

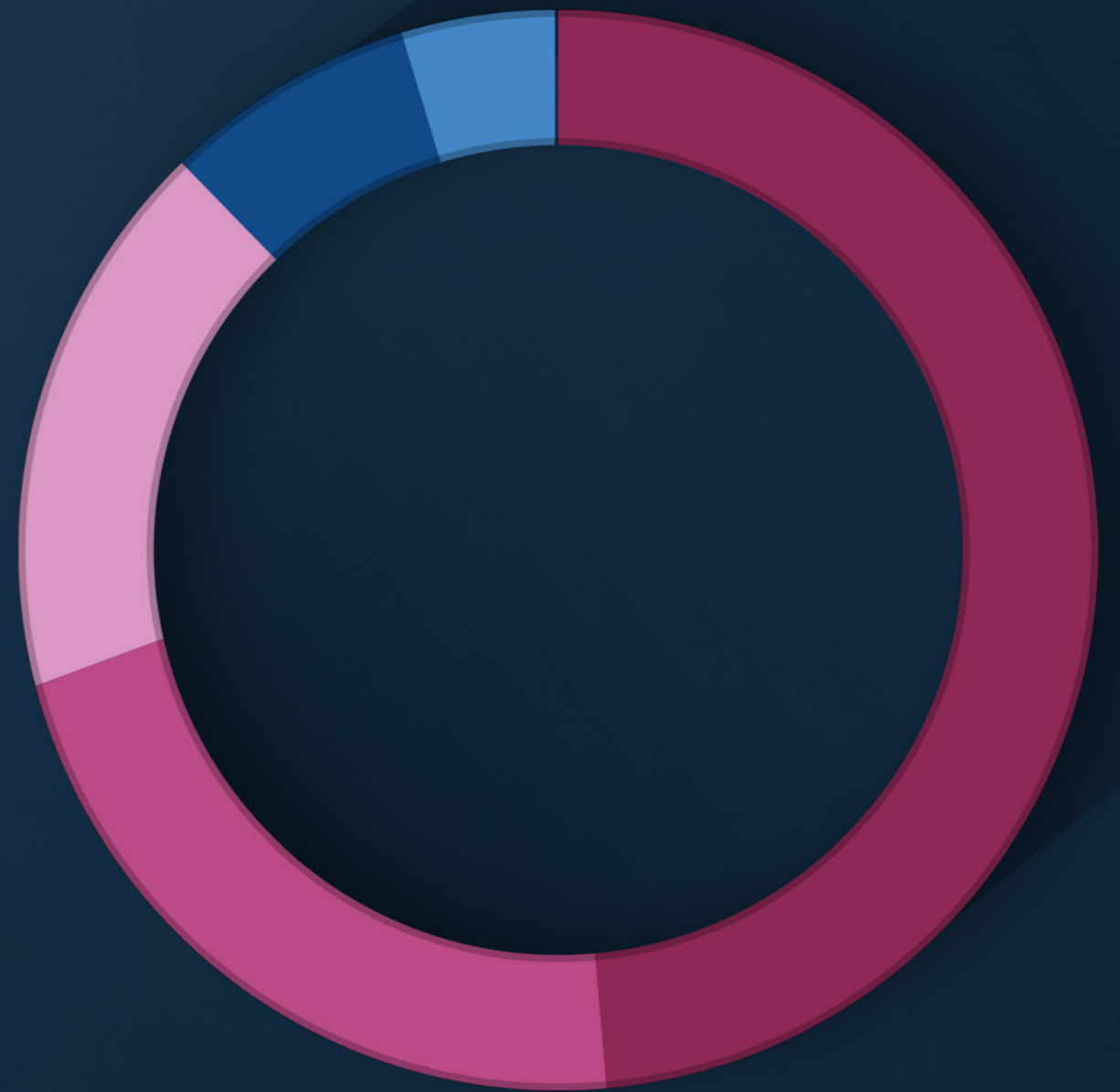
PosAm



# ANNUAL REPORT 2024



**After 30 years, PosAm underwent a change in its executive leadership. In September, Maroš Čuchta replaced Marián Marek as CEO, bringing over 25 years of experience in information technology and extensive leadership expertise from international corporations.**



**25 257**

Revenue (thousand EUR)

**1 166**

Economic result after tax (thousand EUR)

**2 600**

EBITDA (thousand EUR)

**47%**

Public sector

**22%**

Manufacturing and Utility

**17%**

Financial sector

**9%**

Products

**4%**

Telco and Media

**1%**

Other

## Change in Executive Leadership at PosAm

After 30 years, PosAm underwent a change in its executive leadership. In September, Maroš Čuchta replaced Marián Marek as CEO, bringing over 25 years of experience in information technology and extensive leadership expertise from international corporations.

## Completion of FSM Solution Delivery for ČEZ Distribuce

PosAm has successfully completed the delivery of a field service management (FSM) solution for ČEZ Distribuce. This is one of the largest and most ambitious projects in the region for managing field workforce operations. The system is used daily by approximately 2,000 technicians and 250 dispatchers, processing more than 2.5 million work orders annually. Field technicians operate with mobile devices equipped with integrated navigation directly within the application, assisting them in reaching job locations. Their work is scheduled not only by dispatchers but also through automated planning based on precisely defined criteria and optimization algorithms that take into account the strict regulations of the Labor Code.

## Digitalization of Claims Management: A New Portal for Insurance Partners

In the second half of the year, we began implementing a key project for an important client – ČSOB Pojišťovna a.s. This involves the development of a modern communication portal aimed at streamlining the claims management process in the area of non-life insurance, with a particular focus on vehicle-related claims. The portal will offer centralized and structured access to documents, along with the automation of individual processes. Project completion is planned for 2025.

The implementation of this project represents a significant step forward in the digital transformation of the insurance company and its partners. The new portal is expected to significantly enhance efficiency, improve transparency, and simplify the entire claims management process. Our goal is to create a platform that will serve not only as a tool for effective claims management but also as a space for innovation and shared growth.

## Successful Integrated Management System Audit


At the beginning of November, we successfully completed an audit of our integrated management system and reaffirmed five ISO certifications. A significant milestone was the transition to the new ISO 27001:2023 standard, ensuring compliance with the European NIS2 directive and the Slovak Cybersecurity Act. For our clients, this guarantees secure data processing, and the implementation of processes aligned with global standards.

## The Dionýz Ilkovič Foundation presented the Dionýz Ilkovič Award 2024

For the eighth time, the Dionýz Ilkovič Foundation has presented its prestigious award to educators who nurture talented children in the field of natural sciences through extracurricular activities. The award is held under the auspices of the Ministry of Education, Science, Research, and Youth of the Slovak Republic. The award ceremony took place on November 13, 2024, at the Reduta in Bratislava. The finalists of the eighth edition were Hedviga Turčeková, a biology teacher from Košice, and Mária Wagnerová from Žiar nad Hronom, who teaches computer science and physics. The overall winner of the Dionýz Ilkovič Award 2024 was chemistry teacher Martina Gánovská from Svit, who inspires her students to seek solutions to current environmental challenges and leads them to achieve international success. The award was personally presented to the winner and finalists by the Minister of Education, Tomáš Drucker.

## Development of the Budgeting Information System

In October 2024, we successfully finalized the modernization project of an information system for the Ministry of Finance of the Slovak Republic. We replaced the outdated CEDIS system with a new system called Control and Audit of International Resources, which serves for recording and managing government audits financed from European funds. The development was carried out in close cooperation with the Control and Audit department of the Ministry of Finance, which repeatedly expressed high satisfaction with our solution. The new system provides approximately 200 government auditors with improved data clarity, automated procedures, and enhanced security, significantly increasing their efficiency in monitoring the use of European financial resources.

A professional portrait of Maroš Čuchta, Chief Executive Officer. He is a middle-aged man with short dark hair, wearing a dark navy blue suit jacket over a light blue button-down shirt. He is sitting on a grey surface, leaning forward with his hands clasped in front of him. He is wearing a watch on his left wrist and a ring on his left hand. The background is a solid, deep blue color.

# Maroš Čuchta

## Chief Executive Officer

Return to Growth Trajectory: A Year of Successes  
and Strategic Decisions

In the past year, PosAm continued on the growth course established in the previous period. In addition to a smooth transition in the position of CEO, we continued to pursue initiatives to increase competitiveness, which began after the departure of the majority shareholder Slovak Telekom in 2023 and started to yield their first benefits in 2024. Accelerated growth was reflected in improved profitability, with EBITDA reaching €2.6 million – a year-over-year increase of 54.7%. In terms of EBT, we achieved €1.2 million, representing a year-on-year growth of almost €1 million. In 2024, we had a smaller share of one-time hardware deliveries, which resulted in a decrease in revenue but not in profitability. We expect that the ongoing modernization and focus on additional value-added services in this part of our portfolio will offset the pressure on prices in the hardware sector.

The achieved economic results and their structure confirm our focus on our core business, which is the creation of unique software solutions. We are also devoting considerable attention to this area in terms of developing a new software development methodology. We have repeatedly verified in several projects that with the new methodology, we can very accurately model customer processes into software works divided into functionally well-encapsulated units. We have confirmed that this way, we can provide our customers with high-quality modular architecture with long-term viability, high efficiency of further development, and cost-effective maintenance. This positively influences the TCO of our delivered solutions.

At the end of summer, we successfully completed and put into operation the final stage of development of a unique project for ČEZ Distribuce. We thus achieved an important milestone in our domain of field workforce management. In the project for ČEZ Distribuce, we combined software development with mathematical optimization, without which it would not be possible to process 16,000 work orders

daily assigned to over 2,000 field workers maintaining the largest distribution system in the Czech Republic.

During the year, we dedicated significant effort to modernizing one of our key services – endpoint management. We managed to excite the first customers for a fundamentally modernized version of this service, which significantly improves the care of PCs, Macs, and peripherals and strengthens their security in accordance with the requirements of new legislation. We also managed to extend cooperation with key customers in this segment.

In the previous year, we spun off the ParkDots brand into a separate company, for which we continued as a supplier in the maintenance, development, and modernization of the eponymous SaaS platform and mobile applications. ParkDots is successfully strengthening its position in the market, acquiring new customers and users. We are pleased that our work has contributed to ParkDots achieving a leading position in the parking market.

At the end of the year, we agreed with our customer Allianz Technology on the terms for extending the contract for the continued delivery and development of the key system for concluding insurance contracts, Allegro Multichannel. We greatly appreciate the trust of the customer, who with this enters the third decade of cooperation with us.

The year 2024 was a successful return to a growth trajectory for us. This would not have been possible without the strong involvement and professionalism of our teams. I would therefore like to thank all our employees and partners for enabling me to write here about successful projects and initiatives, as well as about better economic results and growth. In the same breath, this gratitude also goes to our customers, whose trust gives us the opportunity to bring high value through technology for 34 years already.





## **Anton Janetka**

Chief Sales Officer

### **Continuity and Growth: Extended Contracts and New Opportunities**

In 2024, we successfully completed and put into operation our historically largest commercial software project, JS ŘOT (Unified System for Field Crew Management) for ČEZ Distribuce. This represents a significant milestone in field service management, enabling effective optimization of daily field operations. Given the continuous business and legislative requirements in the utility sector, we will be seeking further cooperation on system development in 2025.

In the financial sector, our long-standing cooperation with Allianz continues to develop successfully. For more than two decades, we have been delivering software solutions that comprehensively cover the sale of insurance products and insurance claims settlement. In the past year, the Allianz Group, through its subsidiary Allianz Technology, declared interest in extending cooperation for another five years, until 2030.

For our largest customer in the financial sector, Tatra banka, we successfully delivered a new high-end G5600 storage system from Hitachi Vantara. This strategic project strengthened our long-term and mutually beneficial cooperation, which continues in the areas of endpoint device management and printing services.

An important step was also the initiation of cooperation with ČSOB Pojišťovna in the Czech Republic. Last year, we completed the analytical phase of the Insurance Claims Service Portal for Auto Repair Shops project. We plan to deliver the complete solution into operation in the last quarter of 2025.

In the public sector, we maintained stable operation of critical infrastructure for financial information systems of state administration and local governments for DataCentrum. Despite several concurrent migration and modernization projects, we ensured smooth functioning of key systems, once again confirming our expertise in IT infrastructure for the public sector.

The year 2024 was a period of successful projects and strategic partnerships for us. Our solutions continue to bring high utility value to customers in both commercial and public sectors and confirm our position as a reliable systems integrator.

## **Martina Mašlejová**

Chief Product Officer

### **Modernization of Products and Value-Added Services**

The year 2024 was crucial for our product portfolio, particularly in the area of modernizing existing products and services, as well as focusing on additional value-added services, which strengthened our competitiveness in the market.

In the area of endpoint management, our product department implemented innovative improvements that enable more efficient management and optimization of device performance. We also focused on ensuring compliance with legislative requirements, elevating our service to a new level of security. Additionally, we successfully extended cooperation with our key customers, which is clear evidence of the value and effectiveness of our innovations.

PosAm has long been dedicated to delivering Hitachi Vantara storage arrays and related services, which we adapt to current market needs. The focus of our solutions is no longer the data storage systems themselves. It is the data that we consider a key element for business success. Therefore, during 2024, we concentrated on preparing value-added services. We focus on the data itself, its management and utilization as an invaluable resource for cost optimization, cyber protection, performance improvement, and ensuring compatibility with applicable legislation.

In 2024, we developed innovative solutions Spotico and PosAm Kudos. The first supports better parking management in environments with limited parking capacity. The application intelligently allocates parking spaces based on attendance, enabling their efficient use. PosAm Kudos assists in the HR area. It is a tool for developing feedback through rewarding colleagues for their efforts, support, and ideas.





## **Tomáš Kysela**

Chief Technology Officer

### **New Era in Software Design**

We have begun implementing our newly developed methodology, which guides designers of complex information systems through a sequence of steps toward achieving optimal modular structure, on our first major project - a new generation SaaS system for managing long-term parking permits. As part of this project, we are also piloting a unique modular software and data architecture that enables faster online data operations, enhances data security, and improves backup and recovery processes. A significant advantage for data analytics is that all data is available for flexible reporting without the need to program complex extraction and transformation procedures.

