

35

OKsystem

**Annual Report
2025**

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Introduction



In 2025 OKsystem celebrated 35 years since its founding. Few IT companies on the Czech market have such a long and successful history. As one of the founders, I take sincere pleasure in the company's excellent results and continued growth.

The OKsystem story began in a time of profound social and economic change. After 1989, Czechoslovakia was opening up to private enterprise, the first commercial companies were emerging, and the Czech economy was learning to work under new conditions.

Of the four programmers who founded the limited liability company in 1990, I was the oldest and the only one with any managerial experience from before November 1989. I therefore became managing director and the partner with the largest stake. I held

no majority, though, so from the start important decisions meant joint discussion, agreement and mutual trust.

OKsystem grew quickly in the 1990s. We developed our first payroll program, opened an authorised training centre and began work on a software system for the newly created employment offices. Its scale went far beyond the usual projects of a young IT company, but with our first few dozen employees we were not deterred.

After two years of intensive work, our system at the labour offices began placing jobseekers, supporting retraining and paying unemployment benefits. Further major projects for the Ministry of Labour and Social Affairs (MoLSA) followed. With the American company Compaq, and later HP, we built

an extensive information system for paying social benefits to families with children, people in need and people with disabilities.

We have been developing and helping to run the Czech social benefit and employment system for over 30 years. We are glad that in such an important area the Czech government relies on an established, stable Czech IT company.

MoLSA and the labour offices remain a major project, but they have long ceased to be our only direction. We have extended to HR, education, robotics, web and mobile applications and more.

The Czech market has become too small for us. Our experience, technology and expertise are opening the way abroad. We work with state-of-the-art

technologies and use them to raise the productivity, security and quality of our products and services.

I believe that in the years ahead we will confirm our position as a leader and preferred employer among Czech IT companies — and that you will hear much more about OKsystem.

Martin Procházka
Chairman of the Board of Directors

Introduction

For OKsystem, 2025 was a year of record results and confident growth. We continued the extensive digitisation of the agenda systems of the Ministry of Labour and Social Affairs, today among the showcases of Czech e-government. In parallel we are working intensively on the new DSSP social benefit, which replaces the current living allowance, housing supplement, child allowance and housing allowance — one of the most demanding and most important digitisation projects in the Czech public administration.

Our HR and payroll system OKbase had a record year and keeps growing fast. We continue to develop and modernise it. In 2026 we face the demanding implementation of the new legislative framework of the Single Monthly Employer Report (JMHZ). As always, our customers can rely on us to prepare the changes on time and to a high standard.

In July 2025 we also acquired a 65% stake in Sense4code s.r.o., creator of the modern e-learning platform Scormium — a logical step that complements OKbase and the range of services we offer our customers.

Our training centre also achieved record revenue and continues its renaissance. We are broadening our range of training, we test and certify professionals with Pearson VUE, and we place ever greater emphasis on artificial intelligence.

Checkbot, our application for monitoring industrial robots, continued to expand beyond the Czech Republic. We gained new customers in Poland and

North America and deepened our cooperation with Yaskawa's headquarters in Japan. We confirmed it at EXPO 2025 in Osaka, where we were the main technology partner of the Czech Pavilion — and where a successful official bilateral meeting with Yaskawa HQ management took place.

We also continue to support the promising Czech tennis players Linda Nosková and Jakub Menšík, who achieved excellent results in 2025 and whose rise towards the world elite we are delighted to follow. We also became a partner and supplier for modernising the Czech Tennis Association's system, and we want to deepen this cooperation to upgrade the IT environment of one of the most successful Czech sports.

Behind everything that matters are people. We keep recruiting new colleagues. At the end of the year there were more than 500 of us at our Prague headquarters and our Brno and Ostrava branches. We are building a strong, purely Czech IT company — a reliable partner to businesses and institutions in Czechia and beyond.

I thank all my colleagues for their commitment, our customers for their trust and our business partners for their cooperation.



Vítězslav Címl
CEO





**It is both a great challenge
and an honour for us to build
on the many years of work of
those who built the company
from the ground up.**

Zuzana Hofová
Financial Director

Eva Vodenková
HR and Operations Director

About us

We are a Czech software company with international reach, built on the solid foundations of a family business.

Since 1990 we have been providing IT services and developing software for private companies and for public administration. We specialise in the development of innovative, reliable and secure information systems and mobile applications.

Products



HR solution for human resources, payroll and attendance



A tool for monitoring Yaskawa robots



Professional IT courses with an individual approach



A learning management and experience platform

Custom projects

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. The main goal is to make processes more efficient

and to reduce both costs and the time required. Simply, we want to make our customers' lives easier.

To ensure maximum data security we draw on advanced know-how in communication technologies and cryptography.

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.

35

years of experience

1+3

headquarters in Prague, branches in Brno, Ostrava, and New York

550+

employees

1.2_{bn.}

annual company turnover in CZK

24/7

hotline for critical infrastructure systems



1990

Establishment of OKsystem, spol. s r. o.

1991

The OKmzdy wage system

Opening of an authorised IT training centre

1993

Information system for employment offices

1995

State Social Support Information System

1999

Start of development of the UIR-ADR territorial identification register

2000

Relocation to our new headquarters at Na Pankráci 125, Prague

2005

Opening of the branch in Brno

Division into OKsystem s.r.o. and OKBC s.r.o. (owner of the administrative building)

2007

Launch of the development of an information system for material assistance and social services

2017

ČHMÚ and ČHMÚ+ mobile apps for accurate weather forecasts, precipitation and warnings

2016

Start of work on the communication data infrastructure of the Ministry of Agriculture – AgriBus

Capital investment in the VinoDoc.cz e-shop

OKbase surpassed 100,000 users

2015

Transformation to a joint stock company

2014

OKdox – DMS document management system

2013

Establishment of OKsystem Inc. in the USA

2012

Projects for the Czech Social Security Administration

Start of mobile app development

2008

Start of sales of the OKbase HRIS system

2018

Surpassing the 300 employee mark

2019

Opening of the branch in Ostrava

Start of development of the Checkbot application for robot monitoring and analysis

2020

Development of the system for the online census of population and households in 2021

2021

General partner of the OKsystem Zlatý kanár award

2022

OKbase has registered 300,000 users

Checkbot has become an authorised solution in the Yaskawa Europe Ecosystem

2023

The 1000th version of OKpráce, the key system for processing unemployment benefits at the Ministry of Labour and Social Affairs, has been released

2024

Establishment of OKlab, an innovative technology centre

2025

Partnership with Czech EXPO pavilion

Acquisition of a majority stake in the LMS platform Scormium

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 Címl
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/IEC 27001

Safety management

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

Our strategy

For 35 years we have been creating software for **private companies and public administration.**

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

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

a.

Increase the satisfaction of our customers in both the public and the business sectors.

b.

Be among the most innovative companies in the industry. Use the most advanced technologies available for both custom solutions and products. Deploy new functionality regularly and improve the usability of the solutions we deliver.

c.

Continue to grow across the main segments of the services we provide and be a strong and reliable partner to the state in delivering our systems that form part of critical infrastructure. Deliver our products as SaaS and develop our solutions and services so that their added value for customers and users keeps growing.

d.

Expand the scope of business activities and increase sales of our products and solutions in the Czech Republic and abroad.

