

ESG Highlights 2024

Continuous Development

- **€331.2** million. Revenue (+9%)
- 3x increase in turnover in 5 years
- A platform for value creation in the new interconnected world, by developing an ecosystem of interconnected specialized companies
- Maintain first position in the distribution of ICT products and increase market share in all activities and sectors

- Maintain high performance and market share in the Mobility sector (Xiaomi)
- Significant sales increase in Romania through a subsidiary
- Top 20 Microsoft Indirect Cloud
 Partner CEMA
- Achieve all annual goals of our ESG strategy

Major Investments

- Investments to support expansion abroad
- Coordination of the expansion of the Logistics Center
- Investments for the implementation of the new 5-year Strategic Business Plan
- Investment in human resources for business development in new areas
- Investing in digital transformation

ESG Highlights 2024

Responsible Entrepreneurship

- O (Zero) incidents of breaches of information security and personal data legislation
- O (Zero) incidents and complaints about matters of corruption, unfair competition, anti-competitive behaviour, anti-trust and monopoly practices
- Full compliance with laws and regulations in the social and environmental area
- Employee training on matters
 of Conduct and Ethics, Human Rights
 and Digital Security

Responsibility to our employees

- + 430 employees (16 new jobs)
- > 9,600 hours of training
- 35% of our employees are women (compared to 33.3% in 2022
- Zero accidents at work

Responsibility to the environment

- 25.33% reduction in direct and indirect emissions (Scope 1 & Scope 2) from the reference year 2022
- 46% hybrid/electric cars in the corporate fleet
- Strengthening recycling initiatives

Responsibility to the market

- Creating value for suppliers and partners
- New partnerships in cybersecurity, intelligent buildings, drones

- Transfer of know-how in AI solutions
- 10.3% revenue from sustainable products

Major Events of 2024



- Achieving targets and growth in all commercial divisions (ICT products, Cloud, networking & software, Mobility & IoT).
- Significant portfolio expansion in the areas of cybersecurity, smart infrastructure buildings, and energy management. New partnerships: Huawei, VMWare, Commvault, Checkpoint, molex, MC Chargers, Star Charge.
- Investing in know-how around the use of AI tools and technologies.
- In the Mobility sector, the distribution and sale of DJI Drones in Greece and Cyprus was significant.
- Achieved a very high market share (33%) in Xiaomi smartphones and maintained 2nd place in the market.

Major Events of 2024



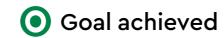
- Strengthening our presence abroad. Info Quest Technologies Romania achieved ~80% sales growth and Info Quest Technologies Cyprus achieved ~80% sales growth, with most of the activity being in the Xiaomi physical and online store (Xiaomi Store -https://www.mistore-cyprus.com.cy/). During the year, the company acquired new warehouses that serve both Info Quest Technologies and Info Quest Technologies Cyprus, while it cooperates with one of the most distinguished repair centers in Cyprus, IQ Services, significantly strengthening its position.
- Expansion of the Logistics Center to new additional storage areas in the same park. The company now has 32,280 m² / 320,000 m³ of storage space and state-of-the-art automation
 - Strengthening of ICT infrastructure, especially in terms of security and gradual integration of AI technologies in its operation that increase productivity and efficiency
- Awarded as Distributor of the Year, Cloud Distributor of the Year, Innovative Distributor of the Year & ESG Strategy of the Year, as part of an institution that the whole market votes/participates in.

Results ESG Goals 2024

Info Quest Technologies' performance under the ESG strategy for the year 2024, as well as the target for 2025, follows.



