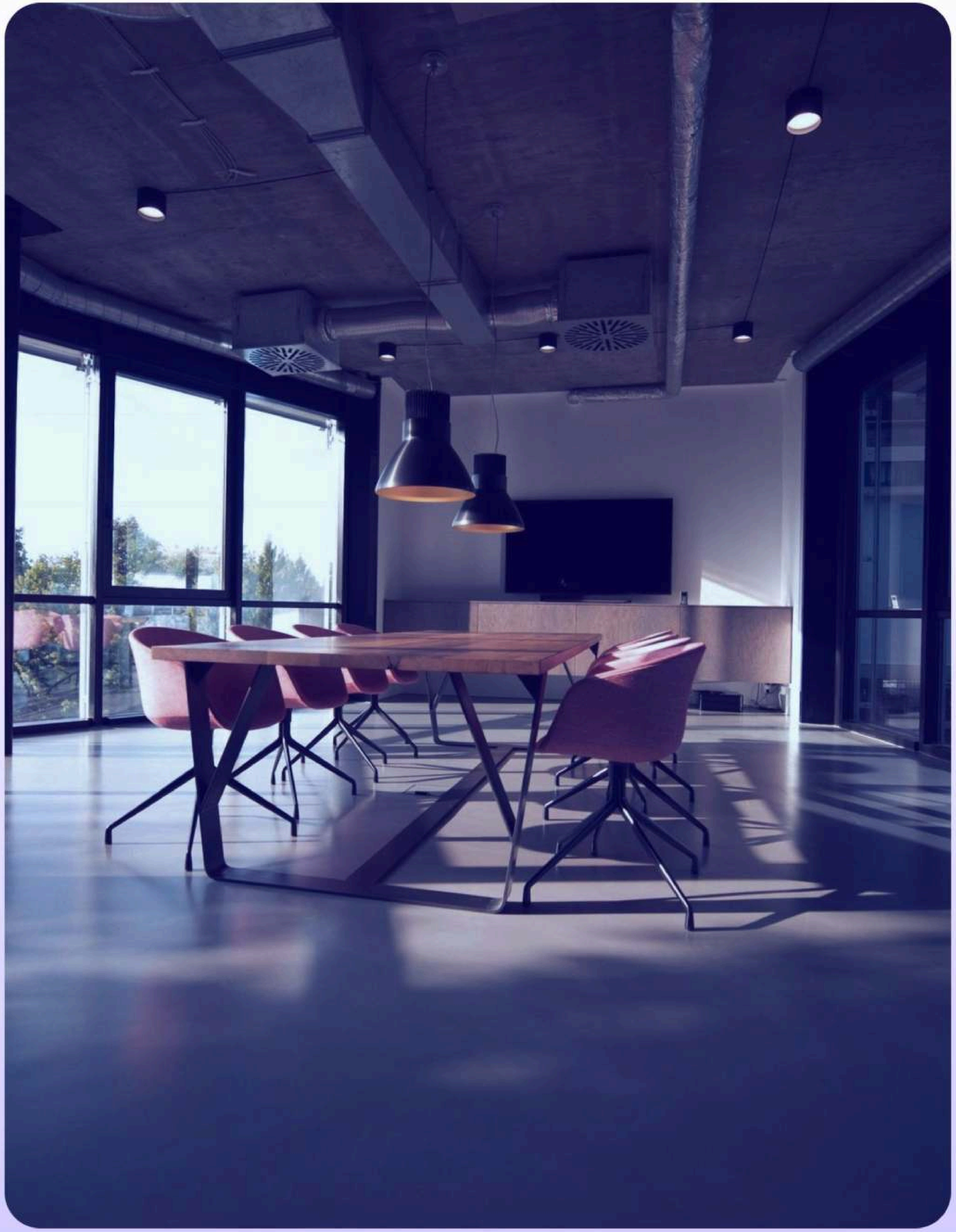
QUALCO Group

2025

Sustainable Impact Report

QUALCO GROUP AT A GLANCE



25+
Years

1,200+
Employees

30+
Countries

43%
Women

140+
Clients

25,000+
Training Hours

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01 Introduction

LETTER FROM THE MANAGEMENT

Dear stakeholders,

2025 was a defining year for Qualco Group. Our organisation grew, expanded and in May 2025, took a significant step forward by listing its shares on Euronext Athens. But what matters most to us is not the milestone itself; it is what it represents: a commitment to building something lasting, transparent and genuinely impactful.

As a listed technology Group, our purpose remains unchanged. Through our three business segments, Software and Technology, Platform as a Service and Portfolio Management, we help organisations modernise the way they work, make smarter decisions and deliver better digital experiences to the people they serve. When our clients become more efficient, more resilient and more future-ready, that is where our impact is felt most directly.

For us, sustainability is not a separate agenda. It is woven into the way we create value, in how we support our people, manage our environmental footprint, govern our business and engage with the communities and partners around us. In 2025, we invested meaningfully in our people's development, well-being, and health; advanced our environmental commitments across energy use, emissions and responsible waste management; and continued to strengthen the governance frameworks that underpin trust; from ethics and compliance to data protection and business conduct.

This Impact Report complements the ESRS-aligned Sustainability Statement in our 2025 Annual Financial Report. It presents our performance through a broader lens: not just what we measured, but what it means and why it matters.

We will keep raising the bar, on data quality, performance monitoring and the depth to which sustainability shapes how we plan and make decisions. And we will do so with the same sense of responsibility that has guided us from the beginning.

To our people, clients, partners, shareholders and all those who place their trust in us: thank you. Together, we are building a Group that grows responsibly, acts with integrity and creates value with purpose.

Orestis Tsakalotos
Group Executive Chairman
Qualco Group S.A.

Miltiadis Georgantzis
Group Chief Executive Officer
Qualco Group S.A.

ABOUT THIS REPORT

This Impact Report presents the Qualco Group's sustainability performance and the real-world impact generated through its operations, business activities and initiatives during the 2025 financial year.

The information and metrics it contains are drawn from Qualco Group's 2025 Sustainability Statement, published as part of the 2025 Annual Financial Report. The Sustainability Statement has been prepared in alignment with the European Sustainability Reporting Standards (ESRS) under the Corporate Sustainability Reporting Directive (CSRD) and has been subject to external assurance.

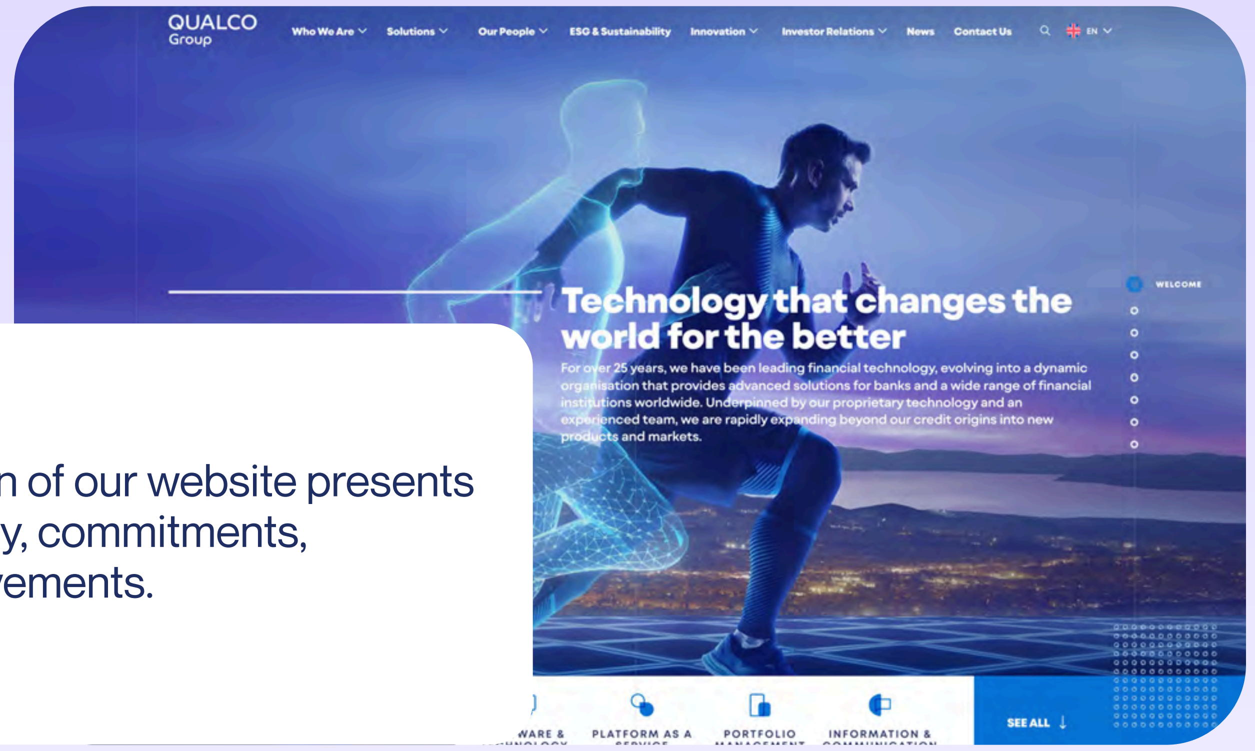
This Report does not introduce new or previously undisclosed information. Instead, it aims to bring our sustainability performance to life in a way that is accessible, meaningful and relevant to the full range of people and organisations who engage with us: our people, clients, partners, investors and the wider communities in which we operate. Where the Sustainability Statement answers the question of what we measured, this Report aims to answer why it matters.

