

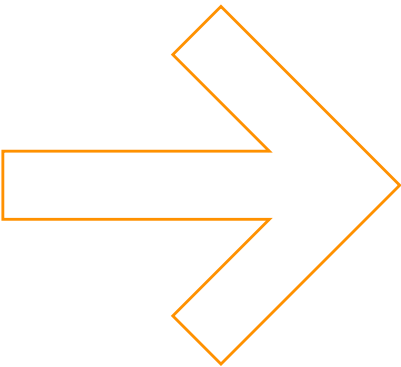
You don't need a software company.

**You need an ability
company.**

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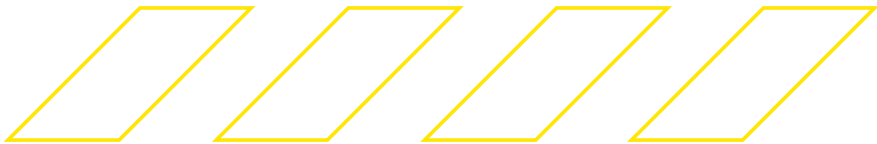


We're Aimtec.

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

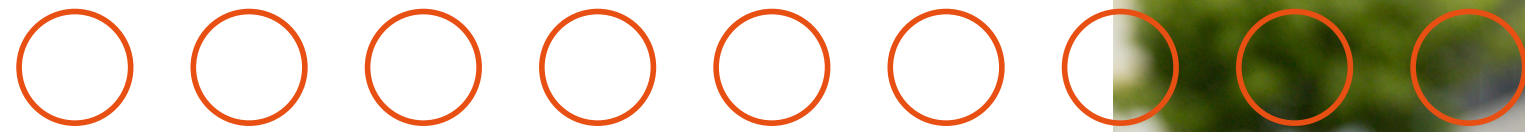
**You don't need a software company.
You need an ability company.**

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. We are aided in all this by our **Be digital. Faster.** strategy, which 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.



"It's no longer a problem to find software that meets the most demanding criteria when it comes to features. What matters is to know how to use them effectively. We're an experienced partner for our customers – one they can rely on. Our team's greatest skill, and also its value, lies in its ability to bring a project all the way from the drafting of its long-term vision to the implementation of the individual steps towards making that vision a reality."

Jaroslav Follprecht
Aimtec Chairman of the Board and co-founder



Opening words from the Chairman of the Board

In 2023, even though we faced considerable turbulence in demand and deliveries to customers, the sort that's so typical for the state of business in automotive today, we managed to not only maintain our company's growth trend and long-term stability, but also make key investments into its further development. In 2023, Aimtec once again confirmed for its customers that it is a strategic partner that will help them to form and fulfil their digital transformation vision, from individual solutions, to comprehensive automation projects, all the way to the topics of tomorrow, such as deploying AI.

As our customers move towards digitalisation, our product portfolio is expanding to reflect this – we're building on our current solutions with others that meaningfully supplement our range. One significant change in the realm of delivery is an emphasis on cloud solutions and a gradual shift to offering software as a service (SaaS). This is naturally accompanied by a change to our business and payment model. This is a fundamental strategic decision. We see it as a logical step in light of technology trends – but also as an investment into the long-term stability of our business and the growth of our company's value, even though in the short term it keeps us from achieving similar levels of profit as in the previous years.

We are working within a medium-term plan that is ambitious and assumes we will see significant growth. To achieve it, we are focusing our attention, along with our executive management, on appropriately adapting our offerings and on several other key areas. The most important of these is our business focus on corporate customers, which is where we see our added value and a major cooperation potential. Our solutions and delivery method meet the specific needs of this customer type, and our joint projects are not limited to just a single solution component – we share end-to-end in the digital transformation of our clients' branches.





We interconnect solutions throughout whole plants and provide integration of systems from the shop floor to ERP.

Not only are corporations' individual branches distributed around the globe, but they also make global corporate-level decisions on investments. For more than 80% of our customers, that means outside the Czech Republic. Not only do we need to ensure we can deliver solutions across borders, but we must also have a sales and marketing presence on these markets. Activities in Germany, the heart of Europe's automotive sector, are strategically important for us; the same newly also applies to the United States, where many of the companies we have done business with for years are headquartered.

The need for swelling our ranks last year, primarily in sales and delivery, was connected with our growth plans. In the short term, this step means reduced efficiency, linked to the fact that expertise demands extra time to gain an understanding of all the relevant topics. Our team's deep know-how and sufficient capacity is, however, a key prerequisite for our further growth in light of the focus of our business. The growth in our employee count is also demanding a change in our organisational structure. The middle-management layer at the level of the team leaders who form the communication and information interface between individuals and our top management and who contribute to our company's management is now growing in importance. The first fruits of this change include more flexible and precise planning of our financial results and responsibility for achieving them, thanks to the interconnection of the strategic view of these two company management layers.

In 2024, we will continue executing our strategy. We would like to strengthen our position as a premium supplier of digitalisation solutions for manufacturing companies in automotive. One important change in our management will be the transition of our CEO position to Pavel Boháč, the current director of our APS division. He was selected by the Supervisory Board in agreement with us, the founders. I am confident that Pavel will meet our expectations in his new role.

Jaroslav Follprecht

Aimtec Chairman of the Board and co-founder



Key data for 2023

Thousands EUR	2023	2022
Net turnover	20,013	19,243
EBITDA	2,127	2,251
Total assets	11,269	12,205
Equity	7,192	8,137
Short-term liabilities	2,797	2,993
Long-term liabilities	0	40

“The company is financially stable in the long term. As a result, the financing of all our operational and development activities is independent of external sources. Our strategic transition from one-time services to software as a service (SaaS) is a fundamental development activity in this respect. In the long term, this contributes to our steadily growing income and profitability, although in the short term it negatively affects our revenue and profitability relative to previous years. For 2023, we are predicting a negative impact of this transition on our revenue and profit in the amount of about 20 mil. CZK.

Despite this effect, we have increased our net turnover by 7% alongside a relative decrease in the trading receivables compared to revenue, and by doing this, we have improved our company’s cash flow. Even though our business model has changed, the trend line for our cash flow indicator in 2023 has not diverged from its planned course. The share of equity in our balance sheet total has consistently exceeded the usual standard for our sector.”

Rostislav Kubánek
Aimtec Chief Financial Officer



In 2023, our revenue reached

20,013

thousand EUR.

Our employee count was

260

Earnings before interest, taxes, depreciation
and amortisation were

2,127

thousand EUR.

A comprehensive approach to digitalisation

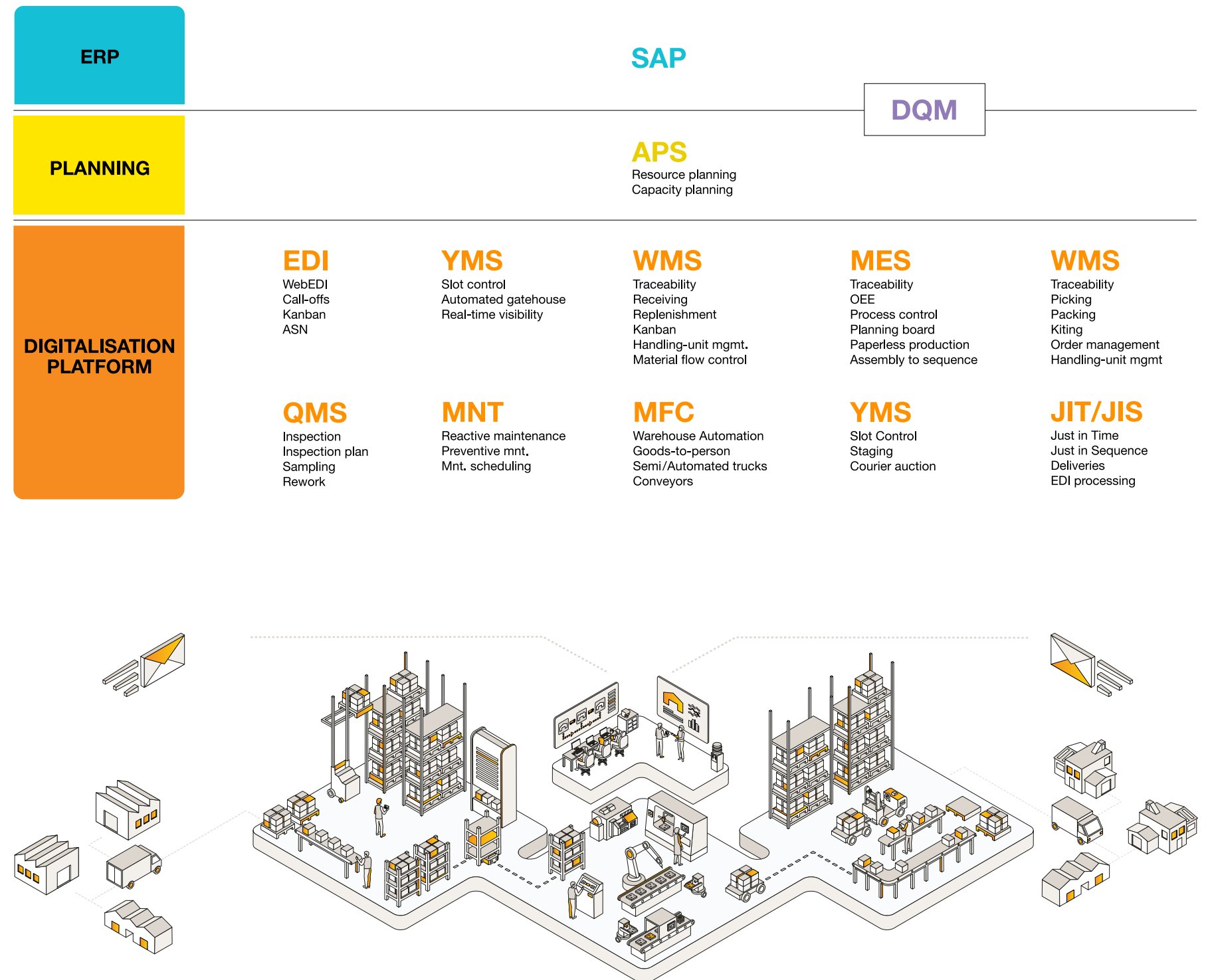
Our product portfolio includes IT solutions for manufacturing and logistics companies, and it covers every process inside of an enterprise, as well as integration with customers and suppliers.

