



**BOS Automotive Products Polska Sp. z o.o.**

**Financial statements 2025**



**BOS Automotive Products Polska Spółka z o.o.  
in Tychy**

**INTRODUCTION TO THE FINANCIAL STATEMENTS**

**1.1. BOS Automotive Products Polska Sp. z o.o.** (former name Butz-Ieper Polska spółka z ograniczoną odpowiedzialnością) in Tychy was established by a notarial deed Register A No. 18219/97 concluded on 15/10/1997 in the Notary's Office A.Lesiak E.Siwińska S.C. in Katowice.

The Company was originally registered on 23/10/1997 in the Commercial Register Part B No. RHB 14777 kept by the District Court in Katowice.

On 06/02/2002, the Company was entered in the Register of Entrepreneurs of the National Court Register [KRS] under KRS No. 0000088041. Tax identification number NIP 646-23-12-895, REGON [National Business Registry Number]: 273672618.

As at 31/12/2023, its share capital amounted to PLN 274,000 and was divided into 548 shares with a nominal value of PLN 500 per share.

The last increase in the share capital was carried out on 21/10/2004 as a result of acquisition of Automotive Service Sp. z o.o. in Tychy which was owned by the same shareholder, i.e. BOS Automotive Products Belgie NV. Since December 2009, the sole shareholder of the Company is B + O Holding GmbH – Germany.

**1.2. The Company's governing bodies are:**

- Meeting of Shareholders
- Management Board  
President of the Management Board Marcel Lehmann  
Member of the Management Board Szymon Mikołajczuk

**1.3. The Company's objects include:**

- manufacturing of parts and accessories for all types of motor vehicles,
- sale of parts and accessories for motor vehicles,
- maintenance, repair and servicing of motor vehicles,
- lease of machinery, devices, and equipment.

**2. The financial statements cover the period from 01/01/2025 to 31/12/2025**

**3. The financial statements are separate financial statements.**

**4. The financial statements have been prepared based on a going concern assumption for the foreseeable future.**

**5. An overview of the methods used for valuation of assets and liabilities as well as revenues and costs**

Assets and liabilities are valued on a going concern basis in the manner prescribed by the Accounting Act:

- 1) Intangible assets are valued at their purchase price less accumulated amortisation. Intangible assets include licences, licenced computer programmes amortised at 20%, 50% and 100% rates.
- 2) Fixed assets are valued at purchase price less accumulated depreciation.

Fixed assets valued up to PLN 10,000 are depreciated on a one-off basis after having been released for use.

Durables with a price of up to PLN 1,000 are included in materials.

Fixed assets with a value of more than PLN 10,000 are depreciated using the straight-line method, with rates based on their economically justified useful lives:

- buildings and structures 40 years,
- machinery and devices 7–10 years,
- other fixed assets 5–10 years.

3) Inventory of raw materials and consumables is valued on an ongoing basis at their standard prices determined upon actual weighted average purchase prices updated by the system module recording raw materials and consumables after each reception of the given material or consumable. Use of materials is also valued at their actual weighted average purchase prices.

4) Stocks of work in progress are valued at its planned manufacturing costs (materials, labour and other direct costs, and a markup of indirect manufacturing costs).

Stocks remaining in the production department at the end of the financial year are valued upon stocktaking, at the actual manufacturing cost, including:

- direct materials and packaging, and a mark-up percentage of indirect material costs in relation to the direct materials,
- other direct costs: direct payroll, direct machine-related costs, production preparation costs and outside processing costs as well as a mark-up percentage of other indirect manufacturing costs (tools, licences, production shortages) included in other direct costs.

Stocks of finished goods are valued on an ongoing basis at their planned cost (based on the actual manufacturing cost).

As at the balance sheet date, the stocks of finished products are valued at the manufacturing cost, including:

- direct materials and packaging, and a mark-up percentage of indirect material costs in relation to the direct materials,
- other direct costs: direct payroll, direct machine-related costs, production preparation costs and outside processing costs as well as a mark-up percentage of other indirect manufacturing costs (tools, licences, production shortages) included in other direct costs.

The non-rotating inventory is subject to impairment losses:

- above 12 months 50% of impairment loss,
- above 24 months 100% of impairment loss,
- obsolete inventory regardless of the non-rotation period 100%.

5) Receivables have been valued at their nominal value.

Impairment losses are recognised in respect of receivables that are at risk of irrecoverability as at 31/12/2025:

- flat-rate 0.5% of receivables from non-related parties,
- individual, e.g. on price differences.

As at 31/12/2025, receivables in foreign currencies were converted at the average exchange rate of the National Bank of Poland (NBP) and the differences were included in costs or financial revenues. Forward contracts, hedging EUR exchange rate, have been recognised as

other short-term financial assets upon valuation by the bank that the hedging contracts were concluded with.

The EUR exchange rate applied stood at PLN 4.2267.

6) Liabilities were valued at the amounts payable.

Liabilities in foreign currencies as at 31/12/2025 were converted as at the balance sheet date at the average exchange rate of the NBP and the differences were included in costs or financial revenues.

7) Costs and revenues were included in the profit and loss account with the matching principle and prudent valuation.

Deferred expenses were recognised in the balance sheet assets as prepayments:

- for passenger cars insurance policies,
- business travel insurance for employees,

**The 2025 costs** not made until 31/12/2025 were recognised in the balance sheet liabilities as provisions for:

- paid holiday leaves,
- audit of the financial statements,
- Provision for guarantees
- Provision for trading losses
- wages and salaries,
- commissions,
- retirement and disability allowances.
- Provision for deferred income tax

**The revenues** have been recognised in full upon foreign and domestic sales invoices.

### **Changes to the accounting and valuation methods compared to the previous fiscal year**

In 2025, there were no changes to the accounting and valuation methods compared to the previous fiscal year.

### **Taxation**

Income tax on earned income is calculated in accordance with tax legislation.

Due to temporary differences between the accounting value of the assets and liabilities and their taxable value and the tax loss deductible in the future, the Company creates a deferred tax liability and deferred tax assets.

The deferred tax assets are created in the amount of the future deductible income tax, due to negative temporary differences deductible from the income tax that will in the future decrease the income tax base and deductible tax loss, determined with the prudence principle.

Deferred tax liabilities are created in the amount of the income tax payable in the future due to positive temporary differences, i.e. differences that will in the future increase the income tax base.

Carrying value of the deferred tax asset is verified at each balance sheet date and reduced proportionally by as much as the likelihood of taxable income sufficient for partial or complete use of the deferred tax asset has fallen.

The deferred tax assets and deferred tax liabilities are valued

using the future tax rates anticipated to be applicable at the time when the asset is realised or the liability is reversed, the bases for which are the tax rates (and tax regulations) legally binding at the balance sheet date.

As at 31/12/2024, the deferred tax assets and deferred tax liabilities were valued at the rate of 19%.

