



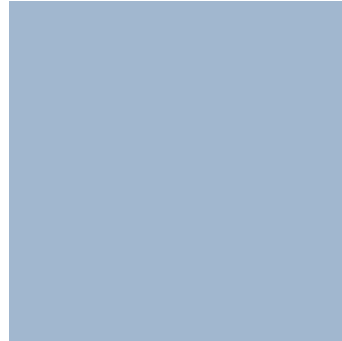
Corporate IR Presentation

Based on 9M 2025 Financial Results



01.9M 2025 Results

Overview
Financial Performance
Outlook



Quest Group at a Glance (9M 2025)



- **€1.019m** Revenues
- **€74m** EBITDA
- **€51m** EBT
- **€353m** Equity



30 Countries
International Activity
(~28% of revenue)



44 years
(est. in 1981)



3.392
Headcount



Active in :

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

Revenues

€ 699m
€ 195m
€ 118m
€ 1m

- Discontinued operations
Ren. Energy

€ 8m

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



Track Record 2016 -2025

- Revenue CAGR 16%
- Ebitda CAGR 14%
- EBT CAGR 16%
- Capex & New Investments €266m
- Dividends /Cap Returns €211m

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

9M 2025 Highlights

1

Significant Growth in all Lines (10,1% Sales , 13,4% EBITDA, 17,8% EBT)

2

Benrubi consolidation in effect since Feb 2025

3

ACS sales grew by more than 5% during Q3 following e-commerce growth

4

High demand for IT sector services

P&L (9M 2025)

Amounts in '000 €

Explanations/Clarifications:

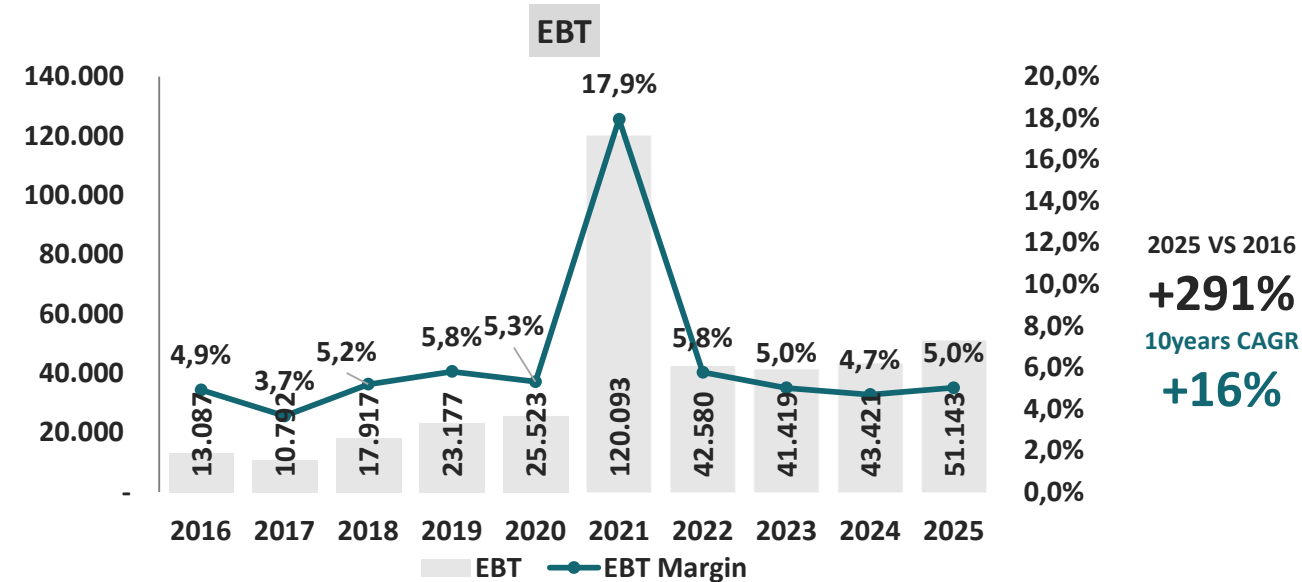
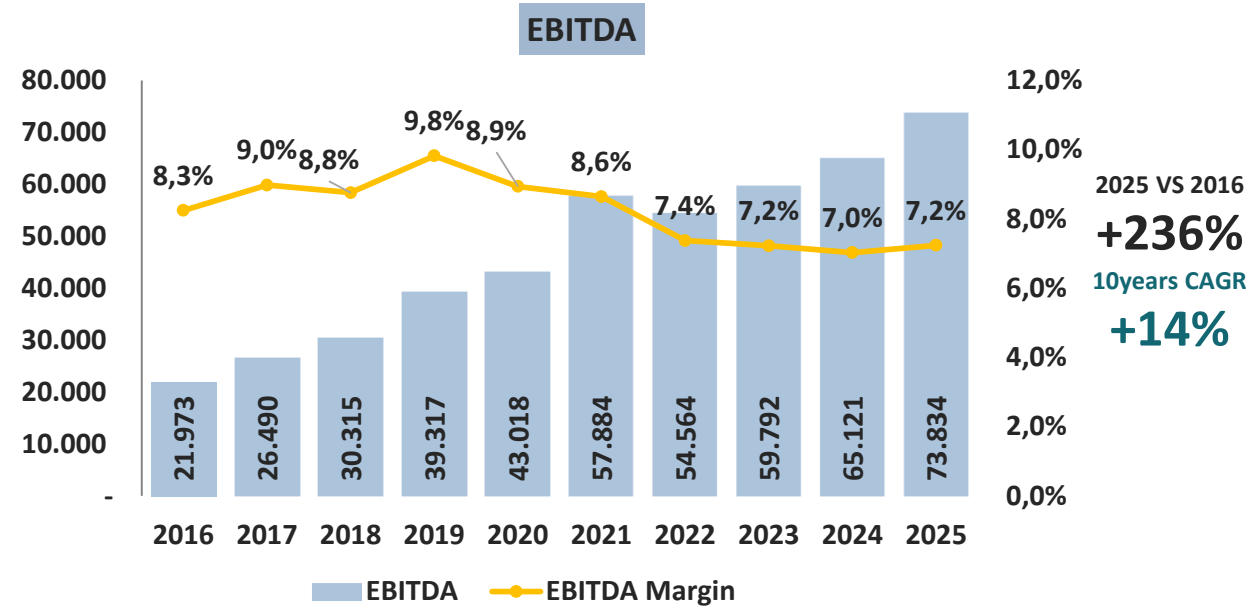
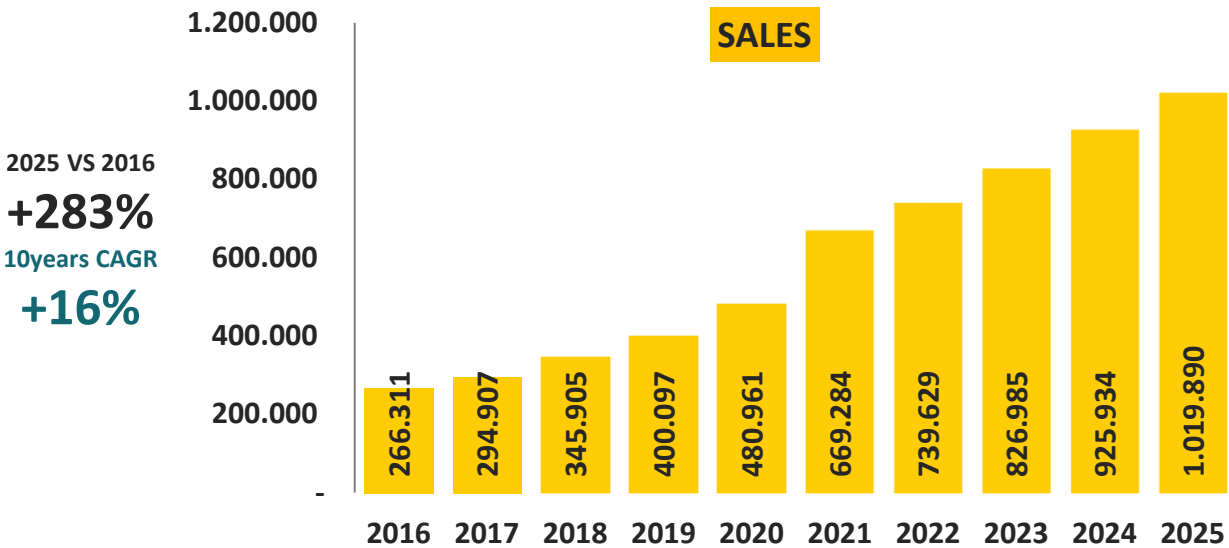
- Sales and profitability growth in all Lines
- Profitability is boosted by Benrubi consolidation (as of 1/2/2025) providing for €3,2m EBITDA, ~€2,7m EBT & €2m EAT
- Capex increased mainly due to Benrubi acquisition (~ €25,5m)
- EAT include higher taxes mainly due to:
 - Increased Deferred taxes (mainly from Unisystems & ACS)
 - Profit distribution to executives for Bonuses
- EAT& NI include minority interests in ACS (20%) in Benrubi (30%) and in Intelli (10%)