Readers seeking detail on reporting methodologies, assumptions, calculation approaches, reporting boundaries and the scope of consolidated entities are encouraged to refer to Qualco Group's 2025 Sustainability Statement, included in the 2025 Annual Report of the Board of Directors and Annual Financial Statements.

Find out more

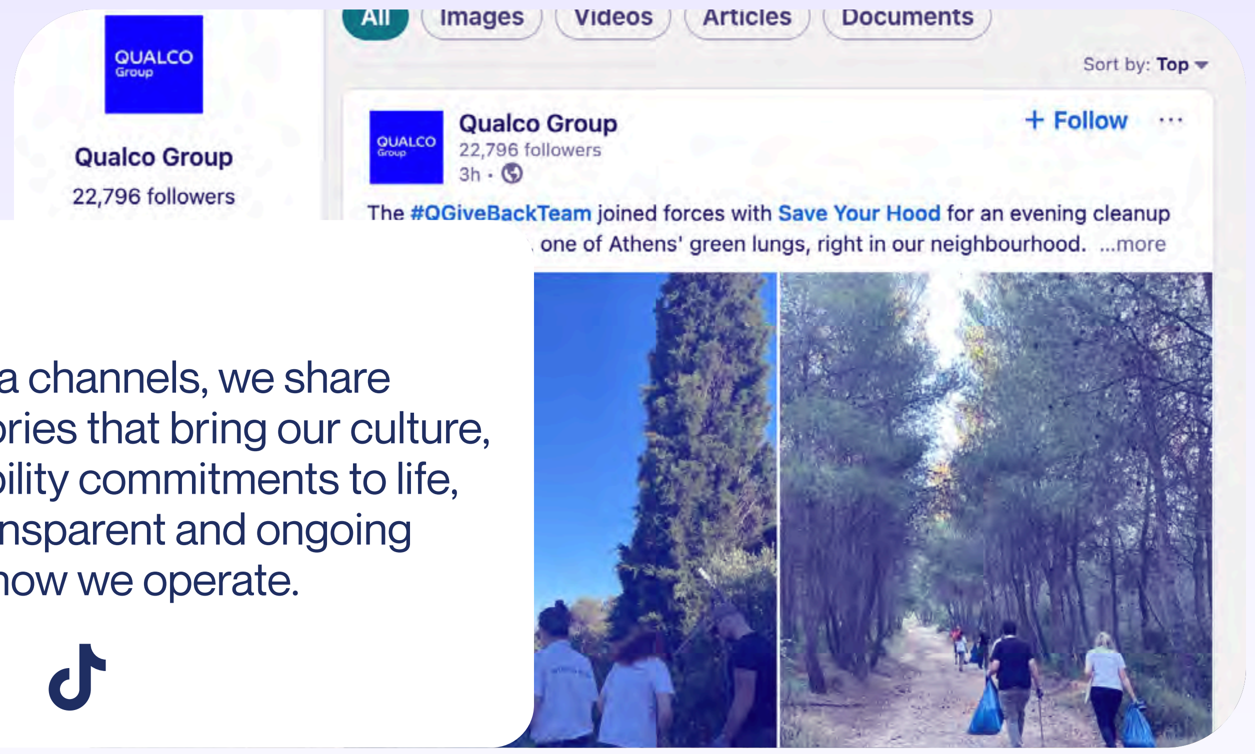
Annual Report

Our Annual Report presents a comprehensive overview of the Group's financial performance, together with our Sustainability Statement, prepared in line with the European Sustainability Reporting Standards (ESRS).



Website

The sustainability section of our website presents our sustainability strategy, commitments, initiatives and key achievements.



Social Media

Through our social media channels, we share updates, insights and stories that bring our culture, innovation and sustainability commitments to life, giving stakeholders a transparent and ongoing view of who we are and how we operate.

ENABLING CLIENT IMPACT THROUGH TECHNOLOGY

Qualco Group exists to help organisations work better. As an international software provider specialising in financial technology, we work with banks, financial institutions and organisations across both the private and public sectors, offering solutions that span the full credit and payments lifecycle — from origination and portfolio management through to digital servicing.

What began in 1998 as a custom software and IT services provider has evolved into a platform-led technology group with international reach. Over the years, we expanded from software development into platform-based solutions, portfolio servicing and receivables management, and since 2019 we have further broadened our offering through organic growth and targeted acquisitions, moving into non-banking receivables, platform-as-a-service solutions and new business areas that reflect the changing needs of the sectors we serve.

Qualco Group's listing on Euronext Athens in May 2025 marked the beginning of a new chapter; one that reinforces our commitment to transparency, strong governance and long-term value creation.

The Group's operations are structured across three business segments:

- **Software and Technology**
- **Platform as a Service**
- **Portfolio Management**

Together, they form a coherent model for **enabling real impact,** helping clients:

- **manage complex portfolios,**
- **make better-informed decisions,**
- **automate processes, and**
- **deliver more efficient digital services to the people who depend on them.**

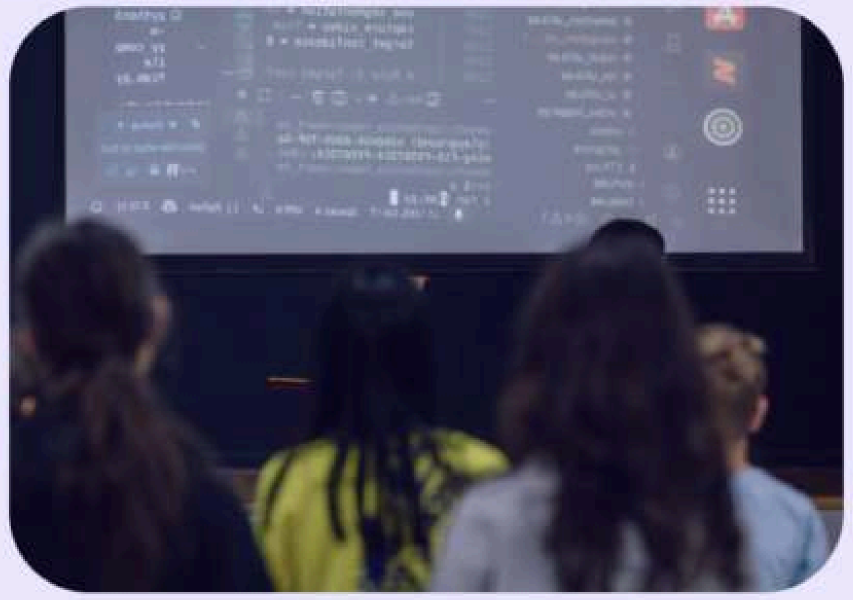
At the heart of this model is technology that works in practice. By leveraging artificial intelligence, advanced analytics, machine learning and automation, we help our clients extract meaningful insight from data, identify emerging risks, streamline operations and respond more effectively to regulatory and market demands.

The result is greater efficiency and more resilient businesses, better equipped to serve their own customers in an increasingly complex world.

Software and Technology Segment *End-to-end software solutions*	**B2B**	**BUSINESS SEGMENTS**
Platform as a Service Segment *All-in-one technology-enabled platforms*	**B2B2C**	
Portfolio Management Segment *Servicing & operations digitalisation*	*No balance sheet risk* **B2B**	

Source: Internal data.
More information about Qualco Group's operating and business model is available on the Group's website (https://qualco.group) and in Qualco Group's 2025 Annual Report of the Board of Directors and Annual Financial Statements, available at: https://qualco.group/financial-reports

Educational workshop on Robotics and AI



Impact in Practice: Bringing AI Closer to the Next Generation

In 2025, members of our Agentic Solutions Department walked into a primary school classroom, with robots, data and a simple ambition: to make artificial intelligence feel real to a group of 10-year olds.

The workshop, held at the 1st Experimental Elementary School of Chalandri, brought 36 students face to face with the technologies shaping the world around them. Through the hands-on session **"AI & Data-Robots with a Mind"**, children explored how data becomes input, how algorithms support decision-making and how sensors allow machines to perceive and respond to their environment. Live robot demonstrations turned what can feel like abstract, distant concepts into something visible, immediate and genuinely exciting.

For us, moments like this matter. Our work is built on the belief that technology should serve people, and that means investing in the people who will use, develop and ultimately define it. Supporting early digital literacy and responsible technology awareness is not peripheral to what we do; it is an extension of it. Because the next generation deserves not just to inherit a digital world, but to understand it well enough to improve it.

SUSTAINABILITY AT QUALCO GROUP

For us, sustainability is not a reporting obligation or a standalone commitment. It is the way we grow, responsibly, transparently and with a clear sense of what we are building towards. As a technology and fintech provider, we embed sustainability into how we innovate, govern, operate and support the people and organisations around us.

Our **Sustainability Policy and Procedure** provides the foundation for this approach, setting out how sustainability matters are governed, monitored, measured and reported across the Group, and ensuring alignment with the frameworks that matter most to our stakeholders, including the CSRD, ESRS, EU Taxonomy, the UN Global Compact and the UN Sustainable Development Goals.

In practice, our sustainability strategy is organised around three pillars, each with a distinct focus and a direct line to the impact we aim to create:

Sustainability pillar	Strategic focus	How it creates impact
Sustainable Performance	Environmental responsibility, resilience and responsible growth	Supports the management of the Group's environmental footprint, including energy use, GHG emissions, waste, recycling and environmental awareness.
People	Skills, well-being, diversity, inclusion and health & safety	Strengthens employability, employee experience, workplace inclusion and the ability of people to grow in a fast-evolving technology environment.
Responsible Operations	Governance, ethics, compliance, risk management and data responsibility	Reinforces trust, accountability, transparent conduct, regulatory compliance and responsible relationships with clients, suppliers and partners.

