

OKsystem

Annual Report 2024

 **OKškolení**

 **Checkbot**

 **OKbase**





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Introduction

It is nice to close another successful year and look back on the past period. In 2024, we completed a decade of gradual changes in our ownership structure, generational change in management, and transformation from a regular commercial company to a family business. I co-founded OKsystem in 1990, and for a quarter of a century, we grew and, as four partners with dozens and later hundreds of employees, we conquered a significant position in the information systems market. I am delighted that my two daughters, Zuzana and Eva, have taken on their share of responsibility and are now working in financial and human resources management. Together with the CEO and co-owner Vítězslav Ciml, three segment directors, senior managers, and many experienced specialists, they are laying the foundations for further growth and commercial success.

In the past period, we have exceeded two significant milestones – 500 colleagues who make up our company and an annual turnover of CZK 1 billion. The number of employees reflects our commercial success in many projects and is also linked to innovation – testing, adopting and applying new processes and technologies. We are proud that our solutions are among the market leaders in our segment. We invest in key areas such as AI, UX/UI, and cybersecurity. We have introduced new processes, strengthened our teams of experts, and obtained new certifications. We have transitioned our products to cloud-based operations and a SaaS (Software as a Service) model. Our customers purchase comprehensive solutions without any initial investment and benefit from savings on resources that they would otherwise have to spend on purchasing and managing IT infrastructure. Our training centre, which has been providing authorised IT courses and certification exams for the longest time in the Czech Republic, achieves excellent results. We have also introduced a number of new courses and training formats.

We continued to digitise processes and services for our clients, particularly within projects for the Czech Ministry of Labour and Social Affairs and for our key products – the OKbase HR system and the Checkbot industrial robot monitoring application. We participated in the development and launch of the JENDA client zone, which allows users to apply for social benefits online from the comfort of their own homes. Our digitisation of agendas for the Labour Office using AI has become a successful example for other similar systems in public administration. OKbase is used by hundreds of major companies and organisations, including international auditing and consulting firms EY, Grant Thornton, KPMG, and PwC. Our Checkbot has already found application in 15 countries around the world, with customers including Volkswagen, KIA, Toyota, and their subcontractors.

The key to our long-term success is primarily the formation of a healthy and friendly corporate culture. We create working conditions in which it is possible to find a balance between work and personal life.

In conclusion, I would like to thank all my colleagues for their excellent work, our customers for their trust and loyalty, and our business partners for their successful cooperation. We are looking forward to celebrating the 35th anniversary of the company's founding with confidence and optimism. We believe in financial stability and growth, perhaps soon supported by the acquisition of another IT company.



Martin Procházka
Chairman of the Board of Directors



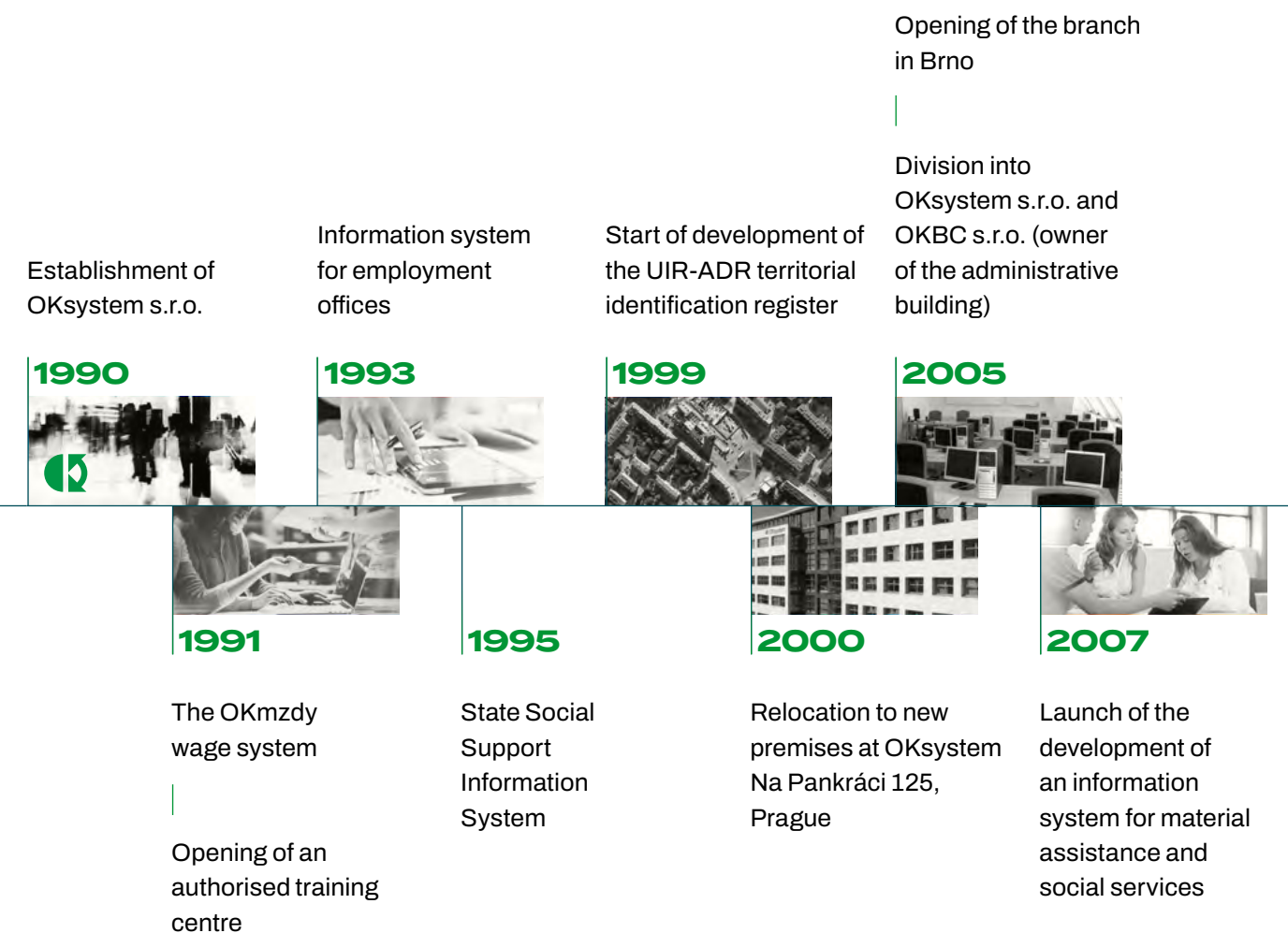
Presentation

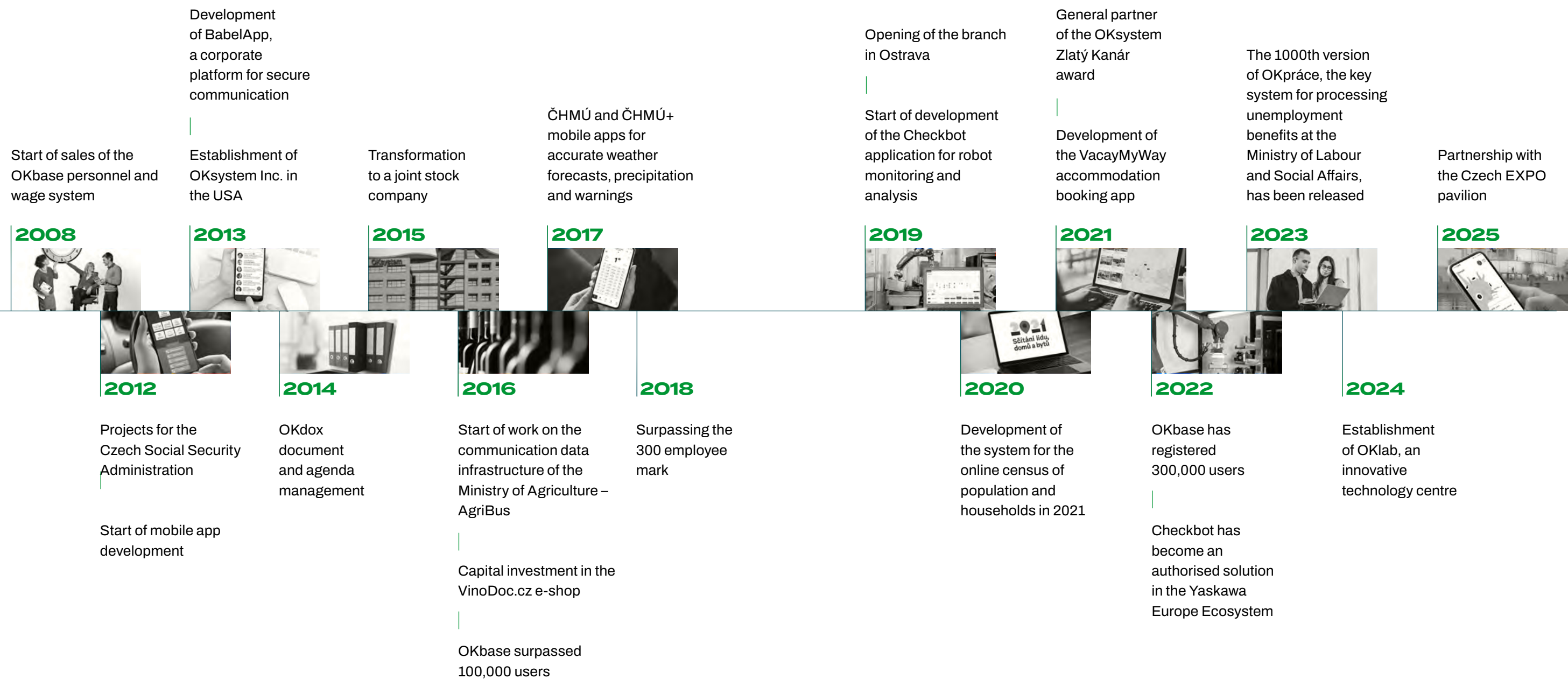
OKsystem is a Czech software company with international reach, a turnover of over CZK 1.1 billion, and more than 500 employees, built on the solid foundations of a family business. Since 1990, we have been providing IT services and developing software used by millions of users in the public and private sectors. We specialise in the development of innovative, reliable, and secure information systems and applications.