	9M 2025			YoY %	YoY %	9M 2024		
	Continued Operations	Discontinued operations	Total	Cont. Operat.	Total	Continued Operations	Discontinued operations	Total
Sales	1.012.250	7.639	1.019.890	10,3%	10,1%	917.803	8.130	925.934
EBITDA	67.154	6.680	73.834	16,1%	13,4%	57.861	7.257	65.121
% sales	6,6%	87,4%	7,2%			6,3%	89,3%	7,0%
EBIT	54.452	5.764	60.216	14,1%	12,2%	47.719	5.965	53.684
% sales	5,4%	75,4%	5,9%			5,2%	73,4%	5,8%
EBTD	59.413	5.348	64.761	20,9%	18,1%	49.125	5.732	54.858
% sales	5,9%	70,0%	6,3%			5,4%	70,5%	5,9%
EBT	46.711	4.432	51.143	19,8%	17,8%	38.983	4.440	43.421
% sales	4,6%	58,0%	5,0%			4,2%	54,6%	4,7%
EAT	33.491	3.321	36.812	13,2%	11,4%	29.577	3.475	33.051
% sales	3,3%	43,5%	3,6%			3,2%	42,7%	3,6%
EAT & NCI	30.298	3.321	33.619	4%	2,9%	29.211	3.475	32.685
<i>Depreciation & Amortization</i>	-12.702	-916	-13.618	25,2%	19,1%	-10.142	-1.293	-11.437
<i>Other gains / losses</i>	971	0	971	100,0%	-2955,7%	27	4	32
<i>Financial results</i>	-9.103	-941	-10.044	3,9%	-2,4%	-8.764	-1.528	-10.292
CAPEX & New Investments	35.616	160	35.776	114,3%	115,2%	16.620	4	16.624

P&L (9M 2025)



Amounts in ,000 €



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

Balance sheet (9M 2025)

Amounts in '000 €

Group Balance Sheet	9M 2025	12M 2024
Tangible & intangible assets	108.717	157.673
Right-of-use assets	37.772	36.030
Goodwill	52.922	37.051
Other	39.122	48.860
Non-current assets	238.533	279.614
Inventories	115.839	114.503
Trade & other receivables	324.195	300.109
Cash and cash equivalents	126.163	215.741
Held for sale financial assets	73.887	1.293
Other	17.425	16.201
Current assets	657.509	647.847
Total assets	896.042	927.461
Total equity	353.382	356.765
Borrowings-Long Term	35.442	45.994
Lease liability	31.738	31.616
Other	94.226	78.552
Non-current liabilities	161.406	156.162
Borrowings-Short Term	77.166	87.639
Trade & other payables	239.683	300.304
Lease liability	7.370	6.504
Other	20.260	20.087
Current liabilities	381.254	414.534
Total Liabilities & equity	896.042	927.461
Net Debt/(cash)	-13.555	-82.108

€896m
Total Assets

€353m
Total Equity

€126m
Cash

€100m
Tangible
Assets

Net debt/(cash), including assets held for sale,
amount to **€-1.484K**.

