

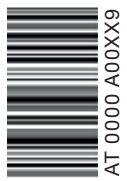
MAG 20

ANNUAL REPORT 2020

POLYTEC



**FORCING
THE PACE**



AT 0000 A00XX9





FOUNDED IN 1986,
THE **POLYTEC GROUP** IS
A LEADING DEVELOPER
AND MANUFACTURER
OF HIGH-QUALITY
PLASTIC SOLUTIONS.

For 35 years now, the Austria-based company with some 3,600 employees worldwide has been offering its customers experience and know-how, not only as a complete supplier in the injection moulding field, but also as a specialist for fibre-reinforced plastics, and a producer of original accessories made from plastic and special steel.

POLYTEC numbers globally renowned automotive and commercial vehicle manufacturers among its customers, but is also increasingly supplying other markets outside this sector. The most important criteria in both cases consist of innovative technologies, perfect quality and absolute punctuality of delivery in combination with competitive prices. In both the automotive and non-automotive areas, POLYTEC provides excellent value-added depth in every segment.

This incorporates design and project development, as well as the production of tools and semis for fibre compound materials, component simulation and testing, and virtually all the available plastics processing technologies. In addition, POLYTEC supplies excellent performance in the shape of downstream processes such as painting, assembly and just-in-time or just-in-sequence delivery.



€ 522 MILLION

SALES REVENUES

42.6%

EQUITY RATIO

€ 13 MILLION

EBIT

KEY FIGURES

| Key figures from the consolidated income statement | Unit | 2020 | 2019 | 2018 | 2017 | 2016 |
|--|-------------|-------|-------|-------|-------|-------|
| Sales revenues | EUR million | 522.0 | 627.1 | 636.4 | 676.4 | 650.4 |
| thereof passenger cars & light commercial vehicles | EUR million | 328.7 | 388.8 | 387.9 | 434.1 | 425.4 |
| thereof commercial vehicles | EUR million | 118.3 | 158.4 | 174.7 | 165.0 | 147.4 |
| thereof industrial applications | EUR million | 75.0 | 79.9 | 73.8 | 77.3 | 77.6 |
| EBITDA | EUR million | 48.3 | 68.4 | 67.1 | 82.3 | 80.1 |
| EBITDA margin (EBITDA/sales revenues) | % | 9.3 | 10.9 | 10.5 | 12.2 | 12.3 |
| EBIT | EUR million | 13.0 | 32.6 | 40.1 | 55.1 | 52.4 |
| EBIT margin (EBIT/sales revenues) | % | 2.5 | 5.2 | 6.3 | 8.1 | 8.1 |
| Earnings after tax | EUR million | 9.5 | 23.1 | 30.0 | 39.0 | 37.0 |
| Earnings per share | EUR | 0.29 | 1.02 | 1.32 | 1.74 | 1.65 |

| Balance sheet key figures | Unit | 2020 | 2019 | 2018 | 2017 | 2016 |
|---|-------------|-------|-------|-------|-------|-------|
| Balance sheet total | EUR million | 581.5 | 605.6 | 557.6 | 516.5 | 501.4 |
| Equity ratio (equity/balance sheet total) | % | 42.6 | 41.7 | 42.7 | 42.1 | 37.9 |
| Investments in fixed assets | EUR million | 14.2 | 45.8 | 42.6 | 38.4 | 34.4 |
| Net working capital | EUR million | 92.8 | 125.4 | 95.2 | 75.5 | 40.1 |
| Net working capital/sales revenues | % | 17.8 | 20.0 | 15.0 | 11.2 | 6.2 |
| Average capital employed | EUR million | 404.9 | 400.4 | 341.8 | 297.5 | 274.8 |
| ROCE before tax (EBIT/average capital employed) | % | 3.2 | 8.2 | 11.7 | 18.5 | 19.1 |
| Net debt (+)/assets (-) | EUR million | 105.8 | 156.0 | 101.8 | 78.7 | 69.9 |
| Net debt (+)/assets (-)/EBITDA | - | 2.19 | 2.28 | 1.52 | 0.96 | 0.87 |
| Gearing (net debt (+)/assets (-)/equity) | - | 0.43 | 0.62 | 0.43 | 0.36 | 0.37 |

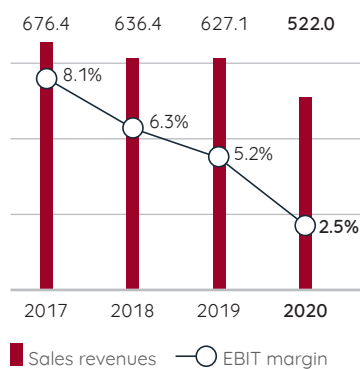
| Consolidated cash flow key figures | Unit | 2020 | 2019 | 2018 | 2017 | 2016 |
|--|-------------|-------|-------|-------|-------|-------|
| Cash flow from operating activities | EUR million | 45.8 | 24.4 | 30.9 | 38.3 | 70.7 |
| Cash flow from investing activities | EUR million | 12.1 | -48.6 | -39.4 | -38.0 | -28.8 |
| Cash flow from financing activities | EUR million | -22.8 | 6.1 | 25.2 | -22.7 | -20.0 |
| Change in cash and cash equivalents | EUR million | 35.0 | -18.1 | 16.7 | -22.4 | 21.9 |
| Closing balance of cash and cash equivalents | EUR million | 90.4 | 55.6 | 73.6 | 56.9 | 79.5 |

| Personnel key figures | Unit | 2020 | 2019 | 2018 | 2017 | 2016 |
|-----------------------------|-------------------|-------|-------|-------|-------|-------|
| Employees on annual average | FTE ¹⁾ | 3,939 | 4,344 | 4,465 | 4,527 | 4,449 |
| Employees as of 31 December | FTE | 3,636 | 4,406 | 4,315 | 4,522 | 4,427 |
| Sales revenues per employee | EUR k | 132.5 | 144.4 | 142.5 | 149.4 | 146.2 |

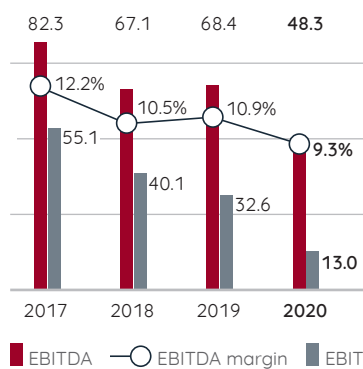
¹⁾ FTE: full-time equivalents incl. leasing personnel

| POLYTEC share (AT0000A00XX9) | Unit | 2020 | 2019 | 2018 | 2017 | 2016 |
|--|-------------|-------------|-------------|-------------|-------------|-------------|
| Year-end closing price | EUR | 7.51 | 8.65 | 8.38 | 18.50 | 10.39 |
| Highest closing price during the year (as at 2 January 2020) | EUR | 8.93 | 10.64 | 21.00 | 22.38 | 10.60 |
| Average closing price during the year | EUR | 5.92 | 8.89 | 13.29 | 16.46 | 7.89 |
| Lowest closing price during the year (as at 20 March 2020) | EUR | 3.21 | 8.05 | 8.38 | 10.40 | 6.65 |
| Market capitalisation at year-end | EUR million | 167.7 | 193.1 | 187.1 | 413.1 | 231.9 |
| Money turnover (daily average, double counting) | Shares | 68,925 | 47,768 | 93,591 | 83,317 | 35,937 |
| Earnings per share | EUR | 0.29 | 1.02 | 1.32 | 1.74 | 1.65 |
| Proposed dividend per share | EUR | 0.30 | 0.00 | 0.40 | 0.45 | 0.40 |
| Dividend yield on the basis of the average closing price | % | 5.1 | 0.0 | 3.0 | 2.7 | 5.1 |

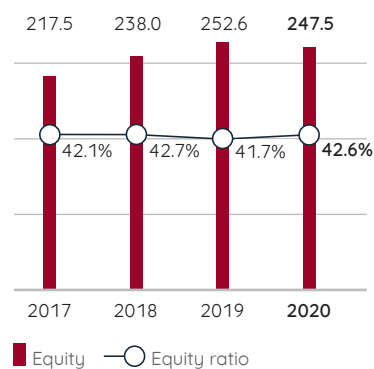
SALES REVENUES, EBIT MARGIN



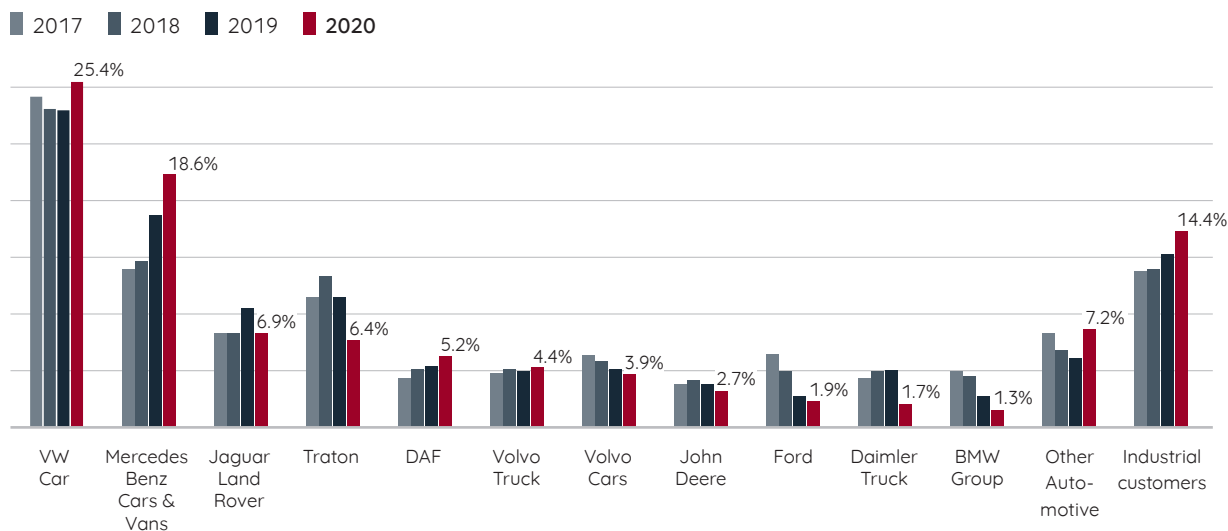
EBITDA, EBITDA MARGIN, EBIT



EQUITY, EQUITY RATIO



GROUP SALES REVENUES BY CUSTOMER





FORCING THE PACE

HOW THE POLYTEC GROUP IS MOVING INTO POSITION FOR THE FUTURE WITH A NEW ORGANISATIONAL STRUCTURE.

4



CONTENTS

EDITORIAL

- 3 Well-positioned

COVER STORY

- 4 Forcing the pace: A new set-up thanks to consistent transformation

INTERVIEW WITH THE BOARD OF DIRECTORS

- 14 "... have achieved a good starting position in an extremely difficult environment ..."

COMPANY

- 24 Product Lines: POLYTEC solutions
- 30 Locations: a presence on four continents
- 32 Production footprint: lean and profitable

INNOVATION

- 34 Mobility in transition: innovative answers to new challenges

SUSTAINABILITY

- 40 More than just "green theory"
- 42 Intelligent climate protection at POLYTEC: economical, efficient, environment-friendly

SHARE & CORPORATE

GOVERNANCE

- 48 Share & investor relations
- 54 Corporate governance
- 60 Report of the Supervisory Board

FINANCIALS 2020

- 62 Group management report
- 88 Consolidated financial statements

- 94 Notes to the consolidated financial statements

- 132 Declaration of all legal representatives

- 133 Audit certificate

- 137 Service/imprint

- 138 Glossary

40

SUSTAINABILITY

SUSTAINABILITY IS MULTIFACETED AND AT POLYTEC IS THE OBJECT OF CONTINUAL IMPROVEMENTS ALONG THE ENTIRE VALUE CHAIN.

34

INNOVATION

POLYTEC HAS REACTED TO THE TRANSFORMATION IN THE MARKET WITH FLEXIBLE THINKING AND AN EXTENDED PORTFOLIO OF INNOVATIVE SOLUTIONS.



WELL-POSITIONED

Following an exceptionally challenging year, we look to the future with justifiable optimism. As was the case in many other industries, the automotive manufacturers and suppliers such as POLYTEC were also hard hit by the corona pandemic. A slump in quantity and sales revenues followed and had a corresponding impact upon results. However, the crisis did not find us unprepared because in view of the paradigmatic changes in the automotive industry, we had already begun to reconsider our structures and processes and had initiated their streamlining some years previously. Corona then accelerated this process, which was already well advanced, with the result that both our production footprint and our market image differ completely from those of only a few years ago.

The nucleus of our new approach is formed by the aim of uniting our extensive technology portfolio to an even greater extent in future and highlighting this fact as a USP. This is to be achieved internally under the motto

ONE POLYTEC through the use of our multifaceted competences for all types of projects on a cross-plant basis, and externally, by means of a transition from customer offers based primarily on technology to product solutions precisely tailored to their requirements. This will be attained within the framework of the POLYTEC SOLUTION FORCE, which was formed in 2020.

At the heart of all these endeavours is value added for our clients, to whom we offer sales, engineering and project management competence within the scope our respective Product Lines. In the course of their development, we wish to serve our customers in both the automotive industry and other sectors as a reliable partner with innovative solutions. With ONE POLYTEC and POLYTEC SOLUTION FORCE we have brought ourselves into a perfect position to achieve this objective.

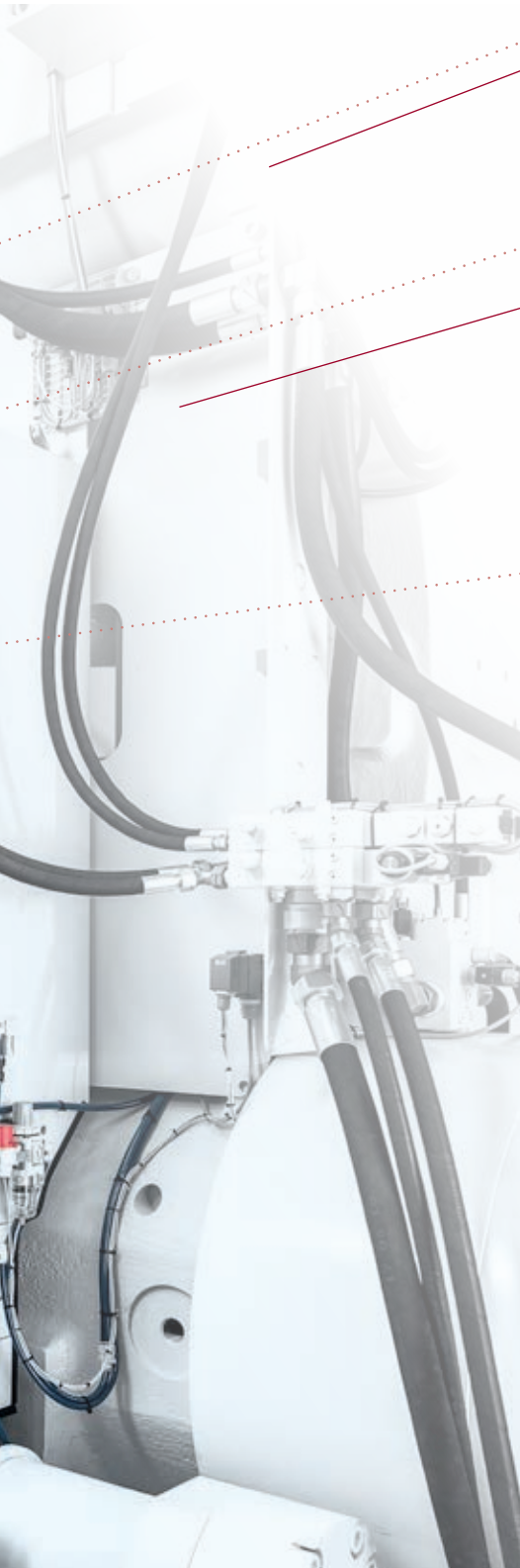
Yours sincerely,
Markus Huemer



FORCING THE PACE

A NEW SET-UP THANKS TO CONSISTENT TRANSFORMATION





THE POLYTEC GROUP'S MARKET ENVIRONMENT IS UNDERGOING A PROCESS OF PARADIGMATIC CHANGE. MORE THAN EVER, NEW MOBILITY CONCEPTS DEMAND INNOVATIVE, STRAIGHTFORWARD AND COMPREHENSIVE SOLUTIONS FROM ONE SOURCE. THEREFORE, POLYTEC IS MEETING THESE REQUIREMENTS WITH AN ENTIRELY NEW ORGANISATIONAL STRUCTURE.

Challenging, difficult and critical are just three of the many epithets used in recent months to characterise the 2020 financial year. Some of these also describe the situation of the POLYTEC GROUP, which, like all other automotive suppliers, was not only subject to the fundamental transition within the industry, but first and foremost was affected directly by the distortions triggered by the corona crisis. Nevertheless, within this context a totally different term must be mentioned before any other: acceleration. This is because the group has utilised the far-reaching impacts of the pandemic for a major structural reorganisation, which against the backdrop of a transformed market environment is intended to guide the POLYTEC GROUP to future success.

New mobility concepts such as e-mobility, the steadily increasing demand for lightweight design solutions and the integration of different functions in a single component are just some of the numerous drivers which in recent years have fundamentally altered the market

for plastic vehicle components. In order to account for this structural metamorphosis, POLYTEC already opted for a course correction several years ago which has involved a wealth of initiatives in a variety of areas extending from lean management to digitalisation and from network organisation to empowerment. All of these measures were aimed at employing the technological competences of the entire group to a maximum extent in order to seize the opportunities offered by the sea change in market conditions.

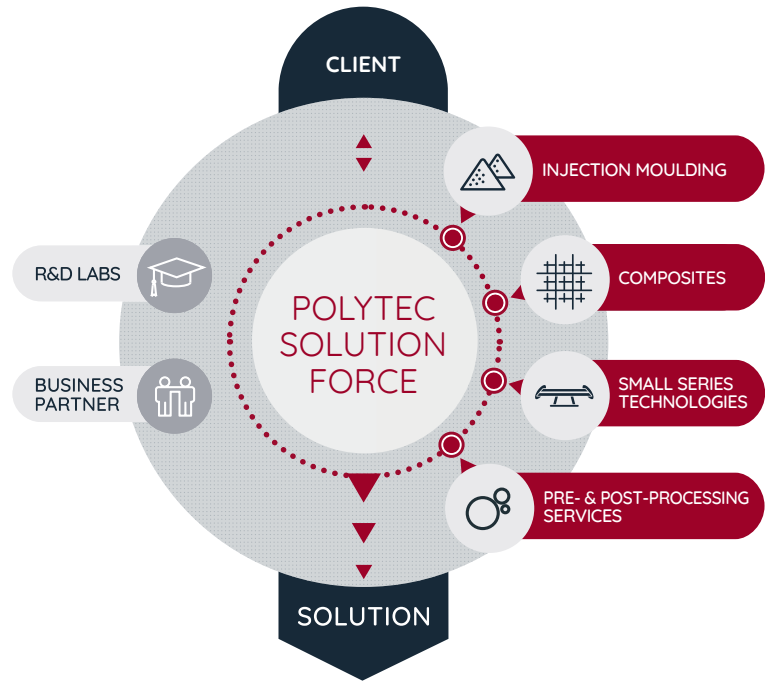
Interlocking technologies for a customer focus

Formed in 2019, the POLYTEC SOLUTION FORCE embodies the efforts to create plastics solutions that transcend technological borders. This market image is backed by an organisation comprised of eight Product Lines that has replaced the former business unit structure, which was based upon technological categories. The restructuring process has also shifted the starting →

→ point for POLYTEC's activities, which no longer derive from an internal perspective and asking, "What technologies does POLYTEC command?" but rather that of the customers and the question, "What solution does POLYTEC offer for my project?" Therefore, in future trans-technological working will be required and promoted to an even greater extent within the POLYTEC GROUP. The new set-up is intended to establish a clear focus on customer needs. When a client from a certain field requires a component offering specific characteristics and functions, POLYTEC will provide a tailor-made, overall solution as a single source supplier. On request, comprehensive consulting will be offered with regard to material selection, component development and production technology. Consequently, as CSO Peter Bernscher explains, "Customers are no longer faced with the dilemma of having to consider in advance whether an injection moulding, fibre composite or polyurethane represents the ideal solution. As long as they intend to create a product made of plastic, they are in safe hands with POLYTEC as we will deal competently with the detailed conception." For customers this simplifies the realisation of new product ideas, as they can already access POLYTEC's know-how in every question relating to materials and production technologies during the product design phase, if required.

Active development work increases market opportunities

The POLYTEC SOLUTION FORCE is by no means solely concerned with concrete customer orders, but instead is increasingly developing its own product solutions. Internal and external experts



“WITH THE POLYTEC SOLUTION FORCE AND OUR PRODUCT LINES, WE HAVE POSITIONED OURSELVES AS A TECHNOLOGICALLY INDEPENDENT SUPPLIER OF COMPLEX PLASTIC SOLUTIONS FOR CUSTOMERS FROM A DIVERSITY OF AREAS.”

MARKUS HUEMER, CEO

More information about POLYTEC's Product Lines can be found from page 24.

are researching into new material combinations, applications and production processes. More information about these and other POLYTEC innovations can be found on page 34.

Irrespective of whether a customer contract or an internal development is involved, close cooperation is of decisive importance for the market success of a product. Accordingly, it is precisely this teamwork that can be found in POLYTEC's Product Line organisation. Sales personnel evaluate the demand

situation, development engineers evolve the optimum technological solution and project managers provide professional realisation. In this way successful solutions for a fiercely contested market are created on the basis of customer requests or in-house ideas.

This approach sounds reasonable, logical and at first, also straightforward. However, it required comprehensive organisational modifications in the background. Therefore, POLYTEC used the 2020 crisis for the final decisive

steps in this process, which have brought together all of the measures of recent years. As a result, the largest reform programme in the corporate history of the POLYTEC GROUP has been successfully concluded. →





“WITH OUR NEW PLANT ORGANISATION WE HAVE ALSO MADE ADDITIONAL GROWTH THROUGH ACQUISITIONS EASIER.”

HEIKO GABBERT, COO

→ **Centrally coordinated service functions create synergies and streamlining**

One of the most important measures was the pooling of service functions, which were previously organised on a parallel basis within the COMPOSITES, PLASTICS and CAR STYLING Business Units. Since this amalgamation, not only services in the lean management, human resources, digitalisation and IT areas, but also combined purchasing, tooling and quality management as well as all competence around the manufacturing process have been provided bundled for the entire POLYTEC GROUP. This not only generates synergetic cost advantages, but also facilitates activities across technological and plant boundaries. The basis in this regard is provided to a large extent by the digitalisation measures initiated in recent years. Today numerous, inter-locational teams are working on new product solutions and ideas. In turn, these efforts constitute a prerequisite for the expansion of the POLYTEC GROUP's product and customer portfolio.

Business Units have given way to Product Lines and Plant Clusters

The aforementioned amalgamation of the Business Units also represents a massive break with tradition within the POLYTEC GROUP. For nearly thirty years these divisions were clustered according to material and production technologies and served both as internal reference points and guidance for the group's market appearance. And although it is true that cross-technology cooperation within the POLYTEC GROUP has always existed, it was not →

PLANT CLUSTER
NORTH

ALTENSTADT
GOCHSHEIM
LOHNE + TIANJIN
VOERDE
WOLMIRSTEDT
WEIERBACH
ROOSENDAAL + EAST LONDON

PLANT CLUSTER
SOUTH

HÖRSCHING
EBENSEE
SLÁDKOVIČOVO
CHODOVÁ PLANÁ
KOMLÓ

The production locations of the former Business Units have been combined to form two Plant Clusters. Among other objectives, this move is aimed at simplifying production management throughout the group.

→ on the scale needed to deal with the changed market of today. Markus Huemer explains his deliberations as follows, “It makes little sense to mentally and practically switch to product-oriented Product Lines while at the same time retaining an organisation consisting of three fully equipped technology-oriented Business Units.” Therefore, the POLYTEC GROUP’s executive management decided to combine the Business Units in two regional Plant Clusters with a joint organisation. As a result, indirect and overhead costs have been lowered and the service level raised.

In addition, the Plant Cluster organisation permits scalable production. COO Heiko Gabbert explains, “It is important to be well prepared for possible growth through acquisitions. The Plant Clusters are ideal for this purpose as new production locations can be integrated easily.”

Coordinated know-how transfer

In addition, the new organisation should contribute to bringing the vast technological and production complexity within the group under permanent control and thus increase its employment for product development and manufacture. Among others, the Operational Excellence Department (OPEX for short) is responsible for this assignment and forms an interface between the Product Lines and manufacturing at the individual plants. In this way, the latter can focus to a far greater degree upon daily operative business, while OPEX gathers know-how and experience from all the group’s locations in order to make it available in concentrated form. Moreover, the department coordinates the areas of process and automation

technology, as well as logistics and maintenance in a system that results in improved performance and lower production costs. Last, but not least, by means of centrally guided know-how transfers, OPEX is intended to enable the creation of plants in which differing technologies can be utilised without the necessity of every single location having the entire technological expertise of the group and the corresponding resources at its disposal. The establishment of such plants, which possess a lean organisation and combine various technologies at a single location, is important not least because products requiring the use of various materials and technologies are of growing market significance. The OPEX Department also assumes a central role in this regard.

Efficient, transparent and robust controlling

Performance has also been raised in the Finance area. One task is to push ahead with digitalisation with the aim

“TOP QUALITY DATA THAT IS QUICKLY AVAILABLE IS ESSENTIAL FOR RAPID, WELL-FOUNDED DECISION-MAKING.”

PETER HAIDENEK, CFO

of achieving maximum commercial transparency throughout the product life cycle of customer projects. Within the framework of ongoing digitalisation programmes, POLYTEC is creating a standardised data world in order to improve data availability and make control easier. As a result, CFO Peter Haidenek awaits markedly more efficient working and simpler communications. →



“ANOTHER MAJOR CUSTOMER ADVANTAGE OF THE NEW ORGANISATION DERIVES FROM THE STRONGER HORIZONTAL LINKAGE OF SALES, PROJECT MANAGEMENT AND ENGINEERING ACTIVITIES ON A PRODUCT LINE LEVEL.”

PETER BERNSCHER, CSO

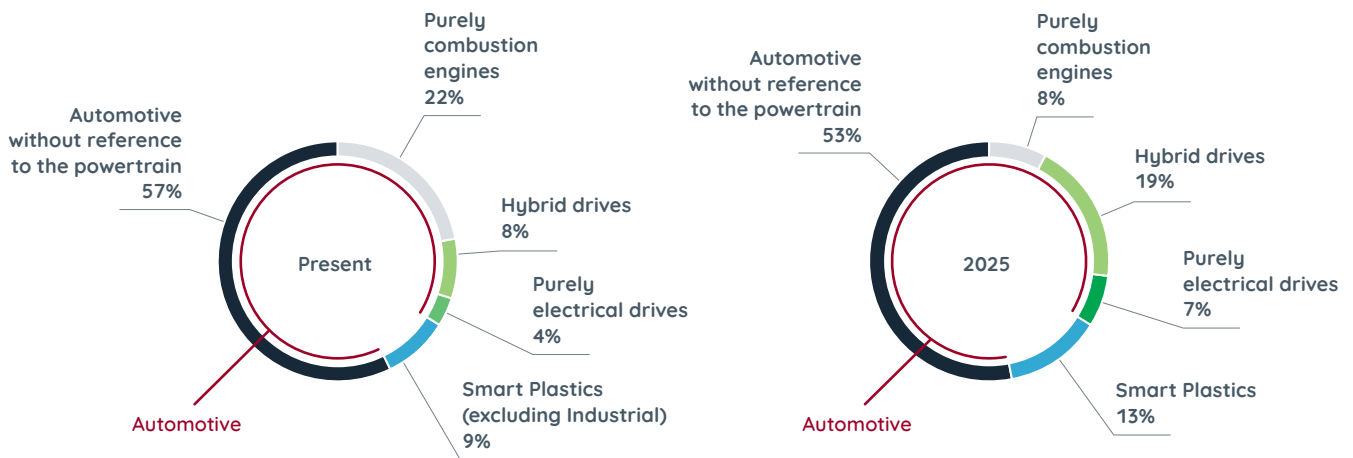
→ A fresh spin for new market segments and innovations

With the help of the new organisation, POLYTEC also intends to expand its portfolio in the e-mobility and non-automotive areas in the years to come. From a technological perspective, the group is already well equipped in these fields and manufactures complex modules for e-powered vehicles and industrial applications. CSO Peter Bernscher is therefore convinced that, “At the moment a great deal is changing due the conceptual redesign of vehicles. Therefore, new players are looking for competent partners that have a mastery of different technologies and processes.” The POLYTEC SOLUTION FORCE will lend processing in these market segments a fresh spin and, in addition, promote the development of in-house product ideas.

A solid financial footing

In spite of the crisis during the past year, the POLYTEC GROUP remains on a sound financial footing. An equity ratio of over 42 per cent forms a solid capital basis for investments in organisational measures, product development and possible acquisitions, which for the POLYTEC GROUP continue to represent an important strategic element in future growth.

Undoubtedly, the organisational restructuring process constitutes the beginning of a new era for the POLYTEC GROUP. The company has reinvented itself in many areas and with its new structure is moving in the right direction on the road to lasting future success. ■



The automotive segment accounts for a significant share of total sales of the POLYTEC GROUP. However, in the medium term the group intends to diversify both within and outside this area and the organisational measures of recent years have paved the way for this expansion.

THE POLYTEC GROUP STRATEGY

The long-term corporate success of the POLYTEC GROUP rests on three strategic cornerstones, the fundamental orientation of which has also remained unaltered during the latest organisational changes, even though in some respects they have been supplemented by new focal points and initiatives.



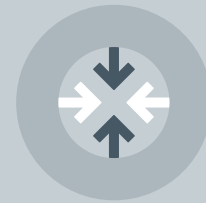
CONSOLIDATION OF THE EUROPEAN MARKET POSITION

Within its core European market, POLYTEC relies on close, long-term cooperation with its customers, which is founded upon uncompromising quality and punctual delivery. At the same time, the group strengthens its competitiveness through efficiency measures and personnel development. In addition to organic growth, it also continually examines potential acquisition opportunities.



DEVELOPMENT OF NEW TECHNOLOGIES & APPLICATIONS

On the basis of highly efficient processes, POLYTEC supplies its customers with top quality, customised plastic solutions. In the course of this process, the company acts as both a manufacturer and a development partner that offers complete component systems through in-house developed material combinations and technologies. For product solutions POLYTEC employs the enormous technological diversity of the entire group. Moreover, in the future the proactive advance development of new products and the linkage of different technologies are to play an even greater role and thus contribute to an even broader market base.



A FOCUS ON CUSTOMER BENEFITS

POLYTEC has made customer needs its clear business focus. In a Product Line organisation, development, project management and sales activities are trimmed to precisely match customer requirements. Furthermore, on a selective basis, POLYTEC also accompanies the international expansion of its customers in strategically interesting growth regions. In order to provide holistic product solutions, the POLYTEC SOLUTION FORCE combines know-how and technologies from across the group.

“ ... HAVE ACHIEVED
A GOOD STARTING POSITION
IN AN EXTREMELY DIFFICULT
ENVIRONMENT ... ”



A CONVERSATION WITH THE MEMBERS OF THE POLYTEC HOLDING AG BOARD OF DIRECTORS, MARKUS HUEMER, PETER HAIDENEK, HEIKO GABBERT AND PETER BERNSCHER, REGARDING SUCCESSFUL CRISIS MANAGEMENT AND ORGANISATIONAL TRANSFORMATION, TECHNOLOGICAL DIVERSITY, SYSTEMATIC INNOVATION, ENTRY INTO NEW MARKETS AND A CAUTIOUSLY OPTIMISTIC FUTURE OUTLOOK.

Mr Huemer, while its clear that no one could have foreseen the corona crisis, you already began to undertake capacity adjustments and structural optimisation two years ago. Does this mean that you have coped with COVID-19 better than others?

Markus Huemer: We were at least better prepared because we had decided at an earlier stage to adjust our capacities and consolidate our production. The background to this decision was provided by the slow downturn in the automotive industry since the diesel scandal, the related tension with regard to the competitive situation and the predictable market changes triggered by a range of political regulations. By the time corona broke out we had already closed three plants and were in negotiations regarding the possible shutdown of another two. We also had a task force in place for precisely this purpose and this permitted speedy realisation. The fact that unfortunately we had experience with short-time working was also of assistance.

What concrete measures were implemented? Did further plant closures take place and were personnel numbers reduced?

Markus Huemer: Corona forced us to systematically and rapidly push ahead the imminent closures. Moreover, we had to close an additional plant in Germany. The fact that four shutdowns were completed fully within twelve

months represents a notable organisational achievement because each closure meant the transfer of various production processes to other locations within a tight schedule. We also made very rapid progress with the adjustment of our cost structure to both the new sales revenue level and the competition-related increase in cost pressure.

Unfortunately, during the past year we also had to reduce our workforce by about 800, but conversely managed to thus put 3,600 jobs on a solid footing. In this connection, the short-time working models in both Austria and Germany helped us greatly.

Even though the plant closures consumed a vast quantity of resources and caused additional costs, we were nonetheless able to markedly reduce our debt level despite the pandemic. The settlement – despite corona – of a number of sizeable projects which we had pre-financed in earlier years helped in this regard. Fortunately, we were not dependent upon governmental support loans, which I am not alone in regarding as toxic. This is because in the medium-term they will either lead to considerable burdens for the companies, or competitive distortions.

In retrospect, our crisis management, which was coordinated by an effective cross-locational emergency committee, proved to be highly successful. In addition, the shared challenge posed by corona and the focus on the containment of its effects strengthened

the solidarity within our workforce. In the final analysis, this represented a positive experience and also a motivation to accelerate the massive organisational changes throughout the entire group.

What were the effects upon the industry per se? For example, has the corona crisis speeded up market consolidation and were, or are, opportunities for acquisitions available?

Markus Huemer: As we traditionally target our acquisition activities on companies in economic difficulties, crises have frequently offered POLYTEC potential in this direction. However, owing to the various supportive measures, this has so far not applied to the extent that we expected during the corona crisis. Nevertheless, we constantly monitor the market and the general opinion is that the second half of 2021 will show how the obligations from loans and deferrals will be handled, as the related problems have merely been postponed. This means that in the foreseeable future chances may well be available to again bring our return on capital up to its usual level by means of acquisitions. Whatever the case, for me this remains an extremely important issue. →

“THE CORONA
CRISIS HAS EVEN
ACCELERATED OUR
TRANSFORMATION
PROCESS.”

MARKUS HUEMER, CEO



→ **Has the acquisition of Wayand in 2019 proven worthwhile? And, conversely, why have you sold off the Industrial Division?**

Markus Huemer: The Wayand acquisition was important in order to consolidate our position in the Painted Exterior Product Line. We were able to thus capture two important target customers to which we previously had virtually no access. However, corona has meant that the integration of the company has not progressed as quickly as planned and the result has not yet reached the set target. Nevertheless, the objective of strengthening our clientele position

has already been achieved and the decisive task now is to move on successfully from this point and together with our customers attain the anticipated economic successes.

The sale of our Industrial Business Unit was somewhat more accidental, although equally a highly positive coincidence. In spite of repeated expressions of interest from potential buyers, we had never considered a sale even though the Business Unit was managed independently of the rest of the POLYTEC GROUP and without notable synergy effects. Now, the approaching retirement of my mother has provided

a reason to study the option of a sale more closely. Incidentally, this will have absolutely no effect upon our non-automotive strategy.

How did demand and production develop in the individual Product Lines? Were there ever problems with your supply chain?

Heiko Gabbert: Overall the situation in 2020 was extremely volatile. In spring, virtually our entire clientele implemented shutdowns in one form or another. Some plants closed suddenly and call-offs were either cancelled or

subjected to changes at short notice. The exception was the manufacture of logistics boxes for IFCO, which, owing to the boom in the food industry and the system relevance of the product, continued practically around the clock.

Naturally, for us this high level of volatility meant constant, detailed adjustments to the production at all of our locations, and at the same time, the work closures were still in progress. In addition to various new start-ups, we had to deal with production transfers involving 35 systems and 270 toolings, which had to be implemented at the recipient plants in minimum time. However, thanks to the central guidance of all our plants in the critical phase, our crisis management also proved to be highly successful in this respect.

During 2020, the supply chain for raw materials and purchased parts remained remarkably stable. However, the avoidance of any significant bottlenecks actually stemmed from the fact that we took preventive measures and planned alternatives for all important products. Ultimately, this meant that we were able to deliver whenever our customers had not resorted to plant shutdowns and reduced call-offs.

Against this backdrop, what do the sales and earnings for 2020 look like?

Markus Huemer: A fall in sales revenues of around 17 per cent, an EBIT margin of 2.5 per cent and six plant closures in two years are certainly no reason to be happy. But when I reflect upon the situation in the middle of 2020, we can be satisfied with the result and in particular our liquidity manage-

ment. For despite the various special expenses related to production transfers and plant closures, we attained the guidance of a balanced operating result with the deconsolidation of the Industrial Business Unit as an extra. After negative EBIT of minus EUR 7 million in the first six months of the year, only genuine optimists would have bet on that. Fortunately, the fourth quarter proceeded better and in addition the plant closures improved our fixed cost structure and reduced the personnel expenses.

Nevertheless, in spite of all these factors, one must also take into account the fact that our employment of capital is designed for higher sales and that without further activities, even with solid EBIT margins, we will be unable to achieve our usual return on capital. In particular, acquisitions could contribute to an improvement in the ratio of sales to capital employed. Therefore, the conclusion can be drawn that in an exceptionally difficult environment we have achieved a good starting position, but much remains to be done.

Peter Bernscher: Also from a market perspective, we have had a very problematic year behind us during which, in terms of an annual comparison, European vehicle production fell by around a quarter. Our sales in the same period only declined by roughly 17 per cent and the new Smart Plastic Applications Product Line actually achieved growth. In addition, we also succeeded in achieving the highest order intake in the past four years, which means that we have come through the massive challenges of 2020 well and at the same time have already laid solid foundations for success in the coming years.

In your opinion, how will the market develop in the “post-corona era”? Where do the main threats lie and where is the greatest potential to be found?

Peter Bernscher: Since October 2020 we have already observed an upward trend with regard to the demand of our automotive customers, which has further consolidated in 2021. At present, it is difficult to assess the degree of influence that the corona pandemic will finally exert on our business in 2021. In addition, we are currently seeing an increasing number of bottlenecks in the raw material markets and huge price rises. Nonetheless, a basic sense of optimism with regard to a further market recovery predominates. Experts assume that from 2024 onwards, European car production will return to the level of 2019.

We aim to achieve growth that is disproportionate to this dynamic market upturn by means of an intensified focus on future technologies. Our efforts to develop product solutions in the field of alternative drives and mobility concepts have already started to bear fruit and will more than compensate for the decline in sales revenues from the conventional powertrain. In turn, we see attractive growth possibilities in the Smart Plastic Applications Product Line as emanating from the energy, green technology and logistics systems focus segments. Moreover, the pandemic has triggered a parallel acceleration of the trend towards digitalisation, which has extended to market development and the cultivation of customer relationships. We have the suitable organisation and innovative tools for this situation and overall we possess diversity and are implementing our Product Line →

→ strategy at speed. The most important buzzwords in this connection are the POLYTEC SOLUTION FORCE, system integration, lightweight design and new materials.

Has corona influenced your strategic orientation? After such a sharp break, it must be virtually impossible to avoid assessing the situation ...

Markus Huemer: Corona does not mean a reorientation, as we have simply increased our pace and insofar have used the crisis as an opportunity. Our past financial reports were entitled, “Moving Technologies”, “Meeting Challenges. Creating Perspectives.”, “Transforming. Dedicated. Prepared.” and lastly, “POLYTEC SOLUTION FORCE”. As far as our course is concerned, these titles speak for themselves. In recent years we have taken numerous steps in response to market transformation. The core of these initiatives was to network our remarkable technological diversity even more closely and to utilise the resulting potential as a USP. Essential prerequisites in this connection were the standardisation of process sequences and fundamental organisational changes, which we initiated in recent years and that have now been largely concluded. These new standards also form the basis for the comprehensive digitalisation of all company procedures.

Corona has cost us more than a year with respect to this digitalisation initiative, but conversely, the dynamics of the past twelve months have greatly accelerated the organisational transition away from a technological focus to the ONE POLYTEC concept and the

merger of our original four Business Units to form two Plant Clusters.

Peter Bernscher: As a result of the horizontal amalgamation of sales, project management and development in eight Product Lines with the aim of convincing as the POLYTEC SOLUTION FORCE, we have completed an important organisational step forward. We were able to implement this change at very high speed owing to the fact that its fundamental aspects had already been determined prior to the corona crisis. In important product segments, we belong to the top 3 in Europe, and this positioning, as well as an intensified focus on innovation guarantee our future growth. This is being supported by the integration of fresh talent into our teams, thus ensuring that the organisational transition is being accompanied by the necessary competence.

With all these measures you embarked upon a fundamental organisational transformation. Has this process now been completed and what effect have these changes had to date?

Markus Huemer: By and large, the transformation has been completed, but naturally numerous details remain to be dealt with. As already stated, today our organisation differs totally from that of only a few years ago. In a structural regard, we have more or less reached our goal because we launched the transitional process in 2015 and it was already well advanced before corona, which actually served to accelerate realisation still further. Owing to the crisis, the plants met their targets with even greater speed and now standards, processes and systems must be

implemented in full, which is a task that continues to pose a major challenge to our team. Centralised control of important issues through a pool of specialists, who are available to the entire group, has proven to be highly effective and guarantees improved access and faster reactions.

Heiko Gabbert: I sense a heightened degree of acceptance amongst our employees because the clearly apparent changes to market conditions during last year have made the necessity for change clearly visible. The greater efficiency of the new, central operative areas is also recognisable and the use of synergies in all the specialist technical areas has intensified considerably. Equally, the flexible use of expert knowledge across all plants has resulted in faster and better know-how transfers. In short, ONE POLYTEC is increasingly making its presence felt.

Technological diversity and innovation have been central factors in POLYTEC’s success since time immemorial. What activities and new developments are there in these areas and what role does e-mobility play?

Peter Bernscher: Technology diversity will continue to be a central success factor for POLYTEC in years to come. With our strategic repositioning, we have largely accounted for the shifts in our environment. Our product portfolio is also changing, in evolutionary rather than revolutionary fashion. The focus on all of the customer segments that can be allotted to the topic of e-mobility has been intensified and new, creative product solutions are in the pipeline. In this regard, we have a presence in the

powertrain, outer skin, underbody and structural part areas, as well as in the segment of conventional motorised vehicles. Demands may change, but our solution competence remains unaltered and we can build on the experience gathered in past decades.

The world of trucks is also in transition and here we can reduce wind resistance with our aerodynamic outer skin solutions, integrate functions through lightweight design concepts and increase the cost effectiveness of the end product. Plastic will also remain in

demand as a material in the future and will contribute its share to the efforts being made to reduce the CO₂ footprint.

Were there any new development projects or new Product Lines in 2020?

Peter Bernscher: As already mentioned, in 2020 we had the largest new order intake in recent years and in this connection enjoyed equal success with almost all of the Product Lines. However, I am particularly pleased

by a major order for the fresh food logistics solutions area, the pinpointing of new application possibilities for fibre-reinforced composites in structural components and our contribution to the electrification of the European automotive industry through the integration of modern battery concepts in systematised underbody solutions. →

“OUR STRONG POSITIONING, AS WELL AS AN INTENSIFIED FOCUS ON INNOVATION GUARANTEE OUR FUTURE GROWTH.”

PETER BERNSCHER, CSO



→ **How is commercial vehicle business developing and what is the outlook in the non-automotive area? Were you able to obtain interesting new contracts in 2020?**

Peter Bernscher: During 2020, we saw both a large model in- and outflow the commercial vehicle segment and in general it can be said that demand in this area was under greater pressure than in the car market. In fact, sales to our key accounters were some 35 per cent down on those of the previous year. Nonetheless, incentives and the revival of the economy as a whole should also result in sizeable increases in sales in this field during 2021. While it is probable that in this segment combustion engines will remain dominant for longer than is the case with cars, alternative concepts such as the use of hydrogen are likely to begin to take effect at an earlier stage.

The agricultural machinery business area developed in a positive manner and operated at the upper production capacity limit throughout the whole of 2020. In future, POLYTEC intends to step up its involvement specifically in this area and use to the full the product know-how developed for a major customer in other projects. It is precisely here that we aim to exploit our outstanding technological diversity.

The non-automotive business area also demonstrated excellent performance. In 2021, we hope that a new product developed in-house especially for this segment will surprise. Moreover, areas such as new mobility, smart plastics, logistics and energy all promise interesting impulses for the future. We have a wealth of ideas in this field, which are far closer to our core business than the

Industrial Business Unit, which was sold off in 2020.

How significant is the topic of sustainability, which as a result of lightweight design is quasi an innate part of your business, in internal day-to-day operations? This is a thematic area in which customers and investors are also showing growing interest ...

Heiko Gabbert: We recently started to regularly evaluate and optimise our investments with respect to the related consumption of energy and resources and environmental impact. Energy recovery, efficient production and the optimised use of media that are essential to production are just some of the topics within this context. Primarily, we have not had a focus on short-term savings, but rather have been consciously searching for sustainability, although an economic advantage must also always exist. We see the complete production process as a chain and constantly scrutinise its individual links such as raw materials, energy, water and compressed air consumption from a holistic perspective. Measurement values are registered and analysed in targeted fashion and proven solutions are rolled out on a full-coverage basis. In this way, we endeavour to achieve continual improvement.

These initiatives add up to our contribution to climate protection. In 2020 we constantly measured our CO₂ emissions in Scope 1 and Scope 2 pursuant to the Carbon Disclosure Project for the first time. In the coming years, we aim to continue to successively reduce our CO₂ footprint. Our customers, who attach value to sustainable pro-

duction, are increasingly demanding that we implement this improvement along with corresponding audits such as those regarding CO₂ emissions. We are currently planning a major project for regenerative energy for 2021 and 2022 in the course of which photovoltaic systems are to be installed on the roofs of several plants. The concepts for this undertaking are on the verge of realisation.

While we are on the topic of plants, what does your international footprint look like in connection with your new works in South Africa and your production facilities in China and the UK?

