Quest GROUP

Questing the Future
achieving tomorrow

Impact Report 2025

In 2025

SEE VIDEO OUR IMPACT 2025

We promoted Responsible Business

- **Zero confirmed incidents or fines** for corruption and business ethics issues or violation of personal data protection legislation.
- **ISO 37001 Anti-Bribery Management** - Uni Systems and Epafos certified
- **Quest Holdings included in the FTSE4Good Emerging Markets index** for second consecutive year.

We enhanced our Employee skills and capabilities

- **18 hours of average training** per employee with an emphasis on digital skills and AI.
- Participation of **200 employees** over time in the Quest **"Mini MBA"** and **161 executives** in the **Talent Management program**
- **Better Together Women's Empowerment Program** and **ALLYSHIP Program** to Promote Equality and Inclusion
- **ISO 45001 Health & Safety Management** - Info Quest Technologies, Uni Systems, ACS and Epafos certified

We empowered the market and our customers

- Our companies display high technological specialization and have products and solutions that support digital transformation through the **new generation of AI systems, Cloud Technology and "smart" infrastructure**
- The **Pleiades Innovation Cluster** is working on a series of Memoranda of Understanding with municipalities throughout Greece, with the aim of supporting their sustainable development
- **SILVER** distinction **by EcoVadis, a sustainable supply chain assessment body** (Info Quest Technologies and ACS)

We provided support to the wider Society

- **€600,000** of our total **social contribution** in commercial value
- **Triple Award at the Hellenic Responsible Business Awards 2025:** Impact on Local Communities for the action Pleiades Urban Living: Responsible Surveillance with AI & Drones and for the action Kalamata.Lab
- ACS offered **5,074** free transfers, **65,711** boxes of health goods to and from 237 operators of the GIVMED network

We reduced our environmental footprint

- **24% reduction** in Scope 1 and Scope 2 emissions compared to 2022.
- **63%** green car fleet
- **Significant investments in our facilities** with the use of Photovoltaics, Smart Energy Management and Electric Charging Stations
- First **climate resilience study** of the Group

Messages from the Board

Message from the Chairman

Since April 1981, when Info Quest Ltd. was founded, with a share capital of 200,000 drachmas, 45 whole years have passed.

Years of creation, full of the hard and fruitful work of many charismatic people, years of successes and difficulties, which transformed the small LLC into today's Quest Group, with approximately 3,500 employees and € 1.5 billion in sales.

The only reality that has not changed all these years were the "statutory", unwritten principles and values, which helped us get here, namely: honesty, hard work, respect for the customer and the colleague, dedication to the goal, maximizing the result.

These simple, but not at all easily implementable, guidelines offered shareholders an impressive reward, which in 2025 is quantified in earnings before taxes of € 71 million. and a dividend of € 42.5 million. approximately.

They also offered our employees and partners stable employment, satisfactory wages and job security, as well as more than € 100 million to the state in taxes and insurance contributions in 2025.

In addition, taking care of the environment, we are committed to reducing absolute Scope 1 and 2 emissions by 40% and eliminating avoidable waste by 2030, while looking to achieve Climate Neutrality by 2050.

Starting from such a demanding starting point, we will try to make 2026 an even better year for everyone!

Theodoros Fessas
Chairman of the Board, Quest Holdings

Messages from the Board

Message from the Vice Chairwoman

In a global landscape defined by geopolitical uncertainty and market fragmentation, the convergence of rapid technological advances with pressing sustainability needs is not merely a challenge, but a meaningful opportunity for the strategic transformation of our organization.

Forty-five years after its establishment, Quest Group is once again at the heart of a new technological transition. More than any previous shift, artificial intelligence is radically transforming every layer of the technology stack. We are evolving alongside it, while preserving the values that have guided us to this day.

Within our organization, artificial intelligence has acted as a catalyst for the way we think and work, through the adoption and practical implementation of the "AI First" motto across the Group's companies. We are already moving towards the autonomy of processes and operations, while also accelerating our pace through the development of innovative AI applications, with particularly encouraging results.

Reflecting on another important year, we are proud of the progress achieved. The Group's companies operate in sectors that are critical to social progress, leveraging the benefits of technology, innovation, and the green transition.

The 1.5°C threshold set by the Paris Agreement on climate change appears to have already been exceeded. In 2025, the Group carried out its first Climate Resilience study, laying stronger foundations for its preparedness against climate risks, as well as for identifying new strategic opportunities.

At the same time, we stand by our people, strengthening their development and unlocking their potential by offering more than 18 hours of training per employee in digital and AI skills. We also continue to promote a culture of inclusion and equality through modern training programs.

These efforts reflect our belief that progress and responsibility must go hand in hand. We envision a world where, together, we will continue building a future that empowers us all.

Eftychia Koutsoureli
Vice Chairwoman of the Board, Quest Holdings

Message from the CEO

2025 was a year of strong progress for our Group, confirming the strategic consistency and resilience of our business model. By achieving more than 10 years of continuous growth in sales and profitability, we prove in practice that timeless value creation can be combined with responsible entrepreneurship and a long-term orientation.

This course is based on strong foundations that we have been building consistently for years. Our significant investments, amounting to €270 million, strengthen our infrastructure, technological capabilities and business prospects, creating the conditions for further growth. At the same time, our growth momentum is also reflected in our international presence, with more than 25% of our revenues coming from abroad. We remain committed to a model of evolution that embodies sustainability, innovation, and creating a positive footprint for all participants.

This Impact Report transparently captures our initiatives, performance and commitments in the areas of ESG, highlighting how our business development is inextricably linked to responsibility. Our successful journey is not only measured by economic indicators, but also by the continuous strengthening of our social, environmental and corporate governance contribution, as we build the foundations for the Group's next chapter of growth.

Apostolos Georgantzis
CEO of Quest Holdings

Quest Group in Numbers 2025

14
core companies

€1,470 million
turnover
(16% CAGR)*

€270 million
New Investments and Capex (*)

3,455
total employees
(x3 since 2015)

€71 million
pre-tax profit (EBT)
(17% CAGR)*

€211 million
Dividends and Capital Returns (*)

84
new job positions

International activities:

26%
of turnover

16%
of employees

(*) 2016–2025

Quest Group

Evolution, grounded in the principles of sustainable development and driven by values, people, and the triad "Technology, Innovation, Entrepreneurship," forms the core of Quest Group's philosophy and strategy and guides the way the Group's companies operate and grow.

A few words about Quest Group

A leading, fast-growing and financially strong group of companies that invests and operates in sectors vital for societal progress, adopting advances in technology, innovation and green transformation.

