

RESOLUTIONS OF THE ORDINARY GENERAL MEETING

On 19/06/2025, the Ordinary General Meeting of the Shareholders of Quest Holdings SA was held 79 Shareholders were present at the General Meeting, representing 91.739.897 common registered shares with voting rights, i.e., 86,58%, out of a total of 107.222.688 shares of the Company. The quorum required by the law and the Articles of Association (not taking into account the 1.259.288 equity shares held by the Company) was ascertained at the General Meeting and the Meeting resolved on all items of the Agenda, as follows:

1st Item: Submission for approval of the annual financial statements as at 31 December 2024 (separate and consolidated financial statements), in accordance with the International Financial Reporting Standards (IFRS), together with the Report of the Board of Directors and the Auditors' Report

The Ordinary General Meeting following a legal vote with 91.739.897 valid votes corresponding to 86,58 % of the paid-up share capital with voting rights, unanimously approved (Against: zero votes Abstain: zero votes) the annual financial statements as at 31 December 2024 (separate and consolidated), in accordance with the International Financial Reporting Standards (IFRS), together with the reports of the Board of Directors and the Auditors thereon, in accordance with Law 4548/2018, as in force.

2nd Item: Approval of distribution of profits for the fiscal year 01.01.2024 - 31.12.2024 and distribution of dividend to the shareholders, as well as distribution of part of the annual profits of the fiscal year 01.01.2024 - 31.12.2024 to the Company's employees

The General Meeting following a legal vote with 91.739.897 valid votes corresponding to 86,58% of the paid-up share capital with voting rights, unanimously approved (Against: zero votes Abstain: zero votes) the distribution of profits for the fiscal year 01.01.2024 - 31.12.2024 and in particular approved the distribution of a dividend for the 2024 fiscal year amounting to the gross amount of €0,30 per share excluding the treasury shares that the Company will hold at the record date, as well as approved the distribution of part of the profits of the fiscal year 01.01.2024 - 31.12.2024 of a total gross amount of € 132.300 to Company employees. Moreover, the General Meeting authorized the Chief Executive Officer, Mr. Apostolos Georgantzis, to proceed to all further actions for the implementation of this resolution.

3rd Item: Information from the Chairman of the Audit Committee to the shareholders about the activities of the Audit Committee during the fiscal year 2024

No item to vote or pass a resolution on.

The Ordinary General Meeting was informed about the performance of the Audit Committee during the 2024 fiscal year.

4th Item: Information from the Independent Vice-Chairman of the Board of Directors on the activities of the independent non-executive members of the Board of Directors in the 2024 fiscal year in accordance with article 9 § 5 of law 4706/2020

No item to vote or pass a resolution on.

The Ordinary General Meeting was informed about the activities of the independent non-executive members of the Board of Directors during the 2024 fiscal year.

5th Item: Approval of the overall management of the Board of Directors of the Company during the 2024 fiscal year and release of the members of the Board of Directors and the Certified Auditors from any responsibility for compensation for their activities during the fiscal year 2024

The Ordinary General Meeting following a legal vote with 91.739.897 valid votes corresponding to 86,58% of the paid-up share capital with voting rights, unanimously approved (Against: zero votes Abstain: zero votes) the overall management of the Company for the 2024 fiscal year in accordance with article 108 of law 4548/2018 and released the certified auditors of the Company from any responsibility for compensation for said fiscal year in accordance with article 117 of law 4548/2018.

6th Item: Approval of the remuneration and compensation paid to the members of the Board of Directors for the 2024 fiscal year and advance payment of remuneration and compensation for the 2025 fiscal year

The Ordinary General Meeting following a legal vote with 91.512.565 valid votes corresponding to 86,36% of the paid-up share capital with voting rights, approved (Against: 43.332 votes Abstain: 184.000 votes), based on the pre-approval of the previous Ordinary General Meeting, the remuneration paid relating to the participation of the members of the BoD in the meetings of the Board of Directors and in the Committees of the Board of Directors amounting to a total sum of 473,400€.

The Ordinary General Meeting following a legal vote with 91.512.565 valid votes corresponding to 86,36% of the paid-up share capital with voting rights, approved (Against: 43.332 votes Abstain: 184.000 votes), approved the advance payment of fees and remuneration to the members of the Board of Directors relating to their participation in the Board of Directors and in Committees of the Board of Directors for the current fiscal year 2025 until the next Ordinary General Meeting up to the total gross amount of 750,000 euros, according to article 109 of Law 4548/2018 as such is in force and, of course, in the context of the approved remuneration policy.

Last, the Ordinary General Meeting following a legal vote with 91.512.565 valid votes corresponding to 86,36% of the paid-up share capital with voting rights (Against: 43.332 votes Abstain: 184.000 votes), authorized the Board of Directors to determine the gross fees and remuneration for each member of the Board of Directors for his/her participation in the Board of Directors and in the Committees of the Board of Directors.

