Corporate IR Presentation

Based on 6M 2026 Financial Results

01. 6M 2026 Results

Overview
Financial Performance
Outlook

Quest Group at a Glance (6M 2026)

- **€750m** Revenues
- **€53m** EBITDA
- **€39m** EBT
- **€354m** Equity

30 Countries
International Activity
(~26% of revenue)

45 years
(est. in 1981)

3.659
Headcount

Active in :

	Revenues
Commercial Activities[1]	**€ 507m**
IT Services	**€ 159m**
Courier/Post	**€ 83m**
Ren. Energy / Other	**€ 0,7m**

Track Record 2017 -2026

Revenue CAGR	16%
Ebitda CAGR	14%
EBT CAGR	19%
Capex & New Investments	€286m
Dividends /Cap Returns	€248m

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

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

6M 2026 Highlights

1. Growth across all P&L lines: Sales +9,8%, EBITDA +11,2%, EBT +19,2%, EAT +25,2%.
2. Strong demand for IT services, with revenue up 21%.
3. ACS grew 8,4%, outpacing the e-commerce market.
4. Commercial Activities growth broad-based across all major categories, despite a soft demand environment.
5. Acquisition of a ~12,8% stake in Fourlis S.A..
6. Net cash €31,3m total liquidity above €200m.

P&L (6M 2026)

Amounts in '000 €

Explanations/Clarifications:

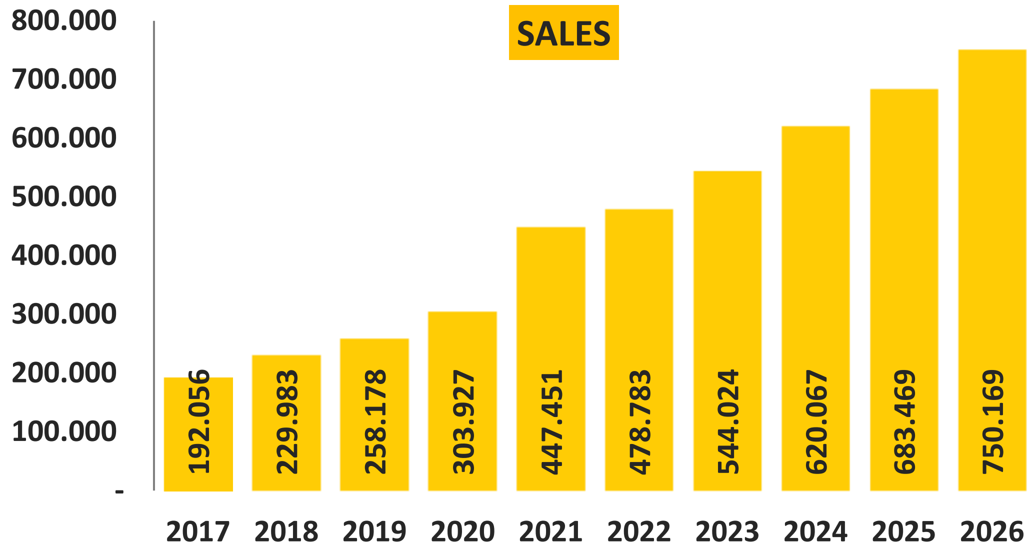
- Sales and profitability growth in all lines
- EAT & NCI do not include minority interests in ACS (20%), Benrubi (30%) and Intelli (10%)
- Continuing operations are growing at double-digit pace improving margins

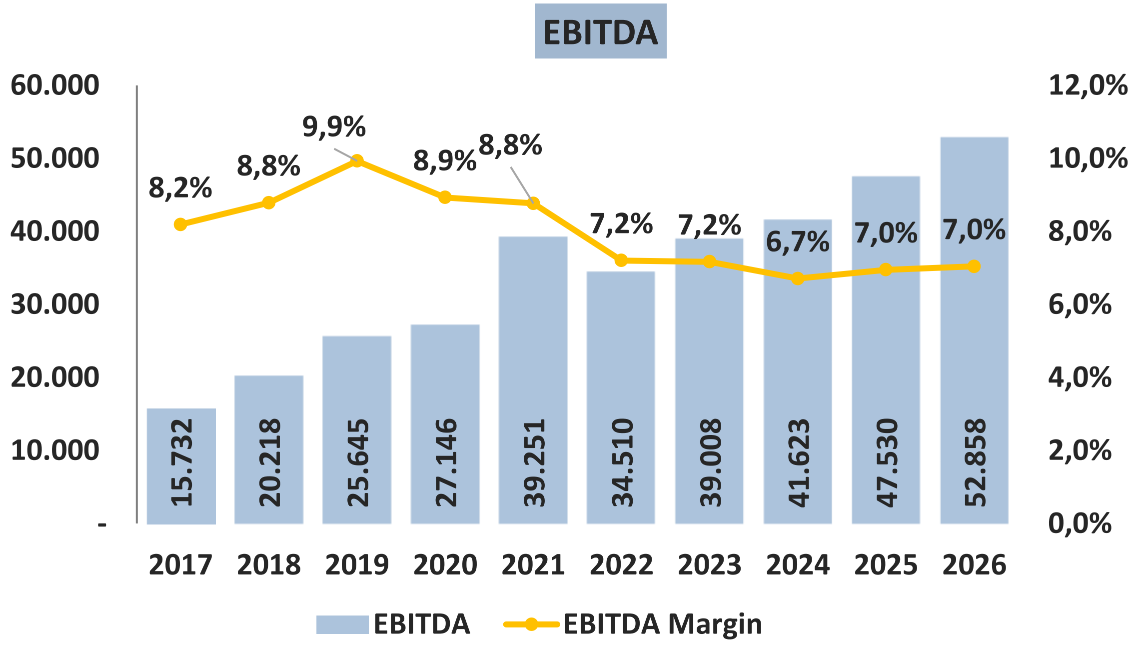
	6M 2026	YoY %	YoY %	6M 2025		
	Total	Cont. Operat.	Total	Continued Operations	Discontinued operations	Total
Sales	**750.169**	*10,5%*	*9,8%*	**678.965**	4.504	**683.469**
EBITDA	**52.858**	*21,3%*	*11,2%*	**43.577**	3.953	**47.530**
% sales	*7,0%*			***6,4%***	*87,8%*	*7,0%*
EBIT	**43.152**	*21,6%*	*11,8%*	**35.535**	3.079	**38.614**
% sales	*5,8%*			***5,2%***	*68,4%*	*5,6%*
EBTD	**48.871**	*26,8%*	*17,0%*	**38.491**	3.290	**41.782**
% sales	*6,5%*			***5,7%***	*73,0%*	*6,1%*
EBT	**39.165**	*28,6%*	*19,2%*	**30.449**	2.415	**32.866**
% sales	*5,2%*			***4,5%***	*53,6%*	*4,8%*
EAT	**28.009**	*36,2%*	*25,2%*	**20.572**	1.792	**22.364**
% sales	*3,7%*			***3,0%***	*39,8%*	*3,3%*
EAT & NCI	**25.555**	*37%*	*24,9%*	**18.659**	1.792	**20.453**
Depreciation & Amortization	*-9.706*	*20,0%*	*8,9%*	***-8.041***	*-875*	*-8.916*
Other gains / losses	*1.447*	*n/a*	*n/a*	***890***	*0*	*890*
Financial results	*-5.434*	*-9,4%*	*-18,1%*	***-5.975***	*-663*	*-6.638*
CAPEX & New Invesments	***32.771***	*-0,3%*	*-0,7%*	***32.857***	*160*	***33.018***