One of the largest Greek group of companies

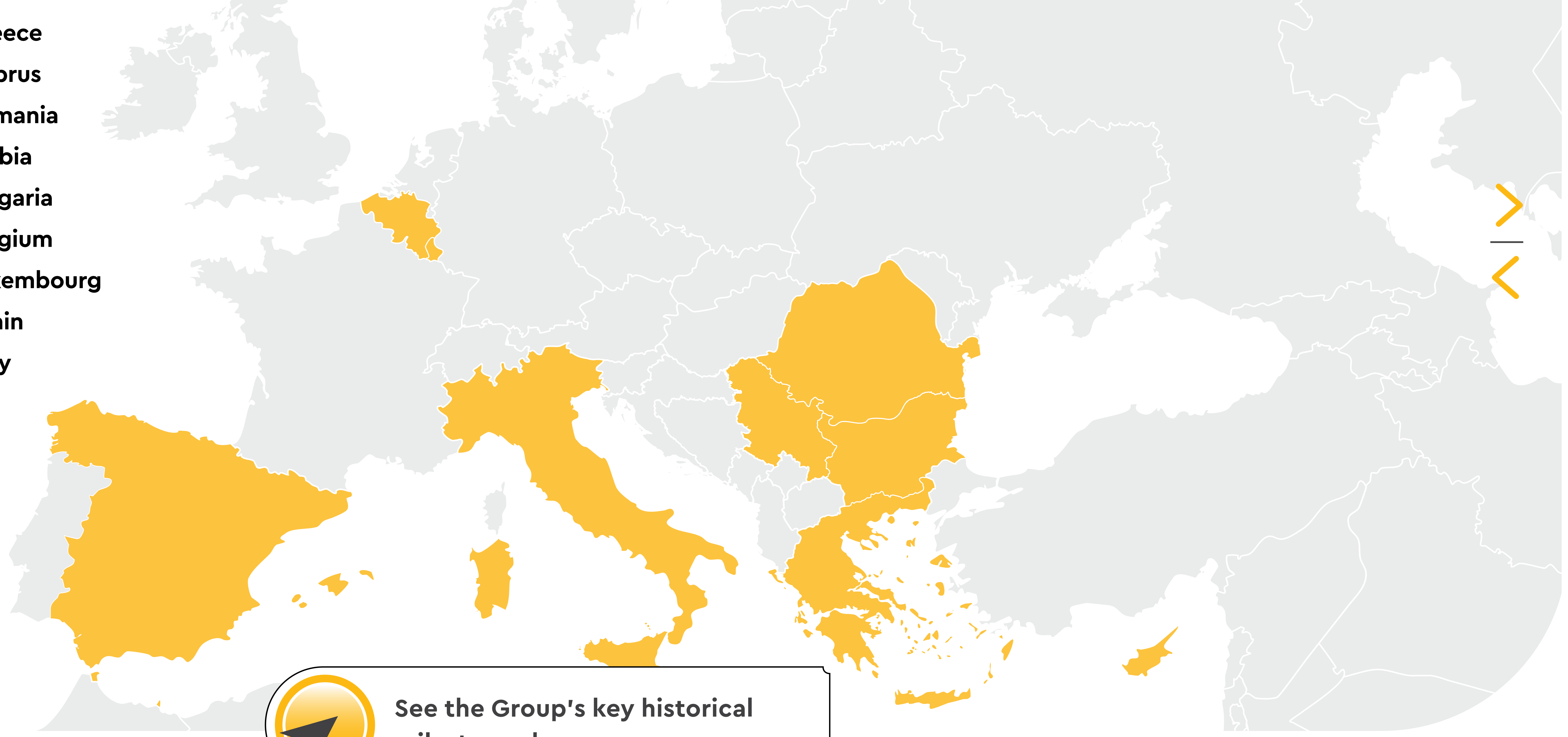
More than 45 years of operation, pioneering in digital technologies and IT

Active in Greece and abroad

The parent company, Quest Holdings, has been listed on the Athens Stock Exchange since 1998

30 **countries of operation with presence in**

- **Greece**
- **Cyprus**
- **Romania**
- **Serbia**
- **Bulgaria**
- **Belgium**
- **Luxembourg**
- **Spain**
- **Italy**



See the Group's key historical milestones here.

Quest Group companies

Quest Group contributes to the digital transition and today operates through specialized companies in dynamically growing sectors of the economy.

Quest HOLDINGS

Commercial Activities

Information Technology & Telecommunications

Info Quest TECHNOLOGIES

iSquare | Authorised Distributor

iStorm Premium Partner

FOQUS

EPAFOS new technologies

E-commerce

Quest ONLINE

you.gr

Clima & Home appliance

Clima Quest

G.E.DIMITRIOU s.a

BENRUBI

IT Services

uni.systems

CANDI

intellisolutions TRUSTED ADVISOR

Courier and Postal Services

ACS

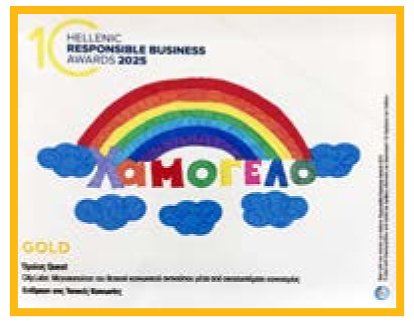
Green Energy

Quest ENERGY

Important ESG and Responsible Business awards received by Quest Group in 2025

Quest Group was **honored with two Gold Awards**, reaffirming its commitment to compliance and corporate governance:

- **Best Compliance Whistleblowing Project** for the milisemas channel.
- **Best Compliance Risk Mapping**.
These distinctions strengthen the Group's commitment to high standards and to building a values-driven organization.



At the **Hellenic Responsible Business Awards**, Quest Group won:

- **GOLD** for "City.Labs" in Impact on Local Communities,
- **SILVER** for "Responsible Monitoring with AI & Drones" in Impact on Local Communities,
- **SILVER** for "Kalamata.Lab" in Business & Local Community/ State Collaboration.

- Quest Group won **2nd prize for Corporate Governance** at the 2025 HRIMA Business Awards.

- Quest Group is among the organizations included in the leadership group of **"The Most Sustainable Companies in Greece 2025",** according to the annual assessment results announced by QualityNet Foundation.

Long-standing, participatory commitment to advancing Sustainable Development

QUEST HOLDINGS S.A. (Quest Group) is an official active member of the **UN Global Compact (UNGC)** and the Greek local network, **UN Global Compact Network Greece (Hellas)**. **[Signatory Member since 2022]**

The Group integrates the **UN Global Compact Ten Principles** on human rights, labor, environment and anti-corruption, and the UN's 17 Sustainable Development Goals (SDGs).

The Group has consistently supported the specialized "ESG – Environmental, Social and Corporate Governance: Management tools and strategy development" **Executive Education program of the National and Kapodistrian University of Athens**, in cooperation with **UN Global Compact Network Greece**.

In support of

WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the UN Global Compact Office

Quest Group is an official signatory to the **Women's Empowerment Principles (UN WEPs)**, having signed the declaration in **June 2023**.

Quest Group is a member of **CSR Hellas (Hellenic Network for Corporate Social Responsibility)** and participates in the **Hellenic Pact for Sustainable Business (ESVE)**, a strategic initiative under CSR Europe's **"Pact 4 Sustainable Industry"** framework.

Participation in ESG Ratings and Sustainability Index 2025

FTSE4Good

Quest Holdings was included for the second time in 2025 in the **FTSE4Good Emerging Markets Index**. Created by FTSE Russell, the index is used by financial and investment markets to assess socially responsible investment opportunities and other business products.

CDP Discloser 2025

Quest Group disclosed its environmental information through the **Carbon Disclosure Project (CDP)** for the first time, confirming its commitment to transparency and sustainability.

SILVER | Top 15% ecovadis Sustainability Rating DEC 2025

SILVER | Top 15% ecovadis Sustainability Rating AUG 2025

Two Group companies, **Info Quest Technologies** (December 2025) and **ACS** (August 2025), received **SILVER recognition** in their **EcoVadis** assessment, the leading international sustainability performance rating provider, and are now ranked among the top 15% of all assessed companies.

Rated MORNINGSTAR | SUSTAINALYTICS QUEST HOLDINGS RISK SCORE 2024 – LOW

Transparency Index 2025 Forbes ESG Diamond

ESG Transparency Score 95% 2024 ATHEX ESG Data Portal

ISS ESG

Sustainalytics – low risk score (2024)

Our impact areas

Questing the Future achieving tomorrow

The 5 areas where we create value (impact areas)

Promoting
Responsible Business

Enhancing
our People

Empowering
the market and our customers through the provision of innovative technology solutions and sustainable products

Supporting
Society

Reducing
our Environmental Footprint

Quest Group's Business Strategy

Operational Excellence and ESG Strategy Integration

Creating value for our shareholders

Shareholders and Investors

Employees

Customers

Business Partners

Suppliers and the Supply Chain

Society and Its Representatives

Promoting Responsible Business

The Management and operation of the Quest Group are based on strong corporate governance. We operate honestly, ethically and in compliance with applicable legislation, the Group's Policies and Procedures, and guided by responsible business conduct.

We promote responsible entrepreneurship

Promoting Responsible Business

IMPACT

Ensuring Business Ethics and Transparency.

At Quest Group, we are committed to being transparent, integrity-based, and trustworthy in every area we operate.

The corporate governance and the Corporate Governance System that govern the Group are in accordance with Greek legislation and the Greek Corporate Governance Code of the HCGC.