Our **Aimtec DCIx** system, which we develop in-house, works as a digitalisation platform supporting Manufacturing Operations Management. An intelligent layer between our ERP system, processes and shop floor technologies, it interconnects customers' logistics, production, quality, shipping, automation technologies, systems, machines and people. This horizontal and vertical integration lets every customer optimise operations throughout their firm.

Our **Aimtec SCIx**, a SAP system superstructure, plays a similar role in our product portfolio. It expands this solution within its standard development environment and enables customers to adapt it to their changing needs. Our SAP system know-how and development capacity (including work with the new SAP S/4HANA system) allows us to implement an entire SAP solution or integrate all our products with it – and to prepare the solution for integration with third-party solutions or technologies as well. This is essential, primarily because most of our target customers use this software.

We partner with **Asprova**, the Japanese company behind the advanced planning and scheduling system of the same name. Asprova APS reflects all manufacturing constraints, available resources and manufacturing processes. The software also lets us add new standardised functions so that our customers can obtain solutions tailored to their needs. During our work with Asprova over the years, it has become clear to us that the data sent into it is of key importance for high-quality outputs. In the process of digitalisation, companies frequently encounter the problems of inconsistency, a lack of high-quality data or a lack of correct data in general. We have responded to this by developing our own solution, which functions as a layer between IT systems and the environment and serves as a tool for data quality management.

Enterprises do not operate in isolation, but rather as part of an ecosystem. Therefore, besides automating and managing processes inside of companies, we also focus on integrating the supplier-customer chain. Although our Integration division works



on handling B2B communication and **EDI**, it is also able to provide customers with a standardised API for the problem-free exchange of data between their systems/technologies and systems in the cloud.

Projects are becoming more complex, and this results in an increasing need for a means of easy data visualisation and solution simulation that reflects all variables. This is why we are also expanding our competencies in this area. We work with both our own digital-twinning tool facilitating this visualisation and external simulation software from **FlexSim**.

We can integrate our solution into customers' existing technologies – and supply a portion of the hardware and provide for its servicing as well. This primarily means scanners, terminals and accessories; we are a premium partner of **Zebra Technologies** in this area.

For many customers, the availability of our systems is critical; their manufacturing and logistics are running nonstop without a possibility for downtime of any kind. This is why we offer 24/7/365 support. Our support service not only assists whenever incidents arise or changes are made to an installed solution; it also actively monitors application operations. We thus can often predict an error before it ever occurs or is revealed by the customer.

Certificates

We care about the quality of our services – and about data security as well. We have several certificates to serve as proof of this:

- ISO 9001:2015 — Quality Management Systems,
- ISO/IEC 27001:2013 — Information Security Management Systems,
- ISO/IEC 20000–1:2018 — Service Management System,
- TISAX.



“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

Aimtec Supply Chain Solutions Director

Always close to our customers

Over 5,800 projects around the globe.

Over 3,000 process templates.

60% of our customers are in automotive.



Aimtec is a consulting company and software house under one roof. That lets us work in close contact with customers and deliver products that bring true added value. Our projects bring more than just a software delivery; they also include project-planning and consulting services and the transfer of know-how to the customer. This gives them the option of operating the solution entirely on their own, and even partially configuring it.

The bulk of Aimtec's customer base is among automotive suppliers. 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 tight and volatile market. For supplementary sectors, particularly medical, electronics, other discrete manufacturing, and distribution, as well as e-commerce, we leverage synergic 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 flexibility, which is essential 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 process and 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.

Right from the first meeting, our customers can feel our perfect understanding of them. Our ability to perceive their needs and propose useful 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

Responding to the market's constant changes

The automotive industry is extremely dynamic. Companies active on this market must be flexible in order to meet such challenges as fluctuations in demand and deliveries for components, or the absence of qualified workers.

Our solution lets customers constantly adapt to changes. It is fully configurable and supports easy integration of new functions and technologies and swift automation of processes.



STANDARDISATION

Maintaining high quality worldwide

For corporations doing business worldwide, it is fundamental to know how to standardise individual divisions and branches while still respecting local specifics. Our solution makes it possible for companies to standardise their systems while remaining able to meet demands from the plants that generate added value. This lets them keep an eye on critical processes, maintain high quality and focus on profitability.



AGILITY

Swiftly adding the most beneficial value

Time is of the essence. When a company learns that there's room for creating further added value, they must act fast to be first. Our solution is made for long-term sustainable growth and can constantly adapt and improve to meet the market's demands.

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

Digital Factory

Digitalisation with maximum flexibility and configurability.

Digital Delivery

Extremely efficient deployment and support thanks to digital process templates.

Expert Know-How

Hearing and thinking holistically and in context and sharing 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.

RKT

Rodinger Kunststoff-Technik

RKT is a German company making plastic products used in the medical and pharmaceutical industries. This is a specialisation bringing high demands on environmental stability, precision, traceability and process consistency. RKT's original logistics solution did need to meet their heightened stock management demands. In order to continue its digital transformation, the company to find a partner that could work out its very special requirements for a new warehouse management system. In many respects, logistics processes in the automotive and health-care industries – for example as regards traceability – are very similar, and our long-term experience in this field were key for the new project at RKT. We harnessed our know-how from comparable projects

in the automotive industry and deployed the new WMS in short time. The results of our cooperation are entirely new warehouse logic, digitalised and standardised logistics processes and a comprehensive solution that is interconnected with RKT's internal SAP system. Thanks to the digital image of their warehouse, their responsible persons can fully handle special requirements for the storage and replenishment of materials. In addition, the comprehensive interconnection of their WMS solution with their manufacturing execution system opens up the option of multi-level replenishment of manufacturing materials.

Continental Automotive

Continental Automotive, a supplier of interior electronics for leading global automotive manufacturers, managed a successful deployment

of the AutoStore warehouse system at their production plant in Brandýs nad Labem. This plant, its largest facility specialised in electronics manufacturing worldwide, is a pilot plant for digitalisation within Continental Automotive. We cooperated with Continental on this demanding project in the role of systems integrator. We deployed our Aimtec DCIx solution here to manage the plant's entire system environment. The Aimtec DCIx platform is integrated with the SAP system at Continental Automotive and controls and coordinates multiple technologies, such as semi-automatic VNA trucks, vertical lift systems (VLS) and the AutoStore fully automated storage and retrieval (ASRS) system. It also manages follow-up activities by warehousemen, operators and other staff. Aimtec DCIx accepts requests from the ERP, splits them into sub-tasks for

individual equipment, sorts these into the optimum order and ensures they are completed. It is all done in real time and managed from a single point, including the control logic. Without Aimtec DCIx controlling its systems, Continental would need four times the data and four times the maintenance. Besides the increased efficiency, Continental has also saved considerable space. All the new technologies have freed up 2,000 more m² for manufacturing out of a storage area of 5,400 m². The deployment of this new technology is another significant step for Continental towards full digitalisation in Brandýs nad Labem.