P&L (6M 2026)

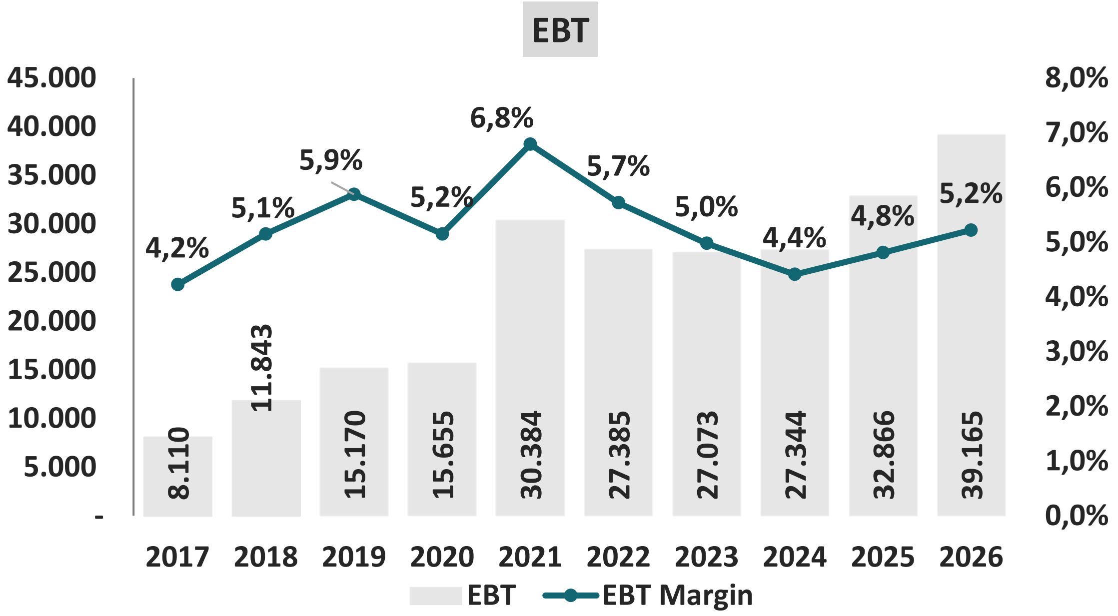
Amounts in ,000 €

2026 VS 2017
+291%
10years CAGR
+16%





2026 VS 2017
+236%
10years CAGR
+14%



2026 VS 2017
+386%
10years CAGR
+19%

Balance sheet (6M 2026)

Amounts in '000 €

Group Balance Sheet	6M 2026	12M 2025
Tangible & intangible assets	123.216	121.566
Right-of-use assets	43.107	41.701
Goodwill	46.855	47.064
Other	31.077	39.027
Non-current assets	**244.255**	**249.358**
Inventories	139.569	122.622
Trade & other receivables	352.694	338.169
Cash and cash equivalents	116.373	192.466
Held for sale financial assets	1.293	1.293
Other	52.197	21.397
Current assets	**662.126**	**675.947**
Total assets	**906.381**	**925.305**
Total equity	**353.542**	**371.300**
Borrowings-Long Term	32.156	35.792
Lease liability	35.923	31.857
Other	61.084	63.780
Non-current liabilities	**129.163**	**131.429**
Borrowings-Short Term	52.928	49.057
Trade & other payables	330.888	334.121
Lease liability	9.456	11.316
Other	30.404	28.082
Current liabilities	**423.676**	**422.576**
Total Liabilites & equity	**906.381**	**925.305**
Net Debt/(cash)	**-31.289**	**-107.617**

€906m
Total Assets

€354m
Total Equity

€116m
Cash

€107m
Tangible Assets

Cash Flow (6M 2026)

