



27/2023/GPW (63) July 31, 2023

This report is prepared for the Warsaw Stock Exchange SA within the framework of the Analytical Coverage Support Program 4.0.

# **Ferro**

Recommended action	 .2
2Q23 financial results preview	
Recent events	
Upcoming events	
Financial forecast	
Valuation	
Strategy	
Market environment	 .4
Risk factors	 .5
Catalysts	 .5
Disclaimer	6



This report is prepared for the Warsaw Stock Exchange SA within the framework of the Analytical Coverage Support Program 4.0.
This is an excerpt from the Polish version of DM BOŚ SA's research report.

**Ferro** 

# 27/2023/GPW (63) July 31, 2023

Analyst: Sylwia Jaśkiewicz, CFA

Sector: Construction materials Fundamental rating: Hold (→) Market relative: Underweight (→) Price: PLN 30.00 12M EFV: PLN 30.1 (↑) Market Cap: US\$ 159 m Bloomberg code: FRO PW Av. daily turnover: US\$ 0.07 m 12M range: PLN 20.00-31.40 Free float: 100%

# **Recommended action**

We uphold our recommendations for the Company: ST relative Underweight and LT fundamental Hold. We expect a deterioration of operating figures in 2Q23 in a yoy terms resulting presumably from the lower top line.

The stifled demand prevails in Poland while in the neighboring countries the sentiment has weakened. Thus, in 2Q23 the Group's profitability might have been under pressure albeit the prices of freight and commodities fell with the strengthening of PLN vs US\$ and Ferro is selling the increasing volumes of goods purchased under more favorable terms. We expect positive FX differences in the discussed quarter.

We assume the pressure on sales to continue in 3Q23 and even with the cost side supporting the Company's margins the pressure on the results may still be present. Given the lower than we expected revenues we cut our operating forecasts for Ferro and thus expect FY23 EBITDA to reach PLN 102 million (down 15% yoy), which is actually 6% below our previous forecast.

# 2Q23 financial results preview

In 1Q23 the Group's sales in Poland/ Czechia/ Slovakia/ Romania/ Hungary/ other countries fell 30%/ 6%/ 7%/ 5%/ 31%/ 10% yoy with Poland as the weakest market that showed a declining trend in several quarters (PLN 120/ 99/ 98/ 89 million in 1Q/ 2Q/ 3Q/ 4Q22 and PLN 83 million in 1Q23). We expect an acceleration of declines in the neighboring countries with the negative sentiment in Poland to settle down. We assume the Group's sales in Poland/ Czechia/ Slovakia/ Romania/ Hungary/ other countries decreased 26%/ 10%/ 12%/ 7%/ 27%/ 13% yoy to PLN 74/ 34/ 12/ 40/ 8/ 17 million.

#### Guide to adjusted profits

Income tax.

#### Key data

IFRS consolidated		2022	2023E	2024E	2025E
Sales	PLN m	914.9	773.7	889.7	1,005.4
EBITDA	PLN m	120.7	102.3	127.9	142.3
EBIT	PLN m	105.6	85.2	108.4	119.9
Net income	PLN m	65.4	57.0	72.9	84.7
EPS	PLN	3.08	2.68	3.43	3.99
Adj EPS yoy chg	%	-11	-13	28	16
Net debt	PLN m	181.6	162.4	152.4	139.5
P/E	X	9.7	11.2	8.7	7.5
EV/EBITDA	X	6.8	7.8	6.2	5.5
EV/EBIT	X	7.8	9.4	7.3	6.5
DPS	PLN	1.51	1.50	1.34	1.72
Gross dividend yield	%	5.0	5.0	4.5	5.7
Number of shares (eop)	т	21.2	21.2	21.2	21.2

Source: Company, DM BOŚ SA estimates

## Stock performance



Source: Bloomberg

### Recent events

- 1. Release of FY22 consolidated financial results: March 30
- 2. Release of 1Q23 consolidated financial results: May 29
- 3. Logistic center launch in Romania: 1H23

#### **Upcoming events**

- 1. Release of 1H23 consolidated results: September 27
- 2. Release of consolidated 3Q23 results: November 28

We expect 2Q23 sales in the segment of batteries and accessories/ installation fittings/ heating systems to shrink by 14%/11%/30% yoy vs -16%/-11%/-36% yoy in 1Q23.

Overage Program



Fig. 1. Ferro; 2Q23 financial results preview

IFRS consolidated					yoy	Realisation of the FY figures in 2Q:		Realisation of the FY figures in 1			
(PLN m)	1Q22	2Q22	3Q22	4Q22	1Q23	2Q23E	chg	2022	2023E	2022	2023E
Sales	255.7	224.2	226.0	209.0	207.4	185.0	-17%	25%	24%	52%	51%
EBITDA	36.1	30.4	31.5	22.8	28.9	24.3	-20%	25%	24%	55%	52%
EBITDA margin	14.1%	13.6%	13.9%	10.9%	13.9%	13.1%	-	-	-	-	-
EBIT	32.2	26.6	27.6	19.3	24.9	19.9	-25%	25%	23%	56%	53%
EBIT margin	12.6%	11.8%	12.2%	9.2%	12.0%	10.7%	-	-	-	-	-
Pre-tax profit	26.4	20.8	17.8	13.8	22.0	18.3	-12%	26%	26%	60%	57%
Pre-tax profit margin	10.3%	9.3%	7.9%	6.6%	10.6%	9.9%	-	-	-	-	-
Net profit	21.4	18.6	13.7	11.7	17.5	15.1	-19%	28%	26%	61%	57%
Net profit margin	8.3%	8.3%	6.1%	5.6%	8.4%	8.2%	-	-	-	-	<u>-</u>

Source: Company, DM BOS SA

We expect the Group's 2Q23 revenues to fall 17% yoy leading to a lower yoy EBIT margin at 10.7% vs 11.8% in 2Q22. The launch of a new logistic center in Romania may imply slightly higher OPEX and higher inventories in the very 2Q23, albeit this should be temporary and we believe that some material savings will be seen on the transport front, the accessibility of goods will improve and finally in the segment of heat sources the sales expansion will intensify starting from 3Q23. Still, the pressure on demand may linger.