The Quest Group implements a Regulatory Compliance System – as part of the internal control system – which, together with the **Code of Conduct and Ethical Conduct** and internal Policies and Procedures, identifies the principles and commitments to the rules of conduct and contributes drastically to the prevention, detection, response and monitoring of ethical and regulatory compliance issues.

The **Anti-Corruption, Fraud & Bribery Policy** and its framework seeks, among other things, to strengthen the commitment of the Management of Quest Holdings to zero tolerance for fraud, bribery and corruption.

The **Whistleblowing Policy** sets out the principles and operating framework under which Group companies receive, process and investigate named and anonymous reports/ complaints.

Learn more about the Group's Corporate Governance here.

In 2025

- **100%** of the Group's employees received training in the topics of bribery and free competition
- **Zero** confirmed incidents/ or fines related to corruption and business ethics issues
- **Zero** confirmed incidents in which employees were fired or disciplined for corruption
- **Zero** public legal cases related to corruption brought against the organisation or its employees
- **ISO 37001:2016 Anti-Bribery Management Certification** - Two companies (Uni Systems and Epafos) implement a Management System according to the requirements of the standard

Find out here about the Group's Compliance Policies.

IMPACT

Protection of critical information systems and personal data.

Promoting Responsible Business

The protection of information and critical information systems, as well as the confidentiality of the information of all our stakeholders, is of utmost importance to the Group.

The protection of personal data is achieved through a network of **Policies and Procedures related to the protection of personal data** and **Information Security**.

In 2025

- **100%** of employees received mandatory training in Personal Data Protection, Cybersecurity and Information Security issues.
- **Zero** fines or other penalties for violating the legislation on the protection of personal data.
- **Zero** incidents of violation of the confidentiality, integrity and availability of systems and information, the consequences of which were great/very serious.

ESG **GOAL**
See here ESG Progress 2025-2030+

IMPACT

Responsible and sustainable supply chain operation.

Promoting Responsible Business

One of the main goals of the Quest Group is to promote sustainability in all areas of our activity. We invest both in our supply chain and in the provision of responsible products and services, being one of the most important technology transfer gateways in the Greek market.

The Group expects long-term partnerships and we seek for the Group's companies to be the first choice of our international partners for the distribution of their products.

We work closely with our suppliers to uphold the highest standards, and the Group's largest suppliers include Microsoft, Apple, Xiaomi, HP, HPE, IBM, Dell, Cisco, Lenovo, GREE and Toyotomi:

Microsoft | Authorised Distributor | mi | hp
Hewlett Packard Enterprise | IBM | DELL | CISCO
Lenovo | TOYOTOMI | GREE

With regard to our suppliers, the **Supplier Code** of Conduct and the Supplier Procurement and Payment Policy describe the requirements of the Group companies in the areas of labor and human rights, health and safety, environment, and ethics.

From 2023, following the direction set by the ESG Strategy, the evaluation of our largest suppliers with separate ESG criteria will begin.

Learn more about our participation here. United Nations Global Compact

ESG **GOAL**
See here ESG Progress 2025-2030+

Enhancing Our People

The work experience at the Quest Group is a dynamic path, constantly evolving, just like the people who are part of it. Our goal is to cultivate an environment where every employee feels safe, active, and valued.

Education

Enhancing **Our People**

IMPACT

We develop our people because their development is also ours.

In the context of the continuous development of our people, investing in education and the development of new skills is a priority with a long-term impact.

In 2025

- **18 hours of average training** per employee
- **Quest Mini MBA: >200 employees** have graduated in the 6 cycles of the program
- **Talent Management "Moving Forward Together": 161 executives** participate in the Group's talent pool
- **New training programs in Technical Intelligence and Digital Skills:** As part of the new "AI First" Group strategy, all executives in a managerial position attended the specialized programs. In 2026, it will be extended to the rest of the employees.
- **€408,000 was invested** for the purpose of training our employees in 2025.
- **1,000 licenses** of the Percipio educational platform were used by the employees of our companies

ESG **GOAL**

See here ESG Progress 2025-2030+

Diveristy, Equality and Inclusion

Enhancing
Our People

IMPACT

Building a more equitable and inclusive workplace.

New initiatives enhance collaboration, networking, and long-term professional development, helping to create a more equitable and inclusive workplace.

In 2025

- **Women's Empowerment Principles Signatory (WEPs):** The Group is a signatory to the UN Women's Empowerment Principles - which is the framework for promoting diversity, equality and inclusion within the organization

- **"Better Together":** The second cycle of thewomen's empowerment program has started with new themes and more participants.

- **470 male employees** participated in the group survey on bias awareness and the need to strengthen inclusion

- **ALLYship:** the new **QUEST Champions Allyship** program has been launched. A group of employees – on a voluntary basis – from different companies, roles and hierarchical levels coordinate and interact with the aim of actively contributing to the cultivation and promotion of a culture of equal opportunities, collaboration and diversity within the Group.

- **Quest Lean In Cycle "Quest Women Together for Success":** Initiatives that strengthen collaboration, and act as a point of dialogue and connection.

- **Gender Pay Gap Study:** runs every 3-5 years with the aim of managing unjustified pay inequalities.

Women employees currently make up **33%** of the Group's human resources, while **40%** of the Board of Directors of Quest Holdings is made up of women.

ESG **GOAL**
See here ESG Progress 2025-2030+

Health, Safety and Well-Being

Enhancing
Our People

IMPACT

Care for the Health, Safety and Wellbeing of Employees.

The Group has set ESG targets for Health and Safety issues, which include enhanced safety protocols and annual monitoring of indicators, as it carries out systematic programs on health and safety issues and the strengthening of the well-being of its people.

In 2025

- **A health and safety management system** is implemented at work and we have policies in place to ensure that all employees receive the necessary information to work with their physical and mental health first.
- **ISO 45001:2018 (health and safety):** 4 companies have been certified (Info Quest Technologies, Uni Systems, Epafos and ACS).
- **ARMONIA wellness program:** focuses on enhancing the overall well-being of employees and includes physical, mental and emotional upliftment actions. It provides psychological support structures and tools, personalized sessions, physical activity activities and team building.
- **QUEST ONE:** an interactive Internet platform to strengthen the Group culture and improve internal communication and information.

"Ensuring the health and safety of our employees as well as cultivating a culture of well-being are the foundations of corporate policy for the formation of a sustainable and people centric organization, with a substantial social footprint."

Gerasimos Zournatzis,
HR Director of Quest Group

ESG **GOAL**
See here ESG Progress 2025-2030+

Innovation and Market

We strengthen and empower the market and our customers through the provision of innovative technology solutions and sustainable products

IMPACT

The actions of the Group's companies reflect a coherent, multi-level development model that combines technology, innovation with sustainable and responsible operation, as a key factor in long-term value creation, not only for the Group but for the entire market and its value chain.

Empowering the **Market** and our **Customers**

The Group's companies have solutions that support the digital transformation of businesses and consumers and enhance the green transition:

- the new generation of AI systems
- Cloud infrastructure
- the digitization and automation of corporate processes
- Intelligent buildings & Industrial IoT
- green-oriented energy management solutions (power stations, electric charging stations, solar panels, etc.)
- Smart Home Propositions

IMPACT

Sustainable Services and Products of the Group's companies that have a positive impact on the environment and society.

Empowering the **Market** and our **Customers**

The goal of the ESG Strategy 2025-2030+ is for sustainable products and services to account for more than 10% of the Group's revenues.

ESG **GOAL**

See here ESG Progress 2025-2030+

% of the Group's revenues from sustainable products and services*

2021	2022	2023	2024	2025
5%	7.5%	9%	10.3%	13%

*In accordance with the guidelines of the International Capital Market Association (ICMA) protocol

IMPACT

Info Quest Technologies promotes a range products and services that contribute to the reduction of the environmental footprint of its customers.

