

Environmental Management Policy



26/03/2026



1. Introduction

The Management and Employees of the Quest Group companies recognize that environmental protection issues and in particular the issue of climate change affect in depth and on a global scale the way each individual and everyone as a whole thinks, operates and acts.

The Board of Directors of Quest Holdings, drafted this Policy, wishing to emphasize this critical factor of sustainability, both of the environment and of the Group's companies,

The core value of the Quest Group is to operate effectively, in a timely and decisive manner, anticipating present and upcoming risks and liabilities with the aim of its long-term and sustainable development, seeking a positive footprint on the environment and society, while addressing the challenges of climate change and the energy crisis, for the benefit of all Stakeholders who trust its name and reputation.

The rules included in the Corporate Governance Code, the Code of Conduct and Ethical Behavior, as well as the relevant provisions of other Group Policies, such as the Sustainable Development and Climate Change Policy, remain in force and are applied in parallel with this Policy.

The Managements of the Companies of the Quest Group are committed to complying with this Policy and have the necessary resources to implement it.

2. Purpose

The purpose of the Environmental Management Policy is:

- To establish the assessment of risks and opportunities in conjunction with the commercial activity of the Group Companies and to provide the Companies with the directions, defining the commitments, so that actions for the protection of the environment are carried out on the basis of analysis and regulatory obligations. With a correct measurement of performance and its correlation with environmental indicators, there should be a plan of actions and goals that will achieve its intended result.
- To point out to the employees and partners of the Companies the great importance that the Group's Management attaches to the organized effort to manage environmental issues and their impacts, in the context of the Companies' activities.
- To incorporate actions and initiatives that protect the environment and minimize the negative impact of the Group's activities.
- To support the achievement of the medium- and long-term environmental objectives, as set out in the BoD approved Group's ESG (Environment-Social-Governance) Strategy and to assist in their integration into the operation of its Companies.

The Environmental Management Policy supports the Group's ESG objectives by focusing on improving the Group's environmental footprint, in particular through:

1. The annual measurement and reduction of absolute greenhouse gas (GHG) emissions from all its activities
2. Promoting the circular economy and eliminating avoidable waste.

The ESG Strategy and the annual targets deriving from it, as well as their performance indicators, are posted on the Group's website. The Targets will be reviewed every 2-3 years in terms of their feasibility, taking into account external factors that may affect the Group's ability to implement its strategy, such as geopolitical developments and supply chain

availability. In addition, internal and organizational changes of the Group that affect its capabilities to achieve the objectives will be taken into account.

In addition, this Policy aims, in addition to the existing objectives, to focus the attention of the Group and its Companies on the upcoming changes arising from the applicable European and national regulatory framework, on the one hand, but also on the more thorough investigation (assessment) of the effects of climate change on every activity of the Group and its Companies, which may lead to the emergence of new risks, which have not been taken into account and at the same time to the emergence of new business opportunities.

3. Range

The Environmental Management Policy applies to Quest Holdings and its subsidiaries in which it participates with a percentage equal to or greater than 50% and/or has control over them.

It applies to all members of the Board of Directors and the Group's Employees, because they all have the opportunity to contribute to the achievement of the purpose and covers the Group's activities in Greece and abroad.

4. Policy Description

The Environmental Management Policy aims at a Strategic Result, long-term goals (carbon neutral operation – promotion of the circular economy), but also more immediate and tangible goals such as those described below.

This Policy concerns sectors in which the Companies have the ability, due to their activities, to contribute to the reduction of resource consumption by thus reducing their Carbon Footprint.

These areas are analyzed in the following paragraphs and concern:

- Recycling and Circular Economy
- Means of Transport/Fuels (Direct Emissions)
- Electricity Consumption (Indirect Emissions)
- Mitigation/Elimination of Paper Transactions (Paperless Office Policy)
- Mitigation/Elimination of Single-Use Plastic

4.1 Recycling and Circular Economy

In accordance with the Standard Material Recycling Procedure, companies organize material recycling, in the following categories:

- Paper A4/A3
- Inks – toner
- Electrical and electronic equipment (appliances/e-waste)
- Small household appliances
- Batteries
- Automotive & Micromobility Batteries
- Fluorescent lamps
- Truck Mineral Oils
- Transport tires (trucks, company motorcycles, service skates, etc.)
- Packaging Materials (paper, cardboard, wood, plastic, etc.)