At a time when Czechoslovakia was just transitioning to a market economy, OKsystem quickly established itself as a key player in the field of authorised training, client/server application development, and large-scale software systems, especially for the reforming state administration. With the dawn of the 21st century, it began to focus on software products and solutions not only for the public sector, but increasingly for the commercial sector as well.

The story of our company is one of growth, expertise, and responsibility. It is the result of the continuous development of our key products and a series of successful projects that have become milestones in the history of our company. We believe that technology only makes sense when it serves people—and this principle has guided us for more than three decades.

- Today, we have **35 years of experience in custom development**, from large-scale IT solutions forming critical information infrastructure for the state, through internal systems supporting trade, logistics, and production, to web and mobile applications.
- For us, **digital transformation** is not about converting paper documents into electronic form. We see it as an opportunity to simplify work for companies and government agencies by streamlining processes, thereby saving time and money.
- A priority is the **maximum cybersecurity** for our solutions and services. We use advanced know-how, modern methods, and procedures to ensure this.
- We develop and support the **operation of integration platforms** that rank among the most important systems in the Czech public administration in terms of data volume and importance.
- We are expanding our customer base beyond the Czech Republic. We are also successfully **expanding abroad** with our SaaS products.





Company profile

Business name

OKsystem a.s.
registered in the Commercial Register maintained by the Municipal Court in Prague, Section B, File 20326

Legal form

joint stock company

Registration day

September 7, 2005

Headquarters

Na Pankráci 1690/125, 140 00 Prague 4

ID

27373665

VAT ID

CZ27373665

Statutory body Board of Directors



Martin Procházka
Chairman of the Board of Directors



Vítězslav Ciml
Vice Chairman of the Board of Directors



Zuzana Hořová
Member of the Board of Directors

Supervisory body Supervisory Board

Eva Vodenková
Chairwoman of the Supervisory Board

Šárka Cimlová
Member of the Supervisory Board

Business activities

Manufacturing, trade, and services not listed in Annexes 1 to 3 of the Trade Licensing Act	Accounting advisory services, bookkeeping, tax records management	Record keeping
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Fields of activity

Wholesale and retail	Provision of software, IT consulting, data processing, hosting and related activities, and web portals	Advisory and consulting activities, preparation of expert studies and reports
Research and development in natural sciences, engineering, or social sciences	Extracurricular education and training, organisation of courses and training, including lecturing	

Bank details

UniCredit Bank Czech Republic, a. s. acc. no. 48973004/2700	ČSOB, a. s. acc. no. 209390820/0300	Česká spořitelna, a.s. acc. no. 8927572/0800
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Membership in organizations

 SVAZ PRŮMYSLU A DOPRAVY ČESKÉ REPUBLIKY Confederation of Industry of the Czech Republic	 Member of IFR International Federation of Robotics	 ČESKO-SINGAPURSKÁ OBCHODNÍ KOMORA Czech-Singapore Business Chamber	 Česká asociace umělé inteligence Czech Association for Artificial Intelligence
 Network Monitoring Security Cluster Association	 ISACA Czech Republic chapter	 People Management Forum	 Chamber of Project Managers

ISO 9001
Quality management

ISO 14001
Environmental management

ISO/TEC 27001
Safety management

Business certificate No. 002535 pursuant to Act No. 412/2005 Coll. for confidentiality level CONFIDENTIAL.

Our strategy



We have been developing software
for private
companies and public
administration for
over 30 years.

We make sure,
our solutions are
**innovative, safe,
and reliable.**



The company's strategic priorities
for the next three years:

a.

To increase the satisfaction
of our customers from both
the public and business sectors.

b.

Furthermore, we aim to grow
across all main segments of our
services and be a strong and
reliable partner to the state in
supplying our systems, which are
part of its critical infrastructure.
In the area of products, we aim
to provide solutions in the form
of SaaS and develop solutions
and services in such a way as to
increase their added value for
customers and users.

d.

To be among the most
innovative companies in the
industry. To use the latest
available technologies to
develop customised solutions
and products. To regularly
implement new features and
improve the user-friendliness
of the solutions we deliver.

c.

To develop business activities
and sales of our product solutions
in the Czech Republic and abroad.

Selected key software development and training activities

Products



Custom development for government and commercial sectors



MINISTERSTVO PRÁCE
A SOCIÁLNÍCH VĚCÍ



Úřad práce ČR



ČESKÁ SPRÁVA SOCIÁLNÍHO ZABEZPEČENÍ



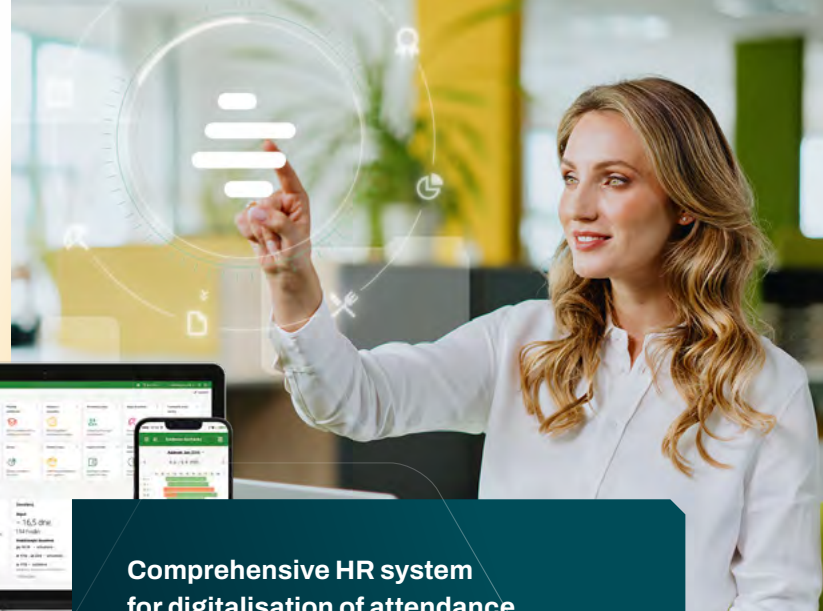
VACAYMYWAY



Ministerstvo zahraničních věcí
České republiky



MINISTERSTVO ZEMĚDĚLSTVÍ



OKbase is one of the leading HR systems on the Czech market. In 2024, development focused on digitising communication between companies and central government agencies, while also streamlining HR processes for employees. The customer portfolio continued to expand dynamically, further strengthening OKbase's market position.

In terms of intensive support for legislative changes, 2024 was no exception. The development team, led by analysts, focused, among other things, on the digitisation of sickness insurance benefits, electronic communication with bailiffs, income statements, foreigner reporting, and dozens of other necessary legislative changes. The web client received increasing attention, with modifications aimed at unifying the control of individual agendas and increasing UX. Forms for employees were given a clear multi-step guide format, oversight of approval processes across

**Comprehensive HR system
for digitalisation of attendance,
HR and payroll**

Development since 2005

**740 corporate customers,
more than 50 institutions**

350,000 users

individual agendas was simplified, and the user interface for a number of forms was unified.

For both new and existing customers, we have expanded the options for electronic document distribution according to standardised employee requirements from the web application.

OKbase's strong and highly valued feature remains its wide range of integration options with third-party applications. We continue to expand our portfolio of partners for standardised connections in the areas of access systems, e-learning, psychodiagnostics, and 360-degree feedback. The goal is to offer easy-to-implement solutions without the need for initial analysis.

In 2024, customers typically requested OKbase almost exclusively as a cloud service in SaaS mode. Service continuity and system administration are thus fully ensured from a technical standpoint by a modern cloud solution. This allows customers to focus on their core activities while taking advantage of the full range of HR system tools. The increased focus on user comfort that SaaS brings to our offering was highlighted by an expanded range of OKbase training, specialised seminars, and other support formats for all user levels. Naturally, we placed an emphasis on cybersecurity, which was once again one of our top priorities in 2024.

With the growing number of customers, there is an increasing emphasis on quality user support. In 2024, we launched a new helpdesk system that streamlined ticket management and communication. Customers can now conveniently submit requests directly from the catalogue in the client portal, track the progress of their requests, and communicate with the hotline.