Markus Huemer: Last year, we closed four plants, but further extended our production footprint, as overall our follow the customer strategy has proven effective. In China, we can point to good performance, which is largely unaffected by corona, and are continually expanding our production capacities and what is a generally complex, technological portfolio. In spite of the crisis, sales revenues increased by 5.5 per cent during last year although they remained at a low level. As far as the UK is concerned, where we have made major investments in recent years, following a problematic start-up and the uncertainty created by Brexit, we are currently witnessing growing demand, which in view of the trend towards local value added is likely to increase still further. To this extent, Brexit may even have a positive impact upon our business.

Heiko Gabbert: Despite corona, the construction of our new plant in South Africa is proceeding according to plan.



“THE KNOWLEDGE TRANSFER WITHIN THE POLYTEC GROUP WORKS SIGNIFICANTLY FASTER AND BETTER TODAY. ONE POLYTEC IS INCREASINGLY MAKING ITS PRESENCE FELT.”

HEIKO GABBERT, COO

Clearly, due to the pandemic the building phase constituted something of a challenge, but we were nonetheless able to avoid sizeable delays. From the summer of 2021, the plant will start to manufacture parts for the volume car model of a European premium-class manufacturer, which will then be sold in the global market. In general, it can also be said that the plant closures and production transfers of the past 18 months have ensured optimum use of capacity at the remaining locations. Indeed, the positive effects have already been tangible since the beginning of the year.

Did you continue your investment programme for 2020 as planned, or was it reduced in view of the circumstances? Are investments planned for the coming years and if so, which?

Peter Haidenek: Similar to the average between 2016 and 2019, for 2020 we planned investments of around EUR 45 million, but, at some EUR 14 million, remained roughly two-thirds below this figure. Owing to the economic situation, we simply had to focus on cash management and in addition there were delays due to short-time working and the uncertainty regarding our course of business. Against this background

we revised our priorities and for reasons of caution delayed some planned investments for the future. Investments in IT and digitalisation were primarily affected along with non-essential replacement spending and the purchase of new machinery. A large part of these cuts will be compensated for in 2021 and in addition we will be investing around EUR 10 million for a new order with the result that the 2021 investment volume will again correspond with those of the years prior to corona. For the two subsequent years, we plan tangibly smaller amounts in order to reduce the comparatively high capital intensity of our business model. →

→ Your digitalisation programme was delayed by corona, so how will it now proceed?

Markus Huemer: As mentioned previously, in recent years we have made intensive preparations for full-coverage digitalisation by means of massive infrastructure investments in our hardware and software standardisation. Among other results, in March 2020 this enabled us to switch to working remotely from one day to the next. With Microsoft Teams we already had

a full-coverage solution available for video conferences and thus cross-location teamwork. The amalgamation of the organisation has brought an enormous enlargement of the inter-locational teams and in order to provide them with support, we are continually expanding the available technical possibilities.

As mentioned, owing to corona we lost valuable time with regard to the further implementation of production-related digitalisation during the past year, but

conversely we also developed new approaches. Nonetheless, in September we slowly resumed activities and at present all projects are in full working mode again. In particular, I see digitalisation as playing a decisive role in our long-term competitiveness, especially in high-wage countries.

“WE ARE IN A
COMPARATIVELY GOOD
FINANCIAL POSITION
AND DISPOSE OVER A
SOLID BALANCE SHEET
STRUCTURE.”

PETER HAIDENEK, CFO



What is the situation with regard to financing, capital employment and resources? Do you have sufficient funding for possible acquisitions?

Peter Haidenek: The POLYTEC GROUP closed the past financial year with an equity ratio of around 43 per cent and cash and cash equivalents of EUR 90 million. Despite COVID-19, we were able to reduce our net debt from EUR 156 million to around EUR 106 million with the result that gearing improved markedly from 62 to 43 per cent. Moreover, the net debt to EBITDA ratio also improved slightly from 2.28 to 2.19. Incidentally, sufficient liquidity is already available for the repayment of a EUR 24 million tranche on a promissory note loan, which is actually due in September 2021.

We are thus in a comparatively good financial position and dispose over a solid balance sheet structure. Therefore, possible acquisitions are entirely feasible and could be financed from the existing liquidity reserves. Our liabilities are subject to long-term hedging and we have no problems with regard to covenants. The fact that the short-term financing of working capital takes place via factoring has also proven to be an advantage over other companies.

Following a corona low in March 2020, your share has recovered to currently stand at roughly the level of the beginning of 2020. Are you satisfied and how are you regarded by the capital market at present? Will there be a dividend?

Peter Haidenek: We are pleased that following the corona slump and the unpleasant surprise of a price of EUR 3.12 in March 2020, our share has clearly gained ground and that its liquidity has also improved markedly. Nonetheless, we cannot be satisfied with the current situation because as the capital market agrees, the fair value of our share should be above the carrying value, when at present our market capitalisation remains below it. Therefore, we are endeavouring to underpin an appropriate value gain by the POLYTEC share with positive group development. For 2020, the Board of Directors and the Supervisory Board will recommend a dividend of 30 cents per share to the Annual General Meeting.

In closing, your outlook for 2021?

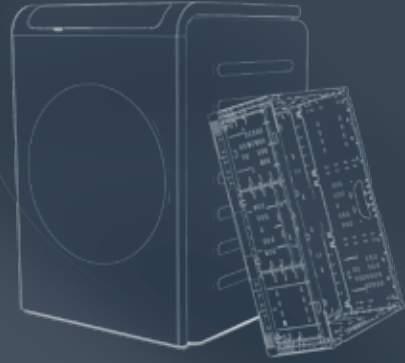
Markus Huemer: At the moment, the turbulence in the materials market is presenting us with new challenges in the short term, although from a current perspective call-offs and the sales revenue trend give reason for a positive mood. The demand with regard to both cars and trucks is solid and this should lead to good use of capacity. However, we have to wait and see if the supply bottlenecks and possible COVID-19 effects could temporarily weaken this upward tendency. With the structural and organisational changes of recent years, we have created a sound basis for the transformation of higher sales

revenues and improved use of capacity into corresponding results. Whatever the case, we will continue to work with total commitment towards this goal, as well as targeted access to new product and application areas and customer groups. With ONE POLYTEC and the POLYTEC SOLUTION FORCE we are ideally equipped to succeed. ■

1 NEW MOBILITY



SMART PLASTIC APPLICATIONS



2



TRUCK, BUS & AGRICULTURAL APPLICATIONS

3

4 PAINTED EXTERIOR > SPECIAL SERIES

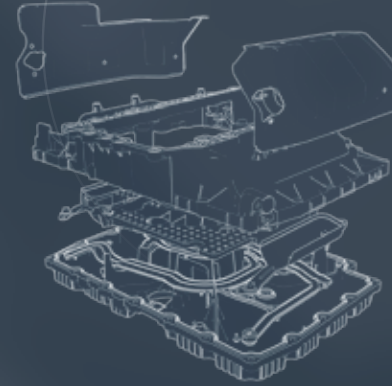


FUNCTIONAL INTEGRATION
SYSTEM INTEGRATION
LIGHTWEIGHT CONSTRUCTION
ALL-ROUND COMPETENCE
RESEARCH AND DEVELOPMENT



POLYTEC SOLUTIONS

POWERTRAIN SOLUTIONS



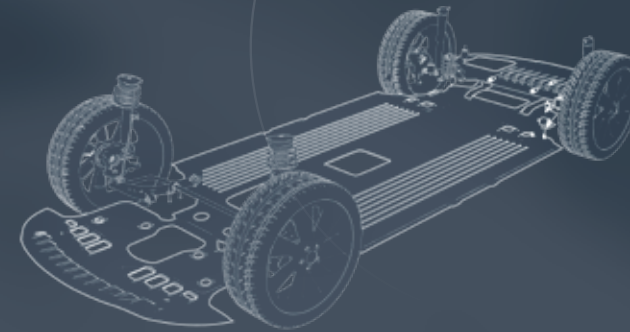
5

POWERTRAIN ACOUSTICS



6

UNDERBODY SOLUTIONS



7

STRUCTURAL INNOVATIONS



8



POLYTEC SOLUTIONS

PRODUCT LINES

IN ACCORDANCE WITH THE NEEDS OF ITS CUSTOMERS, POLYTEC DEVELOPS AND MANUFACTURES COMPLEX PLASTICS SOLUTIONS FOR A DIVERSITY OF APPLICATIONS. THE GROUP'S PORTFOLIO CONTAINS EIGHT TECHNOLOGY-INDEPENDENT PRODUCT LINES, WHICH POLYTEC PURSUES ON THE BASIS OF ALL-ROUND SUPPORT, INNOVATIVE STRENGTH AS WELL AS TECHNOLOGY AND PRODUCTION KNOW-HOW ALONG THE ENTIRE VALUE CHAIN.



NEW MOBILITY

POLYTEC sees itself as a partner in the development of complete solutions for forward-looking and sustainable mobility concepts. For companies searching for completely new lightweight design solutions, POLYTEC offers innovative and unconventional product ideas, the complete range of available technologies, secured production and comprehensive experience in the design and production of complex modules.



Lightweight components for new mobility concepts such as people movers and air taxis (symbolic representations)

SMART PLASTIC APPLICATIONS

POLYTEC supports its customers from the concept phase to the development and realisation of new product ideas for a variety of areas. The group "thinks in plastics" and exploits its material and technological competences to the full in order to overcome all application limitations.



Multipurpose transport boxes for logistics systems



Innovative components for technical medical equipment (symbolic representation)

A systems supplier of exterior cabin parts, aerodynamic packages and battery modules for trucks



TRUCK, BUS & AGRICULTURAL APPLICATIONS

POLYTEC is a recognised specialist in the field of commercial vehicle component manufacturing. Exterior and aerodynamic parts as well as structural components made from innovative material combinations not only enable POLYTEC's customers to save costs, but also reduce weight and thus enhance the environmental compatibility of their vehicles.



Exterior components for tractors

ADDED VALUE MADE BY POLYTEC

FUNCTIONAL INTEGRATION

POLYTEC "thinks in plastics" and reduces the number of parts required and hence overall product complexity through the integration of several functions in a single component.

SYSTEM INTEGRATION

POLYTEC combines highly varied and complex systems by means of industrial processes. In this way it integrates numerous components to form a single, ready-to-install product.

LIGHTWEIGHT DESIGN

On the basis of new material combinations, POLYTEC continually extends the potential offered by plastics in lightweight construction and thus contributes to a reduction in fuel consumption of vehicles and an extension of the range of e-vehicles.

COMPREHENSIVE COMPETENCE

The POLYTEC GROUP concentrates the know-how and expertise of its international locations in the fields of innovation, engineering and design, production, technology as well as validation and testing.

RESEARCH AND DEVELOPMENT

POLYTEC supplements its comprehensive in-house expertise through close cooperation with leading research bodies. For example, the teamwork with the Aachen Center for Integrative Lightweight Production helps to ensure the group's future innovative capacity.



This way to the POLYTEC Product Lines video!

www.polytec-group.com/en/solution-force/product-lines

Ready-to-install, fully assembled car bumper systems



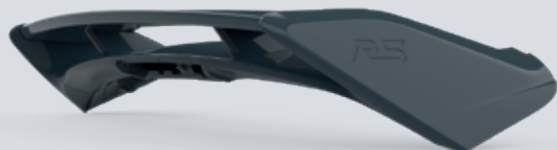
PAINTED EXTERIOR > SPECIAL SERIES

Full Body Kits
POLYTEC specialises in small batches and employs a range of different technologies to manufacture products that meet especially stringent standards with regard to their visual appearance, haptics and load capacity.

Spoilers & Wings
POLYTEC produces aerodynamic components in both large and small numbers and as a full-liner provides everything from development to painting.

Irrespective of whether accessories or serial products are involved, POLYTEC takes particular pride in producing exterior parts for exclusive vehicles. During the production of bumpers, decorative side elements and aerodynamic or styling components such as spoilers, the company uses its material and technological expertise to the full in order to create high-end results.

Individual spoilers manufactured with different light-weight construction technologies



Efficient powertrain air management using an intake manifold with integrated suction jet pump



POWERTRAIN SOLUTIONS

Over the years, POLYTEC has established a reputation for highly efficient solutions in connection with the integration of functions and systems for the powertrain compartment. Precision and integrative design are especially important in the engine compartment so that every inch of the space available is used to optimum effect.

Noise-absorbent soft engine cover



Acoustic protection for combustion engines, hybrid and e-motors



POWERTRAIN ACOUSTICS

POLYTEC numbers among the most important innovators in the automotive industry in the field of acoustic elements made from PUR foam. Indeed, with its patented one-shot process POLYTEC has set a new industrial standard with regard to engine covers, which apart from efficient noise absorption must also have perfect surfaces. Moreover, POLYTEC's solutions for acoustic and thermal encapsulation are equally ideal for conventional and e-powered vehicles.

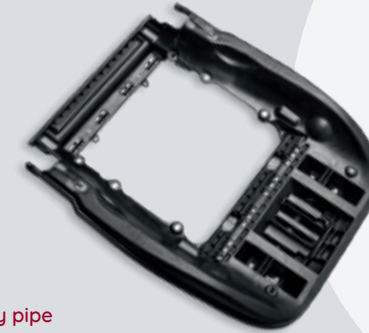
A one-piece transmission spray pipe



STRUCTURAL INNOVATIONS

Using innovative material combinations and production technologies, POLYTEC manufactures extremely durable structural components in plastic, which as opposed to metal solutions provide notable savings with regard to weight, fuel consumption and CO₂ emissions.

A very light and highly stable frame for vehicle seats



UNDERBODY SOLUTIONS

With their aerodynamic design and reduced weight, underbody solutions from POLYTEC contribute to a reduction in fuel consumption and enhanced driving comfort. During production, the one-shot process is employed to press additional functional supports directly into the underbody module. This production technique not only makes POLYTEC's underbody solutions more efficient, but generally less expensive.

Intelligent material mixes and functional integration for holistic underbody solutions



Trunk Multifunctions
POLYTEC's in-house developed solution for trunk wells combines splinter protection with improved acoustics and multi-functionality. This is because the PUR coated parts can be designed as a domestic animal box, shadow board, cooling compartment or storage unit. Owing to the possibilities for individual surface upgrading – for example through graining or in-mould coating – individual requests with regard to visual appearance and haptics can be fulfilled without any additional design or functional parts.

Concept for a multifunctional trunk well



LOCATIONS

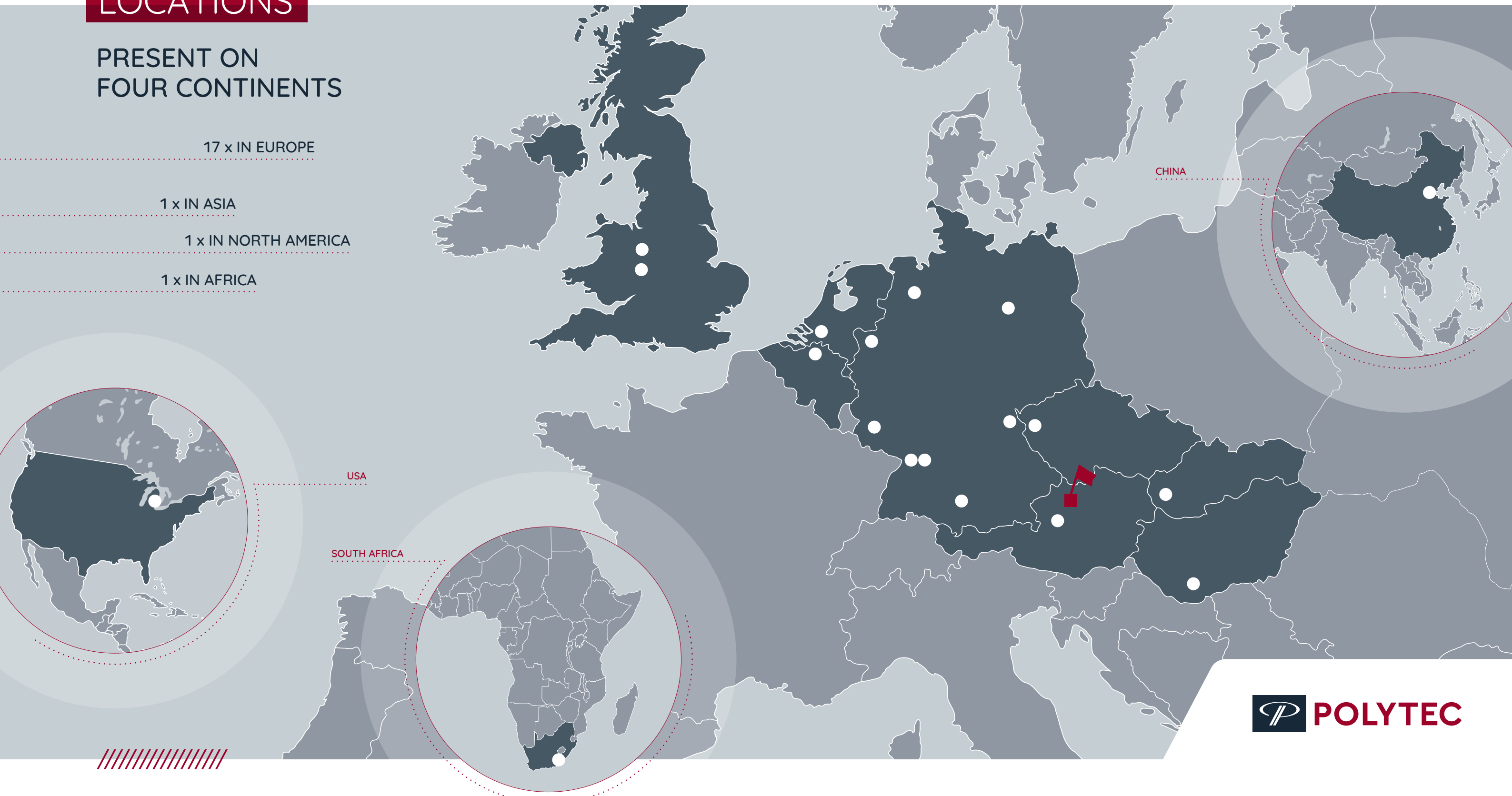
PRESENT ON FOUR CONTINENTS

17 x IN EUROPE

1 x IN ASIA

1 x IN NORTH AMERICA

1 x IN AFRICA



PRODUCTION FOOTPRINT

LEAN AND PROFITABLE



DURING THE LAST TWO YEARS, POLYTEC HAS CLOSED SIX OF ITS PRODUCTION LOCATIONS. AS A RESULT, THE GROUP HAS TAKEN SIGNIFICANT STEPS TOWARDS THE OPTIMUM UTILISATION RATES AND SUSTAINED PROFITABILITY OF ITS PLANTS. THE SIMULTANEOUS EXPANSION OF CAPACITY OVERSEAS IS AIMED AT THE SAME OBJECTIVE.

Especially in view of the current market conditions, finding a balance between cost optimisation and investments in the future constitutes an enormous challenge. Nonetheless, in recent years the POLYTEC GROUP has – despite declining market situation – succeeded in significantly improving the use of capacity at its European production centres. However, this meant that plant closures were inevitable, which pri-

marily affected locations with a major investment requirement, limited utilisation rates and logistical disadvantages. The fact that in the course of this streamlining process production could be transferred smoothly to other group plants was not at least due to the commitment of the employees as well as the standardisation measures of recent years and a masterly feat of logistics. Today, POLYTEC's European network is

considerably leaner and more efficient than at the beginning of 2019. This is important, as the group retains a clear commitment to Central and Eastern Europe as its core market.

At the same time, POLYTEC is also active in other regions. The group accompanies selected customers to attractive growth regions around the globe and is thus enlarging its production footprint

overseas. The location in China demonstrated especially pleasing development during the past year and the new POLYTEC plant in South Africa will also commence production in the second half of 2021.

Tianjin, China: initiatives overcome obstacles

Since 2016, a workforce of around 40 employees has been manufacturing oil pans for a locally manufactured Volkswagen car transmission system. In October 2020, the one millionth of these modules rolled off the production line. Moreover, during recent years, the plant has also extended its portfolio in other directions. Apart from oil pans it now produces gaskets, oil separators and logistics boxes, and for 2021 additional start-ups are planned that will

further increase the manufacturing diversity at the location. Among other things, a new process is to be introduced at the plant in the shape of hot gas welding.

Establishing production locations overseas is not simple. Local regulations, legal statutes and ordinances, cultural differences and the lack of networking are just some of the factors that complicate the foundation of a plant at such a great distance from group headquarters. Owing to this fact, the plant in China initially had a rather flat start-up curve. However, the latest positive progress shows that any number of obstacles can be overcome by taking initiatives and a willingness to travel new paths.

East London, South Africa: a location with potential

As part of the major new order from a leading German automotive manufacturer, POLYTEC began the planning of a production plant in East London, South Africa in 2018. As from the second quarter of 2021, underbodies and structural components for premium class cars will be manufactured here using a variety of technologies. By the end of the year, the new plant, which has a total area of 7,500 square metres, will already employ a workforce of 52. Moreover, East London is not only home to the most important customer for products from the new POLYTEC plant, but also numerous other suppliers. This is a constellation that could well offer additional potential for new business. ■

DECEMBER
2019



It's moving ahead!
Construction work at the new POLYTEC location in South Africa is progressing.

JULY
2020



FEBRUARY
2021



MOBILITY IN TRANSITION

INNOVATIVE ANSWERS TO NEW CHALLENGES

MOBILITY IS UNDERGOING A FUNDAMENTAL METAMORPHOSIS. POLYTEC IS RESPONDING TO THIS TRANSFORMATION PROCESS WITH FLEXIBLE THINKING AND INNOVATIVE SOLUTIONS, AND IS POSITIONING ITSELF WITH AN INTENSIFIED FOCUS IN ALL MARKET SEGMENTS.

Through the development and production of high-end solutions in plastic, the POLYTEC GROUP has established itself as a reliable partner to the automotive industry during the past three decades. The Group generates roughly 90 per cent of its sales revenues in this area. At present, the industry is undergoing a paradigmatic shift that has been triggered by the development of environmentally compatible, alternative drive solutions, which is likely to continue for some years to come.

Nevertheless, POLYTEC is well equipped to deal with this situation because on the basis of its comprehensive know-how and close customer ties, the group has developed a variety of products, which have already placed it at the forefront of power train electrification. Some 37 per cent of automotive sales revenues emanate from the Powertrain Solutions segment, of which roughly one half relates to combustion engines and the other to hybrids and e-vehicles.

However, POLYTEC intends to also accompany the evolution of e-mobility in areas apart from the Powertrain Solutions Product Line and in recent years has already established a strong market position with solutions in the Powertrain Acoustics field. →



PRODUCT LINE

TRUCK, BUS & AGRICULTURAL APPLICATIONS

Since January 2020, POLYTEC has been supplying a well-known European truck manufacturer with a large part of the cabin add-ons for its new models. Some 60 per cent of all the plastic outer skin modules for these vehicles come from POLYTEC production and the group also played a leading role in the development and optimisation of these components.

In addition, POLYTEC is also intensively involved in the development of the new e-truck generation and with its concepts has quite literally been on board from the outset. Initial concrete projects are already under way and POLYTEC is producing the front and bumper modules, as well as other parts, for the Volvo FE and FL electric trucks. During production, various materials and technologies are combined and in this way truck parts are created that are not only light and stable, but also meet the highest demands with regard to optical appearance.



POLYTEC supplies external components made from combinations of different materials for the new e-trucks from Volvo.

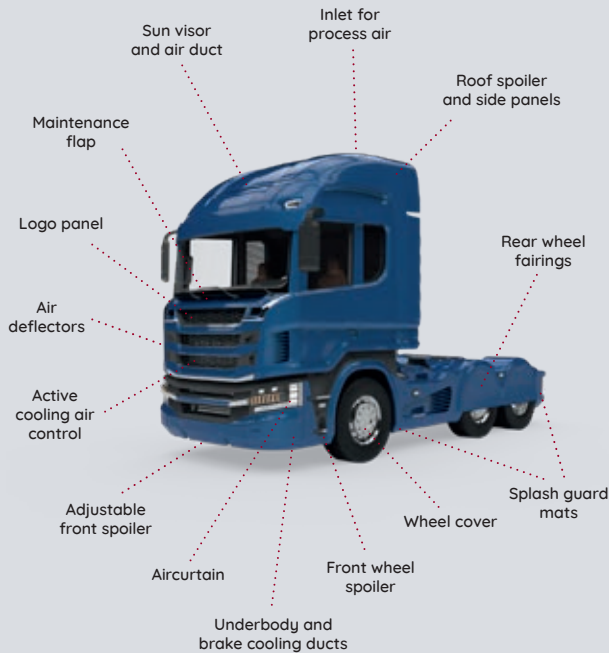


PRODUCT LINE

**PAINTED
EXTERIOR >
SPECIAL SERIES**

For a number of respected premium class vehicle manufacturers, POLYTEC produces painted and fully assembled car sets of the highest optical, haptic and functional quality. These consist first and foremost of front, side and rear components, which play a decisive role in creating the exclusive look of high-end vehicles.

In addition, as a lightweight design specialist, POLYTEC has long worked intensively to address the question as to how the weight of vehicle parts can be reduced without any loss of their stability and safety level. This issue is especially important with regard to e-mobility owing to the simple formula that the lower the weight, the greater the range. For the Jaguar I-Pace e-sports car, POLYTEC is manufacturing the roof spoiler and sills, which have a minimum weight but are capable of withstanding very high mechanical loads.



POLYTEC is working on solutions to improve the aerodynamics of trucks.





Components for cabin scooters (symbolic representation)

PRODUCT LINE NEW MOBILITY

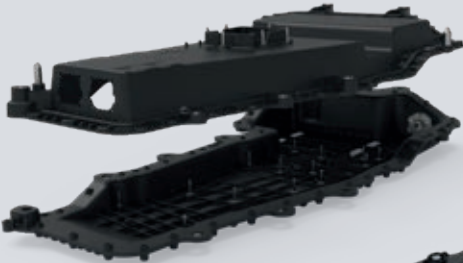
With its New Mobility Product Line, POLYTEC focuses on future-related questions and completely new applications related to the topic of mobility. Moreover, during the proactive realisation of in-house product ideas, the group can turn to the innovativeness of its workforce and its vast range of material and processing know-how. With its portfolio for this Product Line, POLYTEC intends to open up entirely new market segments.



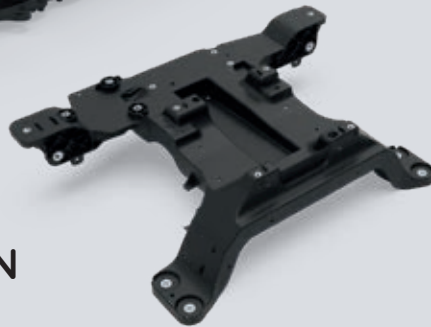
Cross car beam (symbolic representation)

PRODUCT LINE STRUCTURAL INNOVATIONS

POLYTEC also exploits the major advantage that derives from its many years of experience in the production of complex components, which stand out due to the integration of different functions in a single component. Current development projects include structural components for e-vehicles such as innovative solutions for crash-resistant cross car beams and ultra-light front-end modules for the vehicle generations of tomorrow.



Battery housing for a hybrid car



Multi-support for an e-car

PRODUCT LINE POWERTRAIN SOLUTIONS

POLYTEC has acquired a special market status with regard to the manufacture of battery consoles and first and foremost in this connection, leads the way in the use of customised material combinations. POLYTEC's battery housings are made from GMT and GMTex, which replace metal solutions and markedly reduce component weight. Furthermore, the use of plastic in production offers virtually unlimited design freedom.

Above all, the engine compartment demands maximum precision and integrative design. This is because in the final analysis every inch of the space available under the bonnet must be used to optimum effect. This applies equally to both e-cars and vehicles with standard engines. POLYTEC's multi-support, which is installed in the e-car of a German manufacturer, combines low weight with great strength and fulfils a vital, supportive role in the truest sense. As a result of their design and material mix, POLYTEC components can be used for a variety of purposes in vehicle powertrains. This functional integration concept is highly versatile. One example in this regard is the transmission oil pan that POLYTEC manufactures for a car with hybrid drive.



Transmission oil pan for a hybrid car

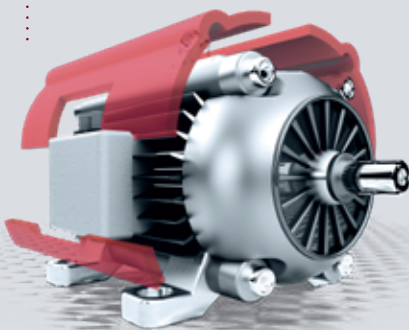


This foamed injection-moulded component with mounted heat shields jackets an auxiliary unit in a hybrid vehicle and thus provides noise and heat insulation.

PRODUCT LINE

POWERTRAIN ACOUSTICS

As a result of the lack of engine sounds, the focus in e-cars is on other noise sources, which require effective insulation. Polyurethane foam is a highly efficient material that can be employed for the production of noise-absorbent vehicle parts. POLYTEC is a pioneer in the processing of this material and uses it for the manufacturing of complex modules for both e-powered and conventionally driven vehicles, which include noise and vibration insulation parts for motors and auxiliary units.



E-motor housing
(symbolic representation)

→ The combustion engine as a bridging technology

In the meantime, a number of years are certain to pass before complete traffic electrification is achieved. Various scenarios assume that the combustion engine is likely to be employed as a bridging technology until 2040, whereby major regional differences are anticipated. Whatever the case, from a current perspective hybrid drives are certain to play a central role until 2030 and in the opinion of experts, the trend towards e-mobility in the commercial vehicles segment will be even weaker. In this regard, the fuel cell is seen as a possible alternative for long-distance goods transports.

Enlargement of the e-vehicle portfolio

Nonetheless, the POLYTEC GROUP has also made preparations for increasing demand in the e-mobility area and is continually enlarging the share of products for e-vehicles in its output. For example, the Powertrain Acoustics Product Line, which has recently developed in a highly promising manner, includes components that improve both interior and exterior vehicle acoustics. This is a topic that is of equal interest with regard to e-vehicles, where it displays an even greater degree of complexity, owing to the fact that not only must noise be shielded, but also the thermal insulation of sensitive components plays a role.



→ **Underbody solutions with new advantages for e-vehicles**

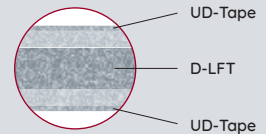
The underbody solutions that POLYTEC delivers for numerous vehicle types display their advantages such as improved aerodynamics, lower weight, higher strength and noise as well as heat insulation characteristics in both standard and e-powered vehicles. Moreover, in e-vehicles, POLYTEC's special underbody solutions can be employed as an underrun guard for the battery module. These components, which are made from intelligent combinations of plastic, also offer considerable weight advantages over metal solutions and are generally more economical to produce.

Non-automotive becomes Smart Plastic Applications

Numerous automotive technologies are also suitable for employment in other areas because as a starting material, plastic offers virtually limitless applications. This segment currently accounts for around 10 per cent of the POLYTEC GROUP's total sales revenues. This figure is expected to increase significantly in the medium term. In this field, POLYTEC concentrates on two main areas: on energy management with products for storage systems and charging infrastructure, and on logistics solutions that revolve around intelligent transport systems for stationary and online retail. However, progress is also evident with regard to completely different areas in which POLYTEC can utilise its



PRODUCT LINE UNDERBODY SOLUTIONS



POLYTEC is currently developing an underbody for a German manufacturer of premium-class e-cars. A layer of D-LFT and two UD-tapes are compacted to form a single component under pressure of 4,300 tonnes. As a result, POLYTEC's composite module will be ten kilograms lighter, less expensive to produce and offer better thermal characteristics than a comparable solution in aluminium.



Underbody including battery module (symbolic representation)

PRODUCT LINE

SMART PLASTIC APPLICATIONS

POLYTEC combines its products in the non-automotive field under the umbrella of its Smart Plastic Applications Product Line. In this area, the group uses its self-perception as an agile development and production partner to the full by transferring its automotive know-how to a wide variety of different product worlds. Examples include new energy items such as functional and structural elements for the generation and storage of electricity and charging infrastructure. Moreover, the Smart Plastic Applications Product Line also develops and produces logistics boxes, medical technology parts, components for railway technology and many other products.



entire know-how and innovative expertise for the development of special products. One segment in this regard is Human Care, in which extremely promising product solutions are close to serial maturity.

With its Smart Plastic Applications Product Line, POLYTEC has also expanded its range beyond the automotive industry and is directing its attention towards markets with future potential.

Owing to its products and numerous innovative approaches to solutions, the POLYTEC GROUP is ideally equipped for the new trends of tomorrow. Technology has always formed the basis for its lasting business success and now the POLYTEC SOLUTION FORCE concentrates the entire know-how of the group to an even greater extent with the aim of creating plastics solutions which have so far been inconceivable. In this way, POLYTEC is moving into position in times of transformation. ■

Products from the field of energy generation, transfer and storage as well as charging infrastructure

MORE THAN JUST “GREEN THEORY”

NATURALLY ENOUGH, THE PROCESSING OF PLASTICS REQUIRES LARGE QUANTITIES OF RESOURCES. THEREFORE THE CAREFUL UTILISATION OF PRODUCTION MEANS AND ENERGY IS A NECESSITY FROM BOTH AN ENVIRONMENTAL AND AN ECONOMIC PERSPECTIVE. ACCORDINGLY, A REDUCTION IN THE USE OF RESOURCES IS ONE OF THE POLYTEC GROUP'S FUNDAMENTAL BUSINESS OBJECTIVES. THE GROUP IS PURSUING THREE STRATEGIC INITIATIVES.



RESOURCE CONSERVATION

In the injection moulding area, POLYTEC seeks the widest possible use of regranulate and modern dosing systems. Wherever feasible, the sprue emanating from processing is milled directly on the machine and then returned to the process. One clear indication of the group's successful use of efficient production processes is provided by the resource-protective manufacture of soft engine covers at the Hörsching location in Upper Austria, for which POLYTEC received provincial government funding and an environmental grant from Kommunalkredit Public Consulting. In addition, during 2020 a recycling system was installed at the Roosendaal location in the Netherlands, which assists the in-plant recycling of (glass-fibre reinforced) thermoplastic waste. Prior to this installation, the scrap had to be sent to an external processor in Germany. The new system not only provides recycling in-house, but also saves the need for transportation and thus CO₂ emissions.

Further details on CSR at POLYTEC can be found in the Group Management Report starting on page 62.



ENHANCED ENERGY EFFICIENCY

POLYTEC constantly invests in the modernisation of its plants. Over the years, the insulation of pipelines, machinery and buildings, modern and powerful boilers, LED lighting, energy management systems and many other measures have resulted in a steady reduction in the group's relative energy consumption. Internal energy cycles constitute a major factor in this progressive development. At the Lohne, Gochsheim, Wolmirstedt and Hürsching locations highly efficient heat recovery systems are already in operation, which enable the use of waste heat from processing plants for other purposes such as building heating.



REDUCED ENVIRONMENTAL EMISSIONS

The group aims to further lower the volume of its emissions through an increase in the share of power from renewable resources in its energy mix and the installation of photovoltaic systems on the roofs of its plants. Moreover, correct waste separation at POLYTEC is promoted by a uniform colour coding system, which enables the rational recycling of the unavoidable waste created within the group. The separation system not only cuts the amounts of residual waste, but also disposal costs. In general, POLYTEC employs water-based paints, which considerably reduces the consumption of solvents and hence environmental emissions. Last, but not least, POLYTEC's lightweight design products make a millionfold contribution to making global mobility more efficient and consequently more environment-friendly.

INTELLIGENT CLIMATE PROTECTION AT POLYTEC

ECONOMICAL,

EFFICIENT,

ENVIRONMENT-FRIENDLY

THE POLYTEC GROUP IS CLEARLY COMMITTED TO SUSTAINABILITY ALONG ITS ENTIRE VALUE CHAIN. ACCORDINGLY, IN 2020 IT AGAIN LAUNCHED NEW PROJECTS WHICH ARE INTENDED TO FURTHER OPTIMISE THE GROUP'S CO₂ FOOTPRINT. IN THE LONG TERM, PRODUCTION AT ALL OF POLYTEC'S PLANTS SHOULD BE CLIMATE-NEUTRAL – AN OBJECTIVE THAT DEMANDS SOLUTIONS THAT ARE ECONOMICAL, EFFICIENT AND ENVIRONMENT-FRIENDLY IN EQUAL MEASURE.

The keystone for POLYTEC's ambitious environmental target is provided by reliable data. Therefore, information regarding the CO₂ emissions at all of the group's locations has been collated and assessed in a central database since 2020. This data analysis then enables the extremely precise planning, implementation and evaluation of actual projects.

Within the POLYTEC GROUP, the Ebensee location in Upper Austria serves as a role model for sustainable production. Ebensee manufactures injection-moulded logistics boxes and exterior components for cars and trucks, and for many years, the plant's energy-intensive production has functioned on a virtually CO₂-neutral basis. Moreover, many of the innovations implemented successfully at the location are subsequently transferred to other group plants.

Amongst the key initiatives launched by POLYTEC in 2020 is the planned installation of photovoltaic systems at nine group locations. Other important steps on the road to climate neutrality include the installation of modern and (energy-) efficient plants and measures aimed at shortening transport routes.

GREEN POWER

The POLYTEC GROUP's plants dispose over an enormous roof area measuring over 300,000 square metres, which corresponds roughly with the size of 43 football pitches. Beginning in the second quarter of 2021, parts of these surfaces are to be gradually adapted for electricity generation from solar power. Together with a cooperation partner, POLYTEC will probably equip nine of its locations with large-area photovoltaic systems. These will be capable of supplying up to 10 GWh of "green power" annually and thus make a major contribution to CO₂-neutral production at POLYTEC in the years to come.

SHORTER TRANSPORT ROUTES

Glass fibres serve as the basic raw material for numerous lightweight design products. In 2018, POLYTEC signed a supply contract with an Egyptian glass fibre manufacturer. Previously, the group had obtained its deliveries, which amounted to some 4,500 tonnes annually, from China. With the conclusion of the new agreement, POLYTEC will increase security of supply and shorten transport routes. All in all, the new supply agreement saves

POLYTEC almost EUR 1.5 million per year, while simultaneously preventing 51,000 transportation kilometres and 460 tonnes of CO₂.

Since 2018, POLYTEC has obtained high-quality glass fibre fabric from Egypt instead of China and has thus cut the annual transportation distances involved by 51,000 kilometres.



From 2021 onwards, the POLYTEC GROUP's locations will be successively adapted to create mini solar power plants.



ENVIRONMENT-FRIENDLY PLANTS

High-performance plants, as they are utilised by POLYTEC for the production of innovative plastic parts, require efficient cooling. Such equipment includes tools to process the plastic material and high-performance presses which require a supply of hydraulic oil that is constantly kept within an ideal temperature range. POLYTEC employs extremely energy-efficient, coolant water processes for this purpose. One such system was installed at the group location in Sládkovičovo, Slovakia in October 2020. The cooling circuits for tools and machines have been separated by means of a new central cooling plant and piping system. The investment is set to pay dividends in both a climate protection and economic regard. This is because the new central cooling plant provides electricity savings of up to 300 MWh per year compared with its predecessor.



The new central cooling plant at the POLYTEC location in Sládkovičovo operates highly efficiently owing to a combination of cooling towers and water-cooled chillers. It thus saves expenditure and, first and foremost, a very large amount of energy.

CLEAN PARTS

PRODUCTS WITH ADDED VALUE

Apart from the internal initiatives undertaken by POLYTEC for environment-friendly production, the use of vehicle components manufactured by the group also contributes to both climate and environmental protection. Weight reduction plays an important role in this connection and the majority of the plastic parts that POLYTEC develops and produces for cars or trucks are far lighter than similar metal solutions, but still provide the same degree of durability and stability. Lower weight means lower fuel consumption and hence reduced emissions.





Differential pressure regulated **oil separator**

Another beneficial aspect of these parts is furnished by the integration of different functions in a single component. POLYTEC is one of the world's leading companies of the automotive supply industry with regard to the development of such modules. Functional integration offers manifold advantages, as fewer parts and therefore less material are required, vehicle complexity is reduced and such modules frequently not only offer markedly superior performance as compared to standard parts, but also enhanced cleanliness.

POLYTEC manufactures battery housings for Jaguar Land Rover's Evoque, E-Pace and Discovery Sport hybrids using a material combination comprised of GMT und GMTex. As opposed to the corresponding steel solution, the weight per component has thus been lowered by impressive 7 kilograms or 65 per cent.

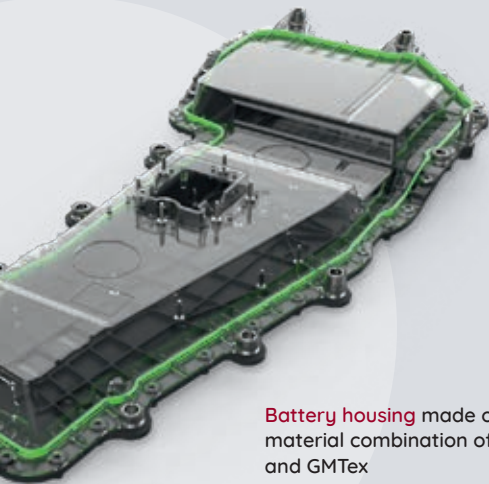
One example of improved performance through intelligent functional integration is provided by the differential pressure regulated oil separator, which POLYTEC is to produce for a number of OEMs. Apart from its lightweight design and a function that has been optimised for engines compliant to the Euro 7 exhaust emissions standard, the module also cuts pollutant vehicle emissions and engine oil consumption.

The virtually unlimited design freedom that plastics offer as a raw material is a key advantage and this plays a central role in the production of the transmission spray piping system for the direct shift gearboxes of VW Group vehicles. Instead of six preformed steel pipes, which must be manufactured sepa-

rately and then joined in a complicated process, a single module of streamlined design provides the transmission gear wheels with sufficient oil. The one-piece production of the spray pipe cuts material consumption, production costs and weight, shortens transport routes and reduces the energy requirement during assembly, as the piping system leaves the injection mould as a ready-to-install component.



A one-piece **transmission spray pipe**



Battery housing made of a material combination of GMT and GMTex





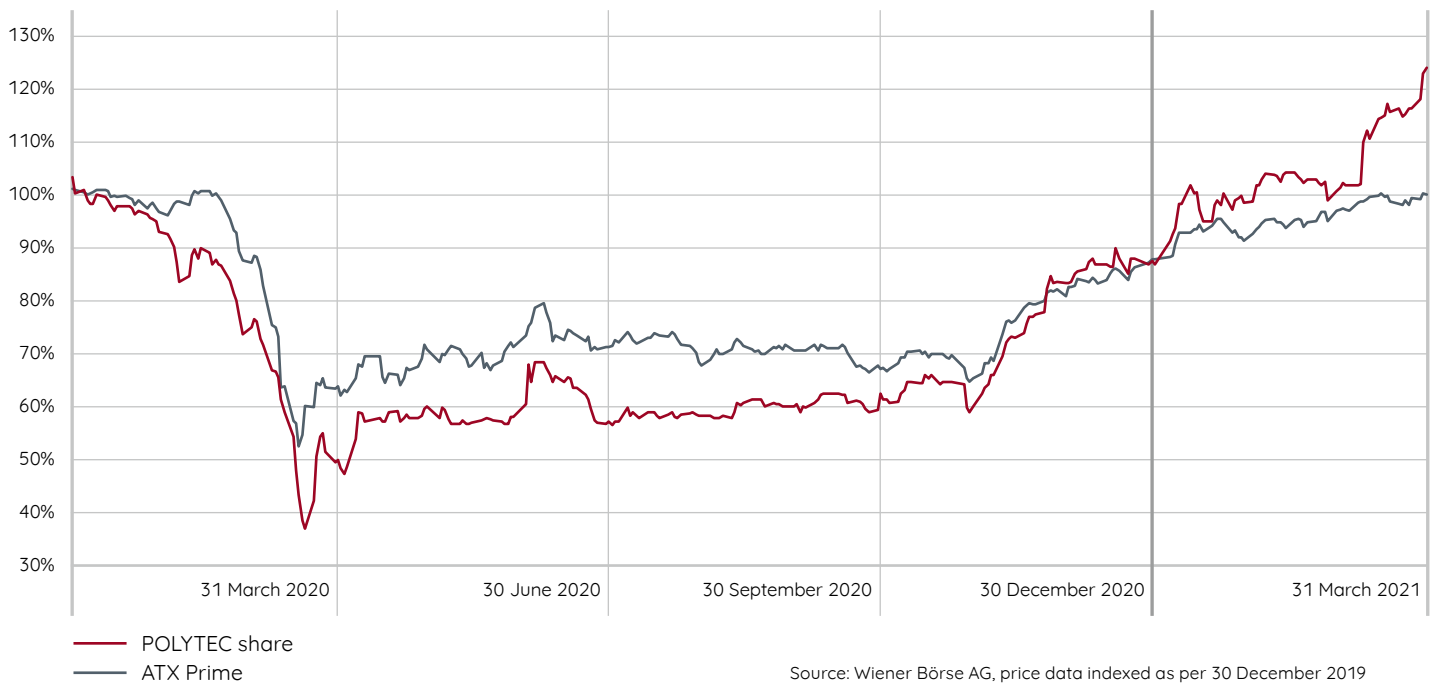
SHARE & CORPORATE GOVERNANCE

SHARE & INVESTOR RELATIONS

POLYTEC SHARE PRICE DEVELOPMENT

As at 30 December, the last stock exchange trading day in the 2020 financial year, the POLYTEC share (ISIN: AT0000A00XX9) closed at EUR 7.51 and was thus EUR 1.14, or 13.2%, below the end value of the previous year (EUR 8.65).

The annual mean price of the share amounted to EUR 5.52 (2019: EUR 8.89) and year-end market capitalisation totalled EUR 167.7 million (2019: EUR 193.1 million).



The POLYTEC share started the turbulent 2020 stock exchange year at an initial closing price of EUR 8.93. As became apparent in the course of the subsequent months, this initial closing price was to be a year-high. Following a slight easing during January, the POLYTEC share, like many other securities, was drawn into the massive price corrections on the international stock exchanges in February and especially in March, triggered by the uncertainties caused by the corona virus. On 19 March 2020, during intraday trading on the Vienna Stock Exchange, the POLYTEC reached a low for the year at EUR 3.12. On the following day, the share stood at

EUR 3.21, which constituted the lowest closing price from trading during the year.

