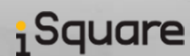




Corporate IR Presentation

Based on 12M 2022 Financial Results

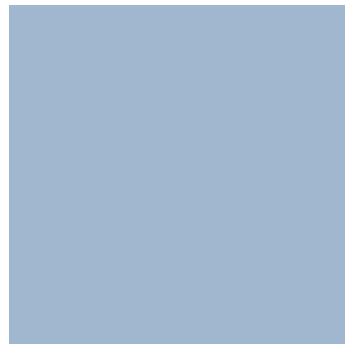
QUEST GROUP





01.12M 2022 Results

Overview
Financial Performance
Outlook



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

12M 2022 Highlights

1

Sales > €1bill with growth in all segments / **Significant Growth investments of ~ €47m**

2

Sales +12,7% / Ebitda +12,4% / EBT +6,6% (*Continued Operations*)

3

High demand in IT services & significant future expectations / **Apple sales surge**

4

New Logistic Center for Commercial Activities & “state of the art” **Sorting Center for Courier Services**

5

Completion of **GED (Toyotomi)** acquisition/ **leading position in clima sector**

6

Dividend of ~ €61m (€0,57/ share)

P&L (12M 2022)



Amounts in ,000 €

Explanations/Clarifications:

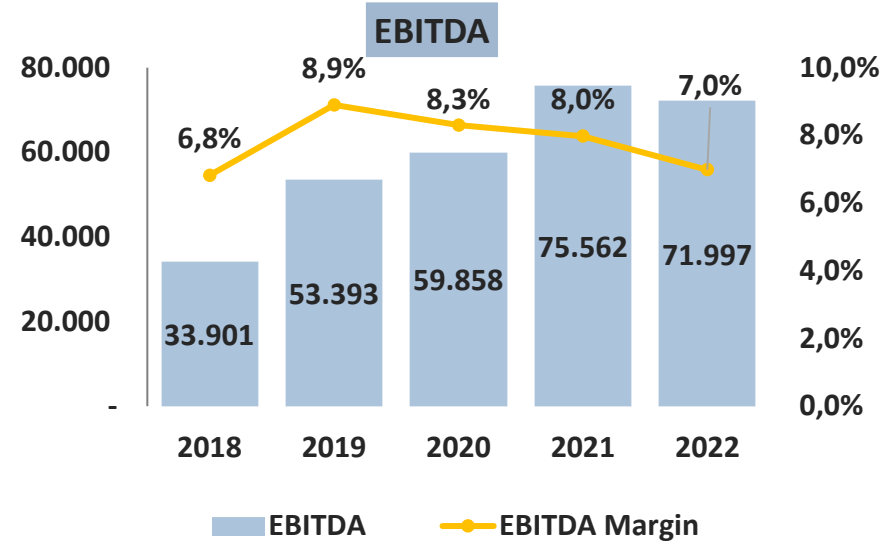
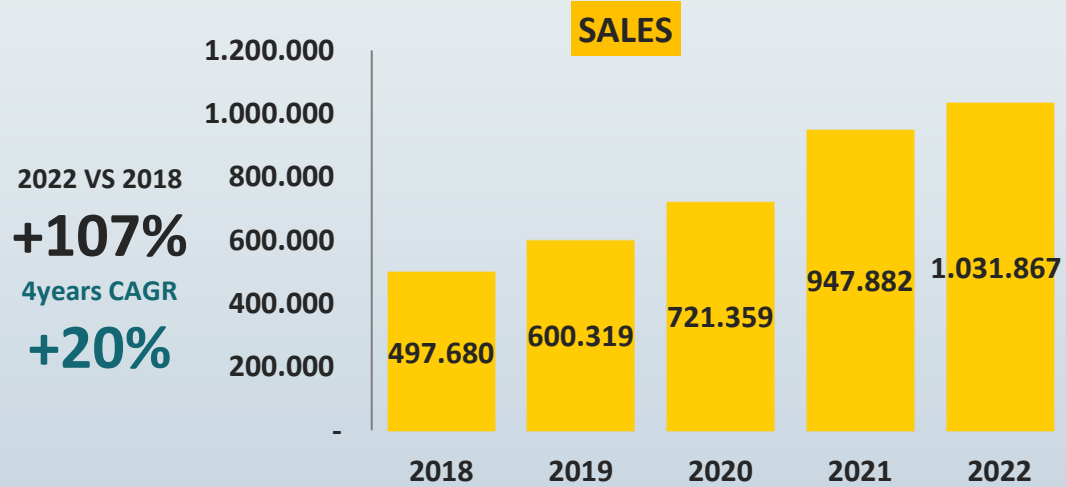
- Sales growth was primarily driven by Commercial Activities division which grew at a 13,8% pace.
- Continued Operations profitability growth was driven by most of the sectors.
- 2022 EBT includes €1,3m capital gain from Accusonus, while 2021 EBT included ~€78m capital gains from Cardlink and Teka divestments
- Capex & Investments are fueled by ACS's new Sorting hub, Infoquest's new logistics center & QE new parks acquisitions & GED Acquisition.
- Discontinued Operations regard to Cardlink (sold at 30/9/2021) & Cardlink One (sold at 17/4/2022).
- 2022 profitability was also adversely affected by two ~€2,8m one-off low paygrade personnel support

