

# **Airobot Technologies AS**

**Interim report  
for the 12 months of 2024  
(unaudited)**

**reporting period:** 01.01.2024 - 31.12.2024  
**financial year:** 01.01.2024-31.12.2024

**business name:** Airobot Technologies AS

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## Management report on operations

Airobot Technologies AS recorded total revenue of €1,316,586 in 2024 (2023: €1,523,663), representing a 13.6% decline compared to 2023. The company reported a loss of €248,916 in 2024 (2023: profit of €52,619).

The primary factors behind the decline in revenue and operating loss were the general economic uncertainty and reduced demand in the ventilation sector. Additionally, Airobot Technologies strategically invested in expanding its product portfolio and preparing for international expansion, which temporarily increased costs.

In the second half of 2024, several resource-intensive development projects were carried out, resulting in the launch of the new Airobot V6 device, filling a crucial gap in the product range. Furthermore, the company developed constant airflow technology for all existing devices and invested in additional innovation projects, which are set to be realized in Q2 2025.

Significant resources were also allocated to expanding into foreign markets, including recruiting personnel and developing market entry strategies in the United Kingdom, the Netherlands, and Poland, to ensure successful growth in 2025.

In Q4 2024, the company also initiated a brand renewal and modernization project, the results of which will be visible in H1 2025.

While these investments impacted financial results in the short term, they are strategically important for long-term growth and strengthening market position.

In 2024, Airobot continued its active development efforts, leading to the introduction of new ventilation solutions, including the Airobot V6 and upgraded constant airflow technology. In 2025, development work will continue to enhance product efficiency.

### H1 2025 Activity Plans

The first half of the year will focus on certification processes in the United Kingdom and the Netherlands, which are crucial for further international expansion. Airobot will also participate in multiple international trade fairs to strengthen its visibility and market position.

Additionally, a new website will be launched, incorporating a refreshed brand and marketing strategy, primarily targeting the UK, Dutch, and Polish markets. In parallel, Airobot will actively seek and train new strategic partners to ensure high-quality product installation and support in target markets.

It is expected that in 2025, exports will make up a significantly larger portion of Airobot's revenue. The company will continue its aggressive expansion into new export markets and deepen relationships established in 2023, focusing on repeat sales in 14 export countries.

Airobot will also continue development projects started in 2024, gradually introducing several new innovations to the market.

### Financial review

In H2 2024 AS Airobot Technologies unaudited turnover was EUR 745 636 (2023 H2 : EUR 1 061 718) and net loss EUR 128 725 (2023 H2 : net profit EUR 286 391 ). The decrease of turnover was 30%.

As of 31 December 2024, the Company's total assets came to EUR 649 700 (30.06.2024: EUR 643 485). Current assets amounted to EUR 390 831 (30.06.2024: EUR 391 353) or 60% of total assets. Fixed assets amounted to EUR 258 869 (30.06.2024: EUR 252 132) or 40% of the balance sheet total. The liabilities of AS Airobot Technologies totalled EUR 450 898 (30.06.2024: EUR 315 957) and equity amounted to EUR 198 802 (30.06.2024: EUR 327 527).

As of 31 December 2024, the Company's loan liabilities remained unchanged comparing to 30 June 2024 and totalled EUR 137,028.

As of 31 December 2024, AS Airobot Technologies had 9 employees and one management Board member. Labor costs in H2 2024 (included taxes) amounted to EUR 268 910.

### Financial Ratios

|  | 2024      | 2024 II h/y | 2023      | 2023 II h/y |
|--|-----------|-------------|-----------|-------------|
| Sales Revenue  | 1 316 586 | 745,636     | 1 523 663 | 1 061 718   |
| Increase of revenue                                    | -13.6%    | -30.0%      | 52%       | 66.1%       |
| Net profit (loss)                                      | -248,072  | -128,725    | 52 619    | 286 391     |
| Net profit margin = Net Profit : Sales Revenue *100    | -18.8%    | -17.0%      | 3.5%      | 27.0%       |
| Working Capital = Current Assets - Current Liabilities | -60,068   | -60,068     | 201 039   | 239 588     |
| Return of Assets (ROA) = Net Profit : Assets *100      | -38.2%    | -19.8%      | 6.8%      | 35.4%       |
| Return of Equity (ROE) = Net Profit : Equity *100      | -124.8%   | -64.8%      | 11.8%     | 42.1%       |

