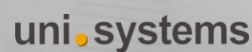




Corporate IR Presentation

Based on 6M 2021 Financial Results

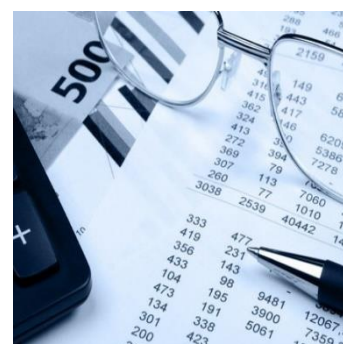
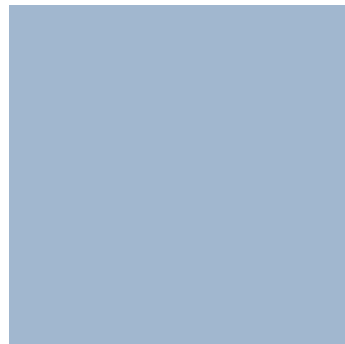
QUEST GROUP





01.6M 2021 Results


Overview
Financial Performance
Outlook



Quest Group at a Glance (6M 2021)




▪ €447m	Revenues
▪ €39m	EBITDA
▪ €30m	EBT
▪ €156m	Equity




30 Countries
International Activity
(~19% of revenue)



40 years
(est. in 1981)



2.259
Headcount



Active in :

▪ Commercial Activities ¹	Revenues € 278m
▪ IT Services	€ 77m
▪ Courier/Post	€ 67m
▪ Ren. Energy / Other	€ 5m
▪ Electronic Payments (discontinued operations)	€ 21m



Track Record 2017 -2021

▪ Revenue CAGR	24%
▪ Ebitda CAGR	26%
▪ EBT CAGR	39%
▪ Capex & New Investments ²	€111m
▪ Dividends /Cap Returns	€64m

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

2. Refers to 2016-2020 / Most regards to growth investments

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

6M 2021 Highlights

1

- Strong performance with Double Digit and organic growth in all lines:
Sales +47% Ebitda +45% EBT +94% EAT +112%

2

- Sales of all sectors (excluding Quest Energy) grew at **double-digit pace**. All sectors manage to have significant contribution in profitability EBT, while at the same time managed to increase significance profitability margins.

3

- Divestment from Cardlink comes at a lucrative cash consideration €93m and 15x upside (€6 initial equity investment). It is realized in an environment of global consolidation and intensified competition in the payment sector. It secures Cardlink's long term leading role in the national market.

4

- Exit from minority participation at TEKA is in line with Group's Strategy for minority stakes.

5

- (Post Balance Sheet) Investment in Intelli Solution, a specialized digital transformation company (relevant to Unisystems business) with exceptional tech, high skilled team and lucrative margins

P&L (6M 2021)



Amounts in ,000 €

Explanations/Clarifications:

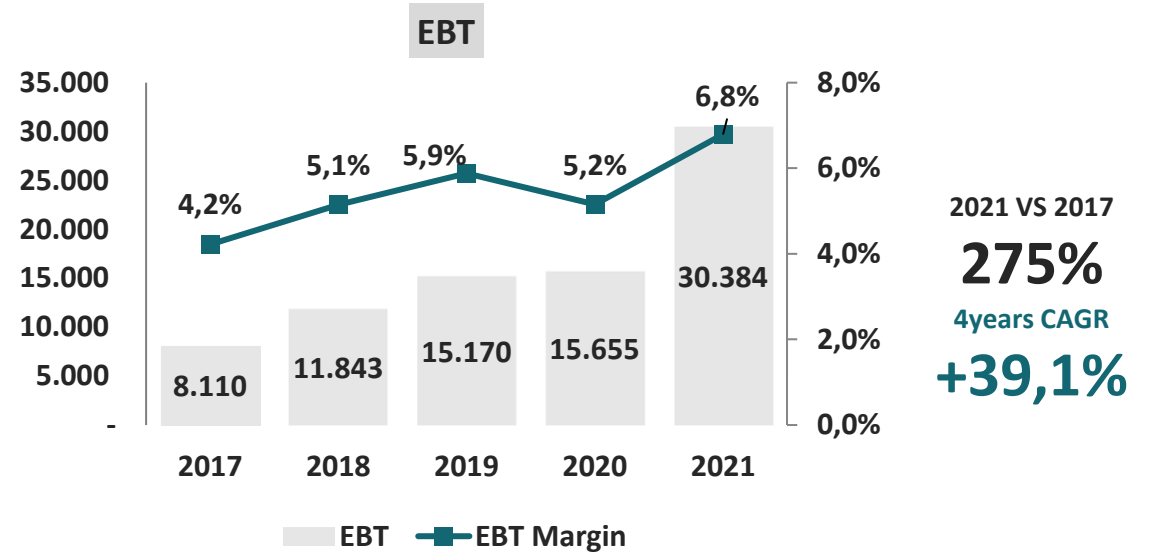
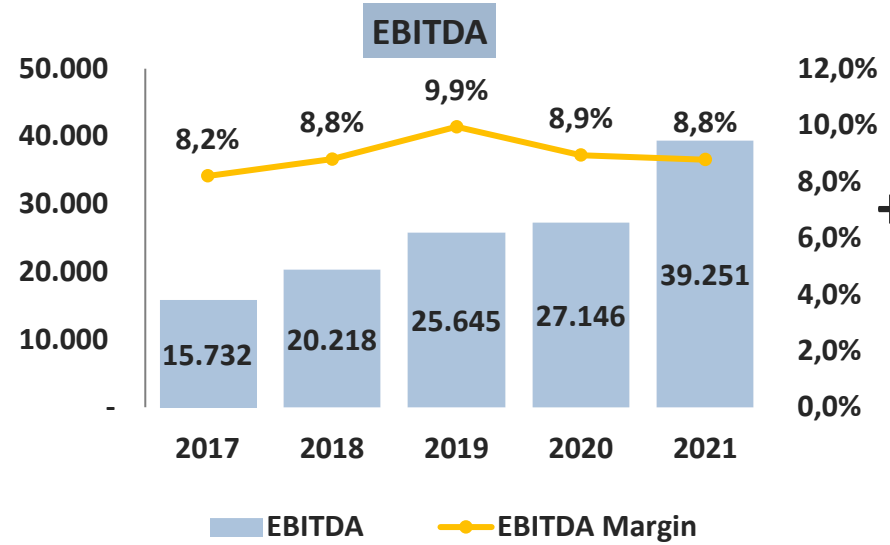
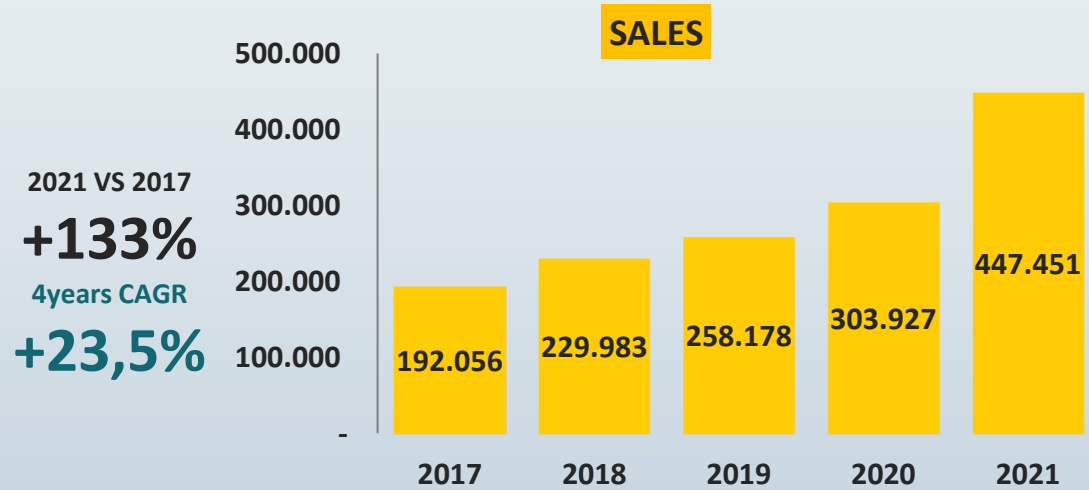
- Sales growth was driven by all sectors. Majority of sales growth came from Commercial Activities division which grew at a ~71% pace.
- Sale of the participation in TEKA SYSTEMS for ~€5m in cash, created one off profit (capital gain) of ~€1,9m during 6M2021 affecting EBT & EAT.
- EBITDA, EBT were further improved due to an extraordinary positive effect of €0,76m in ACS related to a reversal of a past provisions, while EAT by €1,2m.
- Excluding the above one-off effects EBT & EAT still grew at high double digit
- Capex & new Investments are mainly relevant to infrastructure for ACS