### **Determination of the financial result**

The operating profit/loss is a difference between net revenues from sales of products, goods and materials, including discounts, rebates and other increases or decreases, excluding goods and services tax, as well as other operating income, and the value of products, goods and materials sold.

The result on financial operations is the difference between financial revenues, in particular from the surplus of foreign exchange gains over foreign exchange losses, and financial costs.

### **Method of preparing the financial statements**

The financial statements have been prepared in accordance with the requirements of the Accounting Act of 29 September 1994, as amended. The Company prepares its profit and loss account in a single-step version. In the financial statements, the Company discloses economic events based on their economic substance. The Company's financial result for a given fiscal year includes all revenues generated by and attributable to the Company as well as related costs, in accordance with the accrual principle, matching principle and prudent valuation.



	<b>BOS Automotive Products Polska Sp. z o.o.</b>	<b>Balance in PLN</b>
<b>1000000</b>	<b>Total Assets</b>	<b>174 700 291,91</b>
<b>1010000</b>	<b>Fixed Assets</b>	<b>12 807 585,66</b>
<b>1011000</b>	<b>Intangible Assets</b>	<b>36 809,73</b>
12000	Patent, Licences and similar Rights	3 000,00
13000	Software	33 809,73
14000	Goodwill	0,00
<b>1012000</b>	<b>Tangible Assets</b>	<b>12 770 775,93</b>
<b>1012010</b>	<b>Land</b>	<b>528 966,52</b>
21100	Land	0,00
21200	Building	0,00
21300	Leasehold Improvements	528 966,52
21400	Land Improvements	0,00
<b>1012020</b>	<b>Machinery &amp; Equipment</b>	<b>10 642 349,56</b>
22100	Machinery & Equipment	10 642 349,56
<b>1012030</b>	<b>Other Assets, fixtures, furniture and office equip</b>	<b>1 062 167,32</b>
23100	Hardware	313 891,47
23200	Equipment	98 143,82
23300	Company Vehicles	650 132,03
23400	Tools	0,00
23500	Low value items	0,00
<b>1012040</b>	<b>Advance payments made/fixed assets, construction i</b>	<b>537 292,53</b>
24100	Fixed assets, construction in progress	537 292,53
24200	Advance payments made	0,00
<b>1013000</b>	<b>Financial assets</b>	<b>0,00</b>
31000	Shares in affiliated companies	0,00
32000	Loans to affiliated companies	0,00
33000	Other financial assets	0,00
<b>1020000</b>	<b>Working Capital</b>	<b>150 963 552,01</b>
<b>1021000</b>	<b>Inventories</b>	<b>23 199 354,87</b>
<b>111000</b>	<b>Raw Materials</b>	<b>18 983 921,47</b>
<b>1021010</b>	<b>Work in Process</b>	<b>811 105,46</b>
121000	Subassemblies	0,00
122000	Work In Process	811 105,46
131000	Stock of Tools	51 200,00
131500	Development Costs (CustomerProject Development)	0,00
132000	Finished Goods	3 353 127,94
133000	Trade Goods	0,00
<b>1022000</b>	<b>Total Accounts Receivable and Other Assets</b>	<b>118 166 373,07</b>
<b>1022010</b>	<b>Total Trading Accounts Receivable</b>	<b>16 786 461,65</b>



141100	Trading Accounts Receivable Germany	1 873 638,38
141200	Trading Accounts Receivable EU without Germany	7 652 169,86
141300	Trading Accounts Receivable Rest of World	7 345 697,41
141400	Specific Bad Debt Provision	-1 044,00
141500	General Bad Debt Provision	-84 000,00
142000	Accounts Receivable Affiliated Companies	67 379 501,80
142500	Accounts Receivable Affiliated Companies	0,00
143000	Accounts Receivable Participations	0,00
144000	Amounts Owed By Shareholders	0,00
145000	Other Assets	30 095 015,64
145010	Receivables VAT	3 905 393,98
<b>1023000</b>	<b>Cash</b>	<b>9 597 824,07</b>
145100	Cash in Transit	0,00
150000	Cash	9 597 824,07
<b>1030000</b>	<b>Prepaid and Deferred Charges</b>	<b>10 929 154,24</b>
161000	Prepaid Expenses and Deferred Charges	51 654,24
162000	Deferred Taxes	10 877 500,00
<b>2000000</b>	<b>Total Liabilities</b>	<b>-174 700 291,91</b>
<b>2010000</b>	<b>Equity</b>	<b>-72 254 995,11</b>
<b>200000</b>	<b>Ordinary Shares</b>	<b>-274 000,00</b>
<b>210000</b>	<b>Capital Reserves</b>	<b>0,00</b>
<b>2012000</b>	<b>Earnings Reserves</b>	<b>-21 691 520,16</b>
221500	Legal Reserves	0,00
222000	Reserve for Own Shares	0,00
223000	Statutory Reserves	0,00
224000	Other Reserves	-21 691 520,16
<b>2014000</b>	<b>Equity diff Currency Differences</b>	<b>0,00</b>
225000	Reserves for Currency Differences balance	0,00
225500	Reserves for Currency Differences P&L	0,00
225510	Position / manual goodwill	0,00
<b>240000</b>	<b>Net income</b>	<b>-3 674 664,92</b>
240100	Net loss	0,00
241000	Profit before initial consolidation	0,00
<b>242000</b>	<b>Retained Earnings</b>	<b>-46 614 810,03</b>
243000	Dividend payments	0,00
244000	Clearing Dividend payments	0,00
245000	Clearing Consolidation	0,00
246000	Clearing Legacy Data Transfer	0,00
<b>2015000</b>	<b>Retained Earnings/Accumulated deficit</b>	<b>-50 289 474,95</b>
<b>260000</b>	<b>Special loss account of shareholders</b>	<b>0,00</b>
<b>300000</b>	<b>Special Reserves for the Year</b>	<b>-9 365 077,94</b>
<b>2030000</b>	<b>Accruals</b>	<b>-14 507 514,14</b>



311000	Accruals for Pensions and similar Obligation	-837 304,00
312000	Tax Accruals	0,00
312500	Warranty accruals	-1 285 490,00
312600	Personnel Provisions	-1 456 474,00
312700	Provision Sales Prices	-9 463 684,00
313000	Other Accruals	-1 464 562,14
<b>2040000</b>	<b>Liabilities</b>	<b>-73 129 178,72</b>
321000	Bank Liabilites	0,00
322000	Payments Received on Account	0,00
323000	Accounts Payable	-34 005 006,24
324000	Bills of Exchange payable	0,00
325000	Accounts Payable affiliated/associated companies	-4 208 232,34
325500	Accounts Payable part.	0,00
326000	Accounts Payable shareholders	0,00
326500	Tax Liabilities	-1 968 345,00
326510	Payables VAT	0,00
326600	Social Security Liabilities	-2 267 919,73
327000	Other Liabilities	-30 679 675,41
<b>2050000</b>	<b>Deferred Income</b>	<b>-5 443 526,00</b>
330000	Deferred Income	0,00
340000	Deferred Tax	-5 443 526,00