When HR turns from administration into a strategic agenda

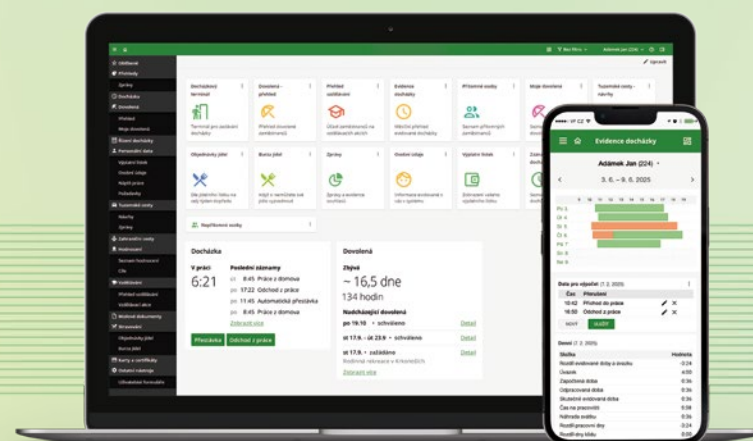


A comprehensive HR system for digitising attendance, HR and payroll

In development since 2005

1,860 corporate customers, more than 50 institutions

380,000 users

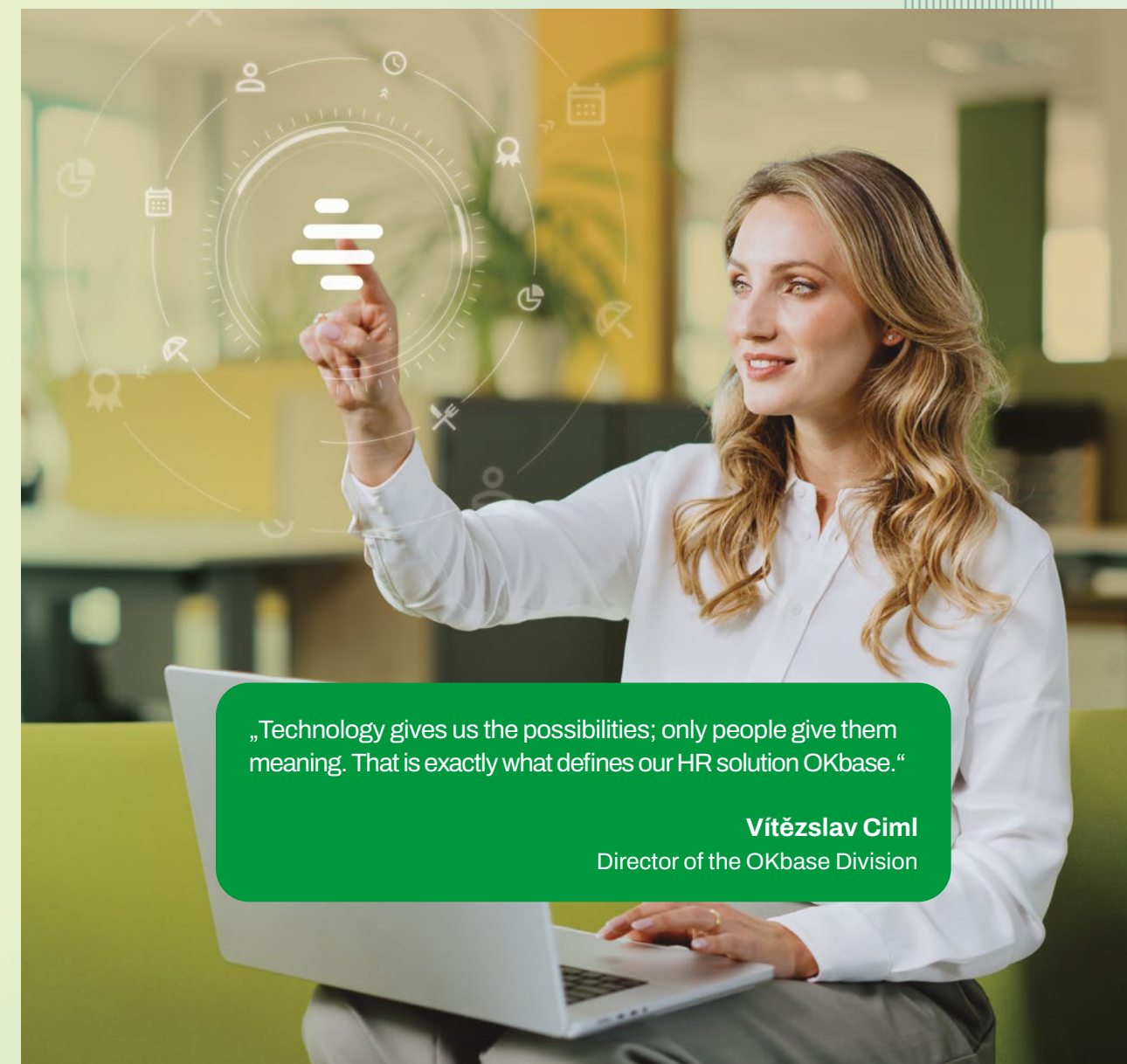


HR, payroll and attendance long belonged to the areas that ran in the background of a company. They had to work precisely, reliably and in line with the law, but rarely stood at the centre of management's attention. In recent years that has been changing fast. HR teams work with more data, face complex legislative changes more often and expect more from technology than employee record-keeping.

2025 confirmed this shift markedly. For OKbase, one of the main topics was the forthcoming Single Monthly Employer Report (JMHZ), set to change how companies pass employment data to the state. This is not just another amendment: for employers, payroll accountants, HR professionals and HR system suppliers alike, JMHZ reaches into processes, data and everyday work.

OKbase joined the preparations while the project was still taking shape. During the year, OKsystem specialists took part in working meetings with the JMHZ team at the Ministry of Labour and Social Affairs, bringing practical experience from companies and institutions into the discussion. They flagged points that could prove problematic in daily operation and helped find solutions that work not only on paper but in the real world of payroll and HR teams.

These findings fed continuously into the development of OKbase. The aim was that, once the legislation is approved, customers would have a system ready for the new obligations and expert support to rely on. That is why OKsystem launched its first seminars and webinars on JMHZ as early as the fourth quarter of 2025.



„Technology gives us the possibilities; only people give them meaning. That is exactly what defines our HR solution OKbase.“

Vítězslav Címl
Director of the OKbase Division

Technology alone is not enough

2025 also showed that a modern HR system cannot be merely a technical tool. Customers need a secure, legislatively up-to-date solution, but being able to get advice in specific situations matters just as much. The HR agenda is full of details, exceptions and operational decisions that no button in a system can settle on its own.

Data from the new helpdesk illustrated this shift well. After a successful pilot in 2024, it was launched for all OKbase customers in 2025, giving users direct access to submitting requests and tracking their status and resolution.

Digitisation for smaller companies too

HR digitisation has long ceased to be a topic for large organisations only. Small and medium-sized companies also face growing demands on data accuracy, legislative compliance, security and process efficiency. In 2025, OKbase therefore built on the long history of the original payroll solution OKmzdy, used since the turn of the millennium by hundreds of mostly smaller companies.

These customers were offered a move to OKbase. The project confirmed that small companies too are looking for a more modern, sustainable solution for payroll and HR. Their positive response also showed that OKbase has room to develop its offering for the SME segment further.

The HR community is not built only among customers

Developing OKbase also means long-term work with the HR community, which does not end with existing or potential customers. It includes professional meetings, support for conferences, education and cooperation with schools.

OKbase Day, the annual signature event held in May 2025, addressed main HR, legislation and digitisation topics. OKbase was also a major partner of the HRko conference at Ostrava's Gong hall, where it supported the OKbase Festival stage devoted to modern HR solutions. It also took part in further professional events, competitions and projects linking HR, corporate culture and education.

Cooperation with academia

For the second year running, OKbase experts teach the course Innovation in HR: From Digitisation to Artificial Intelligence at the Department of Personnel Management, Faculty of Business Administration, Prague University of Economics and Business.

OKsystem specialists have also joined the teaching at the Faculty of Economics and Management of the Czech University of Agriculture in Prague.

From record-keeping to better company management

OKbase entered 2025 as a comprehensive HR system with a long development history, today a stable backbone for hundreds of companies, dozens of institutions and hundreds of thousands of users. Above all, though, 2025 showed where its development is heading. HR systems are moving from record-keeping to working with data, from administrative support to methodological partnership, and from isolated software to a broader ecosystem of services, education and a professional community.

For OKbase, then, 2025 was not only a year of preparing for a major legislative change. It confirmed the role it wants to play in Czech HR long term: helping companies handle administration more reliably, work with data more intelligently and create more room for working with people.
okbase.cz

OKbase Day2025



In May 2025, another edition of the traditional OKbase Day conference took place at OKsystem's Prague headquarters. Given the great interest (227 attendees in person plus 310 online), this client meeting was again broadcast as a live stream, and it confirmed the role of OKbase as a strategic partner for modern HR in the Czech Republic. Its central themes were technological progress in digitising HR processes, bringing AI into everyday HR work, and effective corporate training.

A significant part of the programme was devoted to the legislative challenges ahead, in particular the forthcoming Single Monthly Employer Report (JMHZ) and the approved government "flexi-amendment" to the Labour Code. OKsystem experts and invited guests showed how these changes have been built directly into the system

and how automated processes in OKbase help users cut the administrative burden and the risk of errors. Product news was also presented, such as completely redesigned shift planning with a new graphical interface and modernised forms for recording occupational accidents under the new legislation.

OKbase Day 2025 became not only a platform for presenting technological innovations but also a space for in-depth discussion with users. Feedback from the event fed straight into further development of the system. Its success and the growing interest in HR digitisation helped strengthen OKbase's market position, as shown by the dynamic growth of its client base towards the milestone of 400,000 active users.

New customers who chose and ordered OKbase in 2025 include



OKbase Day 2025 in figures

227

attendees
in person

310

attendees
online

4

talks

1

panel
discussion

Czech know-how in the world of industrial robotics



A tool for monitoring Yaskawa robots

In development since 2019, on sale and with customers since 2021

Installations in 16 countries, including the first installation in Mexico

More than 200 robots connected at our largest customer

Modern factories can no longer do without robotics, but what really gives companies a competitive edge today is the ability to efficiently manage and understand these technologies. 2025 showed that the Czech software Checkbot speaks the language of global industry. It was a year of international expansion in which a promising solution became a product with growing recognition in industrial practice — confirmed by the official registration of the trademark Checkbot by OKsystem for the Czech Republic and the European Union.

Checkbot in figures (year-on-year growth in 2025)

Number of licences: + 68%

Number of customers: + 29%

Number of connected robots: + 117%

A partnership that opens doors to other continents

The key to success on the global market is strong partnerships. Last year, our cooperation with the world's leading robot maker Yaskawa deepened substantially. The Checkbot team further strengthened relations and direct links with Yaskawa America International and with the global headquarters of Yaskawa Electric Corporation in Japan. It brought the first concrete results: in the USA, Checkbot was added

to lists of recommended suppliers, and in Mexico the first live installations at end customers were completed successfully.

