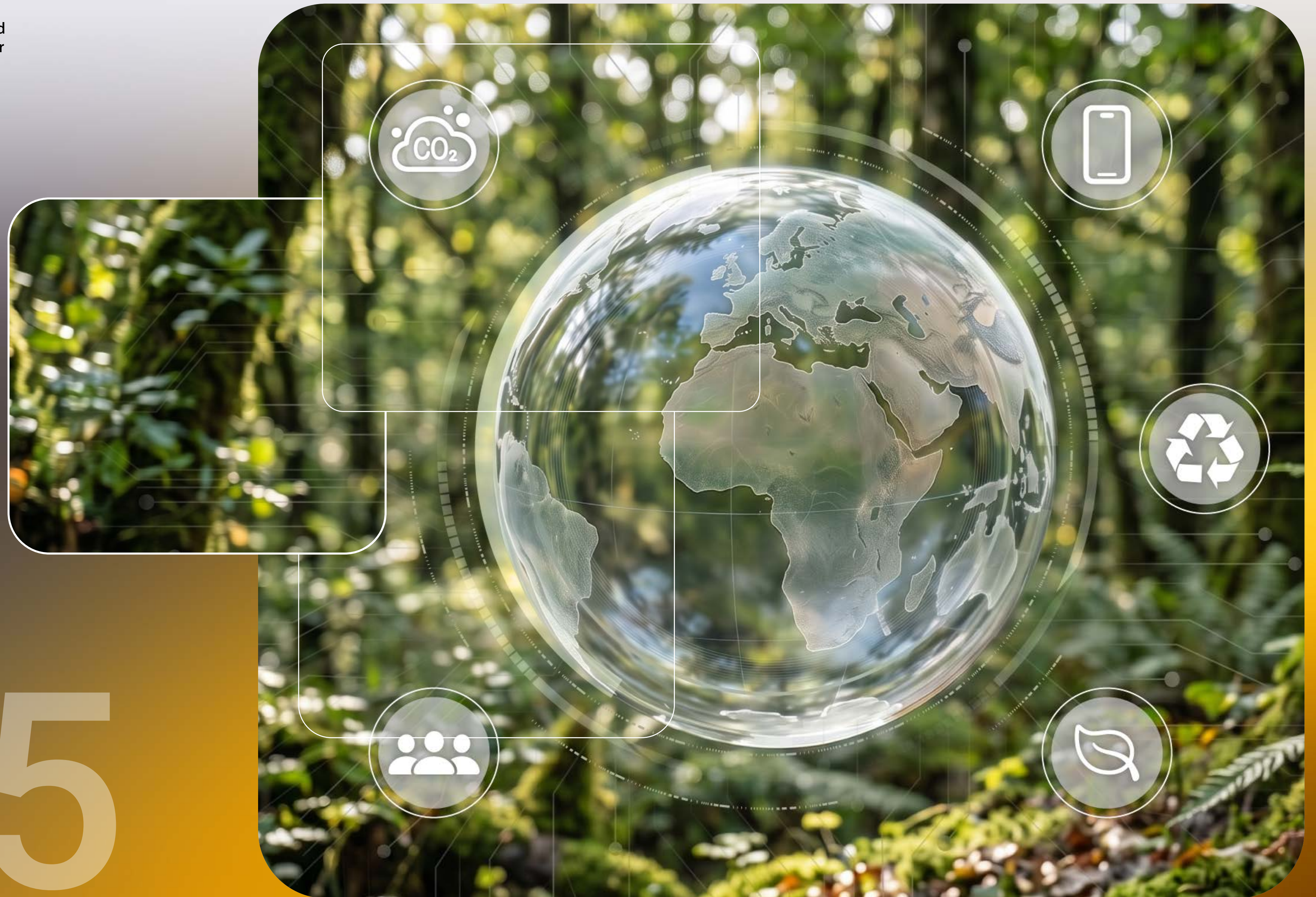


iSquare



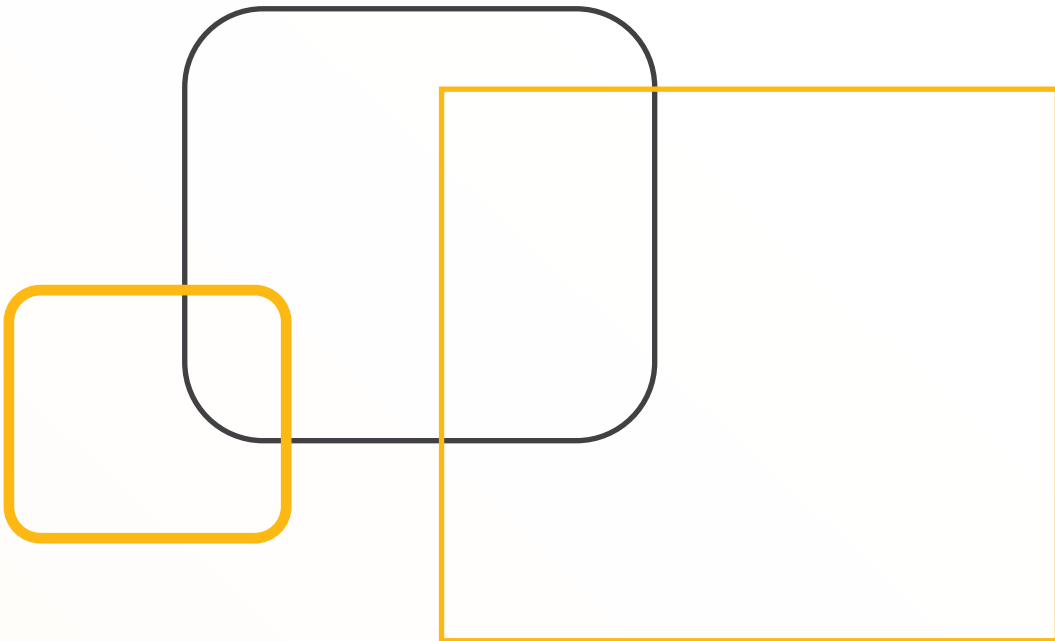
Sustainability
Report

2025



Message from the Chairman and CEO

GRI-22



Sustainable development for iSquare is not a side activity, but an integral part of how we operate, design, and evolve. In an ever-changing environment, responsible business operation, resilience and adaptability are not options; they are prerequisites for long-term success.

2025 was a year of substantial progress and deepening of our approach to sustainability. We continued to execute our strategy with measurable results, focusing on reducing our environmental footprint, empowering our people, and ensuring high standards of corporate governance.

In the field of the environment, in addition to the systematic monitoring and management of our direct and indirect emissions (Scope 1 and Scope 2), we proceeded **for the first time to the measuring of Scope 3 emissions**, with the aim of a more complete understanding of the overall footprint of our value chain. This approach is an important step towards maturation and transparency, and lays the foundations for the future planning of mitigation actions and cooperation with key stakeholders places.

At the same time, in the context of organized and systematic risk management, we actively participated in the climate

resilience analysis carried out at the level of the Quest Group and completed in December 2025. This analysis assessed the exposure and vulnerability of key activities and infrastructure, including iSquare, to physical and transitional climate risks, taking into account both the impacts of climate change developments related to the energy transition and the regulatory environment.

Our people continue to be of highest importance. We systematically invest in creating a modern, safe and inclusive work environment, enhancing education, professional development and well-being, with the aim of attracting and retaining talent and shaping a strong corporate culture.

In a world of increasing uncertainty and complex challenges, sustainability and resilience are key pillars of our strategy. Driven by transparency and continuous improvement, iSquare continues to evolve responsibly, creating value for its people, partners, and society.

Kostis Stavropoulos
President and CEO, iSquare

About the report

GRI 2-2, 2-3, 2-4, 2-5, 3-1, 3-2 | CSRD ESRS 1, ESRS 2

The Sustainability Report of iSquare, a 100% subsidiary of Quest Holdings, the parent company of the Quest Group, is the company's 12th published annual Report.

Prepared in accordance with the Global Reporting Initiative -GRI Standards 2021 ("in accordance with"). It refers to the period 1.1.2025 – 31.12.2025 and will be published in digital and interactive form, on the company's [website](#).

It is noted that the parent company Quest Holdings submitted for 2025 a consolidated sustainability report, which is included in the Annual Financial Report 2025 subject to **Law 5164/2024 - Government Gazette A'202**, which incorporates Directive (EU) 2022/2464 (**CSRD**) of the European Parliament and of the Council into Greek legislation.

Under the relevant legislation (Article 9 Consolidated Sustainability Report – Article 154 of Law 4548/2018 (A' 104), on consolidated non-financial statement, is replaced by the following: A parent company which is a subsidiary is exempt

from the obligations set out in paragraphs 1 to 7 (the "exempt subsidiary"), if such an undertaking and its subsidiaries are included in the consolidated management report of another undertaking; prepared in accordance with article 153 and in accordance with this article), iSquare, is exempt from the obligation to disclose a Sustainability Report.

This independent iSquare Sustainability Report is also part of it, as the company contributes through its performance and actions to the Group's consolidated publications for the year 2025. This report also refers to the European Sustainability Standards (ESRS) where it has influenced them in the publications of the Group's Sustainability Report.

It is also noted that for the disclosures of the 2025 Sustainability Report of the Quest Group, **a "Certified Public Accountant Limited Assurance Report" has been carried out and published in accordance with the International Assurance Assignment Standard 3000 (Revised), "Assurance Projects Beyond Audit or Review of Historical Financial Information"**.

Quest Group's 2025 Sustainability Report presents information on the significant impacts, risks and opportunities in relation to environmental, social and corporate governance sustainability issues. The purpose of the Quest Group Sustainability Report is for its readers to understand the significant impacts of the Group and its companies on people and the environment and the significant consequences of sustainability issues on the development, performance and position of the Group.

The following is the company's performance in terms of the essential issues it monitors, the Group's ESG goals and the UN Sustainable Development Goals (SDGs) it supports.

For more information, please contact the Marketing Department:
info@isquare.gr,
211 9997500.



The Highlights of 2025 – iSquare

Environment (E)

- **46%** reduction in direct Scope 1* emissions.
- **75%** reduction in indirect Scope 2 emissions*.
- **65%** reduction of absolute emissions, Scope 1 and Scope 2*.
- Measurement of Scope 3 emissions.
- **78%** of iSquare's car fleet are hybrid or electric models.
- **25%** of electricity consumption comes from certified green sources.
- Renovation of offices to improve energy efficiency.

*Any comparisons have been made with the base year 2022 (Scope 2, location-based)

Society (S)

- **44%** of our employees are women.
- **31.56** average hours of training per employee.
- **0 (zero)** accidents at work and **0 (zero)** incidents of discrimination in the workplace.
- Implementation of the HARMONY wellness program and the DEI program "Better Together" and "ALLYship".

Corporate Governance (G)

- **0 (zero)** incidents and/or complaints in matters of corruption, unfair competition, anti-competitive behavior, anti-monopoly and monopolistic practices.
- Full compliance with legislation and regulations in a social and environmental context.
- External assurance was obtained for non-financial disclosures of the sustainability report in compliance with the European CSRD Directive.
- Linking ESG targets to 15% of the CEO's variable remuneration.



Financial data

- **7.7%** increase in turnover*.
- **+58%** increase in profit after tax (€6.0 million compared to €3.8 million in 2024).
- Increase in sales in all product categories*.

*What comparisons have been made with the previous year 2024



The company



iSquare  Authorised Distributor



The company

GRI 2-1, 2-6 | CSRD ESRS 1, ESRS 2

Since 2009, iSquare M.A.E. is the official distributor of all Apple products in Greece and Cyprus. Our headquarters are located at 27 Alexandrou Pantou Street, 176 71 in Kallithea, Athens. We are active in the design, implementation and provision of integrated solutions for the innovative products and technologies provided by Apple. Annually we distribute approximately 1,300 different codes of popular Apple products, such as iPhone, iPad, Mac, Apple Watch, AirPods, Apple TV, Beats as well as accessories and peripherals.

Our Vision

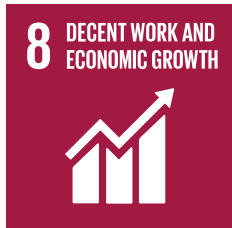
GRI 2-23 | CSRD ESRS 2

Our vision is to provide high-level products and services to Greek and Cypriot consumers to achieve the ultimate Apple experience. We operate with a customer-centric approach in mind, being next to our customers in every way and at all times through our authorized network of resellers.



Key Financial Data

SDG 8



iSquare continues the positive course of recent years with a turnover of over €459 million compared to €426.2 million. in the corresponding period of 2024, showing an increase of 7.7%.

Earnings after tax amounted to profit after tax of € 6.0 mil. compared to € 3.8 mil. the previous year. Net worth is positive € 28.2 mil. and current assets exceed short-term liabilities by € 21.2 million.

iSquare continues strategic investments aimed at strengthening the wider society. Through the implementation of good practices that include all social groups, we place special emphasis on empowering people.

In 2025, we proceeded with sponsorships worth a total of €11,455 to various foundations and Non-Profit Organizations (NGOs).

For Detailed financial results see [here](#) or visit the [website](#) of parent company Quest Holdings.



Awards and Distinctions 2025



→ **Hall of Fame – Fortune Most Admired Companies (Fortune, Greece)**

The Hall of Fame institution has included those companies that were included in the TOP 20 of the Most Admired Companies list at least three times since the survey began in 2015. iSquare has been named to the TOP 20 of the list 6 times.



→ **Business Leaders in Greece (ICAP, Greece)**

iSquare is among the 500 most profitable businesses in Greece, based on published balance sheets for the year 2024. The criterion on the basis of which the classification of enterprises is made is the profits of the enterprise from operating activities before the effect of financial and extraordinary income-expenses, as well as depreciation and amortization on fixed assets (EBITDA).



→ In 2025, the parent company, Quest Holdings, joined the **FTSE4Good Emerging Markets** international sustainability index for the second time.

See [here](#) for Quest Group's holdings in ESG Ratings.



Bodies and Associations

GRI 2-28



EBEA
(Athens Chamber of
Commerce and Industry)

ACE
(Association of Senior
Business Executives)

CEO CLUB
(The Chief Executive
Officers Club)

Active Participation in the Promotion of Sustainable Development

The company is also an indirect participant in the associations and bodies of which the parent company of the Group is a member on behalf of all subsidiaries, receiving knowledge, experience and guidance. The Group is an active member of the national body CSR Hellas and the local network UN Global Compact Network Greece (UNGCNG). Since 2022, Quest Holdings has signed the UN Global Compact and has committed to uphold its 10 principles on human rights, labor, environment and anti-corruption and since 2023 the principles of Women's Empowerment (WEPs). For more information, please refer to the Quest Group's 2025 Sustainability Report.

Business Model and Value Chain

GRI 2-6 | CSRD ESRS 2 (SBM 1-3)

iSquare creates value through a clear and focused business model, based on the distribution and promotion of Apple products.

Understanding our value chain is a key tool for recognizing the impacts of our operation on the environment, society and the market, as well as for planning our ESG priorities.

Our Value Chain





Sustainable Development Strategy



iSquare  Authorised Distributor

Sustainable Development Strategy

GRI 2-22, 2-23 | CSRD ESRS SBM 1-3, MDR-P | ESG 7 (Executive Remuneration)

Our Approach

iSquare operates on the principles of responsible entrepreneurship, in full compliance with the regulatory framework and corporate governance system of the Quest Group. At the same time, it integrates into its operation a set of policies, procedures and internal mechanisms that enhance transparency, accountability and coherent decision-making.

Sustainable development is a key pillar of how the company operates and creates value. As part of its business model, iSquare systematically monitors the factors that influence the sustainability of its operations and actively manages the associated risks and opportunities, integrating them into the strategic planning and decision-making process.

Through our ESG (Environmental – Social – Governance) strategy, we connect sustainability with our day-to-day

operations and business choices, focusing on issues that are essential to our business and our stakeholders. Our approach aligns with the requirements of the CSRD Directive and the European Reference Standards (ESRS), as well as international standards such as the GRI Standards and the UN Sustainable Development Goals (SDGs).

