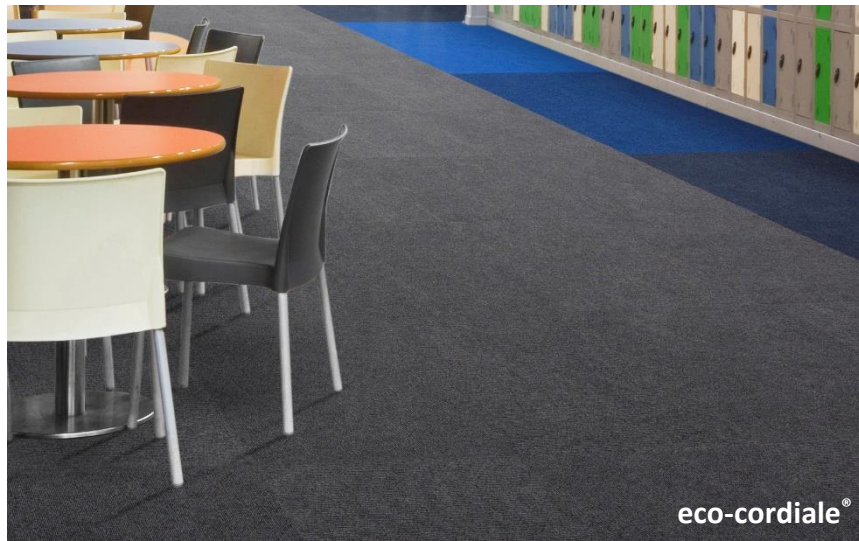


ΔIREΔ plc



**Full year
2024 results**

27 March 2025

Introduction to the Group



UK design-led specialist flooring company, supplying UK and international markets



Focused on the manufacture, design, marketing, and distribution of innovative floor coverings



Listed on AIM, the name Airea was adopted in 2007



Designing and developing products combining the strength of in-house innovation and manufacturing expertise



Based at Ossett, West Yorkshire with 120 employees



Development of eco-friendly products based on Group's sustainability principles, **eco2matters®**



Experienced Board of Directors



Martin Toogood
Independent Non-Executive
Chairman

Martin joined the Group as an independent Non-Executive Director on 1 April 2009 and was appointed independent Non-Executive Chairman on 6 November 2009.

Martin has considerable experience at executive and non-executive level, most recently with ILVA in Scandinavia, B&Q in the UK, Carpetright in the UK and Europe and Habitat in the UK and internationally.



Médéric Payne
Chief Executive Officer

Médéric joined the Group on 25 August 2022 as Chief Executive Officer from Al-Futtaim Group based in the Middle East. He has held several key international executive roles, notably within Landmark Group as CEO for Homecentre and at Kingfisher plc as CEO for Castorama RU.

In his recent role as CEO, he focused on the growth, digital transformation and turnaround of several well-known brands within his retail portfolio in the MENA region.



Conleth Campbell
Chief Financial Officer

Conleth joined the Group on 2 October 2023 as Chief Financial Officer. He has more than 25 years of experience in public company environments. He has strong expertise in Capital Markets including M&A and Investor Relations.

Conleth was previously Group Financial Controller at Genuit Group plc and Head of Investor Relations at Croda International plc. He is a Chartered Accountant (ICAEW) and began his career at Mazars.



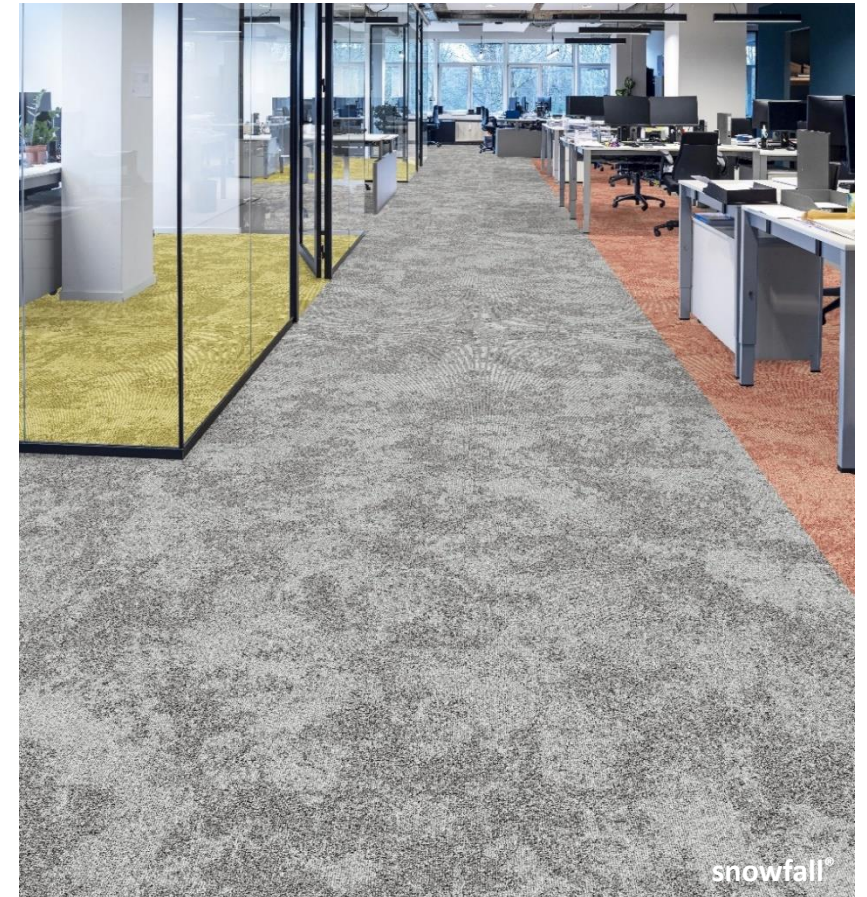
Tanya Ashton
Independent Non-Executive
Director