Cash Flow (9M 2025)

Amounts in ,000 €

Group Cash Flow	9M 2025	9M 2024
EBT	51.143	43.422
Depreciation/Amortization	13.618	11.436
Interests Expense / (income)	10.044	10.292
WoC (Change in Inventories, Receivables, Payables)	(55.913)	(22.244)
Tax paid	(8.850)	(14.063)
Other operating activities	(11.499)	(11.272)
Cash flows from operating activities	(1.457)	17.571
Capex	(10.350)	(11.818)
Other investment activities	(24.245)	(3.977)
Cash flows from investing activities	(34.595)	(15.795)
Proceeds from borrowings/Repayments of borrowings	(5.740)	10.683
Share capital return/dividends	(32.787)	(23.306)
Others	(1.096)	(1.412)
Repayment of lease liabilities	(6.005)	(5.127)
Cash flows from financing activities	(45.628)	(19.162)
Total Change	(81.680)	(17.386)
Cash & Equivalent at beginning of year	215.741	121.116
Cash and cash equivalents of acquired subsidiaries	2.314	-
Cash and cash equivalents of non-current assets classified as held for sale	(10.212)	-
Cash & Equivalent at the end of the period	126.163	103.730

Quarterly results



Amounts in ,000 €

	Q1 2025	YoY %	Q1 2024	Q2 2025	YoY %	Q2 2024	6M 2025	YoY %	6M 2024	Q3 2025	YoY %	Q3 2024	9M 2025	YoY %	9M 2024
Sales	328.030	8,2%	303.118	355.439	12,1%	316.949	683.469	10,2%	620.067	336.421	10,0%	305.866	1.019.890	10,1%	925.934
EBITDA	21.204	13,7%	18.649	26.325	14,6%	22.975	47.530	14,2%	41.623	26.304	11,9%	23.498	73.834	13,4%	65.121
% sales	6,5%		6,2%	7,4%		7,2%	7,0%		6,7%	7,8%		7,7%	7,0%		0,0%
EBIT	16.848	12,9%	14.919	21.766	13,8%	19.123	38.614	13,4%	34.042	21.602	10,0%	19.643	60.216	12,2%	53.684
% sales	5,1%		4,9%	6,1%		6,0%	5,6%		5,5%	6,4%		6,4%	5,8%		0,0%
EBTD	18.219	18,2%	15.413	23.563	20,8%	19.513	41.782	19,6%	34.926	22.979	15,3%	19.932	64.761	18,1%	54.858
% sales	5,6%		5,1%	6,6%		6,2%	6,1%		5,6%	6,8%		6,5%	5,9%		0,0%
EBT	13.862	18,6%	11.683	19.004	21,3%	15.661	32.866	20,2%	27.344	18.277	13,7%	16.077	51.143	17,8%	43.421
% sales	4,2%		3,9%	5,3%		4,9%	4,8%		4,4%	5,4%		5,3%	4,7%		0,0%
EAT	10.004	16,0%	8.625	12.360	4,5%	11.826	22.364	9,4%	20.451	14.447	14,7%	12.600	36.812	11,4%	33.051
% sales	3,0%		2,8%	3,5%		3,7%	3,3%		3,3%	4,3%		4,1%	3,6%		0,0%
EAT & NCI	9.112	7%	8.533	11.342	-2%	11.632	20.453	1%	20.165	13.166	5%	12.521	33.619	3%	32.685
Depreciation & Amortization	-4.357	16,8%	-3.730	-4.559	18,4%	-3.852	-8.916	17,6%	-7.582	-4.702	22,0%	-3.855	-13.618	19,1%	-11.437
Other gains / losses	20	154,6%	-37	870	1006,8%	-96	890	-770,4%	-133	0	#DIV/0!	0	971	-2955,7%	32
Financial results	-3.005	-6,1%	-3.199	-3.633	8,0%	-3.364	-6.638	1,1%	-6.563	-3.406	-8,7%	-3.729	-10.044	-2,4%	-10.292
CAPEX & New Invesments	28.605	657,9%	3.774	4.413	-40,4%	7.399	33.018	195,5%	11.173	2.758	-49,4%	5.451	35.776	115,2%	16.624

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
- 19 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: 933

Outlook

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

9M Financial Results

Amount in ,000€	9M 2025	YoY %	9M 2024
Sales	699.255	12%	626.306
EBITDA	27.764	14%	24.417
% sales	4,0%		3,9%
EBT	14.166	18%	11.968
% sales	2,0%		1,9%
EAT	10.368	10%	9.451
Net cash/(debt)	-72.539	-24%	-58.664

- +12% sales growth in 9M 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: 1.824

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.