	6M 2021			YoY %	6M 2020		
	Continued Operations	Discontinued operations	Total		Continued Operations	Discontinued operations	Total
Sales	426.549	20.902	447.451	47,2%	287.551	16.376	303.927
EBITDA	31.542	7.708	39.251	44,6%	21.399	5.747	27.146
<i>% sales</i>	7,4%	36,9%	8,8%		7,4%	35,1%	8,9%
EBIT	26.848	4.659	31.508	71,8%	16.786	1.554	18.340
<i>% sales</i>	6,3%	22,3%	7,0%		5,8%	9,5%	6,0%
EBTD	30.703	7.425	38.127	55,9%	19.112	5.350	24.461
<i>% sales</i>	7,2%	35,5%	8,5%		6,6%	32,7%	8,0%
EBT	26.009	4.376	30.384	94,1%	14.499	1.156	15.655
<i>% sales</i>	6,1%	20,9%	6,8%		5,0%	7,1%	5,2%
EAT	21.082	3.312	24.394	111,9%	10.552	962	11.514
<i>% sales</i>	4,9%	15,8%	5,5%		3,7%	5,9%	3,8%
EAT & NCI	21.082	2.814	23.896	110%	10.552	817	11.369
<i>Depreciation & Amortization</i>	-4.694	-3.049	-7.743	-12,1%	-4.613	-4.194	-8.806
<i>Financial results</i>	-3.017	-225	-3.017	-6,9%	-2.152	-340	-3.241
CAPEX & New Investments	6.778	1.797	8.576	25,1%	5.983	870	6.853

P&L (6M 2021)



Amounts in ,000 €



Balance sheet (6M 2021)

Amounts in ,000 €

Group Balance Sheet	6M 2021	12M 2020
Tangible & intangible assets	100.661	105.819
Right-of-use assets	18.186	20.257
Goodwill	14.953	31.551
Other	33.195	45.081
Non-current assets	166.995	202.709
Inventories	57.841	43.475
Trade & other receivables	168.810	153.660
Cash and cash equivalents	84.137	96.873
Held for sale financial assets	38.824	-
Other	1.900	6.994
Current assets	351.512	301.002
Total assets	518.507	503.710
Total equity	155.961	142.648
Borrowings-Long Term	52.349	62.593
Lease liability	17.487	18.509
Other	33.987	36.614
Non-current liabilities	103.823	117.716
Borrowings-Short Term	45.228	24.034
Trade & other payables	175.083	199.970
Lease liability	4.362	5.648
Held for sale financial liabilities	25.165	0
Other	8.885	13.694
Current liabilities	258.723	243.346
Total Liabilities & equity	518.507	503.710
Net Debt/(cash) continued operations	13.441	-16.870
Net Debt/(cash) discontinued operations	7.155	6.624
Net Debt/(cash) Total	20.596	-10.246

€519m
Total Assets

€156m
Total Equity

€84m
Cash

€101m
Tangible
Assets

In 6M 2021 Cardlink is consolidated as held for sale..

