

# Corporate IR Presentation

*Based on 3M 2026 Financial Results*



# 01. 3M 2026 Results

Overview


Financial Performance

Outlook



# Quest Group at a Glance (3M 2026)

- 
- **€366m** Revenues
  - **€22m** EBITDA
  - **€15m** EBT
  - **€382m** Equity




**30 Countries**  
International Activity  
( ~26% of revenue)



**45 years**  
(est. in 1981)



**3.707**  
Headcount



**Active in :**

▪ Commercial Activities <sup>1</sup>	<b>Revenues</b> <b>€ 244m</b>
▪ IT Services	<b>€ 80m</b>
▪ Courier/Post	<b>€ 40m</b>
▪ Ren. Energy / Other	<b>€ 0,2m</b>



**Track Record 2017 -2026**

▪ Revenue CAGR	16%
▪ Ebitda CAGR	14%
▪ EBT CAGR	18%
▪ Capex & New Investments	€278m
▪ Dividends /Cap Returns <sup>2</sup>	€211m

1. Renamed from "IT Products" / Wholesale/Retail  
2. Refers to 2016-2025

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

## 3M 2026 Highlights

1

Significant increase across all P&L line items (+11,4% Sales, +4,3% EBITDA, +10% EBT)

2

Strong demand for IT services.

3

ACS sales grow at a double-digit pace, faster than e-commerce market.

4

Commercial Segment growth coming from all major segments, despite the weak demand environment.

5

Acquisition of a ~10% participation in Fournalis S.A.

Amounts in '000 €

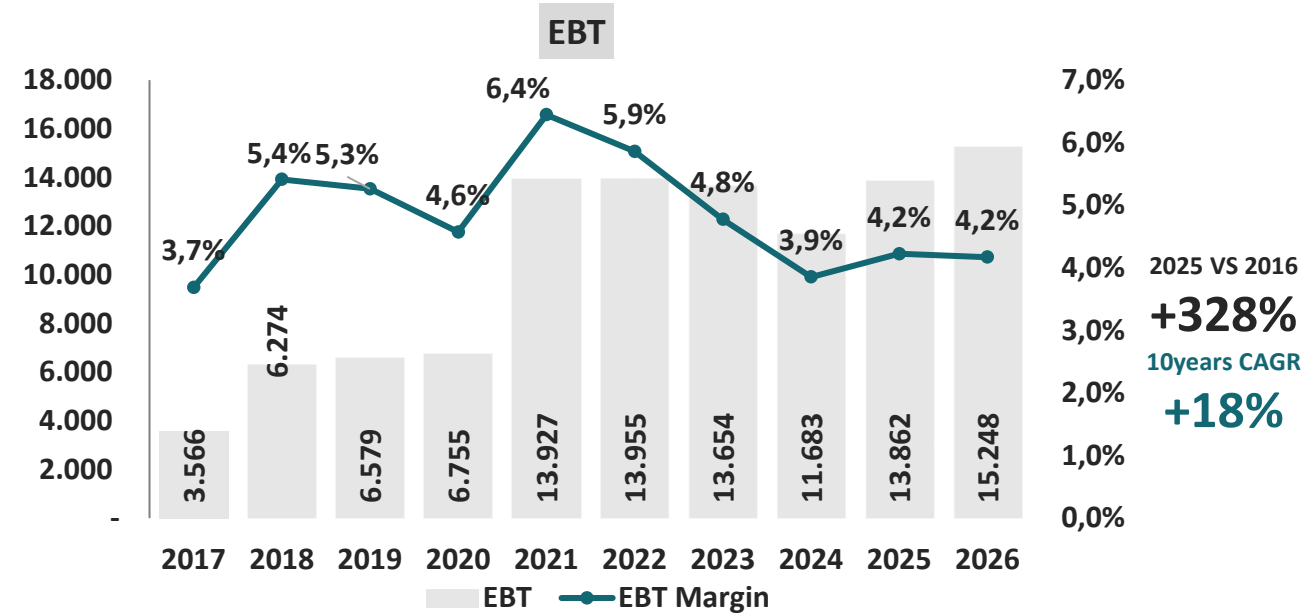
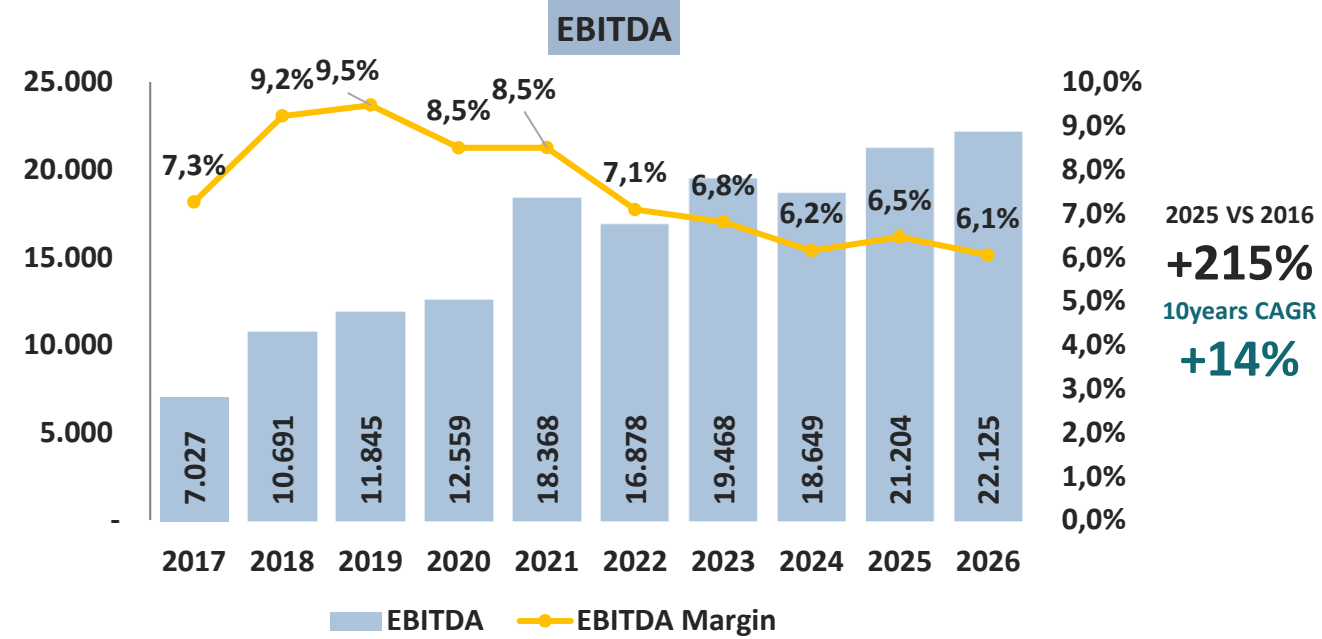
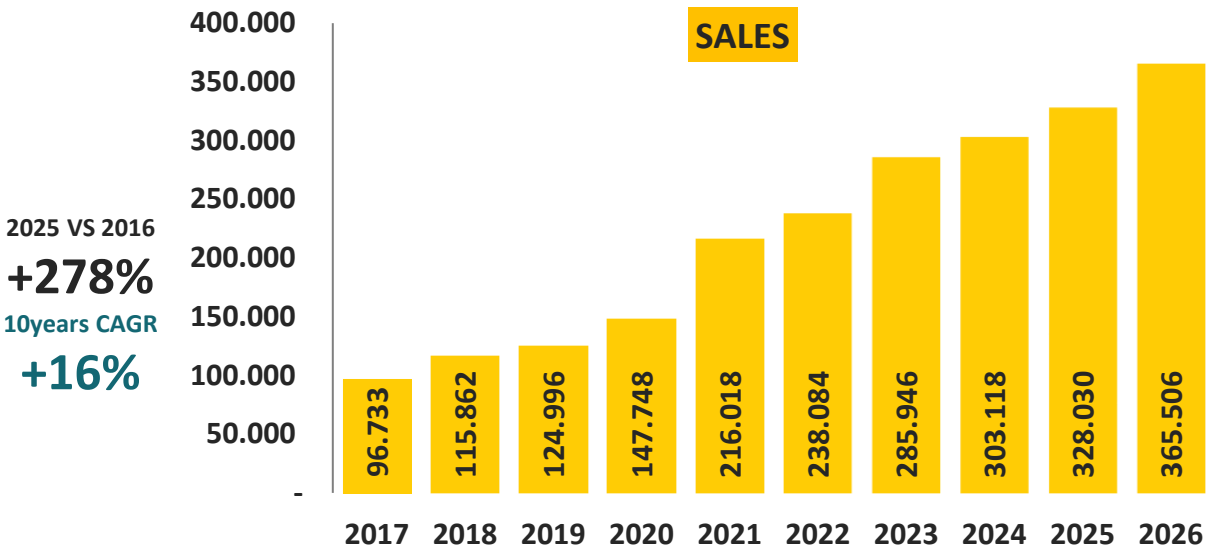
## Explanations/Clarifications:

