



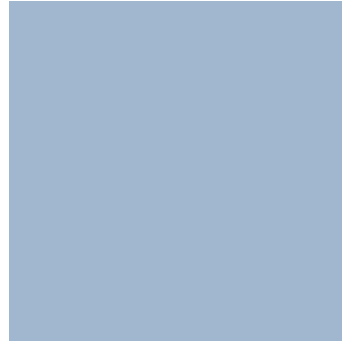
Corporate IR Presentation

Based on 6M 2025 Financial Results



01.6M 2025 Results

Overview
Financial Performance
Outlook



Quest Group at a Glance (6M 2025)



- **€683m** Revenues
- **€48m** EBITDA
- **€33m** EBT
- **€339m** Equity



30 Countries
International Activity
(~28% of revenue)



44 years
(est. in 1981)



3.444
Headcount



Active in :

- Commercial Activities¹
- IT Services
- Courier/Post
- Ren. Energy / Other

Revenues

€ 470m
€ 132m
€ 77m
€ 5m



Track Record 2016 -2025

- Revenue CAGR 16%
- Ebitda CAGR 17%
- EBT CAGR 24%
- Capex & New Investments €263m
- Dividends /Cap Returns ² €211m

1. Renamed from “IT Products” / Wholesale/Retail

A leading, fast-growing and financially sound Group of Companies

6M 2025 Highlights

1

Significant Growth in all Lines (10,2% Sales , 14,2% EBITDA, 20,2% EBT)

2

Benrubi consolidation in effect since Feb 2025

3

ACS sales remained steady following weak e-commerce growth

4

High demand for IT services

P&L (6M 2025)

Amounts in '000 €

Explanations/Clarifications:

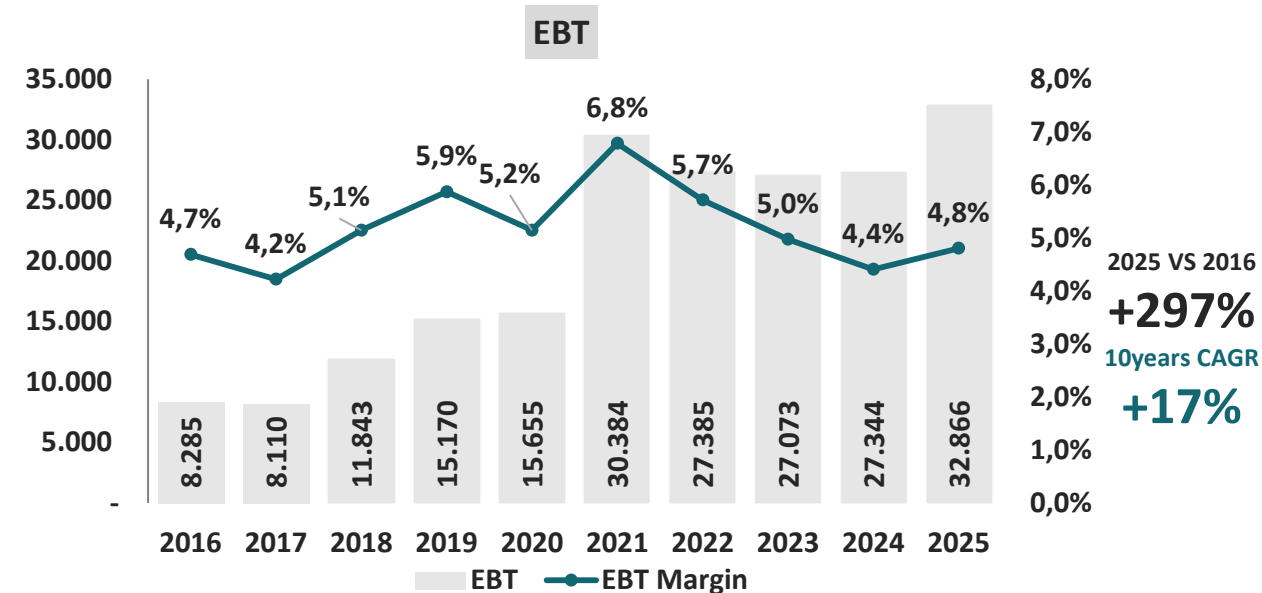
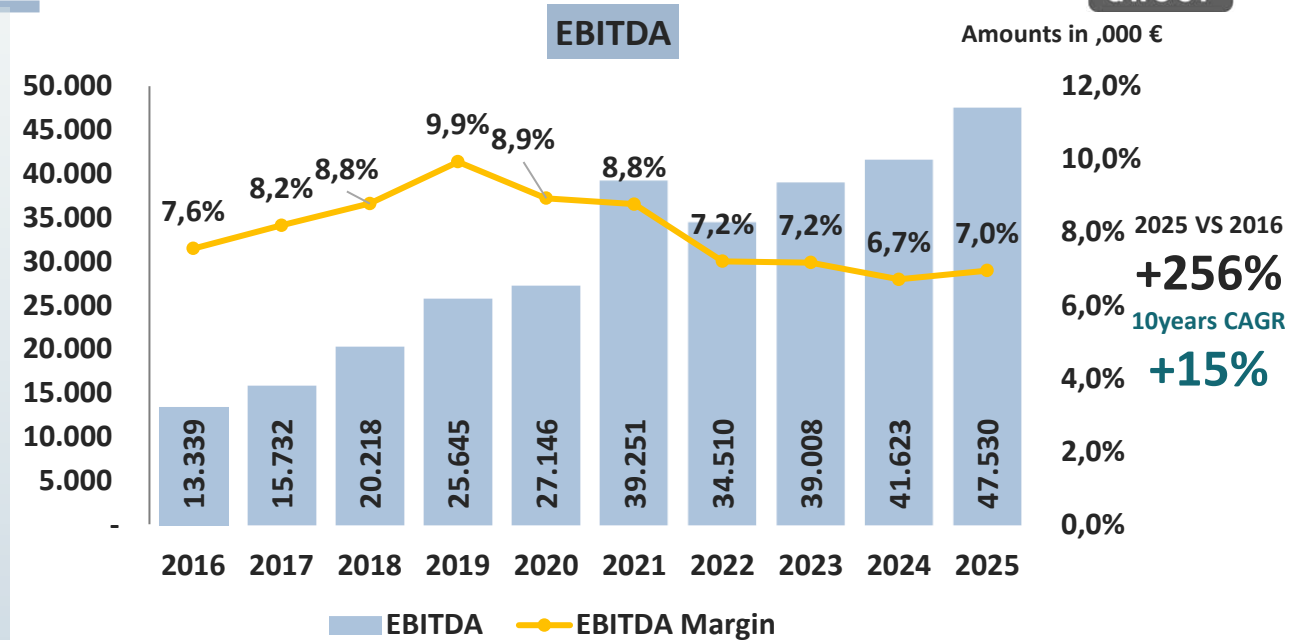
- Sales and profitability growth in all Lines
- Profitability is boosted by Berbubi consolidation (as of 1/2/2025) providing for €2m EBITDA, ~€1,7m EBT & €1,3m EAT
- Capex increased mainly due to Benrubi acquisition (~ €25,5m)
- EAT include higher taxes mainly due to:
 - Increased Deferred taxes (mainly from Unisystems & ACS)
 - Profit distribution to executives for Bonuses
- EAT& NI include minority interests in ACS (20%) and Benrubi (30%)