## Financial Statements

### Statement of financial position

(in Euros)

|                                      | 31.12.2024     | 30.06.2024     | 31.12.2023     | Note |
|--------------------------------------|----------------|----------------|----------------|------|
| <b>Assets</b>                        |                |                |                |      |
| Current assets                       |                |                |                |      |
| Cash and cash equivalents            | 36,528         | 113,014        | 318,211        |      |
| Receivables and prepayments          | 118,442        | 70,129         | 37,269         | 2    |
| Inventories                          | 235,861        | 208,209        | 174,758        | 3    |
| <b>Total current assets</b>          | <b>390,831</b> | <b>391,353</b> | <b>530,238</b> |      |
| Non-current assets                   |                |                |                |      |
| Tangible fixed assets                | 98,075         | 95,785         | 98,970         | 5    |
| Intangible assets                    | 160,794        | 156,347        | 146,864        | 6    |
| <b>Total non-current assets</b>      | <b>258,869</b> | <b>252,132</b> | <b>245,834</b> |      |
| <b>Total assets</b>                  | <b>649,700</b> | <b>643,485</b> | <b>776,072</b> |      |
| <b>Liabilities and equity</b>        |                |                |                |      |
| Liabilities                          |                |                |                |      |
| Current liabilities                  |                |                |                |      |
| Short-term loans                     | 137,028        | 137,028        | 137,028        |      |
| Payables and prepayments             | 313,870        | 178,929        | 192,171        | 4, 7 |
| <b>Total current liabilities</b>     | <b>450,898</b> | <b>315,957</b> | <b>329,199</b> |      |
| Non-current liabilities              |                |                |                |      |
| Long-term loans                      | 0              | 0              | 0              |      |
| <b>Total non-current liabilities</b> | <b>0</b>       | <b>0</b>       | <b>0</b>       |      |
| <b>Total liabilities</b>             | <b>450,898</b> | <b>315,957</b> | <b>329,199</b> |      |
| Equity                               |                |                |                |      |
| Issued capital                       | 251,107        | 251,107        | 251,107        |      |
| Share premium                        | 593,136        | 593,136        | 764,308        |      |
| Other reserves                       | 2,631          | 2,631          | 230,751        |      |
| Retained earnings (loss)             | -400,000       | -400,000       | -851,911       |      |
| Reporting period profit (loss)       | -248,072       | -119,346       | 52,619         |      |
| <b>Total equity</b>                  | <b>198,802</b> | <b>327,527</b> | <b>446,873</b> |      |
| <b>Total liabilities and equity</b>  | <b>649,700</b> | <b>643,485</b> | <b>776,072</b> |      |

## Income statement

(in Euros)

|   | 2024            | 2024 II h/y     | 2023          | Note |
|---|-----------------|-----------------|---------------|------|
| Revenue                                     | 1,316,586       | 745,636         | 1,523,663     |      |
| Other income                                | 369             | 0               | 1,390         |      |
| Raw materials and consumables used          | -628,678        | -367,527        | -669,903      |      |
| Other operating expenses                    | -361,722        | -196,960        | -311,804      |      |
| Employee expenses                           | -492,901        | -268,910        | -440,373      | 8    |
| Depreciation and impairment loss (reversal) | -61,739         | -31,372         | -35,225       | 5, 6 |
| Other expenses                              | -8,878          | -3,791          | -8,207        |      |
| <b>Operating profit (loss)</b>              | <b>-236,963</b> | <b>-122,924</b> | <b>59,541</b> |      |
| Interest income                             | 15              | 4               | 25            |      |
| Interest expenses                           | -6,966          | -3,502          | -6,947        |      |
| Other financial income and expenses         | -4,158          | -2,303          | 0             |      |
| <b>Profit (loss) before tax</b>             | <b>-248,072</b> | <b>-128,725</b> | <b>52,619</b> |      |
| <b>Reporting period profit (loss)</b>       | <b>-248,072</b> | <b>-128,725</b> | <b>52,619</b> |      |

