



BOS Group discloses preliminary Q4 and FY25 figures

- **Gross Revenue of EUR 771.8m achieved in FY25 (PY: EUR 830.9m)**
- **Adj. EBITDA margin for FY25 at approx. 7.1%, Adj. EBITDA amounts to EUR 55.1m**
- **Strong order book additions in Q4-25, EUR 340m new orders received**
- **Resilient business amid challenging market environment shows strength as a top tier automotive supplier**
- **Completion of strategic milestones improving financing structure as well as cost optimization**

Ostfildern (Germany), 16 February 2026 – BOS GmbH & Co. KG (“BOS”, “the Group”), a global leader in kinematics and mechatronic systems for automotive interiors and exteriors, publishes today preliminary figures for the Q4-25 and fiscal year 2025.

In a continuously challenging market environment, the Group generated a gross revenue of EUR 771.8m (PY: EUR 830.9m). This marks the lower end of the company’s revised outlook 2025. In contrast, the adjusted EBITDA margin slightly exceeded the upper end of the revised outlook and reached 7.1%, adjusted EBITDA thus amounted to EUR 55.1m (PY: EUR 66.7m). For FY25, the Group delivered an EBT of EUR 2.9m, reflecting a solid operating performance.

In Q4-25, the Group generated gross revenue of EUR 191.5m (PY: EUR 201.9m). Adjusted EBITDA came in at EUR 17.9m (PY: EUR 17.6m). Accordingly, the adjusted EBITDA margin reached 9.4% in Q4-25 (PY: 8.7%). Q4-25 saw robust order awards from OEM customers, meeting management expectations and contributing EUR 340m to the order book.

Strategic milestones accomplished

As the BOS Group continually evaluates and optimizes its business and financial structures, several important goals were identified for and accomplished in fiscal year 2025. The successful debt refinancing via the issuance of a Nordic Bond took place in June 2025 and the closing of multiple sale & lease-back transactions further strengthened the asset-light business model of BOS. In addition, key improvements to BOS Group’s valued local-for-local production footprint were made, reducing total headcount (FTE) including temporary employees to ~5,800 (PY: ~6,300) as of the end of the year.

The Group’s expectations for the fiscal year 2026 remain solid with a detailed forecast to be published together with the annual report later this year.

BOS Group is looking forward to personal meetings with investors in Stockholm on March 19, 2026 at the Pareto Nordic Corporate Bond Conference.

The full interim report for the fourth quarter of fiscal year 2025 will be published on February 27 2026 and will be available online at: <https://www.bos.de/en/investors/financial-publications/>

The audited financial report for FY25 is due for publishing on April 30th 2026.



About BOS

Founded in 1910, BOS GmbH & Co. KG is a global leader in kinematics and mechatronic systems for automotive interiors and exteriors. The company develops and produces innovative components that enhance vehicle comfort, safety, and functionality — fully independent of the powertrain.

Along its 115-year history, BOS has been recognized for its strong innovation track record and market-making expertise, having repeatedly delivered first-to-market solutions that define new industry standards.

With resilient supply chains and a best-cost production network that is strategically built for close proximity to major OEM hubs, BOS serves a diverse blue-chip customer base. Its longstanding partnerships with established automakers are complemented by growing ties to emerging OEMs across key markets.

As of December 31, 2025, the Group employed approximately 5,800 people worldwide.

For more information, please visit www.bos.de.

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