This joint project won **the 2023 eLogistics Award** for the Processes and Tools category.

Our culture and employees

We are constantly seeking new ways to provide our employees with the right conditions for a job well done. That means the conditions they need to fully focus on implementing projects, meeting stakeholder expectations and achieving personal growth.

The greatest challenge today is responding to the changes all around us. Flexibility in decision-making and deployment thus demands not just expert know-how but also a whole new level of internal cooperation that can support us in the faster tempo of change. We are building an environment where we all feel secure, one where people can openly share their opinions and learn from their mistakes.

We are proud of our team's natural diversity, with our team spanning multiple generations. The average age is 35 years, but there is a difference of over 40 years between our youngest and oldest employees. Even though we have a wide spectrum of hybrid models for work from home available, we prefer – in contrast with most of the IT world today – for all our teamwork to happen in one place, one that supports a daily process of learning, problem-solving and transferring information.

Education has always been part of Aimtec's foundations. In 2023, we worked intensively to build up a logical educational system throughout the firm, and to make this system transparent and easy to grasp for our team leaders and managers.

Aimtec is undergoing a transformation, in which it is currently at a sensitive stage, in terms of employee-count growth, at the border between a mid-size firm and a large company. This naturally creates a need for us to strengthen the role of middle management and



Overall employee count as of 31 December 2023:

260



expand our group of team leaders, responsible for both managing our projects and developing and supporting the people they are leading. Through this step, we have supported the smooth and natural flow of information and the need for our people to play a part in the company's plans and results. We believe that this distribution of responsibility will help to make our people interested in joining in on our strategy and to bring them to share our key motivation – the meaningfulness of our work. Last but not least, it enables our company to grow its staff while still ensuring people are comprehensively informed about events in the company and fostering an individual approach to our employees.

As a part of the cooperation between the Supervisory Board and our top management, we prepared for a change in our company leadership and a planned shifting of our owners out of executive positions. We are aware that the essence of this challenge is more than just a changing of the guard in the position of CEO – it is an overall confirmation that our management rests on firm foundations of respect, trust, stability and a shared vision and is based on the values established by our founders.



Our stories

Diversity is our secret weapon – we possess diverse experiences, skills and abilities, and through them we all complement each other. We get opportunities to grow, learn and pass on our experiences. Thanks to this, our solutions for customers aren't just good, they're exceptional.

**Each of us has a unique story.
Read on and you'll get to know a few of them.**

Václav Plic

Václav first joined our development team in 2019 on a short-term stint, but within just a few months he became a full-fledged and important team member. He himself says that his speciality is “mysterology” – he has a talent for handling thorny tasks and exposing hidden errors and their root causes. He also enhances our solutions with his unique insight into data security, cloud services and more.

Jakob Mašat

Jakob develops our business activities in German-speaking countries. His unique mix of practical experience from production and logistics in the automotive sector and deep linguistic and cultural knowledge gained through his childhood and adolescent years spent in Germany makes him an invaluable partner for customers in this region. His ability to understand their needs is our foundation for building strong and long-lasting relationships with clients.

Karel Sladký

Karel started as an EDI consultant over fifteen years ago. He has since collected a wealth of experience from various projects, including customer-side work on deliveries, and cooperation with OEMs. While serving as a team leader, he successfully built up an SaaS team and bore responsibility for the process of defining and implementing critical processes connected with the transition to the cloud. He also launched the first global project for our Integration division – which he leads today as its director.

Petra Štekllová

Petra's work at Aimtec began in the Finance department. But she's much spiritually closer to people than numbers. Today her responsibilities include the onboarding of new employees, so she knows a thing or two about the diversity of human nature. For six years, she has been leading the #AimtecHackathon project, which has won the hearts of the programming community. It has become an important and meaningful project for cooperating with educational organisations and institutions to provide aid to people in need.

Michal Kárník

Michal has been responsible for the key area of IT strategy for over seventeen years. His department works to support IT infrastructure and keep it available nonstop both within Aimtec and at our customers. Michal and his team are an important partner to Aimtec's divisions – they design our cloud systems in a way that ensures we can provide innovative, reliable and secure solutions.

Ivana Hašková Šauli

Ivana works as a consultant specialising in the SAP system's PP module. Customers can lean on her ten-plus years of experience in production planning for a major retail brand and as the head of planning at an automotive plant. Her APICS certifications serves as further proof of her expertise. She has collaborated on tasks such as the deployment of the SAP S/4HANA system at DAIHO and a digitalisation project at AISIN.



Pavel Boháč

Since his very first days at Aimtec over ten years ago, Pavel's focus has been in the field of planning systems. In 2016, he took the helm of our APS (Advanced Planning and Scheduling) division. As its director, he has deepened his consulting experience and dealt with strategy plan preparation and implementation, business/presales activities and product management.

Under Pavel's leadership, the division has expanded its scope – thanks to corporate projects, Aimtec's footprint reaches all the way out to Australia.

His visions, results and personal qualifications convinced the Supervisory Board and the founders to choose him as the best candidate for the position of Aimtec's new CEO. Pavel will step into this role midway through 2024, opening up a new chapter both for him and for Aimtec.

Aimtec and innovation

Research and development activities at Aimtec have a wide scope. We are constantly seeking new paths and plugging the latest trends into the development of our own applications and delivery system so that we can present customers with a modern and configurable solution that can be sustainably developed depending on changing circumstances.

We do not view ourselves as early adopters; instead, we test new technologies and seek out the ones that have a chance to succeed long-term on the market and are sufficiently ready for industrial deployment. Here are just a few examples:



3D Digital Twins

visualisations of warehouse spaces with an online connection to Aimtec DCIx.



VR Factory Decathlon

simulations of everyday warehouse tasks with gamification elements.



Testing out Machine Learning in these areas:

- AI-Machine Vision,
- the use of Copilot for coding,
- the use of an AI chatbot as an assistant during application configuration,
- the use of a smart data analyst,
- the use of AI to optimise task assignment during handling in logistics.



We're interconnecting experts and supporting interesting projects

We believe that it makes sense to share progress and learn from each other's mistakes. We are a member in a number of organisations that share our goal of supporting their members in sharing experience. We also interconnect professionals at our own professional conferences and provide opportunities for young developers whose projects are helping disabled persons, and anyone who needs aid in general.



#AimtecHackathon 2023

Helping through Code

2023 was the seventh year of #AimtecHackathon. Several teams of young developers, graphic designers and software architects had the task over one weekend of programming an application to help specific people living with a disability. Besides the HackIT programming marathon, this event also includes a series of technology presentations – TechTalks – and the YoungHackers programme for children. Through this event, we support technical education and IT awareness among the public at large. We cooperate on its organisation with a number of technology partners and educational institutions, such as the University of West Bohemia in Pilsen and the innovation-focused nvias organisation.



The Trends in Automotive Logistics Conference

Behind the Scenes at a Digital Factory

TAL (Trends in Automotive Logistics) is a time-honoured conference at which inspiring speakers from the practical and academic spheres meet with experts from manufacturing, logistics and IT. It's also an opportunity to discuss the latest topics in logistics, manufacturing, integration and more, and how to use new technologies, methods and resources from the world of digitalisation.

2023 saw the 22nd year of this conference, which bears the subtitle “Behind the Scenes at a Digital Factory”. Among the speakers there were such major names as Thomas Bianculli, the CTO of Zebra Technologies, and David Strnad, Head of Brand Logistics at Škoda Auto.

This conference is co-organised alongside the German-Czech Chamber of Industry and Commerce (Deutsch-Tschechische Industrie- und Handelskammer, DTIHK) and the Chamber of Industry and Commerce (Industrie- und Handelskammer, IHK) in Regensburg. In 2023, our organising of this conference played a key role in the decision to grant Aimtec the Award of the Bavarian Business Delegation to the Czech Republic, which was presented during the German Economy Awards ceremony.



We are a member of these organisations



bayern innovativ



Deutsch-Tschechische Industrie- und Handelskammer
Česko-německá obchodní a průmyslová komora





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're becoming more convinced of this every day. We are proud to be a family firm with a unique company culture. For us, maintaining and supporting our values is key."

Roman Žák

Aimtec Chairman of the Supervisory Board and co-founder



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 UN. The company strategically plans its activities aimed at employees, the public and customers based upon the goals.

