

## FINANCIAL SUPERVISION COMMISSION

**Current report no.** 42/2025

Preparation date: 2025-11-26

Issuer's abbreviated name ELEKTROTIM S.A.

**Subject** Adoption of the ELEKTROTIM S.A. Strategy for 2026-2030

Legal basis Art. 17(1) of the MAR Regulation - inside information

### Report content:

ELEKTROTIM S.A., with its registered office in Wrocław (hereinafter: the "Company" or "ELEKTROTIM S.A."), informs that on 26 November 2025 the Company's Supervisory Board approved the ELEKTROTIM S.A. Strategy for 2026-2030 (hereinafter: the "Strategy"). The adopted key assumptions and objectives of the Strategy are included in the presentation attached to this report.

The Strategy for 2026-2030 is a plan for stable development that combines long-term value creation for shareholders with the ambition to diversify the Company's offering, develop its competencies, and strengthen its market position.

The main objective of the Strategy is to continue building ELEKTROTIM S.A.'s position as the partner of first choice for the implementation of strategic investments related to energy security and critical infrastructure, and, as a result, to achieve revenues of PLN 1 billion, EBITDA of no less than PLN 88 million, and net profit of PLN 67 million in 2030.

An element of the Strategy is also the Dividend Policy for 2026-2030 adopted by the Company. The content of the Dividend Policy for 2026-2030 adopted by the Company will be publicly disclosed in a separate current report.

The Company also informs that the adopted objectives and assumptions of the Strategy do not constitute a forecast or estimate of results, including financial results, and relate solely to the intended directions of action in the coming years. The adopted Strategy will be subject to periodic reviews conducted by the Management Board of ELEKTROTIM S.A.

For the effective implementation of the adopted Strategy, the Management Board of the Company obtained a positive opinion from the Supervisory Board regarding the introduction at ELEKTROTIM S.A. of a share-based incentive programme for the managerial staff, including Members of the Management Board (hereinafter: the "Incentive Programme"). The purpose of the Incentive Programme is to motivate key employees and associates of the Company and the ELEKTROTIM Capital Group (the "Group") to act with commitment and on a long-term basis for the benefit of the Company and the Group. The Management Board intends to submit the Incentive Programme for a vote at the next General Meeting of the Company convened for this purpose.