## Statement of cash flows

(in Euros)

|  | 2024            | 2024 II h/y    | 2023            | Note |
|--|-----------------|----------------|-----------------|------|
| Cash flows from operating activities                                   |                 |                |                 |      |
| Operating profit (loss)  | -236,963        | -122,924       | 59,541          |      |
| Adjustments  |                 |                |                 |      |
| Depreciation and impairment loss (reversal)                            | 61,739          | 31,372         | 35,225          | 5, 6 |
| Profit (loss) from sale of fixed assets                                | -369            | 0              | 0               |      |
| <b>Total adjustments</b>   | <b>61,370</b>   | <b>31,372</b>  | <b>35,225</b>   |      |
| Changes in receivables and prepayments related to operating activities | -81,174         | -48,312        | 15,226          |      |
| Changes in inventories   | -61,103         | -27,652        | 15,056          |      |
| Changes in payables and prepayments related to operating activities    | 114,733         | 133,274        | -784            |      |
| Interest received  | 15              | 4              | 26              |      |
| Other cash flows from operating activities                             | -4,158          | -4,158         | 0               |      |
| <b>Total cash flows from operating activities</b>                      | <b>-207,280</b> | <b>-38,396</b> | <b>124,290</b>  |      |
| Cash flows from investing activities                                   |                 |                |                 |      |
| Purchase of property, plant and equipment and intangible assets        | -74,772         | -38,110        | -188,517        | 5    |
| Proceeds from the sale of tangible and intangible assets               | 369             | 0              | 0               |      |
| <b>Total cash flows from investing activities</b>                      | <b>-74,403</b>  | <b>-38,110</b> | <b>-188,517</b> |      |
| Cash flows from financial activities                                   |                 |                |                 |      |
| Interest paid  | 0               | 0              | -5,202          |      |
| Proceeds from issuing shares   | 0               | 0              | 0               |      |
| <b>Total cash flows from financial activities</b>                      | <b>0</b>        | <b>0</b>       | <b>-5,202</b>   |      |
| <b>Total cash flows</b>  | <b>-281,683</b> | <b>-76,506</b> | <b>-69,429</b>  |      |
| Cash and cash equivalents at beginning of period                       | 318,211         | 113,034        | 387,640         |      |
| <b>Change in cash and cash equivalents</b>                             | <b>-281,683</b> | <b>-76,506</b> | <b>-69,429</b>  |      |
| Cash and cash equivalents at end of period                             | 36,528          | 36,528         | 318,211         |      |

## Statement of changes in equity

(in Euros)

|                                | Issued capital | Share premium | Other reserves | Retained earnings (loss) | Total    |
|--------------------------------|----------------|---------------|----------------|--------------------------|----------|
| <b>31.12.2023</b>              | 251,107        | 764,308       | 230,751        | -799,293                 | 446,873  |
| Reporting period profit (loss) |                |               |                | -119,347                 | -119,347 |
| Other changes in equity        |                | -171,172      | -228,120       | 399,293                  | 0        |
| <b>30.06.2024</b>              | 251,107        | 593,136       | 2,631          | -519,347                 | 327,527  |
| Reporting period profit (loss) |                |               |                | -128,725                 |          |
| <b>31.12.2024</b>              | 251,107        | 593,136       | 2,631          | -648,072                 | 198,802  |

## Notes

### Note 1 Accounting policies

#### General information

The 12 months of 2024 unaudited Interim Report of Financial Statements of AS Airobot Technologies have been prepared in accordance with Estonian financial reporting standard. The main requirements of the Estonian financial reporting standard have been stipulated in the Accounting Act of the Republic of Estonia and supplemented by the guidelines issued by the Accounting Board of the Republic of Estonia.

The Company belongs to the average business category. The 12 months of 2024 unaudited Report of Financial Statements is compiled completely according to the regulations introduced for average-sized companies.

The financial statements have been prepared in euros.

#### Cash and cash equivalents

For the purposes of the cash flow statement, cash and cash equivalents are cash in hand, demand deposits in banks.

Foreign currency transactions are recorded based on the currency exchange rate valid on the transaction date. Monetary entries denominated in foreign currency are translated on the basis of the currency exchange rates of the European Central Bank officially valid on the balance sheet date. Foreign exchange gains and losses from revaluation are recorded in the income statement.

Foreign exchange gains and losses are recorded under revenue and expenses in the income statement of the reporting period.

#### Receivables and prepayments

Accounts receivable are short-term receivables generated in the course of ordinary business, except for receivables from other group companies and associated companies. Accounts receivable are recorded at amortised cost (i.e. nominal value less possible write-downs).

Accounts receivable are evaluated on an individual basis, if possible. If the evaluation of the receivables on an individual basis proves impossible, only the material receivables will be evaluated. Other receivables are evaluated as a set of receivables, considering the information available regarding the customer's previous debts. Collection of receivables, which have been previously expensed as doubtful receivables, are reported as an adjustment to doubtful receivables.

