ANALYST COMMENT – **ZUE**
Q4'25 PRELIMINARY RESULTS
2026/03/13, 08:30 CET

Dom Maklerski BDM S.A.

The report was prepared by Dom Maklerski BDM at the request of the WSE as part of the Exchange's Analytical Coverage Support Programme

			2022	2023	2024	2025E
Price [PLN]	12,0	P/E	16,9	13,1	25,8	25,1
MC [mln PLN]	276,4	EV/EBITDA	8,2	3,1	8,7	7,6
		EV/EBIT	14,4	4,7	15,9	13,7
		P/BV	1,5	1,4	1,3	1,3

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Last recommendation BDM: BUY with target price 12,4 PLN/share (09.12.2025) LINK

Preliminary results for Q4'25 [m PLN]

	Q4'24	Q4'25E	y/y	Q4'25F BDM	dev.	2024	2025E	y/y
Sales	297,9	255,0	-14,4%	245,0	4,1%	1 219,4	945,9	-22,4%
Gross profit	16,0	23,5	47,3%	11,4	107,2%	50,5	60,9	20,7%
EBIT	5,6	11,1	96,9%	3,9	183,7%	19,1	21	10,2%
Net profit*	3,9	6,0	53,6%	3,1	94,3%	21,1	11,2	-47,0%
Gross margin	5,4%	9,2%		4,6%		4,1%	6,4%	
EBIT margin	1,9%	4,3%		1,6%		1,6%	2,2%	
Net margin*	1,3%	2,3%		1,3%		1,7%	1,2%	

*Source: Dom Maklerski BDM S.A., ZUE, * before the excl. of minorities*

- The company announced its preliminary consolidated and separate results for Q4 2025 on Tuesday.
- In Q4 2025, ZUE's consolidated revenue amounted to PLN 255 million (-14% y/y). We had expected PLN 245 million. The year-on-year decline in revenue is mainly a consequence of a lower portfolio (after Q3 2025, it amounted to PLN 1.14 billion, which was -7% y/y).
- Gross margin in Q4'25 (9.2%) was better y/y and above our expectations (5.4% in Q4'24 and 4.6% in our forecast). The margin rebounded after a sharp q/q decline in Q3'25. The margin at the individual level was 8.1%, while for subsidiaries it was as high as 16.2%.
- Quarterly margins have remained very volatile recently – this is probably due to the (so far) relatively low portfolio and the settlement of completed contracts on a spot basis. The settlement with PKP Cargo (the company is to receive PLN 7.6 million net, but spread over instalments until 2031) should have a positive impact on Q4' 25 should be the settlement with PKP Cargo (the company is to receive PLN 7.6 million net, but spread out in instalments until 2031), but the company did not specify in its announcement in which line of results it was recognised and in what amount (in our forecast, we had PLN +2.4 million for this item in other operating activities).
- EBIT amounted to PLN 11.1 million (vs. PLN 5.6 million a year ago), while the net result (before excluding the minority interest) was PLN 6.0 million (vs. PLN 3.9 million in Q4 2024). We note that there is a fairly large difference between horizontal EBIT and net EBIT (high tax?).
- The current order book is approximately PLN 3.6 billion net, which is the highest value in the company's history.
- The company will present its full report on 25 March 2026.

BDM Comment:

The preliminary results for Q4 2025, after a slightly negative surprise in Q3 2025, showed a clear improvement in margins (at the consolidated level, they are slightly lower than in Q2 2025; we note the very good margins at subsidiaries). The lower bottom line in Q4 2025 highlights the fairly large difference between gross sales and net profit.
For the year as a whole, the company generated a gross sales margin of 6.4%, which is the best result in 10 years and in line with the company's medium-term target.
The company's portfolio is currently at a record level (after signing a contract for the Gdynia Chylonia – Lębork section at the end of 2025, worth PLN 2.6 billion). We do not expect an outstanding margin from it, but it does not seem overly 'aggressive' either (3% below the second bid, 14% below the budget) and should provide the company with a stable 'base' for the next 4-5 years. The contract is of a P&B nature, so the main revenue stream will not appear until 2027 (although in 2026 it should be possible to sell materials under the contract to the customer).