Cash Flow (6M 2021)



Amounts in ,000 €

Group Cash Flow	6M 2021	6M 2020
EBT	30.384	15.655
Depreciation/Amortization	7.743	8.807
Interests Expense / (income)	3.241	2.492
WoC (Change in Inventories, Receivables, Payables)	(42.752)	(19.453)
Tax paid	(7.244)	(349)
Other operating activities	(5.032)	(3.298)
Cash flows from operating activities	(13.659)	3.853
Capex	(8.206)	(6.005)
Other investment activities	5.135	291
Cash flows from investing activities	(3.071)	(5.714)
Proceeds from borrowings/Repayments of borrowings	22.950	3.797
Share capital return/dividends	(10.706)	-
Others	(358)	(310)
Repayment of lease liabilities	(3.048)	(4.220)
Cash flows from financing activities	8.838	(733)
Total Change	(7.892)	(2.594)
Cash & Equivalent at beginning of year	96.873	75.195
Cash and cash equivalents of discontinued operations	4.845	-
Cash & Equivalent at end of the period	84.135	72.600
Net Debt/(cash) continued operations	13.441	-26.577
Net Debt/(cash) discontinued operations	7.155	8.200
Net Debt/(cash) Total	20.596	-18.377

In 6M 2021 Cardlink is included in consolidation and its total is excluded as cash and cash equivalents.

Quarterly results



Amounts in ,000 €

	Q1 2021	YoY %	Q1 2020	Q2 2021	YoY %	Q2 2020	6M 2021	YoY %	6M 2020
Sales	216.018	46,2%	147.748	231.434	48,2%	156.179	447.451	47,2%	303.927
EBITDA	18.368	46,3%	12.559	20.882	43,2%	14.588	39.251	44,6%	27.146
<i>% sales</i>	8,5%		8,5%	9,0%		9,3%	8,8%		8,9%
EBIT	14.446	77,5%	8.137	17.062	67,2%	10.203	31.508	71,8%	18.340
<i>% sales</i>	6,7%		5,5%	7,4%		6,5%	7,0%		6,0%
EBTD	17.849	59,7%	11.176	20.278	52,6%	13.285	38.127	55,9%	24.461
<i>% sales</i>	8,3%		7,6%	8,8%		8,5%	8,5%		8,0%
EBT	13.927	106,2%	6.755	16.457	84,9%	8.900	30.384	94,1%	15.655
<i>% sales</i>	6,4%		4,6%	7,1%		5,7%	6,8%		5,2%
EAT	11.217	152,2%	4.448	13.177	86,5%	7.066	24.394	111,9%	11.514
<i>% sales</i>	5,2%		3,0%	5,7%		4,5%	5,5%		3,8%
EAT & NCI	10.849	149%	4.355	13.047	86%	7.014	23.896	110%	11.369
<i>Depreciation & Amortization</i>	-3.922	-11,3%	-4.422	-3.820	-12,9%	-4.385	-7.743	-12,1%	-8.806
<i>Financial results</i>	-1.689	11,2%	-1.519	-1.328	-22,9%	-1.722	-3.017	-6,9%	-3.241
CAPEX & New Investments	2.920	-1,6%	2.969	5.655	45,6%	3.884	8.576	25,1%	6.853

Info/Overview

- Largest distributor of H/W and S/W products in Greece
- €420m revenue in 2020
- 40%+ of ICT distribution Market in Greece
- Certified Greek partner of major international vendors
- Apple's Value Added Distributor Greece & Cyprus
- Xiaomi's Value Added Distributor Greece & Cyprus
- Own Brand assembler & distributor
- 9 Apple retail stores, 2 Xiaomi retail Stores
- 120 service centers for Technical Support
- Advanced e-commerce platform
- Distribution of Gree air-conditions via the company Clima Quest
- Personnel: 506

Outlook

- We estimate double digit sales growth to persist in 2021, however at a milder pace.

6M Financial Results

Amount in ,000€	6M 2021	YoY %	6M 2020
Sales	278.267	71%	162.551
EBITDA	10.701	90%	5.621
<i>% sales</i>	<i>3,8%</i>		<i>3,5%</i>
EBT	8.224	156%	3.213
<i>% sales</i>	<i>3,0%</i>		<i>2,0%</i>
EAT	6.356	163%	2.413
Net cash/(debt)	-18.804	-488%	4.852

- +71% sales growth in 6M 2021, driven mainly by market share/e-commerce and retail expansion
- EBT +156% YoY and margin improvement mainly driven by economies of scale

uni.systems



Info/Overview

- Leading IT integrator in domestic market ~ 20% Market Share
- €132m revenue in 2020
- 30+ countries of operations
- ~40% International revenues
- 600+ customers across industries & geographies
- 80% of revenues from services activities
- 50+ years experience in banking & telecom sectors
- Specialized IT/Tech professionals
- Personnel:1.046

Outlook

- Double digit sales growth estimated for 2021 driven by accelerated investments on digital transformation by the private and public sector.

6M Financial Results

Amount in ,000€	6M 2021	YoY %	6M 2020
Sales	76.622	22%	62.745
EBITDA	6.248	97%	3.174
<i>% sales</i>	<i>8,2%</i>		<i>5,1%</i>
EBT	5.051	135%	2.147
<i>% sales</i>	<i>6,6%</i>		<i>3,4%</i>
EAT	2.882	197%	969
Net cash/(debt)	18.257	44%	12.673

- Focus on improving project delivery operations and optimize cost structure and margins
- Greece IT Services market is recovering
- >€300m backlog in future projects
- Significant prospects from upcoming RRF IT investments (>€2 bill. In digital transformation)



Info/Overview

- Largest Local Courier in Greece (~ 24% M. Share)
- Leading Operator in SE Europe
- €126m revenue in 2020
- Leading Alternative Postal Operator in Greece (~7% M. Share)
- 60+m shipments/year (33m courier/30m Post)
- 500+ Service Points
- 40 years experience
- 30.000m² facilities
- Postal Network with > 300 POS & > 3.000 specialized Personnel
- Personnel: 594

Outlook

- e-commerce growth (and relevant demand for courier services) decelerates after the lockdown.
- Overall low double-digit revenues growth estimated for 2021.
- New automated state of the art sorting hub under development (to be ready by the end 2021), ~€12m remaining capex.