After the first few days of shock following the imposition of international lockdowns, the stock exchanges recovered gradually. Beginning in the last week of March, the price of the POLYTEC share also started to rise and until the end of October continued to move laterally at a level of around EUR 5.

Following the announcement of the successful authorisations of effective COVID-19 vaccines and the start of the first inoculation campaigns, the financial markets again demonstrated increased optimism. On 9 November, the POLYTEC share price passed the EUR 6 mark and continued on an upward curve until the end of the year. It finally closed the 2020 stock exchange year at EUR 7.51, which represented a fall of 13.2% compared to the year-end figure for 2019.

In terms of the annual performance rankings of the Vienna Stock Exchange, the POLYTEC share was in 18th place, thus ranking in the midrange of the 38 prime market securities, of which only seven were able to show a price increase.

As compared to 2019, the average daily trading volume of the POLYTEC share rose by 44.3%. During the 253 days of trading on the Vienna Stock Exchange, the average trading volume amounted to 68,925 shares per day (2019: 47,768, both figures using double counting). On 20 March 2020, the busiest trading day, 450,228 POLYTEC shares (double counting) were traded on the exchange.

In the course of 2020, the ATX Prime Index fell by 12.1% to 1,412.91 points. The STOXX® Europe 600 Automobile & Parts (SXAP) closed the year at 527 points (2019: 508) and thus demonstrated a small plus of 3.7% compared to the level at the end of preceding year.

| POLYTEC share (AT0000A00XX9) | Unit | 2020 | Change | 2019 | 2018 | 2017 | 2016 |
|--|----------|--------|--------|--------|--------|--------|--------|
| Year-end closing price | EUR | 7.51 | -13.2% | 8.65 | 8.38 | 18.50 | 10.39 |
| Highest closing price during the year (2 January 2020) | EUR | 8.93 | -16.1% | 10.64 | 21.00 | 22.38 | 10.60 |
| Average closing price during the year | EUR | 5.92 | -33.4% | 8.89 | 13.29 | 16.46 | 7.89 |
| Lowest closing price during the year (20 March 2020) | EUR | 3.21 | -60.1% | 8.05 | 8.38 | 10.40 | 6.65 |
| Market capitalisation at year-end | EUR m | 167.7 | -13.2% | 193.1 | 187.1 | 413.1 | 231.9 |
| Vienna Stock Exchange money turnover (double counting) | EUR m | 100.3 | -6.4% | 107.2 | 299.7 | 347.9 | 71.7 |
| Vienna Stock Exchange share turnover (double counting) | Shares m | 17.4 | 45.0% | 12.0 | 23.1 | 20.6 | 9.0 |
| Share turnover (daily average, double counting) | Shares | 68,925 | 44.3% | 47,768 | 93,591 | 83,317 | 35,937 |

Source: Wiener Börse AG

FAVOURABLE PRICE DEVELOPMENT IN THE FIRST QUARTER OF 2021

During the first quarter of 2021, the POLYTEC share registered an extremely satisfactory upward trend and constantly developed better than the ATX Prime Index. On 18 March, roughly a year after the EUR 3.21 low in the midst of the corona crisis, the POLYTEC share reached a closing price of EUR 10.12 and thus returned to a double-digit price for the first time. At the end of the first quarter, the share stood at EUR 10.72 and in the performance rankings of the Vienna Stock Exchange occupied third place amongst the 38 prime market titles. Moreover, on 6 April 2021, the POLYTEC share closed at EUR 11.10 and after 631 trading days thus returned to the level last seen on 27 September 2018.

On the editorial closing date for this report, all four of the research institutes that regularly analyse the POLYTEC share gave a unified Buy recommendation, details of which are provided under the subsequent Research Coverage section. In the first quarter of 2021 three banks included the POLYTEC share in their recommendation lists, which consisted of

the “Baader Helvea Top Picks List” (Baader Helvea Equity Research), the “Favourite Stock List Austria” (Raiffeisen Bank International Equity Research) and “Most and Least Preferred Stocks” (M.M.Warburg Research).

INVESTOR CONTACTS

In order to secure a comprehensive, timely and transparent presentation of POLYTEC GROUP information of relevance to the capital markets, the Board of Directors and the Investor Relations team cultivate constant contacts with stockholders.

However, owing to corona, investor contact activities throughout the 2020 financial year were subject to difficult conditions. With the exception of a conference in February 2020, which took place with investor attendance, almost all investor events were held in virtual form and both visits to the headquarters in Hörsching and plant tours had to be cancelled.

Especially from the second half of March onwards, with the beginning of the lockdown measures ordered by numerous governments and the massive price corrections on the international stock exchanges, the number of investor enquiries rose sharply. In spite of the problematic circumstances, a regular dialogue was maintained with institutional investors and analysts by means of numerous telephone conferences. In addition, particularly intensive support was given to private investors and small stockholders. This was frequently provided late at night and this personal service was much appreciated by the recipients.



In-person AGM subject to COVID-19 regulations

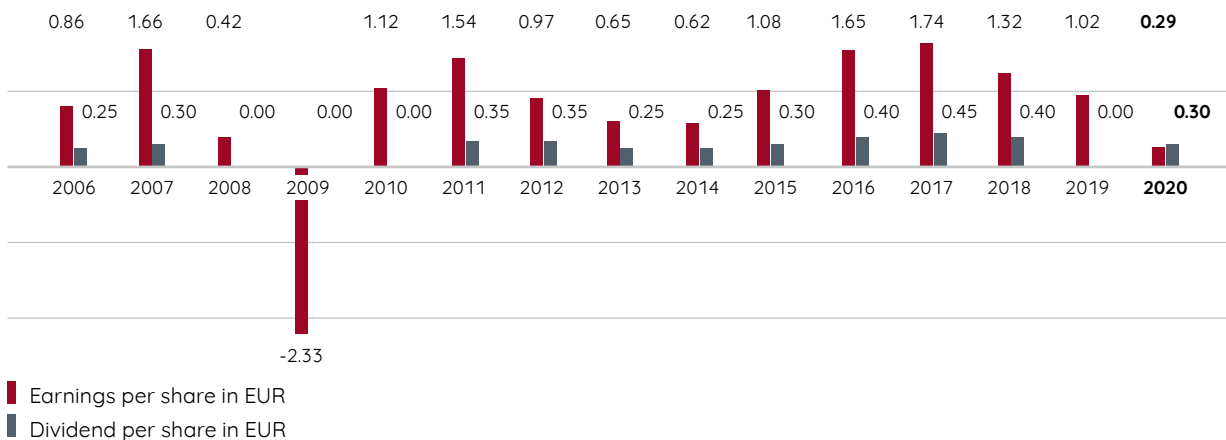
IN-PERSON AGM

Owing to corona, the 20th Ordinary Annual General Meeting originally planned for May 2020 was held on 7 August 2020, the day on which the half-year results were published. POLYTEC Holding AG was the third issuer to decide to hold the AGM as an in-person meeting and both the stockholders and the company representatives appreciated this opportunity for a personal gathering, even though the possibilities were limited due to the health safety measures. No guests were admitted and the numbers of internal personnel and external services suppliers were reduced to an absolute minimum. All in all, 62 stockholders and stockholder representatives participated in the 20th Ordinary Annual General Meeting of POLYTEC Holding AG and thus represented a total of 43.2% of share capital. As compared to 2019, attendance was therefore approximately nine percentage points lower.

DIVIDEND POLICY

POLYTEC's dividend policy is based on the profitability, strategic growth perspectives and capital requirements of the group. In the 2020 business year, POLYTEC Holding AG's net profit amounted to EUR 152.8 million (2019: EUR 134.3 million). The Board of Directors and the Supervisory Board will propose the distribution of a dividend of EUR 0.30 per eligible share to the 21st Ordinary Annual General Meeting to be held on 13 July 2021. This corresponds to a gross dividend payment of around EUR 6.6 million (2019: no dividend). On the basis of the average closing price for the year of EUR 5.92, a dividend yield of 5.1% results. 19 July 2021 is the ex-dividend day and 21 July 2021 the dividend pay-out day.

CHRONOLOGY OF EARNINGS AND DIVIDEND PER SHARE SINCE THE IPO



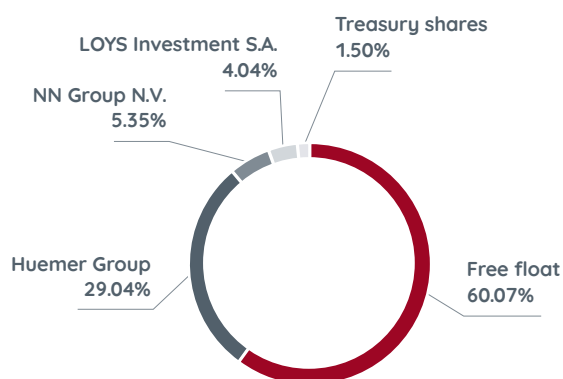
| POLYTEC share (AT0000A00XX9) | Unit | 2020 | Change | 2019 | 2018 | 2017 | 2016 |
|--|------|-------|--------|------|------|------|------|
| Earnings per share | EUR | 0.29 | -71.6% | 1.02 | 1.32 | 1.74 | 1.65 |
| Proposed dividend per share | EUR | 0.30 | N/A | 0.00 | 0.40 | 0.45 | 0.40 |
| Pay-out ratio | % | 103.4 | N/A | 0.0 | 30.3 | 25.9 | 24.2 |
| Dividend yield on the basis of the average closing price | % | 5.1 | N/A | 0.0 | 3.0 | 2.7 | 5.1 |

STOCKHOLDER STRUCTURE

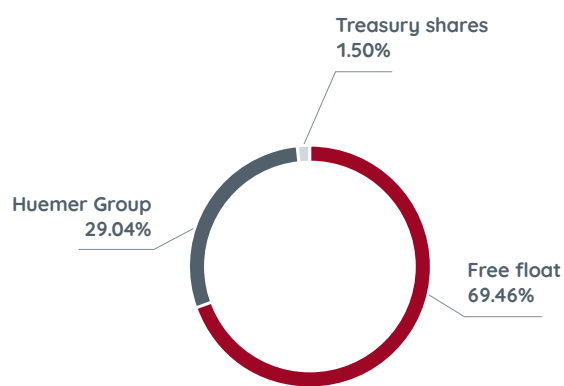
On the 31 December 2020 balance sheet date, POLYTEC Holding AG share capital amounted to EUR 22.3 million divided into 22,329,585 ordinary par value shares. No other types of stocks existed and all shares were registered for trading in the prime market segment of the Vienna Stock Exchange.

The Huemer Group was the only investor owning more than 10.0% of share capital on the 31 December 2020 balance sheet date. It holds 29.04% (16.00% Huemer Holding GmbH and 13.04% Huemer Invest GmbH) of POLYTEC Holding AG's share capital. Apart from the aforementioned, on the balance sheet date the Board of Directors knew of no stockholders with an interest in excess of 10.0% of share capital. No stockholder disposes over special control rights.

In accordance with § 130 of the 2018 Austrian Stock Exchange Act, POLYTEC Holding AG received four voting right notifications from stockholders that affected the 2020 financial year. Therefore, as at 31 December 2020, on the basis of the 22,329,585 issued shares, the stockholder structure of POLYTEC Holding AG had the following form:



After the 2020 balance sheet date, POLYTEC Holding AG was informed of three voting right notifications from stockholders. Therefore, on the editorial closing date of 12 April 2021, the stockholder structure of POLYTEC Holding AG had the following form:



Any changes in material shareholdings that became known to POLYTEC Holding AG after the balance sheet date can be called up from the Investor Relations, News - Voting Right Communications section of the Group's website www.polytec-group.com.

MANAGERS' TRANSACTIONS

During the 2020 financial year, POLYTEC Holding AG received one report regarding managers' transactions from persons discharging managerial responsibilities at POLYTEC Holding AG or as well as persons (natural or legal) closely associated with them. This concerned Reinhard Schwendtbauer, a member of the POLYTEC Holding AG Supervisory Board, who on 14 December 2020 purchased 7,000 POLYTEC shares at an aggregate price of EUR 7.402 each. In accordance with Article 19 MAR, POLYTEC Holding AG published a punctual report of this managers' transaction.

After the 2020 balance sheet date, POLYTEC Holding AG received one report regarding managers' transactions. On 27 January 2021, Peter Bernscher, a member of the POLYTEC Board of Directors, purchased 5,880 POLYTEC shares at an aggregate price of EUR 8,509 each.

An overview of managers' transactions, including those that took place after the editorial deadline of this report can be called up from the Market Data, Statistics and Managers' Transactions section of the website of the Vienna Stock Exchange www.wienerborse.at.

As far as further information regarding capital, share, voting and control rights is concerned and the related obligations pursuant to §243a of the Austrian Commercial Code, we would refer you to the statements contained in Item 7 of the group management report.

RESEARCH COVERAGE

The support of the POLYTEC GROUP by national and international investment banks is an important element in its comprehensive investor relations activities and plays a highly significant role in the visibility of the POLYTEC share within the investor community.

During the 2020 financial year, the following financial institutions published regular reports on the POLYTEC GROUP and the recommendations and price targets up to the editorial closing date of this report on 12 April 2021 are contained in the following table.

| Institute | Recommendation | Latest price target |
|---------------------------------------|----------------|---------------------|
| BAADER Helvea Equity Research, Munich | Buy | EUR 12.0 |
| ERSTE Group Research, Vienna | Buy | EUR 12.3 |
| M.M.Warburg Research, Hamburg | Buy | EUR 12.0 |
| Raiffeisen Research, Vienna | Buy | EUR 10.5 |
| Average price target | | EUR 11.7 |

The current recommendations and price targets can be called up from the Investor Relations, Share, Price Information and Analyses section of the Group's new website, www.polytec-group.com.

DETAILS REGARDING THE POLYTEC SHARE

| | |
|--|---|
| ISIN | AT0000A00XX9 |
| Total number of shares issued | 22,329,585 |
| Ticker symbols | Vienna Stock Exchange: PYT; Bloomberg: PYT.AV; Reuters: POLV.VI; WKN: A0JL31 |
| Listing on the Vienna Stock Exchange | prime market |
| Among others, the POLYTEC share is traded on the following stock exchange and over-the-counter markets | Berlin, Düsseldorf, Frankfurt, London Trade Rep., Munich, Stuttgart, Baader Bank, Gettex, Lang & Schwarz, LS Exchange, Tradegate, Quotrix |

As at 12 April 2021, the POLYTEC share was listed on the following Vienna Stock Exchange indexes:

| Abbreviation | Full name |
|--------------|---|
| ATPX | ATX Prime |
| ACPS | ATX CPS – ATX Consumer Products & Services |
| AFA | ATX FMLY – ATX Family |
| AP8 | ATX PC8 – ATX Prime Capped 8 |
| NAP8 | ATX PC8 NTR – ATX Prime Capped 8 Net Total Return |
| NTFA | ATX FMLY NTR – ATX Family Net Total Return |
| TAP8 | ATX PC8 TR – ATX Prime Capped 8 Total Return |
| TFA | ATX FMLY TR – ATX Family Total Return |
| WBI | Wiener Börse Index |

CORPORATE CALENDAR 2021

| | | |
|------------------|-----------|--|
| 22 April 2021 | Thursday | Publication of the financial statements and annual report for 2020 |
| 7 May 2021 | Friday | Publication of the interim report Q1 2021 |
| 3 July 2021 | Saturday | Record date “AGM” |
| 13 July 2021 | Tuesday | 21 st Ordinary Annual General Meeting for the 2020 financial year |
| 19 July 2021 | Monday | Ex-dividend day |
| 20 July 2021 | Tuesday | Record date “Dividends” |
| 21 July 2021 | Wednesday | Dividend pay-out day |
| 12 August 2021 | Thursday | Publication of the financial report HY1 2021 |
| 11 November 2021 | Thursday | Publication of the interim report Q3 2021 |

It is possible that owing to corona-related circumstances the day of the 21st Ordinary Annual General Meeting and therewith other related dates may be changed at short notice. The invitation to the AGM will be published punctually in the Official Gazette of the “Wiener Zeitung” and be made known via electronic media. Timely information will also be provided on the group website www.polytec-group.com in the Investor Relations, Annual General Meeting and Calendar section.

CORPORATE GOVERNANCE

1. COMMITMENT TO THE AUSTRIAN CORPORATE GOVERNANCE CODE

The key elements in an active corporate governance culture consist of a high degree of transparency for all stakeholders and a long-term and sustainable increase in corporate value. Their realisation necessitates efficient teamwork between the company's governing bodies, the protection of shareholders' interests and open corporate communications.

Since its IPO, POLYTEC Holding AG has committed itself to compliance with the Austrian Corporate Governance Code in its respective current form. The information and statements provided in this report pursuant to § 243c and 267b of the Austrian Commercial Code (UGB) are based on this edition. The complete text of the Austrian Corporate Governance Code can be accessed on the website of the Austrian Working Group for Corporate Governance (www.corporate-governance).

During the 2020 financial year, POLYTEC Holding AG complied with all the compulsory "L-Rules" (Legal Requirements) and all the "C-Rules" (Comply or Explain) contained in the Austrian Corporate Governance Code with the exception of C-Rule 62 and C-Rule 83. According to C-Rule 62, the company should allow the regular evaluation of adherence to the C-Rules of the code by an external institution at least every three years and to date this has not taken place. In addition, C-Rule 83 states that on the basis of the documentation presented, the auditors should adjudge risk management functionality and report their findings to the Board of Directors. The company justifies the failure to implement these two rules with the related high costs, but is nonetheless convinced that adherence to the C-Rules and transparency are secured through internal audits and measures. The Corporate Governance Report for the 2020 financial year is publicly available on POLYTEC Holding AG's corporate website (www.polytec-group.com), which is entered in the Austrian Company Register.

2. POLYTEC HOLDING AG GOVERNING BODIES

BOARD OF DIRECTORS

ORGANISATION AND WORKING METHODS

In accordance with the Articles of Association, the Board of Directors of POLYTEC Holding AG consists of one, two, three, four or five members. The Supervisory Board appoints the members of the Board of Directors. The Board of Directors conducts the business of the company in accordance with the relevant laws, the Articles of Association and the internal rules of procedure, which are subject to Supervisory Board approval. In addition to other items, the internal rules of procedure regulate the collaboration and distribution of responsibilities amongst the members of the Board of Directors, as well as business transactions requiring approval. Details concerning the competences of the individual board members are provided in their functional descriptions.

The members of the Board of Directors are in constant, close exchange with each other in order to assess information of the corporate progress and take any necessary decisions in a timely manner. As a rule, the POLYTEC Holding AG Board of Directors meets every two weeks in order to discuss current developments of the POLYTEC GROUP. On a regular basis, at least once a quarter, the Board of Directors provides the Supervisory Board with assessments of the course of business including the risk situation and risk management as well as the status of the company within the context of future group development. The Chairman of the Supervisory Board is informed immediately of significant events and is also in regular contact with the Chairman of the Board of Directors. Ongoing discussions are also held regarding strategy, business development and risk management of the company.

All of the serving members of the Board of Directors in 2019 were granted a unanimous discharge at the 20th Ordinary Annual General Meeting held on 7 August 2020. The 20th Ordinary Annual General Meeting, which was originally scheduled for 18 May 2020 had to be postponed until 7 August 2020 owing to the COVID-19 pandemic.

MEMBERS OF THE POLYTEC HOLDING AG BOARD OF DIRECTORS

Markus Huemer (CEO)



- Born: 1981
- Chairman of the Board of Directors
- Date of initial appointment: 1 January 2014
- End of current term of office: 31 December 2022
- Areas of responsibility: M&A, investment management, corporate strategy, corporate communications, purchasing, IT, legal affairs, human resources
- Supervisory Board mandates: GlobeAir AG

Peter Haidenek (CFO)



- Born: 1965
- Member of the Board of Directors
- Date of initial appointment: 1 February 2011
- End of current term of office: 31 December 2022
- Areas of responsibility: finance, controlling, accounting, investor relations, internal auditing
- Supervisory Board mandates: none

Heiko Gabbert (COO)



- Born: 1968
- Member of the Board of Directors
- Date of initial appointment: 1 January 2019
- End of current term of office: 31 December 2022
- Areas of responsibility: operations, innovation, industrial engineering
- Supervisory Board mandates: none

Peter Bernscher (CSO)



- Born: 1968
- Member of the Board of Directors
- Date of initial appointment: 1 August 2018
- End of current term of office: 31 December 2022
- Areas of responsibility: sales, engineering, marketing
- Supervisory Board mandates: none

SUPERVISORY BOARD**ORGANISATION AND WORKING METHODS**

The Supervisory Board advises the Board of Directors with regard to its strategic planning and projects. It has the task of supervising the Board of Directors in regards to the management of the company. The laws and regulations that apply to listed companies in Austria, in particular the Austrian Stock Corporation Act and the Austrian Stock Exchange Act, govern the Supervisory Board's scope of activities. In addition, the Supervisory Board is obliged to comply with the rules of the Austrian Corporate Governance Code. As far as

internal company regulations are concerned, the Articles of Association and the rules of internal procedure are of primary importance. In accordance with the POLYTEC Holding AG Articles of Association, the Supervisory Board consists of at least three and no more than six members, elected by the Annual General Meeting. The members of the Supervisory Board are obliged to conduct an annual self-assessment of their activities.

All five serving members of the Supervisory Board in the 2019 financial year were granted a unanimous discharge at the 20th Ordinary Annual General Meeting on 7 August 2020.

MEMBERS OF THE POLYTEC HOLDING AG SUPERVISORY BOARD

Fred Duswald



- Born: 1967
- Chairman of the Supervisory Board
- Year of initial appointment: 2006
- End of current term of office: Annual General Meeting regarding the 2024 financial year
- Other Supervisory Board mandates: none
- Independent

Manfred Trauth



- Born: 1948
- Deputy Chairman of the Supervisory Board
- Year of initial appointment: 2007
- End of current term of office: Annual General Meeting regarding the 2024 financial year
- Other Supervisory Board mandates: none
- Independent

Viktoria Kicking



- Born: 1952
- Member of the Supervisory Board
- Year of initial appointment: 2006
- End of current term of office: Annual General Meeting regarding the 2024 financial year
- Other Supervisory Board mandates: none
- Independent

Reinhard Schwendtbauer



- Born: 1972
- Member of the Supervisory Board
- Year of initial appointment: 2010
- End of current term of office: Annual General Meeting regarding the 2024 financial year
- Other Supervisory Board mandates: none
- Independent

In the 2020 financial year, the following changes took place with regard to the Supervisory Board:

With the end of the 20th Ordinary Annual General Meeting on 7 August 2020, the mandates of Viktoria Kicking, Fred Duswald, Manfred Trauth, Robert Büchelhofer and Reinhard Schwendtbauer expired. As Robert Büchelhofer had passed the age limit of 75, owing to the POLYTEC Holding AG Articles of Association, his re-election to the Supervisory Board was no longer possible. Therefore, with the end of the 20th Ordinary Annual General Meeting on 7 August 2020, Robert Büchelhofer stood down from the POLYTEC Holding AG Supervisory Board. Together with POLYTEC Holding AG's Board of Directors, the stockholders and stockholder representatives present at the Annual General Meeting thanked Robert Büchelhofer for his decisive contribution to the stra-

tegic further development of the POLYTEC GROUP, upon which he exerted a major influence during his 15 years of Supervisory Board activities.

The proposed resolution of the Supervisory Board, which was based on the recommendation of the nominations committee and the requirements of the Austrian Corporate Governance Code and foresaw the re-election of Viktoria Kicking, Fred Duswald, Manfred Trauth and Reinhard Schwendtbauer to the Supervisory Board was approved by the 20th Ordinary Annual General Meeting on 7 August 2020 with the necessary majority by the stockholders and stockholder representatives present. All four members of the Supervisory Board were re-elected for the period until the end of the General Meeting that decides upon the discharge for the 2024 financial year.

INDEPENDENCE OF THE SUPERVISORY BOARD

The members of the Supervisory Board are deemed to be independent if they have no business or personal relationship with the company or its Board of Directors that could result in a material conflict of interest and thus influence the members' conduct. One member of the Supervisory Board is also a member of the Executive Board of a bank with which the group has a business relationship in the form of deposits and loan transactions. The members of the POLYTEC Holding AG Supervisory Board have committed themselves to compliance with the criteria of independence pursuant to C-Rule 53 of the Austrian Corporate Governance Code and have declared their independence. The requirements of C-Rule 54 of the Code are fulfilled.

BUSINESS TRANSACTIONS OF THE SUPERVISORY BOARD MEMBERS REQUIRING PRIOR APPROVAL

During the 2020 financial year, the members of the Supervisory Board undertook no transactions that required prior consent pursuant to L-Rule 48.

SUPERVISORY BOARD COMMITTEES

In accordance with the Austrian Stock Corporation Act, the POLYTEC Holding AG Supervisory Board has established an audit committee, which carries out the scheduled controlling and monitoring functions. The chairperson of the audit committee disposes over the appropriate knowledge and practical experience with regard to finance, accounting and reporting (financial expert). Apart from the supervision of

the accounting process as well as the auditing process for both the financial statements and the consolidated financial statements, the proposal for the distribution of profits, and the planning of the audit of financial statements, in particular the effectiveness of the internal control and risk management systems was monitored. Moreover, consultations were held regarding the strategic focal points of the audits and the procedures of the committee in the light of new legal stipulations. Last, but not least, the committee is required to examine the Corporate Governance Report and reporting with regard to the Austrian Sustainability and Diversity Improvement Act.

During the 2020 financial year, the audit committee convened twice, whereby at both these meetings the (group) auditor was present. During this period the Supervisory Board held four meetings and owing to the corona pandemic, twice received supplementary information via telecommunications. Five decisions were taken in the course of a circular procedure. No Supervisory Board member was absent from more than half of the meetings.

In addition to the mandatory establishment of the audit committee, a nomination committee and a risk management committee have been formed.

The areas of responsibility of the individual Supervisory Board members in the respective committees are shown in the following table:

COMPOSITION OF THE COMMITTEES

| Committee | Chairperson | Members |
|---------------------------|------------------------|------------------------------------|
| Audit committee | Reinhard Schwendtbauer | Viktoria Kickinger, Fred Duswald |
| Nomination committee | Fred Duswald | Manfred Trauth, Viktoria Kickinger |
| Risk management committee | Viktoria Kickinger | Manfred Trauth, Fred Duswald |

3. OTHER INFORMATION

REMUNERATION OF THE SUPERVISORY BOARD AND THE BOARD OF DIRECTORS

Owing to the coming into force of the 2019 Austrian Stock Corporation Amendment Act, in January 2021 the Austrian Corporate Governance Code was adapted in line with the new regulations regarding remuneration policy and reporting. In this Corporate Governance Report for 2020, the presentation of the remuneration of corporate body members used to date is omitted.

The Supervisory Board and the Board of Directors drew up a new remuneration policy, which was approved by the 20th Ordinary Annual General Meeting on 7 August 2020 with the necessary majority. In accordance with § 78b Para. 1 in conjunction with § 98a Austrian Stock Corporation Act, the remuneration policy must be presented to the Annual General Meeting for approval at least in every fourth financial year.

Reporting of the remuneration of the Supervisory Board and the Board of Directors in the 2020 financial year takes place in the Remuneration Report prepared in accordance with § 78c and § 98a Austrian Stock Corporation Act. The Remuneration Report will first be presented to the 21st Ordinary Annual General Meeting of POLYTEC Holding AG for approval and will subsequently be available for perusal in the Investor Relations section of the company website www.polytec-group.com.

CODE OF CONDUCT AND COMPLIANCE

For the POLYTEC GROUP, conduct in accordance with the law and strict ethical standards represents a matter of course. However, compliance in this connection means far more than merely the implementation of current rules and regulations. In fact, compliance is a matter of corporate culture. Therefore, the acceptance of responsibility and actions in accordance with ethical principles have been unequivocally integrated into the POLYTEC GROUP's corporate values and mission statement and are also set out in the Code of Conduct, which can be accessed via the group's website.

As a listed stock corporation POLYTEC Holding AG is obliged to fulfil the complete range of stipulations regarding adherence to capital market legislation. In order to prevent insider dealings, employees and other persons acting on behalf of POLYTEC Holding AG are continuously informed about the ban of misuse of insider information, and internal guidelines have been issued for the transfer of information within the

company. Adherence to these guidelines is monitored and suitable organisational measures have been taken in order to prohibit the improper use or transfer on of insider information. The related tasks constitute a major element within the company's compliance organisation. The members of the Supervisory Board and the Board of Directors received comprehensive information regarding compliance activities at regular intervals during the year under report.

In addition to the content of compliance with capital market law, POLYTEC GROUP holds regular coaching sessions regarding data protection, anti-corruption and anti-trust law. The awareness levels of employees are raised with issues relevant to data protection, competition and anti-trust law relevance, as well as correct conduct when dealing with data, gifts and invitations. The aim is to protect both employees and the group against infringements of the law and to offer practice-related support during the application of the relevant regulations. No breaches of compliance were determined during the period under review.

DIVERSITY AND THE PROMOTION OF WOMEN

The POLYTEC GROUP now has around 3,600 employees on four continents. As a result of this internationality, diversity, respect, equal opportunities and the integration of employees from differing cultures represent integral elements within the corporate culture. Any form of personal discrimination whether due to origin, gender, skin colour, age, religion, sexual orientation or disability is strictly rejected.

During recruitment for vacant positions, the focus is placed on performance orientation, knowledge, skills as well as equal opportunities and treatment. New team members are selected primarily on the basis of the best possible qualifications and experience, which the candidates can then contribute to the POLYTEC GROUP.

When electing members of the Supervisory Board, the Annual General Meeting has to account for requirements relating to professional and personal qualifications, as well as the professionally balanced composition of the Supervisory Board. Furthermore, diversity aspects have to be taken into reasonable account with regard to the representation of both genders, age structure and internationality. Newly elected Supervisory Board members must inform themselves appropriately about the structure and activities of the company as well as the tasks and responsibilities of members. The Supervisory Board of POLYTEC Holding AG has had a female member for more than fourteen years and during the 2020 financial year one out of the five Super-

visory Board positions and following the departure of one Supervisory Board member, one out of four positions was occupied by a woman. Accordingly, the share of membership in 2020 initially amounted to 20% and then 25%. L-Rule 52 is thus fulfilled, as at present the POLYTEC Holding Supervisory Board does not consist of at least six persons.

In the 2020 financial year there were no women represented on the POLYTEC Holding AG Board of Directors. On 31 December 2020, the proportion of women of the POLYTEC Holding AG workforce accounted for 46.0% (2019: 43.8%). As at the balance sheet date 31 December 2020, women held 9.2% of the managerial positions (2019: 11.4%) with long-term personnel responsibility at the POLYTEC GROUP's companies. On 31 December 2020, the quota of female employees in the POLYTEC GROUP (excluding leasing personnel) amounted to 23.4% (2019: 21.2%).

D&O INSURANCE POLICY

POLYTEC Holding AG has concluded a directors and officers (D&O) insurance policy for the members of the company's Board of Directors, Supervisory Board and POLYTEC GROUP executive managers. The company or the subsidiaries pay the premiums for this insurance policy.

Hörsching, 9 April 2021

The Board of Directors of POLYTEC Holding AG

Markus Huemer
Chairman – CEO

Peter Haidenek
Member of the Board – CFO

Heiko Gabbert
Member of the Board – COO

Peter Bernscher
Member of the Board – CSO

AUDITOR

KPMG Austria GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft, Linz was recommended by the Supervisory Board as the auditor of POLYTEC Holding AG's financial statements and consolidated financial statements for the 2020 financial year. This proposal was approved with the necessary majority at the 20th Ordinary Annual General Meeting held on 7 August 2020. In 2020, total expenses for auditing services amounted to EUR 250 k (2019: EUR 214 k). A more detailed breakdown of these expenses into the individual fields of activity is presented in the notes to the consolidated financial statements.

CHANGES AFTER THE REPORTING DATE

No changes to matters subject to obligatory reporting occurred between the reporting date and the editorial closing date of the Corporate Governance Report at the end of March 2021.

REPORT OF THE SUPERVISORY BOARD

In the financial year expired, the Board of Directors of POLYTEC Holding AG provided the members of the Supervisory Board and its committees with regular information about the business performance and situation of the company. During both Supervisory Board meetings and informal discussions, communications between the Board of Directors and the Supervisory Board were characterised by a high degree of openness, which allowed the Supervisory Board to comprehensively assess the management of the company at all times and support the Board of Directors with regard to key decisions. The Supervisory Board executed its duties pursuant to the Austrian legal provisions and the company's Articles of Association, as well as in compliance with the Austrian Corporate Governance Code in its current version.

In addition to ongoing oversight and development topics, the Supervisory Board focused on measures regarding the COVID-19 pandemic, the closure of further plants, organisational changes within the POLYTEC GROUP and the preparation of the remuneration policy and the remuneration report.

During the 2020 financial year, the committees formed in accordance with the Austrian Corporate Governance Code (audit, nomination and risk management committees) convened as stipulated. The meetings dealt largely with the discussion of the course of business and resolutions regarding business matters and measures of importance. The Supervisory Board of POLYTEC Holding AG, until 7 August 2020 composed of a five, and after the election at the 20th Ordinary Annual General Meeting four, capital representatives is committed to compliance with the Austrian Corporate Governance Code. All of the Supervisory Board members are deemed to be independent according to the definition contained in the Austrian Corporate Governance Code.

KPMG Austria GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft, Linz, audited the financial statements including the management report, the consolidated financial statements and the group management report of POLYTEC Holding AG in its capacity as the auditors for the 2020 financial year. The auditors granted both the 2020 financial statements and consolidated financial statements of POLYTEC Holding AG an unqualified opinion. On the basis of this audit, apart from the clarification of key auditing matters, among other aspects it was confirmed that the annual financial statements and the consolidated financial statements comply with all legal requirements and provide a true and fair view of the asset and financial situation as at

31 December 2020, as well as the profit situation for the financial year ending on this closing date. Pursuant to the opinion of the auditors, the annual financial statements were prepared in accordance with the stipulations of Austrian commercial law and the consolidated financial statements in line with the International Financial Reporting Standards (IFRS), as applied in the EU and the additional requirements pursuant to § 245a UGB (Austrian Commercial Code).

At its meeting on 15 April 2021, together with the auditors, the audit committee of the Supervisory Board studied in detail the annual financial statements including the management report, the corporate governance report, the consolidated financial statements including the group management report and the auditors' report. Following its own examination, the audit committee endorsed the findings of the auditors' report and informed the Supervisory Board accordingly.

The Supervisory Board examined the annual financial statements, the consolidated financial statements, the management report, the group management report and the corporate governance report and endorsed the result of the audit of the financial statements and consolidated financial statements. The Supervisory Board concurred with the annual financial statements 2020, which are thus adopted pursuant to § 96 Para. 4 of the Austrian Stock Corporation Act. The Supervisory Board also agreed with the recommendation of the audit committee and will propose to the Annual General Meeting that KPMG Austria GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft, Linz, be appointed as the auditors for the 2021 financial year.

Furthermore, the Supervisory Board concurs with the recommendation of the Board of Directors to distribute a dividend of EUR 0.30 per eligible share for the 2020 financial year.

On behalf of the Supervisory Board, I would like to express my gratitude to the Board of Directors and all the members of the POLYTEC GROUP workforce for their endeavours and great commitment during the 2020 financial year. I would also like to thank the POLYTEC GROUP's shareholders and customers for their trust.

Hörsching, April 2021

Fred Duswald
Chairman of the Supervisory Board

FINANCIALS 2020

POLYTEC HOLDING AG GROUP MANAGEMENT REPORT FOR THE 2020 FINANCIAL YEAR

BUSINESS DEVELOPMENT AND ECONOMIC SITUATION

1. AUTOMOTIVE INDUSTRY DEVELOPMENT 2020

REGISTRATIONS OF NEW CARS IN THE MAJOR INTERNATIONAL MARKETS

| in units | 2020 | Share | 2019 | Share | Change |
|----------------------------------|-------------------|-------------|-------------------|-------------|---------------|
| China | 19,790,000 | 42.8% | 21,045,000 | 39.1% | -6.0% |
| USA | 14,463,900 | 31.3% | 16,965,200 | 31.5% | -14.7% |
| Europe (EU, EFTA and UK) | 11,961,200 | 25.9% | 15,805,700 | 29.4% | -24.3% |
| Total three major markets | 46,215,100 | 100% | 53,815,900 | 100% | -14.1% |
| Other selected countries | | | | | |
| Japan | 3,810,000 | | 4,301,100 | | -11.4% |
| India | 2,435,100 | | 2,962,100 | | -17.8% |
| Brazil | 1,954,800 | | 2,665,600 | | -26.7% |
| Russia | 1,598,800 | | 1,759,500 | | -9.1% |

During 2020, the COVID-19 crisis affected virtually every area of the global economy and also had a massive impact upon the automotive industry. Sales declined dramatically in almost all of the world's nations and in spite of scattered positive signs of a recovery, the pandemic and the measures adopted to contain it continue to shape international markets.

In three main markets of the automotive industry, China, the USA and Europe (EU, EFTA and UK), registrations of new cars in 2020 shrank by a total of 7.6 million units or 14.1% to around 46.2 million (2019: 53.8 million). Of these sales regions, Europe (EU, EFTA and UK) recorded the sharpest fall with a decline of around a quarter, while at around 10 percentage points the downturn in the USA was less severe. China, which is the world's largest single market, recovered comparatively quickly in the course of the year, but from an overall 12-month perspective nevertheless remained below the level of 2019.

In Japan, 3.8 million new cars were sold, which was 11.4% fewer than in 2019. Moreover, this was the first time since 2011 that Japanese sales dipped below the four-million mark. India also demonstrated a double-digit minus of 17.8%

and thus fell to a 10-year low. Consequently, although the Indian passenger car market partially showed strong growth in some areas in the second half of the year, the losses during the lockdown months could not be recouped. In Brazil, the pandemic brought a three-year recovery phase to a grinding halt and the market for light vehicles registered a fall of 26.7%. In addition, the Russian car market showed a 9.1% slide and fell to 1.6 million new car registrations.

Only single-digit decline in the Chinese car market

The People's Republic of China was able to largely overcome the COVID-19 pandemic and its serious consequences for car sales. Following the problematic first three months of the year, the Chinese government stimulated the demand for cars by means of subsidies and tax breaks with the result that as compared to the same period of the preceding year, in the eight months from May to December 2020 there was actually a respective, monthly upturn. In December alone, 2.3 million cars were sold, which represented a growth of 7.0% compared to December 2019 and owing to this rapid recovery, the 2020 downturn was finally reduced to 6.0% (2019: -9.5%). Compared to 2019, the volume in the Chinese market for new cars declined by roughly 1.3 million to approximately 19.8 million new vehicles. This means that in

spite of the powerful revival in the second half of the year, the world's largest car market shrank for the third time in a row.

Registrations in the USA fall by 14.7%

During 2020, the US light vehicle market (cars and light trucks) registered sales of around 14.5 million vehicles. This was the first time since 2012 that the market failed to hit the 15-million mark for new registrations and by comparison with 2019, its volume shrank by 2.5 million units or 14.7%

(2019: -1.5%). Sales of limousines slumped by 28% and the demand for off-roaders and pick-ups also declined by 10%. In 2020, the light truck segment already accounted for a 76% share of the entire US market and in absolute terms, with over 2.5 million units, the registration figures again exceeded those in Europe (EU, EFTA and UK).

REGISTRATIONS OF NEW CARS IN EUROPE (EU, EFTA AND UK)

| in units | 2020 | Share | 2019 | Share | Change |
|---------------------------------|-------------------|-------------|-------------------|-------------|---------------|
| Germany | 2,917,700 | 24.4% | 3,607,300 | 22.8% | -19.1% |
| France | 1,650,100 | 13.8% | 2,214,300 | 14.0% | -25.5% |
| United Kingdom | 1,631,100 | 13.6% | 2,311,100 | 14.6% | -29.4% |
| Italy | 1,381,500 | 11.6% | 1,916,900 | 12.1% | -27.9% |
| Spain | 851,200 | 7.1% | 1,258,200 | 8.0% | -32.3% |
| Other European countries | 3,529,600 | 29.5% | 4,497,900 | 28.5% | -21.5% |
| EUROPE (EU, EFTA and UK) | 11,961,200 | 100% | 15,805,700 | 100% | -24.3% |

Car market in Europe contracts by a massive 24.3%

In Europe (EU, EFTA and UK), a total of roughly 12.0 million cars were newly registered in 2020. This figure represented a fall of 3.8 million units, or 24.3%, as compared to the previous year (15.8 million) and corona thus put an abrupt end to a six-year upward trend with regard to new registrations. All of the European nations recorded double-digit falls in new car registrations with the single exception of Norway, which

showed a minus of 0.7% and therefore remained at approximately at the same level as 2019. A review of the five main European markets shows that Spain demonstrated the largest decline in new registrations (-32.3%), followed by the United Kingdom (-29.4%), Italy (-27.9%) and France (-25.5%). In Germany, new registrations were down by roughly a fifth, but with a fall of 19.1% it was the only country of the "Big Five" to stay below the minus 20 mark.

NEW CAR REGISTRATIONS IN EUROPE (EU, EFTA AND UK) BY DRIVE TECHNOLOGY

| in units | 2020 | Share | 2019 | Share | Change |
|---|-------------------|-------------|-------------------|-------------|---------------|
| Petrol-driven cars | 5,749,500 | 48.4% | 9,216,000 | 58.4% | -37.6% |
| Diesel-driven cars | 3,106,400 | 26.1% | 4,794,400 | 30.4% | -35.2% |
| Battery electric vehicles (BEV) | 745,700 | 6.3% | 360,200 | 2.3% | 107.0% |
| Plug-in hybrid electric vehicles (PHEV) | 619,100 | 5.2% | 199,700 | 1.2% | 210.0% |
| Hybrid electric vehicles (HEV) | 1,448,000 | 12.2% | 956,800 | 6.1% | 51.3% |
| Alternatively-powered vehicles (APV) | 209,000 | 1.8% | 255,600 | 1.6% | -18.2% |
| European Union | 11,877,700 | 100% | 15,782,700 | 100% | -24.7% |

New registrations of e-powered cars in Europe gather speed

Among the three main global markets, in 2020 Europe (EU, EFTA and UK) developed into the main driving force behind e-mobility. For although more than one million full electric and some 250,000 plug-in hybrid electric vehicles were sold in China, its growth rates were markedly lower than those in Europe. Moreover, in the USA demand for e-vehicles actually dwindled with sales of battery electric vehicles falling by

2.0% compared to 2019 and those of plug-in hybrids even dropping by 19.0%.

In Europe (EU, EFTA and UK), on the other hand, vehicles employing drive technologies that are not entirely dependent upon petrol- or diesel-fuelled combustion engines, emerged as the winners of the 2020 crisis year. Numerous national funding programmes in the form of direct payments or tax incentives, as well as purchase inducements on the part of

manufacturers and dealers, motivated consumers who were buying new vehicles to switch to models with alternative drive systems.

As compared to 2019, new registrations of alternatively powered vehicles (APV) rose overall by 70.5%, while petrol-driven car registrations were down by 37.5% and those of diesel-fuelled models fell by 35.2%. In all European countries the shrinkage in both new registration categories was in the high double-digit range with the Netherlands leading the way in the diesel segment with a minus of 60.3% and Iceland heading the falls in the petrol engine bracket with minus 57.0%.

According to a statistic from the European Automobile Manufacturers Association (ACEA), only 48.4% of all new car registrations still related to petrol engine cars in 2020. Although in 2019 these demonstrated a slight increase in registrations owing to the shift in demand away from diesel, in terms of an annual comparison, the share of petrol-fuelled cars in total registrations during 2020 fell by exactly ten percentage points. Moreover, the quota of newly registered diesel-powered cars declined further from 30.4% to 26.1%.

During 2020, 25.4% of new registrations throughout Europe related to vehicles other than those powered exclusively by petrol or diesel (2019: 11.2%). These registrations were divided up between battery electric vehicles (BEV) with 6.3% (2019: 2.3%), plug-in hybrid electric vehicles (PHEV) with 5.2% (2019: 1.2%), hybrid electric vehicles (HEV) with 12.2% (2019: 6.1%) and cars using alternative drives (APV; powered with liquid gas, ethanol or other fuels) with 1.8% (2019: 1.6%). The largest growth was demonstrated by the group of electric chargeable vehicles (ECV) (+210% plug-in hybrid electric vehicles (PHEV) and +107% battery electric vehicles (BEV).

If total APV registrations during 2020 are viewed in terms of the individual European markets, the following picture emerges: with 736,000 units (+131.7%) Germany was the country with the highest absolute number of registration of vehicles with alternative drive technologies. 406,900 vehicles (+35.1%) were registered in Italy, while in the United Kingdom the figure was 394,700 (+59.8%). France ranked fourth amongst the five major markets with 371,500 vehicles (+110.0%), followed by Spain with 191,700 (+26.7%). The Netherlands, Sweden and Norway also moved up into the six-digit category.

REGISTRATIONS OF NEW COMMERCIAL VEHICLES IN EUROPE (EU, EFTA AND UK)

| in units | 2020 | Share | 2019 | Share | Change |
|--|------------------|-------------|------------------|-------------|---------------|
| Light commercial vehicles ≤3.5t | 1,793,400 | 84.3% | 2,187,000 | 82.9% | -18.0% |
| Medium commercial vehicles >3.5t to ≤16t | 63,300 | 3.0% | 79,100 | 3.0% | -20.0% |
| Heavy commercial vehicles >16t | 233,200 | 11.0% | 325,200 | 12.3% | -28.3% |
| Medium and heavy buses and coaches >3.5t | 35,800 | 1.7% | 46,300 | 1.8% | -22.7% |
| EUROPE (EU, EFTA and UK) | 2,125,700 | 100% | 2,637,600 | 100% | -19.4% |

In the wake of the corona crisis, new registrations of commercial vehicles also fell sharply in Europe during 2020. Although there were slight recoveries in some months of the second half of the year, the total minus at the end of 2020 was 512,000 units. This corresponded with a downturn of 19.4%. In contrast, in 2019 the market had grown by 2.5%. Every European country showed double-digit falls in the number of registrations with the sole exception of Denmark, where with 9.2%, shrinkage narrowly remained in the single-digit range.

While in both 2018 and 2019, the registrations of light trucks with weights of up to 3.5 t exceeded the two-million mark, in 2020 new registrations in this vehicle class, which in terms of quantity is the most important one, were below this round threshold value. Furthermore, in spite of satisfactory growth rates in December, sales of heavy trucks weighing over 16 t suffered most in 2020 and were down by 28.3% overall.