- Sales and profitability growth in all lines
- EAT& NCI include minority interests in ACS (20%) in Benrubi (30%) and in Intelli (10%)

	3M 2026	YoY %	YoY %	3M 2025		
	Total	Cont. Operat.	Total	Continued Operations	Discontinued operations	Total
<b>Sales</b>	<b>365.506</b>	12,0%	11,4%	<b>326.258</b>	1.772	<b>328.030</b>
<b>EBITDA</b>	<b>22.125</b>	12,5%	4,3%	<b>19.676</b>	1.529	<b>21.204</b>
<i>% sales</i>	6,1%			6,0%	86,3%	6,5%
<b>EBIT</b>	<b>17.429</b>	10,6%	3,4%	<b>15.754</b>	1.093	<b>16.848</b>
<i>% sales</i>	4,8%			4,8%	61,7%	5,1%
<b>EBTD</b>	<b>19.944</b>	16,9%	9,5%	<b>17.058</b>	1.162	<b>18.219</b>
<i>% sales</i>	5,5%			5,2%	65,6%	5,6%
<b>EBT</b>	<b>15.248</b>	16,1%	10,0%	<b>13.137</b>	726	<b>13.862</b>
<i>% sales</i>	4,2%			4,0%	41,0%	4,2%
<b>EAT</b>	<b>11.433</b>	20,4%	14,3%	<b>9.497</b>	509	<b>10.004</b>
<i>% sales</i>	3,1%			2,9%	28,7%	3,0%
<b>EAT &amp; NCI</b>	<b>10.363</b>	20%	13,7%	<b>8.603</b>	509	<b>9.112</b>
<i>Depreciation &amp; Amortization</i>	-4.697	19,8%	7,8%	<b>-3.921</b>	-436	-4.357
<i>Other gains / losses</i>	350	n/a	n/a	<b>19</b>	0	20
<i>Financial results</i>	-2.531	-4,1%	-15,8%	<b>-2.638</b>	-367	-3.005
<b>CAPEX &amp; New Investments</b>	<b>25.300</b>	-11,3%	-11,6%	<b>28.526</b>	78	<b>28.605</b>

# P&L (3M 2026)

Amounts in ,000 €



# Balance sheet (3M 2026)

Amounts in '000 €

<b>Group Balance Sheet</b>	<b>3M 2026</b>	<b>12M 2025</b>
Tangible & intangible assets	120.670	121.566
Right-of-use assets	43.133	41.701
Goodwill	47.064	47.064
Other	33.646	39.027
<b>Non-current assets</b>	<b>244.513</b>	<b>249.358</b>
Inventories	126.731	122.622
Trade & other receivables	336.198	338.169
Cash and cash equivalents	152.212	192.466
Held for sale financial assets	1.293	1.293
Other	46.200	21.397
<b>Current assets</b>	<b>662.634</b>	<b>675.947</b>
<b>Total assets</b>	<b>907.147</b>	<b>925.305</b>
<b>Total equity</b>	<b>382.239</b>	<b>371.300</b>
Borrowings-Long Term	34.264	35.792
Lease liability	36.274	31.857
Other	61.268	63.780
<b>Non-current liabilities</b>	<b>131.806</b>	<b>131.429</b>
Borrowings-Short Term	52.768	49.057
Trade & other payables	304.028	334.121
Lease liability	9.082	11.316
Other	27.224	28.082
<b>Current liabilities</b>	<b>393.102</b>	<b>422.576</b>
<b>Total Liabilities &amp; equity</b>	<b>907.147</b>	<b>925.305</b>
<b>Net Debt/(cash)</b>	<b>-65.180</b>	<b>-107.617</b>