	<b>BOS Automotive Products Polska Sp. z o.o.</b>	<b>P&amp;L 2025 in PLN</b>
<b>3010000</b>	<b>Turnover</b>	<b>-257 106 509,64</b>
401000	Turnover series produced goods third party	-213 432 326,32
401100	Turnover ZRES third party	-39 245 657,75
402000	Turnover series produced goods IC	-4 318 712,71
403000	Turnover tools third party	-165 635,42
404000	Turnover tools IC	-703 664,26
405000	Development Income IC	-8 590,38
406000	Turnover others third party	768 077,20
431000	Development	0,00
433000	Leasing Income	0,00
434000	Given discount	0,00
436000	Income Licences IC	0,00
438000	Income Licences third party	0,00
<b>3020000</b>	<b>Increase or Decrease in stocks of finished and unf</b>	<b>-1 802 123,98</b>
411000	Increase in stocks general	-246 907,38
412000	Decrease in stocks general	-1 555 216,60
575000	Increase or Decrease in stock of development costs	0,00
<b>420000</b>	<b>Own costs capitalized</b>	<b>0,00</b>
<b>3040000</b>	<b>Other operating profits</b>	<b>-14 719 504,23</b>
431500	Income currency difference	-4 375 685,02
432000	Income from disposal of fixed assets	0,00
435000	Income from liquidation from general/indiv. bad debts allowance	-140 167,00
436500	Gain from the sale of fixed assets IC	0,00
437000	Other profits	-10 064 593,45
437100	Other profits IC	-139 058,76
740000	Extraordinary profit	0,00
<b>3050000</b>	<b>Cost of materials</b>	<b>157 238 323,83</b>
510000	Received materials third party	136 682 942,94
511000	Received materials IC	655 145,27
512000	Received tools third party	652 400,26
513000	Received tools IC	247 249,84
515000	Received tools (charge to)	0,00
520000	Received machinery (charge to)	0,00
520100	Material price differences	1 130 017,59
520200	Manufacturing supplies	3 503 448,33
520300	Scrap / rework	3 796 663,83
520400	Packaging material	2 861 229,55
530000	Received discounts	-18 852,36
540000	Received bonus	-83 775,32
550000	Freight charges	4 491 893,11



560000	Increase or Decrease in stocks of raw materials or	3 314 339,29
570000	Increase or Decrease in stocks of tools	0,00
580000	Cost of purchased services	5 621,50
<b>3061000</b>	<b>Wages and Salaries</b>	<b>41 304 095,30</b>
601000	Wages	28 044 333,70
602000	Salaries	13 259 761,60
<b>3062000</b>	<b>Social security, pension and other benefit costs</b>	<b>7 666 406,71</b>
604000	Social security, pension and other benefit costs	7 666 406,71
<b>3070000</b>	<b>Depreciation</b>	<b>4 267 708,69</b>
<b>3072000</b>	<b>Depreciation</b>	<b>4 267 708,69</b>
611000	Depreciation on intangible fixed assets	119 248,05
612000	Depreciation on tangible fixed assets	4 130 208,00
613000	Depreciation on low value items	18 252,64
<b>3075000</b>	<b>Depreciation</b>	<b>0,00</b>
615000	Depreciation on low value items	0,00
<b>3080000</b>	<b>Other operating expenses</b>	<b>58 361 515,59</b>
603000	Temporary jobs	2 046 917,47
621000	Room costs	8 250 581,68
622000	Insurances	375 209,18
623000	Contributions	702 200,35
624000	Costs for alteration of tools	0,00
625000	Repairs and maintenance of equipment	1 352 770,02
626000	Development costs	0,00
626100	Development costs IC	0,00
627000	Costs EDV	124 568,44
628000	Costs for further education	290 364,11
628100	Other Personnel Costs	1 595 446,03
629000	Car expenses	115 148,82
630000	Travel Expenses/ Entertainment	204 407,74
631000	Commissions	3 157 454,92
632000	Warranty costs	311 158,21
633000	Patent fees	0,00
634000	Other office supplies	195 019,31
635000	Telephone costs	231 325,16
636000	Consulting Costs	690 412,12
637000	Equipment, vehicle and machinery leasing	1 436 446,88
638000	Currency Differences conversion P&L	0,00
638100	Currency Differences manual	6 853 336,31
638200	Real Differences consolidation of debts	0,00
638500	Currency Difference IC consolidation of debts	0,00
638600	Differences IC elimination P&L	0,00
639000	Removal of assets (book value)	39 375,19

640000	Transfer to debt provisions	0,00
641000	Bad debts	0,00
642000	Licence costs IC	18 619 815,00
643000	Other expenses	2 193 621,34
643100	Other expenses IC	52 129,24
700000	Income from investments	0,00
750000	Extraordinary expenditure	9 523 808,07
<b>3090000</b>	<b>Interest and similar income</b>	<b>-609 272,89</b>
711000	Interest and similar income IC	-609 272,89
712000	Interest and similar income from shareholders	0,00
713000	Other interest and similar income	0,00
715000	Profit + Loss Transfer Agreement	0,00
715500	Profit + Loss Transfer Agreement	0,00
<b>4000000</b>	<b>Depreciation on financial assets</b>	<b>0,00</b>
716000	Depreciation on financial assets	0,00
<b>4010000</b>	<b>Interest and similar expenses</b>	<b>382 558,70</b>
721000	Short-term interest expenses	382 558,70
722000	Long-term interest expenses	0,00
723000	Interest and similar expenses to shareholders	0,00
724000	Interest and similar expenses to IC	0,00
725000	Discount expenses	0,00
730000	Expenses for loss absorption	0,00
<b>6030000</b>	<b>Profit/loss from ordinary operations</b>	<b>-5 016 801,92</b>
<b>6050000</b>	<b>Taxes</b>	<b>1 342 137,00</b>
760000	Income tax	980 703,00
765000	Deferred Taxes Transfer/Liquidation	0,00
770000	Other taxes	361 434,00
<b>6000000</b>	<b>Net income, net loss input</b>	<b>-3 674 664,92</b>

**Additional information and explanations  
to the financial statements for 2025**

**I. Detailed scope of changes in the value of fixed assets by types, intangible assets, and patents in 2025**

**1. Intangible assets:**

modification of the ANDON program regarding quality issues	22 400.00
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Type of assets	Initial value	Accumulated amortisation	Carrying value /net/
Intangible assets 2025	513 396.82	476 587.09	36 809.73
Intangible assets 2024	490 996.82	361 339.04	129 657.78