Sources: German Automotive Industry Association (VDA), the European Automobile Manufacturers Association (ACEA) and "Automobilwoche"

2. GROUP BUSINESS DEVELOPMENT AND STATUS

SALES REVENUES

During the 2020 financial year, consolidated POLYTEC GROUP sales revenues amounted to EUR 522.0 million and thus corresponded with the 12-month outlook already communicated in the 2020 half-year report.

In the course of the 2020 financial year, the POLYTEC GROUP was subject to the negative economic developments caused by the COVID-19 pandemic. Although business improved in the third and fourth quarters of 2020, the massive sales revenues losses of the first half-year, which were due primarily to the effects of the corona crisis and the lockdown, could not be compensated for and a fall in sales revenues of 16.8% or EUR 105.1 million resulted.

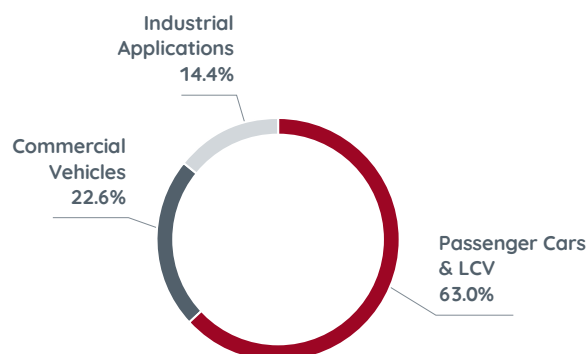
The succession of crisis measures and curfews ordered by national governments from mid-March 2020 with the aim of halting the pandemic had massive negative consequences in virtually every economic sector and the automotive industry was no exception. The POLYTEC GROUP was also subject to these global repercussions.

At the end of March, important group customers initiated a halt to production at their plants and POLYTEC was also forced to cease manufacturing at a sizeable number of its locations. During April in particular, this led to huge losses of revenues and sales revenues in May were also negatively affected by the very gradual plant restart. Sales revenues first began to recover slightly in June, but overall the entire second quarter of 2020 was extremely hard hit by the lockdown and its consequences.

During the two months in which the plants of POLYTEC GROUP customers were closed for the summer holidays, sales revenues remained at a low level, but the situation improved in the period from September to December.

SALES REVENUES BY MARKET AREA

| In EUR m | 2020 | Share | 2019 | 2018 |
|--|--------------|-------------|--------------|--------------|
| Passenger Cars & Light Commercial Vehicles (LCV) | 328.7 | 63.0% | 388.8 | 387.9 |
| Commercial Vehicles | 118.3 | 22.6% | 158.4 | 174.7 |
| Industrial Applications | 75.0 | 14.4% | 79.9 | 73.8 |
| POLYTEC GROUP | 522.0 | 100% | 627.1 | 636.4 |



All three market areas registered falls in sales revenues due to corona, whereby Commercial Vehicles and Passenger Cars & Light Commercial Vehicles (LCV) were worst affected.

In the Passenger Cars & Light Commercial Vehicles market area, which with 63.0% (2019: 62.0%) is the strongest sales revenues area within the POLYTEC GROUP, sales revenues fell by 15.5% as compared to the previous year to stand at EUR 328.7 million (2019: EUR 388.8 million).

As compared to the preceding year, the Commercial Vehicle market area accounted for 22.6% of sales revenues (2019: 25.3%) and thus showed the sharpest fall overall with a 25.3% downturn from EUR 158.4 million to EUR 118.3 million.

Sales revenues from truck components were already in decline in the second half of 2019 and this trend continued in the first quarter of 2020. The Turkish truck market came to a virtual standstill and as a result the POLYTEC plant in Turkey had to be closed in the first quarter of the year. Moreover, owing to the worsening of the general economic situation call-offs in the second quarter continued to fall and in view of the reduced sales revenues from truck components, at the beginning of 2020 the POLYTEC GROUP management initiated additional plant closures. In addition, because of further effects of the corona pandemic and the forecast of a long-term fall in sales, in late summer it was decided to shut down another plant. Nevertheless, in con-

trast to truck-related sales, demand in the agricultural machinery area was positive throughout the whole of 2020.

In terms of an annual comparison, the share of the Industrial Applications business area in the POLYTEC GROUP's consolidated sales revenues rose by 1.7 percentage points to 14.4% (2019: 12.7%). However, in spite of the sales revenues from the production of logistics boxes for the food industry, which were also generated in the months negatively impacted by COVID-19, sales in the non-automotive segment during 2020 overall fell by 6.1% to EUR 75.0 million (2019: EUR 79.9 million). One cause of this decline was the effect of the sale at the beginning of December 2020 of the "Industrial" business area, which mainly manufactured non-automotive parts.

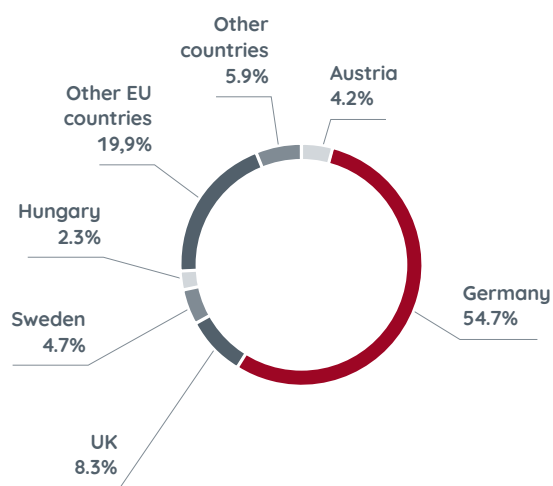
SALES REVENUES BY CATEGORY

| In EUR m | 2020 | Share | 2019 | 2018 |
|-------------------------------------|--------------|-------------|--------------|--------------|
| Parts and other sales | 463.8 | 88.9% | 567.7 | 571.7 |
| Tooling and other engineering sales | 58.2 | 11.1% | 59.4 | 64.7 |
| POLYTEC GROUP | 522.0 | 100% | 627.1 | 636.4 |

As compared to the preceding year, in the series production area the POLYTEC GROUP recorded a fall of 18.3% to EUR 463.8 million. Tooling and other engineering sales revenues amounted to EUR 58.2 million and were thus maintained at a level just below that of 2019.

SALES REVENUES BY REGION

| In EUR m | 2020 | Share | 2019 | 2018 |
|----------------------|--------------|-------------|--------------|--------------|
| Austria | 22.3 | 4.2% | 44.4 | 26.4 |
| Germany | 285.6 | 54.7% | 329.4 | 360.3 |
| UK | 43.3 | 8.3% | 59.2 | 49.8 |
| Sweden | 24.5 | 4.7% | 31.6 | 34.8 |
| Hungary | 12.0 | 2.3% | 25.3 | 21.2 |
| Other EU countries | 103.7 | 19.9% | 97.0 | 102.5 |
| Other countries | 30.6 | 5.9% | 40.2 | 41.4 |
| POLYTEC GROUP | 522.0 | 100% | 627.1 | 636.4 |

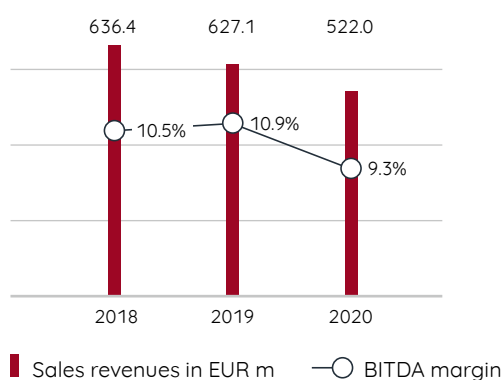


EARNINGS DEVELOPMENT

GROUP EARNINGS FIGURES

| | Unit | 2020 | Change | 2019 | 2018 |
|---|-------|-------|------------|-------|-------|
| Sales revenues | EUR m | 522.0 | -16.8% | 627.1 | 636.4 |
| EBITDA | EUR m | 48.3 | -29.4% | 68.4 | 67.1 |
| EBITDA margin (EBITDA/sales revenues) | % | 9.3 | -1.6%-pts. | 10.9 | 10.5 |
| EBIT | EUR m | 13.0 | -60.3% | 32.6 | 40.1 |
| EBIT margin (EBIT/sales revenues) | % | 2.5 | -2.7%-pts. | 5.2 | 6.3 |
| Result after income tax | EUR m | 9.5 | -58.9% | 23.1 | 30.0 |
| Average capital employed | EUR m | 404.9 | 1.1% | 400.4 | 341.8 |
| ROCE before tax (EBIT/average capital employed) | % | 3.2 | -5.0%-pts. | 8.2 | 11.7 |
| Earnings per share | EUR | 0.29 | -71.6% | 1.02 | 1.32 |
| Dividend per share (proposal to the AGM) | EUR | 0.30 | N/A | 0.00 | 0.40 |

SALES REVENUES AND EBITDA MARGIN DEVELOPMENT



MATERIAL EXPENSES

In line with the sharp fall in sales revenue, during the 2020 financial year the material expenses of the POLYTEC GROUP declined by EUR 40.6 million, or 13.6%, to EUR 257.6 million. In spite of relatively favourable material prices, owing to the changed product mix and the low level of series sales revenues, the material ratio (material expense/sales revenues) rose by 1.7 percentage points to 49.3%.

PERSONNEL EXPENSES

In 2020, the group's personnel expenses fell by EUR 21.6 million from EUR 216.4 million to EUR 194.8 million. Conversely, in spite of capacity adjustments, leave reduction measures and effects derived from the utilisation of the short-time working regulations, due largely to one-off social plan expenses and residual personnel costs in combination with lower sales revenues, the group's personnel ratio (personnel expense/sales revenues) rose by 2.8 percentage points to 37.3% (2019: 34.5%).

EBITDA

In the 2020 financial year, POLYTEC GROUP EBITDA totalled EUR 48.3 million (2019: EUR 68.4 million). First and foremost, this fall can be traced back to the COVID-19-related demand losses. However, the EUR 17.0 million emanating from the de-consolidation of the "Industrial" business area and POLYTEC Industrielackierungen GmbH & Co. KG had a positive effect on EBITDA. As compared to the previous year, the EBITDA margin fell by 1.6 percentage points from 10.9% to 9.3%.

AMORTISATION AND DEPRECIATION

During the period under review, amortisation and depreciation amounted to EUR 35.3 million and thus remained at the level of the preceding year (2019: 35.8 million).

EBIT

Group EBIT in 2020 totalled EUR 13.0 million (2019: EUR 32.6 million). In comparison with 2019, the EBIT margin fell by 2.7 percentage points from 5.2% to 2.5%.

FINANCIAL AND GROUP RESULT

The financial result stood at minus EUR 5.3 million (2019: EUR -3.8 million). Of this amount, minus EUR 2.0 million related to the depreciation of financial receivables. Without this one-off special effect, as compared to the preceding year the financial result showed an improvement of EUR 0.5 million, which above all can be traced to a reduction in interest-bearing liabilities. Tax income resulted from the capitalisation of tax deferrals on loss carryforwards and tax credits from past periods. The result after income tax amounted to EUR 9.5 million (2019: EUR 23.1 million). This corresponds with earnings per share of EUR 0.29 (2019: EUR 1.02).

ASSETS AND FINANCIAL STATUS

INVESTMENTS

| In EUR m | 2020 | Change | 2019 | 2018 |
|--------------------------------|------|--------|------|------|
| Investments in tangible assets | 14.2 | -69.0% | 45.8 | 42.6 |

During the 2020 financial year, investments in tangible assets fell by EUR 31.6 million to EUR 14.2 million. Apart from a few important measures, in the wake of the COVID-19 lockdown investment activity was limited or postponed to subsequent periods. In particular, spending focused on the construction of a new production plant in South Africa's East London Industrial Development Zone.

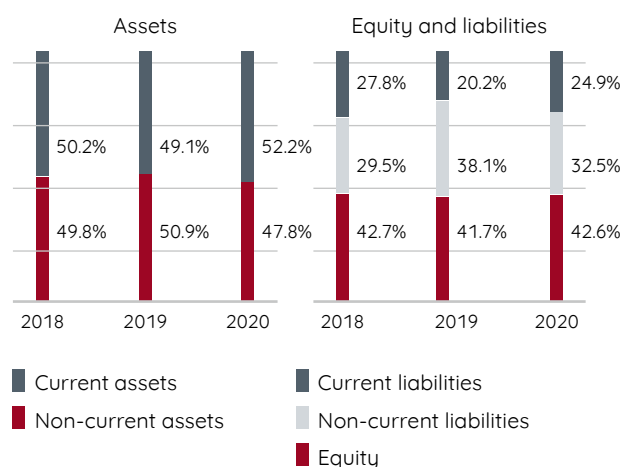
KEY GROUP BALANCE SHEET AND FINANCIAL FIGURES

| In EUR m | 31.12. 2020 | Change | 31.12. 2019 | 31.12. 2018 |
|---|-------------|------------|-------------|-------------|
| Equity | 247.5 | -2.0% | 252.6 | 238.0 |
| Equity ratio (equity/total assets) | 42.6 | 0.9%-pts. | 41.7 | 42.7 |
| Total assets | 581.5 | -4.0% | 605.6 | 557.6 |
| Net working capital ¹⁾ | 92.8 | -25.9% | 125.4 | 95.2 |
| Net working capital/sales revenues in % | 17.8 | -2.2%-pts. | 20.0 | 15.0 |

¹⁾ Net working capital = current assets less current liabilities

In 2020, total group assets fell by EUR 24.1 million to EUR 581.5 million. As at 31 December 2020, the equity ratio amounted to 42.6%, which was 0.9 of a percentage point higher than on the balance sheet date of the previous year and continues to indicate a healthy position. Active working capital management resulted in a marked reduction of the net working capital as compared to the 31 December 2019 balance sheet date of EUR 32.5 million, or 25.9%, to EUR 92.8 million.

BALANCE SHEET STRUCTURE OF THE POLYTEC GROUP



| | Unit | 2020 | Change | 2019 | 2018 |
|--|-------|-------|--------|-------|-------|
| Net debt (+)/assets (-) | EUR m | 105.8 | -32.2% | 156.0 | 101.8 |
| Net debt (+)/assets (-)/EBITDA | - | 2.19 | -4.0% | 2.28 | 1.52 |
| Gearing (net debt (+)/assets (-)/equity) | - | 0.43 | -30.7% | 0.62 | 0.43 |

As opposed to the 31 December 2019 balance sheet date, net debt was approximately one-third, or EUR 50.2 million, lower at EUR 105.8 million. This was due to both the improvement in working capital and the sale of the "Industrial" business area. Consequently, the key figure for fictitious debt repayment duration improved from 2.28 to 2.19. The gearing ratio was also markedly lower as compared to the previous year, falling from 0.62 to 0.43.

CASH FLOW

| In EUR m | 2020 | 2019 | 2018 |
|--|-------|-------|-------|
| Cash flow from operating activities | 45.8 | 24.4 | 30.9 |
| Cash flow from investing activities | 12.1 | -48.6 | -39.4 |
| Cash flow from financing activities | -22.8 | 6.1 | 25.2 |
| Change in cash and cash equivalents | 35.0 | -18.1 | 16.7 |
| Final cash and cash equivalent balance | 90.4 | 55.6 | 73.6 |

In the 2020 financial year, the cash flow from operating activities increased by EUR 24.4 million to EUR 45.8 million. This was largely the result of the fall in trade accounts receivable and other receivables and contractual assets of EUR 23.2 million, which was in contrast to the EUR 25.0 million increase in these items of the previous year.

The cash flow from investing activities reversed from minus 48.6 million to EUR 12.1 million. The main reason for this change was the effect emanating from the sale of the “Industrial” business area. In addition, capacity adjustments including the sale of plant also contributed to this turnaround and moreover, the investments planned for the 2020 financial year were delayed owing to the corona pandemic.

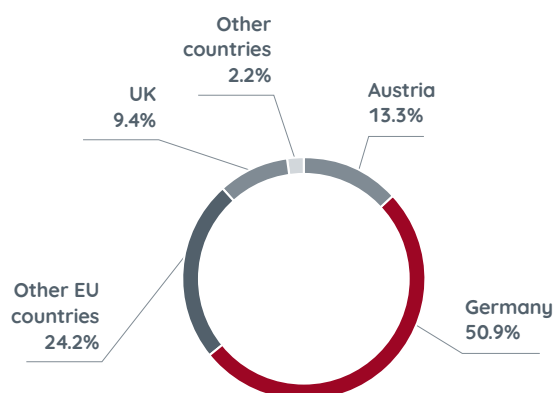
The cash flow from financing activities amounted to minus EUR 24.5 million (2019: EUR 6.1 million). This figure included the early repayment of a promissory note loan tranche of EUR 15.0 million.

As compared to the 31 December 2019 balance sheet date, the POLYTEC GROUP was able to raise the level of its cash and cash equivalents by 62.5% and as at 31 December 2020 thus disposed over cash and cash equivalents of EUR 90.4 million. As a result of proactive cash flow management, the payment flows could be flexibly adjusted and optimised to meet both internal and external requirements at any time. As a consequence of the high level of cash and cash equivalents and the constant monitoring of liquidity development, the POLYTEC GROUP sees itself as being in a robust position.

EMPLOYEES

During the past three years the average numbers of POLYTEC GROUP employees (including leasing personnel) and their geographic spread were as follows. No short-time working effects are accounted for in the personnel data (in full-time equivalents - FTE):

| in FTE | 2020 | Share | 2019 | 2018 |
|--------------------------------------|--------------|-------------|--------------|--------------|
| Austria | 522 | 13.3% | 554 | 566 |
| Germany | 2,006 | 50.9% | 2,089 | 2,158 |
| Other EU countries | 955 | 24.2% | 1,034 | 1,080 |
| UK | 369 | 9.4% | 474 | 461 |
| Other countries | 87 | 2.2% | 193 | 200 |
| POLYTEC GROUP | 3,939 | 100% | 4,344 | 4,465 |
| Sales revenues per employee in EUR k | 132.5 | | 144.4 | 142.5 |



On the basis of an annual comparison, average group workforce numbers (including leasing personnel) fell by 405 (FTE), or 9.3%, from 4,344 to 3,939. The average leasing personnel quota totalled 6.5% (2019: 8.8%). At EUR 132.5 k, sales revenues per employee (including leasing personnel) were lower than in the previous year.

On the 31 December 2020 balance sheet date, the POLYTEC GROUP workforce (excluding leasing personnel) numbered 3,228. In comparison with the 2019 balance sheet date (4,098 employees), this represented a reduction of 870 employees (FTE) or 21.2% due to plant closures and the sale of the “Industrial” business area.

3. REPORT ON PROBABLE GROUP DEVELOPMENT AND RISKS

DEVELOPMENT IN THE AUTOMOTIVE INDUSTRY OUTLOOK

In 2021, the international car markets are expected to grow again. A sales revival is also awaited in the commercial vehicle segment although the pre-COVID levels in both categories are unlikely to be reached during the year 2021.

The global economy and hence the automotive industry continue to struggle with the consequences of the corona crisis, which already entered its second year in 2021. In Europe (EU, EFTA and UK), the high values of the previous year led to the expectation of lower registration figures for the beginning of 2021. However, the drop in the numbers of new passenger car registrations in January 2021 was far worse than anticipated and as compared to the same month of the previous year. Registrations dwindled from 1.13 million to 0.84 million vehicles, a fall of 25.7%. This meant that in 2021 the January figure for new registrations was the lowest ever recorded and furthermore, in comparison with 2020, February registrations also fell sharply.

In addition, since the beginning of the year, sizeable increases in the prices for a large number of raw materials could be noted. Experts estimate that this trend could continue throughout 2021. Innumerable force majeure reports from a diversity of raw material suppliers have already resulted in considerable shortages and supply chain disruptions. Indeed, from a current perspective, interruptions to supplies such as those related to the greatly reduced availability of semiconductor chips cannot be entirely excluded.

At the start of the year, analysts and automobile association representatives made confident predictions as far as overall developments in 2021 are concerned. The German Automotive Industry Association (VDA) assumes that particularly during the second half of the year a slow improvement in the market situation will set in. However, a prerequisite in this regard is major progress in vaccinations so that there will be clear indications in daily life that the pandemic has been contained. However, the declines of the past year cannot be fully compensated for in 2021. For Europe, the VDA expects a growth of 12.0% to 13.4 million cars. In the USA, light vehicles sales should rise by 9.0% to 15.8 million and the Chinese car market is set to already surpass its pre-corona level with sales of 21.4 million units (+8.0%).

The VDA also expects a global sales recovery in the commercial vehicles market, although in this scenario China will be an exception. The People's Republic not only numbers among the world's largest car markets, but also has a clear lead in the sales of heavy commercial vehicles. However, owing to an extensive governmental programme for fleet renewal, in 2020 truck registrations rose by more than a third. In fact, during the past year the Chinese market accounted for every second truck sold and in view of this effect a fall of around 25% is anticipated for 2021. As far as the other large markets are concerned, experts forecast an increase in new heavy truck registrations totalling 19.0%. In addition, the VDA also assumes an across-the-board increase of 15.0% in sales in all commercial vehicle categories in both the USA and Europe. Nonetheless, despite growth in Brazil and India, in 2021 the global truck market is expected to shrink by 4.0% overall.

Sources: German Automotive Industry Association (VDA) and "Automobilwoche"

OUTLOOK FOR GROUP RESULT DEVELOPMENT

Subject to the assumption that its business environment recovers, in general the POLYTEC GROUP management anticipates consolidated sales revenues of about EUR 575 million. Moreover, on the basis of the restructuring completed in the preceding year, which saw the closure of four production plants and a resultant lasting reduction in personnel and structural costs, EBIT should improve to about EUR 35 million.

Nonetheless, the realisation of this outlook is prone to a number of significant uncertainties, which continue to limit business development visibility and could lead to a volatile course of business. In particular, the possibility of disruptions to production owing to considerable increases in prices and partial shortages with regard to raw materials makes forecasting problematic. In addition, the course of the corona pandemic continues to threaten negative effects upon consolidated sales revenues and the operative result in the current year.

4. RISK REPORTING AND FINANCIAL INSTRUMENTS

For a number of years, the effects of the diesel crisis, stricter climate protection regulations, the structural transformation in the direction of e-mobility and other risk-bearing influences have been a source of concern for the automotive industry. This ongoing transition will continue to pose economic challenges to both manufacturers and their suppliers. As a consequence company decision-makers will have to pay even closer attention to costs and lend their organisations structures that enable them to respond flexibly and quickly to a constantly changing environment, or to act proactively.

However, even if the appropriate organisational basis is created and the best possible preparations are made, this cannot guard against every conceivable risk such as the spontaneous occurrence of a health crisis of global dimensions.

2020 was a year characterised by the COVID-19 virus and the resultant pandemic, which had a negative impact worldwide on virtually every aspect of life. Economic researchers have stated that the effects on the global economy are the most serious since the end of the Second World War and nations are endeavouring to safeguard both their citizens and their economies with immense amounts of finance and measures against growing unemployment such as short-time working models, etc.

In the course of its business operations, the POLYTEC GROUP is subject to numerous risks, which are indelibly linked to its entrepreneurial activities. Therefore, for POLYTEC risk management is an integral part of group strategy and all of its business practices. In the retrospective, it can be stated that the POLYTEC GROUP has implemented target-oriented risk management.

In March 2020 the POLYTEC GROUP management responded immediately to the prevailing circumstances with the creation of a crisis committee, which was in permanent session over several months, partially from home offices, and dealt speedily with the continual changes in general conditions. The measures stipulated by the national authorities for the protection of both employees and the public were implemented rapidly and systematically.

At the end of March 2020, important POLYTEC customers in the automotive industry closed their plants both in Europe and overseas. In consultation with its customers, POLYTEC also wound down its own production and, where required, implemented short-time working at the affected locations.

Apart from the abrupt shutdown and the subsequent restart of the plants, which was even more demanding and complicated, the most important objective of the management was the retention of liquidity. By means of proactive cash flow management, the payment flows could be flexibly adjusted and optimised to meet both internal and external requirements at any time and apart from the utilisation of short-time working models, the POLYTEC GROUP made selective use of the support offered by individual national governments.

Throughout the 2020 financial year, the global automotive industry battled with the consequences of the corona crisis and the lockdown, which in the first half-year brought the industry to a virtual standstill. Following a notable fall in the number of COVID-19 infections during the summer, in autumn the whole of Western Europe saw another sharp rise and the arrival of a second wave, which was of considerably larger dimensions than that at the beginning of the pandemic. Consequently, from November onwards numerous countries again imposed lockdowns in a variety of forms. However, with the announcement of the successful approval of effective vaccines and the start of the first inoculation campaigns at the end of 2020, optimism returned that some form of “normality” might return during the summer of 2021.

At present, it is impossible to offer a comprehensive assessment of how the corona pandemic will develop and the influence that it will exert upon the development of the POLYTEC GROUP's sales revenues and income. Accordingly, the management continues to monitor events extremely closely.

As far as detailed risk reporting is concerned and in particular sales market, volume, sourcing market, investment and production risks, as well as financial risks such as loan, liquidity, currency and interest rate fluctuation risks, in order to avoid redundant text, we would refer you to the information contained under G.2 in the group notes.

5. RESEARCH AND DEVELOPMENT REPORT

During the 2020 financial year, the POLYTEC GROUP employed some EUR 15.9 million for research and development activities (2019: EUR 14.8 million). The research cost ratio (R&D costs/sales revenues) rose to 3.0% (2019: 2.4%).

The development of new products and applications, primarily for the automotive industry, constitutes one of the POLYTEC GROUP's key competences. As a strategic cornerstone, it is an integral part of the group's foundations and over the past decades has made a major contribution to its success. Moreover, the requirements of the group's long-term customers represent the constant focal point of the numerous and labour-intensive, new and further developments.

The POLYTEC GROUP endeavours to impress its customers proactively at any early stage with innovative applications and technology combinations, as well as complete product and manufacturing concepts, which are also aimed at strengthening the group's competitiveness. In this connection, the group does not think in terms of technologies, but rather solutions and thus convinces during the engineering phase with an imposing depth of value added that extends from material production and concept development to simulation. At POLYTEC, almost 200 engineers develop and plan innovative solutions in a diversity of plastic technology areas on the basis of comprehensive experience and profound specialist knowledge.

In combination with the latest production know-how, an enormous diversity of materials and processes ranging from injection moulding and various fibre composites to polyurethane applications enables the POLYTEC GROUP to supply its customers with tailor-made solutions that offer top quality at an attractive price-performance ratio. Apart from the integration of an increasing number of functions in plastic parts and the ongoing expansion of the possibilities for the substitution of metals, the development of new materials and processes aimed at making plastic parts still lighter and more stable represents one of the POLYTEC GROUP's core activities.

The experience gathered by POLYTEC during the manufacture of highly complex vehicle parts and systems can also be utilised in the Smart Plastic & Industrial Applications area. Not merely development, material and production know-how is involved in this connection, but also logistics, product complexity and operational excellence. Above all, this makes POLYTEC's capabilities interesting for customers seeking solutions for products subject to stringent demands regarding surfaces or strict technological requirements, as well as multi-stage production processes and complex logistical

problems. In this connection, the POLYTEC GROUP possesses both the necessary competence and the required resources.

The topic of e-mobility offers clear-cut opportunities for the POLYTEC GROUP and in recent years, its development engineers have placed a special focus on the question as to which components in an e-vehicle can be manufactured from lightweight materials. This is because in view of the heavy batteries required for the drive system, e-powered vehicles should weigh as little as possible in every other regard.

In many cases, plastic components such as vehicle underbodies, battery boxes and complex acoustic solutions meet this demand for lightness to perfection. Conversely, the trend towards e-mobility also confronts POLYTEC with fresh challenges, as the components for e-vehicles partly require utterly different solutions to those needed by vehicles with conventional drive systems. This is exemplified by the Acoustic Solutions area, in which over the years the POLYTEC GROUP has established a strong position with regard to combustion engines. However, in e-vehicles the focus is no longer on engine noise attenuation, but rather the minimisation of exterior and road noise. Therefore, concepts have to be newly evolved and developed.

6. KEY FEATURES OF THE INTERNAL CONTROL AND RISK MANAGEMENT SYSTEM WITH REGARD TO THE ACCOUNTING PROCESS

The Board of Directors is responsible for implementing an appropriate internal control and risk management system for the accounting process and financial reporting. Suitable organisational measures and controls ensure that all the relevant legal requirements necessary for complete, correct, timely and orderly entries in the books and other records are met.

The entire process, from procurement to payment, is subject to strict regulations and group-wide guidelines that are intended to prevent any related risks such as CEO fraud scenarios. These measures and rules include, among others, the separation of functions, signature directives and signatory powers for payment authorisations on an exclusively collective basis that are restricted to a small number of employees, as well as system-supported checks by the software employed.

The most important management control instrument is the planning and reporting system, which has been implemented across the group. In particular, this includes medium-term planning with a three-year horizon, annual budget planning and monthly reporting. The promptly issued monthly financial reports, which are drawn up by POLYTEC GROUP Financial Services, show the current development of all group companies. The content of these reports has been standardised throughout the group and apart from an income statement and balance sheet, also contains the main extrapolated key indicators and a deviation analysis.

The Board of Directors is constantly kept up to speed regarding all relevant issues and risks by means of the uniform, group-wide financial reporting system and ad hoc reports on major events. At its meetings, which are held at least once a quarter, the Supervisory Board is informed about current business developments, operative planning and medium-term group strategy. In special cases the Supervisory Board is also provided with direct and immediate information. Among other topics, the audit committee meetings consider the internal control and risk management.

7. DISCLOSURES REGARDING CAPITAL, SHARE, VOTING AND CONTROL RIGHTS, AND ANY RELATED OBLIGATIONS PURSUANT TO § 243A OF THE AUSTRIAN COMMERCIAL CODE

As at the balance sheet date of 31 December 2020, the share capital of POLYTEC Holding AG remained unchanged at EUR 22.3 million divided into 22,329,585 bearer shares. The group has no other types of shares. All shares have been admitted to trading in the prime market segment of the Vienna Stock Exchange.

On the 31 December 2020 balance sheet date, the Huemer Group was the only investor owning more than 10.0% of share capital. The Huemer Group holds 29.04% (16.00% Huemer Holding GmbH and 13.04% Huemer Invest GmbH) of POLYTEC Holding AG share capital. Apart from the aforementioned, on the balance sheet date the Board of Directors knew of no stockholders with an interest in excess of 10.0% of share capital. No stockholder disposes over special control rights.

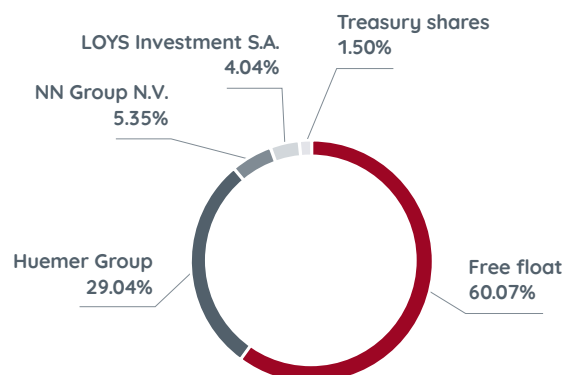
VOTING RIGHT NOTIFICATIONS - STOCKHOLDER STRUCTURE

POLYTEC Holding AG received four voting right notifications in accordance with § 130 of the 2018 Austrian Stock Exchange Act which affected the 2020 financial year. These are shown in the table below:

| Personages required to provide notification | Address/State | Date | Reason | Absolute voting rights | Relative voting rights |
|---|-----------------------|------------|----------|------------------------|------------------------|
| LOYS Investment S.A. | Munsbach/Luxembourg | 12.10.2020 | Purchase | 895,688 | 4.01% |
| LOYS Investment S.A. | Munsbach/Luxembourg | 11.12.2020 | Disposal | 857,272 | 3.84% |
| LOYS Investment S.A. | Munsbach/Luxembourg | 29.12.2020 | Purchase | 901,202 | 4.04% |
| NN Group N.V. | Amsterdam/Netherlands | 31.12.2020 | Other | 1,195,351 | 5.35% |

Every change in material participations about which POLYTEC Holding AG was informed after the balance sheet date can be called up from the Investor Relations, News - Participation Reports section of the company's website www.polytec-group.com.

As at 31 December 2020, on the basis of the 22,329,585 issued shares, the stockholder structure of POLYTEC Holding AG had the following form:



The current composition of the stockholder structure can be called up from the Investor Relations, Share section of the company website www.polytec-group.com.

MANAGERS' TRANSACTIONS

In mid-December 2020, POLYTEC Holding AG was informed that on 14 December 2020, Reinhard Schwendtbauer, a member of the POLYTEC Holding AG Supervisory Board, purchased 7,000 POLYTEC shares at an aggregate price of EUR 7.402 each. In accordance with Article 19 MAR, POLYTEC Holding AG provided a punctual report of this managers' transaction.

Apart from this occurrence, during the 2020 financial year POLYTEC Holding AG received no further reports regarding managers' transactions pursuant to Article 19 MAR from persons discharging managerial responsibilities within POLYTEC Holding AG, or persons with whom they have an arm's length relationship (natural or legal).

An overview of managers' transactions, including those that took place after the balance sheet date can be called up from the Market Data, Statistics, Managers' Transactions section of the website of the Vienna Stock Exchange www.wienerborse.at.

TREASURY SHARES

During the 2020 financial year, the company did not purchase or sell any treasury shares. On the balance sheet date of 31 December 2020, POLYTEC Holding AG held an unchanged total of 334,041 treasury shares, which represented a holding of roughly 1.5% of share capital. The stock market value of these shares on the balance sheet date amounted to around EUR 2.5 million (2019: EUR 2.9 million) and their acquisition value to approximately EUR 1.9 million. The authorisation of the Board of Directors to purchase treasury shares, which is based on a resolution passed by the 19th Ordinary Annual General Meeting on 10 May 2019, remains valid until 9 November 2021.

AUTHORISED CAPITAL

The resolution for the renewed creation of authorised capital (§ 169 Corporation Act) within a maximum of three years following entry into the company register and thus up to 4 September 2022, for the purpose of an increase in cash or capital in kind up to a nominal amount of EUR 6,698,875.00 with the possibility of the exclusion of subscription rights if

share capital be raised by a contribution in kind from companies, operations, part operations or participations in one or several domestic or foreign companies, was approved together with the corresponding amendment to the Articles of Association by the 19th Ordinary Annual General Meeting on 10 May 2019 with the required majority.

OTHER INFORMATION

No indemnification agreements exist between the company and the members of the Board of Directors in the eventuality of a change in control. Equally, there are no indemnification agreements for the Supervisory Board members and employees or any other major agreements which would be affected by a change in control or a public takeover bid. There are no provisions in the Articles of Association that go beyond the statutory provisions for the appointment of members of the Board of Directors and the Supervisory Board, or are intended for amending the Articles of Association. The POLYTEC HOLDING AG website is entered in the company register under: www.polytec-group.com

8. NON-FINANCIAL DECLARATION PURSUANT TO § 267A AUSTRIAN COMMERCIAL CODE

Non-financial declaration pursuant to § 267a of the Austrian Commercial Code and reporting with regard to the Austrian Sustainability and Diversity Improvement Act (NaDiVeG).

BUSINESS MODEL

Founded in 1986, the POLYTEC GROUP is a leading developer and manufacturer of high-quality plastic components and is present on four continents with around 3,600 employees. The Austria-based company now offers its customers 35 years of experience and know-how, not only as a full-range supplier in the field of injection moulding, but also a specialist for fibre-reinforced plastics and a producer of original accessories made from plastic.

POLYTEC numbers globally renowned brands from the car and commercial vehicle industry among its customers, but is also increasingly supplying markets outside this sector. In both cases, the most important criteria for success are innovative technologies, resource-protective processing methods, perfect quality and absolute punctuality of delivery in combination with competitive prices. In both the automotive and non-automotive fields, POLYTEC provides outstanding value added depth in all segments. This entails design and

project development, as well as the production of tools and semi-finished products for fibre composites, component simulation and examination, as well as numerous plastics processing technologies. Furthermore, POLYTEC convinces through excellent performance with regard to downstream processes such as painting and assembly as well as just-in-time or just-in-sequence delivery.

MATERIALITY

POLYTEC GROUP stakeholders are personages or groups who have a justifiable interest in the development of the company. The prompt recognition of their interests and expectations leads to important insights into opportunities and risks. This information plays a significant role in the actions of the POLYTEC management.

POLYTEC has identified the following external and internal stakeholders as being of relevance to group activities:

CUSTOMERS

- OEMs
- Tier 1 suppliers
- Industrial manufacturers

EMPLOYEES

- Members of the Board of Directors, managing directors and executive managers
- Blue- and white-collar employees (including leasing personnel)
- Employee representatives
- Recruitment market applicants

SUPPLIERS

- Suppliers of raw materials, materials, energy, etc.
- Subcontractors, sub-suppliers for production (e.g. tooling)
- Plant and machinery manufacturers
- Services suppliers and consultants (maintenance, IT, legal matters, further education bodies)

PUBLIC SECTOR

- Legislators on a European Union, Republic of Austria, federal province and district level
- Agencies and authorities (especially for anti-trust and competition law, commerce, labour inspection, finance and taxation, financial market supervision)

CAPITAL MARKET

- Investors – the founding family Huemer
- Investors – institutional and private
- Debt capital markets
- Stock exchanges, banks and insurance companies, auditors, credit protection associations
- Analysts, proxy advisors and rating agencies
- Financial market media

OTHER STAKEHOLDERS

- Members of the Supervisory Board
- Media (specialist and social)
- NGOs (environmental, social), consumer protection
- Politicians, industry associations, trades unions, other interest group representatives
- Competitors and other market participants
- Universities, research bodies and schools
- Neighbours

IDENTIFIED MATERIAL ISSUES

A list of relevant issues was drawn up on the basis of the POLYTEC GROUP's corporate strategy (relevance from a the company's point of view) taking into consideration the interests and expectations of internal and external stakeholders identified from ongoing communications. This list was then supplemented with the topics pinpointed by means of a benchmark analysis of selected competitors, customers and suppliers with the result that the following issues were defined and prioritised according to their materiality:

- Long-term economic success and value increase
- Customer benefit and satisfaction
- Enhanced cost efficiency and value added generation
- Production of top quality, innovative plastic products
- Continuous dividend policy
- Compliance
- Work safety and occupational health protection
- Employee advancement
- Optimisation and digitalisation of company processes
- Climate and environmental protection measures (e.g. emission minimisation)
- Efficient use of energy
- Resource conservation through the efficient use of raw and other materials
- Waste avoidance and reduction

Information regarding these topics is contained in this and other sections of the Management Report. Issues not dealt with are currently the object of concept preparation.

RISK REPORTING

Within the scope of its business activities, the POLYTEC GROUP is subject to a variety of risks, which relate directly to entrepreneurial transactions. Risk management is an integral part of POLYTEC's strategy and all of its business processes. The comprehensive certifications required from an automotive industry supplier (e.g. TS ISO/16949:2016) already specify appropriate regulations, compliance of which is also monitored by external audits. In line with the organisational structure of the POLYTEC GROUP, risks are managed and monitored decentrally and close to the market, particularly in the course of ongoing business processes. However, financial risks are mainly managed by the Group headquarters.

In the risk reporting, the interaction between the crisis caused by COVID-19 and the omnipresent cyber-crime risk will be discussed in more detail.

IT SECURITY AND USER BENEFITS IN THE COVID-19 CRISIS

Like many other enterprises, the POLYTEC GROUP is also subject to the increasing threat of cyber crime attacks, but to date all such intrusions have been repulsed successfully. Nonetheless, the criminal professionalism in this regard has come to represent a serious threat to operative business. Therefore, both technical and economic protection mechanisms have been examined with risk minimisation in view. In addition, the POLYTEC GROUP's internal controls are continually tightened and employee awareness with regard to this topic is strengthened and evaluated at regular intervals.

Together with the group-wide IT team the Chief Information Security Officer (CISO), a position which was newly created in 2019, ensures confidentiality, availability and protection of data. This enables potential risks to be identified at an early stage and counteracted. In addition, the main assignments of the CISO also include the safeguarding of POLYTEC against the potential damage caused by the misuse or unauthorised publication of data and the reduction of such risks to a minimum.

The POLYTEC GROUP's existing information Security Management System (ISMS) is subject to constant enlargement and is being gradually rolled out across the entire group. It is closely oriented towards the Trusted Information Security Assessment Exchange (TISAX) standard, which is a data security norm defined by the automotive industry. In turn, TISAX relates to the international industry standard ISO/IEC 27001, which is employed by car manufacturers and sub-suppliers to the German automotive industry.

In particular, the corona pandemic, which has now been ongoing for more than a year has made it clear that new and unpredictable risks, which can have a massive impact upon production stability and continuity of supply, as well as the financial and earnings situation of a company, must be expected any time. In mid-March 2020 the POLYTEC GROUP management responded directly to the changed circumstances resulting from the spread of the coronavirus with the activation of a crisis committee. As a result, the measures stipulated by the national authorities for the protection of both employees and the public were implemented in timely and systematic fashion.

The COVID-19 crisis and the related increased necessity for home office solutions underlined the great importance of a comprehensive and secure IT infrastructure. For especially in a crisis situation, this infrastructure fulfils tasks that are of major significance for the operations of an organisation and under some circumstances can even be essential for its survival. The extensive investments of past years in group-wide digitalisation and the established preventive measures for data security already proved their worth for POLYTEC during the initial lockdown in March 2020 and ensured functioning crisis communications throughout the group.

The measures taken allow white-collar employees of POLYTEC to complete part of their assignments outside the office. In addition, they have produced a decisive optimisation of the inter-locational communications within the POLYTEC GROUP.

The continued expansion of safe IT infrastructure across the group will make POLYTEC as a whole less susceptible to the negative effects of unforeseeable, exceptional circumstances like those created by the COVID-19 pandemic.

FURTHER DETAILS REGARDING RISK REPORTING

In order to avoid redundant text, as far as detailed risk reporting is concerned and in particular that relating to sales market, volume, sourcing market, investment and production, as well as financial risks such as those appertaining to loans, liquidity, currency and exchange rate shifts, we would refer to the information provided under Item G. 2 of the notes to the consolidated financial statements.

THE POLYTEC GROUP MISSION STATEMENT

The targets, culture and self-perception of the group are formulated in a corporate mission statement, which, taking into account three strategic pillars, defines the main areas of activity of a management programme for the individual business units. Employees of POLYTEC GROUP participate either directly or indirectly in the concretisation of the actions to be taken within the framework of this management programme and are thus able to make their individual contributions to the realisation of the group's vision.

The new mission statement, which literally describes POLYTEC's "DNA" word for word, has been in force since the beginning of 2016. It provides orientation for the entire workforce and serves as a binding guideline for conduct with respect to many major issues, ranging from quality and environmental targets to activities, decisions and strategies. In particular, with its mission statement POLYTEC commits itself to constantly adhere to legal statutes, maintain an open dialogue with its customers, suppliers, authorities and the general public, and to conserve natural resources. These basic principles are intended to guide the POLYTEC GROUP towards a successful future.

OUR VISION

We are European industry's first point of address and preferred supplier with regard to trendsetting plastics solutions. Our special focus is on the automotive sector.

OUR MISSION

The enthusiastic POLYTEC team creates sustained value for both our group and its customers. We develop carefully conceived solutions with a high degree of system knowledge, which extends along the entire chain of value added activities from the initial idea to just-in-sequence delivery and thus regularly surpass customer expectations. We fulfil individual requirements in optimum fashion through the use of numerous plastics technologies in line with specific applications. We also achieve a competitive price level and the lasting appreciation of our customers by means of an efficient cost structure, coordinated procedures and best-in-class production and service processes.

As an international player, we combine uncompromising financial transparency with a strong sense of responsibility towards our entire business environment.

OUR VALUES

Passion ...

Our desire to achieve ideal solutions inculcates every working phase.

... creates ...

- Our solution competence derives from people. Therefore, we ensure that we always have the right persons in the right places and support and challenge them accordingly.
- We are open-minded and cultivate the exchange of ideas. In this way we use the synergies within the POLYTEC GROUP to the full and thereby create top products and technologies with an optimum price-performance ratio.
- We accept responsibility and only act in accordance with ethical principles. This is because we also feel bound by conscience to the agreements made with our customers and partners.

... innovation

We are a competent development partner for our customers. We act with esprit, reliability and purpose.

CODE OF CONDUCT

In our Code of Conduct we describe our mission statement, the values that we share and how we wish to work together. The code provides us with a clear goal for the application of ethical standards such as integrity, openness, honesty and compliance with the law. Adherence to all the mandatory regulations and internal rules that apply to POLYTEC Holding AG and its subsidiaries forms the basis of our employees' cooperation with shareholders, owners, authorities, the public, customers, suppliers, service providers, colleagues, competitors and other stakeholders.

The Code of Conduct provides the foundation for the morally, ethically and legally correct conduct of all POLYTEC GROUP employees and business partners, and is therefore a significant part of our corporate culture.

Regulations of the Code of Conduct

Behaviour in the business environment: compliance with the law, fair and free competition, relationships with customers, competitors and suppliers, avoidance of conflicts of interest and prevention of money laundering.

Behaviour towards colleagues and fellow-employees: equal treatment and non-discrimination, observance of human and employee rights, as well as health and safety.

Behaviour in society: sustainable environmental and climate protection, and public appearance.

Handling of information: reporting, confidential company information, dealing with insider information and information of capital market relevance, as well as data protection and information security.

All POLYTEC GROUP employees are expected to examine their conduct in the light of the directives established in this Code of Conduct and ensure adherence to them. Infringements and evidence can be reported via a specially established channel. Access to such information is accessible only to the responsible employees and all reports are carefully examined and handled with complete confidentiality.

With regard to detailed information concerning the Code of Conduct, we would refer to a document that is available for download on the POLYTEC GROUP website, www.polytec-group.com.

RESPECT FOR HUMAN RIGHTS

The POLYTEC GROUP has committed itself to the preservation and protection of human rights as the fundamental values in accordance with the European Convention on Human Rights. This commitment is also an important part of our Code of Conduct, which constitutes the basis for morally, ethically and legally compliant behaviour of all of the POLYTEC GROUP's employees and business partners and is thus a key element of the corporate culture.

In the course of business activities, no risks of reporting relevance were identified with regard to the observance of human rights. As the majority of production takes place in Austria, Germany and other EU countries where high standards and requirements in connection with human and employee rights already apply, no significant risk was determined.