→ okbase.cz

The OKbase system is used by leading Czech and international companies and authorities, such as:

Allianz Insurance Aon Astratex Billa BNP Paribas
Botanical Garden of Prague Carrier Caterpillar
Contipro ČMSS C.S.CARGO Czechoslovak Group
Czech Pharmacy Holding (Dr.Max pharmacies)
DHL Supply Chain Direct Insurance Dixons
Eberspächer ELECTROLUX EUC EY Four Seasons
GE Aviation Global Payments Grant Thornton
Jan Becher John Crane Konica Minolta
KPMG Czech Republic KRKA CR Lagardere LINET
Olympus Omnipol Penny Market Porsche Engineering
PwC Rohlik.cz SMITHS Medical

Czech Academy of Sciences
Archive of the Czech Academy of Sciences
Czech Geological Survey
Czech Trade Inspection Authority Czech Statistical Office
CTU in Prague Institute of Physics Masaryk Institute
Department of Transportation Ministry of Culture
Ministry of Regional Development
Ministry of Education, Youth and Sports
Ministry of Foreign Affairs Ministry of the Environment
Moravian-Silesian Region National Gallery
National Cyber and Information Security Agency
Czech Road and Motorway Directorate Statutory City of Brno
State Housing Development Fund
State Treasury Shared Services Centre
State Land Office State Printing Office
State Agricultural Intervention Fund State Veterinary
Státní zemědělský intervenční fond
Military forests and estates of the Czech Republic
General University Hospital in Prague
University of Chemistry and Technology

In 2024, OKbase was chosen and ordered by the following new customers, among others



CONNECT GROUP

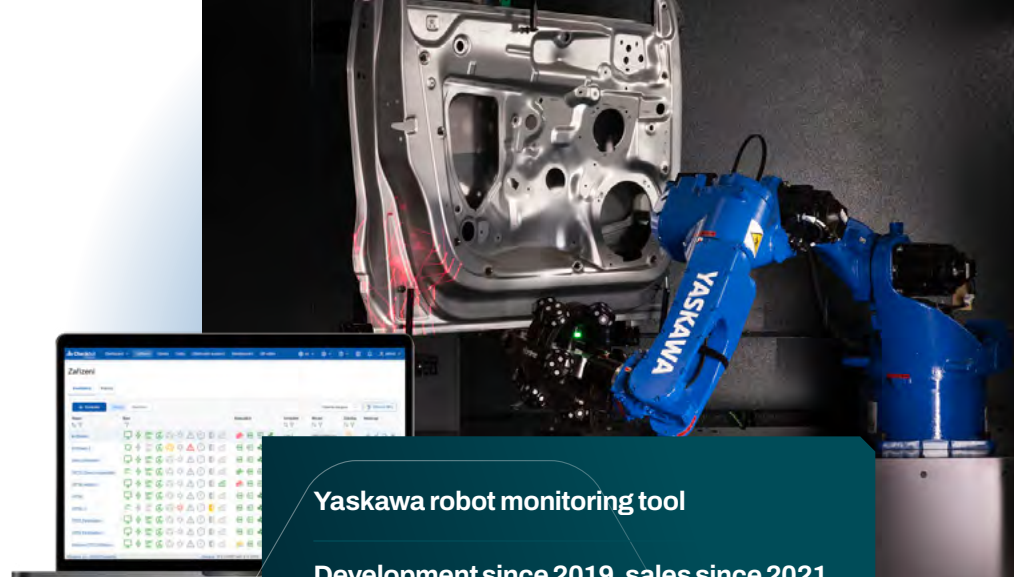
StanleyBlack&Decker

ASTRATEx

EUROMEDIA



DANCZEK



Yaskawa robot monitoring tool

Development since 2019, sales since 2021

Installed in 15 countries, with the first customer installations in the US, France, Estonia, and Finland planned for 2024

140 robots connected at our largest customer

The Checkbot application enables comprehensive monitoring and remote management of Yaskawa industrial robots in real time. It excels in its architecture, which guarantees quick and inexpensive installation in a matter of tens of minutes, even in the most complex operations. It is the youngest product in the OKsystem portfolio, with development beginning in 2019.

The first customer installations took place in 2021, initially at manufacturing companies in the Czech Republic. In 2022, the application was expanded to several European countries and then presented directly at the European headquarters of Yaskawa Europe's robotics division. In the same year, Checkbot was granted the status of an authorised solution within the Yaskawa Ecosystem in Europe. This was an important prerequisite for establishing cooperation with Yaskawa branches in individual European markets, many of which began to actively offer and distribute Checkbot to their customers. In 2023, the application was also introduced in the United States for the first time.

Between 2022 and 2024, a number of new features were added, including remote backup of CMOS.bin, monitoring of important welding parameters, tracking of regenerated energy,

camera recordings of individual robots, and video sequences of selected events such as robot stoppages, malfunctions, limit violations, etc.

Production monitoring, comparison of any two programs, and real-time evaluation of changes were also introduced, all with an emphasis on continuous safety improvement. In 2024, Checkbot was supplemented with a responsive interface for easy viewing of main dashboards and outputs on mobile devices.

The year 2024 was marked by accelerated sales to new customers both abroad and in the Czech Republic. We presented Checkbot at major industrial trade fairs in Brno, Paris, Lyon, and Kielce. We managed to reach and acquire customers in new territories, and we successfully implemented our first customer installations in the US, France, Estonia, and Finland. In total, the application was already in operation in 15 countries around the world in 2024.

New customers include major multinational companies from various manufacturing sectors, such as Volkswagen Slovakia, Mubea Stabilizer Bar System, Faurecia, Purem, SODIKART, L'Oréal, Zoeller, Futaba, Doosan Bobcat North America, and others.

→ checkbot.com



Certified training centre for IT professionals and users

Providing training since 1991

Authorised training for Microsoft, CISCO, SUSE, Partner of Pearson VUE

More than 350 courses conducted in 2024

The OKsystem Training Center is the longest-operating ICT training center in the Czech Republic, providing authorized training since 1991. It is authorized to provide professional training for Microsoft, CISCO, and SUSE Linux products, trains in other technologies and programming languages, and is also a Pearson VUE partner for ICT knowledge testing. In addition to training IT professionals, it also focuses on training users of OKsystem software products and program systems. Hundreds of computer experts attend courses taught by certified instructors every year.

OKškolení has six modern computer classrooms at OKsystem's headquarters in Prague and facilities at its branches in Brno and Ostrava. For larger events, it often uses the conference hall at its Prague headquarters, which can accommodate up to 300 people. Courses are held in person, online, or in a hybrid format.

In 2024, the range of courses on offer was significantly expanded, particularly in the field of artificial intelligence. Webinars included

those for experts, Microsoft 365 and OKbase users, and specialist seminars focusing on payroll and human resources issues were added. In total, more than 350 courses were held. The training center's turnover grew by more than 50 percent year-on-year.

Among the key activities in 2024 was the Training in Communication and Information Systems for the Ministry of Defense project, which included highly specialized training for IT professionals. At the end of the calendar year, a project was also launched to train experts from the Czech Police and the Ministry of the Interior.

A significant event was the training of the new generation of the Employment information system, during which we trained 2,500 employees of the Labour Office in person over 26 working days. The training took place in a conference hall in Prague with 90 computers, and in classrooms in Brno and Ostrava. The project was very successful and was evaluated positively by both participants and the client, and contributed significantly to the smooth launch of the system.

→ okskoleni.cz

ICT development for public administration and the commercial sector

Since its inception, OKsystem has been very active and successful in providing custom development services and other ICT services for public administration. In 2024, it supplied solutions and provided the following comprehensive services to state and public organisations:

Custom development and operation of information systems for the Ministry of Labour and Social Affairs (hereinafter referred to as MLSA) and the Czech Labour Office.	Development and operation of the CSSA information system for the collection of insurance contributions from self-employed people and inspection activities.
Providing licences and support for the operation of the OKbase personnel system for ministries, central government agencies, and local government authorities.	Provision of licences and support for the human resources, payroll processing, and payroll system for the Ministry of Foreign Affairs and all diplomatic missions of the Czech Republic.
Interconnection of key information systems and ensuring the operation of the communication structure of the Ministry of Agriculture – AgriBus (based on the Oracle Enterprise Service Bus) and the Czech Social Security Administration (Microsoft BizTalk technology).	Training and testing of ICT expertise among public administration employees.



The development and support of key agenda information systems for the Ministry of Labour and Social Affairs traditionally represented a significant part of OKsystem's portfolio of deliveries in 2024.

In the past year, we confirmed our role as a strategic supplier to the ministry, which OKsystem has been building for more than three decades with its expert know-how in the delivery of agenda information systems for the Ministry of Labour and Social Affairs and the Czech Labour Office. At the end of 2023, the Ministry of Labour and Social Affairs' open tender for the development and operation of key agenda information systems was concluded with the signing of a new framework agreement for a period of three and a half years. On this basis, OKsystem, in close cooperation with the ministry's ICT management, implemented key changes aimed at further modernisation, digitisation, and a significant increase in the efficiency of the agenda tasks assigned to the ministry by legislation.

VIn 2024, development continued on the JENDA self-service client zone, which allows clients of the Ministry of Labour and Social Affairs to use a range of services online that previously required a personal visit to the office. Applications for housing benefits, child allowances, and parental allowances are now available online, as are applications for unemployment benefits and job placement services. The impact of the

Comprehensive modular system covering employment, non-insurance social benefits, and emergency benefits.