9M Financial Results

Amount in ,000€	9M 2025	YoY %	9M 2024
Sales	194.925	11%	175.521
EBITDA	19.340	32%	14.644
<i>% sales</i>	9,9%		8,3%
EBT	14.916	28%	11.652
<i>% sales</i>	7,7%		6,6%
EAT	10.411	24%	8.425
Net cash/(debt)	21.692	x08	2.517

- +11% sales growth in 9M 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 (~4% 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 / 1.000+ APM's(lockers)
 - 60.000m² facilities
 - modern sorting facilities with a 60+ kpph sorting capacity
 - > 3.000 specialized Personnel (including the network)
- Personnel: 622

Outlook

- Growth in sales and profitability is expected for 2025, at least equal rates compared to e-commerce expansion and at an improved growth rate vs H1 2025 results.

9M Financial Results

€	9M 2025	YoY %	9M 2024
Sales	117.530	2%	115.400
EBITDA	21.137	8%	19.564
<i>% sales</i>	<i>18,0%</i>		<i>17,0%</i>
EBT	17.188	8%	15.967
<i>% sales</i>	<i>14,6%</i>		<i>13,8%</i>
EAT	12.366	0%	12.390
Net cash/(debt)	36.033	52%	23.735

- New state of the art Sorting Center is in place gradually improving company's efficiency.
- During Q3 company's sales grew by more than 5% showing an increasing demand for company's services
- 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. Note that 20 of these, totaling 37 MW, are now classified as discontinued operations.
- 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.

9M Financial Results

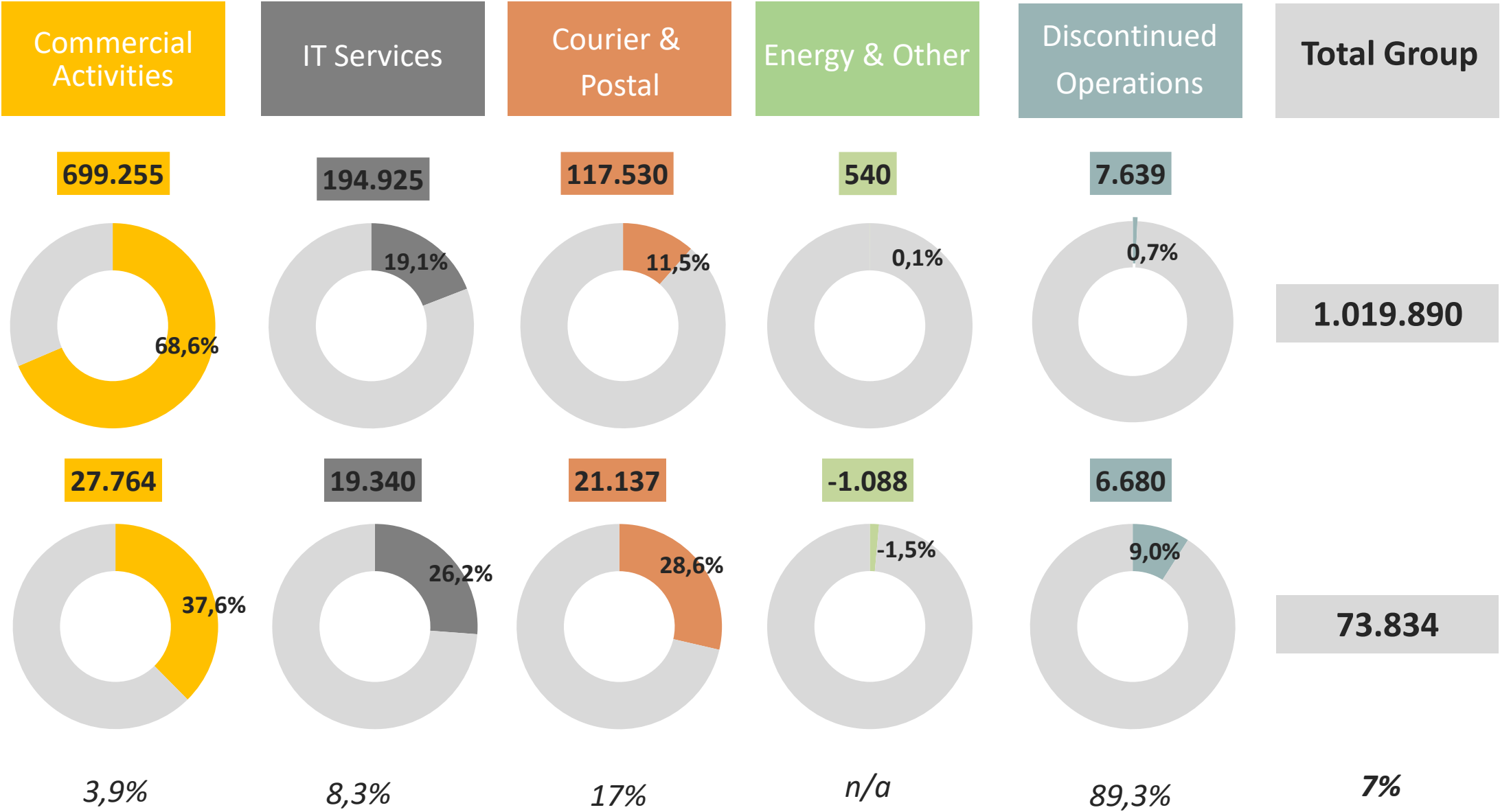
Amounts in ,000 €	Continued operations		Discontinued operations		Total operations		
	9M 2025	9M 2024	9M 2025	9M 2024	9M 2025	YoY %	9M 2024
Sales	540	578	7.639	8.130	8.180	-6%	8.708
EBITDA	-1.088	-764	6.680	7.257	5.592	-14%	6.494
% sales	-201,3%	-132,2%	87,4%	89,3%	68,4%		74,6%
EBT	441	-607	4.432	4.440	4.873	27%	3.833
% sales	81,6%	-105,1%	58,0%	54,6%	59,6%		44,0%
EAT	346	-689	3.321	3.475	3.667	32%	2.786
Net cash/(debt)	28.370	4.532	-12.071	-17.200	16.298	229%	-12.668