| | 6M 2025 | YoY % | 6M 2024 |
|--|----------------|--------|----------------|
| Sales | 683.469 | 10,2% | 620.067 |
| EBITDA | 47.530 | 14,2% | 41.623 |
| <i>% sales</i> | 7,0% | | 6,7% |
| EBIT | 38.614 | 13,4% | 34.042 |
| <i>% sales</i> | 5,6% | | 5,5% |
| EBTD | 41.782 | 19,6% | 34.926 |
| <i>% sales</i> | 6,1% | | 5,6% |
| EBT | 32.866 | 20,2% | 27.344 |
| <i>% sales</i> | 4,8% | | 4,4% |
| EAT | 22.364 | 9,4% | 20.451 |
| <i>% sales</i> | 3,3% | | 3,3% |
| EAT & NCI | 20.453 | 1,4% | 20.165 |
| <i>Depreciation & Amortization</i> | -8.916 | 17,6% | -7.582 |
| <i>Other gains / losses</i> | 890 | 770,4% | -133 |
| <i>Financial results</i> | -6.638 | 1,1% | -6.563 |
| CAPEX & New Investments | 33.018 | 195,5% | 11.173 |

P&L (6M 2025)



2025 VS 2016
+287%
10years CAGR
+16%



2021 EBITDA & EBT boosted from Cardlink's sale which was divested during 2021 Q3.

Balance sheet (6M 2025)

Amounts in '000 €

| Group Balance Sheet | 6M 2025 | 12M 2024 |
|--------------------------------------|----------------|----------------|
| Tangible & intangible assets | 161.204 | 157.673 |
| Right-of-use assets | 39.128 | 36.030 |
| Goodwill | 57.616 | 37.051 |
| Other | 44.383 | 48.860 |
| Non-current assets | 302.331 | 279.614 |
| Inventories | 127.158 | 114.503 |
| Trade & other receivables | 318.218 | 300.109 |
| Cash and cash equivalents | 131.557 | 215.741 |
| Held for sale financial assets | 1.293 | 1.293 |
| Other | 20.856 | 16.201 |
| Current assets | 599.082 | 647.847 |
| Total assets | 901.413 | 927.461 |
| Total equity | 339.267 | 356.765 |
| Borrowings-Long Term | 48.451 | 45.994 |
| Lease liability | 33.609 | 31.616 |
| Other | 102.969 | 78.552 |
| Non-current liabilities | 185.029 | 156.162 |
| Borrowings-Short Term | 82.504 | 87.639 |
| Trade & other payables | 255.794 | 300.304 |
| Lease liability | 7.299 | 6.504 |
| Other | 31.520 | 20.087 |
| Current liabilities | 377.117 | 414.534 |
| Total Liabilites & equity | 901.413 | 927.461 |
| Net Debt/(cash) | -602 | -82.108 |

€901m
Total Assets

€339m
Total Equity

€132m
Cash

€131m
Tangible
Assets

Cash Flow (6M 2025)

Amounts in ,000 €

| Group Cash Flow | 6M 2025 | 6M 2024 |
|---|-----------------|-----------------|
| EBT | 32.866 | 27.344 |
| Depreciation/Amortization | 8.916 | 7.582 |
| Interests Expense / (income) | 6.638 | 6.609 |
| WoC (Change in Inventories, Receivables, Payables) | (48.644) | (28.930) |
| Tax paid | (2.458) | (6.496) |
| Other operating activities | (7.717) | (7.587) |
| Cash flows from operating activities | (10.399) | (1.478) |
| Capex | (7.592) | (6.367) |
| Other investment activities | (21.445) | 1.113 |
| Cash flows from investing activities | (29.037) | (5.254) |
| Proceeds from borrowings/Repayments of borrowings | (9.674) | (8.118) |
| Share capital return/dividends | (32.787) | - |
| Others | (671) | (1.107) |
| Repayment of lease liabilities | (3.930) | (3.399) |
| Cash flows from financing activities | (47.062) | (12.624) |
| Total Change | (86.498) | (19.356) |
| Cash & Equivalent at beginning of year | 215.741 | 121.116 |
| Cash and cash equivalents of acquired subsidiaries | 2.314 | - |
| Cash & Equivalent at the end of the period | 131.557 | 101.760 |

Quarterly results

Amounts in ,000 €

| | Q1 2025 | YoY % | Q1 2024 | Q2 2025 | YoY % | Q2 2024 | 6M 2025 | YoY % | 6M 2024 |
|------------------------------------|----------------|--------|----------------|----------------|---------|----------------|----------------|---------|----------------|
| Sales | 328.030 | 8,2% | 303.118 | 355.439 | 12,1% | 316.949 | 683.469 | 10,2% | 620.067 |
| EBITDA | 21.204 | 13,7% | 18.649 | 26.325 | 14,6% | 22.975 | 47.530 | 14,2% | 41.623 |
| % sales | 6,5% | | 6,2% | 7,4% | | 7,2% | 7,0% | | 6,7% |
| EBIT | 16.848 | 12,9% | 14.919 | 21.766 | 13,8% | 19.123 | 38.614 | 13,4% | 34.042 |
| % sales | 5,1% | | 4,9% | 6,1% | | 6,0% | 5,6% | | 5,5% |
| EBTD | 18.219 | 18,2% | 15.413 | 23.563 | 20,8% | 19.513 | 41.782 | 19,6% | 34.926 |
| % sales | 5,6% | | 5,1% | 6,6% | | 6,2% | 6,1% | | 5,6% |
| EBT | 13.862 | 18,6% | 11.683 | 19.004 | 21,3% | 15.661 | 32.866 | 20,2% | 27.344 |
| % sales | 4,2% | | 3,9% | 5,3% | | 4,9% | 4,8% | | 4,4% |
| EAT | 10.004 | 16,0% | 8.625 | 12.360 | 4,5% | 11.826 | 22.364 | 9,4% | 20.451 |
| % sales | 3,0% | | 2,8% | 3,5% | | 3,7% | 3,3% | | 3,3% |
| EAT & NCI | 9.112 | 7% | 8.533 | 11.342 | -2% | 11.632 | 20.453 | 1% | 20.165 |
| Depreciation & Amortization | -4.357 | 16,8% | -3.730 | -4.559 | 18,4% | -3.852 | -8.916 | 17,6% | -7.582 |
| Other gains / losses | 20 | 154,6% | -37 | 870 | 1006,8% | -96 | 890 | -770,4% | -133 |
| Financial results | -3.005 | -6,1% | -3.199 | -3.633 | 8,0% | -3.364 | -6.638 | 1,1% | -6.563 |
| CAPEX & New Investments | 28.605 | 657,9% | 3.774 | 4.413 | -40,4% | 7.399 | 33.018 | 195,5% | 11.173 |