Each pillar is supported by concrete policies, measurable targets and KPIs that help us track progress and remain accountable. Because for us, sustainability is not a framework to be reported against at year end. It is a practical lens through which we manage risk, make decisions and create value that lasts.

HR AWARDS 2025 GOLD

Gold Award - Best Sustainability Initiatives/Strategy

(Boussias HR Awards 2025)

OUR SUSTAINABILITY GOALS IN 2025

40%
at least women representation in total workforce

40%
women in senior managerial positions by 2030

80%
at least employee participation in the Annual Engagement Survey

70%
at least employee participation in annual ergonomic assessments

50%
at least employee participation in First Aid training by 2028

100%
Responsible handling of all e-waste generated by the Group's operations

These targets are applicable to the following Group's companies: Qualco Group S.A., Qualco S.A., Quant S.A., QIF S.A., Quento S.A., and Qualco Real Estate-Branch Greece.

LINKING OUR IMPACT TO GLOBAL GOALS

The challenges the world faces, climate change, inequality, the need for decent work, the responsible use of technology, are not abstract to us. They are present in the decisions we make every day: how we hire and develop our people, how we build and deploy our technology, how we govern our business and how we engage with the communities around us.

As a Signatory to the **United Nations Global Compact,** we are committed to its Ten Principles on human rights, labour, environment and anti-corruption. And as a Group, we see our contribution to the UN Sustainable Development Goals (SDGs) not as a separate initiative, but as a natural outcome of how we operate, embedded in our business model, our policies and our relationships with stakeholders.

United Nations Global Compact

SUSTAINABLE DEVELOPMENT GOALS

SDG	Qualco Group contribution
3 GOOD HEALTH AND WELL-BEING	Health and safety, well-being, mental health awareness and ergonomic support.
4 QUALITY EDUCATION	Training, upskilling, professional development and employability support.
5 GENDER EQUALITY	Diversity and inclusion actions that promote equal opportunities and women's empowerment.
8 DECENT WORK AND ECONOMIC GROWTH	Responsible employment practices, ethical conduct, employee development and business resilience.
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Technology platforms, digital transformation, AI-enabled solutions and secure software development.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Recycling, circularity, waste management and responsible workplace practices.
13 CLIMATE ACTION	Energy and emissions management, environmental awareness and climate-related risk monitoring.
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Corporate governance, compliance, anti-corruption, data protection, whistleblowing and business ethics.
17 PARTNERSHIPS FOR THE GOALS	Stakeholder engagement, partnerships, business associations and UN Global Compact participation.

02 People & Society

Creating value through our workplace and our communities

At QUALCO Group, social impact begins with our people and extends to the communities we support. In a business shaped by technology, data and rapid change, long-term success depends not only on innovation and performance, but also on trust, inclusion, wellbeing, skills development and the ability to create value that people can experience in practice —in the workplace and beyond.

INCLUSIVE & RESPONSIBLE WORKPLACE

We want Qualco Group to be a workplace where people can grow, contribute and genuinely feel that they belong. **Our approach is intentionally holistic:** it brings together career development, diversity and inclusion, health and wellbeing, fair treatment and meaningful participation.Our people are the foundation of our innovation, service quality, and the trust our clients place in us.

A culture that is inclusive, fair and genuinely supportive is not a nice-to-have; it is what allows us to attract great people, build the capabilities we need and sustain performance in a market that never stands still.

OUR PERFORMANCE IN 2025

1,297
Total Workforce

43%
Women in Total Workforce

29%
Women in Senior/Managerial Positions

11.6%
Voluntary Employee Turnover Rate

33.9
Gender Pay Gap

25.6
Average Training Hours/ employee

Inclusive Hiring in Practice

Inclusion begins before someone joins us. Through our talent acquisition process, we work to ensure that every candidate, regardless of gender, age, ethnicity or background, encounters a process that is fair, consistent and genuinely open.

- **Inclusive Job Descriptions:** We craft job adverts that reflect our culture of openness and belonging, using language that welcomes candidates of all backgrounds and makes clear that difference is valued, not just tolerated.

- **Fair and Objective Screening:** CVs are reviewed on the basis of skills and capability alone, with no bias towards the application source. Every candidate moves through a clear structured process applied consistently, because fairness only means something when it is the rule, not the exception.

- **Consistent, Meaningful Interviews:** Our interviews are semi-structured by design: consistent enough to allow meaningful comparison, flexible enough to allow real conversation. We assess candidates against shared values and role-specific requirements, because we are hiring people, not filling a skills checklist.

- **Building Interviewer Capability:** As inclusion has to be actively maintained, we invest in the people doing the hiring. Each year, our Talent Acquisition team runs Interviewing Skills Training for hiring managers, covering best practices, common pitfalls and the kind of bias-aware interviewing that builds teams with genuine diversity of thought, background and perspective.

LEARNING & DEVELOPMENT

In a sector shaped by continuous technological, regulatory and market change, learning is not a benefit we offer, but a capability we depend on. At Qualco Group, we invest in the development of our people because their ability to grow, adapt and lead in a fast-moving environment is directly connected to our ability to do the same as a business.

Our approach is guided by the **Group Learning and Employee Development Policy,** which supports personal and professional growth through learning opportunities that are accessible, relevant and fairly provided. The policy is built on key principles:

- Promotion of continuous learning.
- Employee accountability for growth.
- Alignment with Group strategy and values.
- Leveraging internal knowledge and expertise.
- Objectivity and transparency in development opportunities.
- Equal access for all employees.

In practice, this means our people have access to structured training across technology, business, financial services, leadership, legal and regulatory topics, aligned with both business priorities and individual career ambitions. Development is supported through a clear framework built around Objectives and Key Results (OKRs), Best Self Reviews, career development plans and personal development plans. Together, these tools give people a structured way to reflect on where they are, where they want to go and what they need to get there.

The impact of this approach shows up in two places. For our people, it means greater confidence, stronger career prospects and the ability to contribute meaningfully as their roles evolve. For the Group, it means a workforce that is not just capable today, but ready for what comes next, whether that is a new technology, a regulatory shift or an opportunity we have not yet anticipated.

BUILDING TRUST THROUGH RESPECT, ETHICS AND HUMAN RIGHTS

A responsible workplace is not built on policies alone. It is built on whether people genuinely experience fairness, respect and trust in their day-to-day work. Our **Code of Ethics and Standards of Professional Conduct** sets out clear expectations for ethical, lawful and responsible behaviour across Qualco Group S.A. and its subsidiaries. However, its real purpose is to ensure that our values are visible in how we actually work, lead and collaborate with one another.

Our commitment to human rights is formalised through the **Group Human Rights Policy,** aligned with key international standards, including the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the Charter of Fundamental Rights of the European Union and the European Convention on Human Rights. We are further guided by the UN Guiding Principles on Business and Human Rights, and by our standing as a signatory to the United Nations Global Compact.

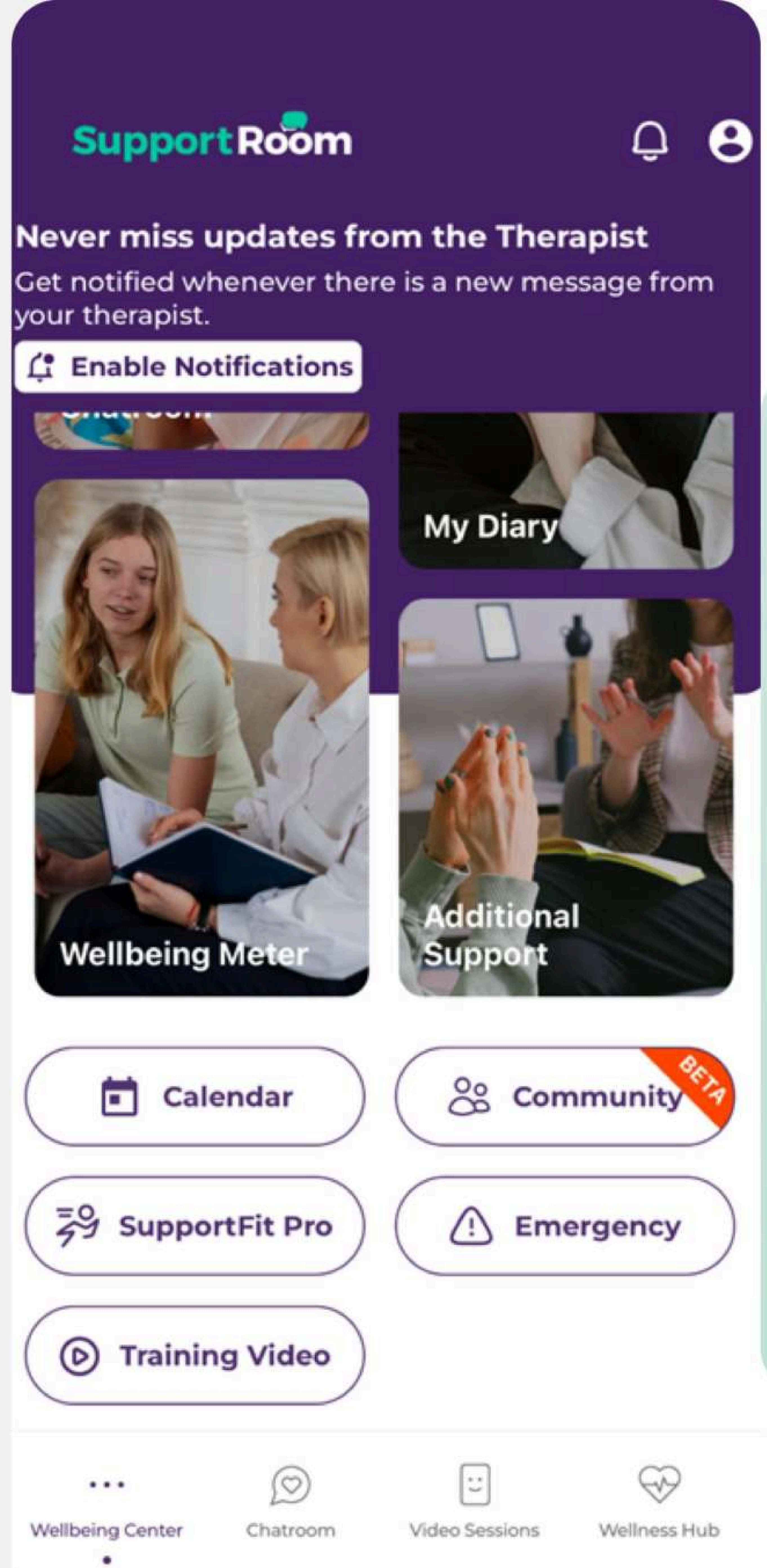
We take a **zero-tolerance approach** to discrimination, violence, harassment and intimidation, not as a statement of intent, but as a standard we actively uphold through the Group Violence and Harassment Prevention Policy, confidential reporting channels, formal grievance mechanisms and structured employee feedback processes. Our **Group Diversity Policy** reinforces equal treatment and non-discrimination at every level, from the selection and evaluation of Board members through to recruitment across senior management and the wider workforce.

