



Corporate IR Presentation

Based on 9M 2023 Financial Results

QUEST GROUP



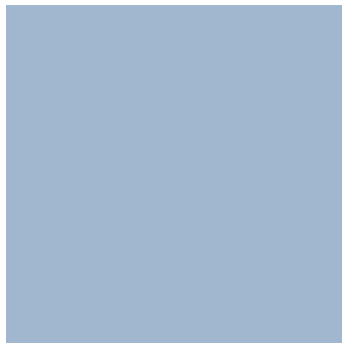


01.9M 2023 Results

Overview


Financial Performance

Outlook




Quest Group at a Glance (9M 2023)


- 
- **€827m** Revenues
 - **€60m** EBITDA
 - **€41m** EBT
 - **€249m** Equity




30 Countries
International Activity
(~24% of revenue)



42 years
(est. in 1981)



2.910
Headcount



Active in :	Revenues
▪ Commercial Activities ¹	€ 563m
▪ IT Services	€ 147m
▪ Courier/Post	€ 109m
▪ Ren. Energy / Other	€ 8m



Track Record 2019 -2023

- Revenue CAGR 20%
- Ebitda CAGR 11%
- EBT CAGR 16%
- Capex & New Investments €145m
- Dividends /Cap Returns ² €114m

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

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

9M 2023 Highlights

1

Sales €827m with growth in all segments

2

Sales +11,8% / Ebitda +9,6%

3

High demand in IT services & Apple Products

4

Expansion of commercial operations in Romania for Xiaomi.

5

Clima Sector is outperforming.

P&L (9M 2023)

Explanations/Clarifications:

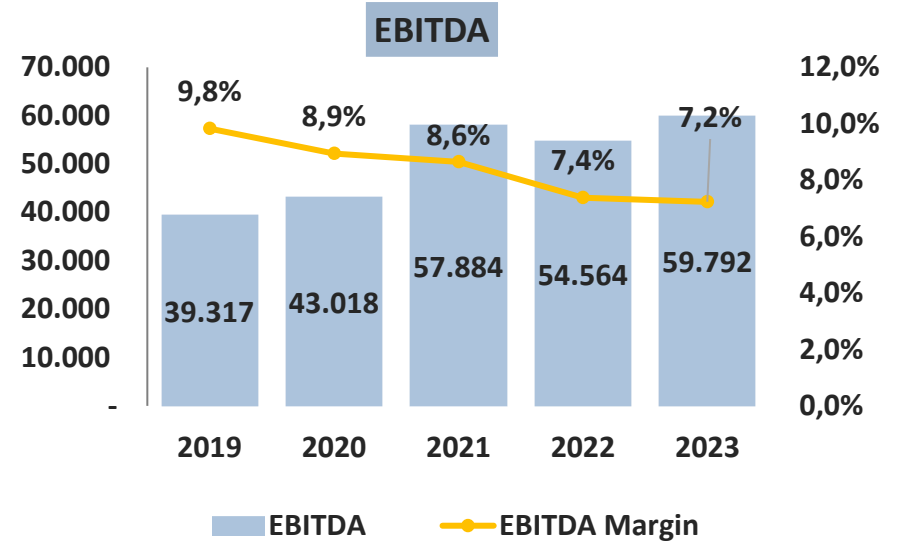
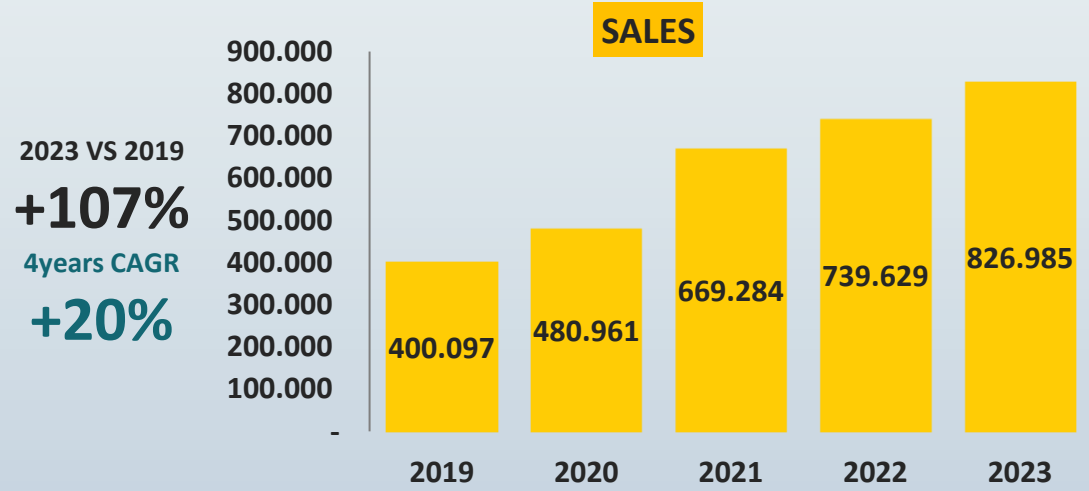
- Sales growth was primarily driven by Commercial Activities division which grew at a 12,5% pace.
- EBITDA profitability growth was driven by most of the sectors.
- EBT excluding 2022 one-offs grew by nearly 4%. EBT was affected by increased interest rates (due to Euribor increase) and depreciation (due to increased investments of 2022)