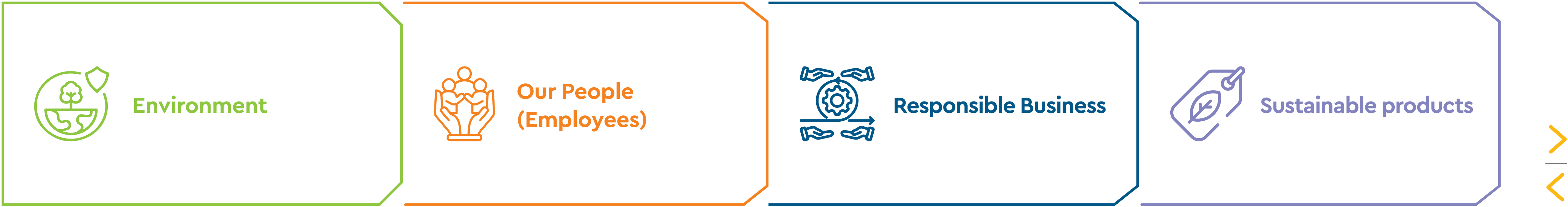
As a subsidiary of the Quest Group, iSquare is actively involved in the implementation of the Group's sustainable development strategy, adapting its objectives and actions to the nature and scale of its activities. Its progress is monitored through specific indicators and contributes to the overall performance of the Group.

This framework is supported by the adoption of the Group's relevant policies, which form a single and consistent sustainability management system across all its companies.



ESG Strategy 2025–2030+

Quest Group's ESG strategy was formulated in 2021 with a horizon of 2030 (and 2050 for environmental goals) and is based on four main pillars:



For the period 2025–2030+, the strategy was revised by the Management and approved by the Board of Directors, integrating nine long-term objectives with annual quantitative and qualitative monitoring indicators. These objectives enhance the sustainable development of the Group, strengthen its diversification and contribute to the creation of long-term value.

iSquare actively participates in this goal, focusing on actions directly related to its business activity and value chain. Through the systematic monitoring of its performance and the continuous improvement of its practices, it contributes to the achievement of the Group's overall goals.



Strategic pillars and Sustainable Development Goals 2025-2030+

Environment and Climate Change	Our People	Responsible Business	Sustainable Products
1. Reduction of absolute Scope 1 and 2 emissions by 40% by 2030 and Climate Neutrality by 2050*	3. Keeping the LTIF below 2.3 and the TRIR below 1.2 for the Group's employees. ***	6. No high/very high severity data breach incident	9. More than 10% of revenue from sustainable products and services
2. Promoting the circular economy and eliminating avoidable waste	4. 15 hours of training on average per employee with an emphasis on AI.	7. Linking 15% of the variable remuneration (annual bonus) of Group CEOs and main subsidiaries to ESG objectives	
	5. Creating an inclusive culture and acting as an ambassador of diversity and equality	8. Process for the evaluation of suppliers on Sustainable Development issues and ESG criteria**	

*Reference year 2022 (scenario 1.5°C). Climate neutrality by 2050 refers to Scope 1 and 2 emissions, taking into account the maturity of technological developments. The target will be revised in 2030 as well as the potential for Scope 3 emission reduction targets will be assessed.
**In case of equitable evaluation, suppliers with higher performance in Sustainable Development issues will be preferred.
***Different sectoral indicators in some subsidiaries.

Our sustainable development strategy is directly linked to risk management and business decisions, ensuring that issues such as climate change, regulatory developments and market changes are taken into account in the planning and implementation of our actions.

For more information on Quest Group's ESG Strategy, see the [2025 Sustainability Report](#).

ESG Target Results

In detail, the objectives of the ESG Strategy and the Group's performance in 2025 as well as the targets for the year 2026 are presented in the Group's Sustainable Development Report 2025 [here](#). Here are iSquare's goals, stemming from its ESG strategy for 2025 and the company's performance.

Environment and Climate Change

ESG 2030+ Goals	Actions	2025 targets iSquare	Performance 2025 iSquare	Progress 2025	2026 targets iSquare
1. Climate Change: Reduction of absolute Scope 1, 2 emissions by 40% by 2030 and climate neutrality by 2050	Increase in the percentage of company car fleet with hybrid/electric models	>80%	78% Achieved 100%		>80%
	Increase in the percentage of "green" energy supply (Group's target for electricity consumption)	-25% (Group target)	Achieved 100% <i>25% (through Guarantees of Origin (GOs))</i>		30% (Group target)
	Reduction of absolute Scope 1, 2 emissions from 2022 and 40% by 2030 (compared to base year 2022)	Reduction of absolute Scope 1, 2 and 40% emissions by 2030 (compared to base year 2022) At Group level, there is a reduction target of -16% (compared to 2022)	Achieved 100% % Scope 1 & 2 decrease from base year 2022 - 65 % iSquare - 24% Group		Reduction of absolute Scope 1, 2 and 40% emissions by 2030 (compared to base year 2022) At Group level, there is a reduction target of -21% (compared to 2022)
	Scope 3 Emissions Measurement	Scope 3 Emissions Measurement for 2025 Future assessment of reduction targets.	iSquare's Scope 3 measurement 44642,42 tCO ₂ e		Continue
2. Promoting the circular economy and eliminating avoidable waste by 2025	Group Targets	Group Targets - Certified recycling and recovery actions of electronic waste. - Reduce single-use plastics where feasible	- A list of electronic waste was recorded - Recycling partners have been evaluated - There was no recycling of appliances in 2025 - Toner is recycled - Implementation of a Paper Elimination Policy		Continuation and Strengthening of Circular Economy Services

 Goal achieved  Goal in progress  Goal not achieved

Our People

ESG 2030+ Goals	Actions	2025 targets iSquare	Performance 2025 iSquare	Progress 2025	2026 targets iSquare
3. Health and Safety	Maintaining LTIFR Health and Safety Scores below 2.3 and TRIR below 1.2				
	LTIFR: Lost Time Frequency Rate	LTIFR < 2,3	LTIFR=0		LTIFR<2,3
	TRIR: Total Recordable Incident Rate	TRIR < 1,2	TRIR = 0		TRIF<1,2
	Wellness Program ARMONIA	Continue	Achieved 100%		Continue
	Health and Safety Education	An annual health and safety training offered to all employees	Achieved 100%		An annual health and safety training offered to all employees
4. Training and Development of Our Employees	>15 hours of average training per employee	>15 hours of average training per employee at Group level +6% for iSquare (vs. 2024) - Participation of all Managers in compulsory AI training	32.5 hours avg. iSquare +5.4% (2024-on-year) 18.4 hours Average Group		>15 hours of average training per employee at Group level Participation of all Managers in compulsory AI training

 Goal achieved  Goal in progress  Goal not achieved

Our People

ESG 2030+ Goals	Actions	2025 targets iSquare	Performance 2025 iSquare	Progress 2025	2026 targets iSquare
5. Creating a culture of inclusion, diversity and equality in order to empower our people	Preparation of a Report for the calculation of equal pay (Group level) and Action plan to address any pay discrimination until 2025 (Group level)	Pay gap study every 3–5 years (including new subsidiaries). The last study was for 2022 (next until 2027). Ensuring that the participation rate of women in the Talent Management Program and the Mini MBA program is at least the same percentage of all women (34%)	Achieved 100% Better Together Program with Action Plan for Women's Empowerment and Training Programs >40% percentage of women in the Talent Management Program and the Mini MBA program		Pay gap study every 3–5 years (including new subsidiaries). The last study was for 2022 (next until 2027). Ensure that the participation rate of women in the Talent Management Program and the Mini MBA program is at least the same percentage of all women
	Establishing programmes on inclusion and diversity issues	At least 3 actions for Women's Empowerment (training, surveys, seminars, etc.) every 2 years starting from 2025–2026 aimed at all working women/ ALLYSHIP Program Design and Implementation in 2025	Achieved 100% Implementation of DEI ('Better Together') and Allyship action programme		At least 3 actions for Women's Empowerment (training, surveys, seminars, etc.) every 2 years starting from 2025–2026 aimed at all working women/

 Goal achieved  Goal in progress  Goal not achieved

Responsible Business

ESG 2030+ Goals	Actions	2025 targets iSquare	Performance 2025 iSquare	Progress 2025	2026 targets iSquare
6. No high/very high severity data breach incident	Annual Vulnerability Assessments in the main systems	Annual Vulnerability Assessments in the main systems	Achieved 100%		Continuation Annual Vulnerability Assessments in the main systems
	Continuation of mandatory cybersecurity training/ phishing to all employees	Continue	Achieved 100%		Continuation of mandatory cybersecurity training/ phishing to all employees
	No data breaches with a significant financial impact or data privacy incident	No data breaches with a significant financial impact or data privacy incident	Achieved 100%		No data breaches with a significant financial impact or privacy incident
7. Linking the variable remuneration (annual bonus) of Group CEOs and main subsidiaries to ESG objectives	Linking ESG targets to 15% of the Group's CEOs' variable remuneration	Linking ESG Goals to Variable Pay 2025 Gravities: 50% Environment/Climate 20% Health and Safety 15% Diversity 15% Employee Training	Achieved 100%		Linking ESG Goals to Variable Pay 2026 Gravities: 50% Environment/Climate 20% Health and Saftey 15% Diveristy 15% Employee Training
8. Evaluation of suppliers with ESG criteria	Evaluation of suppliers with ESG criteria		It's not implemented by iSquare because it has a key vendor, Apple		It's not implemented by iSquare because it has a key vendor, Apple

 Goal achieved  Goal in progress  Goal not achieved

Sustainable Products

ESG 2030+ Goals	Actions	2025 targets iSquare	Performance 2025 iSquare	Progress 2025	2026 targets iSquare
>10% of revenues to come from sustainable products (based on ICMA Protocol). % of revenues coming from sustainable products and services	% of revenues coming from sustainable products and services (based on ICMA protocol)	>10% of the Group's revenues to come from sustainable products	Achieved 100% Apple, the company that accounts for nearly 100% of our turnover, is committed to producing eco-friendly products		>10% of the Group's revenues to come from sustainable products

 Goal achieved  Goal in progress  Goal not achieved



Sustainable Development Governance

GRI 2-14, 2-18, 2-19, 2-20 | CSRD ESRS 2, GoV 1-5, ESRS E1

The group manages the sustainable development issues as described in the **Sustainable Development and Climate Change Policy of the Group**, which reflects in detail the Group's responsibility and commitments to employees, the market, society and the environment. This includes implementing, monitoring and reporting on the progress of the implementation of the ESG strategy and targeting, collecting and reviewing non-financial data, and preparing Sustainable Development Reports.

The team works with the head of the Group's ESG Department, receiving guidance and briefing. The Group's ESG Department has the central coordination of the implementation of the strategy and the control for the collection of non-financial data, providing subsidiaries with the necessary guidelines and data collection tools.

It is noted that the Group's Management has set up a Sustainable Development Committee that operates in accordance with its instructions **Regulation of Operation** and plays a central role in

the governance of the relevant issues, providing support to the Management on sustainable development issues.

The ESG Strategy's focus is applied at company level and at Group level as a whole, and large companies such as iSquare are committed to their own targeting around the issues that most affect and support the successful implementation of the Group's ESG Strategy. The annual ESG target setting is approved by the Management of the Group company and after consultation with the Sustainable Development Committee, it is also approved by the Board of Directors.

The Group and its subsidiaries publish on their website an annual Sustainability Report, reflecting non-financial data based on international sustainability standards (ESRS, GRI Standards, 17 UN Sustainable Development Goals, UN Global Compact) and comply with regulatory requirements, either through legislation, or through significant suppliers and customers.

For more information on **Quest Group's Governance and Sustainable Development Management**, see the **2025 Sustainability Report**.



Integrating sustainability-related performance into the incentive system

ESG Goal 7

Through ESG targeting, the Group chose to link the achievement of strategic ESG objectives with the variable remuneration of the Company's CEOs and its subsidiaries. Thus, since 2022, it has adopted and is implementing at group level a new Variable Remuneration System for Senior Executives (System) of the Company and its affiliated companies. among other things, it includes non-financial (ESG, qualitative) targets for the payment of part of variable remuneration, the achievement of which is a prerequisite for the payment of 15% of variable remuneration. These four goals in 2025 relate to (1) environmental goals, (2) diversity-related goals, (3) employee health and safety goals, and (4) education-related goals. The goals related to ESG issues are further analyzed in the table in this Report's ESG Goals 2025 Results.

In the field of Environment and Climate Change, the current targets focus on achieving annual targets for the percentage (%) of corporate fleet transition to hybrid and electric vehicles and the percentage (%) of electricity consumption from "clean" energy (guarantees of origin) as well as with annual targets for the percentage (%) reduction of emissions with the ultimate goal of reducing absolute emissions (Scope 1 & 2) by up to 40% by 2030.



Risk Management and ESG Integration

iSquare, in line with the framework of the Quest Group, systematically manages the risks associated with its operation by implementing the Group's Risk Management System. The approach is based on internationally recognized standards and methodologies, such as ISO 31000 (Risk Management) and the COSO Enterprise Risk Management (ERM) Framework.

In this context, key business risks, including ESG issues, are identified, evaluated and monitored, which are integrated into the company's decision-making process and targeting.

In 2025, there was an increased focus on climate-change-related risks, with a particular focus on natural hazards, such as extreme weather events, which may affect critical infrastructure and activities.

More specifically, the Group prepared in 2025 for the first

time, in collaboration with an external partner, a resilience study against climate risks and a Climate Sensitivity Study, with the participation of iSquare and key subsidiaries. The study identified the assets and activities with the greatest exposure to climate change scenarios, as well as the related opportunities arising from the energy transition and the transition to a more sustainable economy. Its results are used in strategic planning and are presented in detail in the section "Environment – Climate Change".

As part of risk management, targeted prevention and mitigation measures are implemented, enhancing the company's overall resilience. At the same time, compliance with the current regulatory framework in terms of financial operation, transparency and corporate responsibility is systematically monitored, through regular review and evaluation of the effectiveness of the relevant mechanisms.

Double Materiality Study and Stakeholders

GRI 2-29, 3-1, 3-2 | ESRS 2- SBM, IRO

The communication and relationships we build with the company's stakeholder groups are building blocks of our sustainable development strategy. Stakeholder consultation, including both internal and external natural or legal persons, contributes to a further understanding of the impact of our activities.

In the previous year 2024, iSquare, in alignment with the Quest Group, implemented the first Double Materiality Analysis in preparation for the requirements of the CSRD Directive and the European ESRS Standards.

The analysis highlighted the most important environmental, social and governance issues for the company and its stakeholders, including employees, partners, customers and the wider society. The results of the process formed the basis for setting ESG priorities and aligning the sustainable development strategy.

At the beginning of 2025, the Quest Group and by extension iSquare as a subsidiary of the group, received the views of its stakeholders through the sending of an online survey focusing on their opinion on the impact of iSquare on key Sustainable Development issues.

For more information on the process and results of the Double Materiality analysis of the Quest Group see it Sustainability Report 2025.

The Double Materiality Analysis is conducted every 2 years to ensure continued alignment with evolving regulations, continuously assess and address the most material sustainability issues.

From the Double Materiality Analysis carried out, the following most material Sustainability topics emerged for iSquare:

Environment

- 1. Climate change mitigation and energy consumption

Society

- 1. Gender equality and equal pay for work of equal value
- 2. Diversity
- 3. Training and skills development
- 4. Against violence and harassment
- 5. Work-life balance
- 6. Health and safety
- 7. Personal safety of consumers and/or end-users
- 8. Information implications for consumers and/or end-users

Corporate Governance and Responsible Business Conduct

- 1. Business Culture
- 2. Protection from whistle-blowers
- 3. Corruption and bribery

For these issues, the company analyzes opportunities and risks related to their economic, social and environmental impacts, implements specific actions and sets specific measurable goals, which it monitors on an annual basis.