**€907m**  
Total Assets

**€382m**  
Total Equity

**€152m**  
Cash

**€104m**  
Tangible  
Assets

# Cash Flow (3M 2026)

Amounts in ,000 €

<b>Group Cash Flow</b>	<b>3M 2026</b>	<b>3M 2025</b>
<b>EBT</b>	<b>15.249</b>	<b>13.861</b>
Depreciation/Amortization	4.696	4.357
Interests Expense / (income)	2.531	3.005
WoC (Change in Inventories, Receivables, Payables)	(30.346)	(40.721)
Tax paid	(3.695)	(1.145)
Other operating activities	(3.079)	(3.248)
<b>Cash flows from operating activities</b>	<b>(14.644)</b>	<b>(23.891)</b>
Capex	(1.393)	(3.179)
Other investment activities	(23.511)	(24.955)
<b>Cash flows from investing activities</b>	<b>(24.904)</b>	<b>(28.134)</b>
Proceeds from borrowings/(Repayments of borrowings)	2.185	(7.938)
Others	(593)	(307)
Repayment of lease liabilities	(2.298)	(1.915)
<b>Cash flows from financing activities</b>	<b>(706)</b>	<b>(10.160)</b>
<b>Total Change</b>	<b>(40.254)</b>	<b>(62.185)</b>
<b>Cash &amp; Equivalent at beginning of year</b>	<b>192.466</b>	<b>215.741</b>
<b>Cash and cash equivalents of acquired subsidiaries</b>	<b>-</b>	<b>2.314</b>
<b>Cash &amp; Equivalent at the end of the period</b>	<b>152.212</b>	<b>151.242</b>



## Info/Overview

- Largest distributor of H/W and S/W products in Greece
- €1.029m revenue in 2025
- 40%+ of ICT distribution Market in Greece
- Apple’s and Xiaomi’s Value-Added Distributor Greece & Cyprus
- 19 Apple plus 5 Xiaomi retail Stores
- Advanced e-commerce platform (you.gr)
- Distribution of Toyotomi and Gree clima equipment via the companies GED & Clima Quest
- Majority of Benrubi S.A. top SDA provider acquired (brands Izzy, Babyliiss, Pyrex) (as of Feb,2025)
- Personnel: 932

## Outlook

- Initial outlook estimation for 2026 includes growth in sales and similar EBT profitability vs 2025.

## 3M Financial Results

Amount in ,000€	3M 2026	YoY %	3M 2025
<b>Sales</b>	<b>245.117</b>	9%	<b>225.433</b>
<b>EBITDA</b>	<b>8.202</b>	5%	<b>7.781</b>
<i>% sales</i>	<i>3,3%</i>		<i>3,5%</i>
<b>EBT</b>	<b>3.901</b>	8%	<b>3.596</b>
<i>% sales</i>	<i>1,6%</i>		<i>1,6%</i>
<b>EAT</b>	<b>2.775</b>	10%	<b>2.513</b>
<b>Net cash/(debt)</b>	<b>-54.265</b>	29%	<b>-76.876</b>

- +9% sales growth in 3M 2026, driven mainly by increased market share.
- Profitability improvement driven by all major commercial companies.

## Info/Overview

- Leading IT integrator in domestic market
- €268m revenue in 2025
- 30+ countries of operations
- ~46% International revenues mainly within EU
- 600+ customers across industries & geographies
- 87% of revenues from services activities
- 50+ years experience in banking & telecom sectors
- Specialized IT/Tech professionals
- Personnel: 2.106

## Outlook

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

## 3M Financial Results

Amount in ,000€	3M 2026	YoY %	3M 2025
<b>Sales</b>	<b>79.963</b>	23%	<b>64.790</b>
<b>EBITDA</b>	<b>7.126</b>	15%	<b>6.194</b>
<i>% sales</i>	8,9%		9,6%
<b>EBT</b>	<b>5.781</b>	22%	<b>4.742</b>
<i>% sales</i>	7,2%		7,3%
<b>EAT</b>	<b>4.402</b>	34%	<b>3.276</b>
<b>Net cash/(debt)</b>	<b>38.116</b>	104%	<b>18.715</b>

- +23% sales growth in 3M 2026
- €650+m backlog in signed projects

## Info/Overview

- Largest Local Courier operator in Greece (~ 24% M. Share )
- €163m revenue in 2025
- Leading Alternative Postal Operator in Greece (~4% M. Share)
- 50+m shipments/year (40m courier/16m Post)
- Strong Postal Network & Infrastructure :
  - 1.700+ POS Service Points : 270 ACS Shops - Pudo's / 1.440+ APM's(lockers)
  - 60.000m<sup>2</sup> facilities
  - modern sorting facilities with a 60+ kpph sorting capacity
  - > 3.000 specialized Personnel (including the network)
- Personnel: 657

## Outlook

- Accelerated growth in sales and profitability, higher than the estimated for the e-commerce sector.



## 3M Financial Results

nt in ,000€	3M 2026	YoY %	3M 2025
<b>Sales</b>	<b>40.161</b>	12%	<b>35.917</b>
<b>EBITDA</b>	<b>7.108</b>	19%	<b>5.957</b>
<i>% sales</i>	<i>17,7%</i>		<i>16,6%</i>
<b>EBT</b>	<b>5.359</b>	12%	<b>4.798</b>
<i>% sales</i>	<i>13,3%</i>		<i>13,4%</i>
<b>EAT</b>	<b>4.163</b>	11%	<b>3.737</b>
<b>Net cash/(debt)</b>	<b>43.602</b>	14%	<b>38.397</b>

- Strong Start with Double Digit growth during Q1
- The company is currently expanding its Last Mile network through the deployment of parcel lockers, aiming to to meet the growing demand for out-of-home (OOH) deliveries with a plan to reach 3.000 lockers.