The value of these policies lies not in their existence, but in what they make possible: a workplace where people feel safe raising concerns, confident that they will be heard and secure in the knowledge that accountability is taken seriously. That, ultimately, is what allows trust to grow and what keeps us striving to make the workplace experience better for everyone.

HEALTH, SAFETY & WELL-BEING

A healthy, safe and supportive workplace is one of the most tangible ways we create value for our people. We operate in a sector with relatively low exposure to traditional occupational injury risks, but office-based, technology-driven work carries its own challenges. Long hours at a screen, sedentary routines and the demands of a fast-moving industry can take a toll in ways that are easy to overlook precisely because they are less visible than a workplace accident.

That is why our approach is proactive and people-centered, rather than reactive. We focus as much on strengthening everyday well-being and supporting mental health as we do on preventing incidents, because feeling genuinely safe and supported at work is what allows people to perform at their best. This is underpinned by the Group's **Health & Safety Policy, Well-being Policy and Procedure for Managing Mental Health at Work,** alongside structured audits, training, support services and continuous effort to do better.



Well-being Support, When It Matters

Well-being does not follow office hours, and in a hybrid working environment, support needs to be just as flexible. That is why we gave our people access to **SupportRoom,** an on-demand platform offering confidential support across mental and physical health, nutrition, sleep, financial well-being, legal guidance, parenting and women's health. By bringing together professional support, digital tools, AI coaching and employee communities in one place, the platform allows people to access care discreetly, wherever they are and whenever they need it.

The response during the pilot phase exceeded our expectations. **245 employees,** representing **27% of our workforce,** used the platform, surpassing our initial adoption target, while user satisfaction reached **76%.** These results have reinforced our commitment to continue developing the initiative, embedding well-being, resilience and psychological safety more deeply into the everyday experience of working at Qualco.

HEALTH, SAFETY & WELL-BEING

In 2025, our **ISO 45001[1]-certified** health and safety management system covered 59.9% of the workforce. Beyond formal certification, our people had access to private healthcare and life insurance, on-site medical rooms, musculoskeletal and visual acuity assessments, and one-to-one confidential counseling, support designed to address both the physical and mental dimensions of well-being. These services sit within a broader well-being ecosystem that includes nutrition, fitness, dedicated well-being spaces and engagement initiatives, all aimed at improving the everyday experience of working at Qualco.

59.9%
of the workforce

Recognition Highlight: A Workplace Built Around Health, Safety and Well-being

In 2025, our approach to health, safety and well-being received meaningful external recognition, confirming that the work happening inside our organisation is making a real difference.

- **Winner: A Model Workplace Focused on the Health and Safety of Our People** (Boussias Health & Safety Awards 2025)
- **Gold Award: Health & Safety Project | A Year Dedicated to Employees' Mental Well-being** (Boussias Health & Safety Awards 2025)

Awards matter less for the accolade itself than for what they reflect. These distinctions speak to the consistent effort, care and vigilance of the people across Qualco Group who make health, safety and well-being part of how they show up every day; not something they are reminded of once a year, but something lived.

[1] The following companies are certified with this ISO: Qualco S.A., Quento S.A., QIF S.A., Qualco Real Estate Branch Greece, Empedus S.A.

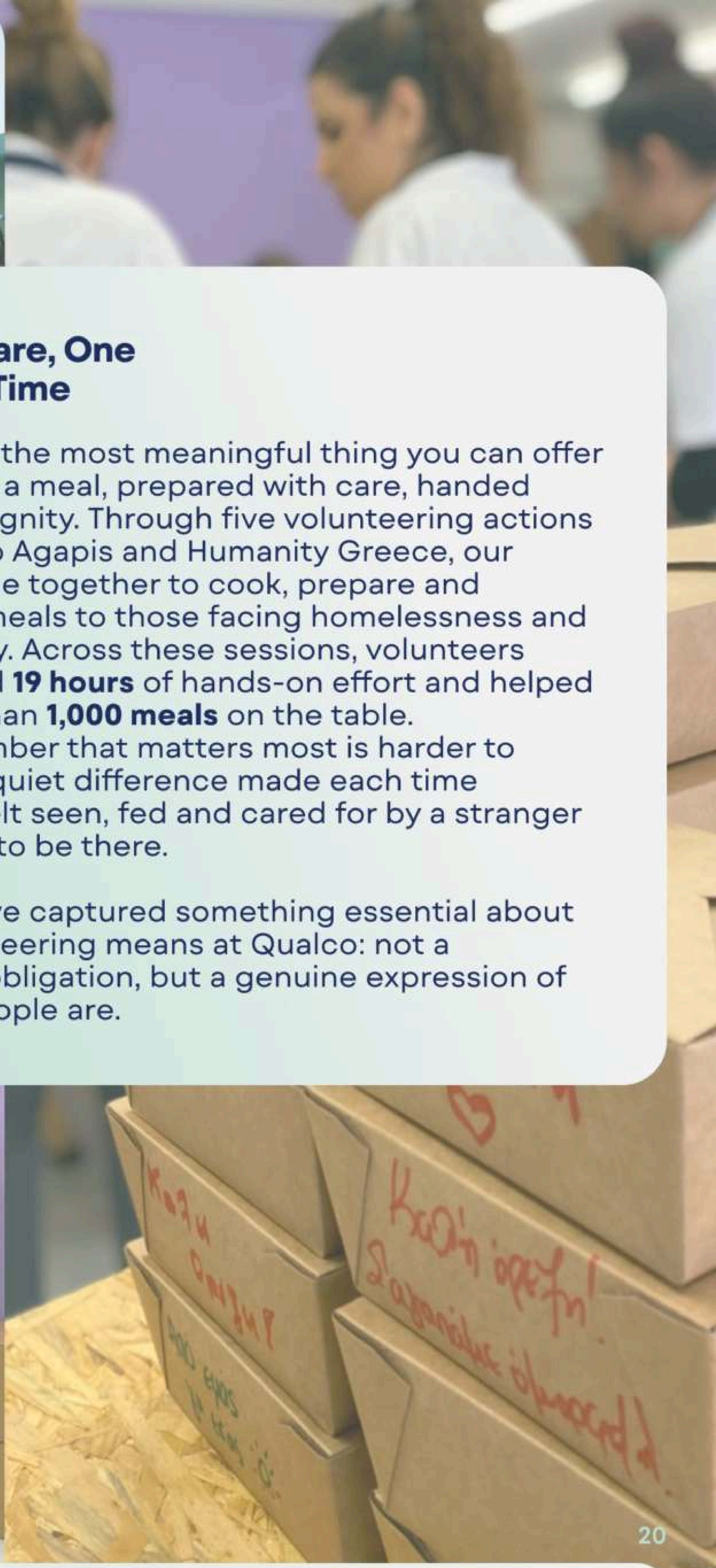
EMPLOYEE VOLUNTEERING

GiveBack
by QUALCO Group

The culture we build inside the organisation does not stop at the office door. Through **“Give Back”,** our Group-wide volunteering initiative, our people bring that same energy, care and sense of purpose into the communities around them.

In 2025, approximately **100 employees participated in more than 20** Group-level initiatives, donating blood, collecting medicines, preparing meals for people experiencing homelessness, planting trees, cleaning up local environments, and supporting children and vulnerable groups. They also took part in awareness sessions on inclusion, violence against women and mental health, contributing their voices to conversations that matter well beyond the workplace.

What these moments share is something difficult to quantify but easy to recognise: the willingness of people to show up for others, freely and without being asked. That spirit of participation and empathy is not incidental to our culture, but one of its clearest expressions



Sharing Care, One Meal at a Time

Sometimes the most meaningful thing you can offer someone is a meal, prepared with care, handed over with dignity. Through five volunteering actions with Deipno Agapis and Humanity Greece, our people came together to cook, prepare and distribute meals to those facing homelessness and vulnerability. Across these sessions, volunteers contributed **19 hours** of hands-on effort and helped put more than **1,000 meals** on the table.
But the number that matters most is harder to count: the quiet difference made each time someone felt seen, fed and cared for by a stranger who chose to be there.

This initiative captured something essential about what volunteering means at Qualco: not a corporate obligation, but a genuine expression of who our people are.

