COMPANY PROFILE

PERFORMANCE
TECHNOLOGIES A.E

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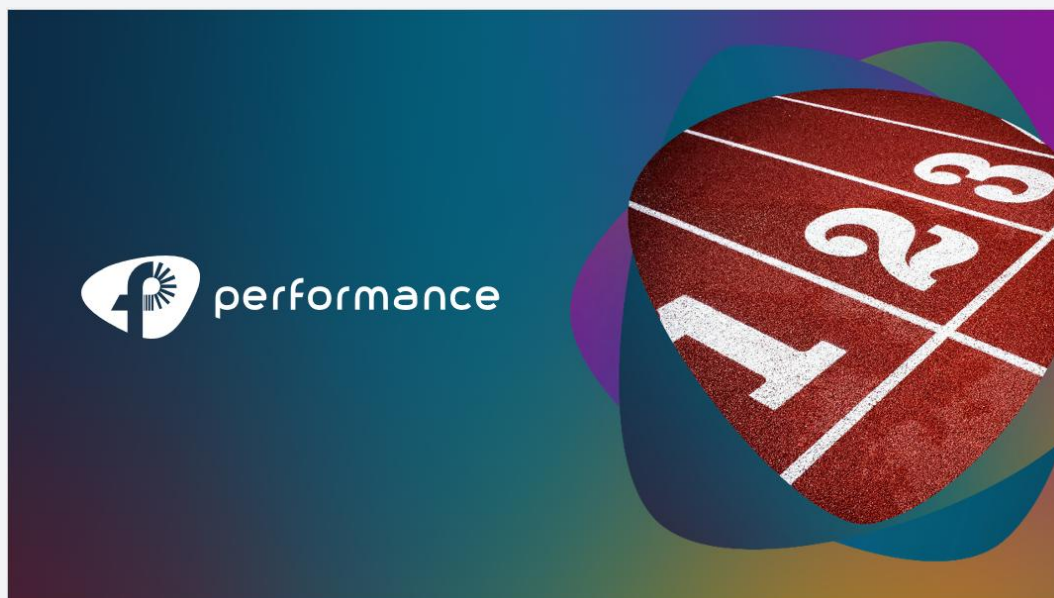
Performance Technologies - Company Profile

Who we are

Performance Technologies is a leading IT Systems Integrator and Solutions Provider in Greece. We are a trusted partner for organizations that seek to redefine and reinvent themselves through digital. We provide products, services and solutions that transform traditional businesses into digital leaders. We help businesses grow through the most effective use of technology.

Since 1997, **Performance Technologies S.A**. has helped clients of all sizes across an array of industries understand and implement technology solutions that improve processes and helpsbusiness grow. Our team has the technical and business expertise to help you realize the maximum value from your IT investments.

Our focus areas are: **Cloud, Workflow, Analytics, Cybersecurity and Observability**
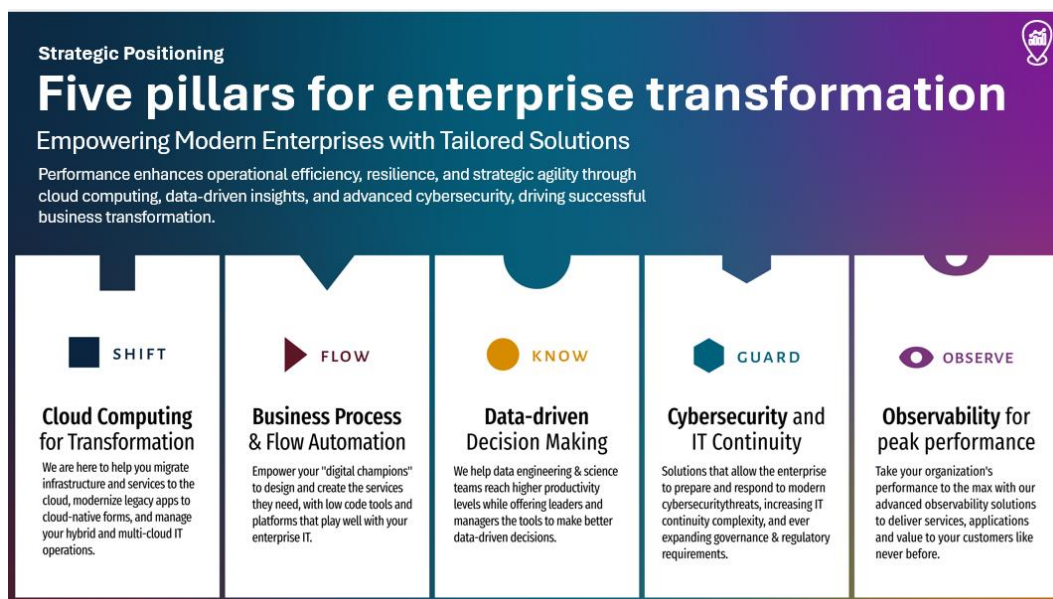

Figure 1 – Performance Technologies – Solution Pillars

We combine our services expertise with state-of-the-art products and technologies from strategic alliance partners to architect, design and implement effective and efficient solutions information that reduce IT expenditure, maximize quality and reduce time to market, while ensuring business continuity at all levels.

