



**Financial Statement Release**  
**1 January-31 December 2024**



**Reka Industrial Group**



# Reka Industrial Plc: Low volumes in Rubber segment continued throughout the year, EBITDA better than previous year

Reka Industrial Plc's financial statement release January-December 2024

October - December 2024

- The Rubber segment's turnover was EUR 6.5 (7.0) million
- The Rubber segment's EBITDA was EUR 0.6 (-0.1) million
- The Group's turnover was EUR 6.5 (7.0) million
- The Group's EBITDA was EUR 0.3 (-0.4) million
- The Group's result for the period was EUR 0.4 (0.1) million

January – December 2024

- The Rubber segment's turnover was EUR 27.2 (30.6) million
- The Rubber segment's EBITDA was EUR 1.4 (1.2) million
- The Group's turnover was EUR 27.2 (91.6) million
- The Group's EBITDA was EUR 0.4 (37.6) million
- The Group's result for the period was EUR 0.4 (34.5) million
- The Group's cash and cash equivalents totalled at EUR 26.4 million on December 31, 2024

Reka Cables is included in the comparison year's (January - December) financial figures of Reka Industrial Group until April 2023 and also the EUR 31.0 million sales profit of the corporate sale of Reka Cables. Figures in brackets refer to the same period a year earlier, unless otherwise stated.

During Reka Industrial's strategy process funds received from the corporate sale of Reka Cables are mainly invested in low-risk investments and short-term deposits.

## PRESIDENT AND CEO SARI TULANDER:

Currently, Reka Industrial's industrial business consists of Reka Rubber Ltd, the Rubber segment. Reka Rubber is one of the leading manufacturers of industrial rubber products in Northern Europe.

The general economic situation and uncertainty in the market reflected in the decreased order volumes and shortened order times of Reka Rubber's customers throughout the year. The challenging market situation is estimated to continue in 2025.

The volumes in the last quarter were also lower than the previous year. The turnover was EUR 6.5 (7.0) million in Q4/2024. The turnover of the rubber segment in 2024 fell to EUR 27.2 (30.6) million. Reka Rubber has a strong position in selected market segments and the company estimates that its market share has remained unchanged.

Reka Rubber's EBITDA in the last quarter was slightly better than the previous year, EUR 0.6 (-0.1) million, and on an annual basis EUR 1.4 (1.2) million. Profitability is burdened by decreased volumes and increased costs. The aim is to take the increase in costs into account in the selling prices as quickly as possible. In addition, the company invests in improving productivity and cost efficiency and strengthening the conditions for future growth by developing its product offering and production technology.

The Group's turnover in 2024 was EUR 27.2 (91.6) million and the EBITDA was EUR 0.4 (37.6) million. The comparative figures include Reka Cables' turnover and EBITDA for four months, as well as the EUR 31.0 million profit from the corporate sale of Reka Cables.

With its strategy, Reka Industrial aims to increase shareholder value through corporate restructuring. Reka Industrial has strong competence in industrial manufacturing and international operations, as well as an entrepreneurial approach. While the strategy work is in progress, the funds are mainly invested in low-risk investments. At the end of December 2024, the group's cash and cash equivalents were EUR 26.4 million.

## NEAR-TERM OUTLOOK

The general economic situation and uncertainty in the market are reflected in the decreased order volumes and shortened order times of Reka Rubber's customers. The challenging market situation is estimated to continue in 2025. The Rubber segment continues to improve productivity and profitability, while creating more conditions for future growth. Investments will be continued for long-term growth, which is supported by our investments in production technology that has lower emissions and consumes less natural resources.

During the company's strategy work, the company's funds are mainly invested in low-risk investments and short-term deposits.

## GROUP'S KEY FIGURES

	2024	2023	2022
Turnover, EUR million	27.2	91.6	202.9
EBITDA, EUR million	0.4	37.6	15.2
Operating profit, %	-3.2	39.7	5.0
Result for the period, EUR million	0.4	34.5	9.0
Earnings per share	0.07	5.77	1.50
IAS 19 corrected ROI, %	2.6	64.5	23.5
IAS 19 corrected Return on Equity, %	0.9	76.8	32.3
IAS 19 corrected Gearing, %	-51.0	-62.2	125.2
IAS 19 corrected Equity ratio, %	73.4	80.4	22.8
Gross investment, EUR million	1.6	1.6	5.8

The turnover and result of Reka Cables for January – April 2023 and the EUR 31.0 million sales profit of the corporate sale of Reka Cables are included in the year 2023 financial figures of Reka Industrial Group. In the figures for the comparison year 2022, Reka Cables is included for the entire accounting periods.

The Reka Industrial Group (Reka Industrial) uses alternative key figures in its financial reporting in accordance with the guidelines of the European Securities and Markets Authority (ESMA).

According to Reka Industrial's interpretation, alternative key figures in accordance with ESMA's guidelines include EBITDA, Operating profit, IAS 19 corrected Return on Equity (ROE), IAS 19 corrected Gearing, IAS 19 corrected Equity ratio, IAS 19 corrected Return on Investment (ROI) and Gross Investments.

Reka Industrial publishes key figures without IAS 19 defined benefit pension liabilities, because changes in the discount rate affect IAS 19 figures.

Reka Industrial presents alternative key figures so that the effects of IAS 19 recognition of defined benefit pension liabilities are eliminated from the result and balance sheet items of the key figures. The entries of the IAS 19 defined benefit plan in the income statement are presented below the operating result as a separate item before the share of the result of associated companies. In this way, the development of Reka Industrial's operational business can be better monitored.

The financial statement release is unaudited.

## SEGMENTS

Reka Industrial's industrial business consists of Reka Rubber Ltd's business and there is one segment, the Rubber segment.

## Rubber segment

EUR 1,000	10-12/2024	10-12/2023	7-9/2024	2024	2023
Turnover, EUR million	6.5	7.0	6.0	27.2	30.6
EBITDA, EUR million	0.6	-0.1	0.4	1.4	1.2

In 2024, the Rubber segment's turnover was EUR 27.2 million (30.6). EBITDA was EUR 1.4 million (1.2). There has been a clear delay in transferring increased costs to customer prices. The reduced volume due to the market situation is also reflected in profitability. Efficiency improvement measures are already slightly visible in the second half of the year.

The Polish production unit concentrates on the manufacturing of silicone hoses and black hoses. In 2023, to increase the volume of black hoses, the Rubber segment ordered a new extrusion line costing approximately EUR 1.3 million for the production unit in Poland. The installation of the extrusion line will take place at the beginning of year 2025. The Rubber segment's other previously ordered production machines have either been installed at the end of the year 2024 or are currently in the commissioning phase. There are plans for small investments both in Finland and Poland to support growth and productivity.

## BALANCE SHEET AND FINANCING

The Balance sheet total at the end of the financial year was EUR 59.3 million. On 31 December 2023, the Balance sheet totalled EUR 71.6 million.

At the end of the financial year 2024 Group's cash and cash equivalents totalled EUR 26.4 million. The company distributed EUR 12.0 million in dividends from its cash resources in May 2024. Other cash equivalents are invested mainly in low-risk instruments and short-term deposits.

At the end of the financial year Group's interest-bearing liabilities were EUR 6.3 million (6.0), of which other than finance lease liabilities were EUR 1.0 million (0.7).

Some of the interest-bearing liabilities involve financial covenants. All covenants were fulfilled at the time of the financial statements. More information about the financial covenants is provided in the notes.

## SUSTAINABILITY

Reka Industrial boosts sustainability in the development of its business and everyday work. The aims of the sustainability work are formed according to the UN Global Compact initiative and Reka Industrial has chosen five initiatives of 17 that are most important to its business.