Responsible Business Conduct



iSquare  Authorised Distributor

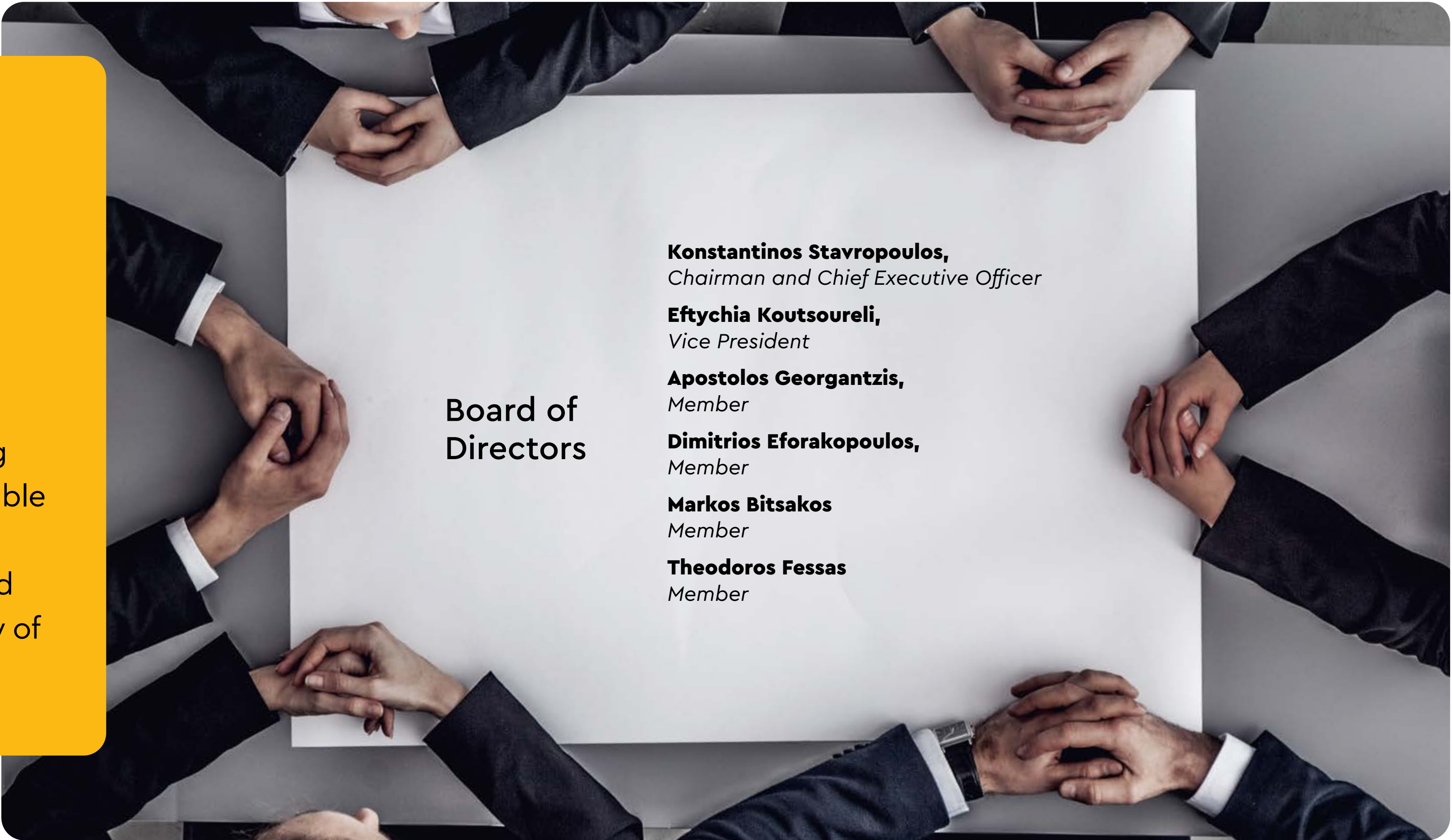
Corporate Governance

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-16, 2-18, 2-23, 2-25,2-26, 2-27 | ESRS 2 (MDR-P, GOV 1-5), ESRS G1



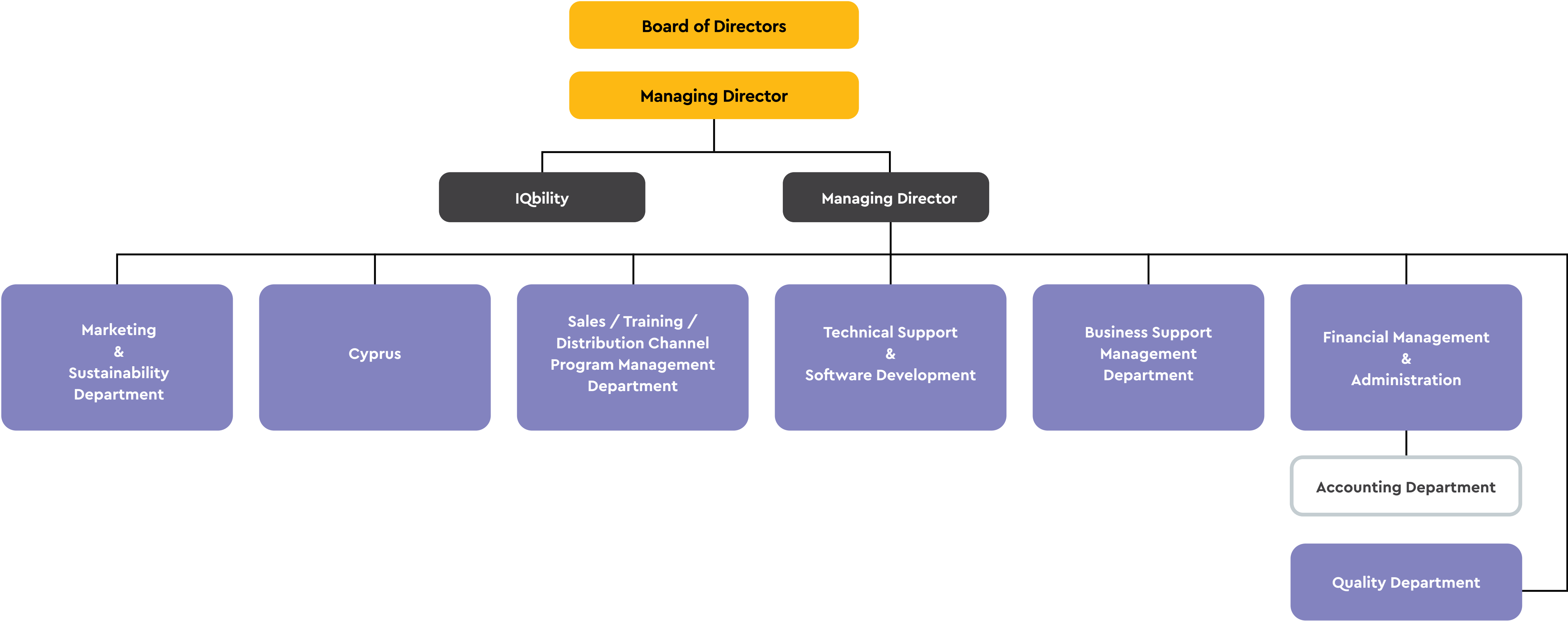
At iSquare, we believe that strong corporate governance is essential for driving our success and achieving long-term sustainable value for our stakeholders.

Our Board of Directors consists of 6 members and is the highest governing body of iSquare. The Board is responsible for the supervision and control of its activities, the formulation of policy and strategy and the continuous efficiency of the company.



- Konstantinos Stavropoulos,**
Chairman and Chief Executive Officer
- Eftychia Koutsourelis,**
Vice President
- Apostolos Georgantzis,**
Member
- Dimitrios Eforakopoulos,**
Member
- Markos Bitsakos**
Member
- Theodoros Fessas**
Member

Organization chart



Regulatory Compliance

Regulatory compliance is a key priority for iSquare and is directly linked to how the company operates and makes decisions. Our approach is based on principles of integrity, transparency, responsibility and professionalism, which govern all our activities.

At Group level, there is a specialized regulatory compliance unit, which has developed and implements a Compliance Management System that covers the parent company and its main subsidiaries.

iSquare implements this system, having appointed a Compliance Officer, who works with the respective functions of the Group to monitor, evaluate and manage the relevant issues. Through this structure, the timely recognition of regulatory requirements, compliance with applicable legislation and the continuous improvement of relevant procedures are ensured.



Business Culture



(GRI 205)

iSquare, as a 100% subsidiary of Quest Holdings – the parent company of the Quest Group – has adopted the Group's principles and values, fully implementing the Corporate Governance Policies and Procedures as set forth in **Regulation of Operation**.

With the aim of sustainable development, iSquare puts business ethics and corporate governance at the heart of its business. Its application **Code of Ethics and Ethical Conduct** of the Quest Group is mandatory for Management, staff, as well as for all our external partners and suppliers.

Regulatory compliance expresses a clear commitment to the principles of integrity, transparency, fairness, professionalism and teamwork, which govern our operation.

During 2025, iSquare did not record any incidents or complaints related to corruption, unfair or anti-competitive competition, or monopolistic practices.

Whistle-blowers Protection

MATERIAL
TOPIC

(GRI 205)

The **Whistleblowing Policy** was drawn up in 2023 and sets out the principles and operating framework under which Group companies receive, process and investigate named and anonymous reports/complaints about irregularities, omissions or other criminal acts brought to the attention of staff or other third parties (e.g. customers, suppliers). More information within the **Whistle blowing – Incident Policy**.

The Company and the Group Companies implement a Grievance Reporting Process, having established complaint management mechanisms and communication channels for the management and investigation of incidents of illegal or unethical behavior.

The ways of reporting are as follows:

- By e-mail to the relevant address (milisemas@isquare.gr)
- By post to the address of the respective Group company concerned by the complaint/incident, to the attention of the Compliance Officer.

- Through an online breach report form on the Group's company's website.
- iSquare, in the year 2025, recorded full compliance with laws and regulations in a social and environmental context.**

Managing supplier relationships, including payment practices

Supplier Evaluation

The Group evaluates its suppliers annually in accordance with the ISO 9001:2015 standard and the Supplier Code of Conduct. **[G1-2 15 a, AR 2, AR 3]**

Quest Group's Supplier Procurement and Payment Policy includes ESG (Environmental, Social and Governance) criteria in the selection of new suppliers, as well as in the regular evaluation of its existing suppliers. iSquare follows the Group Policies.

Corruption and bribery

MATERIAL
TOPIC

(GRI 205)

Through our Supplier Code of Conduct, we encourage our partners to contribute to the joint effort to combat illegal practices, such as bribery, corruption and unfair competition.

As of 2024, the **Anti-Corruption Fraud and Bribery Policy** has been introduced.

All the **Policies** are available on the Quest Group website, while additional information is also provided in the 2025 Sustainability Report of Quest Holdings.

In 2025, no irrevocable court decisions on corruption or bribery were recorded.



Our Employees

iSquare  Authorised Distributor

Our Employees

GRI 2-7, 2-8 | ESRS 2/ MBP/ S1



At iSquare, becoming a highly preferred employer is our strategic goal and foundation for our long-term growth. We believe that the success of every organization is built on its people, which is why we constantly invest in the development, training and empowerment of our human resources.

We create a work environment of equal opportunity, transparency and respect, which encourages collaboration, innovation and personal growth. Through a continuous effort to improve our HR practices, we aim to be attractive to both existing employees and potential employees looking for a modern, reliable and inclusive work environment.

At iSquare we faithfully apply labor law, internationally recognized Human Rights, such as the 10 principles of the UN Global Compact and we are in compliance with Greek Law. In addition, as a subsidiary of the Qvest Group, we follow all the policies established by the Group such as the Employment Relations, Recruitment, Remuneration and Benefits, Training and Development, Performance and Talent Management, Succession, Health and Safety Policies as well as the Anti-Violence and Harassment Policy.

The Group and by extension iSquare, as a subsidiary, has updated since 2023, Human Rights and Diversity, Equality and Inclusion Policies as well as new policies, such as the Remote Work-Teleworking Policy.

Characteristics of iSquare employees

Gender	Number of Employees (2025)
Male	26
Woman	21
Other ¹	0
Undeclared	0
Total	47

The data for the total number of employees are reported as the number of employees on the last day of the reference period (31 December). For the counting of employees, the methodology of counting (headcount) of the number of employees, regardless of the employment contract, was applied. **In 2025 there were no Self Employed (APY) employees.**

¹ Gender according to the statements of the employees themselves.

Employees by contract type	Male	Woman	Other ²	Undeclared	Total
Number of permanent employees	16	15	0	0	
Number of temporary workers	10	6	0	0	
Number of employees with non-guaranteed working hours	Not available	Not available	Not available	Not available	Not available
Number of employees	26	21	0	0	

Employment contracts are indefinite and fixed-term, supervised and trainee contracts.

Employee turnover	Total (2025)
Number of employees who left voluntarily or due to dismissal or retirement	17
Employee turnover rate	32%

Employee turnover: The total number of employees who have left voluntarily or due to dismissal or retirement, death from service during the reference period.

Staff turnover rate: The staff turnover rate refers to the rate at which employees leave a company over a certain period of time, whether due to voluntary departures, layoffs, termination of contracts or retirements, and does not include internal transfers such as promotions.

Characteristics of non-salaried workers in the workforce of the enterprise itself.

Self-employed	Total (2025)
Number of Self employed Employees	0

Self-employed workers: The category of self-employed persons includes freelancers, subcontractors, borrowed staff and trainees, without formal contracts. Labour force data relating to self-employed persons are reported as the number of persons employed on the last day of the reference period (31 December). For the counting of non-salaried workers, the methodology of counting (headcount) the number of non-salaried workers was applied.

² Gender according to the statements of the employees themselves.



Diversity, Gender equality and equal pay for work of equal value.

GRI 3-3, GRI 405 | ESRS 2/S1 | ESG GOAL 5 Diversity

Human Rights Policy

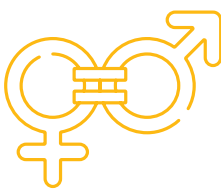
iSquare, through its Human Rights Policy, ensures the respect and protection of human rights throughout its activities and towards all interested parties (employees, customers, suppliers, partners).

For more information on the **Human Rights Policy** See them **Policies**.

Code of Ethics and Ethical Conduct

iSquare adheres to the Code of Ethics and Ethical Conduct. The **Code of Ethics and Ethical Conduct** sets out the framework of principles and rules that govern the conduct of all iSquare employees and partners, ensuring that they operate with integrity, accountability, and respect for all stakeholders involved. The Code includes guidelines for the prevention of corruption, conflict of interest, discrimination and human rights violations, as well as mechanisms for reporting and managing irregularities.

Diversity, Equality and Inclusion Policy



iSquare, through its Diversity, Equality, and Inclusion Policy, reaffirms its strategic commitment to fostering an inclusive work environment that promotes respect for diversity and ensures equal opportunities for all. The Policy prohibits any kind of discrimination and provides for equal employment conditions regardless of characteristics, such as national origin, gender, age, sexual orientation or disability.

The Group designs and implements various actions aimed at supporting employees and vulnerable groups, such as the study of wage gaps, ensuring the participation of women in leadership programs, stereotype recognition and management programs, abusive behavior management programs and strengthening demarcation in the face of incidents of moral and sexual violence, as well as inclusive leadership programs. iSquare implements the various actions of the Group by promoting a work environment without discrimination and exclusions.

Important actions for Women's Empowerment

In June 2023, Qvest Group signed the United Nations Women's Empowerment Principles (WEPs), institutionally reinforcing its commitment to promoting gender equality in the workplace.

In the same year, a Women's Empowerment Survey was conducted for the first time with the participation of iSquare employees, through which expectations, concerns and potential obstacles to women's professional development were highlighted. The results of the survey were shared on the Group's Intranet and formed the basis for the design of a women's empowerment program. In this context, in 2024 the multidimensional program "Better Together" was implemented and continued for 2025, which includes various actions, such as group mentoring, learning paths and more.

At the same time, in 2025, 470 male employees of the Group participated in the survey on bias and the need to strengthen inclusion and the new QUEST Champions Allyship program was launched: A group of employees – on a voluntary basis – from different companies, roles and levels of hierarchy coordinate and interact with the aim of actively contributing to the cultivation and promotion of a culture of equal opportunities, cooperation and diversity within the Group.

Diversity measurement indicators.

Gender distribution in number and percentage in Senior Management

Gender	Number of Employees in Senior Management	Percentage of Employees in Senior Management
Men	4	67%
Women	2	33%

Top Management: Top Management includes employees who hold manager-level positions and above, within iSquare.

Gender	Number of Employees (excluding Top Management)	Percentage of Employees (excluding Top Management)
Men	22	54%
Women	19	46%

Distribution of employees by age group

Age group	Number of Employees	Percentage of Employees
< 30 years old	23	49%
30 – 50 years old	18	38%
> 50 years old	6	13%

Adequate wages.

iSquare is covered by the National General Collective Labor Agreement (E.G.S.S.E.), ensuring that employees receive compensation that meets the standards set out in the agreement, which aligns with the current adequate wage benchmark in Greece. In addition, iSquare enters into individual employment contracts, which go beyond the minimum requirements of collective agreements.

Social protection.

To protect the health of all its employees, iSquare provides medical and hospital care, through social security, but also through an additional private group contract.

People with disabilities

People with disabilities	2025
Percentage of employees with disabilities	0%

The percentage of employees with disabilities refers to cases where it is a declared disability by the employee.

Compensation measurement indicators (wage gap and total compensation).

iSquare operates a remuneration system without any discrimination on the basis of gender. In 2023, the Group completed a Pay Gap Study for 2022 with an external consultant, where an extensive assessment was carried out to identify an unjustified pay gap between own positions and items. Based on this research, for any unjustified salary difference identified, an appropriate response plan was formulated until 2025.

