

You don't need a software company.

**You need an ability  
company.**



# 2022 Annual Report

## AIMTEC a. s.



04 We're  
Aimtec

06 Key data  
for 2022

08 A comprehen-  
sive approach  
to industry  
digitalisation

10 Always  
close to our  
customers

12 A unique  
approach  
to projects

14 Customer  
projects with  
true added  
value

16 Aimtec's culture  
and employees

20 Aimtec and  
innovation

22 ESG, Social  
Responsibility  
and Corporate  
Sustainability

28 Summary of 2022  
and Vision for 2023

30 Independent  
Auditor's Report  
and Financial Statement  
for AIMTEC a.s.

56 Disclosure of  
Relationships  
AIMTEC a. s.





# We're Aimtec

People and their potential are the cornerstone of manufacturing and logistics digitalisation. That's why in process digitalisation and automation, we focus both on making our customers resilient and flexible in this swiftly changing digital world and on ensuring this transformation is company-wide.

**You don't need a software company.  
You need an ability company.**

Digitalisation must be seen as not just one more technological innovation, but rather an opportunity to improve business models and increase manufacturing and logistics firms' efficiency and competitiveness. Our **"Be digital. Faster."** strategy serves us for precisely this. It rests on three pillars: Digital Factory, Digital Delivery and Expert Know-how. They meld the latest technologies, proactive project management, and experience gained from a variety of sectors and project types, for small and medium enterprises as well as large corporations.

"We live in a time when companies need the ability to respond rapidly to practically anything and work from flawless, instantly available data. But without people, digitalisation is impossible. To help our customers' firms to grow successfully, we offer them the aid of an experienced partner who passes on unique know-how and fosters independent digitally competent teams."

**Jaroslav Follprecht**  
Aimtec CEO and co-founder



## Contact information

Phone:  
+420 377 225 215

E-mail:  
aimtec@aimtecglobal.com

Website:  
aimtecglobal.com

Our company is not beholden to any financial group. It is directly and actively steered by its two co-owners: Jaroslav Follprecht, serving as its CEO and chairing the board of directors, who navigates and manages the company, and Roman Žák, serving as the chairman of its supervisory board, which plays a key role in defining and developing Aimtec's values, visions and strategy and spreading them to all employees.



# Key data for 2022

In 2022 we generated revenue in the amount of

19,243

thousand EUR.

Assets

12,206

thousand EUR.

Employee count:

248

Earnings before interest, taxes,  
depreciation, and amortisation were

2,251

thousand EUR.

In thousand EUR	2021	2022
Revenue	16,143	19,243
EBITDA	2,046	2,251
Assets	11,249	12,206
Equity	6,951	8,137
Short-term liabilities	2,525	2,993
Long-term liabilities	140	40

# A comprehensive approach to industry digitalisation



Our product portfolio includes IT solutions for manufacturing and logistics companies, and it covers every process inside of an enterprise, as well as integration with customers and suppliers. The **DCIx** system that we develop automates and manages logistics processes in warehouses and manufacturing halls, collects data on manufacturing status and progress and enables our customers to integrate automated warehousing technologies such as dark warehouses/ASRS, conveyors, trains and AGVs. Similarly, the solutions in our **Sappy** group control warehouses and manufacturing and offer a quality-control environment within SAP ERP. Our SAP know-how and development capacities also enable us to integrate all our products with SAP – because the majority of target customers use precisely this ERP software.

Advanced Planning and Scheduling is another important area for us. We've teamed up with the Japanese company

**Asprova**, which has developed a system of the same name for manufacturing companies and for detailed creation of plans that take into account all of their capacities, constraints and manufacturing processes. Even though we are not the developers of this software, we are able to add new features ensuring that each of our customers receives a solution that's tailored to their needs.

Besides automating and managing processes inside of companies we also work to integrate the supplier-customer chain. Our **integration division** creates solutions for B2B communication and automated electronic data interchange.

For all of our products, their deployment into the cloud is becoming more and more important. We now provide our integration solutions exclusively as cloud versions, primarily offer new DClx projects in the cloud, and use a similar approach for Sappy projects.

Our customers have access to the **Aimtec Support** division, which offers 24/7 support, 365 days a year. It not only assists whenever anything is unclear in an installed solution but also actively monitors application operations. It can thus uncover any eventual errors in e.g. your outgoing data before customers do.

We likewise offer our clients the option of purchasing **hardware** (readers, terminals etc.) alongside all of our products, and we fully integrate it with the needed systems.

“Build a digitalised factory based on MOM (Manufacturing Operations Management) logic. Think holistically. Unite manufacturing, logistics, maintenance and planning – in short, processes throughout your plant and its production sites.”

**Rostislav Schwob**  
Supply Chain Solution Director, Aimtec



# Always close to our customers



Over 5,300 projects  
around the globe

Over 3,000 process  
templates

60% of our customers  
are in automotive

Aimtec is a consulting company and software house joined into one. That lets us work in close contact with customers and deliver products that bring true added value. **Aimtec's projects always deliver more than just software – they also provide planning and consulting services.**

Aimtec has the very broadest of customer bases among Tier 1 and Tier 2 suppliers in the automotive industry. And automotive remains our number one target sector. Even despite the challenges this sector is facing in the form of emission limits, conversions to electromobility and shortages of chips, electrical assemblies and other components. **Digitalisation and automation are exactly**

**the tools our customers need to become more competitive on a tense and volatile market.** For supplementary sectors, particularly medical, electronics, other discrete manufacturing, and distribution, as well as e-commerce, we leverage synergistic effects in relation to automotive. We employ established processes for traceability, lean logistics, manufacturing and more.

Aimtec's target customer group is medium and large suppliers with global operations. That enables us to leverage our ability to standardise roll-out projects worldwide while boosting much-needed flexibility for enterprises and the entire sector.

In connection with the digitalisation of manufacturing and logistics, we observe a **fundamental trend of rising demand for large automation projects**. Precisely this area is where automation technologies need to be integrated into the existing environment and everything needs to be linked together. Digitalisation – and above all integration know-how – plays an utterly essential role in this, because automation without thorough interconnection with equipment's surroundings brings only limited benefits.



# A unique approach to projects

Today more than ever, companies' success depends on people's abilities. To learn. To respond quickly. To be effective. Mere software isn't enough for that.

You need to find an experienced partner you can rely on.

The Aimtec team's greatest skill and added value is its ability to bring a project all the way to a successful completion. Right from the first meeting, our customers can feel our perfect understanding of them. Our ability to perceive their needs and propose solutions fosters trust. We further develop that trust during the implementation of pilot projects and subsequent cooperation with the customer.

## Strategic benefits for the customer



### Flexibility

Respond to the market's constant changes

The automotive industry is extremely dynamic. You have to be flexible to survive crises like swings in demand, parts shortages and the absence of qualified workers. Our solution lets you painlessly integrate new functions and technologies and swiftly optimise processes to stay at the top.



### Standardisation

Maintain high quality worldwide

Standardise departments and branches while keeping their local specifics. Increase your competitiveness and your solution's flexibility as well. When you have critical processes under control, you can increase profits and minimise costs.



### Agility

Find the greatest value and add it quickly

Time is of the essence. Complete your projects and changes within their planned scope and timeline so that you can add value from day one. Our solution is made for long-term sustainable growth and can constantly adapt and improve to meet your needs.



Flexibility, standardisation and agility. These are the greatest benefits that customers appreciate in Aimtec solutions. We stand and insist upon three strategic pillars for our operations, so that we can constantly develop and perfect our products and services:

### Digital Factory

Digitalisation with maximum flexibility and configurability

### Digital Delivery

Extremely efficient delivery thanks to digital process templates

### Expert Know-How

Hearing and thinking holistically and in context and utilising our experience from other projects



# Customer projects with true added value

The main benefits of Aimtec solutions vary depending on individual customers' specifics, but they always have one thing in common. They save resources, increase process efficiency and help firms to endure unfavourable changes in both business and society. Digitalisation is the common denominator for all Aimtec projects.

## Fehrer Bohemia

The Fehrer Bohemia plant in Liberec manufactures armrests for the vehicles of the world's leading automakers. Every day it produces **20,000 units for 35 vehicle models**, with the most complex product containing 150 components, and it has an incredible 580 variants. This plant, which supplies units to automakers such as Škoda Auto, Volkswagen, Audi, BMW and Opel, reached an impasse: neither increasing the employee count nor buying new equipment could increase its efficiency. Besides increasing handling actions and warehouse positions by a hefty **40% while growing warehouse space by just 10%**, Fehrer also needed to **transform the warehouse's logic** without interrupting its operations. All the new

processes had to be hooked into their **existing SAP solution**, placing large demands on the flexibility of the new logistics management system.

The result is **partial warehouse automation** that covers many of the plant's processes using modern warehouse technologies. These are controlled automatically over SAP and can thus respond instantly to every change in the supply plan for the production hall. Work organisation is handled through a work queue, divided into specific queues shown on the scanners and the VNA truck's displays. This minimises human error.