Reka Industrial's goal is to take into account the needs and wishes of all its stakeholders and actively promote the sustainable development according to these needs. The company takes care of its personnel's working conditions and develops the competence of its personnel. The company is long-term responsible business partner to its customers and representatives of its delivery chain. Reka Industrial follows highly ethical rules, which it requires also from its business partners.

Reka Rubber promotes its shared goals with Reka Industrial and is part of the chemical industry's Responsible Care programme which key themes are sustainable use of natural resources and sustainability of production and products. Reka Rubber assesses its level of sustainability through the EcoVadis system which is an independent and international sustainability assessment system. Reka Rubber has achieved bronze level rating. EcoVadis reviews company's labour practices, ethics, environmental responsibility and sustainable supply chain. The sustainability work is also supported by an ISO 14001 certified environmental management system and ISO 9001 certified quality management system. Reka Rubber has the required environmental permits.

For Reka Rubber, climate actions means reducing emissions and improving energy efficiency in the company's own operations. At the same time, the aim is to influence factors affecting air quality. Reka Rubber has calculated the carbon footprint of its own operations, which it strives to reduce by consuming emission-free electricity and improving energy efficiency of its own operations.

Both Reka Rubber's factories use CO<sub>2</sub> -free electricity. Solar panels have been installed at the factory in Aura and at both factories, the lightning is gradually replaced by LED lights.

An essential factor is also the rubber raw material, its efficient use and production waste. The Rubber segment strives to reduce the amount of rubber waste in proportion to production tonnes through material selection, process development and technical supports and enhancing the utilization of waste.

## GROUP STRUCTURE AND SHAREHOLDERS

Reka Industrial Corporation is the parent company of the Group, whose actual business company is Reka Rubber Ltd. Reka Industrial Plc is domiciled in Hyvinkää.

On 31 December 2024, Reka Industrial had 12,120 shareholders (10,405). The largest shareholder, Reka Ltd, held 50.2 percent (50.2) of the shares and 65.4 percent (65.4) of the votes. Reka Industrial Plc is therefore part of the Reka Group. Reka Ltd is domiciled in Juupajoki.

On 31 December 2024, the combined holding of the ten largest shareholders was 54.8 percent (58.6) of the shares and 68.6 percent (72.6) of the votes.

On 31 December 2024, the members of the Board, the Managing Director and CFO owned a total of 2,945,057 (3,280,994) Reka Industrial Plc's B shares directly and through their controlled entities. These represents 48.9 percent of the shares and 34.0 percent of the votes.

## RISKS AND UNCERTAINTY FACTORS

The financial situation in the euro area and political uncertainties may have an effect on the purchase amounts and the launch of new projects of the customers in the Rubber segment. The increase in the price and availability of energy may directly and indirectly affect the market.

Financial risks and the related protection measures are described in more detail in the notes to the Financial Statements. The company's future risk factors are related to the investments activities and the development of its business segments.

According to current legislation Reka Pension fund needs to have at least 150 working members. Reka Cables Ltd, previous Group company, has announced to leave Reka Pension fund at the end of March 2025. After the departure of Reka Cables, Reka Pension fund has, according to the current view, less than 150 working members. If the number of working members of Reka Pension fund does not increase over 150 persons during the next 2 years, possibly with an additional 1 year if receiving official permit, may the pension fund be dissolved in 2028. If Reka Pension fund is dissolved, the IAS 19 entries related to the pension fund will be removed (IAS 19 pension receivable EUR 5.7 million on December 31, 2024). The view of the Board of the Group and the parent company and Reka Pension fund is that the number of members will increase and the required limit of 150 working people will be met.

On December 31, 2024 Reka Rubber sub-group has a total of EUR 8.0 million guarantee capital investments in Reka Pension fund. If Reka Pension fund is dissolved and at the time of dissolution the pension fund's solvency is not sufficient to repay the guarantee capital investments, an investment loss will arise to the extent that the investment cannot be recovered. In the financial statements on December 31, 2024, an expense provision of EUR 2.3 million has been taken into account in case the development of Reka Pension fund's membership does not develop favorably and thus the guarantee capital investment would be subject to a write-down risk in 2028.

## RESEARCH AND DEVELOPMENT

In 2024, the Group invested a total of EUR 0.6 million (EUR 0.9) in research and product development. In the comparison year EUR 0.5 million of the investments was allocated to the continuing operations and EUR 0.4 million to the discontinued operations. Investments have been taken into account as expenses.

## PERSONNEL

In January-December 2024, the Group employed an average of 266 people (305). Including discontinued operations, the average number of employees in January-December was 266 (398 in 2023 and 573 in 2022).

The Group paid a total of EUR 8.2 million (13.3 million in 2023 and 21.0 million in 2022) in performance based salaries and fees in 2024.

## ANNUAL GENERAL MEETING AND AUTHORISATIONS OF THE BOARD OF DIRECTORS

Reka Industrial's Annual General Meeting was held on 23 April 2024, in Hyvinkää.

The AGM approved the financial statements for the 2023 accounting period and granted the Company's Board and the Managing Director discharge from liability for the 2023 accounting period.

The AGM resolved, in accordance with the Board's proposal, that for the financial year 2023 a dividend of EUR 2.00 per share will be paid.

The AGM resolved, in accordance with the Board's proposal, that the Board of Directors is authorised to decide on an additional dividend of up to EUR 1.20 per share (up to a total of EUR 7.2 million) and on the date of record and payment date for the additional dividend. The authorisation is valid until the beginning of the next Annual General Meeting.

In accordance with the Board's proposal, the Annual General Meeting decided to approve the company's 2023 remuneration report. According to the Companies Act, the decision is advisory.

In accordance with the Board's proposal, the Annual General Meeting decided to approve the updated version of the Remuneration Policy for governing bodies. According to the Companies Act, the decision is advisory.

The AGM approved the proposed annual remuneration of EUR 25,000 for the members of the Board of Directors, EUR 50,000 for the chairperson of the Board and EUR 2,500 for the committee members. Voluntary pension insurance contributions are paid for the remuneration of the Board members. No separate meeting fees are paid. The AGM approved that the members of the Board are compensated for their travel expenses. The company does not have any committees at the moment.

The AGM resolved that the auditors' fees be paid as per invoice based on competitive bidding of accounting services.

The AGM approved, in accordance with the shareholders' proposal, that the number of members of the Board shall be four (4) and elected the following persons to the Board: Leena Saarinen, chairperson; Päivi Marttila, deputy chairperson and Eeva Raita and Markku E. Rentto as members of the Board. No deputy members were elected.

The AGM elected, in accordance with the shareholders' proposal, Authorized Public Accountants KPMG Ltd, with Authorized Public Accountant Jukka Rajala as responsible auditor, as the Company's auditor for a term that expires at the end of the Annual General Meeting of 2025.

The AGM authorized, in accordance with the Board of Director's proposal, the Board of Directors to decide on the acquisition of the Company's own shares with assets from the Company's unrestricted equity. The shares will be acquired through trading arranged by Nasdaq Helsinki in accordance with its rules, and the consideration to be paid for the shares to be acquired must be based on market price. The Company may acquire B class shares directly by a contractual trade, provided that the number of class B shares to be acquired via contractual trade is at least 15,000 and that the consideration to be paid for the shares is equal to the prevailing market price in Nasdaq Helsinki at the time of the acquisition. When carrying out acquisitions of the Company's own shares, derivatives, stock lending and other agreements customary to the capital markets may be entered into within the limits set by law and regulations.

The authorization entitles the Board of Directors to also decide on a directed acquisition in a proportion other than that of the shares held by the shareholders, provided the Company has a weighty reason for this as defined in the Finnish Companies Act.

The maximum number of class B shares to be acquired may not exceed a total of 588,076. The amount corresponds to approximately 9.77 per cent of all the shares in the Company and in total 10.0 per cent of the Company's class B shares.

The Board of Directors is entitled to decide on all other matters pertaining to acquiring of the Company's own shares.