Tanya joined the Group on 10 May 2023 as an independent Non-Executive Director, with over 20 years' experience in strategic marketing and brand development roles.

Tanya currently acts as Head of Sustainability at Walgreens Boots Alliance Global Sourcing, Europe. She also holds a Non-Executive Director position and acts as a sustainability subject matter expert at AIM-listed M.P. Evans Group plc, and is a Board member and Director of The Sustainability Consortium.

Key highlights

- Strong second half with sales growth of 6%, full year growth of 0.6%
- Business transformation nearing completion
- New upgraded manufacturing facility online third quarter 2025
- Main objective of strengthening balance sheet achieved
- Enhanced Group capabilities and market profile
- Sustainability principles, **eco₂matters®**, fully embedded
- Successful launch of additional carbon-neutral products
- Proposed final dividend of 0.60p, an increase of 9.1%



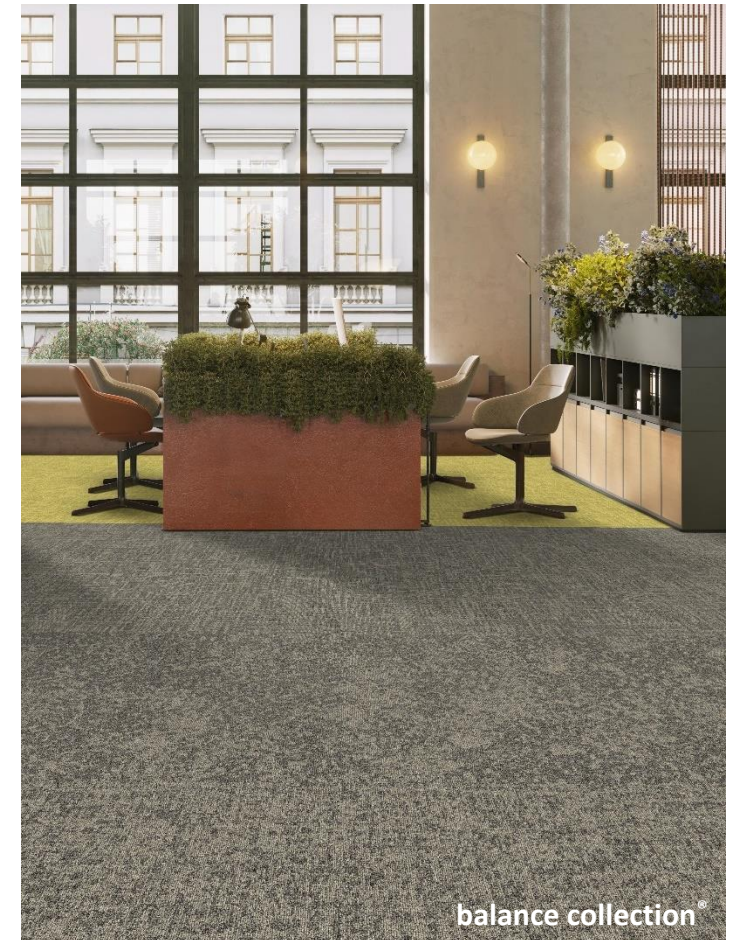
Business
transformation
update

Médéric Payne
CEO



Transformational change on course

- Excellent progress on the strategic investment in manufacturing facility upgrade
 - Substantial increase in capacity and quality capabilities
 - Introducing innovation through Artificial Intelligence imagery and inspection technology
 - Increase production throughput and improve operational efficiencies
 - Further strengthening of Group's sustainability credentials
- Business transformation nearing completion with enhanced capabilities
- Upskilling our people across the business
- Good progress by our **OneTeam** delivering the Group's strategic intent based on the key objectives of;
 - Grow
 - Renew
 - Evolve