## RAPA

As an automotive supplier, RAPA needs reliable tools for **flawless electronic data interchange – EDI – and communication with both customers and suppliers**. On the customer side this means accommodating new message formats and accompanying requirements. On the supplier side it's about integrating them – and ensuring they can use EDI. RAPA had already been utilising the services of an EDI partner, but it was dissatisfied with them. That was because **onboarding new partners along with adapting new message formats** was an enormous burden for RAPA's internal IT team. Aimtec proposed **EDI as a Service** as the solution, i.e. migrating all EDI materials to external servers, with Aimtec taking care

of operations, administration and supervision. First the team of specialists ensured that RAPA was sending out **ASNs containing error-free data**; this was followed by **digitalisation and automation of the supply chain**. Thanks to the integration of dozens of suppliers, message interchange at RAPA now takes place automatically, while Aimtec's monitoring and validation ensure that it is error-free.



# Aimtec's culture and employees

Overall employee count as of 31 December 2022:

248



We are constantly seeking ways to provide a maximum of support to our employees. For example, our benefits include psychological, legal and medical consulting services.



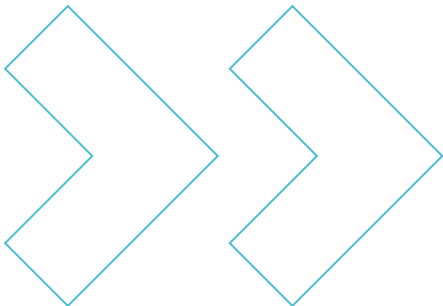
The constant transfer of know-how to our younger generation is one of the pillars of our operations. Every year we welcome dozens of students for both practical training and part-time positions. Students make up 15% of our staffing overall.



Education has always been a matter of pride for Aimtec. In 2022 we worked intensively on building up a consistent educational system throughout the firm, to make this system transparent and easy to grasp for our team leaders and managers.

**We are a family company**

Aimtec is made up of more than just technologies and business relationships – the culture and values with which we were founded have a major voice as well. We also wish to maintain our uniqueness when passing the torch to future generations, and we keep this in mind as we plan our long-term development.

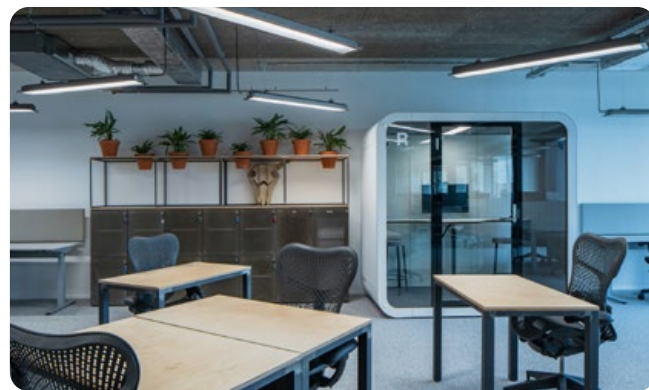






### A Quality Working Environment is Essential for Us

- ✓ Each workstation has an ergonomic chair and a height-adjustable table.
- ✓ We have eliminated personal bins – of course waste sorting is a matter for us.
- ✓ We have reduced the use of disposable packaging, whether by installing soda bars or glass containers for food delivery.
- ✓ Our offices operate on the activity-based office principle.
- ✓ Relaxation is provided by a games room and a freely accessible outdoor terrace suitable for work and occasional barbecues.



### We keep on growing – and our offices too

For us, 2022 was very much about preparing further floors of offices in Pilsen's Hamburk Business Center building, home to our company headquarters. The Aimtec team is constantly growing, and we want to continue meeting our goal of a high-quality work environment. That's why in 2023 we brought offices into operation on a new floor – thanks to which we're able to offer more flexible conditions for our team's work.





# Aimtec and innovation

## An autonomous #AimtecHackathon 2022

The sixth year of #AimtecHackathon brought more than just a battle of hacking projects. We continued our tradition of including TechTalks for the public and our YoungHackers programme for kids. The main topic for 2022 was autonomous technologies, which included for example Spot from Boston Dynamics. A total of seven teams with over 40 programmers from Czechia and Germany had 40 hours to come up with their own autonomous projects.

## #AimtecLab

Aimtec always strives to be able to plug in the latest technologies from a variety of sectors and specialities. And that was its aim when it founded a team of specialists with dedicated capacity for testing innovations that could enrich the products and solutions it provides. Here are just a few examples:



### 3D digital twins

Visualisations of warehouse spaces with an online connection to DCIx.



### VR Factory Decathlon

Simulations of everyday warehouse tasks with gamification elements.



### Machine learning

Models that make use of neural networks.







# ESG

## Social Responsibility and Corporate Sustainability

### **Sustainable business**

Our projects have global reach. They save our customers resources, materials, energy and human labour through more efficient management of manufacturing and logistics processes. We advocate a people-first approach, and that influences our approach towards people both within Aimtec and at the customer. That's because sustainability is primarily about people.

"Sustainability is the foundation for everything we do. We've become more convinced of this during each of our 25 years of existence. We are proud to be a family firm with a unique company culture. For us, maintaining and supporting our values is key."

**Roman Žák**  
Chairman of Aimtec's supervisory board



In the course of defining its approach to ESG activities, Aimtec has identified five categories, selected based on the sustainable development goals (SDGs) established by the United Nations. The company strategically plans its activities aimed at employees, the public and customers based upon the goals.





Regarding the long-term activities of the company and their measurability, the following directions are in question:



- We focus on promoting the health of both Aimtec employees and our customers.
- Everything is moving towards work that will not only feed people, but also entertain and fulfil them.



- We support technical education in the Pilsen region.
- We create strategic development plans for both hard skills and soft skills of our employees.
- We aim to educate customers and the general public on specific digitalisation and automation projects, hand in hand with increasing the competitiveness of individuals and companies.



- We set stable and fair conditions for employees.
- Digitalisation improves the conditions for our customers' employees. From reducing repetitive activities to limiting work in unhealthy activities and environments.



- We target the capacity of our employees to innovate and improve our solutions. In addition to the significant capacity dedicated to development and innovation, regular internal hackathons of individual teams are an example.
- Our solutions help customers to fundamentally innovate both value-added and service processes such as logistics and quality.



- Reduce the impact of consumption and waste production in offices (soda bars instead of PET bottles, returnable lunch containers, abolition of personal waste bins).
- Eliminate travel by introducing remote project delivery.
- We reduce waste and consumption of energy, materials, and fuel at our customers' sites through digitalisation and efficient planning.

We are currently setting specific measurable ESG targets.



## Corporate Social Responsibility (CSR) and help to those in need

“What’s fundamental for us in CSR is long-term cooperation. We want to create conditions whereby non-governmental organisations can rely on us and we have room to build up something meaningful and sustainable.”

**Roman Žák**

Chairman of the Aimtec supervisory board



### Organisations receiving our long-term support:

- The Czech Alzheimer Foundation
- The Summer School of Experimental Surgery
- The Roman Kreuziger Cycling Academy
- nvias

“One of the benefits of working for Aimtec is the fact that we let our employees join in deciding about where to help. For every individual charity gift by an employee, Aimtec adds the same amount.”

**Radka Pučelíková**

Chief People Officer, Aimtec



### Aimtec is helping Ukraine

The news of the Russian invasion of Ukraine that began on 24 February 2022 shook us greatly. We immediately began seeking the best ways to help people stricken by this conflict directly within Ukraine and later also those seeking asylum either in the Czech Republic overall or specifically here in Pilsen. The most important parameter for us was actual aid that responded to the most burning issues often not covered by global support. We tried to connect with the organisations we cooperate with long-term and seek shared solutions. Here are some examples of our activities:

- 300 000 CZK to the Red Cross from us and over 200 000 CZK in the form of employee gifts and their doubling by the company
- Lunches for refugees lodged at the SPŠE Pilsen school building
- A collection drive gathering bedding and towels for the Secondary Vocational School of Electrical Engineering in Pilsen
- Purchasing appliances for use in the dormitory that our customer Borgers provides for Ukrainian refugees
- Job positions suitable for refugees from Ukraine



Corporate Governance and Structure from 1 January 2022

Supervisory Board



Roman Žák, Chairman of the Supervisory Board • Kelvin Harrison, Supervisory Board Member • Martin Málek, Supervisory Board Member • Mike Westcott, Supervisory Board Member • Lucie Baleková, Supervisory Board Member