The processing time for parental allowance applications has been reduced to less than a third – from 19 days in 2022 to 6 days in 2024.

While in 2022 only half of the applications for housing benefits were processed within the statutory deadline, in 2024 more than 91% of applications were processed on time.

digital transformation is measurable: while in September 2022 it took an average of 19 days to process an application for parental allowance, in September 2024 it took 6 days. For housing allowances, the proportion of applications processed on time rose from 50% to over 91%.

These changes were followed by the deployment of a new generation of the IS ZAM system to support the employment agenda. The modernisation, which had been postponed for more than 10 years, was completed in 2024. It brought an update of the technological elements, the deployment of a modern centralised three-layer architecture, and interconnection with the newly built unified data and analytical base of the ministry. The changes made it possible to take full advantage of the system modifications implemented in 2023 in the backend, such as a unified queue of requests, a control line, a centralised back-office workplace, and the MARUŠKA system.

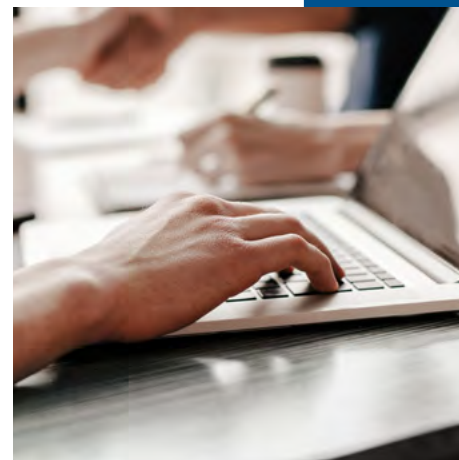
The result is a significant reduction in the administrative burden on employees at branch offices, allowing them to focus on working directly with clients.

In addition to significantly greater user-friendliness, the modernisation has also created space for the use of advanced technologies, including elements of artificial intelligence. This is used, for example, in the processing of application attachments, where the system automatically evaluates whether the attached file corresponds technically, but also to a large extent in terms of content, to what is required of the client. Due to the long-term increase in the number of applications being assessed, reducing the administrative burden on employment office staff is a key parameter that is being successfully met with the solutions we provide.

The digital transformation of public services, in which OKsystem has been involved as a long-term technology partner, is gaining recognition beyond the ministry. Positive feedback has been provided by both experts and users themselves. At the end of 2024, the JENDA application achieved a rating of 1.6. In the case of applications for parental benefits, where more than two-thirds of parents used the digital channel, it received a rating of 1.3. The success of the digitisation of the Ministry of Labour and Social Affairs' agenda was also confirmed by its second place in the Project of the Year category in the prestigious Křišťálová lupa 2024 survey.

Another important project is the preparation of a "super benefit" DSSP (state social assistance benefit), which should replace several current benefits in 2025 with the aim of simplifying the process for applicants and authorities. Applications will be assessed according to uniform criteria, bringing transparency and less administration for applicants and authorities. The digital transformation of the Ministry of Labour and Social Affairs is now seen as an example of the successful deployment of modern technologies and a client-oriented approach in public administration.

OKsystem is a proud partner of the ICT department of the Ministry of Labour and Social Affairs in its implementation and, in 2024, confirmed its role as an innovator that combines detailed knowledge of agendas with expert skills in the design and development of information systems. Our solutions are based on state-of-the-art technologies, from infrastructure design and implementation (cloud) and IS architecture to user-friendly applications and the use of artificial intelligence elements. All this while complying with strict SLAs guaranteeing system performance and availability even under heavy user load and high data security requirements.



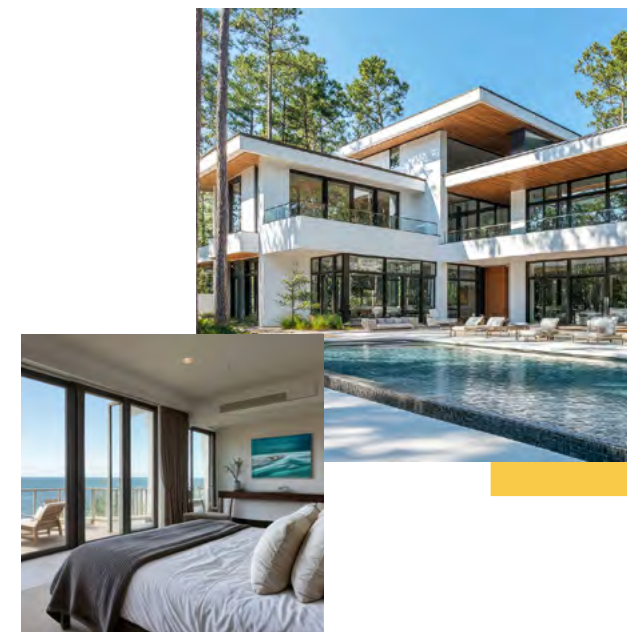
In 2024, OKsystem continued to develop and support the VacayMyWay web platform, designed to facilitate short-term accommodation rentals. The assignment came from the American company of the same name based in Denton, Texas. Its founders, who have many years of experience in the real estate rental industry, aim to simplify reservations, reduce fees, and strengthen trust between landlords and their clients.

Tourists can save up to 20% on the price of their stay through this platform compared to other booking systems. Property owners can easily offer their houses and apartments for short-term rental on favourable terms, with no flat fees for listing, a clear cancellation policy, customer support, and insurance against damage.

The booking system is connected to specialised information systems such as Hostfully, NextPax, Hostaway, Streamline, Boost, and Interhome. During 2024, the portal's offering grew by tens of thousands of properties.

As the main development partner, we also focused on improving the UX of the portal, not only for end customers, but also for property owners, administrators, and partners.

→ vacaymyway.com



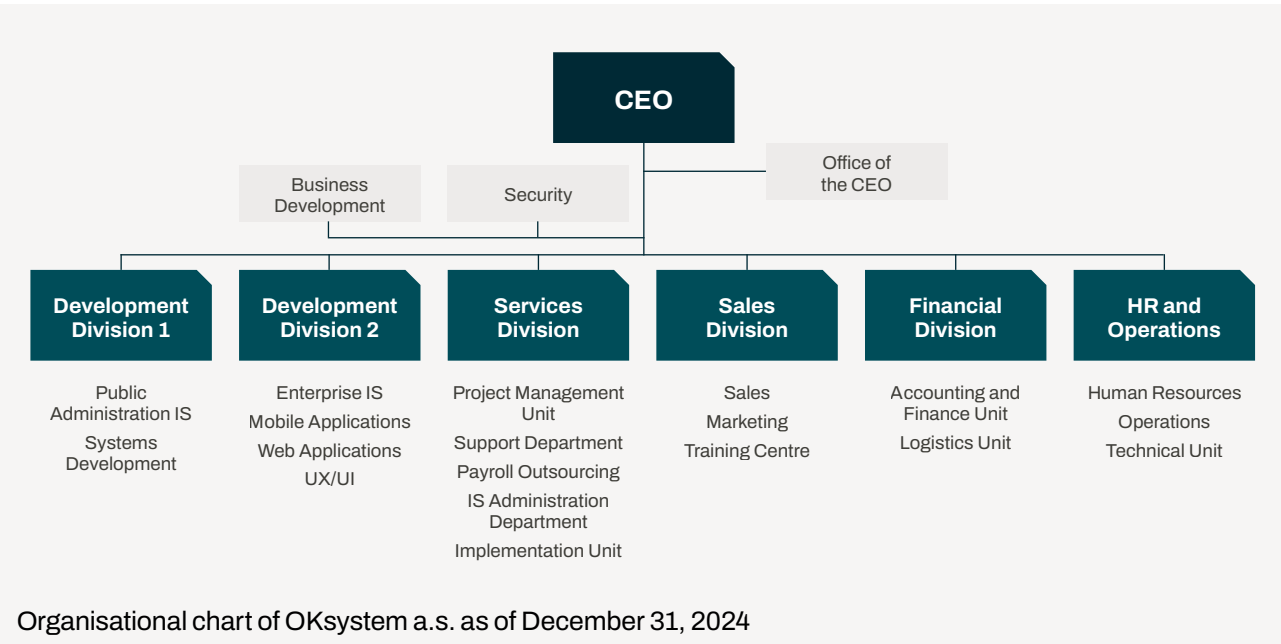
Relations with employees

As in previous years, OKsystem continued to grow in 2024. We exceeded 500 employees for the first time and ended the year with 522 employees. This growth primarily reflects the intensive development of our main projects and growing business activities across the main segments of our business in the Czech Republic and abroad. As our projects expanded, we strengthened our existing teams and created some new ones. We focused on the professional, personal, and language development of our employees, which is key to the further growth of international projects.

At our IT company, employees are our most important asset, and their commitment and satisfaction are a priority for management. In the first half of 2024, we conducted our annual internal survey, which provided valuable feedback. We greatly appreciate that our employees rate the company positively not only in internal satisfaction surveys, but also on the Atmoskop portal, which is based on authentic employee reviews. This good reputation on the job market gives us a significant advantage in recruitment processes.