Investing in 2024 for future growth

- Phase one of strategic investment to deliver substantial increase in manufacturing capabilities
- Acceleration in innovation and sustainability
 - Increase in number of new product launches driven by **eco₂matters®**
 - Launch of two new products, snowfall® and standing stones®
 - Refresh of four existing ranges, alaska®, academy®, tivoli® and balance collection®
- Investment in intellectual property protection
- New strategic sales showroom located in a key business hub in Dubai to serve the GCC, MEA regions and India
- Continued operational improvement and accreditation in ISO 14001 and ISO 9001
- Strategic review and successful implementation of stockholding policy, £2.8m stock reduction in second half



National recognition for transformational progress

AIREA plc

- Successful transformation of the business is being recognised
- Strategic, commercial and sustainability progress commended
- Winner of Manufacturer of the Year (under £25m) at the Made in Yorkshire awards
- Represent the region in the Made in the UK national awards in June 2025



insider **MADE IN**
YORKSHIRE
WINNER 2025

“The judges commended Burmatex’s® growing global presence and its ability to innovate in a competitive marketplace”

Financial overview

Conleth Campbell
CFO



Financial highlights

Group revenue

£21.2m

(2023: £21.1m)

Underlying operating profit

£1.6m

(2023: £1.8m)

Operating profit before valuation gain

£0.7m

(2023: £1.8m)

Cash and cash equivalents

£2.1m

(2023: £5.8m)

Net cash

£0.7m

(2023: £3.4m)

Full-year dividend

0.60p

(2023: 0.55p)

A strong second half performance

£m	2024	2023	% Change
Sales	21.2	21.1	0.6
Operating costs	(20.0)	(19.8)	1.0
Other operating income	0.4	0.5	(20.0)
Underlying operating profit	1.6	1.8	(11.1)
Non-recurring items	(0.9)	-	-
Operating profit	0.7	1.8	(61.1)
Net finance costs	(0.6)	(0.4)	50.0
Profit before tax	0.1	1.4	(92.9)

- Strong half growth sales growth of 6.0%;
 - UK and ROI 4.5% ahead
 - International up 11.8%
- Full year sales growth of 0.6%;
 - UK and ROI 2.4% ahead
 - International down 5.7%
- Operating profit impacted by non-recurring items of £0.9m;
 - Stock reduction costs of £0.6m
 - Legal and professional costs of £0.2m
 - Offsite site storage costs of £0.1m
 - Dubai sales showroom costs of £0.2m
 - Other costs of £0.2m
 - Depreciation credit of £0.4m
- Net finance costs increased due to pension scheme administrative matters and interest on the net defined benefit liability

Investment continued, balance sheet strengthening initiatives

£'000	2024	2023	
EBITDA	1,115	2,550	
Working capital	(957)	(186)	• Capital expenditure increased due to strategic investment in manufacturing facility
Net capital expenditure	(2,212)	(1,166)	
Operating cash flow	(2,054)	1,198	• Working capital increase, deposits of £1.0m for key components of new manufacturing facility
Interest and taxation	(80)	(105)	• Reduced inventory levels following strategic review
Contributions to pension scheme	(300)	-	• Coronavirus Business Interruption Loan of £0.9m fully settled
Dividends	(212)	(193)	• Contributions to pension scheme recommenced in July 2024
Loan repayments	(1,615)	(734)	
Payment of lease liabilities	(209)	(156)	• Proposed dividend of 0.60p, an increase of 9.1%
Proceeds from asset financing	661	-	
Movement in provisions	-	(77)	
Share-based payments	167	150	
Other	(53)	(87)	
Net cash flow	(3,695)	(4)	

Financing

£m	2024	2023
Cash and cash equivalents	2.1	5.8
Coronavirus Business Interruption Loan	-	(1.4)
Business loans	(0.9)	(0.5)
Leased liabilities	(0.5)	(0.5)
Net cash	0.7	3.4

- Outstanding CBILS balance of £0.9m fully settled in December 2024
- Business loan of £0.7m taken in November 2024, repayable over three years
- Short-term funding secured in form of a trade finance facility to value of £3.2m, unutilised as at 31 December 2024
- Uncommitted overdraft facility of £1.0m
- Investment property currently being marketed, carrying value of £4.1m
- Deficit on pension scheme reduced by £1.0m to £4.0m

Business
overview and
strategy

Médéric Payne
CEO



An introduction to our market leading brand

AIREA plc

Burmatex®

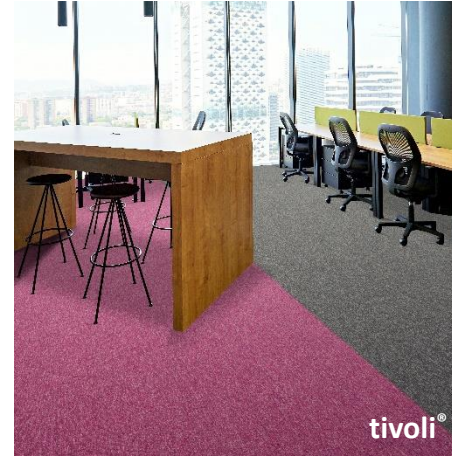
MANUFACTURERS OF CREATIVE FLOORING 

- one of the UK's leading designers and manufacturers of innovative contract carpet tiles and planks