- Coffee capsules

Recycling can be organized by each Company for the facilities for which it is responsible. All Group Companies take care, to the maximum extent possible, for the recycling of the above materials, as long as they are produced by their activity.

The Group's ESG Strategy provides for the elimination of avoidable waste in the Group Companies in order to reduce waste and increase the recycling of critical materials that are more relevant to their activities, such as e-waste. At the same time, the use of packaging made of recycled or recyclable materials is foreseen.

Recycling Coordinator

The Management of each Company appoints an employee, with the appropriate conditions, who undertakes to coordinate the recycling actions in their Company, develops the appropriate procedures, maintains the archive of the certificates and participates in the actions to disseminate the idea of recycling. In some cases where Group Companies are co-located in the same building, a single employee may be appointed Responsible (usually from a larger subsidiary) for the recycling management of the entire building.

At the same time, the recycling coordinator participates and monitors the sector on Recycling issues, proposes changes and improvements in terms of the collection and disposal of cash, strengthening where possible the process of the circular economy.

Measurement of annual recycling data

The recycling coordinator of each Company issues once a year (no later than the end of February of each year the data relating to the previous year), a report on actions and results, which includes the quantities of materials recycled, per material. It sends this data to the Group's ESG Department, which collects all the data of the companies, for the preparation of the Group's consolidated non-financial report for each year.

Recycling Certificates

Recycling materials are delivered to bodies certified by the Greek state or by the European Union, which either recycle themselves or undertake the delivery of the materials to recycling plants.

In any case, the person responsible for the organization of recycling in each company, receives the relevant documents – certificates for the recycling quantities and maintains a relevant file, available to any request, such as the preparation of a non-financial data report, the external assurance of data or the evaluation of environmental data by an external body.

4.2 Means of Transport/Fuels (Direct Emissions)

The Environmental Management Policy refers to actions that must be taken to limit negative impacts on the environment and mitigate climate change, including through the reduction of direct emissions from the Group's activities, related to own means of transport and the use of fuels for transport, as well as air conditioning and heating.

These actions apply to vehicles for the transport of goods or materials owned by the Group, leased passenger vehicles, as well as to the way buildings are cooled/heated. The annual targets for the reduction of Direct Greenhouse Emissions (Scope 1) are described in the Group's ESG Strategy.

Measurement of annual energy consumption from fuel

The coordination for the annual measurement of the fuel consumed by the Group's vehicles (its facilities) is carried out by the Group's ESG Department, which collects all the invoiced data of the companies (no later than the end of February of each year the data relating to the previous year), for the preparation of the consolidated non-financial report of the Group for each year, and maintains a relevant file, available to any request.

Transition to Green Fleet

The Group and the Companies are proceeding with the reduction of fuel use through their transition to electric (green) mobility in the coming years, while developing the appropriate infrastructure for this purpose, such as the installation of electric charging points at their facilities at a pace that can meet the requirements of the size of the needs of the Group's green vehicle fleet as it is formed.

The Group and its Companies are studying their transition to electric mobility in the coming years and are systematically examining the use of Green Vehicles, depending on the available Technologies.

According to the Group's ESG Strategy, the gradual transition of the Group's vehicles to a green fleet (electric or hybrid models) is foreseen through annual targets.

The Group's Central Procurement and Safety Division issues once a year (by the end of February of each year) data for the previous year, a report on actions and results for the green fleet.

Vehicle maintenance

The person in charge of the fleet of transport vehicles (passenger cars, trucks or vans), each company, schedules regular maintenance of each vehicle, according to the manufacturer's instructions. It cooperates with workshops authorized by the representative of each company, or with workshops that have proven to have the necessary experience and reliability.

4.3 Electricity Consumption (Indirect Emissions)

The Group is committed and has set strategic goals to reduce its carbon footprint by 2030, which will be supported by actions to reduce electricity consumption.