ESG Goals	Actions	Goals for 2024 Info Quest Technologies	Performance for 2024 Info QuestTechnologies	Progress 2024	Goals for 2025 Info Quest Technologies
	Increase in the percentage of the company car fleet with hybrid/electric models	>41% (achieved 2023)	Achieved 100% 46%		>51%
	Increase in % of 'green' energy supply (Group's goal for electricity consumption)	>13% (Group goal)	Achieved 100% 14% (through Guarantees of Origin (GOs)	•	25% (Group goal)
1. Climate Change: Reduction of absolute Scope 1 and Scope 2 emissions by 40% by 2030 and climate neutrality by	Reduction of absolute Scope 1, 2 emissions by 2022 and 40% by 2030 (compared to the reference year 2022)	Reduction of absolute Scope 1, 2 emissions and 40% by 2030 (compared to the reference year 2022)	Achieved 100% 25,33% reduction Scope 1 & 2 compared to the reference year 2022 Scope 1 CO ₂ e (tns) 152.17 Scope 2 (market based) CO ₂ e (tns) 387.63	•	Overall Group goal: 16% reduction in 2025 (compared to 2022)
2050	Reduction of absolute Scope 1, 2 emissions by 2022 and 40% by 2030 (compared to the reference year 2022)		Achieved 100% The measurement was completed and certification was carried out.	•	Carbon footprint measurement based on the GHG Protocol (Scope 1, 2) with ISO 14064 certification for 2025
	Scope 3 emissions measurement based on the GHG Protocol	Scope 3 emissions measurement	Achieved 100% The Measurement was carried out (Scope 3 CO ₂ e (tns): 197,861.11). 2024 is the reference year	•	Scope 3 emissions measurement for 2025 Future evaluation of reduction goals.









ESG Goals	Actions	Goals for 2024 Info Quest Technologies	Performance for 2024 Info QuestTechnologies	Progress 2024	Goals for 2025 Info Quest Technologies
		Inventory of single-use plastics used in the distribution chain	Achieved 100%	•	Continuing and strengthening Circular Economy Services
		100% e-waste recycling certified	Achieved 100%	•	100% e-waste recycling certified
		Measures to reduce single-use plastics	Achieved 100%	•	Continue with new Collection Points
2.Promoting the	Continuing and strengthening Circular Economy Services.	Paperless office Digitisation of more procedures (Service, financial services)	Achieved 100%		Paperless office Digitisation of more procedures
circular economy and eliminating waste that can be avoided by 2025.		Digitisation of the supplier verification and creation procedure		•	
		Launch of digitisation projects for HR, Expenses, Service and Financial Services procedures			Continue with new Collection Points Paperless office Digitisation of more
		Sustainable packaging Packaging from recycled	Achieved 100%		Sustainable packaging
		content or recyclable materials/ Introduction of KPIs	Only paper commercial bags in use		
		Recycle – Change Device	Achieved 100%		Continuing and strengthening
	Introduction of circular economy models	Takeback schemes/Refurbished services	Take back Schemes Mi Store (660)		Circular Economy Services









ESG Goals	Actions	Goals for 2024 Info Quest Technologies	Performance for 2024 Info QuestTechnologies	Progress 2024	Goals for 2025 Info Quest Technologies
Health and Safety	Maintain LTIFR Health and Safety Indicators below 2.5 and TRIR below 1.3 LTIFR: Accident Frequency Indicator (Lost Time Frequency Rate) TRIR: Recordable accidents indicator: Total Recordable Incident Rate Certification ISO 45001:2018 Wellness Program ARMONIA Health and Safety training	LTIFR < 2,3 TRIR < 1,2 (Goal 2022–2024) Preparing for ISO 45001:2018 certification Continue	Achieved 100% LTIFR=0 TRIR = 0 Achieved 100% Preparing for ISO 45001:2018 certification Achieved 100% Achieved 100%		NEW updated goal: Maintain LTIFR Health and Safety Indicators below 2.5 and TRIR below 1.3 Obtain ISO 45001:2018 by 2026 Program continuation NEW updated goal: One annual health and safety training for all employees
Training and Development of our Employees	10% increase in employee training hours by 2025 (compared to 2021)	>7.5% increase over the three- year period 2022–2024	Achieved 100% 22 hours average + 20% (compared to 2021)		NEW updated goal: >15 hours of average training per employee (For our company maintain an average of 20 hours of training) Participation of all Managers in mandatory training on Al.