Board of Directors



Jaroslav Follprecht  
Chairman of the Board, CEO

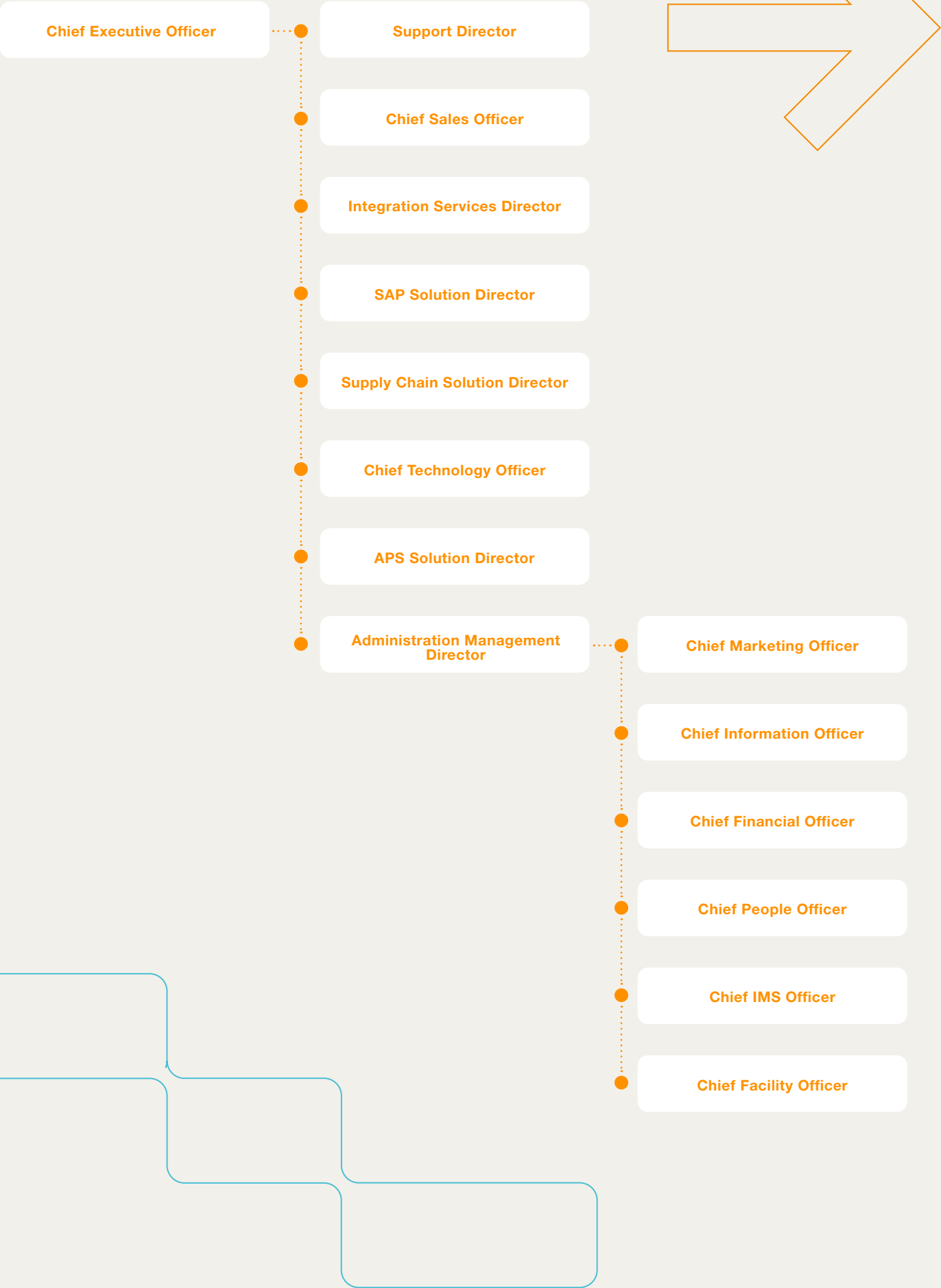


Rostislav Schwob  
Board Member



Jakub Klíma  
Board Member

Aimtec's structure





# Summary of 2022 and vision for 2023



We empower our customers to grow – we give them the **ability to standardise while staying agile** and **preserving their flexibility**. That's the only way they can succeed in today's world. Keeping this in mind, in 2022 we formulated three foundational pillars for Aimtec's long-term strategy: Digital Factory, Digital Delivery and Expert Know-how. Our mission is to help companies to develop entirely new abilities, without which they would have a hard time succeeding on today's unstable and challenging market.

To respond immediately to market needs.  
To maintain high quality at every location and retain independence.  
To find the greatest added value while respecting the long term.

We are still feeling the pandemic's extensive impact on the entire automotive sector, and the **Russian invasion of Ukraine** in 2022 worsened the situation further. Aimtec was very grateful to be able to instantly provide financial aid to the Red Cross, to join forces with its customer Borgers and to join in helping refugees in the Czech Republic.

**2022 was yet another year of growth for Aimtec.** In light of that, we're expanding our offices in Pilsen and working together with the supervisory board on our strategic goals so as to support natural growth without at all threatening our **family-firm character**. That's one reason why **sustainability** is important to us in several directions – towards our customers, our company, our employees and also society and the environment. This topic will be utterly fundamental for us in 2023 as well, because we see it as an indisputable part of digitalisation solutions that are capable of increasing companies' competitiveness and profits.

2022 was also the year when **we merged our two subsidiaries back into Aimtec**. These were: Aimtec Consulting and Aimtec Outsourcing. This created a single overarching entity, AIMTEC a. s., without causing any customer- or partner-facing changes. The reason for this merger was to increase the efficiency of our internal processes and administration.

We see great potential for technology trends in data processing, visualisation and subsequent simulation. For this reason we plan to develop and enhance our products in precisely this direction. Another pole star in manufacturing and logistics automation is **the concept of MOM (Manufacturing Operations Management)**. Aimtec considers MOM the flagship of its approach – as well as a goal towards which it is moving along with its customers. After all, it is only thanks to our clients' successes that we ourselves can be successful.

Despite the difficult events of 2022, the Aimtec team has successfully proved again and again that we are a **100% reliable partner for our customers**. And after all, difficult conditions are often precisely what convinces our clients of how swift, agile and also sustainable the projects we build really are.

In Pilsen, 24 March 2023

  
Ing. Jaroslav Follprecht  
CEO and Chairman of the Board, AIMTEC a. s.



# Independent Auditor's Report and Financial Statements

AIMTEC a. s.

AS OF 31 DECEMBER 2022





## INDEPENDENT AUDITOR'S REPORT

To the shareholders of the company AIMTEC a.s.

### Opinion

We have audited the accompanying financial statements of AIMTEC a.s., identification number 252 01 816 (hereinafter also the "Company") prepared in accordance with accounting principles generally accepted in the Czech Republic, which comprise the balance sheet as at 31 December 2022, the income statement, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and other explanatory information. For details of the Company, see Note 1 to the financial statements.

In our opinion, the financial statements give a true and fair view of the financial position of AIMTEC a.s. as at 31 December 2022, and of its financial performance and its cash flows for the year then ended in accordance with accounting principles generally accepted in the Czech Republic.

### Basis for Opinion

We conducted our audit in accordance with the Act on Auditors and Auditing Standards of the Chamber of Auditors of the Czech Republic, which are International Standards on Auditing (ISAs), as amended by the related application clauses. Our responsibilities under this law and regulation are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Company in accordance with the Act on Auditors and the Code of Ethics adopted by the Chamber of Auditors of the Czech Republic and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Emphasis of Matter Paragraphs

We draw your attention to the point 2 of the notes to the financial statements describing the data presented for the past period and to the additional note to the income statement. For the sake of comparability, the Company presents data from the income statement as of 31 December 2021 for the past period after excluding the write-off of the consolidation difference. Our opinion is not modified in relation to this matter.

### Other Information in the Annual Report

In compliance with Section 2(b) of the Act on Auditors, the other information comprises the information included in the Annual Report other than the financial statements and auditor's report thereon. The Board of Directors is responsible for the other information.

Our opinion on the financial statements does not cover the other information. In connection with

our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. In addition, we assess whether the other information has been prepared, in all material respects, in accordance with applicable law or regulation, in particular, whether the other information complies with law or regulation in terms of formal requirements and procedure for preparing the other information in the context of materiality, i.e. whether any non-compliance with these requirements could influence judgments made on the basis of the other information.

Based on the procedures performed, to the extent we are able to assess it, we report that:

- The other information describing the facts that are also presented in the financial statements is, in all material respects, consistent with the financial statements; and
- The other information is prepared in compliance with applicable law or regulation.

In addition, our responsibility is to report, based on the knowledge and understanding of the Company obtained in the audit, on whether the other information contains any material misstatement of fact. Based on the procedures we have performed on the other information obtained, we have not identified any material misstatement of fact.

### Responsibilities of the Company's Board of Directors and Supervisory Board for the Financial Statements

The Board of Directors is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the Czech Republic and for such internal control as the Board of Directors determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Directors is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

The Supervisory Board is responsible for overseeing the Company's financial reporting process.

### Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the above mentioned laws and regulations will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.