Empowering the **Market** and our **Customers**

Info Quest TECHNOLOGIES

Sustainable Portfolio of Products and Services

Distribution of eco-friendly product

- In recent years, our products are less energy-intensive, made from more environmentally friendly materials and available in recyclable packaging. They also have a reduced volume and weight, achieving, among other things, a reduction in fuel during transport and energy consumption.
- We systematically seek and include in our range products and services that contribute to the reduction of the environmental footprint of our customers. Indicatively, we offer in the Greek market the innovative green, portable EcoFlow power stations, as well as energy management products, such as vehicle chargers, solar panels and storage batteries.

Circular Economy Services

- We are designing new services in line with the principles of the Circular Economy, such as the Xiaomi Smartphone replacement service with a subsidy in the purchase of a new one.

Deployment of Cloud Solutions and Services (Green IT)

- We systematically enrich our know-how, partnerships and offered Cloud solutions and services, responding to the needs of both large organizations and small and micro businesses. Particular emphasis is placed on the Security of Cloud infrastructures, due to the expansion of their use and related cyber threats, as well as on DocuSign's Contract Management and Electronic Signature solutions.
- At the same time, through our 100% subsidiary Team Candi, we invest in digital transformation solutions with an emphasis on Work Transformation, process automation and digitization, and secure infrastructure.

Launch of Internet of Things (AIoT) products and solutions – Smart Home

- Focusing on Xiaomi's ecosystem of interconnected products – the largest ecosystem in the world, we are strengthening our presence in the field of "Consumer Internet of Things / Smart Home", improving important aspects of everyday life, while enabling consumers, through the proper management of interconnected products, to significantly reduce their environmental footprint.

Smart Cities

- We systematically enrich our range with products and solutions that help businesses, as well as the state to collect and utilize data from interconnected devices, in order to improve the efficiency of critical functions, while reducing costs (Smart Building / Smart City). As of 2024, we have included in our solutions the integrated solution "Cisco Intelligent Building", an integrated management system for commercial and industrial buildings with an increased impact on consumption through the use of low-voltage direct current (DC), sensors, AI and Analytics as well as Molex sensors.

Electromobility - Micromobility

- We invest in e-mobility by proposing an ecological way of moving with Xiaomi electric scooters, to be the most popular product in the e-scooter category in Greece. At the same time and on the occasion of Xiaomi's entry into electric mobility, we are exploring opportunities in the sector.

xiaomi

IMPACT

Uni Systems brings evolution through technology and continuous innovation.

Empowering the **Market** and our **Customers**

uni.systems

We are building an open innovation ecosystem that transforms research into growth. We invest in new technologies, design solutions with real impact and create dynamic partnerships in multiple areas: Smart cities & sustainability

- **eHealth**
- **Culture, education and skills development**
- **Energy & Smart Buildings**
- **Industry 4.0 & 5.0**
- **Internet of Things**
- **Drones / UAVs**
- **Mobility**
- **Artificial Intelligence**
- **Phygital & Metaverse**

In 2025

- 7 approved proposals from 84 submissions
- Approved funding of €2.5 million.
- 4 new projects with a coordinating role from Uni Systems
- Impact – Innovation in Action

Quest Group Innovation Center powered by Uni Systems

- The aim of iQnovus is to respond with innovative solutions to the emerging challenges of the Group's subsidiaries. It supports knowledge transfer, monitoring market trends, attracting talent, creating new products and services, using innovative management tools and methods, and attracting finance and investment.

Pleiades Innovation Cluster

- Founded in 2022, the Pleiades IoT Innovation Cluster is a non-profit organization that is at the forefront of shaping a dynamic innovation ecosystem. The Pleiades IoT Cluster, together with its members, continues to pioneer initiatives such as Smart Islands, leveraging the Pleiades Urban Living approach, to leverage technology and data-driven approaches, to create more sustainable, efficient, and resilient models for improved quality of life.
- The Pleiades Innovation Cluster, during 2025, signed four Memoranda of Understanding with the Municipalities of Kalamata, Halki, Kos and Palaio Faliro, with the aim of supporting their sustainable and sustainable development.

IT solutions and services with a positive environmental and social footprint.

- **Cloud Solutions**
- **Emissions Trading Systems for the Control and Monitoring of Carbon Dioxide Emissions by Sector and Country** (DG Clima of the European Commission and the UK Department for Energy Security and Net Zero Emissions – GOV.UK)
- **Solutions for culture and education**
- **Systems for disease control, prevention, monitoring and analysis**
- **Control and approval systems for new chemicals**
- **Systems for the authorisation of new medicines** and monitoring of the EU regulatory framework for the management and control of medicines
- **Systems for the implementation of European asylum**, border management, migration, cross-border justice policies, international protection and reception conditions for migrants and refugees.
- **Justice Systems, Criminal Record Management, State Legal Council, Administrative Courts**.

IMPACT

With strategic investments in technology, infrastructure and human resources, ACS is redefining the future of courier transport in Greece.

Empowering the **Market** and our **Customers**

ACS systematically invests in innovative technologies, with the aim of broader integration of artificial intelligence and automation solutions, to optimize distribution and enhance its customer experience.

The company implements a coherent investment plan, which focuses on three main pillars, which concern:

- **technological upgrading,**
- **operational efficiency, and**
- **environmental responsibility.**

Initially, as part of the digital transformation, it has made investments in new digital tools, such as the ACiStant Digital Assistant and the ACS Mobile App, as well as in the ever-expanding network of ACS Smartpoint Locker automatic collection lockers, providing 24/7 service, flexibility, but also greater savings.

In 2025, ACS installed about 800 new lockers, reaching a total of about 1,300 points, while ordering an additional 1,000 lockers, in order to cover all central areas of Greece and to thicken their presence in major island destinations and the wider region.

ACS promotes green and sustainable deliveries and transport:

- **It is systematically renewing its fleet with environmentally friendly vehicles (at the end of 2025, 74% of passenger vehicles and 13.5% of company vans were electric or hybrid).**
- **It implements significant investments in the development of the ACS Smartpoint Locker network, which is a distribution model with a low environmental footprint.**
- **It continuously incorporates recyclable and recycled materials into its ACS Express Pack packaging, which carries its shipments.**

IMPACT

Air Conditioning Products for Lower Environmental Footprint.

Clima Quest

G.E.DIMITRIOU s.a

Through our ecosystem companies Clima Quest and G.E. Dimitriou, which exclusively sell Gree and Toyotomi products respectively in the Greek market, we have modern low-energy heating cooling systems, with AI features for optimized use and ecological refrigerant R32, significantly reducing the footprint of each appliance.

IMPACT

Empowering the **Market** and our **Customers**

Specialized Companies that define and upgrade the market in which they operate.

iSquare | Authorised Distributor

iSquare, as the official distributor of Apple products in Greece and Cyprus, has a wide portfolio of devices that combine advanced technology, high aesthetics and a steadfast commitment to sustainability.

Apple systematically invests in innovation, not only in terms of design and performance, but also throughout the entire lifecycle of its products. The utilization of recyclable and renewable materials, the use of clean energy sources in construction processes and the continuous improvement of the energy efficiency of appliances are key pillars of its environmental strategy. In this way, a significant reduction in the environmental footprint is achieved, without any discount on quality or user experience.

A typical example is the iPhone, in which Apple uses recycled metals such as aluminum and rare earths, while also designing high-performance processors that offer speed and energy efficiency. Additionally, packaging has been significantly reduced to plastic, enhancing the sustainability of the product as a whole.

From the initial stage of the concept to the final implementation and launch on the market, innovation is at the core of every Apple creation, shaping products that stand out both for their technological capabilities and for their responsible approach to the environment.

iStorm | Premium Partner

The only retail chain exclusively for Apple products – Apple Premium Partner in Greece and Cyprus.

The **20 iStorm stores** were created with the aim of offering fans and users of the products and the Apple ecosystem an excellent communication, service and purchase experience, worthy of the quality and innovation that characterizes Apple products.

In 2025, a new store opened in Mykonos.