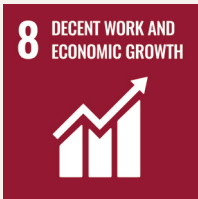
The following goals have been selected, with a view to the company's long-term activities and their measurability:



- We strive to support the health of both our employees and our customers.
- Everything is aimed towards work that will not only support people, but also be less stressful and more enjoyable and fulfilling.



- We support technical education in the Pilsen region.
- We create strategic development plans for our employees' hard and soft skills.
- We work to provide practical education for our employees and the public regarding specific digitalisation and automation projects, hand in hand with increasing the competitiveness of individuals and companies.



- We establish fair and stable conditions for our employees.
- Through digitalisation, we also improve conditions for employees at our customers. From reducing repetitive activities to limiting labour in unhealthy activities or environments.



- We set aside employee capacities for diving into innovations and improvements on our solutions. Examples include our significant capacities dedicated to research and development, as well as internal hackathons for individual teams.
- Our solutions help customers to fundamentally innovate on both added-value processes and service processes such as logistics and quality.



- We reduce the impacts of consumption and waste production in our offices (soda bars instead of PET bottles, returnable packaging for lunch deliveries and elimination of personal waste bins).
- We reduce travel by implementing remote delivery of projects.
- We also reduce wastage and overall consumption of energy, materials and fuels for our customers via digitalisation and effective planning.

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
Aimtec Chairman of the Supervisory Board and co-founder



“One of the benefits of working for Aimtec lies in how we let our employees play a role in determining where we help. Aimtec matches the sum of every individual donation by employees.”

Radka Pučelíková
Aimtec Chief People Officer



Organisations receiving our long-term support:

- The Czech Alzheimer Foundation,
- The Summer School of Experimental Surgery,
- The Roman Kreuziger Cycling Academy,
- nvias,
- St. Lazarus Hospice.

Aimtec Open Race

Cycling is a sport that joins generations, and the spectrum of participants at Aimtec Open Race is a great confirmation of this. We’ve been supporting this race as its general partner for over ten years – in 2023 the youngest starter was just 2 years old and the oldest was 67.

This bike race offers participants an active day in the fresh air. Non-competing family members will also find a number of sport stations to engage them. We believe that exercise, and the joy of it, has a fundamental effect on both physical and mental health. We cherish the values that sport helps to reinforce, such as perseverance and fair play, in both our personal and professional lives.

For Aimtec as a Pilsen-based company, Aimtec Open Race is also a way to meaningfully support the region where we operate and where most of our employees live.

Company management and structure

We are a family firm

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 in the course of our long-term development. Our gradual planned shift of both of our founders out of executive roles brings with it the need to maintain these values, guarantee professional management for the company and ensure its long-term stability.

Therefore, in 2023, AIMTEC Holding a. s. became the company's sole shareholder. By way of family holding companies, this holding company is in turn owned and controlled by family endowments established by the founders. This arrangement makes it possible to maintain the cohesion of ownership of a family firm and ensuring the continuity of the business and its values while creating room for the group's further development without a threat to AIMTEC a. s.

The members of the founders' families are actively engaged in the company's affairs, each in accord with their personal qualifications and preferences. The company is directly and actively steered by two of its founders: 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, who plays a key role in defining and developing Aimtec's values, visions and strategy and spreading them to all employees.

The members of the Supervisory Board are top experts who supervise the performance of the Board of Directors and the management while also offering their expertise in the form of consultations and the passing on of experience. The company's executive management is made up of experienced professionals selected with a view to their expertise and their leadership abilities.

The company's management is also the source from which the new CEO and Chairman of the Board was selected. He will be stepping into this role in 2024. Jaroslav Follprecht will continue to serve at the company as the Vice-Chairman of its Supervisory Board.



Board of Directors

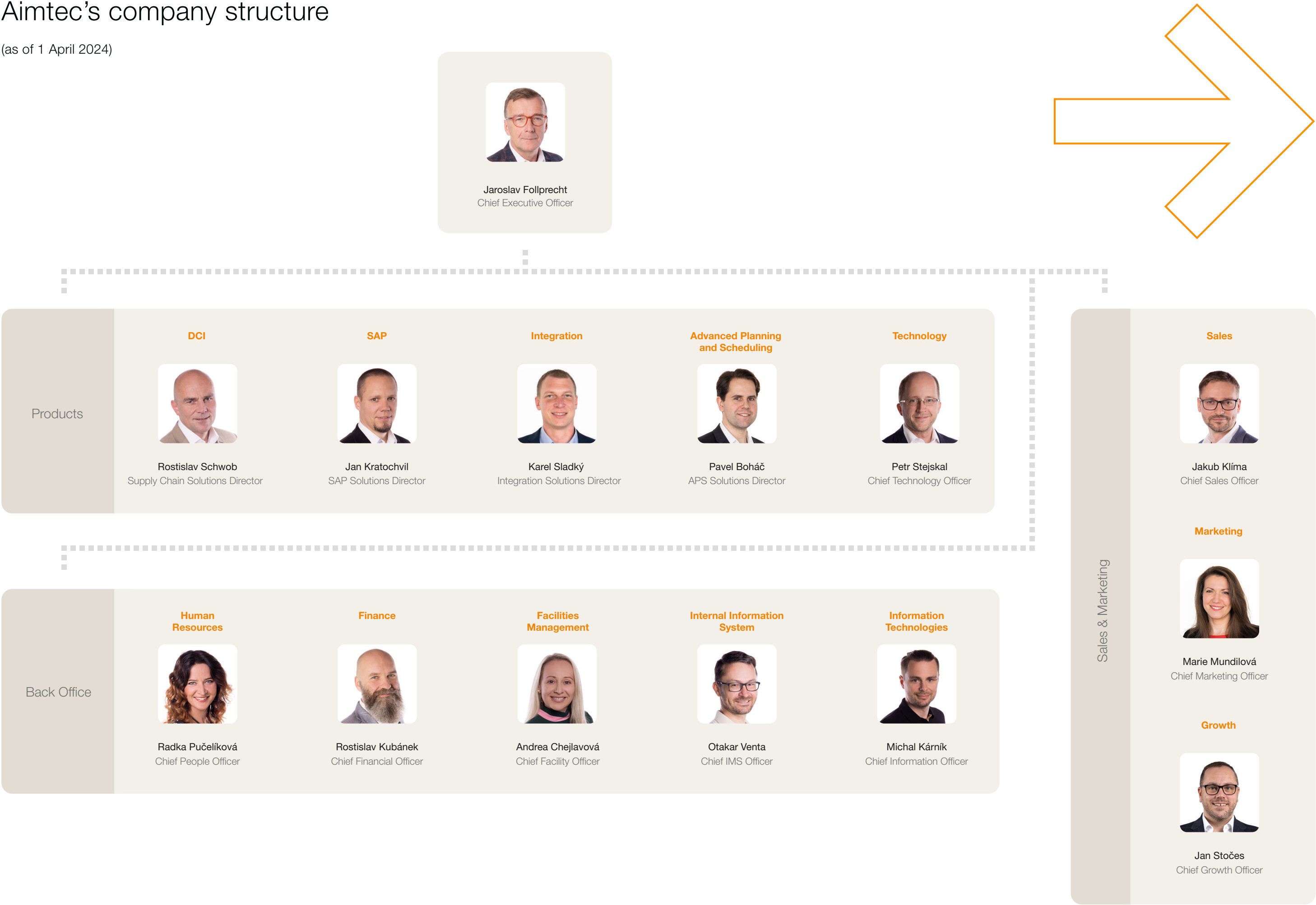
Rostislav Schwob, Board Member

Jakub Klíma, Board Member

Jaroslav Follprecht, Chairman of the Board, CEO

Aimtec's company structure

(as of 1 April 2024)





Summary and conclusion by the Chairman of the Supervisory Board

Supervisory Board

Lucie Baleková, Supervisory Board Member
Roman Žák, Chairman of the Supervisory Board
Martin Málek, Supervisory Board Member

2023 provided us with final confirmation that the world around us has changed irreversibly and that we all have to adapt to the rising dynamism of constant changes. Like many companies, Aimtec too has felt the effects of the unstable market, its fragility and unpredictability. From the Supervisory Board's standpoint, last year was primarily about sustainability. Not just as regards business and sustaining our financial stability, but also in terms of the steps demanded by the fundamental personnel changes that are being prepared in connection with the transition of the company's co-founder and current CEO from an executive role onto the Supervisory Board.

The automotive sector is under constant and increasing pressure in the context of the ongoing crises. Despite this, it remains our main strategic

market, and we along with our executive leadership are convinced of its business potential. Digitalisation is and will remain the right answer to the development of the situation on the market for us and our customers. Nevertheless, the changes in customer projects and their ever more frequent shifting are affecting how our company operates. In order for us as the Supervisory Board to be able to evaluate measures in response to fluctuations in supply and demand, we have begun focusing more strongly on how our management adapts its management system and its KPI configuration to ensure that responses by our management come in the right form at the right time.