British-made flooring solutions to create sustainable value globally

Eco-friendly portfolio focusing on the design and creation of innovative products

Serving key markets in Europe and the Middle East



Product ranges span multi-level loop, loop pile, structure bonded®, fibre bonded, cut pile and carpets in sheet and tiles, as well as performance barrier system and entrance matting products

ISO 9001 Quality Management and ISO 14001 Environmental Management systems

Broad customer base including architects, specifiers and contractors



Sustainability principles - embedded across our business



We are committed to helping deliver a sustainable future because we believe that what we do matters. To help us deliver on this commitment, we have developed **eco2matters**, our sustainability principles.

Our Sustainability Principles	Carbon Neutral Products	carbon negative recycled yarn	BioBase [®] backing	carbon neutral
	Positive Environmental Impact	100% certified renewable	ZERO landfill	take back service
	Our Responsible Actions	social values & wellbeing	NET ZERO journey to net zero	independently 3rd party verified

We value our people, our customers, and our partners. This drives our approach to social values and well-being.

Increased focus on innovation and sustainability

Aligned to our **eco₂matters®** sustainability principles focused approach on product quality, design, innovation and sustainability to meet customer demand and deliver commercial success

In the carbon-neutral range, launched **snowfall®** and **standing stones®** and refreshed **balance collection®**.
In **low-carbon** range, refreshed **alaska®**, **academy®** and **tivoli®**



Products **independently verified** by **sustainability experts** to enable customers to quantify positive **carbon footprint** impact of projects



World's first **carbon-negative** recycled yarn - Thrive® matter, **EgoBalance®** 100% **recycled bio-genetic yarn** and **BioBase® recycled** backing



Product shade cards now **eco-laminate**, an industry first along with **100% recyclable card**



Reduced embodied carbon in products by 36%, equivalent to 1,800 petrol cars taken off the road for one year



Continuously refreshing and improving existing ranges to **protect and enhance our strong market position**



Regional recognition for sustainability credentials

- Driven by its sustainability principles, **eco₂matters®**, the Group has received a regional recognition
- We are delighted to announce our success as business of the year at the recent *2025 Yorkshire Business of the Year Awards* in the Sustainability category
- ‘One to watch..a good balance of price, performance and sustainability’ *



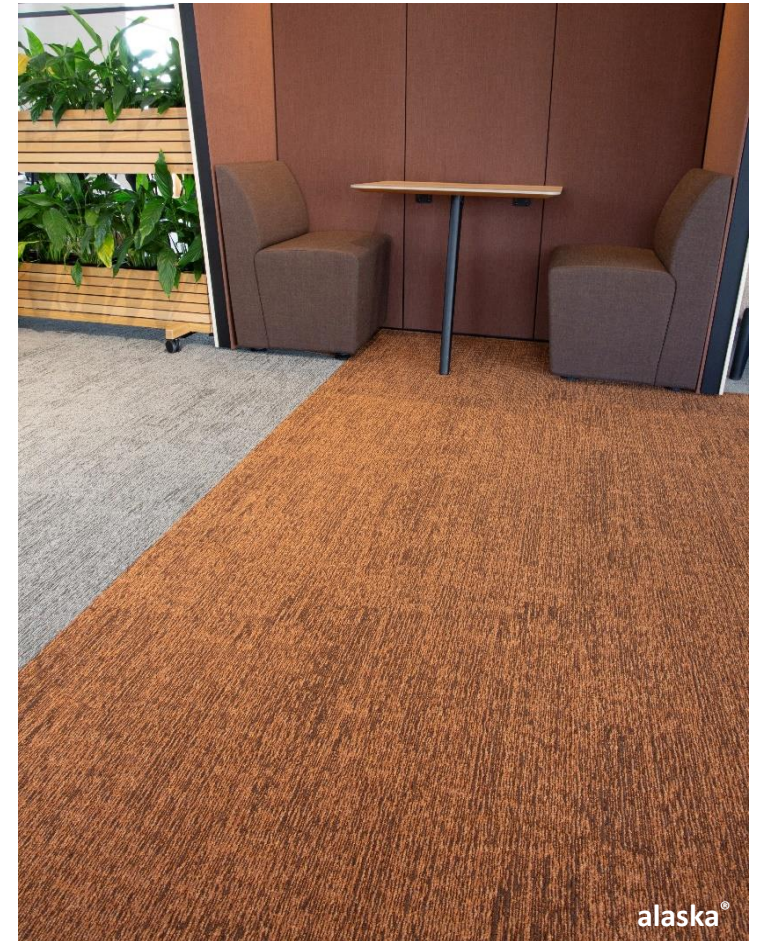
"As a leading designer and manufacturer of contract carpet tiles and planks, Burmatex's® commitment to sustainability is unrivalled"