CONTRIBUTION TO SOCIETY

QUALCO FOUNDATION

Employee volunteering is one expression of our commitment to society. Qualco Foundation is another, and a longer-term one. As a non-profit organisation dedicated to supporting society and fostering solidarity in Greece, the Foundation acts as a strategic vehicle for social investment, channelling resources into programmes and partnerships designed to create impact that endures.

In **2025, Qualco Foundation's work was organised around five pillars:**

- **Education & Science**
- **Culture**
- **National Heritage**
- **Sports**
- **Social Solidarity**

Together, they reflect a deliberate breadth, an understanding that meaningful social contribution cannot be reduced to a single cause, and that communities are strengthened when support reaches across education, culture, inclusion and everyday need.

Giving Blood, Giving Life

Few acts of solidarity are as immediate or as personal as giving blood. Through the Qualco Blood Bank, units donated by our people are made available to employees and their first-degree relatives in moments of medical need; a practical safety net built on the generosity of colleagues. In partnership with Evangelismos Hospital, we organise two blood donation drives each year. In 2025, more than **100 employees** took part, donating **183 units of blood** for colleagues, for families and for the wider community.

Behind every unit is a simple, powerful act: someone choosing to give a part of themselves so that someone else might be okay. That is solidarity in its most human form.

Across these pillars, Qualco Foundation supported more than **50 impactful initiatives** and reached more than **1,000 beneficiaries.** Its programmes spanned AI and Big Data education, robotics and STEM learning, scholarships, linguistic and cultural development, access to technology, food insecurity, specialised medical care, inclusion and cultural participation. The through-line in all of it is the same: directing support to where it can genuinely improve opportunities, empower people and strengthen communities, not just for now, but over time.

Impactful Initiatives	Beneficiaries
50+	1,000+

Education Without Borders: Supporting Greece's Remote Island Communities

Distance should not determine opportunity. Yet for children and families living in Greece's remote island communities, geographic isolation can mean exactly that; limited access to education, culture, technology, sport and the everyday experiences that others take for granted.

Through the Qualco Foundation, we invest in closing that gap. Our approach is built on long-term relationships with local communities and trusted partners, focusing on education, culture, sport and essential infrastructure, the building blocks of a sustainable, dignified quality of life.

In **Koufonisia,** Qualco Foundation has supported a comprehensive **music education programme** for three consecutive years, developed in cooperation with the State Orchestra and the Koufonisia Classical Music Festival. Through in-person and remote lessons in guitar, piano and music theory, distance-learning equipment and scholarships, students gained access to artistic education that would otherwise be difficult to reach. For two years running, those students have also travelled to Athens, visiting the Athens Concert Hall, the National Theatre, the Acropolis Hill and the Acropolis Museum, experiencing firsthand the cultural life of a world they are fully part of, even from afar.

In **Agathonisi,** an island of only 203 residents, Qualco Foundation supported the construction of a 500 sq.m. **multi-purpose basketball and volleyball court.** What began as a sports facility has become something more: a gathering place for children, families and neighbours, hosting recreation, cultural events and the kind of everyday social interaction that holds small communities together.

In **Arkioi,** in cooperation with HOPEgenesis, Qualco Foundation provided **full technological equipment and internet access** to the island's only student, ensuring that one child's geographic circumstances did not become an educational barrier, and that learning, connection and participation remained within reach.

In **Kastellorizo,** the Foundation supported the newly established nursery school with equipment for 13 children, a small intervention in a community facing real demographic pressures, and one that matters enormously to the families who depend on it.

Each of these stories is different. But they share the same conviction: that where access is limited, and where communities are small, every act of support carries an outsized weight. These are places where the Qualco Foundation's presence is not just appreciated, but felt.

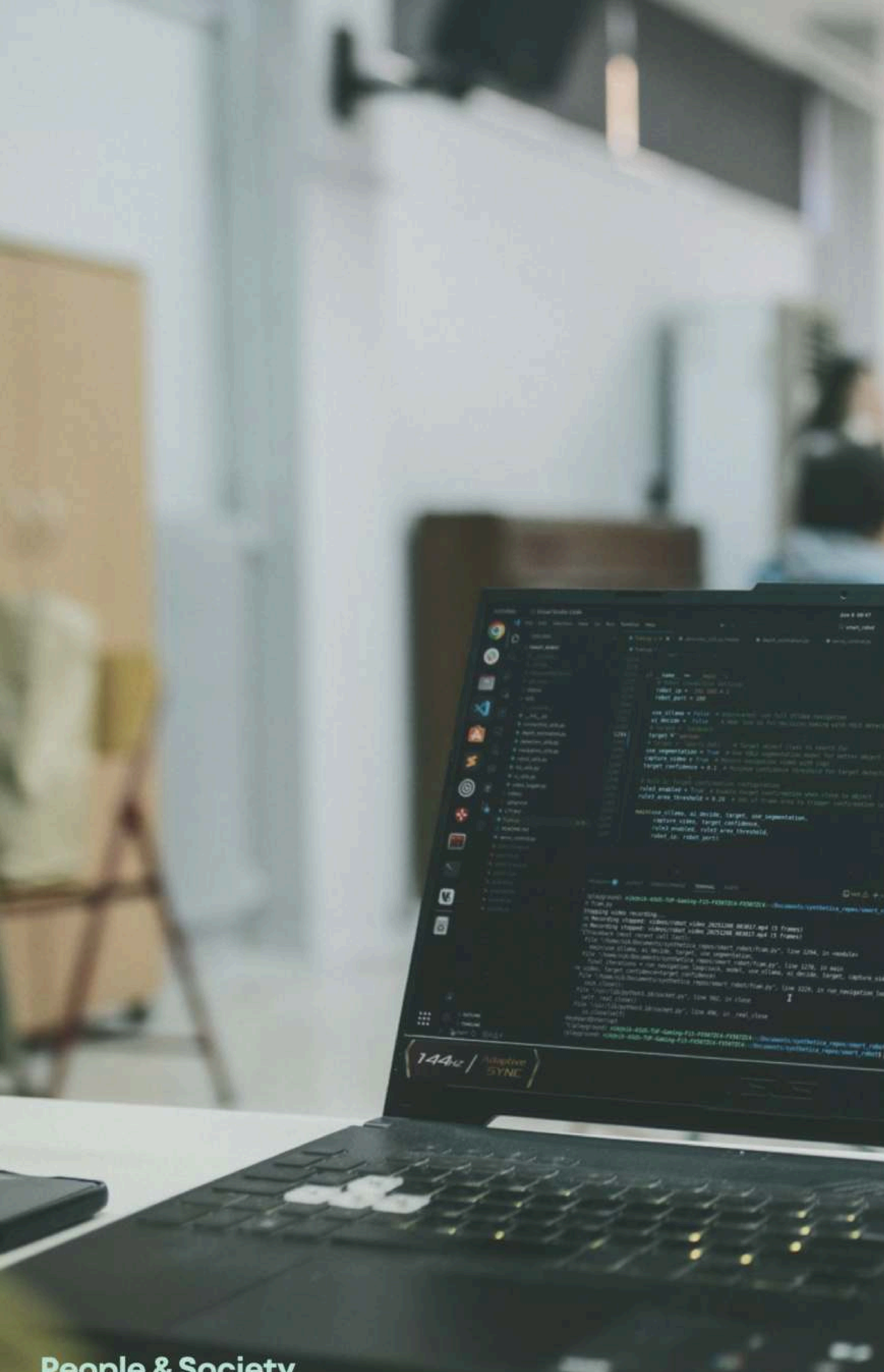
Impact at a glance

Students
18
In Koufonisia supported through music education, distance learning, scholarships and cultural exposure

Residents
203
In Agathonisi gained access to a multi-purpose sports and cultural space.

Children
14
In Arkioi and Kastellorizo supported through technology access and early childhood education infrastructure

Remote island communities
4
Supported through education, culture, sport and community infrastructure.



Supporting Young Minds Through Robotics and Innovation

Extending its commitment to education, equal opportunities and future-ready skills, Qualco Foundation supports initiatives that bring young people closer to science, technology and innovation. By investing in STEM learning experiences, the Foundation helps students develop capabilities that go beyond technical knowledge, including collaboration, creativity, problem-solving, resilience and confidence.

A meaningful example is the support of the Greek National Robotics Team, enabling talented high school students from across Greece to prepare for and participate in the FIRST Global Challenge 2025 in Panama. Through this journey, students worked together to design, build, test and refine technological solutions, gaining hands-on experience in engineering, robotics and applied innovation within an international learning environment.

The team's participation demonstrated the value of giving young people access to platforms where they can apply knowledge to real-world challenges. In addition to competing with the robot they designed and built, the team presented ChromaHive, an AI-powered smart beehive monitoring system that uses sensors and autonomous technology to collect data on bee activity and biodiversity. By connecting robotics, artificial intelligence and environmental protection, ChromaHive showed how student innovation can respond to sustainability challenges in a practical and meaningful way.

