



Presenting **Performance Technologies**

October 2025

We are Performance

We help you make the best of cloud computing, empower your people to create digital services, boost data-driven decision making, and protect your most valuable information resources.



GUARD

Cybersecurity and IT Continuity

Solutions that allow the enterprise to prepare and respond to modern cybersecurity threats, increasing IT continuity complexity, and ever-expanding governance requirements.



SHIFT

Cloud Computing for Transformation

We are here to help you migrate infrastructure and services to the cloud, modernize legacy apps to cloud-native forms, and manage your hybrid and multi-cloud IT operations.



FLOW

Business Process & Flow Automation

Empower your “digital champions” to design and create the services they need, with low-code tools and platforms that play well with your enterprise IT.



KNOW

Data-driven Decision Making

We help data engineering and science teams reach higher productivity levels while offering leaders and managers the tools to make better data-driven decisions.



OBSERVE

Observability for peak performance

Take your organization's performance to the max with our advanced observability solutions to deliver services and applications and value to your customers like never before.



Estd. in 1993



310+ employees



€74 mn revenues
(fiscal year 2024)



Listed on ATHEX

Direction, people, and numbers

Performance at a glance

Board of Directors



**Dionisis
Hintzidis**

President & CEO



**Andreas
Tsangaris**

VP & CTO



**Andreas
Kiagias**

CFO



**Michalis
Melis**

Non-executive VP



**Eleni
Papakonstantinou**

Independent
member - Lawyer



**Mania
Ghini**

Independent
member



**Markos
Komondouros**

Independent
member

People first, with
engineering ethos

310+

Employees

190+

Engineers &
Data Scientists

200+

Certified IT
Professionals

700+

Advanced
Certifications

300+

Transformation
Workshops

Profitability based
on high % of
recurring revenue

€74.2m

Revenue 2024

23.4%

Revenue CAGR
2019 – 2024

23.7%

Gross Profit CAGR
2019 – 2024

22.3%

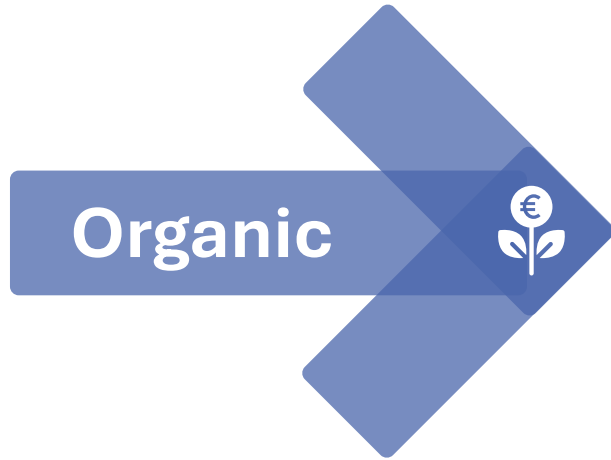
EBITDA CAGR
2019 – 2024

19%

RoE 2024



Execution, expansion and pipeline



- **Matrix¹ sales** — Drive (1) new solution sales, (2) new customers and (3) footprint expansion
- **Beyond Greece** — Sales manager dedicated to growth in Cyprus
- **New sectors** — Focus on Public and EU sector opportunities

1 – Product and solution people working with Account managers to deliver innovative solutions for customers.



- **Advanced Observability & OT/ICS Cybersecurity** — ADAPTERA
- **IT Consulting** — GAIN Consulting
- **Project Portfolio Management** — Aangine by Continuous Software
- **Cybersecurity** — *partnership* with ThreatScene



- **Brand positioning**
- **Awareness via sector events**
- **Vertical and ABM campaigns**
- **Customer advocacy and thought leadership**
- **Data-driven execution**

Robust Results

Revenue stream de-risking and diversification

Performance has seen strong organic growth for seven years, expanding its customer base and geographic reach.

The number of key clients grew from nine to twenty between 2021 and 2024.

Contributions from sectors like Energy and Retail are increasing, and international expansion is ongoing.

Recurring revenue from long-term contracts and cloud services helps support our leadership in the market.

80% of revenue was from 20 key clients in '24, up from 9 in '21.