Commercial Activities Segment*



Info/Overview

- Largest distributor of H/W and S/W products in Greece
- €916m revenue in 2024
- 40%+ of ICT distribution Market in Greece
- Apple’s and Xiaomi’s Value-Added Distributor Greece & Cyprus
- 18 Apple plus 5 Xiaomi retail Stores
- Advanced e-commerce platform (you.gr)
- Distribution of Toyotomi and Gree clima equipment via the companies GED & Clima Quest
- Majority of Benrubi S.A. top SDA provider acquired (brands Izzy, Babyliiss, Pyrex) (as of Feb,2025)
- Personnel: 926

Outlook

- Initial outlook estimation for 2025 includes growth in sales and double digit growth in EBT profitability vs 2024.

6M Financial Results

| Amount in ,000€ | 6M 2025 | YoY % | 6M 2024 |
|-----------------|---------|-------|---------|
| Sales | 470.462 | 12% | 418.672 |
| EBITDA | 18.746 | 21% | 15.548 |
| % sales | 4,0% | | 3,7% |
| EBT | 9.847 | 36% | 7.233 |
| % sales | 2,1% | | 1,7% |
| EAT | 7.241 | 30% | 5.590 |
| Net cash/(debt) | -71.776 | -9% | -65.911 |

- +12% sales growth in 6M 2025 , driven mainly by increased market share and the commercial business abroad.
- Profitability improvement driven by both organic growth, Benrubi consolidation, improved Clima Sector performance and more favorable Euribor.

*Renamed from “IT Products” / Wholesale/Retail

Info/Overview

- Leading IT integrator in domestic market
- €241m revenue in 2024
- 30+ countries of operations
- ~46% International revenues mainly within EU
- 600+ customers across industries & geographies
- 87% of revenues from services activities
- 50+ years experience in banking & telecom sectors
- Specialized IT/Tech professionals
- Personnel: 1.893

Outlook

- Sales and profits are estimated to continue to grow during 2025, driven by accelerated investments on digital transformation by the private and the public sector.

6M Financial Results

| Amount in ,000€ | 6M 2025 | YoY % | 6M 2024 |
|------------------------|----------------|-------|----------------|
| Sales | 131.598 | 10% | 119.544 |
| EBITDA | 12.525 | 31% | 9.551 |
| % sales | 9,5% | | 8,0% |
| EBT | 9.513 | 19% | 8.004 |
| % sales | 7,2% | | 6,7% |
| EAT | 5.796 | 4% | 5.559 |
| Net cash/(debt) | 17.659 | 49% | 11.838 |

- +10% sales growth in 6M 2025
- €700+m backlog in signed projects



Info/Overview

- Largest Local Courier operator in Greece (~ 24% M. Share)
- €157m revenue in 2024
- Leading Alternative Postal Operator in Greece (~5% M. Share)
- 50+m shipments/year (40m courier/16m Post)
- Strong Postal Network & Infrastructure :
 - 1.000+ POS Service Points : 270 ACS Shops / 270 Pudo's / 800+ APM's(lockers)
 - 60.000m² facilities
 - modern sorting facilities with a 60+ kpph sorting capacity
 - > 3.000 specialized Personnel (including the network)
- Personnel: 612

Outlook

- Growth in sales and profitability is expected for 2025, at least equal rates compared to e-commerce expansion.

6M Financial Results

| Amount in ,000€ | 6M 2025 | YoY % | 6M 2024 |
|------------------------|---------------|-------|---------------|
| Sales | 76.628 | 0% | 76.628 |
| EBITDA | 13.370 | 5% | 12.742 |
| <i>% sales</i> | <i>17,4%</i> | | <i>16,6%</i> |
| EBT | 10.817 | 5% | 10.269 |
| <i>% sales</i> | <i>14,1%</i> | | <i>13,4%</i> |
| EAT | 7.320 | -9% | 8.005 |
| Net cash/(debt) | 39.729 | 93% | 20.587 |

- New state of the art Sorting Center is in place gradually improving company's performance and profitability.
- e-commerce is expanding at subdued rates.
- The company is currently expanding its Last Mile network through the deployment of parcel lockers, aiming to enhance its service offering and meet the growing demand for out-of-home (OOH) deliveries. Plan to reach 3.000 lockers within the coming years



Info/Overview

- €10,5m revenues for Quest Energy during 2024
- Quest Energy owns 24 photovoltaic parks with > 39MW power
- Quest Holdings(QH): Parent Company, operates as a holding company with a lean as possible corp. structure
- Personnel: 13

Outlook

- FY2025 financial performance for Quest Energy is estimated to be similar or lower to 2024.

6M Financial Results

| Amount in ,000€ | 6M 2025 | YoY % | 6M 2024 |
|------------------------|---------------|-------|--------------|
| Sales | 4.781 | -8% | 5.223 |
| EBITDA | 2.889 | -24% | 3.781 |
| <i>% sales</i> | 60,4% | | 72,4% |
| EBT | 2.689 | 46% | 1.837 |
| <i>% sales</i> | 56,2% | | 35,2% |
| EAT | 2.008 | 55% | 1.298 |
| Net cash/(debt) | 14.990 | 186% | 5.235 |

- -8% sales decline in 6M 2025 due to adverse weather conditions.
- Actively pursuing new growth investments in core/other areas (M&As)

Segment Contribution in Sales & Ebitda (6M 2025)



Amounts in ,000 €

Commercial
Activities

IT Services

Courier &
Postal

Energy & Other

Total Group

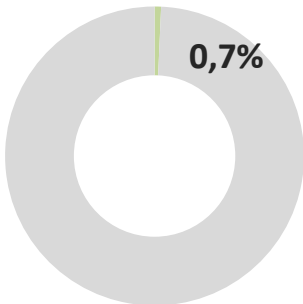
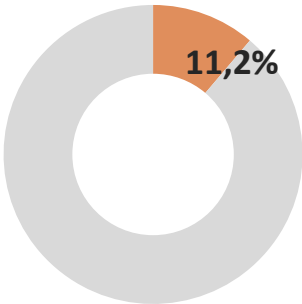
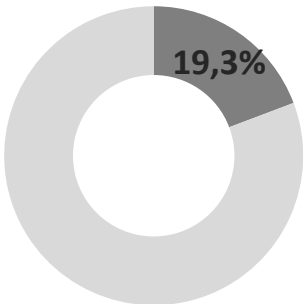
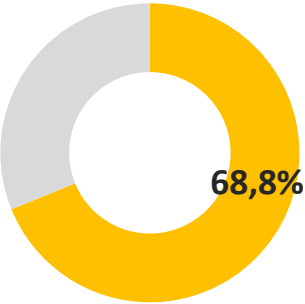
470.462