Given the FX rates level, we forecast positive FX differences at PLN 3 million in 2Q23 and expect lower financial costs than in the base quarter. We also expect the Company to report NI at PLN 15 million (down 19% yoy).

# **Financial forecast**

We update our FY financial forecasts incorporating 2Q23 expectations. We lower FY23 revenues by 16% to PLN 774 million. It seems that in Poland the weak demand settled in while in the neighboring countries the pressure on demand intensified. High interest rates and poor demand may trigger a visible pressure on prices which – in spite of favorable prices of commodities and transport and supporting FX rates may hamper the profitability improvement. We forecast FY23 EBITDA margin to reach 13% (flat yoy).

It is worth noting than in 1H23 in Poland 2% yoy more dwellings were delivered (vs +2% yoy in 2022), 28% yoy less dwellings were started (vs -28% yoy in 2022), and a number of building permits fell 35% yoy (vs -13% yoy in 2022). The market for finishing materials may enjoy a positive impact of

cheap financing availability (2% loan government program, c. 12,000 applications filed till the end of July), though this will be visible after a few months. Another demand driver may materialize along with the implementation of the government social programs (supporting the heating systems which suffered most) such as Mój Prąd 5.0 (stimulating the thermal upgrading of buildings addressing the users of photovoltaic installations; with the budget at PLN 955 million), Czyste Powietrze (upgrading the heat sources, with the budget over PLN 100 billion) or Moje Ciepło (support for purchase and assembly of heat pumps for new single-family buildings with the budget up to PLN 600 million).

# **Valuation**

Our valuation for Ferro falls under the impact of (i) the risk free rate revision (at 5.4%, previously 5.9%), (ii) the capital risk premium lowering to 6.3% from 7.0%, (iii) valuation horizon forward shift in time, (iv) peer valuation update, and (v) lower financial forecasts. Our 12M EFV constituting a 50%–50% mix of DCF FCFF method and peer-relative valuation, increases by 5% to PLN 30.1 per share. The DCF FCF/peer-relative valuation yields PLN 35/26 per share (previously PLN 31/26 per share).

# Strategy

In FY22, the Group generated 44%/ 19%/ 17%/ 6%/ 5%/ 9% of revenues in Poland/ Romania/ Czechia/ Slovakia/ Hungary/ other countries; we expect this proportion in 1H23 will be 40%/ 21%/ 19%/ 7%/ 4%/ 10%. Last year the best performing market was Hungarian (sales grew 32% yoy) followed by Slovakia (up 19% yoy), Romania (up 16% yoy), Czechia (up 13% yoy), and other countries (up 1%



yoy). Domestic sales grew 6% yoy (changes in the consolidation of Termet/Tester). This year has witnessed declines on all the Company's markets; we expect the deepest ones in Poland and Hungary and softer in Czechia, Slovakia, and Romania.

We forecast the segment of batteries and accessories/installation fittings/ heating systems (Termet/Tester) generated 48%/35%/16% of 1H23 consolidated revenues vs 46%/33%/19% in 2022. In FY22 a sales growth in the segment of batteries and accessories/installation fittings/ heating systems hit 8%/19%/4% yoy (mainly thanks to 1Q22 results), while in 1H23 we assume a 15%/11%/34% yoy decline.

Ferro plans an intense development in Southern Europe, also in the heating segment which should be possible thanks to the launch of a new distribution center in Romania housing the training and exhibition facilities as well (in 2Q23).

According to the Company's management estimations the implementation of the F1R2 strategy (without acquisitions) will allow Ferro's FY26 revenues and EBITDA to reach PLN 1,400 million and PLN 193 million, respectively, with annual capex not exceeding PLN 30 million. Our forecasts for FY26 assume lower top line and EBITDA (at PLN 1,136 million and PLN 158 million, respectively).

The Strategy F1R2 assumes a dividend payout in the amount not less than 50% of the Company's NI in the stable market and financial situation including, among other things, the consolidated ND/ EBITDA ratio staying  $\leq 2.5x$ .

# **Market environment**

The situation on housing markets in the region is rather feeble.

According to the CSO,

- in 2022 (i) 200,000 dwellings were started, down 28% yoy, (ii) 239,000 dwellings were delivered, up 2% yoy, and (iii) 297,000 building permits were issued, down 13% yoy;
- in 1H23, (i) 86,000 dwellings were started, down 28% yoy, (ii) 112,000 dwellings were delivered, up 2% yoy, and (iii) 112,000 building permits were issued, down 35% yoy.

According to the Czech Statistical Office,

- in 2022 (i) 42,000 dwellings were started, down 6% yoy, (ii) 39,000 dwellings were delivered, up 14% yoy, and (iii) 86,000 building permits were issued, down 5% yoy;
- in 1Q23 (i) 9,000 dwellings were started, down 12% yoy, (ii) 8,000 dwellings were delivered, down 10% yoy, and (iii) 19,000 building permits were issued, down 11% yoy.

According to CEIC data,

- in Romania, 105,000 building permits were issued, down 7% yoy, in 2022;
- in 1Q23, 21,000 building permits were issued, down 9% yoy.