Performance Technologies headquarters are in Athens, 4th Evrimedontos Street, where we own three floors. The company has more than 250 employees, the majority of them with a postgraduate degree and operates mainly in Greece and Cyprus and in other European countries.

Performance Technologies successfully operates a Quality Management System, which has been certified to ISO 9001:2015 standard. We are also certified with the:

- ISO 27001:2022 (nformation Security Management Standard)

- ISO 45001:2018 (Occupational Health and Safety Management Systems)

- ISO 22301:2019 (Security and resilience)

- ISO 27701:2019 (Privacy Information Management System)

- ISO 14001:2015 (Environmental management system)

- ISO 20000-1: 2018 (Provisioning and Support of Information Systems and Solutions)

The Company`s shares are listed in the Athens Stock Exchange / Main Market since July 2024 (stock symbol: PERF).

Our Vision and Mission

Our Vision is to be a leading Next Generation IT Integrator and Solutions Provider, being always at the forefront of industry developments, offering cutting edge, innovative and sustainable IT solutions to our customers, and empowering them to digitally transform their businesses.

Our Mission is to help our customers achieve the most effective and efficient business outcomes by delivering world-class information technology solutions in the most innovative segments of the IT marketplace like Cloud, Big Data & Analytics, Cyber Security, User Experience and Digital Workflows.

Our People

Our people are our greatest asset. They are the foundation of our success and the standard- bearers of our vision. Our people are responsible for making **Performance Technologies** the successful companythat it is today. We have accomplished this by assembling a team of exceptionally talented anddedicated individuals who are challenged every day to exceed clients' expectations.

Our Values

Integrity: Integrity is the backbone of our character and we demonstrate it in our work and our relationships. We do what we say, and we do what's right, even when no one is watching.

Customer Satisfaction: Solving challenges unique to each customer. Customers have a choice. Our goal is to be that choice.

Quality: We strive to always understand what is expected and commit ourselves to exceed expectations with accuracy and efficiency.

Teamwork: We operate as one team with common goals, inspiring better results through collaboration and open exchange of ideas.

Innovation: We work innovatively and flexibly driving a unique spirit and energy that makesus different.

Solutions & Services

Performance Technologies offers innovative solutions, consulting services and high-qualitysupport services.

At **Performance Technologies**, we help companies and organizations adapt to their ever-changing needs, reduce costs, and become more competitive by reducing time to market andimproving quality.

We provide solutions in the areas of stated expertise including:

- **Cloud**

  o Cloud Assessment and Migrations
  o Hybrid data center
  o Network virtualization
  o Digital Workspace
  o IT Operations Management
  o DevOps & Test Automation (Functional / Performance / Security)
  o Agile Tools
  o Application Performance Monitoring (APM) & Digital Experience Management
  o Container Application Platforms
  o Software-defined Datacenter and Private Clouds
  o Datacenter Automation for Provisioning, Compliance and Patch Management

- **Business Workflows & Digital Processes**

  o IT Service Management (ITSM) / Enterprise Service Management (ESM) / Customer
  o Service Management (CSM)
  o Project and Portfolio Management
  o Industry-specific workflows
  o Low-code / no-code application platforms
  o Business Process Management (BPM)
  o Robotic Process Automation (RPA)
  o Collaboration
  o Knowledge Management

- **Analytics**

  o Data Lakes
  o Process Mining
  o Visualization

- Decision Support
- Artificial Intelligence (ML / NLP / Optimization)
- Business Modeling
- End User Experience & Application Performance Monitoring
- Operational Analytics and AIOps
- Cryptocurrency Analytics

- **Cybersecurity and Continuity**

- Security Operations Center Network Operations Center
- Network Security
- Data Discovery & Classification
- Data Privacy
- Data Masking and Encryption
- Intrusion Detection and Prevention
- Endpoint Protection
- Identity Management, Governance and Access Management
- Privileged Access Management
- IT Continuity
- Secure / Managed File Transfer

Education Services

We provide official technical training from leading vendors like Microsoft, Red Hat, Veritas, and VMware.

Our training covers key topics, including cloud computing, containers, virtualization, storage, security, and Linux/Unix. You can choose from classroom courses, online classes, or customized sessions at your location. We aim to meet your specific training needs.

Alliances

Over the years, **Performance Technologies** has built strong partnerships with leading international information technology companies that focus on technology innovation. We systematically and consistently invest in gaining knowledge and experience on our partners' solutions and technology, for being able to successfully deliver cutting edge and tested solutions to our customers.