131.598

76.628

4.781

Sales



683.469

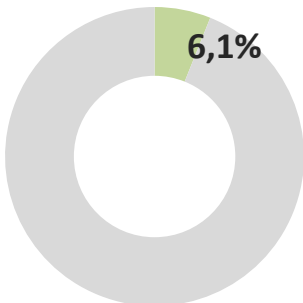
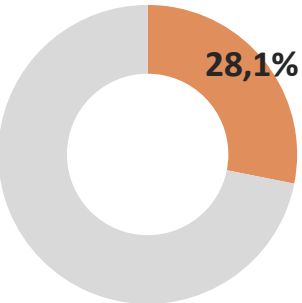
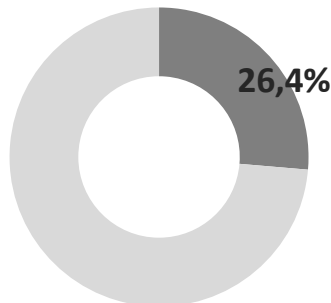
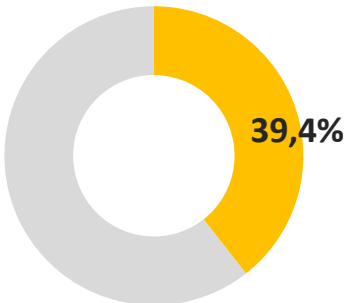
18.746

12.525

13.370

2.889

Ebitda



47.530

EBITDA Margin

4%

9,5%

17,4%

60,4%

7%

Segment Analysis 6M 2025

| 6M 2025 (€ x 1.000) | Commercial Activities | IT Services | Courier & Postal | Renewable Energy | Unallocated | Total |
|---|-----------------------|----------------|------------------|------------------|----------------|-----------------|
| Total gross segment sales | 528.395 | 132.650 | 77.134 | 4.931 | - | 743.110 |
| Inter-segment sales | (57.933) | (1.051) | (507) | (150) | - | (59.641) |
| Net sales | 470.462 | 131.598 | 76.628 | 4.781 | - | 683.469 |
| EBITDA | 18.746 | 12.525 | 13.370 | 4.151 | (1.262) | 47.530 |
| % sales | 4,0% | 9,5% | 17,4% | 86,8% | - | 7,0% |
| Profit/ (Loss) before income tax | 9.847 | 9.513 | 10.817 | 2.515 | 174 | 32.866 |
| % sales | 2,1% | 7,2% | 14,1% | 53% | - | 4,8% |
| Profit/ (Loss) after tax | 7.241 | 5.796 | 7.320 | 1.851 | 157 | 22.364 |
| Profit/ (Loss) after tax & NCI | | | | | | 20.453 |
| Capex & New Investments | 27.060 | 363 | 5.168 | 166 | 260 | 33.018 |
| Cash | 31.312 | 21.196 | 39.729 | 11.869 | 27.452 | 131.557 |
| Borrowings (non current) | 34.021 | - | - | 14.430 | - | 48.451 |
| Borrowings (current) | 69.066 | 3.537 | - | 9.901 | - | 82.504 |
| Net cash/(debt) | (71.776) | 17.659 | 39.729 | (12.462) | 27.452 | 602 |
| 6M 2024 (€ x 1.000) | Commercial Activities | IT Services | Courier & Postal | Renewable Energy | Unallocated | Total |
| Total gross segment sales | 476.156 | 120.552 | 77.099 | 5.373 | - | 679.180 |
| Inter-segment sales | (57.484) | (1.007) | (471) | (150) | - | (59.112) |
| Net sales | 418.672 | 119.544 | 76.628 | 5.223 | - | 620.067 |
| EBITDA | 15.548 | 9.551 | 12.742 | 4.533 | (752) | 41.622 |
| % sales | 3,7% | 8,0% | 16,6% | 86,8% | - | 6,7% |
| Profit/ (Loss) before income tax | 7.233 | 8.004 | 10.269 | 2.462 | (624) | 27.344 |
| % sales | 1,7% | 6,7% | 13,4% | 47% | - | 4,4% |
| Profit/ (Loss) after tax | 5.590 | 5.559 | 8.005 | 1.941 | (643) | 20.451 |
| Profit/ (Loss) after tax & NCI | | | | | | 20.166 |
| Capex & New Investments | 692 | 2.515 | 2.935 | 4.808 | 222 | 11.172 |
| Net cash/(debt) | (65.911) | 11.838 | 20.587 | (21.376) | 26.610 | (28.251) |
| Diff 2025/2024 % | Commercial Activities | IT Services | Courier & Postal | Renewable Energy | Unallocated | Total |
| Total sales | 12,4% | 10,1% | 0,0% | -8,5% | - | 10,2% |
| EBITDA | 20,6% | 31,1% | 4,9% | -8% | -67,9% | 14,2% |
| Profit/ (Loss) before income tax | 36,1% | 18,9% | 5,3% | 2,1% | 127,9% | 20,2% |
| Profit/ (Loss) after tax | 29,5% | 4,3% | -8,6% | -4,6% | 124,3% | 9,4% |
| Profit/ (Loss) after tax & NCI | | | | | | 1,4% |

Commercial Activities

- Initial estimation for 2025 includes **growth in sales and double digit EBITDA & EBT growth.**
- Benrubi S.A. results are consolidated since February 2025 improving segment margins

IT Services

- **Sales and profits** are estimated to continue to grow during 2025, driven by strong demand and continuing investments on digital transformation by the private and the public sector.

Courier & Postal

- E-Commerce is moving at a subdued rate.
- **Continuation of Growth for Sales and EBT** is estimated for 2025.

Renewable Energy & Other

- A slight decline in revenue is expected due to the shortfall in H1, while EBT is projected to remain at levels similar or to be slightly lower than 2024.

2025 Outlook

1

High Single digit Growth in Sales, and stronger EBITDA growth for 2025. Ebitda is estimated to surpass €100m.