	12M 2022			YoY %	YoY %	12M 2021		
	Continued Operations	Discontinued operations	Total	Cont. Operat.	Total	Continued Operations	Discontinued operations	Total
Sales	1.031.840	27	1.031.867	12,7%	8,9%	915.934	31.948	947.882
EBITDA	72.029	-32	71.997	12,4%	-4,7%	64.059	11.503	75.562
% sales	7,0%	-118%	7,0%			7,0%	36,0%	8,0%
EBIT	60.276	-32	60.245	10,6%	-2,2%	54.493	7.110	61.604
% sales	5,8%	-118%	5,8%			5,9%	22,3%	6,5%
EBTD	66.501	144	66.644	9,2%	-55,6%	60.902	89.203	150.105
% sales	6,4%	530%	6,5%			6,6%	279%	15,8%
EBT	54.748	144	54.892	6,6%	-59,7%	51.336	84.810	136.146
% sales	5,3%	530%	5,3%			5,6%	265%	14,4%
EAT	41.855	145	42.000	-2,2%	-66,6%	42.788	83.145	125.934
% sales	4,1%	533%	4,1%			4,7%	260%	13,3%
EAT & NCI	41.265	129	41.394	-3%	-67%	42.691	82.393	125.084
Depreciation & Amortization	-11.753	0	-11.752	22,9%	-15,8%	-9.566	-4.393	-13.959
Other gains / losses	790	177	967	99,8%	98,8%	2.171	78.033	80.203
Financial results	-6.490	-1	-6.491	21,8%	14,7%	-5.327	-333	-5.660
CAPEX & New Investments	47.254	0	47.254	126,3%	95,1%	20.880	3.345	24.225

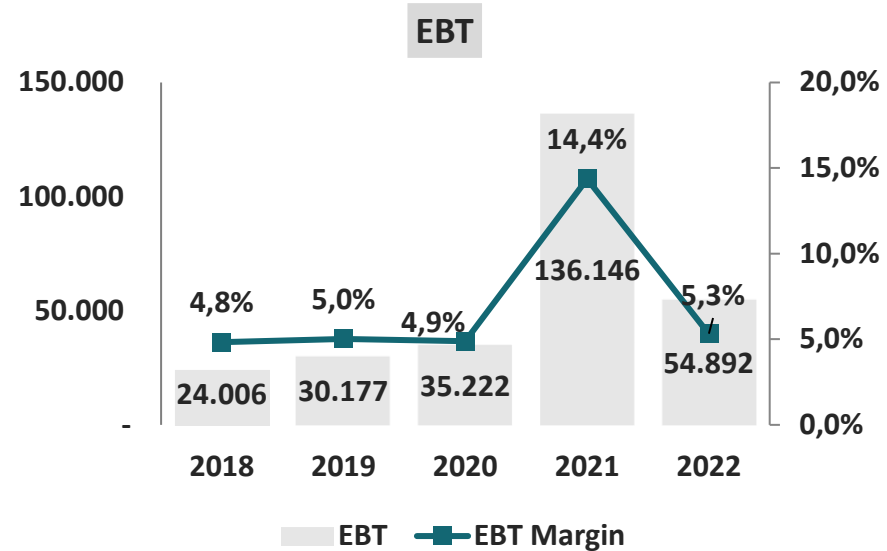
P&L (12M 2022)



Amounts in ,000 €



2022 VS 2018
+112%
4years CAGR
+21%



2022 VS 2018
129%
4years CAGR
+23%

Balance sheet (12M 2022)

Amounts in ,000 €

Group Balance Sheet

12M 2022

12M 2021

Tangible & intangible assets	134.065	110.354
Right-of-use assets	24.409	18.669
Goodwill	36.351	19.350
Other	32.702	26.865
Non-current assets	227.527	175.238
Inventories	77.236	56.618
Trade & other receivables	214.459	188.238
Cash and cash equivalents	168.196	163.036
Held for sale financial assets	1.253	171
Other	2.595	3.994
Current assets	463.739	412.057
Total assets	691.266	587.295
Total equity	238.824	258.898
Borrowings-Long Term	74.190	44.305
Lease liability	23.899	18.229
Other	25.948	34.547
Non-current liabilities	124.037	97.081
Borrowings-Short Term	65.311	34.165
Trade & other payables	250.809	185.445
Lease liability	5.308	4.444
Held for sale financial liabilities	0	37
Other	6.977	7.225
Current liabilities	328.405	231.316
Total Liabilities & equity	691.266	587.295
Net Debt/(cash) Total	-28.695	-84.733

€691m
Total Assets

€239m
Total Equity

€168m
Cash

€112m
Tangible
Assets

Cash Flow (12M 2022)



Amounts in ,000 €

Group Cash Flow	12M 2022	12M 2021
EBT	54.892	136.146
Depreciation/Amortization	11.753	13.958
Interests Expense / (income)	6.491	5.660
WoC (Change in Inventories, Receivables, Payables)	(9.608)	(43.557)
Tax paid	(9.629)	(17.116)
Other operating activities	(8.644)	(86.561)
Cash flows from operating activities	45.255	8.530
Capex	(22.671)	(21.055)
Other investment activities	(2.378)	93.101
Cash flows from investing activities	(25.049)	72.046
Proceeds from borrowings/Repayments of borrowings	54.103	2.842
Share capital return/dividends	(60.604)	(10.706)
Others	(1.914)	(807)
Repayment of lease liabilities	(6.631)	(5.543)
Cash flows from financing activities	(15.046)	(14.214)
Total Change	5.160	66.362
Cash & Equivalent at beginning of year	163.036	96.873
Cash and cash equivalents of discontinued operations	-	199
Cash & Equivalent at end of the period	168.196	163.036