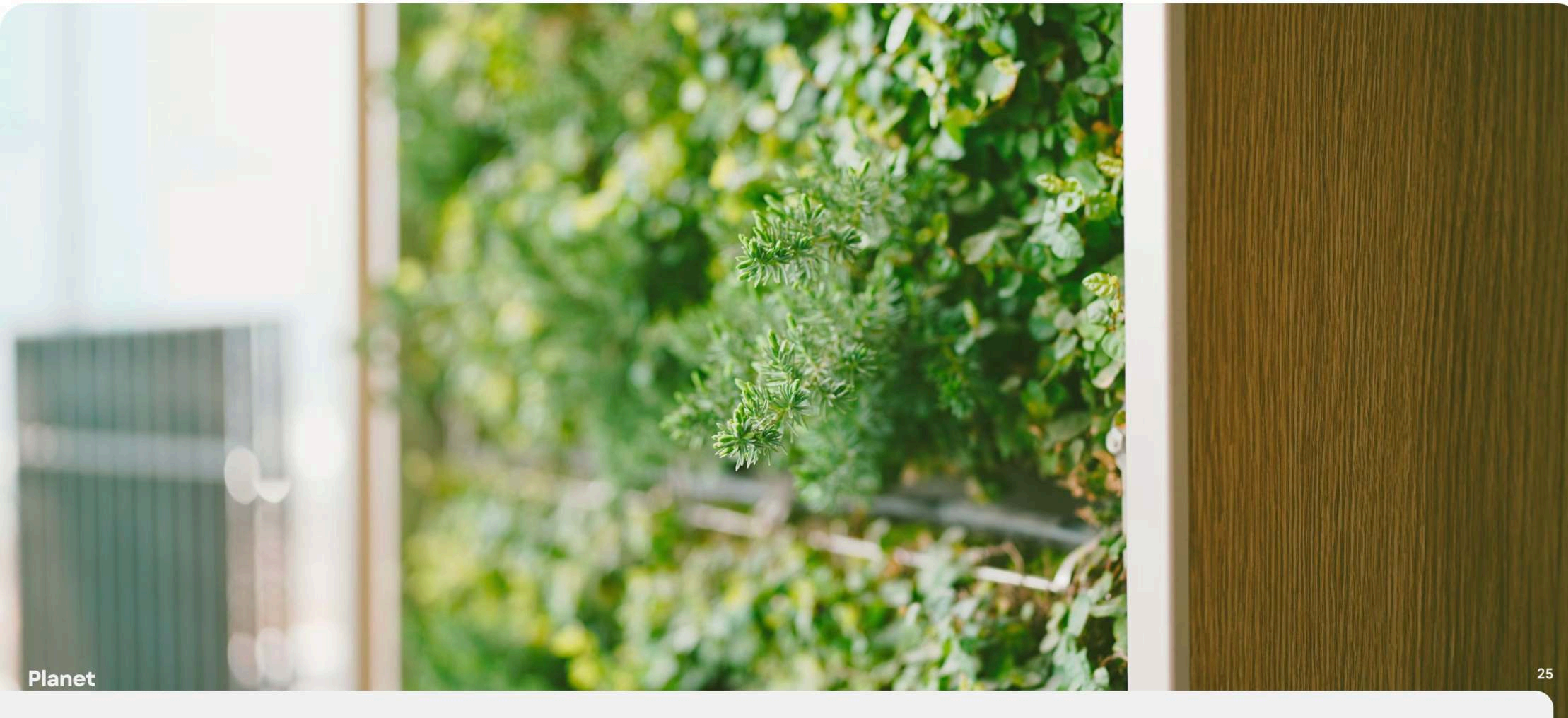
The team's international distinction reflected not only technical excellence, but also the power of teamwork, guidance and opportunity. Through this initiative, Qualco Foundation contributed to an educational experience that encouraged students to think boldly, collaborate meaningfully and see themselves as part of the next generation of innovators capable of shaping a more sustainable and technology-enabled future.

Impact at a glance

1. Greek National Robotics Team supported for the FIRST Global Challenge 2025.
2. Bronze Medal awarded at the international competition in Panama.
3. More than 80 students participated in the preparation bootcamp.
4. ChromaHive, the team's AI-powered smart beehive monitoring project, was selected among the top 10 projects globally in its category.

03 Planet

Building climate resilience and reducing environmental impact



GREENING OUR OPERATION IN THE WORKPLACE

Circularity in Action

Sustainability in the workplace starts with the small, everyday choices that add up. Across our offices, we work to reduce waste at its source, promoting reusable alternatives, encouraging responsible recycling and making smarter use of the resources we consume.

Through dedicated recycling streams and trusted partnerships, we divert materials including paper, plastic, aluminum, batteries, coffee grounds, food residues and cigarette butts away from landfill, keeping them in circulation rather than letting them go to waste.

Paperless Operations, Smarter Impact

Moving away from paper is about more than reducing waste; it is about building a smarter, more efficient way of working. Across our offices, meeting rooms are designed to be paper-free, and digital collaboration tools have become the default. Green and secure printing practices, the digitisation of operational documents and the progressive migration of records, reports, brochures and promotional materials to digital formats all contribute to a meaningful reduction in paper consumption, while also streamlining how we work day to day.

We have also piloted e-signature solutions in HR and Procurement, removing one of the last remaining reasons to reach for a printer. The direction of travel is clear, and we are moving steadily along it.

3.3 TONNES

of material recycled

0.7 TONNES

of reusable electronic equipment and responsibly managed through donations to NGOs and charities

E-Waste Gets a Second Life

As a technology-driven business, we generate more electronic waste than most, and we take that responsibility seriously. Through our E-Waste Management Procedure, redundant IT equipment, devices, batteries and appliances are handled with care: data is securely wiped before anything leaves our hands, and materials are directed towards certified recycling or reuse wherever possible. Because the most responsible thing we can do with technology at the end of its life is ensure it does not simply become a problem for someone else.

Smarter Energy, Cleaner Mobility

The way we power and move through our workplaces matters. Across our offices, we have invested in practical, measurable improvements: LED lighting, advanced VRV air-conditioning systems, energy-saving glass facades, presence sensors and daily monitoring of lighting and cooling use. EV charging points on our premises support employees making the shift to electric vehicles, while a corporate bus for daily commuting reduces the number of individual car journeys, easing both environmental impact and the everyday friction of the morning commute.

20 EV CHARGERS

available on our premises, making electric mobility more accessible for our people

+65.5%

green vehicles in our leased company car fleet, provided to employees as a benefit, supporting cleaner and lower-impact mobility

ISO 14001*

Environmental Management System

ISO 50001*

Energy Management System

The following companies are certified with this ISO: Qualco S.A., Quant S.A., QIF S.A., Qualco Real Estate Branch Greece.

OUR PERFORMANCE IN 2025

3%
Renewable Energy Share

2,537 MWh
Total Energy Consumption

870 tCO_2e
Total Scope 1 & 2 GHG Emissions

726 tCO_2e
Total Employee Commuting GHG Emissions

248 tCO_2e
Total GHG Emissions from Business Travel

EMPOWERING OUR PEOPLE FOR THE PLANET

Qualco Eco-Ambassadors

Sustainability commitments only come to life when people bring them into their daily habits. Through our Eco-Ambassadors programme, we invest in exactly that: empowering our people to champion environmental action from the inside.

From encouraging smarter use of energy, water and paper, to supporting Group initiatives and leading by example, our Eco-Ambassadors are the people who make sustainability visible, practical and contagious in the workplace.

People Driving Zero-Waste

Reducing waste is not something that happens through policy alone; it happens when people understand why it matters and feel equipped to act. Through **Just Go Zero,** supported by Polygreen's expertise, and our partnerships with Afis S.A. and Appliances Recycling S.A., we give our people the tools, knowledge and practical infrastructure to make circularity part of everyday working life, strengthening recycling across key waste streams and helping materials find a second life rather than a landfill.

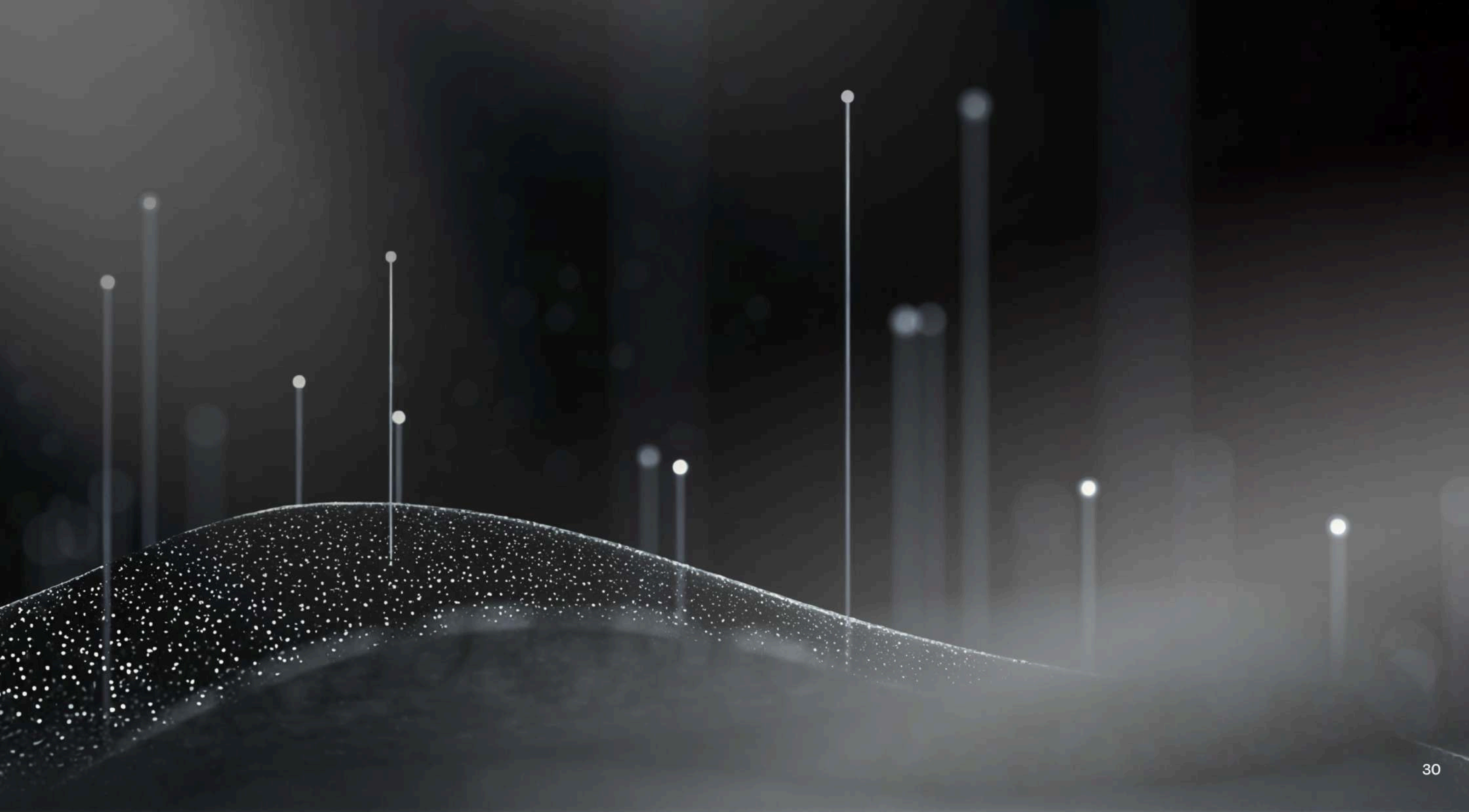
On **Zero Waste Day,** we hosted a webinar on Tilos, Greece's first zero-waste island, as a reminder that a future without waste is not a distant ideal. It is already happening, in places where people made a collective choice to reduce, reuse and recycle.