The authorization is proposed to remain in force until the next Annual General Meeting, however not later than November 23, 2025. The authorization replaced the authorization given by the previous Annual General Meeting on May 24, 2023, to repurchase and pledge the company's own shares.

In accordance with the Board's proposal, the Annual General Meeting authorized the Board to decide on handover of own shares. The amount of shares to be handed over in total can be maximum 588,076 B shares, which corresponds to approximately 9.77 per cent of all the shares of the Company and in total 10.0 per cent of the Company's class B shares, depending on the situation on the date of the notice. The authorization entitles the Board of Directors to decide on all other conditions for the handover of shares, including the right to deviate from the shareholders' pre-emptive subscription right.

The authorization is valid until the next Annual General Meeting. The authorization replaces the authorization given by the previous Annual General Meeting on May 24, 2023, for the handover of own shares.

## AUDIT COMMITTEE

The duties of the Audit Committee include monitoring the company's financial position, overseeing financial reporting, assessing the adequacy and appropriateness of internal control and risk management, assessing compliance with laws and regulations, and communicating with the auditor, and reviewing the auditor's reports. The Audit Committee reports to the Board. If no

Audit Committee has been appointed, the functions are carried out by the Board of Directors. Since the AGM 2023 the Board has taken care of the duties of Reka Industrial's Audit Committee. In 2024 Audit Committee reviewed balance sheet values, development of Group structures and preparation of sustainability reporting. The management of internal audit measures focused on ensuring continuity and managing process and ICT risks.

## CORPORATE GOVERNANCE STATEMENT

The Corporate Governance Statement of Reka Industrial Plc has been prepared in accordance with recommendation of the Finnish Corporate Governance Code. The statement has been issued separately from the annual report and will be published at the same time with the financial statements and the board of directors' report. The report will be available on Reka Industrial's website at [www.rekaindustrial.fi](http://www.rekaindustrial.fi). The Finnish Corporate Governance Code is available at [www.cgfinland.fi](http://www.cgfinland.fi).

## SHARES AND SHARE CAPITAL

Key figures per share (A and B shares)	31/12/2024	31/12/2023	31/12/2022
Equity per share, EUR	7.19	9.23	3.56
Earnings per share (EPS), EUR	0.07	5.76	1.50
Dividend/share, EUR	0.07	2.00	0.20
Dividend/earnings, %	100.00%	34.73%	13.36%
Effective dividend yield, %	1.64%	31.25%	3.48%
Price/earnings (P/E)	61.14	1.11	3.80
Share performance, EUR			
- average share price	6.80	6.47	4.67
- lowest price	4.20	5.64	2.86
- highest price	9.48	7.68	6.24
- price at the end of the period	4.28	6.40	5.74

Reka Industrial Plc's share capital is divided into A- and B-shares. Of the shares, 139,600 are Series A shares with 20 votes per share and 5,880,760 are Series B shares with one vote per share. The total share capital of all the company's shares at the end of 2024 was EUR 24,081,440 and the number of shares was 6,020,360. The total number of votes of the company's shares was 8,672,760, of which 2,792,000 were A shares and 5,880,760 were B shares.

On 31 December 2024 the total number of shares includes 37,150 B-shares held by Reka Industrial Plc. The holding presents 0.6 percent of the company's share capital and 0.4 percent of the votes. The company held no A-shares. The Articles of Association do not contain redemption provisions. There are no shareholder agreements. Reka Industrial Plc's B-shares (REKA) are listed on the NASDAQ Helsinki stock exchange.

Company shares	31/12/2024	31/12/2023	31/12/2022
Company share capital (EUR)	24,081,440	24,081,440	24,081,440
A-shares (20 votes per share)	139,600	139,600	139,600
B-shares (1 vote per share)	5,880,760	5,880,760	5,880,760
Total	6,020,360	6,020,360	6,020,360
B-shares held by the company	37,150	37,150	47,504

## KEY FIGURES PER SHARE, SHARE PRICE AND TRADING VOLUME

A total of 2,663,141 (1,117,484 in 2023) of the company's B shares were traded on NASDAQ Helsinki Ltd, corresponding to 45.3 (19.0) percent of the number of shares and EUR 18.1 (7.2) million. The share price on December 31, 2024, was EUR 4.28 (6.40) and the average exchange rate for the financial year was EUR 6.80 (6.47). The lowest share price for the year was EUR 4.20 (5.64) and the highest was EUR 9.48 (7.68). The market value of the company's share capital on December 31, 2024, was EUR 26.0 million (December 31, 2023, EUR 38.3 million and December 31, 2022, EUR 34.1 million).

Key figures per share (A and B shares)	31/12/2024	31/12/2023	31/12/2022
Trading, number of shares	2,663,141	1,117,484	1,606,982
Trading, %	45.3 %	19.0 %	27.3 %
Adjusted weighted average number of shares during the period	6,020,360	6,020,360	6,020,360
A-shares	139,600	139,600	139,600
B-shares	5,880,760	5,880,760	5,880,760
Adjusted number of shares at the end of the period	6,020,360	6,020,360	6,020,360
A-shares	139,600	139,600	139,600
B-shares	5,880,760	5,880,760	5,880,760

## ACQUISITION AND TRANSFER OF THE COMPANY'S OWN SHARES

On 31 December 2024, the company held a total of 37,150 own B shares. Reka Industrial did not exercise its authorisation to acquire the company's own shares.

Reka Industrial Plc has not used the authorisation to transfer treasury B-shares against or without payment.

## DIVIDEND POLICY

Reka Industrial aims to distribute at least 30 percent of its net earnings as dividends.

## MAJOR EVENTS AFTER THE FINANCIAL PERIOD

The Board of Directors of Reka Industrial Plc prepared a set of criteria for the next stages of the strategy work in spring 2024. The Board of Directors evaluated several companies. However, there was a limited number of potential companies that met the criteria, and in the end, no transaction was completed



because the Board of Directors did not have a common vision of how to proceed. On January 8, 2024 the company published a notice to the Extraordinary General Meeting, which was held on January 30, 2025. The Extraordinary General Meeting confirmed the number of the new board as four and elected Markku Rentto as chairperson, Riitta Mynttinen as deputy chairperson and Matti Copeland and Riku Kytömäki as members of the Board.

Reka Rubber Ltd, a subsidiary of Reka Industrial, launched in February 2025 an energy project to improve the energy efficiency of the Aura factory and convert the energy used in steam-powered production processes into CO2-free energy. The energy used in other production processes in Aura has already been CO2-free in the past.

The power-to-heat thermal storage solution will enable Reka Rubber to completely eliminate oil from its production processes at the Aura factory, and the thermal storage will also serve as the factory's primary source of heating energy. After commissioning, it will be determined whether other forms of energy are needed in addition to the thermal storage (5 MWh storage capacity) selected for heating the buildings.

The total investment in the energy project is approximately EUR 1.35 million and Business Finland has granted the project a 20% energy subsidy. In addition to the thermal storage, the investment includes, among other things, the construction of foundations for the thermal storage, the renewal of the steam pipeline and the update of the control system, and the introduction of the necessary connections to the power-to-heat thermal storage building. The preparations will start this year and the new thermal storage will be commissioned early next year.

## PROFIT DISTRIBUTION PROPOSAL

On 31 December 2024, the parent company's distributable funds were EUR 9,846,422.85, of which the result for the period was EUR 847,346.61. The Board of Director's proposal is to pay dividend of EUR 0.07 per share. The proposal is based on company's financial situation and future strategic

investments. A dividend of EUR 2.00 per share was paid for the financial year 2023 as a result of the corporate sale of Reka Cables.

## ANNUAL GENERAL MEETING 2025

Reka Industrial Plc's Annual General Meeting will be held April 24, 2025. A notice to Reka Industrial's Annual General Meeting will be published later.