#### **Risk factors**

- 1. Economic slowdown in Europe
- 2. Falling demand for new flats
- 3. Falling frequency of renovations
- 4. Qualified workforce shortage
- 5. Pressure on salaries
- 6. Volatile raw materials prices (of copper and zinc, in particular)
- 7. Unfavorable/ volatile FX rates (currency risk when PLN and CZK weaken against US\$ and EUR)
- 8. Lack of stability in the region
- 9. Temporary higher inventories
- 10. High interest rates

# **Catalysts**

- 1. Expansion in European markets
- 2. Strengthening position on the existing markets
- 3. Launching a new logistic center in the southern Europe
- 4. New products (expanding the product offer)
- 5. Favorable FX rates and raw materials prices
- 6. Acquisitions in attractive segments
- 7. Implementation of the adopted strategy F1R2

#### BASIC DEFINITIONS

A/R turnover (in days) = 365/(sales/average A/R))

Inventory turnover (in days) = 365/(COGS/average inventory))

A/P turnover (in days) = 365/(COGS/average A/P))

Current ratio = ((current assets - ST deferred assets)/current liabilities)

Quick ratio = ((current assets - ST deferred assets - inventory)/current liabilities)

Interest coverage = (pre-tax profit before extraordinary items + interest payable/interest payable)

Gross margin = gross profit on sales/sales

EBITDA margin = EBITDA/sales

EBIT margin = EBIT/sales

Pre-tax margin = pre-tax profit/sales

Net margin = net profit/sales

ROE = net profit/average equity

ROA = (net income + interest payable)/average assets

EV = market capitalization + interest bearing debt - cash and equivalents

EPS = net profit/ no. of shares outstanding

**CE** = net profit + depreciation

Dividend yield (gross) = pre-tax DPS/stock market price

Cash sales = accrual sales corrected for the change in A/R

Cash operating expenses = accrual operating expenses corrected for the changes in inventories and A/P, depreciation, cash taxes and changes in the deferred taxes

DM BOŚ S.A. generally values the covered non bank companies via two methods: comparative method and DCF method (discounted cash flows). The advantage of the former is the fact that it incorporates the current market assessment of the value of the company's peers. The weakness of the comparative method is the risk that the valuation benchmark may be mispriced. The advantage of the DCF method is its independence from the current market valuation of the comparable companies. The weakness of this method is its high sensitivity to undertaken assumptions, especially those related to the residual value calculation. Please note that we also resort to other valuation techniques (e.g. NAV-, DDM- or SOTP-based), should it prove appropriate in a given case

#### Banks

Net Interest Margin (NIM) = net interest income/average assets

Non interest income = fees&commissions + result on financial operations (trading gains) + FX gains Interest Spread = (interest income/average interest earning assets)/ (interest cost/average interest bearing liabilities) Cost/Income = (general costs + depreciation)/ (profit on banking activity + other net operating income)

ROE = net profit/average equity

ROA = net income/average assets

Non performing loans (NPL) = loans in 'basket 3' category

NPL coverrage ratio = loan loss provisions/NPL

Net provision charge = provisions created - provisions released

DM BOŚ S.A. generally values the covered banks via two methods: comparative method and fundamental target fair P/E and target fair P/BV multiples method. The advantage of the former is the fact that it incorporates the current market assessment of the value of the company's peers. The weakness of the comparative method is the risk that the valuation benchmark may be mispriced. The advantage of the fundamental target fair P/E and target fair P/BV multiples method is its independence of the current market valuation of the comparable companies. The weakness of this method is its high sensitivity to undertaken assumptions, especially those

related to the residual value calculation. Assumptions used in valuation can change, influencing thereby the level of the valuation. Among the most important assumptions are: GDP growth, forecasted level of inflation, changes in interest rates and currency prices, employment level and change in wages, demand on the analysed company products, raw material prices, competition, standing of the main customers and suppliers, legislation changes, etc. Changes in the environment of the analysed company are monitored by analysts involved in the preparation of the recommendation, estimated, incorporated in valuation and published in the recommendation whenever needed.

#### **KEY TO INVESTMENT RANKINGS**

This is a guide to expected price performance in absolute terms over the next 12 months:

Buy - fundamentally undervalued (upside to 12M EFV in excess of the cost of equity) + catalysts which should close the valuation gap identified;

Hold - either (i) fairly priced, or (ii) fundamentally undervalued/overvalued but lacks catalysts which could close the valuation gap;

Sell - fundamentally overvalued (12M EFV < current share price + 1-year cost of equity) + catalysts which should close the valuation gap identified.

This is a guide to expected relative price performance:

Overweight - expected to perform better than the benchmark (WIG) over the next quarter in relative terms Neutral - expected to perform in line with the benchmark (WIG) over the next quarter in relative terms Underweight - expected to perform worse than the benchmark (WIG) over the next quarter in relative terms

The recommendation tracker presents the performance of DM BOŚ S.A.'s recommendations. A recommendation expires on the day it is altered or on the day 12 months after its issuance, whichever comes first. Relative performance compares the rate of return on a given recommended stock in the period of the recommendation's validity (i.e. from the date of issuance to the date of alteration or – in case of maintained recommendations – from the date of issuance to the current date) in a relation to the rate of return on the benchmark in this time period. The WIG index constitutes the benchmark. For recommendations that expire by an alteration or are maintained, the ending values used to calculate their absolute and relative performance are: the stock closing price on the day the recommendation expires/ is maintained and the closing value of the benchmark on that date. For recommendations that expire via a passage of time, the ending values used to calculate their absolute and relative performance are: the average of the stock closing prices for the day the recommendation elapses and four directly preceding sessions and the average of the benchmark's closing values for the day the recommendation expires and four directly preceding sessions.

#### Distribution of DM BOS's current recommendations

	Buy	Hold	Sell	Suspended	Under revision	Not rated
Numbers	39	31	9	9	0	2
Percentage	43%	34%	10%	10%	0%	2%

# Distribution of DM BOS's current market relative recommended weightings

					-	
	Overweight	Neutral	Underweight	Suspended	Under revision	Not rated
Numbers	33	33	13	9	0	2
Percentage	37%	37%	14%	10%	0%	2%

Distribution of DM BOŚ's current recommendations for the companies which DM BOŚ has supplied with material investment services within the last 12 months

	Buy	Hold	Sell	Suspended	Under revision	Not rated
Numbers	6	6	1	1	0	2
Percentage	38%	38%	6%	6%	0%	13%

Distribution of DM BOS's current market relative recommended weightings for the companies which DM BOS has supplied with material investment services within the last 12 months