2

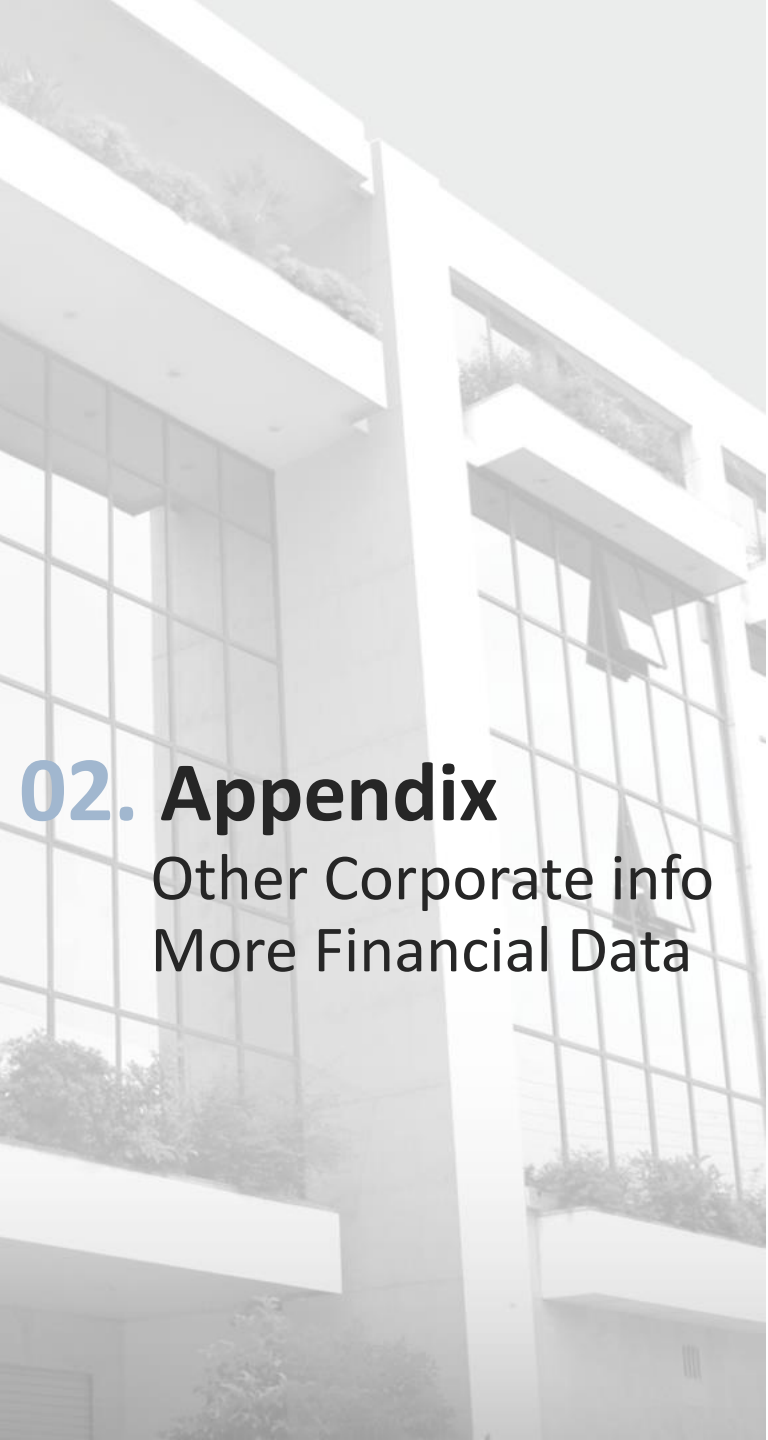
Commercial sector expanding despite the weak demand environment.

3

Strong demand for IT services continues.

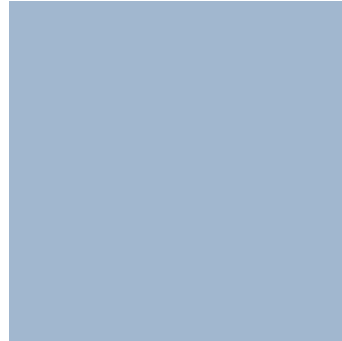
4

Mild growth in e-Commerce (ACS, QoL).



02. Appendix

Other Corporate info
More Financial Data



Quest Group at a Glance (12M 2024)



- **€1.325m** Revenues
- **€92m** EBITDA
- **€65m** EBT
- **€357m** Equity



30 Countries
International Activity
(~28% of revenue)



43 years
(est. in 1981)



3.371
Headcount



Active in :

- Commercial Activities¹
- IT Services
- Courier/Post
- Ren. Energy / Other

Revenues

€ 916m
€ 241m
€ 157m
€ 11m



Track Record 2015 -2024

- Revenue CAGR 16%
- Ebitda CAGR 18%
- EBT CAGR 48%
- Capex & New Investments €251m
- Dividends /Cap Returns² €132m