Planting Impact, Growing Awareness

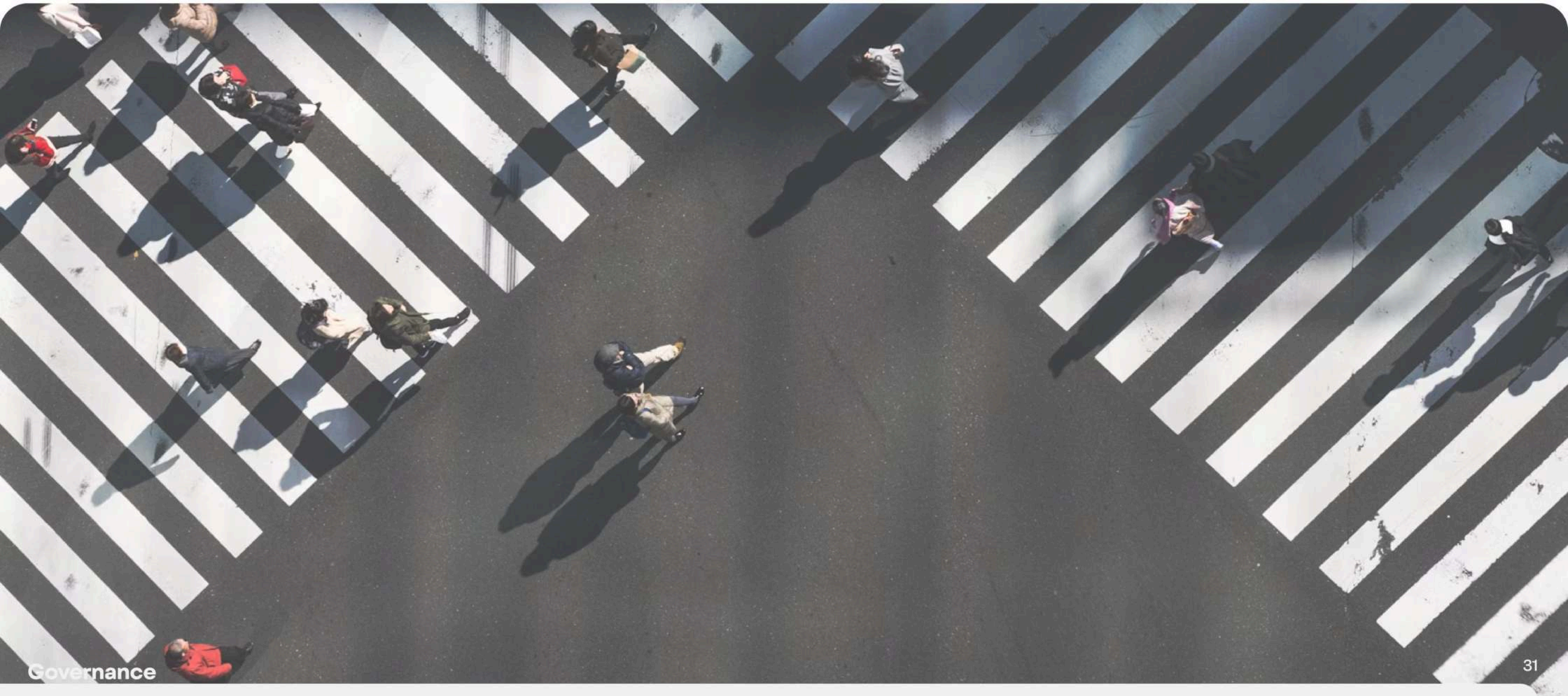
There is something grounding about putting your hands in the soil. Through our volunteering partnership with We4All, our people do exactly that: joining a tree planting initiative for the second time, contributing to reforestation efforts and learning how to properly plant and care for trees in the process. It is a small act with a long timeline. Trees planted today will grow long after the afternoon is over, quietly doing their work, cleaning the air, restoring ecosystems, holding the ground.

And for the people who planted them, the experience leaves something behind too: a stronger connection with nature, a deeper sense of environmental responsibility and a reminder that collective action, however modest it feels in the moment, can create impact that lasts.

04 Governance



We uphold high standards in ethical and responsible governance



CORPORATE GOVERNANCE

Good governance is not simply about compliance. It is about building an organisation that can be trusted. At Qualco Group, our governance framework reflects a commitment to integrity, transparency and accountability, that runs through every level of the business, across every jurisdiction in which we operate.

Our framework is built on clear principles: sound decision-making, ethical conduct, effective risk management and the consistent protection of stakeholder interests. These are not aspirations we revisit at year end, but the standards against which we hold ourselves every day. As a listed Group, we have adopted the Corporate Governance Code of the Hellenic Corporate Governance Council, reinforcing our commitment to recognised best practice.

The Board of Directors sits at the heart of our governance structure, responsible for setting strategic direction, determining risk appetite, establishing corporate policies and shaping organisational culture. The Board also oversees senior management performance, ensuring that the Group's strategic objectives remain aligned with the interests of shareholders and all stakeholders.

Two standing committees support the Board in its work:

- **Audit Committee:** Oversees the accuracy and integrity of financial reporting, the effectiveness of internal controls and risk management systems, and the proper functioning of both internal and external audit.
- **Nomination and Remuneration Committee:** Leads on succession planning, executive appointments and remuneration policies designed to align performance with long-term strategic goals.

Each of our subsidiaries operates under its own Board of Directors and management teams, fully compliant with local legal and regulatory requirements, ensuring both operational autonomy and the consistent application of Group governance principles.

Further detail on Board composition, committee responsibilities, governance policies and the Internal Control System is available in the Corporate Governance Statement of Qualco Group's 2025 Annual Report of the Board of Directors and Annual Financial Statements, and on the Group's website.

BUSINESS CONDUCT & COMPLIANCE

Trust is not built through a single act, but earned through consistent behaviour, across every interaction, every decision and every relationship. At Qualco Group, ethical business conduct and a strong corporate culture are not peripheral to our growth strategy; they are what make responsible growth possible in the first place.

As the Group expands across markets, business lines and partnerships, the standards we hold ourselves to must expand with us. Our business conduct framework translates our values into everyday practice through a suite of clear policies and controls: the **Code of Ethics and Standards of Professional Conduct,** the **Third-Party Code of Conduct,** the **Whistleblowing Policy,** the **Anti-Bribery and Corruption Policy** and other Group-wide policies that define what is expected of employees, management, suppliers, business partners alike. Together, they set a consistent standard for integrity, transparency and accountability across our operations and value chain.

Our Compliance function is the engine that keeps this framework active. It monitors regulatory developments, supports the implementation of policies and procedures, provides guidance to business functions, coordinates training and escalates material matters where required. Rather than simply responding to regulation, the function helps the Group anticipate it, building a culture where responsible conduct is embedded in day-to-day decision-making, not applied after the fact.

When concerns arise, people need to be able to raise them safely. Our confidential **Whistleblowing Platform,** alongside direct internal escalation routes and dedicated channels for data protection matters, ensures that anyone who identifies a problem can report it without fear of retaliation. Reports are handled with care and appropriate safeguards, and good-faith reporters are protected. This is not just a mechanism for identifying wrongdoing, but a signal about the kind of organisation we are committed to being.

Responsibility does not stop at our own front door. Suppliers and business partners are held to the same ethical standards we apply internally, in anti-corruption, human rights, health and safety, environmental responsibility, data protection and information security. Risk-based due diligence and supplier evaluation processes help us work with partners who share our values, identify areas for improvement and build a value chain we can stand behind.

Training is where all of this becomes personal. In 2025, we continued to invest in compliance and business conduct training as a practical tool for strengthening awareness and preventing risk. All employees complete mandatory modules covering business conduct, anti-corruption, data protection and privacy, with content calibrated to role and exposure level. New joiners begin onboarding modules within their first weeks; annual refreshers and targeted sessions follow, reinforcing key controls, including conflicts of interest, third-party due diligence and whistleblowing.
The goal is straightforward: that every person at Qualco Group knows how to recognise a red flag, what to do when they see one, and that they will be supported when they act on it.

In 2025, that commitment translated into measurable reach, with training participation hitting 65% across at-risk functions, 81% among existing employees and 81% among new hires.