Quarterly results



Amounts in ,000 €

	Q1 2022	YoY %	Q1 2021	Q2 2022	YoY %	Q2 2021	Q3 2022	YoY %	Q3 2021	Q4 2022	YoY %	Q4 2021	12M 2022	YoY %	12M 2021
Sales	238.084	10,2%	216.018	240.699	4,0%	231.434	260.847	17,6%	221.833	292.238	4,9%	278.598	1.031.867	8,9%	947.882
EBITDA	16.878	-8,1%	18.368	17.632	-15,6%	20.882	20.054	7,6%	18.634	17.433	-1,4%	17.678	71.997	-4,7%	75.562
<i>% sales</i>	7,1%		8,5%	7,3%		9,0%	7,7%		8,4%	6,0%		6,3%	7,0%		8,0%
EBIT	14.249	-1,4%	14.446	14.853	-12,9%	17.062	16.980	13,9%	14.909	14.162	-6,7%	15.187	60.245	-2,2%	61.604
<i>% sales</i>	6,0%		6,7%	6,2%		7,4%	6,5%		6,7%	4,8%		5,5%	5,8%		6,5%
EBTD	16.583	-7,1%	17.849	16.209	-20,1%	20.278	18.269	-80,4%	93.434	15.583	-16,0%	18.544	66.644	-55,6%	150.105
<i>% sales</i>	7,0%		8,3%	6,7%		8,8%	7,0%		42,1%	5,3%		6,7%	6,5%		15,8%
EBT	13.955	0,2%	13.927	13.430	-18,4%	16.457	15.196	-83,1%	89.709	12.312	-23,3%	16.053	54.892	-59,7%	136.146
<i>% sales</i>	5,9%		6,4%	5,6%		7,1%	5,8%		40,4%	4,2%		5,8%	5,3%		14,4%
EAT	10.266	-8,5%	11.217	10.869	-17,5%	13.177	11.360	-86,8%	86.241	9.505	-37,9%	15.299	42.000	-66,6%	125.934
<i>% sales</i>	4,3%		5,2%	4,5%		5,7%	4,4%		38,9%	3,3%		5,5%	4,1%		13,3%
EAT & NCI	9.959	-8%	10.849	10.716	-18%	13.047	11.269	-87%	85.980	9.450	-38%	15.209	41.394	-67%	125.084
<i>Depreciation & Amortization</i>	-2.628	-33,0%	-3.922	-2.780	-27,2%	-3.820	-3.073	-17,5%	-3.725	-3.271	31,3%	-2.491	-11.752	-15,8%	-13.959
<i>Financial results</i>	-1.647	-2,5%	-1.689	-1.521	-2,0%	-1.552	-1.598	71,7%	-931	-1.724	15,9%	-1.488	-6.491	14,7%	-5.660
CAPEX & New Investments	5.693	95,0%	2.920	7.225	27,7%	5.655	15.866	234,6%	4.741	18.470	69,3%	10.908	47.254	95,1%	24.225

Quarterly results (Continued operations)



Amounts in ,000 €

Explanations/Clarifications:

- 2021 was positively affected by one-off gov covid related government supports
- 2022 Q1 & Q3 yoy were strong quarters with double digit growth in all P&L lines
- 2022 Q2 & Q4 had lower profitability yoy, also adversely affected by a ~€1,4m one-off personnel support (in each quarter). Without this effect profitability was at the levels of 2021 or better.

	Q1 2022	YoY %	Q1 2021	Q2 2022	YoY %	Q2 2021	Q3 2022	YoY %	Q3 2021	Q4 2022	YoY %	Q4 2021	12M 2022	YoY %	12M 2021
Sales	238.057	16,1%	205.028	240.699	8,7%	221.521	260.847	23,7%	210.787	292.238	4,9%	278.598	1.031.840	12,7%	915.934
EBITDA	16.910	18,4%	14.282	17.632	2,2%	17.261	20.054	35,4%	14.808	17.433	-1,6%	17.708	72.029	12,4%	64.059
% sales	7,1%		7,0%	7,3%		7,8%	7,7%		7,0%	6,0%		6,4%	7,0%		7,0%
EBIT	14.281	19,8%	11.926	14.853	-0,5%	14.923	16.980	36,6%	12.428	14.161	-6,9%	15.217	60.276	10,6%	54.493
% sales	6,0%		5,8%	6,2%		6,7%	6,5%		5,9%	4,8%		5,5%	5,8%		5,9%
EBTD	16.616	19,6%	13.888	16.032	-4,7%	16.814	18.269	31,3%	13.910	15.584	-4,3%	16.290	66.501	9,2%	60.902
% sales	7,0%		6,8%	6,7%		7,6%	7,0%		6,6%	5,3%		5,8%	6,4%		6,6%
EBT	13.988	21,3%	11.532	13.253	-8,5%	14.476	15.196	31,8%	11.529	12.312	-10,8%	13.799	54.748	6,6%	51.336
% sales	5,9%		5,6%	5,5%		6,5%	5,8%		5,5%	4,2%		5,0%	5,3%		5,6%
EAT	10.298	17,5%	8.768	10.693	-13,2%	12.314	11.360	31,1%	8.663	9.505	-27,1%	13.043	41.855	-2,2%	42.788
% sales	4,3%		4,3%	4,4%		5,6%	4,4%		4,1%	3,3%		4,7%	4,1%		4,7%
EAT & NCI	9.990	14%	8.781	10.556	-14%	12.301	11.269	30%	8.663	9.450	-27%	12.947	41.265	-3%	42.691
Depreciation & Amortization	-2.628	11,6%	-2.356	-2.780	18,9%	-2.338	-3.073	29,1%	-2.381	-3.272	31,4%	-2.491	-11.753	22,9%	-9.566
Financial results	-1.647	4,4%	-1.578	-1.521	5,7%	-1.439	-1.598	94,2%	-823	-1.724	15,9%	-1.487	-6.490	21,8%	-5.327
CAPEX & New Investments	5.693	135,4%	2.418	7.225	65,7%	4.360	15.866	396,8%	3.193	18.470	69,3%	10.908	47.254	126,3%	20.880

Commercial Activities Segment*



Info Quest
TECHNOLOGIES

you.gr

iSquare

iStorm

Premium
Reseller

Clima Quest



FOQUS

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
- 14 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: 701

Outlook

- Initial outlook estimation for 2023 includes a mild growth in sales and similar profitability vs 2022.
- Expansion of commercial operations in Romania
- Margin pressure from apple products is estimated to be recovered by expansion abroad and the clima sector

12M Financial Results

Amount in ,000€	12M 2022	YoY %	12M 2021
Sales	704.051	14%	618.494
EBITDA	25.738	12%	22.894
<i>% sales</i>	<i>3,7%</i>		<i>3,7%</i>
EBT	17.869	-1%	18.139
<i>% sales</i>	<i>2,5%</i>		<i>2,9%</i>
EAT	13.715	-3%	14.208
Net cash/(debt)	-25.337	-76%	-14.390

- +14% sales growth in 2022, driven mainly by apple products market share and retail expansion.
- Start of operation of new modern & automated Logistics Center in Aspropyrgos

*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
- 600+ customers across industries & geographies
- 80% of revenues from services activities
- 50+ years experience in banking & telecom sectors
- Specialized IT/Tech professionals
- Personnel: 1.280

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 at a high single to low double-digit rate pace.