6M Financial Results

Amount in ,000€	6M 2021	YoY %	6M 2020
Sales	66.739	16%	57.443
EBITDA	10.645	33%	8.033
<i>% sales</i>	<i>15,9%</i>		<i>14,0%</i>
EBT	9.069	41%	6.450
<i>% sales</i>	<i>13,6%</i>		<i>11,2%</i>
EAT	8.325	66%	5.023
Net cash/(debt)	20.429	-42%	35.108

- Revenue growth driven mainly by e-commerce courier shipments. Courier (accounts for 92,5% of sales) grew by 22% while Post (accounts for 6,1% of sales) decreased by -32%.
- 6M 2021 profitability was positively affected by one off reversal of past provisions(EBITDA and EBT by +€0,76m and EAT by +€1,2m).
- Even without these profitability grew better than sales as a result streamlining of extraordinary lockdown related costs.



Info/Overview

- €8,9m revenue in 2020 with 35% growth due to 2019 investments
- Quest Energy owns 16 photovoltaic parks of 28MW power
- Quest Holdings(QH): Parent Company, operates as a holding company with a lean as possible corp. structure
- Personnel: 7

Outlook

- There is no covid19 effect for QE
- FY2021 results are estimated to be mildly improved compared to FY2020 as a result of 2020 investments in QE.

6M Financial Results

Amount in ,000€	6M 2021	YoY %	6M 2020
Sales	4.921	2%	4.812
EBITDA	3.949	-14%	4.570
<i>% sales</i>	<i>80,3%</i>		<i>95,0%</i>
EBT	3.665	36%	2.688
<i>% sales</i>	<i>74,5%</i>		<i>55,9%</i>
EAT	3.519	64%	2.147
Net cash/(debt)	-33.322	-28%	-26.056

- QE Sales slightly increased (+3%) yoy during H1
- QH results positively affected by TEKA SYSTEM sale capital gains of ~ €2m
- Actively pursuing new growth investments in core/other areas (M&As)

Info/Overview

- Leading POS network operator in Greece
- €34m revenue in 2020
- ~230K installed POS in merchants
- ~40% Market Share in POS
- >517m transactions/yr
- Serves all major banks
- Significant growth investments ~€40m during 2015-2018
- Personnel: 106

Outlook

- Double digit sales growth is estimated for 2021, followed by further improved profitability rebound after the lift of special discounts imposed in 2020 in the context of the agreement with the Banks .
- Cardlink sale transaction completion is expected by 2021 end.

cardlink

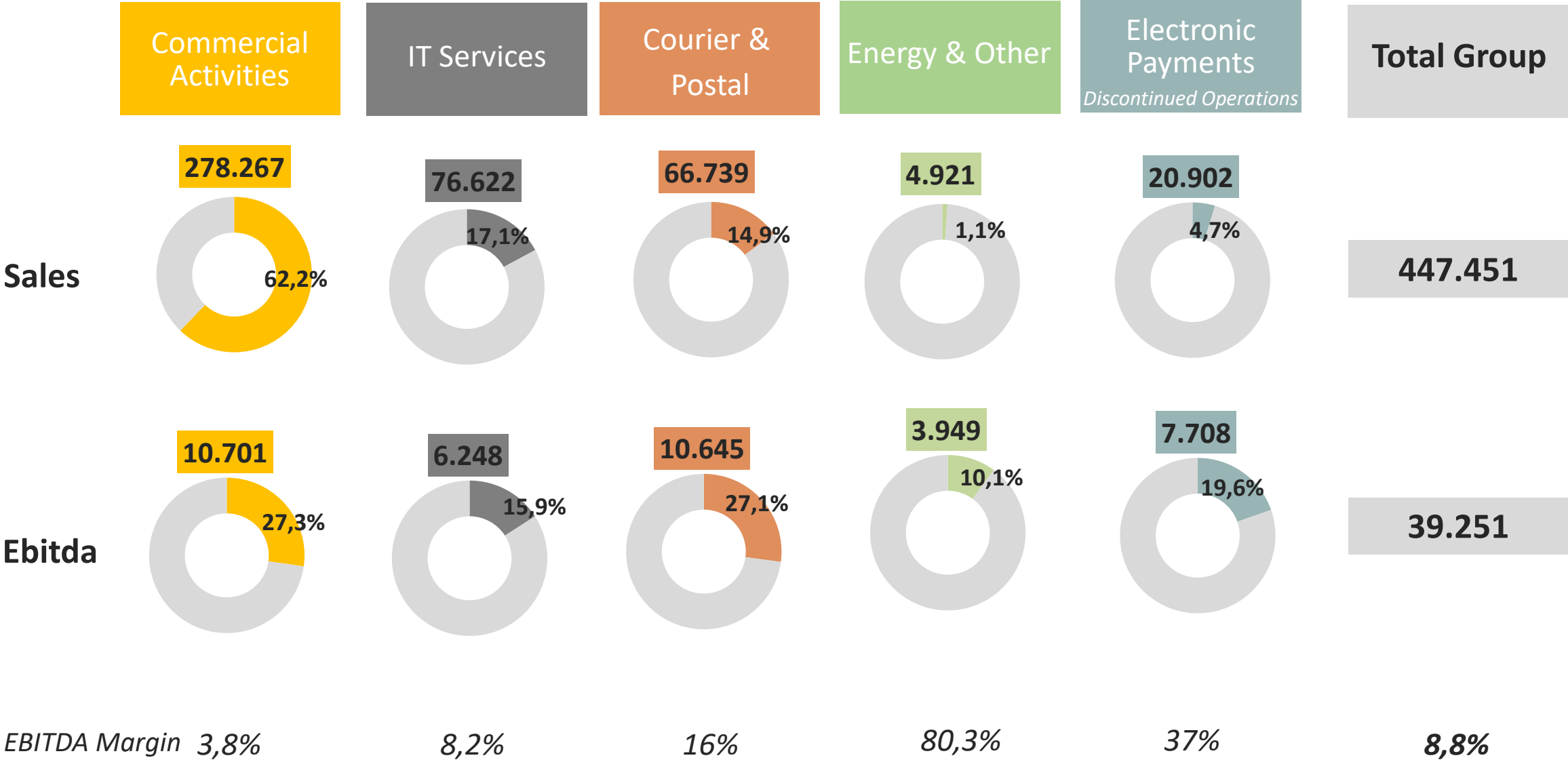
6M Financial Results

Amount in ,000€	6M 2021	YoY %	6M 2020
Sales	20.902	28%	16.376
EBITDA	7.708	34%	5.747
<i>% sales</i>	<i>36,9%</i>		<i>35,1%</i>
EBT	4.376	278%	1.156
<i>% sales</i>	<i>20,9%</i>		<i>7,1%</i>
EAT	3.312	244%	962
Net cash/(debt)	-7.155	13%	-8.200

- Revenue growth driven mainly by new projects
- Profits rebound after conclusion of 2020 one off discounts to banks related to earnout agreement.

