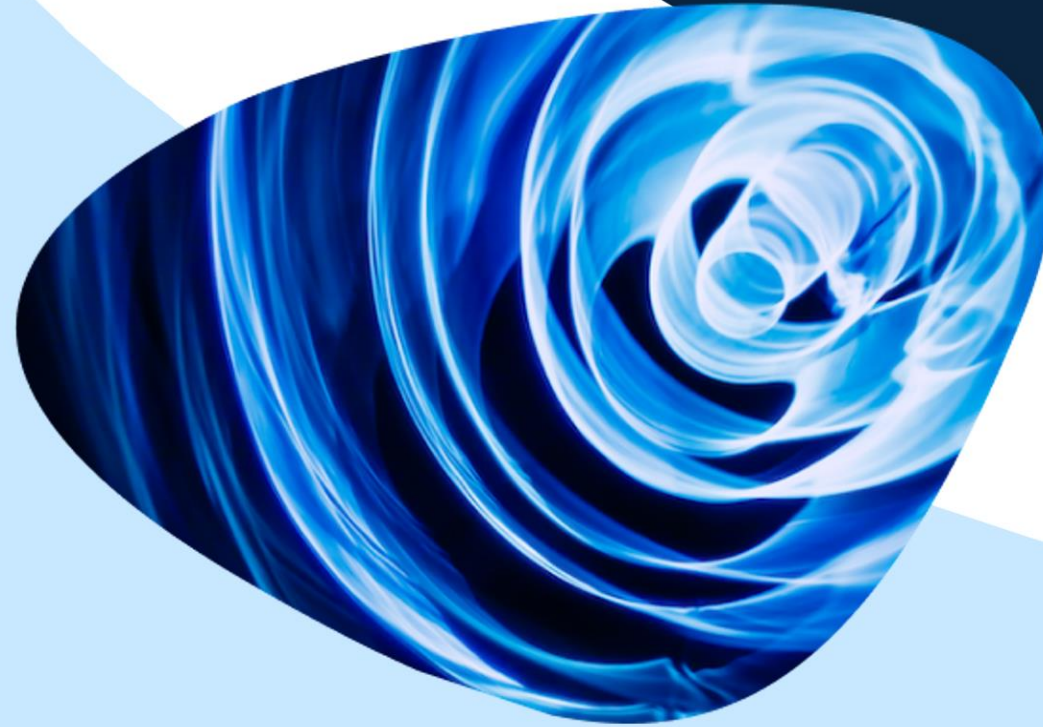


Think Ahead.