Quest GROUP

Amounts in ,000 €

Group Cash Flow	6M 2026	6M 2025
EBT	**39.165**	**32.866**
Depreciation/Amortization	9.705	8.916
Interests Expense / (income)	5.434	6.638
WoC (Change in Inventories, Receivables, Payables)	(32.910)	(48.644)
Tax paid	(5.778)	(2.458)
Other operating activities	(8.921)	(7.717)
Cash flows from operating activities	**6.695**	**(10.399)**
Capex	(5.063)	(7.592)
Other investment activities	(28.139)	(21.445)
Cash flows from investing activities	**(33.202)**	**(29.037)**
Proceeds from borrowings/(Repayments of borrowings)	(444)	(9.674)
Share capital return/dividends	(43.115)	(32.787)
Others	(1.256)	(671)
Repayment of lease liabilities	(4.771)	(3.930)
Cash flows from financing activities	**(49.586)**	**(47.062)**
Total Change	**(76.093)**	**(86.498)**
Cash & Equivalent at beginning of year	**192.466**	**215.741**
Cash and cash equivalents of acquired subsidiaries	**-**	**2.314**
Cash & Equivalent at the end of the period	**116.373**	**131.557**

Quarterly results

Amounts in ,000 €

	Q1 2026	YoY %	Q1 2025	Q2 2026	YoY %	Q2 2025	6M 2026	YoY %	6M 2025
Sales	**365.506**	*11,4%*	**328.030**	**384.663**	*8,2%*	**355.439**	**750.169**	*9,8%*	**683.469**
EBITDA	**22.125**	*4,3%*	**21.204**	**30.733**	*16,7%*	**26.325**	**52.858**	*11,2%*	**47.530**
% sales	*6,1%*		*6,5%*	*8,0%*		*7,4%*	*7,0%*		*7,0%*
EBIT	**17.429**	*3,4%*	**16.848**	**25.723**	*18,2%*	**21.766**	**43.152**	*11,8%*	**38.614**
% sales	*4,8%*		*5,1%*	*6,7%*		*6,1%*	*5,8%*		*5,6%*
EBTD	**19.944**	*9,5%*	**18.219**	**28.926**	*22,8%*	**23.563**	**48.871**	*17,0%*	**41.782**
% sales	*5,5%*		*5,6%*	*7,5%*		*6,6%*	*6,5%*		*6,1%*
EBT	**15.248**	*10,0%*	**13.862**	**23.917**	*25,9%*	**19.004**	**39.165**	*19,2%*	**32.866**
% sales	*4,2%*		*4,2%*	*6,2%*		*5,3%*	*5,2%*		*4,8%*
EAT	**11.433**	*14,3%*	**10.004**	**16.577**	*34,1%*	**12.360**	**28.009**	*25,2%*	**22.364**
% sales	*3,1%*		*3,0%*	*4,3%*		*3,5%*	*3,7%*		*3,3%*
EAT & NCI	**10.363**	*14%*	**9.112**	**15.192**	*34%*	**11.342**	**25.555**	*25%*	**20.453**
Depreciation & Amortization	*-4.697*	*7,8%*	*-4.357*	*-5.010*	*9,9%*	*-4.559*	*-9.706*	*8,9%*	*-8.916*
Other gains / losses	*350*	*-*	*20*	*1.097*	*-26,1%*	*870*	*1.447*	*62,6%*	*890*
Financial results	*-2.531*	*-15,8%*	*-3.005*	*-2.903*	*-20,1%*	*-3.633*	*-5.434*	*-18,1%*	*-6.638*
CAPEX & New Invesments	***25.300***	*-11,6%*	***28.605***	***7.471***	*69,3%*	***4.413***	***32.771***	*-0,7%*	***33.018***

Commercial Activities Segment

Info/Overview

- Largest distributor of H/W and S/W products in Greece
- €1.029m revenue in 2025
- 40%+ of ICT distribution Market in Greece
- Apple's and Xiaomi's Value-Added Distributor Greece & Cyprus
- 20 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, Babyliss, Pyrex) (as of Feb,2025)
- Personnel: 931

Outlook

- Current estimation for 2026 foresees growth in sales and similar o slightly higher EBT profitability vs 2025.

6M Financial Results

Amount in ,000€	6M 2026	YoY %	6M 2025
Sales	**506.993**	*8%*	**470.462**
EBITDA	**20.771**	*11%*	**18.746**
% sales	*4,1%*		*4,0%*
EBT	**11.362**	*15%*	**9.847**
% sales	*2,2%*		*2,1%*
EAT	**8.606**	*19%*	**7.241**
Net cash/(debt)	**-42.622**	*41%*	**-71.776**

- +8% sales growth in 6M 2026, driven mainly by increased market share.
- Profitability improvement driven by all major commercial companies.
- Excluding Romania results move at a higher pace

IT Services Segment

Info/Overview

- Leading IT integrator in domestic market
- €268m revenue in 2025
- 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: 2.074

Outlook

- Sales and profits are estimated to continue to grow at a double digit pace during 2026, driven by accelerated investments on digital transformation by the private and the public sector.