COMPLIANCE - COMBATTING CORRUPTION

For POLYTEC, conducting business in accordance with the law and high ethical standards represents a matter of course. For the group, compliance means far more than the implementation of current rules and regulations. Instead, it is a matter of corporate culture. Therefore, in addition to the content of capital market compliance, POLYTEC Group holds regular coaching sessions with regard to anti-corruption and anti-trust laws. On the one hand employees are made aware of issues of relevance to both competition and anti-trust leg-

islation and, and on the other hand, of the correct handling of gifts and invitations. Furthermore, the training courses also deal with the issues of corruption, conflicts of interest, bribery and the acceptance of gifts, as well as the expectations relating to all POLYTEC GROUP personnel and the consequences of misconduct. The aim is to protect both POLYTEC and its employees from infringements of the law, to allocate even greater significance to the topic of combatting corruption measures and to provide practical support in the application of relevant regulations.

Apart from the Articles of Association, at present the existing authorisation and delegation guidelines are currently under review and will subsequently be adapted to the new organisational and legal framework conditions. The aim is to ensure that the rights, obligations and responsibilities of the respective persons involved are clearly defined and limited and that these restrictions are communicated in transparent fashion. As a result, employees will be subject to a binding obligation to observe correct conduct.

No breaches of compliance were determined during the period under review.

ENVIRONMENTAL PROTECTION

As a sub-supplier to the automotive industry, the POLYTEC GROUP provides key solutions for the optimisation of new vehicle generations. Moreover, owing to its innovative strength and flexibility, in the course of its more than 30-year existence POLYTEC has established an excellent reputation in the automotive sector. By means of comprehensive research and development activities, POLYTEC makes a significant contribution to the ongoing improvement of the products of its customers, which ultimately also has a positive effect upon the environment. For example, the overall weight of vehicles is lightened through material substitution and as compared to steel, for some components weight savings of up to 60% are possible. This lowers fuel consumption markedly and leads to a transitive cut in CO₂ emissions.

Systematic analyses of the ecological impact represent an integral feature of POLYTEC's product development process and are carried out by the group's technicians in close coordination with the customers. In combination with perfect quality and absolute punctuality of delivery, continual optimisation successes in areas such as weight reduction, material substitution and savings, noise and sound abatement, etc. constitute the main strength of the POLYTEC Group and are highly valued by its customers.

However, POLYTEC not only constantly upgrades the products and services supplied to its customers, but on the basis of a coordinated environmental, quality and lean management system, the group also regularly analyses and upgrades internal production processes with the aim of cutting in-house material and energy consumption. The processing of plastics demands large quantities of resources and hence the careful employment of production materials constitutes both an ecological and an economic necessity. Individual, in-group production phases are therefore continually optimised with a view to saving energy and reducing raw material consumption. Furthermore, process water and various cleaning solutions are almost exclusively utilised in closed cycles. As far as the use of paints is concerned, POLYTEC fulfils stringent indoor and waste air standards, which serve to protect employees and the environment to an equal extent.

The majority of the parts, top-quality component modules and multifunctional plastics systems designed by POLYTEC are manufactured in accordance with certified development and production processes. All business units of the POLYTEC Group are now certified according to the IATF 16949 quality management and the ISO 14001 environmental management standards. In addition, the majority of POLYTEC's production sites are also certified in accordance with the internationally recognised ISO 50001 environmental management standard, and furthermore must also comply with numerous customer-specific standards. These are facts that clearly underline the long-term commitment and successes to which POLYTEC can refer in the environmental protection field.

As part of the POLYTEC GROUP's digitalisation offensive, software for the improved control of specific customer requirements in connection with IATF 16949 has been implemented and tested successfully at the site in Hörsching. The software, which enables special customer demands to be met through the systematic allocation of processes and responsible personnel, will now be rolled out and made available to all other POLYTEC GROUP locations. The currentness of the data is ensured by the regular questioning of customer portals and a related check on any changes of customer requirements. These can then be passed on to POLYTEC suppliers in order to secure comprehensive adherence along the entire supply chain. The rollout of the software thus ensures a valid group-wide standard and a consistent process.

STRATEGIC OBJECTIVES

Environmental and climate protection form an essential and increasingly important part of POLYTEC's business processes. In 2020, a review and redefinition of the group's environmental objectives were completed with the aim of anchoring the concept of sustainability even more firmly within the

group. The intention is that the resulting diverse measures are to be implemented continually during the coming years as part of POLYTEC's environmental and energy management. The main focus points in POLYTEC's environmental strategy determined in the course of this process are:

1. Resource conservation. With this strategic objective, POLYTEC wishes to place a greater emphasis upon a holistic approach with the intention of ensuring that the group considers the protective use of all raw materials and intensified recycling along the entire production process in order to secure the conservation and optimum employment of the resources available. This also incorporates both the consumption of both natural resources such as water and the savings achieved by POLYTEC through the lightweight design or the functional integration of its components. In addition, the group also reduces its raw material consumption further by the greater use of regranulates, modern dosing systems, improved reject ratios and the modified chemical composition of materials.

In spite of the economical handling of raw materials, the creation of waste cannot be prevented entirely. Therefore it is all the more important to separate unavoidable waste in the best possible way and thus transfer to useful recycling whenever this is feasible. POLYTEC supports its personnel during correct waste classification by means of a uniform colour coding system. This not only reduces residual waste, but also the cost of its disposal.

2. Enhanced energy efficiency. At POLYTEC a particularly important resource and thus cost factor is formed by energy. Therefore, the pursuit of maximum energy efficiency is not only worthwhile from an ecological perspective, but also an economic standpoint. In recent years, different projects have resulted in the optimisation of important energy consumers across various locations and hence the achievement of sizeable savings. These are exemplified by the transition from heating oil to natural gas-fired systems with markedly higher efficiency levels, as well as building insulation, the use of more efficient control systems for compressed air compressors and similar other measures. Using energy management systems, POLYTEC examines individual production phases with regard to their energy efficiency and, if necessary, extrapolates improvement measures from the findings. Heat recovery projects have already been concluded successfully and further projects for a comprehensive switch to LED lighting technology are being progressively completed.

3. Reduced environmental emissions. In order to place a more intensive spotlight upon the concept of sustainability, POLYTEC has adopted the reduction of environmental emissions as a strategic goal. Environmental protection now plays a central role in the production processes in order to achieve the continual reduction of harmful emissions. Accordingly, for the first time in 2020 the volumes of CO₂ (Scope 1 and Scope 2) emitted by the POLYTEC GROUP were the object of intensified, broadly based logging and evaluation. The statistics thus gathered will subsequently lead to emission reduction measures, the results of which will then be measured. In addition, the group is expanding its current programmes for waste prevention and a reduction in substances that constitute both a health and environmental hazard.

Following successful trials, the various pilot tests launched in past years at POLYTEC GROUP plants in connection with these focal points have been and will be implemented successively at other group locations.

POLYTEC is well aware of its responsibilities as an industrial enterprise and via the aforementioned measures continually and systematically initiates further steps aimed at making its production processes more sustainable and resource-efficient.

SELECTED ENVIRONMENTAL PROTECTION PROJECTS UNDERGOING PLANNING OR IMPLEMENTATION

Photovoltaic systems

It is planned to install large-scale photovoltaic systems on the roofs of production halls at up to ten POLYTEC GROUP locations. The project is currently in the advanced planning phase during which the prerequisites and suitability of the individual locations are being evaluated by means of static and technical checks. Subject to a positive assessment, step-by-step system installation will commence in the course of 2021. The aim of this ambitious project is to be able to cover a major part of in-group energy consumption from renewable sources. Furthermore, the expansion of electricity generation from solar power will make a significant contribution to a reduction in POLYTEC's CO₂ emissions.

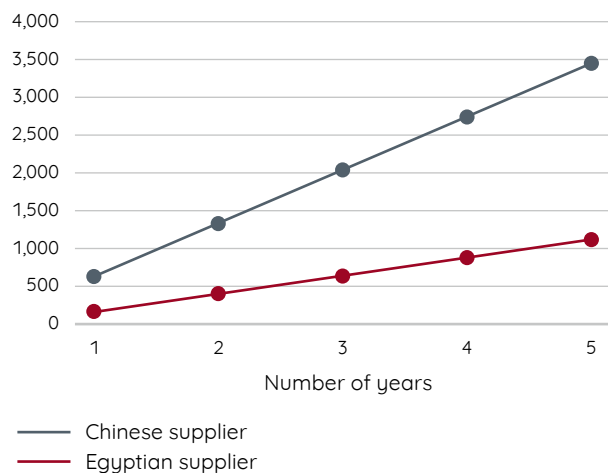
SELECTED ENVIRONMENTAL PROTECTION PROJECTS ALREADY COMPLETED

CO₂ savings due to shortened transport distances

Considerable savings and improvements are not only achieved through the realisation of highly complex and cost-intensive projects, but can also partially be achieved through simpler measures. POLYTEC constantly examines its supply chain in the search for possible savings and optimisation potential. Moreover, this search not only relates to economic considerations, but also equally to environmental aspects.

Most recently, for example, the Gochsheim location in Germany changed its glass fibre supplier. Since this alteration, the raw material required is no longer obtained from China, but instead from a new supplier in Egypt. Every year, the plant processes about 4,500 t of glass fibres, which were ordered in an average of 7.5 orders per year each involving transports from China of approximately 10,200 km by sea. Transportation from Egypt cuts the distance of one route by 6,800 km to 3,400 km and as the average CO₂ emissions on the maritime route amount to roughly 15.1 g/t/km, the deliveries from China caused CO₂ emissions of 693.1 t/y. All deliveries from Egypt result in a total of 231.0 t of CO₂ annually and therefore by means of this change on average POLYTEC achieves savings of 462.1 t CO₂ per year.

Comparison of CO₂ emissions per year (in tonnes)



This example demonstrates how pollutants can be saved and contributions to environment protection can be made in a variety of ways.

Certification of all production plants according to ISO 14001

Today, all of the POLYTEC GROUP's production plants possess ISO 14001 certification and thus fulfil the key demands for an environmental management system. An operational environmental policy and concrete environmental goals were defined for each production location and a corresponding management system was then installed. Ongoing improvement is ensured through regular audits of the environmental objectives set. In 2020, one significant innovation was achieved with the allocation of ISO 14001 and ISO 50001 environmental and energy certificates to the holding company and thus centrally for almost all the group's locations within the framework of a central organisation and a central audit. Only the sites in the UK and Belgium still possess independent certification.

Electricity savings through a new central chilling plant

At the Sládkovicovo location in Slovakia, high temperatures are generated during the processing of duro- and thermoplastics (SMC, LFT) and therefore large amounts of cooling water are required in order to safeguard the hydraulic presses and other tools against overheating. In 2020, a new and highly modern central cooling system was installed at the plant, which provides water cooling in combination in an energy-saving way. Despite high investment costs, this plant modernisation is not only worthwhile from a financial standpoint, but also contributes to energy savings and hence to environmental protection. This plant alone saves up to 300,000 kWh of electricity per year.

Installation of superordinated compressor controls

At the Gochsheim location in Germany, a new, superordinated compressor control system has been installed to increase the efficiency of compressed air production. Using the load data provided for the individual compressors by an energy data logging system, the superordinated controls could be optimally adjusted to the compressed air consumption at the location. The existing compressors are switched on and off as required and in line with their optimum degrees of efficiency. As a result of these settings, efficiency was improved by 18.3%, which has resulted in annual electricity savings of around 80,000 kWh.

Electricity savings through the identification of additional consumers during plant closures

The corona-related restrictions and lockdowns led to supply chain interruptions, which also forced POLYTEC to temporarily close some of its own plants. However, in order to extract something useful from this situation, separate shutdown plans were prepared for the affected locations. In this connection, those plants already possessing an energy data management system had major advantages, as after the shutdown additional power consumers could be identified. Consequently, at the Lohne location for example, the switching-off of additional electricity consumers meant that during the plant closure over 18,000 kWh could be saved.

Ongoing transition to LED technology

In 2020, systematic progress continued with regard to the uniform planning specifications and installation of efficient lighting through the use of energy-saving LED lamps. This holistic planning approach not only facilitates the inter-group transition to more economical lighting, but also offers financial benefits. Once again in 2020, a number of production plants switched from conventional lighting to LED lamps and these measures resulted in a further reduction in power consumption of some 140,000 kWh per year compared to conventional lighting.

CO₂ savings through the installation of shredders

During 2020, a shredder system was installed at the Roosendaal location in the Netherlands, which now assists the recycling of the polypropylene (PP) scrap emanating from component production. In the past the waste was transported to an external treatment company in Germany, which then delivered the shredded and reprocessed material back to Roosendaal for further processing. Owing to the installation of the shredder system, the material is now dealt with directly at the production site and then returned to the production loop. Consequently, unnecessary transportation has ceased entirely with the result that over 6,300 l of diesel and roughly 16.5 t of CO₂ are saved annually.



REVISED ENERGY AND ENVIRONMENTAL TARGETS

In 2020, the group's objectives with regard to energy and the environment were completely revised, redrafted and

allotted with individual targets. POLYTEC is now pursuing the following cross-plant goals:

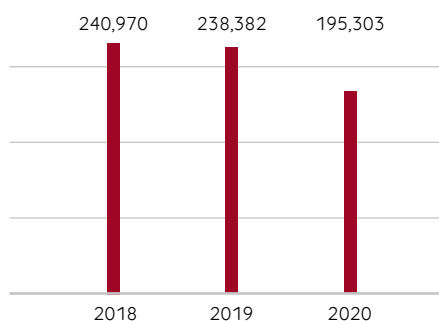
| Target definition | Dimension | Key indicator | Basis |
|---|---|---------------------------------------|---|
| Strategic objective: resource protection | | | |
| Reduction of raw material consumption through an improvement in the reject ratio | 15% by 2023 | kg/kg | Materials for blank production (excluding painting and component finishing) |
| Increase in the recycling share through project realisation | At least two projects per year up to 2023 Increase share | Number of completed projects kg/kg | Number of recyclable plastics in ratio to the number of plastics used |
| Strategic target: increased energy efficiency | | | |
| Reduction in energy consumption (base load) | 20% by 2025 | kWh/EUR k | Group energy consumption (gas, electricity, oil)/sales revenues |
| Reduction in electricity consumption due to compressed air leakages | 50% by 2025 | kWh/EUR k | Group energy consumption (gas, electricity, oil)/sales revenues |
| Equipping of all plants with energy monitoring (including reporting and active control processes) | Realisation by 2025 | Number of plants | Basic equipment (main electricity and gas meters) energy monitoring in all plants |
| Strategic target: environmental emission minimisation | | | |
| Establishment of monitoring for Scope 1 and 2 carbon footprint (CFP) and CFP reduction (reduction of CO ₂ emissions) | 20% by 2025 | % | Preparation of targets for Scope 1 and 2 using the available data basis |
| Reduction in waste quantities through improvement of the reject ratio | 15% by 2025 | % | Waste quantity/Material input |
| Increase in the share of recyclable waste through improved waste sorting | 0.75%/year and 8% by 2025 | % | Specific waste in ratio to total waste amount |
| Reduction or substitution of auxiliary materials that represent an environmental or health hazard | 10% by 2023 | % | Yearly check on the number of materials in use that represent an environmental or health hazard |
| Uniform hazardous material management | Realisation by 2022 | | |
| Development of innovative products (e.g. lightweight design), which through their use reduce environmental emissions | At least two projects per year | Number of completed projects | Lightweight design, metal substitution, combination of differing production technologies |

KEY INDICATORS

The listed key indicators incorporate the plants of all the fully consolidated companies. The plants in Marchtrenk (Austria) und Bochum (Germany) were sold in the course of an M&A transaction. This was finalised on 7 December 2020 with the result that up to the closing date, the key indicators of both plants have been taken into account for the last time on a pro rata basis. The partly sizeable fluctuations in the key indicators as compared to the values of the past year relate largely to the current COVID-19 pandemic and the resultant economic effects such as supply disruptions and temporary plant closures.

Energy use

| in MWh | 2020 | Share | 2019 | 2018 |
|----------------------|----------------|-------------|----------------|----------------|
| Electricity | 113,215 | 58.0% | 134,915 | 133,337 |
| Natural gas/oil | 76,856 | 39.3% | 97,948 | 104,842 |
| Heating | 2,571 | 1.3% | 2,708 | 1,708 |
| Other | 2,661 | 1.4% | 2,811 | 1,083 |
| POLYTEC GROUP | 195,303 | 100% | 238,382 | 240,970 |

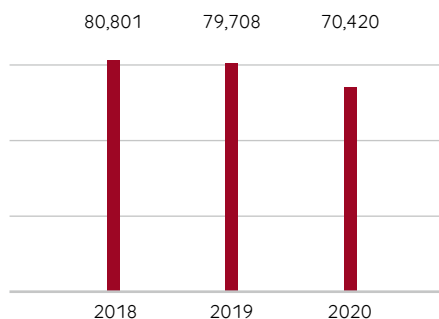


Energy use in MWh

In comparison to the preceding year, energy consumption throughout the group fell by approximately 18.1% or 43,079 MWh to 195,303 MWh during the 2020 financial year. In relation to sales revenues, the ratio declined slightly by around 0.6 percentage points to 37.4%. Apart from the temporary plant closures owing to the corona pandemic, this fall can be traced primarily to the shutdown of the location in Weiden (Germany) in 2019 and of the plants in Aksaray (Turkey), Putte (Netherlands), Rastatt and Idstein (both in Germany) in 2020.

Material use

| in t | 2020 | Share | 2019 | 2018 |
|---------------------------------------|---------------|-------------|---------------|---------------|
| PP – polypropylene | 29,998 | 42.6% | 25,851 | 23,414 |
| PA – polyamide | 6,696 | 9.5% | 8,892 | 9,929 |
| ABS – acrylonitrile butadiene styrene | 1,157 | 1.6% | 1,763 | 2,848 |
| PUR – polyurethane | 3,440 | 4.9% | 4,613 | 1,995 |
| Glass fibres | 6,212 | 8.8% | 7,498 | 8,384 |
| Resins | 5,070 | 7.2% | 4,462 | 4,959 |
| Paints | 678 | 1.0% | 1,493 | 1,004 |
| Others | 17,169 | 24.4% | 25,136 | 28,268 |
| POLYTEC GROUP | 70,420 | 100% | 79,708 | 80,801 |

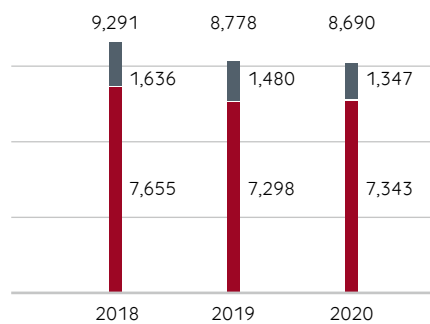


Material use in t

As compared to the preceding year, the use of materials throughout the group fell by approximately 11.7% or 9,288 t to 70,420 t during the 2020 financial year. In relation to sales revenues, the ratio rose by around 0.8 percentage points to 13.5%. This rise was primarily due to the increase in the production of plastic boxes for the food industry at the Ebensee location, which continued to operate at full capacity during the corona crisis.

Waste volumes

| in t | 2020 | Share | 2019 | 2018 |
|----------------------|--------------|-------------|--------------|--------------|
| Non-hazardous waste | 7,343 | 84.5% | 7,298 | 7,655 |
| Hazardous waste | 1,347 | 15.5% | 1,480 | 1,636 |
| POLYTEC GROUP | 8,690 | 100% | 8,778 | 9,291 |



- Hazardous waste in t
- Non-hazardous waste in t

Despite increased waste volumes once incurred due to the plant closures, the volume of hazardous and non-hazardous waste produced by the POLYTEC GROUP in the 2020 financial year was at 8,690 t and therefore 1.0% or 88 t lower than in the previous year. In relation to sales revenues, the ratio rose marginally by 0.3 percentage points to 1.7%.

CO₂ emissions

| in t | 2020 |
|----------------------|---------------|
| POLYTEC GROUP | 46,537 |

During 2020, CO₂ emissions in the POLYTEC GROUP were measured for the first time on an inter-group basis and the existing key indicators were converted into CO₂ equivalents. In terms of CO₂ equivalents, greenhouse emissions in the 2020 financial year totalled 46,537 t. This figure will serve as a reference point for comparisons and savings potential in subsequent years.

POLYTEC PERFORMANCE SYSTEM

The POLYTEC Performance System (PPS) is employed to improve the group's internal production and administrative processes. Concrete PPS measures consist of the consistent analysis and identification of optimisation potential as well as the reduction or elimination of waste and inefficiencies. PPS is part of the POLYTEC GROUP's comprehensive lean management programme, which has the objective of streamlining everyday working and achieving a long-term increase in productivity.

In 2020, PPS focused on the following issues and projects:

Shop floor management 2.0. POLYTEC's standardised shop floor management (SFM) is intended to analyse process performance and identify anomalies and upgrading potential on the basis of specific key indicators from standardised processes and sequences in production, logistics and maintenance. This allows measures aimed directly at raising efficiency to be initiated immediately and directly on the spot. In addition, within the SFM framework, employees are encouraged to implement process improvements on their own initiative.

Group-wide standards for set-up time optimisation. In 2020, a project was implemented at the Ebensee, Gochsheim and Lohne locations for the group-wide definition of standards for a significant reduction in set-up times. In the course of the project, the set-up times for individual systems were cut by as much as 60%. On the basis of the findings thus obtained, comparable measures are now being rolled out throughout the group.

Systematic improvement of maintenance activities. This project is aimed at the systematic upgrading of maintenance activities through the avoidance or reduction of plant standstills by means of autonomous servicing. In 2020, the focus was placed on the personal responsibility of employees (machine operators) with regard to cleaning, maintenance and inspection tasks. Autonomous maintenance consists of seven steps at the end of which there are employees who will put this independent system into practice.

Internal launch of the POLYTEC PERFORMANCE SYSTEM. 2020 was the official Intranet launch of the POLYTEC PERFORMANCE SYSTEM (PPS). This internal website serves as the main communications channel for all PPS activities within the POLYTEC GROUP and is intended to facilitate the dissemination of information within the organisation and improve teamwork. The website will serve as a communications platform for the further development of current as well as the introduction of new initiatives and projects. It will furnish its users with an overview of system and process upgrades and

optimisation, and also acquaints employees with what PPS has to offer.

PPS peer groups. 2020 witnessed the initiation of the peer group concept. This involves individual employees from the group-wide PPS teams to form groups for certain purposes with the aim of exchanging information more quickly in informal surroundings and free of company structures. Accelerated feedback on the implemented methods and standards is thus assured and for example, peer groups were already formed for the rollout of shop floor management. As the individual plants are at differing stages with regard to implementation progress, these groups encourage the mutual transfers of information and experience.

PPS road map. The PPS road map is an important instrument for the guidance of the POLYTEC GROUP's lean initiatives. It facilitates far-reaching insights into PPS activities at the group's main plants and documents their progress. The road map is intended to assist the transfer of solutions that have resulted in success at individual locations to the POLYTEC Group as a whole and hence engender a full-coverage effect. The PPS road map is a management tool which supports plant managers during the realisation of internal projects and the assessment of their success. This enhanced the efficiency of the realisation of important undertakings such as the streamlining of the material and empties provision process during pallet formation or the automation of tool cleaning.

Lean Management Academy. Only trained personnel are capable of successfully implementing the various PPS measures. Therefore, the objective of the Lean Management Academy is to instruct employees with regard to PPS methodology and principles. At present, POLYTEC personnel have a choice of various teaching modules in different languages at their disposal, which are designed for both managers and the personnel manning plant and machinery. Because of the corona pandemic, presence teaching could only be held to a limited extent in 2020. Since then the comprehensive PPS system is being imparted via intensified online trainings and workshops for the employees.

EMPLOYEES

Owing to the internationality of the POLYTEC GROUP, diversity, respect, equality of opportunity and the integration of employees from differing cultures represent integral elements within the corporate culture. Any form of personal discrimination whether due to origin, gender, skin colour, age, religion, sexual orientation or disability is strictly rejected. During recruitment for vacant positions, a focus is placed on performance orientation, knowledge and skills, equal opportunity and equal treatment. Candidates are selected primarily on the basis of the best possible qualifications and experience which they can contribute to the POLYTEC GROUP as new team members.

The 2020 financial year was dominated by the COVID-19 pandemic. This meant that numerous planned activities could not take place in the intended form, or had to be cancelled, postponed or adapted to match the new circumstances. Moreover, overcoming the crisis also demanded a whole raft of measures.

Career fairs were initially cancelled and then took place in autumn in digital form. Personnel marketing activities were also greatly reduced and only resumed on a selective basis in late autumn. Therefore, it was all the more pleasing that POLYTEC won second place and hence the “Silver Quality Seal” in the automotive/motor vehicle branch category of the BEST RECRUITERS survey. Overall, POLYTEC came in 33rd amongst the more than 500 companies tested.

At locations in Austria and Germany, the POLYTEC Group provides the possibilities to learn one of more than 20 differing technical or commercial professions. POLYTEC also supplements this offer with the support of professional and personal development through further specialist training, team building events, joint workshops and excursions. Qualified trainers are on hand to lend the young trainees advice and active assistance.

POLYTEC encourages the continuous further training and personal development of its employees. Accordingly, in view of the severe curtailment of coaching offers caused by COVID-19, wherever possible a switch to digital learning was made and the content quickly focused, supplemented or adapted to match current needs. As a result, irrespective of the pandemic, the POLYTEC Leadership Academy took place in a new form and with an emphasis on crisis and transformation management in order to provide the managers with the best possible support precisely in difficult times.

In 2019, POLYTEC launched the P3 POLYPERSPECTIVE PROGRAMME (P3) and in cooperation with the LIMAK Austrian Business School offered its participants a tailor-made, general management training course, which was concluded at the beginning of 2020, albeit in abbreviated form due to COVID-19.

WORK SAFETY TARGETS

Selected plant-superordinated occupational safety targets are:

| Target definition | Dimension | Basis | Key indicator |
|--|---------------|--|---------------|
| Reduction in the frequency and severity of work accidents subject to mandatory reporting | Yearly by 5% | Number of work days lost due to working accidents in hours | Number |
| Reduction in the amounts of hazardous materials (toxic or CMR substances) | Yearly by 10% | Number of toxic and CMR substances | Number |
| Increase in the number of ergonomically designed work stations | Yearly by 10% | Number of ergonomically optimised work stations in ratio to the total number of workplaces | % |

Reduction in the frequency and seriousness of work accidents

In 2020, the number of work accidents subject to mandatory reporting in the POLYTEC Group was 16.0% lower than in the preceding year, whereby the average length of accident-related sick leave shortened to 18.9 days. In order to prevent accidents at work, POLYTEC focusses on raising awareness levels of the topics of Health, Safety & Environment (HSE) and on requirements relating to Personal Protection Equipment (PPE). Accordingly, reports on safety matters are televised repeatedly via the POLYTEC Information TV monitors and regular training measures are implemented as well.

Numerous technical improvements such as better waste air extractors for the protection of the airways, improved working area lighting to ease the burden on the eyes and many other measures have all raised the general level of safety in the workplace throughout the group. The overall increase in production process automation has also reduced the dangers that can occur during manual work and therefore also prevents work accidents.

Hazardous material reduction

Further projects for the reduction of hazardous substances were completed successfully in the course of 2020. One such project took place at a German plant where the starting products for the processing of plastic compounds are produced using to date a substance which was classified as hazardous. Following intensive scrutiny this has now been eliminated and replaced by a harmless substitute. Comparable projects have also already been started in order to exclude other hazardous substances from the production area.

During a rear spoiler production project, the use of a primer (bonding agent) that was categorised as hazardous was also examined. During the bonding of different materials, which in this case consisted of a plastic part and a zinc/zinc coated sheet metal component, it is essential that the surfaces involved are extremely clean in order that reliable adhesion is ensured after bonding. During adhesion testing in the product development phase, it was proven that the primer was unnecessary when other non-hazardous pre-treatments were employed during the production sequence.

This production process improvement means that around 1.6 ml of primer are no longer required for each part. At first glance this may appear to be a tiny amount, but in terms of the total approximately seven-year period of the project, over 500 l of dangerous substances will now be avoided. In addition, the emissions in the working area caused by the application of the primer have also been reduced considerably, which in turn has led to a positive effect with regard to employee health and safety.

Ergonomically designed workstations

The renewal and redesign of workstations in the offices of the administration and in the plant halls is an ongoing process that is being implemented in the course of replacement investments. Owing to the COVID-19 crisis, a number of these investments, which were originally planned for 2020, could either not be completed, or only to a lesser extent. Nonetheless, some projects were carried out in their original form.

For example, in Lohne, which is the largest plant in the POLYTEC GROUP, all the workplaces in the maintenance department were completely renovated in 2020. The purchase of new office furniture ensures that the chairs and tables meet the latest ergonomic standards, especially as height-adjustable tables, which also support work in a standing position, are now the norm. Lifting platforms and tables for the movement of heavy loads are also part of the basic equipment, but it is equally important that employees are trained with regard to their correct use and the proper positioning of the

fittings. Moreover, this process must be repeated regularly, in order to use the health benefits to the full and prevent incorrect malpositioning.

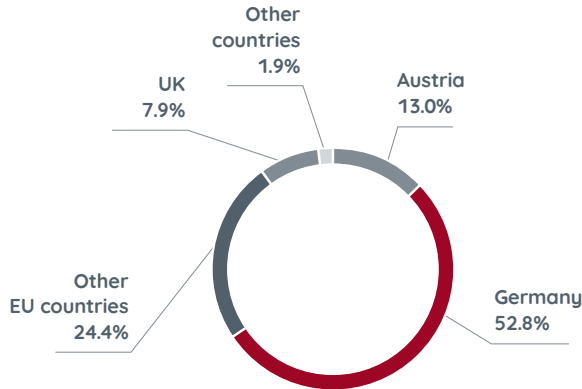


KEY EMPLOYEE INDICATORS

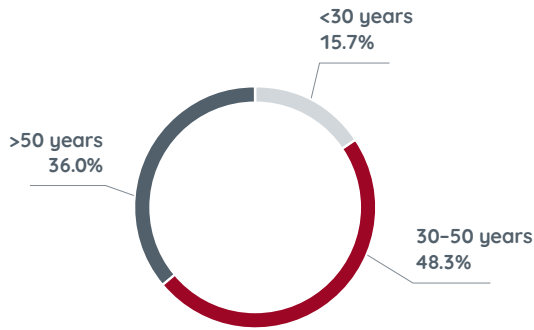
| Employees excluding leasing personnel | Unit | 2020 | 2019 | 2018 |
|--|------------|--------------|--------------|--------------|
| Key indicators by geography (as at 31.12.) | | | | |
| Austria | FTE | 421 | 521 | 509 |
| Germany | FTE | 1,703 | 2,092 | 1,943 |
| Other EU countries | FTE | 789 | 897 | 911 |
| UK | FTE | 255 | 412 | 410 |
| Other countries | FTE | 60 | 176 | 192 |
| POLYTEC GROUP | FTE | 3,228 | 4,098 | 3,965 |
| Gender (as at 31.12.) | | | | |
| Men | % | 76.6 | 78.8 | 78.7 |
| Women | % | 23.4 | 21.2 | 21.3 |
| Age (as at 31.12.) | | | | |
| <30 years | % | 15.7 | 15.7 | 15.5 |
| 30–50 years | % | 48.3 | 49.2 | 48.7 |
| >50 years | % | 36.0 | 35.1 | 35.8 |
| Fluctuation rate (annual average) | % | 37.9 | 17.0 | 15.0 |
| Work safety (annual figures) | | | | |
| Work accidents subject to reporting | Number | 84 | 100 | 112 |
| Average accident-related sick leave | Days | 18.9 | 19.2 | 14.6 |
| Fatal work accidents | Number | 0 | 1 | 0 |

The key indicators shown in the table refer to employees excluding temporary workers. If the temporary workers are included, the POLYTEC GROUP employed a total of 3,636 people as of the 2020 balance sheet date. Due to several plant closures and restructuring measures, the number of employees decreased by 17.5% or 770 employees (FTE; full-time equivalents) compared to the previous year.

GEOGRAPHIC STRUCTURE AS AT 31 DECEMBER 2020



AGE STRUCTURE AS AT 31 DECEMBER 2020



The group-wide fluctuation rate is calculated by dividing the number of leavers (terminations of employment by employees and employer, arrangements by mutual consent, as well as the expiry of short-term employment contracts) by the average number of the total POLYTEC GROUP workforce. Owing to plant shutdowns, the sale of the “Industrial” business area and restructuring measures, the fluctuation rate in 2020 amounted to approximately 37.9% (2019: 17.0%).

The workforce in the automotive sub-supply industry is still predominately male, as this sector continues to be primarily technically oriented. As at 31 December 2020, the quota of female employees in the POLYTEC GROUP (excluding leasing personnel) amounted to 23.4%, which was 2.2 percentage points higher than the figure for the previous year. As far as the age group structure is concerned, roughly half of the group workforce is in the 30 to 50 category.

Hörsching, 9 April 2021

The POLYTEC Holding AG Board of Directors

Markus Huemer
Chairman of the Board of Directors – CEO

Peter Haidenek
Member of the Board of Directors – CFO

Heiko Gabbert
Member of the Board of Directors – COO

Peter Bernscher
Member of the Board of Directors – CSO

CONSOLIDATED FINANCIAL STATEMENTS

CONSOLIDATED INCOME STATEMENT FOR THE 2020 FINANCIAL YEAR

with comparative figures from the previous year

| in EUR k | Note | 2020 | 2019 |
|---|---------|---------------|---------------|
| Net sales revenues | E.1 | 521,976 | 627,081 |
| Other operating income | E.2 | 8,971 | 11,862 |
| Changes in inventory of finished and unfinished goods | | 1,893 | 1,739 |
| Other own work capitalised | | 973 | 884 |
| Expenses for materials and services received | E.3 | -257,577 | -298,188 |
| Personnel expenses | E.4 | -194,761 | -216,386 |
| Other operating expenses | E.5 | -50,229 | -58,592 |
| Deconsolidation gain | B.1 | 17,042 | 0 |
| Earnings before interest, taxes and depreciation (EBITDA) | | 48,287 | 68,399 |
| Depreciation | E.8/E.9 | -35,324 | -35,752 |
| Earnings before interest and taxes = operating result (EBIT) | | 12,962 | 32,648 |
| Interest result | | -3,356 | -4,010 |
| Other financial income | | -1,931 | 209 |
| Financial result | E.6 | -5,287 | -3,801 |
| Earnings before tax | | 7,676 | 28,847 |
| Tax income/expenses | E.7 | 1,799 | -5,772 |
| Earnings after tax | | 9,475 | 23,075 |
| thereof result of non-controlling interests | | 3,039 | 683 |
| thereof result of the parent company | | 6,435 | 22,391 |
| Earnings per share in EUR | E.19 | 0.29 | 1.02 |

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME FOR THE 2020 FINANCIAL YEAR

1.1.-31.12.2020

| in EUR k | Note | Group | Non-controlling interests | Total |
|---|------|---------------|---------------------------|---------------|
| Earnings after tax | | 6,435 | 3,039 | 9,475 |
| Items that will not be reclassified (recycled) in future periods in the income statement | | | | |
| Remeasurement of defined benefit obligation, net of tax | | 783 | 0 | 783 |
| thereof related, deferred income taxes | | -242 | 0 | -242 |
| | E.21 | 541 | 0 | 541 |
| Items that will be reclassified (recycled) in future periods in the income statement | | | | |
| Currency translations | | -4,075 | 0 | -4,075 |
| | | -4,075 | 0 | -4,075 |
| Other result after tax | | -3,535 | 0 | -3,535 |
| Total result | | 2,901 | 3,039 | 5,940 |

1.1.-31.12.2019

| in EUR k | Note | Group | Non-controlling interests | Total |
|---|------|---------------|---------------------------|---------------|
| Earnings after tax | | 22,391 | 683 | 23,075 |
| Items that will not be reclassified (recycled) in future periods in the income statement | | | | |
| Remeasurement of defined benefit obligation, net of tax | | -2,836 | 20 | -2,816 |
| thereof related, deferred income taxes | | 948 | -5 | 943 |
| | E.21 | -1,888 | 15 | -1,873 |
| Items that will be reclassified (recycled) in future periods in the income statement | | | | |
| Currency translations | | 2,199 | 0 | 2,199 |
| | | 2,199 | 0 | 2,199 |
| Other result after tax | | 311 | 15 | 326 |
| Total result | | 22,702 | 698 | 23,400 |

CONSOLIDATED BALANCE SHEET AS AT 31 DECEMBER 2020

with comparative figures from the previous year

ASSETS

| in EUR k | Note | 31.12.2020 | 31.12.2019 adjusted |
|---|------|----------------|------------------------|
| A. Non-current assets | | | |
| I. Intangible assets | E.8 | 5,120 | 4,776 |
| II. Goodwill | E.8 | 12,643 | 19,180 |
| III. Tangible assets | E.9 | 249,862 | 276,789 |
| IV. Other non-current assets | | 2,035 | 126 |
| V. Deferred tax assets | E.10 | 8,169 | 7,245 |
| | | 277,829 | 308,117 |
| B. Current assets | | | |
| I. Inventories | E.11 | 38,570 | 40,875 |
| II. Trade accounts receivable | E.12 | 55,020 | 53,413 |
| III. Revenues from contracts with customers | E.13 | 90,812 | 125,774 |
| IV. Other current receivables | E.14 | 14,216 | 10,399 |
| V. Income tax receivables | | 1,307 | 1,433 |
| VI. Cash and cash equivalents | E.15 | 90,389 | 55,609 |
| | | 290,315 | 287,504 |
| VII. Assets held for sale | E.17 | 13,360 | 9,980 |
| | | 303,675 | 297,484 |
| | | 581,504 | 605,601 |

EQUITY AND LIABILITIES

| in EUR k | Note | 31.12.2020 | 31.12.2019 |
|---|------|----------------|----------------|
| A. Shareholders' equity | | | |
| I. Share capital | | 22,330 | 22,330 |
| II. Capital reserves | | 37,563 | 37,563 |
| III. Treasury stock | | -1,855 | -1,855 |
| IV. Retained earnings | D.20 | 200,383 | 193,947 |
| V. Other reserves | | -14,820 | -11,286 |
| | | 243,601 | 240,700 |
| VI. Non-controlling interests | D.20 | 3,885 | 11,885 |
| | E.18 | 247,487 | 252,585 |
| B. Non-current liabilities | | | |
| I. Non-current, interest-bearing liabilities | E.20 | 160,342 | 194,145 |
| II. Provision for deferred taxes | E.10 | 1,803 | 4,275 |
| III. Provisions for employees | E.21 | 26,899 | 30,616 |
| IV. Other long-term provisions | E.22 | 0 | 1,753 |
| | | 189,044 | 230,788 |
| C. Current liabilities | | | |
| I. Current interest-bearing liabilities | E.23 | 37,889 | 17,454 |
| II. Liabilities on income taxes | E.24 | 2,080 | 2,155 |
| III. Trade accounts payable | E.25 | 52,703 | 52,908 |
| IV. Liabilities from contracts with customers | E.13 | 5,365 | 2,889 |
| V. Other current liabilities | E.26 | 31,718 | 29,760 |
| VI. Current provisions | E.27 | 15,219 | 17,061 |
| | | 144,974 | 122,228 |
| | | 581,504 | 605,601 |

CONSOLIDATED CASH FLOW STATEMENT FOR THE FINANCIAL YEAR 2020

with comparative figures from the previous year

| in EUR k | Note | 2020 | 2019 |
|---|---------|----------------|----------------|
| Earnings before tax | | 7,676 | 28,847 |
| + Depreciation on fixed assets | | 35,324 | 35,752 |
| - Non-cash income from initial consolidation | E.2/B.1 | 0 | -2,140 |
| - Non-cash income from deconsolidation | B.1 | -17,042 | 0 |
| - (+) Interest result | E.6 | 3,300 | 3,801 |
| + (-) Other non-cash expenses and income | F. | -1,041 | 337 |
| + (-) Increase (decrease) in non-current provisions for employees | | -2,526 | 866 |
| - (+) Profit (loss) from fixed asset disposals | E.2/E.6 | 173 | -5,996 |
| - (+) Increase (decrease) in inventories | | -4,866 | 5,984 |
| - (+) Increase (decrease) in trade and other receivables and contractual revenues | | 23,168 | -25,042 |
| + (-) Increase (decrease) in trade and other payables and contractual liabilities | | 9,891 | -3,010 |
| + (-) Increase (decrease) in current provisions | | -3,039 | -3,791 |
| = Consolidated cash flow from current activities | | 51,020 | 35,607 |
| + Interest received | | 168 | 128 |
| - Interest paid | | -3,239 | -3,815 |
| - Taxes paid | | -2,168 | -7,506 |
| = Consolidated cash flow from operating activities | | 45,781 | 24,414 |
| - Investments in fixed assets | F. | -14,200 | -45,776 |
| - (+) Purchase or disposal of subsidiaries less acquired and relinquished cash and cash equivalents | F. | 17,094 | -12,910 |
| + Payments from the disposal of intangible and tangible assets | | 9,164 | 10,096 |
| = Consolidated cash flow from investing activities | | 12,058 | -48,590 |
| + Inflows from loan financing | | 14,141 | 0 |
| - Repayments of loan financing | | -14,959 | -2,900 |
| + Inflows from promissory note loans | | 0 | 28,500 |
| - Outflows from promissory note loans | | -15,000 | -39,500 |
| + Equity financing borrowings | | 0 | 29,950 |
| + Inflows from real estate loan borrowings | | 3,503 | 5,610 |
| - Repayments of real estate loan borrowings | | -3,073 | -1,535 |
| - Outflows from leasing agreements | | -7,158 | -5,193 |
| - Third party dividends | | -250 | -8,823 |
| + (-) Other equity changes | | 0 | -25 |
| = Consolidated cash flow from financing activities | F. | -22,796 | 6,084 |
| + (-) Consolidated cash flow from operating activities | | 45,781 | 24,414 |
| + (-) Consolidated cash flow from investing activities | | 12,058 | -48,590 |
| + (-) Consolidated cash flow from financing activities | | -22,796 | 6,084 |
| = Change in cash and cash equivalents | | 35,044 | -18,091 |
| + (-) Effect from currency translations | | -264 | 128 |
| + Opening balance of cash and cash equivalents | | 55,609 | 73,572 |
| = Closing balance of cash and cash equivalents | | 90,389 | 55,609 |

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY FOR THE 2020 FINANCIAL YEAR

| in EUR k | Note | Share capital | Capital reserves | Treasury stock |
|--------------------------------------|------|---------------|------------------|----------------|
| As at 1.1.2020 | | 22,330 | 37,563 | -1,855 |
| Comprehensive income after tax | | 0 | 0 | 0 |
| Other result after tax | | 0 | 0 | 0 |
| Comprehensive income | | 0 | 0 | 0 |
| Dividends | | 0 | 0 | 0 |
| Changes due to initial consolidation | B.1 | 0 | 0 | 0 |
| As at 31.12.2020 | E.18 | 22,330 | 37,563 | -1,855 |

| in EUR k | Note | Share capital | Capital reserves | Treasury stock |
|--|------|---------------|------------------|----------------|
| As at 1.1.2019 | | 22,330 | 37,563 | -1,855 |
| Adaptation pursuant to IAS8 | D.20 | 0 | 0 | 0 |
| Adjusted amounts as at 1.1.2019 | | 22,330 | 37,563 | -1,855 |
| Comprehensive income after tax | | 0 | 0 | 0 |
| Other result after tax | | 0 | 0 | 0 |
| Comprehensive income | | 0 | 0 | 0 |
| Dividend | | 0 | 0 | 0 |
| As at 31.12.2019 | E.18 | 22,330 | 37,563 | -1,855 |

| Other reserves | | | | | | |
|-------------------|-----------------------|------------------------------------|---|---------------------------|--|----------------|
| Retained earnings | Actuarial profit/loss | Reserves from currency translation | Shares of POLYTEC Holding AG stockholders | Non-controlling interests | | Total |
| 193,947 | -6,496 | -4,791 | 240,700 | 11,885 | | 252,585 |
| 6,435 | 0 | 0 | 6,435 | 3,039 | | 9,475 |
| 0 | 541 | -4,075 | -3,535 | 0 | | -3,535 |
| 6,435 | 541 | -4,075 | 2,901 | 3,039 | | 5,941 |
| 0 | 0 | 0 | 0 | -250 | | -250 |
| 0 | 0 | 0 | 0 | -10,789 | | -10,789 |
| 200,383 | -5,955 | -8,866 | 243,601 | 3,885 | | 247,486 |

| Other reserves | | | | | | |
|-------------------|-----------------------|------------------------------------|---|---------------------------|--|----------------|
| Retained earnings | Actuarial profit/loss | Reserves from currency translation | Shares of POLYTEC Holding AG stockholders | Non-controlling interests | | Total |
| 184,204 | -4,609 | -6,991 | 230,644 | 7,362 | | 238,007 |
| -3,825 | 0 | 0 | -3,825 | 3,825 | | 0 |
| 180,379 | -4,609 | -6,991 | 226,819 | 11,187 | | 238,007 |
| 22,391 | 0 | 0 | 22,391 | 683 | | 23,075 |
| 0 | -1,888 | 2,199 | 311 | 15 | | 326 |
| 22,391 | -1,888 | 2,199 | 22,702 | 698 | | 23,401 |
| -8,823 | 0 | 0 | -8,823 | 0 | | -8,823 |
| 193,947 | -6,496 | -4,791 | 240,700 | 11,885 | | 252,585 |

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

FOR THE 2020 FINANCIAL YEAR OF POLYTEC HOLDING AG, HÖRSCHING

A. GENERAL INFORMATION

The POLYTEC GROUP is an Austria-based, internationally active corporation with a focus on the automotive and plastics industries. In the automotive industry field, the group acts as a supplier of components and modules used largely in the engine compartment, or on vehicle exteriors in the high-volume market segment, as well as a provider of original accessories and parts for small and medium volume series. Furthermore, the group manufactures various polyurethane moulded parts for other industries together with the related plant. POLYTEC Holding AG's company address is: Polytec-Strasse 1, 4063 Hörsching, Austria.

The consolidated financial statements of POLYTEC Holding AG (hereinafter referred to as the "group" or "POLYTEC GROUP") for the 2020 financial year were prepared in accordance with the guidelines of the International Financial Reporting Standards (IFRS) and their interpretations in line with the EU standard practice. They also comply with the additional requirements of § 245a Para. 1 UGB (Austrian Commercial Code).