	9M 2023	YoY %	9M 2022
Sales	826.985	11,8%	739.629
EBITDA	59.792	9,6%	54.564
<i>% sales</i>	7,2%		7,4%
EBIT	49.673	7,8%	46.082
<i>% sales</i>	6,0%		6,2%
EBTD	51.538	0,9%	51.061
<i>% sales</i>	6,2%		6,9%
EBT	41.419	-2,7%	42.580
<i>% sales</i>	5,0%		5,8%
EAT	32.204	-0,9%	32.495
<i>% sales</i>	3,9%		4,4%
EAT & NCI	31.930	0%	31.944
<i>Depreciation & Amortization</i>	-10.120	19,3%	-8.481
<i>Other gains / losses</i>	410	67,6%	1.265
<i>Financial results</i>	-8.663	81,7%	-4.767
CAPEX & New Investments	13.015	-54,8%	28.784

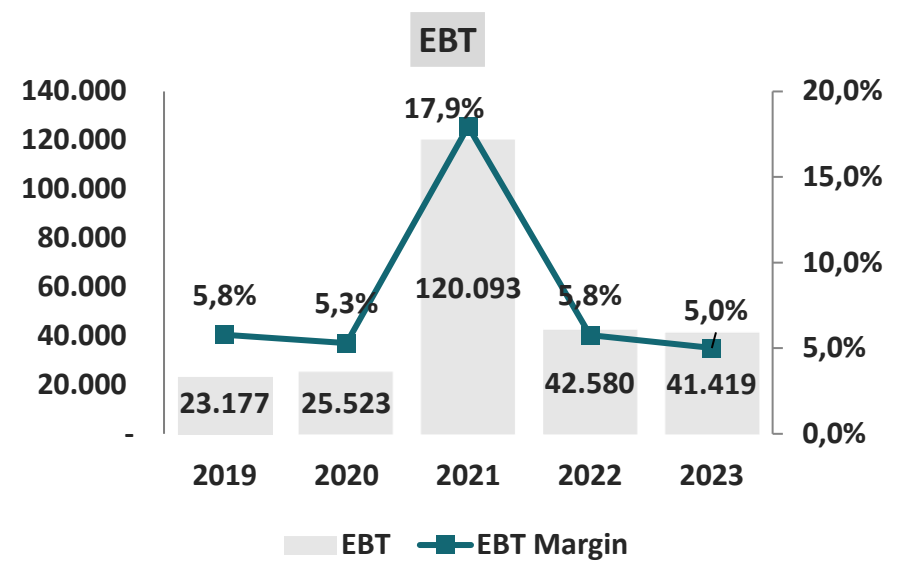
P&L (9M 2023)



Amounts in ,000 €



2023 VS 2019
+52%
4years CAGR
+11%



2023 VS 2019
79%
4years CAGR
+16%

Balance sheet (9M 2023)

Amounts in ,000 €

Group Balance Sheet

9M 2023

12M 2022

Tangible & intangible assets	139.342	137.231
Right-of-use assets	22.713	24.409
Goodwill	37.025	33.780
Other	31.850	32.702
Non-current assets	230.930	228.122
Inventories	82.796	77.236
Trade & other receivables	235.330	214.459
Cash and cash equivalents	113.034	168.196
Held for sale financial assets	1.293	1.253
Other	2.911	2.595
Current assets	435.364	463.739
Total assets	666.295	691.861
Total equity	248.762	238.724
Borrowings-Long Term	61.871	74.190
Lease liability	22.400	23.899
Other	36.430	26.643
Non-current liabilities	120.701	124.732
Borrowings-Short Term	74.923	65.311
Trade & other payables	208.107	250.809
Lease liability	4.874	5.308
Other	8.928	6.977
Current liabilities	296.832	328.405
Total Liabilities & equity	666.295	691.861
Net Debt/(cash)	23.760	-28.695

€666m
Total Assets

€249m
Total Equity

€113m
Cash

€115m
Tangible
Assets

Cash Flow (9M 2023)



Amounts in ,000 €

Group Cash Flow	9M 2023	9M 2022
EBT	41.419	42.580
Depreciation/Amortization	10.118	8.481
Interests Expense / (income)	8.663	4.767
WoC (Change in Inventories, Receivables, Payables)	(58.450)	(65.107)
Tax paid	(8.043)	(5.247)
Other operating activities	(9.267)	(5.910)
Cash flows from operating activities	(15.560)	(20.436)
Capex	(7.629)	(16.869)
Other investment activities	(1.411)	(2.645)
Cash flows from investing activities	(9.040)	(19.514)
Proceeds from borrowings/Repayments of borrowings	(2.707)	43.126
Share capital return/dividends	(21.270)	(60.604)
Others	(1.724)	(1.273)
Repayment of lease liabilities	(4.861)	(3.916)
Cash flows from financing activities	(30.562)	(22.667)
Total Change	(55.162)	(62.617)
Cash & Equivalent at beginning of year	168.196	163.036
Cash & Equivalent at end of the period	113.034	100.419