We are confident that our approach to achieving optimal modular structure, combined with software and data architecture that delivers improved performance and security parameters, represents the right mix for new or evolving complex systems of our customers. The benefits of well designed modularity include greater flexibility and reduced labor requirements (and investment costs) in the development or enhancement of system functionality. The improved system performance results in lower consumption of computing, network, and storage resources, leading to reduced operational costs per processing unit (transaction) and lower total cost of ownership (TCO). The automatic availability of flexible views of all historical data is a fundamental premise of a learning organization, as they provide ideal input for business intelligence and artificial intelligence tools and processes.

## Ronald Fleischman

Chief Human Resources Officer

### Investments in People, Work Environment and Corporate Culture

In 2024, we continued making significant investments in our people's capabilities and skills through education and development programs. Our initiatives focused primarily on managerial skills, strengthening corporate values, and fostering a positive company culture. As the competitive environment continuously evolves and employees' digital skills become increasingly crucial, we also prepared a series of training sessions on the practical application of artificial intelligence (AI) in daily work – from supporting back-office processes to implementing complex AI solutions in software development.

We maintained our commitment to increasing employee engagement and improving managerial approaches. We also introduced eNPS (Employee Net Promoter Score) evaluation, which provided valuable insights into employee satisfaction, loyalty, and motivation. We thoroughly analyzed the collected data and, based on the findings, proposed specific measures to enhance the positive work environment.

Following the successful relocation of our Bratislava headquarters in 2023, we completed the relocation of our offices in Košice and Žilina during the past year. The new premises offer employees a more modern and accessible environment with attractive design and functional equipment. Such a workspace facilitates effective meetings and informal interactions, thereby strengthening team collaboration and increasing employee satisfaction.

In an effort to address our employees' needs, we implemented Spotico – a system for efficient parking space management. This tool improved commuting comfort and ensured more effective management of corporate parking resources. Toward the end of the year, we also worked intensively on preparing PosAm Kudos – a tool designed to strengthen the culture of recognition and mutual support among all employees. The launch is scheduled for 2025, and we expect its positive impacts to be evident early in the coming year, allowing us to offer these field-tested solutions to our potential customers as well.





## **Adam Pagáč**

Chief Software Development Officer

### **Stability and Expansion in Our Software Portfolio**

In the past year, we established a new collaboration with ČSOB Pojišťovna in the area of a portal for auto repair shops. In this project, we fully leverage our long-standing experience and professional know-how in the insurance industry, enabling us to deliver innovative solutions with high added value for the digitization and optimization of customer processes.

We completed the implementation of Spotico and PosAm Kudos projects, which not only effectively manage parking or provide space for employee interaction and positive feedback, but also serve as pilot projects for our new internal methodology of software solution decomposition. This approach fundamentally enhances the transparency of transforming the customer's vision into a feasible software design and ensures a significant reduction in the TCO of our solutions, thereby substantially increasing the value of our deliverables.

The end of the year was marked by intensive work on the Budget Information System (RIS). In an extremely short time, we were able to flexibly respond to a wide range of legislative changes, once again confirming our deep domain expertise and the robustness of the modular RIS system, which we have been developing in cooperation with the Ministry of Finance of the Slovak Republic.

We particularly value the exceptional cooperation with Allianz Technology. At the turn of the year, we successfully agreed on extending the contract for the development of the key system Allegro Multi-channel, a solution for automating and digitizing the sale of insurance products. This step is proof of the high value of our solutions and a relationship of mutual trust and cooperation spanning more than two decades.

Our activities in 2024 clearly confirmed our focus on innovation, efficiency, and strategic partnerships in software development. None of these achievements would have been possible without the commitment and professionalism of our talented team members. We extend our sincere appreciation to all our employees whose dedication and expertise have been instrumental in our continued success.

## Peter Mihalovič

Chief Infrastructure Solutions Officer

### Successful Division Reorganization and Targeted Competency Development

The Infrastructure Solutions Division was created in 2024 by merging two previously separate units: a transformation division and an operations division. The new organizational structure and optimized processes enable more efficient project implementation, with improved transition between the transformation and operational phases of the lifecycle. An important part of this change was the gradual transfer of application support functions to the software division teams.

We established a new Enabling team that focuses on defining the technological direction of the division, participates in the development of standard platform services, and contributes to parts of the new development methodology. Selected teams are responsible for developing platform services primarily designed to support software development. By the end of the year, we began preparing a methodology for platform services development, which will allow us to improve the functioning of platform teams and the quality of their services in the coming period.

We concentrated on technological advancement, with our priority being to increase expertise in Microsoft Azure cloud technologies and modern on-premises infrastructures using open source cloud platforms. We also focused on developing knowledge in Microsoft 365 services. We invested in cybersecurity capabilities, for which we obtained important certifications and strengthened our partnership with Microsoft. In the area of Business Reporting, we successfully enhanced our capabilities to cover a wider range of customer projects and deepen the expertise of our solutions.





## **Ladislav Bogdány**

Chief Services Officer

### **Enhancing Service Efficiency and Process Modernization**

In the past year, we focused on increasing the profitability of operational services through process optimization and broader utilization of remote work. By implementing more efficient support models, we managed to significantly reduce the time our technicians spend traveling, thereby increasing their productive work ratio.

An important milestone of the year was the successful extension of several outsourcing contracts, which we clearly perceive as confirmation of the quality and reliability of our services. Within PosAm and Commander Services, we tested an innovative concept of endpoint management called Modern End User Services (mEUS). This innovative approach brings reduced labor requirements, increased security, and cost optimization for services in the area of endpoint device management.

One of the results of the successful implementation of mEUS is self-service computer installation independent of location or VPN connection, and a system for allocating IT equipment to new employees. We changed a long-standing paradigm, and today this process is fully in the hands of the HR department, which not only accelerates onboarding but also significantly reduces the burden on IT support.

These steps represent an important shift toward modern and efficient IT service management, bringing even greater benefits to our customers.

## Radovan Ambruš

Chief Financial Officer

### Improved Financial Results and Asset Renewal

After the economically challenging year of 2023, we entered 2024 with respect for the challenges ahead but also with an ambitious plan to drive our company toward better results. Thanks to this approach, even with lower turnover, we managed to achieve added value and EBITDA at a five-year maximum, thereby stabilizing the company on a positive trend.

From the beginning of the year, we started a systematic renewal of our vehicle fleet, where we had accumulated an investment backlog. After considering both economic and ecological factors, we chose Toyota, whose wide range of hybrid cars can cover our needs from technical to managerial vehicles.

We also invested in our branches in Košice and Žilina, which after many years relocated to new, representative premises. We are striving to align the design of all branches with our Bratislava headquarters so that both employees and clients feel the same atmosphere and sense of belonging when visiting us. We have successfully achieved this in Košice and Žilina, and we are preparing for similar changes in Banská Bystrica and Levice.

Our cooperation with Tatra banka, which has long been our financing institution, continues. Together with Tatra Leasing, they provide a secure foundation for all our financial operations.

PosAm is not exposed to any risks or uncertainties and does not exhibit any significant threats that could endanger the company's ability to continue as a going concern. Over the past year, the company's management has made several strategic decisions that have clearly defined the future direction of PosAm. The results achieved in 2024 already demonstrate that these measures are bringing positive outcomes, reinforcing our investment optimism and supporting our ongoing development initiatives.





## **Michal Bróska**

Executive Director and Chief Continuous Improvement Officer

### **Successful Organizational Changes and Continued Modernization**

In 2024, we continued implementing measures to strengthen competitiveness and profitability, incorporating them into the goals and initiatives of our managers. We are pleased that these strengthening efforts have translated into better financial results than in the previous period.

From March to September, we prepared the organization for the succession to the position of CEO, when Maroš Čuchta took over the company's leadership from Marián Marek after 30 years. Our goal was for the new CEO to efficiently take over the agenda from his predecessor and integrate culturally with the company. Today, we can confirm that this transition has been successfully accomplished.

Beyond strengthening competitiveness, we sought opportunities for improvement in the company's processes and organization. We eliminated the last paper-based processes, modernized our IT infrastructure, began the process of replacing our ERP software, and implemented upgrades and optimizations of several key systems.

At the beginning of October, we successfully completed a regular audit of our integrated management system by the renowned auditing company DNV. The auditors positively evaluated our progress compared to the previous year, which we achieved in all examined areas. This finding led to an assessment that we are a company meeting management system requirements at an "above-standard" level.

On this occasion, we successfully managed the transition to the new ISO 27001:2022 standard. This prepared us for the requirements arising from the NIS2 directive, the Cybersecurity Act, including overlaps into sector-specific rules (such as CER or DORA), which are important for our customers.



## The Dionýz Ilkovič Award 2024

The Dionýz Ilkovič Foundation, proudly co-founded and supported by Posam, once again honored outstanding educators and professionals in the field of science education with the prestigious Dionýz Ilkovič Award in 2024. Supporting teachers and strengthening science education are essential steps toward making Slovakia a country of innovation and progress.

Now in its 8th year, the award recognizes teachers schools who deepen young people's interest in science and inspire them to pursue careers in research and innovation. The overall winner of CDI 2024 was chemistry teacher Martina Gánovská from Svit, who leads her students in finding solutions to pressing environmental challenges, achieving remarkable international success.

The gala evening took place on November 13th at Bratislava's Reduta, under the patronage of the Ministry of Education, Science, Research, and Youth. The awards were presented to the laureates by Minister of Education Tomáš Drucker.



## The Winner

### **Ing. Martina Gánovská**

Chemistry teacher at Jana Antonín Baťa Polytechnic Vocational High School in Svit

"A teacher should be a motivator. They should listen to the younger generation, which has great ideas. A teacher should guide them and act as a mentor. After all, education is not just about knowledge – attitudes, opinions, and relationships matter just as much. A teacher should be an inspiration to the students around them."

## The Finalist

### **Mgr. Hedviga Turčeková**

Biology teacher at J. A. Komenský Evangelical Grammar School in Košice

"It is motivating for me to support students who have a talent and a deep interest in biology. They are determined to explore topics in greater depth, ask many questions, and feel freer because they have chosen this path themselves."

## The Finalist

### **Mgr. Mária Wagnerová**

Computer Science and Physics teacher at Milan Rúfus Grammar School in Žiar nad Hronom

"Every success of my students is a reward for me. The feedback from former students is also invaluable."

# Full-Stack ACADEMY 2025

## We support education

### PosAm Full-Stack academy

We educate and inspire talented software developers from universities and launch their careers.

PosAm Full-Stack Academy offers a comprehensive view of software development. It is focused on the development of modern JavaScript front-ends connected to cloud-scale Java back-ends. As the name suggests, the scope is really broad. From the development environment through various application frameworks, script languages, to the design and implementation of applications themselves. Young software developers from universities can acquire comprehensive theoretical and especially practical knowledge of development of enterprise solutions. The program takes the form of lectures, workshops and work on practical tasks in the implementation of a real project.

### PosAm working time fund for education

PosAm is committed to the continuous development of our internal employees, tailoring growth opportunities to meet individual preferences. Each member of our implementation divisions is allocated a dedicated fund of work hours—96 hours per year—to pursue personal educational endeavors. Employees may choose from a variety of resources, including online platforms and professional conferences, ensuring alignment with both their personal interests and the strategic needs of the company.

We facilitate regular monthly meetings among our internal expert communities. These meetings provide a valuable forum for the exchange of experiences and insights, leveraging diverse perspectives from various projects. Additionally, the PosAm Application Development Symposium (PADS) is held annually. This internal professional conference focuses on specific themes pertinent to the current technological trends and the professional growth of our technology specialists. This event underscores our commitment to fostering an environment of continuous learning and innovation.





## Organisational structure

### Sales Division

Public Sector Business Group  
Utility and Industry Business Group  
Banking and Insurance Business Group  
Allianz Business Group  
Marketing and PR Department  
Presales Department

### Product Management Division

Product Management Department

### Managed Services Division

Service Management Department  
mEUS Design and Development Department  
Technical Support Department  
Contact Center

### Software Development Division

Technical Enabling Team  
Graphic Design and UX Department  
Mobile App Development Department  
Development Teams  
Lotus Notes Development  
RIS Operations Team  
DSV Pool

### CEO Division

Project Management Department

### System Intergration Division

DevOps Teams  
Technology Teams

### Technology Development Division

Research and Development Department  
Quality Assurance Department

### Division of Continuous Improvement

Integrated Management System Division  
Internal Information System Division

### Finance Division

Finance and Accounting Department  
Controlling Department  
Property and Purchase Management Department

### Human Resources Division

Human Resources Department  
Reception



## Number of employees

total year end 2024: **234**

year 2024 average: **239**

## Structure of education in %

secondary school: **29,0**

bachelors: **7,3**

university: **62,8**

postgraduate: **0,9**

## Ratio between men and women in %

men: **74,5**

women: **25,5**

## Basic structure of employees in %

SW development and services: **77**

Sales & marketing: **7**

Admin & management: **16**

## Structure of employees by age in %

30 years and younger: **16,5**

31 - 35 years: **12,6**

36 - 40 years: **13,0**

41 - 45 years: **13,4**

46 - 50 years: **16,4**

50 years and older: **28,1**

## Location overview in %

Bratislava: **62,4**

Banská Bystrica: **9,5**

Košice: **7,8**

Žilina: **10,8**

Levice: **9,5**

# Company facts

Name: PosAm, spol. s r. o.

Foundation date: 22. 8. 1990

Company ID: 313 650 78

Tax ID: 2020315440

VAT ID: SK 2020315440

Registered seat: Pribinova 40, 811 09 Bratislava

Registered at the commercial register of the City Court Bratislava III, section: Sro, insert: 6342/B.