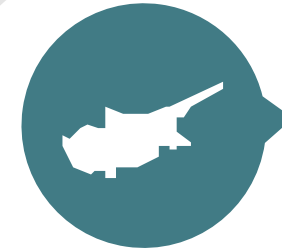
+ Strong diversification of revenue in terms of sectors served

Growing recurring and OpEx/License revenue

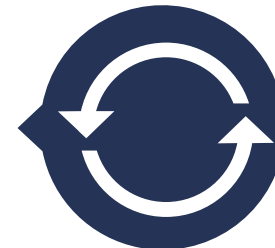
7th

Strong growth for the 7th consecutive year, expanding customer base and geographic footprint.

From 9 to 20



International focus continues, with a growing share of revenue generated in Cyprus.





Recognized Excellence

By market experts:

Awards at leading industry events such as Cloud Computing Awards 2024, Digital Finance Awards 2024 & 2025, BITE Awards 2024, Data & AI Awards 2025.



Platinum & Gold
(Cloud Migration /
Data Center Exit)



Multiple Awards (Data
Governance, Energy,
GenAI)



Platinum & Gold
(Digital Banking, Data
Quality & Compliance)



Gold, Silver & Bronze
(AI, Real-Time Analytics,
Customer Service)



Gold (Data
Governance)



Bronze Award (Private
Cloud Infrastructure)

By leading IT vendors:

Performance is a top tier partner for world-leading IT vendors and continuously strives to improve.



“Data Award” at IBM
Ecosystem Summit



Hewlett Packard
Enterprise

“Top Partner from Edge
to Cloud – Greece”



Microsoft

Top Azure partner with
8 Specializations



performance



Milestone transformation projects



Data Governance & AI Platform: For centralized optimization of data management and for boosting CX and performance.



Data Quality & Compliance Platform: SAS-powered solution automating data quality checks, aligned with BCBS 239 requirements.



Tier 4 Data Centers: Design & implementation of 2 state-of-the-art data centers in Greece & Cyprus, enabling secure multi-tenant hosting.



Enterprise Data Governance: Azure-based solution enhancing compliance, decision-making speed, and accuracy.



Disaster Recovery as a Service (DRaaS): Multi-year agreement ensuring operational continuity and enhanced cyber resilience.



Data Center Modernization: Infrastructure upgrade and disaster recovery site implementation to ensure performance and reliability.



Real-Time AI Analytics: Advanced AI solution for real-time transaction analysis and personalized product offers.



Unified ITSM/SPM platform: to streamline operations, boost efficiency, and elevate UX across 6 countries through digital transformation.