Quarterly results



Amounts in ,000 €

	Q1 2023	YoY %	Q1 2022	Q2 2023	YoY %	Q2 2022	6M 2023	YoY %	6M 2022	Q3 2023	YoY %	Q3 2022	9M 2023	YoY %	9M 2022
Sales	285.946	20,1%	238.084	258.078	7,2%	240.699	544.024	13,6%	478.783	282.962	8,5%	260.847	826.985	11,8%	739.629
EBITDA	19.468	15,3%	16.878	19.540	10,8%	17.632	39.008	13,0%	34.510	20.785	3,6%	20.054	59.792	9,6%	54.564
% sales	6,8%		7,1%	7,6%		7,3%	7,2%		7,2%	7,3%		7,7%	7,2%		7,2%
EBIT	16.216	13,8%	14.251	16.080	8,3%	14.851	32.297	11,0%	29.102	17.376	2,3%	16.980	49.673	7,8%	46.082
% sales	5,7%		6,0%	6,2%		6,2%	5,9%		6,1%	6,1%		6,5%	5,9%		6,1%
EBTD	16.906	2,0%	16.581	16.878	4,1%	16.211	33.784	3,0%	32.792	17.754	-2,8%	18.269	51.538	0,9%	51.061
% sales	5,9%		7,0%	6,5%		6,7%	6,2%		6,8%	6,3%		7,0%	6,2%		6,8%
EBT	13.654	-2,2%	13.955	13.419	-0,1%	13.430	27.073	-1,1%	27.385	14.346	-5,6%	15.196	41.419	-2,7%	42.580
% sales	4,8%		5,9%	5,2%		5,6%	5,0%		5,7%	5,1%		5,8%	5,0%		5,7%
EAT	10.134	-1,3%	10.267	10.966	0,9%	10.868	21.100	-0,2%	21.135	11.104	-2,3%	11.360	32.204	-0,9%	32.495
% sales	3,5%		4,3%	4,2%		4,5%	3,9%		4,4%	3,9%		4,4%	3,9%		4,4%
EAT & NCI	10.057	1%	9.958	10.782	1%	10.717	20.839	1%	20.675	11.091	-2%	11.269	31.930	0%	31.944
<i>Depreciation & Amortization</i>	-3.252	23,8%	-2.626	-3.459	24,4%	-2.782	-6.711	24,1%	-5.408	-3.409	10,9%	-3.073	-10.120	19,3%	-8.481
<i>Financial results</i>	-2.897	75,9%	-1.647	-2.695	77,1%	-1.522	-5.592	76,5%	-3.169	-3.071	92,2%	-1.598	-8.663	81,7%	-4.767
CAPEX & New Investments	3.039	-46,6%	5.693	7.435	2,9%	7.225	10.474	-18,9%	12.918	2.541	-84,0%	15.866	13.015	-54,8%	28.784

Commercial Activities Segment*



Info Quest
TECHNOLOGIES

you.gr

iSquare

iStorm

Premium Reseller

Clima Quest

Γ.Ε.ΔΗΜΗΤΡΙΟΥ & Α.Σ.Ε

FOQUS

EPAFOS
new technologies

Info/Overview

- Largest distributor of H/W and S/W products in Greece
- €704m revenue in 2022
- 40%+ of ICT distribution Market in Greece
- Certified Greek partner of major international vendors
- Apple's and Xiaomi's Value-Added Distributor Greece & Cyprus
- 15 Apple retail stores, 5 Xiaomi retail Stores
- 120 service centers for Technical Support
- Advanced e-commerce platform
- Distribution of Toytomi and Gree air-co via the companies GED & Clima Quest
- Personnel: 760

Outlook

- Outlook estimation for 2023 includes growth in sales and slightly lower EBT profitability vs 2022 (interest rates/depreciations).

9M Financial Results

Amount in ,000€	9M 2023	YoY %	9M 2022
Sales	563.480	13%	500.698
EBITDA	22.633	22%	18.618
<i>% sales</i>	<i>4,0%</i>		<i>3,7%</i>
EBT	12.204	-7%	13.127
<i>% sales</i>	<i>2,2%</i>		<i>2,6%</i>
EAT	9.920	-2%	10.106
Net cash/(debt)	-59.685	-315%	-14.390

- +13% sales growth in 9M 2023, driven mainly by increased market share, clima sector, commercial business abroad.
- Ebitda is improving due to clima sector
- EBT is pressured from higher interest rates

*Renamed from "IT Products" / Wholesale/Retail

Info/Overview

- Leading IT integrator in domestic market ~ 20% M. Share
- €176m revenue in 2022
- 30+ countries of operations
- ~50% International revenues mainly within EU
- 600+ customers across industries & geographies
- 80% of revenues from services activities
- 50+ years experience in banking & telecom sectors
- Specialized IT/Tech professionals
- Personnel: 1.506

Outlook

- Sales and profits are estimated to continue to grow during 2023 driven by accelerated investments on digital transformation by the private and the public sector.

9M Financial Results

Amount in ,000€	9M 2023	YoY %	9M 2022
Sales	146.574	15%	127.470
EBITDA	12.703	5%	12.132
<i>% sales</i>	<i>8,7%</i>		<i>9,5%</i>
EBT	10.617	8%	9.849
<i>% sales</i>	<i>7,2%</i>		<i>7,7%</i>
EAT	8.168	15%	7.131
Net cash/(debt)	21.291	42%	15.008

- >€500m backlog in signed projects
- Significant prospects from upcoming RRF IT investments (>€2 bill. In digital transformation of public sector)



Info/Overview

- Largest Local Courier operator in Greece (~ 24% M. Share)
- €142m revenue in 2022
- Leading Alternative Postal Operator in Greece (~5% M. Share)
- 50+m shipments/year (38m courier/16m Post)
- 500+ Service Points / 60.000m² facilities
- Postal Network with ~300 POS & > 3.000 specialized Personnel
- Personnel: 635

Outlook

- e-commerce expansion is supporting ACS growth.
- Increase in sales and EBT is estimated for 2023.

9M Financial Results

Amount in ,000€	9M 2023	YoY %	9M 2022
Sales	109.103	6%	102.834
EBITDA	18.381	6%	17.323
<i>% sales</i>	<i>16,8%</i>		<i>16,8%</i>
EBT	15.109	4%	14.580
<i>% sales</i>	<i>13,8%</i>		<i>14,2%</i>
EAT	11.597	1%	11.485
Net cash/(debt)	24.195	22%	19.832

- New state of the art sorting Center is in place gradually improving company's performance and profitability.
- 2023 9M results were negatively affected by one off expenses related to the floods in central Greece
- e-commerce is expanding again after post covid hiccup however at mild rates.