Hyvinkää 27 February 2025

Reka Industrial Plc  
Board of Directors

# Consolidated income statement (IFRS)

	Group in total	Group in Total	Continuing operations	Discontinued operations	Group in total	Continuing operations	Discontinued operations	Group in total
EUR 1,000	1/10-31/12/2024	1/10-31/12/2023	1/1-31/12/2024	1/1-31/12/2024	1/1-31/12/2024	1/1-31/12/2023	1/1-31/12/2023	1/1-31/12/2023
<b>Turnover</b>	<b>6,492</b>	<b>6,967</b>	<b>27,166</b>	<b>0</b>	<b>27,166</b>	<b>30,583</b>	<b>61,006</b>	<b>91,589</b>
Change in inventories of finished products and production in progress	209	-236	5	0	5	-683	3,225	2,542
Production for own use	0	0	0	0	0	0	4	4
Other operating income	67	115	225	0	225	600	31,081	31,681
Materials and services	-3,183	-3,457	-13,119	0	-13,119	-15,582	-49,006	-64,588
Personnel expenses	-2,201	-2,536	-9,621	0	-9,621	-10,057	-5,901	-15,958
Depreciation and impairment	-383	-314	-1,301	0	-1,301	-1,317	0	-1,317
Other operating expenses	-1,055	-1,218	-4,237	0	-4,237	-4,203	-3,433	-7,636
	-6,546	-7,646	-28,048	0	-28,048	-31,244	-24,030	-55,273
<b>Operating result</b>	<b>-54</b>	<b>-679</b>	<b>-882</b>	<b>0</b>	<b>-882</b>	<b>-660</b>	<b>36,976</b>	<b>36,316</b>
Financial income	669	1,053	2,247	0	2,247	1,752	180	1,932
Financial expenses	-171	-222	-846	0	-846	-1,429	-1,532	-2,961
IAS 19 defined benefit plans	-7	14	-1	0	-1	15	-231	-215
Share of result of associated companies	0	0	0	0	0	0	24	24
<b>Result before taxes</b>	<b>437</b>	<b>165</b>	<b>519</b>	<b>0</b>	<b>519</b>	<b>-322</b>	<b>35,418</b>	<b>35,096</b>
Taxes	-58	-84	-101	0	-101	49	-661	-612
<b>Result for the period</b>	<b>379</b>	<b>80</b>	<b>418</b>	<b>0</b>	<b>418</b>	<b>-273</b>	<b>34,757</b>	<b>34,483</b>

	Group in total	Group in total	Continuing operations	Discontinued operations	Group in total	Continuing operations	Discontinued operations	Group in total
EUR 1,000	1/10-31/12/2024	1/10-31/12/2023	1/1-31/12/2024	1/1-31/12/2024	1/1-31/12/2024	1/1-31/12/2023	1/1-31/12/2023	1/1-31/12/2023
<b>Profit or loss attributable to</b>								
Shareholders of the parent	379	80	418	0	418	-273	34,757	34,483
Non-controlling interests	0	0	0	0	0	0	0	0
	379	80	418	0	418	-273	34,757	34,483
Earnings per share attributable to the shareholders of the parent, continuing operations								
before dilution, EUR	0.06	0.01	0.07	0.00	0.07	-0.05	0.00	-0.05
after dilution, EUR	0.06	0.01	0.07	0.00	0.07	-0.05	0.00	-0.05
Earnings per share attributable to the shareholders of the parent, discontinued operations								
before dilution, EUR	0.00	0.00	0.00	0.00	0.00	0.00	5.81	5.81
after dilution, EUR	0.00	0.00	0.00	0.00	0.00	0.00	5.81	5.81
Earnings per share attributable to the shareholders of the parent								
before dilution, EUR	0.06	0.01	0.07	0.00	0.07	-0.05	5.81	5.76
after dilution, EUR	0.06	0.01	0.07	0.00	0.07	-0.05	5.81	5.76
Number of shares	5,983,210	5,983,210	5,983,210	5,983,210	5,983,210	5,983,210	5,983,210	5,983,210

	Group in total 1/10-31/12/2024	Group in total 1/10-31/12/2023	Continuing operations 1/1-31/12/2024	Discontinued operations 1/1-31/12/2024	Group in total 1/1-31/12/2024	Continuing operations 1/1-31/12/2023	Discontinued operations 1/1-31/12/2023	Group in total 1/1-31/12/2023
EUR 1,000								
<b>Result for the period</b>	379	80	418	0	418	-273	34,757	34,483
<b>Other comprehensive items that may subsequently reclassified to statement of income</b>								
Translation differences related to foreign units	3	150	22	0	22	171	0	171
Change in the value of open customer derivatives	0	0	0	0	0	0	440	440
Taxes of items that may subsequently reclassified to statement of income	0	0	0	0	0	0	-88	-88
Total	3	150	22	0	22	171	352	523
<b>Other comprehensive items that are not subsequently reclassified to statement of income</b>								
Items related to remeasurements of net defined benefit liability	-825	2,673	-828	0	-828	2,201	-580	1,621
Taxes of items that are not subsequently reclassified to statement of income	165	-534	166	0	166	-440	116	-324
Total	-660	2,139	-662	0	-662	1,761	-464	-1,297
<b>Total comprehensive income</b>	<b>-276</b>	<b>2,369</b>	<b>-222</b>	<b>0</b>	<b>-222</b>	<b>1,658</b>	<b>34,644</b>	<b>36,303</b>
<b>Total comprehensive income attributable to</b>								
Shareholders of the parent	-276	2,369	-222	0	-222	1,658	34,644	36,303
Non-controlling interests	0	0	0	0	0	0	0	0
	-276	2,369	-222	0	-222	1,658	34,644	36,303

# Consolidated balance sheet (IFRS)

EUR 1,000	31/12/2024	31/12/2023
<b>ASSETS</b>		
<b>Non-current assets</b>		
Other intangible assets	2,241	2,645
Tangible assets	3,944	3,602
Right-of-use assets	2,906	2,903
Other shares and holdings	766	766
Guarantee capital investment	8,000	8,000
IAS19 pension receivable	5,662	6,491
Deferred tax assets	1,937	1,660
<b>Total non-current assets</b>	<b>25,456</b>	<b>26,066</b>
<b>Current assets</b>		
Inventories	3,751	3,816
Sales receivables and other receivables	3,494	3,031
Tax receivables from the profit for the financial year	267	192
Other cash equivalents	26,150	38,131
Cash and cash equivalents	213	319
<b>Total current assets</b>	<b>33,875</b>	<b>45,489</b>
<b>Total assets</b>	<b>59,331</b>	<b>71,555</b>

EUR 1,000	31/12/2024	31/12/2023
<b>SHAREHOLDERS' EQUITY AND LIABILITIES</b>		
<b>Shareholders' equity</b>		
Share capital	24,081	24,081
Premium fund	66	66
Reserve fund	1,221	1,221
Own shares	-136	-136
Translation differences	36	14
Retained profit	17,328	29,523
Other unrestricted equity	436	436
<b>Total shareholders' equity</b>	<b>43,032</b>	<b>55,205</b>
<b>Non-current liabilities</b>		
Deferred tax liabilities	2,119	2,003
Provisions	1,909	2,021
Lease liabilities	4,664	4,818
Other liabilities	29	33
<b>Current liabilities</b>		
Tax liabilities from the profit	24	185
Provisions	2,394	2,400
Financial liabilities	950	677
Lease liabilities	666	487
Accounts payable and other liabilities	3,545	3,726
<b>Total liabilities</b>	<b>16,300</b>	<b>16,349</b>
<b>Total shareholders' equity and liabilities</b>	<b>59,331</b>	<b>71,555</b>