6M Financial Results

Amount in ,000€	6M 2026	YoY %	6M 2025
Sales	**159.428**	*21%*	**131.598**
EBITDA	**15.434**	*23%*	**12.525**
% sales	*9,7%*		*9,5%*
EBT	**12.643**	*33%*	**9.513**
% sales	*7,9%*		*7,2%*
EAT	**6.885**	*19%*	**5.796**
Net cash/(debt)	**27.579**	*56%*	**17.659**

- +21% sales growth in 6M 2026 & slightly higher margins driven by economies of scale
- ~ €650m backlog in singed projects

Courier & Postal Segment

Info/Overview

- Largest Local Courier operator in Greece (~ 24% M. Share)
- €163m revenue in 2025
- Leading Alternative Postal Operator in Greece (~4% M. Share)
- 50+m shipments/year (40m courier/16m Post)
- Strong Postal Network & Infrastructure :
  - 1.700+ POS Service Points : 270 ACS Shops - Pudo's / 1.600+ APM's(lockers)
  - 60.000m^2 facilities
  - modern sorting facilities with a 60+ kpph sorting capacity
  - > 3.000 specialized Personnel (including the network)
- Personnel: 642

Outlook

- Growth in sales and profitability, estimated to be higher than the e-commerce sector.

6M Financial Results

Amount in ,000€	6M 2026	YoY %	6M 2025
Sales	**83.065**	*8%*	**76.628**
EBITDA	**15.906**	*19%*	**13.370**
% sales	*19,1%*		*17,4%*
EBT	**12.269**	*13%*	**10.817**
% sales	*14,8%*		*14,1%*
EAT	**9.702**	*33%*	**7.320**
Net cash/(debt)	**38.241**	*-4%*	**39.729**

- +8% sales growth in 6M 2026 & higher profitability and margins driven by economies of scale and efficiencies driven by recent investments.

- The company is currently expanding its Last Mile network through the deployment of parcel lockers, to meet the growing demand for out-of-home (OOH) deliveries with a plan to reach 3.000 lockers.

Renewable Energy Segment & Other

Info/Overview

- Quest Energy owned during 2025 24 photovoltaic parks with > 39MW power. 20 of these, totaling 37 MW, were sold at the end of 2025 presented here as discontinued operations.
- Quest Holdings(QH): Parent Company, operates as a holding company with a lean as possible corp. structure
- Personnel: 12

Outlook

- FY2026 Quest Energy results are estimated to scale down due to the sale of 36,5 MW. The continued Energy ops operations 2026 estimations include ~€1m in sales with EBT ~ 15%.

6M Financial Results

	Continued operations		Discontinued operations		Total operations		
Amount in ,000€	6M 2026	6M 2025	6M 2026	6M 2025	6M 2026	YoY %	6M 2025
Sales	**683**	**277**	**-**	**4.504**	**683**	*-86%*	**4.781**
EBITDA	**747**	**-1.065**	**-**	**3.953**	**747**	*-74%*	**2.888**
% sales	*109,3%*	*-384,8%*	*-*	*87,8%*	*109,3%*		*60,4%*
EBT	**2.892**	**271**	**-**	**2.415**	**2.892**	*8%*	**2.686**
% sales	*423,2%*	*97,7%*	*-*	*53,6%*	*423,2%*		*56,2%*
EAT	**2.817**	**214**	**-**	**1.792**	**2.817**	*40%*	**2.006**
Net cash/(debt)	**8.091**	**29.039**	**-**	**-14.050**	**8.091**	*-46%*	**14.990**

- -86% sales decline in 6M 2026 due to the divestment of 36,5MW of parks in the end of 2025.

Segment Contribution in Sales & Ebitda (6M 2026)

Amounts in ,000 €

	Commercial Activities	IT Services	Courier & Postal	Energy & Other	Total Group
Sales	506.993	159.428	83.065	683	750.169
	67,6%	21,3%	11,1%	0,1%	
Ebitda	20.771	15.434	15.906	747	52.858
	39,3%	29,2%	30,1%	1,4%	
EBITDA Margin	*4,1%*	*9,7%*	*19,1%*	*109,3%*	***7%***

Segment Analysis 6M 2026

Amounts in ,000 €

6M 2026 (€ x 1.000)	Commercial Activities	IT Services	Courier & Postal	Renewable Energy	Unallocated	Continued operations	Discontinued operations	Total
Total gross segment sales	582.931	160.210	83.553	683	-	827.378	-	827.378
Inter-segment sales	(75.939)	(782)	(488)	-	-	(77.209)	-	(77.209)
Net sales	**506.993**	**159.428**	**83.065**	**683**	**-**	**750.169**	**-**	**750.169**
EBITDA	**20.771**	**15.434**	**15.906**	**475**	**273**	**52.858**	**-**	**52.858**
% sales	*4,1%*	*9,7%*	*19,1%*	*69,5%*	*-*	*7,0%*	*-*	*7,0%*
Profit/ (Loss) before income tax	**11.362**	**12.643**	**12.269**	**447**	**2.444**	**39.166**	**-**	**39.166**
% sales	*2,2%*	*7,9%*	*14,8%*	*65%*	*-*	*5,2%*	*-*	*5,2%*
Profit/ (Loss) after tax	**8.606**	**6.885**	**9.702**	**403**	**2.413**	**28.009**	**-**	**28.009**
Profit/ (Loss) after tax & NCI								**25.555**
Capex & New Investments	**1.215**	**300**	**3.507**	**1**	**27.748**	**32.771**	**-**	**32.771**
Net cash/(debt)	**(42.622)**	**27.579**	**38.241**	**3.639**	**4.452**	**31.289**	**-**	**31.289**