Performance Technologies Presentation

General Meeting - June 2023



Who we are

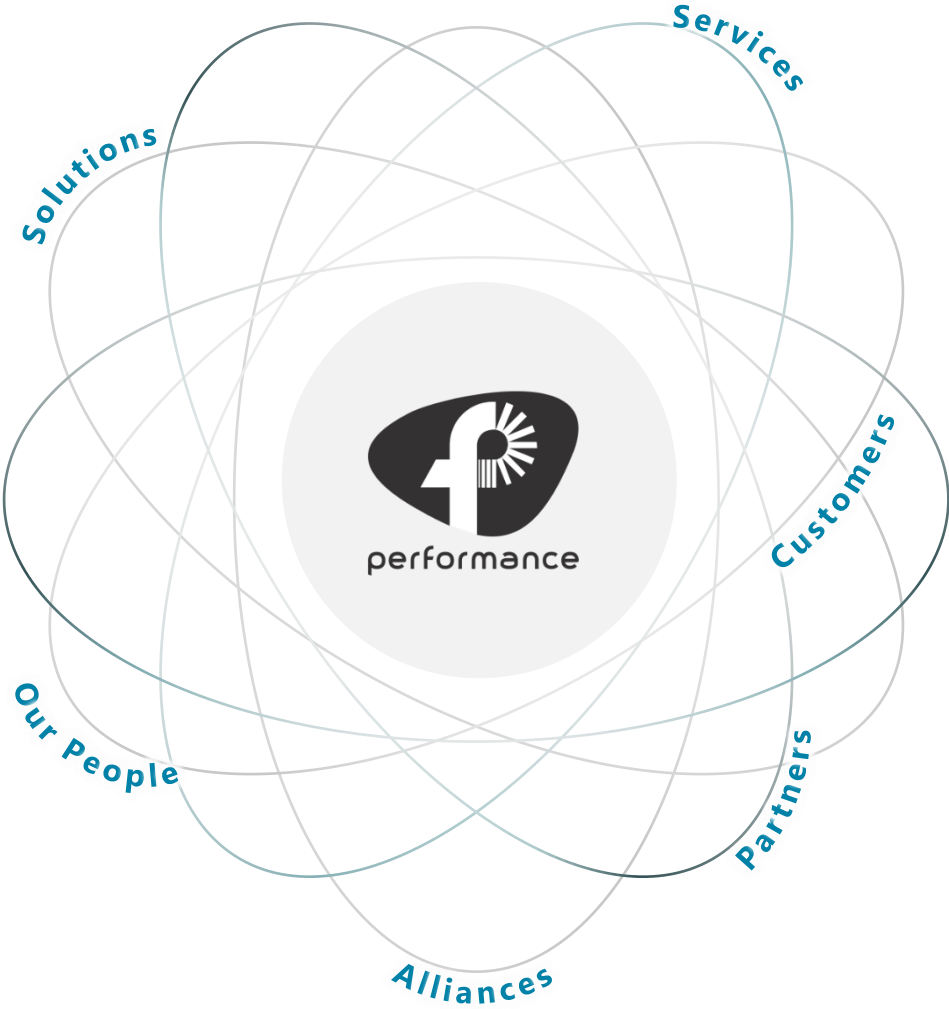


We are a Next Generation IT Integrator. We stay at the forefront of industry developments, constantly upgrading our skill-set through privileged relationships with top Global IT vendors enabling us, in turn, to offer cutting edge solutions to our clients in the most innovative segments of the IT marketplace like Cloud, Big Data & Analytics, Cyber Security, User Experience and Digital Workflows

Think Ahead.



Performance at a glance



BoD



Dionisis Hintzidis
President & CEO



Andreas Tsangaris
VP & CTO



Andreas Kiagias
CFO



Michalis Melis
Internal Audit



Eleni Papakonstantinou
Independent member



Mania Ghini
Independent member



Markos Komondouros
Independent member

People first with engineering ethos

> 190

Professionals
(and growing)

> 130

Engineers
and data
scientists

150+

Certified
professionals

600+

Advanced
certifications

> 230

Transformation
workshops & projects
delivered

Proven growth model underpinned by high recurring revenue

€41,1M

Revenue 2022

19%

Revenue
CAGR
2017 – 2022

21%

Gross Profit
CAGR
2017 – 2022

27%

EBITDA
CAGR
2017 – 2022

19%

RoE
2022



Milestones of 2022

Employees

Staff increased significantly by 20% YoY, particularly in cloud services, analytics & AI, advanced observability.

R&D

Tripling research and development expenses. Total cost for 2022 1,5M € vs 437K €.

Departments

1. New Public Sector department
2. New Cloud Adoption department (CBU)
3. Reorganization and strengthening of the Big Data & Analytics department (ABU)
4. Strengthening of the TSS and ESS departments

Development

1. 60% acquisition of Adaptera
2. Election of the Board of Directors for 5 years with recruitment of 3 new members.
3. Purchase of 43.800 own shares approved by the General Meeting of 2022

Certifications

1. Infra and DB Migration for Microsoft Azure
2. DevOps certification with GitHub on Microsoft Azure advanced specialization by Microsoft.
3. Microsoft Azure VMware Solution Specialization (AVS) certification
4. SAS's Silver Partner
5. Bronze Award for the development and implementation of Timescape software in the "Managing Human Resources" category.



Milestones of 2023

Public Sector

Funding from the European Union through the Digital Europe program for the execution of the TRACY project amounting to 2 million euros.

ESG & ISO

A Materiality Assessment and ESG Report are expected to be published until July 2023.

ISO 14001 (environment) & ISO 27701 (Personal Data Protection) achievement.