According to surveys, our employees most value the personal approach, management transparency, and work flexibility. Therefore, starting in January 2024, we added 5 OKdays to the 5 weeks of vacation to support work-life balance. We have also supported employee activities for better physical and mental health: sports days, running races, floorball and soccer tournaments. The MultiSport card remains a popular benefit. In terms of mental health, we have expanded our offer to include anonymous consultations with psychologists. We support internal communication by developing our corporate intranet, the main tool for sharing information and everyday communication within the company.

In 2024, we continued to digitise internal processes through the OKbase HR system. In many respects, electronic communication has become standard for us. Employees can easily manage their personal data, request benefits, vacation, business trips, training events, and sign documents in the system. Tax returns, ELDP, annual settlements, and other documents are also processed digitally.



Significant events of 2024

Record turnover: CZK 1.1 billion.

Highest number of employees in history: 522.

Employees enjoyed 538 OKdays – a new benefit offering up to five additional days off on top of their existing five weeks of vacation.

Establishment of OKlab – a technology and innovation centre for AI testing.

Launch of a new, upgraded generation of the IS ZAM application, which helps to manage the Ministry of Labour and Social Affairs' agenda in the area of employment, from January 1, 2025, in cooperation with the Ministry of Labour and Social Affairs.

The JENDA self-service client zone of the Ministry of Labour and Social Affairs was used by a record number of applicants in 2024, with tens of thousands of submissions. Applications for housing benefits, child allowances, parental allowances, unemployment benefits, and job placement services are now available online.

A total of 995 companies in the OKbase system.

OKbase Day was held with 450 participants.

The cybersecurity department regularly checks 10 million lines of code in our programs and IT solutions.

Checkbot is already operating in 15 countries, with the first customer installations in the US, Estonia, France, and Finland.

First official visit to the YASKAWA headquarters in Japan and meetings with the global management of this group.

New OKškolení website and expansion of educational services.

Organisation of training for the Czech Labour Office – over a period of six weeks (26 working days), more than 2,500 employees were trained in person with the involvement of 20 lecturers.

As an official partner of the Czech national pavilion at the EXPO world exhibition in Osaka, we developed an application for visitors.

End of development and support for the BabelApp secure communication app.

Partnership at the successful Czech tennis gala evening OKsystem Zlatý Kanár 2024.

Establishing a partnership with tennis player Jakub Menšík and launching the campaign “A good job is easy to sign off”.

Outlook to 2025

In 2025, we expect growth in turnover and the number of employees. We will continue to focus on strengthening our position in the field of product solutions in the Czech Republic and abroad and consolidating our role as one of the main suppliers of digitisation solutions for public administration and e-government.

Our key priorities for 2025 include:



Social responsibility

Support for schools and education

OKsystem began supporting education in Czech schools in 2020. We have gradually established cooperation with two universities and one secondary technical school. Our experts share their know-how with the younger generation and receive valuable feedback in return. This partnership not only usefully links theory with practice, but also opens doors to future career opportunities for students.



Workshops and lectures

Our directors and experts share their experience with students both through courses offered at schools and through practical workshops or internships at the company.

Cooperation on study programs

Together with expert guarantors, our representatives help create study programs. The closest cooperation is with the University of Economics in Prague, where OKsystem is the main partner of the Department of Personnel Management and where we have been teaching the course Innovation in HR: From Digitisation to Artificial Intelligence for several semesters, and with the Czech University of Agriculture in Prague.

Robotics classroom

In 2021, in cooperation with Yaskawa Czech, we equipped the SPŠE Ječná vocational school with our Checkbot robot monitoring application. We continue to work with teachers who use the application directly in their lessons, providing them with regular training and the latest version of the application.

Charity projects

As a family-owned company, we place great emphasis on longevity, sustainability, and a responsible approach. Social responsibility is a natural part of our business. Our activities are not limited to financial donations; our employees voluntarily and extensively participate in many CSR projects. In 2024, we supported the following projects, among others:

Sportovní klub vozíčkářů (SKV)

For over 20 years, we have been supporting the Wheelchair Sports Club and its team of divers, both financially and by participating in a charity floorball tournament.



Give children a chance org. (Dejme Dětem Šanci)

We have been working with the non-profit organisation DDS, which supports children from children's homes, for four years now. We provide financial support through sponsorship of events, participation in charity events (Running for Children), and purchasing Christmas gifts for children from selected children's homes.

Charita Česká republika

We respond to current events around us. In 2024, we sent 1 million Czech crowns through Charita ČR to help citizens of the Czech Republic struggling with the aftermath of devastating floods.

Foundation Dobrý Anděl

All proceeds from our regular corporate charity bake sale, in which our employees actively participate, go to the Dobrý Anděl Foundation.

We have also collaborated with Charita Hvězda, the Jedlička Institute Foundation, and the organization Život bez bariér.

Sustainability

At OKsystem, we care about the environment. Every year, we introduce new activities to protect it.

Waste management and energy savings

We strictly sort regular waste and electronic waste at all our branches. At the same time, we reduce water and electricity consumption through modern technologies and responsible behaviour.

Eco-friendly transport

Our company fleet includes electric cars. We actively encourage our employees to use public transport and cycle to work, thereby contributing to reducing transport emissions.

Conserving natural resources

Thanks to the digitisation of internal processes, we have significantly reduced our consumption of paper and ink.



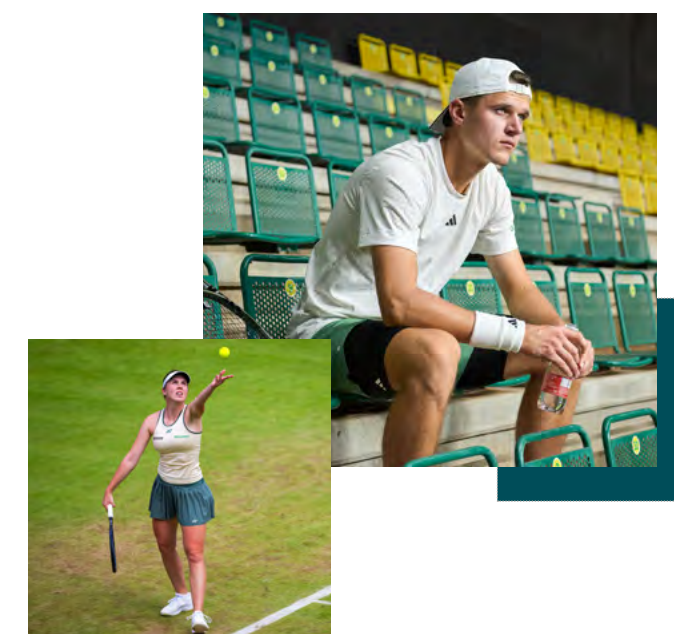
Sponsorship and sports

Sport and the values associated with it are close to our hearts. That is why we support promising young athletes and major sporting events. We have been working with the **Precheza Přerov Tennis Club** for many years.

Last year, we enthusiastically joined in supporting tennis player **Jakub Menšík**, and we are also proud of our ambassador, tennis player **Linda Nosková**, with whom we began working a year earlier. Both of these promising athletes embody indomitable will, perseverance, accuracy, patience and fair play—values that we also hold dear.

We are also the general partner of the prestigious **Zlatý Kanár** award for the best male and female tennis players and a partner of the **BigBoard Superfinal floorball tournament** at the O₂ arena.

We believe that supporting sport is also an investment in the future – in the talents that inspire us and in the events that bring us together.



Financial statements for 2023 and 2024

Balance sheet (in thousands of Czech crowns)

Assets			2024	2023
	gross	adjustment	net	net
Total assets	1 081 175	-114 392	966 783	741 342
Fixed assets	186 782	-114 392	72 390	61 167
Intangible fixed assets	68 013	-47 929	20 084	16 902
Valuable rights	68 013	-47 929	20 084	16 902
Software	65 743	-47 740	18 003	16 902
Other intangible fixed assets	2 270	-189	2 081	0
Tangible fixed assets	69 380	-55 738	13 642	14 700
Land	0	0	0	0
Buildings and structures	945	-247	698	717
Machinery and equipment	68 209	-55 491	12 718	13 757
Other tangible fixed assets	226	0	226	226
Tangible fixed assets under construction	0	0	0	0
Long-term investments	49 389	-10 725	38 664	29 565
Ownership interests in controlled or controlling entities	0	0	0	0
Loans to controlled or controlling entities	49 389	-10 725	38 664	29 565
Current assets	887 686	0	887 686	669 849
Inventories	2 253	0	2 253	21 197
Materials	721	0	721	798
Finished products and merchandise	1 532	0	1 532	1 620
Unfinished production	0	0	0	18 779
Long-term receivables	579	0	579	3 579
Trade receivables	0	0	0	0
Other receivables	579	0	579	3 579
Short-term receivables	456 309	0	456 309	83 502
Trade receivables	448 620	0	448 620	82 285
Receivables from partners and members of an association	0	0	0	0
Tax receivables due from state	0	0	0	0
Short-term advances given	7 304	0	7 304	1 171
Estimated receivables	0	0	0	0
Other receivables	385	0	385	46
Cash and equivalents	428 545	0	428 545	561 571
Cash	215	0	215	208
Bank accounts	428 330	0	428 330	561 363
Accruals	6 707	0	6 707	10 326
Deferred expenses	5 621	0	5 621	7 305
Deferred income	1 086	0	1 086	3 021