*Source: CBS Insight - 2025 World Map of Contract Carpet Tiles

Dynamic transformation to deliver future profitable growth

AIREA plc

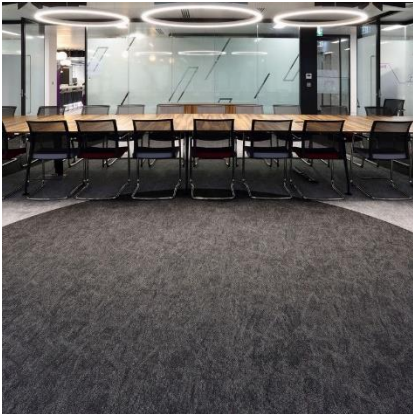
- Continued investment in innovation and new product development
- In-house manufacturing enhanced with strategic investment
- Strong working relationships with customers
- New channels of B2B being developed
- Unparalleled service reputation in market
- Long established Burmatex® brand since 1967
- Development of more sustainable, eco-friendly products
- Market leading Environmental Product Declarations (EPDs)
- Sustainability is at the forefront of everything we do



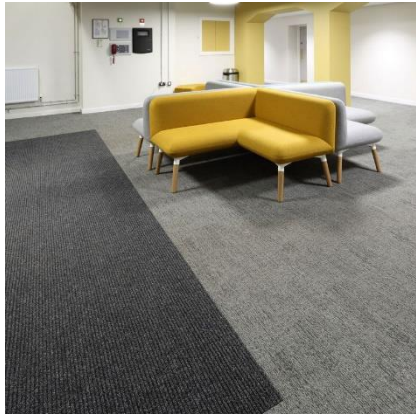
Appendices



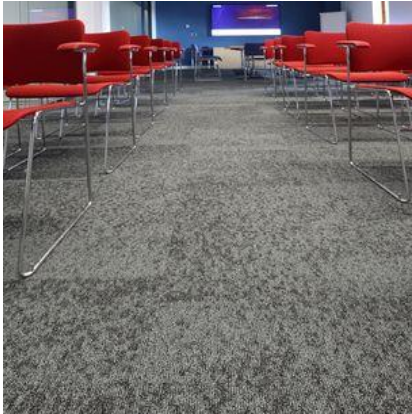