The second key topic of the last year was our planned change of CEO. The person serving in this role also works as our chairman of the board.

This change will take place halfway through 2024 – for the first time in the company's history, someone other than a founder will take up this role. At Aimtec, strong company culture and values are more than just lofty phrases; they are the fundamental building blocks upon which our success is founded. Our goal was to choose a candidate that meets not just our professional prerequisites, but also those for personality, values and morals. In accord with the founders' preference, the Supervisory Board placed an in-house candidate into this role – one able to rely on his comprehensive knowledge of the company's business and on his colleagues' respect based on years of working together.

As the Chairman of the Supervisory Board, I am convinced that the steps taken by the company's

leadership in 2023 are fully in accord with its long-term growth goals and will ensure that Aimtec will remain a reliable and responsible partner for its customers and a stable employer. As one of the company's founders, I have no doubts that the Supervisory Board is placing its trust in the right hands through its decision to appoint Pavel Boháč the company's CEO.

Roman Žák

Aimtec Chairman of the Supervisory Board and co-founder

Independent Auditor's Report and Financial Statements

AIMTEC a. s.

as of 31 December 2023



INDEPENDENT AUDITOR'S REPORT

To the shareholder 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 2023, 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 material accounting policy 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 2023, 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.

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, 28 March 2024



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 2023			31 Dec 2022
		Gross	Correction	Net	Net
In thousands CZK					
TOTAL ASSETS		447 886	169 259	278 627	294 330
B.	Fixed assets	236 728	165 838	70 890	83 678
B. I.	Intangible assets	130 037	103 981	26 056	22 279
2.	Valuable rights	129 427	103 696	25 731	21 574
2.1.	Software	129 427	103 696	25 731	21 574
4.	Other intangible fixed assets	610	285	325	0
5.	Advance payments for intangible fixed assets and intangible assets under construction	0	0	0	705
5.2	Intangible fixed assets under construction	0	0	0	705
B. II.	Tangible fixed assets	106 691	61 857	44 834	44 400
2.	Machines, tools and equipment, transportation means furniture and office equipment	106 691	61 857	44 834	41 171
5.	Advance payments for tangible fixed assets and tangible fixed assets under construction	0	0	0	3 229
5.1.	Advance payments for tangible fixed assets	0	0	0	2 846
5.2.	Tangible fixed assets under construction	0	0	0	383
B. III.	Long-term financial assets	0	0	0	16 999
6.	Intercompany loans – others	0	0	0	16 999
C.	Current assets	201 993	3 421	198 572	201 500
C. I.	Inventory	1 285	12	1 273	1 925
3.	Finished goods and merchandise	1 285	12	1 273	1 925
3.2.	Merchandise inventory	1 285	12	1 273	1 925
C. II.	Receivables	153 482	3 409	150 073	146 061
1.	Long-term receivables	16 946	0	16 946	13 223
1.4.	Deferred tax asset	72	0	72	0
1.5.	Receivables – other	16 874	0	16 874	13 223
1.5.2.	Long-term advance payments	16 874	0	16 874	13 223
2.	Short-term receivables	136 536	3 409	133 127	132 838
2.1.	Trade receivables	112 438	3 409	109 029	109 863
2.4.	Receivables – other	24 098	0	24 098	22 975
2.4.3.	Due from state – tax receivables	707	0	707	330
2.4.4.	Short-term advance payments	6 384	0	6 384	3 621
2.4.5.	Estimated receivables	15 188	0	15 188	12 505
2.4.6.	Other receivables	1 819	0	1 819	6 520
C. IV.	Cash in hand and bank accounts	47 226	0	47 226	53 514
2.	Bank accounts	47 226	0	47 226	53 514
D.	Accrual of assets	9 165	0	9 165	9 151
1.	Deferred expenses	9 137	0	9 137	9 151
3.	Deferred cash receipts	28	0	28	0

LIABILITIES		31 Dec 2023	31 Dec 2022
		Net	Net
In thousands CZK			
TOTAL EQUITY AND LIABILITIES		278 627	294 330
A.	Equity	177 833	196 229
A. I.	Registered capital	2 000	2 000
1.	Registered capital	2 000	2 000
A. IV.	Profit/Loss - previous years (+/-)	156 596	168 010
1.	Retained profits/losses from previous years (+/-)	161 607	168 010
2.	Other profit or loss from previous years (+/-)	-5 011	0
A. V.	Profit (loss) for current period (+/-)	19 237	26 219
B. + C.	Liabilities	75 957	73 143
B.	Provisions	6 808	0
4.	Other provisions	6 808	0
C.	Liabilities	69 149	73 143
C.I.	Long-term liabilities	0	959
8.	Deferred tax liability	0	866
9.	Liabilities – other	0	93
9.3.	Other liabilities	0	93
C.II.	Short-term liabilities	69 149	72 184
2.	Liabilities to credit institutions	0	2 339
4.	Trade payables	27 026	31 869
8.	Liabilities – other	42 123	37 976
8.3.	Liabilities to employees	12 662	11 217
8.4.	Social security and health insurance liabilities	6 785	5 870
8.5.	Due to state – taxes and subsidies	5 651	3 965
8.6.	Estimated liabilities	16 626	15 665
8.7.	Other payables	399	1 259
D.	Accruals of liabilities	24 837	24 958
D.1.	Accrued expenses	106	155
D.2.	Deferred revenue	24 731	24 803

Profit and Loss Statement

		31 Dec 2023	31 Dec 2022
	In thousands CZK		
I.	Sales of own products and services	404 487	351 054
II.	Sales of goods	63 374	98 752
A.	Production consumption	175 927	183 611
1.	Cost of goods sold	51 357	77 538
2.	Raw materials and consumables	10 290	12 959
3.	Services	114 280	93 114
C.	Capitalisation (-)	-17 059	-15 014
D.	Personnel expenses	254 887	226 353
1.	Wages and salaries	184 635	164 415
2.	Social security expenses, health insurance and other expenses	70 252	61 938
2.1.	Social security expenses and health insurance	62 662	55 047
2.2.	Other expenses	7 590	6 891
E.	Valuation adjustments relating to operating activities	27 640	20 645
1.	Valuation adjustments of fixed assets	26 590	19 874
1.1.	Valuation adjustments of fixed assets – permanent	26 590	19 874
2.	Valuation adjustments of inventory	3	-5
3.	Valuation adjustments of receivables	1 047	776
III.	Other operating income	1 107	1 463
1.	Income from fixed assets sold	0	464
3.	Other operating income	1 107	999
F.	Other operating expenses	2 919	2 321
3.	Taxes and fees	1 643	1 380
4.	Provisions relating to operations and prepaid expenses (specific-purpose expenses)	465	0
5.	Other operating expenses	811	941
*	Operating profit/loss (+/-)	24 654	33 353
V.	Income from other long-term financial assets	17 105	0
2.	Other income from other long-term financial assets	17 105	0
H.	Costs of other long-term financial assets	17 045	0
VI.	Interest income and similar income	585	119
2.	Other interest and similar income	585	119
J.	Interest expenses and similar expenses	39	227
2.	Other interest and similar expenses	39	227
VII.	Other financial income	8 162	12 650
K.	Other financial expense	7 468	11 720
*	Profit/loss from financial operations (transactions) (+/-)	1 300	822
**	Profit before tax	25 954	34 175
L.	Income tax	6 717	7 956
1.	Income tax – due	6 322	7 049
2.	Income tax – deferred (+/-)	395	907
**	Profit/loss after tax (+/-)	19 237	26 219
***	Profit/loss of current accounting period (+/-)	19 237	26 219
*	Net turnover for the accounting period	494 820	464 038

