

RESOLUTIONS OF THE ORDINARY GENERAL MEETING

On 10/06/2026, the Ordinary General Meeting of the Shareholders of Quest Holdings SA was held 68 Shareholders were present at the General Meeting, representing 90.065.271 common registered shares with voting rights, i.e., 85,10%, out of a total of 107.222.688 shares of the Company. The quorum required by the law and the Articles of Association (not taking into account the 1.390.041 equity shares held by the Company) was ascertained at the General Meeting and the Meeting resolved on all items of the Agenda, as follows:

1st Item: Submission for approval of the annual financial statements as at 31 December 2025 (separate and consolidated financial statements), in accordance with the International Financial Reporting Standards (IFRS), together with the Report of the Board of Directors and the Auditors' Report

The Ordinary General Meeting following a legal vote with 90.065.271 valid votes corresponding to 85,10 % of the paid-up share capital with voting rights, unanimously approved (Against: 0 votes Abstain: 0 votes) the annual financial statements as at 31 December 2025 (separate and consolidated), in accordance with the International Financial Reporting Standards (IFRS), together with the reports of the Board of Directors and the Auditors thereon, in accordance with Law 4548/2018, as in force.

2nd Item: Approval of distribution of profits for the fiscal year 01.01.2025 - 31.12. 2025 and distribution of dividend to the shareholders, as well as distribution of part of the annual profits of the fiscal year 01.01. 2025 - 31.12. 2025 to the Company's employees

The General Meeting following a legal vote with 90.065.271 valid votes corresponding to 85,10% of the paid-up share capital with voting rights, approved (Against: 0 votes Abstain: 0 votes) the distribution of profits for the fiscal year 01.01.2025 - 31.12. 2025 and in particular approved the distribution of a dividend for the 2025 fiscal year amounting to the gross amount of €0,40 per share excluding the treasury shares that the Company will hold at the record date, as well as approved the distribution of part of the profits of the fiscal year 01.01. 2025 - 31.12. 2025 of a total gross amount of € 148,617.95 to Company employees. Moreover, the General Meeting authorized the Chief Executive Officer, Mr. Apostolos Georgantzis, to proceed to all further actions for the implementation of this resolution.

3rd Item: Information from the Chairman of the Audit Committee to the shareholders about the activities of the Audit Committee during the fiscal year 2025

No item to vote or pass a resolution on.

The Ordinary General Meeting was informed about the performance of the Audit Committee during the 2025 fiscal year.

4th Item: Information from the Independent Vice-Chairman of the Board of Directors on the activities of the independent non-executive members of the Board of Directors in the 2025 fiscal year in accordance with article 9 § 5 of law 4706/2020

No item to vote or pass a resolution on.

The Ordinary General Meeting was informed about the activities of the independent non-executive members of the Board of Directors during the 2025 fiscal year.

5th Item: Approval of the overall management of the Board of Directors of the Company during the 2025 fiscal year and release of the members of the Board of Directors and the Certified Auditors from any responsibility for compensation for their activities during the fiscal year 2025

The Ordinary General Meeting following a legal vote with 90.065.271 valid votes corresponding to 85,10% of the paid-up share capital with voting rights, unanimously approved (Against: 0 votes Abstain: 0 votes) the overall management of the Company for the 2025 fiscal year in accordance with article 108 of law 4548/2018 and released the certified auditors of the Company from any responsibility for compensation for said fiscal year in accordance with article 117 of law 4548/2018.

6th Item: Approval of the remuneration and compensation paid to the members of the Board of Directors for the 2025 fiscal year and advance payment of remuneration and compensation for the 2026 fiscal year

The Ordinary General Meeting following a legal vote with 88.826.287 valid votes corresponding to 83,93% of the paid-up share capital with voting rights, approved (Against: 1.042.984, votes Abstain: 196.000 votes), based on the pre-approval of the previous Ordinary General Meeting, the remuneration paid relating to the participation of the members of the BoD in the meetings of the Board of Directors and in the Committees of the Board of Directors and more specifically: for Mr. Emil Yiannopoulos the sum 63,000€, for Mr. Nikolaos Karamouzis the sum 18,000€, for Mrs. Maria Damanaki the sum 82,050€, for Mrs. Ioanna Dretta the sum of 51,750€, for Mrs. Eftychia Koutsourelis the sum of 36,000€, for Mr. Panagiotis Kyriakopoulos the sum of 70,800€, for Ms. Philippa Michali the sum of 63,000€, for Mr. Ioannis Paniaras the sum of 61,800€, i.e., a total sum of 446,400€.