- ~€8m of Sales are reported as Discontinued due to signed agreement to sell ~ 36,5MW of parks expected to be concluded till the end of 2025.
- -6% sales decline in 9M 2025 due to adverse weather conditions.
- Actively pursuing new growth investments in core/other areas (M&As)

Segment Contribution in Sales & Ebitda (9M 2025)



Amounts in ,000 €



EBITDA
Margin

Segment Analysis 9M 2025

9M 2025 (€ x 1.000)	Commercial Activities	IT Services	Courier & Postal	Renewable Energy	Unallocated	Continued operations	Discontinued operations	Total
Total gross segment sales	785.701	196.254	118.314	765	-	1.101.034	7.639	1.108.674
Inter-segment sales	(86.446)	(1.329)	(784)	(225)	-	(88.784)	-	(88.784)
Net sales	699.255	194.925	117.530	540	-	1.012.250	7.639	1.019.890
EBITDA	27.764	19.340	21.137	410	(1.497)	67.153	6.680	73.833
<i>% sales</i>	<i>4,0%</i>	<i>9,9%</i>	<i>18,0%</i>	<i>75,8%</i>	<i>-</i>	<i>6,6%</i>	<i>87,4%</i>	<i>7,2%</i>
Profit/ (Loss) before income tax	14.166	14.916	17.188	260	180	46.711	4.432	51.143
<i>% sales</i>	<i>2,0%</i>	<i>7,7%</i>	<i>14,6%</i>	<i>48%</i>	<i>-</i>	<i>4,6%</i>	<i>58,0%</i>	<i>5,0%</i>
Profit/ (Loss) after tax	10.368	10.411	12.366	208	138	33.491	3.321	36.812
Profit/ (Loss) after tax & NCI								33.619
Capex & New Investments	27.060	363	5.168	6	260	32.858	-	32.858
Net cash/(debt)	(72.539)	21.692	36.033	1.814	26.556	13.555	(12.071)	1.484
9M 2024 (€ x 1.000)	Commercial Activities	IT Services	Courier & Postal	Renewable Energy	Unallocated	Continued operations	Discontinued operations	Total
Total gross segment sales	715.602	176.766	116.152	803	-	1.009.323	8.130	1.017.453
Inter-segment sales	(89.297)	(1.245)	(752)	(225)	-	(91.519)	-	(91.519)
Net sales	626.306	175.521	115.400	578	-	917.803	8.130	925.934
EBITDA	24.417	14.644	19.564	244	(1.008)	57.860	7.257	65.118
<i>% sales</i>	<i>3,9%</i>	<i>8,3%</i>	<i>17,0%</i>	<i>42,3%</i>	<i>-</i>	<i>6,3%</i>	<i>89,3%</i>	<i>7,0%</i>
Profit/ (Loss) before income tax	11.968	11.652	15.967	42	(648)	38.982	4.440	43.421
<i>% sales</i>	<i>1,9%</i>	<i>6,6%</i>	<i>13,8%</i>	<i>7%</i>	<i>-</i>	<i>4,2%</i>	<i>54,6%</i>	<i>4,7%</i>
Profit/ (Loss) after tax	9.451	8.425	12.390	10	(699)	29.576	3.475	33.051
Profit/ (Loss) after tax & NCI								32.686
Capex & New Investments	1.268	4.626	5.652	4.815	258	16.619	4	16.623
Net cash/(debt)	(58.664)	2.517	23.735	(409)	4.940	(27.880)	(17.200)	(45.081)
Diff 2025/2024 %	Commercial Activities	IT Services	Courier & Postal	Renewable Energy	Unallocated	Continued operations	Discontinued operations	Total
Total sales	11,6%	11,1%	1,8%	-6,5%	-	10,3%	-6,0%	10,1%
EBITDA	13,7%	32,1%	8,0%	68%	-48,6%	16%	-8%	13,4%
Profit/ (Loss) before income tax	18,4%	28,0%	7,6%	516,6%	127,8%	19,8%	-0,2%	17,8%
Profit/ (Loss) after tax	9,7%	23,6%	-0,2%	-	119,8%	13,2%	-4,4%	11,4%
Profit/ (Loss) after tax & NCI								2,9%

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

- Q3 grew at a faster rate vs H1.
- **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