# Consolidated statement of changes in shareholders' equity (IFRS)

EUR 1,000	Share capital	Premium fund	Reserve fund	Own shares	Translation differences	Other unrestricted equity	Retained profit	Total shareholders' equity
Shareholders' equity 31/12/2022	24,081	66	1,221	-174	-157	436	-4,224	21,250
Comprehensive income								
Result for the period							34,483	34,483
Other comprehensive items								
Items related to remeasurements of net defined benefit liability							1,621	1,621
Taxes of net defined liability							-324	-324
Total							1,297	1,297
Derivatives							440	440
Taxes of derivatives							-88	-88
Translation differences					171			171
Total					171		352	523
Total comprehensive income					171		36,132	36,303
Other change							3	3
Transactions with the owners								
Dividends paid							-2,389	-2,389
Payments by own shares				38				38
Total transactions with the owners				38			-2,389	-2,350
<b>Shareholders' equity 31/12/2023</b>	<b>24,081</b>	<b>66</b>	<b>1,221</b>	<b>-136</b>	<b>14</b>	<b>436</b>	<b>29,523</b>	<b>55,205</b>

EUR 1,000	Share capital	Premium fund	Reserve fund	Own shares	Translation differences	Other unrestricted equity	Retained profit	Total shareholders' equity
Shareholders' equity 31/12/2023	24,081	66	1,221	-136	14	436	29,523	55,205
Comprehensive income								
Result for the period							418	418
Other comprehensive items								
Items related to remeasurements of net defined benefit liability							-828	-828
Taxes of net defined liability							166	166
Total							-662	-662
Translation differences					22			22
Total					22			22
Total comprehensive income					22		-244	-222
Other change							16	16
Transactions with the owners								
Dividends paid/return of capital							-11,966	-11,966
Total transactions with the owners							-11,966	-11,966
<b>Shareholders' equity 31/12/2024</b>	<b>24,081</b>	<b>66</b>	<b>1,221</b>	<b>-136</b>	<b>36</b>	<b>436</b>	<b>17,328</b>	<b>43,032</b>

# Consolidated cash flow statement (IFRS)

EUR 1,000	1/1-31/12/2024	1/1-31/12/2023
<b>Cash flows from operating activities</b>		
Payments received from operating activities	24,302	93,345
Payments paid on operating activities	-24,368	-90,324
Paid interests and other financial expenses	-726	-2,619
Interests received and other financial incomes	2,004	1,702
Direct taxes paid	-360	-1,314
<b>Net cash provided by operating activities</b>	<b>852</b>	<b>791</b>
<b>Cash flows from investments</b>		
Sale of shares of subsidiaries	0	54,181
Investments in tangible assets	-866	-1,441
Sales of tangible assets	24	16
Investments in other assets	0	-1,138
<b>Net cash provided by investing activities</b>	<b>-842</b>	<b>51,618</b>
<b>Cash flows from financing activities</b>		
Increase in loans	288	849
Decrease in loans	-27	-14,949
Payments of finance lease activities	-392	-1,013
Dividends paid/Return of capital	-11,966	-2,389
<b>Net cash provided by financing activities</b>	<b>-12,097</b>	<b>-17,502</b>
<b>Change in cash and cash equivalents at the end of the period</b>	<b>-12,087</b>	<b>34,906</b>
Cash and cash equivalents at the beginning of the period	38,449	802
Exchange rate differences	1	-15
Elimination of cash and cash equivalents related to discontinued operations	0	2,756
<b>Cash and cash equivalents at the end of the period</b>	<b>26,363</b>	<b>38,449</b>



# Notes to the consolidated financial statements

## GENERAL INFORMATION

Reka Industrial Corporation is the parent company in the Group, whose actual business company is Reka Rubber Ltd.

In addition to Finland, the Group operates in Poland.

The parent company is domiciled in Hyvinkää. Reka Industrial Plc's address is Kankurinkatu 4-6, 05800 Hyvinkää. Reka Industrial Plc's B shares are listed on NASDAQ Helsinki.

The Reka Industrial Group is part of the Reka Group. Reka Ltd, the parent company of the Reka Group, is domiciled in Juupajoki. Reka Ltd's address is Salokunnantie 590, 35550 Salokunta.

## ACCOUNTING POLICIES FOR INTERIM REPORT

The general accounting policies are described in this section. Detailed accounting policies and descriptions of decisions based on management's judgement and management's use of estimates are presented later for each item of the financial statements. Accounting policies are marked with light green.

## Principles of preparation

### Adherence to IFRS standards

These interim financial data have been prepared in accordance with the IAS 34 Interim Reports standard and the IAS standards as well as SIC and IFRIC interpretations effective on 31 December 2024. International financial standards refer to standards and the related interpretations that are laid down in the Finnish Accounting Act and regulations based on the Finnish Accounting Act and that have been approved in accordance with the EU Regulation (EC) No 1606/2002. The group has not applied any new or amended standard or interpretation before its effective date.

Financial Statement release and Interim reports are unaudited.

## NEW AND AMENDED STANDARDS APPLIED IN THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

### Lease Liability in a Sale and Leaseback – Amendments to IFRS 16 Leases (effective for financial years beginning on or after 1 January 2024)

The amendments introduce a new accounting model for variable payments and will require seller-lessees to reassess and potentially restate sale-and-leaseback transactions entered into since the implementation of IFRS 16 in 2019.

### Classification of Liabilities as Current and Non-current – Amendments to IAS 1 Presentation of Financial Statements (effective for financial years beginning on or after 1 January 2024)

The amendments are to promote consistency in application and clarify the requirements for determining if a liability is current or non-current. The amendments specify that covenants to be complied with after the reporting date do not affect the classification of debt as current or non-current at the reporting date. The amendments require to disclose information about these covenants in the notes to the financial statements. The amendments also clarify transfer of a company's own equity instruments is regarded as settlement of a liability. Liability with any conversion options might affect classification as current or non-current unless these conversion options are recognised as equity under IAS 32.

## Supplier Finance Arrangements – Amendments to IAS 7 Statement of Cash Flows and IFRS 7 Financial Instruments: Disclosures (effective for financial years beginning on or after 1 January 2024)

The amendments enhance the transparency of supplier finance arrangements and their effects on a company's liabilities, cash flows and exposure to liquidity risk. Amendments require to disclose quantitative and qualitative information about supplier finance programs.

## SUSTAINABILITY

Reka Industrial boosts sustainability in the development of its business and everyday work. The aims of the sustainability work are formed according to the UN Global Compact initiative and Reka Industrial has chosen five initiatives of 17 that are most important to its business.

Reka Industrial's goal is to take into account the needs and wishes of all its stakeholders and actively promote the sustainable development according to these needs. The company takes care of its personnel's working conditions and develops the competence of its personnel. The company is long-term responsible business partner to its customers and representatives of its delivery chain. Reka Industrial follows highly ethical rules, which it requires also from its business partners.

Reka Rubber promotes its shared goals with Reka Industrial and is part of the chemical industry's Responsible Care programme which key themes are sustainable use of natural resources and sustainability of production and products. Reka Rubber assesses its level of sustainability through the EcoVadis system which is an independent and international sustainability assessment system. Reka Rubber has achieved bronze level rating. EcoVadis reviews company's labour practices, ethics, environmental responsibility and sustainable supply chain. The sustainability work is also supported by an ISO 14001 certified environmental management system and ISO 9001 certified quality management system. Reka Rubber has the required environmental permits.

For Reka Rubber, climate actions means reducing emissions and improving energy efficiency in the company's own operations. At the same time, the aim is to influence factors affecting air quality. Reka Rubber has calculated the carbon footprint of its own operations, which it strives to reduce by consuming emission-

free electricity and improving energy efficiency of its own operations. Both Reka Rubber's factories use CO<sub>2</sub>-free electricity. Solar panels have been installed at the factory in Aura and at both factories, the lightning is gradually replaced by LED lights.

