



## QUALITY & RELIABILITY A.E.

### Comments on the Financial Results for the Fiscal Year 2025

**QUALITY & RELIABILITY S.A.** informs the investment community that, following the publication of the Annual Financial Report for the fiscal year 2025 and in accordance with the Regulation of the Athens Stock Exchange and Resolution 25 of the Athens Stock Exchange, it makes the following comments on the financial results for the year 01.01.2025 – 31.12.2025.

The fiscal year 2025 was a year of substantial transformation for the Group, as **QUALITY & RELIABILITY S.A.**, through targeted acquisition strategies, significantly strengthened the scope of its activities and expanded its technological footprint in high value-added areas such as cybersecurity, artificial intelligence and SAP Business One solutions.

During the financial year, the Group completed important strategic moves, including the acquisition of stakes in **Systecom S.A.**, **Squaredev B.V.** and **Alexander Moore S.A.** These transactions are part of Q&R's broader development and repositioning plan as an integrated technology Group, with enhanced capabilities to provide solutions in the public and private sectors, both in Greece and abroad. The annual financial report states that the three acquisitions concern the areas of cybersecurity, artificial intelligence and SAP Business One respectively, while the Group now has an expanded portfolio of solutions in critical technology sectors.

#### Key financial figures for the fiscal year 2025

Amounts in € million.	Group 2025	Group 2024	Company 2025	Company 2024
<b>Turnover</b>	21,03	15,17	16,50	15,06
<b>EBITDA</b>	3,1	2,44	2,67	2,54
<b>EBITDA Margin</b>	14%	16%	16%	16%
<b>Adjusted EBITDA</b>	3,53	—	3,09	—
<b>Margin of Rep. EBITDA</b>	16%	—	18%	—
<b>Earnings before taxes</b>	1,08	0,77	0,88	1,02
<b>Net profit after tax</b>	0,63	0,32	0,53	0,57

*Note: The Group's figures for 2025 are presented in million. euros as stated in the wording of the financial report.*

On a consolidated basis, the Group's turnover amounted to **€21.03 mil.**, showing an increase of **38%** compared to the year 2024. This increase reflects both the organic growth of the activity and the impact of the integration of the new subsidiaries into the Group.

The **Group's EBITDA** amounted to **€3.1 mil.**, with an EBITDA margin of **14%**. The operating profitability of the year was impacted by non-recurring expenses, which are related to the Group's accelerated growth strategy, such as consulting expenses and legal expenses related to acquisitions, renovation costs of the new headquarters in Metamorfofi, Attica, as well as other extraordinary items. Excluding the above non-recurring charges, the Group's **adjusted EBITDA** amounted to **€3.53 million.**, with a margin of **16%**, reflecting the Group's underlying operational dynamics.

At the level of the parent company, turnover amounted to **€16.5 mil.**, compared to **€15.06 mil.** during the fiscal year 2024 an increase of **9%**, while **EBITDA** amounted to **€2.67 mil.**, compared to **€2.54 mil.** in the previous year. The EBITDA margin of the parent company amounted to **16%**, while the **adjusted EBITDA** amounted to **18%** of turnover, confirming the operational resilience and profitability of the Company's core business.

The improvement in financial figures was achieved in an environment of increased uncertainty, with the Group maintaining its growth trajectory, strengthening its presence in critical technological sectors and investing in the creation of an integrated ecosystem providing digital transformation solutions.

### **2026 Fiscal Year Outlook**

The Management estimates that the fiscal year 2026 will be a year of further consolidation and utilization of the strategic moves made during the fiscal year 2025. The full contribution of the new subsidiaries to the Group's financial figures, the gradual mapping of synergies, as well as the expansion of the portfolio of solutions in areas such as cybersecurity, artificial intelligence, SAP solutions and financial technologies, create positive prospects for the next fiscal year.

At the same time, the new fiscal year begins with a significant backlog of projects and new assignments. Indicatively, the Annual Financial Report refers to projects for PPC, EODY and the Information Society, as well as to important projects that are already being implemented, such as the Electronic Procurement System for EKAPY, the Railway Infrastructure Registry Information System for OSE and a project for the Treasury of the Republic of Cyprus.

The Management remains committed to the implementation of the Group's strategy, with an emphasis on organic growth, the exploitation of synergies from acquisitions, the strengthening of the presence in the private sector, the expansion of international activity and the maintenance of healthy operating profitability. At the same time, the Group will continue to closely monitor macroeconomic conditions and developments in the technology sector, with the aim of maintaining its financial stability and creating long-term shareholder value.

The Management of **QUALITY & RELIABILITY S.A.** It remains committed to sustainable development, innovation, enhancing extroversion and creating value for its shareholders, employees, customers and partners.

**Metamorfofi, 30/04/2026**  
**QUALITY & RELIABILITY S.A.**