Financial data

Revenue of the 1st half of 2023 is expected to be increased by 35% GM accordingly 20%

Governance

Steps to corporate governance: approval of the Eligibility Policy of the Members of the Board of Directors & staffing of committees

Estimates

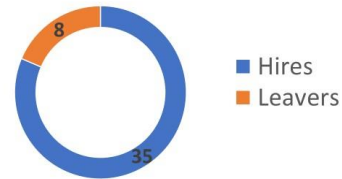
1. Customer expansion
2. Development of the new BUs
3. Employees' strengthening

People first, with a customer-centric service oriented DNA

2022 Headcount (by 31.12.2022)

182
163 PT + 19 Adapters
 ▲ +32% vs PY (group)
 ▲ +20% vs PY (PT)

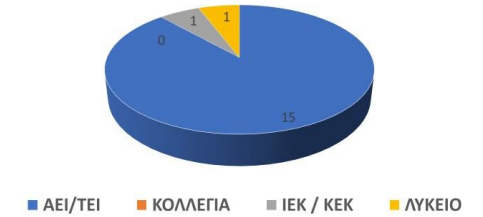
2022 Headcount Change



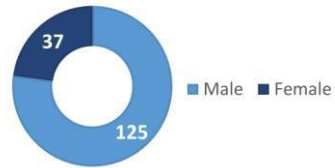
PT Personnel Educational Level



Adapters Personnel Educational Level



Gender Mix



Years of Service

>50% >5y

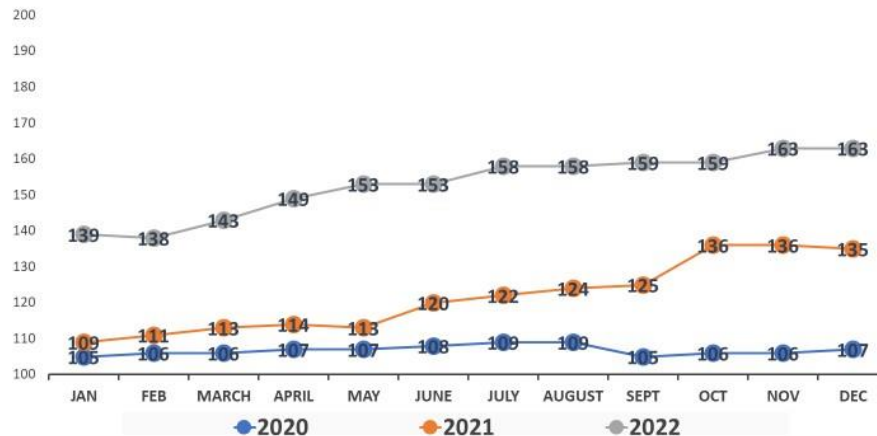