**2. Tangible fixed assets in 2025 and in fixed assets and depreciation changes in 2025:**

Description	Land	Buildings, premises and civil and water engineering structures	Technical equipment and machinery	Vehicles	Other tangible fixed assets	Total
<b>Gross value</b>						
Opening balance	1 604 223.39	36 686 339.15	58 133 729.68	3 709 271.02	5 251 150.55	105 384 713.79
Increases (Acquisition)	0.00	28 657 110.00	2 318 745.93	129 086.88	32 170.72	31 137 113.53
Decreases (Disposal)	1 604 223.39	34 896 790.27	758 652.65	288 840.30	0.00	37 483 406.61
Closing balance	<b>0.00</b>	<b>30 446 658.88</b>	<b>59 758 922.96</b>	<b>3 549 517.60</b>	<b>5 283 321.27</b>	<b>99 038 420.71</b>
<b>Depreciation</b>						
Opening balance (init. depr. RO)	<b>0.00</b>	<b>18 188 006.28</b>	<b>46 359 414.63</b>	<b>2 957 298.92</b>	<b>5 141 999.91</b>	<b>72 646 719.74</b>
Increases (ann. depr.)	0.00	1 133 975.27	3 097 444.76	230 926.95	43 177.54	4 148 460.64
Decreases (depr. disp.)	0.00	17 612 335.31	654 177.46	288 840.30	0.00	18 266 512.77
Closing balance	<b>0.00</b>	<b>1 709 646.24</b>	<b>48 802 681.93</b>	<b>2 899 385.57</b>	<b>5 185 177.45</b>	<b>58 528 667.61</b>
Opening Balance net value	1 604 223.39	18 498 332.87	11 774 315.05	751 972.10	109 150.64	32 737 994.05
Closing Balance net value	<b>0.00</b>	<b>28 737 012.64</b>	<b>10 956 241.03</b>	<b>650 132.03</b>	<b>98 143.82</b>	<b>40 441 529.52</b>

Description	Opening balance	Increases	Decreases	Closing balance
Capital work in progress	1 497 647.78	533 280.28	1 493 635.53	537 292.53
Advances for fixed assets under construction	0.00	0.00	0.00	0.00



## Tangible fixed assets in 2024 and in fixed assets and depreciation changes in 2024:

Description	Land	Buildings, premises and civil and water engineering structures	Technical equipment and machinery	Vehicles	Other tangible fixed assets	Total
<b>Gross value</b>						
Opening balance	1 604 223.39	35 929 009.65	56 878 563.17	3 256 047.76	5 113 162.23	102 781 006.20
Increases (Acquisition)	0.00	757 329.50	2 516 370.15	462 368.18	146 284.01	3 882 351.84
Decreases (Disposal)	0.00	0.00	1 261 203.64	9 144.92	8 295.69	1 278 644.25
Closing balance	1 604 223.39	36 686 339.15	58 133 729.68	3 709 271.02	5 251 150.55	105 384 713.79
<b>Depreciation</b>						
Opening balance (init. depr. RO)	0.00	17 123 915.77	44 263 425.82	2 769 532.18	5 104 272.63	69 261 146.40
Increases (ann. depr.)	0.00	1 064 090.51	3 140 788.59	196 911.66	46 022.97	4 447 813.73
Decreases (depr. disp.)	0.00	0.00	1 044 799.78	9 144.92	8 295.69	1 062 240.39
Closing balance	0.00	18 188 006.28	46 359 414.63	2 957 298.92	5 141 999.91	72 646 719.74
Opening Balance net value	1 604 223.39	18 805 093.88	12 615 137.35	486 515.58	8 889.60	33 519 859.80
Closing Balance net value	1 604 223.39	18 498 332.87	11 774 315.05	751 972.10	109 150.64	32 737 994.05

Description	Opening balance	Increases	Decreases	Closing balance
Capital work in progress	18 847.26	1 494 642.93	15 842.41	1 497 647.78
Advances for fixed assets under construction	216 641.07	1 283 087.16	1 499 728.23	0.00

In September 2025, the company sold the building complex and the land. As part of the sell-and-leaseback transaction, the company has been leasing this property, where it conducts its core business, under a right-of-use agreement since September 2025.

The Company leases also the following fixed assets:

Jungheinrich Warsaw	19 forklifts
Ricoh Polska Katowice	12 multifunctional devices

The value of the leased forklifts and multifunctional devices does not result from the contracts concluded.

### 3. Current assets

3.1. Information on age structure and impairment losses of short-term trade receivables as at 31/12/2025:

Age structure in days	Receivables in the books	Impairment losses	Receivables in the balance sheet
up to 30 days	18 653 860.82	84 000.00	18 569 860.82



between 31 and 60	-433 600.80	0.00	-433 600.80
from 61 to 180	133 797.22	0.00	133 797.22
between 181 days and 1 year	0.00	0.00	0.00
above 1 year	1 044.21	1 044.00	0.21
<b>Total</b>	<b>18 355 101.45</b>	<b>85 044.00</b>	<b>18 270 057.45</b>

**Data as at 31/12/2024:**

Age structure in days	Receivables in the books	Impairment losses	Receivables in the balance sheet
up to 30 days	33 422 469.75	89 000.00	33 333 469.75
between 31 and 60	501 957.66	0.00	501 957.66
from 61 to 180	2 834 301.23	113 805.00	2 720 496.23
between 181 days and 1 year	106 983.06	22 406.00	845 77.06
above 1 year	13 285 307.11	0.00	13 285 307.11
<b>Total</b>	<b>50 151 018.81</b>	<b>225 211.00</b>	<b>49 925 807.81</b>

3.2. Value of receivables from parties related by capital as at 31/12/2025:

Value of receivables from parties related by capital	as at 31/12/2025	as at 31/12/2024
BOS Automotive Products CZ s.r.o	36 599.84	21 757.43
BOS Automotive Products Ungarn Bt.	38 810.52	68 130,41
BOS Automotive Products Romania S.C.S.	292 550.05	310 075.78
BOS Automotive Systems (Taicang) Co., Ltd.	1 556.90	16 167.11
BOS GmbH & Co. KG	66 200 840.44	29 557 010.54
BOS Innovation and Technology Center Sp. z o.o.	1 431.75	1 419.06
BOS-JRG Automotive Systems India Pvt. Ltd.	758 903.94	-
BOS Plastics Systems Hungary Bt.	48 808.36	28 212.06
BOS Automotive Products Irapuato SA	-	32 996.10
<b>Total</b>	<b>67 379 501.80</b>	<b>30 035 768.49</b>

The balance of receivables from BOS GmbH & Co. as of December 31, 2025, consists of:

- Trade receivables in the amount of PLN 264 320.44.
- Receivables arising from the Company's participation in the cash pooling system operating within the BOS GmbH & Co. KG capital group. Funds accumulated in this structure bear interest at the Euro Short-Term Rate (ESTR) plus a margin. As of the balance sheet date, the receivable amounted to PLN 65 936 520.00. The balance was presented under short-term financial assets. The fair value of the receivable was not determined due to the short-term nature of the instrument and the lack of significant differences between fair value and amortized cost.