A key milestone for Europe was joint participation in Automatica 2025, the largest automation trade fair. Cooperation with Yaskawa Europe took on a new dimension there: Checkbot is now offered as an integral part of every new controller distributed on the European market.

That these are not merely theoretical successes, but the reality of production halls is shown by the year-on-year figures. The growing need to optimise production processes became the main driver of interest in Checkbot. In response to the expanding user community, the website www.checkbot.com was modernised and regular technical webinars in English, German and Spanish were launched.

The first Checkbot Day: a new format for sharing experience

The first ever Checkbot Day took place in 2025, to let users from different companies share real experience and practical tips from their everyday work. It brought mutual inspiration and feedback for the Checkbot development team, which now guides the further development of the application. The live community format proved so successful that we plan to take it to the international level too.

Technological progress

To keep Checkbot's technological lead, in 2025 the development team focused on integration into the ecosystem of so-called smart factories.

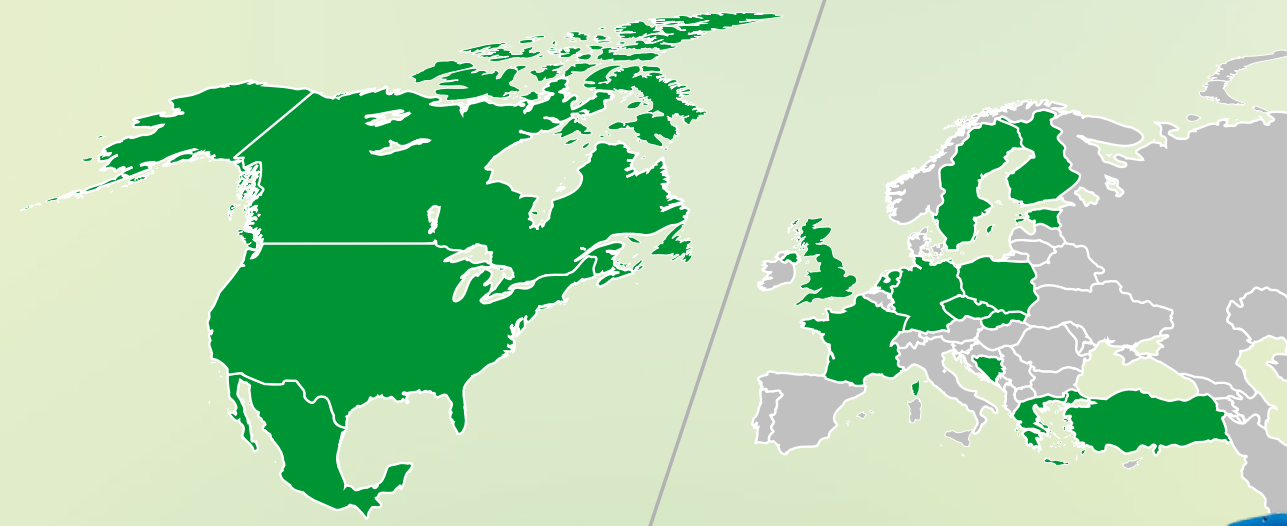
- Predictive maintenance: we extended monitoring to include the temperatures of key components, which helps prevent costly failures.
- Detailed overviews: users now have data available not only on the whole controller but also on individual robot arms.
- System openness: support for a REST API newly enables automatic transfer of data to enterprise systems such as MES or ERP.
- A more efficient UI: simplified dashboard settings speed up orientation in the data and make operational decision-making easier.

Connecting with the new generation

A genuine link between academia and industrial reality begins where students get their hands on technologies used in live operation. In 2025, Checkbot therefore entered teaching at the Technical University of Košice and at the SPŠE Ječná secondary technical school in Prague. In their robotics classrooms it serves as a real demonstration of how industrial robots are monitored and analysed in practice.

Students thus gain key competencies for the Industry 4.0 era and learn data-driven maintenance. For OKsystem, this cooperation with academia is an excellent opportunity to support technical education and, at the same time, to test and verify new approaches to predictive maintenance at universities.
checkbot.com

Checkbot implementations worldwide



„The results for 2025 confirm that our focus on the global market is the right one. Thanks to our partnership with Yaskawa, Checkbot today helps optimise the work and maintenance of robots from Europe all the way to North and South America.“

Petr Vaverka
Checkbot Product Manager



Established companies from all over the world trust us

YASKAWA
Mubea

Bobcat
PUREM
by Eberspächer

autoneum
TENNECO

HYUNDAI TRANSYS
AVANT

Futaba

Education as a path to professional growth



Technology is changing faster than most organisations can naturally absorb. New tools, growing security risks and the arrival of artificial intelligence are transforming the work of IT specialists and ordinary users alike. Knowledge that sufficed only recently now has to be topped up continuously and placed in new contexts.

Education is thus shifting from a one-off activity to ongoing support that helps companies and individuals keep pace with technological change. That is exactly the idea behind OKškolení: we learn all our lives — and we help others learn.

Responding to the dynamics of the IT world

2025 showed once again that technological competencies are no longer a matter for a narrow group of specialists. Artificial intelligence, cybersecurity, cloud services, automation and new development tools are changing work across all fields. Hence the growing need for courses that are not a theoretical overview but help people solve specific situations in practice.

At OKškolení this trend was reflected in new courses focused, for example, on the Python programming language or the practical use of artificial intelligence. Interest also grew in training tailored to specific teams and organisations — from user courses in Microsoft 365 and IT security to specialised network technology training.

A certified training centre for IT professionals and users

Delivering training since 1991

Authorised Microsoft, Cisco and SUSE training; Pearson VUE partner

A total of 438 courses delivered in 2025

Flexible training formats

In 2025 the OKškolení division responded to the rapid pace of technological development, including the continuing arrival of AI in everyday corporate practice. Its portfolio offered specialised IT courses for top experts as well as practical training for ordinary users.

The key was maximum flexibility of format — from open courses and bespoke programmes to a hybrid model connecting participants in the room with colleagues joining remotely. Teaching takes place in modern, well-equipped classrooms and through mobile classrooms, which allow training directly at customers' premises.

Courses on OKsystem's own software products, such as the HR and payroll system OKbase, remain a fixture of the OKškolení offering. Such training helps customers use the systems more effectively and improves their user comfort.

„The real value of training only shows when people are able to use it in their everyday life and work.“

Jitka Sotonová
Head of the OKškolení Training Centre

Results that confirm growing interest

The growing importance of education also showed in the training centre's 2025 results. OKškolení held 438 courses, 25% more than the year before.

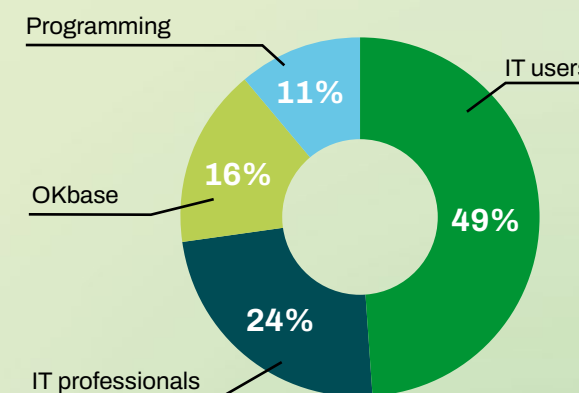
Average participant satisfaction reached 98.4% and OKškolení's revenue grew by 12% year on year. Teaching was delivered by 49 trainers — internal, external and from among OKsystem's own staff. It is this combination of professional trainers and specialists from real projects that brings practical experience into the classroom, not just general theory.

IT certification on the rise

As technology changes rapidly, independent verification of professional knowledge matters more. Certificates are a strong argument at times of career change, when they also demonstrate a candidate's willingness to keep learning — something valued in the IT job market.

In 2025, 28% more candidates took certification exams at the OKškolení testing centre than the year before, and this interest continues. The centre offered a wide range of IT tests from the certification authority Pearson VUE, with Microsoft and Cisco exams among the most sought after.

Course participant breakdown



The most popular courses by category

Category: Users

Microsoft 365 for users

Category: Programming

Data analysis using Python

Category: Networks

Principles of computer networks and TCP/IP

Category: Infrastructure

Installation, admin and maintenance of Microsoft SQL Server and databases

The Fresh IT conference: where expertise meets practice

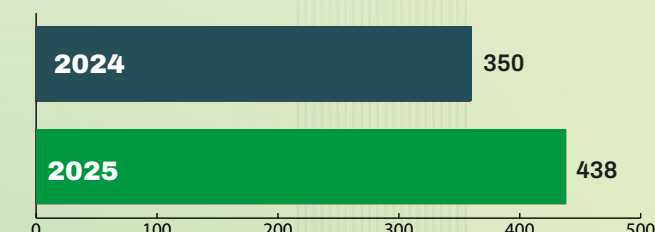
Sharing experience within the professional community is also part of continuous learning. This role has long been played by the Fresh IT conference, a fixture among the events organised under the OKškolení banner. The ninth edition, in March 2025, welcomed 111 participants and offered topics focused on current technological developments and trends in IT. Participant feedback confirmed that the emphasis on quality content, practical talks and top speakers is the right way forward.