The consolidated financial statements were audited by KPMG Austria GmbH and released by the Board of Directors for transfer to the Supervisory Board on 9 April 2021. The Supervisory Board has the task of examining and stating its approval of the consolidated financial statements as at 31 December 2020. The Supervisory Board has an opportunity to require the alteration of the consolidated financial statements.

POLYTEC Holding AG's headquarters are located in Hörsching, Austria, and the company is listed in the City of Linz Company Register under the number FN 197646 g. The Legal Entity Identifier (LEI) is 529900OVSOBJNXZACW81.

All the standards that were mandatory for the 2020 and 2019 financial years were applied during the preparation of these consolidated financial statements.

The consolidated financial statements are presented in thousands of euros (EUR k). When collating rounded amounts and information given as a percentage, rounding differences

may occur due to the use of automatic calculation systems. The consolidated income statement of the group is prepared in accordance with the total cost accounting method.

Pursuant to § 245a UGB (Austrian Commercial Code), these consolidated financial statements replace the consolidated financial statements which would otherwise have to be prepared in accordance with § 244 et seq. UGB.

EFFECTS OF THE COVID-19 PANDEMIC

During 2020, the global COVID-19 crisis affected virtually every economic area and also had a massive impact upon the automotive industry. Sales slumped dramatically in more or less all of the world's countries and in spite of scattered signs of a recovery, the pandemic and the measures relating to its containment continue to influence the international markets. In the 2020 financial year the POLYTEC GROUP's consolidated sales revenues fell by 16.8% over the preceding year to stand at EUR 522.0 million (2019: EUR 627.1 million).

In the financial year expired, government grants amounting to EUR 14,045 k were recognised in the income statement. This amount was comprised largely of fixed cost funding of EUR 1,156 k and short-time working support totalling EUR 12,889 k, whereby in the meantime the personnel affected have been able to gradually return to full-time employment. During the year, deferrals of social insurance payments, ancillary wage costs and taxes were also utilised, although most of these have already been settled. The governmental fixed cost grants are reported under other operating income and those relating to short-time working are offset from wages and salaries.

Owing to the uncertain overall economic situation, the investment activities of the POLYTEC GROUP were severely restricted and related projects largely postponed.

GOING CONCERN

When drawing up the consolidated financial statements, management must also assess the POLYTEC GROUP's ability to apply the going concern assumption to its financial reporting. If material uncertainties with regard to events or

conditions exist that cast significant doubt in respect of this capability, these concerns must be explained. In the estimation of the management no uncertainties are manifest in relation to the continuation of the POLYTEC GROUP as a going concern. As at 31 December 2020, the group disposed over equity amounting to EUR 247.5 million, which corresponds with an equity ratio of 42.6%. In addition, the group can point to a positive liquidity situation (see the consolidated capital flow statement for the 2020 financial year), as well as cash and cash equivalents of EUR 90.4 million.

1. NEW AND AMENDED STANDARDS FROM THE 2020 FINANCIAL YEAR

The following **new and amended standards** were applicable for the first time in the 2019 financial year:

| Standard | Interpretation | Application mandatory according to IASB for financial years from | Adopted by the EU as at 31.12.2020 |
|------------------------|---|--|------------------------------------|
| IFRS 3 | Changes to IFRS 3 Business Combinations – definition of a business | 1 January 2020 | Yes |
| IAS 1, IAS 8 | Changes to IAS 1 Presentation of Financial Statements and IAS 8 Accounting Policies, Changes in Accounting Estimates and Errors – definition of materiality | 1 January 2020 | Yes |
| IFRS 9, IAS 39, IFRS 7 | Changes to IFRS 9 Financial Instruments, IAS 39 Financial Instruments: Recognition and Measurement and IFRS 7 Financial Instruments: Disclosures – reform of the reference interest rates | 1 January 2020 | Yes |
| Framework concept | Changes to the accounting framework concept | 1 January 2020 | Yes |

There are no material effects upon the POLYTEC GROUP's consolidated financial statements.

2. NEW AND AMENDED STANDARDS FROM THE 2021 FINANCIAL YEAR

The International Accounting Standards Board (IASB) is working on a large number of projects, which will initially affect the financial years commencing on 1 January 2021. The following new, amended or supplemented standards and IFRIC interpretations that have already published by the

IASB, but for which application is partially not yet mandatory, have not been applied prematurely by the POLYTEC GROUP and are consequently irrelevant for these consolidated financial statements:

| Standard | Interpretation | Application mandatory according to IASB for financial years from | Adopted by the EU as at 31.12.2020 |
|---------------------------------|--|--|------------------------------------|
| IAS 39, IFRS 7, IFRS 4, IFRS 16 | IBOR reform – Phase 2 | 1 January 2021 | Yes |
| IFRS 16 | COVID-19-related rent concessions | 1 June 2020 | Yes |
| IFRS 17 | Insurance contracts | 1 January 2023 | Outstanding |
| Amendments | Amendments to IFRS 17 | 1 January 2023 | Outstanding |
| IFRS 3 | Updating a reference to the conceptual framework | 1 January 2022 | Outstanding |
| IAS 37 | Onerous contracts – cost of fulfilling a contract | 1 January 2022 | Outstanding |
| Annual Improvements | Annual improvements 2018–2020 | 1 January 2022 | Outstanding |
| IAS 16 | Revenue earned before an asset is ready for its intended use | 1 January 2022 | Yes |

| Standard | Interpretation | Application mandatory according to IASB for financial years from | Adopted by the EU as at 31.12.2020 |
|-----------------------|---|--|------------------------------------|
| IAS 1 | Classification of liabilities as current or non-current | 1 January 2023 | Outstanding |
| IFRS 10, IFRS 28 | Sale or contribution of assets between an investor and its associate or joint venture | Unknown ¹⁾ | Nein |
| IFRS 4 | Extension of the temporary exemption from applying IFRS 9 | 1 January 2020 | No |
| IFRS 14 | Regulatory deferral accounts | 1 January 2016 | No ²⁾ |
| Amendments to IAS 1 | Information regarding accounting methods | 1 January 2023 | Outstanding |
| Amendments to IAS 8 | Definition of accounting estimates | 1 January 2023 | Outstanding |
| Amendments to IFRS 16 | Extension of the COVID-19 related relief on rent concessions | 1 April 2021 | Outstanding |

¹⁾ Indefinite deferral of the effective date by the IASB.

²⁾ The European Commission has decided not to propose the endorsement of IFRS 14 in the EU at present.

With regard to the future application of additional standards and interpretations that as yet have not come into effect or been applied by the POLYTEC GROUP, no significant material changes to the reported assets, liabilities or other disclosures in the consolidated financial statements are expected.

B. PRINCIPLES OF CONSOLIDATION

1. SCOPE OF CONSOLIDATION

The scope of consolidation is determined in accordance with the principles of IFRS 10 (Consolidated Financial Statements) and IAS 28 (Investments in Associates). The parent company is POLYTEC Holding AG, Hörsching. The financial statements of POLYTEC Holding AG and the financial statements of the companies controlled by POLYTEC Holding AG as at 31 December of each year are included in the consolidated financial statements by way of full or equity consolidation.

The scope of consolidation of the POLYTEC GROUP currently includes 44 (2019: 46) fully consolidated companies of which 33 (2019: 35) are located outside Austria.

Control exists if the company has the power of decision over important activities, generates variable returns from the subsidiary and can influence these returns through such power of decision.

Accordingly, in addition to the parent company, ten (2019: ten) national and 33 (2019: 35) international subsidiaries were included which are under the control of POLYTEC Holding AG. The six companies (2019: eight) which were

excluded are also immaterial in total. The balance sheet date for all companies included in the consolidated financial statements was 31 December 2020.

An overview of the fully consolidated companies can be found in section G. 6.

As a rule, the annual financial statements of subsidiaries are included in the consolidated financial statements from the date of acquisition until the date of disposal. A subsidiary is first included when control of its assets and business activities is actually assigned to the respective parent company. In the case of materiality, companies that have been founded or closed are included in the consolidated financial statements and where immaterial are excluded.

The scope of consolidation in the financial year was as follows:

| | |
|---------------------------------|-----------|
| As at 31.12.2019 | 46 |
| Outflow due to company sale | -4 |
| Outflow due to closure | -1 |
| Inclusion due to foundation | 3 |
| As at 31.12.2020 | 44 |
| thereof international companies | 33 |

As in the previous year, in 2020 no interests were included in the consolidated financial statements using the equity method.

COMPANY TRANSACTIONS AND FOUNDATIONS IN 2020

In the fourth quarter of 2020, the POLYTEC GROUP concluded a contract for the sale of its "Industrial" business area, which produced polyurethane moulded parts and coatings, as well as machinery and plant for the processing of plastics

for a variety of applications at locations in Bochum (Germany) and Marchtrenk (Austria). Following antitrust approval, closure of the sale took place at the beginning of December 2020.

The POLYTEC GROUP thus disposed of its “Industrial” business area. Previously POLYTEC Holding AG held a 70% participation in POLYTEC Industrial Plastics GmbH. In an initial step, the operating companies wholly owned by POLYTEC Industrial Plastics GmbH, in which the non-controlling stockholder held a 30% participation, were sold. In a second step, the 70% participation held to date in POLYTEC Industrial Plastics GmbH was sold off. As a result of these two steps, the controlling interest in the “Industrial” business area was surrendered.

POLYTEC Holding AG did not actively pursue the sale of the Industrial Division, even though in recent years a number of potential buyers made repeated approaches in order to express their interest in purchasing this relatively independently managed business unit. At the same time, POLYTEC Holding AG had begun to increasingly focus on its strategy as an all-round supplier of plastics solutions for the automotive industry and complex modules for other industries. The POLYTEC Group manufactures large batches of know-how-intensive products made from injection moulded plastic and fibre composites, and will continue to do so via its Smart Plastic Applications product line, as this production is completely unconnected to the activities of “Industrial”.

The sale has further consolidated POLYTEC GROUP’s already extremely solid financial basis and its management is thus able to concentrate fully on its core business activities. Nonetheless, the POLYTEC GROUP is equally prepared to seize any acquisition opportunities arising from the need for consolidation within the industry, which is anticipated due to the present economic environment.

During the 2020 financial year, production at POLYTEC Industriellackierungen GmbH & Co KG, which was based in Rastatt, Germany had to be closed and an application was made for the opening of insolvency proceedings. The company provided paint jobs for the automotive industry and in particular for truck production.

PUR Immobilien GmbH & Co. KG, Marchtrenk, PUR Immobilien GmbH, Marchtrenk, Austria and POLYTEC Engineering GmbH, Lohne, Germany, were newly founded during the 2020 financial year and included in the POLYTEC GROUP’s scope of consolidation.

In the 2020 financial year, the following companies were deconsolidated:

| Company | Equity holding | Deconsolidation date |
|---|----------------|----------------------|
| POLYTEC Industrial Plastics GmbH, Bochum, Germany | 70% | 30.11.2020 |
| POLYTEC EMC Engineering GmbH, Marchtrenk, Austria | 70% | 30.11.2020 |
| POLYTEC Thelen GmbH, Bochum, Germany | 70% | 30.11.2020 |
| POLYTEC Elastoform GmbH, Marchtrenk, Austria | 70% | 30.11.2020 |
| POLYTEC Industriellackierungen GmbH & Co. KG Rastatt, Germany | 100% | 13.08.2020 |

The deconsolidation effect with regard to “Industrial” and POLYTEC Industriellackierungen GmbH & Co. KG is included in the result from deconsolidation, which is reported below.

The contribution of the entire business area to the values reported in the consolidated income statement for 2020 was as follows:

| in EUR k | |
|-------------------------|--------|
| Sales revenues | 28,686 |
| Result after income tax | -3,212 |

The result from the deconsolidation of the entire business area was determined by the comparison of the net asset outflow with the consideration received, taking into account the non-controlling interest, which was previously reported directly under equity, and the recognition of the goodwill determined to date for the Industrial CGU.

| in EUR k | |
|---|---------------|
| Consideration received | 25,377 |
| Deduction of the net assets of the “Industrial” business area and POLYTEC Industriellackierung GmbH & Co KG | -10,548 |
| Deduction of goodwill | -6,537 |
| Allocation of the result at “Industrial” subgroup level to the non-controlling interests | -2,039 |
| Cumulative non-controlling interests with a neutral result from the loss of control over the affiliate | 10,789 |
| Deconsolidation result | 17,042 |

COMPANY TRANSACTIONS, NEW FOUNDATIONS AND RESTRUCTURING IN 2019

During the preceding financial year, within the scope of an asset deal, a company purchase agreement was concluded between the newly founded POLYTEC CAR STYLING Weierbach GmbH and the insolvent Wayand AG, based in Idar-Oberstein, Germany. The date of purchase pursuant to IFRS 3.8 was 3 September 2019. For reasons of simplification, initial consolidation was completed on 1 September 2019. Since the takeover, the business operation in the Weierbach district of Idar-Oberstein has been managed by PCSW, which is a fully owned POLYTEC GROUP company.

On the basis of the preliminary calculated fair values, the purchase price on the date of acquisition was structured as follows:

| in EUR k | 2019 |
|-------------------------------------|--------|
| Purchase price paid in cash | 12,910 |
| Purchase price liability | 290 |
| Provisionally determined net assets | 15,340 |
| Badwill | 2,140 |

The gain from badwill, which is reported under other operating income, emanated from the difference between the newly evaluated net assets and the anticipated burdens from the concluded agreements.

As at 31 December 2018, POLYTEC COMPOSITES South Africa (Pty) Ltd., which was founded in 2018, was excluded from the consolidated financial statements due to continued immateriality. Owing to the commencement of investment activities, the company was subsequently included fully in the scope of consolidation in the consolidated financial statements for 2019.

2. METHODS OF CONSOLIDATION

FULL CONSOLIDATION

IFRS 3 (Business Combinations) was applied to acquisitions. Capital consolidation was therefore carried out on the basis of the revaluation method (recognition of all assets and liabilities at fair value even in the case of non-controlling interests and the complete disclosure of hidden reserves, independent of the amount of the non-controlling interests). The investment carrying amount is counterbalanced by the pro rata, newly evaluated equity of the subsidiary (purchase accounting).

Any remaining differences are capitalised as goodwill. All goodwill is subjected to an annual impairment test. A purchase at below the market value demands, prior to the recognition of a gain, an assessment of whether all the assets and debts have been identified correctly. The remaining badwill is reported under other operating income.

In accordance with IFRS 10, non-controlling interests are disclosed in the consolidated financial statements under group equity. Within the scope of initial consolidation, non-controlling interests are determined on the basis of proportional equity.

All accounts receivable and payables, as well as expenses and earnings resulting from transactions between companies within the scope of consolidation are eliminated while taking the principle of materiality into account. Interim results from internal group deliveries are also eliminated to the extent that they are not immaterial.

3. CURRENCY TRANSLATION

BUSINESS TRANSACTIONS IN FOREIGN CURRENCIES

In the individual group companies, transactions in foreign currencies were valued at the exchange rate on the date of the transaction. Monetary assets and liabilities in foreign currencies are converted at the exchange rate on the balance sheet date. Resulting exchange rate differences are reported in the group's consolidated income statement.

TRANSLATION OF INDIVIDUAL FINANCIAL STATEMENTS IN FOREIGN CURRENCIES

The functional currency of subsidiaries outside the eurozone is the corresponding national currency. Assets and liabilities of international subsidiaries were converted using the reference exchange rate of the European Central Bank on the balance sheet date. Positions in the group's consolidated income statement were converted using the average exchange rates of the financial year under review.

The euro has been determined as the functional currency at POLYTEC COMPOSITES South Africa (Pty) Ltd. This is because the percentage of transactions in EUR at the plant will increase considerably and the currency will be employed for earnings and cost orientation.

Exchange rate differences derived from monetary positions, which from an economic point of view belong to an international company, e.g. long-term receivables and loans, are netted against group equity without an effect upon income and reported under the position "Currency translation".

The following currency exchange rates were used:

| | Average exchange rate | | Exchange rate on the balance sheet date | |
|-----|-----------------------|----------|---|------------|
| | 2020 | 2019 | 31.12.2020 | 31.12.2019 |
| CNY | 7.8927 | 7.7220 | 8.0257 | 7.8205 |
| CZK | 26.4550 | 25.6410 | 26.2467 | 25.4080 |
| GBP | 0.8888 | 0.8754 | 0.8990 | 0.8508 |
| HUF | 357.1429 | 322.5806 | 370.3704 | 330.5300 |
| TRY | 8.0321 | 6.3492 | 9.1158 | 6.6843 |
| USD | 1.1451 | 1.1192 | 1.2271 | 1.1234 |
| ZAR | 18.8324 | 16.1551 | 18.0180 | 15.7773 |

C. FAIR VALUE MEASUREMENT

The POLYTEC GROUP measures financial instruments at either amortised cost or fair value. Fair value is defined through the amount that would be received in an orderly business transaction between market participants on the valuation date for the sale of an asset, or paid for the transfer of a debt. During the measurement of fair value it is assumed that the business transaction in the course of which the asset sale or debt transfer occurs, takes place on the main market for the asset or the debt, or should a main market not exist, on the most advantageous market. The POLYTEC GROUP measures fair value using the assumptions employed by the market participants as a basis for pricing. It is presupposed that the market participants act in their best business interests.

During the measurement of the fair value of a non-financial asset, the ability of the market participant to generate economic advantage through maximum and best asset use is accounted for.

Valuation techniques are employed for the determination of fair value, which are appropriate under the respective conditions and provide sufficient data for fair value measurement, whereby observable input factors are used if possible..

Depending upon the significance of the influential factors included in the valuation, a differentiation is made between three fair value levels, which clarify the extent to which observable market data is available for fair value measurement.

The levels of the fair value hierarchy and their application with regard to assets and liabilities can be described as follows:

Level 1:

Listed market prices for identical assets or liabilities in active markets.

Level 2:

Information other than listed market prices, which are directly (e.g. prices) or indirectly (e.g. extrapolated from prices) observable.

Level 3:

Information regarding assets and liabilities that is not based on observable market data..

D. ACCOUNTING AND VALUATION PRINCIPLES

The principle of standardised accounting and valuation is applied through directives that are valid throughout the entire group. Insubstantial deviations with regard to the individual financial statements of international group companies are retained. All financial statements are based on a going concern principle of the group.

1. INTANGIBLE ASSETS

Acquired intangible assets are valued at the cost of acquisition and subjected to scheduled amortisation on a straight-line basis. The amortisation rates range between 10.0% and 50.0%.

Expenses for research are shown as expenses in the year of their occurrence. Engineering costs also generally represent periodic expenses. These are capitalised when certain conditions can be proved and are cumulatively fulfilled. Among other aspects, it must be verifiable that engineering activities are very likely to result in the future accrual of funds, which not only cover standard costs, but also the related development expenses.

2. GOODWILL

Goodwill is measured at the cost of acquisition less accumulated impairment losses (see also D.10 “Impairment”).

3. TANGIBLE ASSETS

Tangible assets are valued at the cost of acquisition or production less scheduled depreciation. Scheduled depreciation is determined using the straight-line method and takes place either on the basis of fair value, or should this be higher, the utility value.

The following rates are used for the scheduled depreciation on depreciable tangible assets:

| | |
|--------------------------------------|-----------|
| Buildings and leasehold improvements | 2.5–20.0 |
| Technical equipment and machinery | 6.7–50.0 |
| Fixtures, fittings and equipment | 10.0–50.0 |

Interest for borrowed capital was not capitalised, as no material borrowed capital costs for qualified assets accrued.

4. INVENTORIES

Inventories are reported at their acquisition or production costs, or the lower net realisable value on the balance sheet date. The determination of acquisition and production costs is performed for similar assets in accordance with the weighted average cost method, or comparable methods. Production costs only include directly attributable costs and proportionate overhead costs. Interests on borrowed capital are not capitalised, as no substantial borrowing costs are incurred that are directly attributable to qualifying assets. The risk derived from obsolete inventory stocks is accounted for by appropriate reductions in the carrying amount, in order to approximately represent the net sales price.

The costs of engineering services and tooling are reported as inventories where no enforceable contractual claim to reimbursement exists, but nevertheless such expenses can be allocated directly to an ongoing or future series production order. In accordance with IFRS 15 (Costs to Fulfil a Contract) these contractual costs are capitalised and recognised in profit and loss as an expense over the contractual period. In such cases the surcharges imposed upon the component price for development services and tooling production are first recognised as sales revenues upon delivery of the serial products. Impairment is undertaken where the capitalised contractual costs exceed the expected contribution received from the customer.

5. TRADE ACCOUNTS RECEIVABLE

Receivables are capitalised at the transaction price.

Apart from the standard valuation of receivables on the basis of a past analysis and an estimate of future developments, which takes into account default, country risk and existing loan insurance, in the case of an individual impairment, the likelihood of a payment receipt is also evaluated. In particular, experiences with the customers, their creditworthiness, any hedging and the inclusion in the factoring programme with related loan insurance are taken into consideration. Notes regarding value adjustments and corrections resulting from price differences are shown in item E.12.

6. CONTRACT ASSETS/LIABILITIES FROM CONTRACTS WITH CUSTOMERS

The revenue and result realisation of a contract with customers for the production of tooling and engineering services takes place in accordance with the percentage of completion method (period-based sales revenue recognition), to the extent that no possibility for alternative use and a right to payment including an appropriate margin exist. Progress is determined on the closing date on the basis of the ratio on the balance sheet date of the costs incurred to the estimated overall expense of the respective customer contract. Changes to the contractual work, the requirements and performance bonuses are included to the degree that their amount can be determined reliably and legal enforceability is given. The contract assets are reclassified as receivables if the rights become unreserved. As a rule, this occurs when the group presents the customer with an invoice.

Should it not be possible to reliably determine the result of customer contracts, the related income is only reported to the amount of the incurred contractual costs that are probably recoverable. Contractual costs are recognised as an expense in the period in which they occur. If it is anticipated that the entire contractual costs will exceed total contractual income, the anticipated loss is reported immediately as an expense (provision for impending losses).

If on the closing date the contractual costs plus recognised profits and minus recognised losses exceed the partial invoices, then the surplus from the construction contract is to be reported as contract assets. The company expects the recognition of the proceeds from contract assets within a period of 2–5 years. In the case of contracts in which the partial invoices exceed the incurred costs plus recognised gains and minus recognised losses, the surplus is to be reported as

a contract liability. Amounts received prior to the provision of production performance are reported in the consolidated balance sheet as "Contract liabilities". Settled amounts for already completed performance that have not yet been paid by the customer are included in the consolidated balance sheet under the item "Trade accounts receivable" and as a rule are paid within a short deadline.

In the case of series parts which do not offer an alternative possibility for use the criteria for period-based sales revenue recognition are met when an order has already been received.

Amortisation receivables from tooling and engineering projects already accepted by the customer, as well as entry fees, which in the previous year were included in the other receivables, are reported under the contract assets derived from customer contracts. The amount from the preceding year was adjusted by EUR 21,000 k in order to enable the reporting of all contract assets as a single item.

Amortisation receivables from tooling and engineering projects already accepted by the customer and for which customer agreements to the offsetting of claims via a surcharge on the part price exist, are capitalised and paid during the settlement for serial parts.

Entry fees for order obtainment are capitalised and repaid over the duration of the customer contract received.

7. OTHER RECEIVABLES

Where existent, the reported other receivables include any derivative financial assets that show a positive market value and are classified as "measured at fair value through profit or loss".

Non-current receivables are recognised at present value on the basis of an interest rate in line with the market.

8. ASSETS HELD FOR SALE

Assets held for sale are valued at the carrying amount or the lower anticipated sales proceeds less selling costs. The anticipated sales proceeds are determined by means of the monitoring of comparable objects in the market and the initial price indications of interested parties.

9. CASH AND CASH EQUIVALENTS

Cash and cash equivalents consist of cash in hand, cheques and cash at banks.

10. IMPAIRMENT

Goodwill is subject to at least an annual impairment test shortly before the balance sheet date, or when there are event-related indications to close. All other intangible and tangible assets are tested if indications of impairment exist.

For the purpose of impairment testing, POLYTEC GROUP assets that generate independent cash flows are combined on the lowest level (cash-generating units). In particular, these are the Car Styling, Plastics and Composites CGU's and in the past year this also applied to the Industrial CGU. Goodwill (E.8.) is assigned to those cash-generating units which are expected to benefit from synergies and represent the lowest group level in managerial cash flow monitoring.

Impairment is deemed to exist if the recoverable amount of the asset, or of the cash-generating unit is lower than the carrying amount. The recoverable amount is the higher of the value in use and the fair value less selling costs.

The value in use of the asset corresponds with the present value of the estimated future cash flow from its continuing use, subject to a standard market interest rate before taxes and adjusted to the specific risks of the asset. Cash flows derive from the current planning approved by the Board of Directors and the Supervisory Board. The estimation of the future cash flow is based on a three-year planning horizon. A perpetual annuity based on the third year estimates is assumed for the period beyond this planning horizon. The interest rate used for calculating the present value corresponds with the weighted average cost of capital of the cash-generating units.

Impairment expense is disclosed to the amount by which the carrying amount of the individual asset or the cash-generating unit exceeds the recoverable amount. The recoverable amount is the higher of the fair value less selling cost and the value in use. Impairment losses recognised with regard to cash-generating units to which goodwill has been allocated are first applied against the carrying amount of goodwill. Any remaining impairment expenses reduce the carrying amounts of the assets of the cash-generating unit on a pro rata basis.

Should the reasons for impairment cease to exist, corresponding write-ups are performed for tangible and intangible assets up to the amortised costs. Goodwill which has been amortised due to impairment is no longer written up.

Owing to the negative general economic developments in connection with the COVID-19 pandemic, the POLYTEC GROUP applied its accounting and valuation methods and tested the reported goodwill, intangible assets and tangible assets for impairment as at 31 December 2020. During the completion of this assessment, the professional advice regarding the effects of the spread of the coronavirus (COVID-19) was followed, which was published in April 2020 by the Working Group on Business Valuation of the Professional Committee for Business Management of the Austrian Chamber of Public Accountants and Tax Advisers. Consequently, the increase in planning uncertainty was counteracted by the derivation of anticipated values from scenarios to which weighted probabilities were allotted. In the process, the POLYTEC GROUP analysed all of its cash generating units according to three scenarios ("high case", "base case" and "low case"). As expected, owing to the adapted calculations cover was comparatively lower than that on 31 December 2019. For a detailed presentation please see E.8./E.9.

11. OBLIGATIONS TO EMPLOYEES

PROVISIONS FOR SEVERANCE PAYMENTS

Due to statutory obligations, employees of Austrian group companies who joined the company prior to 1 January 2003 are entitled to a one-off severance payment in the event of the termination of their contract, or at the time of retirement. The payment amount depends upon the number of years of service and the relevant remuneration at the severance date. For all employment contracts concluded after 31 December 2002, payments are made to a company pension fund for employees and reported as an expense.

The provisions for severance payments are determined on the balance sheet date using the projected unit credit method, as well as by applying a discount rate of 0.80% (2019: 0.90%) and allowing for future remuneration increases of 1.75% (2019: 2.00%). A discount for employee turnover based on the years of service is included. The assumed uniform retirement age for men and women, taking into account certain temporary arrangements, is unchanged over the preceding year at 62. Service costs are divided over the entire period of service of employees from the date that they join the company until they reach the expected retirement age.

Pursuant to IAS 19, actuarial gains/losses are recognised under other comprehensive income in the year in which they occur. Current and past service costs are reported as personnel expenses in the consolidated income statement, while the interest expense related to provisions for severance payments is reported in the financial result.

PENSION OBLIGATIONS

Pension obligations exist for certain German group company employees. These obligations are reported in accordance with IAS 19. For this purpose, the current value of the defined benefit obligation (DBO) is determined. The pension provisions are calculated using the projected unit credit method, whereby depending upon the distribution of the obligations to entitlements and liquid pensions, and owing to the specific regulations of the individual pension funds, a discount rate of 1.00% (2019: 1.10%), as well as an increase of 1.75% (2019: 2.00%) is applied. The 2018G – Dr. Klaus Heubeck tables are used for the actuarial calculations.

At the two operative Dutch companies, the entitlements of active pension scheme members are dealt with in the form of a defined contribution pension plan. The pension entitlements of former employees and beneficiaries are calculated as a percentage of the annual remuneration during each year of service. These benefits are handled via an insurance company and are indexed on an ongoing basis in line with the specifications of the branch pension fund. The resultant provision for pensions is calculated in accordance with the projected unit credit method using a discount rate of 1.00% (2019: 1.10%) and an increase of 1.75% (2019: 2.00%). The AG2018 mortality tables are employed for the actuarial calculations.

In accordance with IAS 19, actuarial gains/losses are recognised under other comprehensive income in the year in which they occur. Current and past service costs are reported as personnel expenses in the consolidated income statement, while the interest expense related to provisions for pensions is reported in the financial result.

Three POLYTEC GROUP companies in Germany have outsourced their defined benefit pension commitments to a mutual insurance society (pension fund), which is monitored by the Federal Financial Supervisory Authority (BaFin). The pension fund covers retirement, disability and survivor pensions. Other insurance is not concluded. The pension fund insures both active and former employees from 28 company groups of which 26 share joint liability in order to fulfil their benefit obligations. The pension fund invests the paid contributions and secures the fulfilment of benefit commitments. As at 30 June 2016, the POLYTEC GROUP terminated all future contribution payments and will assume future pension payments through internal financing (future services). Previously vested benefits (past services) remain in the pension fund. Owing to insufficient information from the pension fund regarding the status of the pension obligation, in accordance with IAS 19.34ff, the POLYTEC GROUP reports these as defined contribution plans. On the date of its annual financial statements on 31 December 2019, the pension fund disclosed assets of EUR 497 million (2018: EUR 485 million) and obligations of EUR 483 million (2018: EUR 473 million), and therefore equity of EUR 14 million (2018: EUR 12 million). The POLYTEC GROUP holds a roughly 7% share of the net assets of the pension fund (2018: 7%). For further information, see the estimate uncertainties under D.19.

OTHER LONG-TERM OBLIGATIONS TO EMPLOYEES

Owing to collective or other company agreements, employees are entitled to receive a certain bonus in line with their length of service. A provision has been formed for these obligations using the same amounts as those employed for pension obligations (with the exception of the discount for employee turnover).

12. TAXES

Tax receivables are reported as netted against tax liabilities when they relate to the same fiscal authority and a possibility for netting is available.

The income tax expense (the income tax credit) includes both actual and deferred taxes.

The group is unaware of any material tax risks. Moreover, in the course of the determination of the provision for taxes and deferred taxes, individual tax risks are countered by means of a cautious probability balance. In the case of current open tax audits, queries that have been raised but do not represent definitive issues within the context of an overall estimate of the total group tax burden are accounted for in provision for income taxes. As a rule no deduction is made for the detection risk.

The actual taxes for the individual companies are calculated on the basis of the taxable income of the company and the applicable tax rate in the respective country.

In particular, tax deferrals are formed for timing differences between IFRS valuations and the tax balances of individual companies, as well as for consolidation processes. Pursuant to IAS 12, their determination takes place in accordance with the balance sheet liability method. The likely realisable tax advantage emanating from existing loss carryforwards is also included in the calculation. Deferred tax assets are only formed on loss carryforwards when their use can be expected within five years. The calculation of deferred tax is based on the standard rate of national income tax.

13. LIABILITIES

The value of trade accounts payable results from the fair value of the services received at the time of their occurrence. Subsequently, these liabilities are valued at amortised cost. Other liabilities, especially accrued interest-bearing liabilities, are reported with their repayment amount unless there is no substantial difference to fair value. Subsequent valuations are based on amortised costs using the effective interest method.

14. PROVISIONS

Provisions are formed when as a result of past transactions or events, legal or constructive obligations to a third party exist which are likely to lead to an outflow of assets that can be reliably determined. Provisions are reported at the anticipated settlement amount with due regard to all the identifiable risks attached. Within this context, the settlement amount with the highest possible likelihood of occurrence is employed. Non-current provisions are discounted if the discount effect is material and the discounting period can be estimated reliably.

Provisions for contingent losses and potential risks consist of the provisions for contingent losses pursuant to IAS 37 and for disadvantageous contracts in accordance with IFRS 3.

During the measurement of the provisions for disadvantageous contracts pursuant to IFRS 3, the contracts concluded with regard to purchase are analysed with respect to onerous, legal and constructive obligations. An existing burden or disadvantage is accounted for through the formation of a provision.

A provision for restructuring measures is recognised as soon as the group has approved a detailed and formal restructuring plan and the related measures have either commenced or been announced publically. Future operational losses are not accounted for.

15. FINANCIAL INSTRUMENTS

Financial assets and liabilities are recognised in the balance sheet should the group become a contractual party in relation to a financial instrument.

Financial assets are derecognised when the contractual rights from the assets expire, or the assets are transferred with all material rights and obligations. Financial liabilities are also derecognised if the contractual obligations have

been settled, deleted or have expired. Purchases and sales of financial instruments subject to customary market conditions are generally reported with the settlement date.

Financial assets are categorised as follows:

- a. Financial assets measured at fair value through profit or loss
- b. Financial assets measured at amortised cost

Financial liabilities are categorised as follows:

- a. Financial liabilities measured at amortised cost
- b. Financial liabilities measured at fair value through profit or loss

Other possible categories pursuant to IFRS 9 are not applied and hedge accounting is also not employed. Financial derivatives are only concluded for the hedging of underlying transactions. Financial derivatives that do not correspond with hedge accounting pursuant to IFRS 9 are classified as assets or liabilities measured at fair value through profit or loss and recognised in the balance sheet at fair value. This corresponds with the current value, should one exist, or is determined using standard valuation methods employing the market data available on the valuation closing date. Fair value mirrors the estimated amount that the POLYTEC GROUP must pay or receive if this transaction were to be completed on the balance sheet date. Changes in value are recognised in the consolidated income statement through profit and loss.

16. REALISATION OF INCOME AND EXPENSES

As far as period-related revenue realisation is concerned, see 6. "Revenues/liabilities from contracts with customers".

Operating expenses are recognised through profit and loss when the service is rendered or the expenses are incurred.

17. FINANCIAL RESULT

The interest result (expenses) includes the interest arising from debt financing and interest equivalent expenses from leasing transactions, as well as the interest components of the change in obligations to employees.

The interest result (revenues) includes the interest, dividends and similar revenues realised from the investment of funds and investment in financial assets. Interest income is realised proportional to time and the effective interest rate of the asset is taken into account. Dividend income is reported with effect from the date of the legal claim.

Gains and losses from the disposal of financial assets, impairment expenses from financial investments, exchange rate profits and losses in connection with financing activities, as well as the results from security transactions are reported in the other financial result.

18. GROUP CASH FLOW STATEMENT

The indirect method was selected for the consolidated cash flow from operating activities disclosed in the presentation of the group cash flow statement. The financial fund corresponds with the cash and cash equivalents and current funding.

19. UNCERTAINTIES WITH REGARD TO ASSESSMENTS AND ASSUMPTIONS

The preparation of the consolidated financial statements requires that the management draws up estimates and assumptions with regard to the application of accounting and valuation principles, as well as potential future developments that might influence the reporting and value of the recognised assets and liabilities, information regarding other obligations on the balance sheet date, and the recognition of income and expenses during the reporting period. The actual amounts to be realised in the future may deviate from these estimations.

In assessing the intrinsic value of goodwill, intangible and tangible assets management prepares estimates and future-related assumptions regarding the surplus inflows expected over the planning periods and the costs of capital of both the POLYTEC GROUP and individual cash-generating units. Such estimates are made in all good faith subject to the assumption that the group is a going concern. They are also based upon experience and take any remaining uncertainty into due account. However, changed assumptions or

circumstances may necessitate corrections. In connection with scenarios, reference should be made to the information contained under D.10.

The revenue and result realisation of a customer contract for the production of tooling and engineering services takes place on the basis on the percentage of completion (period-related revenue realisation). This realisation is based on estimates that incorporate all the information available on the balance sheet date. The realisation of amortisation receivables and entry fees is also founded on estimates that incorporate all the information available on the balance sheet date. Subsequent changes are possible and can lead to asset value adjustments and exert a material influence upon the results from subsequent periods.

In assessing the recoverability of deferred tax assets, the management evaluates the likelihood that all deferred tax assets will be realised. The final realisation of deferred tax assets is dependent upon the generation of future taxable income in those periods during which temporary differences become deductible. If the company is unable to generate sufficient future taxable income, no deferred tax benefits from operating loss carryforwards or temporary differences can be recognised and their value has therefore to be adjusted correspondingly. Assumptions concerning future payment surpluses, as well as future taxable results, are based on the medium-term planning of the group. Should these prove to be incorrect, this can have considerable effects on the assets reported in subsequent years. A sensitivity analysis has shown that, as in the preceding year, in comparison to medium-term planning a 10% reduction in taxable income would not result in any additional value adjustment to the deferred tax assets from loss carryforwards and temporary differences.

The estimation of the useful life of fixed assets is either based on experience values resulting from the operation of comparable plant, or a shorter anticipated product lifecycle. In addition, during the determination of rights of use an estimate regarding periods and any possible termination and prolongation options, as well as the extrapolation of the interest rate is of relevance.

The actuarial assessment of severance, pension and long-service obligations carried out by independent actuaries is based on a method that employs parameters such as the expected discount rate, increases in remuneration payments and pension contributions. In addition to the interest rate risk and the risk of a potential increase in remuneration payments and pension contributions, there is also a longevity risk. If the development of these relevant parameters differs significantly from the original expectations, this may have considerable effects upon the provisions and consequently upon the group's net expenses for severance payments and pension contributions. In order to present the impact of a change in the interest rate used to determine severance payment and pension obligations, a sensitivity analysis was carried out, which is explained in greater detail under E.21 "Obligations to employees".

In view of existing and threatened contingent funding commitments to a pension fund, a provision of EUR 724 k (2019: EUR 611 k) was made in the "Other provisions" in the POLYTEC GROUP's consolidated financial statements. This amount was established on the basis of information provided by the management of the pension fund and relates to probable liquidity outflows prior to the restoration of the independent viability of the pension fund. The anticipated liquidity outflow derives from the restructuring plan drawn up by the pension fund management, which has been approved by the BaFin. Should the restructuring plan fail, as the former employer, the POLYTEC GROUP could be subject to a subsidiary liability. At present, no material indications exist that point to a subsidiary liability becoming effective. In 2020, no payments were made to the pension fund (2019: EUR 369 k).

20. REPORTING AND AMENDMENT PURSUANT TO IAS 8

As compared to the previous year, the reporting of assets and liabilities, expenses and income, equity items and the cash flow in the cash flow statement remained largely unaltered in the 2020 financial year.

With regard to the reporting change concerning the contract assets emanating from contracts with customers and other receivables, we would refer you to D.6.

In the preceding periods, the non-controlling interests of real estate companies were not reported separately. Reporting adjustments were carried out on 1 January 2019 totalling EUR 3,825 k, but these related solely to restructuring within consolidated equity and had no effect upon results, total assets and liabilities.

The effect is shown in a separate line as an adjustment to the opening balance in the development of group equity.

E. NOTES TO THE GROUP'S CONSOLIDATED INCOME STATEMENT, COMPREHENSIVE INCOME STATEMENT AND BALANCE SHEET

1. SALES REVENUES AND SEGMENT REPORTING

Following a comprehensive analysis of the reporting structure, it was concluded that the POLYTEC GROUP is a one-segment group. Therefore, the obligatory operating segment reporting for a single segment in the 2020 and 2019 financial years is limited to inter-segmental disclosures in accordance with IFRS 8.31 ff.

As an automotive industry sub-supplier, the group naturally depends upon a small number of major customers.

The distribution of sales revenues according to customers is as follows:

| in EUR k | 2020 | 2019 |
|-------------------|----------------|----------------|
| VW | 166,116 | 206,368 |
| Daimler | 105,795 | 124,071 |
| Jaguar Land Rover | 35,894 | 55,345 |
| Other Automotive | 139,210 | 161,355 |
| Non-Automotive | 74,960 | 79,943 |
| Total | 521,976 | 627,081 |

In 2020 and 2019, two respective customer groups provided more than 50% of the group's total sales revenues. Due to the extensive range of models and marques of these key accountants, which as a rule operate in the passenger car and commercial vehicle sectors, the customer-supplier relationship in both cases relates to all business areas, although to differing degrees.

The distribution of sales revenues according to market segments is as follows:

| in EUR k | 2020 | 2019 |
|--|----------------|----------------|
| Passenger cars & Light Commercial Vehicles | 328,746 | 388,762 |
| Commercial Vehicles | 118,269 | 158,376 |
| Industrial Applications | 74,960 | 79,943 |
| Total | 521,976 | 627,081 |

The disclosures concerning geographical areas to be made at group level (determined in the sales revenues area in line with the location of customers' business premises) on the balance sheet dates can be summarised as follows:

| in EUR k | External sales | | Intangible assets, goodwill and fixed assets | |
|-----------------|----------------|----------------|--|----------------|
| | 2020 | 2019 | 2020 | 2019 |
| Austria | 22,303 | 44,403 | 93,542 | 93,201 |
| Germany | 285,561 | 329,378 | 92,404 | 99,715 |
| UK | 43,274 | 59,220 | 21,921 | 32,896 |
| Sweden | 24,486 | 31,555 | 0 | 0 |
| Hungary | 12,055 | 25,311 | 4,277 | 3,840 |
| Rest of EU | 103,695 | 96,979 | 31,215 | 47,089 |
| Other countries | 30,603 | 40,235 | 24,266 | 24,004 |
| Group | 521,976 | 627,081 | 267,625 | 300,745 |

Period-related sales revenues are divided according to categories as follows:

| in EUR k | 2020 | 2019 |
|-------------------------------|----------------|----------------|
| Part sales and other revenues | 463.811 | 567.651 |
| Tooling and engineering sales | 58.165 | 59.430 |
| Total | 521.976 | 627.081 |

2. OTHER OPERATING INCOME

| in EUR k | 2020 | 2019 |
|--|--------------|---------------|
| Income from the disposal of and additions to fixed assets excluding financial assets | 1,085 | 6,288 |
| Income from cost reimbursements | 292 | 549 |
| Grants and receivables | 1,156 | 22 |
| Commission | 0 | 14 |
| Income from rents | 29 | 376 |
| Income from the reversal of obsolete provisions | 0 | 200 |
| Income from badwill | 0 | 2,140 |
| Income from pension fund surpluses | 2,378 | 0 |
| Other income | 4,031 | 2,273 |
| Total | 8,971 | 11,862 |

The income from pension fund surpluses relates to excess payments in past financial years, which were repaid in the 2020 financial year.

In connection with government grants, we would refer you to section A. General information.

3. EXPENSES FOR MATERIAL AND OTHER SERVICES RECEIVED

| in EUR k | 2020 | 2019 |
|--------------------------------|----------------|----------------|
| Material expenses | 154,360 | 225,021 |
| Expenses for services received | 103,217 | 73,167 |
| Total | 257,577 | 298,188 |

4. PERSONNEL EXPENSES

| in EUR k | 2020 | 2019 |
|--|----------------|----------------|
| Wages and salaries | 144,433 | 159,724 |
| Expenses for leasing personnel | 12,414 | 16,757 |
| Statutory social expenses | 27,190 | 30,566 |
| Expenses for severance payments and pensions | 9,449 | 5,562 |
| Other personnel expenses | 1,276 | 3,778 |
| Total | 194,761 | 216,386 |

The expenses for severance payments and pensions also include expenses for defined contribution plans. For the Austrian companies within the group, these expenses amounted to EUR 319 k (2019: EUR 308 k).

In connection with government grants, we would refer you to A. General information.

The number of employees of the POLYTEC GROUP (including leasing personnel) was as follows:

| | 2020 | 2019 |
|-------------------|-------|-------|
| Average | 3,939 | 4,344 |
| As at 31 December | 3,636 | 4,406 |

The number of employees of the POLYTEC GROUP (excluding leasing personnel) was as follows:

| | 2020 | 2019 |
|-------------------|-------|-------|
| Average | 3,683 | 3,961 |
| As at 31 December | 3,228 | 4,098 |

The average numbers of POLYTEC HOLDING AG employees (excluding leasing personnel) and of the Austrian subsidiaries of the POLYTEC GROUP were as follows:

| | 2020 | 2019 |
|------------------------|------------|------------|
| Blue-collar employees | 278 | 298 |
| White-collar employees | 212 | 219 |
| Total | 490 | 517 |

5. OTHER OPERATING EXPENSES

| in EUR k | 2020 | 2019 |
|---|---------------|---------------|
| Maintenance costs | 13,639 | 16,420 |
| Other operating costs | 10,407 | 10,511 |
| Other administrative costs | 5,275 | 5,323 |
| Outgoing freight | 5,167 | 5,385 |
| Rent for property | 81 | 45 |
| Other sales costs | 1,677 | 4,154 |
| Other rent and leasing costs | 4,517 | 5,287 |
| IT and communication costs | 4,343 | 6,184 |
| Legal and consulting costs | 3,012 | 3,979 |
| Taxes and charges not included in income tax | 705 | 961 |
| Risk provisions and damage cases | 75 | 37 |
| Losses from the disposal of fixed assets excluding financial assets | 1,258 | 307 |
| Expense for currency translation differences | 74 | 0 |
| Total | 50,229 | 58,592 |

The other operating costs also contain the following expenses for the services provided by the group auditors.

| in EUR k | 2020 | 2019 |
|----------------------------------|------------|------------|
| Annual and group financial audit | 207 | 195 |
| Other non-auditing services | 9 | 0 |
| Other services | 34 | 19 |
| Total | 250 | 214 |

6. FINANCIAL RESULT

| in EUR k | 2020 | 2019 |
|--|---------------|---------------|
| Interest income and income from securities | 168 | 128 |
| Interest component of pension commitments | -259 | -430 |
| Other interest expenses | -2,984 | -3,626 |
| Interest derived from leasing liabilities | -281 | -83 |
| Other financial expenses/income | -1,931 | 209 |
| Total | -5,287 | -3,801 |

The interest component from pension commitments is a non-cash item. All other interest expenses or interest income consist largely of cash items.