As part of an audit in accordance with the above law or regulation, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board of Directors.
- Conclude on the appropriateness of the Board of Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Board of Directors and the Supervisory Board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Pilsen, 30 March 2023



VALENTA - NOCAR, s.r.o.  
U Radbuzy 429/4, 301 00 Plzeň  
Audit firm licence No. 360

Ing. Josef Nocar  
Auditor licence No. 1942



## Balance Sheet

	ASSETS	31 Dec 2022			31 Dec 2021*
		Gross	Correction	Net	Net
	In thousands CZK				
	<b>TOTAL ASSETS</b>	<b>436 392</b>	<b>142 062</b>	<b>294 330</b>	<b>279 649</b>
<b>B.</b>	<b>Fixed assets</b>	<b>223 368</b>	<b>139 690</b>	<b>83 678</b>	<b>54 280</b>
<b>B. I.</b>	<b>Intangible assets</b>	<b>110 643</b>	<b>88 364</b>	<b>22 279</b>	<b>16 582</b>
2.	Valuable rights	109 563	87 989	21 574	16 210
2.1.	Software	109 563	87 989	21 574	16 210
4.	Other intangible fixed assets	375	375	0	0
5.	Advance payments for intangible fixed assets and intangible assets under construction	705	0	705	372
5.2	Intangible fixed assets under construction	705	0	705	372
<b>B. II.</b>	<b>Tangible fixed assets</b>	<b>95 726</b>	<b>51 326</b>	<b>44 400</b>	<b>37 699</b>
2.	Machines, tools and equipment, transportation means furniture and office equipment	92 497	51 326	41 171	37 699
5.	Advance payments for tangible fixed assets and tangible fixed assets under construction	3 229	0	3 229	0
5.1.	Advance payments for tangible fixed assets	2 846	0	2 846	0
5.2.	Tangible fixed assets under construction	383	0	383	0
<b>B. III.</b>	<b>Long-term financial assets</b>	<b>16 999</b>	<b>0</b>	<b>16 999</b>	<b>0</b>
6.	Intercompany loans – others	16 999	0	16 999	0
<b>C.</b>	<b>Current assets</b>	<b>193 706</b>	<b>2 372</b>	<b>191 334</b>	<b>201 192</b>
<b>C. I.</b>	<b>Inventory</b>	<b>1 934</b>	<b>9</b>	<b>1 925</b>	<b>2 218</b>
3.	Finished goods and merchandise	1 934	9	1 925	2 218
3.2.	Merchandise inventory	1 934	9	1 925	2 218
<b>C. II.</b>	<b>Receivables</b>	<b>138 258</b>	<b>2 363</b>	<b>135 895</b>	<b>114 817</b>
<b>1.</b>	<b>Long-term receivables</b>	<b>13 223</b>	<b>0</b>	<b>13 223</b>	<b>13 327</b>
1.4.	Deferred tax asset	0	0	0	42
1.5.	Receivables - other	13 223	0	13 223	13 286
1.5.2.	Long-term advance payments	13 223	0	13 223	13 286
<b>2.</b>	<b>Short-term receivables</b>	<b>125 035</b>	<b>2 363</b>	<b>122 672</b>	<b>101 490</b>
2.1.	Trade receivables	112 226	2 363	109 863	92 715
2.4.	Receivables - other	12 809	0	12 809	8 775
2.4.3.	Due from state - tax receivables	330	0	330	1 687
2.4.4.	Short-term advance payments	3 621	0	3 621	2 796
2.4.5.	Estimated receivables	2 338	0	2 338	2 271
2.4.6.	Other receivables	6 520	0	6 520	2 021
<b>C. IV.</b>	<b>Cash in hand and bank accounts</b>	<b>53 514</b>	<b>0</b>	<b>53 514</b>	<b>84 157</b>
2.	Bank accounts	53 514	0	53 514	84 157
<b>D.</b>	<b>Accrual of assets</b>	<b>19 318</b>	<b>0</b>	<b>19 318</b>	<b>24 176</b>
1.	Deferred expenses	9 151	0	9 151	9 259
3.	Deferred cash receipts	10 167	0	10 167	14 917

\* Figures taken from the Opening Balance Sheet as of 1 Jan 2022

	LIABILITIES		31 Dec 2022	31 Dec 2021*
			Net	Net
	In thousands CZK			
	<b>TOTAL EQUITY AND LIABILITIES</b>		<b>294 330</b>	<b>279 649</b>
<b>A.</b>	<b>Equity</b>		<b>196 229</b>	<b>172 801</b>
<b>A. I.</b>	<b>Registered capital</b>		<b>2 000</b>	<b>2 000</b>
1.	Registered capital		2 000	2 000
<b>A. IV.</b>	<b>Profit/Loss - previous years (+/-)</b>		<b>168 010</b>	<b>142 347</b>
1.	Retained profits/losses from previous years (+/-)		168 010	142 347
<b>A. V.</b>	<b>Profit (loss) for current period (+/-)</b>		<b>26 219</b>	<b>28 454**</b>
<b>B. + C.</b>	<b>Liabilities</b>		<b>73 143</b>	<b>66 244</b>
<b>C.</b>	<b>Liabilities</b>		<b>73 143</b>	<b>66 244</b>
<b>C.I.</b>	<b>Long-term liabilities</b>		<b>959</b>	<b>3 480</b>
2.	Liabilities to credit institutions		0	2 411
8.	Deferred tax liability		866	0
9.	Liabilities - other		93	1 069
9.3.	Other liabilities		93	1 069
<b>C.II.</b>	<b>Short-term liabilities</b>		<b>72 184</b>	<b>62 764</b>
2.	Liabilities to credit institutions		2 339	4 134
4.	Trade payables		31 869	20 387
8.	Liabilities - other		37 976	38 243
8.1.	Liabilities to owners		0	4
8.3.	Liabilities to employees		11 217	9 100
8.4.	Social security and health insurance liabilities		5 870	4 890
8.5.	Due to state - taxes and subsidies		3 965	4 226
8.6.	Estimated liabilities		15 665	15 937
8.7.	Other payables		1 259	4 085
<b>D.</b>	<b>Accruals of liabilities</b>		<b>24 958</b>	<b>40 604</b>
D.1.	Accrued expenses		155	1 016
D.2.	Deferred revenue		24 803	39 587

\*\* Figures taken from the Opening Balance Sheet as of 1 Jan 2022

\*\* Consolidated profit for 2021



Profit and Loss Statement

		31 Dec 2022	31 Dec 2021*
	In thousands CZK		
I.	Sales of own products and services	351 054	319 619
II.	Sales of goods	98 752	76 459
A.	Production consumption	183 611	156 178
1.	Cost of goods sold	77 538	58 947
2.	Raw materials and consumables	12 959	9 275
3.	Services	93 114	87 957
C.	Capitalisation (-)	-15 014	-11 621
D.	Personnel expenses	226 353	191 301
1.	Wages and salaries	164 415	138 760
2.	Social security expenses, health insurance and other expenses	61 938	52 541
2.1.	Social security expenses and health insurance	55 047	46 730
2.2.	Other expenses	6 891	5 811
E.	Valuation adjustments relating to operating activities	20 645	13 704
1.	Valuation adjustments of fixed assets	19 874	14 603
1.1.	Valuation adjustments of fixed assets - permanent	19 874	14 603
2.	Valuation adjustments of inventory	-5	4
3.	Valuation adjustments of receivables	776	-903
III.	Other operating income	1 463	986
1.	Income from fixed assets sold	464	846
3.	Other operating income	999	140
F.	Other operating expenses	2 321	2 598
1.	Net book value of fixed assets sold	0	433
3.	Taxes and fees	1 380	1 560
5.	Other operating expenses	941	606
*	Operating profit/loss (+/-)	33 353	44 904
VI.	Interest income and similar income	119	7
2.	Other interest and similar income	119	7
J.	Interest expenses and similar expenses	227	531
2.	Other interest and similar expenses	227	531
VII.	Other financial income	12 650	4 249
K.	Other financial expense	11 720	12 909
*	Profit/loss from financial operations (transactions) (+/-)	822	-9 183
**	Profit before tax	34 175	35 721
L.	Income tax	7 956	7 267
1.	Income tax - due	7 049	6 438
2.	Income tax - deferred (+/-)	907	829
**	Profit/loss after tax (+/-)	26 219	28 454
***	Profit/loss of current accounting period (+/-)	26 219	28 454
*	Net turnover for the accounting period	464 038	401 321

\* Figures taken from the Consolidated Profit and Loss Account as of 31 Dec 2021, with the amortisation of the consolidation difference eliminated

Cash Flow Statement

		31 Dec 2022
	In thousands CZK	
P.	Opening balance of cash and cash equivalents	84 157
Z.	Profit or loss from ordinary activities before tax	34 175
A.1.1	Adjustments for non-cash transactions	20 435
A.1.1.	Depreciation of fixed assets	19 874
A.1.2.	Change in provisions and reserves	771
A.1.3.	Profit/(loss) on the sale of fixed assets	-464
A.1.4.	Revenues from profit shares	0
A.1.5.	Interest expense and interest income	108
A.1.6.	Adjustments for other non-cash transactions	146
A.*	Net operating cash flow before changes in working capital	54 610
A.2.	Change in working capital	-19 749
A.2.1.	Change in operating receivables and other assets	-17 917
A.2.2.	Change in operating payables and other liabilities	-2 129
A.2.3.	Change in inventories	297
A.2.4.	Change in current financial assets	0
A.**	Net cash flow from operations before tax	34 861
A.3.	Interest paid	-227
A.4.	Interest received (+)	0
A.5.	Income tax paid from ordinary operations	-6 029
A.7.	Received profit shares	0
A.***	Net operating cash flows	28 605
B.1.	Fixed assets expenditures	-32 271
B.2.	Proceeds from fixed assets sold	179
B.3.	Loans and borrowings to related parties	-16 880
B.4.	Change in investing liabilities	0
B.***	Net investment cash flows	-48 972
C.1.	Change in payables from financing	-7 485
C.2.	Impact of changes in equity	-2 792
C.2.1.	Cash increase in share capital	0
C.2.2.	Capital payments to partners	0
C.2.3.	Other cash contributions made by partners	0
C.2.4.	Settlement of loss by partners	0
C.2.5.	Payments from capital funds	0
C.2.6.	Profit shares paid	-2 792
C.3.	Other changes in the area of financing	0
C.***	Net financial cash flows	-10 277
F.	Net increase or decrease in cash and cash equivalents	-30 643
R.	Closing balance of cash and cash equivalents	53 514



Notes to the Financial Statements

1 COMPANY DESCRIPTION

Company name: AIMTEC a. s.  
Headquarters: U Prazdroje 2807/8, Plzeň, 301 00  
Legal form: joint stock company  
Company No.: 25201816

The company is registered in Section B, File No. 558 of the Commercial Register kept by the Regional Court in Pilsen (date of registration 23 July 1996).