6M 2025 (€ x 1.000)	Commercial Activities	IT Services	Courier & Postal	Renewable Energy	Unallocated	Continued operations	Discontinued operations	Total
Total gross segment sales	528.395	132.650	77.134	427	-	738.606	4.504	743.110
Inter-segment sales	(57.933)	(1.051)	(507)	(150)	-	(59.641)	-	(59.641)
Net sales	**470.462**	**131.598**	**76.628**	**277**	**-**	**678.965**	**4.504**	**683.469**
EBITDA	**18.746**	**12.525**	**13.370**	**198**	**(1.262)**	**43.577**	**3.953**	**47.530**
% sales	*4,0%*	*9,5%*	*17,4%*	*71,4%*	*-*	*6,4%*	*87,8%*	*7,0%*
Profit/ (Loss) before income tax	**9.847**	**9.513**	**10.817**	**100**	**173**	**30.449**	**2.415**	**32.865**
% sales	*2,1%*	*7,2%*	*14,1%*	*36%*	*-*	*4,5%*	*53,6%*	*4,8%*
Profit/ (Loss) after tax	**7.241**	**5.796**	**7.320**	**59**	**156**	**20.572**	**1.792**	**22.363**
Profit/ (Loss) after tax & NCI								**20.451**
Capex & New Investments	**27.060**	**363**	**5.168**	**6**	**259**	**32.857**	**160**	**33.017**
Net cash/(debt)	**(71.776)**	**17.659**	**39.729**	**1.588**	**27.451**	**14.651**	**(14.050)**	**602**

Diff 2026/2025 %	Commercial Activities	IT Services	Courier & Postal	Renewable Energy	Unallocated	Continued operations	Discontinued operations	Total
Total sales	*7,8%*	*21,1%*	*8,4%*	*146,8%*	*-*	*10,5%*	*-100,0%*	*9,8%*
EBITDA	*10,8%*	*23,2%*	*19,0%*	*140%*	*121,6%*	*21%*	*-100%*	*11,2%*
Profit/ (Loss) before income tax	*15,4%*	*32,9%*	*13,4%*	*349,1%*	*-*	*28,6%*	*-100,0%*	*19,2%*
Profit/ (Loss) after tax	*18,8%*	*18,8%*	*32,5%*	*580,8%*	*-*	*36,2%*	*-100,0%*	*25,2%*
Profit/ (Loss) after tax & NCI								*25,0%*

Segment Outlook

Commercial Activities

- Current estimation for 2026 foresees **growth in sales similar or slightly higher profitability vs 2025.**

IT Services

- **Sales and profits** are estimated to continue to grow at a double digit pace during 2026, driven by strong demand and continuing investments on digital transformation by the private and the public sector.

Courier & Postal

- **Growth in Sales and EBT** is estimated for 2026 vs 2025.

Renewable Energy & Other

- Scale down of segment due to the sale of 36,5 MW in the end of 2025.

Group Outlook

2026 Outlook

1

Our estimations foresee a high single growth in sales and slightly higher EBITDA and EBT vs 2025 surpassing the gap created by the divestment from the energy sector.

In **continuing operations**, higher growth in **both sales and profitability** is estimated.

2

Commercial sector expanding despite the weak demand environment.

3

Strong demand for IT services continues. Improved outlook for Courier Services.

4

2026 estimates herein are made on the assumption that there will be no prolonged negative development in the prices of energy, basic goods and consumption, due to the war in the Middle East.

02. Appendix

Other Corporate info
More Financial Data

Quest Group at a Glance (12M 2025)

- **€1.470m** Revenues
- **€107m** EBITDA
- **€71m** EBT
- **€371m** Equity

30 Countries
International Activity
(~26% of revenue)

45 years
(est. in 1981)

3.454
Headcount

Active in :

	Revenues
Commercial Activities[1]	**€ 1.029m**
IT Services	**€ 268m**
Courier/Post	**€ 163m**
Ren. Energy / Other	**€ 0,7m**
Discontinued operations	
Ren. Energy	**€ 9m**

1. Renamed from "IT Products" / Wholesale/Retail

Track Record 2016 -2025

Revenue CAGR	16%
Ebitda CAGR	14%
EBT CAGR	17%
Capex & New Investments	€270m
Dividends /Cap Returns	€211m

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

Segment Analysis 12M 2025

Amounts in ,000 €

12M 2025 (€ x 1.000)	Commercial Activities	IT Services	Courier & Postal	Renewable Energy	Unallocated	Continued operations	Discontinued operations	Total
Total gross segment sales	1.166.836	269.689	163.759	976	-	1.601.260	9.235	1.610.495
Inter-segment sales	(137.441)	(1.673)	(777)	(300)	-	(140.190)	-	(140.190)
Net sales	**1.029.395**	**268.016**	**162.982**	**676**	**-**	**1.461.070**	**9.235**	**1.470.305**
EBITDA	**42.682**	**28.641**	**29.413**	**133**	**(1.897)**	**98.971**	**8.012**	**106.983**
% sales	*4,1%*	*10,7%*	*18,0%*	*19,6%*	*-*	*6,8%*	*86,8%*	*7,3%*
Profit/ (Loss) before income tax	**24.138**	**22.833**	**22.969**	**(53)**	**90**	**69.977**	**1.052**	**71.030**
% sales	*2,3%*	*8,5%*	*14,1%*	*-8%*	*-*	*4,8%*	*11,4%*	*4,8%*
Profit/ (Loss) after tax	**18.158**	**17.778**	**16.773**	**(102)**	**49**	**52.655**	**(226)**	**52.429**
Profit/ (Loss) after tax & NCI								**47.972**
Capex & New Investments	**28.360**	**574**	**10.234**	**22**	**726**	**39.915**	**240**	**40.155**
Net cash/(debt)	**(36.480)**	**45.466**	**37.467**	**35.777**	**25.386**	**107.617**	**-**	**107.617**