New Comers

35

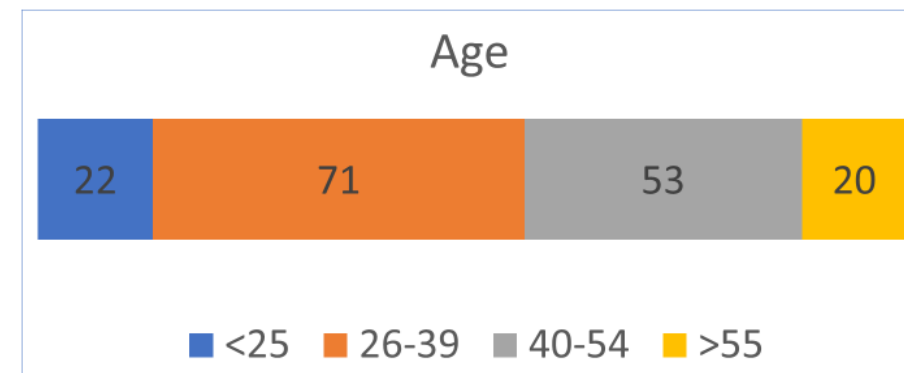
Average Age

40 years

YTD Headcount per month



Age



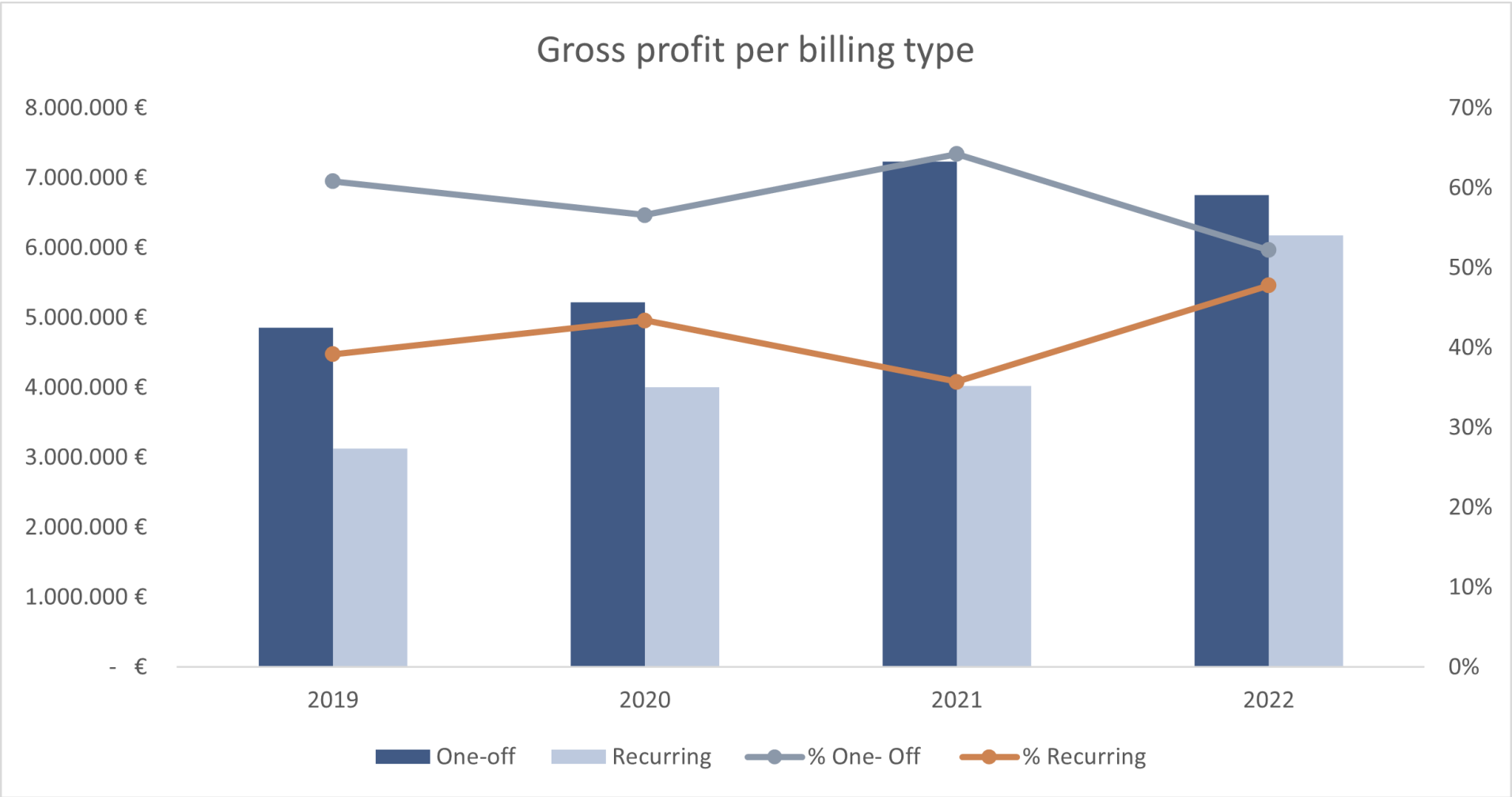


Projects Won in 2022 & 2023

- ✓ Complete infrastructure backup & restore for a big telco provider – 2.4M €
- ✓ Network technology refresh of an airport – 1.5M €
- ✓ DR as a Service for a major energy company – 2.3M € in 5 years
- ✓ Core banking systems refresh & upgrade for a systemic Bank – 2.3M €
- ✓ Dynatrace license & support for a systemic Bank – 1.5M € in 3 years
- ✓ Supply of virtualization servers for a systemic Bank - 1.2M €
- ✓ Azure transformation & migration services for a systemic Bank – 600K €
- ✓ Disaster recovery service for an airline company – 1.2M € in 5 years
- ✓ Monitoring services with Dynatrace for a systemic Bank – 1M €