Projects that advance digital competencies

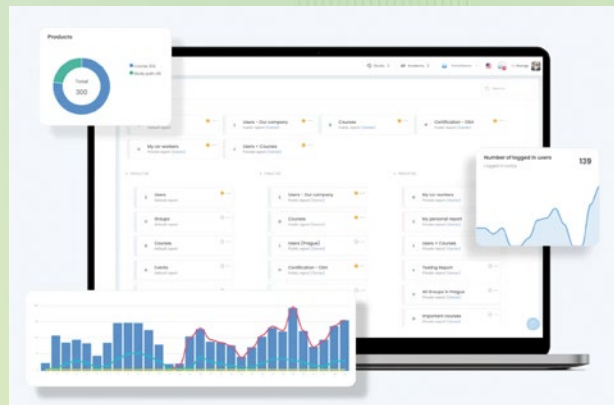
2025 was also significant thanks to our involvement in projects focused on digital skills. “Jsem v kurzu” and “NPO Digi pro firmu” helped individuals and organisations systematically build the competencies needed for work in a digital environment. Targeted support for education proved to have a direct impact both on people's ability to adapt to change and on their employment prospects.

okskoleni.cz

Courses delivered



A new generation of LMS platforms



The digital transformation of companies is not only about technology, but above all about people and their ability to keep developing. In a dynamic corporate environment, traditional training courses are running up against their limits. Modern organisations now prefer flexibility, personalisation and a user environment that motivates employees to learn naturally.

It is exactly this need that the new generation of learning platforms answers. Thanks to them, corporate training is moving from mandatory courses and records of completed training towards continuous development of competencies, better work with content, individualised learning paths and greater employee engagement.

What is Scormium?

Scormium is a modern learning platform for internal employee training and for product training. It offers tools for creating content, organising online and classroom learning events, testing, tracking results, working with competencies, integration with other systems and customer support. Thanks to its high scalability and cloud operation, the platform can grow together with customers' needs, with an emphasis on secure operation and user-friendliness.

Scormium in figures

International reach: customers in 7 countries (Czech Republic, Slovakia, Poland, Hungary, Croatia, Germany, USA)

User base: 22,000 active learners in Scormium customer portals

Language flexibility: support for 12 languages (Czech, Slovak, Ukrainian, English, French, German, Hungarian, Polish, Romanian, Spanish, Italian, Dutch)

In July 2025, OKsystem took a strategic step and strengthened its position in education by acquiring a majority stake in Sense4code s.r.o. (later renamed Scormium s.r.o.), which operates the e-learning platform Scormium. This modern platform is moving from the traditional learning management system (LMS) towards the concept of a Learning Experience Platform (LXP). It puts the emphasis on employee development and an intuitive user experience. Its users include companies such as Česká spořitelna, Decathlon and Plzeňský Prazdroj.



One platform, many possibilities

Scormium is not a mere repository of courses but a complete digital ecosystem containing both legally mandatory and custom-built learning content, opening up new possibilities for companies in developing their human capital. Under one roof it integrates complete e-learning, onboarding,

statutory testing and the organisation of classroom training. The environment, with its gamification elements, is fully adapted to the company's identity, motivates users and, thanks to advanced reporting, provides an immediate overview of teams' progress.

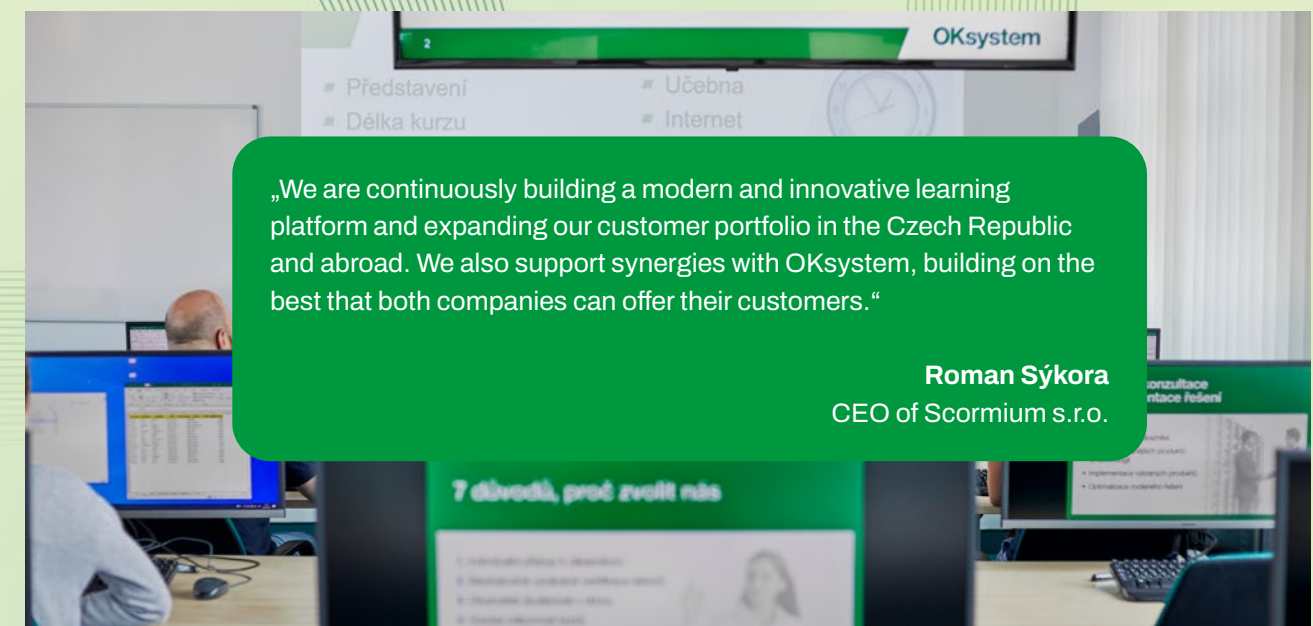
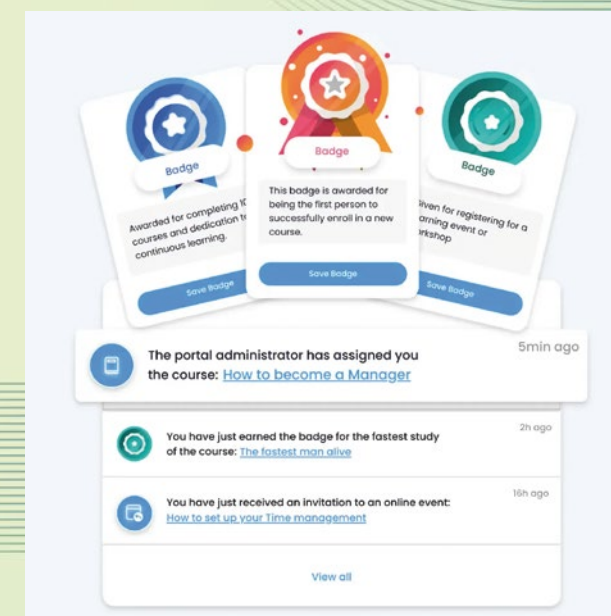
Bringing together products, education and technology

Incorporating the Scormium platform into the OKsystem family opens up new possibilities for connecting products, education and technology. Closer integration with the HR and payroll system OKbase will give corporate customers a unique

combination: a comprehensive set of tools covering not only the administrative management of employees but also their continuous professional development.

The synergy with the OKškolení training centre also plays an important role. Combining a technology platform, expert content and experience in training corporate customers broadens the range of services for existing clients and course participants alike. At the same time, it creates room for the further development of automated learning processes and for approaching customers in foreign markets.

scormium.cz



„We are continuously building a modern and innovative learning platform and expanding our customer portfolio in the Czech Republic and abroad. We also support synergies with OKsystem, building on the best that both companies can offer their customers.“

Roman Sýkora
CEO of Scormium s.r.o.

Custom solutions: when software grows with the customer's vision



Among the elite of Czech ICT companies

Proof of long-term stability and growth is OKsystem's place in the prestigious TOP 100 ICT Companies ranking compiled by CIOtrends magazine. For the first time in its history, it moved up to 20th, confirming its growth and strengthening its position among the elite of the Czech technology market.

Large-scale systems for public administration, mobile apps for hundreds of thousands of users and software for international projects share one thing: they must be stable, secure and ready for everyday operation. That is where the value of custom-developed software shows.

Here OKsystem builds on analytical work, robust, secure and modern technical architecture, and experience from projects where simply delivering a working application is not enough. What matters is

„The integration platforms for the Ministry of Agriculture and the Czech Social Security Administration are the cornerstone of both organisations' information architecture. Their flawless operation connects their key agenda systems and enables easy data exchange with other public administration bodies, with professionals and with the general public. Not least, in both cases they support financial flows of tens of billions of crowns a year.“

Tomáš Ammer
Head of the Sales Department

understanding the customer's environment, designing a solution that can grow with their needs, and ensuring reliable operation and further development.

Architecture built on security

Software development at OKsystem draws on deep expertise in cybersecurity, software technologies and architecture for systems with critical demands on performance, security and availability, and in data management and operational support for large-scale systems in the state's critical information infrastructure. The development process rests on four basic principles:

- An analytical approach: listening to customers and designing a solution that supports their business goals.
- Scalability: an architecture ready for more users, more data and future functional requirements.
- Security standards: proven practices from public administration projects used across the whole portfolio of commercial projects.
- Transparency: a clearly defined scope, technological boundaries and deadlines that support a working result.