Info/Overview

- €10,2m revenues for Quest Energy during 2022
- Quest Energy owns 24 photovoltaic parks with > 34MW power
- Quest Holdings(QH): Parent Company, operates as a holding company with a lean as possible corp. structure
- Personnel: 9

Outlook

- FY2023 results for Quest Energy are estimated to be close or slightly lower to the previous year, due to the overall bad weather conditions of the current year

9M Financial Results

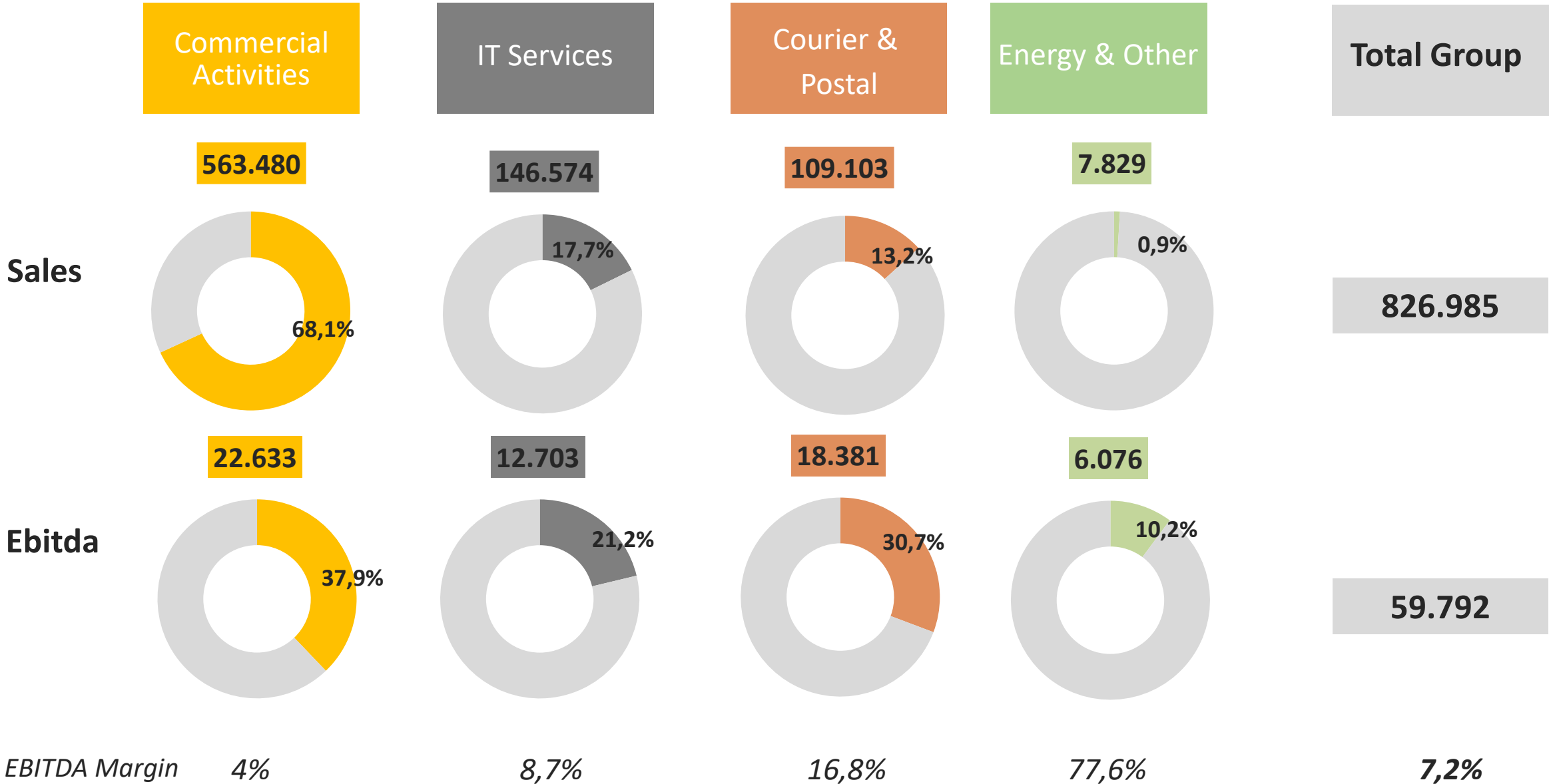
Amount in ,000€	9M 2023	YoY %	9M 2022
Sales	7.829	-9%	8.628
EBITDA	6.076	-6%	6.491
<i>% sales</i>	<i>77,6%</i>		<i>75,2%</i>
EBT	3.488	-31%	5.024
<i>% sales</i>	<i>44,6%</i>		<i>58,2%</i>
EAT	2.518	-33%	3.774
Net cash/(debt)	-9.561	-115%	64.118

- Revenue decrease was due to adverse weather conditions.
- Actively pursuing new growth investments in core/other areas (M&As)
- 2022 EBT includes €1,3m capital gain from Accusonus

Segment Contribution in Sales & Ebitda (9M 2023)



Amounts in ,000 €



Segment Analysis 9M 2023

9M 2023 (€ x 1.000)	Commercial Activities	IT Services	Courier & Postal	Renewable Energy	Unallocated	Total
Total gross segment sales	640.351	147.748	109.956	8.165	-	906.220
Inter-segment sales	(76.871)	(1.174)	(853)	(337)	-	(79.235)
Net sales	563.480	146.574	109.103	7.829	-	826.985
EBITDA	22.633	12.703	18.381	6.597	(521)	59.792
<i>% sales</i>	<i>4,0%</i>	<i>8,7%</i>	<i>16,8%</i>	<i>84,3%</i>	-	<i>7,2%</i>
Profit/ (Loss) before income tax	12.204	10.617	15.109	3.950	(462)	41.419
<i>% sales</i>	<i>2,2%</i>	<i>7,2%</i>	<i>13,8%</i>	<i>50%</i>	-	<i>5,0%</i>
Profit/ (Loss) after tax	9.920	8.168	11.597	3.009	(491)	32.204
Profit/ (Loss) after tax & NCI						31.930
Capex & New Investments	2.713	2.171	2.534	5.859	204	13.482
Net cash/(debt)	(59.685)	21.291	24.195	(22.164)	12.605	(23.758)