Liabilities and equity

	2024	2023
Total liabilities and equity	966 783	741 342
Owners' equity	732 885	630 095
Share capital	35 000	35 000
Share capital	35 000	35 000
Capital funds	-267	-234
Gains or losses from revaluation of assets and liabilities	-267	-234
Funds from profit	3 707	3 699
Other reserve funds	0	0
Statutory and other funds	3 707	3 699
Retained earnings	500 129	484 311
Retained earnings from previous years	500 129	485 208
Other profit/loss – previous years	0	-897
Profit or loss from current year	194 316	107 319
Other sources	228 226	105 971
Reserves	5 850	10 667
Other reserves	5 850	10 667
Payables	222 376	95 304
Long-term payables	1 150	1 213
Deferred tax liability	1 150	1 213
Short-term payables	221 226	94 091
Bonds issued	0	0
Convertible bonds	0	0
Other bonds	0	0
Payables to banks	0	0
Short-term advances received	3	97
Trade payables	30 673	9 515
Short-term notes payable	0	0
Payables to controlled or controlling entities	0	0
Payables to associates	0	0
Other payables	190 550	84 479
Payable to partners	0	0
Short-term financial assistance	0	0
Payables to employees	37 501	32 271
Payables to social security and health insurance	16 449	13 574
Tax and subsidies due to state	135 766	37 533
Estimated payables	30	60
Other payables	804	1 041
Accruals and deferrals	5 672	5 276
Accrued expenses	875	765
Deferred revenues	4 797	4 511

Income statement (in thousands of Czech crowns)

2024 2023

Revenues from sales of own products and services	1 074 870	786 697
Revenues from goods sold	4 175	5 764
Cost of sales	215 544	150 585
Cost of goods sold	2 856	3 929
Materials and energy	16 062	15 091
Services	196 626	131 565
Change in inventory of own production	0	0
Own work capitalized	-9 279	-8 733
Personnel expenses	634 945	519 365
Wages and salaries	470 707	382 282
Social security, health insurance, and other expenses	164 238	137 083
Social security and health insurance expenses	147 839	121 469
Other expenses	16 399	15 614
Value adjustments to fixed and current assets	15 073	15 968
Value adjustments to intangible and tangible fixed assets	15 073	15 968
Permanent value adjustments to intangible and tangible fixed assets	15 073	15 968
Temporary value adjustments to intangible and tangible fixed assets	0	0
Adjustments to inventories	0	0
Adjustments to accounts receivable	0	0
Other operating revenues	1 561	2 052
Revenues from sale of fixed assets	736	1 068
Revenues from sale of materials	18	12
Other operating revenues	807	972
Other operating expenses	-1 970	8 398
Net book value of fixed assets sold	324	932
Net book value of materials sold	0	0
Taxes and fees	929	840
Provisions and complex prepaid expenses	-4 818	36
Other operating expenses	1 595	6 590
Operating profit or loss	226 293	108 930
Revenues from long-term investments – shares	0	0
Revenues from shares in controlled or controlling entities	0	0
Other revenues from shares	0	0

2024 2023

Costs associated with shares sold	0	0
Revenues from other long-term investments	0	0
Revenues from other long-term investments in controlled or controlling entities	0	0
Revenues from other long-term investments	0	0
Costs associated with other long-term investments		
Interest income and similar income	19 796	28 050
Interest income and similar income from controlled or controlling entities	0	0
Other interest and like income	19 796	28 050
Adjustments and provisions in the finance area	0	0
Interest expense and similar expenses	0	0
Interest expenses relating to controlled or controlling entities	0	0
Other interest expenses and similar expenses	0	0
Other financial income	3 433	328
Other financial expenses	4 101	3 489
Profit or loss from financial operations	19 128	24 889
Profit or loss before tax	245 421	133 819
Income tax	51 105	26 500
Current income tax	51 169	26 549
Deferred income tax	-64	-49
Profit or loss after tax	194 316	107 319
Transfer of profit to partners	0	0
Profit or loss for the current period	194 316	107 319
Net turnover for the current period	1 079 045	0

Cash flow statement

Business name or other name of reporting entity
OKsystem a.s.

Registered office or address of reporting entity
Na Pankráci 125, 140 00 Prague 4

for the year ending 31 December 2024
in thousands of Czech crowns

P.	Balance of cash and equivalents at beginning of reporting period	561 571
Cash flows from operating activities		
Z.	Profit or loss before tax	245 421
A. 1	Adjustments for noncash operations	−9 952
A. 1 1	Depreciation and amortization of fixed assets and adjustments thereto	15 073
A. 1 2	Change in adjustments and provisions	−4 817
A. 1 3	Gain or loss from disposal of fixed assets	−412
A. 1 4	Dividends and like income	0
A. 1 5	Net interest expense except as capitalized into fixed assets	−19 796
A. 1 6	Other adjustments for noncash operations	0
A. *	Net cash flow from operating activities before tax and working capital changes	235 469
A. 2	Change in noncash items of working capital	−219 713
A. 2 1	Change in accounts receivable and temporary asset accounts	−366 188
A. 2 2	Change in short-term accounts payable and temporary liability accounts	127 531
A. 2 3	Change in inventories	18 944
A. 2 4	Change in short-term investments not included in cash and equivalents	0
A. **	Net cash flow from operating activities before tax	15 756
A. 3	Interest paid except as capitalized into fixed assets	0
A. 4	Interest received	19 796
A. 5	Income tax paid and tax additionally charged	−51 105
A. 6	Dividends and like income received	0
A. ***	Net cash flow from operating activities	−15 553
Cash flows from investing activities		
B. 1	Acquisition of fixed assets	−26 296
B. 2	Proceeds from sale of fixed assets	412
B. 3	Loans and credits to related parties	0
B. ***	Net cash flow from investing activities	−25 884
Cash flows from financing activities		
C. 1	Changes in long- and short-term liabilities	−63
C. 2	Effect on cash and equivalents of changes in owner's equity	−91 526
C. 2 1	Increase in cash from increase in share capital, share premium, and funds from profit	−33
C. 2 2	Dividends and like payments to partners	−87 500
C. 2 3	Additional contributions from partners and shareholders	0
C. 2 4	Loss coverage by partners	0
C. 2 5	Direct payments by debit from funds	−3 993
C. 2 6	Dividends and like payments made, inclusive of tax paid	0
C. ***	Net cash flow from financing activities	−91 589
F.	Net increase/decrease in cash	−133 026
R.	Balance of cash and equivalents at end of reporting period	428 545

In accordance with Decree No. 500/2002 Coll.

Preparation of the cash flow statement: indirect method

Statement of changes in equity

Business name or other name of reporting entity
OKsystem a.s.

Registered office or address of reporting entity
Na Pankráci 125, 140 00 Prague 4

for the year ending 31 December 2024
in thousands of Czech crowns

		Opening balance	Increase	Decrease	Closing balance
A.	Share capital registered in the Commercial Register	35 000	0	0	35 000
B.	Share capital not registered in the CommercialRegister	0	0	0	0
C.	Total A +/- B	35 000	XX	XX	XX
D.	Own shares and ownership interests	0	0	0	0
*	Total A +/- B +/- D	XX	XX	XX	35 000
E.	Share premium	0	0	0	0
F.	Reserve fund	0	0	0	0
G.	Other funds from profit	3 699	4 000	3 993	3 706
H.	Capital funds	0	0	0	0
I.	Revaluation gains or losses not included in profit or loss	−234	0	33	−267
J.	Retained earnings	591 630	0	91 500	500 130
K.	Profit or loss for the reporting period after taxation	XX	194 316	XX	194 316
*	Total	630 095	198 316	95 526	732 885

In accordance with Decree No. 500/2002 Coll.

Notes to the financial statements for the financial year
from 1 January 2024 to 31 December 2024
(prepared in accordance with §39 et seq. of Decree No. 500/2002 Coll.)

I. Basic information (Decree §39/1/a)

A. Basic information concerning the reporting entity
(§18, para. 3 of the Accounting Act):

A. 1. Reporting entity identification

Business name:	OKsystem a.s.
Registered office:	Na Pankráci 1690/125, 140 00 Prague 4
Company ID No.:	27373665
Legal form:	Joint-stock company
Subject of business:	Software, training, IT services
Date of reporting entity's founding:	7 September 2005
Balance sheet date:	31 December 2024
Annual report presentation date:	2 June 2025 (day of completing financial statements)
Reporting entity category (§1b of the Accounting Act):	Large
Signature of the corporate body:	
Prepared by: Ing. Zuzana Hořová	Ing. Martin Procházka, Chairman of the Board of Directors

A. 2. Description of changes and amendments made in the Commercial
Register within the most recent period

During the period 1 January 2024 to 31 December 2024 no changes occurred in the Commercial Register.

A. 3. Description of organizational structure and substantial
changes therein within the most recent period

Organizational structure:

Divisional organization: Office of the CEO | Development Division 1 | Development Division 2 | Services Division
Sales Division | Financial Division | Personnel and Operations Division

Within divisions, departments and units are established directly subordinate to the heads of the divisions.

B. Information on general accounting principles
and methods (Decree §39/1/b)

General accounting principles

The financial statements were prepared in accordance with Act No. 563/1991 Coll., on Accounting, as subsequently amended (hereinafter referred to as the Accounting Act), and Decree No. 500/2002 Coll. (hereinafter referred to as the Decree), which implement certain provisions of the Accounting Act for reporting entities that are business enterprises utilizing double-entry accounting.