Segment Contribution in Sales & Ebitda (6M 2021)

Amounts in ,000 €



Segment Analysis 6M 2021

6M 2021 (€ x 1.000)	Commercial Activities	IT Services	Courier & Postal	Renewable Energy	Unallocated	Continued operations	Discontinued operations	Total
Total gross segment sales	312.152	77.926	67.575	4.865	280	462.798	20.902	483.700
Inter-segment sales	(33.885)	(1.304)	(836)	(156)	(69)	(36.249)	-	(36.249)
Net sales	278.267	76.622	66.739	4.709	212	426.549	20.902	447.451
EBITDA	10.701	6.248	10.645	3.891	58	31.542	7.708	39.251
<i>% sales</i>	3,8%	8,2%	15,9%	82,6%	27,6%	7,4%	36,9%	8,8%
Profit/ (Loss) before income tax	8.224	5.051	9.069	2.130	1.534	26.009	4.376	30.384
<i>% sales</i>	3,0%	6,6%	13,6%	45%	-	6,1%	20,9%	6,8%
Profit/ (Loss) after tax	6.356	2.882	8.325	1.955	1.564	21.082	3.312	24.394
Profit/ (Loss) after tax & NCI								23.896
Capex & New Investments	341	528	5.902	4	3	6.778	1.797	8.575
Net cash/(debt)	(18.804)	18.257	20.429	(24.440)	(8.883)	(13.441)	(7.155)	(20.596)
6M 2020 (€ x 1.000)	Commercial Activities	IT Services	Courier & Postal	Renewable Energy	Unallocated	Continued operations	Discontinued operations	Total
Total gross segment sales	182.508	63.691	58.253	4.753	263	309.468	16.376	325.843
Inter-segment sales	(19.956)	(946)	(810)	(166)	(37)	(21.916)	-	(21.916)
Net sales	162.551	62.745	57.443	4.587	226	287.551	16.376	303.927
EBITDA	5.621	3.174	8.033	3.813	757	21.399	5.747	27.146
<i>% sales</i>	3,5%	5,1%	14,0%	83,1%	-	7,4%	35,1%	8,9%
Profit/ (Loss) before income tax	3.213	2.147	6.450	2.008	680	14.499	1.156	15.655
<i>% sales</i>	2,0%	3,4%	11,2%	44%	-	5,0%	7,1%	5,2%
Profit/ (Loss) after tax	2.413	969	5.023	1.566	581	10.552	962	11.514
Profit/ (Loss) after tax & NCI								11.369
Capex & New Investments	479	518	4.133	848	5	5.983	870	6.853
Net cash/(debt)	4.852	12.673	35.108	(27.694)	1.637	26.577	(8.200)	18.377
Diff 2021/2020 %	Commercial Activities	IT Services	Courier & Postal	Renewable Energy	Unallocated	Continued operations	Discontinued operations	Total
Total sales	71,2%	22,1%	16,2%	2,7%	-6,1%	48,3%	27,6%	47,2%
EBITDA	90,4%	96,8%	32,5%	2%	-92,3%	47%	34%	44,6%
Profit/ (Loss) before income tax	155,9%	135,2%	40,6%	6,1%	125,7%	79,4%	278,5%	94,1%
Profit/ (Loss) after tax	163,4%	197,3%	65,7%	24,8%	169,4%	99,8%	244,3%	111,9%
Profit/ (Loss) after tax & NCI								110,2%

2021 Outlook

1

6M 2021 is the best ever H1 for Quest Group in terms of actual numbers and growth on YoY basis

2

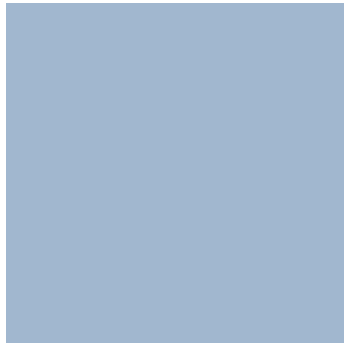
12M 2021 revenues and profitability are estimated to be higher than 12M 2020. Most segments are estimated to grow at double digit rates, resulting at consolidated level to an estimation for double digit growth rates in all basic lines, however at a milder growth pace than H1 results

3

Group's financial position (~€170m cash and credit lines) is solid enough to endure hardships as well as to support planned further growth investments

4

The €42m+ infrastructure investment for the new automated sorting hub for Courier Sector to be concluded by the year end. Actively looking new growth investments to further fuel growth (new solar parks, other M&A's), therefore growth capex could overall be significantly higher during 2021 vs 2020



02. Appendix

Other Corporate info
More Financial Data



Quest Group at a Glance (12M 2020)



- **€721m** Revenues
- **€60m** EBITDA
- **€35m** EBT
- **€143m** Equity



30 Countries
International Activity
(~19% of revenue)



40 years
(est. in 1981)



2.256
Headcount



Active in :

- Commercial Activity*
- IT Services
- Courier/Post
- Electronic Payments
- Ren. Energy / Other

Revenues

€ 420m
€ 132m
€ 126m
€ 34m
€ 9m

*Wholesale/Retail



Track Record 2015 -2020

- Revenue CAGR 17%
- Ebitda CAGR 17%
- EBT CAGR 20%
- Growth Investments €137m
- Dividends /Cap Returns €64m