### 3.3. Information on inventory impairment:

<b>Inventory in PLN as at 31/12/2025 before write-offs</b>				
	materials	semi-finished products	finished products	total
up to 90 days	17 714 431.94	765 492.31	3 366 928.60	21 898 052.85
between 90 and 180	1 464 057.29	5 094.67	41 519.25	1 510 671.21
from 180 and 360	1 145 657.05	3 949.21	1 858.96	1 151 465.22
above 1 year	2 852 589.98	136 115.00	230 012.40	3 218 717.38
<b>Total</b>	<b>23 176 736.26</b>	<b>910 651.19</b>	<b>3 640 319.21</b>	<b>27 778 906.66</b>
<b>Write-offs in PLN as at 31/12/2025</b>				
	materials	semi-finished products	finished products	total
up to 90 days	-803 118.33	-8 687.94	-43 500.18	-855 306.46
between 90 and 180	-723 907.92	0.00	-17 518.97	-741 426.89
from 180 and 360	-418 537.14	-800.56	-929.48	-420 267.19
above 1 year	-2 247 251.38	-90 057.21	-225 242.64	-2 562 551.23
<b>Total</b>	<b>-4 192 814.78</b>	<b>-99 545.72</b>	<b>-287 191.27</b>	<b>-4 579 551.78</b>
<b>Inventory in PLN as at 31/12/2025 after write-offs</b>				
	materials	semi-finished products	finished products	total
up to 90 days	16 911 313.61	756 804.36	3 323 428.42	21 042 746.39
between 90 and 180	740 149.36	5 094.67	24 000.28	769 244.31
from 180 and 360	727 119.91	3 148.65	929.48	731 198.03
above 1 year	605 338.59	46 057.78	4 769.76	656 166.14
<b>Total</b>	<b>18 983 921.48</b>	<b>811 105.46</b>	<b>3 353 127.94</b>	<b>23 199 354.88</b>

### Data as at 31/12/2024:

<b>Inventory in PLN as at 31/12/2024 before write-offs</b>				
	materials	semi-finished products	finished products	total
up to 90 days	10 455 957.90	492 525.09	1 693 897.38	12 642 380.37
between 90 and 180	1 176 846.33	83 416.11	29 230.25	1 289 492.69
from 180 and 360	502 018.72	1 897.40	5 918.93	509 835.05
above 1 year	2 191 598.12	63 514.89	227 725.75	2 482 838.76
<b>Total</b>	<b>14 326 421.07</b>	<b>641 353.49</b>	<b>1 956 772.31</b>	<b>16 924 546.87</b>
<b>Write-offs in PLN as at 31/12/2024</b>				
	materials	semi-finished products	finished products	total
up to 90 days	-1 120 478.50	-6 944.90	-24 088.29	-1 151 511.69
between 90 and 180	-320 872.35	-19772.02	-9 692.96	-350 337.33



from 180 and 360	-242 246.88	-904.12	-2959.465	-246 110.47
above 1 year	-1 701 093.85	-57 912.04	-113 742.57	-1 872 748.47
<b>Total</b>	<b>-3 384 691.57</b>	<b>-85 533.09</b>	<b>-150 483.29</b>	<b>-3 620 707.95</b>
<b>Inventory in PLN as at 31/12/2024 after write-offs</b>				
	materials	semi-finished products	finished products	total
up to 90 days	9 335 479.40	485 580.19	1 669 809.09	11 490 868.68
between 90 and 180	855 973.98	63 644.09	19 537.29	939 155.36
from 180 and 360	259 771.85	993.27	2959.47	263 724.59
above 1 year	490 504.27	5 602.85	113 983.18	610 090.29
<b>Total</b>	<b>10 941 729.50</b>	<b>555 820.40</b>	<b>1 806 289.02</b>	<b>13 303 838.91</b>

**4. The Company's share capital (nominal capital) amounts to PLN 274 000.00 and is divided into 548 shares of the nominal value of PLN 500.**

The only Stakeholder of the Company is B+O Holding GmbH, as in 2024.

**5. The net profit of PLN 3 674 664.92 is proposed to be allocated to the Company's reserve capital.**

**6. Data on provisions according to their purposes**

Name	Opening balance	Increases	Use	Reversal	Closing balance
Provision for deferred income tax	842 815.00	4 600 711.00	0.00	0.00	5 443 526.00
Retirement and disability allowances	897 525.00	0.00	0.00	-60 221.00	837 304.00
Wages and salaries	133 344.00	132 011.00	-133 344.00	0.00	132 011.00
Paid holiday leaves	1 155 197.00	169 266.00	0.00	0.00	1 324 463.00
Provision for guarantees	1 459 340.00	0.00	0.00	-173 850.00	1 285 490.00
Provision for auditing the balance sheet	36 000.00	40 200.00	-36 000.00	0.00	40 200.00
Provision for trading losses	68 433.00	0.00	0.00	-11 426.00	57 007.00
Provision for price reductions	7 285 778.00	2 177 906.00	0.00	0.00	9 463 684.00
Provision for commissions – write-down	1 320 342.45	685 152.39	0.00	0.00	2 005 494.84
Provisions for commissions – prepayments	-879 404.90	16 542.70	0.00	0.00	-862 862.20



Provisions for missing invoices	51 600.00	10 750.00	0.00	0.00	62 350.00
Provisions for transport costs	61 850.00	0.00	-61 850.00	0.00	0.00
<b>Total</b>	<b>12 432 819.55</b>	<b>7 832 539.09</b>	<b>-231 194.00</b>	<b>-245 497.00</b>	<b>19 788 667.64</b>

**Data as at 31/12/2024:**

Name	Opening balance	Increases	Use	Reversal	Closing balance
Provision for deferred income tax	1 784 224.00	0.00	0.00	-941 409.00	842 815.00
retirement and disability allowances.	828 337.00	69 188.00	0.00	0.00	897 525.00
wages and salaries,	92 500.00	133 344.00	-92 500.00	0.00	133 344.00
paid holiday leaves,	1 743 202.00	0.00	-588 005.00	0.00	1 155 197.00
Provision for guarantees	1 628 253.00	0.00	0.00	-168 913.00	1 459 340.00
Provision for auditing the balance sheet	36 000.00	0.00	0.00	0.00	36 000.00
Provision for trading losses	53 149.00	15 284.00	0.00	0.00	68 433.00
Provision for price reductions	5 430 475.00	1 855 303.00	0.00	0.00	7 285 778.00
Provision for disability allowance	1 247.00	0.00	-1 247.00	0.00	0.00
Provision for commissions – write-down	2 547 992.91	0.00	-1 227 650.46	0.00	1 320 342.45
Provisions for commissions – prepayments	-2 051 808.10	0.00	1 172 403.20	0.00	-879 404.90
Provisions for missing invoices	0.00	51 600.00	0.00	0.00	51 600.00
Provisions transport	0.00	61 850.00	0.00	0.00	61 850.00
<b>Total</b>	<b>12 093 571.81</b>	<b>2 186 569.00</b>	<b>-736 999.26</b>	<b>-1 110 322.00</b>	<b>12 432 819.55</b>