IMPACT

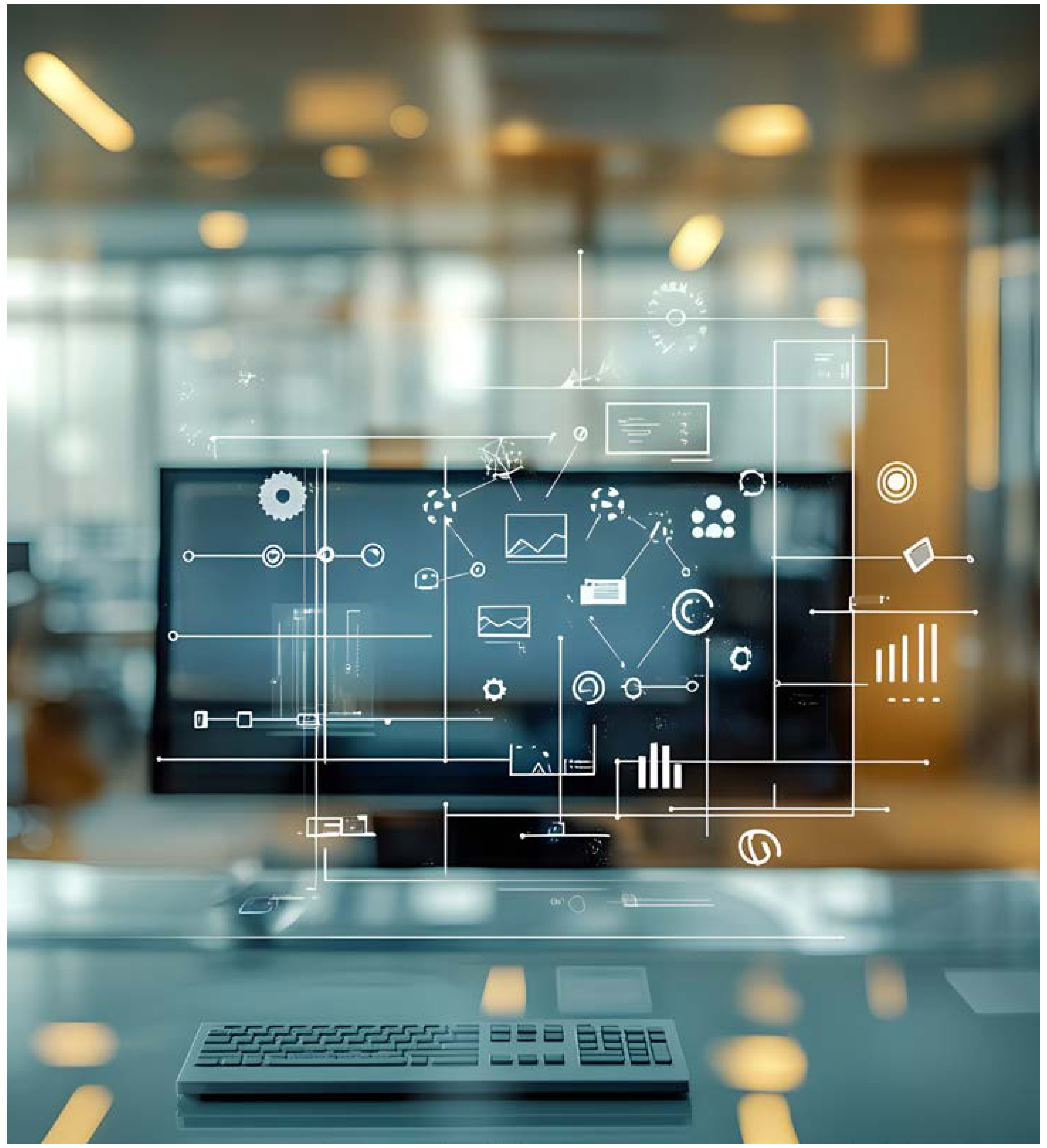
Specialized Companies that define and upgrade the market in which they operate.

Empowering the **Market** and our **Customers**

CANDI
ADVANCED BUSINESS AND DIGITAL SOLUTIONS

TeamCandi invests significantly in the areas of Modern Workplace Development, SharePoint Development, Azure and has a wide range of advanced products, solutions & services of high added value, contributing to the digital transformation of the market.

Microsoft Gold Certified Partner: It is one of Microsoft's top partners in Greece, with many years of experience in process automation and digitization projects and approvals, utilizing Microsoft's Power platform.



EPAFOS
new technologies

EPAFOS covers a wide range of services, from the design of complex IT solutions and the installation of IT equipment to their training, maintenance and support. With well-trained human resources, specialized know-how, it maintains a large established customer base of more than **12,000 businesses and organizations and more than 350 important implemented IT projects** in the Private and Public sector:

- At the cutting edge of innovation and experiential learning, EPAFOS undertakes the supply of the technological equipment and the installation services of the new Interactive Museum of Technology in Trikala – a project that transforms technology into experience.
- EPAFOS undertakes and restarts the provision of Helpdesk Services for the Second Phase of Support of interactive systems and robotics and STEM equipment in Public Schools, having successfully completed the First Phase of the Project.
- EPAFOS dynamically strengthens its activity in the field of IT and infrastructure projects in the field of Health, undertaking the implementation of important projects at the General Hospital of Athens "Evangelismos – Polyclinic".

IMPACT

Enriching consumers' daily lives.

Empowering the **Market** and our **Customers**

you.gr is one of the largest purely online stores in Greece, offering a modern online shopping experience with thousands of technology, home, and everyday products.

The name **BENRUBI** for the Greek consumer, but also for the entrepreneurial trader, is synonymous with guarantee and reliability, placing it in the leading position of the Greek market.

The purpose of the company is to provide products and services of the highest quality that positively impact the lives and well-being of consumers.

Supporting Society

For Quest Group, social contribution is not limited to individual actions, it is an integral part of its identity.

With a total social contribution in commercial value that exceeded €600,000 in 2025, the Group systematically invests in strengthening youth entrepreneurship and innovation, connecting education with the business world, supporting vulnerable social groups and responding to emergencies.

Through structures such as IQbility and iQnovus, but also through the daily action of its people and companies, the Quest Group proves that business success acquires full meaning when accompanied by a substantial social footprint.

IQbility: Youth entrepreneurship incubator and angel fund

Supporting Society

IMPACT

Strengthening technological innovation and youth entrepreneurship.

iqbility | Driving ideas ahead

In 2025, IQbility is a direct shareholder in 6 startups (Novoville, Flexfin, AllCanCode, eNios, Lastmily, Air.tv) from its 14 initial investments, while within the year it also disinvested from the company Flexfin. IQbility also participates in 2 funds: Ellikonos 2 and Apeiron Fund, which invest in SMEs and startups respectively.

Creating Added Value Through IQbility:

- Supporting the startup community & creating startup culture.
- Creation of Greek added value and contribution to "brain regain".
- Investments over €1 million. in startup companies in its 14 years of operation.
- Creation of more than 200 highly skilled jobs by the company

Implementation in practice of Technological Innovation for the common good

IMPACT

The application of technological innovation in the field to address real needs of society.

Technological innovation is a strategic pillar of the Group and is developing with a social footprint. Through the iQnovus Innovation Center, the Group implements projects that leverage technological innovation to provide solutions to real needs — such as sending medicines with drones to remote islands, or mapping damage in areas that have suffered natural disasters.

At the same time, through the creation of innovation ecosystems, it offers local communities the tools and mechanisms to address challenges. Through the Pleiades IoT Innovation Cluster, it has established Innovation Centers in provincial cities and islands of Greece, which aim to provide cities with a framework for developing, testing and scaling solutions that promote sustainability, efficiency and resilience.

Pleiades

iQnovus

Partnering with Higher Education

Supporting Society

IMPACT

Strengthening of the interconnection of Universities with the business world.

Quest Group and the Athens University of Economics and Business (AUEB) have signed a Memorandum of Understanding with the aim of continuously strengthening the relationship between academia and entrepreneurship. The five-year agreement reaffirms their shared commitment to develop a framework for scientific, research and educational cooperation to address current and future challenges for entrepreneurship and the sustainable economy.