Cash Flow Statement

		31 Dec 2023	31 Dec 2022
	In thousands CZK		
P.	Opening balance of cash and cash equivalents	53 514	84 157
Z.	Profit or loss from ordinary activities before tax	25 954	34 175
A.1.1	Adjustments for non-cash transactions	32 897	20 435
A.1.1.	Depreciation of fixed assets	26 590	19 874
A.1.2.	Change in provisions and reserves	1 515	771
A.1.3.	Profit/(loss) on the sale of fixed assets	-60	-464
A.1.4.	Revenues from profit shares	0	0
A.1.5.	Interest expense and interest income	-546	108
A.1.6.	Adjustments for other non-cash transactions	5 398	146
A.*	Net operating cash flow before changes in working capital	58 852	54 610
A.2.	Change in working capital	- 5178	-19 749
A.2.1.	Change in operating receivables and other assets	-5 011	-17 917
A.2.2.	Change in operating payables and other liabilities	-816	-2 129
A.2.3.	Change in inventories	649	297
A.2.4.	Change in current financial assets	0	0
A.**	Net cash flow from operations before tax	53 674	34 861
A.3.	Interest paid	-38	-227
A.4	Interest received (+)	584	0
A.5.	Income tax paid from ordinary operations	-6 700	-6 029
A.7.	Received profit shares	0	0
A.***	Net operating cash flows	47 520	28 605
B.1.	Fixed assets expenditures	-30 849	-32 271
B.2.	Proceeds from fixed assets sold	17 105	179
B.3.	Loans and borrowings to related parties	0	-16 880
B.4.	Change in investing liabilities	0	0
B.***	Net investment cash flows	-13 744	-48 972
C.1.	Change in payables from financing	-7 442	-7 485
C.2.	Impact of changes in equity	-32 622	-2 792
C.2.1.	Cash increase in share capital	0	0
C.2.2.	Capital payments to partners	0	0
C.2.3.	Other cash contributions made by partners	0	0
C.2.4.	Settlement of loss by partners	0	0
C.2.5.	Payments from capital funds	0	0
C.2.6.	Profit shares paid	-32 622	-2 792
C.3.	Other changes in the area of financing	0	0
C.***	Net financial cash flows	-40 064	-10 277
F.	Net increase or decrease in cash and cash equivalents	-6 288	-30 643
R.	Closing balance of cash and cash equivalents	47 226	53 514

Notes to the Financial Statements

1 COMPANY DESCRIPTION

Company name: AIMTEC a. s.
Headquarters: U Prazdroje 2807/8, 301 00 Plzeň, Czech Republic
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 2023. In accordance with section 20(1), the Financial Statements as of 31 December 2023 will be audited by an auditor. The Company will be a consolidated entity consisting of two consolidation groups. The consolidating entities will be the jointly controlling companies Fullprecho a.s. and Isle of Skye a.s. In both cases the proportionate consolidation method will be used.

A change of shareholder took place in 2023. The sole shareholder AIMTEC Holding a. s., Company No. 175 85 031, with its registered office at Na Florenci 1332/23, Nové Město, 110 00 Praha 1, was registered in the Commercial Register on 24 July 2023. Prior to that time the shareholders were two natural persons, Mr Jaroslav Follprecht and Mr Roman Žák.

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

The Company is represented by at least two members of the Board of Directors acting jointly and the Chairman of the Board represents the Company independently. No change has occurred compared to the previous financial year.

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

On 30 June 2023, Mr Kelvin Frank Harrison and Mr Mike Westcott were removed from their roles as members of the Supervisory Board. No other change has occurred compared to the previous financial year.

AVERAGE HEADCOUNT

	2023 Total number of employees	Management staff	2022 Total number of employees	Management staff
Average number of employees	204	9	191	9

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

In thousands CZK	2023	2022
Members of the governing bodies	3 620	3 120
Members of the supervisory bodies	3 408	4 167
Total	7 028	7 287

2 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 2023.

3 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 2023 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 financial assets granted on normal market terms. The income received from the assignment of this long-term loan and the costs of making the loan have been recognised by the Company as at the date of its assignment as income (proceeds) from the sale of a long-term financial asset and its purchase costs, respectively.

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.

4 FIXED ASSETS

INTANGIBLE FIXED ASSETS

Purchase price in thousands CZK	Balance as of 1 Jan 2023	Acquisition	Disposal	Balance as of 31 Dec 2023
Software	109 563	19 864	0	124 427 *
Other intangible fixed assets	375	345	110	610 **
Advances on debt. intangible assets	705	19 504	20 209	0
Total	110 643	39 713	20 319	130 037

* of which own software 122 188 thousand CZK

** promotional videos for the offered software solutions

Corrections in thousands CZK	Balance as of 1 Jan 2023	Depreciation incl. residual value at disposal	Disposal	Balance as of 31 Dec 2023
Software	87 989	15 707	0	103 696
Other intangible fixed assets	375	19	109	285
Total	88 364	15 726	109	103 981
Residual value	22 279			26 056

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
Total	93 828	16 815	0	110 643

* 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
Total	77 246	11 118	0	88 364
Residual value	16 582			22 279

TANGIBLE FIXED ASSETS

Purchase price in thousands CZK	Balance as of 1 Jan 2023	Acquisition	Disposal	Balance as of 31 Dec 2023
Tangible movable assets and sets of tangible of movable assets	78 595	10 606	333	88 868
<i>Cars</i>	53 674	1 757	0	55 431
<i>Office equipment</i>	17 447	7 974	231	25 190
<i>Hardware</i>	7 474	875	102	8 247
Small tangible fixed assets	13 902	3 921	0	17 823
<i>Office equipment</i>	12 034	3 385	0	15 419
<i>Hardware</i>	1 868	536	0	2 404
Tangible fixed assets under construction	383	14 217	14 600	0
Prepayments for tangible fixed assets	2 846	0	2 846	0
Total	95 726	28 744	17 779	106 691

Corrections in thousands CZK	Balance as of 1 Jan 2023	Depreciation incl. residual value at disposal	Disposal	Balance as of 31 Dec 2023
Tangible movable assets and sets of tangible of movable assets	47 874	9 093	333	56 633
Small tangible fixed assets	3 453	1 771	0	5 224
Total	51 326	10 864	333	61 857
Residual value	44 400			44 834

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	78 595
Cars	45 347	10 100	1 773	53 674
Office equipment	16 856	591	0	17 447
Hardware	9 267	361	2 155	7 474
Small tangible fixed assets	12 774	1 175	47	13 903
Office equipment	11 061	973	0	12 034
Hardware	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
Total	84 243	15 456	3 975	95 726

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

As of 31 December 2023, the total amount of tangible assets not included in the balance sheet amounted to CZK 7,832 thousand at cost (CZK 7,242 thousand as of 31 December 2022). For 1 passenger car financed by a loan from UniCredit Leasing CZ, a.s. with a total acquisition value of CZK 671 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

In 2023 the loan granted under a Loan Agreement of 3 November 2022 was assigned under a Receivable Assignment Agreement dated 1 December 2023.

5 INVENTORY

Purchase price in thousands CZK	2023	2022
Software	18	17
Hardware	1 267	1 917
Allowances for inventories (hardware)	-12	-9
Total	1 273	1 925

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.

6 LONG-TERM RECEIVABLES

DEFERRED TAX ASSET

In thousands CZK	2023	2022
Difference between net book value and tax written down value of fixed assets	-17 687	-16 491
Remuneration for the current year paid in the following year (including payroll deductions)	11 221	11 935
Provision for unused annual leave	6 808	
Deferred tax base	342	-4 556
Deferred tax (21%, in 2022 19%)	72	-866

LONG-TERM ADVANCES GRANTED

In thousands CZK Company	2023	2022	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	4 958	Lease of Aimtec offices - security deposit
BHS Hamburk s.r.o.	6 916	8 113	Lease of the Aimtec offices - advance payment of rent (period 1 Jan 2021 – 14 Oct 2030)
BHS Hamburk s.r.o.	4 848	0	Lease of the Aimtec offices – advance payment of rent for 1st floor (period: 1 Apr 2023 – 14 Oct 2030)
Total	16 874	13 223	

7 SHORT-TERM RECEIVABLES

TRADE RECEIVABLES

In thousands CZK	2023	2022
By the due date	86 802	80 331
Overdue within 30 days	12 251	16 542
Overdue beyond 30 days	12 303	16 391
Exchange rate differences	1 081	-1 038
Allowances	-3 409	-2 363
Total	109 029	109 863

The Company does not record any receivables with a maturity of more than 5 years as of 31 December 2023, nor has it recorded any such receivables as of 31 December 2022.