## 7. Liabilities are divided into:

### 7.1. Short-term liabilities by maturity

<b>Short-term liabilities</b>	<b>as at 31/12/2025</b>	<b>as at 31/12/2024</b>
Trade liabilities	34 132 460.92	24 144 511.98
Tax and social security liabilities	2 627 638.84	2 721 155.10
Payroll liabilities	2 555 711.03	2 636 843.04
Trade liabilities to related parties	3 808 232.34	718 511.22
Other short-term liabilities	38 066.00	39 617.39

### 7.2. Financial liabilities by maturity

<b>Financial liabilities</b>	<b>as at 31/12/2025</b>	<b>as at 31/12/2024</b>
up to 1 year	791 045.88	-
between 1 and 3 years	1 714 636.53	-
from 3 to 5 years	1 923 927.97	-
above 5 years	23 787 652.88	-
<b>Total</b>	<b>28 217 263.26</b>	-

On September 8, 2025, the Company entered into a lease agreement for the rental of real estate (a finance leaseback transaction) under which its core operations are conducted. Lease liabilities are measured at amortized cost and amount to PLN 28 217 263.26 as of the balance sheet date. The term of the agreement is 20 years, from September 2025 to September 2045. Payments are made monthly. The fair value of the lease liabilities was not determined due to its immaterial deviation from amortized cost and its lack of impact on the assessment of the entity's financial position.

### 7.3. Special Funds – Company Social Benefits Fund

<b>Special Funds</b>	<b>as at 31/12/2025</b>	<b>as at 31/12/2024</b>
Company Social Benefits Fund	34 917.82	96 919.25

### 7.4. Value of liabilities from related parties as at 31/12/2025:

<b>Value of liabilities from related parties</b>	<b>as at 31/12/2025</b>	<b>as at 31/12/2024</b>
BOS Automotive Products Asia Ltd.	58 237.87	37 320.92
BOS Automotive Products CZ s.r.o	963.69	-
BOS Automotive Products Ungarn Bt.	479 577.15	514 564.52
BOS Automotive Products Romania S.C.S.	14 228.76	0.00
BOS Automotive Systems (Taicang) Co., Ltd.	22 526.28	49 445.45
BOS GmbH & Co. KG	3 421 064.73	-



BOS Plastics Systems Hungary Bt.	211 633.86	117 180.33
<b>Total</b>	<b>4 208 232.34</b>	<b>718 511.22</b>

## 8. List of active and accrued items

Name	Opening balance	Increases	Decreases	Closing balance
Prepaid expenses	38 575.97	1 658 363.50	1 645 285.23	51 654.24
Accrued expenses	0.00	9 523 808.07	158 730.13	9 365 077.94

## 9. Liabilities secured on the Company's assets

The Company has no liabilities secured by the company's assets.

## 9. Contingent liabilities.

The Company has a guarantee granted by mBank No. 11007KPA16 for the amount of EUR 230.761.85 valid until 21/10/2026 for liabilities towards WestInvest Gesellschaft für Investmentfonds mbH under a lease agreement for a part of the building marked with the symbol B1 with the area of approx. 6.305 sq. m used for manufacturing and office purposes. located on the real property in Tychy. ul. Turyńskiego and a part of this property used for parking purposes. on the premises of the Millennium Logistic Park – Tychy logistics centre.

## 10. Funds in the VAT account

As at 31/12/2025. the balance on the separate bank account for VAT payments was PLN 0.00.

## II. OTHER INFORMATION

### 1. Sales revenues by type and territory:

The sales revenues received by the Company in 2025 in the amount of PLN 259 047 692.38 were received from:

#### 1. Foreign sale:

luggage covers	230 508 336.57
systems of restraining nets	27 080 697.99
cargo loaders	219 136.01
other	880 435.21



2. Domestic sale:

systems of restraining nets	0.00
other	359 086.60

The sales revenues received by the Company in 2024 in the amount of PLN 301 359 937.28 were received from:

1. Foreign sale:

luggage covers:	258 541 289.88
systems of restraining nets	40 697 142.30
cargo loaders	262 015.56
other	1 333 974.51

2. Domestic sale:

systems of restraining nets	0.00
other	525 515.03

**1.1.Value of sales in 2025 to parties related by capital:**

<b>Value of sales to parties related</b>	<b>as at 31/12/2025</b>	<b>as at 31/12/2024</b>
BOS Automotive Products Irapuato S.A.DE C.	65 060.86	98 266.40
BOS Automotive Products CZ s.r.o	328 051.89	21 703.12
BOS Automotive Products Ungarn Bt.	1 112 141.89	1 461 857.09
BOS Automotive Products Romania S.C.S.	2 093 377.13	2 562 069.21
BOS Automotive Systems (Taicang) Co., Ltd.	1 919.78	19 169.89
BOS GmbH & Co. KG	3 848.69	1 463 638.71
BOS Innovation and Technology Center Sp. z o.o.	13 805.91	13 935.84
BOS Plastics Systems Hungary Bt.	794 770.29	758 343.15
BOS-JRG Automotive Systems India Pvt. Ltd.	757 049.67	0.00
BOS Automotive Products Asia Ltd.	0.00	12 666.27
BOS Plastics Systems Trusetal GmbH	0.00	178 883.10
<b>Total</b>	<b>5 170 026.11</b>	<b>6 590 532.78</b>

**1.2.Value of purchases in 2025 from parties related by capital:**

<b>Value of purchases from parties related</b>	<b>as at 31/12/2025</b>	<b>as at 31/12/2024</b>
BOS Automotive Products Asia Ltd.	432 974.51	645 158.38
BOS Automotive Products CZ s.r.o.	3 986.59	983.36
BOS Automotive Products Ungarn Bt.	6 570 200.40	6 471 053.32
BOS Automotive Products Romania S.C.S.	140 160.04	2 857.74



BOS Automotive Systems (Taicang) Co., Ltd.	146 952.86	124 584.56
BOS GmbH & Co. KG	481 515.54	214 149.97
BOS Automotive Products Irapuato S.A.DE C.	81 658.23	465.95
BOS Plastics Systems Hungary Bt.	13 480 411.38	14 527 039.97
BOS Plastics Systems Trusetal GmBH	0.00	1 438 926.93
<b>Total</b>	<b>21 337 859.55</b>	<b>23 425 220.18</b>

## 2. Unplanned amortisation/depreciation.

There was no unplanned amortisation/depreciation in 2025.