## Executive

Ing. Marián Marek

## Partners

Ing. Marián Marek

Ing. Milan Drobný

Ing. Ladislav Bogdány

Ing. Ronald Fleischman

Ing. Peter Hladký

Peter Mihalovič

Ing. Juraj Poláčik

Ing. Peter Kolesár

Ing. Katarína Petriková

## Proxy

Ing. Ronald Fleischman

Ing. Radovan Ambruš

Mgr. Michal Bróska

## Branches

Banská Bystrica

Košice

Levice

Žilina

## Registered capita

170 000 EUR

## PosAm, spol. s r. o.

The company PosAm s.r.o. (corp. reg. no. 00683 272) was incorporated on 22.8.1990. On the basis of a decision of its general meeting (21.12.1993) the company on 3.1.1994 was split into two companies: PosAm Bratislava spol. s r.o. and ASSET Management Slovakia spol. s r.o.. The company PosAm Bratislava spol. s r.o. (corp. reg. no. 313 650 78) took over from PosAm all its business activities, liabilities and receivables and continued in these business activities, with the exception of property management, which passed to the other company.

PosAm Bratislava spol. s r.o. thus became the successor to PosAm s.r.o., which as at 3.1.1994 was deleted from the commercial register. In 2002 the company PosAm Bratislava spol. s r.o. changed its trade name to PosAm spol. s r.o.



# Partnerships

Microsoft AI Cloud Partner  
Citrix Gold Partner  
ESET Bronze Partner  
Oracle Principal OPN Member  
Red Hat Ready Partner  
Hitachi Platinum Partner

VMware Registered Partner  
F5 Networks authorized Partner  
Veeam Registered Reseller  
Fortinet Select, Reseller and Intergrator  
Namirial Value Added Reseller  
Fujitsu SELECT Registered Partner

HP Amplify Partner  
DELL Gold Partner  
Lenovo Reseller  
Citrix CSN Partner  
Deskto reseller  
Acuant resell





## IMS

### **ISO 9001:2015**

Quality Management

IT related sales, services and maintenance.  
Software development, production, sales and implementation. Customer support

### **ISO/IEC 20000-1:2018**

IT Service management (ITIL®)

The service management system of PosAm supporting the provision of IT infrastructure and application services to all customers in accordance with the PosAm service catalogue.

### **ISO/IEC 27001:2022**

Information Security Management

IT related sales, services and maintenance.  
Software development, production, sales and implementation. Customer support. This all in accordance with the current statement of applicability - 04.11.2024.

### **ISO 45001:2018**

Occupational Health & Safety Management

IT related sales, services and maintenance.  
Software development, production, sales and implementation. Customer support.

### **ISO 14001:2015**

Environmental Management

IT related sales, services and maintenance.  
Software development, production, sales and implementation. Customer support.

**FINANCIAL STATEMENTS**

of entrepreneurs maintaining accounts under the system of double entry bookkeeping

at 31.12.2024 (in whole euros)

Tax identification number (DIČ) 2020315440	Financial statements <input checked="" type="checkbox"/> ordinary <input type="checkbox"/> extraordinary <input type="checkbox"/> interim	Accounting entity small <input checked="" type="checkbox"/> large (vyznačí sa x)	Month Year For the period from 01 2024 to 12 2024 Preceding period from 01 2023 to 12 2023
Identification number (IČO) 31365078			
SK NACE 62.01.0			

## Attached parts of the financial statements

Balance Sheet (Úč POD 1-01)  Income Statement (Úč POD 2-01)  Notes to the Financial Statements (Úč POD 3-01)  
(in whole euros) (in whole euros) (in whole euros or eurocents)

## Legal name (designation) of the accounting entity

POSAM, SPOL. S R.O.

## Registered office of the accounting entity

Street Number  
Pribinova 40

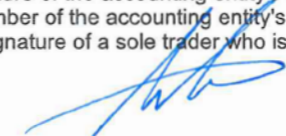
Zip code Municipality  
81109 BRATISLAVA

Designation of the Commercial Register and company registration number

OKRESNÝ SÚD BRATISLAVA I,  
ODDIEL S.R.O., VLOŽKA Č. 6342/B

Telephone Fax  
0249239111

Email  
posam@posam.sk

Prepared on: 26.02.2025	Approved on: 17.04.2025	Signature of the accounting entity's statutory body or a member of the accounting entity's statutory body or the signature of a sole trader who is the accounting entity: 
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This form in any foreign language cannot be submitted to the Tax office and it is only for the purpose of helping.

## Statement of Financial Position

Line	Assets	Line	Current period			Previous period
			Gross	Correction	Net	
			EUR	EUR	EUR	EUR
	<b>TOTAL ASSETS (line 02 + line 33 + line 74)</b>	<b>001</b>	<b>28 001 139</b>	<b>9 251 483</b>	<b>18 749 656</b>	<b>15 732 786</b>
<b>A.</b>	<b>Non-current assets (line 03 + line 11 + line 21)</b>	<b>002</b>	<b>13 607 764</b>	<b>9 245 368</b>	<b>4 362 396</b>	<b>3 406 135</b>
<b>A.I.</b>	<b>Non-current intangible assets - total (lines 04 to 10)</b>	<b>003</b>	<b>5 043 532</b>	<b>3 643 090</b>	<b>1 400 442</b>	<b>947 690</b>
1	Capitalized development costs (012) - /072, 091A/	004				
2	Software (013)-/073, 091A/	005	4 283 682	3 547 328	736 354	738 715
3	Valuable rights (014)-/074, 091A/	006	99 806	95 762	4 044	9 076
4	Goodwill (015) - /075, 091A/	007				
5	Other non-current intangible assets (019, 01X) - /079, 07X, 091A/	008				
6	Acquisition of non-current intangible assets (041) - /093/	009	660 044		660 044	199 899
7	Advance payments for non-current intangible assets (051) - /095A/	010				
<b>A.II.</b>	<b>Property, plant and equipment - total (lines 12 to 20)</b>	<b>011</b>	<b>8 564 232</b>	<b>5 602 278</b>	<b>2 961 954</b>	<b>2 458 445</b>
1	Land (031) - /092A/	012				
2	Buildings and structures (021) - /081, 092A/	013	53 187	12 120	41 067	38 770
3	Individual movable assets and sets of movable assets (022) - /082, 092A/	014	8 299 345	5 590 158	2 709 187	2 287 117
4	Perennial crops (025) - /085, 092A/	015				
5	Breeding and draught animals (026) - /086, 092A/	016				
6	Other property, plant and equipment (029, 02X, 032) - /089, 08X, 092A/	017				
7	Acquisition of property, plant and equipment (042) - /094/	018	193 850		193 850	125 330
8	Advance payments for property, plant and equipment (052) - /095A/	019	17 850		17 850	7 228
9	Valuation allowance for acquired assets (+/- 097) +/- 098	020				
<b>A.III.</b>	<b>Non-current financial assets - total (lines 22 to 32)</b>	<b>021</b>				
1	Shares and ownership interests in affiliated undertakings (061A, 062A, 063A) - /096A/	022				
2	Shares and ownership interests in undertakings in which the company has a participating interest, except for shares and ownership interests in affiliated undertakings (062A) - /096A/	023				
3	Other realizable securities and ownership interests (063A) - /096A/	024				
4	Loans to affiliated undertakings (066A) - /096A/	025				
5	Loans to undertakings in which the company has a participating interest, except for loans to affiliated undertakings (066A) - /096A/	026				
6	Other loans (067A) - /096A/	027				
7	Debt securities and other non-current financial assets (065A, 069A, 06XA) - /096A/	028				
8	Loans and other non-current financial assets with time remaining to maturity of no more than one year (066A, 067A, 069A, 06XA) - /096A/	029				
9	Bank accounts with a notice period of more than one year (22XA)	030				
10	Acquisition of non-current financial assets (043) - /096A/	031				
11	Advance payments for non-current financial assets (053) - /095A/	032				
<b>B.</b>	<b>Current assets (line 34 + line 41 + line 53 + line 66 + line 71)</b>	<b>033</b>	<b>13 211 997</b>	<b>6 115</b>	<b>13 205 882</b>	<b>11 786 875</b>
<b>B.I.</b>	<b>Inventories - total (lines 35 to 40)</b>	<b>034</b>	<b>55 206</b>	<b>1 951</b>	<b>53 255</b>	<b>135 022</b>
1	Material (112, 119, 11X) - /191, 19X/	035	1 032		1 032	4 010
2	"Work in progress and semi-finished products (121, 122, 12X) - /192, 193, 19X/"	036				
3	Finished goods (123) - /194/	037				
4	Animals (124) - /195/	038				
5	Merchandise (132, 133, 13X, 139) - /196, 19X/	039	54 174	1 951	52 223	131 012
6	Advance payments for inventories (314A) - /391A/	040				

## Statement of Financial Position

Line	Assets	Line	Current period			Previous period
			Brutto	Korekcia	Netto	
			EUR	EUR	EUR	EUR
<b>B.II.</b>	<b>Non-current receivables - total (line 42 + lines 46 to 52)</b>	<b>041</b>	<b>1 616 575</b>		<b>1 616 575</b>	<b>1 626 432</b>
<b>1</b>	<b>Trade receivables - total (lines 43 to 45)</b>	<b>042</b>				
1.a	Trade receivables from affiliated undertakings (311A, 312A, 313A, 314A, 315A, 31XA) - /391A/	043				
1.b	Trade receivables from undertakings in which the company has a participating interest, except for receivables from affiliated undertakings (311A, 312A, 313A, 314A, 315A, 31XA) - /391A/	044				
1.c	Other trade receivables (311A, 312A, 313A, 314A, 315A, 31XA) - /391A/	045				
2	Net value of a contract (316A)	046				
3	Other receivables from affiliated undertakings (351A) - /391A/	047				
4	Other receivables from undertakings in which the company has a participating interest, except for receivables from affiliated undertakings (351A) - /391A/	048				
5	Receivables from partners, members, and the association (354A, 355A, 358A, 35XA) - /391A/	049				
6	Receivables related to derivative transactions (373A, 376A)	050				
7	Other receivables (335A, 336A, 33XA, 371A, 374A, 375A, 378A) - /391A/	051				
8	Deferred tax asset (481A)	052	1 616 575		1 616 575	1 626 432
<b>B.III.</b>	<b>Current receivables - total (line 54 + lines 58 to 65)</b>	<b>053</b>	<b>5 989 823</b>	<b>4 164</b>	<b>5 985 659</b>	<b>4 803 509</b>
<b>1</b>	<b>Trade receivables - total (lines 55 to 57)</b>	<b>054</b>	<b>5 627 177</b>	<b>4 164</b>	<b>5 623 013</b>	<b>4 263 537</b>
1.a	Trade receivables from affiliated undertakings (311A, 312A, 313A, 314A, 315A, 31XA) - /391A/	055	1 817 936		1 817 936	338 984
1.b	Trade receivables from undertakings in which the company has a participating interest, except for receivables from affiliated undertakings (311A, 312A, 313A, 314A, 315A, 31XA) - /391A/	056				
1.c	Other trade receivables (311A, 312A, 313A, 314A, 315A, 31XA) - /391A/	057	3 809 241	4 164	3 805 077	3 924 553
2	Net value of a contract (316A)	058	341 144		341 144	517 990
3	Other receivables from affiliated undertakings (351A) - /391A/	059				
4	Other receivables from undertakings in which the company has a participating interest, except for receivables from affiliated undertakings (351A) - /391A/	060				
5	Receivables from partners, members, and the association (354A, 355A, 358A, 35XA, 398A) - /391A/	061				
6	Social security (336A) - /391A/	062				
7	Tax assets and subsidies (341, 342, 343, 345, 346, 347) - /391A/	063				4 330
8	Receivables related to derivative transactions (373A, 376A)	064				
9	Other receivables (335A, 33XA, 371A, 374A, 375A, 378A) - /391A/	065	21 502		21 502	17 652
<b>B.IV.</b>	<b>Current financial assets - total (lines 67 to 70)</b>	<b>066</b>				
1	Current financial assets in affiliated undertakings (251A, 253A, 256A, 257A, 25XA) - /291A, 29XA/	067				
2	Current financial assets other than those in affiliated undertakings (251A, 253A, 256A, 257A, 25XA) - /291A, 29XA/	068				
3	Own shares and ownership interests (252)	069				
4	Acquisition of current financial assets (259, 314A) - /291A/	070				
<b>B.V.</b>	<b>Financial accounts (line 72 + line 73)</b>	<b>071</b>	<b>5 550 393</b>		<b>5 550 393</b>	<b>5 221 912</b>
1	Cash (211, 213, 21X)	072	1 381		1 381	648
2	Bank accounts (221A, 22X, +/- 261)	073	5 549 012		5 549 012	5 221 264
<b>C.</b>	<b>Accruals/deferrals - total (lines 75 to 78)</b>	<b>074</b>	<b>1 181 378</b>		<b>1 181 378</b>	<b>539 776</b>
1	Deferred expenses - long-term (381A, 382A)	075	154 776		154 776	56 997
2	Deferred expenses - short-term (381A, 382A)	076	1 024 108		1 024 108	461 860
3	Accrued income - long-term (385A)	077				
4	Accrued income - short-term (385A)	078	2 494		2 494	20 919