Key market sectors we serve



Commercial Offices



Colleges & Universities



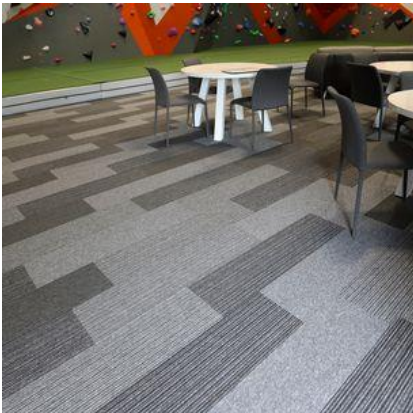
Schools & Academies



Student Accommodation



Public Sector



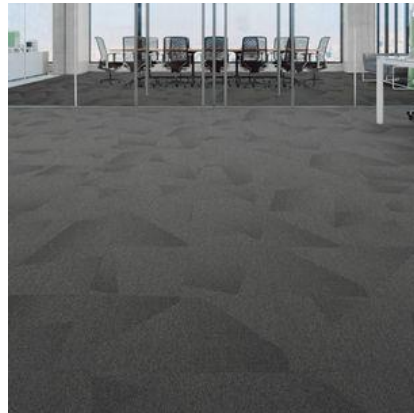
Leisure



Residential



Retail



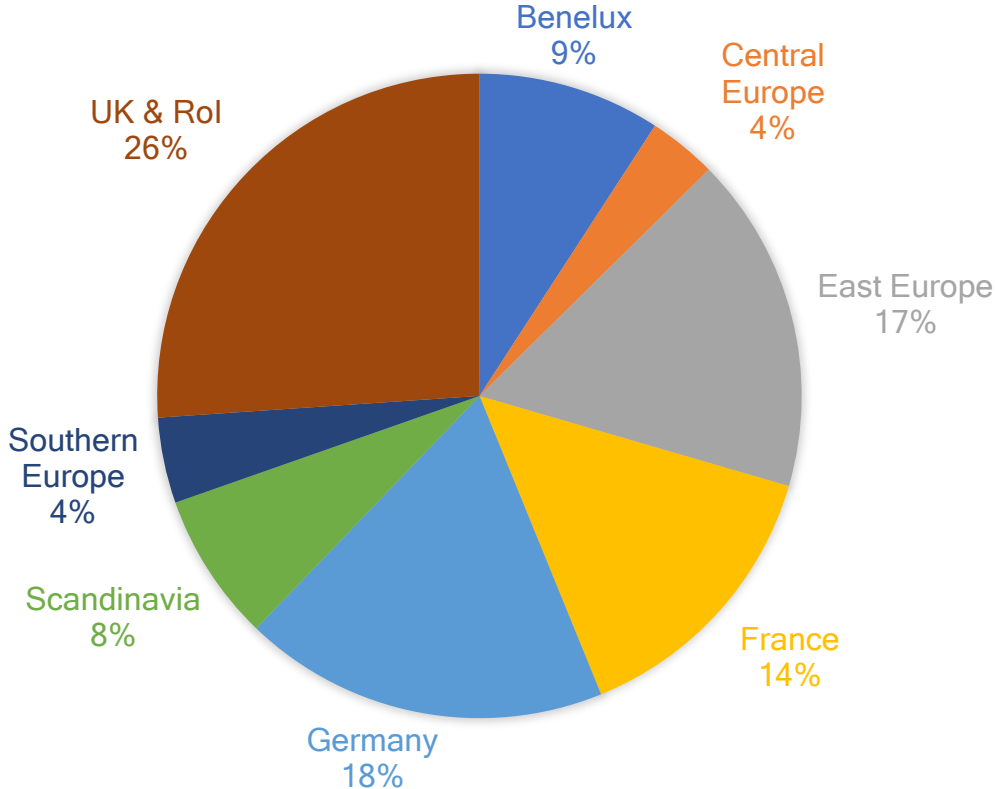
Ministry of Defence



Hospitality

European carpet tile consumption by country

2025 forecast consumption - m²

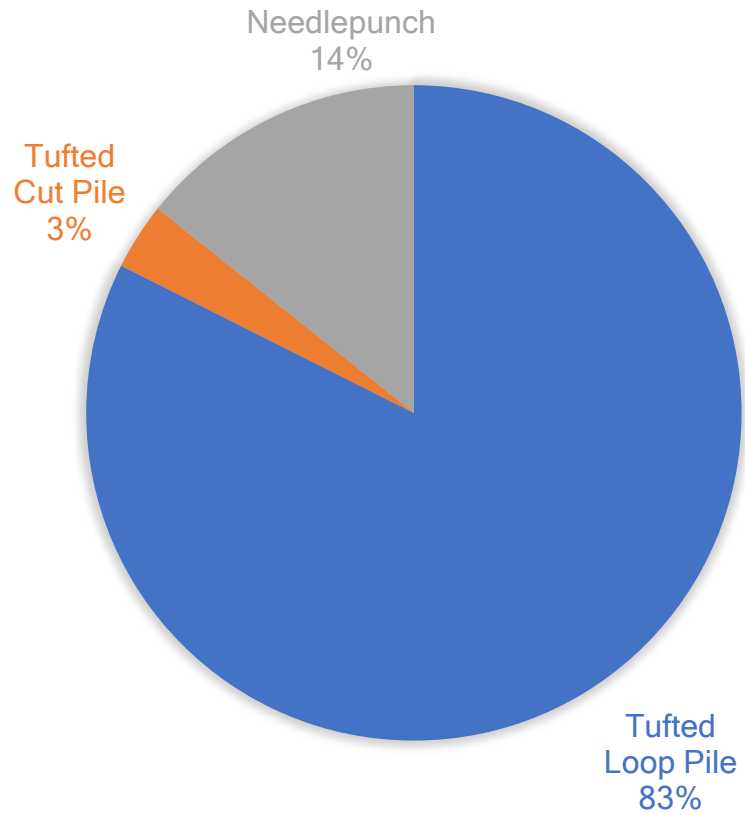


- 2024 saw a volume reduction of 1.7% in European carpet tile consumption
- Mainland Europe is on road to recovery, cautious optimism for 2025
- In 2024, in the UK and ROI, there was a volume decline of 3.1%
- The Group’s market share (m²) in Europe increased to 4.5% (2023: 4.0%)