Our partnerships include:

o   Amazon Web Services (AWS) Consulting Partner

o   Broadcom Channel Partner

o   Cisco Systems Channel Partner

o   Citrix Solution Provider

o   Check Point Professional Partner

o   Chainanalysis

o   CommVault Channel Partner

o   Dataiku Business Partner

o   Dell Technologies Platinum Partner

o   Dynatrace Master Partner (Regional Franchise Operator)

o   Fortinet Advanced Business Partner

o   HCL Business Partner

o   Hewlett Packard Enterprise (HPE) Platinum Partner

o   IBM Platinum Partner

- o   Knowbe4 Authorized Partner

- o   Open Text Platinum Partner

- o   Microsoft Solutions Partner

- o   Palo Alto Registered Partner

- o   Red Hat Premium Partner, Authorized Training Partner

- o   SAS Analytics, Business Partner

- o   Service Now, Elite Business Partner

- o   Silverfort Business Partner

- o   Black Duck Business Partner

- o   Tableau Bronze Partner

- o   UiPath Silver Partner

- o   Veeam ProPartner

- o   Cohesity Platinum Partner

- o   Vertica Platinum Partner

- o   VMware by Broadcom Premier Partner, Authorized Training Center

We work with

World-class partners

aws	BLACKDUCK	CISCO	COHESITY	COMMVAULT
DELL Technologies	dynatrace	FORTINET	Google Cloud	Hewlett Packard Enterprise
IBM	Microsoft	opentext	ORACLE	paloalto NETWORKS
Red Hat	SAS	servicenow	veeAM	vmware by Broadcom

Financial Position

Performance Technologies has demonstrated a continuous growth, both in terms of revenues as well as profits, as shown in the following Figure. The list with Performance Technologies financial statements for the past years can be found in our corporate website [here](https://www.performance.gr/category/investor_relations_and_financials/) (https://www.performance.gr/category/investor_relations_and_financials/).

A powerful combination of
Strong growth & sustained profitability
Reported currency, € m

Sales & profit 2019-2024

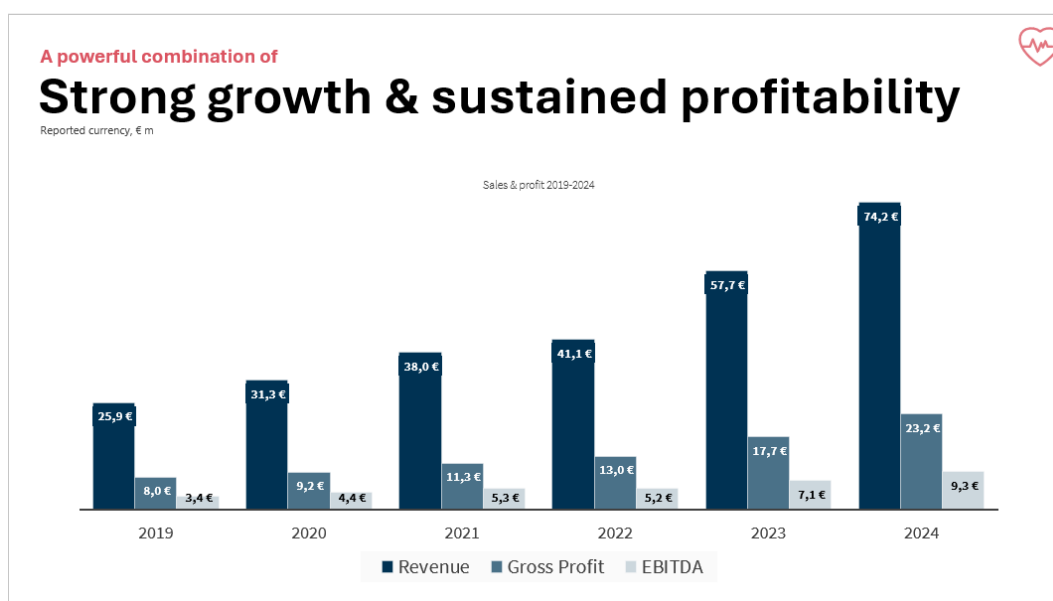| Year	Revenue	Gross Profit	EBITDA
2019	25,9 €	8,0 €	3,4 €
2020	31,3 €	9,2 €	4,4 €
2021	38,0 €	11,3 €	5,3 €
2022	41,1 €	13,0 €	5,2 €
2023	57,7 €	17,7 €	7,1 €
2024	74,2 €	23,2 €	9,3 €

Figure 2 - Performance Technologies – Sales & Profit Growth

Customers

Performance Technologies philosophy foundations are its customer centric culture and high-quality solutions delivery that fully satisfy customer requirements. We have more than 25years of experience and an impressive list of successfully completed projects in demanding andheterogeneous environments. As a result, we have built a solid customer base, maintaining loyal and long-term relationships with major customers from the telecommunication, banking,manufacturing, retail and publishing sectors as well as public sector customers.

This clientele includes, among others, companies and organizations such as: Alpha Bank, National Bank of Greece, Eurobank, Piraeus Bank, Bank of Greece, Attica Bank, Pancreta Bank, OTE/Cosmote, Vodafone, Nova, Hellenic Parliament, ELTA, Retail World (Public), NEXI, Teiresias, PPC, ADMIE, DEDDIE, OPAP, Intralot, Athens Stock Exchange, AXA Insurance, National Insurance, Intrasoft International, Aegean Airlines, Athens International Airport, HELLENiQ ENERGY, Viohalco Group, METLEN, TITAN, HERON, ELPEDISON, Motor Oil Hellas etc.

Figure 3 - Indicative List of Performance Technologies' customers