1. Renamed from “IT Products” / Wholesale/Retail
2. Refers to 2020-2024

A leading, fast-growing and financially sound Group of Companies

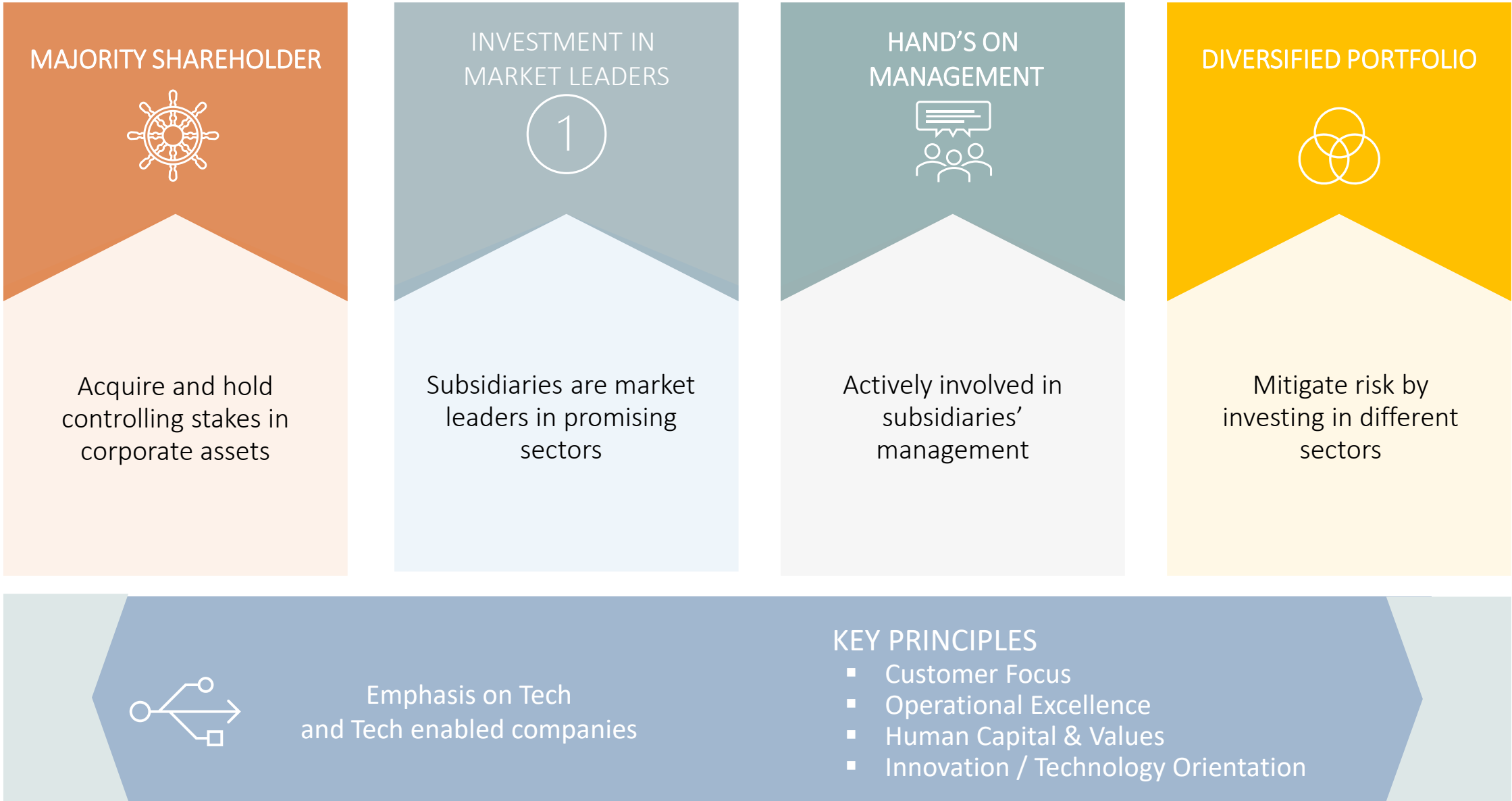
Segment Analysis 12M 2024

| 12M 2024 (€ x 1.000) | Commercial Activities | IT Services | Courier & Postal | Renewable Energy | Unallocated | Total |
|---|-----------------------|----------------|------------------|------------------|----------------|------------------|
| Total gross segment sales | 1.051.903 | 243.022 | 158.099 | 10.850 | - | 1.463.873 |
| Inter-segment sales | (135.820) | (1.582) | (819) | (300) | - | (138.521) |
| Net sales | 916.083 | 241.440 | 157.280 | 10.550 | - | 1.325.352 |
| EBITDA | 36.482 | 21.878 | 26.110 | 8.878 | (1.598) | 91.750 |
| <i>% sales</i> | <i>4,0%</i> | <i>9,1%</i> | <i>16,6%</i> | <i>84,1%</i> | <i>-</i> | <i>6,9%</i> |
| Profit/ (Loss) before income tax | 19.519 | 17.580 | 21.269 | 5.091 | 1.525 | 64.984 |
| <i>% sales</i> | <i>2,1%</i> | <i>7,3%</i> | <i>13,5%</i> | <i>48%</i> | <i>-</i> | <i>4,9%</i> |
| Profit/ (Loss) after tax | 15.047 | 12.996 | 16.515 | 3.816 | 1.467 | 49.841 |
| Profit/ (Loss) after tax & NCI | | | | | | 49.113 |
| Capex & New Investments | 2.456 | 10.429 | 7.754 | 24 | 289 | 20.953 |
| Net cash/(debt) | (32.039) | 18.636 | 31.121 | (14.583) | 78.973 | 82.108 |

| 12M 2023 (€ x 1.000) | Commercial Activities | IT Services | Courier & Postal | Renewable Energy | Unallocated | Total |
|---|-----------------------|----------------|------------------|------------------|---------------|------------------|
| Total gross segment sales | 948.610 | 216.332 | 150.777 | 10.297 | - | 1.326.016 |
| Inter-segment sales | (125.790) | (2.147) | (1.071) | (404) | - | (129.412) |
| Net sales | 822.819 | 214.185 | 149.707 | 9.893 | - | 1.196.604 |
| EBITDA | 32.957 | 18.946 | 24.195 | 8.207 | (975) | 83.329 |
| <i>% sales</i> | <i>4,0%</i> | <i>8,8%</i> | <i>16,2%</i> | <i>83,0%</i> | <i>-</i> | <i>7,0%</i> |
| Profit/ (Loss) before income tax | 18.389 | 16.068 | 19.671 | 4.551 | 230 | 58.910 |
| <i>% sales</i> | <i>2,2%</i> | <i>7,5%</i> | <i>13,1%</i> | <i>46%</i> | <i>-</i> | <i>4,9%</i> |
| Profit/ (Loss) after tax | 14.810 | 12.081 | 14.929 | 3.430 | 122 | 45.372 |
| Profit/ (Loss) after tax & NCI | | | | | | 44.797 |
| Capex & New Investments | 8.029 | 2.811 | 7.248 | 8.222 | 402 | 26.714 |
| Net cash/(debt) | (63.960) | 31.864 | 25.374 | (21.980) | 11.689 | (17.012) |

| Diff 2024/2023 % | Commercial Activities | IT Services | Courier & Postal | Renewable Energy | Unallocated | Total |
|----------------------------------|-----------------------|-------------|------------------|------------------|-------------|-------|
| Total sales | 11,3% | 12,7% | 5,1% | 6,6% | - | 10,8% |
| EBITDA | 10,7% | 15,5% | 7,9% | 8% | -64,0% | 10,1% |
| Profit/ (Loss) before income tax | 6,1% | 9,4% | 8,1% | 11,9% | 563,1% | 10,3% |
| Profit/ (Loss) after tax | 1,6% | 7,6% | 10,6% | 11,2% | - | 9,9% |
| Profit/ (Loss) after tax & NCI | | | | | | 9,6% |