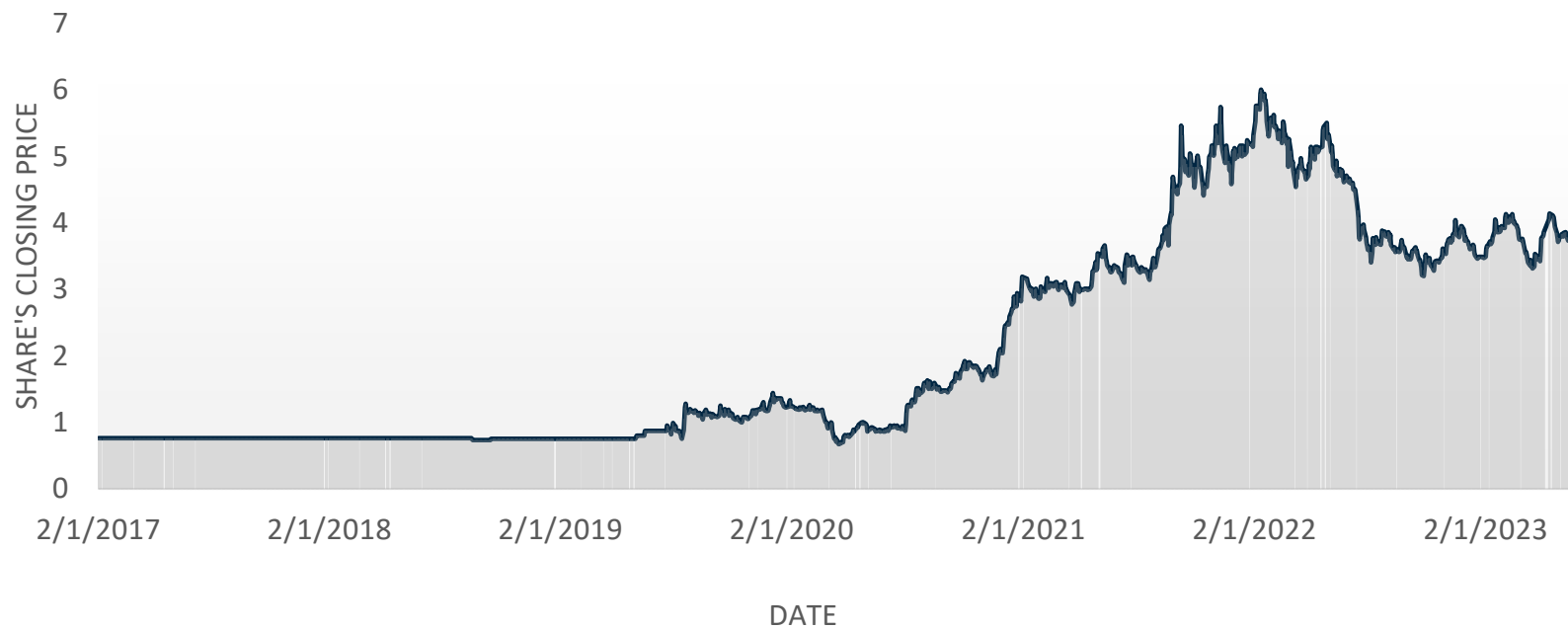
Recurring vs Fixed 2019 – 2022





Share price and ratios

Historical share's chart



* Source naftemporiki.gr

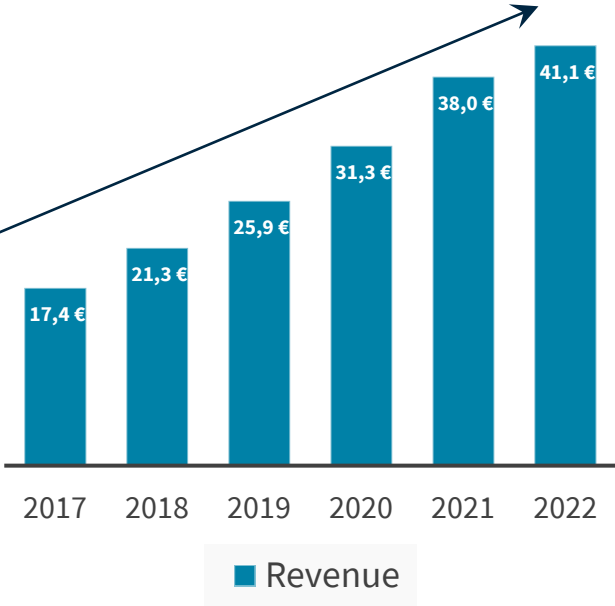


Powerful combination of growth and profitability at scale

Revenue development

Reported currency, € m

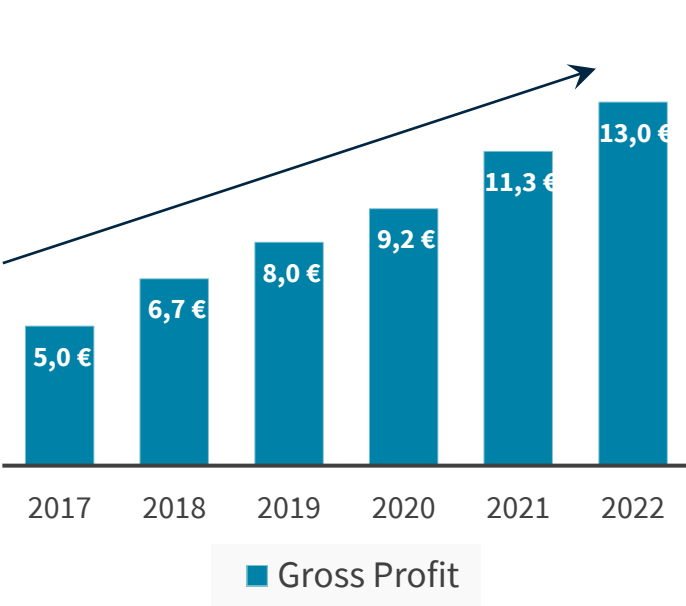
18,75%
CAGR 2017-2022



Gross profit development

Reported currency, € m

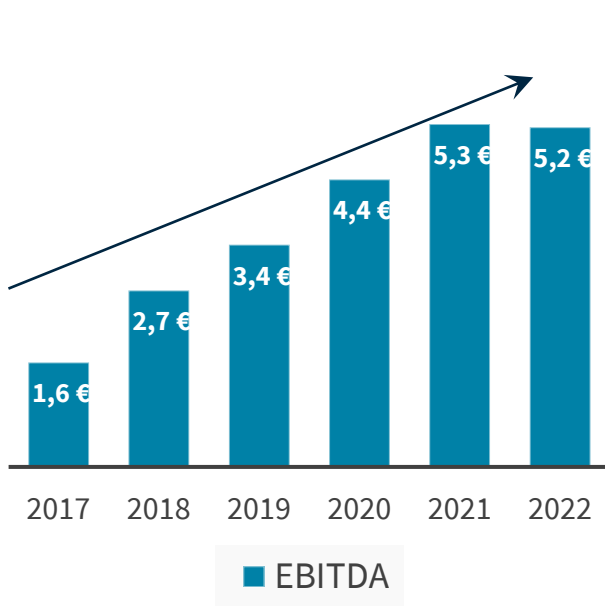
21,05 %
CAGR 2017-2022



EBITDA development

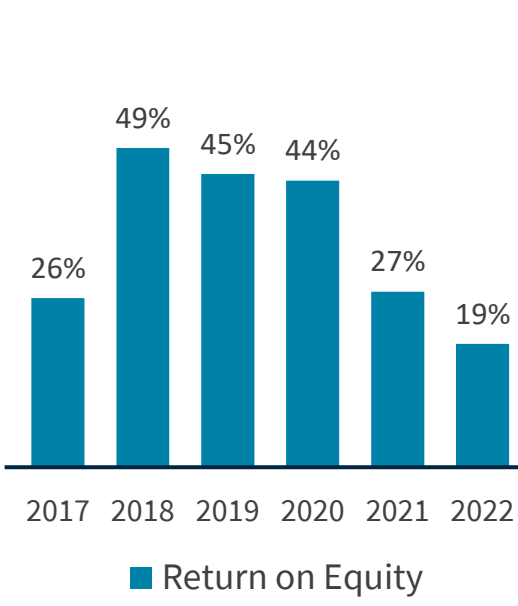
Reported currency, € m