■ Going concern
assumption

The accounting methods were used under the assumption that the reporting entity would continue as a going concern. The reporting entity assumes that the going concern principle is not at risk and at the same time that there exists no substantial uncertainty that it will be able to continue uninterrupted in its activities.

■ Method of compiling the financial
statements as of 31 December 2023

On the basis of an amendment to the Accounting Act and an implementing decree on reporting by business enterprises, effective as from 1 January 2016, there occurred a change in the reporting of certain items on the balance sheet and income statement. In order to ensure comparability of these items with the previous financial year, these items were reclassified accordingly, in conformity with Czech Accounting Standard No. 024.

■ B. 1. Assets and liabilities valuation methods

General principle:

Assets and liabilities are valued at historical acquisition cost (i.e., acquisition price + related costs), with the exceptions of postage stamps, transport tickets and like items (recorded at nominal value), as well as the items described below.

B. 1. a) Valuation of purchased inventories

Methods of accounting for inventories: OKsystem a.s. uses variant "A".
Individual stock types:

- Kitchen stocks**
Purchased stocks are recorded at acquisition cost in account 112 – Materials in inventory. Material consumption is commonly debited in the corresponding accounts within account group 501 – Material consumed, 518 – Other services, 504 – Merchandise sold, or in account 549 – Shrinkage (spoilage) from operating activities.
- Stocks of other goods, software stocks**
Purchased stocks are recorded at acquisition cost in account 131 – Cost of merchandise. The goods are then transferred to account 132 – Merchandise in warehouse and stores. Sales of merchandise are commonly debited in the corresponding accounts within account group 504 – Merchandise sold.
- Promotional materials inventory**
Purchased stocks are recorded at acquisition cost in account 111 – Cost of material. The promotional material is then transferred to account 112 – Materials in inventory. Material consumption is commonly debited in the corresponding accounts within account group 501 – Material consumed.

The reporting entity maintains inventory records continuously and in a verifiable manner so that as of the reporting date for the accounting period and after inventory-taking it may debit the appropriate inventory accounts and credit the accounts for consumed purchases.

Types of expenses included into prices of purchased stocks

Secondary acquisition expenses which are included into acquisition prices of purchased stocks:
Yes = they are included

Method of including costs of transport at the Company's own expense:

Directly into the valuation of individual items to which they relate.

B. 1. b) Valuation of internally produced inventories

There are no internally produced inventories.

■ B. 2. Method for determining changes in asset values (depreciation, amortization, and adjustments)

B. 2. a) Depreciation and amortization of tangible fixed assets

Accounting depreciation and amortization are calculated based upon acquisition cost (minus any investment subsidies received) and estimated service life

Basic principles of the accounting depreciation and amortization plan:

The reporting entity depreciates or amortizes asset values over time, always until a zero accounting balance value is reached. Depreciation and amortization rates are determined individually according to the expected useful lives of groups of items and at an annual percentage rate. Depreciation and amortization are on a straight-line basis and recorded monthly, starting from the month following the item's classification.

Expected useful lives for basic groups of fixed assets are specified as follow:

Intangible fixed assets	3 years*	Tangible fixed assets	
* unless specified otherwise in a contract		Buildings	50 years
		Furniture	5 years
		Machinery and devices	3 years
		Vehicles	5 years

Reporting method for items of small fixed assets:

Price limits for amortizing tangible assets acquired

- Expensed directly without subsequent operating record: up to CZK 10,000, inclusive.
- Expensed directly with subsequent operating record: above CZK 10,000 plus assets individually determined to be important for the Company (e.g., mobile phones, keyboards, lamps).

Price limits for amortizing intangible assets acquired

- Expensed directly with subsequent operating record: No specific limit for recording is defined. Most small intangible assets are recorded.

Deviations from standard accounting methods: none applied.

The accounting entity recognises a provision for unused vacation. The amount of the provision in the reporting period is CZK 5,850 thousand (CZK 10,667 thousand for 2023). No other provisions are recognised by the accounting entity.

■ B. 3. Translation of foreign currency items

During the accounting period, the reporting entity has used for translation of items denominated in foreign currencies the daily exchange rate of the Czech National Bank valid on the day of any particular accounting operation. As of the reporting date, liabilities and assets in foreign currencies were converted using CNB exchange rates, thereby giving rise to gains or losses from translation of exchange rate differences (part of other financial expenses and revenues) as follows:

Currency	Rate	Assets and liabilities
EUR	25,185 CZK/EUR	Trade receivables and payables, loans, cash, bank accounts, temporary and estimated accounts
USD	24,237 CZK/USD	Trade receivables and payables, loans, cash, bank accounts, temporary and estimated accounts

C. Information on valuation model used and technique for fair value recognition

C. 1. a) Valuation of ownership shares and holdings by the equity method (according to the share in the owners' equity of the issuer)

Reporting entities in which the reporting entity has a substantial or decisive influence.

Valuation by the equity method for all shareholdings. Because the value of the equity is negative, valued at zero.

Name and registered office, legal form, ID No.	Share in registered capital (%)
OKsystem Inc., 580 5th Ave, Suite 820, New York, NY 100 36	100 %
VinoDoc s.r.o., Na Pankráci 125, Prague 4, Company ID 01991426	67 %

D. Amounts receivable and debts (payables) with repayment period longer than 5 years as of the balance sheet date

Receivables: none

Payables: none

E. Average full-time equivalent number of employees during the accounting period

410



II. Other information

1. Consolidated and associated reporting entities

(Entities in which the reporting entity has a controlling or substantial influence)

Name	Share in registered capital (%)
OKsystem Inc.	100 %
VinoDoc s.r.o.	67 %

On the basis of a legal opinion of the Chamrád – Laušmanová law office from 7 June 2018, OKsystem a.s. decided not to prepare consolidated financial statements including the aforementioned companies. With a view to the provisions of Section 22a (3) of Act No. 563/1991 Coll., on Accounting, as subsequently amended, the subsidiary OKsystem Inc. and company VinoDoc s.r.o. can be regarded as insignificant individually and collectively also for 2023.

2. Entities in which the reporting entity is a partner with unlimited liability: none.

3. Breakdown of number of employees by categories (itemization of number in point E)

Employee category	Average full-time equivalent number for period
Management	71
General staff	320
Administration	19

4. Remuneration during accounting period to members of managing, supervisory, or administrative bodies (in CZK thousands)

Remuneration paid to members of corporate and supervisory bodies	
Board of Directors	25 226
Supervisory Board	0

5. Proposed distribution of profit or settlement of loss (in CZK thousands)

Distributable profit for the 2024 accounting period	194 316
Advances to shares in profit paid out	0
Final profit for settlement	194 316

The resulting profit will be assigned to the following item in the owners' equity:

Item in owners' equity	Original balance	+ Allocation	Ending balance
Retained earnings	500 129	194 316	694 445

6. Fixed assets data

6. a. 1. Additions to and disposals from fixed assets for the accounting period at acquisition costs (CZK thousands)

Intangible assets (CZK thousands)	Starting balance	Ending balance	Additions	Disposals
Software	8 246	8 679	433	0
Self-produced software	47 785	57 064	9 279	0
Valuable rights	0	2 270	2 270	0
Tangible assets (CZK thousands)	Starting balance	Ending balance	Additions	Disposals
Buildings	945	945	0	0
Machinery and equipment (computers, HW)	39 095	39 423	2 080	1 752
Vehicles	23 121	25 312	3 270	1 079
Furniture	3 287	3 474	187	0
Works of art	226	226	0	0
Long-term investments at acquisition cost (CZK thousands)	Starting balance	Ending balance	Additions	Disposals
Loans and credits – substantial influence	39 592	49 389	9 797	0

6. a. 2. Balances of and changes in depreciation, amortization, and adjustments for the accounting period (CZK thousands)

Intangible assets (CZK thousands)	Amortization		Adjustments	
	Starting balance	Ending balance	Starting balance	Ending balance
Software	-8 140	-8 318	0	0
Self-produced software	-30 988	-39 422	0	0
Valuable rights	0	-189	0	0
Tangible assets (CZK thousands)	Amortization		Adjustments	
	Starting balance	Ending balance	Starting balance	Ending balance
Buildings	-228	-247	0	0
Machinery and equipment (computers, HW)	-34 098	-35 238	0	0
Vehicles	-14 407	-16 938	0	0
Furniture	-3 240	-3 315	0	0
Long-term investments – balance and change of adjustments (CZK thousands)	Acquisition cost	Adjustment	Change in adjustment for period	
Loans and credits – substantial influence	49 389	-10 725	-698	

7. Breakdown of deferred income tax (CZK thousands)

Character of deferred tax: liability. Starting balance of deferred tax: 1 213 thousands CZK (Z)

Deferred tax title (CZK thousands)	Amount	Income tax rate	Deferred tax	L = Liability
Difference between accounting residual value and tax residual value of fixed assets	5 474	21 %	-63	Z
Ending balance of deferred tax as of balance sheet date:		CZK 1 150 000 (Liabilities × tax rate)		
Change in deferred tax for current period:		CZK -63 000 (Ending balance – Starting balance)		

8. Transactions with related entities

See the (separate) Report on Relations between Related Entities.

