PUSHING BOUNDARIES

THE PWO GROUP

IR Presentation

November 2025

PWO People. Planet. Progress.

DISCLAIMER

This presentation contains forward-looking statements that are based on current assumptions, expectations, estimates, forecasts and other information currently available to the Executive Board of PWO and on assumptions, expectations, estimates, forecasts and budgeting that it has derived herefrom. The forward-looking statements are not to be interpreted as guarantees of the future developments and results specified therein. Various known and unknown risks, uncertainties and other factors could cause actual developments and results to differ materially from the estimations expressed or implied herein. These factors include the ones described by PWO in published reports available on the PWO website at www.pwo-group.com. Statutory requirements notwithstanding, PWO assumes no obligation whatsoever to update these forward-looking statements or to adjust them to future events or developments.

The figures in this presentation are usually presented in EUR million. Differences may occur between the individual amounts and the sum of these amounts due to rounding. Such differences are not of a significant nature.

01/
PWO GROUP

01/ PWO GROUP
Shaping sustainable mobility

11

LOCATIONS

11 Locations in 7 countries: Canada, China, Czech Republic, Germany, Mexico, Serbia, USA

3,295

EMPLOYEES

Employees worldwide as of Sept. 30, 2025

3,000

PRODUCT SOLUTIONS

Lightweight high-tech metal solutions for mobility – fully powertrain agnostic.

100+

YEARS OF EXPERIENCE

Founded in 1919 in Oberkirch, Germany

01/ PWO GROUP
A powertrain agnostic business model

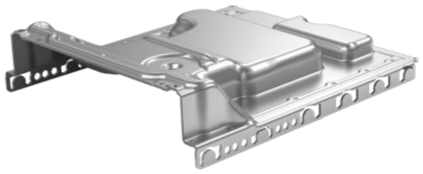
We find our solutions precisely where others give up: at the cutting edge of technological feasibility. With our innovative power in product and process engineering, we make a significant contribution to higher functionality while using fewer resources and reducing vehicle weight.

01/ PWO GROUP

Innovative power for lightweight construction solutions

Motor housings

Electric motors are the driving force behind modern mobility. Their housings need to meet the highest requirements to ensure mechanical stability, optimize thermal efficiency and enable seamless integration into the vehicle design.



Control unit housings

Electrical control units are essential for the integration of state-of-the-art technologies for the progressive automation, networking and electrification of vehicles.

Front and rear seat solutions

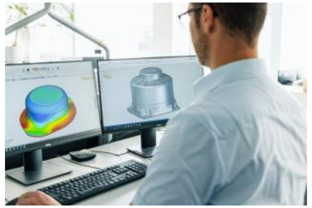
The perfect synthesis of stability, ergonomics and pioneering technology, modern seat structures offer intelligent comfort and ensure the best possible safety in the event of a crash at the same time.

Instrument panel carriers

IPCs are next-generation high-tech structures. They combine maximum stability with intelligent lightweight construction, optimize the overall rigidity of a vehicle and contribute to noise and vibration reduction in the passenger cabin.

01/ PWO GROUP

Full service supplier – one global source



RESEARCH & DEVELOPMENT

Forming development
Concept development
Substitution projects
Simulation/FEM
Virtual production