An essential factor is also the rubber raw material, its efficient use and production waste. The Rubber segment strives to reduce the amount of rubber waste in proportion to production tonnes through material selection, process development and technical supports and enhancing the utilization of waste.

## USE OF ESTIMATES

The preparation of the financial statements in accordance with IFRS requires management to make estimates and assumptions that affect the valuation of the reported assets and liabilities and other information, such as contingent assets and liabilities and the recognition of income and expenses in profit or loss. Although these estimates are based on management's best knowledge of current events and actions, actual results may differ from the estimates. Management estimates are marked with light blue.

The most important items, which require management estimates and assumptions, and which may include uncertainty, are impairment testing of goodwill, customer relationship appreciation, deferred tax assets of unused tax losses and interest expenses, discount rate and definition of length in lease periods in IFRS 16 handling, processing of pensions and related contracts, effects on provisions given, handling of rental loss provision and net realisable value of inventories. Detailed descriptions of decisions based on management's judgement and management's use of estimates are presented later at each item of the financial statements.

The Group's management makes judgements concerning the adoption and application of the accounting policies for the financial statements. The management has used its judgement in selecting and applying the accounting policies, for example, classification of leases and processing of pension agreements.

### *Valuation principles*

The consolidated financial statements have been prepared based on original cost, except for the following items, which have been recognised at fair value: derivative contracts, cash and cash equivalents and other financial assets.

All changes in open customer-specific hedges are booked to equity. Other changes in the value of derivatives are recognised through the income statement. Derivatives that hedge net sales are included in net sales. Changes in metal derivatives hedging customer orders and changes in raw-material purchase hedging for periods less than 12 months are included in material purchases. Longer-term raw-material purchase hedging is included in financial income and/or expenses. Customer-specific commodity derivatives and segment-specific currency hedging have been recognised under each segment. Other derivatives are recognised in other operations and eliminations.

### CASH EQUIVALENTS AND OTHER FINANCIAL ASSETS

Cash equivalents and other financial assets consist of cash and account balances, deposits and other short-term investments. Cash equivalents and other financial assets are included in the cash flow statement. Cash and account balances, as well as bank deposits with a maturity of three months or less, are taken into account in the cash balance. Bank deposits with a maturity of more than three months, other deposits with a maximum of 12 months and all short-term investments and short-term investments are taken into account in other financial assets on the balance sheet.

### OPERATING RESULT AND EBITDA

IAS 1 standard Presentation of Financial Statements does not define operating result. The Group has defined operating result as follows: the net amount formed by deducting from the net sales the purchase costs adjusted by the change in the stocks of non-finished and finished goods as well as expenses for production for personal use. Deductions from the net sales also include expenses arising from employee benefits without IAS 19 defined benefit pension arrangements related items, depreciation, amortization and any impairment losses. Other operating incomes and expenses are also taken into account. Other items than those stated above are presented below operating result. Exchange rate differences and changes in fair value of derivatives are included in operating result, if they arise from business-related items. Otherwise they are recognised in financial items. Operating profit is also referred to as operating profit or operating loss, depending on the situation.

IAS 1 standard does not define EBITDA. The Group has defined EBITDA as follows: EBITDA is the net amount that is formed when depreciation and any impairment losses are added to the operating profit.

### SEGMENT INFORMATION

Reka Industrial's industrial business consists of the Rubber segment. All other operations are categorised as Other operations and eliminations.

As the Group's highest operational decision-maker, the Board of Directors evaluates the segment's performance and makes decisions about the resources allocated to the segment.

#### Accounting policy of segment information

In accordance with IFRS 8, segment-specific reporting is based on the internal management reporting. Turnover by product group and sales area are presented as complementary information. Companies not belonging to Rubber segment, other derivatives and unallocated items as well financial liabilities related to acquiring businesses are recognised in Other operations and eliminations.

31/12/2024				31/12/2023			
EUR 1,000	Rubber	Eliminations and other operations	Group	EUR 1,000	Rubber	Eliminations and other operations	Group
<b>Turnover</b>	<b>27,166</b>	<b>0</b>	<b>27,166</b>	<b>Turnover</b>	<b>30,576</b>	<b>61,013</b>	<b>91,589</b>
<b>EBITDA</b>	<b>1,426</b>	<b>-1,007</b>	<b>420</b>	<b>EBITDA</b>	<b>1,227</b>	<b>36,407</b>	<b>37,633</b>
Unallocated items		-2	-2	Unallocated items		-3,150	-3,150
Result before taxes			519	Result before taxes			35,096
<b>Result for the period</b>			<b>418</b>	<b>Result for the period</b>			<b>34,483</b>
<b>Assets</b>				<b>Assets</b>			
Segment's assets	22,114	37,217	59,331	Segment's assets	17,892	53,663	71,555
<b>Total assets</b>	<b>22,114</b>	<b>37,217</b>	<b>59,331</b>	<b>Total assets</b>	<b>17,892</b>	<b>53,663</b>	<b>71,555</b>
<b>Liabilities</b>				<b>Liabilities</b>			
Segment's liabilities	11,396	4,903	16,299	Segment's liabilities	8,995	7,355	16,349
<b>Total liabilities</b>	<b>11,396</b>	<b>4,903</b>	<b>16,299</b>	<b>Total liabilities</b>	<b>8,995</b>	<b>7,355</b>	<b>16,349</b>
<b>Assets - Liabilities</b>	<b>10,718</b>	<b>32,314</b>	<b>43,032</b>	<b>Assets - Liabilities</b>	<b>8,897</b>	<b>46,308</b>	<b>55,205</b>
<b>Investments</b>	<b>1,443</b>	<b>179</b>	<b>1,622</b>	<b>Investments</b>	<b>1,108</b>	<b>455</b>	<b>1,562</b>
<b>Depreciations</b>		<b>1,301</b>	<b>1,301</b>	<b>Depreciations</b>		<b>1,317</b>	<b>1,317</b>

Rubber segment's turnover by product group, EUR million	1-12/2024	1-12/2023
Moulded	9.3	9.7
Hoses	15.0	17.2
Other	2.8	3.6
<b>Total</b>	<b>27.2</b>	<b>30.6</b>

Rubber segment's turnover by sales area, EUR million	1-12/2024	1-12/2023
EU-countries	23.3	27.1
Non-EU-countries	3.8	3.5
<b>Total</b>	<b>27.2</b>	<b>30.6</b>

Taken all market areas into the consideration the largest customer group's share of the Group's turnover was 24 %. Other individual customer's share of the Group's turnover was under 10 %.

On 31 December 2024, non-current assets other than financial instruments and deferred taxes were EUR 23.5 million (24.4), of which EUR 20.3 million were located in Finland and EUR 3.2 million in Poland.

## OTHER OPERATING INCOME

### Accounting policy

Income related to other than normal business is recognised as other operating income. Such items are, for example, proceeds from sales of items of property and equipment and intangible assets, revenue recognition of fair acquisition, rental income, subsidies received and government grants.

EUR 1,000	2024	2023
Gains on the sale of fixed assets	1	9
Subsidies received	24	31
Rental income	159	185
Gains on the sale of fixed assets, sale of shares of Reka Cables Ltd.	0	31,035
Other income	41	420
<b>Total</b>	<b>225</b>	<b>31,681</b>

The gain on the sale of shares of Reka Cables Ltd is presented in its own line in 2023. Other gains on the sales of fixed assets in 2023 consist of sales of machinery and equipment.

## FINANCIAL INCOME AND EXPENSES

### Accounting policy

Costs of liabilities are recognised as expenses in income statement in the financial period during which they have incurred. Direct transaction costs related to a specified loan, are included in the original allocated acquisition costs of a financial liability and are noticed as interest costs by using the effective interest method. The unrealized and realized exchange rate differences relating to financing are recognised in financial income and expenses.