The Ordinary General Meeting following a legal vote with 88.826.287 valid votes corresponding to 83,93% of the paid-up share capital with voting rights, approved (Against: 1.042.984 votes Abstain: 196.000 votes), approved the advance payment of fees and remuneration to the members of the Board of Directors relating to their participation in the Board of Directors and in Committees of the Board of Directors for the current fiscal year 2026 until the next Ordinary General Meeting up to the total gross amount of 550,000 euros, according to article 109 of Law 4548/2018 as such is in force and, of course, in the context of the approved remuneration policy.

Last, the Ordinary General Meeting following a legal vote with 88.826.287 valid votes corresponding to 83,93% of the paid-up share capital with voting rights (Against: 1.042.984 votes Abstain: 196.000 votes), authorized the Board of Directors to determine the gross fees and remuneration for each member of the Board of Directors for his/her participation in the Board of Directors and in the Committees of the Board of Directors.

7th Item: Submission for discussion and voting at the General Meeting of the Remuneration Report of the members of the Board of Directors of the Company according to article 112 § 3 of Law 4548/2018

The Ordinary General Meeting following a legal vote with 88.785.722 valid votes corresponding to 83,89% of the paid-up share capital with voting rights (Against: 1.083.549 votes Abstain: 196.000 votes), approved the Remuneration Report of the members of the Board of Directors of the Company for the 2025 fiscal year according to article 112 § 3 of Law 4548/2018.

8th Item: Election of an auditing company of Certified Auditors - Accountants for the audit of the financial statements, the audit and assurance of the submission of the sustainability report, and the audit for the issuance of the tax certificate for the fiscal year 1/1/2026 - 31/12/2026 and determination of its remuneration

The Ordinary General Meeting following a legal vote with 89.022.287 valid votes corresponding to 84,12% of the paid-up share capital with voting rights (Against: 1.042.984 votes Abstain: 0 votes), assigned the statutory audit of the Company's separate and consolidated financial statements for the current fiscal year, the audit and assurance of the submission of the sustainability report and the tax compliance audit for the year 2026 to the auditing firm under the name Grant Thornton S.A. (Institute of CPA (SOEL) No. 127 - TIN 094399329), that has its seat in Athens, at 58 Katehaki Ave., Postal Code 115 25, for the statutory audit of the company financial statements and the consolidated financial statements for the fiscal year 1/1/2026 - 31/12/2026, the audit and assurance of the submission of the sustainability report, and the tax compliance audit for the fiscal year 2026. The total fees of the above auditing firm are set at a maximum of seventy-eight thousand (€ 78,000) euros, plus the corresponding VAT, for the statutory financial audit of the fiscal year 2026 the audit and assurance of the submission of the sustainability report, and for the tax compliance audit for the fiscal year 2026.

Furthermore, the General Meeting decided to appoint:

- a. Mr. Emmanouil Michalios, son of Georgios, Certified Public Accountant, with Institute of CPA (SOEL) No. 25231, and TIN 104815521, holder of ID No. A00907556 resident of Agia Paraskevi, Attica (6 Zefyron Street), as regular Certified Auditor and
- b. Ms. Athanasia Kourti, daughter of Dimitrios, Certified Public Accountant, with Institute of CPA (SOEL) No. 52251, and TIN 126067297 holder of ID number AK609196, resident of Néo Faliro, Piraeus (10 Agiou Dimitriou St.), as Deputy Certified Auditor.