12M Financial Results

Amount in ,000€	12M 2022	YoY %	12M 2021
Sales	175.867	15%	152.990
EBITDA	16.123	29%	12.504
<i>% sales</i>	9,2%		8,2%
EBT	12.796	27%	10.048
<i>% sales</i>	7,3%		6,6%
EAT	9.661	16%	8.302
Net cash/(debt)	26.364	76%	15.008

- Further improvement in project delivery and cost structure optimization have led to improving margins
- Profits boosted by Intelli's acquisition that contributed ~€1,4m EBT during 2022
- >€550m backlog in future 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 (~6% 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: 610

Outlook

- Ecommerce is boosting company's growth in coming years
- Mild increase in sales and EBT is estimated for 2023.

12M Financial Results

	12M 2022	YoY %	12M 2021
Sales	141.762	5%	135.104
EBITDA	22.589	6%	21.360
	<i>% sales</i>	<i>15,9%</i>	<i>15,8%</i>
EBT	18.864	1%	18.669
	<i>% sales</i>	<i>13,3%</i>	<i>13,8%</i>
EAT	14.725	-9%	16.121
Net cash/(debt)	19.719	-1%	19.832

- Revenues grew 5%. Courier (~94% of sales) increased by ~5,5% while Post (~4% of sales) decreased by 28,8%.
- Increased fuel prices affected transportation costs.
- 12M 2021 profitability was positively affected by one off reversal of past provisions (by ~+€3m).
- Managed to grow within a challenging year for ecommerce market outpacing record 2021 results
- Start of operation of new state of the art sorting Center @ end of Q2, tripling the sorting capacity.

Info/Overview

- €10,2m revenues for Quest Energy during 2022 due to new investments
- 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: 8

Outlook

- FY2023 results are estimated to be improved compared to FY2022 as a result of 2022 & 2023 investments

12M Financial Results

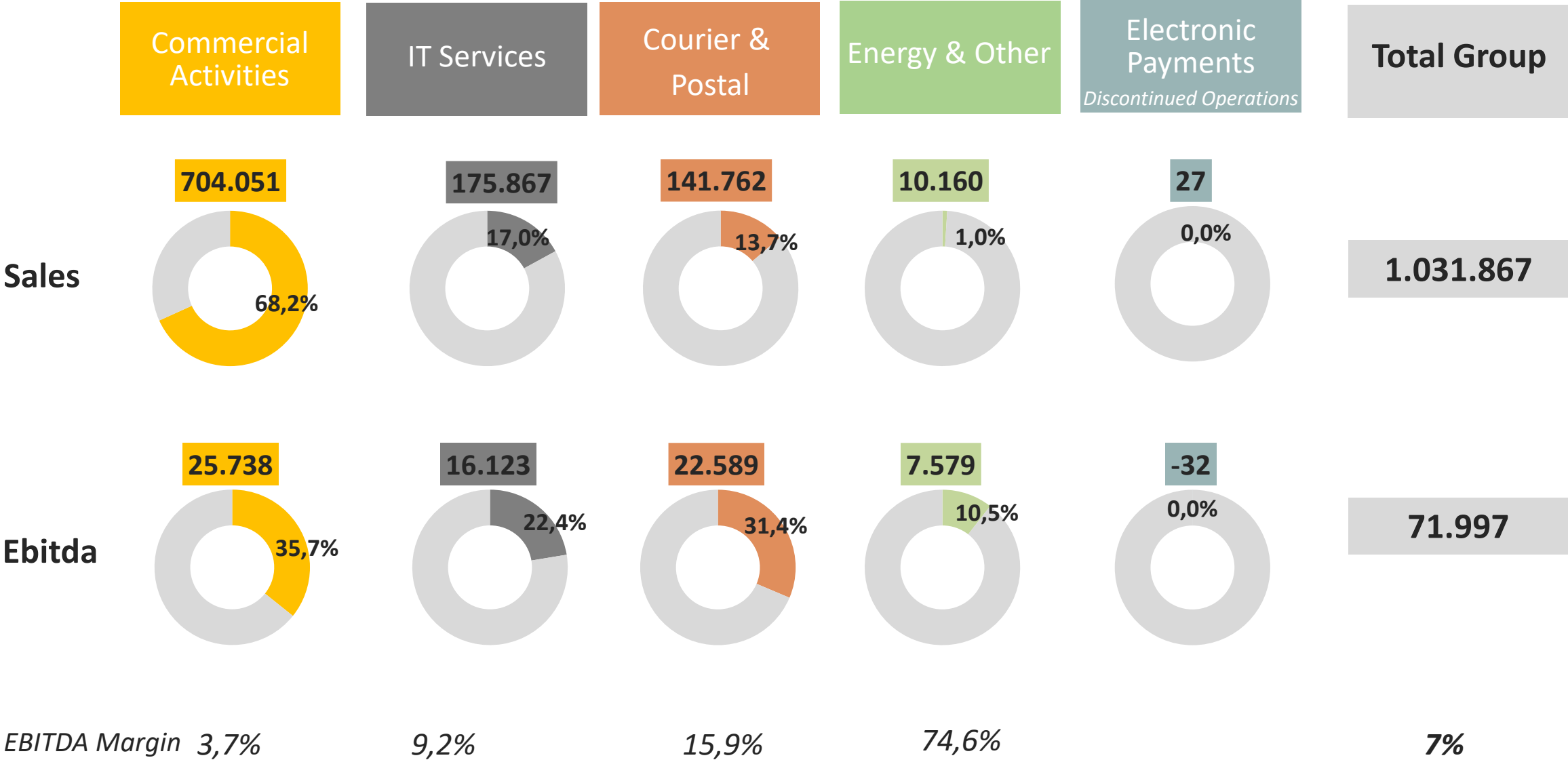
Amount in ,000€	12M 2022	YoY %	12M 2021
Sales	10.160	9%	9.346
EBITDA	7.579	4%	7.301
<i>% sales</i>	74,6%		78,1%
EBT	5.219	16%	4.481
<i>% sales</i>	51,4%		47,9%
EAT	3.754	-10%	4.159
Net cash/(debt)	7.950	-88%	64.118