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

Allowances

In thousands CZK	2023	2022
Tax valuation allowances	513	923
50% of the total value of the receivable	136	322
100% of the total value of the receivable	377	601
Accounting provisions	2 896	1 440
50% of the total value of the receivable	71	988
75% of the total value of the receivable	1 139	129
100% of the total value of the receivable	1 686	322
Total	3 409	2 363

STATE – TAX RECEIVABLES

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

SHORT-TERM ADVANCES

In thousands CZK Company	2023	2022	Purpose of advance payment
BHS Hamburk s.r.o.	1 198	1 195	Lease of the Aimtec offices – advance payment of rent (period 1 Jan 2021 – 14 Oct 2030)
BHS Hamburk s.r.o.	840	0	Lease of the Aimtec offices – advance payment of rent for 1st floor (period: 1 Apr 2023 – 14 Oct 2030)
BHS Hamburk s.r.o.	4 290	2 369	Advance payments for rent-related services for 2023; prepayment for energy for Q4 2023
	56	57	Other (advance payments for rental of parking spaces and arranging a corporate event in 2024)
	6 384	3 621	

ESTIMATED RECEIVABLES

In thousands CZK	2023	2022
Services provided on customer projects as of 31 December of the current year which will be invoiced in subsequent accounting periods under the contracts	15 188	10 166
Maintenance subject to signing an amendment to the contract	0	2 338
Total	15 188	12 504

To provide a fairer presentation of the estimate in terms of the revenues from projects in progress, the accounting treatment of estimated receivables accounts has been changed as of 2023; in the balance sheet, the same change has also been made for the previous period.

OTHER RECEIVABLES

In thousands CZK	2023	2022
Receivables from employees	138	136
Insurance claims, overpayment of premiums	0	20
Forward trade receivables	1 681	6 364
Total	1 819	6 520

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

8 ACCRUED EXPENSES AND DEFERRED INCOME

ACCRUED EXPENSES

In thousands CZK	2023	2022
Subcontracts on customer projects that will be invoiced to customers in subsequent accounting periods	6 441	6 215
Licenses, maintenance to internal software	1 492	2 155
New Aimtec offices (office rent accrual)	616	369
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.)	588	412
Total	9 137	9 151

9 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).

A proposal will be made to the General Meeting to pay out a dividend to the sole shareholder and to allocate the remainder of the 2023 profits to retained earnings from previous years.

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

10 OTHER PROFIT/LOSS FROM PREVIOUS YEARS

Here the entity recognises a provision for unused annual leave as at 31 December 2022 and associated deferred tax as at 31 December 2022. Other profit/loss will subsequently be allocated to retained earnings from previous years.

11 OTHER PROVISIONS

The Company makes provisions for unused annual leave.

12 SHORT-TERM LIABILITIES

LIABILITIES TO CREDIT INSTITUTIONS

An investment loan amounting to EUR 582 000 for the purchase of office equipment at the Company's new headquarters, which was taken out with Komerční banka, a.s. under an Agreement of 4 December 2019, was duly repaid on 20 July 2023 in accordance with the terms of the Agreement.

In 2023 the Company arranged an overdraft facility and other working capital loans with Komerční banka, a.s. amounting to a total of EUR 3,250 thousand. The loans are secured by a blank promissory note under a Blank Promissory Note Security Agreement and by receivables under a Receivables Pledge Agreement. As at 31 December 2023 these loans had not yet been drawn down.

TRADE PAYABLES

In thousands CZK	2023	2022
By the due date	26 593	32 051
Overdue	341	4
Exchange rate differences	92	-186
	27 026	31 869

LIABILITIES TO EMPLOYEES

In thousands CZK	2023	2022
Wages for December of the current year paid in January of the following year	12 150	10 791
Travel allowances for December of the current year to be paid in January of the following year	512	426
Total	12 662	11 217

SOCIAL SECURITY AND HEALTH INSURANCE LIABILITIES

In thousands CZK	2023	2022
Social security – December of the current year	4 687	4 076
Health insurance – December of the current year	2 098	1 794
Total	6 785	5 870

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	2023	2022
Corporate income tax	0	0
Personal income tax – advances (December of the current year)	1 604	1 308
Personal income tax – withholding (December of the current year)	0	57
Foreign withholding tax (December of the current year)	73	0
VAT – tax liability (December of the current year)	5 633	4 068
VAT – excessive deduction not applied during the current year	-2 525	-2 218
Payment of the compulsory share for the Labour Office	866	749
Total	5 651	3 965

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	2023	2022
Office rental services for the current year billed by the landlord in the following year	4 323	2 594
Sub-deliveries delivered but not invoiced at the balance sheet date	912	220
Salary bonuses for the current year paid in the following year (including deductions)	11 221	11 935
Invoices not received at the date of closure of the accounts	170	916
Other	0	0
Total	16 626	15 665

OTHER COMMITMENTS

In thousands CZK	2023	2022
Loan agreements – repayments due within 1 year	93	977
Employee pension contribution for January of the following year	115	112
Statutory third-party liability insurance for Q4 of the current year	191	126
Other	0	44
Total	399	1 259

13 ACCRUED LIABILITIES**DEFERRED REVENUE**

In thousands CZK	2023	2022
Maintenance for the following year invoiced to customers at the end of the current year	6 239	7 679
Reserved services for the following year billed to customers at the end of the current year; fees for custom software provided as a service	541	487
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	17 951	16 637
Total	24 731	24 803

14 LEASING

As of 31 December 2023, the Company has no open finance lease agreements, as well as of 31 December 2022.

15 ITEMS NOT INCLUDED IN THE BALANCE SHEET

In thousands CZK	2023	2022
Small tangible fixed assets	7 284	7 242
Small intangible fixed assets	548	548
Total off-balance sheet records	7 833	7 790
Advance invoices issued and outstanding at the balance sheet date	0	43
Advance invoices received and outstanding at the balance sheet date	2	2
Operational records total	2	45

16 INFORMATION ON TRANSACTIONS WITH RELATED PARTIES

In thousands CZK	Sole shareholder 2023	Members of the institutions 2023	Shareholders 2022	Members of the institutions 2022
Receivables	43	21	0	0
Loans granted	0	0	0	0
Warranties	0	0	0	0
Trade receivables	43	21	0	0
Commitments	0	10 914	10 167	0
Loans received	0	0	0	0
Loans	0	0	0	0
Trade payables	0	10 914	10 167	0
Other performance	0	0	0	0
Monetary form	0	0	0	0
Non-monetary form	0	4 414	2 330	3 455
Cars in use	0	4 366	2 308	3 426
Services provided	0	0	0	0
Pension insurance, private life insurance	0	48	22	29

17 RESEARCH AND DEVELOPMENT EXPENDITURE

In 2023, the Company did not incur any research and development costs, as was the case in 2022.

18 SIGNIFICANT PROFIT AND LOSS ITEMS**STRUCTURE OF SALES OF SERVICES AND GOODS**

In thousands CZK	2023 Domestic	Abroad	2022 Domestic	Abroad
Total revenue from services	210 964	193 523	167 723	183 331
Consultation	112 467	84 329	83 644	90 495
Maintenance (own and purchased)	28 368	21 864	26 289	19 876
Support lump sums	22 229	27 638	21 286	23 687
Own software sales and SaaS revenues	39 131	50 133	30 154	41 639
Other (travel consultants marketing, private employee fuel, packaging, transport...)	8 769	9 559	6 348	7 635
Total revenue from the sale of goods	45 931	17 443	68 168	30 584
Hardware	41 404	12 585	63 623	12 761
Software	4 527	4 858	4 544	17 823

STRUCTURE OF FOREIGN SALES BY COUNTRY

In thousands CZK	2023	Share of foreign sales	2022	Share of foreign sales
Total European Union	174 591	82,76 %	170 149	79,54 %
Germany	65 586	31,09 %	49 221	23,01 %
Slovakia	25 375	12,03 %	24 743	11,57 %
Luxembourg	22 161	10,50 %	18 193	8,50 %
Poland	12 045	5,71 %	27 004	12,62 %
Other countries (less than 5% share of international sales in 2023)	49 425	23,43 %	50 987	23,84 %
United Kingdom	15 060	7,14 %	13 395	6,26 %
United States	6 389	3,03 %	5 078	2,37 %
Morocco	4 418	2,09 %	11 032	5,16 %
Switzerland	4 412	2,09 %	5 613	2,62 %
Other countries (less than 1% share of foreign sales in 2023)	6 096	2,89 %	8 648	4,05 %
Total	210 966		213 915	

SERVICES (costs)

in thousands CZK	2023	2022
Subcontracting on customer projects (consulting services, maintenance)	27 562	20 733
Travel costs	8 749	7 551
Promotion costs	23 029	17 351
Rent and office cleaning	20 326	15 354
Other	34 614	32 125
Total	114 280	93 114

CAPITALISATION

In thousands CZK	2023	2022
Employee programming work on our own DCIx software	5 436	5 318
Employee programming work on our own ClouEDI software	6 541	6 509
Employee programming work on our own SAPPY software	3 019	3 187
Employee programming work on our own DEEP software	2 063	0
Total	17 059	15 014

OTHER COSTS (SOCIAL)

In thousands CZK	2023	2022
Contribution to food vouchers	4 451	3 390
Contribution to private pension insurance for employees	1 353	1 237
Other	1 786	2 264
Total	7 590	6 891

REVENUE FROM OTHER LONG-TERM FINANCIAL ASSETS

Under a Receivable Assignment Agreement of 1 December 2023 the Company assigned the loan granted under a Loan Agreement of 3 November 2022. In the balance sheet, the Company recognised this loan as a long-term financial asset. In compliance with current legislation, the Company has expensed the value of the receivable as at the date of its assignment, and this has been recognised as a cost under other long-term assets.