## Info/Overview

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

## Outlook

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

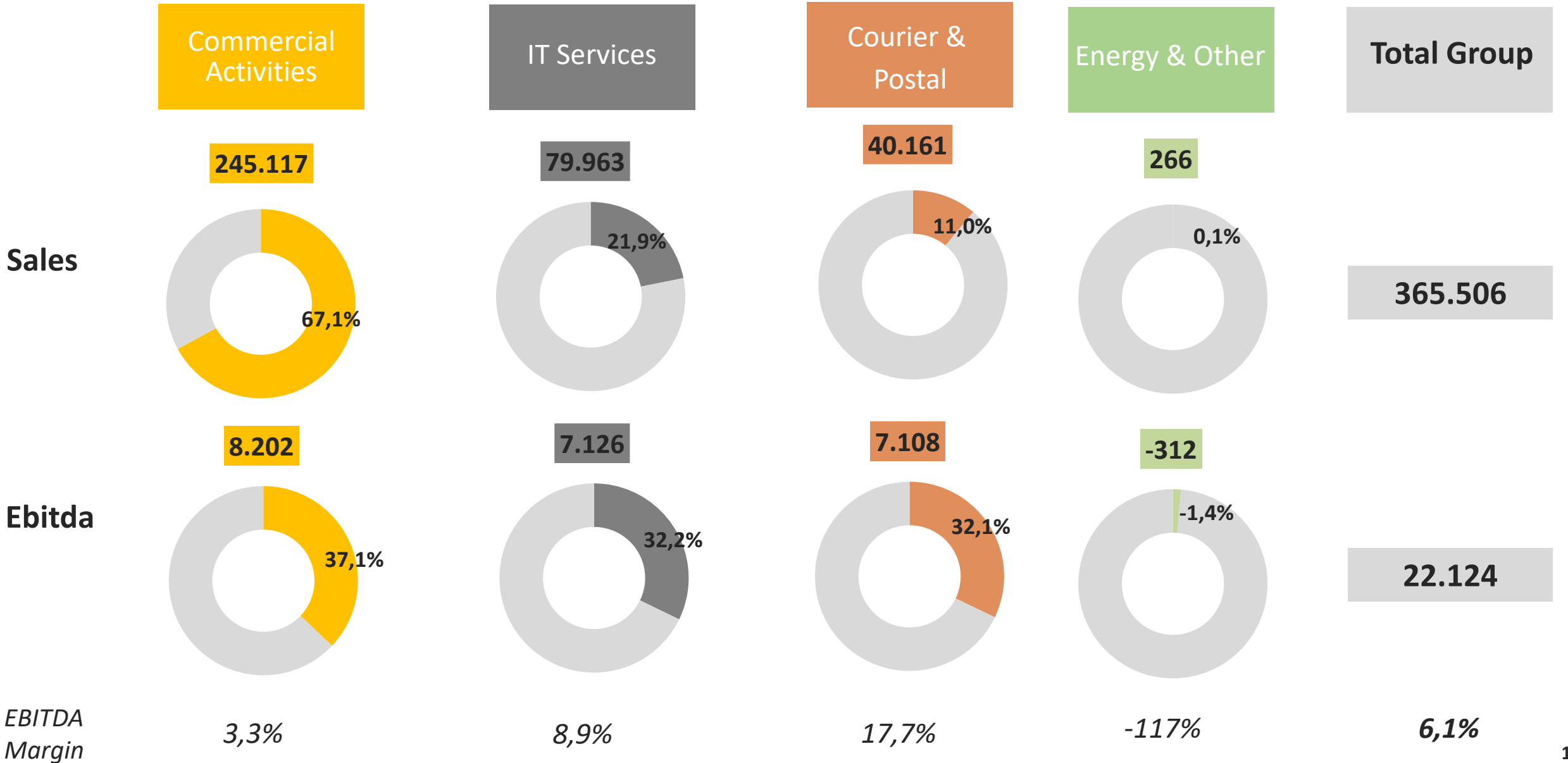
## 3M Financial Results

Amount in ,000€	Continued operations		Discontinued operations		Total operations		
	3M 2026	3M 2025	3M 2026	3M 2025	3M 2026	YoY %	3M 2025
<b>Sales</b>	<b>266</b>	<b>117</b>	-	<b>1.772</b>	<b>266</b>	-86%	<b>1.889</b>
<b>EBITDA</b>	<b>-312</b>	<b>-257</b>	-	<b>1.529</b>	<b>-312</b>	-125%	<b>1.272</b>
<i>% sales</i>	-117,4%	-219,2%	#DIV/0!	86,3%	-117,4%		67,3%
<b>EBT</b>	<b>208</b>	<b>-3</b>	-	<b>726</b>	<b>208</b>	-71%	<b>723</b>
<i>% sales</i>	78,4%	-2,9%	#DIV/0!	41,0%	78,4%		38,3%
<b>EAT</b>	<b>94</b>	<b>-33</b>	-	<b>509</b>	<b>94</b>	-80%	<b>476</b>
<b>Net cash/(debt)</b>	<b>37.727</b>	<b>58.750</b>	-	<b>-15.807</b>	<b>37.727</b>	-12%	<b>42.943</b>

- -86% sales decline in 3M 2026 due to the divestment of 36,5MW of parks in the end of 2025.

# Segment Contribution in Sales & Ebitda (3M 2026)

Amounts in ,000 €



# Segment Analysis 3M 2026

3M 2026 (€ x 1.000)	Commercial Activities	IT Services	Courier & Postal	Renewable Energy	Unallocated	Continued operations	Discontinued operations	Total
Total gross segment sales	284.383	80.480	40.291	266	-	405.419	-	405.419
Inter-segment sales	(39.266)	(518)	(130)	-	-	(39.913)	-	(39.913)
<b>Net sales</b>	<b>245.117</b>	<b>79.963</b>	<b>40.161</b>	<b>266</b>	<b>-</b>	<b>365.506</b>	<b>-</b>	<b>365.506</b>
<b>EBITDA</b>	<b>8.202</b>	<b>7.126</b>	<b>7.108</b>	<b>145</b>	<b>(456)</b>	<b>22.125</b>	<b>-</b>	<b>22.125</b>
<i>% sales</i>	<i>3,3%</i>	<i>8,9%</i>	<i>17,7%</i>	<i>54,7%</i>	<i>-</i>	<i>6,1%</i>	<i>-</i>	<i>6,1%</i>
<b>Profit/ (Loss) before income tax</b>	<b>3.901</b>	<b>5.781</b>	<b>5.359</b>	<b>197</b>	<b>11</b>	<b>15.249</b>	<b>-</b>	<b>15.249</b>
<i>% sales</i>	<i>1,6%</i>	<i>7,2%</i>	<i>13,3%</i>	<i>74%</i>	<i>-</i>	<i>4,2%</i>	<i>-</i>	<i>4,2%</i>
<b>Profit/ (Loss) after tax</b>	<b>2.701</b>	<b>4.402</b>	<b>4.163</b>	<b>169</b>	<b>(2)</b>	<b>11.434</b>	<b>-</b>	<b>11.434</b>
<b>Profit/ (Loss) after tax &amp; NCI</b>								<b>10.365</b>
<b>Capex &amp; New Investments</b>	<b>24.688</b>	<b>118</b>	<b>463</b>	<b>1</b>	<b>30</b>	<b>25.300</b>	<b>-</b>	<b>25.300</b>
<b>Net cash/(debt)</b>	<b>(54.265)</b>	<b>38.116</b>	<b>43.602</b>	<b>34.680</b>	<b>3.046</b>	<b>65.180</b>	<b>-</b>	<b>65.180</b>