MATERIALS EXPERTISE

Steel
Aluminum
Stainless steel
Double sheet
Composite

PROTOTYPE PRODUCTION

Design
3D-Printing
Try-Out
Customer prototypes

TOOL SHOP

Progressive tools
Transfer tools
Design
Manufacturing

PRESS SHOP

Stamping
Deep drawing
Fine blanking
Rollforming
Mechanical processing

ASSEMBLY

Welding (Laser, MIG, CMT-MAG)
Bonding
Gluing
Feeding technology & in-die welding

SURFACE TECHNOLOGY

Cleaning
Fine cleaning
Pre-coating
Re-coating

TESTING TECHNOLOGY

Gauges
Optical
Laser

PACKAGING SOLUTIONS

Customized development
Cleaning line compatible
Space optimized

01/ PWO GROUP
Wherever our customers need us

~40%

OF SALES WITH OEMs

~60%

OF SALES WITH SUPPLIERS

7 out of 10

WE DIRECTLY DELIVER TO 7 OUT OF THE GLOBAL TOP 10 AUTOMOTIVE OEMs

>50%

WE ARE PROUD TO BE PARTNER OF > 50% OF THE GLOBAL TOP 50 AUTOMOTIVE SUPPLIERS

555M

EUR REVENUE in 2024

50%

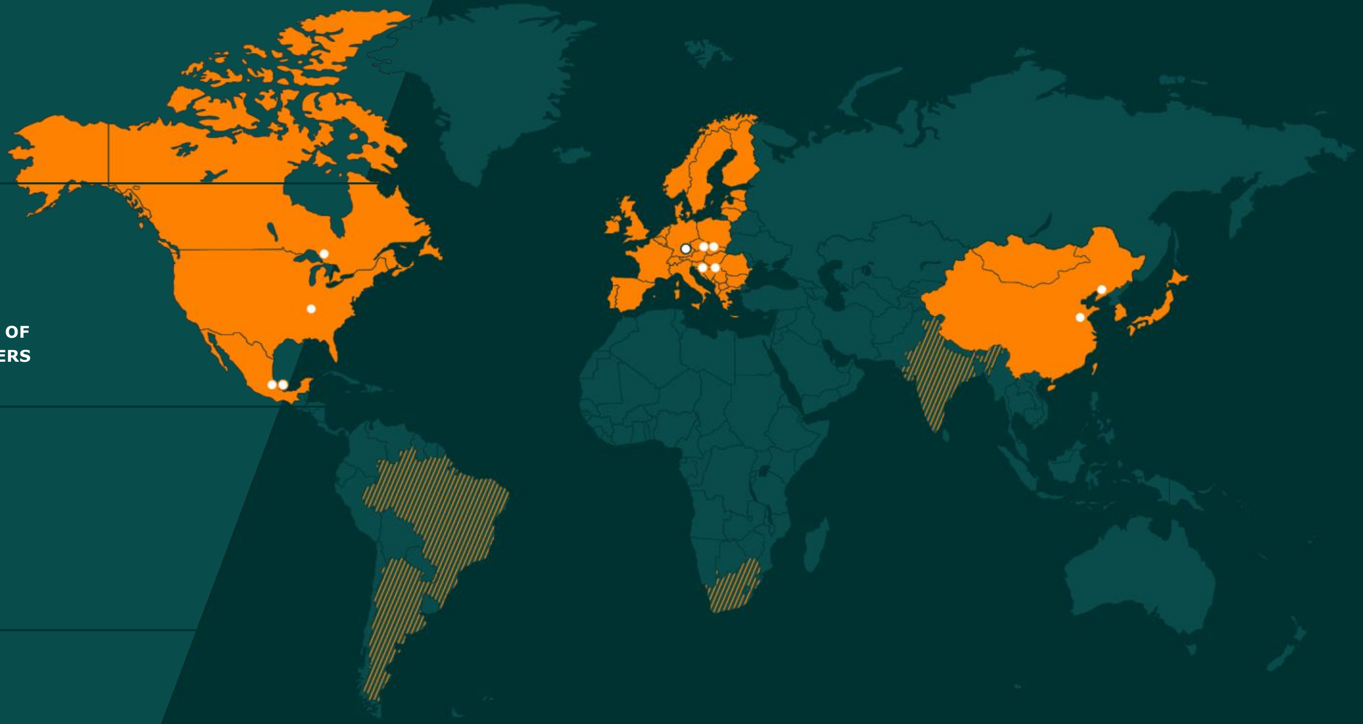
GLOBAL COMPANY GROWTH OVER THE LAST 5 YEARS

GLOBAL MARKET LEADER

IN ELECTRIC MOTOR HOUSINGS AND AIR SUSPENSION COMPONENTS

50%

OR EVERY 2nd NEW VEHICLE CONTAINS PWO COMPONENTS



PWO Locations
Main regional markets of PWO Group
Countries with former and current project-specific cooperations

01/ PWO GROUP
Numbers reflecting commitment

Europe	North America	Asia
61 % SHARE OF REVENUE	30 % SHARE OF REVENUE	9 % SHARE OF REVENUE
341 M REVENUE	165 M REVENUE	49 M REVENUE
1,897 EMPLOYEES	1,003 EMPLOYEES	295 EMPLOYEES