## Statement of Financial Position

Line	Equity and liabilities	Line	Current accounting period	Previous accounting period
			EUR	EUR
	<b>TOTAL EQUITY AND LIABILITIES (line 80 + line 101 + line 141)</b>	<b>079</b>	<b>18 749 656</b>	<b>15 732 786</b>
<b>A.</b>	<b>Equity (line 81 + line 85 + line 86 + line 87 + line 90 + line 93 + line 97 + line 100)</b>	<b>080</b>	<b>8 850 101</b>	<b>7 683 812</b>
<b>A.I.</b>	<b>Share capital - total (lines 82 to 84)</b>	<b>081</b>	<b>170 000</b>	<b>170 000</b>
1	Share capital (411 or +/- 491)	082	170 000	170 000
2	Change in share capital +/- 419	083		
3	Receivables from subscribed share capital (/-/353)	084		
<b>A.II.</b>	<b>Share premium (412)</b>	<b>085</b>		
<b>A.III.</b>	<b>Other capital funds (413)</b>	<b>086</b>		
<b>A.IV.</b>	<b>Legal reserves (line 88 + line 89)</b>	<b>087</b>	<b>17 000</b>	<b>17 000</b>
1	Legal reserve fund and non-distributable reserve (417A, 418, 421A, 422)	088	17 000	17 000
2	Reserve for own shares and ownership interests (417A, 421A)	089		
<b>A.V.</b>	<b>Other profit reserves (line 91 + line 92)</b>	<b>090</b>		
1	Statutory reserves (423, 42X)	091		
2	Other reserves (427, 42X)	092		
<b>A.VI.</b>	<b>Valuation variances from revaluation - total (lines 94 to 96)</b>	<b>093</b>		
1	Valuation variances from the revaluation of assets and liabilities (+/- 414)	094		
2	Valuation variances from equity investments (+/- 415)	095		
3	Valuation variances from the revaluation in case of mergers, fusions, or demergers (+/- 416)	096		
<b>A.VII.</b>	<b>Profit/(loss) of previous years (line 98 + line 99)</b>	<b>097</b>	<b>7 496 813</b>	<b>7 781 515</b>
1	Retained earnings (428)	098	7 781 516	7 781 515
2	Loss carried forward (/-/429)	099	-284 703	
<b>A.VIII.</b>	<b>Profit/(loss) for the accounting period after taxes +/- line 01 - (line 81 + line 85 + line 86 + line 87 + line 90 + line 93 + line 97 + line 101 + line 141)</b>	<b>100</b>	<b>1 166 288</b>	<b>-284 703</b>
<b>B.</b>	<b>Liabilities (line 102 + line 118 + line 121 + line 122 + line 136 + line 139 + line 140)</b>	<b>101</b>	<b>8 297 087</b>	<b>7 519 391</b>
<b>B.I.</b>	<b>Non-current liabilities - total (line 103 + lines 107 to 117)</b>	<b>102</b>	<b>725 911</b>	<b>150 545</b>
<b>1</b>	<b>Non-current trade liabilities - total (lines 104 to 106)</b>	<b>103</b>		
1.a	Trade liabilities to affiliated undertakings (321A, 475A, 476A)	104		
1.b	Trade liabilities to undertakings in which the company has a participating interest, except for liabilities to affiliated undertakings (321A, 475A, 476A)	105		
1.c	Other trade liabilities (321A, 475A, 476A)	106		
2	Net value of a contract (316A)	107		
3	Other liabilities to affiliated undertakings (471A, 47XA)	108		
4	Other liabilities to undertakings in which the company has a participating interest, except for liabilities to affiliated undertakings (471A, 47XA)	109		
5	Other non-current liabilities(479A, 47XA)	110	290 798	105 927
6	Long-term advance payments received (475A)	111		
7	Long-term bills of exchange to be paid (478A)	112		
8	Bonds issued (473A/-/255A)	113		
9	Liabilities related to the social fund (472)	114	56 351	44 618
10	Other non-current liabilities (336A, 372A, 474A, 47XA)	115	378 762	
11	Non-current liabilities from derivative transactions (373A, 377A)	116		
12	Deferred tax liability (481A)	117		
<b>B.II.</b>	<b>Long-term provisions (line 119 + line 120)</b>	<b>118</b>	<b>37 603</b>	<b>20 839</b>
1	Legal provisions (451A)	119		
2	Other provisions (459A, 45XA)	120	37 603	20 839

## Statement of Financial Position

Line	Equity and liabilities	Line	Current accounting period	Previous accounting period
			EUR	EUR
<b>B.III.</b>	<b>Long-term bank loans (461A, 46XA)</b>	<b>121</b>		
<b>B.IV.</b>	<b>Current liabilities - total (line 123 + lines 127 to 135)</b>	<b>122</b>	<b>6 738 311</b>	<b>5 583 325</b>
<b>1</b>	<b>Trade liabilities - total (lines 124 to 126)</b>	<b>123</b>	<b>4 665 568</b>	<b>3 766 357</b>
1.a	Trade liabilities to affiliated undertakings (321A, 322A, 324A, 325A, 326A, 32XA, 475A, 476A, 478A, 47XA)	124	5 000	136 528
1.b	Trade liabilities to undertakings in which the company has a participating interest, except for liabilities to affiliated undertakings (321A, 322A, 324A, 325A, 326A, 32XA, 475A, 476A, 478A, 47XA)	125		
1.c	Other trade liabilities (321A, 322A, 324A, 325A, 326A, 32XA, 475A, 476A, 478A, 47XA)	126	4 660 568	3 629 829
2	Net value of a contract (316A)	127		
3	Other liabilities to affiliated undertakings (361A, 36XA, 471A, 47XA)	128		
4	Other liabilities to undertakings in which the company has a participating interest, except for liabilities to affiliated undertakings (361A, 36XA, 471A, 47XA)	129		
5	Liabilities to partners and the association (364, 365, 366, 367, 368, 398A, 478A, 479A)	130		
6	Liabilities to employees (331, 333, 33X, 479A)	131	592 196	534 320
7	Liabilities from social insurance (336A)	132	465 936	445 750
8	Tax liabilities and subsidies (341, 342, 343, 345, 346, 347, 34X)	133	721 522	802 552
9	Liabilities from derivative transactions (373A, 377A)	134		
10	Other liabilities (372A, 379A, 474A, 475A, 479A, 47XA)	135	293 089	34 346
<b>B.V.</b>	<b>Short-term provisions (line 137 + line 138)</b>	<b>136</b>	<b>781 007</b>	<b>1 751 331</b>
1	Legal provisions (323A, 451A)	137	202 447	214 747
2	Other provisions (323A, 32X, 459A, 45XA)	138	578 560	1 536 584
<b>B.VI.</b>	<b>Current bank loans (221A, 231, 232, 23X, 461A, 46XA)</b>	<b>139</b>	<b>14 255</b>	<b>13 351</b>
<b>B.VII.</b>	<b>Short-term financial assistance (241, 249, 24X, 473A/-/255A)</b>	<b>140</b>		
<b>C.</b>	<b>Accruals/deferrals - total (lines 142 to 145)</b>	<b>141</b>	<b>1 602 468</b>	<b>529 583</b>
1	Accrued expenses - long-term (383A)	142		
2	Accrued expenses - short-term (383A)	143		
3	Deferred income - long-term (384A)	144	160 996	67 987
4	Deferred income - short-term (384A)	145	1 441 472	461 596

## Income statement

Line	Text	Line	Current accounting per.	Previous accounting per.
			EUR	EUR
*	Net turnover (part of account class 6 according to the Act)	01	25 427 029	31 372 219
**	<b>Operating income - total (lines 03 to 09)</b>	<b>02</b>	<b>27 439 848</b>	<b>31 703 530</b>
I	Revenue from the sale of goods (604, 607)	03	2 489 118	5 771 955
II	Revenue from the sale of own products (601)	04		
III	Revenue from the sale of services (602, 606)	05	22 768 206	25 386 365
IV	Changes in internal inventories (+/-) (account group 61)	06		
V	Own work capitalized (account group 62)	07	768 838	277 186
VI	Revenue from the sale of non-current intangible assets, property, plant and equipment, and material (641, 642)	08	698 941	54 125
VII	Other operating income(644, 645, 646, 648, 655, 657)	09	714 745	213 899
**	<b>Operating expenses - total (line 11 + line 12 + line 13 + line 14 + line 15 + line 20 + line 21 + line 24 + line 25 + line 26)</b>	<b>10</b>	<b>26 187 317</b>	<b>31 478 851</b>
A	Cost of goods sold (504, 507)	11	1 872 042	4 598 465
B	Consumption of materials, energy, and other non-storable supplies (501, 502, 503)	12	570 866	725 589
C	Valuation allowances for inventories (+/-) (505)	13	1 623	724
D	Services (account group 51)	14	9 223 719	11 691 928
E	Personnel expenses - total (lines 16 to 19)	<b>15</b>	<b>12 292 810</b>	<b>12 174 464</b>
1	Wages and salaries (521, 522)	16	8 803 726	8 785 995
2	Remuneration of members of the company's bodies or members of a cooperative (523)	17		
3	Social security expenses (524, 525, 526)	18	3 212 774	3 102 149
4	Social expenses (527, 528)	19	276 310	286 320
F	Taxes and fees (account group 53)	20	17 806	26 008
G	Amortization and valuation allowances for non-current intangible assets, and depreciation and valuation allowances for property, plant and equipment (line 22 + line 23)	<b>21</b>	<b>1 308 948</b>	<b>1 415 210</b>
1	Amortization of non-current intangible assets and depreciation of property, plant and equipment (551)	22	1 308 948	1 415 210
2	Valuation allowances for non-current intangible assets and for property, plant and equipment (+/-) (553)	23		
H	Residual value of non-current assets and material sold (541, 542)	24	684 505	61 165
I	Valuation allowances for receivables (+/-) (547)	25	3 662	197
J	Other operating expenses (543, 544, 545, 546, 548, 549, 555, 557)	26	211 336	785 101
***	<b>Profit/(loss) from operations (+/-) (line 02 - line 10)</b>	<b>27</b>	<b>1 252 531</b>	<b>224 679</b>
*	<b>Added value (line 03 + line 04 + line 05 + line 06 + line 07) - (line 11 + line 12 + line 13 + line 14)</b>	<b>28</b>	<b>14 357 912</b>	<b>14 418 800</b>
**	<b>Income from financing activities - total (line 30 + line 31 + line 35 + line 39 + line 42 + line 43 + line 44)</b>	<b>29</b>	<b>13 831</b>	<b>1 531 173</b>
VIII	Revenue from the sale of securities and shares (661)	30		1 366 710
IX	Income from non-current financial assets (lines 32 to 34)	<b>31</b>		
1	Yields on securities and ownership interests in affiliated undertakings (665A)	32		
2	Yields on securities and ownership interests in undertakings in which the company has a participating interest, except for yields of affiliated undertakings (665A)	33		
3	Other yields on securities and ownership interests (665A)	34		
X	Income from current financial assets - total (lines 36 to 38)	<b>35</b>		
1	Income from current financial assets in affiliated undertakings (666A)	36		
2	Income from current financial assets in undertakings in which the company has a participating interest, except for income of affiliated undertakings (666A)	37		
3	Other income from current financial assets (666A)	38		
XI.	Interest income (line 40 + line 41)	<b>39</b>	<b>5 660</b>	
1	Interest income from affiliated undertakings (662A)	40		
2	Other interest income (662A)	41	5 660	
XII.	Foreign exchange gains (663)	42	8 171	2 115
XIII.	Gains on the revaluation of securities and income from derivative transactions (664, 667)	43		
XIV.	Other income from financing activities (668)	44		162 348

## Income statement

Line	Text	Line	Current accounting per.	Previous accounting per.
			EUR	EUR
**	<b>Expenses for financing activities - total (line 46 + line 47 + line 48 + line 49 + line 52 + line 53 + line 54)</b>	<b>45</b>	<b>85 302</b>	<b>1 479 596</b>
K	Securities and shares sold (561)	46		1 366 710
L	Expenses for current financial assets (566)	47		
M	Valuation allowances for financial assets (+/-) (565)	48		
N	Interest expense (line 50 + line 51)	<b>49</b>	<b>28 394</b>	<b>14 749</b>
1	Interest expense for affiliated undertakings (562A)	50		
2	Other interest expense (562A)	51	28 394	14 749
O	Foreign exchange losses (563)	52	25 544	33 919
P	Expenses for the revaluation of securities and expenses for derivative transactions (564, 567)	53		
Q	Other expenses for financing activities (568, 569)	54	31 364	64 218
***	<b>Profit/(loss) from financing activities (+/-) (line 29 - line 45)</b>	<b>55</b>	<b>-71 471</b>	<b>51 577</b>
****	<b>Profit/(loss) for the accounting period before taxes (+/-) (line 27 + line 55)</b>	<b>56</b>	<b>1 181 060</b>	<b>276 256</b>
R	Income tax (line 58 + line 59)	<b>57</b>	<b>14 772</b>	<b>560 959</b>
1	Income tax - current (591, 595)	58	4 915	
2	Income tax - deferred (+/-) (592)	59	9 857	560 959
S	Transfer of the share in the net profit/(loss) to shareholders (+/-596)	60		
****	<b>Profit/(loss) for the accounting period after taxes (+/-) (line 56 - line 57 - line 60)</b>	<b>61</b>	<b>1 166 288</b>	<b>-284 703</b>

# Notes to the financial statements

## at 31 December 2024

### A. GENERAL

#### 1. Business name and address

PosAm, spol. s r.o.  
Pribinova 40  
811 09 Bratislava

PosAm spol. s r. o. (hereinafter the „Company“) is a limited liability company established on 21 December 1993 on the basis of a Memorandum of Association, and incorporated on 3 January 1994 with the Business Register of District Court Bratislava I (currently City Court Bratislava III) , Section: s.r.o., File No.: 6342/B. The Company’s registered office is Pribinova 40, Bratislava, Slovak Republic, Company ID: 31 365 078. The Company does not have any organisational unit abroad.

#### 2. Core business activities of the Company

- Development and sale of internally developed software
- Provision of IT services
- Sale of hardware and software licences

#### 3. Unlimited liability

The Company is not an unlimited liability shareholder in other reporting entities.

#### 4. Number of employees

As at 31 December 2024, the Company had 234 of active employees (as at 31 December 2023: 235) of which 40 were managers (2023: 41).

Item	31 December 2024	31 December 2023
Full-time equivalent	229,5	241,5
Number of employees as at the reporting date, of which:	234	235
Managers	40	41

#### 5. Basis of preparation for the financial statements

The Company’s financial statements as at 31 December 2024 have been prepared as annual financial statements in accordance with Article 17 (6) of Act of the National Council of the Slovak Republic No. 431/2002 Coll. on Accounting, as amended (hereinafter the “Act on Accounting”) for the reporting period from 1 January 2024 to 31 December 2024.

#### 6. Date of approval of the financial statements for the previous reporting period

The General Meeting approved the Company’s financial statements for the previous reporting period on 18 December 2024.

#### 7. Date of approval of the Company’s auditor

On 26 October 2023, the General Meeting approved TPA AUDIT, s.r.o. as an auditor of the Company’s financial statements for the financial year ended 31 December 2024.