Electricity consumption is the most important factor in the creation of the carbon dioxide (CO₂) footprint and for this reason the Group systematically seeks to reduce electricity consumption in all its buildings (Indirect Emissions / Scope 2) and at the same time to increase the percentage of energy it uses from renewable energy sources (RES). In addition, employees are encouraged to systematically participate in the Group's effort to reduce electricity consumption.

The Group's ESG Strategy (through individual annual targets) provides for the reduction of electricity consumption and the gradual transition to alternative renewable energy sources.

The long-term goal is to align with the National Climate Law and the European goal of a climate-neutral operation by 2050.

In order to achieve the Scope 2 indirect emissions reduction targets, the Group invests in the installation of photovoltaics in its facilities. At the same time, other available emission reduction solutions such as the purchase of certified green energy (Green Guarantees of Origin Certificates GOs) and carbon offsetting solutions are being examined and/or exploited.

Electricity consumption measurement

Consumption measurements are obtained from the data collected by HEDNO (Hellenic Electricity Distribution Network Operator) and/or the partner Commercial Power Corporation under the responsibility of the Building Facilities and Infrastructure Division of Quest Holdings for the Group's core facilities. In addition, the Group's ESG Department coordinates the collection of data from other smaller companies outside of core facilities, retail stores and facilities outside Greece.

The overall coordination for the collection for the annual measurement of electricity consumption from the Group's facilities (owned or leased) is carried out by the Group's ESG Department, which collects all the invoiced data of the companies, for the preparation of the consolidated non-financial report of the Group for each year, and maintains a relevant file, available to any request.

Consumption reduction studies

In collaboration with specialized companies and Greek and international bodies, studies are planned per building, in order to identify areas of high consumption, and to propose ways to reduce it, while aiming at the improvement of building facilities (smart buildings/green buildings).

These studies are coordinated centrally for the buildings of the entire Group by the Building Facilities and Infrastructure Department of Quest Holdings.

Actions to reduce consumption – Improvement and development of infrastructure – Development of Control Systems

The Quest Group aims to reduce energy consumption and generally control resources as well as the effective operation and control of the workplace by gradually converting the buildings where this can be implemented and is considered advantageous into smart buildings. Actions to reduce electricity consumption are carried out under the responsibility of each Company, under the coordination of the Building Facilities and Infrastructure Department of Quest Holdings. The actions may result from the findings of the studies or be an initiative of the Companies or Quest Holdings in cooperation with the Group Companies.

The Building Facilities and Infrastructure Department of Quest Holdings is responsible for and is responsible for preparing an annual report (usually by the end of February each year for the previous year) on the actions to reduce electricity consumption, their effect as well as the improvement in the management of the resources they have brought about. It also seeks to increase the supply of energy from renewable sources or the purchase of certified green energy.

4.4 Calculation of Environmental Footprint and Improvement of Results

Following the collection of data and annual reports, the Group's environmental footprint is calculated, with the coordination of the Group's ESG Department, following recognized international standards (such as GHG protocol, ISO 14064, ESRs, GRI Standards) and in compliance with the requirements of the National Climate Change Legislation (such as National Climate Law 4936/2022) and the publications of non-financial data (such as Law 5164).

The Group's annual carbon footprint report (Group Carbon Footprint) presents the measurements of the Group Companies for:

- total absolute direct emissions (Scope 1)
- total indirect emissions (Scope 2)
- In addition, the annual report contains the measurements for indirect emissions (Scope 3) produced by the supply chain of the Group Companies.

Scope 3 emissions make up the largest part of the Group's total emissions and the effort to reduce them is part of the actions to address climate change, as reflected in the ESG Strategy. The Group's companies included in the Scope 3 emissions measurements on an annual basis are defined by the agreed ESG Strategy.

The conversion indicators of each material, fuel, energy to CO₂ weight are obtained by the competent state or international bodies. The calculation is made per Company and per facility, where possible.

Each Company is responsible for providing the necessary data and information in cooperation with the Group's ESG Department. The ESG Department collects all the data of the companies for the preparation of the Group's consolidated non-financial report for each year. In addition, the results are also published in the companies' annual Sustainability Reports.

Carbon footprint measurements are verified by an external body based on international emission management standards where there is a need such as compliance with a Regulatory framework such as the National Climate Law.