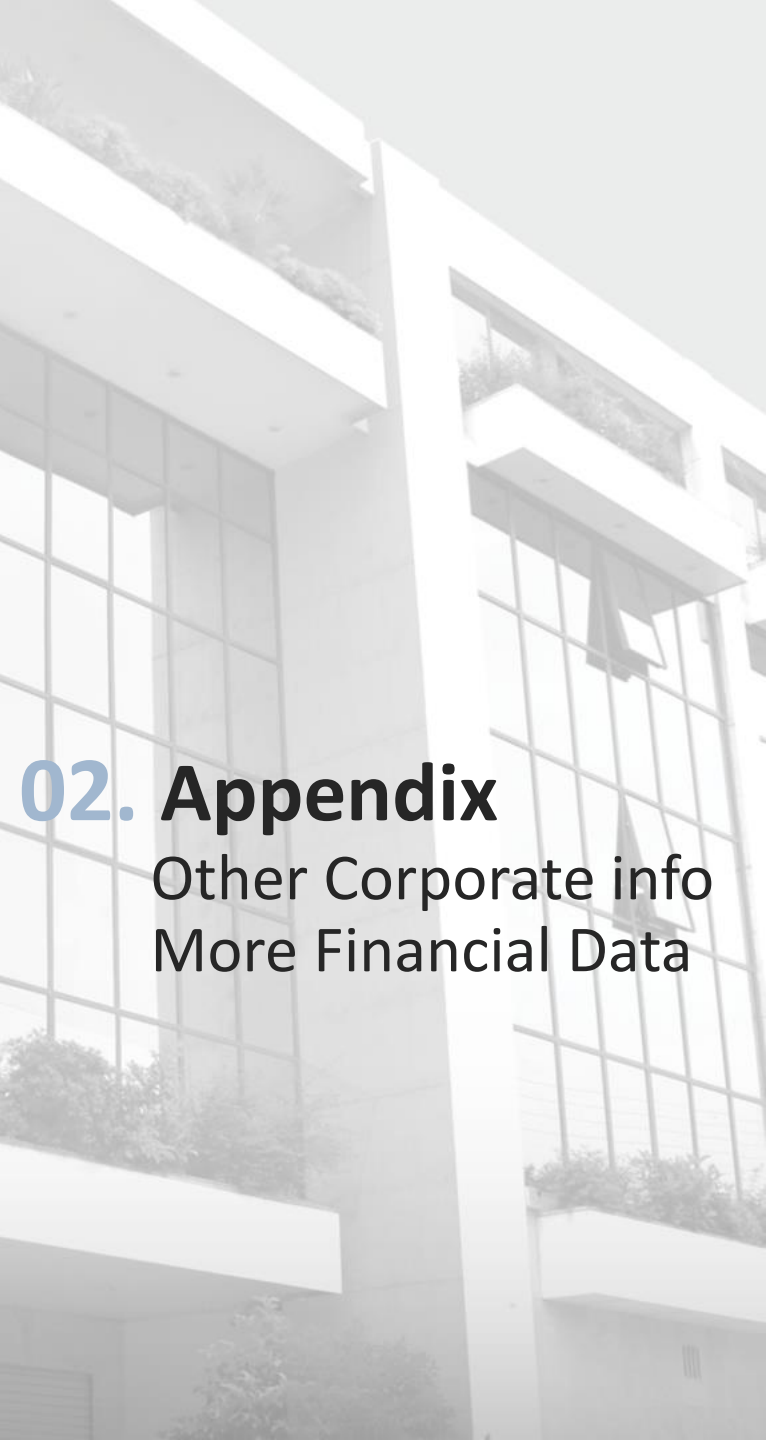
Commercial sector expanding despite the weak demand environment.

3

Strong demand for IT services continues and improved outlook for Courier Services.

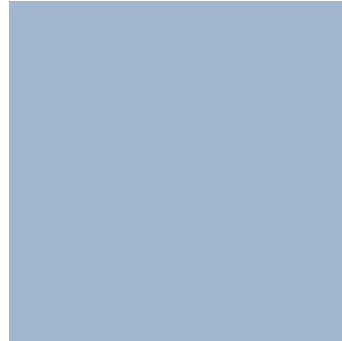
4

Mild growth in e-Commerce (ACS, QoL) but with an improving outlook.