The net result according to valuation categories is as follows:

| In EUR k | Operating result | | Financial result | | |
|--|------------------|----------------------|------------------|----------------------------|---------------|
| | Value adjustment | Currency translation | Interest | Result from FV measurement | Net result |
| 31.12.2020 | | | | | |
| Financial assets measured at amortised cost | 117 | 0 | 168 | -2,004 | -1,719 |
| Financial liabilities measured at amortised cost | 0 | -74 | -2,984 | 0 | -3,058 |
| Fair value through profit and loss (FVPL) | 0 | 0 | 0 | 61 | 61 |

| In EUR k | Operating result | | Financial result | | |
|--|------------------|----------------------|------------------|----------------------------|---------------|
| | Value adjustment | Currency translation | Interest | Result from FV measurement | Net result |
| 31.12.2019 | | | | | |
| Financial assets measured at amortised cost | 684 | 0 | 0 | 0 | 684 |
| Financial liabilities measured at amortised cost | 0 | 129 | -3,626 | 0 | -3,497 |
| Fair value through profit and loss (FVPL) | 0 | 0 | 0 | 193 | 193 |

7. TAX INCOME/EXPENSES

| in EUR k | 2020 | 2019 |
|----------------------------------|---------------|--------------|
| Expenses for current taxes | 1,828 | 5,935 |
| thereof aperiodic | -1,356 | 81 |
| Changes in deferred income taxes | -3,627 | -163 |
| thereof aperiodic | 0 | -723 |
| Total | -1,799 | 5,772 |
| thereof aperiodic | -1,356 | -642 |

The income tax expense for the 2020 financial year amounting to EUR 1,799 k is EUR 3,718 k higher than the calculated income tax expense totalling EUR 1,919 k, which would have resulted from the application of a tax rate of 25% on the result before income tax of EUR 7,676 k.

The reasons for the difference between the calculated and the disclosed group income tax expense can be summarised as follows:

| in EUR k | 2020 | 2019 |
|---|---------------|--------------|
| Earnings before income tax | 7,676 | 28,847 |
| thereof 25% calculated income tax expense | 1,919 | 7,212 |
| Tax-free deconsolidation result | -4,261 | 0 |
| Change in the value adjustment for deferred tax assets | -1,426 | 626 |
| Participation valuations | 363 | -2,235 |
| Real estate sale | 0 | 508 |
| Permanent differences and other changes | -255 | 432 |
| Differences from the discrepancy between the local and consolidated tax rates | 365 | -129 |
| Tax income/expense for the reporting period | -443 | 6,414 |
| Aperiodic income tax income | -1,356 | -642 |
| Disclosed income tax expense | -1,799 | 5,772 |

The aperiodic tax income amounting to EUR 1,356 k (2019: EUR 642 k) for the 2020 financial year resulted mainly from completed company audits and in the past financial year, from past tax losses recognised for the first time.

8. INTANGIBLE ASSETS AND GOODWILL

The classification of the intangible assets shown in the consolidated balance sheet and their development are as follows:

| in EUR k | Development costs | Rights | Goodwill | Advance payments made | Total |
|--|-------------------|---------------|---------------|-----------------------|---------------|
| Acquisition costs | | | | | |
| As at 1.1.2019 | 801 | 12,147 | 45,508 | 2,622 | 61,078 |
| Change in the scope of consolidation | 0 | 0 | 0 | 0 | 0 |
| Currency translation differences | 1 | -2 | 0 | 0 | -1 |
| Additions | 0 | 751 | 0 | 649 | 1,400 |
| Disposals | -802 | -356 | 0 | 0 | -1,158 |
| Reclassifications | 0 | 1,416 | 0 | -1,943 | -527 |
| As at 31.12.2019 | 0 | 13,956 | 45,508 | 1,328 | 60,792 |
| As at 1.1.2020 | 0 | 13,956 | 45,508 | 1,328 | 60,792 |
| Change in the scope of consolidation | 0 | -16 | -6,537 | 0 | -6,553 |
| Currency translation differences | 1 | -14 | 0 | 0 | -13 |
| Additions | 0 | 394 | 0 | 1,515 | 1,909 |
| Disposals | 0 | -91 | 0 | 0 | -91 |
| Reclassifications | 0 | 0 | 0 | -104 | -104 |
| As at 31.12.2020 | 1 | 14,229 | 38,971 | 2,739 | 55,940 |
| Accumulated depreciation | | | | | |
| As at 1.1.2019 | 801 | 9,467 | 26,328 | 0 | 36,596 |
| Change in the scope of consolidation | 0 | 0 | 0 | 0 | 0 |
| Currency translation differences | 1 | 0 | 0 | 0 | 1 |
| Scheduled depreciation | 0 | 1,903 | 0 | 0 | 1,903 |
| Impairments | 0 | 0 | 0 | 0 | 0 |
| Disposals | -802 | -353 | 0 | 0 | -1,155 |
| Reclassifications | 0 | -509 | 0 | 0 | -509 |
| Additions | 0 | 0 | 0 | 0 | 0 |
| As at 31.12.2019 | 0 | 10,508 | 26,328 | 0 | 36,836 |
| As at 1.1.2020 | 0 | 10,508 | 26,328 | 0 | 36,836 |
| Change in the scope of consolidation | 0 | -38 | 0 | 0 | -38 |
| Currency translation differences | 1 | -7 | 0 | 0 | -6 |
| Scheduled depreciation | 0 | 1,443 | 0 | 0 | 1,443 |
| Impairments | 0 | 0 | 0 | 0 | 0 |
| Disposals | 0 | -57 | 0 | 0 | -57 |
| Reclassifications | 0 | 0 | 0 | 0 | 0 |
| Additions | 0 | 0 | 0 | 0 | 0 |
| As at 31.12.2020 | 1 | 11,850 | 26,328 | 0 | 38,178 |
| Carrying amounts as at 31.12.2019 | 0 | 3,448 | 19,180 | 1,328 | 23,956 |
| Carrying amounts as at 31.12.2020 | 0 | 2,380 | 12,643 | 2,739 | 17,763 |

The research and development expenses of the group during the financial year amounted to approximately EUR 15,912 k (2019: EUR 14,848 k).

IMPAIRMENTS

As in the preceding year, the impairment test showed no need for goodwill impairment. This also applies to the other intangible assets.

GOODWILL

Goodwill is allocated to the following cash-generating units (CGUs):

| in EUR k | 31.12.2020 | 31.12.2019 |
|-----------------|---------------|---------------|
| CGU Car Styling | 12,643 | 12,643 |
| CGU Industrial | 0 | 6,537 |
| Total | 12,643 | 19,180 |

As a result of the sale and deconsolidation of "Industrial" during the 2020 financial year, the eliminated goodwill allotted to the Industrial CGU was recognised in profit and loss.

The recoverable amount for the CGUs, to which goodwill has been allocated, is determined on the basis of a discounted cash flow method. The respective amounts represent value in use. The underlying methods and assumptions employed are explained under D.10.

The impairment tests were based on the following assumptions:

| | 31.12.2020 | 31.12.2019 |
|---|------------|------------|
| Cash flow planning period | 3 Years | 3 Years |
| Long-term perpetuity growth rate | 0% | 0% |
| Discount rate (WACC) before taxes (EUR) - Car Styling | 5.74% | 9.1% |
| Discount rate (WACC) before taxes (GBP) - Industrial | n.a. | 9.6% |

There are no conceivable alterations to material assumptions that could lead to impairment, as should material framework conditions change, the management has a wealth of possibilities to cushion and counterbalance negative effects upon the CGUs. As far as scenarios are concerned, we would refer you to D.10.

9. TANGIBLE ASSETS

The classification of the tangible assets shown in the consolidated balance sheet and their development is as follows:

| in EUR k | Land and buildings | Real estate rights of use | Technical equipment and machinery | Machinery rights of use | Fixtures, fittings and equipment | Advance payments made and assets under construction | Total |
|--|--------------------|---------------------------|-----------------------------------|-------------------------|----------------------------------|---|----------------|
| Costs of acquisition | | | | | | | |
| As at 1.1.2019 | 164,376 | 0 | 262,764 | 0 | 67,638 | 12,909 | 507,688 |
| Change in the scope of consolidation | 9,790 | 0 | 5,102 | 0 | 3,000 | 0 | 17,892 |
| Initial application of IFRS 16 | 0 | 12,156 | 0 | 3,431 | 0 | 0 | 15,587 |
| Currency translation differences | 474 | 1 | 1,392 | 312 | 88 | 21 | 2,289 |
| Additions | 5,356 | 747 | 7,585 | 1,708 | 6,683 | 24,755 | 46,834 |
| Disposals | -3,672 | -96 | -3,878 | -19 | -3,010 | 0 | -10,675 |
| Reclassifications purs. to IFRS 5 | -8,424 | 0 | -9,071 | -91 | -1,058 | -2,401 | -21,045 |
| As at 31.12. 2019 | 167,900 | 12,807 | 263,895 | 5,341 | 73,341 | 35,285 | 558,569 |
| As at 1.1.2020 | | | | | | | |
| Change in the scope of consolidation | -175 | -7,957 | -2,869 | -37 | -1,211 | 0 | -12,249 |
| Currency translation differences | -2,653 | -5 | -1,957 | -278 | -134 | -72 | -5,099 |
| Additions | 2,319 | 0 | 8,703 | 9,578 | 1,740 | 5,258 | 27,598 |
| Disposals | -3,987 | -3,407 | -8,571 | -2,264 | -3,120 | 0 | -21,350 |
| Reclassifications purs. to IFRS 5 | -4,101 | 0 | 0 | 0 | 0 | 0 | -4,101 |
| As at 31.12.2020 | 159,303 | 1,438 | 259,201 | 12,341 | 70,616 | 40,470 | 543,369 |
| Accumulated depreciation | | | | | | | |
| As at 1.1.2019 | 29,063 | 0 | 183,300 | 0 | 50,263 | 0 | 262,626 |
| Currency translation differences | 61 | 0 | 468 | 45 | 50 | 0 | 624 |
| Scheduled depreciation | 4,397 | 2,955 | 18,788 | 2,278 | 4,897 | 3 | 33,318 |
| Impairments | 0 | 0 | 882 | 0 | 0 | 0 | 882 |
| Disposals | -366 | -15 | -3,702 | -8 | -2,448 | 0 | -6,539 |
| Reclassifications purs. to IFRS 5 | -1,388 | 0 | -7,060 | 0 | -682 | 0 | -9,130 |
| As at 31.12.2019 | 31,767 | 2,939 | 192,675 | 2,315 | 52,081 | 3 | 281,781 |
| As at 1.1.2020 | | | | | | | |
| Change in the scope of consolidation | -105 | -3,095 | -4 | 0 | -266 | 0 | -3,469 |
| Currency translation differences | -311 | 0 | -845 | 0 | -89 | 0 | -1,245 |
| Scheduled depreciation | 6,321 | 2,301 | 17,188 | 3,418 | 5,169 | 9 | 34,406 |
| Disposals | -3,092 | -1,119 | -8,475 | -2,089 | -2,471 | 0 | -17,246 |
| Reclassifications purs. to IFRS 5 | -707 | 0 | 0 | 0 | -14 | 0 | -721 |
| As at 31.12.20 | 33,873 | 1,027 | 200,539 | 3,644 | 54,410 | 12 | 293,505 |
| Carrying amounts as at 31.12.2019 | 136,133 | 9,868 | 71,219 | 3,026 | 21,261 | 35,281 | 276,789 |
| Carrying amounts as at 31.12.2020 | 125,431 | 411 | 58,661 | 8,697 | 16,206 | 40,458 | 249,862 |

“Land and buildings” contains a real property value of EUR 33,633 k (2019: EUR 37,979 k).

As at 31 December 2020, the obligations relating to unpaid orders for the delivery of fixed assets amounted to EUR 8,405 k (2019: EUR 6,271 k).

Tangible assets with a carrying amount of EUR 92,759 k (2019: EUR 98,075 k) were mortgaged or pledged as a surety for bank and other interest-bearing liabilities totalling EUR 16,339 k (2019: EUR 16,022 k).

In detail, the due dates of the leasing liabilities reported on the balance sheet date are as follows:

| in EUR k | 31.12.2020 | 31.12.2019 |
|--|------------|------------|
| Within one year | 2,655 | 5,054 |
| Longer than one year and within five years | 6,247 | 7,590 |
| Longer than five years | 206 | 250 |

In the 2020 financial year, the total cash and cash equivalent outflows emanating from leasing agreements amounted to EUR 6,269 k (2019: EUR 5,717 k). Apart from repayments, this figure includes outflows of cash and cash equivalents relating to short-term leases and leases on low-value assets amounting to EUR 270 k (2019: EUR 1,830 k). The non-cash interest payables for leasing expenses totalled EUR 281 k (2019: EUR 83k).

IMPAIRMENTS IN 2019

As a result of the withdrawal of projects individual assets with a carrying amount of EUR 882 k were obsolete and thus entirely impaired, as their utilisation or further use is improbable. The compensation paid by the customer amounting to EUR 873 k is reported in the sales revenues.

In addition, completed impairment tests showed that there were no impairment requirements for the CGUs.

10. DEFERRED TAX ASSETS/OBLIGATIONS

The discrepancies between the amounts stated in the tax and IFRS balance sheets result from the following differences and take effect on deferred taxes as follows:

| in EUR k | 31.12.2020 | | 31.12.2019 | |
|---|---------------|--------------|---------------|---------------|
| | Assets | Liabilities | Assets | Liabilities |
| Tangible assets | 3,280 | 2,675 | 2,993 | 3,287 |
| Loss carryforwards | 5,128 | 0 | 4,870 | 0 |
| Trade accounts receivable | 0 | 0 | 8 | 0 |
| Contract assets | 0 | 6,448 | 0 | 7,160 |
| Other assets | 0 | 389 | 0 | 877 |
| Provisions for pensions | 3,244 | 0 | 3,481 | 0 |
| Provisions for severance payments | 605 | 0 | 416 | 0 |
| Other provisions for personnel | 50 | 0 | 94 | 0 |
| Leasing liabilities | 0 | 0 | 0 | 0 |
| Contractual liabilities | 414 | 0 | 437 | 0 |
| Other provisions | 2,842 | 0 | 1,905 | 0 |
| Other liabilities | 315 | 0 | 91 | 1 |
| Subtotal | 15,878 | 9,512 | 14,295 | 11,325 |
| Offsetting due to identical tax authorities | -7,709 | -7,709 | -7,050 | -7,050 |
| Deferred taxes pursuant to the balance sheet | 8,169 | 1,803 | 7,245 | 4,275 |

In 2020, group companies reported net deferred tax assets on temporary differences and loss carryforwards totalling EUR 8,169 k (2019: EUR 7,245 k). These were regarded as realisable, as on the basis of current medium-term planning it is assumed that these companies will generate taxable profits in future.

As at 31 December 2020, group income tax loss carryforwards totalled EUR 56,176 k (2019: EUR 41,609 k) and demonstrated the following structure:

| in EUR k | 31.12.2020 | 31.12.2019 |
|---|---------------|---------------|
| Total | 56,176 | 41,609 |
| of which capitalised loss carryforwards | 25,156 | 28,105 |
| of which applicable for an unlimited period | 25,156 | 28,105 |
| of which non-capitalised loss carryforwards | 31,020 | 13,504 |

No deferred tax assets were recognised for deductible tax loss carryforwards amounting to EUR 31,020 k (2019: EUR 13,504 k), as a future taxable result against which

unused tax losses can be employed is currently assessed as being insufficiently guaranteed. This equates to deferred tax assets of EUR 6,660 k (2019: EUR 2,450 k).

In accordance with IAS 12.39, no deferred taxes were created for temporary differences in connection with shares in subsidiaries amounting to EUR 32,447 k (2019: EUR 35,802 k), as it could be assumed on 31 December 2020 that the differences between the valuation of investments for tax purposes and the pro rata equity of subsidiaries included in the consolidated financial statements would remain tax-free for the foreseeable future.

The deferred taxes contain tax asset deferrals recognised in equity amounting to EUR 2,672 k (2019: EUR 2,914 k) and deferred tax liabilities recognised in equity amounting to EUR 0 k (2019: EUR 0 k).

11. INVENTORIES

Inventories are structured as follows:

| in EUR k | 31.12.2020 | 31.12.2019 |
|--------------------------------|---------------|---------------|
| Raw materials and supplies | 25,903 | 33,188 |
| Unfinished goods | 5,125 | 1,957 |
| Advance payments received | -2,374 | -513 |
| Finished goods and merchandise | 4,796 | 128 |
| Order costs | 4,233 | 5,508 |
| Advance payments made | 887 | 607 |
| Total | 38,570 | 40,875 |

The unfinished goods and order costs totalling EUR 9,358 k (2019: EUR 7,465 k) relate to contractual costs pursuant to IFRS 15 in connection with engineering services and tooling without a customer agreement. No impairment for contractual costs occurred in the 2020 financial year.

The change (balance from formation and reversal) in the impairment losses on inventories recognised through profit and loss amounted to EUR 638 k in the year under review (2019: EUR -175 k). Inventories that were recognised as material expenses in the reporting period amounted to EUR 230,897 k (2019: EUR 284,248 k).

In the case of inventories with a carrying amount of EUR 2,247 k (2019: EUR 6,274 k), realisation is first anticipated after twelve months.

As in the previous year, no inventories were reclassified as collateral or pledged as a surety for financial liabilities.

12. TRADE ACCOUNTS RECEIVABLE

The existing provisions for impairments to trade accounts receivable developed as follows in the financial year under review:

| in EUR k | 31.12.2020 | 31.12.2019 |
|-----------------------------------|--------------|--------------|
| As at 1.1. | 1,700 | 2,810 |
| Use | -45 | -427 |
| Release | -117 | -814 |
| Allocation | 0 | 130 |
| Foreign exchange rate differences | -8 | 1 |
| As at 31.12. | 1,530 | 1,700 |

The impairment provisions contain individual valuation adjustments and price differences (Level 3). Owing to the low loss quotas of the past, further pro rata impairment provisions can be regarded as insignificant. According to estimates made by the management, there are no substantial differences between the carrying amount and the current value of accounts receivable.

FACTORING

Since the 2008 financial year, factoring agreements have existed owing to which banks and factoring companies are obliged to purchase certain POLYTEC GROUP trade accounts receivable with a monthly rotating nominal volume. For the receivables sold, once the purchase has been completed the default risk linked to the receivables (del credere risk) passes without recourse to the purchasing bank or factoring company. As at 31 December 2020, the factoring agreements had a maximum usable nominal volume totalling EUR 65,000 k (2019: EUR 65,000 k). On the balance sheet date, receivables amounting to EUR 34,275 k (2019: EUR 27,413 k) had been sold and derecognised from the consolidated financial statements in accordance with IFRS 9.

As at 31 December 2020, the non-advanced amount of EUR 13,557 k (2019: EUR 9,404 k) was disclosed under "Trade accounts receivable". Owing to the short-term nature and good creditworthiness of the receivables, the carrying amount may be regarded as a reliable approximate figure for fair value.

13. REVENUES/LIABILITIES FROM CONTRACTS WITH CUSTOMERS

Receivables from construction contracts and service transactions, which pursuant to IFRS 15 are subject to period-related revenue recognition, are reported in the balance sheet under the position "Revenues from contracts with customers". In addition the revenues from contracts, entry fees and amortisation receivables also include those unfinished and finished goods, which according to IFRS 15 owing to customised production are also subject to period-related revenue recognition.

The revenues from contracts with customers are thus divided as follows:

| in EUR k | 31.12.2020 | 31.12.2019 |
|--|---------------|----------------|
| Unfinished customised goods | 9,188 | 12,930 |
| Finished customised goods | 12,180 | 18,116 |
| Receivables from tooling and engineering sales | 69,444 | 94,728 |
| Revenues from contracts with customers | 90,812 | 125,774 |

At the latest, the realisation of contract assets containing entry fees and amortisation receivables takes place during the production cycle on which the respective customer contract is based.

The contractual liabilities totalling EUR 5,365 k (2019: EUR 2,889 k) consist of advance payments received with regard to tooling and engineering. In the 2020 financial year, the sum of EUR 2,889 k reported as contractual liabilities at the beginning of the period was recognised as sales revenue.

Owing to the low default quotas of the past, the default risk can be seen as negligible. For details regarding impairment provisions, we would refer you to G. 2 "Risk reporting".

The amount of the impairment of contractual receivables as at 31 December 2020 was influenced by a reduction of EUR 544 k (2019: increase of EUR 1,216 k).

14. OTHER CURRENT RECEIVABLES

Under the other current receivables tax receivables, supplier bonuses and deposits are reported of which EUR 14,216 k (2019: EUR 10,399 k) represent financial receivables.

Owing to the low default quotas of the past, default risk for contractual receivables and other financial receivables can be seen as negligible. No impairments were undertaken. For details regarding impairment provisions, we would refer you to G.2 "Risk reporting".

15. CASH AND CASH EQUIVALENTS

On the balance sheet date, none of the amounts included in this item were subject to restrictions as to their use.

16. FINANCIAL ASSETS

In the valuation categories contained in IAS 9 as at 31 December 2020 and 31 December 2019 respectively, the carrying amount of financial assets disclosed at amortised cost represents a reasonable approximation of fair value. All the fair values of financial assets are allocated to Level 3 of the measurement hierarchy.

Cash and cash equivalents, trade accounts receivable and other financial receivables generally have short residual terms. Therefore, the carrying amounts of these assets correspond approximately with the fair value on the balance sheet date, taking into account the creditworthiness of the contractual parties. The default risk is accounted for by the formation of provisions.

17. ASSETS HELD FOR SALE

The item "Assets held for sale" relates to the closed plants in Turkey and Germany and above all the related real estate awaiting sale. The management has drawn up a disposal plan and the active search for a purchaser has commenced. The closed plants are valued with the carrying amount, as the anticipated proceeds from the sale less sale costs are higher than the carrying amount. No accumulative earnings and expenses in connection with the asset values are contained in the income statement or have flowed into the other result.

18. GROUP EQUITY

On the balance sheet date POLYTEC HOLDING AG share capital amounted to EUR 22,330 k (2019: EUR 22,330 k) divided into 22,329,585 ordinary shares (2019: 22,329,585 ordinary shares) with a nominal value of EUR 1.00 each. The share capital is fully paid in.

The buyback of the 334,041 treasury shares held on the balance sheet date (equates to 1.5% of share capital) at an acquisition value of EUR 1,855 k and a market value on the reporting date of EUR 2,509 k (2019: EUR 2,889 k) took place in its entirety in accordance with the buyback programme approved at the Annual General Meetings held on 16 May 2012 and 14 May 2014.

| | Shares | Treasury shares | Shares in circulation |
|------------------------------------|-------------------|-----------------|-----------------------|
| 31.12.2019 | 22,329,585 | -334,041 | 21,995,544 |
| Change in treasury share portfolio | 0 | 0 | 0 |
| 31.12.2020 | 22,329,585 | -334,041 | 21,995,544 |

In accordance with a resolution from the 19th Annual General Meeting held on 10 May 2019, until 9 November 2021 the Board of Directors is authorised to purchase treasury shares amounting to a maximum of 10% of share capital at a minimum price of EUR 1,00 and a maximum price that is 10% above the average, unweighted closing market price on the five trading days preceding purchase.

In addition, authorised capital was agreed with the passing of a resolution by the 19th Annual General Meeting held on 10 May 2019. With the consent of the Supervisory Board, at the latest, three years after the entry of the authorised capital in the company register, i.e. up to 4 September 2022, the Board of Directors is empowered to increase share capital by a nominal amount of EUR 6,698,875.00 through the issue of new shares at a minimum price of EUR 1.00 each. The issue of the new shares may also take place subject to the preclusion of the subscription rights of shareholders when share capital is increased in exchange for contributions in kind from companies, operations, part-operations or shares in one or several enterprises. The capital reserves derive from premiums in connection with capital increases and are therefore entirely committed.

NON-CONTROLLING INTERESTS

The following table shows summarised financial information regarding all non-controlling interests prior to intra-group eliminations. For reasons of materiality, it is presented on an aggregate basis for all non-controlling interests.

| in EUR k | 31.12.2020 | 31.12.2019 ¹⁾ |
|--|----------------|--------------------------|
| Non-current assets | 101,345 | 109,650 |
| Current assets | 1,205 | 22,212 |
| Non-current liabilities | 0 | -627 |
| Current liabilities | -31,016 | -36,104 |
| Net assets | 71,533 | 95,131 |
| Share of equity/voting rights without a controlling interest | 5.0% bzw. 5.5% | 30% 5.5% bzw. 5.0% |
| Carrying amount of interests without controlling influence | 3,885 | 11,885 |
| Pro rata gain of interests without controlling influence | 3,039 | 683 |
| Pro rata other result of interests without a controlling influence | 0 | 15 |
| Dividends on interests without a controlling interest | 250 | 0 |

¹⁾ The figures for the preceding year were adjusted. For information regarding these changes reference should be made to D.20.

INFORMATION CONCERNING CAPITAL MANAGEMENT

POLYTEC GROUP's capital management strategy is aimed at safeguarding business operations, increasing goodwill, creating a solid capital basis to finance a profitable growth course and guaranteeing capital service and attractive dividend payments.

POLYTEC HOLDING AG is subject to the statutory minimum capital requirements of Austrian corporation law. Statutory minimum capital requirements do not apply. Nonetheless, the group considers a solid equity base a key element in insolvency prevention. The ratio between equity capital and total capital can be summarised as follows:

| in EUR k | 31.12.2020 | 31.12.2019 |
|---------------------|--------------|--------------|
| Total equity | 247,487 | 252,585 |
| Balance sheet total | 581,504 | 605,601 |
| Equity ratio | 42.6% | 41.7% |

For the POLYTEC GROUP, the term capital management means the control of equity capital and net financial liabilities. The POLYTEC GROUP's net financial liabilities are centrally monitored and steered. The objectives in this regard include securing long-term liquidity, the efficient use of debt financing and the adoption of appropriate measures for financial risk mitigation in tandem with the optimisation of both earnings and costs.

Apart from the equity ratio, the POLYTEC GROUP mainly employs the gearing and return on capital employed (ROCE) parameters for the monitoring of its capital. The entire costs of the capital employed and the risks related to the different types of capital are monitored on a permanent basis.

The POLYTEC GROUP strives to maintain a sustainable equity ratio of more than 30%. A small deviation from this target equity ratio would only be acceptable temporarily in cases of strategically important M&A transactions.

Gearing is defined as the ratio of net financial liabilities (non-current and current financial liabilities less cash and cash equivalents and interest-bearing receivables) to equity capital. Appropriate control instruments consist primarily of the issuance and repayment of financial liabilities, as well as the consolidation of the equity base through the retention of earnings or the adjustment of dividend payments. The POLYTEC GROUP management now regards a gearing ratio of below 1.00 as being lastingly solid.

Gearing developed as follows:

| in EUR k | 31.12.2020 | 31.12.2019 |
|---|-----------------|-----------------|
| Financial liabilities ¹⁾ | 198,231 | 211,598 |
| - Non-current interest-bearing receivables | 2,000 | 0 |
| - Cash and cash equivalents | 90,389 | 55,609 |
| Net financial liabilities (-)/assets (+) | -105,842 | -155,989 |
| / Equity carrying amount | 247,487 | 252,585 |
| Gearing | 0.43 | 0.62 |

¹⁾ Non-current and current interest-bearing liabilities

Net financial liabilities decreased during the year under report due largely to a reduction in working capital and the sale of "Industrial".

ROCE is defined as the ratio between EBIT and the average capital employed. The capital employed includes the non-current operating assets (intangible and tangible assets, goodwill and other non-current receivables) less other non-current operating provisions and net working capital (non-interest-bearing current assets less non-interest-bearing current liabilities).

ROCE represents the most important calculation parameter for the vast majority of the POLYTEC GROUP's executive bonus plans. ROCE developed as follows:

| in EUR k | 2020 | 2019 |
|--|------------|------------|
| Average capital employed | 404,933 | 400,418 |
| EBIT | 12,962 | 32,648 |
| Return on capital employed (in %) | 3.2 | 8.2 |

The ROCE target amounts to a minimum of 15% and in 2020 fell well short of this figure. First and foremost, this is explained by the slump in sales revenues and earnings caused by the pandemic.

The POLYTEC GROUP's dividend policy is oriented towards profitability, strategic growth perspectives and the group's capital requirements.

19. EARNINGS PER SHARE AND DIVIDENDS

Pursuant to IAS 33 (Earnings per Share), basic earnings per share result from the division of the net income for the period due to the shareholders (annual net profit of the group after income taxes and non-controlling interests) by the weighted average number of ordinary shares outstanding during the reporting period.

| | Unit | 2020 | 2019 |
|---|-----------|------------|------------|
| Net income after income taxes and after non-controlling interests | EUR k | 6,435 | 22,391 |
| Average number of ordinary shares issued | Shares | 22,329,585 | 22,329,585 |
| Average number of retained treasury shares | Shares | 334,041 | 334,041 |
| Average number of shares in circulation | Shares | 21,995,544 | 21,995,544 |
| Earnings per share | EUR/share | 0,29 | 1,02 |

The diluted earnings per share equate to the non-diluted earnings per share, as no financial instruments with a dilutive effect are currently in circulation.

In accordance with the provisions of the Austrian Stock Corporation Act, the separate financial statements of POLYTEC HOLDING AG prepared in accordance with the Austrian accounting regulations as at 31 December 2020 provide the basis for the payment of a dividend.

At the 20th Ordinary Annual General Meeting, which was held at the group's address on 7 August 2020, the stockholders and stockholder representatives present unanimously passed a resolution approving the proposal by the Board of Directors for the distribution of profits, to which the Supervisory Board had agreed, to carry forward to new account the net profit reported in the annual financial statements as at 31 December 2019.

The Board of Directors of POLYTEC HOLDING AG will propose to the Annual General Meeting the payment of a dividend of EUR 0.30 per share for the 2020 financial year.

| in EUR k | 30.09.2021 | 30.03.2022 | 07.11.2023 | 21.01.2024 | 30.03.2024 | 07.11.2025 | 07.11.2028 | Total |
|--------------|---------------|---------------|---------------|---------------|--------------|---------------|--------------|----------------|
| Fixed | 24,000 | 11,500 | 19,500 | 0 | 1,500 | 0 | 0 | 56,500 |
| Variable | 0 | 9,500 | 15,500 | 28,500 | 7,500 | 11,000 | 1,000 | 73,000 |
| Total | 24,000 | 21,000 | 35,000 | 28,500 | 9,000 | 11,000 | 1,000 | 129,500 |

In principle, dividends are subject to the deduction of a capital gains tax of 27.5%. For individuals subject to unlimited tax liability, this means that their income tax is settled (final taxation). Corporations subject to unlimited corporate income tax liability which hold at least 10% of share capital are exempt from the capital gains tax. For individuals subject to limited tax liability, all relevant double taxation treaties must be taken into due account.

20. NON-CURRENT INTEREST-BEARING LIABILITIES

This item includes all interest-bearing liabilities with a residual term of more than one year and can be structured as follows:

| in EUR k | 31.12.2020 | 31.12.2019 |
|---|----------------|----------------|
| Promissory note loans | 105,290 | 144,215 |
| thereof with a residual term > 5 years | 1,000 | 12,000 |
| Bank loans | 46,827 | 39,748 |
| thereof with a residual term > 5 years | 6,494 | 10,140 |
| thereof with collateral securities | 12,364 | 10,544 |
| Other interest-bearing liabilities | 1,772 | 2,342 |
| thereof with a residual term > 5 years | 0 | 270 |
| Leasing liabilities | 6,453 | 7,841 |
| thereof with a residual term > 5 years | 206 | 250 |
| Non-current interest-bearing financial liabilities | 160,342 | 194,145 |

The group's expiring non-current and current interest-bearing liabilities to banks exist in the following currencies:

| | 2020 | | 2019 | |
|-----|---------|--------------------------|---------|--------------------------|
| | Share % | Average nominal interest | Share % | Average nominal interest |
| EUR | 99.2 | 1.26 | 99.2 | 1.24 |
| GBP | 0.8 | 1.65 | 0.8 | 2.15 |

In the 2014, 2017, 2018 financial years and most recently in 2019, the POLYTEC GROUP issued promissory note loans with the following repayment dates:

In the 2020 financial year, EUR 15,000 k from the 2017 to 2022 variable promissory note tranche were repaid prematurely.

21. OBLIGATIONS TO EMPLOYEES

This position contains all the non-current provisions for obligations to employees:

| in EUR k | 31.12.2020 | 31.12.2019 |
|--------------------------------------|---------------|---------------|
| Provisions for severance payments | 3,087 | 3,793 |
| Provisions for pensions | | 24,134 |
| Provisions for long-service payments | 1,719 | 2,371 |
| Other non-current provisions | 0 | 317 |
| Total | 26,899 | 30,616 |

The anticipated payments for the obligations to employees in the 2021 financial year amount to EUR 584 k.

PROVISIONS FOR PENSIONS

The present value of the obligations for defined benefit pension plans developed as follows:

| in EUR k | 2020 | 2019 |
|--|---------------|---------------|
| Present value of pension obligations (DBO) as at 1.1. | 24,134 | 21,442 |
| Service costs | 759 | 678 |
| Interest expense | 258 | 379 |
| Change in the scope of consolidation | -1,081 | 0 |
| Pension payments | -1,043 | -755 |
| Actuarial gains and losses: | | |
| Due to demographic assumptions | 0 | 385 |
| Due to financial assumptions | 340 | 1,852 |
| Due to experience-based adjustments | -1,272 | 154 |
| Present value of pension obligations (DBO) as at 31.12. | 22,094 | 24,134 |

With regard to the most important actuarial parameters and relevant accounting principles, please refer to section D.11.

The pension expenses for the 2020 financial year consist mainly of defined benefit pension plans, whereby service costs are disclosed in the personnel expenses under the item "Expenses for severance payments and pensions" and interest costs are recognised in the financial result under the item

"Interest component defined benefit plans". The actuarial result comprises gains and losses resulting from the changes to demographic, financial and experience-based assumptions.

The average duration of pension obligations amounts to twelve years (2019: twelve years).

| in EUR k | 31.12.2020 | 31.12.2019 |
|------------------|--------------|--------------|
| Service costs | 759 | 678 |
| Interest expense | 258 | 379 |
| Total | 1,016 | 1,057 |

The actuarial gains/losses recognised under other comprehensive income developed as follows (after taxes):

| in EUR k | 2020 | 2019 |
|--|---------------|---------------|
| Actuarial gains (+)/losses (-) as at 1.1. | -6,021 | -4,349 |
| Actuarial gains (+)/losses (-) in the financial year | 653 | -1,671 |
| Actuarial gains (+)/losses (-) as at 31.12. | -5,370 | -6,021 |

A change in interest rates of 25 basis points would have led to an increase in pension obligations of EUR 913 k (2019: EUR 1,755 k), or to a decrease of EUR 857 k (2019: EUR 1,616 k).

PROVISIONS FOR SEVERANCE PAYMENTS

The present value of the obligations for defined benefit plans developed over time as follows:

| in EUR k | 2020 | 2019 |
|---|--------------|--------------|
| Present value of severance payments (DBO) as at 1.1. | 3,793 | 3,474 |
| Service costs | 66 | 90 |
| Interest expenses | 29 | 57 |
| Change in the scope of consolidation | -324 | 0 |
| Severance payments | -626 | -95 |
| Actuarial gains and losses: | | |
| Due to demographic assumptions | 8 | -32 |
| Due to financial assumptions | -41 | 259 |
| Due to experience-based adjustments | 182 | 41 |
| Present value of severance payments (DBO) as at 31.12. | 3,087 | 3,793 |

With regard to the most important actuarial parameters and relevant accounting principles, please refer to section D.11.

Total severance costs for the 2020 financial year are divided between defined contributions and defined benefit plans, whereby the service costs included in personnel expenses are reported under the expenses for severance payments and pension provisions and the interest expense are reported in the financial result under interest components. The actuarial result comprises the gains and losses resulting from changes to the demographic, financial and experience-based assumptions.

The average duration of severance payment obligations amounts to nine years (2019: nine years).

| in EUR k | 2020 | 2019 |
|---|------------|------------|
| Defined contribution plans | | |
| Expense for defined contribution plans | 319 | 308 |
| Defined benefit plans | | |
| Service costs | 66 | 90 |
| Interest expenses | 29 | 57 |
| Expense for defined benefit plans | 95 | 147 |
| Expense for severance payments | 414 | 455 |

Actuarial gains/losses recognised in other comprehensive income developed as follows (after taxes):

| in EUR k | 2020 | 2019 |
|--|-------------|-------------|
| Actuarial gains (+)/losses (-) as at 1.1. | -460 | -259 |
| Actuarial gains (+)/losses (-) in the financial year | -112 | -201 |
| Actuarial gains (+)/losses (-) as at 31.12. | -572 | -460 |

A change in interest rates of 25 basis points would have led to an increase in severance payment obligations of EUR 71 k (2019: EUR 87 k), or to a decrease of EUR 68 k (2019: EUR 84 k).

PROVISION FOR LONG-SERVICE PAYMENTS

The provision developed over time as follows:

| in EUR k | 2020 | 2019 |
|---|--------------|--------------|
| Present value of the defined benefit obligation = | | |
| The provision for long-service payments | 1,719 | 2,371 |

Total expenses for long-service payments for the financial year amounted to EUR 652 k (2019: EUR 200 k).

22. OTHER NON-CURRENT PROVISIONS

| in EUR k | As at 1.1.2020 | Reclassifications | Allocations | As at 31.12.2020 |
|----------------------------|----------------|-------------------|-------------|------------------|
| Impending losses and risks | 1,753 | -1,753 | 0 | 0 |

| in EUR k | As at 1.1.2019 | Reclassifications | Allocations | As at 31.12.2019 |
|----------------------------|----------------|-------------------|-------------|------------------|
| Impending losses and risks | 4,430 | -2,677 | 0 | 1,753 |

23. CURRENT INTEREST-BEARING LIABILITIES

| in EUR k | 31.12.2020 | 31.12.2019 |
|---|---------------|---------------|
| Liabilities to banks | 141 | 3,092 |
| Bank loans | 8,214 | 5,749 |
| Other interest-bearing liabilities | 2,406 | 3,054 |
| Liabilities from promissory note loans | 24,473 | 505 |
| Leasing liabilities | 2,655 | 5,054 |
| Interest-bearing current financial liabilities | 37,889 | 17,454 |

24. LIABILITIES FROM INCOME TAXES

The liabilities from income taxes consist largely of liabilities from corporate and trade income taxes (or comparable taxes) in different states, where group companies have their registered offices. Liabilities developed as follows:

| in EUR k | 31.12.2020 | 31.12.2019 |
|---|--------------|--------------|
| As at 1.1. of the financial year | 2,155 | 1,622 |
| Exchange rate differences | 3 | -1 |
| Use for tax payments | -2,158 | -1,621 |
| Addition in the financial year | 2,080 | 2,155 |
| As at 31.12. of the financial year | 2,080 | 2,155 |

25. LIABILITIES FROM TRADE ACCOUNTS PAYABLE

| in EUR k | 31.12.2020 | 31.12.2019 |
|---|---------------|---------------|
| Liabilities from trade accounts payable | 52,703 | 52,908 |
| Financial trade accounts payable liabilities | 52,703 | 52,908 |

27. CURRENT PROVISIONS

| in EUR k | Balance as at 1.1.2020 | Change in the scope of consolidation | Currency translation | Reclassification | Utilisation | Release | Assignment | Balance as at 31.12.2020 |
|--|------------------------|--------------------------------------|----------------------|------------------|--------------|--------------|--------------|--------------------------|
| Provision for impending losses and risks | 5,905 | 0 | -5 | 1,753 | 1,860 | 922 | 523 | 5,395 |
| Guarantees and warranties | 1,018 | 18 | 0 | 0 | 114 | 498 | 839 | 1,263 |
| Other current provisions | 10,138 | -458 | -76 | 0 | 6,877 | 2,502 | 8,336 | 8,561 |
| Total | 17,061 | -440 | -81 | 1,753 | 8,851 | 3,922 | 9,698 | 15,219 |

| in EUR k | Balance as at 1.1.2019 | Change in the scope of consolidation | Currency translation | Reclassification | Utilisation | Release | Assignment | Balance as at 31.12.2019 |
|--|------------------------|--------------------------------------|----------------------|------------------|---------------|--------------|--------------|--------------------------|
| Personnel-related accruals | 2,880 | 0 | 0 | 0 | 2,880 | 0 | 0 | 0 |
| Provision for impending losses and risks | 3,958 | 3,600 | 4 | 2,677 | 5,643 | 316 | 1,625 | 5,905 |
| Guarantees and warranties | 1,066 | 0 | 0 | 0 | 382 | 69 | 404 | 1,018 |
| Other current provisions | 11,730 | 0 | 23 | 0 | 6,960 | 2,162 | 7,508 | 10,138 |
| Total | 19,634 | 3,600 | 27 | 2,677 | 15,866 | 2,548 | 9,536 | 17,061 |

The reclassifications in the financial year relate to the changing recognition of non-current and current provisions.

26. OTHER CURRENT LIABILITIES

| in EUR k | 31.12.2020 | 31.12.2019 |
|---|---------------|---------------|
| Liabilities to employees | 2,770 | 3,023 |
| Provision for outstanding incoming invoices | 3,656 | 4,366 |
| Other liabilities | 3,307 | 2,770 |
| Other current financial liabilities | 9,733 | 10,159 |
| Accrual for unclaimed leave | 4,322 | 4,303 |
| Other tax liabilities | 10,176 | 6,568 |
| Social security liabilities | 1,078 | 1,948 |
| Deferred charges | 1,674 | 1,315 |
| Deferral to other personnel expenses | 4,735 | 5,466 |
| Total | 31,718 | 29,760 |

Amongst the other current provisions are provisions for customer claims totalling EUR 4,961 k (2019: EUR 6,225 k), retirement obligations of EUR 154 k (2019: EUR 1957 k) and legal risks amounting to EUR 670 k (2019: EUR 748 k).

28. FINANCIAL LIABILITIES

In accordance with IFRS 9, the financial liabilities comprise the non-current and current liabilities disclosed in the consolidated balance sheet, as well as interest-bearing current liabilities, trade accounts payable and other current financial liabilities.

Except for derivative financial contracts, the financial liabilities are included in the “financial liabilities measured at amortised cost” valuation category. The derivative financial instruments are classified as “financial liabilities measured at fair value through profit or loss”.

Apart from the derivative financial contracts (Level 2) totalling EUR 89 k (2019: EUR 150 k) disclosed under “Other current liabilities”, all financial liabilities are allocated to the Level 3 measurement category.

The POLYTEC GROUP only determines the fair value for interest-bearing liabilities for disclosures in the notes to the consolidated financial statements. Fair value is established using recognised measurement methods based on the discounted cash flow method. The main input factor is the discount rate, which takes available market data (risk-free interest rates) into account. In the case of financial liabilities, the creditworthiness of the POLYTEC GROUP is considered. On the balance sheet date, the Level 3 non-current financial liabilities showed a fair value of EUR 161,589 k (2019: EUR 196,732 k), as compared to a carrying amount in the balance sheet of EUR 160,342 k (2019: EUR 194,145 k). On 31 December 2020, the current interest-bearing financial liabilities showed a fair value of EUR 39,532 k (2019: EUR 18,044 k), as opposed to a carrying amount in the balance sheet of EUR 37,889 k (2019: EUR 17,454 k). The fair value of the other Level 3 financial liabilities corresponds roughly with the carrying amount in the balance sheet.

Reference should be made to the risk report with regard to the determination of the fair value of derivatives.

F. CASH FLOW STATEMENT

NON-CASH BUSINESS TRANSACTIONS

During the financial year expired, the POLYTEC GROUP undertook the following non-cash investment and financial transactions that are not reported in the cash flow statement. In the cash flow statement, the non-cash effects derived from IFRS 16 additions reduce the investments in fixed assets. Sale proceeds of EUR 25,377 k (of which EUR 23,430 k are recognised as non-cash) are counterbalanced by an outflow of liquid assets totalling EUR 6,336 k.

OTHER NON-CASH EXPENSES AND INCOME

The non-cash expenses and income consist largely of currency translation differences, non-cash interest payments and the write-off of receivables.

CHANGES TO FINANCIAL LIABILITIES

The difference between the change in the carrying amount of the financial liabilities and the payment flows reported under group cash flow from financing activities results largely from foreign currency translation totalling EUR 6,976 k (2019: EUR 1,832 k).

Leasing payments of EUR 7,158 k (2019: EUR 5,193 k) reduced the lease liabilities (current and non-current) from 1 January 2020 amounting to EUR 12,894 k (EUR 15,587 k). New leases totalling EUR 9,848 k (2019: EUR 2,329 k), disposals of EUR 7,363 (2019: EUR 82 k) and currency translation differences of minus EUR 283 k (2019: EUR 253 k) resulted in leasing liabilities as at 31 December 2020 of EUR 9,108 k (2019: EUR 12,894 k).

G. OTHER INFORMATION

1. EVENTS AFTER THE BALANCE SHEET DATE

Events occurring after the balance sheet date which are of significance for the valuation on the balance sheet date such as outstanding legal cases or claims for compensation and other obligations or impending losses, which would have to be reported or disclosed in accordance with IAS 10.19 (Events After the Reporting Period) have been allowed for in these consolidated financial statements and reported under the respective item. There were no non-adjusting events.

2. RISK REPORTING

In the course of its business operations, the POLYTEC GROUP is subject to numerous risks, which are indelibly linked to its entrepreneurial activities. Therefore, for POLYTEC risk management is an integral part of group strategy and all of its business practices. The comprehensive certifications required from an automotive industry supplier (e. g. IATF 16949:2016 and ISO14001: 2015) already specify appropriate regulations, which are also monitored via external audits. In line with the organisational structure of the POLYTEC GROUP, risks are locally managed and monitored close to the market, especially in the course of ongoing business processes. However, group headquarters provides central financial risk management. The following major risk areas can be identified:

SPECIFIC COMPANY RISKS

a. (Sales) market risk

General sales market risk. The automotive industry is currently undergoing fundamental changes. Moreover, owing to repressive constraints upon the combustion engine and the furtherance of e-mobility, which represent the direct driving forces behind this upheaval, as well as the indirect effects of autonomous driving and new mobility concepts, the coming years are also set to be most challenging. The task is therefore to adjust to these changed conditions and establish a clear position in the new markets by means of innovation and a targeted sales strategy. To date, the automotive sub-supply industry was already seen as highly competitive and characterised by consolidation and restructuring amongst its competing players. This phase will now intensify and the POLYTEC GROUP must exploit the resultant opportunities derived from market consolidation.