All other receivables (accrued income, loans granted, other short-term and long-term receivables), except for receivables held for trading, are recorded at amortised cost. Receivables held for trading are recorded at their fair value

#### Inventories

Raw materials are recorded at cost, consisting of the purchase price, non-refundable taxes and direct transportation costs and other expenses directly related to the acquisition, incurred upon bringing the inventories to their present condition and location, less discounts and subsidies. Finished products and work-in-progress are recorded at production cost, consisting of the direct production costs (cost of raw materials), staff remuneration and a proportional part of the production overheads (depreciation of production buildings and equipment).

The acquisition cost of inventories is calculated based on the FIFO (Raw materials) and individual cost (Work in progress and finished goods) method.

#### Plant, property and equipment and intangible assets

Assets with an acquisition cost of over 600 euros and a useful life of over 1 year are recorded as property, plant and equipment (PPE) in the balance sheet. Assets with a useful life of over 1 year, but an acquisition cost of less than 600 euros, are recorded as low-value items (in inventories) and are fully expensed when the asset is taken into use. Low-value items that have been expensed are accounted for off-balance sheet.

PPE are initially recorded at acquisition cost, consisting of the purchase price and expenses incurred with the aim of taking the asset item into use. Subsequent to initial recognition, PPE are recorded at net book value. PPE constructed for own use is recorded at acquisition cost, consisting of the actual manufacturing expenses.

Depreciation is calculated on a straight-line basis, depending on the estimated useful life of the asset item.

#### Estimated useful life of the asset item:

|                                |            |
|--------------------------------|------------|
| computers and computer systems | 3-5 years  |
| machinery and equipment        | 10 years   |
| Other tangible assets          | 3-10 years |
| Intangible assets              | 3-10 years |

#### Financial liabilities

All financial liabilities (accounts payable, loans taken, accrued expenses, bonds issued, other short-term and long-term payables) are initially accounted for at their acquisition cost, which includes all expenses directly related to the acquisition. Subsequent to initial recognition, financial liabilities are recorded based on the amortised cost method.

As a rule, the amortised cost of short-term financial liabilities equals their nominal value. Therefore, short-term financial liabilities are recorded in the balance sheet at the payable amount. The amortised cost of long-term liabilities is calculated based on the effective interest rate method.

**Revenue recognition**

Revenue and expenses are recognised on an accrual basis, based on the matching principle. Income statement format No 1 is used.

Revenue is recognised on an accrual basis under the revenue recognition principle. Revenues from the sales of goods are recorded at the moment the right of ownership is transferred to the buyer.

**Expense recognition**

Expenses on vacation pay are recorded in the period when they are incurred. The vacation reserve is adjusted on an annual basis at the end of each financial year. The earned vacation pay is charged to expenses in the income statement, and recorded in the balance sheet under current liabilities to employees.

**Taxation**

According to the Income Tax Act of the Republic of Estonia, legal entities are not subject to income tax on profits earned. Corporate income tax is paid on fringe benefits, gifts, donations, costs of entertaining guests, dividends and payments not related to business operations. Thus, in Estonia there are no differences between the tax bases and the carrying amounts of assets, which would give rise to a deferred income tax asset or liability.

From 1 January 2025, the tax rate on dividends payable is 22/78 of the amount paid out as net dividends. The corporate income tax arising from the payment of dividends is accounted for as an expense in the period when dividends are declared.

**Related parties**

For the purposes of the financial statements of AS Airobot Technologies, the following are considered related parties:

- owners
- management board and higher management
- close relatives of the above persons, and the companies related to them.

## Note 2 Receivables and prepayments

(in Euros)

|   | 31.12.2024       | Allocation by remaining rr | Note |
|---|------------------|----------------------------|------|
|   | Within 12 months |                            |      |
| Accounts receivable                       | 101,614          | 101,614                    |      |
| Accounts receivables                      | 101,614          | 101,614                    |      |
| Prepayments                               | 16,828           | 16,828                     |      |
| Deferred expenses                         | 14,390           | 14,390                     |      |
| Other prepayments                         | 2,438            | 2,438                      |      |
| <b>Total receivables and rprepayments</b> | <b>118,442</b>   | <b>118,442</b>             |      |

|   | 6/30/2023        | Allocation by remaining rr | Note |
|---|------------------|----------------------------|------|
|   | Within 12 months |                            |      |
| Accounts receivable                       | 34255            | 34,255                     |      |
| Accounts receivables                      | 34255            | 34,255                     |      |
| Prepayments                               | 3013             | 3,013                      |      |
| Deferred expenses                         | 575              | 575                        |      |
| Other prepayments                         | 2438             | 2,438                      |      |
| <b>Total receivables and rprepayments</b> | <b>37,268</b>    | <b>37,268</b>              |      |