9M 2022 (€ x 1.000)	Commercial Activities	IT Services	Courier & Postal	Renewable Energy	Unallocated	Total
Total gross segment sales	573.478	128.287	103.283	8.486	436	813.969
Inter-segment sales	(72.780)	(817)	(449)	(234)	(60)	(74.340)
Net sales	500.698	127.470	102.834	8.252	376	739.629
EBITDA	18.618	12.132	17.323	6.713	(222)	54.565
<i>% sales</i>	<i>3,7%</i>	<i>9,5%</i>	<i>16,8%</i>	<i>81,4%</i>	<i>-59,1%</i>	<i>7,4%</i>
Profit/ (Loss) before income tax	13.127	9.849	14.580	4.040	986	42.581
<i>% sales</i>	<i>2,6%</i>	<i>7,7%</i>	<i>14,2%</i>	<i>49%</i>	-	<i>5,8%</i>
Profit/ (Loss) after tax	10.106	7.131	11.485	3.094	681	32.496
Profit/ (Loss) after tax & NCI						31.944
Capex & New Investments	1.020	3.586	16.242	22	10	20.880
Net cash/(debt)	(14.390)	15.008	19.832	(21.098)	85.215	84.567

Diff 2023/2022 %	Commercial Activities	IT Services	Courier & Postal	Renewable Energy	Unallocated	Total
Total sales	12,5%	15,0%	6,1%	-5,1%	-100,0%	11,8%
EBITDA	21,6%	4,7%	6,1%	-2%	-134,5%	9,6%
Profit/ (Loss) before income tax	-7,0%	7,8%	3,6%	-2,2%	-146,8%	-2,7%
Profit/ (Loss) after tax	-1,8%	14,5%	1,0%	-2,7%	-172,2%	-0,9%
Profit/ (Loss) after tax & NCI						0,0%

Commercial Activities

- Current estimation for 2023 includes a **growth in sales and Ebitda but lower EBT profitability vs 2022.**
- Margin pressure in Apple products is estimated to be recovered by expansion in the Clima sector.
- Expansion of commercial operations in Romania continues.

Courier & Postal

- Ecommerce is boosting company's growth in coming years.
- **Continuation of Growth for Sales and EBT** is estimated for 2023.

IT Services

- **Sales and profits** are estimated to continue to grow during 2023, driven by strong demand and continuing investments on digital transformation by the private and the public sector.

Renewable Energy & Other

- **FY2023 results course** is estimated to improve compared to 9M 2023 course as a result of 2022 & 2023 investments.

2023 Outlook

1

Growth in sales and EBITDA profitability at pace similar to 9M is estimated, with a similar EBT profitability compared to 2022.

2

Strong financial position (>€200m cash and credit lines).

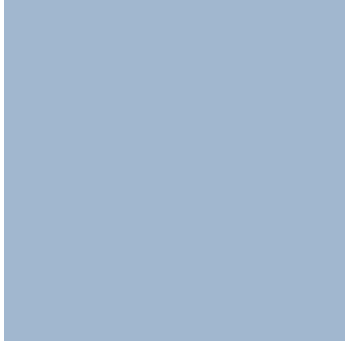
3

Actively looking for new growth investments (new solar parks, other M&A's).

Epafos (EDU IT market specialist) acquisition (~€5m revenue / 10% Ebitda Margin) concluded during 2023 Q2.

4

2023 Growth capex/new investments to be in the range of €20-25m.



02. Appendix

Other Corporate info
More Financial Data

Quest Group at a Glance (12M 2022)



- **€1.032m** Revenues
- **€72m** EBITDA
- **€55m** EBT
- **€239m** Equity



30 Countries
International Activity
(~24% of revenue)



42 years
(est. in 1981)



2.599
Headcount



Active in :

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

Revenues

€ 704m
€ 176m
€ 142m
€ 10m



Track Record 2018 -2022

- Revenue CAGR 20%
- Ebitda CAGR 21%
- EBT CAGR 23%
- Capex & New Investments €140m
- Dividends /Cap Returns €97m

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

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

Segment Analysis 12M 2022


12M 2022 (€ x 1.000)	Commercial Activities	IT Services	Courier & Postal	Renewable Energy	Unallocated	Continued operations	Discontinued operations	Total
Total gross segment sales	829.944	176.959	142.825	10.523	409	1.160.661	27	1.160.688
Inter-segment sales	(125.893)	(1.092)	(1.063)	(415)	(358)	(128.821)	-	(128.821)
Net sales	704.051	175.867	141.762	10.109	51	1.031.840	27	1.031.867
EBITDA	25.738	16.123	22.589	7.957	(379)	72.029	(32)	71.997
<i>% sales</i>	3,7%	9,2%	15,9%	78,7%	-	7,0%	-	7,0%
Profit/ (Loss) before income tax	17.869	12.796	18.864	4.628	591	54.748	144	54.892
<i>% sales</i>	2,5%	7,3%	13,3%	46%	-	5,3%	-	5,3%
Profit/ (Loss) after tax	13.715	9.661	14.725	3.472	282	41.855	145	42.000
Profit/ (Loss) after tax & NCI								41.394
Capex & New Investments	26.902	2.269	12.039	6.023	21	47.254	-	47.254
Net cash/(debt)	(25.337)	26.364	19.719	(20.263)	28.212	28.695	-	28.695