9. Cash flow statement

The cash flow statement (as a separate report) was prepared using the indirect method.

10. Statement of changes in equity

The statement of changes in equity is attached as a separate report.

From January 1, 2025, to May 2025, there were no new developments that would significantly affect the economic situation of OKsystem.





In 2024, OKsystem did not participate in any international or Czech applied research and experimental development projects. It did not use any subsidies or tax incentives for research and development. In its projects, it makes good use of the results of research and development achieved in previous years. Internal research and development focused on the potential use of artificial intelligence methods and information security in products and services.

In Prague on June 2, 2025



Martin Procházka
Chairman of the Board of Directors

Report on relations between related parties for the year 2024
prepared in accordance with the provisions of Section 82 et seq.
of the Business Corporations Act (BCA)

 Martin Procházka		 OKsystem Inc.	 VinoDoc s.r.o.	 OKBC s.r.o.
Relationship structure:				
a) Persons controlled	OKsystem a.s., registered office Na Pankráci 1690/125, 140 00 Prague 4 – Nusle	OKsystem Inc., 580 5th Ave, Suite 820, NY 100 36, New York, United States of America	VinoDoc s.r.o., Na Pankráci 1690/125, 140 00 Prague 4 – Nusle	OKBC s.r.o., Na Pankráci 1690/125, 140 00 Prague 4 – Nusle
b) Person in control	Martin Procházka Permanent residence: Nad Vavrouškou 709/3, 181 00 Prague 8 – Troja	OKsystem a.s., Na Pankráci 1690/125, 140 00 Prague 4 – Nusle	OKsystem a.s., sídlm Na Pankráci 1690/125, 140 00 Prague 4 – Nusle	Martin Procházka Nad Vavrouškou 709/3, 181 00 Prague 8 – Troja
Role of the controlled person (in a group of connected persons)	Business entity.	Mediation of software sales and provision of services abroad.	Expansion of the activities of the controlling company to include systems for electronic commerce (e-shop).	Rental of office space.
Method and means of control (\$75 BCA)	In accordance with the Articles of Association, the possibility to appoint or remove persons of the statutory or controlling body, 90% share of voting rights.	Possibility to appoint or dismiss persons of the statutory or controlling body, 100% share in voting rights..	2/3 share in the voting rights, the possibility to appoint or dismiss persons of the statutory or controlling body in agreement with at least one other shareholder.	35,5% share in the voting rights, the possibility to appoint or dismiss persons of the statutory or controlling body in agreement with at least one other shareholder.
Summary of actions taken during the financial year in the interest of the controlling person, if they related to assets exceeding 10% of the equity of the controlled person	Didn't happen.	Didn't happen.	Didn't happen.	Didn't happen.
Summary of mutual agreements between the controlled person and the controlling person or between controlled persons:				
a) Deliveries of goods	Didn't happen.	Didn't happen.	On the basis of normal customer-supplier relationships.	Didn't happen.
b) Supply of services	Didn't happen.	Custom software development under standard conditions.	Didn't happen.	Delivered as part of the lease agreement.
c) Loans granted	Not provided.	An agreement between the controlled person and the controlling person for the provision of a loan.	An agreement between the controlled person and the controlling person for the provision of a loan.	Didn't happen.
d) Lease agreements	Not closed.	Not closed.	Not closed.	The lease agreement of 21 September 2005 was concluded. Rental price was determined on the basis of an expert's report.
e) Other transactions, instructions and legal acts of the controlling person	There were none.	Are not.	Are not.	Are not.
Assessment of whether the controlled person has suffered damage and its compensation pursuant to Sections 71 and 72 of the BCA	No harm was caused to the controlled person.	No harm was caused to the controlled person.	No harm was caused to the controlled person.	No harm was caused to the controlled person.

Evaluation of the advantages and disadvantages of related party relationships

The Supervisory Board has assessed all relationships existing between related parties with the following conclusion: no proper advantages or disadvantages arise from these relationships between related parties. There are no risks for the controlled person arising from these relationships.


Finding pursuant to Section 82(3) of the Act: the statutory body had sufficient information to prepare this report.

The report will be discussed by the Supervisory Board on 31 March 2025


For the Supervisory Board:

The report on relations between related parties shall be submitted by

In Prague, 31 March 2025



Eva Vodenková, Chairman of the Supervisory Board of OKsystem a.s.



Martin Procházka, Chairman of the Board of Directors of OKsystem a.s.

Auditor's report

Ing. František MEIERL - auditor's certificate no. 1160

REPORT OF THE
INDEPENDENT
AUDITOR

on auditing the financial statements

of OKsystem a.s.

**having its registered office at Prague – Nusle,
Na Pankráci 1690/125, Praha 4, Postcode 14021**

**for the financial year from 1 January 2024
to 31 December 2024.**

- Annexes: Balance sheet
 Income statement
 Notes to the financial statements
 Cash flow statement
 Statement of changes in equity

Prague 5 Zličín, 2 June 2025

Lačnovská 377/8
155 21 Praha 5 – Zličín
Fax no.: 257 952 310

Mobile: 602 360 426
Phone: 257 950 609
KB current account No.: 195800410297/0100

ID NO.: 4350325
Tax ID No.: Z6404192366
Email: meierl@meierl.cz

REPORT OF THE INDEPENDENT AUDITOR

Recipient: Shareholders of OKsystem a.s., having its registered office at Na Pankráci 1690/125, Prague 4 – Nusle, Postcode 140 21, ID No 27373665.

Auditor's opinion

We have audited the attached financial statements of OKsystem a.s. (hereinafter referred to also as the "Company") prepared on the basis of Czech accounting regulations and comprising the balance sheet as of 31 December 2024, the income statement, statement of changes in equity, and cash flow statement for the year ending 31 December 2024, as well as the notes to these financial statements containing a description of significant accounting policies used and other explanatory information. Information on the Company is provided in the notes to these financial statements.

In our opinion, the financial statements present a true and fair view of the assets, liabilities, and owners' equity of OKsystem a.s. as of 31 December 2024, as well as of its expenses, revenues, profit, and cash flows for the year ending 31 December 2024 in accordance with Czech accounting regulations.

Basis for the opinion

We conducted our audit in accordance with the Act on Auditors and the Auditing Standards of the Chamber of Auditors of the Czech Republic, which comprise the International Standards on Auditing, as supplemented by the related application guidelines. Our responsibilities under this law and these regulations are further described in the section "Responsibility of the Auditor for Auditing the Financial Statements." In accordance with the Act on Auditors and the Code of Ethics adopted by the Chamber of Auditors of the Czech Republic, we are independent of the Company and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Other information presented in the annual report

In compliance with §2 b) of the Act on Auditors, the other information comprises that information included in the annual report other than the financial statements and our auditor's report thereupon. The Company's Board of Directors is responsible for the other information.

Our opinion on the financial statements does not cover the other information. In connection with our audit of the financial statements, we are nevertheless responsible to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. In addition, we assess whether the other information has been prepared, in all material respects, in accordance with applicable laws and regulations. This assessment is to determine whether the other information complies with the requirements of laws and regulations in terms of formal requirements and procedures for preparing the other information in the context of materiality (i.e., whether any noncompliance with the stated requirements could influence judgments made on the basis of such other information).

Based upon the procedures performed, and to the extent we are able to assess it, we state that:

- the other information describing the facts that are also presented in the financial statements is, in all material respects, consistent with the financial statements, and
- the other information was prepared in compliance with applicable laws and regulations

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

Responsibility of the Company's Board of Directors and Supervisory Board for the financial statements

The Company's Board of Directors is responsible for the preparation and fair presentation of the financial statements in accordance with Czech accounting regulations and for such internal control as it 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, the Company's Board of Directors is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to its continuing as a going concern and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Company or to cease operations, or if it has no realistic alternative but to do so.

Responsibility of the auditor for auditing the financial statements

Our objectives are to obtain reasonable assurance as to whether the financial statements as a whole are free from material misstatement, be that 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 it is not a guarantee that an audit conducted in accordance with the aforementioned laws and regulations will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence economic decisions of users taken on the basis of these financial statements.

In conducting an audit in accordance with the aforementioned laws and regulations, it is our responsibility to exercise expert judgment and maintain professional skepticism throughout the audit. It is our responsibility also to:

- Identify and assess the risks of material misstatement in the financial statements, whether due to fraud or error, design and perform auditing 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 greater than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of the Company's internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control system.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Company's Board of Directors.

- Conclude on the appropriateness of the Board of Directors' use of the going concern basis of accounting and, based upon the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the notes to the financial statements and, if such disclosures are inadequate, to modify our opinion. Our conclusions regarding the Company's ability to continue as a going concern are based upon the audit evidence we have obtained up to the date of our auditor's report. Nevertheless, 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 notes thereto, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We are responsible also to inform the Board of Directors and Supervisory Board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in the internal control system that we identify during our audit.

From the matters communicated with the Board of Directors and Supervisory Board, we are further responsible to determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless laws and regulations preclude public disclosure about the matters or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Prague 5 Zličín, 2 June 2025

The auditor performing the audit was **Ing. František MEIERL**,
Lačnovská 377/8, 155 21 Prague 5 – Zličín,
entered in the list of auditors maintained by
the Chamber of Auditors
of the Czech Republic
under Certificate No. 1160.



Key customers















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