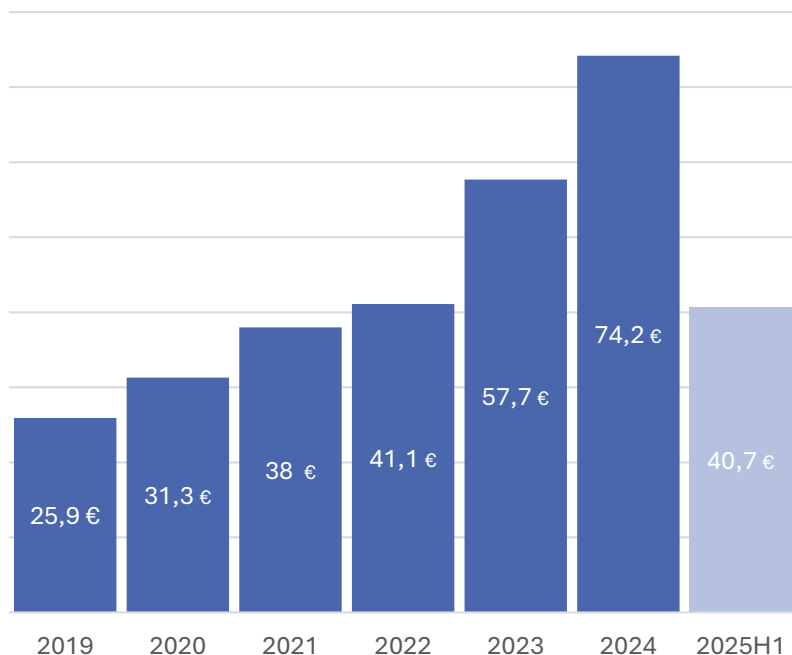




A powerful combination of

Strong growth & sustained profitability

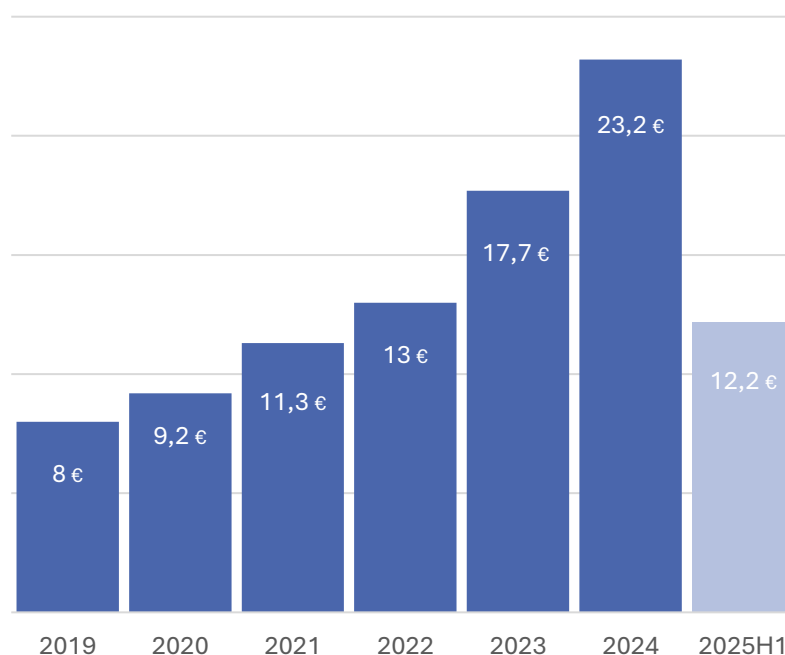
Reported currency, € m



Revenue development

23,4%

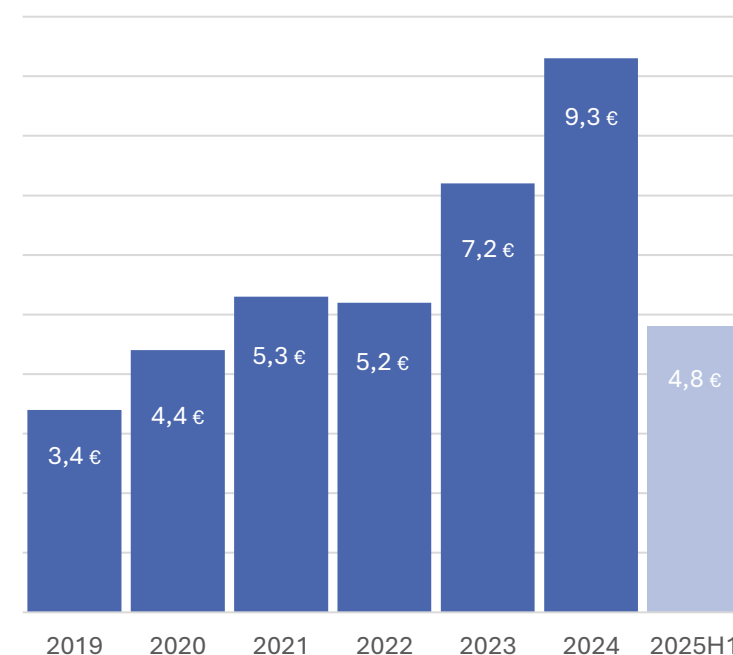
CAGR 2019-2024



Gross profit development

23,7 %

CAGR 2019-2024



EBITDA development

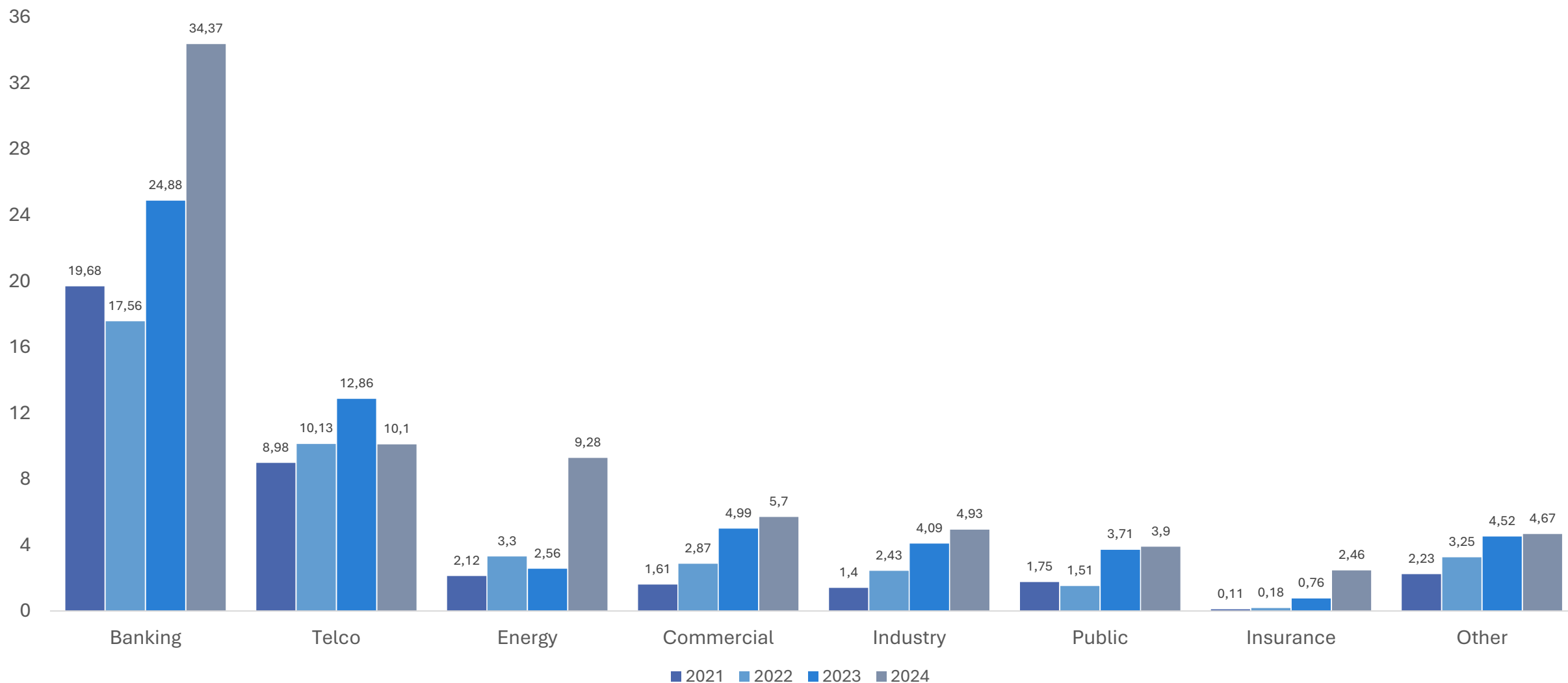
22,3%

CAGR 2019-2024



Revenue per industry segment

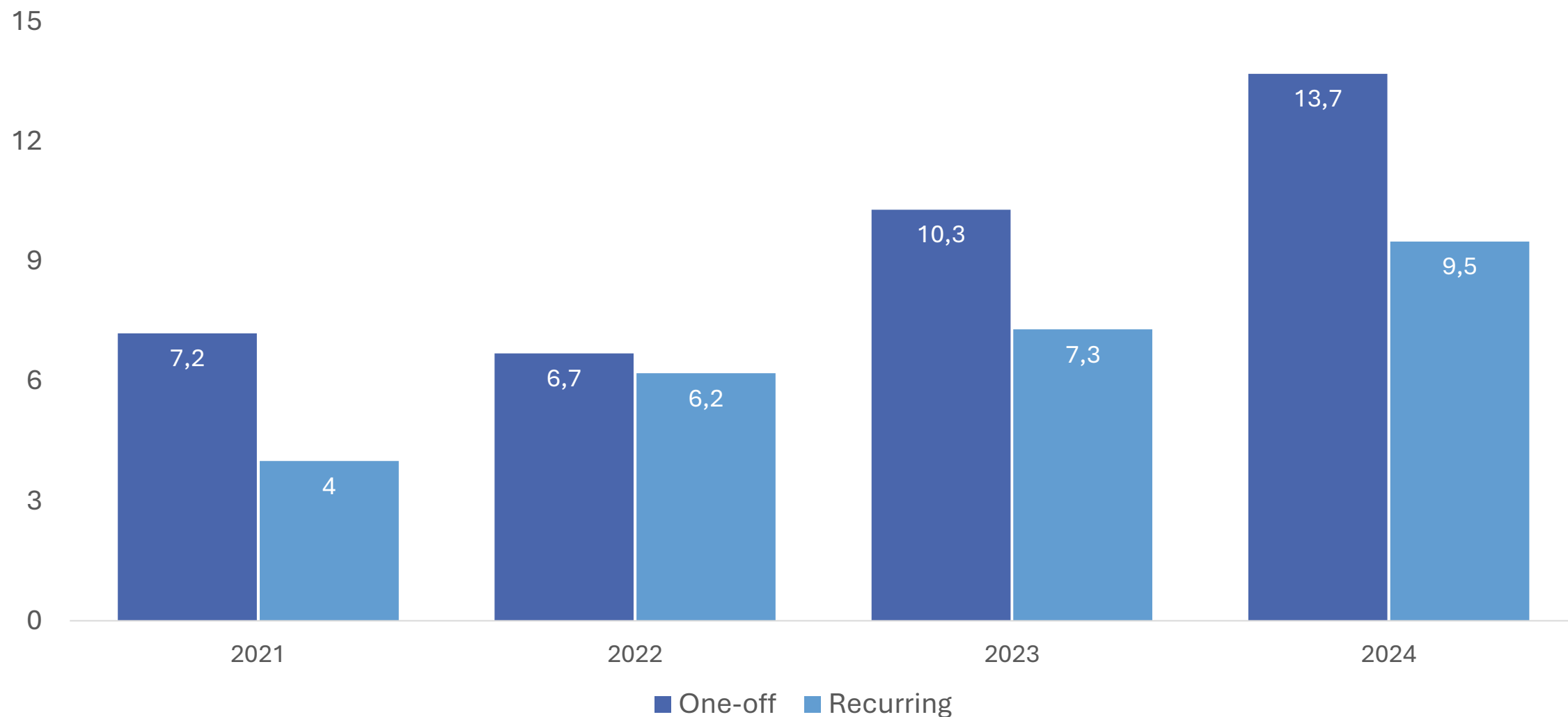
Reported currency, € m





Recurring vs one-off