Against violence and harassment



GRI 406

Anti-Violence and Harassment Policy

iSquare adopts a zero-tolerance policy towards any form of violence, harassment, or bullying in the workplace, reaffirming its commitment to ensuring an environment that promotes respect and human dignity.

In alignment with the provisions of Law 4808/2021 and the Code of Ethics and Ethical Behavior, the Policy incorporates the necessary preventive and response measures to combat such phenomena, including gender-based incidents or sexual harassment. iSquare guarantees the right of everyone to work in an environment free from any threat of physical, psychological, sexual or economic violence.

More information about the Group's Policies can be found in the Group's [2025 Sustainability Report](#).

Incidents, complaints and serious repercussions in the field of human rights	Number
Number of incidents of discrimination, including harassment	0
Number of complaints submitted through channels for people in the iSquare workforce to raise concerns	0
Amount of fines, penalties and damages for damages as a result of incidents of discrimination, including harassment and complaints made	0
Number of serious human rights incidents linked to iSquare's workforce	0
Number of serious human rights issues and incidents related to the workforce itself that constitute non-compliance with the UN Guiding Principles.	0
Amount of fines, penalties and compensation for the incidents described above	0



Respect for human rights is one of the fundamental principles of iSquare as reflected in the Code of Ethics and Ethical Conduct.

In the year 2025, no incidents of discrimination, including work-related harassment, complaints or fines, and human rights impact violations of the human rights of the workforce, were reported.

There were no financial losses incurred as a result of legal proceedings related to labour law violations.

Health and safety

MATERIAL
TOPIC



GRI 3-3, GRI 403 | ESRS 2/ S1 | ESG GOAL 3

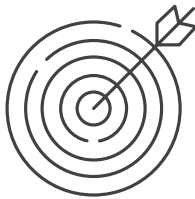
At iSquare, our people are the cornerstone of our company's success with the health and safety of our staff being a priority. We have established an extensive occupational Health and Safety management system, which is based on the Group's Health and Safety and Physical Safety Policies and operates in full compliance with the requirements of the legislation.

The main factor of the system is the assessment, prediction and prevention of occupational risk, along with the monitoring and recording of possible work-related accidents and illnesses.

The technical health consultants (Occupational Physician) and safety (Safety Technician) in collaboration with the company's employees and executives identify and assess the risk in the professional field.

We provide our employees with training in safety, first aid and methods of dealing with systematic risks. We also carry out systematic periodic inspections at the company's premises and workplaces. The frequency of inspections is made according to the number of employees and possible changes or instructions for the proper operation or modification/improvement of equipment are proposed. Possible accidents at work are recorded in detail in a special form with the aim of investigating, evaluating and avoiding them in the future. Through their training, iSquare employees are able to be aware of potential risks and report them to the relevant bodies of the company.

We provide medical coverage and hospital care through social security but also through an additional private group contract.



Targets related
to Health and Safety

In order to monitor the level of health and safety of employees, iSquare has set the following measurable goals:

- The Lost Time Injury Frequency Index (LTIF) below 2.3
- The Recorded Injury Rate (TRIR) below 1.2

These measurable goals are absolute and are measured per employee.

For 2025, it was achieved to keep the indicators below the desired limits (LTIF = 0, TRIR = 0).



Health and safety metrics	Employees
Percentage of employees covered by the health and safety management system	100%
Percentage of self-employed workers covered by the health and safety management system	-
Number of recorded accidents at work	0
Percentage of recorded accidents at work	0
Number of recorded cases of work-related health problems	0
Number of losses in working days due to work-related health problems and work-related accidents	0
Number of deaths as a result of work-related injuries and work-related health problems	0

 **Percentage of employees covered by the Health and Safety Management System:** The percentage of employees covered by the Health and Safety Management System is calculated as the number of employees covered by the Health and Safety Management System to the total number of employees as reported as of 31.12.2025. 100% of iSquare's employees are covered by the Health and Safety Management System.

 **Number of work-related accidents:** Refers to the number of worker accidents recorded within the reporting period.

 **Number of recorded cases of work-related health problems:** The number of cases of work-related illnesses, subject to legal restrictions on data collection, refers to the total number of documented cases where workers experience work-related illness or health conditions.

 **Rate of recorded accidents at work:** Refers to the number of accidents at work that result in injury, illness or death, per one million hours worked.

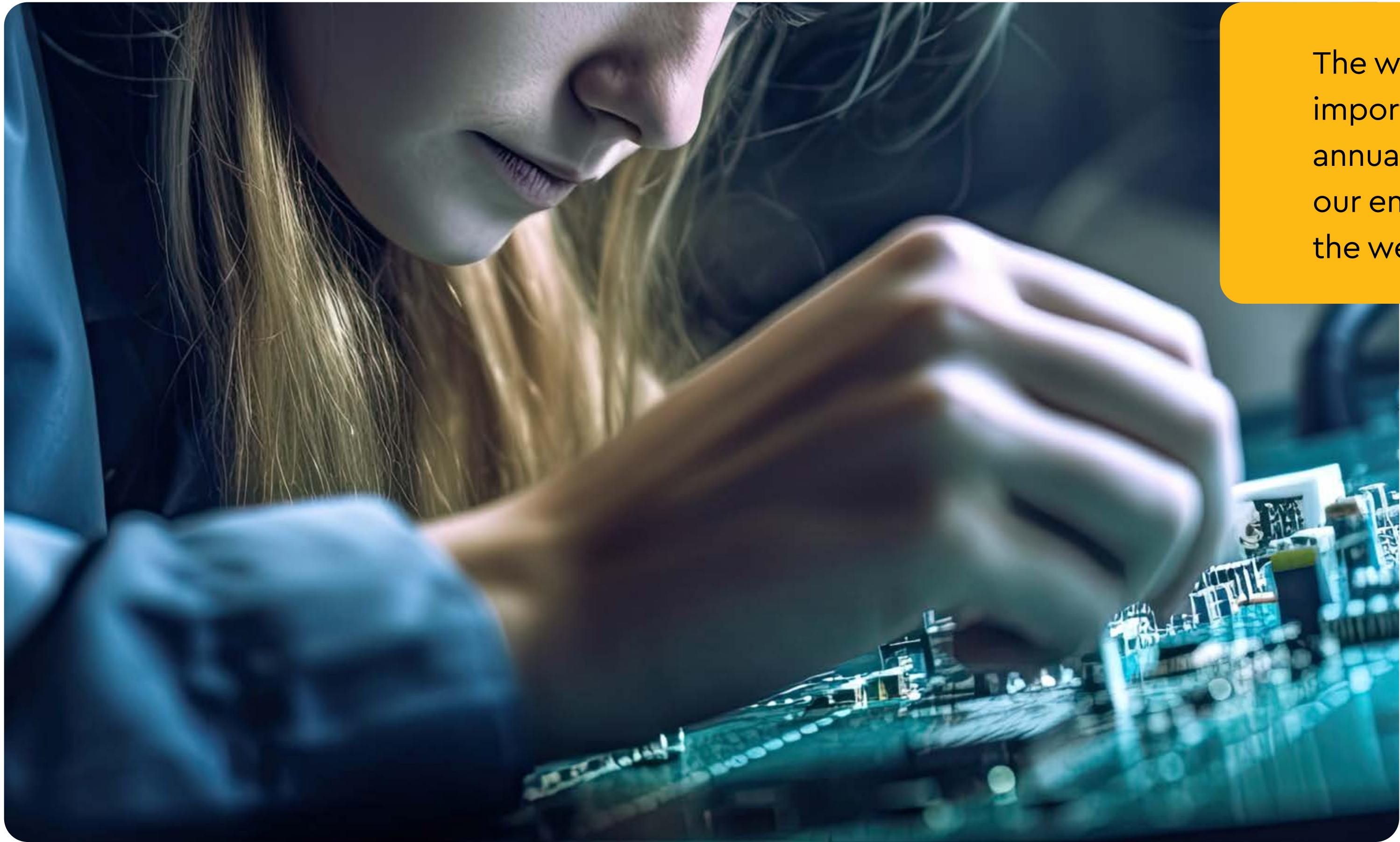
 **Number of Losses in Work Days:** Refers to the number of work-related days lost due to work-related injuries from work-related accidents or work-related health problems.

 **Number of deaths:** The number of deaths refers to the total number of deaths of workers that occurred as a result of work-related incidents or work-related health problems, during the reference period.

Work-life balance

MATERIAL
TOPIC

GRI 403 | ESG GOAL 3



The well-being of our employees is of particular importance to us. We implement actions, such as annual excursions, celebrations for the families of our employees, fitness classes, etc., that enhance the well-being of our people.

The company systematically encourages employees to maintain a balance between their professional and personal lives and plans and implements actions aimed at improving the daily life and well-being of employees.

In order to actively contribute in this direction, in 2025 the Group implemented an extensive wellbeing program, ARMONIA, which included multiple actions to enhance positive psychology, stress management, recognize the importance of nutrition in well-being and recognize giving to others as a means of happiness.

In collaboration with Ergonomics, we provide a program of specialized psychological and counseling services, through telephone communication and individual sessions for employees and their family members. The program aims to support issues related to the work environment and personal issues.



Training and skills development

GRI 3-3, GRI 404 | ESRS 2/ S1 | ESG GOAL 4

In an ever-changing work environment, workforce training is a necessary process aimed at the well-being of any company, but also at a high level of products and services.

By training employees, their abilities and skills are enhanced, resulting in improved efficiency and effectiveness.

At iSquare, the training of its employees is a key priority as trained executives and even more, those who are distinguished for their specialized abilities and skills, are the "core" for the company's development.

The Group's Learning and Development team oversees the training needs and skills development of the Group's employees and at the same time adapts the trainings according to the needs of iSquare employees.

2 main actions in the field of education are:

Quest Mini MBA

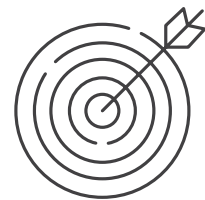
The Quest Mini MBA program is implemented every 2 years. It has been designed by ALBA, exclusively for the needs of the Group. Every two years, selected employees are trained in modules such as change management, innovation, strategy formulation, finance, management, marketing, etc. and are equipped with knowledge that adds value to themselves and the Group. In 2024, the sixth cycle of the Quest Mini MBA began, which was attended by a total of 36 selected executives and is scheduled to start again in 2026.

Talent Management

Employees have the opportunity, by meeting specific performance criteria, to participate in the Group's intensive Talent Management program. This program enhances the strategic and leadership skills of the participants. In 2024, a new cycle of the Talent Management program ran in which 4 selected executives from iSquare (50% men and 50% women) were selected to attend. The program continued in 2025 and is expected to be completed in 2026.

In addition, there are parallel educational activities, such as participation in educational programs, seminars, access to learning platforms and more.

In 2025, iSquare invested €6,641 for employee training purposes.



Objectives related to Education

Clear goal setting allows training actions to align with iSquare's strategic directions, fosters active employee engagement, and ensures a measurable return on investment in human capital. Through targeted skill empowerment, education contributes substantially to the creation of an organization that evolves responsibly, adopts sustainable development practices, and remains resilient to the challenges of the future.

Training Hours

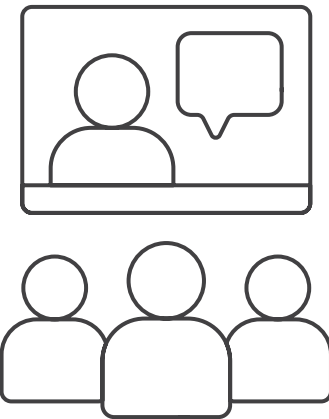
For 2025, the Group's goal was to carry out an average of 15 hours of training per employee. The goal was achieved for iSquare as an average of 31.56 hours of training per employee were carried out.

Employee evaluation

100% of iSquare's employees are evaluated annually, fostering a culture of performance feedback and personal growth.

Training and skills development metrics

Gender	Percentage of employees who participated in regular performance and career development reviews	Average number of hours of training per employee
Men	100%	33.6
Women	100%	29.06
Total	100%	31.56

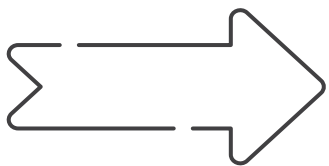


Average number of training hours per employee: The average number of training hours is derived from the sum of the total hours of training of employees to the total number of employees of iSquare.

In 2025, 100% of staff outside of iPros (In-house promoters in customer stores), were evaluated for their annual performance.

Coverage of collective bargaining and social dialogue.

Collective labour agreements	2025
Percentage of the total number of workers covered by collective agreements	100%



The percentage of employees in the Group covered by collective labor agreements is 100%.
In Greece, iSquare is covered by the National General Collective Labor Agreement (E.G.S.S.E.).



Personal safety of consumers and/or end-users

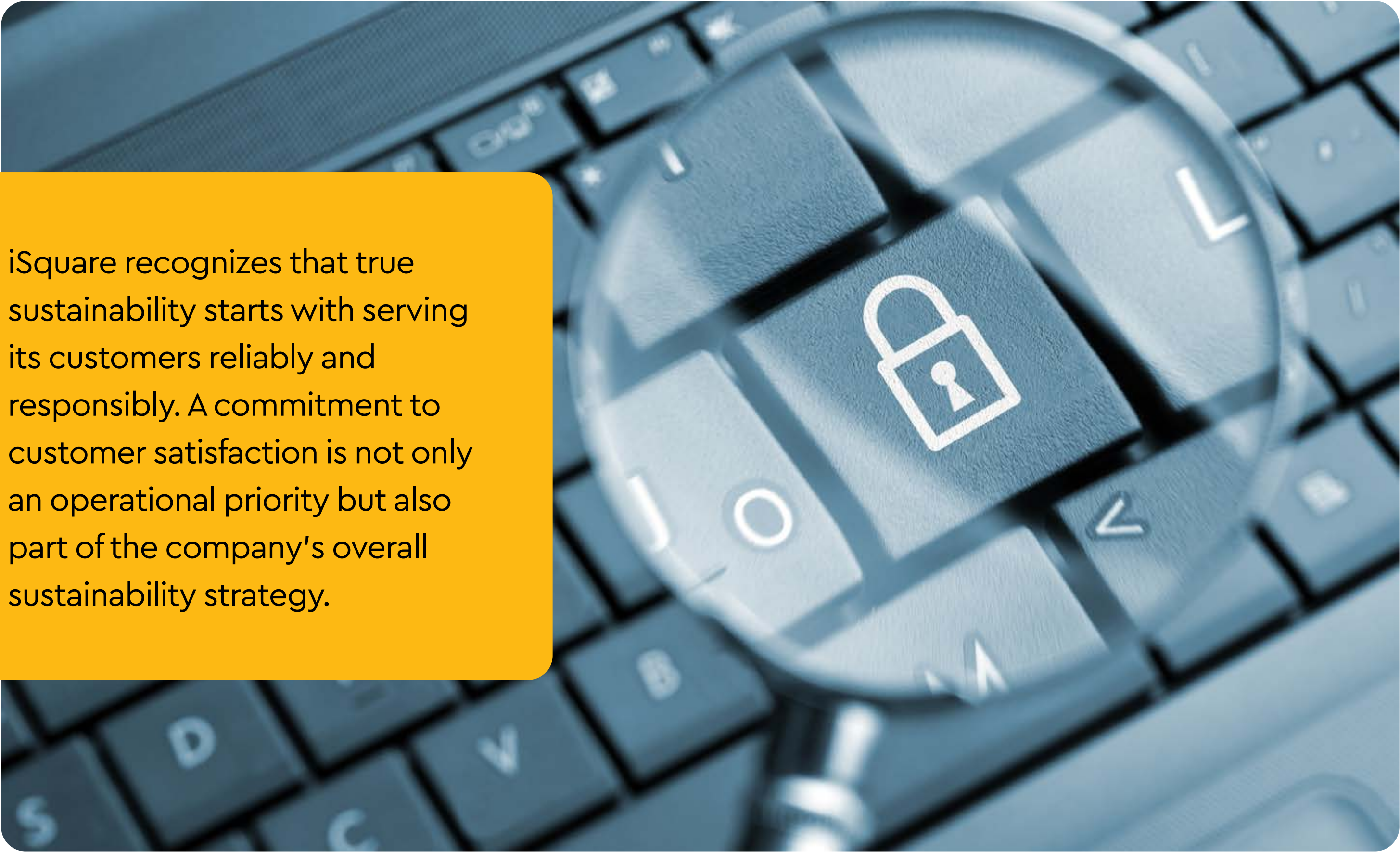


Personal safety of consumers and/or end-users



GRI 3-3, GRI 416 | ESRS 2/ S4

iSquare recognizes that true sustainability starts with serving its customers reliably and responsibly. A commitment to customer satisfaction is not only an operational priority but also part of the company's overall sustainability strategy.