Status 12/2024

01/ PWO GROUP
Digital transformation across the Group

Artificial Intelligence

Groupwide sharing and scaling application knowledge to reduce time to market for new customer solutions

Industry 4.0

Implementation of IIoT technologies to connect machines and production processes

Automation

Integration of robotics and automated systems to increase efficiency and reduce human error

SAP S/4HANA

Introducing a future-ready ERP-system to transform business processes

Employee training

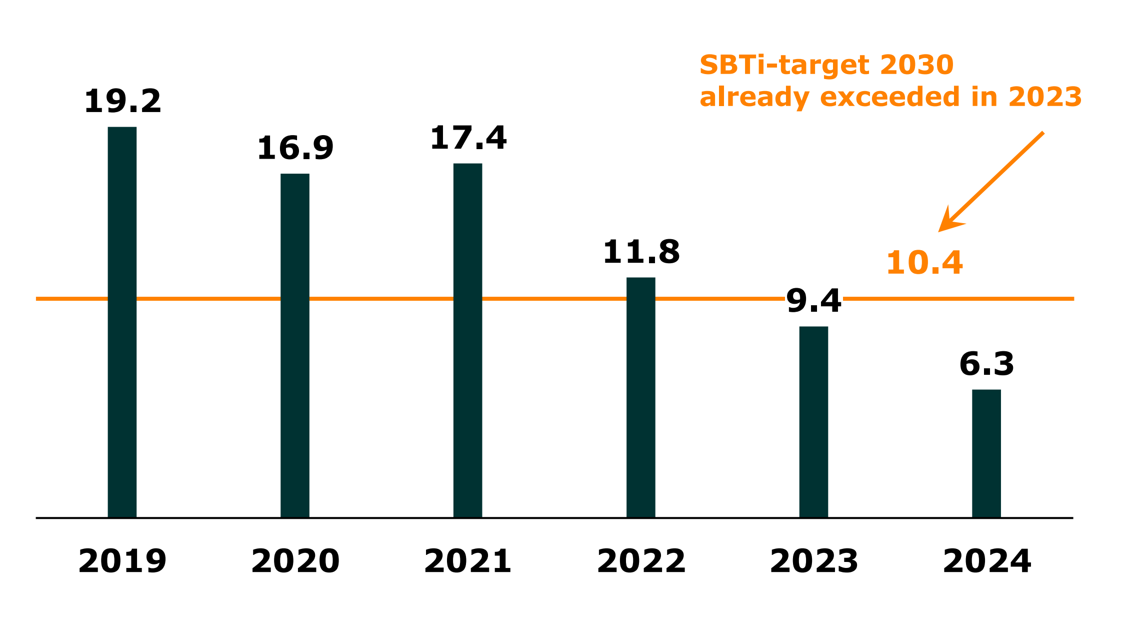
Training of staff in new technologies and digital tools to boost productivity