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

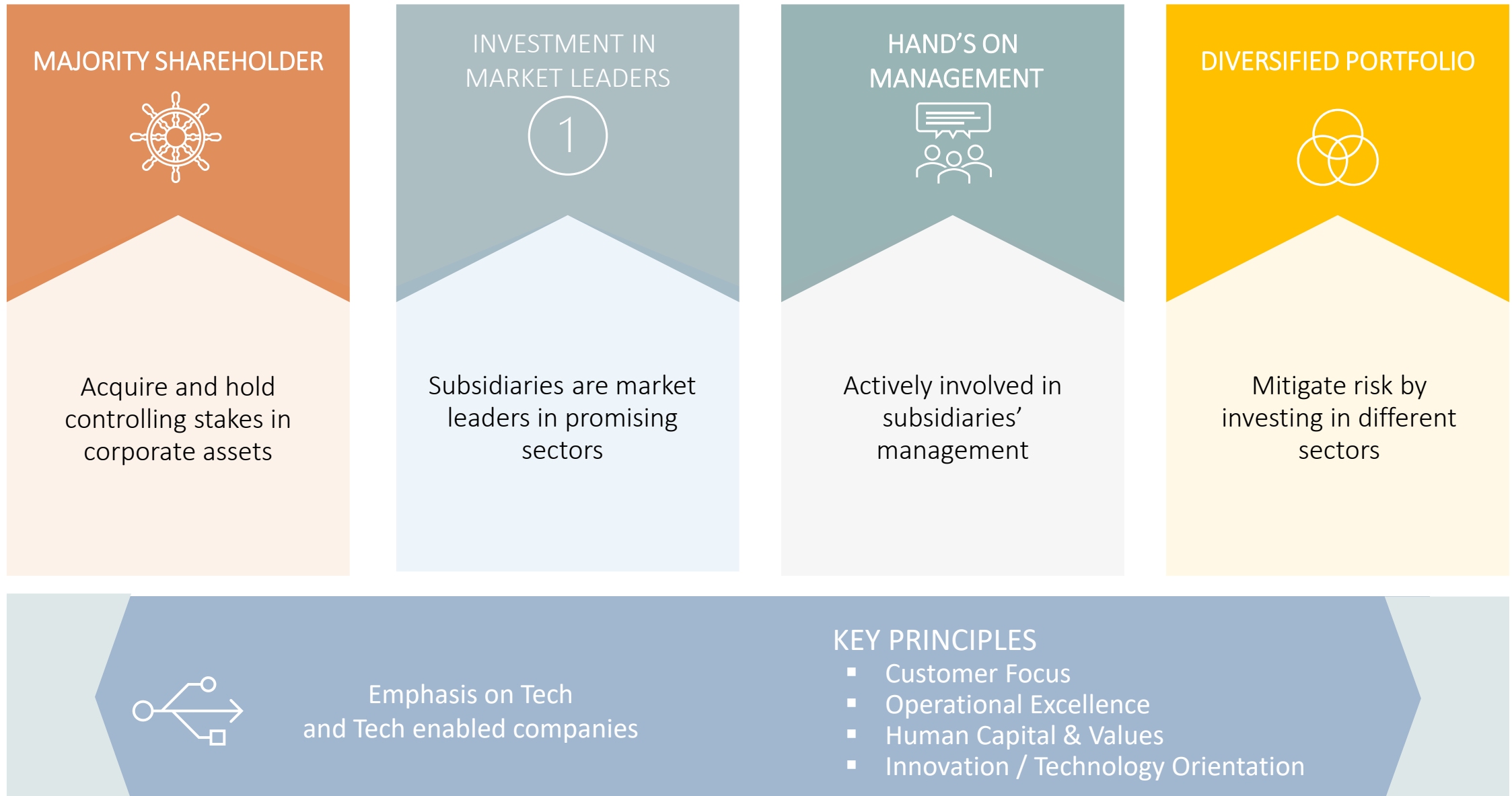
Segment Analysis 12M 2024

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%

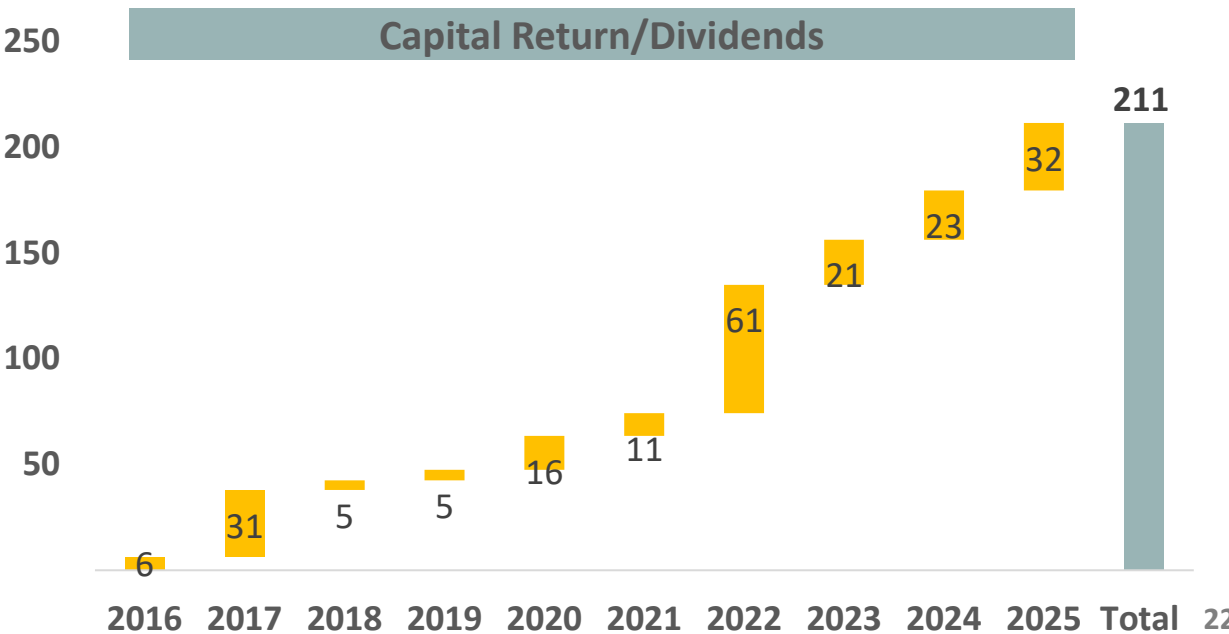
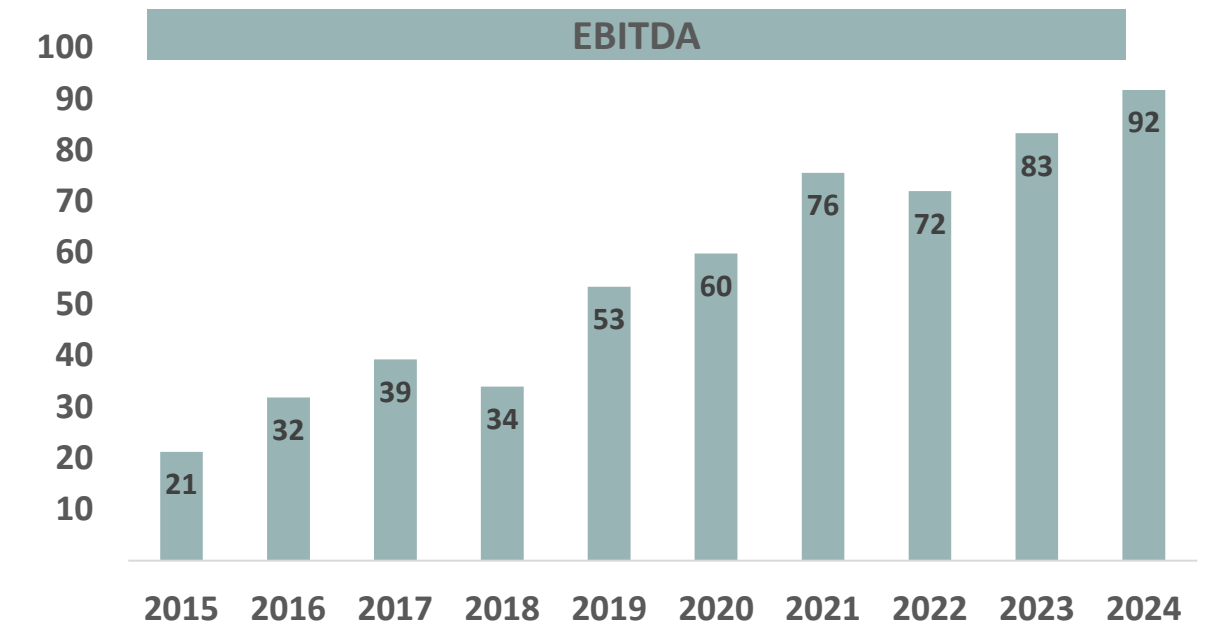
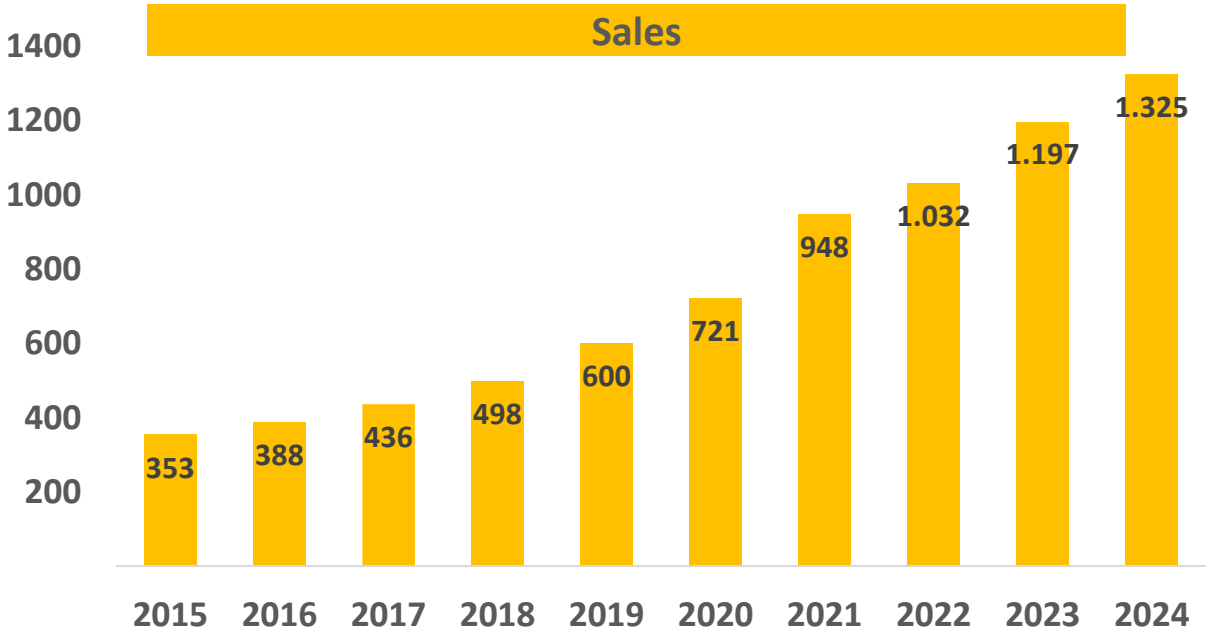
Operating Model