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

Segment Analysis 12M 2020

Amounts in ,000 €


12M 2020 (€ x 1.000)	Commercial Activities	IT Services	Courier & Postal	Electronic Payments	Renewable Energy	Unallocated	Total
Total gross segment sales	473.190	134.150	127.608	34.352	9.438	492	779.231
Inter-segment sales	(53.236)	(1.781)	(1.682)	(178)	(472)	(524)	(57.872)
Net sales	419.955	132.370	125.927	34.174	8.965	(32)	721.359
EBITDA	15.537	8.122	16.959	11.946	6.722	610	59.896
<i>% sales</i>	<i>3,7%</i>	<i>6,1%</i>	<i>13,5%</i>	<i>35,0%</i>	<i>75,0%</i>	-	<i>8,3%</i>
Profit/ (Loss) before income tax	10.399	4.473	13.852	3.056	3.158	322	35.261
<i>% sales</i>	<i>2,5%</i>	<i>3,4%</i>	<i>11,0%</i>	<i>8,9%</i>	<i>35%</i>	-	<i>4,9%</i>
Profit/ (Loss) after tax	8.033	2.844	11.810	2.553	1.982	(10.883)	16.338
Profit/ (Loss) after tax & NCI							15.955
Capex & New Investments	730	1.004	16.363	3.619	4.222	15	25.954
Net cash/(debt)	9.663	14.448	24.613	(6.624)	(28.282)	(3.572)	10.246

12M 2019 (€ x 1.000)	Commercial Activities	IT Services	Courier & Postal	Electronic Payments	Renewable Energy	Unallocated	Total
Total gross segment sales	379.439	116.235	110.305	33.104	6.758	76	645.917
Inter-segment sales	(42.150)	(1.556)	(1.571)	(121)	(182)	(18)	(45.598)
Net sales	337.289	114.679	108.734	32.983	6.576	59	600.319
EBITDA	13.052	5.644	15.821	13.623	4.855	398	53.393
<i>% sales</i>	<i>3,9%</i>	<i>4,9%</i>	<i>14,6%</i>	<i>41,3%</i>	<i>73,8%</i>	-	<i>8,9%</i>
Profit/ (Loss) before income tax	8.148	2.094	13.226	4.254	2.193	261	30.177
<i>% sales</i>	<i>2,4%</i>	<i>1,8%</i>	<i>12,2%</i>	<i>12,9%</i>	<i>33%</i>	-	<i>5,0%</i>
Profit/ (Loss) after tax	6.162	665	9.728	2.659	1.652	(12.573)	8.294
Profit/ (Loss) after tax & NCI							7.892
Capex & New Investments	952	708	3.512	1.502	27.341	17	34.033
Net cash/(debt)	9.046	11.745	32.242	(959)	(30.129)	2.823	24.770

Diff 2021/2020 %	Commercial Activities	IT Services	Courier & Postal	Electronic Payments	Renewable Energy	Unallocated	Total
Total sales	24,5%	15,4%	15,8%	3,6%	36,3%	-154,8%	20,2%
EBITDA	19,0%	43,9%	7,2%	-12%	38%	53,2%	12,2%
Profit/ (Loss) before income tax	27,6%	113,6%	4,7%	-28,2%	44,0%	23,1%	16,8%
Profit/ (Loss) after tax	30,4%	327,7%	21,4%	-4,0%	20,0%	13,4%	97,0%
Profit/ (Loss) after tax & NCI							102,2%