- QE Sales increased by +13% yoy and EBT increased by +19% yoy during 12M 2022 due to 2021 and 2022 investments.
- Combined EBITDA & EBT are affected from Quest Holdings higher corporate costs.
- Actively pursuing new growth investments in core/other areas (M&As)

Segment Contribution in Sales & Ebitda (12M 2022)



Amounts in ,000 €



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>	<i>3,7%</i>	<i>9,2%</i>	<i>15,9%</i>	<i>78,7%</i>	<i>-</i>	<i>7,0%</i>	<i>-</i>	<i>-</i>
Profit/ (Loss) before income tax	17.869	12.796	18.864	4.628	591	54.748	144	54.892
<i>% sales</i>	<i>2,5%</i>	<i>7,3%</i>	<i>13,3%</i>	<i>46%</i>	<i>-</i>	<i>5,3%</i>	<i>-</i>	<i>5,3%</i>
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>	<i>3,7%</i>	<i>8,2%</i>	<i>15,8%</i>	<i>82,7%</i>	<i>-24,1%</i>	<i>7,0%</i>	<i>36,0%</i>	<i>8,0%</i>
Profit/ (Loss) before income tax	18.139	10.048	18.669	3.891	591	51.337	84.810	136.147
<i>% sales</i>	<i>2,9%</i>	<i>6,6%</i>	<i>13,8%</i>	<i>44%</i>	<i>-</i>	<i>5,6%</i>	<i>-</i>	<i>14,4%</i>
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%

Commercial Activities

- Initial outlook estimation for 2023 includes a **mild growth in sales and similar profitability vs 2022**.
- Margin pressure in Apple products is estimated to be recovered by expansion abroad and the Clima sector.
- Expansion of commercial operations in Romania.

Courier & Postal

- Ecommerce is boosting company's growth in coming years.
- **Mild increase in sales and EBT** is estimated for 2023.

IT Services

- **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 at a **high single to low double-digit rate pace**.

Renewable Energy & Other

- **FY2023 results are estimated to improve** compared to FY2022 as a result of 2022 & 2023 investments.

2023 Outlook

1

2023 **growth in sales and profitability** similar to 2022.

2

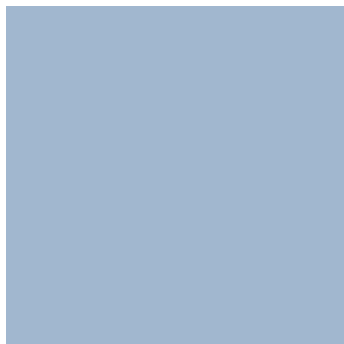
Strong financial position (~€200m cash and credit lines).

3

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

4

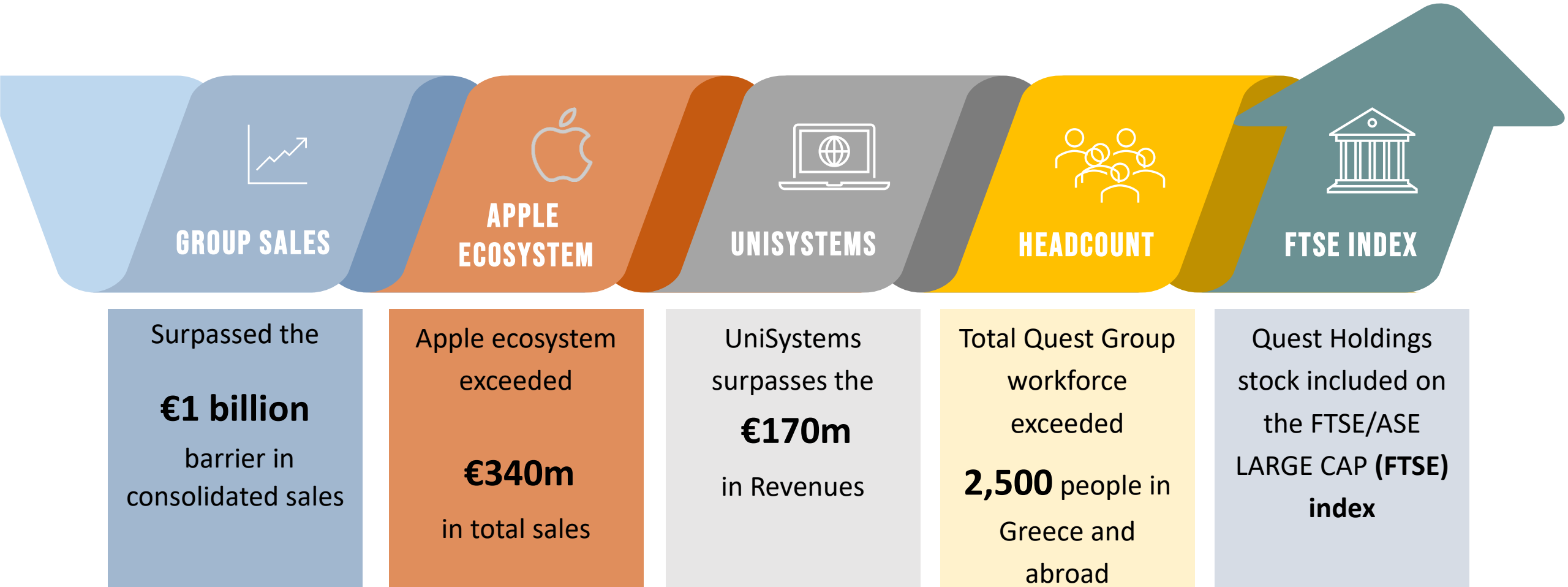
2023 Growth capex/new investments to surpass €30m.