OTHER FINANCIAL INCOME

In thousands CZK	2023	2022
Exchange rate gains	5 629	2 741
Revenues from forward trade	2 533	9 909
Total	8 162	12 650

OTHER FINANCIAL COSTS

In thousands CZK	2023	2022
Exchange rate losses	2 879	6 399
Donations	380	1 713
Insurance premiums	3 819	3 391
Bank charges	390	217
Total	7 468	11 720

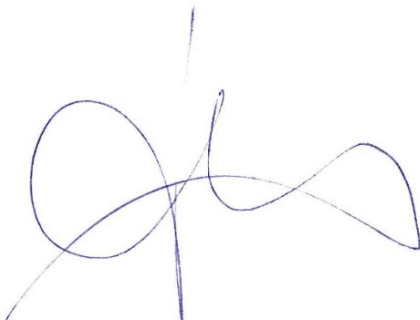
19 GOING CONCERN ASSUMPTION

The Company's financial statements were prepared as at 31 December 2023 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 2023
Date of preparation of the financial statements: 19 March 2024


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

Statement of Changes in Equity as of 31 December 2023

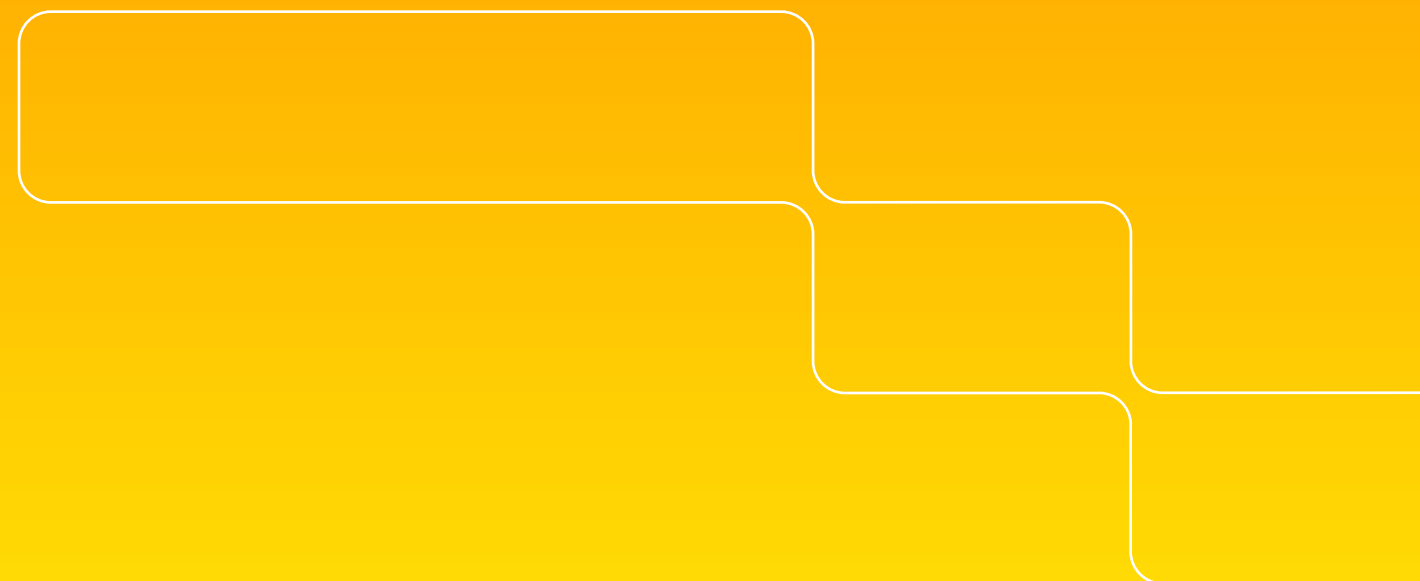
In thousands CZK	Share capital	Capital funds	Funds from profit, reserve fund	Retained earnings/losses from previous years	Other profit/loss from previous years	Profit or loss for the current financial year	TOTAL EQUITY
Balance as of 31 Dec 2021	2 000	0	0	132 957	0	21 072	156 029
Changes resulting from the merger				16 772			16 772
Distribution of profit/loss of AIMTEC a. s				21 072		-21 072	0
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
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
Distribution of profit or loss				23 597		-23 597	
Change in share capital							
Profit shares paid				-30 000		-2 622	-32 622
Other provisions – first year of recognition					-5 011		-5 011
Settlement of profit and reserve funds							
Valuation differences on revaluation of assets and liabilities							
Profit or loss for the current period						19 237	19 237
Balance as of 31 Dec 2023	2 000	0	0	161 607	-5 011	19 237	177 833

In 2022, based on a decision of the General Meeting of 27 June 2022, dividends in the total amount of CZK 2,792 thousand were paid out to the shareholders and the remaining part of the profit for 2021 in the amount of CZK 18,280 thousand was allocated to retained earnings from previous years.

In 2023, based on a Sole Shareholder’s Decision of 23 June 2023, dividends in the total amount of CZK 2,622 thousand were paid out to the sole shareholder, and the remaining part of the profit for 2022 in the amount of CZK 23,597 thousand was allocated to retained earnings from previous years. Based on a Sole Shareholder’s Decision of 1 December 2023, a portion of the retained earnings amounting to CZK 30,000 thousand was paid out to the sole shareholder.

Relationship Report

AIMTEC a. s.
2023



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 2023

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 its 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

AIMTEC Holding a.s., Company No. 17585031, with its registered office at Na Florenci 1332/23, 110 00 Praha, registered in Section B, File No. 27637 of the Commercial Register kept by the Regional Court in Prague, which holds 100% of the certificated ordinary registered shares of AIMTEC a. s., amounting to a holding in its registered capital of CZK 2 000 000. A shareholding change took place in March 2023, with AIMTEC Holding a.s. becoming the new sole shareholder. Prior to that time, AIMTEC a. s. was directly controlled by Mr Follprecht and Mr Žák, with each holding 50% of the registered shares.

1.3 Other related parties

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

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

Jaroslav Follprecht nadační fond, Reg. No. 19237324 with its registered office at Na Florenci 1332/23, 110 00 Praha, registered in Section N, File No. 2291 of the Commercial Register kept by the Regional Court in Prague

Yesnaby nadační fond, Reg. No. 19237359, with its registered office at Na Florenci 1332/23, 110 00 Praha, registered in Section N, File No. 2292 of the Commercial Register kept by the Regional Court in Prague

Fullprecho a.s., Company No. 17352525, with its registered office at Na Florenci 1332/23, 110 00 Praha, registered in Section B, File No. 27469 of the Commercial Register kept by the Regional Court in Prague

Isle of Skye a.s., Company No. 17352967, with its registered office at Na Florenci 1332/23, 110 00 Praha, registered in Section B, File No. 27472 of the Commercial Register kept by the Regional Court in Prague

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

1.4 Description of relations

Mr Jaroslav Follprecht holds 5% of the certificated registered shares of **Fullprecho a.s.**, amounting to a total holding of CZK 100 000.

Jaroslav Follprecht nadační fond holds 95% of the certificated registered shares of **Fullprecho a.s.**, amounting to a total holding of CZK 1 900 000.

Mr Roman Žák holds 5% of the certificated registered shares of **Isle of Skye a.s.**, amounting to a total holding of CZK 100 000.

Yesnaby nadační fond holds 95% of the certificated registered shares of **Isle of Skye a.s.**, amounting to a total holding of CZK 1 900 000.

Fullprecho a.s. and **Isle of Skye a.s.** each hold 50% of the registered shares of **AIMTEC Holding a.s.** amounting to a total holding of CZK 2 000 000.

AIMTEC Holding a.s. is the sole shareholder of **AIMTEC a.s.**

Isle of Skye a.s. is the sole partner of **Islay House s.r.o.**

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.

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.

Receivable Assignment Agreement AIMTEC a.s. → AIMTEC Holding a.s.

Receivable Assignment Agreement AIMTEC Holding a.s. → Isle of Skye a.s.

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 and controlling persons.

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

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, 19 March 2024

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



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