### 8. Company bodies

	31 December 2024	31 December 2023
Statutory representatives:	Ing. Marián Marek (since 9 Feb 2010)	Ing. Marián Marek (since 9 Feb 2010)
Procuraholders:	Ing. Radovan Ambruš (since 25 Mar 2023) Michal Bróska (since 25 Mar 2023)	Ing. Radovan Ambruš (since 25 Mar 2023) Michal Bróska (since 25 Mar 2023)
	Ing. Ronald Fleischman (since 10 Sep 2020)	Ing. Ronald Fleischman (since 10 Sep 2020)

### B. CONSOLIDATED GROUP

The company is not part of the consolidated entity. The Company is not obligated to prepare a consolidated financial statement according to § 22 and does not have any share in any subsidiary accounting units.

### C. ACCOUNTING METHODS AND GENERAL ACCOUNTING PRINCIPLES

#### a) Basis of preparation

The Company’s financial statements have been prepared based on the going-concern assumption in accordance with the Slovak Act on Accounting and related accounting procedures.

The Company keeps its books on the accrual basis of accounting. All revenues and costs related to the reporting period are used as a basis regardless of their settlement date.

All monetary amounts in the financial statements are stated in whole euro, unless stated otherwise.

The Company consistently applied the accounting methods and the general accounting principles.

#### b) Non-current intangible and tangible assets

**Non-current intangible assets**  
Purchased non-current intangible assets are measured at cost, which includes the acquisition price and the related incidental costs.

Internally generated non-current intangible assets are measured at own costs, which include direct labour costs and other directly attributable costs related to employees who generate non-current intangible assets.

Non-current intangible assets acquired for no consideration are measured at fair value.

Research costs are not capitalized but are expensed in the period in which they are incurred. Development costs are expensed in the period in which they are incurred, but those related to a clearly defined product or process, where technical feasibility and the possibility of sale can be demonstrated, and the Company has sufficient resources to complete the project, sell it, or use its results internally, are capitalized to the extent that they are likely to be recovered from future economic benefits.

Costs related to technical improvements to non-current intangible assets increase the acquisition costs, while repairs and maintenance are expensed as incurred.

Non-current intangible assets are amortised according to an amortisation plan prepared on the basis of their expected economic useful lives relating to the recovery of future economic benefits from these assets. Amortisation begins as of the first day of the month in which the asset was first put into use.

The expected economic useful life, the amortisation method and the annual amortisation rate for non-current intangible assets are presented in the following table:

	Expected economic useful life in years	Amortisation method	Annual amortisation rate in %
Website www.posam.sk	5	Straight-line	20,00
Municipalities management portal	5	Straight-line	20,00
Purchased software	4	Straight-line	25,00
Internally developed software (AMC)	4	Straight-line	25,00
Internally developed software (SERVIO NG, MRP)	8	Straight-line	12,50
Internally developed software (WFM,Spotico)	6	Straight-line	16,66
Trademark	10	Straight-line	10,00

The expected economic useful life, the depreciation method and the annual depreciation rate for non-current tangible assets are presented in the following table:

	Expected economic useful life in years	Depreciation method	Annual depreciation rate in %
Machinery and equipment (except monitors, servers, UPS)	4	Straight-line	25,00
Machinery and equipment - Monitors, servers, UPS	6	Straight-line	16,66
Machinery and equipment (service equipment)	7	Straight-line	14,29
Machinery and equipment (commercial equipment)	5	Straight-line	20,00
Kitchen industrial furniture	6	Straight-line	16,66
EZS security system	10	Straight-line	10,00
Vehicles	6	Straight-line	16,66
Fixtures and fittings	6	Straight-line	16,66
Mobile phones	2	Straight-line	50,00
Other non-current tangible assets (safe deposits, air conditions)	12	Straight-line	8,33
Technical improvements to leased premises – Žilina branch	7	Straight-line	14,29

In the event of a temporary impairment of the value-in-use of non-current tangible assets, a provision is recorded in the amount of the identified value-in-use.

#### c) Securities and ownership interests

When acquired, securities and ownership interests are measured at cost, which includes the related incidental costs.

At the reporting date, securities and ownership interests are measured at the same value as at the date of acquisition.

#### d) Inventories

Purchased inventories are measured at cost, which includes the acquisition price and the related incidental costs (duties, transport, insurance, commissions, etc.) less discounts. A discount granted to inventories already sold or used is recognised as the reduction of costs of inventories sold or used. The Company used method A for the accounting treatment of inventories. The disposal of inventories is recognised at the cost identified using the FIFO-method (FIFO - the first price for the measurement of the additions to inventories is used as the first price for the measurement of disposals of inventories).

In the event of the impairment of the value-in-use of inventories, a provision for asset is recorded based on the comparison of the net book value and the net realisable value. For slow-moving inventories of merchandise that has been in stock for more than one year and for more than two years, the Company creates a provision of 50 % and 100 % of their value, respectively. For spare parts inventory a provision is created at 100% of their value, provided that the Company records this inventory as being in stock for more than four years.

#### e) Construction contracts

The Company recognises the supplies of internally developed software solutions as construction contracts. If the result of a construction contract

In the event of a temporary impairment of the value-in-use of non-current intangible assets, a provision is recorded in the amount of the difference between the identified value-in-use and the net book value.

#### Non-current tangible assets

Purchased non-current tangible assets are measured at cost, which includes the acquisition price and the related incidental costs.

Costs related to technical improvements to non-current tangible assets increase the acquisition costs, while repairs and maintenance are expensed as incurred.

Non-current tangible assets are depreciated according to a depreciation plan prepared on the basis of their expected economic useful lives relating to the recovery of future economic benefits from these assets. Depreciation begins as of the first day of the month in which the asset was first put into use.

can be reliably estimated, revenues and expenses attributable to the reporting period are recognised using the percentage-of-completion method where the percentage of contract completion is determined cumulatively as at the reporting date according to the work performed using the number of hours worked.

Costs of construction contracts are recognised when incurred. Costs incurred in the current year but relating to future contract activities are not included when calculating the extent to which the contract is completed.

As at the reporting date, the aggregate difference between payments requested so far for performing the construction contracts and the construction contract value determined by using the percentage-of-completion method are recognised on the balance sheet as the net contract value with a corresponding counter entry in the account of revenues.

The amounts requested for work performed during construction contracts are recognised as trade receivables with a corresponding counter entry in the account of contract revenues. Advance payments received by the contractor before the respective work was completed are recognised either as advance payments received, or as long-term advance payments received. If it is expected at the reporting date that costs will be higher than revenues, a loss from construction contracts is recognised immediately. The amount of the expected loss is determined regardless of whether or not the work on a construction contract has started, regardless of the extent to which the contract is completed, or the amount of profits which are expected to be made from other contracts which are not considered to be under one construction contract.

An expected loss from construction contracts is recognised as other operating expenses. In the reporting period in which either a loss from construction contracts is no more probable or a decrease in or settlement of a loss from construction contracts can be expected, a decrease in other operating expenses is recognised.

#### f) Receivables

When originated, receivables are measured at face value. Assigned receivables and receivables acquired through a contribution to the registered capital are measured at cost. Doubtful receivables are re-measured to their realisable value using provisions. For receivables overdue by more than 90 days and of the individual value lower than EUR 1 000, provisions are recorded at of 100% of a receivable's value. For receivables overdue by more than 30 days and of the individual value higher than EUR 1 000, provisions are recorded as a difference between the face value and the present value of a receivable, taking into consideration individual assessment of the respective receivable and the risk level of non-collection of such a receivable.

#### g) Financial accounts

Financial accounts consist of cash, bank account balances, and stamps and vouchers.

#### h) Deferred expenses and accrued income

Deferred expenses and accrued income are recognised in the amount necessary to comply with the accrual principle of accounting.

#### i) Provisions for assets

Provisions for assets are recorded based on the prudence principle if it is reasonable to assume that the value of an asset has been impaired when compared to its carrying amount. A provision for assets is recognised in the amount of a justifiable assumption of the impairment of an asset when compared to its carrying amount.

#### j) Provisions for liabilities

Provisions for liabilities represent the Company's existing obligations resulting from past events, if it is probable that their settlement will decrease the Company's future economic benefits. Provisions are liabilities of uncertain timing or amount and are measured by estimating the amount necessary to meet an existing obligation as at the reporting date.

Provisions for liabilities are recorded in the relevant expense or asset account to which the liability is related. The use of a provision is debited to the respective provision account, with a corresponding counter entry to the respective liability account. The reversal of an unnecessary provision, or a portion thereof, is recorded as a counter entry to the entry which recognised the creation of the provision.

#### k) Liabilities

When incurred, liabilities are measured at face value. When assumed, liabilities are measured at cost. If it is determined during a stocktake that the amount of liabilities is other than their carrying amount, liabilities are recognised at the identified amount in the accounting books and in the financial statements.

#### l) Employee benefits

Wages, salaries, contributions to state pension and insurance funds, paid annual leave and paid sick leave, bonuses and other in-kind benefits (such as medical care) are recognised on an accrual basis.

#### m) Current income taxes

The income tax is expensed in the period when the tax liability arises. In the accompanying income statement, the tax expense is calculated on the basis of the profit/(loss) before tax that has been adjusted for tax-deductible and tax non-deductible items due to permanent and temporary adjustments to the tax base and any tax losses carried forward. The tax liability is stated net of income tax advances that the Company paid during the year. If income tax advances paid during the year exceed the tax liability for the period, the Company reports the resulting tax asset.

#### n) Deferred income tax

Deferred income tax arises from temporary differences between the carrying amount of assets and liabilities recognised on the balance sheet and their tax base.

A deferred tax asset is only recognised in the amount at which temporary differences are likely to be settled against a future tax base.

Deferred tax is calculated using an income tax rate expected to be applicable on the deferred tax settlement date, i.e. 24%.

#### o) Accrued expenses and deferred income

Accrued expenses and deferred income are recognised in the amount necessary to comply with the accrual principle of accounting.

#### p) Lease (the Company as a lessee)

##### Operating lease

The lease of assets under an operating lease is recognised in expenses on an on-going basis over the term of a lease agreement.

##### Financial lease

A financial lease is the acquisition of non-current tangible assets based on a lease contract with the agreed right to purchase the leased item in return for agreed payments over the agreed period of the lease. The price at which the ownership title is transferred from the lessor to the lessee at the end of the lease period is also part of the agreed payments.

The agreed lease period is at least 60% of the depreciation period under tax regulations.

Each payment is allocated to the repayment of the principal and financial cost. The latter is calculated using the effective interest rate method. Financial cost is recognized as interest.

A financial lease is capitalized in the lessee's books on the day on which the asset is posted to the respective asset account (with a corresponding credit to liabilities from the lease), in a value equal to the total amount of agreed payments less unrealized financial cost. Assets acquired under financial lease contracts are depreciated in the lessee's books.

#### q) Foreign currency

Assets and liabilities denominated in a foreign currency are translated to euro using the reference exchange rate determined and announced by the European Central Bank or the National Bank of Slovakia on the day preceding the transaction date, or on the reporting date. The resulting foreign exchange differences are recognised through profit/(loss).

Monetary assets and liabilities denominated in a foreign currency are translated to euro using the exchange rate applicable as at the reporting date. The resulting foreign exchange gains and losses are recognised in the income statement.

Purchases and sales of a foreign currency are translated to euro using the exchange rate at which these amounts were purchased or sold.

#### r) Revenue recognition

Revenues from the sale of own outputs and merchandise do not include value added tax. They are net of discounts and deductions (such as rebates, bonuses, discounts and credit notes). Revenues are recognised as at the date of delivery or provision of the service.

Revenues from the sale of hardware equipment and software licences (merchandise) are recognised at the moment of risk and ownership transfer, usually upon delivery in accordance with specific delivery terms and conditions.

Revenues from the sale of software licences (services) are recognised in line with the accrual principle of accounting.

Revenues from the sale of IT services and internally developed software solutions are recognised in the reporting period when provided, in accordance with the level of completion of the service. The level of completion is calculated as the ratio of actually provided services to total contracted services.

## D. ASSETS

### 1. Non-current intangible assets

An overview of movements in non-current intangible assets for the current reporting period is presented in the table below:

Non-current intangible assets	Capitalised development cost	Software	Valuable rights	Goodwill	Other non-current intangible assets	Non-current intangible assets in acquisition	Advance payments made	Total
Initial measurement								
<b>1 January 2024</b>	-	<b>3 936 624</b>	<b>99 806</b>	-	-	<b>199 899</b>	-	<b>4 236 329</b>
Additions	-	-	-	-	-	807 203	-	807 203
Disposals	-	-	-	-	-	-	-	-
Transfers	-	347 058	-	-	-	(347 058)	-	-
<b>31 December 2024</b>	-	<b>4 283 682</b>	<b>99 806</b>	-	-	<b>660 044</b>	-	<b>5 043 532</b>
Accumulated depreciation								
<b>1 January 2024</b>	-	<b>3 197 909</b>	<b>90 730</b>	-	-	-	-	<b>3 288 639</b>
Additions	-	349 419	5 032	-	-	-	-	354 451
Disposals	-	-	-	-	-	-	-	-
Transfers	-	-	-	-	-	-	-	-
<b>31 December 2024</b>	-	<b>3 547 328</b>	<b>95 762</b>	-	-	-	-	<b>3 643 090</b>
Provisions								
<b>1 January 2024</b>	-	-	-	-	-	-	-	-
Additions	-	-	-	-	-	-	-	-
Disposals	-	-	-	-	-	-	-	-
Transfers	-	-	-	-	-	-	-	-
<b>31 December 2024</b>	-	-	-	-	-	-	-	-
Net book value								
<b>1 January 2024</b>	-	<b>738 715</b>	<b>9 076</b>	-	-	<b>199 899</b>	-	<b>947 690</b>
<b>31 December 2024</b>	-	<b>736 354</b>	<b>4 044</b>	-	-	<b>660 044</b>	-	<b>1 400 442</b>

The Company internally developed software and capitalised related costs of EUR 768 838 in 2024 (2023: EUR 277 186), of which EUR 335 558 was put in use in 2024 (2023: EUR 528 081). This software is used for internal purposes and for providing services to the Company's customers.