## Note 3 Inventory

(in Euros)

|                        | 31.12.2024     | 31.12.2023     |
|------------------------|----------------|----------------|
| Raw materials          | 195,269        | 172,770        |
| Finished goods         | 40,592         | 0              |
| Inventory prepayments  | 0              | 427            |
| Goods in safekeeping   | 0              | 1,561          |
| <b>Total inventory</b> | <b>235,861</b> | <b>174,758</b> |

## Note 4 Tax prepayments and liabilities

(in Euros)

|  | 31.12.2024    | 31.12.2023    |
|--|---------------|---------------|
|  | Liabilities   | Liabilities   |
| Value added tax                              | 19,879        | 13,742        |
| Personal income tax                          | 6,645         | 6,563         |
| Fringe benefit income tax                    | 68            | 194           |
| Social tax                                   | 11,550        | 11,576        |
| Contribution to mandatory funded pension     | 579           | 590           |
| Unemployment insurance tax                   | 718           | 699           |
| Other tax prepayments and liabilities        | 21,738        | 12,271        |
| Prepayment account balance                   |               |               |
| <b>Total tax prepayments and liabilities</b> | <b>61,177</b> | <b>45,635</b> |

## Note 5 Property, plant and equipment

(in Euros)

|                             | Computers and<br>computer systems | Other<br>machinery<br>and equipment | Machinery<br>and<br>equipment | Other property,<br>plant and<br>equipment | Unfinished<br>projects | Total         |
|-----------------------------|-----------------------------------|-------------------------------------|-------------------------------|---|------------------------|---------------|
| <b>31.12.2023</b>           |                                   |                                     |                               |   |                        |               |
| Carried at cost             | 12,172                            | 3,895                               | 16,067                        | 107,817                                   |                        | 123,884       |
| Accumulated<br>depreciation | -8,174                            | -909                                | -9,083                        | -15,831                                   |                        | -24,914       |
| <b>Residual cost</b>        | <b>3,998</b>                      | <b>2,986</b>                        | <b>6,984</b>                  | <b>91,986</b>                             |                        | <b>98,970</b> |
| Asquisitions and additions  | 671                               | 3,954                               | 4,625                         | 0   |                        | 4,625         |
| Depreciation                | -1,153                            | -773                                | -1,479                        | -5,884                                    |                        | -7,363        |
| <b>30.06.2024</b>           |                                   |                                     |                               |   |                        |               |
| Carried at cost             | 12,843                            | 7,849                               | 20,692                        | 107,817                                   |                        | 128,509       |
| Accumulated<br>depreciation | -9,327                            | -1,682                              | -7,633                        | -21,715                                   |                        | -29,348       |
| <b>Residual cost</b>        | <b>3,516</b>                      | <b>6,167</b>                        | <b>13,059</b>                 | <b>86,102</b>                             |                        | <b>99,161</b> |
| Asquisitions and additions  | 959                               | 0                                   | 959                           | 0   | 9,140                  | 10,099        |
| Depreciation                | -1,071                            | -853                                | -1,924                        | -5,886                                    |                        | -7,810        |
| <b>31.12.2024</b>           |                                   |                                     |                               |   |                        |               |
| Carried at cost             | 5,657                             | 7,849                               | 13,506                        | 103,634                                   | 9,140                  | 126,280       |
| Accumulated<br>depreciation | -2,253                            | -2,535                              | -4,788                        | -23,417                                   |                        | -28,205       |
| <b>Residual cost</b>        | <b>3,404</b>                      | <b>5,314</b>                        | <b>8,718</b>                  | <b>80,217</b>                             | <b>9,140</b>           | <b>98,075</b> |

