

# 1Q 2025 results



---

# Disclaimer

This report contains forward-looking statements. These statements are based on current experience, estimates and projections of the Management Board and the information available at the time this report was prepared. They are not guarantees of future performance and results and are subject to risks and uncertainties that are beyond hGears' ability to control or predict, such as future market conditions, regulatory changes, or the behavior of other market participants, for instance. These and other factors can cause the actual results, performance and financial position to deviate significantly from the estimates stated herein. hGears does not assume any obligation to update the forward-looking statements contained in this report. Certain numerical data, financial information and market data, including percentages, in this document have been rounded according to established commercial standards. Furthermore, in tables and charts, these rounded figures may not add up exactly to the totals contained in the respective tables and charts.

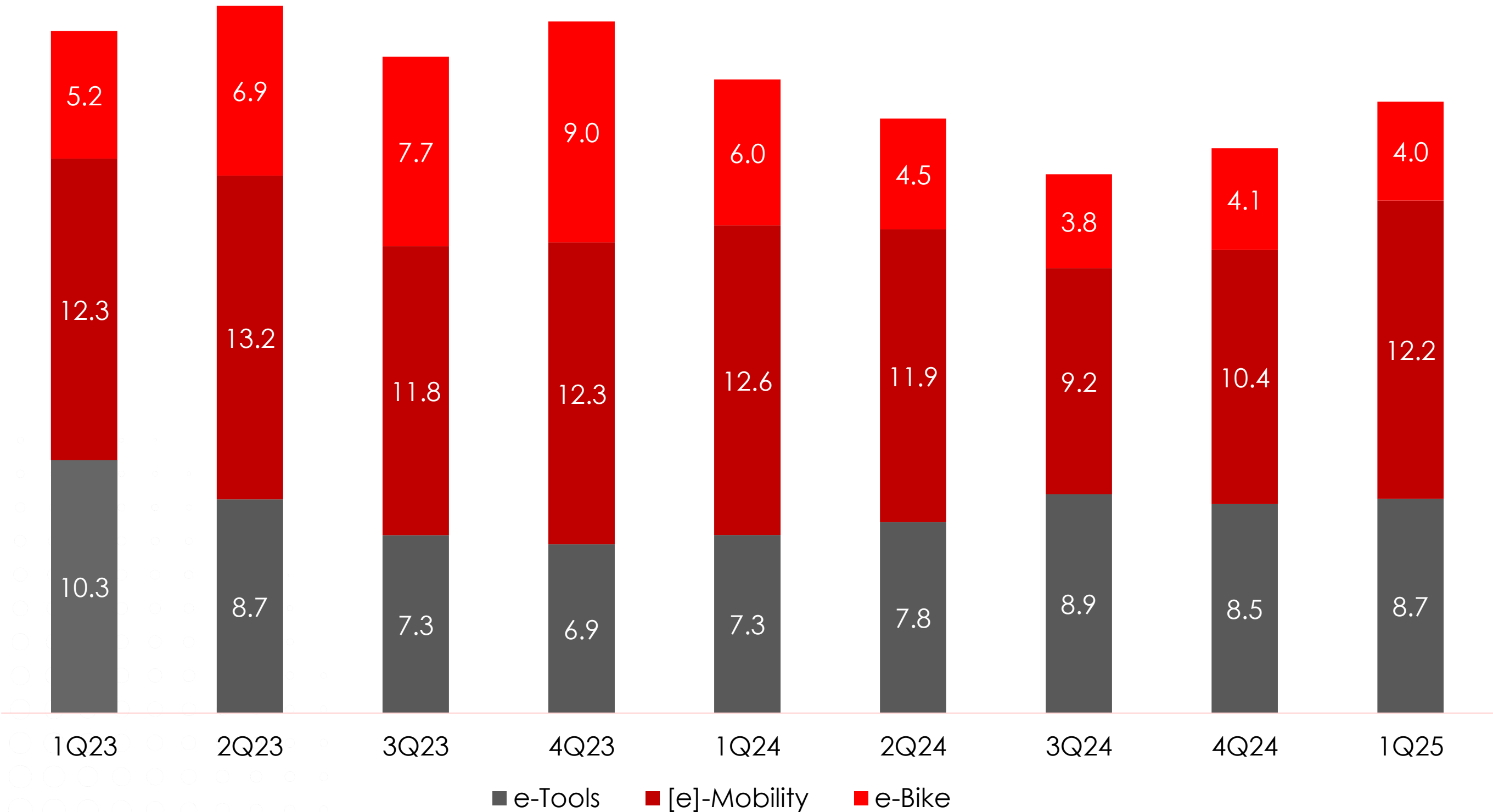
# 1 Q 2025 Highlights

## Solid first quarter 2025 as expected – but trough not yet reached

- hGears delivered solid 1 Q25 results in a once again challenging market
- Ongoing destocking continues to weigh on e-Bike performance
- [e]-Mobility stable while e-Tools is recovering at low levels
- Streamlined structures and disciplined cost measures result in better profitability while strengthening resilience – focus remains on cash preservation
- Stable balance sheet
- 2025 guidance reconfirmed