12M 2021 (€ x 1.000)	Commercial Activities	IT Services	Courier & Postal	Renewable Energy	Unallocated	Continued operations	Discontinued operations	Total
Total gross segment sales	691.438	154.859	137.566	9.255	510	993.628	31.948	1.025.576
Inter-segment sales	(72.944)	(1.868)	(2.462)	(312)	(107)	(77.694)	-	(77.694)
Net sales	618.494	152.990	135.104	8.943	403	915.934	31.948	947.882
EBITDA	22.894	12.504	21.360	7.398	(97)	64.059	11.503	75.562
<i>% sales</i>	3,7%	8,2%	15,8%	82,7%	-24,1%	7,0%	36,0%	8,0%
Profit/ (Loss) before income tax	18.139	10.048	18.669	3.891	591	51.337	84.810	136.147
<i>% sales</i>	2,9%	6,6%	13,8%	44%	-	5,6%	-	14,4%
Profit/ (Loss) after tax	14.208	8.302	16.121	3.577	582	42.790	83.145	125.936
Profit/ (Loss) after tax & NCI								125.084
Capex & New Investments	1.020	3.586	16.242	22	10	20.880	3.345	24.225
Net cash/(debt)	(14.390)	15.008	19.832	(21.098)	85.215	84.567	166	84.734

Diff 2022/2021 %	Commercial Activities	IT Services	Courier & Postal	Renewable Energy	Unallocated	Continued operations	Discontinued operations	Total
Total sales	13,8%	15,0%	4,9%	13,0%	-87,4%	12,7%	-99,9%	8,9%
EBITDA	12,4%	28,9%	5,8%	8%	-289,5%	12%	-100%	-4,7%
Profit/ (Loss) before income tax	-1,5%	27,4%	1,0%	19,0%	0,0%	6,6%	-99,8%	-59,7%
Profit/ (Loss) after tax	-3,5%	16,4%	-8,7%	-2,9%	-51,5%	-2,2%	-99,8%	-66,6%
Profit/ (Loss) after tax & NCI								-66,9%