Supply Chain Mgmt

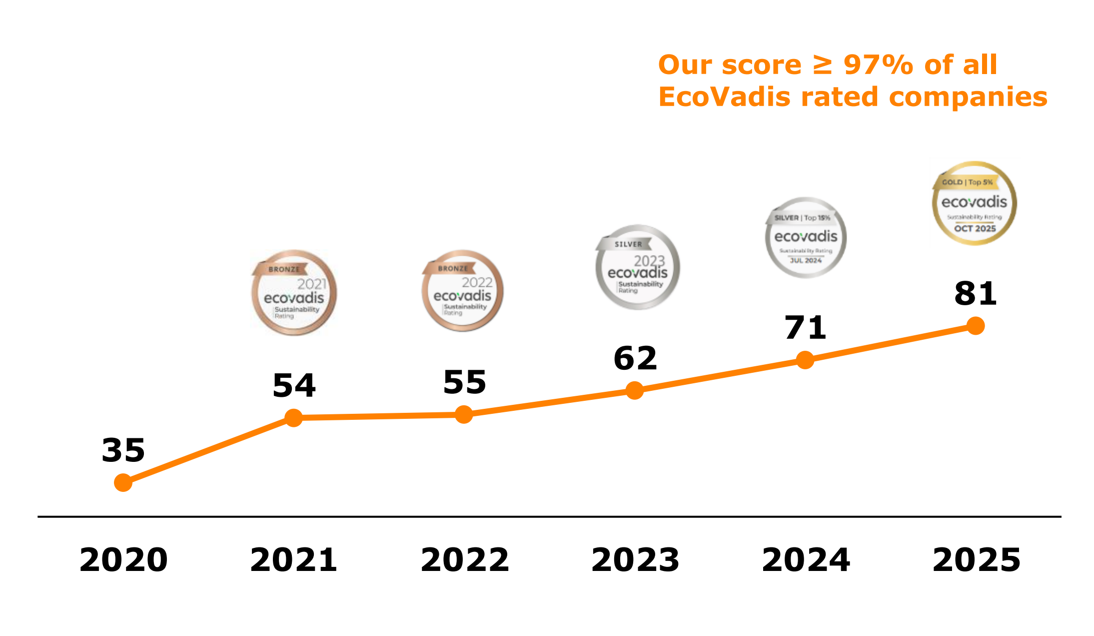
Digitization of the supply chain for better traceability and higher efficiency

01/ PWO GROUP
Sustainability is key to our strategy

Our scope 1 &2 CO_2e emissions in 1,000 tons



Our EcoVadis Scorecard



01/ PWO GROUP

Our roadmap to net-zero emissions

SBTi 2030 Scope 1 & 2 targets exceeded as early as 2023

From 2028
100 % green electricity
(Scope 1 & 2)

From 2039
Net-zero in Production
(Scope 1 & 2)

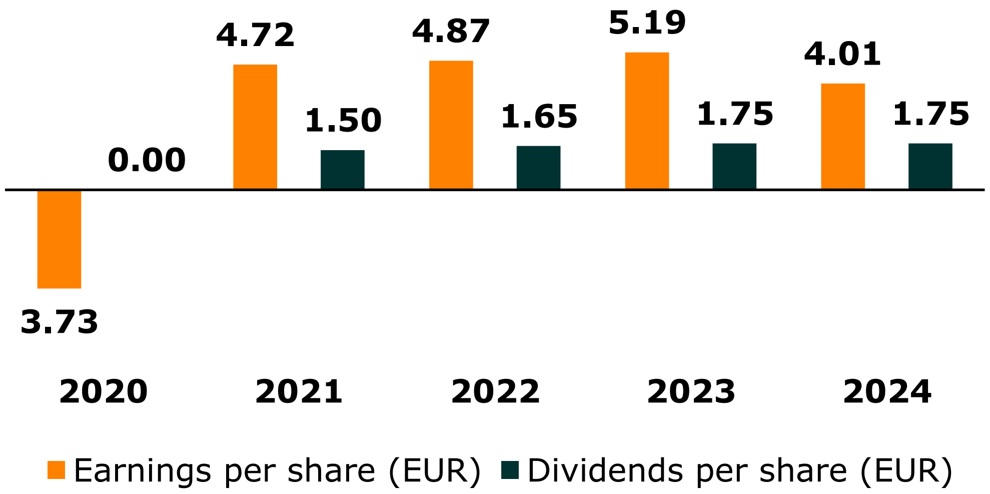
The PWO promise: Availability of carbon-free solutions
(product-based, Scope 1, 2 & 3)

From 2045
Net-zero across the whole PWO Group
(Scope 1, 2 & 3)

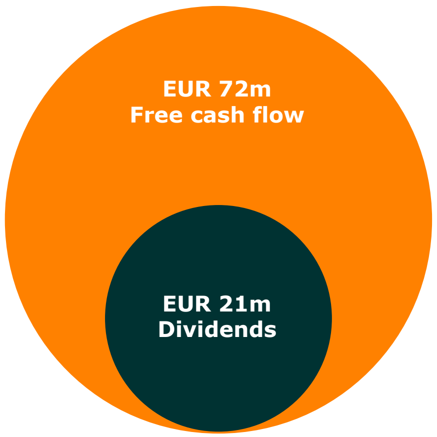
2025 2030 2035 2040 2045 2050

01/ PWO GROUP
Shareholder-friendly dividend policy

5-year-history of earnings and dividends



Free cash flow generated and dividends distributed 2020 - 2024



Our shareholders participate in our corporate success through a shareholder-friendly dividend policy – with pay-outs that grow sustainably over time. The level of the dividend depends in particular on PWO AG's distributable net retained profits, the whole Group's earnings performance and the expected financing needs for further growth.