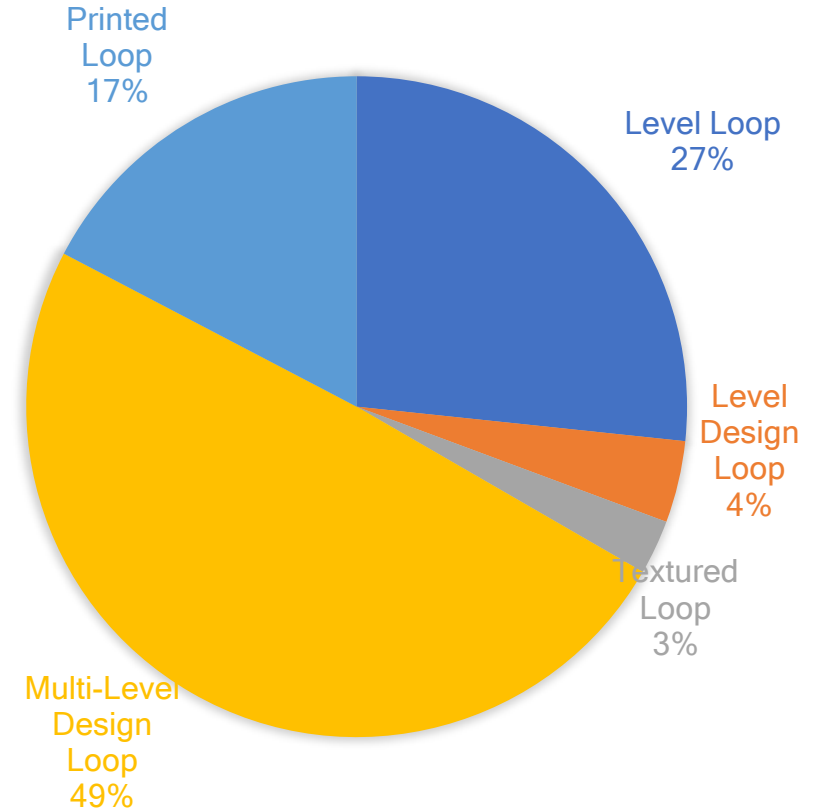
Source: CBS Insight - 2025 World Map of Contract Carpet Tiles

UK & ROI tile consumption

Total consumption - m²



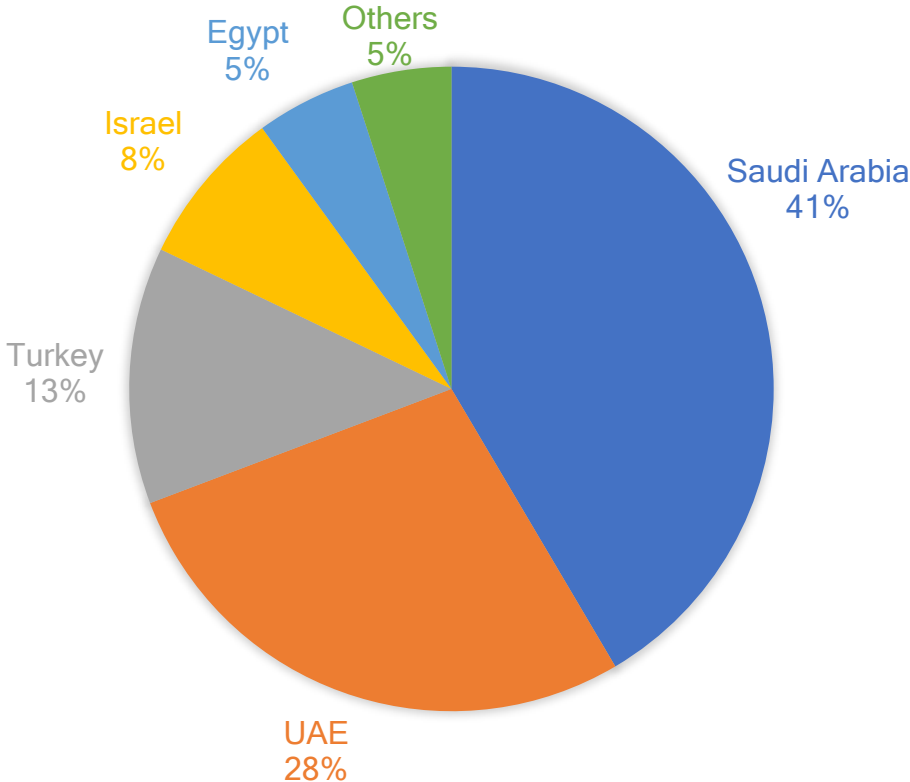
Tufted Loop Pile - m²



Source: CBS Insight - 2025 World Map of Contract Carpet Tiles

Middle East - an opportunity for growth

2025 forecast consumption - m²



- In January 2025, the Group opened a sales showroom in Dubai
- UAE and Saudi Arabia account for 69% of market in Middle East
- UAE GDP growth of 5.0% in 2025 with Saudi Arabia at 4.6%
- Stronger market bounce-back in 2026

Source: CBS Insight - 2025 World Map of Contract Carpet Tiles

Five-year record

AIREA plc

£'000	2024	2023	2022	2021	2020	2019
Revenue	21,234	21,102	18,483	15,865	14,554	19,183
Underlying operating profit	1,564	1,804	1,652	1,313	698	2,166
Unrealised valuation gain	40	60	-	275	125	200
Non-recurring items	(911)	-	-	-	-	-
Profit before financing costs	693	1,864	1,652	1,588	823	2,366
Net financing costs	(630)	(451)	(219)	(297)	(369)	(405)
Profit before tax	63	1,413	1,433	1,291	454	1,961
Net assets	15,536	14,945	16,444	16,409	14,044	13,879
EBITDA	1,115	2,550	2,250	1,869	1,234	2,711
Earnings per share (pence)	(0.73)	1.99	3.36	2.70	0.89	3.97
Dividend per share (pence)	0.60	0.55	0.50	0.40	0.00	0.80
Underlying operating margin	7.4%	8.5%	8.9%	8.3%	4.8%	11.3%

For the purposes of this document, the presentation that follows (the "Presentation") shall mean and include the slides that follow, any oral briefing provided by Airea plc (the "Company") in connection with these slides, any question and answer session that follows that oral presentation, hard copies of this document and any materials distributed at, or in connection with the Presentation, or any of them. This Presentation has been prepared and issued by, and is the sole responsibility of, the Company. By attending the Presentation, you agree to be bound by the limitations set out below and to maintain absolute confidentiality regarding the information disclosed in the Presentation.