This cooperation acquires substantial content through specific actions. In 2025, Uni Systems implemented a series of initiatives in collaboration with AUEB: company executives participated in Postgraduate lectures with presentations of real business cases (case studies), both in May and December, while the company actively attended important professional events, such as the Career Day of the MSc in Computer Science, the Coding Factory Career Event, the AUEB Career Event and the Skills4Jobs program for IT Application Technicians in Attica. Through these actions, the Quest Group actively contributes to bridging the gap between academic knowledge and the job market, offering students access to experience, expertise and career opportunities.

Social contribution actions

Supporting Society

IMPACT

Work against against social inequalities, in cooperation with authoritative non-profit organizations and social actors.

As an active cell of our society, the Quest Group, with a high sense of responsibility, implements actions to support vulnerable social groups. The Group and its companies cooperate with a number of NGOs and Social Organizations, actively contributing to their work.

ACS & Make-A-Wish Greece

It is worth mentioning the systematic support of the organization "The Smile of the Child" and the organization "Make a Wish", with the donation of equipment and courier services, the Homeless Reception Center of the Municipality of Athens (KYADA), with the provision of free clothing and toys offered by the employees and the Group.

ACS stood by Make-A-Wish Greece for another year, offering **13,000 free shipments** and **6,500 pieces of packaging materials in 2025**, supporting the work that fulfills the wishes of seriously ill children.

ACS & GIVMED: Free Transportation of Health Goods

ACS has partnered with the GIVMED network whose mission is to ensure that all people in a vulnerable position have fair access to medicines and health products. In 2025, it offered **5,074 free transports**, through which **65,711 boxes of health goods** were transported throughout Greece, to and from **237 entities of the GIVMED network**.

Volunteering Activities

Supporting Society

Voluntary Blood Donation of Employees

	2023	2024	2025
Bottles of blood Collected (Quest Group Total)	98	186	184
Bottles of blood used (total Quest Group)	72	47	53

Athens Classic Marathon Runners Team – donation to the Smile of the Child Foundation

The Quest Group's team of runners is growing more and more every year. From 143 runners in 2023 we reached 185 in 2025!

Every November, the runners of the Quest Running Team run for a good cause in the Athens Classic Marathon as all the companies of the Group offer to the Smile of the Child every year a significant amount of money for each runner-colleague who takes part in the Marathon. We are particularly proud of this and believe that it is indicative of the commitment of the people of the Group to the principles that make up our culture, such as volunteerism, fair play and well-being.

Solidarity and Volunteering Actions

At Quest Group, volunteering is an expression of the social sensitivity of its people and is implemented through charitable actions that strengthen the spirit of solidarity and cooperation. Every year the following are organized:

- **Volunteer Christmas Bazaar,** with proceeds donated to charity
- **Collection of goods and basic necessities** for institutions and fellow human beings in need – among other things, an annual mission to the Reception and Solidarity Center of the Municipality of Athens (KYADA), as well as coordinated response actions to emergencies from natural disasters
- **Easter Bazaar,** with the same charitable mood.

Supporting Society

IMPACT

Responding to large-scale emergencies.

The Group also proceeds, whenever conditions require it (in cases of e.g. refugee crisis, disasters caused by extreme weather events, pandemic, etc.), to emergency support actions, according to its capabilities and specialized know-how, in the field of technology and courier services.

Distinctions for the Group's positive social impact in 2025

Hellenic Responsible Business Awards 2025

Quest Group won important distinctions at the **Hellenic Responsible Business Awards**, the institution that recognizes companies and organizations for their Corporate Social Responsibility practices.

Specifically, it won three awards:

Gold in the category Impact on Local Communities for the action "Pleiades Urban Living: Maximizing positive social impact through innovation ecosystems"

Silver in the same category for the action "Responsible Surveillance with AI & Drones: Technology in the Service of Security",

and

Silver in the category Business & Local Community/State Cooperation for the action Kalamata. Lab: Co-creation of Kalamata as a model smart and sustainable city through innovation.

Reducing our Environmental Footprint

Climate change is a defining issue of our time, and tackling it requires rapid, collective action and technological innovation. We are committed to achieving our own goals and take responsibility for our operational footprint.

IMPACT

Reducing our carbon footprint.

Reducing our Environmental Footprint

Quest Group is committed to reducing its environmental footprint by setting targets and actions in the fields of reducing greenhouse gas emissions, energy management and promoting the circular economy, thus contributing to the effort to decarbonize its activities and achieve the National and European Goals for the energy transition and tackling Climate Change.

2025 for the Quest Group

- The key mechanisms for decarbonization of our operation are mobilized by
  - the increase in the percentage of electricity consumption from renewable energy sources through investments in **Photovoltaic systems in our facilities** and the purchase of certified **green electricity consumption** (Green Guarantees of Origin) and
  - the gradual transition to a green corporate fleet. At the end of 2025, 63% of the Group fleet was in EV hybrid categories.

- The organization's first climate resilience study has been completed with the aim of adapting to climate change and identifying new opportunities for value creation through the green transition (more information in the **Sustainability Report 2025**).

Progress ESG Goals 2025

-24% reduction in Scope 1 & 2 emissions (Group Total)*

-32% reduction in Scope 1 & 2 emissions (Greece only)**

63% green car fleet

13% electric vans (EcoPower type)

25% green certified electricity consumption***

*The 2025 measurements are based on GHG Protocol and location-based and concern the Group's activities in Greece and abroad. The comparison is with the base year 2022. The most recent conversion factors for the year 2024 have been used and will be renewed with the year 2025 when they are published by DAPEEP.
**The 2025 measurements are based on GHG Protocol and market-based and concern the Group's activities in Greece (96% of Scope 1.2 emissions) The comparison is with the base year 2022. The most recent conversion factors for the year 2024 have been used and will be renewed with the year 2025 when they are published by DAPEEP.
***It is procured by the Group in addition to the annual guaranteed green energy of the electricity provider.

Reducing our Environmental Footprint

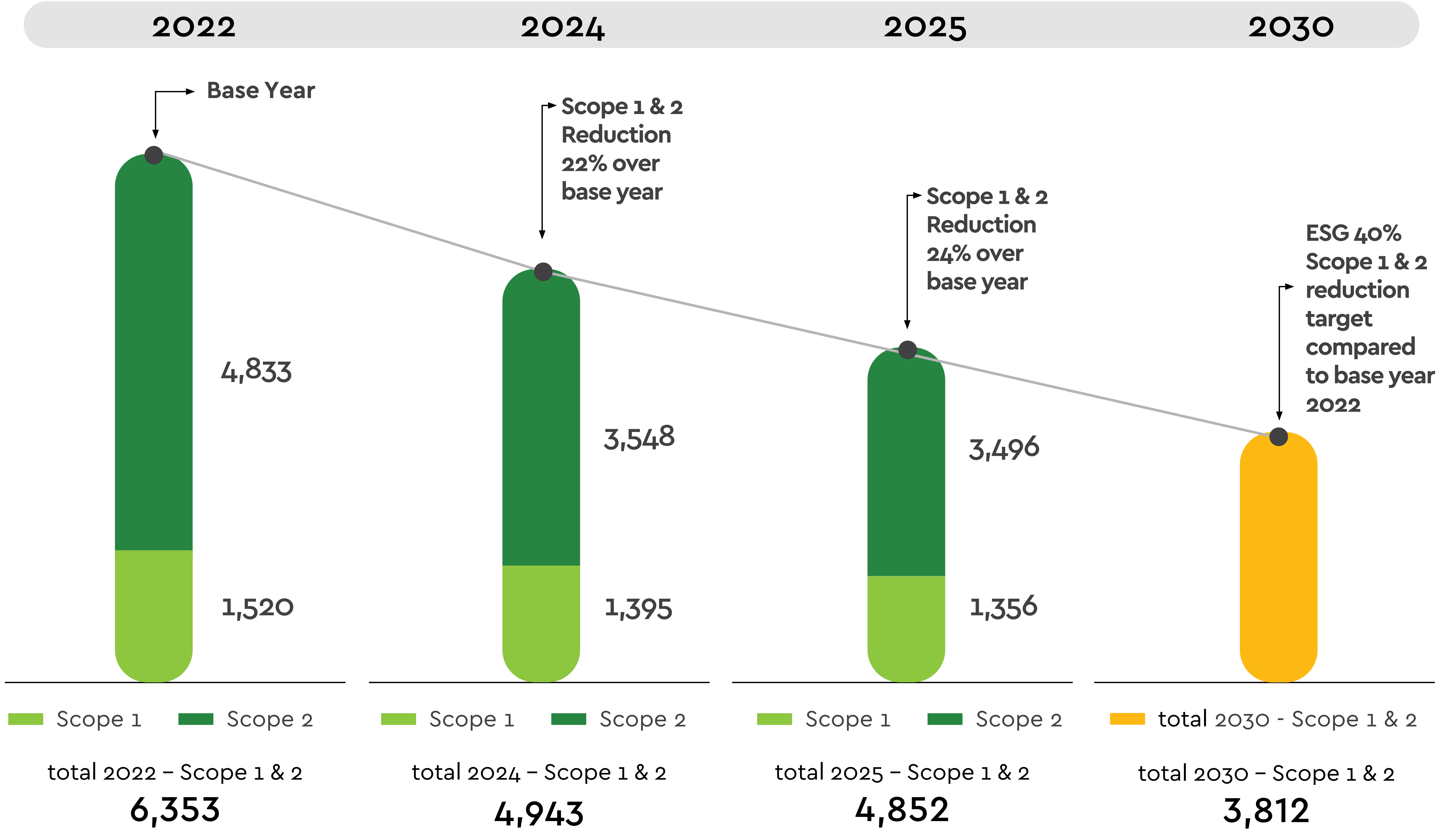
We monitor our emissions and have set annual and long-term ESG targets to limit and reduce them in alignment with the Paris Agreement to keep temperature rise below 1.5°C degrees Celsius.