Standalone results [m PLN]

	Q1'22	Q2'22	Q3'22	Q4'22	Q1'23	Q2'23	Q3'23	Q4'23	Q1'24	Q2'24	Q3'24	Q4'24	Q1'25	Q2'25	Q3'25	Q4'25E
Sales	141,9	192,1	236,3	261,6	222,7	268,3	333,1	555,0	297,1	272,9	276,7	268,3	162,5	204,6	259,2	220,6
Gross profit	7,4	8,6	5,7	7,4	6,9	7,3	10,2	23,9	11,0	13,2	5,5	13,4	3,9	19,8	7,0	18,0
EBIT	3,7	2,8	0,6	1,2	1,9	2,6	7,4	16,9	5,4	6,1	0,8	4,5	-4,6	14,6	-1,7	7,9
Net profit	4,1	3,9	0,8	1,4	1,2	3,3	6,5	11,0	1,1	6,1	0,0	3,0	-4,4	10,5	-1,6	3,4
Gross margin	5,2%	4,5%	2,4%	2,8%	3,1%	2,7%	3,1%	4,3%	3,7%	4,8%	2,0%	5,0%	2,4%	9,7%	2,7%	8,1%
EBIT margin	2,6%	1,5%	0,2%	0,5%	0,9%	1,0%	2,2%	3,0%	1,8%	2,2%	0,3%	1,7%	-2,8%	7,1%	-0,6%	3,6%
Net margin	2,9%	2,0%	0,4%	0,5%	0,5%	1,2%	2,0%	2,0%	0,4%	2,3%	0,0%	1,1%	-2,7%	5,1%	-0,6%	1,5%

Results of subsidiaries [m PLN]

	Q1'22	Q2'22	Q3'22	Q4'22	Q1'23	Q2'23	Q3'23	Q4'23	Q1'24	Q2'24	Q3'24	Q4'24	Q1'25	Q2'25	Q3'25	Q4'25E
Sales	11,7	27,5	19,8	30,5	26,6	24,2	25,9	28,4	19,0	28,1	27,6	29,6	17,6	18,1	29,0	34,4
Gross profit	0,9	4,1	3,3	5,4	1,7	3,0	1,1	1,9	1,6	1,8	1,5	2,6	1,5	1,7	3,4	5,6
EBIT	-0,1	2,5	2,4	5,0	0,0	1,5	-0,1	0,3	0,3	0,5	0,4	1,1	0,0	-0,1	1,7	3,2
Net profit	-0,4	1,6	0,7	4,2	-0,1	-0,3	-0,6	0,0	-0,1	0,0	-0,2	0,8	-0,4	-0,1	1,2	2,6
Gross margin	8,1%	14,9%	16,7%	17,5%	6,3%	12,4%	4,4%	6,7%	8,2%	6,2%	5,6%	8,8%	8,4%	9,4%	11,6%	16,2%
EBIT margin	-1,1%	9,1%	12,0%	16,4%	0,1%	6,1%	-0,4%	1,2%	1,7%	1,7%	1,3%	3,7%	0,1%	-0,7%	5,9%	9,3%
Net margin	-3,0%	5,8%	3,7%	13,7%	-0,4%	-1,1%	-2,3%	-0,1%	-0,7%	0,0%	-0,8%	2,7%	-2,4%	-0,4%	4,1%	7,5%

Consolidated results [m PLN]

	Q1'22	Q2'22	Q3'22	Q4'22	Q1'23	Q2'23	Q3'23	Q4'23	Q1'24	Q2'24	Q3'24	Q4'24	Q1'25	Q2'25	Q3'25	Q4'25E
Sales	153,6	219,6	256,0	292,2	249,3	292,4	359,0	583,5	316,2	301,0	304,3	297,9	180,1	222,6	288,1	255,0
Gross profit	8,3	12,7	9,0	12,8	8,5	10,3	11,4	25,8	12,6	14,9	7,0	16,0	5,4	21,6	10,4	23,5
EBIT	3,6	5,3	3,0	6,2	1,9	4,1	7,2	17,2	5,7	6,6	1,2	5,6	-4,6	14,5	0,0	11,1
Net profit	3,8	5,5	1,6	5,5	1,1	3,0	5,9	10,9	1,0	6,2	-0,2	3,8	-4,8	10,4	-0,4	6,0
Gross margin	5,4%	5,8%	3,5%	4,4%	3,4%	3,5%	3,2%	4,4%	4,0%	5,0%	2,3%	5,4%	3,0%	9,7%	3,6%	9,2%
EBIT margin	2,3%	2,4%	1,2%	2,1%	0,8%	1,4%	2,0%	2,9%	1,8%	2,2%	0,4%	1,9%	-2,5%	6,5%	0,0%	4,3%
Net margin	2,4%	2,5%	0,6%	1,9%	0,4%	1,0%	1,7%	1,9%	0,3%	2,0%	-0,1%	1,3%	-2,7%	4,7%	-0,2%	2,3%