12M 2024 (€ x 1.000)	Commercial Activities	IT Services	Courier & Postal	Renewable Energy	Unallocated	Continued operations	Discontinued operations	Total
Total gross segment sales	1.051.903	243.022	158.099	1.023	-	1.454.046	9.827	1.463.873
Inter-segment sales	(135.820)	(1.582)	(819)	(300)	-	(138.521)	-	(138.521)
Net sales	**916.083**	**241.440**	**157.280**	**723**	**-**	**1.315.525**	**9.827**	**1.325.352**
EBITDA	**36.482**	**21.878**	**26.110**	**303**	**(1.598)**	**83.175**	**8.575**	**91.750**
% sales	*4,0%*	*9,1%*	*16,6%*	*41,9%*	*-*	*6,3%*	*87,3%*	*6,9%*
Profit/ (Loss) before income tax	**19.519**	**17.580**	**21.269**	**56**	**1.526**	**59.950**	**5.035**	**64.985**
% sales	*2,1%*	*7,3%*	*13,5%*	*8%*	*-*	*4,6%*	*51,2%*	*4,9%*
Profit/ (Loss) after tax	**15.047**	**12.996**	**16.515**	**9**	**1.468**	**46.036**	**3.807**	**49.842**
Profit/ (Loss) after tax & NCI								**49.113**
Capex & New Investments	**2.456**	**10.429**	**7.754**	**9**	**290**	**20.939**	**15**	**20.954**
Cash	**56.218**	**36.852**	**31.121**	**3.413**	**78.972**	**206.577**	**9.162**	**215.740**
Net cash/(debt)	**(32.039)**	**18.636**	**31.121**	**1.753**	**78.972**	**98.445**	**(16.337)**	**82.108**

Diff 2025/2024 %	Commercial Activities	IT Services	Courier & Postal	Renewable Energy	Unallocated	Continued operations	Discontinued operations	Total
Total sales	*12,4%*	*11,0%*	*3,6%*	*-6,4%*	*-*	*11,1%*	*-6,0%*	*10,9%*
EBITDA	*17,0%*	*30,9%*	*12,6%*	*-56%*	*-18,7%*	*19%*	*-7%*	*16,6%*
Profit/ (Loss) before income tax	*23,7%*	*29,9%*	*8,0%*	*-194,0%*	*-94,1%*	*16,7%*	*-79,1%*	*9,3%*
Profit/ (Loss) after tax	*20,7%*	*36,8%*	*1,6%*	*-*	*-96,7%*	*14,4%*	*-105,9%*	*5,2%*
Profit/ (Loss) after tax & NCI								*-2,3%*

Operating Model

Quest GROUP

MAJORITY SHAREHOLDER

Acquire and hold controlling stakes in corporate assets

INVESTMENT IN MARKET LEADERS

1

Subsidiaries are market leaders in promising sectors

HAND'S ON MANAGEMENT

Actively involved in subsidiaries' management

DIVERSIFIED PORTFOLIO

Mitigate risk by investing in different sectors

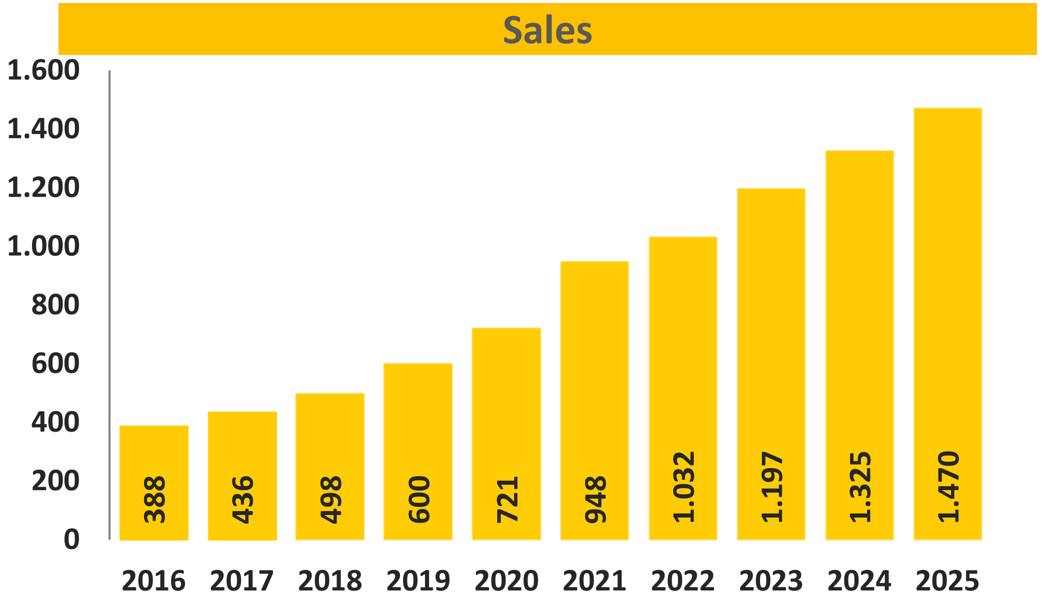
Emphasis on Tech
and Tech enabled companies