Banking details: Komerční banka, Plzeň  
Account number: 4822530287/0100

The main activity of the company is consulting in the field of information technology. According to section 1b(2) of the Accounting Act, the company is a medium-sized accounting unit as of 31 December 2022. In accordance with section 20(1), the Financial Statements as of 31 December 2022 will be audited by an auditor.

BOARD OF DIRECTORS

Name and surname	Position	Date of appointment / membership
Jaroslav Follprecht	Chairman of the Board of Directors	3 January 2022 / 11 February 2014
Jakub Klíma	Member of the Board of Directors	11 February 2014
Rostislav Schwob	Member of the Board of Directors	11 February 2014

As of 3 January 2022, the position of Vice-Chairman of the Board of Directors, previously held by Mr. Jaroslav Follprecht, was abolished. The position of Chairman of the Board of Directors had been held by Mr. Roman Žák until then. Effective from 3 January 2022, the Company is represented by at least two members of the Board of Directors jointly and the Chairman of the Board represents the Company individually.

SUPERVISORY BOARD

Name and surname	Position	Date of appointment / membership
Roman Žák	Chairman of the Supervisory Board	3 January 2022 / 1 January 2022
Lucie Baleková	Member of the Supervisory Board	1 January 2022
Martin Málek	Member of the Supervisory Board	1 January 2022
Kelvin Frank Harrison	Member of the Supervisory Board	1 January 2022
Mike Westcott	Member of the Supervisory Board	1 January 2022

AVERAGE HEADCOUNT

	2022		2021*	
	Total number of employees	Management staff	Total number of employees	Management staff
Average number of employees	191	9	170	9

\* Aggregated figures for AIMTEC a. s. a AIMTEC Outsourcing s.r.o.

REMUNERATION TO MEMBERS OF THE MANAGEMENT AND SUPERVISORY BODIES BY REASON OF THEIR POSITION

In thousands CZK	2022	2021
Members of the governing bodies	3 120	4 320
Members of the supervisory bodies	4 167	24
Total	7 287	4 344

2 DOMESTIC MERGER BY ACQUISITION OF AIMTEC CONSULTING s.r.o. AND AIMTEC OUTSOURCING s.r.o.

Following the merger by acquisition of AIMTEC Consulting s.r.o. (Company No. 26320795) and AIMTEC Outsourcing s.r.o. (Company No. 26127407), both of which had their registered office at U Prazdroje 2807/8, Plzeň, all of their assets and liabilities were transferred to the acquiring company, AIMTEC a. s.

The record date of the merger, within the meaning of section 70(c) of the Corporate Conversion Act (No. 125/2008, as amended), is specified in the respective Draft Terms to be 1 January 2022. From that date forward the transactions of the acquired companies are considered in accounting terms to be transactions carried out for the account of the acquiring company. The effective date of the merger, i.e. the date of dissolution of the acquired companies and the date of takeover of all assets, liabilities, rights and obligations by the acquiring company, is the date of the registration of the merger in the Companies Register (1 November 2022).

The entire transaction is detailed in an Independent Auditor's Report and Opening Balance Sheet as at 1 January 2022, issued on 5 May 2022.

In preparing the Opening Balance Sheet, the book balances of the assets, receivables and payables of the companies involved were consolidated. At the same time, all the balances of mutual receivables and payables existing between the merging companies were eliminated.

In accordance with the Accounting Act, Implementing Regulation No. 500/2002 and the Czech Accounting Standards for Business Entities, the acquiring company took over the components of the acquired companies' equity and liabilities that are not payables to the extent and in the amount specified in the Draft Terms. The acquiring company took over the assets, liabilities and equity at the valuation stated in the final financial statements of the acquired companies.

	31 Dec 2021 AIMTEC a. s.	AIMTEC Consulting s.r.o.	AIMTEC Outsourcing s.r.o.	Adjustments	1 Jan 2022 AIMTEC a. s.
Fixed assets	71 748	0	6 533	-24 000	54 280
Inventories	2 218	0	0	0	2 218
Receivables	114 274	1 864	53 827	-55 147	114 817
Cash	77 646	4 670	1 842	0	84 157
Deferred expenses and accrued income	23 701	204	271	0	24 176
Equity	156 029	3 616	37 158	-24 000	172 801
Registered capital	2 000	100	4 000	-4 100	2 000
Retained earnings	132 957	2 259	27 032	8 554	170 801
Profit/loss in the current period	21 072	1 257	6 126	-28 454	0
Liabilities	93 176	3 122	25 094	-55 147	66 244
Accrued liabilities and deferred assets	40 382	0	221	0	40 604

In the year ended 31 December 2021, AIMTEC Consulting s.r.o. had revenues of CZK 16 820 000 and generated a profit of CZK 1 257 000, and AIMTEC Outsourcing had revenues of CZK 187 322 000 and a profit of CZK 6 126 000.

The figures presented for the preceding period in the Notes are taken from the Consolidated Accounts as of 31 December 2021 and the Opening Balance Sheet as of 1 January 2022.

3 THE BASIS FOR PREPARATION OF THE FINANCIAL STATEMENTS

The financial statements have been prepared in accordance with the Accounting Act, the Decree implementing certain provisions of the Accounting Act and the Czech Accounting Standards as amended for 2022.



## 4 GENERAL ACCOUNTING PRINCIPLES, ACCOUNTING POLICIES AND CHANGES AND DEVIATIONS THEREIN

The Company has applied the following accounting policies, procedures, valuation and depreciation methods to prepare the 2022 annual financial statements:

### INTANGIBLE FIXED ASSETS

Intangible fixed assets are measured at cost. The Company does not account for small intangible assets (up to and including CZK 60 thousand) in fixed asset accounts, but directly as an expense. Intangible fixed assets created by own activity are measured at cost.

### TANGIBLE FIXED ASSETS

Tangible fixed assets are valued at cost. Interest and other financial expenses related to the acquisition are not included in the valuation. Tangible movable assets and groups of movable assets with a separate technical and economic purpose and a useful life of more than one year with a valuation up to 40 thousand EUR. The Company considers tangible fixed assets with a value of up to and including CZK 40 thousand, which constitute the equipment of leased office premises, as small fixed assets and accounts for them in fixed assets accounts. Other tangible movable assets and sets of tangible assets with a useful life of more than one year and a valuation between CZK 20 thousand and CZK 40 thousand. Tangible fixed assets with a value of up to and including CZK 20 thousand are considered to be small tangible assets and are charged directly to expense. Costs of technical improvement of fixed assets above CZK 40 thousand are charged to the balance sheet. CZK 40 thousand increases its cost. Technical improvements on leased assets are accounted for separately in the account in which the asset being improved would be accounted for.

### THE METHOD OF PREPARING THE DEPRECIATION PLAN

Accounting depreciation is calculated based on estimated useful lives and is charged monthly as of the last day of the month. The Company decides on the specific form of the depreciation schedule for fixed assets classified after 31 December 2001 when they are placed in service, whereas accounting depreciation is not governed by tax depreciation. Assets classified up to that date are further depreciated according to the original depreciation plan, i.e. the accounting depreciation coincides with the accelerated depreciation according to Act No. 586/1992 Coll., on Income Taxes, as amended as of 31 December 2002, if this Act provided for tax depreciation for a given type of assets.

As of 1 January 2021, the company will amortize the technical evaluation of its own software over a period of 18 months.

### LONG-TERM FINANCIAL ASSETS

The Company has a long-term loan granted on normal market terms.

### FUNDS

Cash consists of valuables and money in bank accounts.

### INVENTORIES

Purchased inventories are valued at cost. Inventories are accounted for using the B method due to their nature and movements.

### RECEIVABLES

Receivables are carried at their nominal value. At the balance sheet date, doubtful debts are reduced by provisions charged to expense, which is shown in the balance sheet in the 'adjustments' column. In determining the method of calculation of provisions, the Company is governed by Act No. 593/1992 Coll. on provisions for determining the income tax base, as amended. Estimated assets are valued on the basis of professional estimates and calculations.

### EQUITY

The share capital of the company is shown in the amount registered in the Commercial Register. Other capital funds are created at the company's discretion on the basis of the articles of association.

### LIABILITIES

Long-term and short-term liabilities are stated at their nominal values.

Long-term and short-term liabilities to credit institutions are stated at nominal value. Current liabilities to credit institutions include the portion of long-term liabilities to credit institutions that are due within one year of the balance sheet date.