Estimated for 2021–2024 period. Euro values in mn.





Accelerating growth, improving profitability, conservative financial management

Consolidated Financial highlights

All values in thousands of €

Fiscal Year	2018	2019	2020	2021	2022	2023	2024	2025H1
Revenue	21.297	25.904	31.312	38.045	41.913	57.722	74.167	40.699
Gross Profit	6.693	7.989	9.228	11.251	12.928	17.673	23.221	12.153
EBITDA	2.682	3.402	4.385	5.256	5.203	7.151	9.317	4.835
EBITDA margin	13%	13%	14%	14%	12%	12%	13%	12%
CAPEX	186	1.606	743	450	678	546	1.159	1.341
Operating cash flow	1.561	-529	2.393	5.270	-1.514	7.259	6.103	966
Intangible assets	572	642	533	405	419	418	502	703
Equity	408	5.646	8.054	16.242	19.858	23.915	28.805	30.154
Return on equity	49%	45%	44%	27%	19%	20%	19%	
Net working capital	3.471	4.664	7.507	16.182	17.299	21.438	25.603	30.514
Net dept	1.466	3.867	2.458	-6.901	-3.019	-8.640	-11.500	-7.898
Dividends	214	232	365	500	583	729	1.511	



Regulatory Compliance & Certifications

Certified in internationally recognized standards to ensure quality, security, and operational excellence.