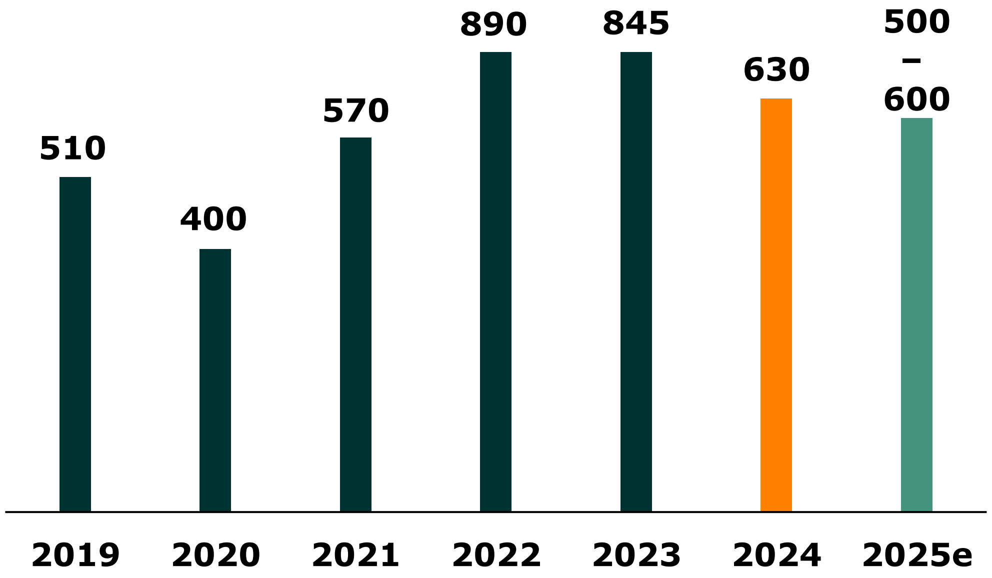
02/
FINANCIAL EXCELLENCE

02/ FINANCIAL EXCELLENCE
Seizing market opportunities

- New business well above revenue
  - Expanding international market share
  - Adding new product solutions
  - Diversifying our customer base