3M 2025 (€ x 1.000)	Commercial Activities	IT Services	Courier & Postal	Renewable Energy	Unallocated	Continued operations	Discontinued operations	Total
Total gross segment sales	257.083	65.117	36.145	192	-	358.538	1.772	360.309
Inter-segment sales	(31.650)	(327)	(228)	(75)	-	(32.280)	-	(32.280)
<b>Net sales</b>	<b>225.433</b>	<b>64.790</b>	<b>35.917</b>	<b>117</b>	<b>-</b>	<b>326.258</b>	<b>1.772</b>	<b>328.030</b>
<b>EBITDA</b>	<b>7.781</b>	<b>6.194</b>	<b>5.957</b>	<b>102</b>	<b>(358)</b>	<b>19.676</b>	<b>1.529</b>	<b>21.204</b>
<i>% sales</i>	<i>3,5%</i>	<i>9,6%</i>	<i>16,6%</i>	<i>86,7%</i>	<i>-</i>	<i>6,0%</i>	<i>86,3%</i>	<i>6,5%</i>
<b>Profit/ (Loss) before income tax</b>	<b>3.596</b>	<b>4.742</b>	<b>4.798</b>	<b>49</b>	<b>(50)</b>	<b>13.135</b>	<b>726</b>	<b>13.861</b>
<i>% sales</i>	<i>1,6%</i>	<i>7,3%</i>	<i>13,4%</i>	<i>42%</i>	<i>-</i>	<i>4,0%</i>	<i>41,0%</i>	<i>4,2%</i>
<b>Profit/ (Loss) after tax</b>	<b>2.513</b>	<b>3.276</b>	<b>3.737</b>	<b>27</b>	<b>(59)</b>	<b>9.495</b>	<b>509</b>	<b>10.003</b>
<b>Profit/ (Loss) after tax &amp; NCI</b>								<b>9.110</b>
<b>Capex &amp; New Investments</b>	<b>25.992</b>	<b>279</b>	<b>2.209</b>	<b>-</b>	<b>47</b>	<b>28.527</b>	<b>78</b>	<b>28.605</b>
<b>Net cash/(debt)</b>	<b>(76.876)</b>	<b>18.715</b>	<b>38.397</b>	<b>1.656</b>	<b>57.093</b>	<b>38.985</b>	<b>(15.807)</b>	<b>23.178</b>

Diff 2026/2025 %	Commercial Activities	IT Services	Courier & Postal	Renewable Energy	Unallocated	Continued operations	Discontinued operations	Total
Total sales	8,7%	23,4%	11,8%	126,3%	-	12,0%	-100,0%	11,4%
EBITDA	5,4%	15,0%	19,3%	43%	-27,4%	12%	-100%	4,3%
Profit/ (Loss) before income tax	8,5%	21,9%	11,7%	303,0%	122,0%	16,1%	-100,0%	10,0%
Profit/ (Loss) after tax	7,5%	34,4%	11,4%	518,5%	97,4%	20,4%	-100,0%	14,3%
Profit/ (Loss) after tax & NCI								13,8%

## Commercial Activities

- Initial estimation for 2026 includes **growth in sales similar profitability vs 2025.**

## IT Services

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

## Courier & Postal

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

## Renewable Energy & Other

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

## 2026 Outlook

1

Initial Estimations include modest growth in sales and similar EBITDA and EBT vs 2025 due to the divestment from most energy sector assets. In **continuing operations**, modest growth in **both sales and profitability** is estimated.

2

Commercial sector expanding despite the weak demand environment.

3

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

4

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



## 02. Appendix

Other Corporate info  
More Financial Data

# Quest Group at a Glance (12M 2025)



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



**30** Countries  
International Activity  
( ~26% of revenue)



**45 years**  
(est. in 1981)



**3.454**  
Headcount



## Active in :

- |                                      |          |                 |
|--------------------------------------|----------|-----------------|
| ▪ Commercial Activities <sup>1</sup> | Revenues | <b>€ 1.029m</b> |
| ▪ IT Services                        |          | <b>€ 268m</b>   |
| ▪ Courier/Post                       |          | <b>€ 163m</b>   |
| ▪ Ren. Energy / Other                |          | <b>€ 0,7m</b>   |
|                                      |          |                 |
| ▪ Discontinued operations            |          |                 |
| Ren. Energy                          |          | <b>€ 9m</b>     |