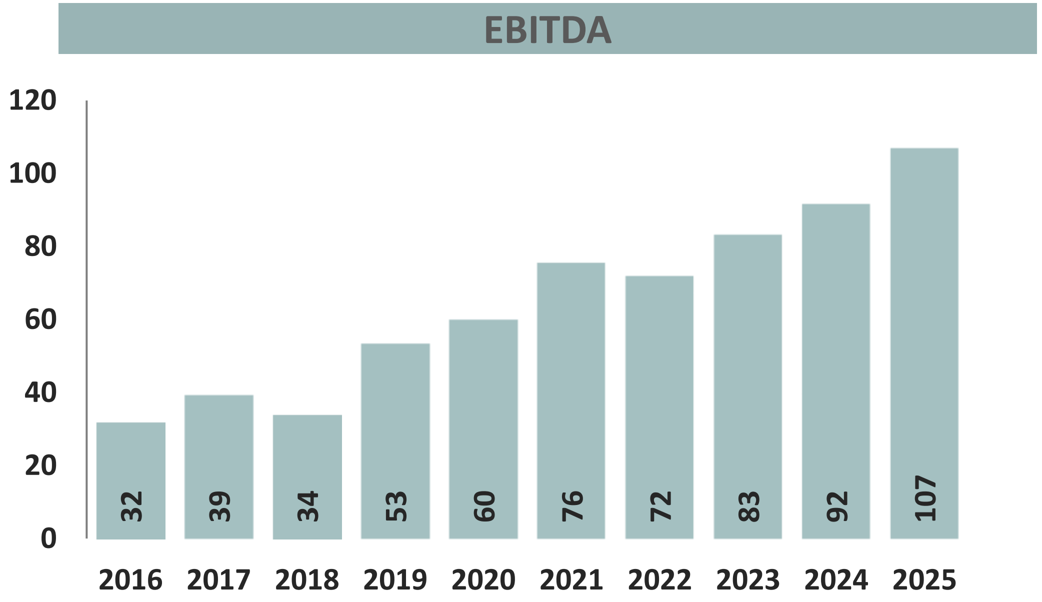
KEY PRINCIPLES

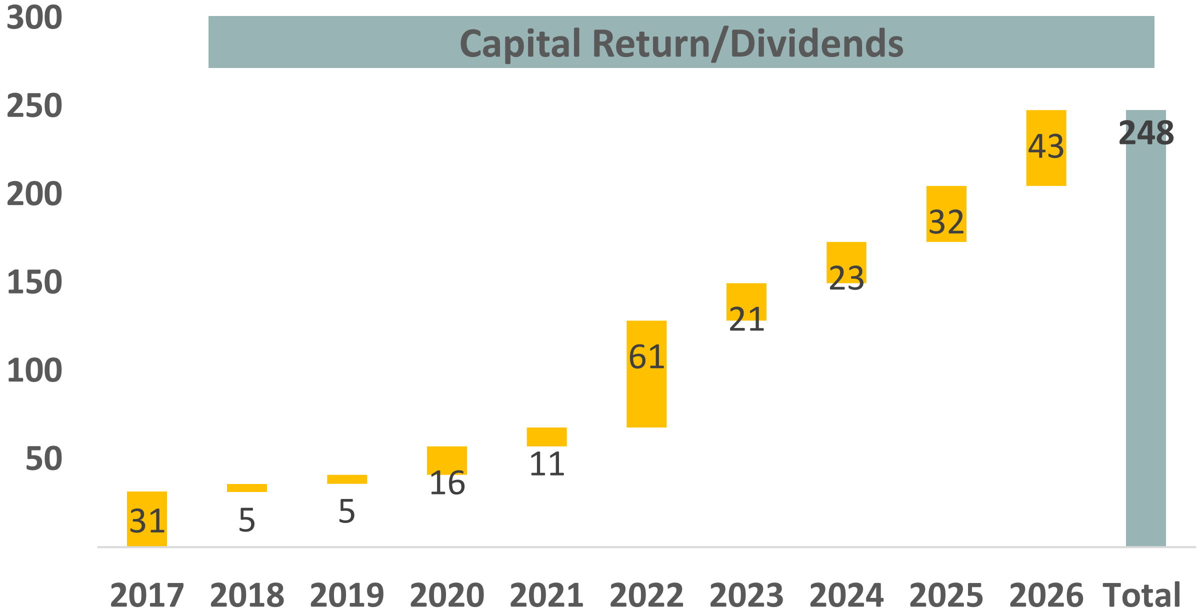
- Customer Focus
- Operational Excellence
- Human Capital & Values
- Innovation / Technology Orientation

