

Summary of our new ESG strategy and goals

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In 2021, the Quest Group updated its Sustainable Development Strategy focusing on environmental, society and corporate-governance (ESG) issues. Through this strategy, the Group seeks to link sustainable development with the value-creation model, the distribution of value generated in sustainable and innovative products and services, and the creation of a sustainable future for stakeholders and the wider society.

The ESG strategy is based on four (4) strategic pillars and consists of 10 goals that will provide further value and diversification to the Quest Group. The ESG goals are presented per pillar of action and have been set in order to incorporate key sustainability issues into the Group's culture.

The goals per pillar, the environment, our people, responsible business and sustainable products are presented below.



Environment

1. Reduce Scope 1, 2 absolute emissions by 40% by 2030 and Climate Neutral by 2050*
2. Promote circular economy and eliminate avoidable waste by 2025



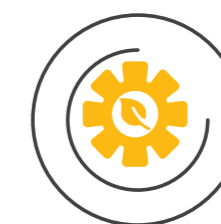
Our People

3. Maintain LTIF below 2.3 and TRIR below 1.2 for the Group's employees by 2030
4. 10% increase in employees' training hours by 2025
5. Build an inclusive culture and act as an ambassador of diversity and equity to empower our people to excel by 2025



Responsible Business

6. Best effort to maintain zero data breach incidents by 2025
7. Link 15% of variable pay elements (annual bonus) of Group's and main subsidiaries CEOs with ESG targets by 2025
8. Build an inclusive culture and act as an ambassador of diversity and equity to empower our people to excel by 2025**



Sustainable Products

9. >6% of revenue from sustainable products and services by 2025
10. >50% increase in Green MW installed base by 2025

*Base year 2021 (1.5oC scenario). Carbon neutrality by 2050 refers to scope 1 & 2 emissions, taking into account the maturity of technological advancements. The target will be revised in 2030.

**For equal performance suppliers with higher ESG scores will be preferred.



Environment:

Integration of actions and initiatives which protect the environment and minimize the negative effects of the Group's activities.

Realizing the risks of climate change, we have set as the first strategic goal in the environmental pillar the reduction of total Scope 1 and 2 emissions by 40% by 2030, with a view to climate neutrality by 2050. The two main focus areas for achieving this goal is replacing the percentage of the Group's existing leased cars, machines and vans with electric/hybrid ones and the consumption of energy from renewable sources.

The next goal of the pillar is to promote the circular economy model and eliminate waste that can be avoided. The target covers areas of e-waste, disposable plastics, paper and packaging.



Our People:

Aligning activities with top standards and hygiene and safety practices, promoting respect for human rights and equal opportunities, and enhancing employment.

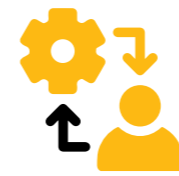
We recognize that our people are the driving force of the Group and we have made commitments with human capital enhancement at the core of our strategy.

We turn our attention to ensuring a healthy and safe environment that enhances well-being. The pillar has included the goal of maintaining the accident frequency rate "Lost Time Injury Frequency Rate (LTIF)" below 2.3 and the recordable accident rate "Total Recordable Incident Rate (TRIR)" below 1.2 for Group employees by 2030. As the main implementation actions, the goal includes monitoring of indicators and annual progress, as well as conducting training on health and safety management.

In addition, the pillar includes a 10% increase in employee training hours by 2025. The goal will be achieved through the implementation of the training already available to employees and the development of new training based on the needs of each subsidiary.

The creation of a culture of inclusion, diversity and equality is a cornerstone of the Group that is in line with our principles and values. The establishment of a corresponding goal reinforces our commitment to continuous improvement in order to empower our people. The Group is committed to creating a policy of equality and inclusion, to design programs that promote inclusion, equal opportunities and equal rights, and to further develop initiatives for working parents and caregivers by 2025

* The criterion for replacement is supply chain availability



Responsible Business:

Promoting the long-term interests of local communities, and ensuring an ethical and responsible way of working towards customers and suppliers.

The first goal of the Pillar refers to the implementation of targeted actions to maintain zero data breaches by 2025. The goal will be achieved through the maintenance of operational continuity and the participation of staff in training and awareness-raising programs regarding cybersecurity and data privacy.

The aim of this pillar is also to link 15% of the variable remuneration (annual bonus) of the CEOs of the Group and the main subsidiaries with performance in matters relating to the environment, society and corporate governance. This goal highlights the importance that the Group places on sustainability, while at the same time serving as a commitment to the annual monitoring of the performance of the other strategy goals.

An additional goal is the evaluation of suppliers based on ESG criteria by 2025. In order to achieve this goal, an assessment mechanism will be set up, a scoring and progress system will be developed and training will be provided to suppliers. (*) The last goal, which is also an immediate action for the Group, is the commitment to the 10 principles of the United Nations Global Compact (UNGC) within 2022. Voluntary participation in the UN Compact indicates our commitment to implementing sustainable and socially-responsible policies.



Sustainable Products:

Ensuring growth with a long-term sustainable approach, providing innovative and sustainable products and services.

In the context of this pillar, we are committed to having more than 6% of the Group's revenue come from sustainable products and services by 2025. This goal will be achieved by increasing the number of sustainable products and services designed and available by the Group's subsidiaries.

Finally, another goal has been included in the pillar and refers to the increase of more than 50% of installed green energy (in MW) by 2025. This goal will be achieved by increasing the installed capacity of the subsidiary Quest Energy.

Based on the above pillars and goals which we have developed, we aim to successfully implement:

The transformation, organization and improvement of the Group and the companies with a view to moving towards a more sustainable future. The transformation will lay new foundations, positively affecting working conditions, stakeholders and society in general and environmental protection;

The development of competitive advantages which, in turn, will lead to the strengthening of innovation in relation to the services and solutions we provide, having in mind the needs and requirements developed in the market;

Our alignment with the legislative requirements and regulations on sustainable development and the successful transition to new competitive conditions;

The development of a strong intra-group culture that goes hand in hand with the goals and requirements of the market in order to strengthen our competitiveness, attract human resources and create an environment based on cohesion, diversity, inclusion and equal opportunities; and

Strengthening the reputation and image of the Group and its companies in order to meet the expectations of stakeholders and the younger generation of people, who seek an open working environment that gives them opportunities to contribute with their work to the progress of innovation.