7th Item: Submission for discussion and voting at the General Meeting of the Remuneration Report of the members of the Board of Directors of the Company according to article 112 § 3 of Law 4548/2018

The Ordinary General Meeting following a legal vote with 90.428.161 valid votes corresponding to 85,34% of the paid-up share capital with voting rights (Against: 1.127.736 votes Abstain: 184.000 votes), approved the Remuneration Report of the members of the Board of Directors of the Company for the 2024 fiscal year according to article 112 § 3 of Law 4548/2018.

8th Item: Election of an auditing company of Certified Auditors - Accountants for the audit of the financial statements, the audit and assurance of the submission of the sustainability report, and the audit for the issuance of the tax certificate for the fiscal year 1/1/2025 - 31/12/2025 and determination of its remuneration

The Ordinary General Meeting following a legal vote with 91.696.565 valid votes corresponding to 86,54% of the paid-up share capital with voting rights (Against: 43.332 votes Abstain: zero votes), assigned the regular audit of the Company's separate and consolidated financial statements for the current fiscal year, the audit and assurance of the submission of the sustainability report and the tax compliance audit for the year 2024 to the auditing firm under the name Grant Thornton S.A. (Institute of CPA (SOEL) No. 127 - TIN 094399329), that has its seat in Athens, at 58 Katehaki Ave., Postal Code 115 25, for the regular audit of the company financial statements and the consolidated financial statements for the fiscal year 1/1/2025 - 31/12/2025, the audit and assurance of the submission of the sustainability report, and the tax compliance audit for the fiscal year 2025. The total fees of the above auditing firm are set at a maximum of seventy-eight thousand (€ 78,000) euros, plus the corresponding VAT, for the regular financial audit of the fiscal year 2025 the audit and assurance of the submission of the sustainability report, and for the tax compliance audit for the fiscal year 2025.

Furthermore, the General Meeting decided to appoint:

- a. Mr. Emmanouil Michalios, son of Georgios, Certified Public Accountant, with Institute of CPA (SOEL) No. 25231, and TIN 104815521, holder of ID No. A00907556 resident of Agia Paraskevi, Attica (6 Zefyron Street), as regular Certified Auditor and
- b. Ms. Athanasia Kourti, daughter of Dimitrios, Certified Public Accountant, with Institute of CPA (SOEL) No. 52251, and TIN 126067297 holder of ID number AK609196, resident of Palaio Faliro Piraeus (10 Agiou Dimitriou St.), as Deputy Certified Auditor.

9th Item: Establishment of a plan for the free distribution of Company's shares and approval of the free distribution of Company's shares to members of the Board of Directors of the Company and its affiliated companies within the meaning of article 32 of Law 4308/2014, pursuant to the provisions of article 114 of Law 4548/2018 - Authorisation - Update on the extension of the Variable Remuneration System for Senior Executives

The Ordinary General Meeting following a legal vote with 90.428.161 valid votes corresponding to 85,34% of the paid-up share capital with voting rights (Against: 1.127.736 votes Abstain: 184.000 votes) decided to establish a plan for the free distribution of up to one hundred seventy-eight thousand one hundred three (178.103) treasury shares (common registered shares with voting rights) of the Company for the fiscal year 2024. The treasury shares will be distributed free of charge in 2027, without any obligation to retain them for a certain period of time, to executive members of the Board of Directors of the Company (excluding the Chairman of the Board of Directors) and to the CEOs of affiliated companies within the meaning of article 32 of Law 4308/2014, in accordance with the provisions of article 114 of Law 4548/2018, following an evaluation conducted by the Board of Directors at the end of the three-year period (2023-2025) of the achievement of additional goals, as set out in the Senior Executives' Variable Remuneration System, and calculation of the exact number of Vested Shares to which the Senior Executives are entitled.

The treasury shares to be distributed free of charge will come from treasury shares already held by the Company, which it has acquired under a share buyback program approved by the General Meeting, in accordance with Article 49 of Law 4548/2018, and for which it has created a relevant reserve (in its accounts).

Moreover, the Ordinary General Meeting following a legal vote with 90.428.161 valid votes corresponding to 85,34% of the paid-up share capital with voting rights (Against: 1.127.736 votes Abstain: 184.000 votes), authorised the Board of Directors to proceed to all actions required for the implementation of the resolution, such as to evaluate at the end of the three-year period (2023-2025) the achievement of the additional goals, in accordance with the provisions of the Senior Executives' Variable Remuneration System, to determine the beneficiaries and the specific conditions for distribution (including, but not limited to, to evaluate and ascertain the fulfilment of the conditions for the distribution of the shares to the beneficiaries, to finalize the final number of shares to be distributed per beneficiary, to prepare and approve the documents required for the distribution, and to authorize their signature and submission in order for the distribution to be implemented, etc.), always in accordance with the Senior Executives' Variable Remuneration System, the Remuneration Policy, the Procedure for the Distribution of Shares to Senior Executives and the relevant recommendations of the Company's Remuneration Committee. The Board of Directors may delegate part of the powers delegated to it according to the above to one or more persons who are members of the Board of Directors.