Integration platforms for critical infrastructure

An important part of custom development is integration platforms for strategic state systems. For the Ministry of Agriculture, OKsystem built the AgriBus platform on Oracle technologies. It links a number of the ministry's information systems with those of the accredited paying agency SZIF and is used, among other things, to process agricultural subsidies and for communication between the authorities and farmers.

In social security, the company implemented and continues to develop the ESB Backend system for the Czech Social Security Administration on Microsoft technologies. It is the central element of the authority's information infrastructure and handles data exchange between internal and external systems.

On both demanding projects, OKsystem worked closely with other established partners to guarantee maximum availability and stability of services for these key state agendas.

An app for EXPO 2025

In 2025, OKsystem left a distinct technological mark at the EXPO world exhibition in Osaka, Japan. As part of its partnership, it developed an app for the Czech pavilion that helped visitors find their way around, informed them about the exhibits and guided them through the programme of cultural and business events.

The Czech pavilion became one of the highlights of the exhibition. More than 1.5 million visitors passed

The EXPO app offered visitors:

- the most important information about the Czech pavilion and its partners,
- a virtual map with the exact location of the exhibits and extra information,
- an overview of cultural, social and business events,
- easier orientation in the programme and in the pavilion itself.

through its gates, and it won four prestigious awards, including the gold medal in the People's Choice poll. For OKsystem it confirmed that its software holds up even with high visitor numbers, international visibility and demands for stable operation.

Mobile solutions in practice

OKsystem's competence in mobile solutions rests on several successful projects: the ČHMÚ and ČHMÚ+ apps for the Czech Hydrometeorological Institute, effectively serving over half a million users; EAuto Care for Europ Assistance, which digitised assistance processes using GPS and map data; and the app for Czech Statistical Office field workers used for the census.

These projects show OKsystem's ability to integrate modern technologies with real operational needs and to keep its software quality high over the long term.

Selected references



Ministerstvo
práce a sociálních věcí



Ministerstvo
zahraničních věcí



Ministerstvo
zemědělství



Český
statistický
úřad



Trust as the foundation of the state's digitisation



Ministerstvo
práce a sociálních věcí



Úřad práce ČR

The digital transformation of public administration does not rest on efficient processes alone. Just as important is the trust citizens place in it — that the systems will work securely, reliably and at the moment when citizens and officials really need them.

In the social sphere this trust takes a very concrete form. Every benefit paid, every application processed and every secured identity is part of services millions of people rely on every day. That is why OKsystem sees its work for the Ministry of Labour and Social Affairs not merely as developing and operating large-scale applications, but as responsibility for systems that support the everyday functioning of important public services.

The invisible pillar of stability

What users see above all are clear interfaces, forms and buttons. Beneath them, however, runs an extensive technological ecosystem — the state's digital backbone, which has to handle heavy load, protect sensitive data and withstand cyber threats.

The systems OKsystem is involved in are used every day by more than 10,000 officials. Security here is not an add-on feature but a basic principle of both development and operation. Continuous source code review reflects this: the security team regularly checks more than 10 million lines of code in these solutions.

DSSP: a new form of social assistance

2025 was also marked by intensive preparations for one of the biggest changes to the benefit system in a decade. The State Social Assistance Benefit (DSSP), also known as the “super-benefit”, merges

A comprehensive modular system covering the employment agenda, non-contributory social benefits and material need benefits.

Between 1 Oct 2025 and 31 Dec 2025, over 389,000 DSSP applications were submitted, almost 158,000 of them self-service via the web or the Jenda app.

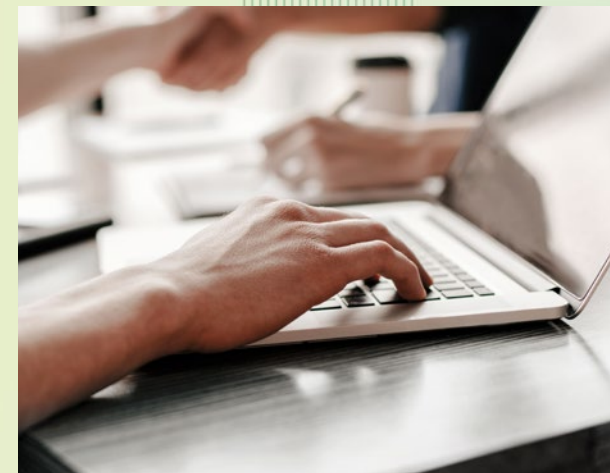
In the same period, approximately 2.5 million applications, supporting documents and other documents were submitted in connection with DSSP, including the DSSP applications themselves. Almost 1.25 million of them were submitted self-service via the web or the Jenda app.

four earlier forms of support (housing allowance, child allowance, living allowance and housing supplement) into a single, comprehensively assessed entitlement. OKsystem's role lay above all in developing the technological backbone for applicants and for staff of the Labour Office of the Czech Republic. The solution included the interface for submitting an application, application support for officials and the processing of data needed to

„Our goal is for technology to be an invisible but reliable partner for the state. When a citizen does not have to think about how many security layers protect their data, or how complex the integration behind the processing of their application is, the system is doing its job.“

Petr Gottesman
Director of the Development Division

assess entitlement. We also contributed significantly to the analytical and architectural work. Implementation and methodological support were another important part of the delivery. OKsystem helped train several thousand Labour Office employees to ensure a smooth launch



and a seamless transition to the new model of state assistance.

ISzam and the modernisation of employment agendas

2025 was also key for modernising the employment agendas. OKsystem carried out extensive data migrations from OKpráce to the new ISzam ecosystem, covering millions of live records of jobseekers and people interested in employment, as well as the complete retraining agenda. In parallel, the JendaZAM application for job-placement and unemployment benefit claims

The Jenda portal: modern public administration in practice

The Jenda client zone of the Ministry of Labour and Social Affairs allows citizens to handle selected social agendas digitally, without having to visit an office in person. It is available through a web portal and, newly since 2025, also from a native mobile app for Android and iOS.

As technology partner, OKsystem has long been involved in developing, integrating and expanding this platform. In 2025 most changes were driven by the new DSSP benefit, but Jenda also evolved in more general areas — an extended dashboard, a client profile, a visual redesign and so on. The system is also continuously adjusted to stay secure and to have enough performance for a large number of users.

Victory in Egovernment The Best

The quality of the Jenda portal was also confirmed by 1st place in the Central Projects category of the Egovernment The Best 2025 competition. The award also highlights the importance of digitising social agendas. They can become more accessible, faster and easier for citizens to understand.

underwent significant development. Thanks to integration with public administration registers and other sources, it can now pre-fill much of the data automatically.

ISzam uses standard services (e.g. sending to the JVM, generating print reports) and in 2025 was newly connected to the hybrid and conversion mail services of Czech Post. Officials can now send documents automatically to data boxes and by physical mail directly from the system. Close interconnection with the basic registers (ROS, ROB) ensures the state works with up-to-date data in real time, considerably speeding up decision-making.

In 2025 the company's systems sent a total of 8,939,955 text messages and 6,268,146 e-mails from the Jenda, Humanitarian Benefit and other applications.



Relations with employees

The people behind OKsystem's growth

The year 2025 confirmed the steady growth of OKsystem both in the Czech Republic and abroad. As key projects developed, so did the teams behind them. At the end of the year the company employed 551 people.

The prioritisation of growth was reflected in the organisational structure. To strengthen product management, the OKbase product team was brought together under one direct manager, and a new Checkbot product department was created. The aim of these changes was to support the further development of the products and strengthen their link to customers' needs.

Investing in people, and corporate culture

The stability of the company rests above all on people, their expertise and long-term cooperation. In 2025, OKsystem therefore supported the development of its employees in professional subjects, language skills and soft skills.

Both the internal satisfaction survey and independent ratings on the Atmoskop platform provided important feedback. Employees have long appreciated in particular the personal approach, stability, flexibility and open communication from management. The company also supports this by further developing the corporate intranet, which helps share information across teams and locations.

Employee care

Employee care is not limited to professional development. In 2025 the company also supported sports tournaments, running races, the use of MultiSport cards and other activities connected with a healthy lifestyle. In the area of mental well-being, the option of anonymous consultations with psychologists continued.

Practical facilities for everyday work also play an important role. Employees can use our own canteen with subsidised lunches, a canteen shop, flexible working arrangements, five weeks of holiday, OKdays, a children's corner, contributions to retirement savings products and a range of employee discounts and benefits.

Internal digitisation in practice

OKsystem also uses its technological know-how inside the company. A modern working environment supports the further digitisation of internal processes through our own OKbase system. It enables fully electronic communication, digital signatures and employee self-service, from approving holidays through to tax matters.

Digitisation is therefore not only a topic for customer projects, but also a natural part of the company's everyday operation.