Through a network of official resellers, transparent support processes, and continuous investment in education, iSquare ensures that every experience with Apple products comes with a high level of service. Consistent end-user satisfaction enhances long-term product usage, reducing the need for premature replacement and enhancing the company's liability footprint.

Key iSquare policies such as the Code of Conduct and Ethical Conduct as well as the Human Rights Policy extend to consumers and end users. Given the importance of this audience, iSquare has a quality system and policies that track specific customer satisfaction performance indicators in order to continuously improve and ensure the best possible experience for end users.

Communication with customers is done on an ongoing basis through iSquare's websites, the company's social channels, press releases, advertisements, the customer service department of the complaints department, but also through electronic communication. Multi-dimensional interaction ensures a continuous flow of communication, preventing any issues or resolving them promptly.

The employees responsible for communicating with iSquare's customers are as follows:

- Alkmini Sideri** (Marketing Department)
- Yiannis Fradelos** (Quality Department) – iSquare



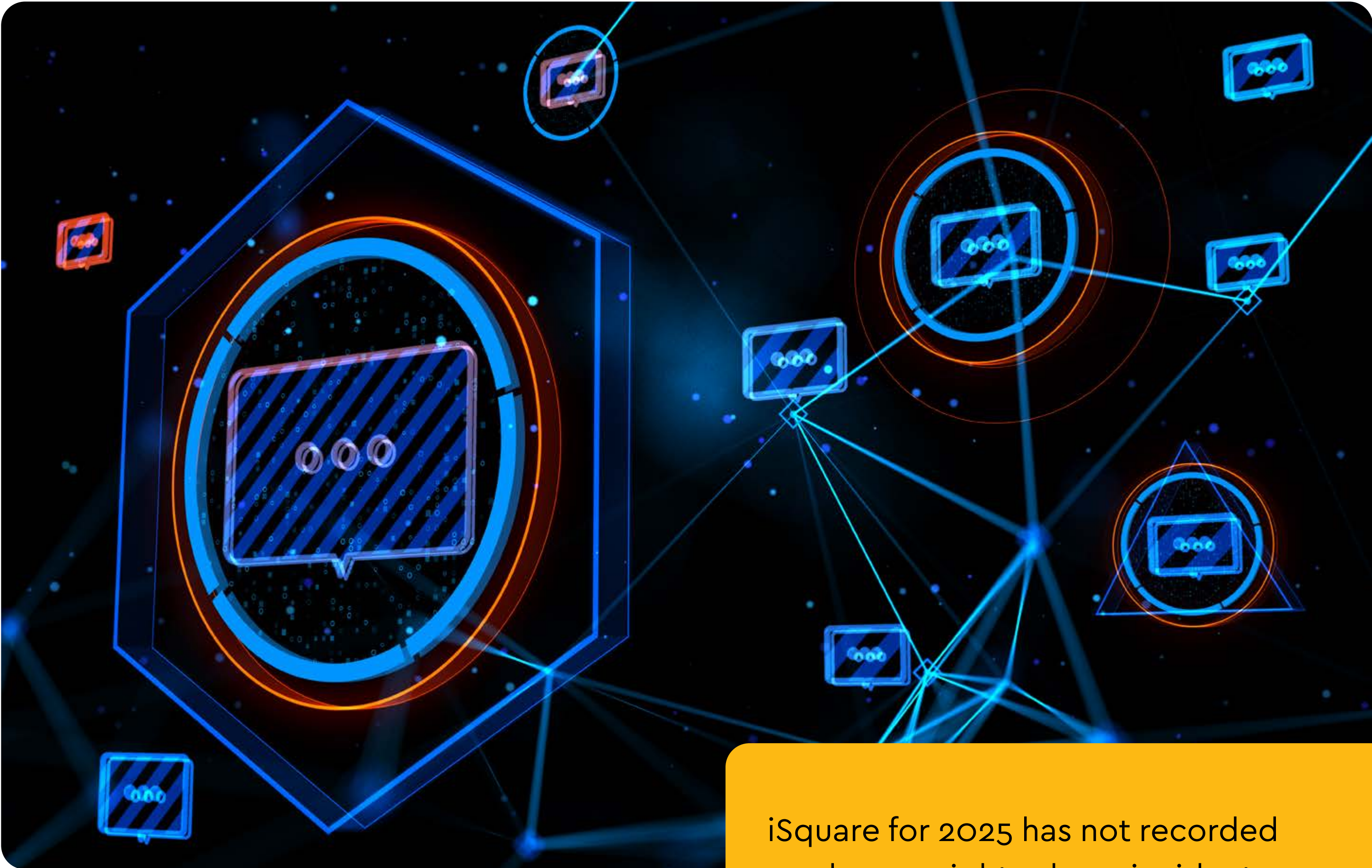
Customer satisfaction and service

Through the procedures it has defined, iSquare monitors the needs of customers and strives for continuous improvement in order to maintain a high level of satisfaction and create a positive image for the company.

Customer reactions are addressed through a complaint management system that complies with ISO 9001:2015 quality standards. Complaints are collected either through electronic forms on our website or by phone, and are recorded by the responsible person in charge. Whether the problem is resolved immediately by the relevant department or if it is more complex, the head of the quality department cooperates with the respective competent persons to resolve the problem by responding in writing, thus ensuring the effective handling of complaints. In 2025, 10 complaints were recorded.

In addition, iSquare has a Reporting and Complaint Management Policy that encourages branded reports and complaints and guarantees that all messages received will be treated confidentially. In particular, it undertakes to keep the identity of the complainant confidential throughout the proceedings, except in the event that the disclosure of the identity of the complainant is deemed necessary for the effective investigation of the case. Such a case could be accepted by a court or legal process. Any consumer and end user may submit in writing, by name or anonymously, in the following ways:

- By e-mail to: milisemas@isquare.gr. In the case of an anonymous report/complaint, it is recommended to use a non-corporate email to submit the complaint.
- By post to the address: Alexandrou Pantou 27, Kallithea, P.C. 17671, to the attention of the Compliance Officer, marked "Confidential".



iSquare for 2025 has not recorded any human rights abuse incidents related to its customers and end users.

Protection of personal data



GRI 3-3, GRI 418 | ESRS 2/S4 | ESG Goal 6

Protecting customers' personal data and sensitive information is an ongoing priority for iSquare. We operate under the Quest Group's Information Security Policy and, for the last eight years, we have implemented a comprehensive personal data protection program, in collaboration with a specialized consultant, the Data Protection Officer (DPO) and the Group Information Security Officer. The programme builds on the current legislative framework (such as the GDPR) and internationally recognised best practices.

At the same time, we implement a grid of policies and procedures to enhance data security, ensuring a high level of protection and compliance. On an annual basis, iSquare employees are systematically trained on data protection and information security issues, while phishing attack simulations are implemented to increase alertness and properly manage potential incidents. In addition, enhancing infrastructure security and ensuring business continuity remain strategic axes of our corporate operation.

Personal data protection indicators.
iSquare has set a goal of maintaining zero data breach incidents.

For 2025 Zero incidents of breach of the confidentiality, integrity and availability of systems and information whose consequences were high/very serious.

Serial number on Apple products.
The integration of serial numbers in all Apple products is an essential tool for responsible management of the lifecycle of any device. Through this unique identifier, iSquare can track data such as the date of production, arrival in the country and sale in its reseller network, but at the same time in the better management of the goods due to its uniqueness. Serial numbers are provided to resellers in a variety of ways. This information is important, both for valid technical support and repairs, and for the identification of the product in cases of recycling or reuse. At the same time, the serial number certifies the authenticity of the device, confirms the compliance with the criteria of the legislation of the European Union and the Greek State that governed these products. Finally, it makes it easier for companies and end users to have direct access to support services as well as warranty confirmation at authorized "Service Provider Centers".

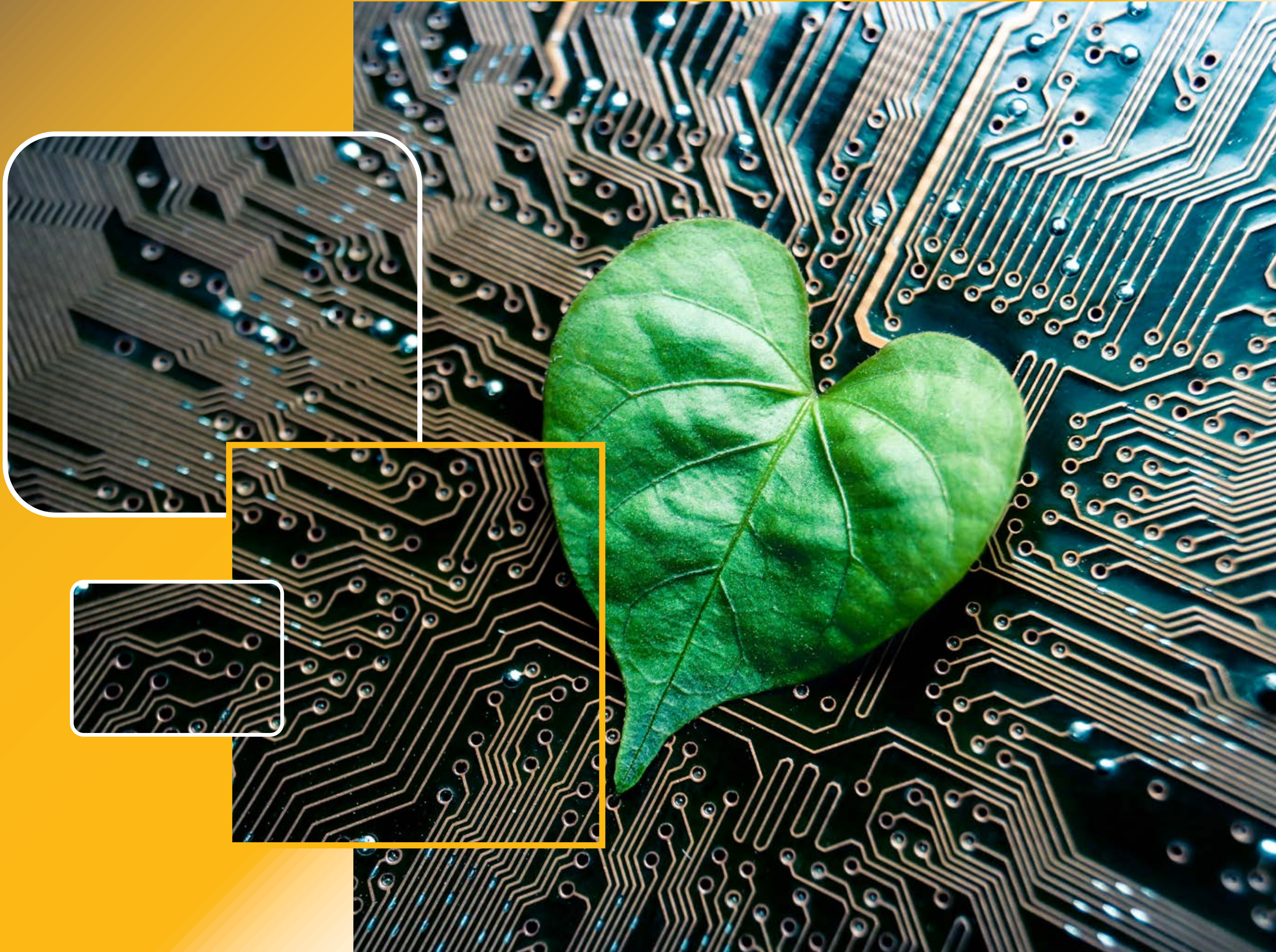
At the same time, the serial number contributes decisively to Apple's quality control, as it allows the identification of possible problems in specific batches of products, facilitating the timely notification of end consumers/users as well as easier management for their service.

Implications related to information for consumers and/or end-users.
In order to continuously evolve and provide an optimal customer experience, iSquare monitors specific customer satisfaction performance indicators. For this reason, every year it conducts a satisfaction survey through social media, Instagram, Facebook and LinkedIn among targeted audiences who know the company and Apple products. The survey is short and accessible for participants, while the Likert scale is used for evaluation.

In 2025, the survey was conducted in December on about 3000 participants who answered 8 questions related to their satisfaction with the company in general and the services of Apple products in particular. The aim of the survey was to investigate consumer satisfaction during this period, as well as their response at all stages of the purchase of Apple products.

The results showed that 96% of participants expressed satisfaction with iSquare and its services.





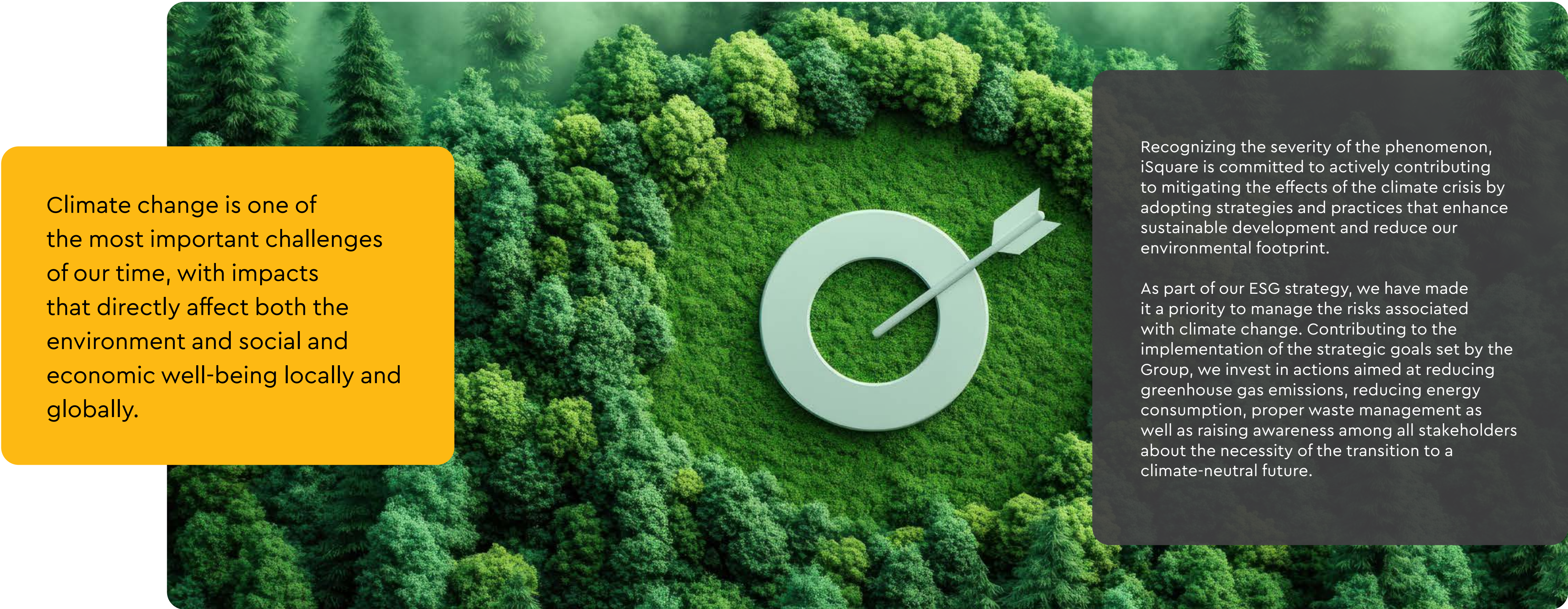
Environment – Climate Change



Environment – Climate Change



GRI 3-3, GRI 305 | ESRS E1 | ESG Goal 1



Climate change is one of the most important challenges of our time, with impacts that directly affect both the environment and social and economic well-being locally and globally.

Recognizing the severity of the phenomenon, iSquare is committed to actively contributing to mitigating the effects of the climate crisis by adopting strategies and practices that enhance sustainable development and reduce our environmental footprint.

As part of our ESG strategy, we have made it a priority to manage the risks associated with climate change. Contributing to the implementation of the strategic goals set by the Group, we invest in actions aimed at reducing greenhouse gas emissions, reducing energy consumption, proper waste management as well as raising awareness among all stakeholders about the necessity of the transition to a climate-neutral future.





The Group has set itself the goal of climate neutrality by 2050.

The Group's Management determines the Policies and Procedures such as the Sustainable Development Policy, the Environmental Management Policy, the Car Fleet Policy, related to the use of vehicles with new technologies (hybrid or electric) and the Standard Recycling Process and iSquare ensures the continuous adaptation of the business model to the requirements of the modern era.