ISO 9001 (Quality Management)

ISO 14001 (Environmental Management)

ISO 27001 (Information Security)

ISO 27701 (Privacy Management)

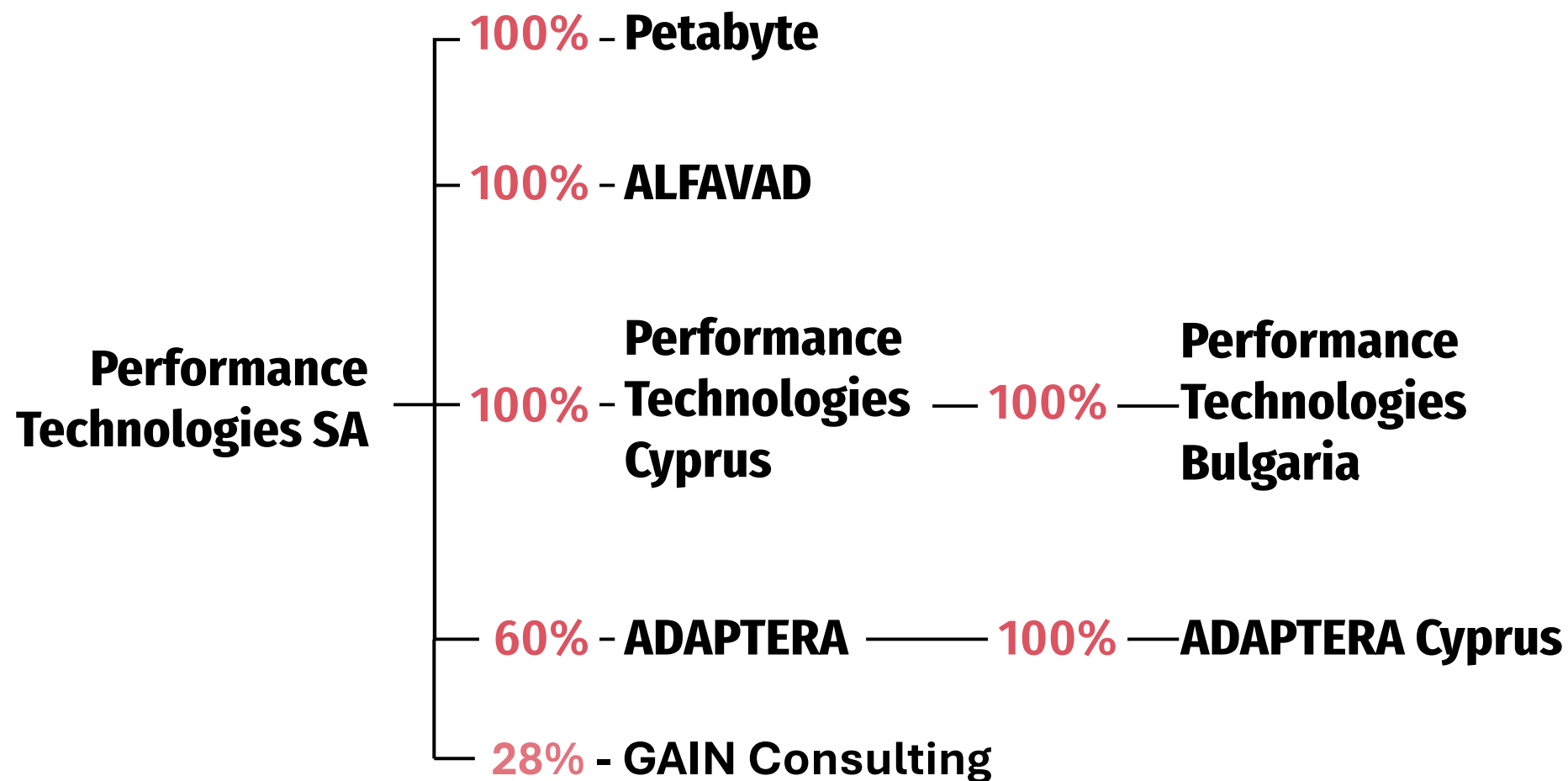
ISO 45001 (Health & Safety)

ISO 20000-1 (IT Service Management)

ISO 22301 (Business Continuity)