Operating Model

CONTROL



Acquire and hold controlling stakes in corporate assets

LEADING COMPANIES

1

Subsidiaries are market leaders in promising sectors

ACTIVE MANAGEMENT



Actively involved in subsidiaries' management

DIVERSIFIED PORTFOLIO



Mitigate risk by investing in different sectors

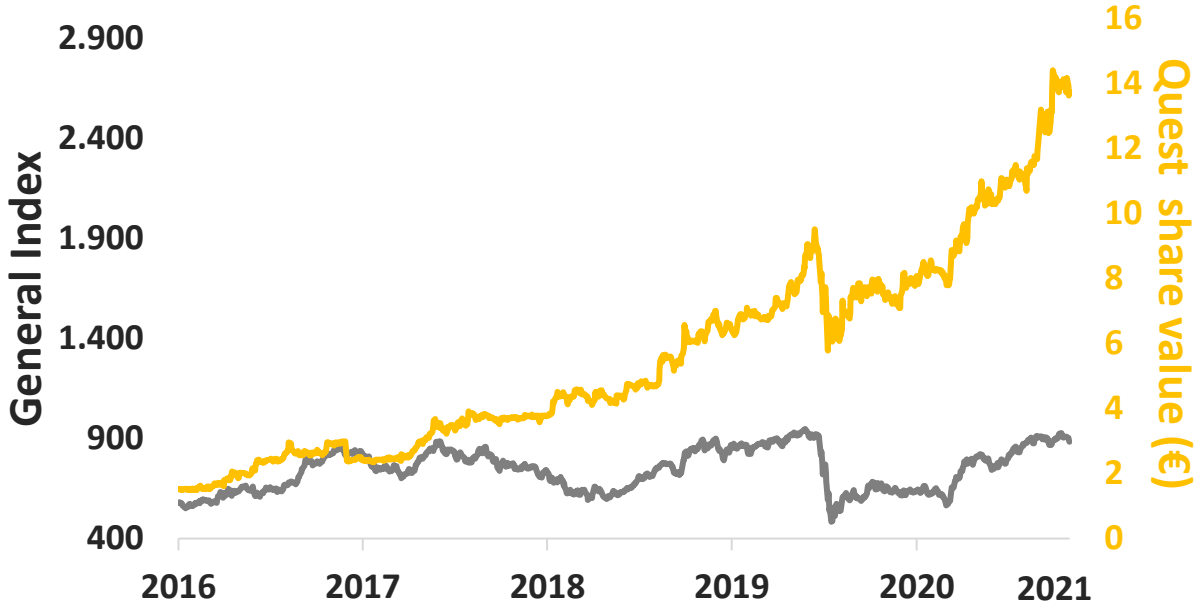


Emphasis on Tech and Tech enabled companies

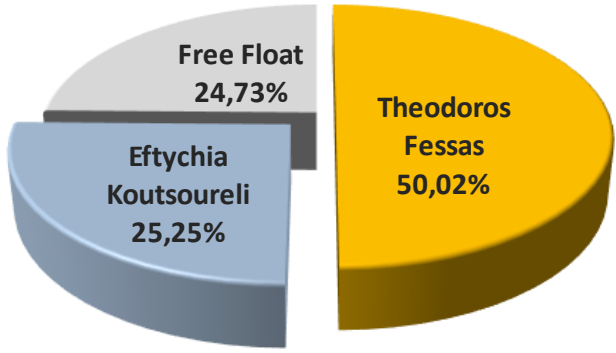
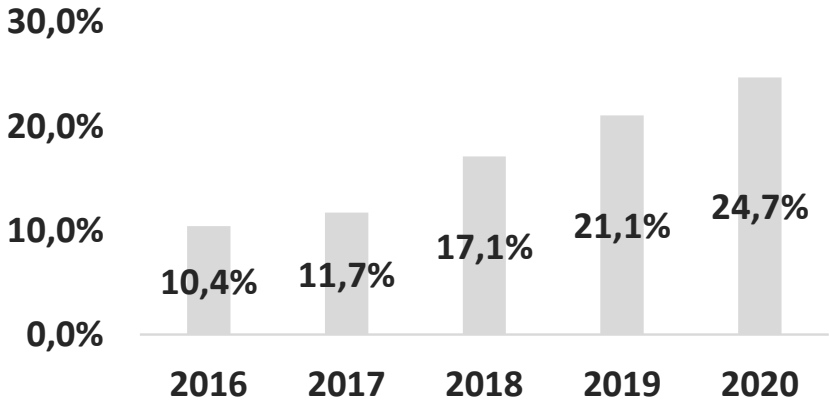
Strategy Building Blocks 

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

Value Created to Investors



RoE (=EBT/Total Equity)

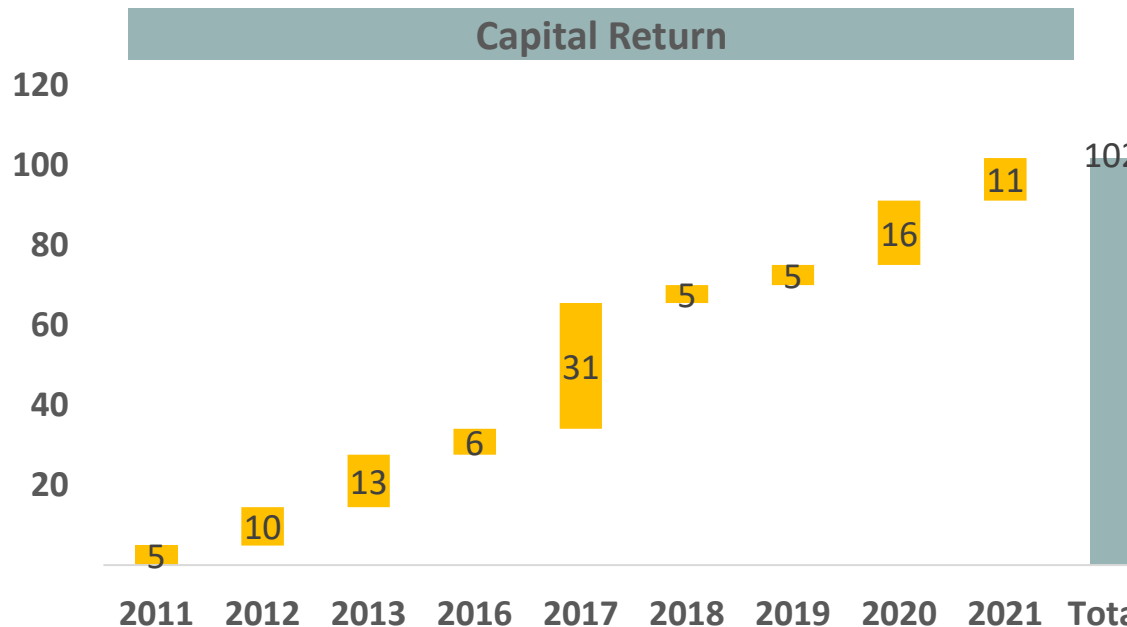
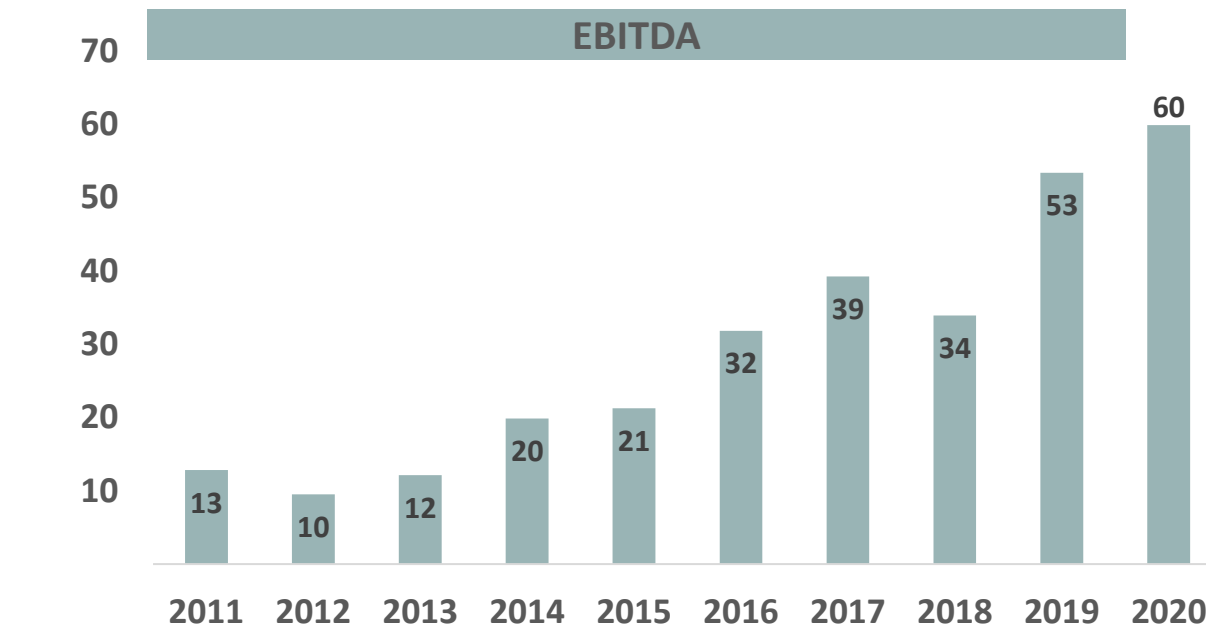
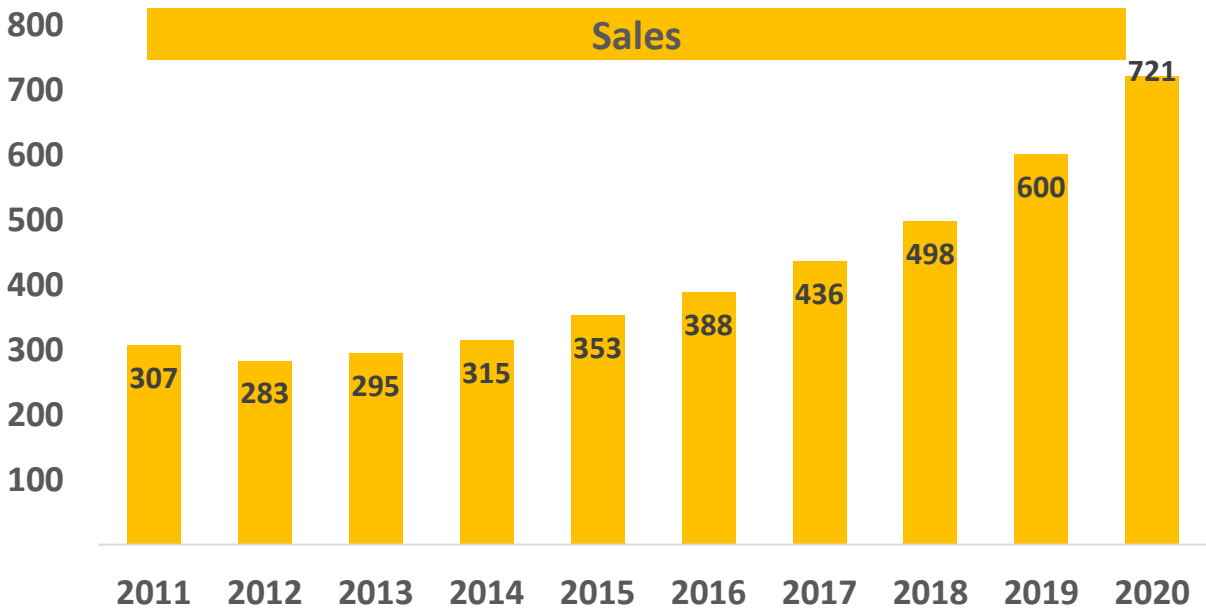


