

## INVITATION

of the Shareholders of the Société Anonyme under the name

« Quest Holdings S. A. »

and the brand name «Quest Holdings» to an Extraordinary General Meeting

**GENERAL ELECTRONIC COMMERCIAL REGISTER NO. 121763701000**

**( FORMER SERIAL NUMBER 5419/06/B/86/02 )**

According to the Law and the Articles of Association of the Company and, following a resolution of the Board of Directors, the Shareholders of the Company are invited to an **Extraordinary General Meeting on 1 December 2020, day of the week Tuesday at 14:00 p.m., at the seat of the Company, in the Municipality of Kallithea, Attica, and, in particular, at the offices of the subsidiary company under the name «Uni Systems S.M.S.A.» at 19-23 Al. Pantou Str., ( lecture hall, ground floor )**, in order to discuss and resolve on the following items of the agenda:

1. Approval of the distribution of part of retained earnings of previous years amounting to 10,722,268.80 euros - Provision of authorization to the Board of Directors of the Company for the implementation of the decision.
2. Various items – Announcements.

a. **Right to Participate and Vote in the General Meeting:** All shareholders having the shareholder capacity on the Record Date, as defined hereinbelow are entitled to participate and vote in the General Meeting. Each share of the Company gives the right to one (1) vote. At the date of this invitation the Company's capital is divided into 35,740,896 common shares that incorporate a total of 35,740,896 voting rights. Any person listed as a shareholder in the records of the Dematerialised Securities System (DSS) where the company shares are held managed by the "Greek Central Securities Depository S.A.", is entitled to participate in the General Meeting. The capacity of the shareholder must exist at the start of the fifth (5th) day prior to the day of the General Meeting of December 1, 2020, i.e. at the start of November 26, 2020 ( the "Record Date" ). The above Record Date is also valid in the case of postponed or repeat meeting, provided that such postponed or repeat meeting is no later than thirty (30) days from the Record Date. The shareholder's capacity at the Record Date will be proven through the direct electronic link-up of the Company with the DSS records. In case of non-compliance with the provisions of article 124 of Law 4548 / 2018, said shareholder shall participate in the General Meeting only after its permission. It is hereby noted that the exercise of said participation and voting rights does not presuppose the blocking of the beneficiary's shares or the observance of another similar procedure, which limits the possibility of selling and transferring the shares during the time between the Record Date and the date of the respective General Meeting.

In case the required quorum is not ascertained for the items of the agenda, the shareholders are invited on December 22, 2020, day of the week Tuesday at 14:00 p.m. at the seat of the Company, of the Company, in the Municipality of Kallithea, Attica, and, in particular, at the offices of the subsidiary company under the name «Uni Systems S.M.S.A.» at 19-23 Al. Pantou Str., ( lecture hall, ground floor ), to a Repeat General Meeting. In the Repeat General Meeting, which as results from the above is no later than thirty (30) days from the Record Date, shall have the right to participate and vote the Shareholders who have the right to participate at the start of November 26, 2020 (Record Date).

**b. Procedure for proxy / proxies voting:**

The shareholder participates in the General Meeting of the Company and votes either in person or by proxy. Each shareholder may appoint up to three (3) proxies. However, if the shareholder holds shares of the Company, which appear in more than one securities accounts, this restriction does not prevent the shareholder from appointing different proxies for the shares of each securities account in relation to the General Meeting. A proxy acting on behalf of more than one shareholder may vote differently for each shareholder. Legal entities participate in the general meeting by appointing as their proxies up to three (3) natural persons. The shareholder may appoint a proxy for a single general meeting or for all meetings that take place within a certain time. The proxy votes in accordance with the instructions given by the shareholder, if any, and is obliged to file the voting instructions for at least one (1) year from the date of the General Meeting, or in case of postponement, of the last repeat meeting in which s/he used said power of attorney. Prior to the commencement of the General Meeting, the proxy must disclose to the Company any particular facts that may be of relevance for shareholders in assessing the risk that the proxy may pursue interests other than those of the shareholder. Conflict of interest may arise in particular when the proxy: a) is a controlling shareholder of the Company or is another legal entity controlled by such shareholder, b) is a member of the Board of Directors or the, in general, Management of the Company or a controlling shareholder of the Company, or of another legal person or entity controlled by a controlling shareholder of the Company, c) is an employee or certified auditor of the Company or of a controlling shareholder of the Company or of another legal person or entity controlled by a controlling shareholder of the Company, d) is a spouse or first degree relative of one of the natural persons mentioned in cases a to c. The appointment and revocation of appointment of the shareholder's proxy is made in writing or electronically and is notified to the Company, at least three (3) days prior to the date set for the General Meeting. The Company has posted on its website ([www.quest.gr](http://www.quest.gr)), the form it uses for the appointment of proxies. Said form is submitted completed and signed by the shareholder at the Company's Offices, at the address 2A Argyroupoleos St. – Kallithea, Attica ( Shareholders Relations Department, contact person Mr. Dimitrios Papadiamantopoulos ), or is sent by fax to 211 999 4530 or is email to: [ir@quest.gr](mailto:ir@quest.gr) at least three (3) days prior to the date of the General Meeting or any Repeat General Meeting. The relevant shareholder must make sure that the appointment form is successfully sent to and received by the company by calling 211 999 4762 for confirmation.