	Overweight	Neutral	Underweight	Suspended	Under revision	Not rated
Numbers	7	3	3	1	0	2
Percentage	44%	19%	19%	6%	0%	13%

	ndation tracker										
Analyst	Recommendation	n	Report date	Reiteration date	Distribution date	Expiry date	Performance	Relative performance	Price at issue/ reiteration*	EFV (12 months)	
Ferro								performance	TOROTORIO	(12 months)	
Sylwia Jaśkiewicz	Hold	-	21.07.2019	-	22.07.2019	04.12.2019	11%	20%	13.70	17.10	_
Sylwia Jaśkiewicz	-	$\rightarrow$		30.07.2019	31.07.2019	-	-		13.50	17.10	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	_	01.09.2019	02.09.2019	_	_	_	12.05	17.10	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	10.09.2019	11.09.2019	_	_	-	12.10	17.10	$\rightarrow$
Sylwia Jaśkiewicz	_	$\rightarrow$	_	15.09.2019	16.09.2019	_	_	_	12.65	17.10	$\rightarrow$
Sylwia Jaśkiewicz	_	$\rightarrow$	_	13.10.2019	14.10.2019	_	_	_	13.40	17.10	$\rightarrow$
Sylwia Jaśkiewicz	_	$\rightarrow$	_	24.10.2019	25.10.2019	_	_	_	13.00	17.10	$\rightarrow$
Sylwia Jaśkiewicz	_	$\rightarrow$	_	17.11.2019	18.11.2019	_	_	_	13.00	17.10	$\rightarrow$
Sylwia Jaśkiewicz	_	$\rightarrow$	_	18.11.2019	19.11.2019	_	_	_	13.00	17.10	$\rightarrow$
Sylwia Jaśkiewicz	Buy	$\overrightarrow{\uparrow}$	04.12.2019	10.11.2013	05.12.2019	28.01.2020	17%	15%	15.20	17.80	<b>↑</b>
Sylwia Jaśkiewicz	Duy	$\rightarrow$	04.12.2019	08.12.2019	09.12.2019	20.01.2020	17 /0	1370	15.00	17.80	$\rightarrow$
Sylwia Jaśkiewicz			-	09.01.2020	10.01.2020		_	-	16.30	17.80	
•	Hold	$\stackrel{ ightarrow}{\downarrow}$	28.01.2020	09.01.2020		22.07.2020	40/				$\rightarrow$
Sylwia Jaśkiewicz	пош		20.01.2020	04.00.0000	29.01.2020	22.07.2020	-4%	5%	17.80	18.50	
Sylwia Jaśkiewicz	-	$\rightarrow$	-	04.02.2020	05.02.2020	-	-	-	17.90	18.50	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	06.02.2020	07.02.2020	-	-	-	17.50	18.50	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	03.03.2020	04.03.2020	-	-	-	15.20	18.50	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	30.03.2020	31.03.2020	-	-	-	12.25	18.50	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	22.04.2020	23.04.2020	-	-	-	14.00	18.50	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	23.04.2020	24.04.2020	-	-	-	14.00	18.50	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	19.05.2020	20.05.2020	-	-	-	13.65	18.50	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	15.06.2020	16.06.2020	-	-	-	16.60	18.50	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	13.07.2020	14.07.2020	-	-	-	17.90	18.50	$\rightarrow$
Sylwia Jaśkiewicz	Buy	<b>↑</b>	22.07.2020	-	23.07.2020	16.04.2021	75%	51%	17.00	20.30	<b>↑</b>
Sylwia Jaśkiewicz	-	$\rightarrow$	-	01.09.2020	02.09.2020	-	-	-	18.60	20.30	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	17.09.2020	18.09.2020	-	-	-	18.90	20.30	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	29.09.2020	30.09.2020	-	-	-	18.70	19.90	$\downarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	08.10.2020	09.10.2020	-	-	-	19.00	19.90	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	03.11.2020	04.11.2020	-	-	-	17.30	22.00	1
Sylwia Jaśkiewicz	-	$\rightarrow$	_	08.11.2020	09.11.2020	-	-	_	17.25	22.00	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	_	19.11.2020	20.11.2020	_	_	_	18.40	23.40	<b>↑</b>
Sylwia Jaśkiewicz	_	$\rightarrow$	_	26.11.2020	27.11.2020	_	_	_	20.00	23.40	$\rightarrow$
Sylwia Jaśkiewicz	_	$\rightarrow$	_	06.12.2020	07.12.2020	_	_	_	24.80	25.70	Ť
Sylwia Jaśkiewicz		$\rightarrow$	_	05.01.2021	05.01.2021				25.50	25.70	$\rightarrow$
Sylwia Jaśkiewicz		$\rightarrow$		28.01.2021	29.01.2021				26.50	25.70	$\rightarrow$
Sylwia Jaśkiewicz	-		-	09.02.2021	10.02.2021	_	-	-	25.70	30.80	<b>↑</b>
•	-	$\rightarrow$				-	-	-			
Sylwia Jaśkiewicz	-	$\rightarrow$	-	28.02.2021	01.03.2021	-	-	-	26.10	30.80	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	31.03.2021	01.04.2021	-	-	-	27.00	30.80	$\rightarrow$
Sylwia Jaśkiewicz	Buy	$\rightarrow$	16.04.2021	-	16.04.2021	14.04.2022	16%	9%	29.30	30.80	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	10.05.2021	11.05.2021	-	-	-	29.80	34.10	1
Sylwia Jaśkiewicz	-	$\rightarrow$	-	27.05.2021	28.05.2021	-	-	-	32.50	34.10	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	30.05.2021	31.05.2021	-	-	-	33.00	34.10	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	09.07.2021	09.07.2021	-	-	-	35.30	34.10	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	12.08.2021	13.08.2021	-	-	-	38.00	41.70	<b>↑</b>