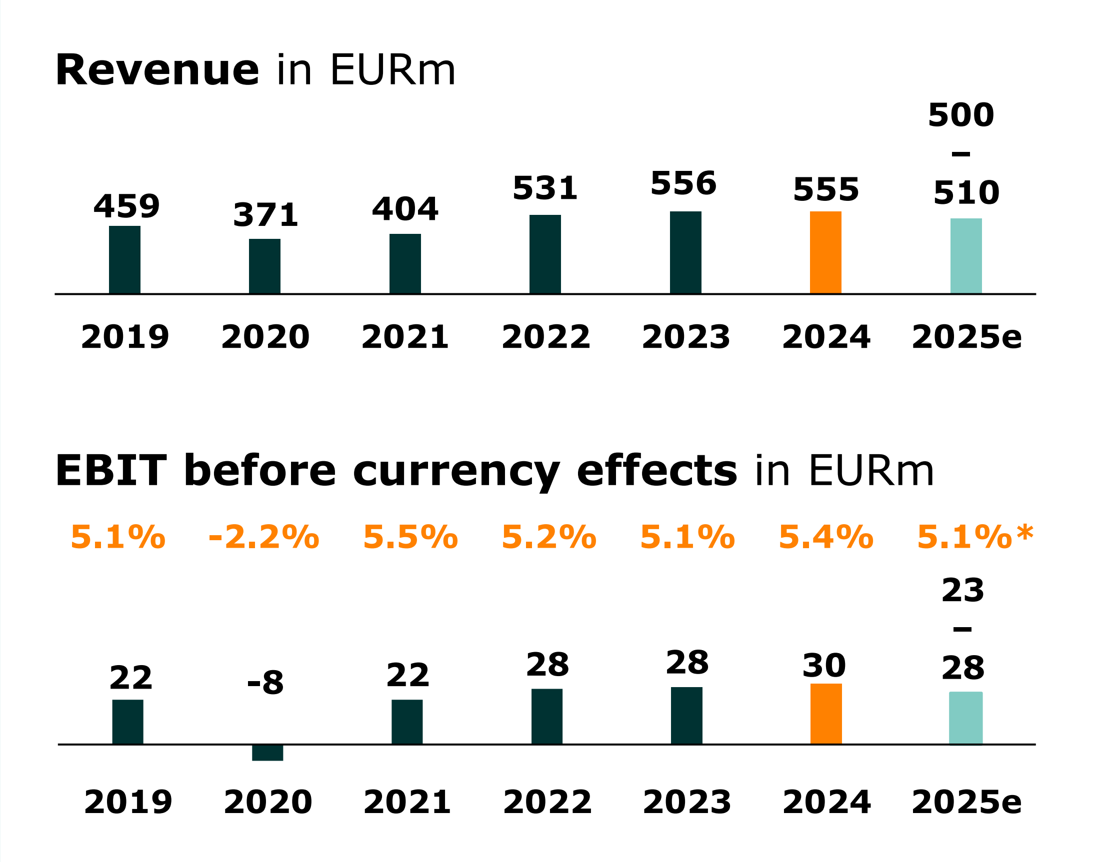
Lifetime volume
of new business in EURm

(series and tools volumes)



02/ FINANCIAL EXCELLENCE
Staying the course

- Post-corona: Boosting growth and profitability
- 2025: High resilience in challenging times
  - Market weakness largely compensated by new series ramp-ups; additional effects from declining material prices and exchange rate fluctuations
  - Upper half of the forecasted EBIT range considered to be ambitious



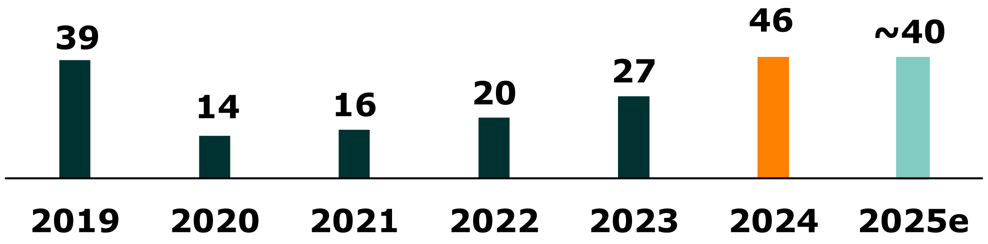
EBIT-margin

* at the midpoint of the forecast

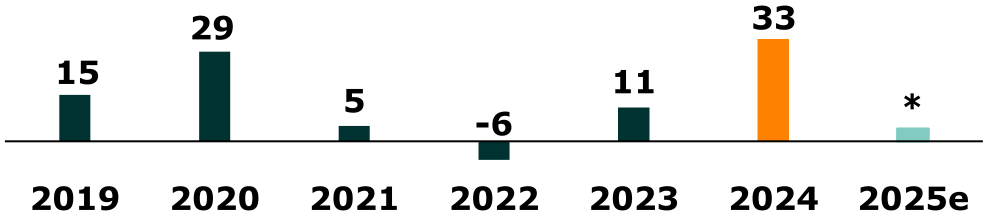
02/ FINANCIAL EXCELLENCE
Strengthening internal financing power

- Focused calibration of capex
  - New series productions ramping up
  - Additional engineering and production site in Serbia now operational
- Positive free cash flow since 2019
  - Effective management of current assets and liabilities
  - 2024 peak: Higher than expected cash inflow as of the reporting date