In addition, current economic and political risks are far more acute than in recent years. The internationalisation of the markets and supply chains has not only created major opportunities, but also increased risks, as demonstrated clearly by the outbreak of the coronavirus. International trade disputes have also resulted in falls in demand and complications within the global supply arrangements and there is a risk that these uncertainties will continue to have a negative impact upon the automotive industry in the next few years.

Volume risk. This emanates from demand volatility and unplanned quantity development. During series production, the sub-supplier is dependent on the sales of the vehicle for which it is supplying components, while being unable to influence this success. The unplanned call-up of quantities can result in two types of problem, one of which is formed by capacity bottlenecks, which may lead to delayed deliveries and hence reputational damage. Conversely, the lack of call-offs can cause capacity utilisation difficulties and a subsequent fixed cost deficit. The POLYTEC GROUP attempts to keep the dependency upon individual delivery relationships to a minimum by means of a balanced customer and order mix.

Owing to the focus of the OEMs on only a few models and engines, sharp reductions and increases in part numbers during series production are becoming increasingly frequent. Moreover, especially in recent months, the visibility of call-offs has deteriorated greatly. For the POLYTEC GROUP this means that the call-off situation and the model development must be monitored extremely closely. Material changes must evoke both a cost-related reaction and justified claims for increased costs, particularly with regard to the undercutting of planned quantities.

b. Procurement market risk

One substantial risk is represented by the fluctuations in raw material prices, which in the case of a plastics processor like the POLYTEC GROUP are due mainly to long-term oil price fluctuations, but can also be caused by changes in refinery capacity. This risk is countered by means of material fluctuation clauses in the disclosed calculations in as far as these are acceptable to the customer. To a certain extent, negotiations involving raw materials and purchased parts take place directly between the POLYTEC GROUP's customers and the suppliers. Where prices are only agreed with the customer on an annual basis, changes in raw material prices are an important parameter for the annual price renegotiations. Furthermore, increased research and development activities are aimed at the use of new raw materials (natural fibres).

c. Investment risk

A considerable investment on the part of the POLYTEC GROUP is necessary in order to guarantee the OEMs a supply capability and this naturally results in a corresponding risk. This investment risk can be defined as the uncertainty related to the advantageousness of an investment. During investment decisions subject to risk, the possibility exists that the future payment surpluses and returns related to an investment project may fluctuate. The volatility of the payment surpluses involves the danger of lower returns.

Meeting the infrastructural needs of the OEMs necessitates large-volume investments by the POLYTEC GROUP many years in advance, irrespective of whether the purchase of machinery and plant, or the building of complete production facilities is involved. Therefore, should planned orders not be received, this results in an undefined prolongation of the amortisation period. Moreover, as investments relate partly to specific products or customers, an alternative possibility for their use is only available to a limited extent. Accordingly, as a rule an appropriate delivery volume is defined with the OEMs, which thus bear a corresponding degree of the investment risk.

d. Production risk

The production risk describes the overall negative deviations to be anticipated during product manufacture. Product risks in the POLYTEC GROUP derive mainly from effects which result in unstable or defective output that in turn can lead to part number fluctuations and customer production line breakdowns. As a consequence, delivery problems may result and damage to the reputation with the customer.

Production risks also encompass quality problems, which can again have a detrimental impact on customer relationships. The POLYTEC GROUP minimises this risk through ongoing improvements to its production processes (POLYTEC Performance Systems, digitalisation offensive, etc.), as well as the continual preparation of organisational measures for enhanced process quality.

FINANCIAL RISKS, THEIR MANAGEMENT AND SENSITIVITY

Credit risk. Owing to its customer structure with roughly 90% of total turnover being generated with OEMs or major systems suppliers, the POLYTEC GROUP is subject to the automotive industry credit risk. However, accounts receivable are monitored meticulously on a permanent basis and the payment of accounts receivable as agreed is secured. In the 2020 financial year, approximately 59% (2019: 61%) of sales revenues were obtained from the group's three major customers. This results in a certain accumulated credit risk, which however has been assessed by the management as being uncritical with regard to potential non-payments. Dependency upon only a few customers is a basic characteristic of the automotive sub-supplier industry. Within this context, the customer is defined as a group of affiliated companies, which can also produce several automotive marques.

The risk of non-payment with regard to cash and cash equivalents is deemed as low.

Despite a credit risk generally classified as limited, the maximum theoretical risk of non-payment corresponds to the carrying amounts of the individual financial assets. The bulk of the trade accounts receivable are covered by credit insurance, which means that in the case of a default, POLYTEC would only be subject to a deductible loss of 10%. As at the reporting date, a credit insurance agreement was in place which insured trade accounts receivable of EUR 54,858 k (2019: EUR 47,549 k). Therefore, the theoretical risk of non-payment amounts to EUR 193,147 k (2019: EUR 196,315 k).

The analysis of the gross carrying values of trade accounts receivable, the contract assets, the non-current interest-bearing and the other financial receivables as at 31 December 2020 can be presented as follows:

| 31.12.2020 | Gross amount | Impairment provisions | Up to 60 | 60 to 120 | 120 to 360 | Over 360 |
|--|--------------|-----------------------|----------|-----------|------------|----------|
| Trade accounts receivable | 56,550 | 1,530 | 8,311 | 1,121 | 1,590 | 712 |
| Revenues from contracts with customers | 92,889 | 2,077 | 0 | 0 | 0 | 0 |
| Non-current interest-bearing receivables | 2,000 | 0 | 0 | 0 | 0 | 0 |
| Other financial receivables | 14,216 | 0 | 0 | 0 | 0 | 0 |

| 31.12.2019 | Gross amount | Impairment provisions | Up to 60 | to 120 | to 360 | Over 360 |
|--|--------------|-----------------------|----------|--------|--------|----------|
| Trade accounts receivable | 55,113 | 1,700 | 8,250 | 1,218 | 1,391 | 737 |
| Revenues from contracts with customers | 125,774 | 2,622 | 0 | 0 | 0 | 0 |
| Other financial receivables | 10,399 | 0 | 0 | 0 | 0 | 0 |

The impairment provisions contain individual valuation adjustments and price differences. No doubts exist concerning the collectability of financial assets that are neither overdue nor impaired. There are no significant risk concentrations resulting from the investment of financial assets in only one business partner.

Liquidity risk. The group hedges its liquidity needs by means of the maintenance of a cash reserve and the premature refinancing of mature financial liabilities. Group headquarters undertakes the management of the liquidity risk.

On the basis of the agreements concluded, the group's financial liabilities (excluding derivatives) show the following expected cash flows (including interest payments made at the interest rate on the balance sheet date):

| in EUR k | Carrying amount as at 31.12.2020 | Total contractual cash flows | thereof within 1 year | thereof but less than 5 years | thereof more than 5 years |
|---|----------------------------------|------------------------------|-----------------------|-------------------------------|---------------------------|
| Promissory note loans | 129,763 | 133,986 | 25,616 | 107,334 | 1,036 |
| Bank loans and other interest-bearing liabilities | 59,359 | 60,696 | 9,754 | 43,690 | 7,251 |
| Leasing liability | 9,108 | 9,269 | 2,702 | 6,357 | 210 |
| Trade accounts payable | 52,703 | 52,703 | 52,703 | 0 | 0 |
| Other financial liabilities | 9,643 | 9,643 | 9,643 | 0 | 0 |
| Total | 260,577 | 266,298 | 100,419 | 157,382 | 8,497 |

| in EUR k | Carrying amount as at 31.12.2019 | Total contractual cash flows | thereof within 1 year | thereof but less than 5 years | thereof more than 5 years |
|---|----------------------------------|------------------------------|-----------------------|-------------------------------|---------------------------|
| Promissory note loans | 144,720 | 150,358 | 1,749 | 136,457 | 12,152 |
| Bank loans and other interest-bearing liabilities | 53,984 | 56,246 | 12,370 | 33,429 | 10,447 |
| Leasing liability | 12,894 | 13,261 | 5,162 | 7,841 | 258 |
| Trade accounts payable | 52,908 | 52,908 | 52,908 | 0 | 0 |
| Other financial liabilities | 10,009 | 10,009 | 10,009 | 0 | 0 |
| Total | 274,515 | 282,782 | 82,198 | 177,727 | 22,857 |

Bank borrowings on current accounts will continue to be made available to the group until further notice and are therefore adjudged to be current. However, a short-term call-in on the part of the lender banks is not to be expected.

Foreign exchange risk. The vast majority of POLYTEC GROUP sales revenues are invoiced in euros and consequently the foreign exchange risk only affects the group to a limited degree. Moreover, the purchase of preliminary work takes place partially in the same currency as sales, which results in natural hedging. The group is subject to higher foreign exchange risks in those countries in which invoices are written in euros, but preliminary work must be purchased in local currency. For example, such risks apply to the Czech crown, Hungarian forint and the South African rand. In many cases, these risks cannot be transferred to financial instruments, as they are mainly attributable to personnel costs. Owing to the expansion of production activities in the UK and the volatility of the British pound since the Brexit vote, the POLYTEC GROUP is subject to an increased currency risk in this connection. If required it countered this risk through hedging transactions and natural hedge positions.

The financial instruments and financial liabilities reported on the balance sheet date show the following distribution with regard to their currency of origin:

| in EUR k | 31.12.2020 | | |
|---|----------------|---------------------|----------------|
| | In euros | In foreign currency | Total |
| Trade accounts receivable | 46,470 | 8,550 | 55,020 |
| Contract assets from contracts with customers | 89,259 | 1,554 | 90,812 |
| Other receivables (excluding prepaid expenses and accrued income) | 11,005 | 778 | 11,784 |
| Non-current interest-bearing receivables | 2,000 | 0 | 2,000 |
| Cash and cash equivalents | 85,333 | 5,056 | 90,389 |
| Total | 234,067 | 15,938 | 250,005 |

| in EUR k | 31.12.2020 | | |
|---|----------------|---------------------|----------------|
| | In euros | In foreign currency | Total |
| Non-current interest-bearing liabilities | 157,722 | 2,620 | 160,342 |
| Current interest-bearing liabilities | 36,857 | 1,032 | 37,889 |
| Trade accounts payable (without advance payments) | 46,858 | 5,846 | 52,703 |
| Other current liabilities | 8,684 | 1,048 | 9,733 |
| Total | 250,120 | 10,547 | 260,667 |

| in EUR k | 31.12.2019 | | |
|---|----------------|---------------------|----------------|
| | In euros | In foreign currency | Total |
| Trade accounts receivable | 40,694 | 12,720 | 53,413 |
| Contract assets from contracts with customers | 121,619 | 4,155 | 125,774 |
| Other receivables (excluding prepaid expenses and accrued income) | 7,718 | 1,350 | 9,068 |
| Cash and cash equivalents | 48,895 | 6,714 | 55,609 |
| Total | 218,925 | 24,939 | 243,864 |

| in EUR k | 31.12.2019 | | |
|---|----------------|---------------------|----------------|
| | In euros | In foreign currency | Total |
| Non-current interest-bearing liabilities | 193,106 | 1,039 | 194,145 |
| Current interest-bearing liabilities | 5,180 | 12,273 | 17,454 |
| Trade accounts payable (without advance payments) | 44,300 | 8,608 | 52,908 |
| Other current liabilities | 8,749 | 1,410 | 10,159 |
| Total | 251,335 | 23,331 | 274,666 |

The distribution shows that the risk to which the group is subject owing to exchange rate fluctuations is low, as both financial assets held in foreign currency totalling 6.4% (2019: 10.2%) and the corresponding liabilities totalling 4.0% (2019: 8.5%) account for only a minor part of the total volume. Furthermore, a currency fluctuation would equally affect both assets and liabilities and therefore display compensatory effects.

A shift in exchange rates with regard to non-inter-group trade accounts receivable and trade accounts payable of +/-10% would have no material effect upon results or equity.

Interest rate change risk. The POLYTEC GROUP counteracts the interest rate change risk by means of a portfolio of variable and fixed forms of financing that corresponds with the long-term interest rate projection. Long-term financing activities are predominantly subject to variable interest rates. Derivatives were employed in the 2019 and 2020 financial years as an interest rate hedge. The following table shows the fair value, the nominal amounts and the residual contractual periods of the outstanding derivatives at the end of the reporting periods:

| 31.12.2020 | Fair value | | | Residual period | | |
|----------------------------------|------------|-----------|--------------|-----------------|--------------|-------------------|
| | pos. | neg. | Nominal | up to 1 year | 1 to 5 years | more than 5 years |
| in EUR k | | | | | | |
| Receive floating pay fixed swaps | 0 | 89 | 8,500 | 8,500 | 0 | 0 |
| Interest caps | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 89 | 8,500 | 8,500 | 0 | 0 |

| 31.12.2019 | Fair value | | | Residual period | | |
|----------------------------------|------------|------------|--------------|-----------------|--------------|-------------------|
| | pos. | neg. | Nominal | up to 1 year | 1 to 5 years | more than 5 years |
| in EUR k | | | | | | |
| Receive floating pay fixed swaps | 0 | 150 | 8,500 | 0 | 8,500 | 0 |
| Interest caps | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 150 | 8,500 | 0 | 8,500 | 0 |

The fair values stated in the tables above correspond with the current values at the end of the reporting period. They were determined via banks using current market parameters on the balance sheet date.

The interest swaps are offset quarterly. The variable interest rate of the interest swaps is based on the 6-month EURIBOR. The difference between fixed and variable interest is offset net.

Interest-bearing liabilities show the following structure on the balance sheet date:

| in EUR k | 31.12.2020 | 31.12.2019 |
|------------------------------------|----------------|----------------|
| Promissory note loans | 129,763 | 144,720 |
| thereof with fixed interest | 56,763 | 56,720 |
| thereof with variable interest | 73,000 | 88,000 |
| Bank loans | 55,181 | 48,589 |
| thereof with fixed interest | 21,477 | 11,194 |
| thereof with variable interest | 33,704 | 37,395 |
| Leasing liabilities | 9,108 | 12,894 |
| thereof with fixed interest | 9,108 | 12,894 |
| thereof with variable interest | 0 | 0 |
| Other interest-bearing liabilities | 4,178 | 5,395 |
| thereof with fixed interest | 4,178 | 5,395 |
| thereof with variable interest | 0 | 0 |
| Total | 198,231 | 211,598 |
| thereof with fixed interest | 91,526 | 86,203 |
| thereof with variable interest | 106,703 | 125,395 |

The bulk of the liabilities bearing variable interest are dependent upon the 6-month EURIBOR. An increase (reduction) in this reference interest rate of 100 basis points would result in an increase (decrease) in the interest expense by some EUR 1,067 k (2019: EUR 1,254 k).

Cash and cash equivalents contain variable interest-bearing financial assets totalling EUR 88,860 k (2019: EUR 53,431 k). An increase/decrease in the interest rate of 100 basis points would result in an increase/decrease in interest income of approximately EUR 889 k (2019: EUR 534 k).

Cyber crime. The POLYTEC GROUP is also subject to an increase in cyber crime attacks, but to date these have been warded off successfully. Nonetheless, the growing professionalism in this regard has come to represent a serious risk area in operative business. The POLYTEC GROUP's internal controls are being continually tightened and employee awareness with regard to this topic is addressed at regular intervals and subjected to ongoing evaluation.

Other risks. The Board of Directors is unaware of any other material risks and obligations exist that have not been appropriately mentioned in these consolidated financial statements or the notes.

3. RELATED PARTIES AND COMPANIES

As at the 31 December 2020 balance sheet date, on the basis of the shares issued, the shareholder structure was as follows:

Huemer Group: 29.04%
 NN Group N.V.: 5.35%
 LOYS Investment S.A.: 4.04%
 Treasury shares: 1.50%
 Remaining free float: 60.07%

Apart from the members of the Board of Directors and the Supervisory Board, related parties pursuant to IAS 24 include the Huemer Group. First and foremost, this involves IMC Verwaltungsgesellschaft mbH, Hörsching, Huemer Invest GmbH, Hörsching and Globe Air GmbH, Hörsching. The conditions of business transactions conform to standard market practice.

| in EUR k | Huemer Group | |
|----------------|--------------|------------|
| | 31.12.2020 | 31.12.2019 |
| Receivables | 50 | 60 |
| Liabilities | 24 | 50 |
| Rental income | 127 | 133 |
| Other income | 45 | 56 |
| Other expenses | 341 | 414 |

The other expenses consist mainly of consultancy fees. The rental income derives from the leasing of offices.

Since the beginning of 2019, POLYTEC Holding AG has employed the consulting services of IMC Verwaltungsgesellschaft mbH, Hörsching. This involves an annual flat rate fee of EUR 260 k, which is paid retrospectively on a quarterly, pro rata basis.

In connection with the sale of "Industrial", Fred Duswald, the Chairman of the POLYTEC Holding AG Supervisory Board, and Ulrike Huemer (Huemer Group) are participants in the new ownership structure (PUR Holding GmbH, Marchtrenk). For a transitional period of one to two years, Ulrike Huemer will support the sold-off companies in an executive function. A loan to PUR Holding GmbH, Marchtrenk of EUR 2,000 k exists on which the interest received amounts to EUR 7 k.

No provisions or expenses for doubtful or unrecoverable debts were reported in 2020 or in 2019 in connection with transactions with related parties. Guarantees were neither given nor received.

4. KEY MANAGEMENT

Total remuneration of the members of the Board of Directors in the 2020 financial year amounted to EUR 1,561k (2019: EUR 1,468 k) and as in the previous year was entirely attributable to short-term benefits. The variable component totalled EUR 215 k (2019: EUR 230 k) and as was the case in the preceding year, during the 2020 financial year no payments were made after the termination of the working relationship.

As yet unpaid variable salary components affecting the 2020 business year are reported under other current liabilities.

There are no stock-option plans or similar shareholding-based remuneration pursuant to IFRS 2.

Total expenses for the emoluments to Supervisory Board members in the 2020 financial year amounted to EUR 120 k (2019: EUR 132 k).

There are no loans or advance payments relating to current or former members of company bodies. No former members of the governing bodies of the company receive any kind of salary from the group or one of its affiliated companies.

5. POLYTEC HOLDING AG GOVERNING BODIES

During the year under review and at the time of the preparation of the consolidated financial statements, the **members of the Board of Directors** were as follows:

Markus Huemer, Wallern
(Chairman of the Board of Directors)

Peter Haidenek, Velden a. W.

Heiko Gabbert, Scharnstein

Peter Bernscher, Linz

During the year under review and at the time of the preparation of the consolidated financial statements, the **members of the Supervisory Board** were as follows:

Fred Duswald, Thalheim (Chairman)

Manfred Helmut Trauth, Knittelsheim, Germany
(Deputy Chairman)

Robert Büchelhofer, Starnberg, Germany
(until 7 August 2020)

Viktoria Kickingner, Vienna

Reinhard Schwendtbauer, Leonding

6. GROUP COMPANIES

| Company | Company address | Country | Shareholder | 2020 | | 2019 | |
|---|-----------------|---------|--------------------------------------|-------------------------------|-------------------------------------|-------------------------------|-------------------------------------|
| | | | | Direct and indirect holding % | Type of consolidation ¹⁾ | Direct and indirect holding % | Type of consolidation ¹⁾ |
| POLYTEC Anlagenfinanzierung GmbH | Hörsching | AUT | POLYTEC Holding AG | 100.0 | KV | 100.0 | KV |
| POLYTEC CAR STYLING Hörsching GmbH | Hörsching | AUT | POLYTEC Holding AG | 100.0 | KV | 100.0 | KV |
| POLYTEC Car Styling UK Ltd. | Bromyard | GBR | POLYTEC Holding AG | 100.0 | KV | 100.0 | KV |
| POLYTEC FOHA CORPORATION | Markham | CAN | POLYTEC Holding AG | 100.0 | KV | 100.0 | KV |
| Polytec Foha Inc. | Warren | USA | POLYTEC Holding AG | 100.0 | KV | 100.0 | KV |
| POLYTEC Car Styling Schoten N.V. | Schoten | BEL | POLYTEC Holding AG | 100.0 | KV | 100.0 | KV |
| POLYTEC CAR STYLING Weierbach GmbH | Idar-Oberstein | GER | POLYTEC Holding AG | 100.0 | KV | 100.0 | KV |
| Polytec Netherlands Holding B.V. | Roosendaal | NED | POLYTEC Holding AG | 100.0 | KV | 100.0 | KV |
| Polytec Composites NL B.V. | Roosendaal | NED | Polytec Netherlands Holding B.V. | 100.0 | KV | 100.0 | KV |
| Polytec Plastics NL B.V. | Putte | NED | Polytec Netherlands Holding B.V. | 100.0 | KV | 100.0 | KV |
| Polytec Hungary Kft. | Komló | HUN | POLYTEC Holding AG | 100.0 | KV | 100.0 | KV |
| Polytec Komló Kft. | Komló | HUN | POLYTEC Hungary Kft. | 100.0 | KV | 100.0 | KV |
| POLYTEC Germany GmbH | Lohne | GER | POLYTEC Holding AG | 100.0 | KV | 100.0 | KV |
| PT Composites GmbH | Gochsheim | GER | POLYTEC Germany GmbH | 100.0 | KV | 100.0 | KV |
| Polytec Holding Deutschland GmbH | Lohne | GER | POLYTEC Germany GmbH | 100.0 | KV | 100.0 | KV |
| Polytec Deutschland Verwaltungs GmbH | Lohne | GER | Polytec Holding Deutschland GmbH | 100.0 | KO | 100.0 | KO |
| Polytec Plastics Germany GmbH & Co KG ²⁾ | Lohne | GER | Polytec Holding Deutschland GmbH | 100.0 | KV | 100.0 | KV |
| Polytec Plastics Idstein GmbH & Co KG ²⁾ | Idstein | GER | Polytec Holding Deutschland GmbH | 100.0 | KV | 100.0 | KV |
| POLYTEC Plastics Ebensee GmbH | Ebensee | AUT | POLYTEC Holding AG | 100.0 | KV | 100.0 | KV |
| Polytec Interior Zaragoza S.L. i.L. | Zaragoza | ESP | POLYTEC Holding AG | 100.0 | KO | 100.0 | KO |
| POLYTEC AUTO PARTS Tianjin Co., Ltd | Tianjin | CHN | POLYTEC Holding AG | 100.0 | KV | 100.0 | KV |
| PT Beteiligungs GmbH | Hörsching | AUT | POLYTEC Holding AG | 100.0 | KV | 100.0 | KV |
| POLYTEC Composites Beteiligungs GmbH | Gochsheim | GER | PT Composites GmbH | 100.0 | KV | 100.0 | KV |
| POLYTEC Composites Verwaltungs GmbH | Gochsheim | GER | PT Beteiligungs GmbH | 100.0 | KO | 100.0 | KO |
| POLYTEC Composites Germany GmbH & Co KG ²⁾ | Gochsheim | GER | POLYTEC Composites Beteiligungs GmbH | 100.0 | KV | 100.0 | KV |
| POLYTEC Compounds GmbH & Co. KG ²⁾ | Gochsheim | GER | POLYTEC Composites Beteiligungs GmbH | 100.0 | KV | 100.0 | KV |
| POLYTEC Compounds Verwaltungs GmbH | Gochsheim | GER | POLYTEC Composites Beteiligungs GmbH | 100.0 | KO | 100.0 | KO |
| POLYTEC Industrielackierungen GmbH & Co. KG ²⁾ | Rastatt | GER | POLYTEC Composites Beteiligungs GmbH | - | | 100.0 | KV |
| POLYTEC Industrielackierungen Verwaltungs GmbH | Rastatt | GER | POLYTEC Composites Beteiligungs GmbH | 100.0 | KO | 100.0 | KO |
| POLYTEC Composites Slovakia s.r.o. | Sladkovicovo | SVK | PT Beteiligungs GmbH | 100.0 | KV | 100.0 | KV |
| PT Plastik Ürünleri Sanayi ve Ticaret A.S. Aksaray | TUR | TUR | PT Beteiligungs GmbH | 100.0 | KV | 100.0 | KV |
| Polytec Composites Bohemia s.r.o. | Chodová Planá | CZE | PT Beteiligungs GmbH | 100.0 | KV | 100.0 | KV |
| POLYTEC Composites Weiden GmbH | Weiden | GER | POLYTEC Composites Beteiligungs GmbH | 100.0 | KV | 100.0 | KV |
| POLYTEC Engineering GmbH | Lohne | GER | POLYTEC Holding AG | 100.0 | KV | | |

| Company | Company address | Country | Shareholder | 2020 | | 2019 | |
|---|-----------------|---------|---|-------------------------------|-------------------------------------|-------------------------------|-------------------------------------|
| | | | | Direct and indirect holding % | Type of consolidation ¹⁾ | Direct and indirect holding % | Type of consolidation ¹⁾ |
| Newplastics, S.A. | Lissabon | POR | POLYTEC Composites Germany GmbH & Co KG | 2.0 | | 2.0 | |
| Ljungby Komposit AB | Ljungby | SWE | PT Beteiligungs GmbH | 0.0 | | 25.0 | KOE |
| POLYTEC Industrielackierung Weiden GmbH | Waldnaab | GER | POLYTEC Composites Beteiligungs GmbH | 100.0 | KV | 100.0 | KV |
| POLYTEC COMPOSITES South Africa (Pty) Ltd. | East London | RSA | PT Beteiligungs GmbH | 100.0 | KV | 100.0 | KV |
| POLYTEC Industrial Plastics GmbH | Bochum | GER | POLYTEC Holding AG | - | | 70.0 | KV |
| POLYTEC Elastoform GmbH | Marchtrenk | AUT | POLYTEC Industrial Plastics GmbH | - | | 70.0 | KV |
| POLYTEC EMC Engineering GmbH | Marchtrenk | AUT | POLYTEC Industrial Plastics GmbH | - | | 70.0 | KV |
| POLYTEC THELEN GmbH | Bochum | GER | POLYTEC Industrial Plastics GmbH | - | | 70.0 | KV |
| POLYTEC Immobilien Holding GmbH | Hörsching | AUT | POLYTEC Holding AG | 100.0 | KV | 100.0 | KV |
| PT Immobilien GmbH | Hörsching | AUT | POLYTEC Immobilien Holding GmbH | 100.0 | KV | 100.0 | KV |
| POLYTEC Immobilien GmbH | Hörsching | AUT | PT Immobilien GmbH | 94.5 | KV | 94.5 | KV |
| POLYTEC Composites Immobilien GmbH | Kraichtal | GER | POLYTEC Immobilien Holding GmbH | 94.5 | KV | 94.5 | KV |
| PPI Immobilien GmbH | Ebensee | AUT | POLYTEC Immobilien Holding GmbH | 95.0 | KV | 95.0 | KV |
| POLYTEC Immobilien Deutschland GmbH | Lohne | GER | POLYTEC Immobilien Holding GmbH | 94.5 | KV | 94.5 | KV |
| POLYTEC Real Estate Gayrimenkul Limited Sirteki | Aksaray | TUR | POLYTEC Immobilien Holding GmbH | 100.0 | KV | 100.0 | KV |
| POLYTEC Estates Slovakia s.r.o. | Sladkovicovo | SVK | POLYTEC Immobilien Holding GmbH | 100.0 | KV | 100.0 | KV |
| POLYTEC Estates Belgium N.V. | Schoten | BEL | POLYTEC Immobilien Holding GmbH | 100.0 | KV | 100.0 | KV |
| SPELAG s.r.o. | Chodová Planá | CZE | POLYTEC Immobilien Holding GmbH | 100.0 | KO | 100.0 | KO |
| POLYTEC ESTATES Bohemia k.s. | Chodová Planá | CZE | POLYTEC Immobilien Holding GmbH | 100.0 | KV | 100.0 | KV |
| POLYTEC ESTATES UK Ltd. | Bromyard | GBR | POLYTEC Holding AG | 100.0 | KV | 100.0 | KV |
| PUR Immobilien GmbH & Co KG | Marchtrenk | AUT | POLYTEC Immobilien Holding GmbH | 100.0 | KV | 0.0 | |
| PUR Immobilien GmbH | Marchtrenk | AUT | POLYTEC Immobilien Holding GmbH | 100.0 | KV | 0.0 | |

¹⁾ KV = fully consolidated companies
 KE = companies consolidated at equity
 KO = companies excluded due to lack of materiality
 KOE = no at equity valuation due to immateriality

²⁾ Pursuant to §264 b of the German Commercial Code, the companies are released from an obligation to prepare, audit and publish annual financial statements and a management report in accordance with the current regulations applicable to corporations.

Hörsching, 9 April 2021

The Board of Directors of POLYTEC Holding AG

Markus Huemer
 Chairman of the Board of Directors – CEO

Heiko Gabbert
 Member of the Board of Directors – COO

Peter Haidenek
 Member of the Board of Directors – CFO

Peter Bernscher
 Member of the Board of Directors – CSO

DECLARATION OF ALL LEGAL REPRESENTATIVES

PURSUANT TO § 124 (1) 3 OF THE 2018 AUSTRIAN STOCK EXCHANGE ACT

We confirm that, to the best of our knowledge, the consolidated financial statements prepared in accordance with the applicable accounting standards, give a true and fair view of the assets, financial and earnings position of the group, that the group management report gives a true and fair view of the business performance, result and position of the group, with the consequence that a true and fair view of the assets, financial position and earnings of the group is created, and moreover that the management report provides a description of the principal risks and uncertainties that the group faces.

We confirm that, to the best of our knowledge, the financial statements of the parent company prepared in accordance with the applicable accounting standards, give a true and fair view of its assets, financial and earnings position, that the management report gives a true and fair view of the company's business performance, result and position, with the consequence that a true and fair view of the assets, financial position and earnings of the company is created, and moreover that the management report provides a description of the principal risks and uncertainties that the company faces.

Hörsching, 9 April 2021

The Board of Directors of POLYTEC Holding AG

Markus Huemer
Chairman of the Board of Directors – CEO
Responsibilities: M&A, investment management, corporate strategy, corporate communications, purchasing, IT, legal affairs, human resources

Peter Haidenek
Member of the Board of Directors – CFO
Responsibilities: Finance, controlling, accounting, investor relations, internal audit

Heiko Gabbert
Member of the Board of Directors – COO
Responsibilities: Operations, innovation, industrial engineering

Peter Bernscher
Member of the Board of Directors – CSO
Responsibilities: Sales, engineering, marketing

AUDIT CERTIFICATE

(This is a translation of the original German version for information purposes without liability; the German version takes precedence.)

REPORT ON THE CONSOLIDATED FINANCIAL STATEMENTS

AUDIT OPINION

We have examined the consolidated financial statements of

POLYTEC Holding AG,
Hörsching,

and its subsidiaries (the group), which consist of the consolidated balance sheet, the consolidated income statement and consolidated statement of comprehensive income as at 31 December 2020, the consolidated cash flow statement and the consolidated statement of changes in equity for the financial year then ended, and the notes to the consolidated financial statements.

In our opinion, the consolidated financial statements comply with the mandatory regulations and give a true and fair view of the consolidated financial position of the group as at 31 December 2020, as well as its consolidated financial performance and consolidated cash flows for the year then ended in accordance with the International Financial Reporting Standards (IFRS) as adopted by the EU, and the additional requirements pursuant to § 245a UGB (Austrian Commercial Code).

BASIS FOR THE AUDIT OPINION

We conducted our audit in accordance with EU Regulation (EU) 537/2014 (subsequently referred to as the EU regulation) and with Austrian auditing standards. These standards require the audit to be conducted in accordance with International Standards on Auditing (ISA). Our responsibilities pursuant to these rules and standards are described in the "Auditors' responsibilities for the audit of the consolidated financial statements" section of our report. We are independent of the audited entity as prescribed by Austrian commercial law and professional regulations, and have fulfilled our other responsibilities in line with these relevant ethical

requirements. We believe that the audit evidence we obtained up to the date of this opinion is sufficient and appropriate to provide a basis for our audit opinion on this date.

KEY AUDIT MATTERS

Key audit matters are those facts that, in our professional judgment, were of most significance in our audit of the consolidated financial statements for the financial year. Our audit procedures relating to these matters were designed within the context of our audit of the consolidated financial statements as a whole and therefore no separate opinion is provided. We have identified the following as a key audit matter:

THE IMPAIRMENT OF NON-CURRENT ASSETS (INCLUDING GOODWILL)

See notes, items D.10, D.19, E.8, E.9.

Risk for the financial statements

Goodwill is subjected to impairment testing at least once a year. However, during the 2020 financial year POLYTEC Holding AG identified additional indications of an impairment of non-current assets. The recoverable amounts determined (impairment test of the affected cash-generating units) showed sufficient coverage of the carrying amounts. For the purpose of impairment testing, valuation takes place on the basis of the discounted net cash inflows, which are dependent upon future result expectations, using discount rates extrapolated from market data.

These valuations are subject to significant estimation uncertainties with regard to long-term planning assumptions and market insecurity. The consolidated financial statements are therefore open to the risk of non-current asset overvaluation (including goodwill).

Our approach for auditing

We adjudged the impairment of non-current assets (including goodwill) as follows:

- In order to be able to assess the appropriateness of the planning, we gained an understanding of the planning process and compared the assumptions employed with past development. We juxtaposed both the expected results underlying the evaluation and investments with the budget prepared by the Board of Directors and approved by the Supervisory Board, and the medium-term planning. We also held discussions with the management regarding these assumptions, in the course of which we obtained an understanding of how past experience influences managerial planning.
- We determined the internal controls for the identification and assessment of the indications for an impairment or value increase and evaluated these with regard to their form and implementation.
- In addition, we assessed the appropriateness of the determined discount rates and the impairment test evaluation model. We made a critical appraisal of whether the long-term development of the level of profitability during the income phase appeared to be plausible and consistent with results achieved in the past, medium-term planning development and a specific business area peer group. We undertook these auditing activities in consultation with our evaluation specialists.
- Furthermore, we completed an examination in order to ascertain if the required information in the notes provided all the necessary explanations and if the material estimate uncertainties were described appropriately.

OTHER INFORMATION

The company management is responsible for other information. This includes of all the information contained in the annual report, with the exception of the consolidated financial statements, the group management report, and the auditors' report thereon. It is probable that we will be provided with the annual report after the date of of the audit certificate.

Our opinion regarding the consolidated financial statements does not extend to such other information for which we offer no type of guarantee.

In connection with our audit, it is our responsibility to read this other information as soon as it is available and to assess whether, in view of the knowledge gained during our audit, it contains any material inconsistencies with regard to the consolidated financial statements, or any apparent material misstatement.

RESPONSIBILITIES OF THE MANAGEMENT AND THE AUDIT COMMITTEE FOR THE CONSOLIDATED FINANCIAL STATEMENTS

The management is responsible for the preparation of these consolidated financial statements and that in accordance with International Financial Reporting Standards (IFRS) as adopted by the EU, and the additional requirements pursuant to Section 245a UGB (Austrian Commercial Code) they provide a true and fair view of the group's asset, financial and earnings position. In addition, the management is also responsible for such internal controls as it deems necessary in order to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

When drawing up the consolidated financial statements, management is also responsible for assessing the group's ability to continue as a going concern, and, where appropriate, to disclose matters that are relevant to the group's ability to continue as a going concern, and to apply the going concern assumption in its financial reporting, except under circumstances in which the management intends to liquidate the group, cease operations, or has no realistic alternative to such measures.

The audit committee is responsible for overseeing the group's financial reporting process.

AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE CONSOLIDATED FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance as to if the consolidated financial statements as a whole are free from material misstatements, whether due to fraud or error, and to issue an audit report that includes our opinion. Reasonable assurance represents a high degree of assurance, but provides no guarantee that an audit conducted in accordance with the EU regulation and Austrian auditing standards, which require the audit to be performed in accordance with ISA, will always detect a material misstatement should it exist. Misstatements may result from fraud or error

and are considered material if they could, individually or in total, reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with the EU regulation and the Austrian auditing standards, which require the audit to be performed in accordance with ISA, we exercise professional judgment and maintain a critical, professional approach throughout the audit.

In addition:

- We identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, plan and perform procedures to address such risks and obtain sufficient and appropriate audit evidence to serve as a basis for our audit opinion. The risk that material misstatements due to fraud remain undetected is higher than that of material misstatements due to error, since fraud may include collusion, forgery, intentional omissions and misleading representation, or the overriding of internal controls.
- We obtain an understanding of the internal control system of relevance to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control system.
- We evaluate the appropriateness of the accounting policies employed and the reasonableness of both the accounting estimates and related disclosures made by management.
- We prepare conclusions on the appropriateness of management's use of the going concern assumption and, based on the audit evidence obtained, whether a material uncertainty exists in relation to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. Should we conclude that there is a material uncertainty about the entity's ability to continue as a going concern, we are obliged to draw attention to the respective note in the consolidated financial statements in our audit report or, should such disclosures be inappropriate, to modify our audit opinion. We base our conclusions on the audit evidence obtained up to the date of our audit report. However, future events or conditions may result in the group's departing from the going concern assumption.
- We evaluate the overall presentation, structure and content of the consolidated financial statements, including the notes, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves the fairest possible presentation.
- We obtain sufficient appropriate audit evidence regarding the financial information of the entities and business activities within the group in order to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We bear sole responsibility for our audit opinion.
- We confer with the audit committee regarding, among other matters, the planned scope and timing of our audit, as well as important findings that include any significant deficiencies in the internal control system, which we identify in the course of our audit.
- We also provide the audit committee with a declaration that we have complied with the relevant professional requirements in respect of our independence and report on any relationships and other events that may reasonably be thought to affect our independence and, where applicable, the related safeguards.
- From the matters discussed with the audit committee, we determine those that were of greatest significance in the audit of the consolidated financial statements of the financial year and are therefore the key audit matters. We describe these matters in our auditors' report unless laws or regulations preclude public disclosure about such matters or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so could reasonably be expected to outweigh the public interest benefits of such communication.

OTHER STATUTORY AND LEGAL REQUIREMENTS**REPORT ON THE GROUP MANAGEMENT REPORT**

In accordance with the Austrian Commercial Code the group management report is to be audited as to whether it is consistent with the consolidated financial statements and if it has been prepared in accordance with legal requirements.

As far as the non-financial declaration in the group management report is concerned, we are responsible for ensuring it has been prepared, its reading and an assessment as to whether it materially contradicts the consolidated financial statements, or appears to contain material misstatement.

Management is responsible for the preparation of the group management report in accordance with the Austrian Commercial Code.

We conducted our audit in accordance with the generally accepted standards for the auditing of group management reports.

Opinion

In our opinion, the group management report has been prepared in accordance with current legal requirements and is consistent with the consolidated financial statements. The disclosures pursuant to § 243a UGB (Austrian Commercial Code) are appropriate.

Statement

In view of the knowledge gained in the course of the audit of the consolidated financial statements and the understanding of the group and its environment thus obtained, we did not determine any material misstatements in the group management report.

ADDITIONAL INFORMATION IN ACCORDANCE WITH ARTICLE 10 EU REGULATION

We were selected as the group auditors at the Ordinary Annual General Meeting on 7 August 2020 and on 30 September 2020 were commissioned by the Supervisory Board with the audit of the consolidated financial statements of POLYTEC Holding AG for the financial year ending on 31 December 2020.

We have served without interruption as the company auditors since the consolidated financial statements as at 31 December 2017.

We declare that our opinion expressed in the “Report on the Consolidated Financial Statements” section of our report is consistent with our additional report to the audit committee in accordance with Article 11 of the EU regulation.

We declare that we have not provided any prohibited non-audit services (Article 5 Paragraph 1 of the EU regulation) and that we have ensured our independence of the members of the group throughout the course of the audit.

RESPONSIBLE AUDITOR

The auditor responsible for the audit contract is Dr. Elisabeth Rebhan-Briewasser.

Linz, 12 April 2021

KPMG Austria GmbH
Wirtschaftsprüfungs- und Steuerberatungsgesellschaft

Qualified electronic signature
Dr. Elisabeth Rebhan-Briewasser
Auditor

This document bears a qualified electronic signature and is only valid in this version. The publication or dissemination of the consolidated financial statements with our auditors' report may only take place in our approved version. This auditors' report relates solely to the German language version of the complete consolidated financial statements including the management report. For other versions, the regulations contained in §281 Para 2 of the Austrian Commercial Code are to be observed.

SERVICE

CORPORATE CALENDAR 2021

| | | |
|------------------|-----------|--|
| 22 April 2021 | Thursday | Publication of the financial statements and annual report for 2020 |
| 7 May 2021 | Friday | Publication of the interim report Q1 2021 |
| 3 July 2021 | Saturday | Record date "AGM" |
| 13 July 2021 | Tuesday | 21 st Ordinary Annual General Meeting for the 2020 financial year |
| 19 July 2021 | Monday | Ex-dividend day |
| 20 July 2021 | Tuesday | Record date "Dividends" |
| 21 July 2021 | Wednesday | Dividend pay-out day |
| 12 August 2021 | Thursday | Publication of the financial report HY1 2021 |
| 11 November 2021 | Thursday | Publication of the interim report Q3 2021 |

It is possible that owing to corona-related circumstances the day of the 21st Ordinary Annual General Meeting and therewith other related dates may be changed at short notice. The invitation to the AGM will be published punctually in the Official Gazette of the "Wiener Zeitung" and be made known via electronic media. Timely information will also be provided on the group website www.polytec-group.com in the Investor Relations, Annual General Meeting and Calendar section.

INVESTOR RELATIONS



Paul Rettenbacher

Phone: +43 7221 701 292

paul.rettbacher@polytec-group.com

www.polytec-group.com

IMPRINT

Editor: POLYTEC Holding AG
 Polytec-Strasse 1, 4063 Hörsching, Austria
 Commercial register: FN 197646g,
 Commercial Court Linz
 LEI: 529900VSOBJNXZACW81
 VAT identification number: ATU49796207
 Phone: +43 7221 701 00
www.polytec-group.com

Corporate Communications: Gabriele Worf
gabriele.worf@polytec-group.com

Consulting, text and general coordination:
 be.public Corporate & Financial
 Communications, Vienna

Concept and graphic design:
 studio bleifrei, Graz

Photos: Adobe Stock (Dr. N. Lange, Dron),
 Adobe Stock (RobbinLee), Dosch Design,
 iStock (Sven Loeffler), Jaguar Land Rover,
 Martina Draper, Matthias Witzany,
 POLYTEC GROUP, shutterstock (Nerthuz),
stock.adobe.com, Volvo Group

NOTE

This annual report has been prepared with the greatest possible care and every effort has been made to ensure the accuracy of the data that it contains. Nevertheless, rounding, typographical and printing errors cannot be excluded. The use of automatic calculating devices can result in rounding-related differences during the addition of rounded amounts and percentages. This annual report contains assessments and assertions relating to the future made on the basis of all the information currently available. Such future-related statements are usually introduced with terms such as "expect", "estimate", "plan", "anticipate", etc. We would draw your attention to the fact that various factors could cause actual conditions and results to deviate from the expectations outlined in this report.

This annual report is published in German and English. The English translation serves information purposes and the original German text is the sole legally binding version. The annual financial report and the annual report for 2020 were published on 22 April 2021 and are available for downloading on the POLYTEC Holding AG website at www.polytec-group.com, section Investor Relations, Publications.

Editorial closing date: 12 April 2021

GLOSSARY

Company and technology

| | |
|--------------------|---|
| CEO | Chief Executive Officer: Chairman of the Board of Directors, responsible for M&A, investment management, corporate strategy, corporate communications, purchasing, IT, legal affairs, human resources |
| CFO | Chief Financial Officer: Responsible for finances, controlling, accounting, investor relations, internal audit |
| COO | Chief Operations Officer: Responsible for operations, innovation, industrial engineering |
| CSO | Chief Sales Officer: Responsible for sales, engineering, marketing |
| CSR | Corporate social responsibility |
| D-LFT | Direct process for the use of long fibre-reinforced thermoplastics in exceptionally tough parts |
| GMT | Glass mat reinforced thermoplastic |
| GMTex | High-performance, thermoplastic compound material |
| HSE | Health, Safety and Environment |
| In-mould coating | Process for integrated surface upgrading |
| Injection moulding | Process in which material is liquefied (plastified) and injected into a mould under pressure |
| Just-in-sequence | Punctual delivery of workpieces to the assembly line in the correct sequence |
| Just-in-time | Punctual delivery of workpieces to the assembly line |
| OEM | Original equipment manufacturer |
| One-shot process | Production in a single phase |
| OPEX | Operational Excellence: new internal department as an interface between product lines and production |
| People mover | Automatic means of (public) transport for short distances |
| Powertrain | Drive train in a combustion engine |
| PUR | Polyurethane: Plastic or synthetic resin |
| UD-tape | Unidirectional tape: endless, fibre-reinforced thermoplastic tape |

Financials

| | |
|-----------------------------------|--|
| CAD | Canadian dollar |
| Capital employed | Capital employed includes non-current assets required for operations (intangible assets, goodwill, tangible assets, participations in companies accounted for at equity and other non-current receivables) less other non-current provisions and net current assets (non-interest bearing current assets less non-interest bearing current liabilities). |
| CGU | Cash-generating unit |
| CNY | Chinese renminbi yuan |
| CZK | Czech koruna |
| DBO | Defined Benefit Obligation |
| Deferred taxes | Balance sheet item to show fiscal valuation differences. In the case of temporary discrepancies between the group balance sheet and the fiscal balance sheet, both deferred tax assets and deferred tax liabilities are recognised in order to report the tax expenses in accordance with the group financial result. |
| EBIT | Earnings before interest and taxes |
| EBITDA | Earnings before interest, taxes, depreciation and amortisation |
| EBIT margin | EBIT/sales revenues |
| ECB | European Central Bank |
| Equity ratio | Equity/balance sheet total |
| EUR k | Euro thousands |
| FTE | Full-time equivalents of employees |
| GBP | Great British pound |
| Gearing | Net financial debts/equity |
| HUF | Hungarian forint |
| IAS | International Accounting Standards |
| IFRS | International Financial Reporting Standards, including International Accounting Standards |
| ISIN AT0000A00XX9 | International Securities Identification Number of POLYTEC share |
| LEI | Legal Entity Identifier: The unique international code number of POLYTEC Holding AG: 529900OVSOBJNXZACW81 |
| Market capitalisation | Value of enterprise: Number of issued shares multiplied with certain share price |
| Net current assets | Non-interest bearing current assets less non-interest bearing current liabilities |
| Net financial liabilities/ assets | Interest-bearing current and non-current liabilities less cash and cash equivalents and interest-bearing receivables |
| ROCE | Return on capital employed (EBIT/average capital employed) |
| TRY | Turkish lira |
| USD | United States dollar |
| ZAR | South African rand |



FORCING THE PACE

PASSION CREATES INNOVATION

www.polytec-group.com