Information for the preceding reporting period is presented in the following table:

Non-current intangible assets	Capitalised development cost	Software	Valuable rights	Goodwill	Other non-current intangible assets	Non-current intangible assets in acquisition	Advance payments made	Total
Initial measurement								
<b>1 January 2023</b>	-	<b>6 387 225</b>	<b>100 856</b>	-	-	<b>513 540</b>	-	<b>7 001 621</b>
Additions	-	-	-	-	-	277 525	-	277 525
Disposals	-	(2 978 682)	(1 050)	-	-	(63 085)	-	(3 042 817)
Transfers	-	528 081	-	-	-	(528 081)	-	-
<b>31 December 2023</b>	-	<b>3 936 624</b>	<b>99 806</b>	-	-	<b>199 899</b>	-	<b>4 236 329</b>
Accumulated depreciation								
<b>1 January 2023</b>	-	<b>4 549 816</b>	<b>86 260</b>	-	-	-	-	<b>4 636 076</b>
Additions	-	505 514	5 105	-	-	-	-	510 619
Disposals	-	(1 857 421)	(635)	-	-	-	-	(1 858 056)
Transfers	-	-	-	-	-	-	-	-
<b>31 December 2023</b>	-	<b>3 197 909</b>	<b>90 730</b>	-	-	-	-	<b>3 288 639</b>
Provisions								
<b>1 January 2023</b>	-	-	-	-	-	-	-	-
Additions	-	-	-	-	-	-	-	-
Disposals	-	-	-	-	-	-	-	-
Transfers	-	-	-	-	-	-	-	-
<b>31 December 2023</b>	-	-	-	-	-	-	-	-
Net book value								
<b>1 January 2023</b>	-	<b>1 837 409</b>	<b>14 596</b>	-	-	<b>513 540</b>	-	<b>2 365 545</b>
<b>31 December 2023</b>	-	<b>738 715</b>	<b>9 076</b>	-	-	<b>199 899</b>	-	<b>947 690</b>

## 2. Non-current tangible assets

An overview of movements in non-current tangible assets for the current reporting period is presented in the table below:

Non-current tangible assets	Land	Structures	Separate movable assets and sets of movables	Perennial crops	Livestock and draught animals	Other non-current tangible assets	Non-current tangible assets in acquisition	Advance payments made	Total
Initial measurement									
<b>1 January 2024</b>	-	<b>93 023</b>	<b>7 477 885</b>	-	-	-	<b>125 330</b>	<b>7 228</b>	<b>7 703 466</b>
Additions	-	-	-	-	-	-	1 478 084	17 850	1 495 934
Disposals	-	(74 550)	(560 618)	-	-	-	-	-	(635 168)
Transfers	-	34 714	1 382 078	-	-	-	(1 409 564)	(7 228)	-
<b>31 December 2024</b>	-	<b>53 187</b>	<b>8 299 345</b>	-	-	-	<b>193 850</b>	<b>17 850</b>	<b>8 564 232</b>
Accumulated depreciation									
<b>1 January 2024</b>	-	<b>54 253</b>	<b>5 190 768</b>	-	-	-	-	-	<b>5 245 021</b>
Additions	-	32 418	960 008	-	-	-	-	-	992 426
Disposals	-	(74 551)	(560 618)	-	-	-	-	-	(635 169)
Transfers	-	-	-	-	-	-	-	-	-
<b>31 December 2024</b>	-	<b>12 120</b>	<b>5 590 158</b>	-	-	-	-	-	<b>5 602 278</b>
Provisions									
<b>1 January 2024</b>	-	-	-	-	-	-	-	-	-
Additions	-	-	-	-	-	-	-	-	-
Disposals	-	-	-	-	-	-	-	-	-
Transfers	-	-	-	-	-	-	-	-	-
<b>31 December 2024</b>	-	-	-	-	-	-	-	-	-
Net book value									
<b>1 January 2024</b>	-	<b>38 770</b>	<b>2 287 117</b>	-	-	-	<b>125 330</b>	<b>7 228</b>	<b>2 458 445</b>
<b>31 December 2024</b>	-	<b>41 067</b>	<b>2 709 187</b>	-	-	-	<b>193 850</b>	<b>17 850</b>	<b>2 961 954</b>

The insurance of non-current tangible assets covers damages caused by theft, natural disasters and acts of vandalism up to a limit of EUR 853 000.

Information for the preceding reporting period is presented in the following table:

Non-current tangible assets	Land	Structures	Separate movable assets and sets of movables	Perennial crops	Livestock and draught animals	Other non-current tangible assets	Non-current tangible assets in acquisition	Advance payments made	Total
Initial measurement									
<b>1 January 2023</b>	-	<b>273 351</b>	<b>7 230 686</b>	-	-	-	<b>423 994</b>	-	<b>7 928 031</b>
Additions	-	-	-	-	-	-	612 620	7 228	619 848
Disposals	-	(180 328)	(664 085)	-	-	-	-	-	(844 413)
Transfers	-	-	911 284	-	-	-	(911 284)	-	-
<b>31 December 2023</b>	-	<b>93 023</b>	<b>7 477 885</b>	-	-	-	<b>125 330</b>	<b>7 228</b>	<b>7 703 466</b>
Accumulated depreciation									
<b>1 January 2023</b>	-	<b>171 145</b>	<b>4 928 616</b>	-	-	-	-	-	<b>5 099 761</b>
Additions	-	24 530	880 061	-	-	-	-	-	904 591
Disposals	-	(141 422)	(617 909)	-	-	-	-	-	(759 331)
Transfers	-	-	-	-	-	-	-	-	-
<b>31 December 2023</b>	-	<b>54 253</b>	<b>5 190 768</b>	-	-	-	-	-	<b>5 245 021</b>
Provisions									
<b>1 January 2023</b>	-	-	-	-	-	-	-	-	-
Additions	-	-	-	-	-	-	-	-	-
Disposals	-	-	-	-	-	-	-	-	-
Transfers	-	-	-	-	-	-	-	-	-
<b>31 December 2023</b>	-	-	-	-	-	-	-	-	-
Net book value									
<b>1 January 2023</b>	-	<b>102 206</b>	<b>2 302 070</b>	-	-	-	<b>423 994</b>	-	<b>2 828 270</b>
<b>31 December 2023</b>	-	<b>38 770</b>	<b>2 287 117</b>	-	-	-	<b>125 330</b>	<b>7 228</b>	<b>2 458 445</b>

As of the reporting date, the long-term asset was not subject to any lien.

## 3. Inventories

Movements in the provision for inventories during the current reporting period are presented in the table below:

Inventories	1 January 2024	Creation	Reversal Owing to the Cessation of Justifiability	Reversal owing to the derecognition of assets	31 December 2024
Merchandise	849	1 917	(294)	(521)	1 951
<b>Total inventories</b>	<b>849</b>	<b>1 917</b>	<b>(294)</b>	<b>(521)</b>	<b>1 951</b>

A decrease in the net realisable value of inventories was reflected by creating provisions. The net realisable value of inventories was impaired mainly as a result of reduced cost of merchandise compared to its present book value and reduced selling prices.

As of the reporting date, the inventory was not subject to any lien.

Information for the preceding reporting period is presented in the table below:

Inventories	1 January 2023	Creation	Reversal Owing to the Cessation of Justifiability	Reversal owing to the derecognition of assets	31 December 2023
Merchandise	7 404	1 701	(977)	(7 279)	849
<b>Total inventories</b>	<b>7 404</b>	<b>1 701</b>	<b>(977)</b>	<b>(7 279)</b>	<b>849</b>

## 4. Construction contracts

In 2024, revenues from construction contracts amounted to EUR 5 309 035 (2023: EUR 6 403 758).

Item	2024	2023
Revenues from construction contracts	5 309 035	6 403 758
Costs of construction contracts	4 337 717	5 662 744
<b>Gross profit/loss</b>	<b>971 318</b>	<b>741 014</b>

Further information about open construction contracts as at the reporting date is provided in the following tables:

Item	2024	2023	Cumulative amount From the beginning of construction contract until 31 December 2024	Cumulative amount from the beginning of construction contract until 31 December 2023
Revenues from construction contracts	341 144	590 175	341 144	775 234
Costs of construction contracts	219 773	1 973 713	219 773	2 410 900
<b>Gross profit / loss</b>	<b>121 371</b>	<b>(1 383 538)</b>	<b>121 371</b>	<b>(1 635 666)</b>

Amount of construction contract	31 December 2024	Cumulative amount from beginning of construction contract until 31 December 2024	31 December 2023	Cumulative amount from beginning of construction contract until 31 December 2023
Amounts invoiced for work performed on the construction contract	-	-	-	-
Adjustments of invoiced amounts according to percentage of completion or using the zero profit method	341 144	341 144	517 990	517 990
<b>Total</b>	<b>341 144</b>	<b>341 144</b>	<b>517 990</b>	<b>517 990</b>

Amount	2024	2023
Amount of advances received	-	36 424

Costs of and revenues from construction contracts were calculated using the percentage-of-completion method by assessing the number of hours worked as at the reporting date. The expected loss from construction contracts was recorded as other operating expenses.

## 5. Receivables

Movements in the provision for receivables during the current reporting period are presented in the following table:

Receivables	1 January 2024	Creation	Reversal Owing to the Cessation of Justifiability	Reversal owing to the derecognition of assets	31 December 2024
<b>Current trade receivables, of which:</b>	<b>502</b>	<b>4 351</b>	<b>(689)</b>	-	<b>4 164</b>
Other trade receivables	502	4 351	(689)	-	4 164
Other current receivables	-	-	-	-	-
<b>Total current receivables</b>	<b>502</b>	<b>4 351</b>	<b>(689)</b>	-	<b>4 164</b>

Information for the preceding reporting period is presented in the following table:

Receivables	1 January 2023	Creation	Reversal Owing to the Cessation of Justifiability	Reversal owing to the derecognition of assets	31 December 2023
<b>Current trade receivables, of which:</b>	<b>576</b>	<b>586</b>	<b>(390)</b>	<b>(270)</b>	<b>502</b>
Other trade receivables	576	586	(390)	(270)	502
Other current receivables	-	-	-	-	-
<b>Total current receivables</b>	<b>576</b>	<b>586</b>	<b>(390)</b>	<b>(270)</b>	<b>502</b>

In 2024, the Company created provisions for overdue receivables in the amount of EUR 4 351 (2023: EUR 586). Due to the settlement of overdue receivables, for which the Company created provisions in previous years, provisions in the amount of EUR 689 (2023: EUR 390) were reversed in 2024. The Company reversed provisions for receivables in the amount of EUR 0 due to the derecognition of such receivables (2023: EUR 270).

The ageing structure of receivables of the Company at 31 December 2024 is presented in the following table:

Item	Within maturity	Overdue	Total receivables
<b>Current trade receivables, of which:</b>	<b>4 909 605</b>	<b>713 408</b>	<b>5 623 013</b>
Trade receivables from group companies	1 166 751	651 185	1 817 936
Other trade receivables	3 742 854	62 223	3 805 077
<b>Other current receivables, of which:</b>	<b>362 646</b>	-	<b>362 646</b>
Net value of a contract	341 144	-	341 144
Tax assets and subsidies	-	-	-
Other receivables	21 502	-	21 502
<b>Total current receivables</b>	<b>5 272 251</b>	<b>713 408</b>	<b>5 985 659</b>

Information for the preceding reporting period is presented in the following table:

Item	Within maturity	Overdue	Total receivables
<b>Current trade receivables, of which:</b>	<b>3 870 560</b>	<b>392 977</b>	<b>4 263 537</b>
Trade receivables from group companies	238 110	100 874	338 984
Other trade receivables	3 632 450	292 103	3 924 553
<b>Other current receivables, of which:</b>	<b>539 972</b>	-	<b>539 972</b>
Net value of a contract	517 990	-	517 990
Tax assets and subsidies	4 330	-	4 330
Other receivables	17 652	-	17 652
<b>Total current receivables</b>	<b>4 410 532</b>	<b>392 977</b>	<b>4 803 509</b>

## 6. Financial accounts

Financial accounts consist of cash on hand, bank accounts, and stamps and vouchers. The Company may freely use its financial accounts.

## 7. Deferred expenses and accrued income

The structure of deferred expenses and accrued income is presented in the following table:

Item	31 December 2024	31 December 2023
<b>Non-current deferred expenses, of which:</b>	<b>154 776</b>	<b>56 997</b>
Hardware support	139 854	40 335
Software support	12 938	16 652
Other	1 984	10
<b>Current deferred expenses, of which:</b>	<b>1 024 108</b>	<b>461 860</b>
Hardware support	132 761	54 593
Software support	749 100	298 162
Other	142 247	109 105
<b>Non-current accrued income:</b>	-	-
<b>Current accrued income:</b>	<b>2 494</b>	<b>20 919</b>
<b>Total</b>	<b>1 181 378</b>	<b>539 776</b>

In 2024, deferred expenses increased by EUR 660 027 compared to 2023, mainly due to increased invoicing of accrued IT services provided to the customers.