- **Gold Award in the 2025 Compliance Awards:** "Best Data Privacy Project"
- **Gold Award in the 2025 Compliance Awards:** "Best Compliance Team"

ANTI-CORRUPTION & ANTI-BRIBERY

Qualco Group applies a zero-tolerance approach to bribery and corruption, not as a compliance position, but as a reflection of the values that underpin everything we do. Our **Anti-Bribery and Corruption Policy** sets out clear expectations across a range of high-risk situations, including conflicts of interest, improper payments, gifts, hospitality, third-party interactions. It is communicated to all employees and acknowledged by new hires as part of onboarding. Our **ISO 37001**[2] and **ISO 37301**[3] certifications provide independent validation of our anti-bribery and compliance management systems. We recognise that certain functions carry higher exposure to corruption risk, including Procurement, Sales and Marketing, Finance, public-sector-related activities, Executive Leadership and Senior Management. These areas are supported by targeted controls, due diligence processes, approval requirements, dedicated training and ongoing monitoring.

Anyone who identifies a concern can report it through our whistleblowing channels. Reports are assessed and investigated by a dedicated and independent committee, separated from the management chain involved in the case, to esnure impartiality, confidentiality and the avoidance of conflicts of interest.

In 2025, Qualco Group recorded no confirmed incidents of corruption or bribery, no dismissals or disciplinary actions on corruption grounds, no contract terminations related to corruption violations, no public legal cases and no convictions or fines for breaches of anti-corruption or anti-bribery laws. No political contributions were made, directly or indirectly, in any form.

[2] The following companies are certified with this ISO: Qualco S.A., Quant S.A., Quento S.A., QIF S.A and Qualco Real Estate Branch Greece.

[3] The following companies are certified with this ISO: Qualco S.A., Quant S.A., Quento S.A., QIF S.A.

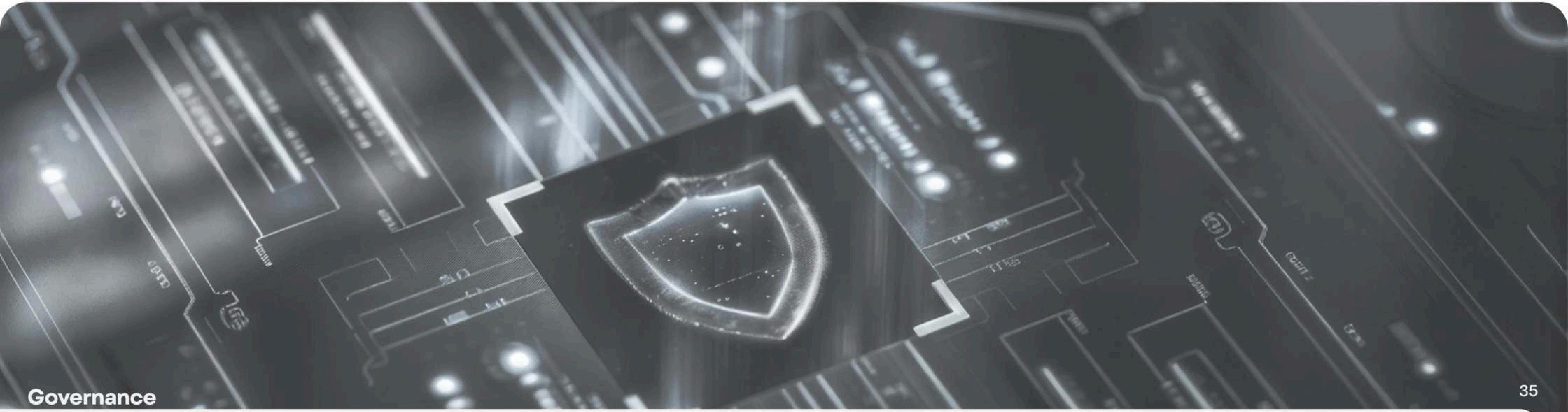
DATA PROTECTION

In a business built on technology and data, the responsible handling of personal information is not simply a legal obligation, but a fundamental expression of the trust our clients, employees and partners place in us.

Qualco Group applies a comprehensive framework of policies, procedures and controls to support compliance with applicable data protection and privacy requirements, including GDPR. Our Data Protection Officer provides guidance, oversight and independent supervision across privacy-related matters, from monitoring compliance and handling escalations to advising on new processing activities and raising awareness across the organisation.

Data protection is embedded in our broader compliance and risk management approach. It features in third-party due diligence, contractual arrangements and supplier assessments, ensuring that our standards extend across our value chain. Employees receive targeted training that helps them recognise data protection risks, apply internal procedures and escalate concerns appropriately; because protecting personal data is everyone's responsibility, not just the compliance team's.

Through this framework, we aim to safeguard privacy, maintain stakeholder trust and enable the kind of responsible, secure innovation that our clients and partners can rely on.



KEY POLICIES

Anti-Bribery and Anti-Corruption Policy

The Company is committed to responsible corporate conduct and to full compliance with all applicable laws, regulations, and other requirements governing its operations. The Company is dedicated to fostering a strong anti-corruption culture and strictly adheres to all relevant anti-bribery and anti-corruption legislation. The Policy applies to all individuals working at Qualco Group Companies at all levels and grades, or/and any other person or persons associated with Qualco Group (including third parties), or/and any of the Group's subsidiaries or/and their employees, no matter where they are located. The Policy has been drafted in alignment with the United Nations Convention against Corruption provisions, although this is not explicitly stated within the policy text. The Compliance Officers of the Group's companies have the responsibility for the implementation of this Policy, and for monitoring its use and effectiveness. The objective of the Anti-Bribery and Anti-Corruption Policy that was approved by the Board on 24 March 2025 is to reaffirm the Group's commitment to preventing and combating bribery and corruption and is supported by the "Tone from the Top" set by the Company's Management.

Code of Ethics and Standards of Professional Conduct

The aim of the Code of Conduct that the Company implements, which was approved by the Board of Directors on 24 March 2025, is to embed integrity, honesty, and transparency in all professional activities, ensuring that actions are aligned with ethical principles. The Code helps cultivate a culture of ethics and compliance within the Organisation, promoting ethical behaviour as the norm. It serves as a framework for ethical decision making within the Group and sets the principles for professional communication and interaction both within the Group, as well as with clients, external parties, competitors and the community. It is developed, managed and updated under the responsibility of the Qualco Compliance Department with the support of Human Resources Division, and is endorsed by the Senior Management. The Code was approved by the Board of Directors on 24 March 2025. The Qualco Group Third Party Code of Conduct defines the minimum ethical and compliance standards expected of all third parties working with or on behalf of the Group worldwide. It supports trusted partnerships while requiring third parties to comply with all applicable local laws and regulations, including stricter requirements where applicable. The Codes reflect the provisions of the applicable legal and regulatory framework as in force.

Whistleblowing Policy

Qualco Group has adopted a Whistleblowing Policy that establishes secure and confidential channels for reporting actual or suspected violations of applicable legislation, the Group's Code of Ethics and Conduct, or other internal rules. The Policy is a key part of Group's risk management and corporate governance framework and supports the Group's Code of Conduct. The Policy, as approved by the Board of Directors on 24 March 2025 defines the framework for receiving, assessing and investigating reports—anonymous or non-anonymous—relating to serious irregularities, omissions or offences raised by employees or eligible external stakeholders, including contractors, agency workers, suppliers and clients. It applies to all organisational units and directorates of the Group Companies and is addressed to any person working, providing services or cooperating in any way with Group Companies, as well as any third party related to their activities. Reports are submitted through the Group's dedicated electronic Whistleblowing Portal, which provides instructions, guidance and frequently asked questions to support users, and through additional internal reporting options. The Company's Whistleblowing Officer (WBO) is responsible for receiving, investigating, and managing reports. Information on how to use the mechanism is communicated across the Group, training is provided to employees involved in receiving or investigating reports, while it is accessible to all stakeholders on the Group's website.

Sustainability Policy

The Sustainability Policy establishes a framework of principles, priorities and commitments within which Qualco Group, through its operations and market presence, can provide constructive solution-oriented actions and approaches to advance sustainable development and to create long-lasting, shared value for the society and for its stakeholders. The Policy is aligned with the applicable legislative and regulatory framework, as well as with international standards and best practices relevant to the areas it addresses. Qualco Group expects all employees, co-development partners, suppliers, and third parties to not only comply with applicable laws and regulations, but also embrace and adopt its principles related to ESG practices. The Board of Directors is responsible for defining, authorising, and overseeing its implementation. The Board ensures that the Policy remains appropriate to the nature, scale, and sustainability impact of the Group's activities. The Sustainability Policy, as approved on 24 March 2025 by the Board of Directors, is applicable to all Group companies. The Company's ESG Team, led by the Corporate Affairs and Sustainability Director, ensures Policy documentation, development, monitoring and implementation, through established procedures and practices in collaboration with all relevant Group business units and departments, and reporting through the annual Sustainability Statement, included in the Board of Director's report.

Statement on Human Rights Policy

Qualco Group strives to treat people with dignity and respect, and is committed to develop a safe, healthy, and supportive work environment in line with human rights principles as reflected in the fundamental internationally recognised standards. The Human Rights Policy is in alignment with key international standards, including the International Bill of Human Rights, the ILO's Declaration on Fundamental Principles and Rights at Work, the Charter of Fundamental Rights of the European Union and the European Convention on Human Rights. The Group company Compliance Officers and the Group HR Manager monitor the effectiveness and review the implementation of this Policy. The Policy applies to all Group employees, to joint ventures where Qualco Group has a controlling interest, and third parties, including suppliers, business partners and intermediaries, with which the Group operates under outsourcing or other agreements.

All the above key policies are available on the Company's website https://qualco.group/governance/

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2025
Sustainable Impact Report