Sylwia Jaśkiewicz	-	$\rightarrow$	-	31.08.2021	31.08.2021	-	-	-	40.50	41.70	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	30.09.2021	01.10.2021	-	-	-	35.60	41.70	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	07.10.2021	07.10.2021	-	-	-	38.90	41.70	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	02.11.2021	03.11.2021	-	-	-	37.50	41.70	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	04.11.2021	04.11.2021	-	-	-	37.20	41.70	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	29.11.2021	30.11.2021	-	-	-	34.60	41.70	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	05.12.2021	06.12.2021	-	-	-	33.00	39.60	$\downarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	16.01.2022	17.01.2022	-	-	-	34.80	39.60	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	01.02.2022	02.02.2022	-	-	-	32.00	39.60	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	07.02.2022	07.02.2022	-	-	-	32.50	39.60	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	28.02.2022	28.02.2022	-	-	-	29.00	39.60	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	30.03.2022	31.03.2022	-	-	-	30.90	39.60	$\rightarrow$
Sylwia Jaśkiewicz	Buy	$\rightarrow$	14.04.2022	-	14.04.2022	03.10.2022	-21%	9%	31.70	39.60	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	20.04.2022	21.04.2022	-	-	=	31.30	37.10	$\downarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	25.05.2022	26.05.2022	-	-	-	27.20	37.10	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	26.05.2022	26.05.2022	-	-	-	28.20	37.10	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	15.07.2022	15.07.2022	_	_	-	25.50	37.10	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	_	24.07.2022	25.07.2022	_	_	-	24.30	37.10	$\stackrel{'}{\rightarrow}$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	16.08.2022	16.08.2022	-	-	-	26.60	37.10	$\rightarrow$
Sylwia Jaśkiewicz	_	$\rightarrow$ $\rightarrow$	-	02.09.2022	02.09.2022	-	-	-	25.20	37.10	$\rightarrow$ $\rightarrow$
•	-		-	20.09.2022	21.09.2022	-	-	-	25.20 25.50	37.10 37.10	
Sylwia Jaśkiewicz Sylwia Jaśkiewicz	-	$\rightarrow$	-	26.09.2022	27.09.2022	-	-	-	25.50	37.10 37.10	$\rightarrow$
	- Llaid	$\stackrel{ ightarrow}{\downarrow}$		20.09.2022		Not later them	-	100/			$\stackrel{ ightarrow}{\downarrow}$
Sylwia Jaśkiewicz	Hold	*	03.10.2022	-	04.10.2022	Not later than 03.10.2023	28%	-18%	23.50	28.70	*
Sylwia Jaśkiewicz	_	_`		07.10.2022	07.10.2022	03.10.2023	_		23.30	28.70	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$ $\rightarrow$	-	28.10.2022	28.10.2022	-	-	-	22.80	28.70	$\rightarrow$ $\rightarrow$
Sylwia Jaśkiewicz	-		-	20.10.2022		-	-	-	24.00		$\rightarrow$ $\rightarrow$
	-	$\rightarrow$	-		21.11.2022	-	-	-		28.70	
Sylwia Jaśkiewicz	-	$\rightarrow$	-	01.12.2022	02.12.2022	-	-	-	22.60	28.70	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	04.12.2022	05.12.2022	-	-	-	23.00	28.70	$\rightarrow$
	-	$\rightarrow$	-	13.01.2023	13.01.2023	-	-	-	23.50	28.70	$\rightarrow$
Sylwia Jaśkiewicz	-	$\rightarrow$	-	03.02.2023	03.02.2023	-	-	-	25.00	28.70	$\rightarrow$
Sylwia Jaśkiewicz		$\rightarrow$	-	16.02.2023	17.02.2023	-	-	-	24.50	28.70	$\rightarrow$
Sylwia Jaśkiewicz Sylwia Jaśkiewicz	-			10.00.0000	10.03.2023	_	_	_	24.10	28.70	$\rightarrow$
Sylwia Jaśkiewicz Sylwia Jaśkiewicz Sylwia Jaśkiewicz	-	$\rightarrow$	-	10.03.2023							
Sylwia Jaśkiewicz Sylwia Jaśkiewicz	- - -	$\overset{\rightarrow}{\rightarrow}$	-	30.03.2023	31.03.2023	-	-	-	25.50	28.70	$\rightarrow$
Sylwia Jaśkiewicz Sylwia Jaśkiewicz Sylwia Jaśkiewicz	- - -		-			-	-	-			$\overset{\rightarrow}{\rightarrow}$
Sylwia Jaśkiewicz Sylwia Jaśkiewicz Sylwia Jaśkiewicz Sylwia Jaśkiewicz	- - - -	$\rightarrow$		30.03.2023	31.03.2023	-	- - -	-	25.50	28.70	
Sylwia Jaśkiewicz Sylwia Jaśkiewicz Sylwia Jaśkiewicz Sylwia Jaśkiewicz Sylwia Jaśkiewicz	- - - - -	$\overset{\rightarrow}{\rightarrow}$		30.03.2023 13.04.2023	31.03.2023 13.04.2023	- - -	- - -	- - -	25.50 26.70	28.70 28.70	$\rightarrow$
Sylwia Jaśkiewicz Sylwia Jaśkiewicz Sylwia Jaśkiewicz Sylwia Jaśkiewicz Sylwia Jaśkiewicz Sylwia Jaśkiewicz	- - - - -	$\begin{array}{c} \rightarrow \\ \rightarrow \\ \rightarrow \end{array}$		30.03.2023 13.04.2023 28.04.2023	31.03.2023 13.04.2023 28.04.2023	- - - -	- - - -	- - - -	25.50 26.70 27.40	28.70 28.70 28.70	$\overset{\rightarrow}{\rightarrow}$
Sylwia Jaśkiewicz Sylwia Jaśkiewicz Sylwia Jaśkiewicz Sylwia Jaśkiewicz Sylwia Jaśkiewicz Sylwia Jaśkiewicz Sylwia Jaśkiewicz		$\begin{array}{c} \rightarrow \\ \rightarrow \\ \rightarrow \\ \rightarrow \\ \rightarrow \end{array}$		30.03.2023 13.04.2023 28.04.2023 29.05.2023	31.03.2023 13.04.2023 28.04.2023 29.05.2023	- - - -	- - - -	- - - -	25.50 26.70 27.40 30.50	28.70 28.70 28.70 28.70	$\begin{array}{c} \rightarrow \\ \rightarrow \\ \rightarrow \end{array}$