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



## Track Record 2016 -2025

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

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

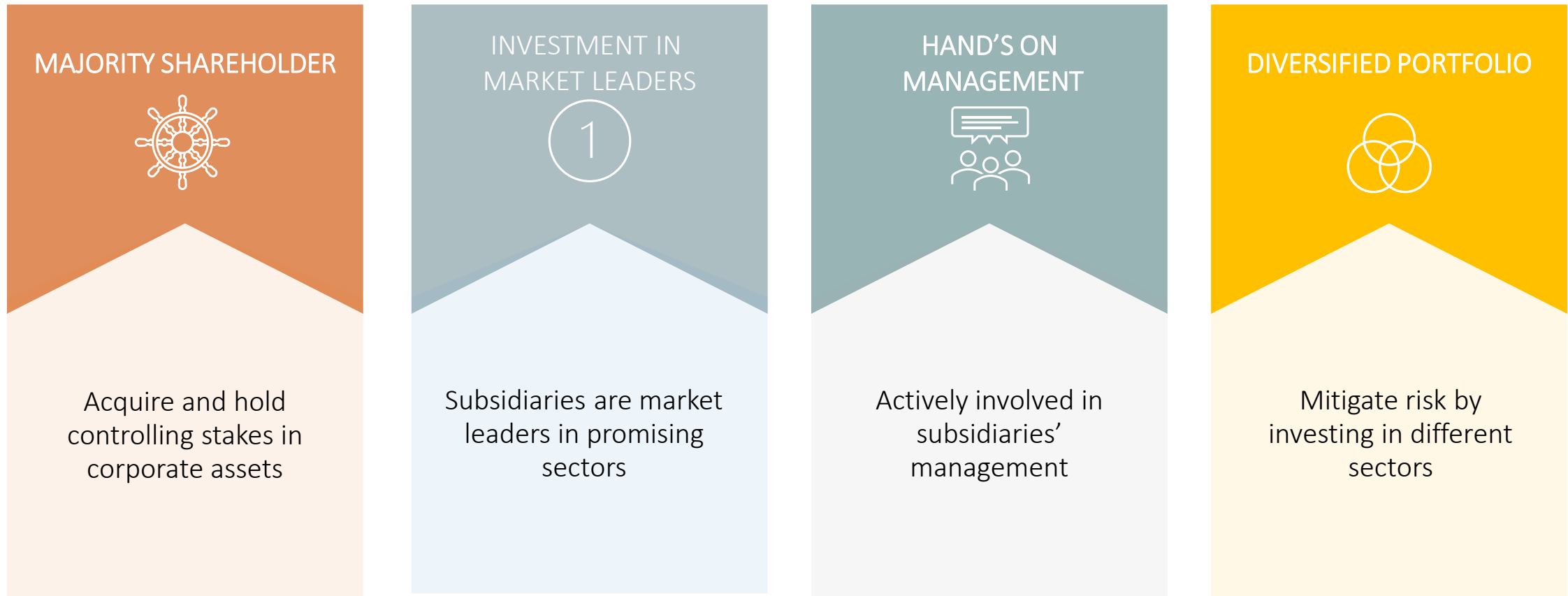
# Segment Analysis 12M 2025

12M 2025 (€ x 1.000)	Commercial Activities	IT Services	Courier & Postal	Renewable Energy	Unallocated	Continued operations	Discontinued operations	Total
Total gross segment sales	1.166.836	269.689	163.759	976	-	1.601.260	9.235	1.610.495
Inter-segment sales	(137.441)	(1.673)	(777)	(300)	-	(140.190)	-	(140.190)
<b>Net sales</b>	<b>1.029.395</b>	<b>268.016</b>	<b>162.982</b>	<b>676</b>	<b>-</b>	<b>1.461.070</b>	<b>9.235</b>	<b>1.470.305</b>
<b>EBITDA</b>	<b>42.682</b>	<b>28.641</b>	<b>29.413</b>	<b>133</b>	<b>(1.898)</b>	<b>98.970</b>	<b>8.012</b>	<b>106.982</b>
<i>% sales</i>	<i>4,1%</i>	<i>10,7%</i>	<i>18,0%</i>	<i>19,6%</i>	<i>-</i>	<i>6,8%</i>	<i>86,8%</i>	<i>7,3%</i>
<b>Profit/ (Loss) before income tax</b>	<b>24.138</b>	<b>22.833</b>	<b>22.969</b>	<b>(53)</b>	<b>91</b>	<b>69.978</b>	<b>1.052</b>	<b>71.031</b>
<i>% sales</i>	<i>2,3%</i>	<i>8,5%</i>	<i>14,1%</i>	<i>-8%</i>	<i>-</i>	<i>4,8%</i>	<i>11,4%</i>	<i>4,8%</i>
<b>Profit/ (Loss) after tax</b>	<b>18.158</b>	<b>17.778</b>	<b>16.773</b>	<b>(102)</b>	<b>49</b>	<b>52.655</b>	<b>(226)</b>	<b>52.429</b>
<b>Profit/ (Loss) after tax &amp; NCI</b>								<b>47.972</b>
<b>Capex &amp; New Investments</b>	<b>28.784</b>	<b>574</b>	<b>10.234</b>	<b>22</b>	<b>301</b>	<b>39.915</b>	<b>240</b>	<b>40.155</b>
<b>Net cash/(debt)</b>	<b>(36.480)</b>	<b>45.466</b>	<b>37.467</b>	<b>35.777</b>	<b>25.386</b>	<b>107.617</b>	<b>-</b>	<b>107.617</b>