The Group complies with the requirements of the National Climate Law and our measurements for our annual carbon footprint are verified by an external certified body every 2 years based on ISO 14064.

For the first time in 2025, the Quest Group for greater transparency submitted its environmental progress with the assessment body CDP (Carbon Discloser Project).

The main source of Scope 1 emissions concerns the fuels of the corporate fleet and the Group has set annual fleet renewal targets, actions for the procurement of electric/hybrid passenger and commercial vehicles are being implemented and a significant investment in electric trucks is planned by 2030. At the end of 2025, green vehicles made up 78% of iSquare's car fleet. In addition, iSquare does not use fossil fuels for heating in its premises.

For Scope 2 emissions related to electricity consumption, the Group has set the following priorities for decarbonization:

- > increasing the use of certified green electricity, with Guarantees of Origin (GOs) being the predominant tool,
- > production of renewable energy through photovoltaic systems in buildings,
- > improving the energy efficiency of buildings and critical infrastructure (e.g. data centers, logistics centers),
- > implementation of smart energy management systems.

The Group has set a goal of consuming clean electricity through the purchase of green certificates of origin (GOs), i.e., in addition to the supplier's annual guaranteed green electricity supply, to procure an additional 25% by 2025, 50% by 2028, reaching a total of 100% by 2030.

In 2025, an extensive renovation of iSquare's offices took place, aiming to improve energy efficiency, upgrade working conditions, and reduce the company's environmental footprint. As part of the works, the old air conditioning units were replaced with modern high-efficiency heat pumps, significantly reducing energy consumption. In addition, an extensive upgrade of the lighting system was carried out, with the installation of new high-efficiency luminaires and automatic sensors in selected areas, helping to reduce unnecessary electricity consumption.

Regarding Scope 3 emissions, iSquare first carried out their mapping and measurement in 2025. At the moment, no specific reduction measures have been put in place. The Group is in the process of strengthening the understanding of the origin of these emissions and intends to explore targeted interventions in the future, to the extent that the relevant categories are identified as material.

The Group's decarbonization actions have been linked to specific, measurable goals:

- > A 40% reduction in absolute Scope 1 and 2 emissions by 2030 at Group level.
- > Achieving Net Zero by 2050 at Group level, excluding Scope 3 emissions for the time being.
- > Increase the consumption of certified green electricity by up to 100%, through Guarantees of Origin purchases by 2030.
- > Increase the percentage of the "green" corporate fleet (hybrid and electric vehicles) to 75% for passenger vehicles and 24% for vans by 2030.

The Scope 1 and Scope 2 emission reduction targets have been formulated using the Science-Based Targets Corporate Near-Term Tool (SBTi). However, they have not yet been validated by the SBTi and, combined with the absence of Scope 3 emission targets, are not considered fully aligned with limiting global warming to 1.5°C as provided for in the Paris Agreement.

The measurements of iSquare's carbon footprint have been assigned to a specialized partner and are also integrated into the set of measurements of the Group's activities (Scope 1, Scope 2 and Scope 3) for the year 2025, based on the GHG Protocol standard.

Measurement indicators and targets

The Group systematically monitors the effectiveness of climate change actions through quantified targets and performance indicators (KPIs), which are linked to essential ESG issues and integrated into key business processes.

The emission reduction targets are linked to specific mitigation actions and are monitored on an annual basis at both Group and iSquare level, with a base year of 2022, while progress is reflected through absolute emissions (tCO₂eq) and the percentage change in relation to it.

The Management evaluates the results annually in order to assess the effectiveness of policies, to identify any deviations in a timely manner and to adjust the relevant priorities, updating, where necessary, objectives and intermediate milestones.

In cases of deviation from the desired path, corrective actions are taken, such as accelerating investments, revising timelines or strengthening technological solutions. Monitoring is based on data collection and auditing procedures in accordance with GHG Protocol and ISO 14064, while data is subject to external assurance, enhancing the transparency and reliability of disclosures.

Resilience Analysis Against Climate Change

iSquare participates in the resilience analysis implemented at the Quest Group level as part of the annual Risk Management (ERM) process, with key findings incorporated into the strategic planning and decision-making process.

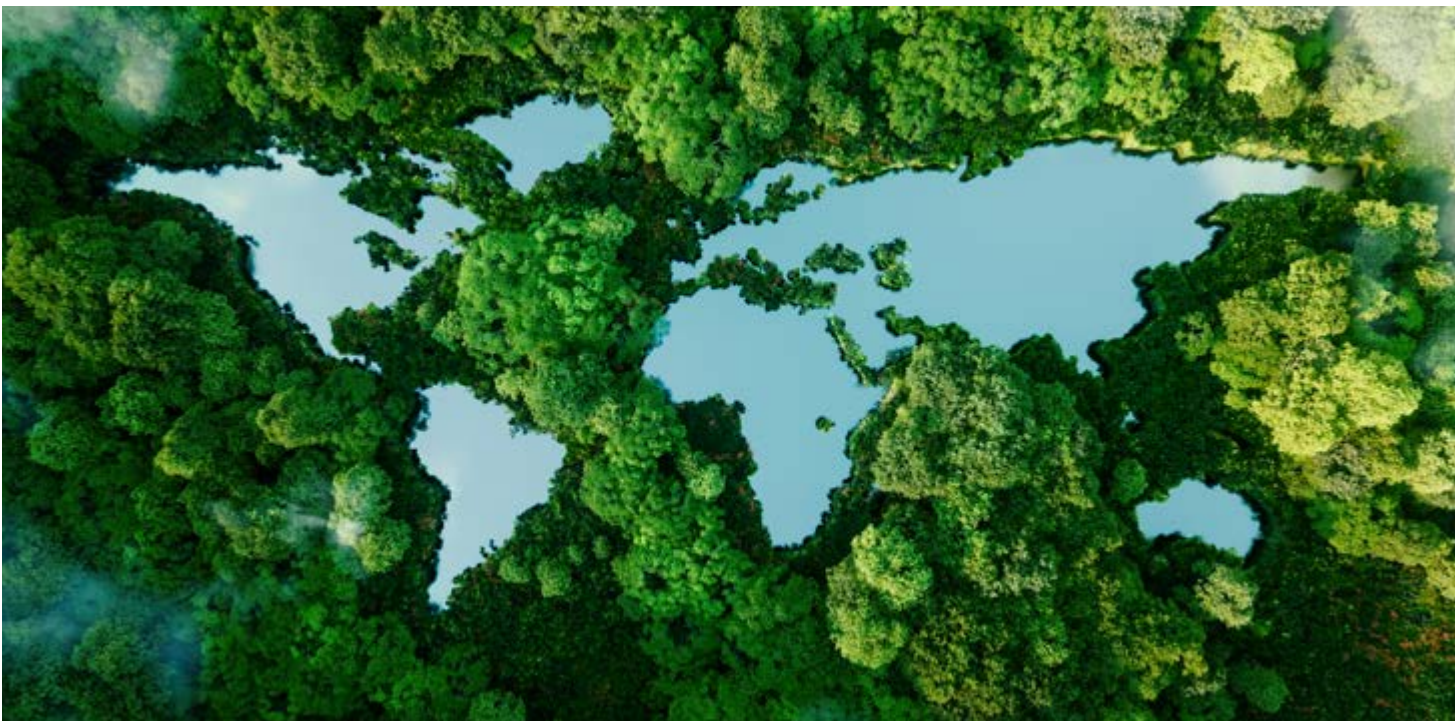
The data presented in this Report is based on the analysis completed in December 2025 and concerns the assessment of the exposure and vulnerability of iSquare's core activities to physical and transitional climate risks. The assessment shall include risks related to extreme weather events, as well as developments linked to the energy transition, regulatory requirements and market changes.

The results of the analysis are utilized in the context of the Group's risk management and business planning, and are transferred accordingly to the operation of iSquare, supporting the prioritization of the most important risks and the design of relevant mitigation and adaptation actions. At the same time, they are taken into account in business decisions, such as improving energy efficiency, upgrading infrastructure and strengthening operational resilience.

The analysis is carried out in connection with iSquare's business model and its value chain, taking into account both the company's main activities and selected stages of the value chain, ensuring that the assessment focuses on the areas with the greatest importance for value creation.

Resilience analysis methodology, key assumptions and use of scenarios

The resilience analysis is based on a combination of internal assessments by iSquare executives, external data, and climate risk models, incorporating both qualitative and quantitative approaches.



For more information on the detailed methodology and individual tools, see the 2025 Sustainability Report of the Quest Group.

Three climate warming scenarios (1.5°C, 2°C and 3+°C) were used to assess the resilience of the strategy and business model, based on internationally recognised standards such as the IPCC and the NGFS, allowing for the assessment of both physical and transitory risks under different future conditions.

The key assumptions of the analysis include:

- > developments in the regulatory and policy framework for climate and energy, including the tightening of emission reduction targets, carbon pricing and energy efficiency requirements;
- > changes in market conditions and trends such as rising energy costs, changes in consumer habits and a shift towards sustainable products and services
- > technological advancements and adoption of clean technologies
- > changes in natural climatic conditions, such as increased frequency and intensity of extreme weather events

The analysis examines the impact of the above assumptions on iSquare's core operations, as well as the effectiveness of existing mitigation and adjustment measures, helping to identify additional actions to strengthen resilience.

Analysis time horizons

The assessment is carried out over three time horizons, aligned with the Group's operational and strategic planning, which also guide iSquare's approach to climate risk management and business planning.

- > Short-term (up to 1 year): focus on immediate impacts on operations and infrastructure
- > Medium-term (2-5 years, until 2030): assessment of medium-term impacts and developments
- > Long-term (until 2050): assessment of the long-term impact on the business model

Through the analysis implemented at Group level and its integration into iSquare's business planning, it is ensured that the company can respond to both short-term operational disruptions and long-term challenges, taking timely adaptation measures while seizing the opportunities arising from the energy transition.

Resilience Analysis Results

The results of the resilience analysis in terms of transitional and physical risks as well as opportunities are presented below.

Transitional Risks and Opportunities

The transition risk and opportunity analysis examines the implications associated with the transition towards a low-carbon economy, taking into account regulatory, technological, and market developments.

iSquare, as a distributor of technology products operating in international value chains, is directly and indirectly affected by these developments, which are reflected in specific risks and opportunities for its operation and business model.

Transitional risks

iSquare, as a distributor of Apple products in Greece and Cyprus, markets and distributes Apple products, which adhere to the strictest environmental rules. Apple is the world leader when it comes to environmental and energy issues, so its products and solutions are completely environmentally friendly.

The table below summarizes the results of the resilience analysis in terms of the material transition risks that iSquare may face.

Table: iSquare’s Substantial Climate-Related Transitory Risks (based on probability and impact) by time horizon and scenario.

Type	Risk	Cause	Potential Impact	0–1 Years			2–5 Years			By 2050		
				1,5°C	2°C	3°C	1,5°C	2°C	3°C	1,5°C	2°C	3°C
Policy & Legal	Stricter Compliance Obligations	New regulatory requirements for the disclosure and verification of emissions reporting (e.g., CSRD/ESRS).	Increased administrative compliance cost for the collection, verification, and disclosure of emissions data – with particular emphasis on Scope 3 (Quest Group products), in the consolidated reporting of the Apple Group’s environmental footprint, as well as on the requirements to be met by Apple for supply chain distribution.	●	●	●	●	●	●	●	●	●

Risk Assessment
(Impact × Probability) ● Low ● Medium ● High

Note: In the 1.5°C (early transition) scenario, transition risks occur mainly in the short to medium term, due to an immediate intensification of transition actions. In the 2°C (delayed transition) scenario, risks are mainly shifted to the medium to long term, as the transition materializes with a delay but with increased intensity. In the 3+°C (no transition) scenario, mitigation efforts are limited or abandoned until 2050, so transition risks are assessed as lower.

Transitional Risk Analysis

A. Risks from stricter emissions reporting obligations

Scenario | Time horizon: 2°C | Medium-term



Description

The increasing emphasis on transparency and disclosure of environmental data enhances reporting requirements for businesses, creating a more complex compliance framework. The implementation of new regulatory requirements, such as ESRS standards and the broader European sustainability framework, may lead to additional operational and administrative burdens.

For iSquare, these requirements mainly translate into a need for enhanced management of emissions and environmental indicator data that we will receive from Apple, as well as systematic collection, processing and verification of information. This entails developing appropriate processes, utilizing specialized tools, and enhancing relevant expertise.



Existing Mitigation Measures and Actions

iSquare, leveraging the framework and infrastructure of the Quest Group, implements emission monitoring and recording systems in accordance with international standards, such as the GHG Protocol. At the same time, it is gradually strengthening its data management and control processes, as well as its internal knowledge on sustainability and environmental reporting issues.

Through this approach, the aim is to ensure the accuracy and reliability of the data provided by Apple, as well as to respond effectively to the growing transparency requirements.



Transitional Opportunities

The transition to a low-carbon economy creates significant opportunities for iSquare related to leveraging technological innovation, improving energy efficiency, and developing products and solutions with a lower environmental footprint. In particular, the growing demand for sustainable and energy-efficient devices, the strengthening of partnerships with technology partners, and the alignment with Apple’s sustainability standards create potential for revenue growth and differentiation of the commercial proposition.

Table: iSquare's Substantial Climate-Related Transition Opportunities (Based on Probability and Impact) by Time Horizon and Scenario.

Type	Opportunity	Cause	Brief Description of Impact on the Company	0-1 Years			2-5 Years			By 2050		
				1,5°C	2°C	3°C	1,5°C	2°C	3°C	1,5°C	2°C	3°C
Market	Growth and Revenue Generation	Growing demand for sustainable products, energy-efficient technologies, and digital solutions.	Creation of new revenue streams through diversification of Apple product offerings with high energy efficiency and products/solutions with a lower environmental footprint.									
Reputation	Reputation and Communication with Stakeholders	Need to strengthen strategic positioning on climate and communication transparency.	Strengthening of corporate reputation and stakeholder trust — partners, financiers, and other interested parties — through transparent communication of the environmental strategy, actions on sustainability, and alignment of the company with Apple's relevant guidelines.									

Opportunity Assessment
(Impact × Probability)

Weak

Moderate

Excellent

Note: In the 1.5°C (early transition) scenario, transition opportunities mainly occur in the short to medium term, as the rapid transition creates immediate demand for lower emission technologies, services and investments. In the 2°C (delayed transition) scenario, opportunities are mainly shifted to the medium to long term, due to a delayed but more pronounced market adjustment. In the 3+°C (no transition) scenario, transition opportunities are significantly reduced until 2050 as mitigation efforts and the demand for lower emission solutions weaken.

A. Market development and monetization

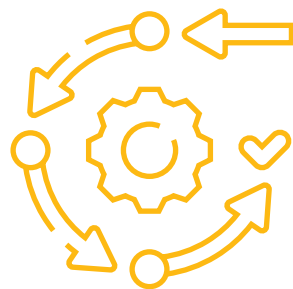
Scenario | Time Horizon: 2°C | Short, Medium Term



Description

The growing demand for energy-efficient appliances and products with a lower environmental footprint is creating new growth opportunities for iSquare. The shift of consumers and businesses towards more sustainable technology solutions may boost demand for the company's product categories, as Apple is the leader in products with a low environmental footprint and energy efficiency.

This development can help generate new revenue and further enhance the company's commercial growth.



Exploitation Actions

iSquare monitors changes in customer preferences and adapts its commercial strategy to meet the demand for more sustainable technology solutions. However, our commercial policy is directly linked to that of Apple and therefore the margins of flexibility are narrow.



B. Reputation and communication with interested parties

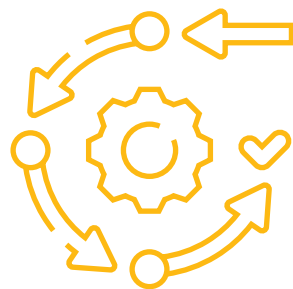
Scenario | Time Horizon: 2°C | Short, Medium Term



Description

The growing importance of sustainability for stakeholders such as customers, employees, partners and investors creates opportunities to enhance iSquare’s reputation and credibility. iSquare has already been named "Most Admired Company" in the corresponding annual Fortune institution for the last 6 consecutive years due to the value it gives and the reliability that surrounds it in working with its customers and partners.

Highlighting sustainability actions and aligning with internationally recognized practices can further enhance stakeholder trust and further improve the company's market position.