4.5 Paperless Office Policy

The Group's goal (to the extent practicable) is to become a digitized/paperless organization in terms of the use and circulation of documents. In this context, the Companies keep a record of the quantities of the commission for own paper consumption for documents, as well as the activities they cover, recording points where there is the possibility of limiting or replacing paper transactions with electronic ones.

The Group Companies are encouraged to implement various actions to reduce paper consumption, where possible, such as replacing it with electronic invoices/electronic receipts. In addition, they are gradually adopting electronic contract and signature management systems (such as the Docusign Service).

4.6 Mitigation/Elimination of Single-Use Plastics

In order to eliminate single-use plastics, the Group's Companies have taken relevant actions of alternative plastic solutions that continue, such as the use of biodegradable or alternative consumption materials, such as straws, cups, stirrers, etc. Also, keep a relevant record of single-use plastics with actions to further reduce/eliminate their use.

4.7 Environmental Management Certification

Group Companies that have, due to their activity, a significant impact on the environment, are obliged to study and implement a detailed environmental management system, which is certified by a competent body, with the relevant certificate (ISO 14001/2015).

4.8 Information and training of Employees

The participation of the staff of the Companies is very important for the achievement of the aims and objectives of the Policy.

Employees are informed by design about the Policy, Procedures and actions of the companies. They are also informed about the possibilities of their participation and contribution to the success of the actions.

The Companies organize regular trainings on environmental issues (e.g. resource limitation, recycling, paperless office, etc.) with the aim of conveying the Group's sensitivity to the environment and sustainable development.

Updates and trainings may be coordinated by the Human Resources Directorate and the ESG Department, in collaboration with the respective Sustainability Teams of the companies.

4.9 Plans for Strategic Actions for the Environment

The Companies, in the context of their commitments and the strategy they have drawn up for ESG issues, plan actions / actions per year with the long-term goal – among many others – of reducing the carbon footprint and/or offsetting energy consumption with green energy. These actions have other objectives beyond the areas of environmental protection and extend to the improvement of the working environment as well as the conditions for improving the performance and well-being of employees, positively affecting both human living conditions and society.

Communication/coordination for annual action plans

The individual objectives are accompanied by the corresponding actions that contribute to the achievement of the objectives for the Environment.

Annual planning may include actions designed by Quest Holdings and related to a specific Company.

The Companies' plans are in line with the objectives and general directions set by the Group, such as the ESG objectives for the environment.

It is also possible (and recommended) to plan joint actions of two or more Companies, in order to achieve better results.

The annual action plans are prepared after the cooperation of the Environment / Sustainable Development Officer (where applicable) with the Human Resources Department and Communication Department and are communicated by the Corporate Communication Officers of the Companies, to the Head of Corporate Communications of Quest Holdings, so that there is an overall picture and cooperation.

4.10 Responsible for reporting and measuring performance and action plans

Action	Responsible	Frequency
Assessment of results on objectives and actions	Head of Sustainable Development of each Company (if there is no	Annual

	such appointment then the Group ESG Department)	
Submission of an annual action plan	Head of Sustainable Development of each Company (if there is no such appointment then the Group ESG Department)	Annual
Progress of ESG Environmental Targets	Group ESG Department	Annual

The annual results and progress report are communicated to the Management of Quest Holdings and are presented in the annual Sustainability Report of the Group and the Companies, which is posted on the Group's website.

5. Application control

The control of the implementation of the Group's Environmental Management Policy is the responsibility of the Managements of the Companies.

The Board of Directors of Quest Holdings is responsible for the adoption and approval of this Policy, for the approval of its update, as well as for the supervision of its implementation with the assistance of the ESG Department of the Group and the Sustainability/Environmental/or Quality Managers of the Companies.

The Boards of Directors of the Group Companies are responsible for the adoption of this Policy.

6. Changelog

Version	Date	Description
1	01/07/2016	Initial Policy Issuance
2	31/03/2023	Second Edition of the Policy, Update based on ESG objectives
3	26/3/2026	Updating the Policy in compliance with the current ESG Group Strategy and legislation for National Climate Law 4936/2022, and the regulatory requirements for sustainable development reporting, mainly the CSRD (Corporate Sustainability Reporting Directive) and its incorporation into national law (e.g. Law 5164)