The information contained in this Presentation is being supplied to you by the Company solely for your information and may not be distributed to the press or any other person, may not be copied or reproduced in any form and may not be published, in whole or in part, for any purpose. Failure to comply with this restriction may, inter alia, constitute a violation of applicable securities laws.

Whilst all reasonable care has been taken to ensure that the facts stated in the Presentation are accurate and that the forecasts, opinions and expectations contained in the Presentation are fair and reasonable, the information contained in the Presentation has not been independently verified and accordingly no representation or warranty, express or implied, is made as to the accuracy, fairness or completeness of the information or opinions contained in the Presentation and no reliance should be placed on the accuracy, fairness or completeness of the information contained in the Presentation. Neither the Company, nor any of its subsidiaries or any of their respective directors, officers, or employees or agents accepts any liability or responsibility for any loss howsoever arising, directly or indirectly, from any use of the Presentation.

The Presentation may contain forward-looking statements, which are sometimes but not always identified by their use of a date in the future, or words such as 'anticipate', 'estimate', 'expect', 'project', 'plan', 'intend', 'believe' or other words of similar meaning. Forward-looking statements are inherently unpredictable, involve substantial risks and uncertainties and actual results and developments may differ materially from those expressed or implied by these statements due to a variety of factors. Any forward-looking statements, opinions, forecasts or estimates in the Presentation constitute a judgement as at the date of the Presentation. There can be no assurance that future results or events will be consistent with any such forward-looking statements, opinions, forecasts or estimates. These forward-looking statements are not guarantees of future performance of the Company and contain assumptions that are difficult to predict, qualify and/or quantify. In addition, such forward-looking statements involve known and unknown risks, uncertainties and other important factors beyond the control of the Company (including but not limited to future market conditions, legislative and regulatory changes, the actions of governmental regulators and changes in the political, social and/or economic framework in which the Company operates and the form of global economic recovery following the Covid-19 pandemic and the decline in global oil prices). Neither the Company nor any of its subsidiaries nor any of their respective directors, officers, employees, agents or advisers is under any obligation to provide the recipient with access to any additional information or to update or keep current the information contained in the Presentation or to correct any inaccuracies in any such information which may become apparent.

The Presentation does not constitute or form part of any offer to sell or issue or invitation to purchase or subscribe for, any securities of the Company, nor shall it or any part of it nor the fact of its distribution form the basis of, or be relied on in connection with, any contract or investment decision in relation thereto.

This document has not been approved by a person authorised under the Financial Services and Markets Act 2000 ("FSMA") for the purposes of section 21 of FSMA. The Presentation is only being made available to the following:

persons having professional experience in matters relating to investments and who are investment professionals as specified in Article 19(5) of the Financial Services and Markets Act 2000 (Financial Promotion) Order 2005 (the "Financial Promotion Order"); and

persons to whom Article 49(2) of the Financial Promotion Order applies, being high net worth companies, unincorporated associations, partnerships or trusts or their respective directors, officers or employees as described in Article 49 of the Financial Promotion Order.

It is a condition of your receiving the Presentation that you fall within, and you warrant to the Company that you fall within, one of the categories of person described above. If the recipient does not fall within one of the categories above the recipient should either return, destroy or ignore the information in the Presentation.

The distribution of the Presentation may be restricted by laws in certain jurisdictions and persons into whose possession they come should inform themselves about, and observe, any such restrictions. Any failure to comply with these restrictions may constitute a violation of laws of any such jurisdiction.

or

By accepting and/or attending the Presentation, you agree to be bound by the provisions above and the limitations set out in them or imposed by them and to keep permanently confidential the information contained in the Presentation.

Advisors

AIREA plc

Singer Capital Markets
Broker and Nominated Adviser
London
<https://www.singercm.com/>



HSBC Bank plc
Bankers
Leeds
<https://www.hsbc.co.uk/>



Crowe U.K. LLP
Auditors
Birmingham
<https://www.crowe.com/>



Squire Patton Boggs
Solicitors
Leeds
<https://www.squirepattonboggs.com/en>



Northstar Communications
Financial PR Consultants
London
<https://www.northstarcommunications.co.uk>



MUFG Corporate Markets
A division of MUFG Pension and Market Services
Registrars
Leeds
<https://www.mpms.mufg.com>