## 3. Income tax.

Income tax due for 2025

**PLN 4 070 038.95**

Income tax in 2025 was calculated on income of PLN 21 462 399.54.

The income tax base differs from the gross profit by the following items not included in tax revenue and tax deductible expenses by the Corporate Income Tax Act:

### a) Adjustments of tax expenses:

Compensations from customers	-2 488 018.31
the net book value of the sold building	19 041 301.93
Created provisions	-2 755 137.09
Amortisation/Depreciation	-7 893.74
Donations	-9 000.00
Contributions for State Fund for Rehabilitation of Disabled Persons (PFRON)	-566 101.00
Representation and marketing	-52 532.37
Impairment of inventory	-958 843.82
Unrealized exchange rate differences	-431 604.15
Lease interest	-548 264.18
other non-tax-deductible expenses	-46 037.02
CIT adjustments related to financial leasing	399 427.13
<b>Total</b>	<b>-11 577 297.38</b>

### b) Tax adjustments to income:

Impairment of receivables	-140 167.00
Accrual for bonus payments from supplier	-40 614.00
Sale of the building	28 565 110.00
<b>Total</b>	<b>28 384 329.00</b>

Income in 2025	21 462 399.54
Robotisation tax relief	41 141.91
Income tax	<b>4 070 038.95</b>

The income tax in the profit and loss account of PLN 980 703.00  
also includes:

- increase in deferred tax assets for temporary differences PLN 7 690 047.00
- increase in deferred tax provisions for temporary differences PLN 4 600 711.00

Item of assets or liabilities	Deferred tax assets 2025 - 19%	Deferred tax assets 2024 - 19%
Impairment loss of inventory	870 115.00	687 935.00
Impairment loss of receivables	16 158.00	42 790.00
Foreign exchange losses on receivables	7 968.00	186 649.00
Foreign exchange losses on monetary assets	105 531.00	59.00
Provision for retirement allowances and jubilee bonuses	159 088.00	170 530.00
Other provisions	2 573 124.00	2 031 571.00
Accrued foreign exchange losses from liabilities	4 871.00	67 919.00
Settlement of profit from the sale of building	1 779 365.00	0.00
Lease liabilities	5 361 280.00	0.00
<b>Total</b>	<b>10 877 500.00</b>	<b>3 187 453.00</b>

Item of assets or liabilities	Deferred tax liabilities 2025 - 19%	Deferred tax liabilities 2024 - 19%
Compensation from customers (settlement)	0.00	472 723.00
Accrued foreign exchange gains from cash	2 503.00	27.00
Net value of leased fixed assets	5 359 529.00	0.00
Valuation of derivatives	0.00	336 681.00
Foreign exchange gains on receivables	352.00	981.00
Accrued foreign exchange gains on liabilities	81 142.00	32 393.00
<b>Total</b>	<b>5 443 526.00</b>	<b>842 815.00</b>

#### 4. Expenditures incurred for non-financial fixed assets

In 2025, the Company incurred expenditures for fixed assets in the amount of PLN 2 572 003.53.

In 2026, the expenditures for fixed assets in the amount of PLN 1 565 084.00 have been planned.

#### 5. Explanation of the cash structure adopted for the cash flow statement.

Item	2025	2024
Cash flows from operating activities	46 082 056.89	9 302 780.46
Net cash flow from investment activities	-37 191 127.89	-4 837 615.13
Cash flows from financial activities	-791 125.49	-5 832 604.89
Net cash flow, total	8 099 803.51	-1 367 439.56
Cash at the beginning of the period	1 498 020.56	2 865 460.12
Cash at the end of the period	9 597 824.07	1 498 020.56

#### 6. Employment in 2025

As at the end of 2025, the Company's headcount was 422 employees, the average employment for the entire year was 435.86 people.

As at the end of 2024, the Company's headcount was 444 employees, the average employment for the entire year was 451.96 people.

#### 7. Information on remuneration of members of the Management Board and other Company bodies:

Members of the Company's Management Board did not receive remuneration for their functions in the Management Board in 2025 and 2024.

#### 8. Remuneration of a certified auditor for statutory audit of the financial statements:

In 2025: PLN 67 000.00

In 2024: PLN 60 000.00

#### 9. Significant events having occurred after the balance sheet date:

There were no significant events after the balance sheet date.

## 10. Consolidated financial statements

The consolidated financial statement for the BOS Group is prepared by BOS GmbH & Co. KG with its registered office at 73760 Ostfildern, Ernst-Heinkel-Strasse 2. The consolidated financial statements are available at the registered office of the above-mentioned company.

## 11. Risk assessment in the reporting period

Risk	Scale (low – medium – high)	Comments
Credit risk	Low	The Company is exposed to a credit risk related to its receivables from customers and cash deposited in the bank. The Company enters into transactions with the customers who have a history of cooperation and individual analyses are carried out for new customers to confirm the reasonability of a given transaction.
Liquidity risk	Low	Risk related to trade payables
Market risk – the effect of the market price changes on the Company's results	Medium	Foreign exchange risk related to the foreign currency transactions. The Company concludes forward contracts through the capital group and any change in the exchange rates may have a significant impact.



## REPORT on the Company's operations for 2025

### Business performance in the fiscal year

#### 1. The key ratios related to the operations in the fiscal year were as follows:

Ratio	Value
Return on equity (ROE) = net profit (loss) / equity x 100%	5%
Return on assets (ROA) = net profit (loss) / total assets x 100%	2%
Current ratio (CR) = current assets / short-term liabilities	2.6
Quick ratio = (short-term receivables + cash) / short-term liabilities	0.7
Cash ratio = cash and other monetary assets / short-term liabilities	0.2
Inventory turnover ratio = average inventory * number of days of the considered period / revenue from sales of products, goods and materials	26
Receivables turnover ratio = average trade receivables * number of days of the considered period / revenue from sales of products, goods and materials	48
Liabilities turnover ratio = average trade liabilities * number of days of the considered period / revenue from sales of products, goods and materials	45

#### 2. Capital expenditures during the year:

➤ total investment cost in 2025	PLN 2,572K
including:	
- land and buildings	PLN 92K,
- machinery and devices	PLN 2,319K,
- equipment	PLN 32K,
- vehicles	PLN 129K,

#### 3. During the business year, no new projects were implemented into serial production.

Other projects were moved as scheduled through the following phases of implementation:

➤ production of the first batch of series tools:

- ABR Audi AU546	SOP April 2026
- HSM Porsche PO983	SOP May 2027
- CR Porsche PO983	SOP May 2027

#### 4. Production volume and employment.

##### 4.1 The annual production volume amounted to:

- luggage covers (ABR): 1,544,113 pieces (a decrease by 6% as compared to 2024),
- luggage gap cover (LAM): 236,581 pieces (an decrease by 1% as compared to 2024),
- restraining nets (TGR/TGN): 93,738 pieces (a decrease by 51% as compared to 2024),
- total: 1,874,432 pieces (a decrease by 10% as compared to 2024),

The year 2025 was difficult for the Company in terms of declining orders. The company recorded a decrease in turnover compared to the budget developed for 2025 (-9.4%), despite the compensation received from customers (+8.6%).