26,58%
CAGR 2017-2022



RoE development

35%
CAGR 2017-2022



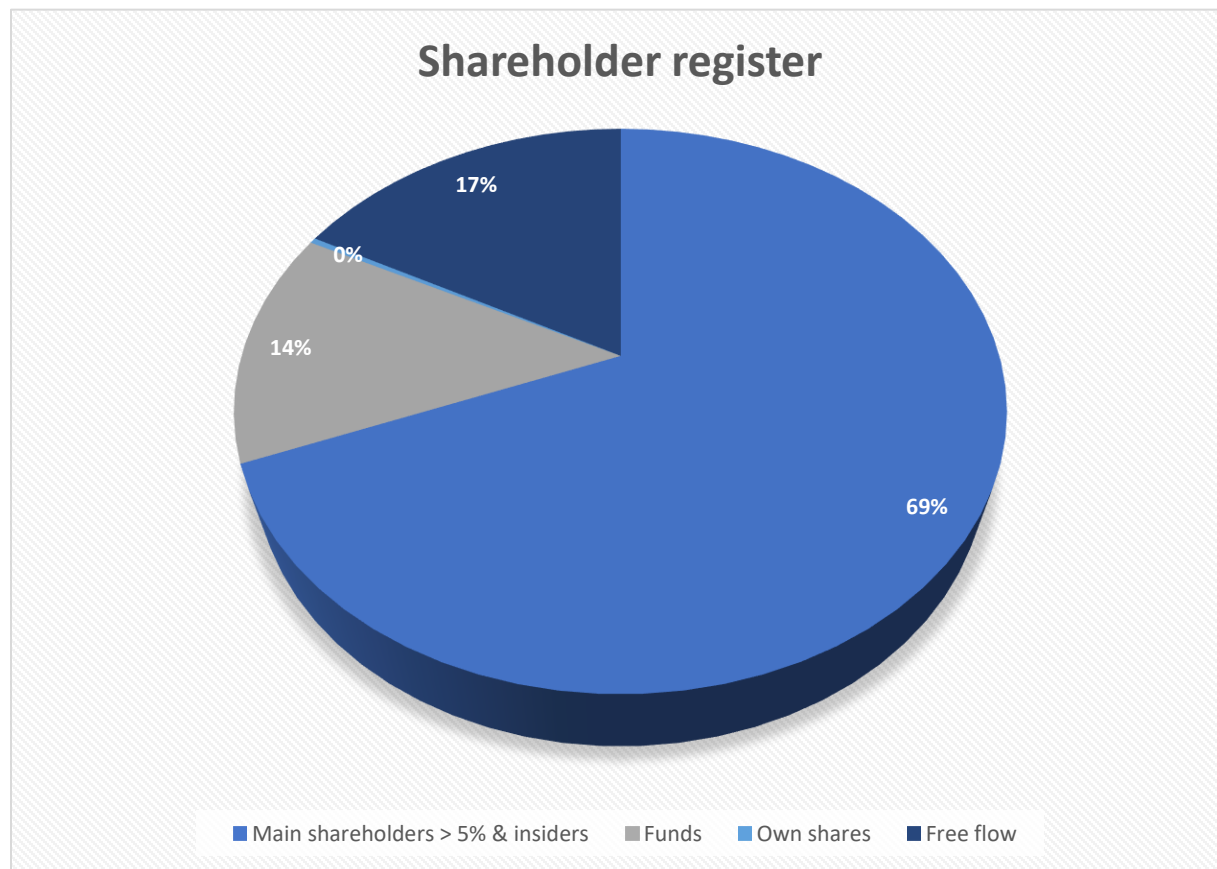
Financial highlights (€000, consolidated)

Accelerating growth, improving profitability, conservative financial management:

<u>Fiscal Year</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>
Revenue	17,355	21,297	25,904	31,312	38,045	41,913
Gross profit	4,993	6,693	7,989	9,228	11,251	12,928
EBITDA	1,556	2,682	3,402	4,385	5,256	5,203
EBITDA margin	9%	13%	13%	14%	14%	12%
CAPEX	69	186	1,606	743	450	678
Operating cash flow	289	1,561	-529	2,393	5,270	-1,514
Intangible assets	880	572	642	533	405	419
Equity	2,795	4,08	5,646	8,054	16,242	19,858
Return on Equity	26%	49%	45%	44%	27%	19%
Net working capital	1,883	3,471	4,664	7,507	16,182	17,299
Net debt	2,706	1,466	3,867	2,458	-6,901	-3,019
Dividends	137	214	232	365	500	583
Dividends per share (in cents)	3,5	5,6	6	9	3,6	4,2



Shareholder register



<u>Category</u>	<u>Percentage</u>
Main shareholders > 5% & insiders	69,00%
Funds	13,50%
Own shares	0,32%
Free flow	17,18%
<u>Total</u>	<u>100,00%</u>



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