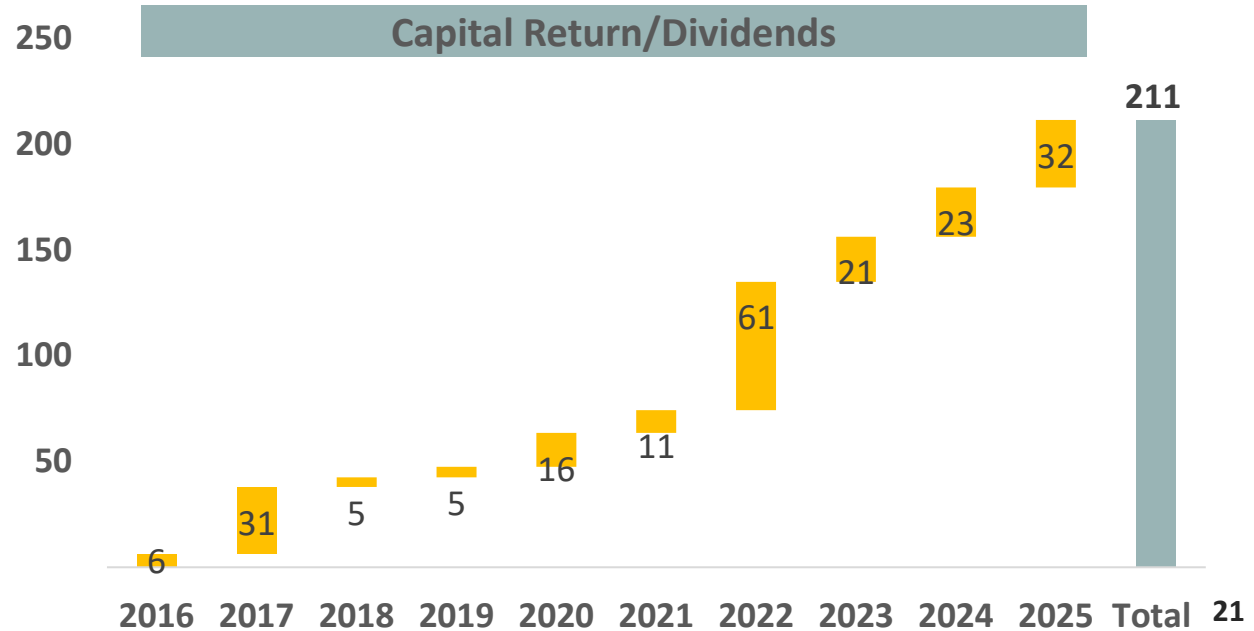
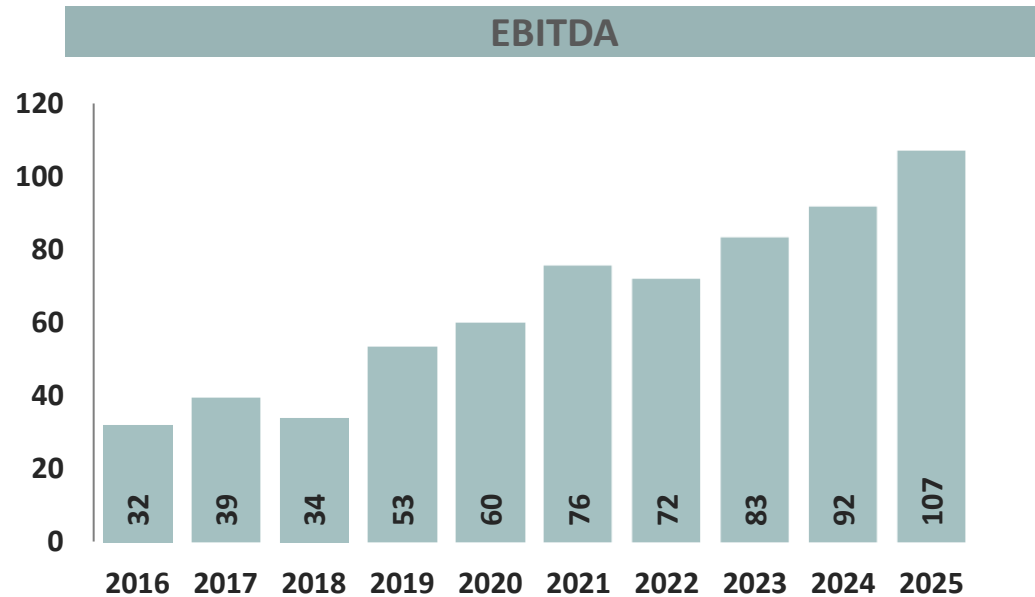
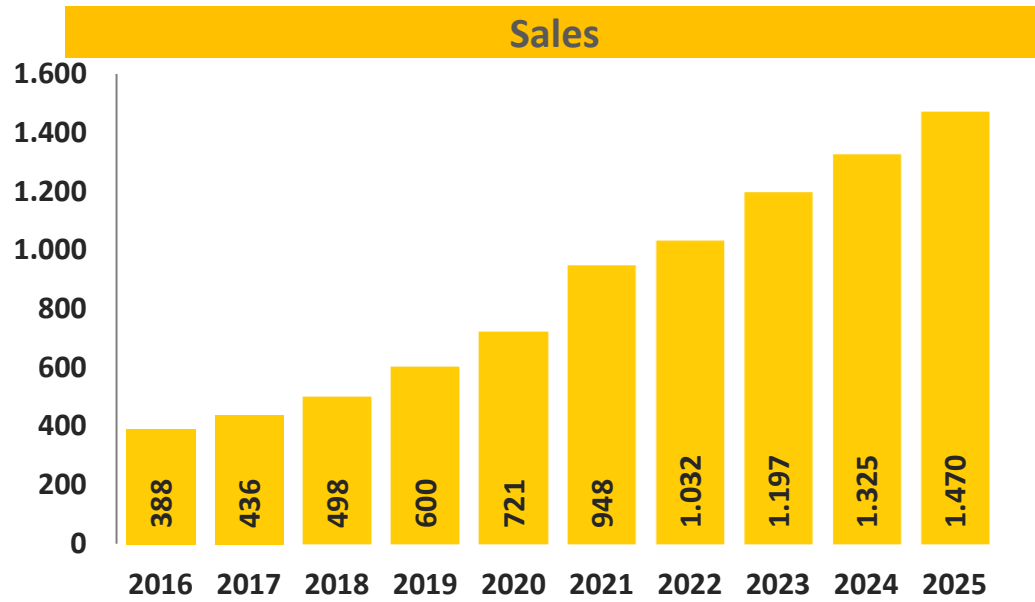
12M 2024 (€ x 1.000)	Commercial Activities	IT Services	Courier & Postal	Renewable Energy	Unallocated	Continued operations	Discontinued operations	Total
Total gross segment sales	1.051.903	243.022	158.099	1.023	-	1.454.046	9.827	1.463.873
Inter-segment sales	(135.820)	(1.582)	(819)	(300)	-	(138.521)	-	(138.521)
<b>Net sales</b>	<b>916.083</b>	<b>241.440</b>	<b>157.280</b>	<b>723</b>	<b>-</b>	<b>1.315.525</b>	<b>9.827</b>	<b>1.325.352</b>
<b>EBITDA</b>	<b>36.482</b>	<b>21.878</b>	<b>26.110</b>	<b>303</b>	<b>(1.598)</b>	<b>83.175</b>	<b>8.575</b>	<b>91.750</b>
<i>% sales</i>	<i>4,0%</i>	<i>9,1%</i>	<i>16,6%</i>	<i>41,9%</i>	<i>-</i>	<i>6,3%</i>	<i>87,3%</i>	<i>6,9%</i>
<b>Profit/ (Loss) before income tax</b>	<b>19.519</b>	<b>17.580</b>	<b>21.269</b>	<b>56</b>	<b>1.526</b>	<b>59.950</b>	<b>5.035</b>	<b>64.985</b>
<i>% sales</i>	<i>2,1%</i>	<i>7,3%</i>	<i>13,5%</i>	<i>8%</i>	<i>-</i>	<i>4,6%</i>	<i>51,2%</i>	<i>4,9%</i>
<b>Profit/ (Loss) after tax</b>	<b>15.047</b>	<b>12.996</b>	<b>16.515</b>	<b>9</b>	<b>1.468</b>	<b>46.036</b>	<b>3.807</b>	<b>49.842</b>
<b>Profit/ (Loss) after tax &amp; NCI</b>								<b>49.113</b>
<b>Capex &amp; New Investments</b>	<b>2.456</b>	<b>10.429</b>	<b>7.754</b>	<b>9</b>	<b>290</b>	<b>20.939</b>	<b>15</b>	<b>20.954</b>
<b>Cash</b>	<b>56.218</b>	<b>36.852</b>	<b>31.121</b>	<b>3.413</b>	<b>78.972</b>	<b>206.577</b>	<b>9.162</b>	<b>215.740</b>
<b>Borrowings (non current)</b>	<b>29.419</b>	<b>-</b>	<b>-</b>	<b>1.288</b>	<b>-</b>	<b>30.707</b>	<b>15.287</b>	<b>45.994</b>
<b>Borrowings (current)</b>	<b>58.839</b>	<b>18.216</b>	<b>-</b>	<b>372</b>	<b>-</b>	<b>77.427</b>	<b>10.212</b>	<b>87.639</b>
<b>Net cash/(debt)</b>	<b>(32.039)</b>	<b>18.636</b>	<b>31.121</b>	<b>1.753</b>	<b>78.972</b>	<b>98.445</b>	<b>(16.337)</b>	<b>82.108</b>