<sup>\*</sup>prices at issue/reiteration are the closing prices at the report or reiteration date

Analyst	Relative Recommendation	1	Report date	Reiteration date	Distribution date	Expiry date	Price at issue/ reiteration*	Relative performance
Ferro	N		04.07.0040		00.07.0040	10.11.0010	10.70	20/
Sylwia Jaśkiewicz	Neutral	_	21.07.2019	20.07.0010	22.07.2019	18.11.2019	13.70 13.50	-2%
Sylwia Jaśkiewicz	-	$\rightarrow$ $\rightarrow$	-	30.07.2019 01.09.2019	31.07.2019	-		-
Sylwia Jaśkiewicz Sylwia Jaśkiewicz	-	$\rightarrow$ $\rightarrow$	-	10.09.2019	02.09.2019 11.09.2019	-	12.05 12.10	-
Sylwia Jaśkiewicz	-	$\rightarrow$	-	15.09.2019	16.09.2019	-	12.65	-
Sylwia Jaśkiewicz	_	$\rightarrow$	_	13.10.2019	14.10.2019	_	13.40	
Sylwia Jaśkiewicz	_	$\stackrel{'}{\rightarrow}$	_	24.10.2019	25.10.2019		13.00	_
Sylwia Jaśkiewicz	_	$\rightarrow$	_	17.11.2019	18.11.2019		13.00	_
Sylwia Jaśkiewicz	Overweight	Ť	18.11.2019	-	19.11.2019	28.01.2020	13.00	41%
Sylwia Jaśkiewicz	-	$\rightarrow$	-	04.12.2019	05.12.2019	-	15.20	
Sylwia Jaśkiewicz	-	$\rightarrow$	_	08.12.2019	09.12.2019	-	15.00	_
Sylwia Jaśkiewicz	_	$\rightarrow$	_	09.01.2020	10.01.2020	_	16.30	_
Sylwia Jaśkiewicz	Neutral	<u> </u>	28.01.2020	-	29.01.2020	23.04.2020	17.80	-1%
Sylwia Jaśkiewicz	-	$\rightarrow$	-	04.02.2020	05.02.2020	-	17.90	-
Sylwia Jaśkiewicz	-	$\rightarrow$	_	06.02.2020	07.02.2020	-	17.50	_
Sylwia Jaśkiewicz	-	$\rightarrow$	-	03.03.2020	04.03.2020	-	15.20	-
Sylwia Jaśkiewicz	-	$\rightarrow$	-	30.03.2020	31.03.2020	-	12.25	-
Sylwia Jaśkiewicz	-	$\rightarrow$	-	22.04.2020	23.04.2020	-	14.00	-
Sylwia Jaśkiewicz	Overweight	<b>↑</b>	23.04.2020	-	24.04.2020	16.04.2021	14.00	60%
Sylwia Jaśkiewicz	-	$\rightarrow$	-	19.05.2020	20.05.2020	-	13.65	-
Sylwia Jaśkiewicz	-	$\rightarrow$	-	15.06.2020	16.06.2020	-	16.60	-
Sylwia Jaśkiewicz	-	$\rightarrow$	-	13.07.2020	14.07.2020	-	17.90	-
Sylwia Jaśkiewicz	-	$\rightarrow$	-	22.07.2020	23.07.2020	-	17.00	-
Sylwia Jaśkiewicz	-	$\rightarrow$	-	01.09.2020	02.09.2020	-	18.60	-
Sylwia Jaśkiewicz	-	$\rightarrow$	-	17.09.2020	18.09.2020	-	18.90	-
Sylwia Jaśkiewicz	-	$\rightarrow$	-	29.09.2020	30.09.2020	-	18.70	-
Sylwia Jaśkiewicz	-	$\rightarrow$	-	08.10.2020	09.10.2020	-	19.00	-
Sylwia Jaśkiewicz	-	$\rightarrow$	-	03.11.2020	04.11.2020	-	17.30	-
Sylwia Jaśkiewicz	-	$\rightarrow$	_	08.11.2020	09.11.2020	-	17.25	-
Sylwia Jaśkiewicz	-	$\rightarrow$	_	19.11.2020	20.11.2020	-	18.40	-
Sylwia Jaśkiewicz	-	$\rightarrow$	_	26.11.2020	27.11.2020	-	20.00	-
Sylwia Jaśkiewicz	_	$\rightarrow$	_	06.12.2020	07.12.2020	_	24.80	_
Sylwia Jaśkiewicz	_	$\rightarrow$	-	05.01.2021	05.01.2021	_	25.50	_
Sylwia Jaśkiewicz	_	$\rightarrow$	-	28.01.2021	29.01.2021	_	26.50	_
Sylwia Jaśkiewicz	_	$\rightarrow$	_	09.02.2021	10.02.2021	_	25.70	_
Sylwia Jaśkiewicz	_	$\rightarrow$	_	28.02.2021	01.03.2021	_	26.10	_
Sylwia Jaśkiewicz	_	$\rightarrow$	_	31.03.2021	01.04.2021	_	27.00	_
Sylwia Jaśkiewicz	Overweight	$\stackrel{'}{\rightarrow}$	16.04.2021	01.00.2021	16.04.2021	05.12.2021	29.30	7%
Sylwia Jaśkiewicz	- Overweight	$\stackrel{'}{\rightarrow}$	10.04.2021	10.05.2021	11.05.2021	00.12.2021	29.80	7 70
Sylwia Jaśkiewicz	_	$\stackrel{'}{\rightarrow}$	_	27.05.2021	28.05.2021	_	32.50	_
Sylwia Jaśkiewicz	_	$\rightarrow$	_	30.05.2021	31.05.2021		33.00	