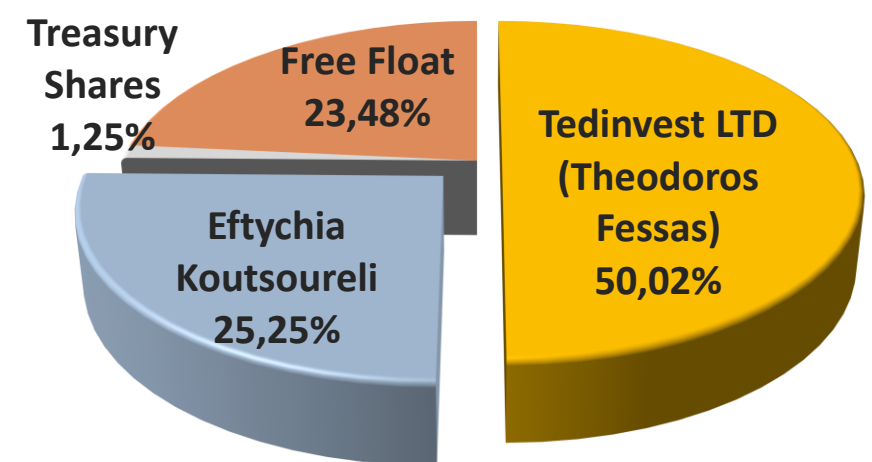
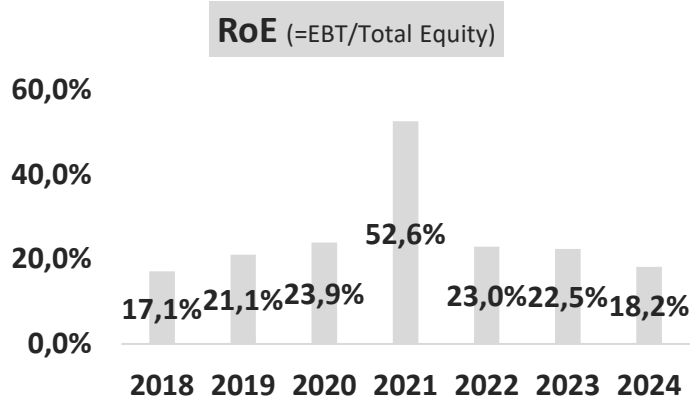
Resilience in challenging times



Amounts in million €



Value Created to Investors



*On 30/9/2025

Growth Drivers

	Info Quest TECHNOLOGIES	you.gr	iSquare	iStorm	ACS	uni.systems	QUEST HOLDINGS	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

To receive our news
subscribe to our newsletter here: www.quest.gr/en/Subscribe-to-newsletter
or e-mail us at: ir@quest.gr