The Group complies with the requirements of the National Climate Law and our measurements for our annual carbon footprint are verified by an external certified body every 2 years based on ISO 14064.

For the first time in 2025, the Quest Group for greater transparency submitted its environmental progress with the assessment body CDP (Carbon Disclosure Project).

ESG **GOAL**
See here ESG Progress 2025-2030+

Carbon Footprint of Quest Group
(Scope 1 & 2, absolute tn CO_2e emissions)



Reducing our Environmental Footprint

We estimate that our emissions that come indirectly from our activity through our supply chain (Scope 3) are over 99% of our total emissions and present a significant challenge to address and reduce.

We measure these emissions annually at our largest subsidiaries in order to adopt the additional measures we will need to reduce them in the future. In 2025, the total Scope 3 emissions for our 4 largest subsidiaries Info Quest Technologies, Uni Systems, iSquare and ACS were 323,229 tn CO_2e.

More information in the **Sustainability Report 2025**

IMPACT

We take a responsible approach to our facilities and operations and take an increasingly circular approach to material management and waste reduction.

Reducing our Environmental Footprint

- We implement an Environmental Management Policy and System: the Group's subsidiaries, Info Quest Technologies, Uni Systems, Epafos and ACS are ISO 14001:2015 certified.
- In 2025, there were zero confirmed incidents of non-compliance with environmental laws and regulations for Group companies.

SILVER | Top 15% ecovadis Sustainability Rating DEC 2025

SILVER | Top 15% ecovadis Sustainability Rating AUG 2025

- We proceed with environmental certifications and evaluations by external bodies. Two companies of Quest Group, Info Quest Technologies and ACS, have received the important SILVER distinction in their most recent evaluation by EcoVadis, the leading international Sustainable Development performance evaluation body with high performance rates (>80%) in Environmental themes.
- We responsibly implement the collection and recycling of basic materials to certified bodies with a standard recycling process. The Group's companies participate in the official recycling systems, as defined by National and European legislation.

Directions followed by the Group's companies for the promotion of the Circular Economy concern:

- the management and collection of electronic waste
- the creation of a policy to eliminate the use of paper (Paperless Office)
- the reduction of the use of single-use plastic and
- the replacement of plastic material in packaging by commercial companies (recyclable and recycled packaging)

Info Quest Technologies offers technical services (such as service, device upgrade, etc.) to extend the life of devices. It operates as an authorized Service Center, for the withdrawal, upgrade and/or repair of manufacturers' materials, according to strict specifications for material management.

ESG **GOAL**
See here ESG Progress 2025-2030+

In 2025, through the Buyback option and Device Replacement services, approximately 8,620 old devices were returned (x2 as of 2023).

ACS in collaboration with the company APPLIANCE RECYCLING S.A. have collected 18 tons of household and electrical small appliances.

IMPACT

We are making significant investments in our facilities with respect for the environment.

Reducing our Environmental Footprint

The Group's new buildings and facilities operate with:

- Bioclimatic architecture.
- Smart energy management.
- Electric charging stations for company vehicles.
- Investments in photovoltaic systems:
  - > in operation Photovoltaic installation in the new sorting center of ACS with a maximum nominal energy of 1 MWh
  - > approximately 300 kW installed within 2025 in leased buildings of the Group, (in the building that houses the technical department of Info Quest Technologies and the Data Center of Uni Systems, as well as in the facilities of our company in Aspropyrgos and in the offices of Argyroupolis).

In the office building on Argyroupoleos Street, the air conditioning and cooling systems were upgraded using more energy-efficient models to improve energy efficiency, employee experience and cost-effectiveness.

ESG Strategy and Goals 2025–2030+

The Group's ESG strategy was formulated with an implementation horizon of 2022–2030 (and 2050 for environmental goals) and is based on four strategic pillars, which are focused on the material issues on which the Group has an impact: the environment, employees, responsible business operation and sustainable products.

The Group's ESG strategy has been revised for the period 2025-2030+, including nine annual targets, which enhance sustainability, adding value to companies. The Group's subsidiaries participate and contribute with their performance to the achievement of the desired result.

Strategic pillars of Sustainable Development and ESG goals 2025-2030+ (Quest Group)

Environment and Climate Change

1. **Reducing absolute Scope 1 and 2 emissions by 40% by 2030 and Climate Neutrality by 2050*.**
2. **Promoting the circular economy and eliminating avoidable waste by 2030.**

Our People

3. **Maintaining health and safety indicators LTIF< 2.3 and TRIR <1.2 for the Group's employees. *****
4. **Increase to 15 hours of average hours of employee training with an emphasis on AI.**
5. **Create a inclusive culture and acting as an ambassador of diversity and diversity equality.**

Responsible Business

6. **No high/very high severity data breach incident.**
7. **Linking 15% of the variable remuneration (annual bonus) of Group CEOs and main subsidiaries with ESG objectives.**
8. **Evaluation process of suppliers on Sustainable Development issues and application of ESG criteria. ****

Sustainable Products

9. **More than 10% of revenues from sustainable products and services with a positive impact on the environment and society.**

* *Base year 2022 (scenario 1.5°C). Climate neutrality by 2050 refers to Scope 1 and 2 emissions, taking into account the maturity of technological developments. The target will be revised in 2030. Scope 3 emissions are measured in the largest subsidiaries and the Reduction Target is under evaluation.*
***In case of equitable evaluation, suppliers with higher performance in Sustainable Development issues will be preferred.*
****Different sectoral indicators in the subsidiaries ACS (LTIFR < 8.0 and TRIR < 4.2), and Info Quest Technologies (LTIFR < 2.5 and TRIR < 1.3).*

For more information on the ESG Strategy of the Quest Group as well as the communication with stakeholders and the analysis of material topics, see the **2025 Sustainability Report of the Group**.

Progress ESG Goals 2025 - 2030+

Here are the performance of the Quest Group resulting from the ESG strategy for the year 2025, as well as the target setting for 2026.