Sylwia Jaśkiewicz	_	$\stackrel{'}{\rightarrow}$	_	09.07.2021	09.07.2021	_	35.30	_
Sylwia Jaśkiewicz	_	$\rightarrow$	_	12.08.2021	13.08.2021	_	38.00	_
Sylwia Jaśkiewicz		$\rightarrow$		31.08.2021	31.08.2021		40.50	
Sylwia Jaśkiewicz	-	$\rightarrow$		30.09.2021	01.10.2021		35.60	
Sylwia Jaśkiewicz	-	$\rightarrow$		07.10.2021	07.10.2021		38.90	
Sylwia Jaśkiewicz	_	$\rightarrow$	_	02.11.2021	03.11.2021		37.50	
Sylwia Jaśkiewicz	_	$\stackrel{'}{\rightarrow}$	_	04.11.2021	04.11.2021		37.20	
Sylwia Jaśkiewicz	_	$\rightarrow$	_	29.11.2021	30.11.2021	_	34.60	_
Sylwia Jaśkiewicz	Neutral	Ý	05.12.2021	-	06.12.2021	03.10.2022	33.00	11%
Sylwia Jaśkiewicz	- Ivouliai	$\rightarrow$	03.12.2021	16.01.2022	17.01.2022	00.10.2022	34.80	1170
Sylwia Jaśkiewicz	_	$\rightarrow$	_	01.02.2022	02.02.2022		32.00	
Sylwia Jaśkiewicz	_	$\stackrel{'}{\rightarrow}$	_	07.02.2022	07.02.2022	_	32.50	_
Sylwia Jaśkiewicz	_	$\stackrel{'}{\rightarrow}$	_	28.02.2022	28.02.2022	_	29.00	_
Sylwia Jaśkiewicz	_	$\stackrel{'}{\rightarrow}$	_	30.03.2022	31.03.2022	_	30.90	_
Sylwia Jaśkiewicz	_	$\stackrel{'}{\rightarrow}$	_	14.04.2022	14.04.2022	_	31.70	_
Sylwia Jaśkiewicz	_	$\rightarrow$	_	20.04.2022	21.04.2022	_	31.30	_
Sylwia Jaśkiewicz	-	$\rightarrow$	-	25.05.2022	26.05.2022	-	27.20	-
Sylwia Jaśkiewicz	-	$\rightarrow$	_	26.05.2022	26.05.2022	- -	28.20	-
Sylwia Jaśkiewicz	-	$\rightarrow$	-	15.07.2022	15.07.2022	-	25.50	-
Sylwia Jaśkiewicz	-	$\rightarrow$	-	24.07.2022	25.07.2022	-	24.30	-
Sylwia Jaśkiewicz	_	$\rightarrow$	_	16.08.2022	16.08.2022	_	26.60	_
Sylwia Jaśkiewicz	· · · · · · · · · · · · · · · · · · ·	$\rightarrow$	-	02.09.2022	02.09.2022	-	25.20	-
Sylwia Jaśkiewicz	· · · · · · · · · · · · · · · · · · ·	$\rightarrow$ $\rightarrow$	- -	20.09.2022	21.09.2022	-	25.50	-
Sylwia Jaśkiewicz		$\rightarrow$		26.09.2022	27.09.2022		23.10	
Sylwia Jaśkiewicz	Underweight		03.10.2022	20.03.2022	04.10.2022	20.11.2022	23.50	-14%
Sylwia Jaśkiewicz	Officerweight	$\rightarrow$	03.10.2022	07.10.2022	07.10.2022	20.11.2022	23.30	-14/0
Sylwia Jaśkiewicz		$\rightarrow$					22.80	
Sylwia Jaśkiewicz	Neutral	$\stackrel{\rightarrow}{\uparrow}$	20.11.2022	28.10.2022	28.10.2022 21.11.2022	16.02.2023	24.00	-8%
Sylwia Jaśkiewicz	inculial		20.11.2022	01.12.2022		10.02.2023	22.60	-0%
•	-	$\rightarrow$	-		02.12.2022	-		-
Sylwia Jaśkiewicz Sylwia Jaśkiewicz	-	$\rightarrow$	-	04.12.2022 13.01.2023	05.12.2022 13.01.2023	-	23.00 23.50	-
Sylwia Jaśkiewicz	_	$\rightarrow$	-	03.02.2023	03.02.2023	-	25.00	-
•	- Undonusiaht	$\stackrel{ ightarrow}{\downarrow}$	16.02.2023	U3.UZ.ZUZ3		Not later than 16.02.2024		3%
Sylwia Jaśkiewicz	Underweight		10.02.2023	10.03.2023	17.02.2023 10.03.2023	1401 Iator (IIdII 10.UZ.ZUZ4	24.50	3%
Sylwia Jaśkiewicz	-	$\rightarrow$	-			-	24.10	-
Sylwia Jaśkiewicz	-	$\rightarrow$	-	30.03.2023	31.03.2023	-	25.50	-
Sylwia Jaśkiewicz	-	$\rightarrow$	-	13.04.2023	13.04.2023	-	26.70	-
Sylwia Jaśkiewicz	-	$\rightarrow$	-	28.04.2023	28.04.2023	-	27.40	-
Sylwia Jaśkiewicz	-	$\rightarrow$	-	29.05.2023	29.05.2023	-	30.50	-
Sylwia Jaśkiewicz	-	$\rightarrow$	-	29.05.2023	29.05.2023	-	30.50	-
Sylwia Jaśkiewicz	-	$\rightarrow$	-	14.07.2023	14.07.2023	-	30.90	-
Sylwia Jaśkiewicz		$\rightarrow$	_	31.07.2023	01.08.2023	_	30.00	_