Source: Dom Maklerski BDM S.A., ZUE

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Explanations of terminology:

EBIT - earnings before interest and tax
EBITDA — earnings before interest, taxes, depreciation, and amortization
Net debt – interest bearing debt minus cash and equivalents
WACC - weighted average cost of capital
CAGR - cumulative average annual growth
EPS - earnings per share
DPS - dividend per share
CEPS - net profit plus depreciation per share
EV – market capitalization plus interest bearing debt minus cash and equivalents
EV/S – market capitalization / sales
EV/EBITDA – EV / sales
P/EBIT – market capitalization / EBIT
MC/S — market capitalization / sales
P/E — market capitalization / net profit
P/BV — market capitalization / book value
P/CE - market capitalization / net profit plus depreciation
ROE – net profit / equity
ROA - net income / assets
Gross margin - gross profit on sales / sales
EBITDA margin – EBITDA / sales
EBIT margin – EBIT / sales
Net margin – net profit / sales

Explanation of ratings:

Buy – we believe that the security will reach the target price in the recommended period, which significantly exceeds the current market price (at least + 15%);

Accumulate – we believe that the security will reach the target price in the recommended period, which exceeds the current market price (in the range of +5 to + 14.99%);

Hold – we believe that a security in the recommended period will fluctuate around the target price, which is close to the current market price (in the range from -4.99% to + 4.99%);

Reduce – we believe that the security will reach the target price in the recommended period, which is lower than the market price (range of decline from 5% to 14.99%);

Sell – we believe that a security in the recommended period will reach the target price, which is significantly lower than the market price (suggested erosion of the value exceeds 15%).

Target price – the theoretical price which, in our opinion, should reach a security in the recommended period; This price is the result of the company's value (eg based on DCF, comparative and other valuations), market conditions and the industry as well as other factors subjectively considered by the analyst.

Recommendations made by BDM are binding for 12 months from the issue date or until the target level is reached, unless they are updated during this period of time.

Ratings and price targets history:

rating	price target	previous rating	previous target price	report date	report date (hour)	price	WIG
Buy	**12,4**	**Accumulate**	**10,9**	**09.12.2025***	**08:55 CET**	**10,30**	**110 095**
Accumulate	10,9	Hold	8,70	22.08.2025*	13:00 CEST	10,05	108594
Hold	8,70	Hold	11,0	19.05.2025*	07:30 CEST	8,90	103 150
Hold	11,0	Hold	11,0	19.02.2025*	08:48 CEST	11,20	94 651
Hold	11,0	Hold	11,1	22.08.2024*	11:55 CEST	10,60	84 528
Hold	11,1	Accumulate	8,43	22.04.2024*	14:28 CEST	11,10	84 109
Accumulate	8,43	Buy	7,76	04.01.2024*	09:55 CEST	7,86	77 054
Buy	7,76	relaunch	---	12.09.2023*	13:45 CEST	5,62	66 241
Buy	11,8	---	---	17.02.2017	14:39 CEST	9,94	58 348

** The report was prepared by Dom Maklerski BDM at the request of the WSE as part of the Exchange's Analytical Support Programme.*

Distribution of BDM's recommendations in Q1'26*:			**, distribution of BDM's recommendations for the companies which BDM has supplied with investment banking services within the last 12 months**	
	number	**%**	**number**	**%**
Buy	1	50%	0	0%
Accumulate	0	0%	0	0%
Hold	1	50%	0	0%
Reduce	0	0%	0	0%
Sell	0	0%	0	0%

** detailed list of all analytical reports (recommendations) published by BDM during the last 12 months is included at* https://www.bdm.pl/analizy-i-informacje/analizy/historia-rekomendacji

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