Estimated liabilities are valued based on professional estimates and calculations.

### FOREIGN EXCHANGE OPERATIONS

Assets and liabilities denominated in foreign currencies are converted into Czech currency at the current daily exchange rate published by the CNB at the time of their creation and at the time of the financial statements are converted at the exchange rate published by the CNB on the last day of the accounting period.

In the case of buying and selling foreign currency for Czech currency, the traded foreign currency is converted at the exchange rate at which these values were bought and/or sold.

Realised and unrealised foreign exchange gains and losses are charged to income or expense in the current year.

### USE OF ESTIMATES

The preparation of financial statements requires the use of estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. These estimates and assumptions have been made by the responsible persons based on all relevant information available to them. However, as is evident from the nature of the estimates, actual values in the future may differ from these values.

### COST AND REVENUE ACCOUNTING

Income and expenses are accrued, i.e. to the period to which they relate both materially and temporally, based on the delivery of goods or services, irrespective of the time of payment. Exceptions are set out in the Accrual of Costs and Revenues Directive.

Sales are accounted for inclusive of discounts and exclusive of value added tax.

Estimated items are charged to expense or income at the amount known at the date of the financial statements. Revenue on customer projects in progress at the balance sheet date is recognised based on the professional judgement of the respective divisional directors.

### INCOME TAX

Income tax payable is determined using the applicable tax rate on accounting profit plus and/or minus permanently or temporarily unrecognisable expenses and non-taxable income.

Deferred tax is provided on all temporary differences arising from differences between the accounting and tax treatment of items recognised in assets and liabilities. The difference is multiplied by the income tax rate applicable in the following tax year. If the rate changes, the deferred tax is recalculated.

5      **FIXED ASSETS**

**INTANGIBLE FIXED ASSETS**

Purchase price in thousands CZK	Balance as of 1 Jan 2022	Acquisition	Disposal	Balance as of 31 Dec 2022
Software	93 081	16 482	0	109 563 *
Other intangible fixed assets	375	0	0	375 **
Advances on debt. intangible assets	372	333	0	705
<b>Total</b>	<b>93 828</b>	<b>16 815</b>	<b>0</b>	<b>110 643</b>

\* of which own software 104 935 thousand CZK

\*\* promotional videos for the offered software solutions

Corrections in thousands CZK	Balance as of 1 Jan 2022	Depreciation incl. residual value at disposal	Disposal	Balance as of 31 Dec 2022
Software	76 871	11 118	0	87 989
Other intangible fixed assets	375	0	0	375
<b>Total</b>	<b>77 246</b>	<b>11 118</b>	<b>0</b>	<b>88 364</b>
<b>Residual value</b>	<b>16 582</b>			<b>22 279</b>

Purchase price in thousands CZK	Balance as of 1 Jan 2021	Acquisition	Disposal	Balance as of 31 Dec 2021
Software	79 421	13 660	0	93 081 *
Other valuable rights	60	0	60	0
Other intangible fixed assets	375	0	0	375 **
Advances on debt. intangible assets	52	320	0	372
<b>Total</b>	<b>79 908</b>	<b>13 980</b>	<b>60</b>	<b>93 828</b>

\* of which own software 89 691 thousand CZK

\*\* promotional videos for the offered software solutions

Corrections in thousands CZK	Balance as of 1 Jan 2021	Depreciation incl. residual value at disposal	Disposal	Balance as of 31 Dec 2021
Software	70 771	6 100	0	76 871
Other valuable rights	60	0	60	0
Other intangible fixed assets	375	0	0	375
<b>Total</b>	<b>71 206</b>	<b>6 100</b>	<b>60</b>	<b>77 246</b>
<b>Residual value</b>	<b>8 702</b>			<b>16 582</b>

**TANGIBLE FIXED ASSETS**

Purchase price in thousands CZK	Balance as of 1 Jan 2022	Acquisition	Disposal	Balance as of 31 Dec 2022
Tangible movable assets and sets of tangible of movable assets	71 469	11 052	3 928	78 594
<i>Cars</i>	45 347	10 100	1 773	53 674
<i>Office equipment</i>	16 856	591	0	17 447
<i>Hardware</i>	9 267	361	2 155	7 474
Small tangible fixed assets	12 774	1 175	47	13 903
<i>Office equipment</i>	11 061	973	0	12 034
<i>Hardware</i>	1 713	202	47	1 868
Tangible fixed assets under construction	0	383	0	383
Prepayments for tangible fixed assets	0	2 846	0	2 846
<b>Total</b>	<b>84 243</b>	<b>15 456</b>	<b>3 975</b>	<b>95 726</b>

Corrections in thousands CZK	Balance as of 1 Jan 2022	Depreciation incl. residual value at disposal	Disposal	Balance as of 31 Dec 2022
Tangible movable assets and sets of tangible of movable assets	44 390	7 412	3 928	47 874
Small tangible fixed assets	2 155	1 344	47	3 453
<b>Total</b>	<b>46 545</b>	<b>8 756</b>	<b>3 975</b>	<b>51 326</b>
<b>Residual value</b>	<b>37 699</b>			<b>44 400</b>

Purchase price in thousands CZK	Balance as of 1 Jan 2021	Acquisition	Disposal	Balance as of 31 Dec 2021
Tangible movable assets and sets of tangible of movable assets	70 501	3 139	2 171	71 469
<i>Cars</i>	44 948	2 495	2 096	45 347
<i>Office equipment</i>	16 416	439	0	16 856
<i>Hardware</i>	9 137	205	75	9 267
Small tangible fixed assets	11 729	1 045	0	12 774
<i>Office equipment</i>	10 063	998	0	11 061
<i>Hardware</i>	1 666	47	0	1 713
<b>Total</b>	<b>82 230</b>	<b>4 184</b>	<b>2 171</b>	<b>84 243</b>

Corrections in thousands CZK	Balance as of 1 Jan 2021	Depreciation incl. residual value at disposal on elimination	Disposal	Balance as of 31 Dec 2021
Tangible movable assets and sets of tangible movable assets	38 726	7 835	2 171	44 390
Small tangible fixed assets	1 055	1 100	0	2 155
<b>Total</b>	<b>39 781</b>	<b>8 935</b>	<b>2 171</b>	<b>46 545</b>
<b>Residual value</b>	<b>42 449</b>			<b>37 699</b>

As of 31 December 2022, the total amount of tangible assets not included in the balance sheet amounted to CZK 7.242 thousand at cost. CZK 5.800 thousand as of 31 December 2021.

For 8 passenger cars financed by a loan from UniCredit Leasing CZ, a.s. with a total acquisition value of CZK 6.179 thousand. A contractual security transfer of ownership is established.

Management does not assume that the market value of tangible fixed assets is materially different from the book value.



LONG-TERM FINANCIAL ASSETS

Based on the Loan Agreement, a market-rate loan in the amount of CZK 700 thousand EUR was granted on 3 November 2022, maturing on 2 November 2027.

	Loan amount in thousands EUR	Interest rate	Balance	Loan amount in thousands CZK	Interest rate	Balance
31 Dec 2022	700	5	705	16 880	119	16 999

6 INVENTORY

Purchase price in thousands CZK	2022	2021
Software	17	444
Hardware	1 917	1 787
Allowances for inventories (hardware)	-9	-14
Total	1 925	2 218

These are usually products purchased from suppliers at the end of the current year and delivered to customers at the beginning of the following year. The Company has made an accounting allowance for hardware inventory that has been in stock for more than one year.

7 LONG-TERM RECEIVABLES

LONG-TERM ADVANCES GRANTED

In thousands CZK			
Company	2022	2021	Purpose of the advance
CCS Czech Credit Card Company s.r.o.	152	152	Guarantees for CCS cards provided
BHS Hamburk s.r.o.	4 958*	3 826	Lease of Aimtec offices - security deposit
BHS Hamburk s.r.o.	8 113	9 308	Lease of the Aimtec offices - advance payment of rent (period 1. 1. 2021 - 14. 10. 2030)
Total	13 223	13 286	

\* Increased Security Deposit under Amendment No. 2 to the Lease Agreement (a newly leased floor)

8 SHORT-TERM RECEIVABLES

TRADE RECEIVABLES

In thousands CZK	2022	2021
By the due date	80 331	79 541
Overdue within 30 days	16 542	9 146
Overdue beyond 30 days	16 391	7 020
Exchange rate differences	- 1 038	-1 405
Allowances	-2 363	-1 587
Total	109 863	92 715

The Company does not record any receivables with a maturity of more than 5 years as of 31 December 2022, nor has it recorded any such receivables as of 31 December 2021.

The company deals intensively with overdue receivables and continuously evaluates the information obtained.

Allowances

In thousands CZK	2022	2021
Tax valuation allowances	923	489
50% of the total value of the receivable	322	325
100% of the total value of the receivable	601	164
Accounting provisions	1 440	1 098
50% of the total value of the receivable	988	828
75% of the total value of the receivable	129	64
100% of the total value of the receivable	322	206
Total	2 363	1 587

STATE – TAX RECEIVABLES

The company records here an overpayment of corporate income tax advances for 2022.