Operating Model

MAJORITY SHAREHOLDER



Acquire and hold controlling stakes in corporate assets

INVESTMENT IN MARKET LEADERS

1

Subsidiaries are market leaders in promising sectors

HAND'S ON MANAGEMENT



Actively involved in subsidiaries' management

DIVERSIFIED PORTFOLIO



Mitigate risk by investing in different sectors



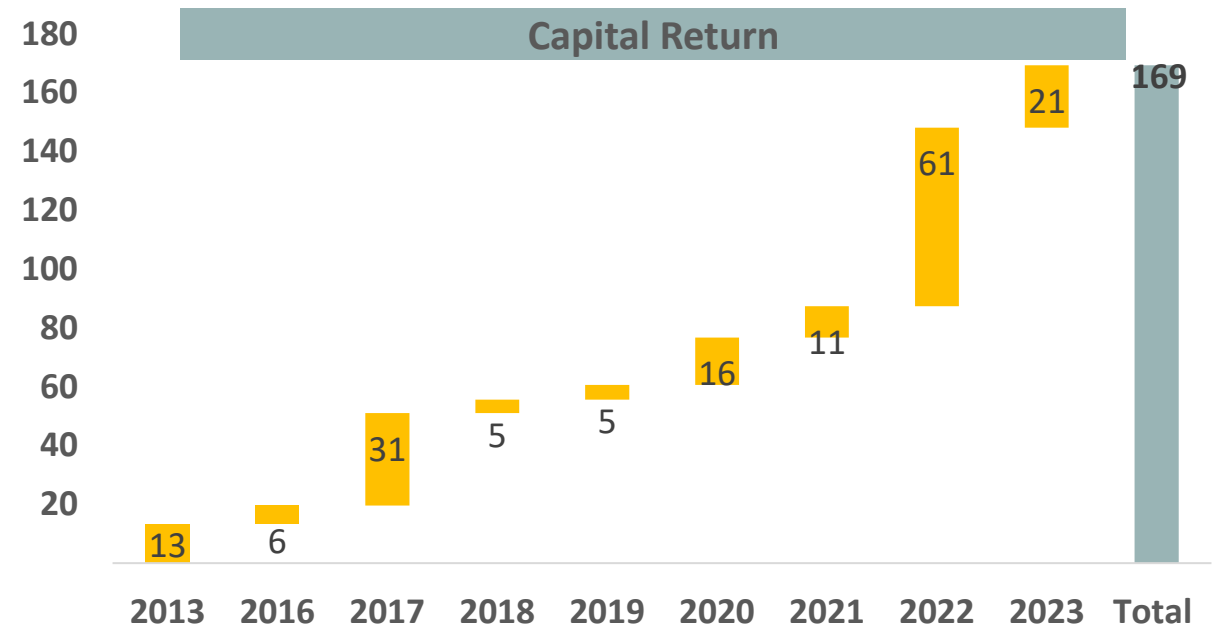
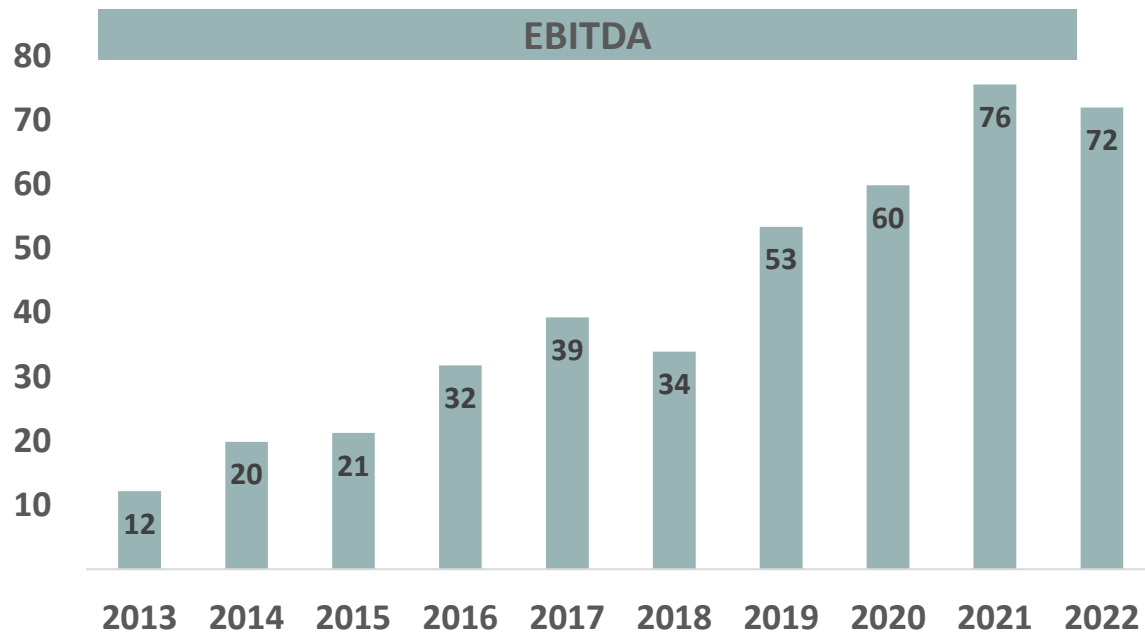
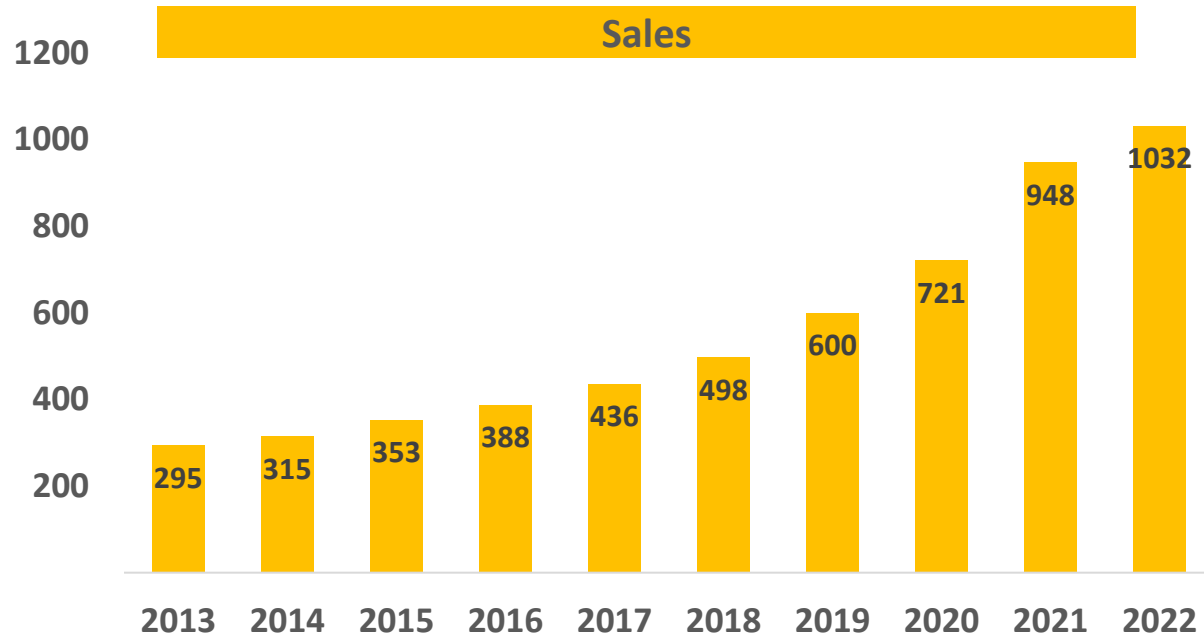
Emphasis on Tech and Tech enabled companies

KEY PRINCIPLES

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

Resilience in challenging times

Amounts in million €



Value Created to Investors

Market Cap*

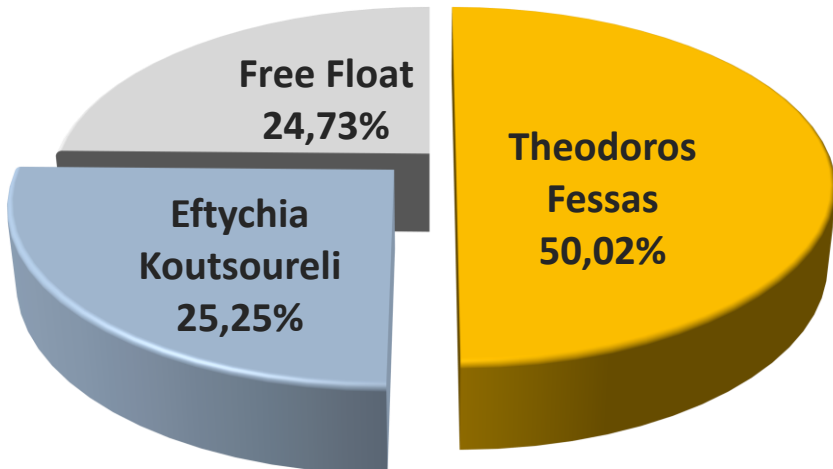
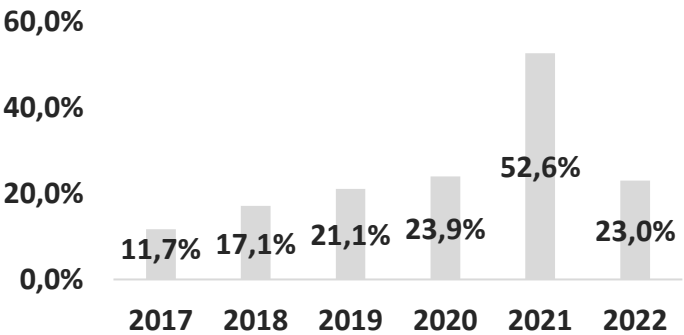
€ 598m