# Quarterly sales development of the business areas

Sales (in EUR million)





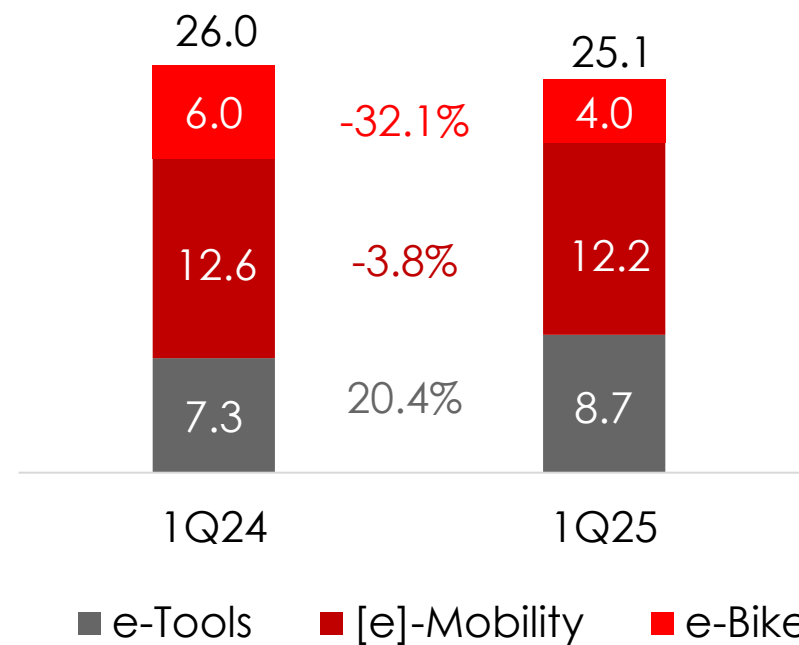
# Financial Review

**h**Gears

the **heart** of your  
performance

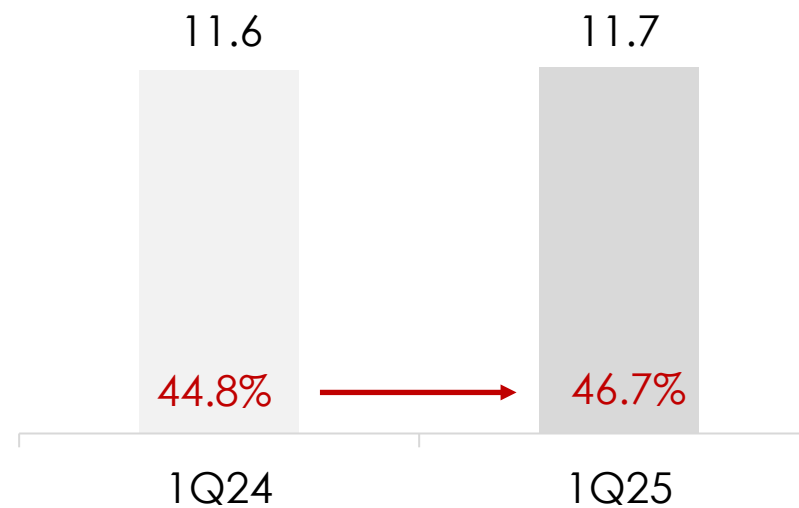
# Ongoing destocking continues to weigh on e-Bike performance, [e]-Mobility stable and e-Tools recovering at low levels

Sales (in EUR million)



- e-Bike
  - Destocking still ongoing as anticipated
- [e]-Mobility
  - Revenues stable despite increasing challenges in the automotive industry
  - Delays persist across key projects
- e-Tools
  - Stable at subdued levels

Adj. Gross Profit (in EUR million)



■ Adj. Gross profit — Adj. Gross profit margin

- Adj. Gross profit and adj. Gross profit margin
  - Adjusted Gross profit recovered but is still burdened by
    - reduced volumes eroding operating leverage and triggering stop-and-start costs
    - impact of negative mix, specifically the low share of e-Bike sales

Adj. EBITDA (in EUR million)