*On 30/6/2021






**Included the amount of 27,4m (€2,3 per share) regarding to the share capital decrease and return to shareholders, shares of BriQ Properties REIC

Resilience in challenging times

Amounts in million €



Growth Drivers

	Info Quest TECHNOLOGIES	you.gr	iSquare	iStorm <small>Premium Reseller</small>	ACS	uni.systems	Quest ΕΝΕΡΓΕΙΑΚΗ	Quest HOLDINGS
 Mobility & IoT	Q	Q	Q	Q		Q		
 E-Commerce		Q			Q			
 International Markets			Q	Q		Q		
 Commercial Networks	Q		Q	Q	Q			
 M&A Inorganic Growth	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)



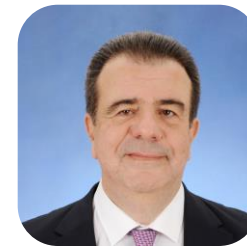
Eftichia Koutsourelis
Non-Exec. Member
Shareholder and
Vice Chairwoman of Quest
Holdings



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
ex. CEO Intracom IT



Pantelis Tzortzakis
Independent Non-Exec. Member
ex. Deputy Minister of e-
Government
ex. CEO Forthnet



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



Apostolos Tamvakakis
*Independent Non-Exec.
Member*
ex. CEO of National Bank of
Greece



Nikolaos Karamouzis
*Independent Non-Exec.
Member*
Chairman Grant Thornton
Greece
ex. Deputy CEO Eurobank



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

Strategic ESG Focus

- Sustainable Development is a strategic focus for Quest Group committed to supporting the 17 UN Sustainable Development Goals
- The Group publishes an Annual Sustainable Development Report since 2014 which complies with the GRI Standards (Global Reporting Initiative), the Greek Sustainability Code and the ESG Guide of the ATHEX since 2019
- Quest Holdings is among the 35 Greek listed Companies that currently form the newly launched ESG Index of the ATHEX
- The Group has set out its ESG Goals for the period 2021-2022 and is currently formulating its long term ESG Strategy



- **Governance:** Responsible and Ethical Entrepreneurship, Full Compliance with Group Policies and Regulations
- **Environment:** Reduce Energy Consumption, Reduce emissions from ACS Transportations, Integrate Circular Economy practices
- **Social | Human Capital:** Build an inclusive and diverse workplace, ensure high health and safety standards, focus on Training, Development and Wellness, create high potential positions of employment
- **Social | Community:** Support new Entrepreneurship and Innovation through IQbility Incubation Center, Facilitate Digital Transformation in Education, Support NGOs and Organizations responding to crisis situations, increase volunteering
- **Social | Market:** Continuous Growth based on Innovation, Build a Sustainable Partner Ecosystem, Focus on Total Customer Satisfaction

- 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