Benefits



Work-life balance:
OKdays (1189 OKdays were used in 2025)
Flexibility
5 weeks of holiday + 5 OKdays
Children's corner



Health and security:
MultiSport
Mojra psychological counselling
Yoga
Entry fees for marathons and sports tournaments
Contributions to retirement savings products



Meals:
Our own canteen with subsidised lunches
Canteen shop
Meal allowance
Hot drinks



Development:
Language courses
Professional training
Conferences
SEDUO
OKškolení courses



Discounts:
Loyalty and discount cards (Delmart, Makro)
Discounted products (Datart, Generali Česká pojišťovna, T-Mobile, Na Fidlovačce Theatre, VinoDoc, UniCredit Bank)



Life at the company:
Parking in the building
Contribution towards team-building events
Employee events (OKsnídaně, OKpárty, OKvečeře, OKdětský den, OKbesídka, OKzmrzlina etc.)

Significant events of 2025

Record company turnover: CZK 1.2 billion.

Acquisition of the Scormium platform: OKsystem bought a majority stake in Sense4code and integrated the Scormium learning platform into its portfolio.

Victory in the Czech Leaders Award: first place in Prague.

We are in the top twenty of the TOP ICT companies.

Record interest in on-site training using mobile classrooms — up to a hundred computers used for training at companies in a single day.

The EXPO app for 1.5 million visitors to the Czech pavilion.

OKbase Day 2025: the traditional conference for hundreds of customers on digitisation and HR trends, 537 participants (227 in person / 310 online).

In 2025 OKsystem celebrated an important anniversary: 35 years on the market.

OKdays — employees took a total of 1189 days.

Checkbot part of the Yaskawa Europe stand at the major Automatica 2025 trade fair.

DSSP training — 663 participants trained between 1 and 22 September in 3 classrooms simultaneously.

Success in e-government: the Jenda client zone won the Egovernment The Best 2025 competition.

The highest number of employees in the company's history: 550+.

The first Checkbot installations for customers in Mexico.

15 years of cooperation with Pearson VUE — received a Certificate of Achievement.

OKsystem a partner of the Czech pavilion at EXPO 2025 in Osaka.

Jakub Menšík, the face of the OKsystem campaign, won the prestigious Zlatý kanár 2025 tennis award.

OKškolení customer satisfaction reached 98.4%.

Checkbot is now in 16 countries worldwide.

Outlook to 2026

In 2026 we expect growth in both turnover and headcount. We will continue to focus on strengthening our position in product solutions in the Czech Republic and abroad and on consolidating our role as one of the main suppliers of digitisation solutions for public administration and e-government.

Our key priorities for 2026 include:



Consolidating OKsystem's position in the digitisation of public administration, in particular in employment, social benefits and social security. We want to remain one of the most competent and most reliable suppliers to public administration.



Developing the Scormium learning platform and growing its customer portfolio in the Czech Republic and abroad. Making use of significant synergies in development, sales and services, and expanding cooperation between OKsystem and Scormium.



Developing the OKbase HR system with an emphasis on user-friendliness, new functions, legislative currency and the digitisation of further processes and workflows. Launching the new OKbase JMHZ module, the new MENTOR module, the Personal Expenses submodule and a comprehensive OKbase offering for small and medium-sized businesses.



Using the features and functions of the Scormium platform to create the new OKbase MENTOR learning module and launching OKbase EDU — an academy for users of the OKbase HR system.



Expanding the Checkbot application into new foreign markets, including building sales channels for individual territories and strategic partnerships with robot resellers and integrators. Developing business relationships in the markets of Europe and of North and South America.



Development and support of the Checkbot robot monitoring application, with an emphasis on the needs of the largest international customers. Establishing a closer relationship with the global headquarters of Yaskawa Electric Corporation.



The start of cooperation and partnership with the Czech Tennis Association. OKsystem becomes the IT partner of the Czech Tennis Association.



Building a product culture, together with organisational changes that will support modern product management and further growth in the number of customers and users of our solutions.



Expanding the range of OKškolení courses for individual learners, for companies and for public administration bodies. Offering new learning options and formats, responding to new technology trends and looking for ways to pass on knowledge even more effectively.



Expanding OKlab, our innovation centre for applied research and development. We will focus on the effective use of artificial intelligence and machine learning, above all in components that can further advance our OKbase, Checkbot and Scormium solutions and our applications for the Ministry of Labour and Social Affairs.



Growth of the regional branches in Brno and Ostrava.

Social responsibility

Tennis as a symbol of precision and perseverance

Partnerships that make sense

At OKsystem we believe long-term success is no accident. It rests on honest work, discipline, determination and the ability to hold your own against the competition. We meet these values daily in developing sophisticated software, and they are just as intrinsic to top sport. That is why we have long linked our name with Czech tennis — a sport that demands precision, concentration, strategic thinking and the ability to succeed internationally.

Key milestones of 2025

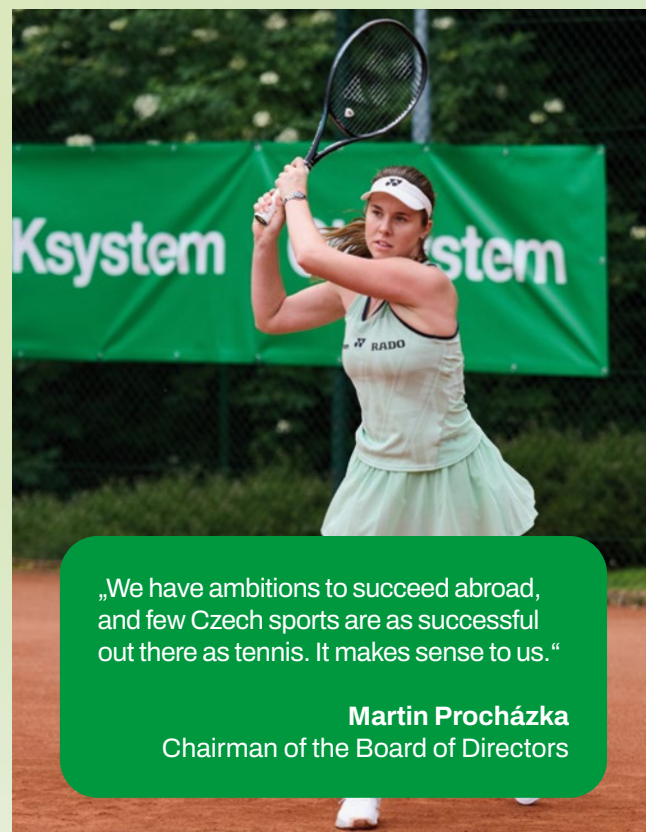
- Zlatý kanár: for the fifth year running, OKsystem was proud general partner of this prestigious tennis poll, honouring the best Czech players and recalling the successes of Czech tennis at home and abroad.
- Supporting young talent: through our campaign and partnerships we have long stood alongside rising world tennis stars such as Linda Nosková and Jakub Menšík.



A good job is easy to sign off

In August 2025, alongside the start of the US Open, we launched a new phase of our sports image campaign „Pod dobrou práci se můžeš podepsat“ („A good job is easy to sign off“). Our partnership with Jakub Menšík was newly joined by another Czech tennis star — Linda Nosková.

- The creative concept: top performance on court and in code rests on similar values — quality, integrity, determination and taking responsibility for your own work.
- Multi-channel reach: our colours and values were visible on TV, in outdoor advertising and online. New this year was influencer Matěj König, who brought the campaign to a younger audience.
- The wider context: the campaign built up through the year's key sporting events — from the US Open to the Davis Cup and Billie Jean King Cup, where our players represented the Czech Republic.



„We have ambitions to succeed abroad, and few Czech sports are as successful out there as tennis. It makes sense to us.“

Martin Procházka
Chairman of the Board of Directors

We help where help is needed

While on court we support top performance, in everyday life we count on humanity and solidarity. Employee involvement and long-term cooperation with organisations in various fields play an important role.

Charitable activities

Our employees themselves drive activities that bring joy to those less lucky in life.

- Joy for children's homes: each year we help buy and wrap Christmas presents for children from selected children's homes.
- Not-baking for a good cause: a popular internal event whose proceeds go to selected charities.
- Running for children: our people take part in charity runs to support projects helping children in need.

Sport without barriers

We believe sport can be open to everyone.

- SKV Praha: a long-standing partner of the Prague Wheelchair Users' Sports Club, we sponsor their diving team and support their annual benefit tournament.
- A heart for floorball: our teams regularly appear at the benefit tournament at Tatran Střešovice.



A green footprint: sustainability through digitisation

We see responsibility towards the environment too. The road to sustainability leads through modern technology and efficiency.

- The paperless office: our systems (led by OKbase and Scormium) let clients and ourselves move to fully digital agendas, saving tonnes of paper and energy a year.
- Quality standards: we hold ISO 14001 certification, confirming our commitment to environmental management.
- SaaS transformation: moving to cloud solutions optimises the hardware load and reduces our carbon footprint.