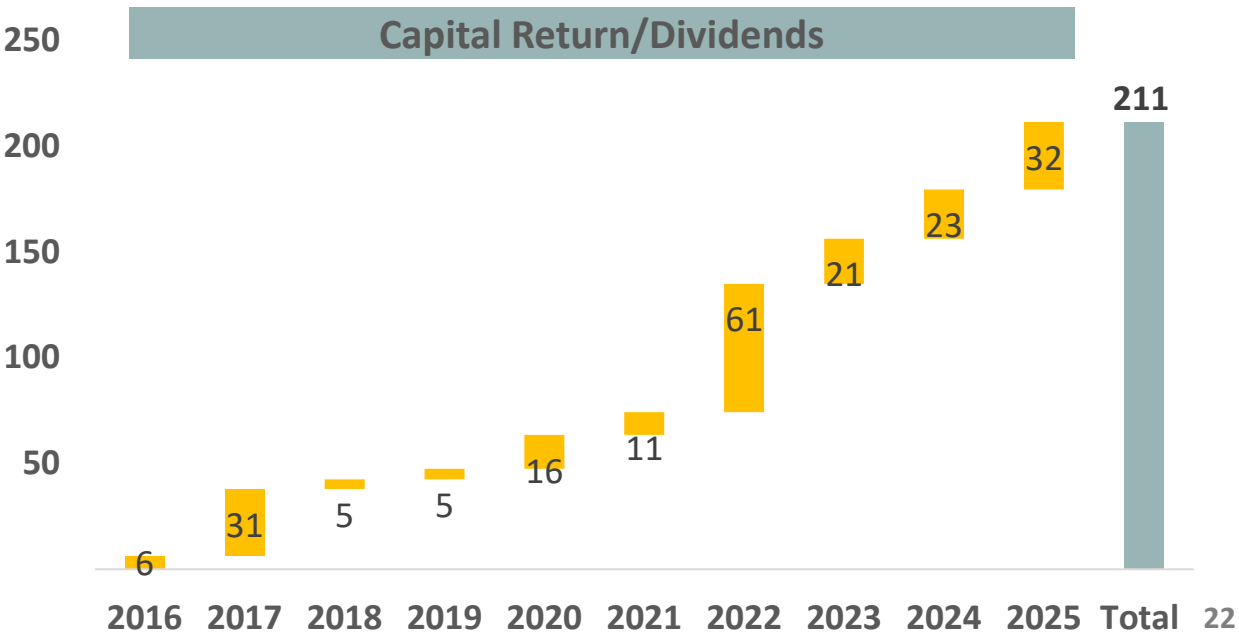
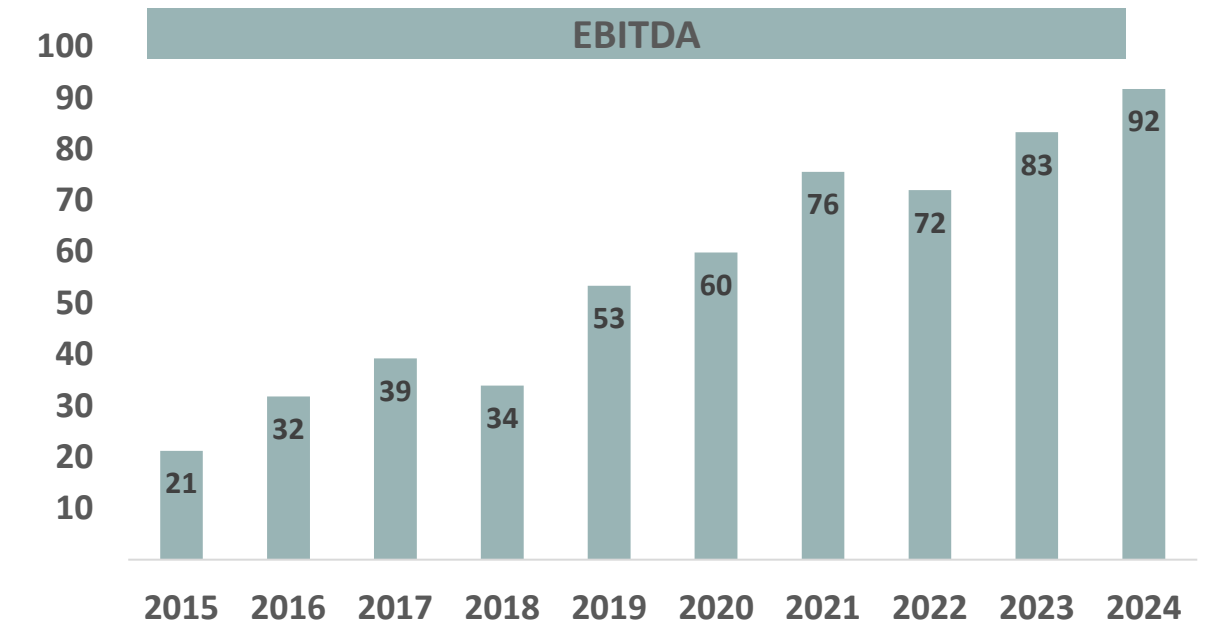
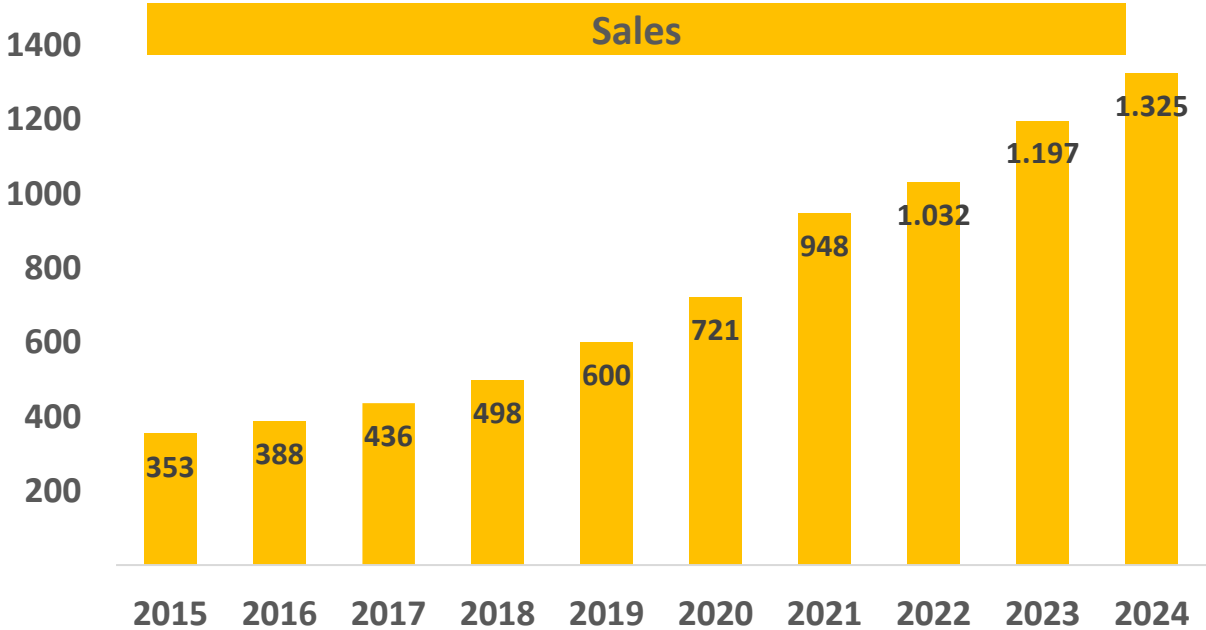
Operating Model