Exploitation actions

iSquare systematically communicates its actions and performance on sustainability issues through the Sustainability Report and the relevant communication channels. At the same time, it leverages its connection to the sustainability ecosystem of Apple and the Quest Group, enhancing its transparency and commitment to stakeholders. Further strengthening this message to all stakeholders will significantly enhance the reputation and value of our company.



Physical Risks

As part of the resilience analysis, physical risks related to climate change, such as heatwaves, rainfall changes, floods and fires, were assessed in relation to iSquare's operations and value chain. The assessment was based on geospatial analysis, taking into account the geographical location of the company's facilities, in order to assess their exposure to location-related climate risks.

The analysis combined geographic data with projections of future climate conditions, looking at different scenarios of temperature increase (1.5°C, 2°C and 3°C) and time horizons (current period, 2030 and 2050). At the same time, the Group's risk assessment methodology was applied, which takes into account both the probability of occurrence and the potential impact of each risk on the company's activities and infrastructure.

Table: Climate-related Natural Hazards (based on probability and impact) by time horizon and scenario¹.

Risk	Type	Potential Impact on the Company	0-1 Years	2-5 Years			By 2050		
			1,5°C	1,5°C	2°C	3°C	1,5°C	2°C	3°C
Chronic	Change in temperature pattern	Gradual warming of the property where the company's offices are located, as well as its HVAC systems, electromechanical installations, and other equipment, with a likely increase in cooling needs, maintenance, and equipment replacement costs.							
Chronic	Change in precipitation pattern (rain, hail, ice, and snow)	Increased risk of damage or loss to the property's offices, especially the roof, façades, doors/windows, from more intense or more frequent runoff/flooding phenomena and electromechanical installations due to more intense or more frequent precipitation events, with a likely increase in maintenance, restoration, and property protection costs.							
Acute	Heat wave	Increased energy consumption or reduced performance of the office HVAC systems, electromechanical equipment, and IT infrastructure, with likely wear/damage or temporary interruption of the property's operation due to overheating.							
Chronic	Heat stress	Reduced productivity of employees, increased risks to health and personal safety. Also, accelerated wear of installations, HVAC systems, and office cooling with a likely increase in equipment maintenance costs, reduced useful life of equipment, and possible temporary restriction of office operations in cases of extreme temperatures.							

Risk Assessment
(Impact × Probability)

Low

Medium

High

¹ **Note on methodology and data sources:** The assessment of inherent natural risk is based on estimates and climate models derived from external scientific databases and analytical tools, such as Copernicus and other internationally recognized climate data sources. These sources are outside the control of the Group and are used to estimate possible future climate trends and risks. The results of the analysis are based on modelled data and scenario projections and should therefore be interpreted as indicative risk assessments that support the strategic planning and risk management process, and not as definitive predictions of future events. The Group, its Consultants and iSquare are not responsible for the methodology, assumptions or accuracy of the external databases used for this analysis.

The resilience analysis highlighted that the main natural climate hazards for iSquare are mainly related to rising temperatures and the more frequent occurrence of heatwaves and heat stress phenomena. These risks affect all climate change scenarios (1.5°C, 2°C and 3°).

The assessment showed that the iSquare building has an overall moderate vulnerability to natural climate hazards, with higher exposure to flooding, while for the main heat hazard the vulnerability is estimated to be limited. Existing protection and management measures are generally considered effective, helping to reduce operational risk. At the same time, there is room for further strengthening, mainly against heat load and extreme weather conditions.

In particular, in terms of flood risk, the analysis highlighted a high vulnerability of the building (74%), which is mainly related to the characteristics of the location and the infrastructure of the property. However, existing protection measures, such as flood protection measures, maintenance of drainage systems, the existence of flood gates and related incident management procedures, were assessed as highly effective (90%), significantly reducing the residual operational risk. Nevertheless, the company continues to monitor this risk and evaluate additional actions to strengthen the resilience of its facilities against extreme rainfall and flooding.

- At the operational level, the most important potential impacts relate to:
- > the increase in energy costs due to the strengthening of cooling needs
 - > and the risk of temporary functional disruptions

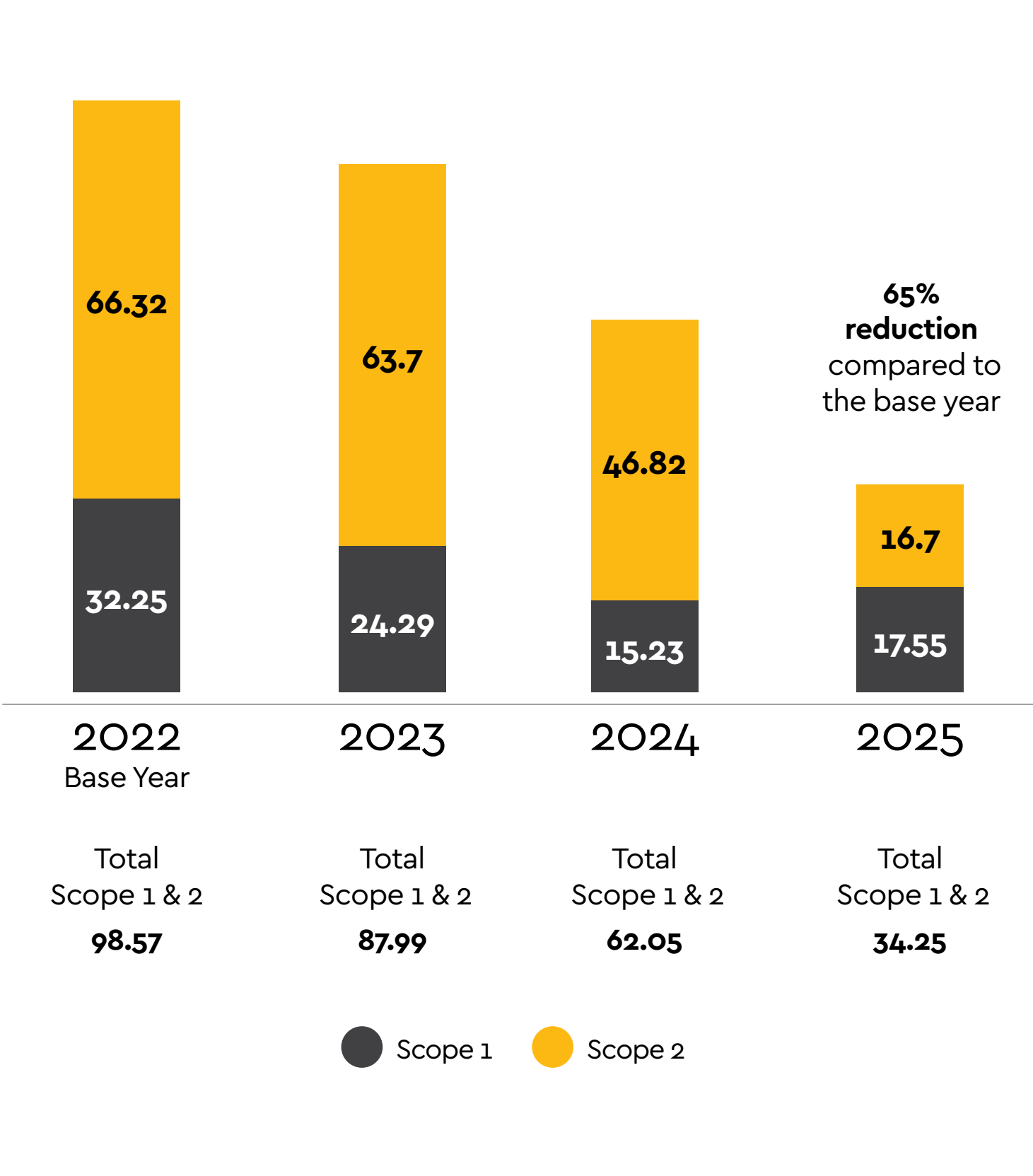
Overall, the physical climate risk for iSquare is assessed as manageable, with existing measures largely addressing protection needs. The company, in alignment with the Group, focuses on further strengthening the resilience of its facilities and operation, with a particular focus on dealing with the effects of heat waves, heat stress phenomena and extreme floods.

Thus, in 2025, iSquare implemented energy and building upgrades such as the replacement of old air conditioning units with modern, high-efficiency heat pumps. In addition, in 2026, it is planned to install additional external membranes of the windows with new sun protection films which significantly contribute to the reduction of heat entering the space through the glazing, reducing the need for continuous use of air conditioning systems, especially during the summer months, which will significantly improve both the energy efficiency of the building, the better quality working environment in the offices for employees as well as reduce our energy footprint.



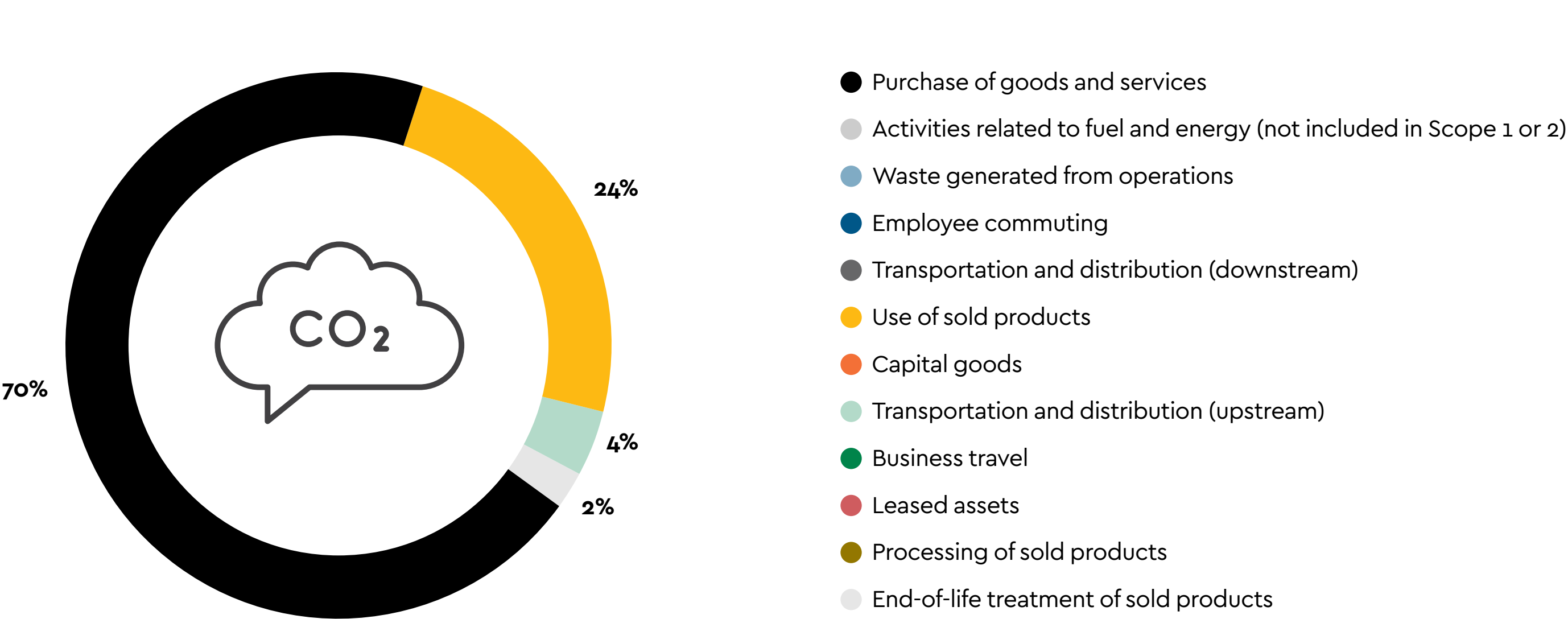
Carbon Footprint Measurement 2025: Scope 1, 2 and 3 emissions

Table: Scope 1 and 2 Emission Reductions



Scope 3 Indirect Emissions

iSquare measured indirect Scope 3 emissions for the first time in 2025. Based on the 2025 Scope 3 emissions inventory, iSquare's total indirect emissions came to 44.153 tCO₂eq, (representing >99% of its total emissions) with the vast majority coming from the purchases of goods and services and the use of products sold. A significant contribution was also recorded in emissions from upstream transport and distribution, end-of-life management of products sold and downstream transport and distribution. In contrast, emissions from capital goods, Business travel, the movement of workers and activities related to fuel and energy remained relatively limited. For iSquare, 2025 will be considered a reference year for future measurements of Scope 3 emissions.



The table below shows iSquare's Emissions by category in greater detail

iSquare Emission Sources (2025)	Total (tn CO ₂ eq)
Scope 1 – Direct emissions	17,55
Direct emissions from combustion in stationary equipment	0
Direct emissions from combustion in mobile equipment	17.55
Fuel Combustion in Company-Controlled Vehicles	0
Diesel combustion in official vehicles (owned or fully leased)	0
Gasoline combustion in official vehicles (privately owned or fully leased)	0
Direct fugitive emissions from the release of ATT	0
HFCs from refrigeration/air-conditioning equipment in building installations	0
Scope 2 – Indirect emissions from imported energy	16.7
Indirect emissions from imported electricity*	16.7
Electricity consumption in office buildings	16.7
Scope 3 – Other indirect emissions	44,642.42
Purchases of goods and services – Category 1	30,798.9
Capital Goods – Category 2	467.4
Activities related to fuel and energy (not included in Scope 1 or 2) – Category 3	7.4
Upstream transmission and distribution – Category 4	2073.0
Business Travel – Category 5	3.6
Movement of workers – Category 7	14.1
Downstream transport and distribution – Category 9	101.8
Use of products sold – Category 11	10,656.5
End-of-life management of products sold – Category 12	519.7
Total CO ₂ eq	44,676.7

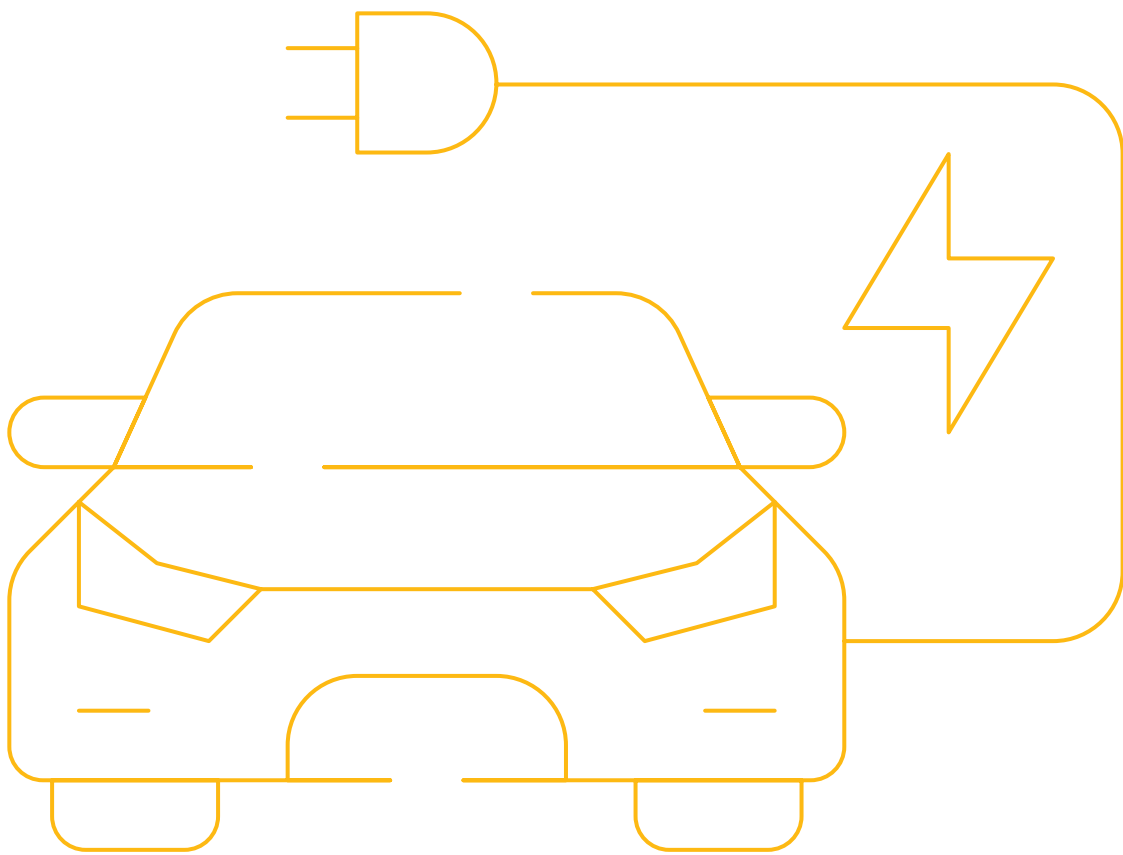


- Notes**
- > Measurements based on GHG Protocol for Scope 1.2. To estimate its carbon footprint, the calculation method as defined by the GHG Protocol by emission category $GHG = Activity\ data \times Emission\ factors$ was used.
 - > The types of greenhouse gases that have been taken into account when calculating GHG measurements for CO₂e calculation purposes are: CO₂ (GWP:1), CH₄ (GWP:28), N₂O (GWP:265), HFCs (GWP:1924).
 - > The coefficients used for the calculation are derived from the annual National Greenhouse Gas Inventories (GHG) for Scope 1 emissions and from the annual Reports of the RES & Guarantees of Origin Operator (DAPEEP) 2025 for Scope 2 emissions.
 - > The above Scope 1 measurements include all fuels consumed by iSquare's vehicles (leased and owned).
 - > In the above measurements for Scope 2 which come from the consumption of purchased electricity, iSquare includes all the facilities of its operation in Greece (owners, leased).