<sup>\*</sup> prices at issue/reiteration are the closing prices at the report or reiteration date

This report has been prepared by Dom Maklerski Banku Ochrony Środowiska SA registered in Warsaw (hereinafter referred to as DM BOŚ SA) and commissioned by the Warsaw Stock Exchange SA (hereinafter referred to as WSE SA) pursuant to the agreement on the research report preparation between DM BOŚ SA and WSE SA within the framework of the Analytical Coverage Support Program. 4.0 described on the WSE SA website: https://www.gpw.pl/gpwpa (hereinafter referred to as the Agreement). DM BOŚ SA will receive a remuneration for the research report in accordance with the Agreement.

The production of the report was completed on August 1, 2023 at 7.30 a.m. The report was distributed on August 1, 2023 at 7.40 a.m.

The report is an investment research within the meaning of Commission Delegated Regulation (EU) 2017/565 of 25 April 2016 supplementing Directive 2014/65/EU of the European Parliament and of the Council as regards organizational requirements and operating conditions for investment firms and defined terms for the purposes of that Directive.

This report constitutes a recommendation within the meaning of Commission Delegated Regulation (EU) 2016/958 of 9 March 2016 supplementing Regulation (EU) No 596/2014 of the European Parliament and of the Council with regard to regulatory technical standards for the technical arrangements for objective presentation of investment recommendations or other information recommending or suggesting an investment strategy and for disclosure of particular interests or indications of conflicts of interest. This report is for information purposes only.

This report constitutes neither investment advice nor provides investment service as referred to in Article 76 of the Act on Financial Instruments Trading as of 29 July 2005 (Journal of Laws, 2018, Item 2286 as amended), hereinafter referred to as the Act on Trading; it does not constitute any legal or tax advice, neither does it constitute an indication whether an investment is suitable or appropriate in an individual situation of an investor. In particular this report is not a personal recommendation based on any individual needs or situation of any investor. DM BOŚ SA informs that the investment advice services exclusively consist in the preparation of a personal recommendation based on individual needs and situation of a given client and transferring it to them. To receive this type of a recommendation an agreement on providing investment advice services must be signed with an investments company offering these services.

Neither the information nor the opinions expressed in the report constitute a solicitation or an offer to buy or sell any securities referred herein. The opinions expressed in the report reflect independent, current judgment of DM BOŚ SA.

This report was prepared with due diligence and scrutiny. The information used in the report is based on all public sources such as press and branch publications, company's financial statements, current and periodic reports, as well as meetings and telephone conversations with company's representatives prior to the date of report's release. We believe the above mentioned sources of information to be reliable, however we do not guarantee their accuracy and completeness. All estimates and opinions included herein represent our judgment as of the date of the issue. All opinions, forecasts, calculations and estimates herein constitute the author's subjective assessment as of the date of the issue and can be modified at any time without prior notice. DM BOŚ SA informs that this report will be updated in the manner as referred to in the Agreement, at least once a year.

DM BOŚ SA is an investment firm within the meaning of the Act on Financial Instruments Trading. The legal entity supervising DM BOŚ SA is Polish Financial Supervision Authority in Warsaw (Komisja Nadzoru Finansowego, KNF in Polish abbreviation).

DM BOŚ SA, its management and supervisory bodies and employees do not take any responsibility for decisions taken on the basis of this report and opinions stated herein. Investors bear all responsibility for investment decisions taken on the basis of the contents of this report. The report is intended solely for private use of investors.

Copyrights to this report belong to the WSE. The rules for use of this report have been specified in the Agreement. This report mustn't be redistributed, reproduced or conveyed in any manner or form conflicting with the rules defined in the Agreement.

This report is made available on the day of its issue in the public domain on the website https://bossa.pl/analizy-i-informacje/wsparcie-pokrycia-analitycznego-gpw#ferro

DM BOŚ SA is entitled to conveying or translation of the report into foreign languages on behalf of their clients and this shall not be sooner than making the report available on its website https://bossa.pl/analizy-i-informacje/wsparcie-pokrycia-analitycznego-gpw#ferro.

DM BOŚ SA follows internal regulations for handling of conflicts of interest which include in particular internal organizational and administration arrangements as well as information barriers established for prevention and avoidance of conflicts of interest related to recommendations. A special organizational arrangement that constitutes an information barrier is so called Chinese walls prohibiting an uncontrolled flow of information among particular organizational units or employees of DM BOŚ SA. Where justified, DM BOŚ SA can create Chinese walls upon the realization of a particular project. Potential conflicts of interests referring to a specific recommendation which is made available to the public or to a wide range of persons are disclosed either in the recommendation or in the document attached. The person(s) preparing this report receive(s) variable compensation indirectly based upon the financial results of DM BOŚ SA which in turn depend – among other factors – on the result on the brokerage activity.

DM BOŚ SA has not held any long or short position net exceeding 0.5% of the issuer's basic capital in total with respect to the company/companies indicated.

Apart from the mentioned above cases, there are neither ties of any kind between DM BOŚ SA, the analyst/ analysts involved in the preparation of the report and the issuer(s) of securities as referred to in the report nor circumstances that can justifiably be expected to have a negative impact on objectivity of the recommendation with regard to interests or conflicts of interests on their part or on the part of any natural person or legal entity which pertains to the financial instrument or the issuer.

The report was not shown to the analyzed company before the distribution of the report.

#### Stockbrokers

Piotr Kalbarczyk tel.: +48 (22) 504 32 43 p.kalbarczyk@bossa.pl

#### Research

Sobiesław Pająk, CFA (Equity strategy, TMT)

Sylwia Jaśkiewicz, CFA (Construction materials, Consumer discretionary, Health care & biotechnology)

Tomasz Rodak, CFA (Consumer discretionary, Video games)

Łukasz Prokopiuk, CFA (Chemicals, Mining, Oil & gas)

Michał Sobolewski, CFA, FRM (Financials)

Jakub Viscardi

(Telco, Consumer staples & discretionary, IT – hardware distribution, Utilities)

Maciej Wewiórski

(Residential construction, Construction, Real estate)

> Mikołaj Stępień Junior Analyst

> > Michał Zamel Associate

Copyright © 2023 by DM BOŚ S.A.

Dom Maklerski Banku Ochrony Środowiska Spółka Akcyjna ul. Marszałkowska 78/80 00-517 Warszawa www.bossa.pl Information: (+48) 0 801 104 104