**c. Rights of Minority:** 1) Upon request of shareholders representing one twentieth (1/20) of the paid-up share capital, the Board of Directors is obliged to include in the agenda of the General Meeting already convened for December 1, 2020 additional items, if the relevant request is received by the Board of Directors at least fifteen (15) days prior to the General Meeting, i.e. until November 16, 2020. The request for inclusion of additional items on the agenda is accompanied

by a justification or a draft decision for approval at the General Meeting and the revised agenda is made public in the same manner as the previous agenda thirteen (13) days prior to the date of the General Meeting and, at the same time, is made available to the shareholders on the internet, on the Company's website ([www.quest.gr](http://www.quest.gr)), together with the justification or the draft decision which has been submitted by the shareholders according to the provisions of article 123 § 4 of Law 4548 / 2018. If these items are not published, the requesting shareholders are entitled to request the postponement of the General Meeting, in accordance with article 141 § 5 of Law 4548 / 2018 and to proceed with the publication themselves, at the expense of the Company, as set out in the second subparagraph of this paragraph. The Board of Directors is not obliged to include items on the agenda nor to publish or disclose them together with the justification and any draft decisions submitted by the shareholders, if their content is clearly contrary to law and principles of morality.

2) Shareholders representing one twentieth (1/20) of the paid-up share capital, have the right to submit draft decisions on items included in the initial or any revised agenda of the general meeting. The relevant request must be submitted to the Board of Directors at least seven (7) days prior to the date of the General Meeting, i.e. by November 24, 2020. The Board of Directors shall make the draft decisions available to shareholders in accordance with the provisions of article 123 § 3 of Law 4548 / 2018, at least six (6) days prior to the date of the General Meeting. The Board of Directors is not obliged to include items on the agenda nor to publish or disclose them together with the justification and any draft decisions submitted by the shareholders, if their content is clearly contrary to law and principles of morality.

3) Upon request of any shareholder submitted to the Company at least five (5) full days prior to the General Meeting of December 1, 2020, i.e. until November 26, 2020, the Board of Directors is obliged to provide the General Meeting with the requested specific information on the Company matters, to the extent that they are useful for the actual assessment of the items of the agenda. The Board of Directors may provide a single response to shareholders' requests with the same content. There is no obligation to provide information where the relevant information is already available on the Company's website, in particular in the form of questions and answers. Moreover, upon request of shareholders representing one twentieth (1/20) of the paid-up share capital within the same deadline, the Board of Directors is obliged to announce to the General Meeting the amounts paid during the last two years to each member of the Board of Directors or Company executive, as well as any benefits paid to said persons for any reason or by virtue of any agreement between them and the Company. The Board of Directors may refuse to provide information for a material cause, which shall be recorded in the minutes ( article 141 § 6 of Law 4548 / 2018 ).

4) Upon request of shareholders representing one tenth (1/10) of the paid-up share capital submitted to the Company at least five (5) full days prior to the General Meeting of December 1, 2020, i.e. by November 26, 2020, the Board of Directors is obliged to provide the General Meeting with information on the progress of the corporate affairs and assets of the Company. Respective deadlines for any eventual exercise of minority rights also apply in case of a Repeat General Meeting. The Board of Directors may refuse to provide the information for a material cause, which shall be recorded in the minutes. In all the above cases, the requesting shareholders must prove their shareholder capacity and, with the exception of case 3 hereinabove, the number of shares they hold at the time of exercise of the relevant right. Such proof is the submission of a written certificate by the body in which the relevant securities are kept or alternatively the certification of their shareholder capacity by direct electronic link-up of such body and the Company. Detailed information about all the above rights

and the terms for the exercise can be found at the Company's website ([www.quest.gr](http://www.quest.gr)).

**d. Available information and documents:** The full text of the documents and draft decisions provided for in article 123 § 4, shall be made available to shareholders in hard copy at the offices of the Company at 2A Argypoleos Str. - Kallithea Attica upon relevant request addressed to the Shareholders Relations Department, and the contact person Mr. Dimitrios Papadiamantopoulos. Said documents of § 4 of article 123 of law 4548 / 2018 and also those of § 3 of the same article shall be made available in electronic form online, by posting them on the Company's website [www.quest.gr](http://www.quest.gr).

The Shareholders are kindly informed that in case the emergency measures in force for the covid-19 pandemic are extended ( Joint Ministerial Decision no. Δ1α/Γ.Π.οικ.: 71342 ) or additional ones are adopted, the General Meeting shall take place via teleconference in accordance with the provisions of articles 120 and 125 of law 4548 / 2018, as such is in force, and the Company's Articles of Association. In this case, the Company will make a relevant announcement, in order to provide, in accordance with the above provisions, the shareholders with detailed instructions regarding in particular the data and / or documents that must be sent to the Company, the exercise of voting rights, the audio-visual or other electronic means through which the shareholders will be able to participate in the General Meeting remotely, without physical presence at the venue.

Kallithea, 6 November 2020  
THE BOARD OF DIRECTORS