### Revenue recognition principle

Interest income is recognised using the effective interest method or according to given market valuation. Interest income consists of interest revenue of guarantee capital investments, loan receivables and deposits as well as realized and unrealized revenues of other cash equivalents. Dividend income is recognised when the right to receive the dividend is established.

## Financial income

EUR 1,000	2024	2023
Received dividends from others	59	0
Interest revenues	773	836
Changes in the fair value of financial assets	1,319	831
Exchange rate differences	96	266
Total	2,247	1,932

## Financial expenses

EUR 1,000	2024	2023
Interest expenses	-58	-405
Interest expenses on lease liabilities	-357	-441
Exchange rate differences	-89	-335
Financial expenses on sale receivables	-149	-1,283
Other financial expenses	-192	-496
Total	-846	-2,961
Total exchange rate differences	7	-70

## IAS 19 DEFINED BENEFIT PENSION ARRANGEMENTS RELATED ITEMS

The entries of the IAS 19 defined benefit plan in the income statement are presented below the operating result as a separate item before the share of the result of associated companies..

EUR 1,000	2024	2023
Pension costs - Defined benefit plans	-239	-427
Interest expense - Defined benefit plans	238	158
Taxes - Defined benefit plans	0	54
Total	-1	-215

## CHANGES IN TANGIBLE ASSETS

EUR 1,000	2024	2023
Acquisition cost 1/1	11,799	10,781
Increase	617	1,069
Decrease	-22	-215
Exchange rate differences	28	163
Acquisition cost 31/12	12,421	11,799
Accumulated depreciation and impairment 1/1	8,197	7,846
Depreciation	281	351
Accumulated depreciation and impairment 31/12	8,478	8,197
Book value 1/1	3,602	2,938
Book value 31/12	3,944	3,602

## CHANGES IN RIGHT-OF-USE ASSETS

EUR 1,000	2024	2023
Acquisition cost 1/1	8,024	7,977
Increase	463	118
Decrease	0	-71
Transfers between items	158	0
Acquisition cost 31/12	8,645	8,024
Accumulated depreciation and impairment 1/1	5,121	4,698
Depreciation	619	423
Accumulated depreciation and impairment 31/12	5,740	5,121
Book value 1/1	2,903	3,278
Book value 31/12	2,906	2,903

## GUARANTEE CAPITAL INVESTMENTS

### Accounting policy

Long-term investments or investments where the repayment depends on the other party are recognised in non-current investments. Guarantee capital investments are long-term investments and they support Reka Pension fund's solvency.

Guarantee capital investment is a strategic investment in the Reka Pension fund and it supports Reka Pension fund's solvency. Investment is long-term investment because the repayment depends on Reka Pension fund's solvency. If Reka Pension fund is dissolved and at the time of dissolution the pension fund's solvency is not sufficient to repay the guarantee capital investment, an investment loss will arise to the extent that the investment cannot be recovered. The investment has been described in more detail in note 3.3. Related-party events.

Possible valuation changes in guarantee capital investment are recorded in equity through comprehensive income.

Reka Rubber sub-group has a total of EUR 8.0 million guarantee capital investment in the Reka Pension fund. The interest paid on the guarantee capital investment is 4 % p.a.

## FINANCIAL ASSETS

### Accounting policy

Investment are recognised at fair value when the Group becomes party to the contract. The value of investments are updated using third-party market value reports.

Gains and losses arising from changes in fair value are recognised in financial income and/or expenses.

Money market deposits are recognised at nominal value in the balance sheet and interest revenue is recognised in interest receivables. Escrow accounts are recognised at nominal value.

## Financial assets valid on 31 December 2024:

EUR 1,000	Positive current values	Negative current values	Current net values 31/12/24	Current net values 31/12/23	Nominal values 31/12/24	Nominal values 31/12/23
<b>Investments</b>						
Mandatum -funds	14,161		14,161	10,535	13,000	10,000
Lähi-Tapiola -funds	5,643		5,643	10,267	5,000	10,000
Aristoi -funds	5,347		5,347	3,028	5,000	3,000
<b>Money market deposits</b>	1,000		1,000	10,300	1,000	10,300
<b>Escrow -account</b>	0		0	4,000	0	4,000
<b>Total</b>	<b>26,150</b>		<b>26,150</b>	<b>38,131</b>	<b>24,000</b>	<b>37,300</b>

Investments included in financial assets have been valued using third-party market value reports (hierarchy level 2).

Funds are interest investments related to corporate loans and short-term interests. Aristoi -financial management is an investment portfolio including money market deposits, investments in bonds (companies and state) and other commodities. Withdrawal from the funds is possible within 2 banking days.

## CASH AND CASH EQUIVALENTS

EUR 1,000	2024	2023
Cash and bank	213	319

## LIQUIDITY MANAGEMENT

Ensuring liquidity and sufficient funding by conducting negotiations on financing and payment terms, measures for boosting inventory and freeing up capital assets are taken into action.

The Group aims to continuously evaluate and monitor the amount of financing required by its business operations to ensure that the Group has sufficient liquid funds to finance operations and repay loans. The Group uses sales of accounts receivables as a part of optimising circulation of working capital and controlling liquidity risk.

The financial covenants (Equity ratio and loan servicing margin) of the financing in the Polish subsidiary were met with at the balance sheet date. The Group has not other financial covenants.

EUR 1,000	Balance sheet value	Cash flow	Less than 1 year	1 - 2 years	2 - 5 years	More than 5 years
<b>31.12.2024</b>						
Loan limits	950	950	950	0	0	0
Lease liabilities	5,330	6,779	994	1,813	2,157	1,816
Accounts payable and other liabilities	3,545	3,545	3,545	0	0	0
Total	9,824	11,274	5,488	1,813	2,157	1,816

EUR 1,000	Balance sheet value	Cash flow	Less than 1 year	1 - 2 years	2 - 5 years	More than 5 years
<b>31.12.2023</b>						
Repayable bank loans	8	8	8	0	0	0
Loan limits	642	642	642	0	0	0
Regression of sales receivables	26	26	26	0	0	0
Lease liabilities	5,305	7,071	823	1,560	2,154	2,534
Accounts payable and other liabilities	3,726	3,726	3,726	0	0	0
Total	9,707	11,474	5,226	1,560	2,154	2,534

The figures are undiscounted and include both interest payments and principal payments.

## CONTINGENT LIABILITIES AND COMMITMENTS

The guarantees of the Group's purchase commitments or debts, as well as other commitments that are not recorded in the balance sheet, are presented in this note..

EUR 1,000	31/12/2024	31/12/2023
Loans from financial institutions	950	677
Granted business mortgages	1,800	1,800
Granted real estate mortgages	4,667	1,900

The amount of corporate mortgages on December 31, 2024 was EUR 1.8 million. EUR 1.8 million of corporate mortgages are held by the financier but available to the company if necessary.

### Investment commitments

On December 31, 2024, the investment commitments for tangible fixed assets amounted to EUR 1.0 million (1.2).

Commitments to rental agreements less than 12 months or low value were on December 31, 2024, total EUR 0.1 million (0.1).

## RELATED-PARTY EVENTS

The Group's related parties include the subsidiaries and associated companies, other companies belonging to the Reka Group, Reka Pension Fund, the Group's Board of Directors and their close family members as well as management group and their close family members. Also related parties include companies, that have ownership connection through the owner who has significant decision power, or that belong to the related-party companies via the management or board members. Reka Industrial's management group consists of Managing Director and CFO.

Reka Industrial Plc, and therefore also the Reka Industrial Group, belong to the Reka Group. Reka Ltd has a 50.16 percent holding of shares and a 65.36 percent holding of votes.