ESG Goals	Actions	Goals for 2024 Info Quest Technologies	Performance for 2024 Info QuestTechnologies	Progress 2024	Goals for 2025 Info Quest Technologies
Creating a culture of inclusion, diversity and equality in order to	Compilation of a Report on the calculation of equal pay. (Group level) and Action plan to address any discrimination in pay by 2025 (Group level)	Completion of a Pay Gap Study with an external consultant. (Group level 2022–2023) and Action plan to address any discrimination in pay by 2025	Achieved 100% Better Together Program with Action Plan for women's empowerment education programs		 NEW updated goal: Pay gap study every 3-5 years (including new subsidiaries). The last study was for 2022 (next study by 2027). Ensure that the participation rate of women in the Talent Management Program and the Mini MBA program is at least the same as the percentage of all women in the Group
empower our people	Establishment of programs on inclusion and diversity issues	Establishment of programs on inclusion and diversity issues	Achieved 100% Implementation of the DEI ('Better Together') action program		 NEW updated goal: At least 3 actions for Women's Empowerment (training, surveys, seminars, etc.) every 2 years starting from 2025–2026 targeting all female employees Design and implementation of the ALLYSHIP program in 2025-2026



ESG Goals	Actions	Goals for 2024 Info Quest Technologies	Performance for 2024 Info QuestTechnologies	Progress 2024	Goals for 2025 Info Quest Technologies
	Annual Vulnerability Assessments on the main systems	Vulnerability Assessments for all main systems Addressing the most important vulnerabilities in all main systems (restoration, mitigation, acceptance).	Achieved 100%	•	Continue Annual Vulnerability Assessments on the main systems
6. No incidents of high/ very high severity data breaches	Continue mandatory cybersecurity/phishing training for all employees	Continue	Achieved 100%	•	Continue mandatory cybersecurity/phishing training for all employees
	Retention of ISO 27001:2013 certificate	Retention	Achieved 100%	•	Retention of ISO 27001:2013 certificate
	No data breach with significant economic impact or data privacy incident	No data breach with significant economic impact or data privacy incident	Achieved 100%	•	cybersecurity/phishing training for all employees Retention of ISO 27001:2013
	Linking ESG goals to 15% of variable remuneration	Linking three (3) ESG goals to	Achieved 100%		NEW updated goal:
7. Linking variable remuneration (annual	of the Group CEOs	variable remuneration of 2024			Linking ESG goals to variable remuneration for 2025
bonus) of the Group CEOs and the main subsidiaries to ESG goals		Severity: 50% Environment/Climate 25% Diveristy 25% Suppliers			Severity: 50% Environment/Climate 20% Health and Saftey 15% Diveristy 15% Employee Training

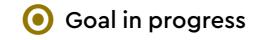


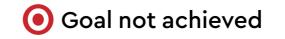
Actions	Goals for 2024 Info Quest Technologies	Performance for 2024 Info QuestTechnologies	Progress 2024	Goals for 2025 Info Quest Technologies
Supplier Evaluation based on ESG criteria (Group Goal)	Development of a methodology to assess the ESG maturity of major suppliers and review of the Procurement Policy	The first supplier evaluation was carried out in 2023, and the next		New supplier evaluation based on ESG criteria Completion of Procurement
	Evaluation of major suppliers based on ESG criteria (Extend the evaluation every 2 years to the 10 largest suppliers based on cost of supply.)			Policy Renewal (Group Policy)
	Participation in the Greek Sustainable Development Pact (ESBE/ CSR Hellas) for the support of the supply chain	Achieved 100%	•	Continuation of the initiative
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Sustainable Products

ESG Goals	Actions	Goals for 2024 Info Quest Technologies	Performance for 2024 Info QuestTechnologies	Progress 2024	Goals for 2025 Info Quest Technologies
>10% of revenue should come from sustainable products	% of revenue should come from sustainable products and services (based on ICMA protocol)	>6% of revenue should come from sustainable products (Goal 2022–2024)	Achieved 100% 10,3 % (9,1% in 2023)	•	NEW updated goal: >10% of revenue should come from sustainable products







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