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

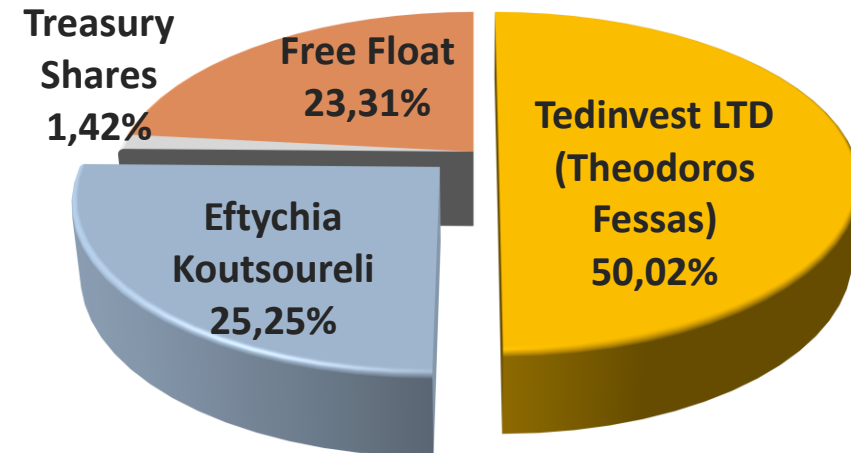
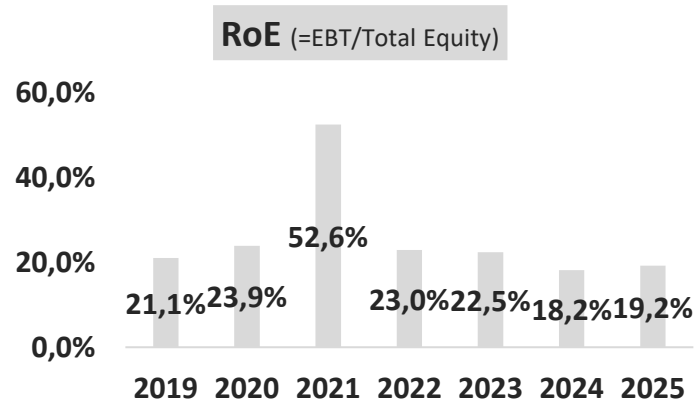
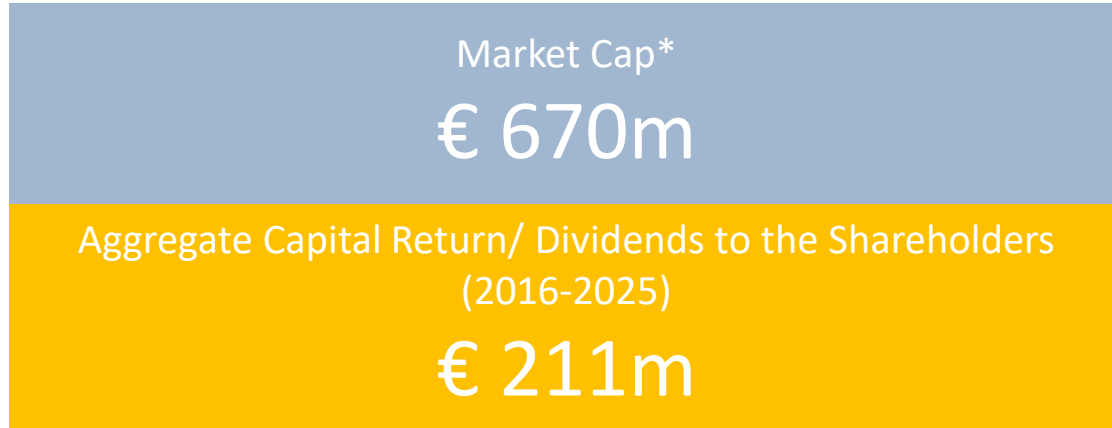
# Operating Model



# Resilience in challenging times



# Value Created to Investors



\*On 31/3/2026

# Growth Drivers

	Info Quest TECHNOLOGIES	you.gr	iSquare	iStorm	<del>ACS</del>	uni.systems	BENRUBI	Quest HOLDINGS	
<b>Mobility Cloud &amp; IoT</b>	Q	Q	Q	Q		Q			
<b>E-Commerce</b>		Q		Q	Q		Q		
<b>International Markets</b>	Q		Q	Q	Q	Q	Q		
<b>Commercial Networks</b>	Q		Q	Q	Q		Q		
<b>Clima</b>									Q
<b>M&amp;A Inorganic Growth</b>	Q	Q			Q	Q		Q	



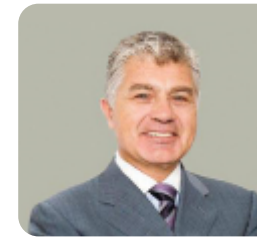
**Theodore Fessas**  
*President –Exec. Member*  
Founder and major  
shareholder of Quest Holdings  
ex. President of SEV (Hellenic  
Federation of Enterprises)



**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



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



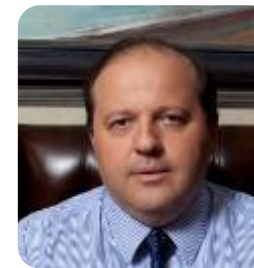
**Ioannis Paniaras**  
*Independent Non-Exec.*  
*Member*  
Executive Director & Executive  
member  
Titan Cement International S.A



**Philippa Michali**  
*Independent Non-Exec.*  
*Member*  
Chairwoman & CEO NN Hellas  
Insurance Company



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



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



**Ioanna Dretta**  
*Independent Non-Exec. Member*  
CEO Marketing Greece

- 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

- BoD consist of 10 members – 6 being non executive & independent
- Quest Holdings Board of Directors - 5 Board Committees
- Quest Group Organizational and Operational Manual (based on HCGC)
- 32 Group Policies
- 42 Standard Procedures (valid for all companies)

## 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

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

# Sustainability – a Strategic Focus

## ESG Strategy 2025-2030+ 4 Pillars - 9 Goals



### Environment

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



### Our People

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



### Responsible Business

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



### Sustainable Products

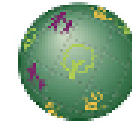
- Increase % of revenues from sustainable Products and Services

## Annual Sustainability Reporting – *from voluntary to compliance*



**Following International Frameworks with external assurance of disclosures**

## Strong Participation in ESG Ratings and Sustainability Index



FTSE4Good



QUEST HOLDINGS  
RISK SCORE 2024 - LOW



Info Quest TECHNOLOGIES



## Recognitions



## Empowering Our Employees



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



In support of

**WOMEN'S EMPOWERMENT PRINCIPLES**

Established by UN Women and the UN Global Compact Office

## Supporting initiatives

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



## CSR priorities

### Innovation & startup EcoSystems



### Technology & Education



### Support Vulnerable Groups and Crisis Situations



# Disclaimer

- This document might contain estimations and forward-looking statements relating to the Group's future business, development and economic performance. It also includes statements from sources that have not been independently verified by the Company.
  
- Such statements may be subject to a number of risks, uncertainties and other important factors, such as but not limited to:
  - Competitive pressures
  - Legislative and regulatory developments
  - Global and local macroeconomic and political trends
  - Fluctuations in currency exchange rates and general financial market conditions
  - Delay or inability in obtaining approvals from authorities
  - Technical development
  - Litigation
  - Adverse publicity and news coverage, which would cause actual development and results to differ materially from the statements made in this document
  
- Quest Holdings assumes no obligation to update or alter such statements whether as a result of new information, future events or otherwise.

# Thank you

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or e-mail us at: [ir@quest.gr](mailto:ir@quest.gr)