##### 4.2 Employment

Employment in the Company had the following structure:

- December	2022	- 464 employees
- January	2023	- 461 employees
- June	2023	- 466 employees
- December	2023	- 467 employees
- January	2024	- 457 employees
- June	2024	- 453 employees
- December	2024	- 444 employees
- June	2025	- 444 employees
- December	2025	- 422 employees

The demand for employees was supported by the additional employment of temporary workers, an average of 17 per month, which accounted for approximately 5.7% in relation to production employees with an employment contract with BOS Automotive Products Polska Sp. z o.o.

Among temporary workers, 14 people of Ukrainian nationality were employed per month on average, accounting for 82% of all temporary workers.

In 2025, expenses from the Company Social Benefits Fund amounted to a total of PLN 1,248.26K, and that money was used to finance:

- self-arranged countryside holidays	PLN 731.90K
- allowances	PLN 21.84K
- overnight school trips	PLN 5.00K
- Christmas bonuses	PLN 489.52K

## 5. In 2025, the Company achieved the following quality results:

- we reached the level of 3 PPM and thus the target of 18 PPM was achieved. The complaint regarding the largest number of items, i.e. 3, concerned the ABR SK336 model and was related to a broken rivet head, which caused noise inside the aluminium profile. Operators were trained, and additional inspection procedures were added. The next model was the LAM L462 – three units were reported due to damage to the PVC foil caused by different spacer heights received from the supplier. The complaint was sent to the supplier, the spacers were sorted, and inspection procedures were added upon receipt of goods, verifying the spacer height. All complaints, along with the defined actions, were accepted and closed by the customers;
- number of complaints – 6; it is lower than in the previous year by 12 complaint, The main non-conformities reported by Customers were visual errors of our products, noise and operator errors resulting from incorrect work - not in accordance with the operating instructions;
- the costs of warranty claims amounted to EUR 106.2K. This value is EUR 8.5T higher than the previous year and is mainly due to the lack of functions in VW projects: ABR VW412 and VW492. Thanks to the structural changes implemented in injection tools, we expect costs to be reduced in the coming years;
- the ratio of costs of internal rejects to turnover increased slightly from 0.44% in 2024 to 0.42% in 2025. Despite numerous challenges with launching new lasers and cutting models in this process, we managed to implement improvements that reduced production waste, such as changing the board layout for the ABR NX4e and NE-N. In order to keep the costs of rejects as low as possible, we continue to provide systematic training to operators. The further digitisation of the production waste reporting process also made it possible to improve data quality and thus to respond more quickly at the time of quality problems;
- the external suppliers index reached 360 PPM with the target goal 200 PPM. Compared to 2024, when it was 442 PPM, it means an improvement in the quality of the details received. The EUR 56.2K costs of the claimed parts were fully covered by the suppliers.

The most problematic supplier was:

- SKT, DPlast – problems with dimensional deviations on plastic parts for various projects: 6,941 PPM and 3,194 PPM
- KSH – problems with dimensional deviations on springs for projects from the KOV group: 2,913 PPM

## 6. Expected development of the Company in the years 2026–2028:

Introduction of new products for serial production according to the time schedule:

➤ luggage covers:

- |                                   |                 |
|-----------------------------------|-----------------|
| - ABR Audi AU546/AU616 (Q7 / Q9)  | SOP April 2026  |
| - HSM and CR Porsche 983 (Cayman) | SOP May 2027    |
| - ABR KIA NQ6e (Sportage)         | SOP August 2027 |

In view of the above, actions were taken to introduce new materials and new concepts into the production process, such as:

- Analysis of the change of PP-board Symalite material to the competitive solution provided by HANWHA.
- Planned takeover (due to the termination of cooperation) from the supplier Hornschuch / Continental of the material cutting process (Tops and Bottoms) for a selected group of projects on new material supplied by the Portuguese supplier Endutex.

## 7. Strategic objectives of the Company:

- Full utilisation of the empty production and storage space:
  - new products,
  - new technologies,
  - insourcing.
- Digitisation in all production areas and administrative processes.
- Continuous improvement of production processes in the area of key projects in order to improve the economic result of the company.
- Acquiring new projects from customers, including project transfers between the companies of the BOS Group.
- Obtaining a new product group for the Company in connection with decreasing orders for TGR safety nets in the following years.
- Reduction of energy-related costs – obtaining 30% of energy from renewable sources (photovoltaics) – construction of panels up to 500 kWp.

## 8. Risk assessment in the reporting period:

The Company adopted the following risk management objectives and methods:

- safe investing of the capital owned,
- lack of commitment of external repayable funds in the Company's operations,
- maintaining a high liquidity ratio.

<b>Risk</b>	<b>Scale</b> (low – medium – high)	<b>Comments</b>
Credit risk	Low	The Company is exposed to a credit risk related to its receivables from customers and cash deposited in the bank. The Company enters into transactions with the customers who have a history of cooperation and individual analyses are carried out for new customers to confirm the reasonability of a given transaction.
Liquidity risk	Low	Risk related to trade payables
Market risk – the effect of the market price changes on the Company's results	Medium	Foreign exchange risk related to the foreign currency transactions. The Company concludes forward contracts through the capital group and any change in the exchange rates may have a significant impact.

An important fact is the submission of a request for the renewal of the unilateral national agreement on the determination of transaction prices, which took place on 10/05/2025 with a letter to the Head of the National Tax Administration for a decision on:

- confirmation of the correctness of the choice of transfer pricing method for the controlled transaction consisting of contract manufacturing carried out between the domestic entity BOS Automotive Products Polska Sp. z o.o. and its related foreign entity BOS GmbH & o. KG with its registered office in Ostfildern (Germany),
- recognising the comparability of the substantive conditions agreed between BOS Automotive Products Polska Sp. z o.o. and BOS GmbH & Co. KG in the above-mentioned controlled transactions with conditions that would have been determined by independent entities.

At the time of preparing the report, the decision had not yet been obtained and the deadline was postponed to June 30, 2026.

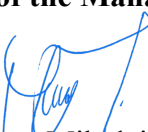
**Significant events having occurred after the balance sheet date i.e. 31/12/2025**

There were no significant events after the balance sheet date.

**President of the Management Board**

  
Marcel Lehmann

**Member of the Management Board**

  
Szymon Mikołajczuk