9th Item: Establishment of a plan for the free distribution of Company's shares and approval of the free distribution of Company's shares to members of the Board of Directors of the Company and its affiliated companies within the meaning of article 32 of Law 4308/2014, pursuant to the provisions of article 114 of Law 4548/2018 - Authorisation - Update on the extension of the Variable Remuneration System for Senior Executives

The Ordinary General Meeting following a legal vote with 88.786.418 valid votes corresponding to 83,89% of the paid-up share capital with voting rights (Against: 1.082.853votes Abstain: 196.000 votes), decided to establish a plan for the free distribution of up to one hundred fifty-four thousand two hundred fifteen (154,215) treasury shares (common registered shares with voting rights) of the Company for the fiscal year 2025. The treasury shares will be distributed free of charge in 2028, without any obligation to retain them for a certain period of time, to executive members of the Board of Directors of the Company (excluding the Chairman of the Board of Directors) and to the CEOs of affiliated companies within the meaning of article 32 of Law 4308/2014, in accordance with the provisions of article 114 of Law 4548/2018, following an evaluation conducted by the Board of Directors at the end of the three-year period (2025-2028) of the achievement of additional goals, as set out in the Senior Executives' Variable Remuneration System, and calculation of the exact number of Vested Shares to which the Senior Executives are entitled. The treasury shares to be distributed free of charge will come from treasury shares already held by the Company, which it has acquired

under a share buyback program approved by the General Meeting, in accordance with Article 49 of Law 4548/2018, and for which it has created a relevant reserve (in its accounts).

Moreover, the Ordinary General Meeting following a legal vote with 88.786.418 valid votes corresponding to 83,89% of the paid-up share capital with voting rights (Against: 1.082.853 votes Abstain: 196.000 votes), authorised the Board of Directors to proceed to all actions required for the implementation of the resolution, such as to evaluate at the end of the three-year period (2025-2028) the achievement of the additional goals, in accordance with the provisions of the Senior Executives' Variable Remuneration System, to determine the beneficiaries and the specific conditions for distribution (including, but not limited to, to evaluate and ascertain the fulfilment of the conditions for the distribution of the shares to the beneficiaries, to finalize the final number of shares to be distributed per beneficiary, to prepare and approve the documents required for the distribution, and to authorize their signature and submission in order for the distribution to be implemented, etc.), always in accordance with the Senior Executives' Variable Remuneration System, the Remuneration Policy, the Procedure for the Distribution of Shares to Senior Executives and the relevant recommendations of the Company's Remuneration Committee. The Board of Directors may delegate part of the powers delegated to it according to the above to one or more persons who are members of the Board of Directors.

10th Item

Acquisition of treasury shares in accordance with Article 49 of Law 4548/2018, as in force – Granting of the relevant authorisation to the Company's Board of Directors.

The Ordinary General Meeting following a legal vote with 90.065.271 valid votes corresponding to 85,10% of the paid-up share capital with voting rights (Against: 0 votes Abstain: 0 votes), decided to allow the Company to acquire its own shares, in accordance with Article 49 of Law 4548/2018, as currently in force, and to authorise the Board of Directors to proceed with the implementation thereof.

More specifically, the Company may, within the statutory period not exceeding twenty-four (24) months, directly or indirectly acquire treasury shares representing up to 10% of its paid-up share capital at any given time, including shares already acquired and held by the Company. Such acquisitions may be carried out for purposes including capital reduction, distribution to employees, or any other purpose permitted under applicable law with a maximum acquisition price of €20 and a minimum acquisition price of €0.50 per treasury share.

11th Item

Approval of amendment (renewal/extension of the validity period) of the Remuneration Policy.

The Ordinary General Meeting following a legal vote with 88.785.762 valid votes corresponding to 83,89% of the paid-up share capital with voting rights (Against: 1.083.509 votes Abstain: 196.000 votes), decided to renew / extend the duration of the Remuneration Policy for an additional four (4) years from the date of the relevant General Meeting resolution and approved the amendment of the Company's Remuneration Policy, as outlined above, on the basis of the relevant draft policy, which has been made available to shareholders through its publication on the Company's website.

12th Item: Granting permission to the members of the Board of Directors and the Executives for carrying out the actions provided for in § 1 of article 98 of law 4548/2018, as such is in force.

The Ordinary General Meeting following a legal vote with 90.065.271 valid votes corresponding to 85,10% of the paid-up share capital with voting rights, unanimously (Against: 0 votes Abstain: 0 votes), decided to grant permission to the Members of the Board of Directors and the Company Executives to carry out the actions provided for in § 1 of article 98 of law 4548/2018, as such is in force, until the next Ordinary General Meeting.

13th Item: Miscellaneous - Announcements.

The shareholders were informed about the prospects of the Group.