SHORT-TERM ADVANCES

This mainly concerns advance payments for office rent as well as utilities and services related to the lease. These advances were billed by the landlord in the following period.

OTHER RECEIVABLES

In thousands CZK	2022	2021
Receivables from employees	136	129
Insurance claims, overpayment of premiums	20	64
Forward trade receivables	6 364	1 828
Total	6 520	2 021

The company has two forward contracts (entered into on 19 October 2021 and 15 February 2022), which were marked to market as of 31 Dec 2022 using the calculation provided by the bank. The settlement dates for these contracts are 6 October 2023 and 5 October 2026, respectively.

## 9 ACCRUED EXPENSES AND DEFERRED INCOME

### ACCRUED EXPENSES

In thousands CZK	2022	2021
Subcontracts on customer projects that will be invoiced to customers in subsequent accounting periods	6 215	4 911
Licenses, maintenance to internal software	2 155	2 380
New Aimtec offices (office rent accrual)	369	294
Other (rental of parking spaces for the next accounting period, contribution to the employees' private pension and life insurance for January of the following year, staff advertising, air tickets and travel insurance for the following year, withholding tax that could not be offset, etc.)	412	1 674
<b>Total</b>	<b>9 151</b>	<b>9 259</b>

### DEFERRED INCOME

In thousands CZK	2022	2021
Services provided on customer projects as of 31 December of the current year, which will be invoiced in subsequent accounting periods in accordance with the contracts	10 167	14 396
Bonus (rebate) for exceeding the target at the supplier	0	521
<b>Total</b>	<b>10 167</b>	<b>14 917</b>

## 10 EQUITY

The share capital consists of 40 registered shares with a nominal value of 25 thousand CZK and 100 pcs of registered shares with a nominal value of 10 thousand CZK (paid up).

It will be proposed to the General Meeting to grant dividends to shareholders and to transfer the remaining part of the profit for 2022 to retained earnings of previous years.

Other equity items are described in more detail in the separate Statement of Changes in Equity.

## 11 LONG-TERM LIABILITIES

### DEFERRED TAX LIABILITY

In thousands CZK	2022	2021
Difference between accounting and tax depreciated prices of Fixed Assets	-16 491	-13 156
Remuneration for the current year paid in the following year (including deductions)	11 935	13 376
Basis for deferred tax	-4 556	220
<b>Deferred tax (19%)</b>	<b>-866</b>	<b>42</b>

### OTHER LIABILITIES

In the other non-current liabilities account, the Company records the balances of loans granted for the purchase of fixed assets (cars) that have a maturity of more than 1 year.

The portion of liabilities due within one year is recorded as current liabilities other in the balance sheet.

2022					
Creditor	Number	Total amount of credit in thousands CZK	Liabilities due within 1 year in thousands CZK	Liabilities due over 1 year in thousands CZK	Interest rate %
UniCredit Leasing CZ, a.s.	8	5 740	977	93	3,5
<b>Total</b>	<b>8</b>	<b>5 740</b>	<b>977</b>	<b>93</b>	

2021					
Creditor	Number	Total amount of credit in thousands CZK	Liabilities due within 1 year in thousands CZK	Liabilities due over 1 year in thousands CZK	Interest rate %
UniCredit Leasing CZ, a.s.	17	8 795	3 279	1 069	3,5
<b>Total</b>	<b>17</b>	<b>8 795</b>	<b>3 279</b>	<b>1 069</b>	

For information on the security transfer of title to the subject of the loan agreements, see "Property, plant and equipment".



12 SHORT-TERM LIABILITIES

LIABILITIES TO CREDIT INSTITUTIONS

Based on the Agreement dated 04 December 2019, Komerční banka, a.s. provided the company with an investment loan for the acquisition of office equipment in the new headquarters of the company. The loan in the total amount of EUR 582 000 was drawn down by the company on 10 December 2019. Information on the interest rate and the number of repayments is subject to commercial confidentiality. The loan is secured by a blank promissory note under the Blank Promissory Note Security Agreement and a pledge of receivables under the Master Receivables Pledge Agreement.

Investment loan balance overview

	Thousand EUR				Thousand CZK			
			Balance				Balance	
	Amount of credit	Paid up	Short-term liabilities	Long-term liabilities	Amount of credit	Paid up	Short-term liabilities	Long-term liabilities
2022	582	485	97	0	15 275	12 937	2 339	0
2021	582	319	166	97	15 275	7 924	4 134	2 411

TRADE PAYABLES

In thousands CZK	2022	2021
By the due date	32 051	20 607
Overdue	4	37
Exchange rate differences	-186	-257
	31 869	20 387

LIABILITIES TO EMPLOYEES

In thousands CZK	2022	2021
Wages for December of the current year paid in January of the following year	10 791	8 516
Travel allowances for December of the current year to be paid in January of the following year	426	584
Total	11 217	9 100

SOCIAL SECURITY AND HEALTH INSURANCE LIABILITIES

In thousands CZK	2022	2021
Social security - December of the current year	4 076	3 384
Health insurance - December of the current year	1 794	1 506
Total	5 870	4 890

All liabilities were paid in the following period within the due dates in accordance with applicable law.

STATE-TAX LIABILITIES AND SUBSIDIES

In thousands CZK	2022	2021
Corporate income tax	0	239
Personal income tax - advances (December of the current year)	1 308	1 113
Personal income tax - withholding (December of the current year)	57	2
Foreign withholding tax (December of the current year)	0	30
VAT - tax liability (December of the current year)	4 068	4 152
VAT - excessive deduction not applied during the current year	-2 218	-1 952
Road tax - current year surcharge	0	11
Payment of the compulsory share for the Labour Office	749	631
Total	3 965	4 226

All liabilities were paid in the following period within the due dates in accordance with applicable law. Excess deductions were claimed in the following year's regular tax returns.

ESTIMATED LIABILITIES

In thousands CZK	2022	2021
Office rental services for the current year billed by the landlord in the following year	2 594	1 805
Sub-deliveries delivered but not invoiced at the balance sheet date	220	713
Salary bonuses for the current year paid in the following year (including deductions)	11 935	13 376
Invoices not received at the date of closure of the accounts	916	40
Other	0	3
Total	15 665	15 937

OTHER COMMITMENTS

In thousands CZK	2022	2021
Loan agreements - repayments due within 1 year	977	3 279
VAT - tax liability in Russia for Q4 of the current year	0	571
Employee pension contribution for January of the following year	112	98
Statutory third-party liability insurance for Q4 of the current year	126	137
Other	44	0
Total	1 259	4 085

## 13 ACCRUED LIABILITIES

### DEFERRED REVENUE

In thousands CZK	2022	2021
Maintenance for the following year invoiced to customers at the end of the current year	7 679	16 885
Reserved services for the following year billed to customers at the end of the current year; fees for custom software provided as a service	487	368
Services on customer projects as of 31 December of the current year invoiced in accordance with contractual arrangements but to be provided in the following accounting period	16 637	22 334
<b>Total</b>	<b>24 803</b>	<b>39 587</b>

## 14 LEASING

As of 31 December 2022, the Company has no open finance lease agreements, as well as of 31 December 2021.

## 15 ITEMS NOT INCLUDED IN THE BALANCE SHEET

In thousands CZK	2022	2021
Small tangible fixed assets	7 242	5 799
Small intangible fixed assets	548	548
<b>Total off-balance sheet records</b>	<b>7 790</b>	<b>6 347</b>
Advance invoices issued and outstanding at the balance sheet date	43	0
Advance invoices received and outstanding at the balance sheet date	2	2
<b>Operational records total</b>	<b>45</b>	<b>2</b>

## 16 INFORMATION ON TRANSACTIONS WITH RELATED PARTIES

In thousands CZK	Shareholders 2022	Members of the institutions 2022	Shareholders 2021	Members of the institutions 2021
<b>Receivables</b>	<b>0</b>	<b>0</b>	<b>41</b>	<b>0</b>
Loans granted	0	0	0	0
Warranties	0	0	0	0
Trade receivables	0	0	41	0
<b>Commitments</b>	<b>10 167</b>	<b>0</b>	<b>8 349</b>	<b>0</b>
Loans received	0	0	0	0
Loans	0	0	0	0
Trade payables	10 167	0	8 349	0
<b>Other performance</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Monetary form</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Non-monetary form</b>	<b>2 330</b>	<b>3 455</b>	<b>2 149</b>	<b>3 190</b>
Cars in use	2 308	3 426	2 101	3 150
Services provided	0	0	0	0
Pension insurance, private life insurance	22	29	48	40

## 17 RESEARCH AND DEVELOPMENT EXPENDITURE

In 2022, the company did not incur any research and development costs, as was the case in 2021.