Resilience in challenging times

Amounts in million €







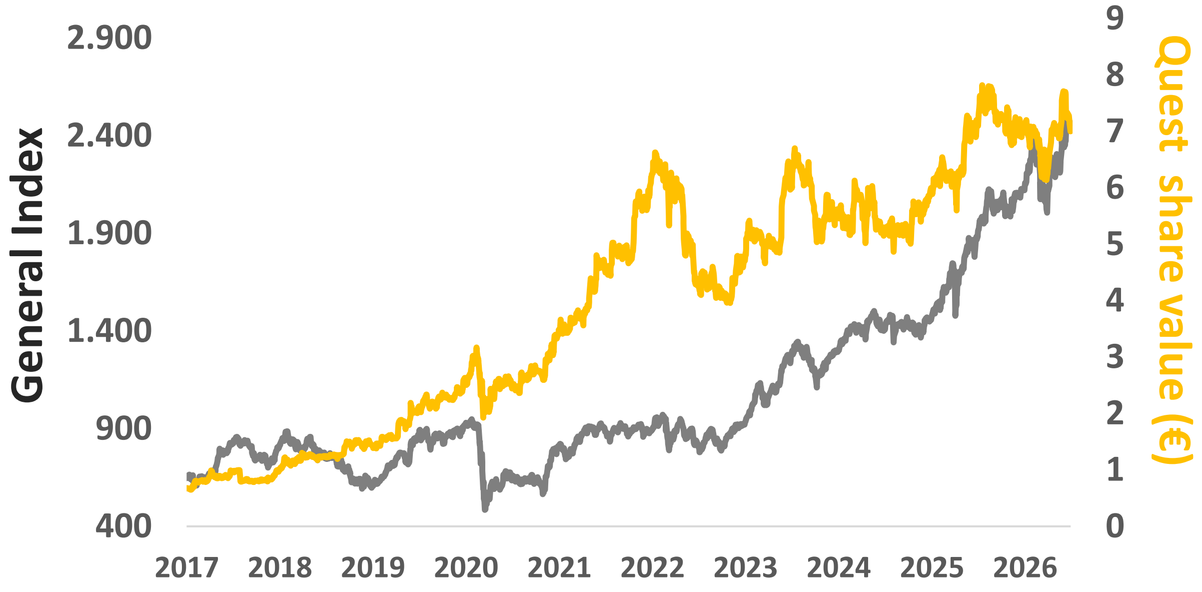
Value Created to Investors

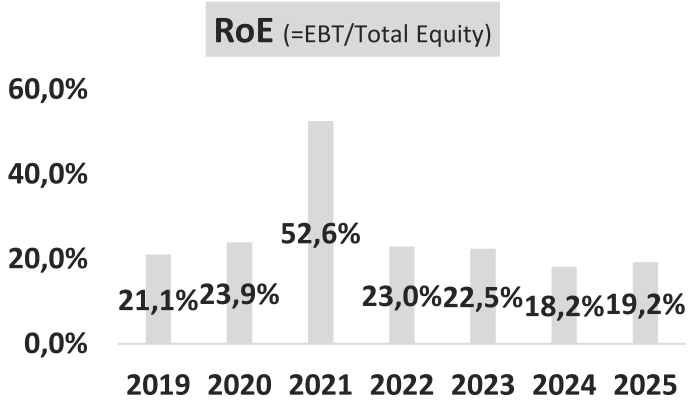
Market Cap*

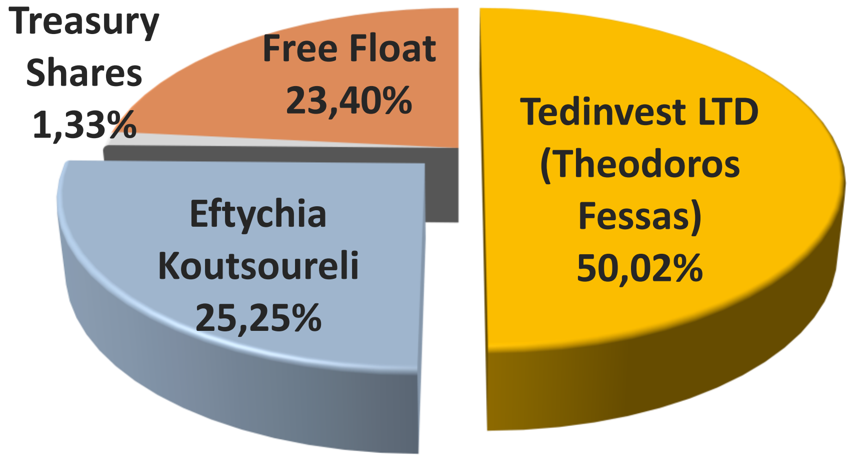
€ 751m

Aggregate Capital Return/ Dividends to the Shareholders (2017-2026)

€ 248m







*On 30/6/2026

Growth Drivers

	Info Quest Technologies	you.gr	iSquare	iStorm	ACS	uni.systems	BENRUBI	Quest Holdings	Γ.Ε. ΔΗΜΗΤΡΙΟΥ α.ε.ε
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		
Clima									Q
M&A Inorganic Growth	Q	Q			Q	Q		Q	

Quest Holdings BoD

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

Eftichia Koutsoureli
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
Chairwoman & CEO NN Hellas Insurance Company

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

Corporate Governance

- 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 2025-2030+
4 Pillars - 9 Goals

Environment

- Climate : 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 with severe impact
-Integrate ESG Performance in CEO Pay
-Supplier Assessment with ESG criteria

Sustainable Products

-Increase % of revenues from sustainable Products and Services

Annual Sustainability Reporting – *from voluntary to compliance*

ESRS European Sustainability Reporting Standards

GRI

CDP Discloser 2025

Sustainability Report 2024

Following International Frameworks with external assurance of disclosures

Strong Participation in ESG Ratings and Sustainability Index

FTSE4Good

Rated MORNINGSTAR | SUSTAINALYTICS
QUEST HOLDINGS RISK SCORE 2024 – LOW

Transparency Index 2025 Forbes ESG Diamond

ISS ESG

ESG Transparency Score 95% 2024 ATHEX ESG Data Portal

SILVER | Top 15% ecovadis Sustainability Rating DEC 2025 – Info Quest Technologies

SILVER | Top 15% ecovadis Sustainability Rating AUG 2025 – ACS

CSR priorities

Innovation & startup EcoSystems

iqbility | Driving ideas ahead

iQnovus

Technology & Education

Mind the Code

iPad 1:1 SCHOOL

ΟΠΑ AUEB

Support Vulnerable Groups and Crisis Situations

GIVMED

Recognitions

MOST SUSTAINABLE COMPANY IN GREECE 2025

HELLENIC RESPONSIBLE BUSINESS AWARDS 2024 GOLD

Empowering Our Employees

Great Place To Work. Certified DEC 2022-DEC 2025 GREECE

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

Great Place To Work. Best Workplaces Europe 2023

In support of WOMEN'S EMPOWERMENT PRINCIPLES
Established by UN Women and the UN Global Compact Office

Supporting initiatives

-Investment on upskilling & reskilling (Mini MBA, Talent Program etc.)
- Employee wellness program
- Women's Empowerment Programs

QUEST by YOU

Disclaimer

- 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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