## 8. Deferred tax asset

Information on temporary differences and the calculation of deferred tax:

Item	31 December 2023	Change in tax rate	Recorded as expense of income	31 December 2024
Non-current assets	(119 433)	-	(33 873)	(153 306)
Provision for inventories	849	-	1 102	1 951
Provision for receivables	197	-	3 642	3 839
Provisions for liabilities	1 814 668	-	(1 198 505)	616 163
Deduction of R&D expenses	3 874 396	-	135 916	4 010 312
Tax loss	1 996 335	-	(422 097)	1 574 238
Other	177 904	-	504 631	682 535
<b>Total</b>	<b>7 744 916</b>	-	<b>(1 009 184)</b>	<b>6 735 732</b>
Income tax rate (in %)	21	24	24	24
<b>Deferred tax asset calculated</b>	<b>1 626 432</b>	<b>232 347</b>	<b>(242 204)</b>	<b>1 616 575</b>
<b>Deferred tax asset recognised</b>	<b>1 626 432</b>	<b>232 347</b>	<b>(242 204)</b>	<b>1 616 575</b>
<b>Deferred tax liability</b>	-	-	-	-

Tax credits that have not been claimed:

Item	31 December 2024	31 December 2023
Deduction of R&D expenses	3 199 195	2 747 627

## E. EQUITY AND LIABILITIES

### 1. Equity

An overview of movements in equity is presented in the table below:

Item	1 January 2024	Additions	Disposals	Transfers	31 December 2024
Registered capital	170 000	-	-	-	170 000
Legal reserve fund and non-distributable fund	17 000	-	-	-	17 000
Retained earnings from previous years	7 781 516	-	-	-	7 781 516
Loss carried forward	-	-	-	(284 703)	(284 703)
Profit/loss for the current reporting period	(284 703)	1 166 288	-	284 703	1 166 288
<b>Total equity</b>	<b>7 683 813</b>	<b>1 166 288</b>	-	-	<b>8 850 101</b>

Information for the preceding reporting period is presented in the following table:

Item	1 January 2023	Additions	Disposals	Transfers	31 December 2023
Registered capital	170 000	-	-	-	170 000
Legal reserve fund and non-distributable fund	17 000	-	-	-	17 000
Retained earnings from previous years	14 995 985	-	(12 790 003)	5 575 533	7 781 515
Profit/loss for the current reporting period	5 575 533	(284 703)	-	(5 575 533)	(284 703)
<b>Total equity</b>	<b>20 758 518</b>	<b>(284 703)</b>	<b>(12 790 003)</b>	-	<b>7 683 812</b>

The 2023 accounting loss of EUR (284 703) was distributed as follows:

Item	2023
Transfer to retained earnings from previous years	-
Transfer to loss carried forward	(284 703)
Profit distribution to shareholders/members	-
<b>Total</b>	<b>(284 703)</b>

The statutory body will propose to distribute the 2024 profit together with the approval of these financial statements.

### 2. Provisions for liabilities

An overview of movements in provisions for liabilities for 2024 is presented in the following table:

Item	1 January 2024	Set-up	Use	Release	31 December 2024
<b>Long-term provisions for liabilities, of which:</b>	<b>20 839</b>	<b>38 683</b>	<b>(21 919)</b>	-	<b>37 603</b>
Legal long-term provisions for liabilities	-	-	-	-	-
Other long-term provisions for liabilities, of which:	20 839	38 683	(21 919)	-	37 603
Provision for warranty repairs and guarantees	20 839	38 683	(21 919)	-	37 603
<b>Short-term provisions for liabilities, of which:</b>	<b>1 751 331</b>	<b>980 352</b>	<b>(1 869 775)</b>	<b>(80 901)</b>	<b>781 007</b>
Legal short-term provisions for liabilities, of which:	214 747	202 447	(214 747)	-	202 447
Provision for vacation days	214 747	202 447	(214 747)	-	202 447
Other short-term provisions for liabilities, of which:	1 536 584	777 905	(1 655 028)	(80 901)	578 560
Provision for warranty repairs and guaran-tees	643 384	279 277	(624 467)	(30 315)	267 879
Provision for bonuses	329 684	444 988	(474 324)	(43 307)	257 041
Provision for the annual report and audit	14 000	11 500	(11 725)	(2 275)	11 500
Provision for contractual obligations	502 227	-	(502 227)	-	-
Provision for unbilled supplies	47 289	42 140	(42 285)	(5 004)	42 140
<b>Total provisions for liabilities</b>	<b>1 772 170</b>	<b>1 019 035</b>	<b>(1 891 694)</b>	<b>(80 901)</b>	<b>818 610</b>

A provision for guarantees and warranty repairs reflects the commitment of the Company to its customers due to warranty repairs, eliminating possible faults of supplied parts and due to the performance related to the provision of extended guarantee. This provision is expected to be used by 2025.

A provision for vacation days reflects the Company's commitment to its employees in respect of unused vacation days in 2024.

A provision for bonuses reflects the Company's commitment to its employees in connection with the bonuses recognised for 2024.

A provision for contractual obligations reflects the Company's commitment to its business partners under the current contracts.

Information for the preceding reporting period is presented in the following table:

Item	1 January 2023	Set-up	Use	Release	31 December 2023
<b>Long-term provisions for liabilities, of which:</b>	<b>8 467</b>	<b>20 839</b>	<b>(8 467)</b>	-	<b>20 839</b>
Legal long-term provisions for liabilities	-	-	-	-	-
Other long-term provisions for liabilities, of which:	8 467	20 839	(8 467)	-	20 839
Provision for warranty repairs and guaran-tees	8 467	20 839	(8 467)	-	20 839
<b>Short-term provisions for liabilities, of which:</b>	<b>1 091 760</b>	<b>1 554 732</b>	<b>(842 730)</b>	<b>(52 431)</b>	<b>1 751 331</b>
Legal short-term provisions for liabilities, of which:	203 435	214 747	(203 435)	-	214 747
Provision for vacation days	203 435	214 747	(203 435)	-	214 747
Other short-term provisions for liabilities, of which:	888 325	1 339 985	(639 295)	(52 431)	1 536 584
Provision for warranty repairs and guaran-tees	53 206	643 383	(43 568)	(9 637)	643 384
Provision for bonuses	355 291	575 599	(559 450)	(41 756)	329 684
Provision for the annual report and audit	25 930	14 000	(24 920)	(1 010)	14 000
Provision for contractual obligations	442 513	59 714	-	-	502 227
Provision for unbilled supplies	11 385	47 289	(11 357)	(28)	47 289
<b>Total provisions for liabilities</b>	<b>1 100 227</b>	<b>1 575 571</b>	<b>(851 197)</b>	<b>(52 431)</b>	<b>1 772 170</b>

### 3. Liabilities

A breakdown of liabilities by their residual maturity as at 31 December 2024:

Liabilities with residual maturity					
Item	Of more than five years	From one to five years	Due within one year	Overdue liabilities	Total liabilities
<b>Non-current trade payables, of which:</b>	-	-	-	-	-
Other trade payables	-	-	-	-	-
<b>Other non-current liabilities, of which:</b>	-	<b>725 911</b>	-	-	<b>725 911</b>
Social fund payables	-	56 351	-	-	56 351
Consumer loans	-	290 798	-	-	290 798
Lease liabilities	-	378 762	-	-	378 762
<b>Total non-current liabilities</b>	-	<b>725 911</b>	-	-	<b>725 911</b>
<b>Current trade payables, of which:</b>	-	-	<b>4 603 078</b>	<b>62 490</b>	<b>4 665 568</b>
Liabilities to group companies	-	-	5 000	-	5 000
Other trade payables	-	-	4 598 078	62 490	4 660 568
<b>Other current liabilities, of which:</b>	-	-	<b>2 072 743</b>	-	<b>2 072 743</b>
Liabilities to group companies	-	-	-	-	-
Liabilities to shareholders and the association	-	-	-	-	-
Payables to employees	-	-	592 196	-	592 196
Social security insurance payables	-	-	465 936	-	465 936
Tax liabilities and subsidies	-	-	721 522	-	721 522
Consumer loans	-	-	293 089	-	293 089
<b>Total current liabilities</b>	-	-	<b>6 675 821</b>	<b>62 490</b>	<b>6 738 311</b>

Information for the preceding reporting period is presented in the following table:

Liabilities with residual maturity					
Item	Of more than five years	From one to five years	Due within one year	Overdue liabilities	Total liabilities
<b>Non-current trade payables, of which:</b>	-	-	-	-	-
Other trade payables	-	-	-	-	-
<b>Other non-current liabilities, of which:</b>	-	<b>150 545</b>	-	-	<b>150 545</b>
Social fund payables	-	44 618	-	-	44 618
Consumer loans	-	105 927	-	-	105 927
<b>Total non-current liabilities</b>	-	<b>150 545</b>	-	-	<b>150 545</b>
<b>Current trade payables, of which:</b>	-	-	<b>3 674 191</b>	<b>92 166</b>	<b>3 766 357</b>
Liabilities to group companies	-	-	133 036	3 492	136 528
Other trade payables	-	-	3 541 155	88 674	3 629 829
<b>Other current liabilities, of which:</b>	-	-	<b>1 816 968</b>	-	<b>1 816 968</b>
Liabilities to group companies	-	-	-	-	-
Liabilities to shareholders and the association	-	-	-	-	-
Payables to employees	-	-	534 320	-	534 320
Social security insurance payables	-	-	445 750	-	445 750
Tax liabilities and subsidies	-	-	802 552	-	802 552
Other liabilities	-	-	34 346	-	34 346
<b>Total current liabilities</b>	-	-	<b>5 491 159</b>	<b>92 166</b>	<b>5 583 325</b>

### 4. Financial lease liabilities (lessee)

Information about agreed payments from financial lease is presented below:

Item	31 December 2024			31 December 2023		
	Within one year	Maturity from one to five years	More than five years	Within one year	Maturity from one to five years	More than five years
Principal	127 242	378 762	-	-	-	-
Financial expens	23 295	28 135	-	-	-	-
<b>Spolu</b>	<b>150 537</b>	<b>406 897</b>	-	-	-	-

### 5. Consumer loans

An overview of consumer loans is presented in the following table:

Item	Currency	Annual interest rate in %	Maturity date	Principal in EUR	
				31 December 2024	31 December 2023
Purchase of non-current tangible assets	EUR	5,91	6.8.2027	66 199	88 461
Purchase of non-current tangible assets	EUR	6,03	23.10.2027	11 873	15 599
Purchase of non-current tangible assets	EUR	6,03	8.11.2027	13 009	16 969
Purchase of non-current tangible assets	EUR	5,85	17.12.2027	14 846	19 244
Purchase of non-current tangible assets	EUR	5,25	10.09.2028	20 034	-
Purchase of non-current tangible assets	EUR	5,57	24.07.2028	17 360	-
Purchase of non-current tangible assets	EUR	5,81	10.04.2028	60 244	-
Purchase of non-current tangible assets	EUR	5,81	23.04.2028	35 058	-
Purchase of non-current tangible assets	EUR	5,82	26.02.2028	14 010	-
Purchase of non-current tangible assets	EUR	5,82	19.02.2028	38 678	-
Purchase of non-current tangible assets	EUR	5,82	27.02.2028	21 211	-
Purchase of non-current tangible assets	EUR	5,83	25.06.2028	21 981	-
Purchase of non-current tangible assets	EUR	5,97	14.05.2028	52 657	-
Purchase of non-current tangible assets	EUR	5,05	28.10.2028	20 032	-
Purchase of non-current tangible assets	EUR	5,05	6.11.2028	49 058	-
<b>Total</b>				<b>456 250</b>	<b>140 273</b>

### 6. Social fund

The creation of and drawing from the social fund during the reporting period are presented in the following table:

Item	2024	2023
<b>Initial balance</b>	<b>44 618</b>	<b>36 657</b>
Creation of the social fund debited to costs	46 037	46 544
Creation of the social fund from profit	-	-
Other creations in the social fund	-	-
<b>Total creation of the social fund</b>	<b>46 037</b>	<b>46 544</b>
<b>Drawing from the social fund</b>	<b>(34 304)</b>	<b>(38 583)</b>
<b>Closing balance</b>	<b>56 351</b>	<b>44 618</b>

## 7. Accrued expenses and deferred income

A breakdown of accrued expenses and deferred income is presented in the following table:

Item	31 December 2024	31 December 2023
<b>Non-current accrued expenses:</b>	-	-
<b>Current accrued expenses:</b>	-	-
<b>Non-current deferred income, of which:</b>	<b>160 996</b>	<b>67 987</b>
Hardware support	141 423	46 355
Software support	15 784	21 632
Other	3 789	-
<b>Current deferred income, of which:</b>	<b>1 441 472</b>	<b>461 596</b>
Hardware support	479 916	58 528
Software support	960 041	383 925
Other	1 515	19 143
<b>Total</b>	<b>1 602 468</b>	<b>529 583</b>

Deferred income increased by EUR 1 072 885 compared to 2023, mainly due to decreased invoicing of accrued IT services in 2024.

## F. REVENUES

### 1. Net turnover

Information about the structure of net turnover of the Company is presented in the table below:

Item	2024	2023
<b>Revenues from the sale of own outputs and merchandise, of which:</b>	<b>25 257 324</b>	<b>31 158 320</b>
Revenues from the sale of services	17 459 171	18 982 607
Revenues from the sale of merchandise	2 489 118	5 771 955
Revenues from construction contracts	5 309 035	6 403 758
Other revenues related to ordinary activities	169 705	213 899
<b>Total net turnover</b>	<b>25 427 029</b>	<b>31 372 219</b>

### 2. Revenues from the sale of own outputs and merchandise

Revenues from the sale of own outputs and merchandise by segments, i.e. by type of goods, products, services, and other activities of the Company and by major geographic territories are presented in the following table:

Country	Revenues from services provided		Revenues from the sale of HW		Revenues from the sale of own SW solutions	
	2024	2023	2024	2023	2024	2023
Slovak Republic	16 138 927	17 161 808	2 099 302	5 010 943	5 102 329	5 698 428
Czech Republic	1 016 797	1 457 438	250 964	584 508	206 706	705 330
Other countries (except for CZ)	303 447	363 361	138 852	176 503	-	-
<b>Total</b>	<b>17 459 171</b>	<b>18 982 607</b>	<b>2 489 118</b>	<b>5 771 955</b>	<b>5 309 035</b>	<b>6 403 758</b>

### 3. Other operating revenues and revenues from financing activities

Information about revenues from the capitalisation of costs, operating revenues and revenues from financing activities is presented in the table below:

Item	2024	2023
<b>Material items from the capitalisation of costs, of which:</b>	<b>768 838</b>	<b>277 186</b>
Non-current intangible assets generated internally	768 838	277 186
<b>Other material items of operating revenues, of which:</b>	<b>698 941</b>	<b>54 125</b>
Revenues from the sale of tangible and intangible assets and raw materials	698 941	54 125
Other	-	-
<b>Revenues from financing activities, of which:</b>	<b>13 831</b>	<b>1 531 173</b>
Revenues from the sale of financial assets	-	1 366 710
Foreign exchange gains, of which:	8 171	2 115
Foreign exchange gains as at the reporting date	2 529	241
Other material items of revenues from financing activities, of which:	5 660	162 348
Interest and other revenues from financing activities	5 660	162 348

## G. EXPENSES

### 1. Operating expenses and finance costs

An overview of operating expenses and finance costs, except for personnel costs, is presented in the table below:

Item	2024	2023
<b>Costs of services provided, of which:</b>	<b>9 223 719</b>	<b>11 691 928</b>
Cost of the auditor, audit firm, of which:	15 800	14 400
Costs of auditing separate financial statements	15 800	14 400
Other material items of costs of services provided, of which:	9 207 316	11 674 592
Travel costs	85 062	161 348
Advertisement and marketing costs	226 030	193 771
Costs of legal business advisory	369 658	368 523
Personnel and IT advisory	387 174	411 242
Telecommunication costs	143 667	159 447
Representation costs	264 404	234 092
Resale services	6 882 937	8 965 664
Rental of premises	390 872	747 964
Other	458 115	435 477
<b>Other material items of operating expenses, of which:</b>	<b>2 797 123</b>	<b>3 013 270</b>
Creation and release of provisions for receivables	3 662	197
Depreciation and provision for non-current assets	1 308 948	1 415 210
Consumption of raw materials, energy and other non-inventory supplies	570 866	725 589
Other	913 647	872 274
<b>Finance costs, of which:</b>	<b>85 302</b>	<b>1 479 596</b>
Sold share in Company	-	1 366 710
Foreign exchange losses, of which:	25 544	33 919
Foreign exchange losses as at the reporting date	451	13 612
Other material items of finance costs, of which:	59 758	78 967
Interest and other finance costs	59 758	78 967

### 2. Personnel costs

An overview of personnel costs is presented in the following table:

Item	2024	2023
<b>Personnel costs, of which:</b>	<b>12 292 810</b>	<b>12 174 464</b>
Wages and salaries	8 803 726	8 785 995
Social insurance	2 242 916	2 228 309
Health insurance	969 858	873 840
Social security	276 310	286 320

Social insurance costs include social insurance and other social insurance costs.