Aggregate Capital Return/ Dividends to the Shareholders
(2019-2023) **

€ 114m



RoE (=EBT/Total Equity)



*On 31/03/2023

Growth Drivers

	Info Quest TECHNOLOGIES	you.gr	iSquare	iStorm	ACS	uni.systems	Quest ENERTECHNIKI	Quest HOLDINGS	
Mobility Cloud & IoT	Q	Q	Q	Q		Q			
E-Commerce		Q		Q	Q				
International Markets	Q		Q	Q	Q	Q			
Commercial Networks	Q		Q	Q	Q				
Renewable Energy							Q		
Clima									Q
M&A Inorganic Growth	Q	Q			Q	Q	Q	Q	



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



Eftichia Koutsourelis
Non-Exec. Member
Shareholder and
Vice Chairwoman of Quest
Holdings



Apostolos Georgantzis
Exec. Member
CEO of Quest Holdings
President and
Managing Director of
ACS



Markos Bitsakos
Exec. Member
Deputy CEO of Quest
Holdings
Managing Director of QE



Nikolaos Labroukos
Exec. Member
Executive Director QH



Ioanna Dretta
Independent Non-Exec. Member
CEO Marketing Greece



Maria Damanaki
*Independent Non -Exec.
Member*
ex. EU Commissioner for
Maritime Affairs



Ioannis Paniaras
*Independent Non-Exec.
Member*
Executive Director & Executive
member
Titan Cement International S.A



Nikolaos Karamouzis
*Independent Non-Exec.
Member*
Chairman Grant Thornton
Greece
Managing Partner-
SMER Capital



Philippa Michali
*Independent Non-Exec.
Member*
CEO Allianz Hellas



Emil Yiannopoulos
*Independent Non-Exec.
Member*
ex. Partner PWC



Panos Kyriakopoulos
*Independent Non-Exec.
Member*
CEO Start Investments

- The management and operation of the Quest Group is based on a modern, dynamic and flexible Corporate Governance model.
- Group Corporate Governance:
 - ✓ Is in line with Greek law
 - ✓ Complies with the Hellenic Code of Corporate Governance (HCGC) with some discrepancies mentioned in the Annual Financial Report
- Corporate Governance aims at the:
 - ✓ Responsible operation of the Group
 - ✓ The viability of its companies and
 - ✓ To safeguard the interests of the Shareholders and Stakeholders
- BoD is the highest governing body of Quest Holdings Group

Goals

By applying the core principles of Corporate Governance, the company has set the following goals:

- Transparency in management and corporate responsibility
- Disclosure of information to shareholders and their participation in key decision-making
- Speed decision-making and efficient administration
- Identification, recognition and mitigation of risks
- Ensuring a quality work environment
- Independence in the exercise of control and finally
- Awareness of the company and its personnel on issues related to the relationship with the natural and the social environment

- BoD consist of 12 members – 7 being non executive / independent
- Quest Holdings Board of Directors - 5 Board Committees
- Quest Group Organizational and Operational Manual (based on HCGC)
- 32 Group Policies
- 42 Standard Procedures (valid for all companies)

- Decision Making Procedure and Tables (approved by the Company BoD)
- Representation Table for every Company (approved by the Company BoD)
- Enterprise Risk Management System, IT Security & data protection structures

Sustainability – a strategic focus

ESG Strategy 2022-2030 4 Pillars - 10 Goals

Environment

- Reduce absolute emissions Scope 1&2 by 40% in 2030 - Climate Neutral 2050
- Circular Economy & Waste prevention

Our People

- Monitor Health & Safety Indicators
- Employee Training & Development
- Promotion of Diversity & Inclusion

Responsible Business

- Zero Data Breaches
- Integrate ESG Performance in CEO Pay
- Supplier Assessment with ESG criteria

Sustainable Products

- Increase % of revenues from sustainable Products and Services
- Increase of Green Energy Production

Annual Sustainability Reporting

External verification

Following International Frameworks

ESG Ratings Participation

Info Quest TECHNOLOGIES

ACS

CSR priorities

Innovation & startup EcoSystems

Technology & Education

Support Vulnerable Groups and Crisis Situations

Recognitions

Empowering Our Employees

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

Supporting initiatives

- Investment on upskilling & reskilling (Mini MBA, Talent Program etc.)
- Monthly wellness program
- €2.7m financial aid distributed to 1300 employees in 2022

Disclaimer

- This document might contain estimations and forward-looking statements relating to the Group's future business, development and economic performance. It also includes statements from sources that have not been independently verified by the Company.

- Such statements may be subject to a number of risks, uncertainties and other important factors, such as but not limited to:
 - Competitive pressures
 - Legislative and regulatory developments
 - Global and local macroeconomic and political trends
 - Fluctuations in currency exchange rates and general financial market conditions
 - Delay or inability in obtaining approvals from authorities
 - Technical development
 - Litigation
 - Adverse publicity and news coverage, which would cause actual development and results to differ materially from the statements made in this document

- Quest Holdings assumes no obligation to update or alter such statements whether as a result of new information, future events or otherwise.



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or e-mail us at: ir@quest.gr

QUEST GROUP