## Related-party transactions

Transactions with the Reka Group:

1 000 euroa	1-12/2024	1-12/2023
Other purchases	-337	-562
Other income	0	7
Guarantee commissions	0	-18
Sales receivables and other receivables at the end of the period	0	168

Reka Ltd has earlier guaranteed financing and other agreements of the Reka Industrial Group. Reka Industrial paid a guarantee commission for guarantees.

The Reka Industrial Group uses the Reka Group level finance and supporting systems as well as related licenses and virtual servers.

Transactions with the Reka Pension fund:

EUR 1,000	1-12/2024	1-12/2023
Paid pension expenses	-737	-1,494
Rental expenses	-578	-639
Financial income	321	320
Guarantee capital investment	8,000	8,000
Other debts at the end of the period	121	47
Other receivables at the end of the period	27	27

Reka Group's pension insurances were transferred into Reka's Pension Fund on 31 December 2015. Because of the transfer, pension liabilities of Reka Industrial Group have been processed in IFRS through benefit-based calculation.

On December 31, 2024 Reka Rubber sub-group has a total of EUR 8.0 million of guarantee capital investments in Reka Pension Fund. The interest on the guarantee capital investment is 4 % p.a.

Guarantee capital investment is a strategic investment in the Reka Pension fund and it supports Reka Pension fund's solvency. Investment is long-term investment because the repayment depends on Reka Pension fund's solvency. If Reka

Pension fund is dissolved and at the time of dissolution the pension fund's solvency is not sufficient to repay the guarantee capital investment, an investment loss will arise to the extent that the investment cannot be recovered.

According to current legislation Reka Pension fund needs to have at least 150 working members. Reka Cables Ltd, previous Group company, has announced to leave Reka Pension fund at the end of March 2025. After the departure of Reka Cables, Reka Pension fund has, according to the current view, less than 150 working members. If the number of working members of Reka Pension fund does not increase over 150 persons during the next 2 years, possibly with an additional 1 year if receiving official permit, may the pension fund be dissolved in 2028. If Reka Pension fund is dissolved, the IAS 19 entries related to the pension fund will be removed (IAS 19 pension receivable EUR 5.7 million on December 31, 2024). The view of the Board of the Group and the parent company and Reka Pension fund is that the number of members will increase and the required limit of 150 working people will be met.

In the financial statements on December 31, 2024, an expense provision of EUR 2.3 million has been taken into account in case the development of Reka Pension fund's membership does not develop favorably and thus the guarantee capital investment would be subject to a write-down risk in 2028.

Management fringe benefits and other related-party transactions:

EUR 1,000	2024	2023
Salaries and other short-term fringe benefits	349	952
Pension benefits, defined contribution plans	59	121
Total	407	1,073

The Group's Board of Directors and management group have been defined as key management personnel of the company.

The members of the Board are paid an annual remuneration in accordance with the decision of the Annual General Meeting. Travel expenses are paid according to the invoice. The members of the Board have no pension agreements with the company. Some of the fees may be paid in shares as decided by the Annual General Meeting. Payments in shares are always announced separately.

The Annual General Meeting in 2024:

- Confirmed the annual remuneration (12 months) of the members of the Board of Directors at EUR 25,000 and the annual remuneration of the Chairperson of the Board at EUR 50,000 and the annual remuneration of committee members at EUR 2,500. No separate meeting fees are paid. The members of the Board are compensated for their travel expenses.

Due to Reka Industrial's ownership structure, member of the Board of Directors can be a member of the Board of Directors in subsidiaries and get compensation. In addition, the Board of Directors can decide of separate remuneration, when member of the Board of Directors is taking additional measures and time for implementing an important company project (financing, acquisition, contract).

Transactions with other related parties:

EUR 1,000	1-12/2024	1-12/2023
Rental incomes	15	10
Other purchases	80	17
Other liabilities at the end of the period	2	0

Other related parties consist of companies that have an ownership relationship through the owner who has significant decision power, or that belong to the related-party companies via the management or board members or their close family members.

The Group has no other significant transactions, receivables or liabilities or guarantees with related parties.

## CALCULATION OF KEY FINANCIAL INDICATORS

### IAS 19 corrected Return on equity (ROE), %

IAS 19 corrected result for the period

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Shareholders' equity excluding effects of IAS 19 bookings (average)

### IAS 19 corrected Equity ratio, %

Shareholders' equity + non-controlling interest excluding effects of IAS 19 bookings

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Balance sheet total – advances received excluding effects of IAS 19 bookings

### IAS 19 corrected Gearing, %

Interest-bearing liabilities – cash and cash equivalents, liquid financial and investment securities

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Shareholders' equity + non-controlling interest excluding effects of IAS 19 bookings

### IAS 19 corrected Return on investment (ROI), %

IAS 19 corrected result before taxes + interest and other financial expenses

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[Balance sheet total – obligatory provisions and non-interest-bearing liabilities excluding effects of IAS 19 bookings (average)]

### Operating profit

The net amount formed when from the net sales are deducted the purchase costs adjusted by the change in the stocks of non-finished and finished goods as well as expenses for production for personal use. Also deducted from the net sales are expenses arising from employee benefits without IAS 19 defined benefit pension arrangements related items, depreciation, amortization and any impairment losses. Other operating incomes and expenses are also taken into account.

### Gross investments

New investments made to tangible and intangible assets and Right-of-Use assets.

## EBITDA

The net amount that is formed when depreciation and any impairment losses are added to the operating profit.

Calculation of key financial indicators:

### Earnings per share (EPS), EUR

Profit for the period attributable to equity holders of the parent

Numbers of shares adjusted for share issues (average)

### Equity per share, EUR

Shareholders' equity – non-controlling interest

Number of shares adjusted for share issues at the end of the period

### Dividend per share, EUR

Dividend for the period

Number of shares adjusted for share issues at the end of the period

### Dividend per earnings, %

Dividend / share

Earnings / share

### Effective dividend yield, %

Dividend / share

Share price adjusted for share issues at the end of the period

### Price per earnings (P/E)

Share price adjusted for share issues at the end of the period

Earnings / share

### Market capitalisation

(Number of B shares – own B shares) x share price at the end of the period + number of A shares x average share price

Reconciliation of IAS 19 adjusted Alternative Performance Measures to figures reported in Financial Statements:

EUR 1,000	2024	2023	2022
Result for the period in the Financial Statements	418	34,483	8,978
IAS 19 eliminations	1	215	-3,571
Result for the period in IAS 19 adjusted Performance Measures	419	34,699	5,407
IAS 19 effect on non-interest-bearing liabilities	0	0	0
IAS 19 effect on Shareholders' equity	3,623	2,962	1,880
IAS 19 effect on Balance sheet total	5,662	6,491	1,880
Shareholders' equity in Financial Statements	43,032	55,205	21,250
IAS 19 eliminations	-3,623	-2,962	-1,880
Shareholders' equity in IAS 19 adjusted Performance Measures	39,410	52,244	19,370
Balance sheet total in Financial Statements	59,331	71,555	87,094
IAS 19 eliminations	-5,662	-6,491	-1,880
Balance sheet total in IAS 19 adjusted Performance Measures	53,669	65,064	85,214

## NOTE

All comments in this report that do not refer to actual facts are future estimates. Such estimates include expectations concerning market trends, growth and profitability as well as statements including the words "believe", "assume" or "will be" or a similar expression. Since these estimates are based on current plans and estimates, they involve risks and uncertainty factors that may cause the actual results to differ substantially from current statements. Among other things, such factors include 1) operating conditions, such as continued success in production and the ensuing efficiency benefits, availability and cost of production inputs, demand for new products and changes in circumstances affecting the acquisition of capital under acceptable conditions; 2) sector-specific circumstances, such as the intensity of demand for products, the competition, current and future market prices for the Group's products and related pricing pressures, the financial situation of the Group's customers and competitors and competitors' possible new products; and 3) the general economic situation, such as economic growth in the Group's main market areas and change in exchange rates and interest rates.



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