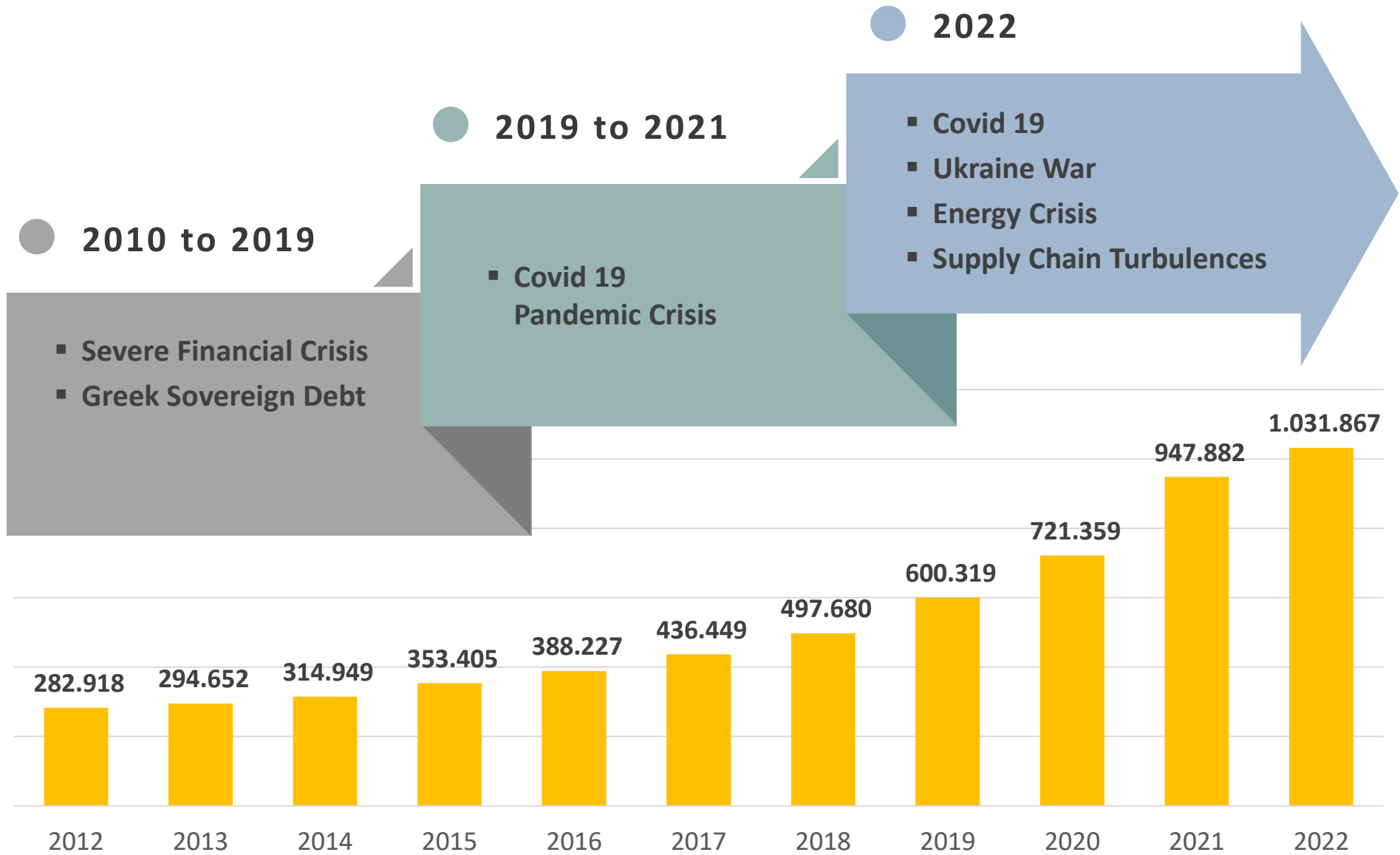
02. Appendix

Other Corporate info
More Financial Data

2022 Achievements



Sailing Through Storms



Sales > 3,5X

Info Quest
TECHNOLOGIES

ASPROPYRGOS

- New warehouse of IQT, in leased facilities, completed in Aspropyrgos
- 25,000 sqm of usable area with a capacity of >25,000 pallets
- Automatic storage and handling system of 16,000 codes (Autostore)
- Automatic pallet feeding rack system
- WMS (Warehouse Management System).

ACS

EGALEO

- New state of the art in terms of automation parcel sorting center of ACS
- Building with a total area of >31.000 m².
- Basement: with 275 parking spaces, of which 100 with electric charging capability
- 1MW PV installation on the roof, for net metering
- Increase x 3 sorting Capacity

Corporate Governance

- The group's corporate governance was further strengthened :
 - **New Compliance Department**
 - **New Corporate Governance team**
 - **Strengthen Information Security team**
- **Alignment** to the provisions of the new law 4706 for **corporate governance**

ESG

On ESG topics:

- Participation in the ESG Rating of **Ecovadis**.
- ESG Rating by **ISS** in Environment & Social.
- Quest Holdings became a member of the **UN Global Compact**
- Update of the **ESG strategy** for the Group and its subsidiaries, with **10 long-term goals** across the 4 pillars, **environment, employees, responsible business and sustainable services**

Dividends to Shareholders & Support of Low-Paid Staff




- Quest Holdings total dividends of **~€61m** in two tranches.
- In 2022, Quest Group decided to distribute one-off extra allowance to 1,300 employees with gross monthly salaries of up to €2,000, to all its subsidiaries, totaling **€2,8m**.