Capital expenditure in EURm



Free cash flow in EURm



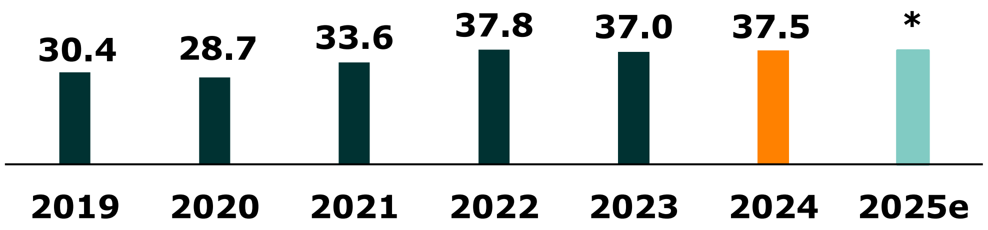
* positive in the low single-digit million euro range

02/ FINANCIAL EXCELLENCE

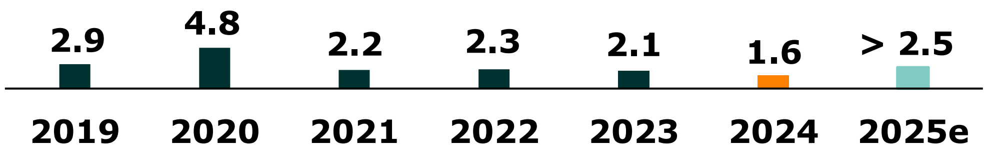
Preparing for future expansion

- Sound equity ratio
- Significant headroom in debt
- Strategic objectives are fully planned and financed

Equity ratio in percent



Net leverage ratio in years



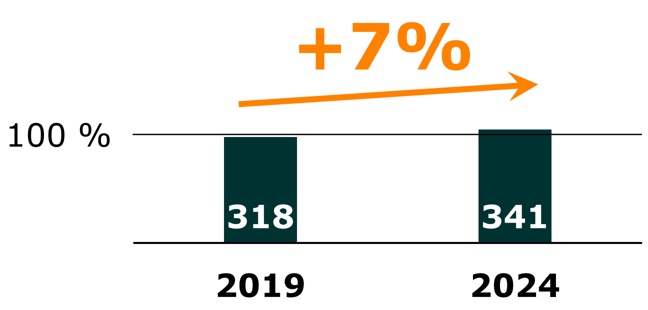
* flat

03/ GLOBAL EXPANSION

Europe: Growth against the market trend

Revenue PWO Europe in EURm

(2019 = 100%)

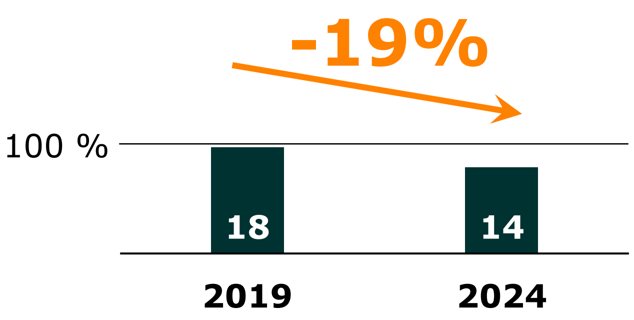


PWO segments: Czech Republic, Germany, Serbia

Motor vehicle production EU27+UK

in million units

(2019 = 100%)



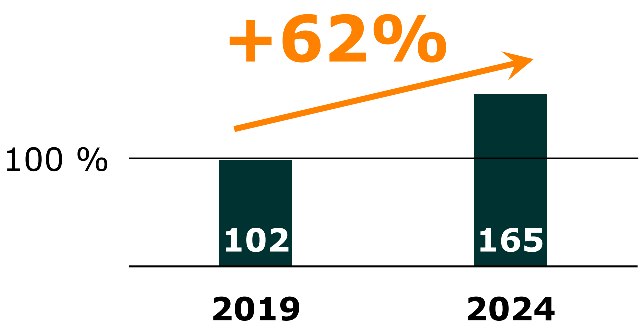
Source: Organisation Internationale des Constructeurs d'Automobiles

- Segment Czech Republic – one of the Group's key growth drivers
- Segment Germany – affected by adverse location factors
- Segment Serbia – production is currently ramping up