Car Fleet

The company actively encourages the transition to more sustainable means of transportation, incentivizing the choice of hybrid and electric vehicles. At the same time, for the convenience of employees, free charging is offered in the company's parking lots.

In this context, iSquare's corporate fleet for 2025 was formed as follows:



Year	Number of cars	Conventional	PHEV	BEV (Electric)	Natural Gas
2024	10	2	0	8	0
2025	9	2	0	7	0

Targets for iSquare's decarbonization mechanisms.

	Target 2025	Result 2025	Goal 2026
% Green Cars (Hybrid and Electric) in the iSquare (Group) fleet	>80%	78%	>80%
% of Green Energy (purchase of GOs in electricity consumption at the Group's facilities in Greece)	25%	25%	30%



Products with a positive impact on the environment

ESG Goal 9

iSquare markets Apple products in the Greek and Cypriot markets, incorporating into its activity products designed to reduce their environmental footprint and transition to more sustainable consumption patterns.

According to Apple's Environmental Progress Report 2025, the company has made significant progress towards its goal of carbon neutrality by 2030 (Apple 2030), having reduced its overall greenhouse gas emissions by more than 60% compared to 2015. [\[apple.com\]](https://www.apple.com)

Sustainability is embedded in product design, with increasing utilization of recycled and responsibly sourced materials, as well as continuous improvement of their energy efficiency. At the same time, Apple is promoting longer product lifespans and more efficient use of resources throughout their lifecycle.

In terms of operations, since 2018 all of Apple's facilities—offices, stores, and data centers—have run on renewable energy, and this transition is gradually extending to the supply chain, with suppliers already investing in significant clean energy production worldwide.

At the same time, the company invests in solutions that support the circular economy, focusing on material recovery, reducing the consumption of primary resources and developing innovative recycling processes. These initiatives enhance overall resource



efficiency and help reduce the environmental footprint of the value chain. [\[apple.com\]](https://www.apple.com)

iSquare, through the distribution of these products, contributes to the dissemination of technologies that incorporate sustainability principles, fostering the transition towards a more responsible and efficient consumption model.

For those interested in being informed in detail, they can refer to the <https://www.apple.com/environment/> (Environmental Progress Report) published annually by Apple, where it transparently describes its actions and environmental goals.

Resource use and circular economy

ESG Goal 2



iSquare, as part of its strategy for sustainable development and responsible entrepreneurship, recognizes the importance of proper management of natural resources and the waste generated. With the aim of reducing its environmental footprint, it prioritizes the use of recyclable and renewable materials.

At the same time, the need to strengthen waste management practices is recognized, both for reasons of compliance with environmental legislation and to enhance environmental responsibility and operational efficiency of the company.

Environmental Management Policy

At the end of 2025, the Group revised its Environmental Management Policy, taking into account the climate crisis, the new legislation and the directions of the ESG Strategy.

Regarding the promotion of the Circular Economy, the initiatives followed by iSquare, in line with those of the Group, concern:

- > In the collection and recycling by certified e-waste operators,
- > In the collection and recycling of other materials (paper, wood, plastic, lamps, toners, batteries, tires, coffee capsules) by certified bodies.
- > Promoting commercial incentives for the return of old appliances by customers (e.g. iStorm & Kotsovolos store partnership)
- > The creation of a paper elimination policy (Paperless Office Policy and Docusign electronic signature service), both within the Organization and as proposed solutions for customers
- > Reducing the use of single-use plastic

iSquare, as a company that imports products, complies with the obligation to pay a recycling levy, as required by applicable law. At the same time, it complies with environmental regulations and takes measures to reduce their environmental impact.

Paperless Policy

iSquare, adopting the Group's direction towards digitalization, systematically invests in the transformation of its internal processes, with the aim of reducing paper consumption and improving operational efficiency. In this context, solutions have been implemented, such as electronic invoicing, digital approvals of expenses, electronic management of documents and contracts, electronic signatures. At the same time, paper consumption is recorded and monitored on a regular basis, with the aim of identifying new opportunities to replace paper processes with digital ones.

Reducing/Eliminating Single-Use Plastics

iSquare has completely eliminated the use of single-use plastics in workplaces, replacing them with biodegradable materials such as cups, straws, and stirrers. At the same time, it enhances the environmental awareness of employees, promoting a more responsible and sustainable daily life.

Actions and resources related to resource use and the circular economy



E-Waste Management

iSquare promotes the concept of the circular economy through the "trade-in" process, which brings significant benefits to both the environment and the economy. This process allows the consumer to exchange an old Apple product for a new one, with a special discount.

The iStorm Group company implements the trade-in program, while iSquare promotes and supports energy communication. In 2025, a total of 6,927 devices, such as iPhones, iPads or Apple Watches, were returned to iStorm.

In addition, Kotsovolos, one of iSquare's official resellers, runs the trade-in service, thus expanding this initiative to more consumers and markets, further strengthening the effort for a more sustainable and efficient use of resources. iSquare amplifies this energy by supporting energy communication.

Measurement indicators and targets

Based on its ESG Strategy, the Group promotes the Strengthening of Circular Economy Services and waste avoidance, where possible, through actions such as

- > Only certified Recycling Partners
- > Actions to reduce e-Waste

- > Eliminating Single-Use Plastics
- > Paperless Office / Digitization of Processes
- > Eco-friendly packaging where possible

The data on the materials and quantities collected by the Group in total for recycling are presented in detail in the Group's annual Sustainable Development Report 2025.

The Group has set as a priority the promotion of the circular economy, aiming at the efficient management of resources and the reduction of its environmental footprint. The main objective is to eliminate waste that can be prevented from final disposal by 2030, through innovative practices and best technologies.

In particular, the Group seeks to incorporate circular economy principles across the range of its activities, prioritizing increasing the recycling rate of materials, incorporating recycled or recyclable materials, reducing reliance on primary raw materials, and enhancing reuse practices.

iSquare recycles materials that include various categories, such as appliances, batteries, paper and packaging materials, coffee

capsules and toner. This collection of materials is part of efforts to reduce waste and enhance sustainable recycling practices in the waste management sector.

Resource inputs & waste related to products and services.

The Group recognizes that the use of non-renewable and non-recyclable packaging materials significantly burdens the environment, intensifying pollution and increasing dependence on raw materials with high energy and environmental costs.

The Group implements waste management and circular economy strategies, reducing its environmental impact and contributing to the conservation of natural resources. Through recycling and sustainable material management practices, it enhances the reuse and recovery of valuable resources, harmonizing its activities with the principles of the circular economy.



For more information, please refer to the Quest Group's 2025 Sustainability Report.



GRI / ESRS Table of Contents



Annex 1

GRI / ESRS Table of Contents

GRI Standard	Disclosure	Report Chapter (ISQUARE)	Omissions	Publication and alignment of ESRS standards Quest Group Sustainability Report (2025)
GRI 2: General Disclosures 2021	2-1 Details about the organization	The company		ESRS 1 ESRS 2
	2-2 Entities included in the organization's sustainability report	About the Report		ESRS 1 ESRS 2
	2-3 Reference period, frequency and communication	About the Report		ESRS 1 ESRS 2
	2-4 Restatements of information	About the Report		ESRS 1 ESRS 2
	2-5 External Assurance	About the Report		ESRS 1 ESRS 2
	2-6 Activities, value chain and other business relationships	The company Business Model and Value Chain		ESRS 1 ESRS 2 (SBM 1-3)
	2-7 Employees	Our Employees		ESRS S1
	2-8 Non-salaried employees	Our Employees		ESRS S1
	2-9 Governance structure and composition	Business Conduct		ESRS 2 (MDR-P, GOV 1-5), ESRS - G1
	2-10 Appointment and selection of the supreme governing body	Business Conduct	Group Disclosure	ESRS 2 (MDR-P, GOV 1-5), ESRS - G1
	2-11 President of the highest administrative body	Business Conduct	Group Disclosure	ESRS 2 (MDR-P, GOV 1-5), ESRS - G1

GRI Standard	Disclosure	Report Chapter (ISQUARE)	Omissions	Publication and alignment of ESRS standards Quest Group Sustainability Report (2025)
GRI 2: General Disclosures 2021	2-12 Role of the supreme governance body in overseeing impact management	Business Conduct	Group Disclosure	ESRS 2 (MDR-P, GOV 1-5), ESRS - G1
	2-13 Delegation of responsibility for impact management	Business Conduct		ESRS 2 (MDR-P, GOV 1-5), ESRS - G1
	2-14 The role of the supreme governance body for sustainability reporting	Sustainable Development Governance		ESRS 2 GOV 1-5 ESRS E1
	2-15 Conflict of interest	Business Conduct	Group Disclosure	ESRS 2 (MDR-P, GOV 1-5), ESRS - G1
	2-16 Communicating Critical Concerns	Business Conduct	Group Disclosure	ESRS 2 (MDR-P, GOV 1-5), ESRS - G1
	2-17 Collective knowledge of the supreme governing body	Business Conduct	Group Disclosure	ESRS 2 (MDR-P, GOV 1-5), ESRS - G1
	2-18 Evaluation of the performance of the supreme governance body	Sustainable Development Governance	Group Disclosure	ESRS 2 GOV 1-5 ESRS E1
	2-19 Remuneration Policies	Sustainable Development Governance	Group Disclosure	ESRS 2 GOV 1-5 ESRS E1
	2-20 Procedure for determining remuneration	Corporate Governance/ Sustainable Development Governance	Group Disclosure	ESRS 2 GOV 1-5 ESRS E1
	2-21 Annual ratio of total compensation	Corporate governance	Group Disclosure	ESRS 2 GOV 1-5
	2-22 Statement on the Sustainable Development Strategy	Message from the Chairman and CEO Sustainable Development Strategy / ESG Goals 2025+		ESRS 2 (-SBM 1-3, MDR-P)
	2-23 Policy commitments	Our Vision Sustainable Development Strategy / ESG Goals 2025+		ESRS 2 (-SBM 1-3, MDR-P)

GRI Standard	Disclosure	Report Chapter (ISQUARE)	Omissions	Publication and alignment of ESRS standards Quest Group Sustainability Report (2025)
GRI 2: General Disclosures 2021	2-24 Integration of policy commitments	Business Conduct		ESRS 2 (MDR-P, GOV 1-5) ESRS - G1
	2-25 Procedures for remedying negative effects	Business Conduct	Group Disclosure	ESRS 2 (MDR-P, GOV 1-5) ESRS - G1
	2-26 Mechanisms for seeking advice and raising concerns	Business Conduct		ESRS 2 (MDR-P, GOV 1-5) ESRS - G1
	2-27 Compliance with laws and regulations	Business Conduct		ESRS 2 (MDR-P, GOV 1-5) ESRS - G1
	2-28 Membership in Associations and Associations	Bodies and associations		ESRS - G1
	2-29 Stakeholder consultation approach	Double Materiality and Stakeholders		ESRS 2, SBM, IRO
	2-30 Collective agreements	Our Employees	Group Disclosure	ESRS S1
GRI 3: Material topics 2021	3-1 Procedure for selecting essential topics	Double Materiality and Stakeholders		ESRS 2, SBM, IRO
	3-2 List of essential topics	Double Materiality and Stakeholders		ESRS 2, SBM, IRO
GRI 205: Anti-Corruption 2016	3-3 Managing Essential Issues	Business Conduct		ESRS G1
	205-1 - Evaluation of functions for corruption-related risks	Business Conduct	Group Disclosure	ESRS G1
	205-2 - Communication and education on anti-corruption policies and procedures	Business Conduct	Group Disclosure	ESRS G1
	205-3 - Confirmed Corruption Incidents and Actions Taken	Business Conduct	Group Disclosure	ESRS G1
GRI 305: Emissions 2016	3-3 Managing Essential Issues	Climate Change		ESRS E1
	305-1 Direct Greenhouse Emissions (Scope 1)	Climate Change		ESRS E1
	305-2 Indirect Greenhouse Emissions (Scope 2)	Climate Change		ESRS E1
	305-3 Other indirect (Scope 3) greenhouse gas emissions	Climate Change		ESRS E1



GRI Standard	Disclosure	Report Chapter (ISQUARE)	Omissions	Publication and alignment of ESRS standards Quest Group Sustainability Report (2025)
GRI 305: Emissions 2016	305-4 Greenhouse Gas Emission Intensity	Climate Change		ESRS E1
	305-5 Reducing Greenhouse Gas Emissions	Climate Change		ESRS E1
	305-6 Emissions of Ozone-Depleting Substances (ODS)	Climate Change		ESRS E1
	305-7 Oxides of nitrogen (NOx), oxides of sulphur (SOx) and other important gas emissions	Climate Change		ESRS E1
GRI 403: Occupational Health and Safety 2018	3-3 Managing Essential Issues	Health and Safety/ Work-Life Balance		ESRS S1
	403-1 Occupational Health and Safety Management System	Health and Safety/ Work-Life Balance		ESRS S1
	403-2 Hazard Identification, Risk Assessment, and Incident Investigation	Health and Safety/ Work-Life Balance	Group Disclosure	ESRS S1
	403-3 Occupational health services	Health and Safety/ Work-Life Balance		ESRS S1
	403-4 Employee Participation, Consultation and Communication on Occupational Health and Safety Issues	Health and Safety/ Work-Life Balance		ESRS S1
	403-5 Training of workers on occupational health and safety	Health and Safety/ Work-Life Balance		ESRS S1
	403-6 Promoting Workers' Health	Health and Safety/ Work-Life Balance		ESRS S1
	403-7 Prevention and Mitigation of Occupational Health and Safety Impacts Directly Related to Business Relationships	Health and Safety/ Work-Life Balance	Group Disclosure	ESRS S1
	403-8 Employees covered by an Occupational Health and Safety System	Health and Safety/ Work-Life Balance	Group Disclosure	ESRS S1
GRI 404: Training and Education 2016	3-3 Managing Essential Issues	Training and skills development		ESRS S1
	404-1 Average hours of training per year and per employee	Training and skills development		ESRS S1
	404-2 Employee Upskilling Programs and Transition Support Programs	Training and skills development		ESRS S1
	404-3 Percentage of employees who receive regular information on their performance and career development	Training and skills development		ESRS S1



GRI Standard	Disclosure	Report Chapter (ISQUARE)	Omissions	Publication and alignment of ESRS standards Quest Group Sustainability Report (2025)
GRI 405: Diversity and Equal Opportunity	3-3 Managing Essential Issues	Diversity, Gender equality and equal pay for work of equal value		ESRS S1
	405-1 Diversity of Government Bodies and Employees	Corporate governance, Diversity and inclusion		ESRS G1 ESRS S1
	405-2 Ratio of Basic Wage and Pay of Women to Men	Diversity, Gender equality and equal pay for work of equal value	Group Disclosure	ESRS S1
GRI 406: Non Discrimination 2016	3-3 Managing Essential Issues	Diversity and inclusion		ESRS S1
	406-1 Incidents of discrimination and corrective actions taken	Diversity and inclusion		ESRS S1
GRI 416: Customer health and Safety 2016	3-3 Managing Essential Issues	Personal safety of consumers and/or end-users		ESRS S4
	406-1 Incidents of discrimination and corrective actions taken	Personal safety of consumers and/or end-users		ESRS S4
	416-2 Non-Compliance Incidents Related to the Health and Safety Effects of Products and Services	Personal safety of consumers and/or end-users		ESRS S4
GRI 418: Customer Privacy 2016	3-3 Managing Essential Issues	Personal Data Protection		ESRS S4
	418-1 Documented Reports of Customer Privacy Breaches and Customer Data Losses	Personal Data Protection		ESRS S4





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