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

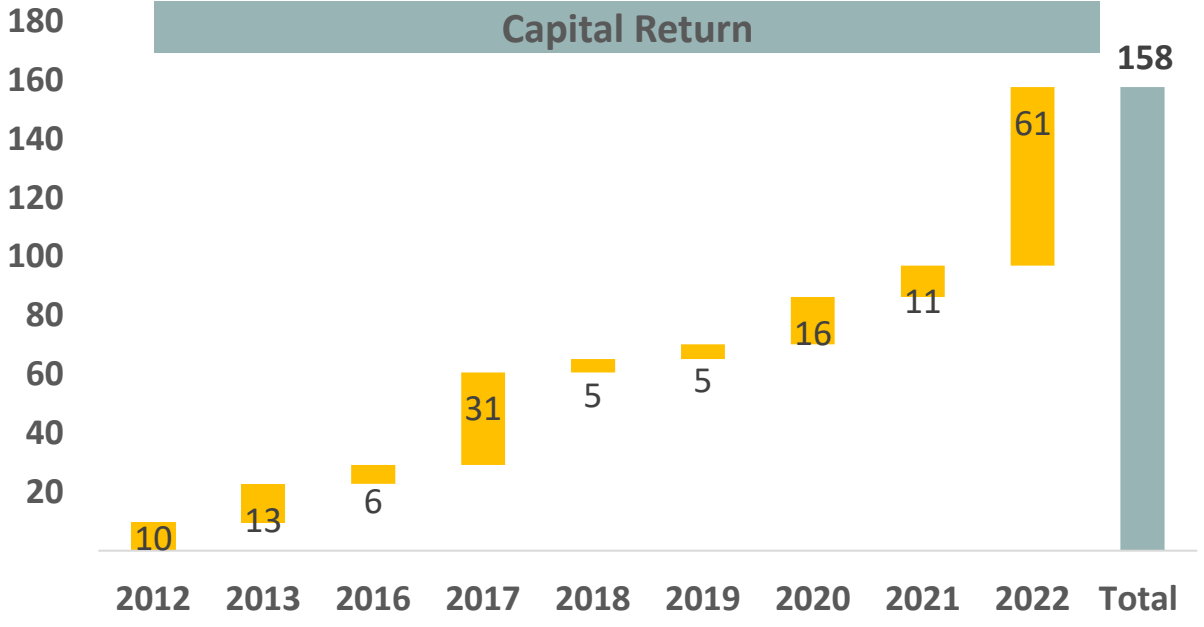
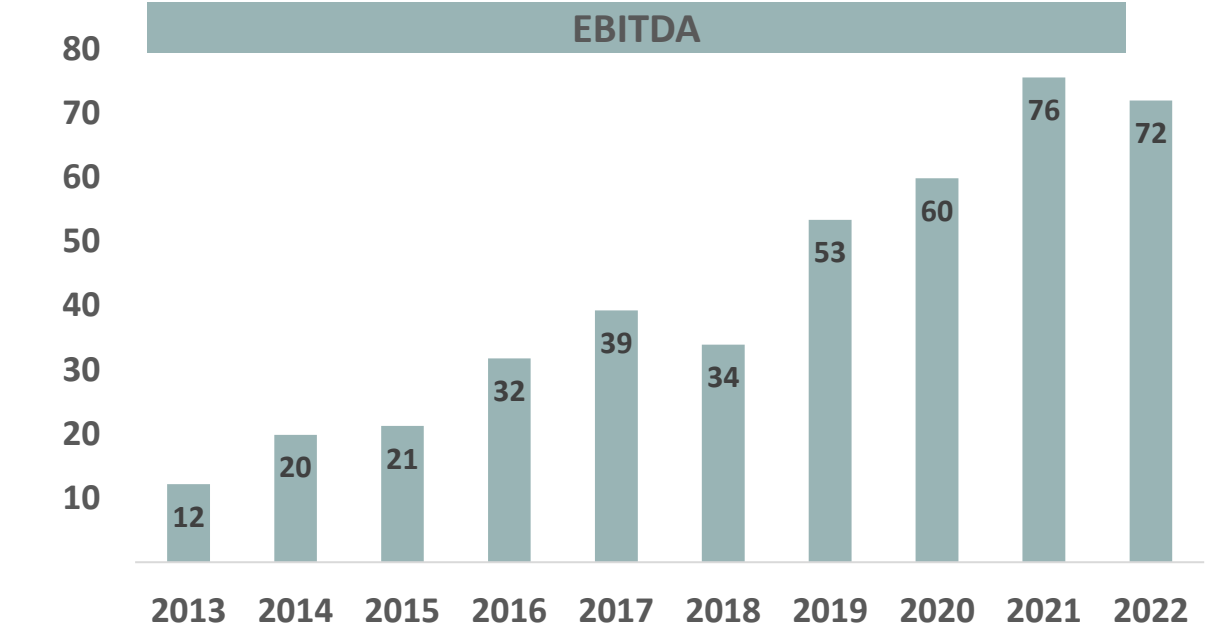
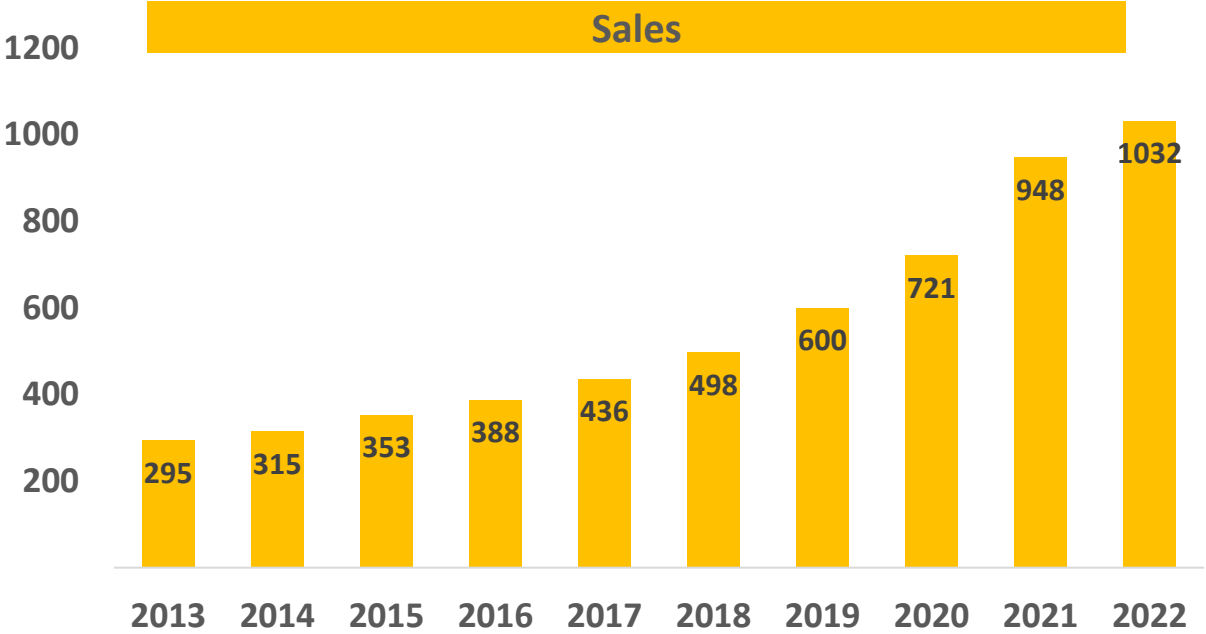
KEY PRINCIPLES