OKsystem supports



Financial statements for 2024 and 2025

Balance sheet (in thousands of Czech crowns)

Assets			2025	2024
	gross	adjustment	net	net
Total assets	1 008 055	-134 565	873 490	966 783
Fixed assets	228 972	-134 565	94 407	72 390
Intangible fixed assets	78 633	-57 219	21 414	20 084
Valuable rights	78 633	-57 219	21 414	20 084
Software	76 363	-56 576	19 787	18 003
Other intangible fixed assets	2 270	-643	1 627	2 081
Tangible fixed assets	74 635	-57 973	16 662	13 642
Land	0	0	0	0
Buildings and structures	945	-266	679	698
Machinery and equipment	73 464	-57 707	15 757	12 718
Other tangible fixed assets	226	0	226	226
Tangible fixed assets under construction	0	0	0	0
Long-term investments	75 704	-19 373	56 331	38 664
Ownership interests in controlled or controlling entities	14 567	0	14 567	0
Loans to controlled or controlling entities	61 137	-19 373	41 764	38 664
Current assets	773 028	0	773 028	887 686
Inventories	34 735	0	34 735	2 253
Materials	704	0	704	721
Unfinished production	30 912	0	30 912	0
Finished products and merchandise	3 119	0	3 119	1 532
Long-term receivables	729	0	729	579
Trade receivables	0	0	0	0
Other receivables	729	0	729	579
Short-term receivables	228 159	0	228 159	456 309
Trade receivables	219 973	0	219 973	448 620
Receivables from partners and members of an association	0	0	0	0
Tax receivables due from state	63	0	63	0
Short-term advances given	8 101	0	8 101	7 304
Estimated receivables	0	0	0	0
Other receivables	22	0	22	385
Cash and equivalents	509 405	0	509 405	428 545
Cash	561	0	561	215
Bank accounts	508 844	0	508 844	428 330
Accruals	6 055	0	6 055	6 707
Deferred expenses	5 628	0	5 628	5 621
Deferred income	427	0	427	1 086

Liabilities and equity

Total liabilities and equity

	2025	2024
Total liabilities and equity	873 490	966 783
Owners' equity	704 333	732 885
Share capital	35 000	35 000
Share capital	35 000	35 000
Capital funds	-9 792	-267
Gains or losses from revaluation of assets and liabilities	-9 792	-267
Funds from profit	3 658	3 707
Other reserve funds	0	0
Statutory and other funds	3 658	3 707
Retained earnings	542 945	500 129
Retained earnings from previous years	542 945	500 129
Other profit/loss – previous years	0	0
Profit or loss from current year	132 522	194 316
Other sources	163 393	228 226
Reserves	6 502	5 850
Other reserves	6 502	5 850
Payables	156 891	222 376
Long-term payables	1 242	1 150
Deferred tax liability	1 242	1 150
Short-term payables	155 649	221 226
Bonds issued	0	0
Convertible bonds	0	0
Other bonds	0	0
Payables to banks	0	0
Short-term advances received	0	3
Trade payables	20 818	30 673
Short-term notes payable	0	0
Payables to controlled or controlling entities	0	0
Payables to associates	0	0
Other payables	134 831	190 550
Payable to partners	0	0
Short-term financial assistance	0	0
Payables to employees	41 926	37 501
Payables to social security and health insurance	17 285	16 449
Tax and subsidies due to state	74 851	135 766
Estimated payables	13	30
Other payables	756	804
Accruals and deferrals	5 764	5 672
Accrued expenses	1 391	875
Deferred revenues	4 373	4 797

Income statement (in thousands of Czech crowns)

2025 2024

Revenues from sales of own products and services	1 147 087	1 074 870
Revenues from goods sold	5 509	4 175
Cost of sales	297 299	215 544
Cost of goods sold	3 860	2 856
Materials and energy	19 701	16 062
Services	273 738	196 626
Change in inventory of own production	0	0
Own work capitalized	-10 104	-9 279
Personnel expenses	668 749	634 945
Wages and salaries	492 617	470 707
Social security, health insurance, and other expenses	176 132	164 238
Social security and health insurance expenses	156 447	147 839
Other expenses	19 685	16 399
Value adjustments to fixed and current assets	25 720	15 073
Value adjustments to intangible and tangible fixed assets	15 720	15 073
Permanent value adjustments to intangible and tangible fixed assets	15 720	15 073
Temporary value adjustments to intangible and tangible fixed assets	0	0
Adjustments to inventories	0	0
Adjustments to accounts receivable	10 000	0
Other operating revenues	1 949	1 561
Revenues from sale of fixed assets	1 190	736
Revenues from sale of materials	26	18
Other operating revenues	733	807
Other operating expenses	2 693	-1 970
Net book value of fixed assets sold	494	324
Net book value of materials sold	0	0
Taxes and fees	986	929
Provisions and complex prepaid expenses	652	-4 818
Other operating expenses	561	1 595
Operating profit or loss	170 188	226 293
Revenues from long-term investments – shares	0	0
Revenues from shares in controlled or controlling entities	0	0
Other revenues from shares	0	0

2025 2024

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	0	0
Interest income and similar income	10 141	19 796
Interest income and similar income from controlled or controlling entities	0	0
Other interest and like income	10 141	19 796
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	1 631	3 433
Other financial expenses	10 464	4 101
Profit or loss from financial operations	1 308	19 128
Profit or loss before tax	171 496	245 421
Income tax	38 974	51 105
Current income tax	38 882	51 169
Deferred income tax	92	-64
Profit or loss after tax	132 522	194 316
Transfer of profit to partners	0	0
Profit or loss for the current period	132 522	194 316
Net turnover for the current period	1 152 596	1 079 045

Cash flow statement

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

Registered office or address of reporting entity
Na Pankráci 1690/125, 140 00 Prague 4

for the year ending 31 December 2025
in thousands of Czech crowns

P.	Balance of cash and equivalents at beginning of reporting period	428 545
Cash flows from operating activities		
Z.	Profit or loss before tax	171 496
A. 1	Adjustments for noncash operations	5 535
A. 1 1	Depreciation and amortization of fixed assets and adjustments thereto	15 720
A. 1 2	Change in adjustments and provisions	652
A. 1 3	Gain or loss from disposal of fixed assets	-696
A. 1 4	Dividends and like income	0
A. 1 5	Net interest expense except as capitalized into fixed assets	-10 141
A. 1 6	Other adjustments for noncash operations	0
A. *	Net cash flow from operating activities before tax and working capital changes	177 031
A. 2	Change in noncash items of working capital	130 685
A. 2 1	Change in accounts receivable and temporary asset accounts	228 652
A. 2 2	Change in short-term accounts payable and temporary liability accounts	-65 485
A. 2 3	Change in inventories	-32 482
A. 2 4	Change in short-term investments not included in cash and equivalents	0
A. **	Net cash flow from operating activities before tax	307 716
A. 3	Interest paid except as capitalized into fixed assets	0
A. 4	Interest received	10 141
A. 5	Income tax paid and tax additionally charged	-38 974
A. 6	Dividends and like income received	0
A. ***	Net cash flow from operating activities	278 883
Cash flows from investing activities		
B. 1	Acquisition of fixed assets	-37 737
B. 2	Proceeds from sale of fixed assets	696
B. 3	Loans and credits to related parties	0
B. ***	Net cash flow from investing activities	-37 041
Cash flows from financing activities		
C. 1	Changes in long- and short-term liabilities	92
C. 2	Effect on cash and equivalents of changes in owner's equity	-161 074
C. 2 1	Increase in cash from increase in share capital, share premium, and funds from profit	975
C. 2 2	Dividends and like payments to partners	-147 000
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	-15 049
C. 2 6	Dividends and like payments made, inclusive of tax paid	0
C. ***	Net cash flow from financing activities	-160 982
F.	Net increase/decrease in cash	80 860
R.	Balance of cash and equivalents at end of reporting period	509 405

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 1690/125, 140 00 Prague 4

for the year ending 31 December 2025
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 Commercial Register	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	3 707	4 500	4 549	3 658
H.	Capital funds	0	0	0	0
I.	Revaluation gains or losses not included in profit or loss	-267	0	9 525	-9 792
J.	Retained earnings	694 445	0	151 500	542 945
K.	Profit or loss for the reporting period after taxation	XX	132 522	XX	132 522
*	Total	732 885	137 022	165 574	704 333

In accordance with Decree No. 500/2002 Coll.

Notes to the financial statements for the financial year from 1 January 2025 to 31 December 2025 (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 2025
Annual report presentation date:	20 May 2026 (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

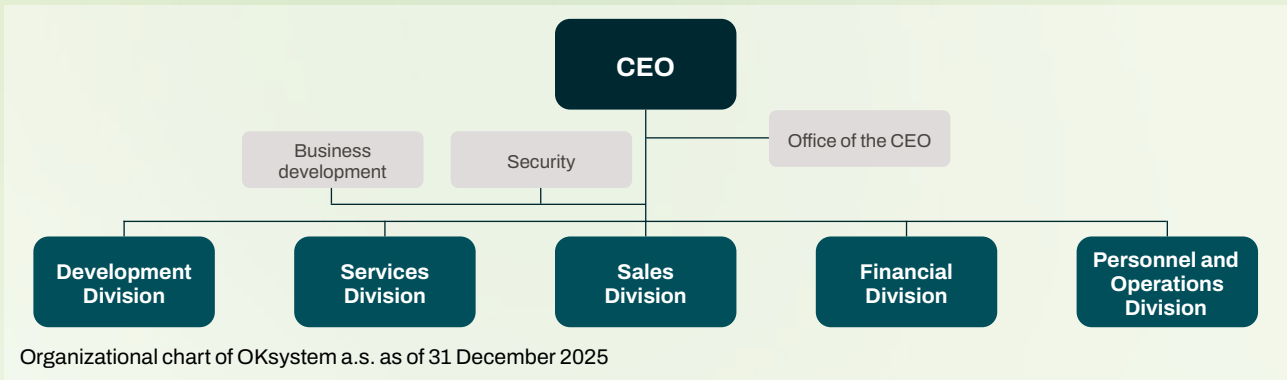
During the period 1 January 2025 to 31 December 2025 no changes occurred in the Commercial Register.