03/ GLOBAL EXPANSION
North America: Soaring growth

Revenue PWO North America
in EURm

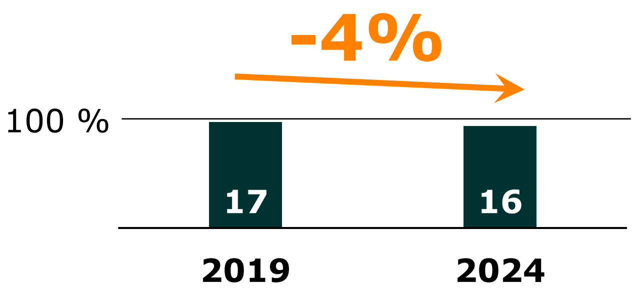
(2019 = 100%)



PWO segments: Canada, Mexico, USA

Motor vehicle production NAFTA
in million units

(2019 = 100%)



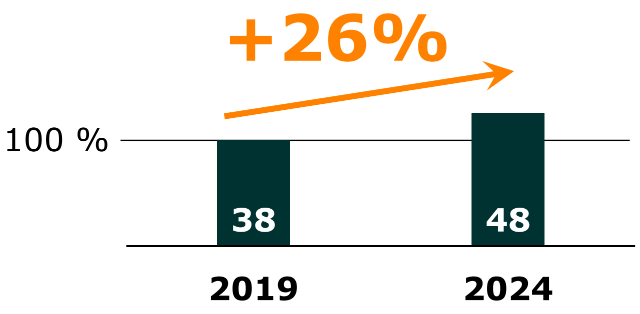
Source: Organisation Internationale des Constructeurs d'Automobiles

- Segment Canada – prevailing in a narrow market
- Segment Mexico – one of the Group's pivotal pillars
- Segment USA – new opening at the end of 2025

03/ GLOBAL EXPANSION
China: Exceeding market growth

Revenue PWO China
in EURm

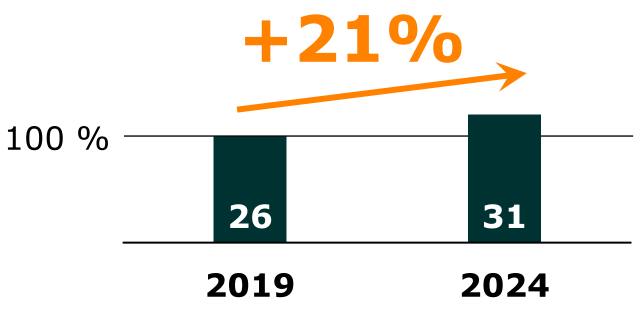
(2019 = 100%)



PWO segment: China

Motor vehicle production China
in million units

(2019 = 100%)



Source: Organisation Internationale des Constructeurs d'Automobiles

- Segment China – essential stimuli for the Group as a whole

04/
CURRENT FIGURES

04/ CURRENT FIGURES

9M 2025: PWO continues to thrive

- Growth: Ramp-up of new series production plus higher tool sales
- Decline: Market weakness plus EUR 6.7m negative currency effects plus lower material prices of the same magnitude
- EBIT almost on prior year‘s level
- Successful new business with existing and with new customers

EURm	9M 2025	9M 2024
Revenue	403.4	421.2
EBIT before currency effects	21.8	22.1
EBIT-margin	*5.4%*	*5.3%*
Lifetime volume of new business	~ 535	~ 525

04/ CURRENT FIGURES

9M 2025: Sound financial position

- Expanding in particular our Serbia and Czech operations
- Free cash flow affected by funds already invested in Q3 instead of Q4
- Stable equity ratio
- Increase of net debt in line with planning

EURm	9M 2025	9M 2024
Capex	28.2	24.4
Free cash flow	-2.9	22.8
Equity ratio	37.7%	37.5%[1]
Net debt	100.6	87.1[1]

[1] as of Dec. 31, 2024

What sets us apart

First-class market position

- Broad product range for the mobility of the future
- Powertrain agnostic business model
- Excellent reputation for innovative power, quality and delivery reliability

Anticipatory management of the Group

- International locations are being strategically expanded
- Strong balance sheet and high internal financing power
- Refining group steering and releasing resources

Compelling equity story

- Focus on the 3 megatrends electrification, safety and comfort
- Partner to our customers in the transformation of our industry
- Sustainability is part of our inner motivation

PWO People. Planet. Progress.

Shaping the mobility of the future.

PWO-GROUP.COM