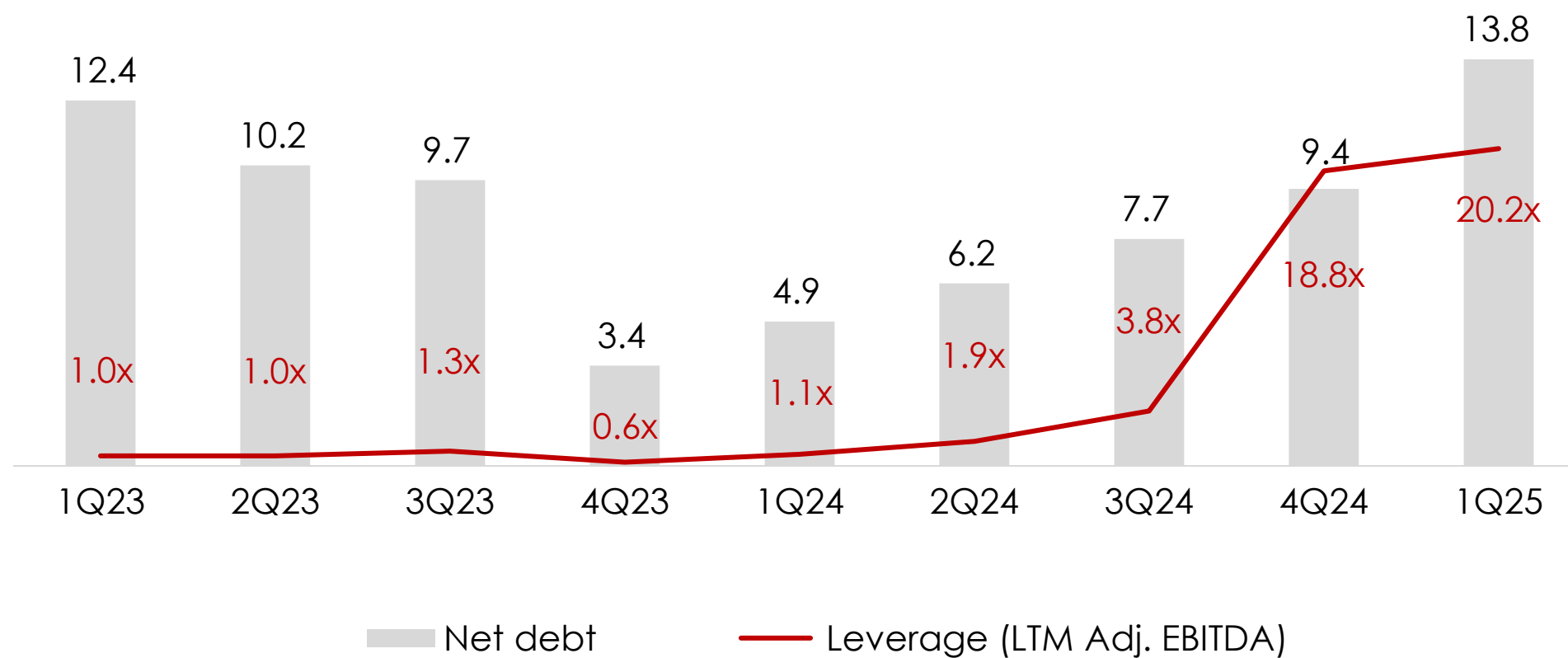


■ Adj. EBITDA — Adj. EBITDA margin

- Adjusted EBITDA
  - Adj. EBITDA benefits from cost saving initiatives and capacity alignments
    - Personnel expenses declined by EUR 0.1 million yoy
    - Net operating expenses declined by EUR 0.1 million yoy
    - 1Q24 benefitted of one-off gain from disposal of fixed assets (EUR 0.4 million)

# Stable balance sheet

## Net Debt (in EUR million) and Leverage



- Net debt & liquidity
  - Cash and cash equivalents amount to EUR 14.3 million
  - Free Cash Flow EUR -2.2 million (1Q24: EUR -0.9 million)\*
  - Temporarily elevated net debt/EBITDA multiple, expected to normalize as profitability improves
- Equity ratio 1Q25 47.2 %
- NWC/Revenues 8.8 % (1Q24: 8.7 %)

\* new definition excl. Leasing



# Outlook & Closing Remarks

# Guidance for 2025

## 2025 Guidance

### **Revenue**

EUR 80 – 90 million

### **Adjusted EBITDA**

EUR minus 4 to minus 1 million

### **Free Cash Flow**

EUR minus 6 to minus 2 million



---

# Q&A

**hGears** | the **heart** of your  
performance