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 | 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 2025

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

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

As of the balance sheet date of 31 December 2025, the Company reported unfinished production relating to two significant projects. Unfinished production is valued at own costs, comprising in particular the direct personnel expenses of the employees working on the projects, including the related statutory contributions, and an appropriate share of overhead expenses. The projects are expected to be completed and invoiced during 2026 with a corresponding margin. Upon completion and invoicing, the unfinished production will be charged to expenses.

■ 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 follows:

Intangible fixed assets	3 years*	Tangible fixed assets	
		Buildings	50 years
		Furniture	5 years
		Machinery and devices	3 years
		Vehicles	5 years

* unless specified otherwise in a contract

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 6,502 thousand (CZK 5,850 thousand for 2024). 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	24,245 CZK/EUR	Trade receivables and payables, loans, cash, bank accounts, temporary and estimated accounts
USD	20,632 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 10036	100 %
VinoDoc s.r.o., Na Pankráci 1690/125, Prague 4, Company ID 01991426	67 %
Scormium s.r.o., Na Pankráci 1690/125, Prague 4, Company ID 04492412	65 %

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:

430



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 %
Scormium s.r.o.	65 %

OKsystem a.s. is part of a consolidated group.

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	72
General staff	338
Administration	20

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	25 431
Supervisory Board	0

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

Distributable profit for the 2025 accounting period	132 522
Advances to shares in profit paid out	0
Final profit for settlement	132 522

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	542 945	132 522	675 467

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	8 679	9 195	516	0
Self-produced software	57 064	67 168	10 104	0
Valuable rights	2 270	2 270	0	0
Tangible assets (CZK thousands)	Starting balance	Ending balance	Additions	Disposals
Buildings	945	945	0	0
Machinery and equipment (computers, HW)	39 423	41 619	4 281	2 085
Vehicles	25 312	27 850	5 142	2 604
Furniture	3 474	3 995	520	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	49 389	61 137	18 116	6 368

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	-8 318	-8 609	0	0
Self-produced software	-39 422	-47 967	0	0
Valuable rights	-189	-643	0	0
Tangible assets (CZK thousands)	Amortization		Adjustments	
	Starting balance	Ending balance	Starting balance	Ending balance
Buildings	-247	-266	0	0
Machinery and equipment (computers, HW)	-35 238	-35 911	0	0
Vehicles	-16 938	-18 417	0	0
Furniture	-3 315	-3 378	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	61 137		-19 373	-8 648

7. Breakdown of deferred income tax (CZK thousands)

Character of deferred tax: liability. Starting balance of deferred tax: 1 150 thousands CZK (L)

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	5 914	21 %	1 242	L

Ending balance of deferred tax as of balance sheet date: CZK 1 242 000 (Liabilities × tax rate)
Change in deferred tax for current period: CZK +92 000 (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, 2026, to May 2026, there were no new developments that would significantly affect the economic situation of OKsystem.

In 2025, 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 May 20, 2026

Martin Procházka
Chairman of the Board of Directors

Report on relations between related parties for the year 2025
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.	 Scormium s.r.o.
Relationship structure:					
a) Persons controlled	OKsystem a.s., Na Pankráci 1690/125, 140 00 Prague 4 – Nusle	OKsystem Inc., 580 5th Ave, Suite 820, NY 10036, 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	Scormium 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., Na Pankráci 1690/125, 140 00 Prague 4 – Nusle	Martin Procházka Nad Vavrouškou 709/3, 181 00 Prague 8 – Troja	OKsystem a.s. Na Pankráci 1690/125, 140 00 Prague 4 – Nusle
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.	Expansion of the activities of the controlling company to include a new e-learning platform.
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, 70% 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.	65% 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.	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.	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.	On the basis of normal customer-supplier relationships. Scormium supplies professional services – work on projects.
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.	An agreement between the controlled person and the controlling person for the provision of a loan.
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.	Not closed.
e) Other transactions, instructions and legal acts of the controlling person	Are not.	Are not.	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.	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 2026

For the Supervisory Board:

The report on relations between related parties shall be submitted by:

In Prague, 31 March 2026


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

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

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, Prague 4, Postcode 14000

for the financial year from 1 January 2025
to 31 December 2025.

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

Prague 5 Zličín, 20 May 2026

Lačnovská 377/8
155 21 Prague 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 00, 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 2025**, the income statement, statement of changes in equity, and cash flow statement for the year ending **31 December 2025**, 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 2025, as well as of its expenses, revenues, profit, and cash flows for the year ending 31 December 2025 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.

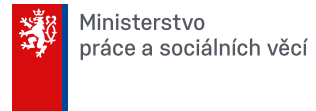
Prague 5 Zličín, 20 May 2026

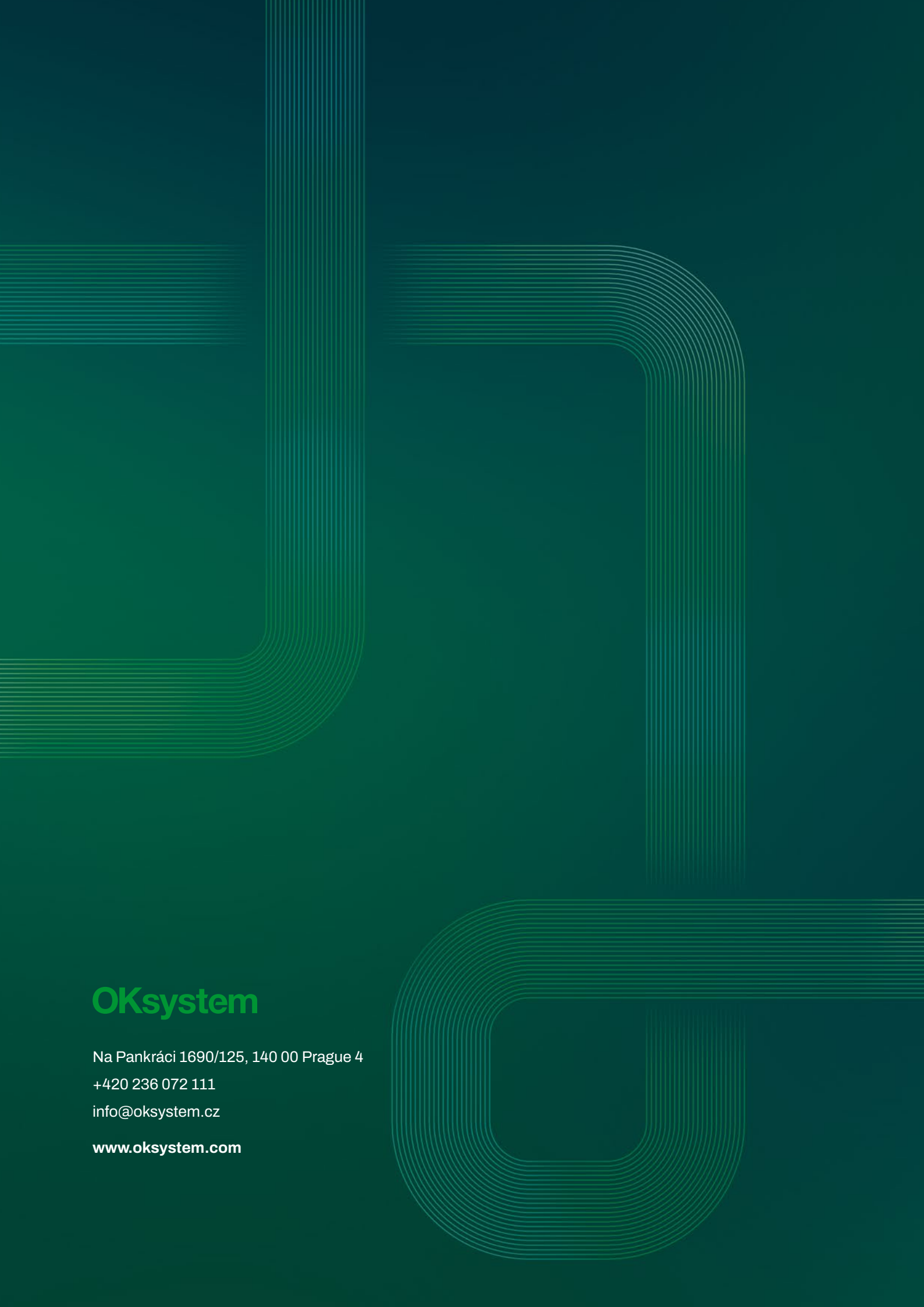
The auditor performing the audit was **Ing. František MEIERL**,
Lačnovská 377/8, 155 21 Prague 5 – Zličín,
entered in the list of auditors maintained by
the Chamber of Auditors
of the Czech Republic
under Certificate No. 1160.



Ing. František MEIERL
Auditor Certificate No. 1160

Key customers





OKsystem

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