## H. TAXES

Reconciliation of current income tax, deferred income tax and profit/(loss) prior to taxation is presented in the following table:

Item	2023			2022		
	Tax base	Tax	Tax in %	Tax base	Tax	Tax in %
<b>Profit before tax, of which:</b>	<b>1 181 060</b>			<b>276 256</b>		
Theoretical tax		248 023	21		58 014	21
Tax non-deductible expenses	392 873	82 503	7	372 780	78 284	28
Revenues exempt from taxation	(5 660)	(1 189)	0			
Tax loss carryforward	(422 097)	(88 640)	(8)			
Change in tax rate		(232 347)	(20)			
Other	(110 105)	(23 122)	(2)	2 022 196	424 661	154
<b>Total</b>		<b>14 772</b>	<b>1</b>		<b>560 959</b>	
Current income tax		4 915			-	
Deferred income tax		9 857			560 959	
<b>Total income tax</b>		<b>14 772</b>			<b>560 959</b>	

“Other” is related mainly to the deduction of research and development expenses for income tax.

## I. OTHER ASSETS AND OTHER LIABILITIES

### 1. Leased assets (the Company as a lessor)

During 2024, the Company leased assets to companies presented in the following table:

Item	Annual rent	Lease period (years)
Leased assets, of which:		
IT equipment (tablets) for ZSE Energia a.s.	30 696	5
IT equipment (printers) Všeobecná úverová banka, a.s.	100 115	5
IT equipment (laptops, PC, monitors) Slovenské elektrárne, a.s.	536 796	5,5
IT equipment (printers) Tatra banka a.s.	119 432	5

### 2. Bank overdraft

An overview of bank overdrafts is presented in the following table:

Typ of overdraft	Nature	Value in EUR	Amount of interest	Maturity	Form of security
Non-binding overdraft credit	Securing the Special Claims	3 500 000	1M EURIBOR changed monthly +1,65 % p.a.	Last Day of Notice times	Guarantee agreement
Non-binding overdraft credit	Financing of operational needs	1 500 000	1M EURIBOR changed monthly +1,65 % p.a.	Last Day of Notice times	Guarantee agreement

The overdrafts account is secured by an agreement of guarantee and a pledge on receivables in the amount of EUR 4 000 000 as of 31 December 2024.

The Company records in the off-balance sheet bank guarantees provided by Tatra banka a.s. to creditors in the amount of EUR 400 700 as of 31 December 2024.

## J. RELATED-PARTY TRANSACTIONS

### 1. Transactions between the Company and its related parties

The Company had transactions with the following related parties:

Company	Address
ParkDots s.r.o.	Pribinova 40, 811 09, Bratislava, Slovak Republic

Transaction	Related party	2024	2023
Purchase of assets	Parent company	-	2 479
	Subsidiary	-	-
	Other related parties	4 167	-
Sale of assets	Parent company	-	-
	Subsidiary	-	-
	Other related parties	842	4 661
Purchase of merchandise	Parent company	-	-
	Subsidiary	-	-
	Other related parties	-	-
Sale of merchandise	Parent company	-	-
	Subsidiary	-	-
	Other related parties	1 112	3 253
Purchase of services	Parent company	-	173 194
	Subsidiary	-	-
	Other related parties	279	2 910
Sale of services	Parent company	-	59 833
	Subsidiary	-	410 554
	Other related parties	2 375 617	358 173
Borrowing interest	Parent company	-	-

Transaction	Related party	31 December 2024	31 December 2023
Trade payables	Parent company	-	-
	Subsidiary	-	-
	Other related parties	5 000	3 492
Trade receivables	Parent company	-	-
	Subsidiary	-	-
	Other related parties	1 817 936	388 984
Deferred expenses	Parent company	-	-
	Subsidiary	-	-
	Other related parties	-	-
Accrued income	Parent company	-	-
	Subsidiary	-	-
	Other related parties	-	-

### 2. Income and benefits of members of the statutory, supervisory and other bodies of the Company

Members of the Company’s statutory, supervisory and other bodies received no income for the performance of their duties as a member of that body, nor were they granted any loans or guarantees.

## K. EVENTS THAT OCCURRED AFTER THE REPORTING DATE

After 31. December 2024 until the balance sheet date no events occurred that would require recognition or disclosure in the 2024 financial statements.

## L. CASH FLOWS STATEMENT

The following expressions have the following meanings as regards information in the cash flow statement:

a) Cash: cash, cash equivalents, cash in bank or branches of foreign banks, bank overdrafts and cash in transit relating to a transfer between a current account and cash on hand or between two current accounts,

b) Cash equivalents: current financial assets exchangeable for a fixed amount of cash where, at the reporting date, there is no risk of a significant change in value in the next three months, i.e. term bank deposits with a notice period not exceeding three months, liquid securities designated for trading, priority shares acquired by the reporting entity and payable within three months of the reporting date.

The Company applied the indirect method when creating the cash flow statement:

Item	2024	2023
<b>Profit/(loss) prior to taxation</b>	<b>1 181 061</b>	<b>276 256</b>
Adjustments for non-cash transactions:		
Depreciation/amortisation of non-current assets	1 312 275	1 416 914
Inventories write-off	-	4 172
Change in provision for receivables	3 662	(74)
Change in provision for inventories	1 102	(6 555)
Change in provisions for liabilities	(953 560)	671 943
Interest expense (net)	22 734	14 749
Loss / (gain) from the sale of non-current assets	(14 483)	(154 449)
Revenues from non-current financial assets	-	-
Other items not included in non-cash transactions	-	58 780
<b>Profit from operating activities before changes in working capital</b>	<b>1 552 791</b>	<b>2 281 736</b>
Changes in working capital:		
Decrease (increase) of trade and other receivables, accruals and deferrals	(1 827 414)	(222 630)
Decrease (increase) of inventories	80 665	(71 576)
(Decrease) increase of payables, accruals and deferrals	1 977 646	560 401
<b>Operating cash flows</b>	<b>1 783 688</b>	<b>2 547 931</b>
<b>Cash flows from operating activities</b>		
Operating cash flows	1 783 688	2 547 931
Interest paid	(28 394)	(14 749)
Interest received	5 660	-
Corporate income tax received / (paid)	(1 075)	-
<b>Net cash flows from operating activities</b>	<b>1 759 879</b>	<b>2 533 182</b>
<b>Cash flows from investing activities</b>		
Purchase of non-current assets	(1 253 662)	(749 047)
Income on the sale of non-current assets	49 085	54 125
ParkDots s.r.o. department	-	(51 868)
Acquisition of financial investments	-	1 366 710
Dividends received	-	-
<b>Net cash from investing activities</b>	<b>(1 204 577)</b>	<b>619 920</b>
<b>Cash flows from financing activities</b>		
Dividends paid	-	(12 790 003)
Receipts / (repayments) of bank loans and borrowings	904	460
Receipts / (repayments) of customer loans	(222 725)	(8 135)
Receipts / (repayments) of borrowings from group companies	-	-
<b>Net cash from financing activities</b>	<b>(226 821)</b>	<b>(12 797 678)</b>
<b>Increase (decrease) in cash and cash equivalents</b>	<b>328 481</b>	<b>(9 644 576)</b>
Cash and cash equivalents at the beginning of the reporting period	5 221 912	14 866 488
<b>Cash and cash equivalents at the end of the reporting period</b>	<b>5 550 393</b>	<b>5 221 912</b>



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### Part

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Annual report as of 31 December 2024

Financial statements as of 31 December 2024

## AMENDMENT TO THE INDEPENDENT AUDITOR'S REPORT

on verification of annual financial statements and annual report  
as of 31 December 2024

**PosAm, spol. s r.o.**

### Company seat:

PosAm, spol. s r.o.  
Pribinova 40  
811 09 Bratislava  
ID: 31 365 078

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For a full understanding of the information stated in the Auditor's Report,  
the Report should be read in conjunction with the full set of financial statements prepared in Slovak.

TPA AUDIT, s. r. o.

Námestie Mateja Korvína 1, 811 07 Bratislava, Slovensko, Tel.: +421 2 57 351 111  
E-mail: office@tpa-group.sk, www.tpa-group.sk, ID: 36 714 879, VAT No.: SK2022294131  
Recorded in the Commercial Register kept by the City Court Ba III., section: Sro, insert No. 43738/B.  
Albania | Austria | Bulgaria | Croatia | Czech Republic | Hungary  
Montenegro | Poland | Romania | Serbia | Slovakia | Slovenia



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TPA AUDIT, s. r. o.



## AMMENDMENT TO THE INDEPENDENT AUDITOR'S REPORT

### to annual report

To the owners and statutory representatives of PosAm, spol. s r.o.:

In accordance with § 27 par. 6 of the Act no. 423/2015 Z.z. on Statutory Audit and on change and amendment of Act no. 431/2002 Z. z. on Accounting, as amended („Act on Statutory Audit“).

We have audited financial statements of PosAm, spol. s r.o. as of 31 December 2024, presented in the attached annual report of the Company, to which we have on 26/02/2025 issued independent auditor's report from the audit of the financial statements with the following wording:

#### I. Report from the audit of financial statements

##### Opinion

1. We have audited the accompanying financial statements of PosAm, spol. s r.o. ("the Company"), which comprise the balance sheet as of 31 December 2024, the income statement for the year then ended, a summary of significant accounting policies and other explanatory notes.
2. In our opinion, the financial statements present fairly in all material respects the financial position of the Company as of 31 December 2024 and its financial performance for the year then ended in accordance with Act 431/2002 on accounting, as amended ("the Act on Accounting").

##### Basis for opinion

3. We conducted our audit in accordance with International Standards on Auditing ("ISAs"). Our responsibility under those standards is further described in the Auditor's Responsibilities for the Audit of the Financial Statements section, below. We are independent of the Company in accordance with the ethical requirements relevant for the audit of financial statements of Act 423/2015 on statutory audit and in accordance with the changes and amendment to and supplement of Act 431/2002 on accounting, as amended ("the Act on Statutory Audit"), including the Code of Ethics for Auditor, and we have fulfilled our other 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 audit opinion.

##### Statutory Representatives' and those charged with Governance responsibility for the Financial Statements

4. The Statutory Representatives are responsible for the preparation and fair presentation of the financial statements in accordance with the Act on Accounting and for such internal controls as management determines 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, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and the use of the going concern basis of accounting; unless management intends to, either, liquidate the Company or to cease its operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Company's financial reporting process.

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

5. Our responsibility is 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 ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.
6. As part of an audit conducted in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:
  - Identify and assess the risks of material misstatement in 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 that for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, and / or the override of internal controls.

- Obtain an understanding of the internal controls 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 controls.
- Evaluate the appropriateness of accounting principles and policies used, the reasonableness of accounting estimates and the related disclosures made by management.
- Conclude on the appropriateness of management's 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 audit 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 the audit 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 a fair presentation

7. We communicate with those charged with governance 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.

#### II. Report on other requirements of Slovak Acts and other legal regulations

##### Report on information presented in the annual report – amendment to the independent auditor's report

8. The Statutory Representatives are responsible for the information presented in the Company's annual report, prepared in accordance with the Act on Accounting. Our above presented opinion on the financial statements does not relate to other information presented in the annual report.

In connection with the audit of the financial statements it is our responsibility to gain an understanding of the information presented in the annual report and assess whether such information is materially inconsistent with the audited financial statements or the knowledge gained during the audit of the financial statements, or otherwise appears to be materially misstated.

We have assessed, if annual report of the Company includes information required by the Act on Accounting.

Based on the work performed during the audit of the financial statements, in our opinion:

- The information presented in the annual report for 2024 is consistent with the financial statements for that year,
- The annual report includes information required by the Act on Accounting.

In addition, based on our understanding of the Company and its position, obtained during the audit of the financial statements, we are required to disclose, whether material misstatements were identified in the annual report, which we received prior to the date of issuance of this auditor's report. There are no findings that should be reported in this regard.

Bratislava, 22 May 2025



TPA AUDIT, s.r.o.  
Licence SKAu No. 304



Ing. Ivan Paule, CA  
Responsible auditor  
Licence SKAu No. 847

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TPA AUDIT, s. r. o.



## Head Office

### Bratislava

Pribinova 40  
811 09 Bratislava



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## Branch Office

### Banská Bystrica

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### Košice

Štúrova 27  
040 01 Košice

### Levice

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934 01 Levice

### Žilina

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010 01 Žilina