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

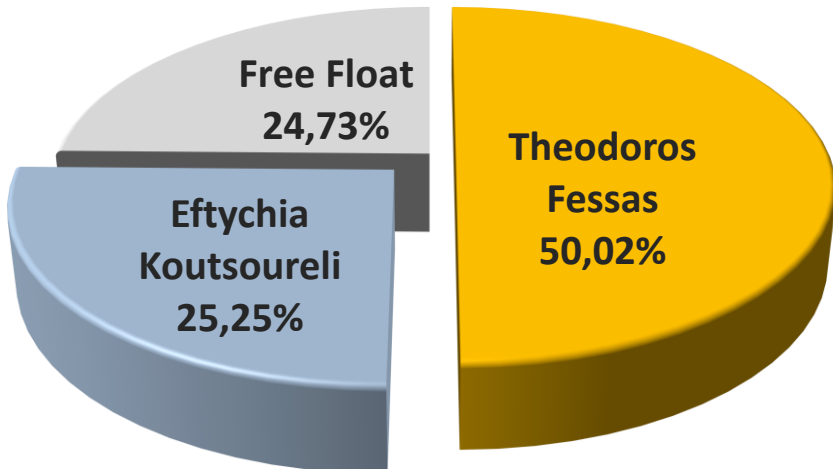
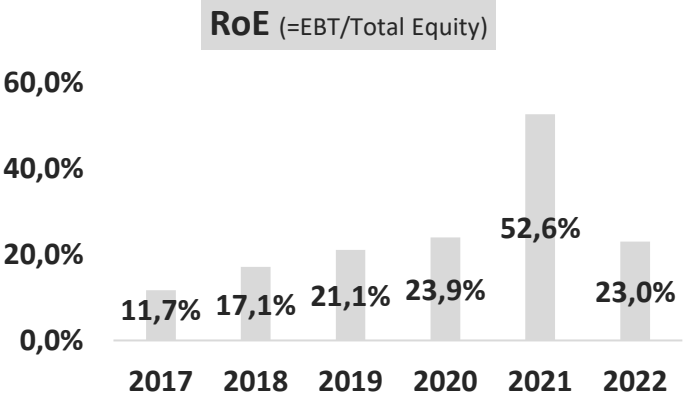
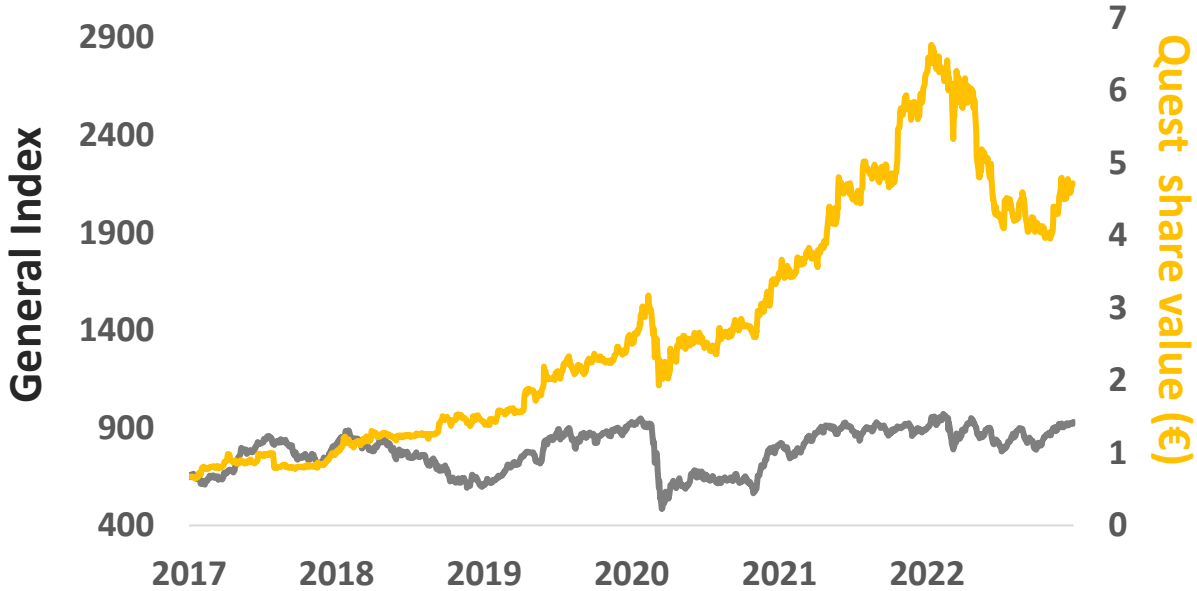
Resilience in challenging times



Amounts in million €



Value Created to Investors



*On 31/12/2022

Growth Drivers

	Info Quest TECHNOLOGIES	you.gr	iSquare	iStorm Apple Premium Reseller	ACS	uni.systems	Quest ENERTECHNIKI	Quest HOLDINGS	Γ.Ε.ΔΗΜΗΤΡΙΟΥ & Σ.Α.Ε.
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)



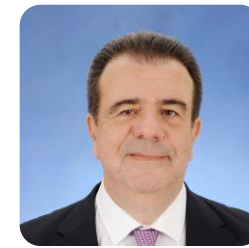
Eftichia Koutsourelis
Non-Exec. Member
Shareholder and
Vice Chairwoman of Quest
Holdings



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
TUV HELLAS TUV NORD GROUP

Following International Frameworks

ESG Ratings Participation

Info Quest TECHNOLOGIES

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