Finally, the General Meeting was informed that the Board of Directors, following a recommendation by the Remuneration Committee, has decided to extend the implementation of the Variable Remuneration System for Senior Executives for the current year 2025. Therefore, the next Ordinary General Meeting will be called upon to decide on the establishment of a free share allocation program and approve the free allocation of Company shares to members of the Company's Board of Directors and related companies for the financial year 2025 (with free distribution of treasury shares in 2028).

10th Item: Approval of amendment to the Suitability Policy for the Members of the Board of Directors, in accordance with the provisions of Law 4706/2020, as in force

The Ordinary General Meeting following a legal vote with 91.739.897 valid votes corresponding to 86,58% of the paid-up share capital with voting rights, i.e., with 91.739.897 valid votes of the shareholders represented (Against: zero votes Abstain: zero votes), unanimously approved the amendment of the suitability policy for the members of the Board of Directors, as proposed in the draft posted on the Company's website and attached to the minutes of the Ordinary General Meeting.

11th Item: Election of the new Board of Directors and appointment of its Independent Members

The Ordinary General Meeting following a legal vote with 91.705.014 valid votes corresponding to 86,54% of the paid-up share capital with voting rights (Against: 34.220 votes Abstain: 663 votes) elected the new 10-member Board of Directors, with a three-year term of office and in any case until the Ordinary General Meeting of 2028, with the following persons as members, taking into account the provisions of Law 4548/2018, Law 4706/2020, Circular 60/2020 of the Hellenic Capital Market Commission, the Company's

Articles of Association, the Company's Internal Regulations, the Hellenic Corporate Governance Code and the Company's Suitability Policy for the Members of the Board of Directors (as updated by virtue of the resolution of the Board of Directors' passed on 25-4-2025 and pursuant to the relevant resolution of the Ordinary General Meeting, item 10 of the agenda):

1. Theodore Fessas
2. Eftychia Koutsourelis
3. Apostolos Georgantzis
4. Markos Bitsakos
5. Emil Yiannopoulos
6. Maria Damanaki
7. Ioanna Dretta
8. Panagiotis Kyriakopoulos
9. Philippa Michali
10. Ioannis Paniaras

Moreover, the Ordinary General Meeting following a legal vote with 91.705.014 valid votes corresponding to 86,54 % of the paid-up share capital with voting rights (Against: 34.220 votes Abstain: 663 votes) elected from among the Members of the BoD, its independent non-executive members who meet the independence criteria of article 9 of law 4706/2020, who are as follows:

1. Emil Yiannopoulos– Independent Non-Executive Member
2. Maria Damanaki– Independent Non-Executive Member
3. Ioanna Dretta – Independent Non-Executive Member
4. Panagiotis Kyriakopoulos – Independent Non-Executive Member
5. Philippa Michali – Independent Non-Executive Member
6. Ioannis Paniaras – Independent Non-Executive Member.

12th Item: Appointment of the Company's new Audit Committee

The Ordinary General Meeting following a legal vote with 90.670.910 valid votes corresponding to 85,57% of the paid-up share capital with voting rights (Against: 1.068.987 votes Abstain: zero votes), elected, in accordance with the stipulations of article 44 of law 4449/2017 and Circulars and Letters bearing ref. nos. 1302/28.4.2017 και 1508/17-7-2020, 434/24-2-2025 και 638/26-3-2025 of the Hellenic Capital Market Commission that:

- a. the Audit Committee be a Committee of the Board of Directors, consisting exclusively of Members of the Board of Directors,
- b. the Audit Committee be composed of three (3) Independent Non-Executive Members,
- c. The term of office of the members of the Committee appointed by the Board of Directors in accordance with § 1c of Article 44 of Law 4449/2017, as in force, will follow their term of office as members of the Board of Directors, i.e., it will be a three-year term from the election of the Board of Directors, extending automatically until the Ordinary General Meeting that will be convened after the expiry of its term of office, i.e., until the Ordinary General Meeting that will be convened in 2028.

13th Item: Granting permission to the members of the Board of Directors and the Executives for carrying out the actions provided for in § 1 of article 98 of law 4548/2018, as such is in force.

The Ordinary General Meeting following a legal vote with 91.739.897 valid votes corresponding to 86,58 % of the paid-up share capital with voting rights, unanimously (Against: zero votes Abstain: zero votes), decided to grant permission to the Members of the Board of Directors and the Company Executives to carry out the actions provided for in § 1 of article 98 of law 4548/2018, as such is in force, until the next Ordinary General Meeting.

14th Item: Miscellaneous - Announcements.

The shareholders were informed about the prospects of the Group.