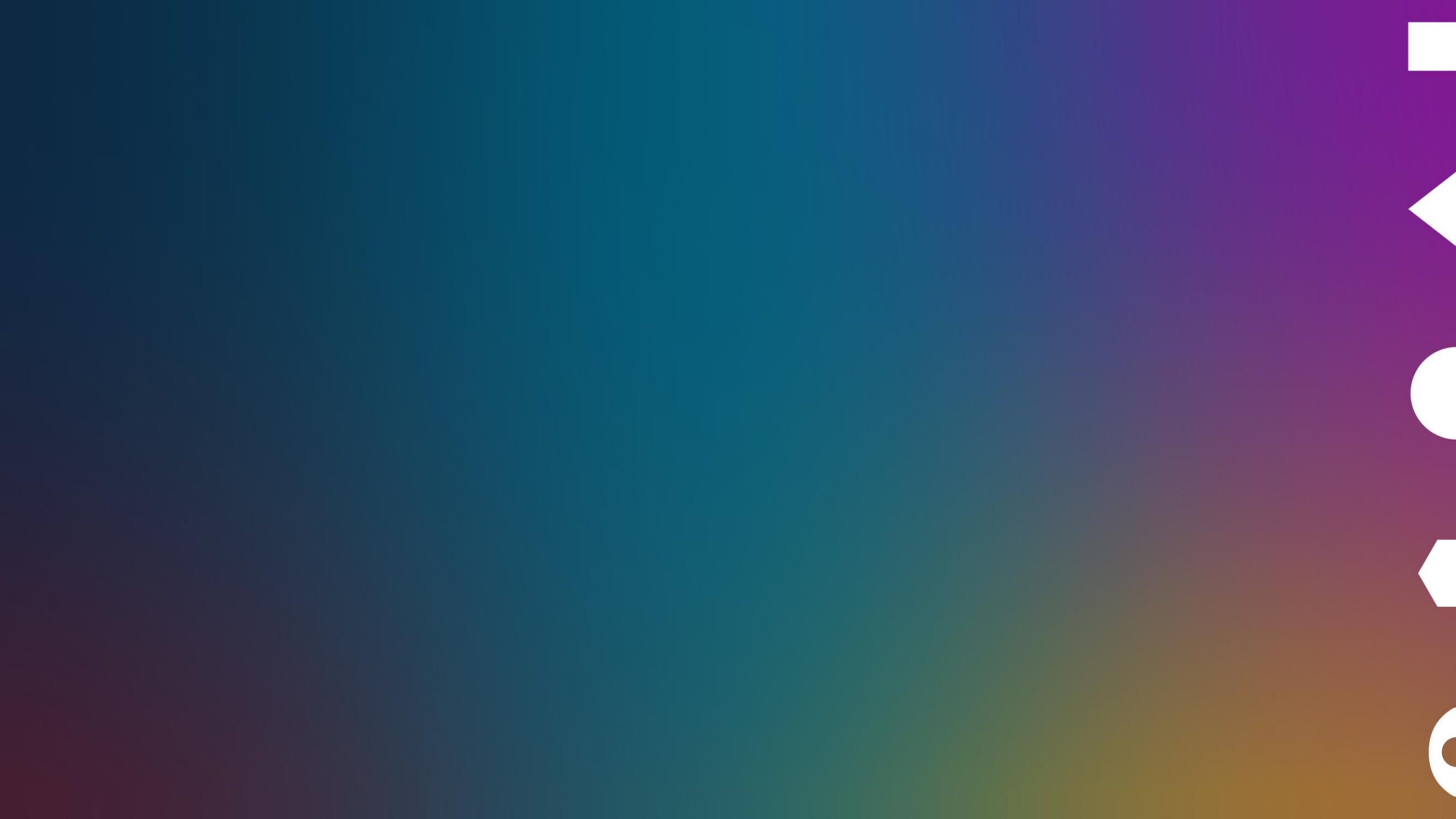
Performance Technologies

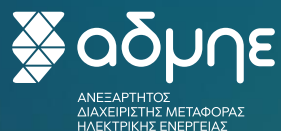




Our vision for 2025-2027

- Achieve annual growth consistent with our performance in recent years
- Invest in **modern, reliable business solutions** that support digital transformation and operational resilience
- **Expand our footprint** in existing accounts, acquire new clients, enter new industries and markets
- **Enrich our portfolio** through **2–3 strategic acquisitions or equity partnerships**
- Strengthen alliances with **top global technology vendors** to deliver innovative, high-value solutions
- Become an **employer of choice**, focusing on **employee satisfaction, talent attraction, and retention**





We work with

World-class partners



Thank you!