## Note 6 Intangible assets

(in Euros)

|                            | Other intangible assets | Unfinished projects | Total          |
|----------------------------|-------------------------|---------------------|----------------|
| <b>31.12.2023</b>          |                         |                     |                |
| Carried at cost            | 265,487                 |                     | 265,487        |
| Accumulated depreciation   | -118,623                |                     | -118,623       |
| <b>Residual cost</b>       | <b>146,864</b>          |                     | <b>146,864</b> |
| Asquisitions and additions | 10,693                  | 21,345              | 32,038         |
| Depreciation               | -22,555                 |                     | -22,555        |
| <b>30.06.2024</b>          |                         |                     |                |
| Carried at cost            | 276,180                 |                     | 276,180        |
| Accumulated depreciation   | -141,178                |                     | -141,178       |
| <b>Residual cost</b>       | <b>135,002</b>          |                     | <b>135,002</b> |
| Asquisitions and additions | 49,356                  |                     | 49,356         |
| Depreciation               | -23,564                 |                     | -23,564        |
| <b>31.12.2024</b>          |                         |                     |                |
| Carried at cost            | 324,275                 |                     | 324,275        |
| Accumulated depreciation   | -163,481                |                     | -163,481       |
| <b>Residual cost</b>       | <b>160,794</b>          |                     | <b>160,794</b> |

## Note 7 Payables and prepayments

(in Euros)

|                                       | 31.12.2024     | Within 12 months | Note |
|---------------------------------------|----------------|------------------|------|
| Trade payables                        | 126,317        | 126,317          |      |
| Employee payables                     | 50,193         | 50,193           |      |
| Tax payables                          | 61,177         | 61,177           | 4    |
| Other payables                        | 23,418         | 23,418           |      |
| Interest payables                     | 8,717          | 8,717            |      |
| Other accrued expenses                | 14,701         | 14,701           |      |
| Received prepayments                  | 52,765         | 52,765           |      |
| Deferred income                       | 52,765         | 52,765           |      |
| <b>Total payables and prepayments</b> | <b>313,870</b> | <b>313,870</b>   |      |
|                                       | 31.12.2023     | Within 12 months | Note |
| Trade payables                        | 62,879         | 62,879           |      |
| Employee payables                     | 37,583         | 37,583           |      |
| Tax payables                          | 45,635         | 45,635           | 4    |
| Other payables                        | 6,307          | 6,307            |      |
| Interest payables                     | 1,751          | 1,751            |      |
| Other payables                        | 4,556          | 4,556            |      |
| Received prepayments                  | 39,766         | 39,766           |      |
| Deferred income                       | 39,766         | 39,766           |      |
| <b>Total payables and prepayments</b> | <b>192,170</b> | <b>192,170</b>   |      |

## Note 8 Labor expense

(in Euros)

|   | 2024           | 2023           |
|---|----------------|----------------|
| Wage and salary expense                                   | 367,607        | 328,387        |
| Social security taxes                                     | 125,294        | 111,986        |
| <b>Total labor expense</b>                                | <b>492,901</b> | <b>440,373</b> |
| Average number of employees in full time equivalent units | 10             | 9              |
| Average number of employees by types of employment:       |                |                |
| Person employed under employment contract                 | 9              | 8              |
| Member of management or controlling body of legal person  | 1              | 1              |

## Note 9 Related parties

(in Euros)

### Related party balances according to groups

| <b>Loan liabilities</b>   | <b>31.12.2024</b>                 | <b>31.12.2023</b>                 | <b>Period calculated interest</b> |
|---|-----------------------------------|-----------------------------------|-----------------------------------|
| Management and higher supervisory body and individuals with material ownership interest and material influence of management and higher | 137,028                           | 137,028                           | 6,966                             |
| <b>Payables and prepayments</b>   | <b>31.12.2024</b>                 | <b>31.12.2023</b>                 |                                   |
| Management and higher supervisory body and individuals with material ownership interest and material influence of management and higher | 0                                 | 2,351                             |                                   |
| <b>Bought</b>   | <b>01.01.2024-<br/>31.12.2024</b> | <b>01.01.2023-<br/>31.12.2023</b> |                                   |
|   | <b>Services</b>                   | <b>Services</b>                   |                                   |
| Management and higher supervisory body and individuals with material ownership interest and material influence of management and higher | 6,399                             | 7,800                             |                                   |
| Remuneration and other significant benefits calculated for members of management and highest supervisory body                           |                                   | <b>01.01.2024-<br/>31.12.2024</b> | <b>01.01.2023-<br/>31.12.2023</b> |
| Remuneration  |                                   | 66,000                            | 65,500                            |

### Additional information:

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