The Environment

ESG Objectives	Actions	2025 targets	Performance 2025	Progress 2025	2026 targets
1. Climate Change: Reduction of absolute Scope 1, 2 emissions by 40% by 2030 and climate neutrality by 2050.	Increase in the percentage of company car fleet with hybrid/electric models	>60%	63%	Goal achieved	>63%
	Increase in % of "green" energy supply (Group's target for electricity consumption)	25%	25% (through Guarantees of Origin /GOs)	Goal achieved	30%
	40% reduction in absolute Scope 1, 2 emissions by 2030 (compared to base year 2022)	16% reduction (based on SBT tool carbon reduction plan)	32% reduction (Greece results, market based) 24% reduction (results in Greece & abroad, Location based)	Goal achieved	21% reduction
	Scope 3 emissions measurement based on GHG Protocol	Scope 3 emissions measurement for 2025 in 4 companies (ACS, Uni Systems, Info Quest, iSquare)	The measurement was carried out (Scope 3 CO2e (tns): 323.229)	Goal achieved	Scope 3 emissions measurement for >4 companies Future assessment of reduction targets.

Goal achieved Goal in progress Goal not achieved

The Environment

ESG Objectives	Actions	2025 targets	Performance 2025	Progress 2025	2026 targets
2. Promoting the circular economy and eliminating avoidable waste by 2030.	Continuation and Strengthening of Circular Economy Services	Inventory of single-use plastics used in the distribution chain	**Achieved**	Goal achieved	Continuation and Strengthening of Circular Economy Services
		100% e-waste recycling certified	**Achieved**	Goal achieved	100% e-waste recycling certified
		Measures to reduce single-use plastics	**Achieved**	Goal achieved	Continue with new Collection Points
		Paperless office Digitalisation of processes (services, financial processes)	**Achieved**	Goal achieved	Paperless office Digitize more processes
		Sustainable packaging Packaging made from recycled content or recyclable materials/ Introduction of KPIs Paper Commercial Bags in Use	**Achieved** ACS with 30% recycled material in its packaging.	Goal achieved	Sustainable packaging
	Introduction of circular economy models	Recycle-Change device Takeback schemes/Refurbished services	**Achieved** Take back Schemes (# devices) 8,.620	Goal achieved	Continuation and strengthening of Circular Economy Services

Goal achieved   Goal in progress   Goal not achieved

Our People

ESG Objectives	Actions	2025 targets	Performance 2025	Progress 2025	2026 targets
3. Health and Safety.	Maintaining LTIFR Health and Safety Scores below 2.5 and TRIR below 1.3 LTIFR: Lost Time Frequency Rate TRIR: Total Recordable Incident Rate	ACS: LTIF <8.0 IQT: LTIF < 2.5 Rest: LTIF <2.3 ACS: TRIR <4.2 IQT: TRIR <1.3 Rest: TRIR <1.2	ACS: LTIF 2.63 IQT: LTIF 0 Rest: LTIF 1.02 ACS: TRIR 0.53 IQT: TRIR 0 Rest: TRIR 0.20	Goal achieved	ACS: LTIF <8.0 IQT: LTIF < 2.5 Rest: LTIF <2.3 ACS: TRIR <4.2 IQT: TRIR <1.3 Rest: TRIR <1.2
	Certification ISO 45001:2018	Preparing to obtain ISO 45001:2018 for Info Quest Technologies/ Retention in certified subsidiaries.	Obtain ISO 45001:2018 from Info Quest Technologies / Retention in Certified Subsidiaries .	Goal achieved	Retention in certified subsidiaries
	Wellness Program ARMONIA	Continue	**Achieved**	Goal achieved	Continuation of the Program
	Health and Safety Education	One annual health and safety training for all workers	**Achieved**	Goal achieved	Continue
4. Training and Development of Our Employees.	Training hours per employee	>15 hours of average training per employee (+6% compared to 2024) With a focus on AI and digital skills	18.4 hours of average training per employee Participation of all Managers in compulsory AI training.	Goal achieved	>15 hours of average training per employee (+6% compared to 2024) With a focus on AI and digital skills

Goal achieved Goal in progress Goal not achieved

Our People

ESG Objectives	Actions	2025 targets	Performance 2025	Progress 2025	2026 targets
5. Creating a culture of inclusion, diversity and equality in order to empower our people.	Establishing programmes on inclusion and diversity issues	At least 3 actions for Women's Empowerment (training, surveys, seminars, etc.) every 2 years starting from 2025–2026 aimed at all working women. • Design and implementation of the ALLYSHIP program in 2025-2026	Implementation of training programs – Better Together Program – for the empowerment of women. • Design and implementation of the ALLYSHIP program in 2025.	Goal achieved	At least 3 actions for Women's Empowerment (training, surveys, seminars, etc.) every 2 years starting from 2025–2026 aimed at all working women. • Design and implementation of the ALLYSHIP program in 2025–2026
		Ensuring that the participation rate of women in the Talent Management Program and the Quest Mini MBA program will be at least the same percentage of all women in the Group (>33% for 2025).	40% women in Talent Management 42% women in the Mini MBA	Goal achieved	Ensuring that the participation rate of women in the Talent Management Program and the Quest Mini MBA program will be at least the same percentage of all women in the Group (>33% for 2025).
	Preparation of a Report for the calculation of equal pay and an action plan to address any discrimination in pay until 2025 (Group level)	Completion of a Pay Gap Study with an external consultant. (Group level 2023). Action plan to address any pay discrimination until 2025.	Action plan to address any pay discrimination until 2025.	Goal achieved	Pay gap study every 3–5 years (including new subsidiaries). Next study 2027.

Goal achieved Goal in progress Goal not achieved

Responsible Business

ESG Objectives	Actions	2025 targets	Performance 2025	Progress 2025	2026 targets
6. No high/very high severity data breach incident.	Annual Vulnerability Assessments in the main systems	Vulnerability Assessments for all major systems Addressing the most important vulnerabilities in all major systems (remediation, mitigation, acceptance).	**Achieved**	Goal achieved	Continuation Annual Vulnerability Assessments in the main systems
	Continuation of mandatory cybersecurity/ phishing trainings for all employees	Continue	**Achieved**	Goal achieved	Continuation of mandatory cybersecurity/phishing trainings for all employees
	Maintain ISO 27001:2022 certificate	Retention in certified subsidiaries	**Achieved**	Goal achieved	Maintain ISO 27001:2022 certificate
	No data breaches with a significant financial impact or data privacy incident	No data breaches with a significant financial impact or data privacy incident	**Achieved**	Goal achieved	No data breaches with a significant financial impact or privacy incident

Goal achieved Goal in progress Goal not achieved

ESG Objectives	Actions	2025 targets	Performance 2025	Progress 2025	2026 targets
7. Linking the variable remuneration (annual bonus) of Group CEOs and main subsidiaries to ESG objectives.	Linking ESG targets to 15% of the Group's CEOs' variable remuneration	Linking 4 ESG Goals to Variable Pay 2025 Weights: 50% Environment/Climate 20% Health and Safety 15% Diversity 15% Employee Training	**Achieving**	Goal achieved	Linking 4 ESG Goals to Variable Pay 2026 Weights: 50% Environment/Climate 20% Health and Safety 15% Diversity 15% Employee Training
8. Evaluation of suppliers with ESG criteria.	Evaluation of suppliers with ESG criteria (Group Objective)	New evaluation of suppliers with ESG criteria 2025 Completion of Procurement Policy Renewal (Group Policy)	Ongoing 2025-2026	Goal in progress	**New Supplier Assessment with ESG Criteria 2027**

Sustainable Products

ESG Objectives	Actions	2025 targets	Performance 2025	Progress 2025	2026 targets
9. More than 10% of revenue to come from sustainable products.	% of revenues coming from sustainable products and services (based on ICMA protocol)	>10% of revenue to come from sustainable products	**13.3 %**	Goal achieved	>10% of revenue to come from sustainable products

Goal achieved Goal in progress Goal not achieved

More information

Group Sustainability Report 2025
(Here based on CSRD/ESRS)

Company Sustainability Reports
(Info Quest Technologies,
Uni Systems, ACS, iSquare) 2025
(Here based on GRI Standards)

UNGC Signatory (Quest Holdings)

Sustainable Development and
Climate Change Policy

Other Group Policies

Carbon Footprint and Emissions 2025
More here

Quest Group website –
Sustainability Section

SEE VIDEO
OUR IMPACT
2025

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