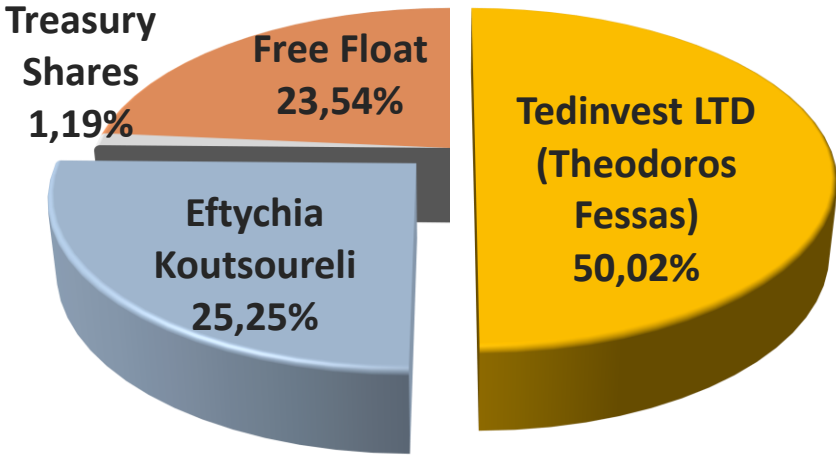
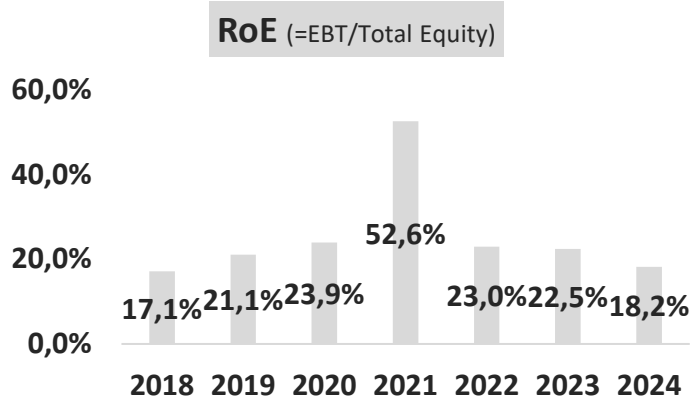
Resilience in challenging times



Amounts in million €















Value Created to Investors



*On 30/6/2025

Growth Drivers

| | Info Quest TECHNOLOGIES | you.gr | iSquare | iStorm  |  ACS | uni.systems |  Quest |  BENRUBI | Quest HOLDINGS |  F.E. ANASTASIY |
|--|----------------------------|--------|---------|--|---|-------------|---|---|-------------------|--|
|  Mobility Cloud & IoT | Q | Q | Q | Q | | Q | | | | |
|  E-Commerce | | Q | | Q | Q | | | Q | | |
|  International Markets | Q | | Q | Q | Q | Q | | Q | | |
|  Commercial Networks | Q | | Q | Q | Q | | | Q | | |
|  Renewable Energy | | | | | | | Q | | | |
|  Clima | | | | | | | | | | Q |
|  M&A Inorganic Growth | Q | Q | | | Q | Q | Q | | Q | |



Theodore Fessas
President –Exec. Member
Founder and major
shareholder of Quest Holdings
ex. President of SEV (Hellenic
Federation of Enterprises)



Eftichia Koutsourelis
Non-Exec. Member
Shareholder and
Vice Chairwoman of Quest
Holdings



Apostolos Georgantzis
Exec. Member
CEO of Quest Holdings
President and
Managing Director of
ACS



Markos Bitsakos
Exec. Member
Deputy CEO of Quest
Holdings
Managing Director of QE



Maria Damanaki
Vice Chairwoman
Independent Non-Exec.
Member
ex. EU Commissioner for
Maritime Affairs



Ioannis Paniaras
Independent Non-Exec.
Member
Executive Director & Executive
member
Titan Cement International S.A



Philippa Michali
Independent Non-Exec.
Member
CEO Allianz Hellas



Emil Yiannopoulos
Independent Non-Exec.
Member
ex. Partner PWC



Panos Kyriakopoulos
Independent Non-Exec.
Member
CEO Start Investments



Ioanna Dretta
Independent Non-Exec. Member
CEO Marketing Greece

- The management and operation of the Quest Group is based on a modern, dynamic and flexible Corporate Governance model.
- Group Corporate Governance:
 - ✓ Is in line with Greek law
 - ✓ Complies with the Hellenic Code of Corporate Governance (HCGC) with some discrepancies mentioned in the Annual Financial Report
- Corporate Governance aims at the:
 - ✓ Responsible operation of the Group
 - ✓ The viability of its companies and
 - ✓ To safeguard the interests of the Shareholders and Stakeholders
- BoD is the highest governing body of Quest Holdings Group

Goals

By applying the core principles of Corporate Governance, the company has set the following goals:

- Transparency in management and corporate responsibility
- Disclosure of information to shareholders and their participation in key decision-making
- Speed decision-making and efficient administration
- Identification, recognition and mitigation of risks
- Ensuring a quality work environment
- Independence in the exercise of control and finally
- Awareness of the company and its personnel on issues related to the relationship with the natural and the social environment

- BoD consist of 10 members – 6 being non executive & independent
- Quest Holdings Board of Directors - 5 Board Committees
- Quest Group Organizational and Operational Manual (based on HCGC)
- 32 Group Policies
- 42 Standard Procedures (valid for all companies)

- Decision Making Procedure and Tables (approved by the Company BoD)
- Representation Table for every Company (approved by the Company BoD)
- Enterprise Risk Management System, IT Security & data protection structures

Sustainability – a Strategic Focus

ESG Strategy 2022-2025+ 4 Pillars - 10 Goals



Environment

- Reduce absolute emissions Scope 1&2 by 40% in 2030 - Climate Neutral 2050
- Circular Economy & Waste prevention



Our People

- Monitor Health & Safety Indicators
- Employee Training & Development
- Promotion of Diversity & Inclusion



Responsible Business

- Zero Data Breaches
- Integrate ESG Performance in CEO Pay
- Supplier Assessment with ESG criteria



Sustainable Products

- Increase % of revenues from sustainable Products and Services
- Increase of Green Energy Production

Annual Sustainability Reporting – *from voluntary to compliance*



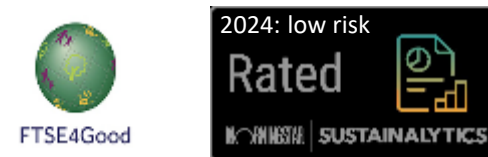
External
verification

Following International Frameworks

Recognitions



High Ratings in ESG Ratings



Empowering Our Employees



- Info Quest Technologies
- Team Candi
- Quest on Line (you.gr)
- Clima Quest



CSR priorities

Innovation & startup EcoSystems



Technology & Education



Support Vulnerable Groups and Crisis Situations



Supporting initiatives

- Investment on upskilling & reskilling (Mini MBA, Talent Program etc.)
- Monthly wellness program



- This document might contain estimations and forward-looking statements relating to the Group's future business, development and economic performance. It also includes statements from sources that have not been independently verified by the Company.
- Such statements may be subject to a number of risks, uncertainties and other important factors, such as but not limited to:
 - Competitive pressures
 - Legislative and regulatory developments
 - Global and local macroeconomic and political trends
 - Fluctuations in currency exchange rates and general financial market conditions
 - Delay or inability in obtaining approvals from authorities
 - Technical development
 - Litigation
 - Adverse publicity and news coverage, which would cause actual development and results to differ materially from the statements made in this document
- Quest Holdings assumes no obligation to update or alter such statements whether as a result of new information, future events or otherwise.



Thank you

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or e-mail us at: ir@quest.gr