## 18 SIGNIFICANT PROFIT AND LOSS ITEMS

### STRUCTURE OF SALES OF SERVICES AND GOODS

In thousands CZK	2022 Domestic	Abroad	2021 Domestic	Abroad
<b>Total revenue from services</b>	<b>167 723</b>	<b>183 331</b>	<b>157 778</b>	<b>161 841</b>
Consultation	83 644	90 495	77 849	74 733
Maintenance (own and purchased)	26 289	19 876	29 032	18 109
Support lump sums	21 286	23 687	18 913	19 167
Own software sales and SaaS revenues	30 154	41 639	25 171	43 376
Other (travel consultants marketing, private employee fuel, packaging, transport...)	6 348	7 635	6 813	6 456
<b>Total revenue from the sale of goods</b>	<b>68 168</b>	<b>30 584</b>	<b>56 578</b>	<b>19 881</b>
Hardware	63 623	12 761	43 984	12 538
Software	4 544	17 823	12 594	7 343

### STRUCTURE OF FOREIGN SALES BY COUNTRY

	2022 In thousands CZK	Share of foreign sales	2021 In thousands CZK	Share of foreign sales
<b>Total Europe</b>	<b>193 063</b>	<b>90,25 %</b>	<b>163 250</b>	<b>89,83 %</b>
Germany	49 221	23,01 %	51 711	28,46 %
Poland	27 004	12,62 %	18 213	10,02 %
Slovakia	24 743	11,57 %	17 254	9,49 %
Luxembourg	18 193	8,50 %	9 312	5,12 %
United Kingdom	13 395	6,26 %	9 214	5,09 %
Other countries (less than 5% share of international sales in 2022)	60 507	28,29%	57 546	41,82 %
<b>Morocco</b>	<b>11 032</b>	<b>5,16 %</b>	<b>3 833</b>	<b>2,11 %</b>
<b>United States</b>	<b>5 078</b>	<b>2,37 %</b>	<b>3 691</b>	<b>2,03 %</b>
Other countries (less than 1% share of foreign sales in 2022)	4 742	2,22 %	10 948	6,03 %
<b>Total</b>	<b>213 915</b>		<b>181 722</b>	

### SERVICES (costs)

In thousands CZK	2022	2021
Subcontracting on customer projects (consulting services, maintenance)	20 733	22 400
Travel costs	7 551	3 918
Promotion costs	17 351	17 812
Rent and office cleaning	15 354	14 022
Other	32 125	29 805
<b>Total</b>	<b>93 114</b>	<b>87 957</b>

### CAPITALISATION

In thousands CZK	2022	2021
Employee programming work on our own DCIx software	5 318	4 297
Employee programming work on our own ClouEDI software	6 509	4 934
Employee programming work on our own SAPPY software	3 187	2 390
<b>Total</b>	<b>15 014</b>	<b>11 621</b>



OTHER COSTS (SOCIAL)

In thousands CZK	2022	2021
Contribution to food vouchers	3 390	2 132
Contribution to private pension insurance for employees	1 237	1 138
Other	2 264	2 540
Total	6 891	5 811

OTHER FINANCIAL INCOME

In thousands CZK	2022	2021
Exchange rate gains	2 741	1 663
Revenues from forward trade	9 909	2 569
Other	0	17
Total	12 650	4 249

OTHER FINANCIAL COSTS

In thousands CZK	2022	2021
Exchange rate losses	6 399	8 890
Donations	1 713	760
Insurance premiums	3 391	3 050
Bank charges	217	209
Total	11 720	12 909


19 GOING CONCERN ASSUMPTION

The company's financial statements were prepared as at 31 December 2022 on a going concern basis. The attached financial statements do not include any adjustments that might result from the outcome of this uncertainty.

20 SIGNIFICANT EVENTS AFTER THE BALANCE SHEET DATE

There were no significant events between the balance sheet date and the time of preparation of the financial statements.

Balance sheet date: 31 December 2022  
Date of preparation of the financial statements: 24 March 2023

  
Ing. Jaroslav Follprecht  
Chairman of the Board, AIMTEC a. s.

Statement of Changes in Equity as of 31 December 2022

In thousands CZK	Share capital	Capital funds	Funds from profit, reserve fund	Retained earnings of previous years	Unreimbursed loss of previous years	Profit or loss for the current financial year	TOTAL EQUITY
Balance as of 31 Dec 2020	2 000	0	0	104 759	0	31 593	138 352
Distribution of profit or loss				28 198		-28 198	0
Change in share capital							0
Profit shares paid						-3 395	-3 395
Settlement of profit and reserve funds							0
Valuation differences on revaluation of assets and liabilities							0
Profit or loss for the current period						21 072	21 072
Balance as of 31 Dec 2021	2 000	0	0	132 957	0	21 072	156 029
Changes resulting from the merger				16 772			16 772
Distribution of profit/loss of AIMTEC a. s				21 072		-21 072	
Balance as of 1 Jan 2022	2 000	0	0	170 801	0	0	172 801
Distribution of profit or loss							
Change in share capital							
Profit shares paid				-2 791		-2 791	-2 791
Settlement of profit and reserve funds							
Valuation differences on revaluation of assets and liabilities							
Profit or loss for the current period						26 219	26 219
Balance as of 31 Dec 2022	2 000	0	0	168 010	0	26 219	196 229

In 2022, based on the decision of the General Meeting of 27 June 2022, dividends in the total amount of 2 792 thousand CZK were paid to shareholders and the remaining part of the profit for 2021 in the amount of 18 280 thousand CZK was transferred to the retained earnings account of previous years.  
In 2021, dividends totalling 3 395 thousand CZK were paid to shareholders based on the resolution of the General Meeting of 25 June 2021 and the remaining part of the profit for 2020 in the amount of 28 198 thousand CZK was transferred to the retained earnings account of previous years.

# Disclosure of Relationships

AIMTEC a. s.  
2022





DISCLOSURE, WITHIN THE MEANING OF SECTION 82 ET SEQ. OF THE BUSINESS CORPORATIONS ACT, OF THE RELATIONSHIPS BETWEEN THE CONTROLLED ENTITIES AND THE CONTROLLING PERSONS AND THE RELATIONSHIPS BETWEEN THE CONTROLLED ENTITY AND OTHER PERSONS CONTROLLED BY THE SAME CONTROLLING PERSONS FOR THE ACCOUNTING PERIOD 2022

1     **STRUCTURE OF RELATIONSHIPS BETWEEN THE CONTROLLING PERSONS AND ENTITIES CONTROLLED BY THE SAME CONTROLLING PERSONS**

1.1     **Controlled entity**

**AIMTEC a. s.**, Company No. 25201816, with registered office at U Prazdroje 2807/8, 301 00 Plzeň, Czech Republic, registered in Section B, File No. 558 of the Commercial Register kept by the Regional Court in Pilsen

1.2     **Controlling persons**

**Ing. Jaroslav Follprecht** (born 9 January 1960, permanent residence at Havlíčkova 761/15, 301 00 Plzeň, Czech Republic)

**Ing. Roman Žák** (born 13 May 1967, permanent residence at Těškov 189, 337 01 Těškov, Czech Republic)

1.3     **Entities controlled by the same controlling persons**

**Islay House s. r. o.**, Company No. 17660823, with registered office at náměstí Republiky 97/9, 301 00 Plzeň, Czech Republic, registered in Section C, File No. 42864 of the Commercial Register kept by the Regional Court in Pilsen

1.4     **Description of relationships**

The controlling persons, Mr. Jaroslav Follprecht and Mr. Roman Žák, each own 50% of the registered shares in the controlled entity.

In relation to AIMTEC a. s., Mr. Jaroslav Follprecht and Mr. Roman Žák are persons acting in concert pursuant to section 78 of the Business Corporations Act.

2     **THE ROLE OF THE CONTROLLED ENTITY**

AIMTEC a. s. provides IT solutions for automotive, manufacturing, logistics and distribution companies.

3     **METHOD AND MEANS OF CONTROL**

The control of the controlled entity is exercised through the General Meeting and the Board of Directors. The controlling persons are the Chairman of the Board and the Chairman of the Supervisory Board.

4     **OVERVIEW OF RECIPROCAL AGREEMENTS**

- **License Agreement** Trademark „ClouEDI“
- **License Agreement** Trademark „AIMTEC“
- **License Agreement** Trademark „aimagazine“
- **License Agreement** Trademark „Be Digital.Faster.AIMTEC“
- **License Agreement** Trademark „aimtec.cloud“

These trademarks are owned by Mr. Jaroslav Follprecht and Mr. Roman Žák, who grant AIMTEC a. s. the right of use based on licence agreements.

- **Loan Agreement**

entered into by and between the controlled person as the lender and Islay House s.r.o. as the borrower.

5     **ASSESSING WHETHER THE CONTROLLED ENTITY HAS SUFFERED A DETRIMENT AND ASSESSING ITS COMPENSATION IN ACCORDANCE WITH SECTIONS 71 AND 72**

Standard customer-supplier relationships between the companies are conducted at normal prices. Therefore, it can be concluded that there is no advantage or disadvantage for the controlled entities and controlling persons.

6     **ADVANTAGES AND DISADVANTAGES ARISING FROM THE RELATIONSHIP BETWEEN THE CONTROLLING PERSON AND THE CONTROLLED ENTITIES**

The relationships between the persons mentioned in point 1 of this Report result in advantages for AIMTEC a. s., which are mainly a more significant market position, the possibility of using trademarks and the use of know-how of the connected persons.

There are no disadvantages or risks to the controlled company arising from these relationships.

In Pilsen, 24 March 2023

**Ing. Jaroslav Follprecht**  
Chairman of the Board, AIMTEC a. s.





**Be digital.  
Faster.**

