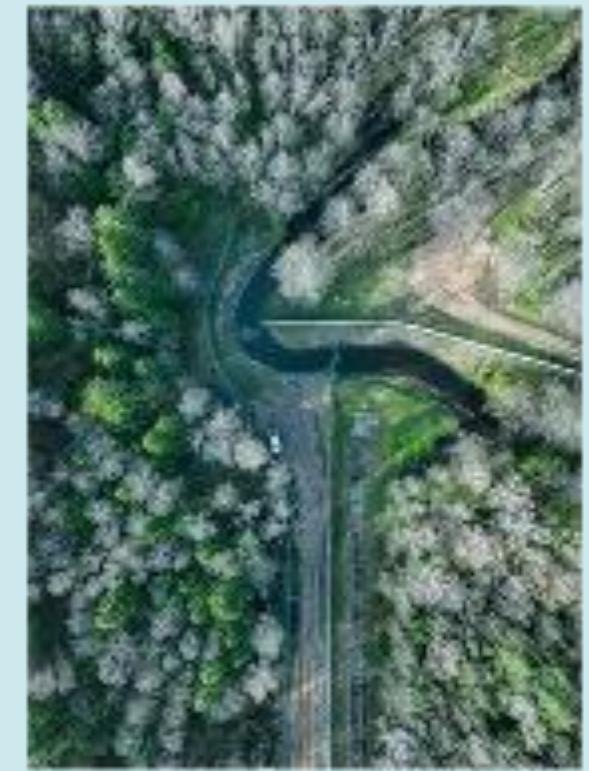


ELEKTROTIM 2030

Strategy 2026-2030



Management and Shareholders of ELEKTROTIM

Management of the Board

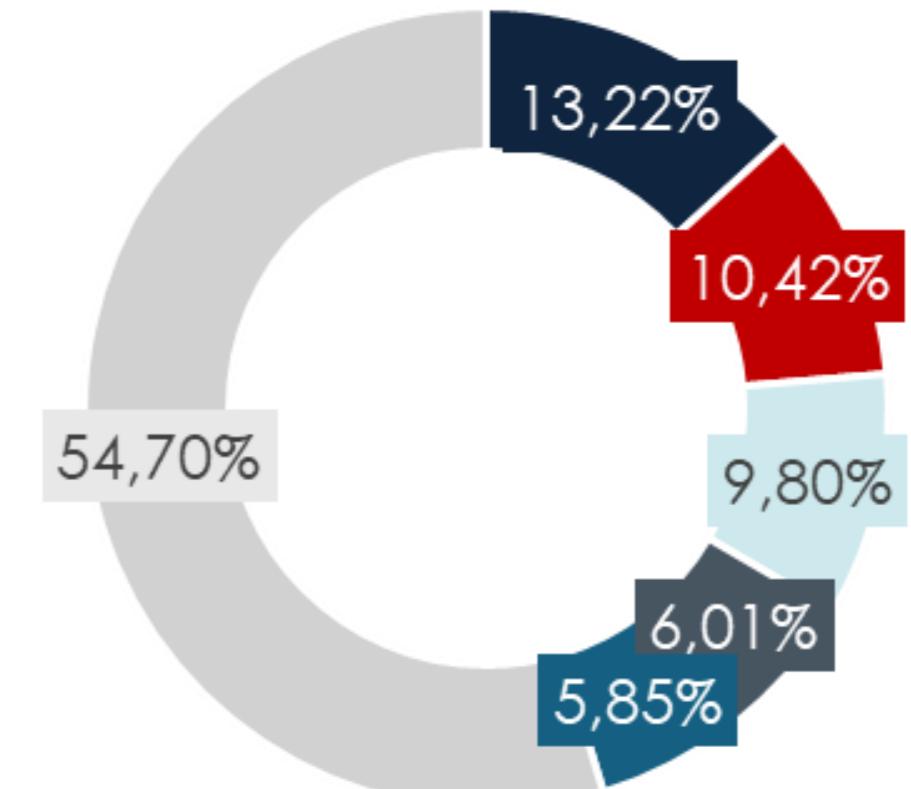


**Krzysztof
Wójcikowski**
Member of the Board

**Maciej
Posadzy**
President of the Board

**Dariusz
Kozikowski**
Member of the Board

Shareholders



- Vesper Family Foundation (13.22%)
- Folta Family Foundation (10.42%)
- Allianz Polska OFE (9.80%)
- Futuro Family Foundation (6.01%)
- Nationale-Nederlanden PTE S.A. (5.85%)
- Remaining shareholders (54.70%)

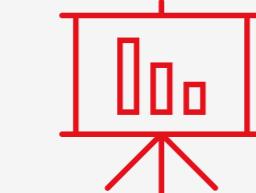
Key facts about ELEKTROTIM

26 years



on the Polish power
engineering market

Since 2007



listed on the Warsaw Stock
Exchange

1.6 billion PLN



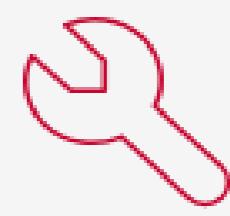
value of contracts signed
in 2023–2025

1500+



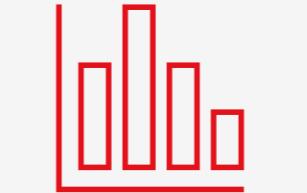
satisfied clients

5000+



completed projects

Since 2023



included in the SWIG80 index

350



qualified specialists on the
team

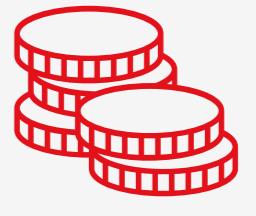


813 mPLN



order backlog as
at 30.09.2025

65 mPLN



dividend paid in 2023–2025

Mission and Vision of ELEKTROTIM for 2026–2030

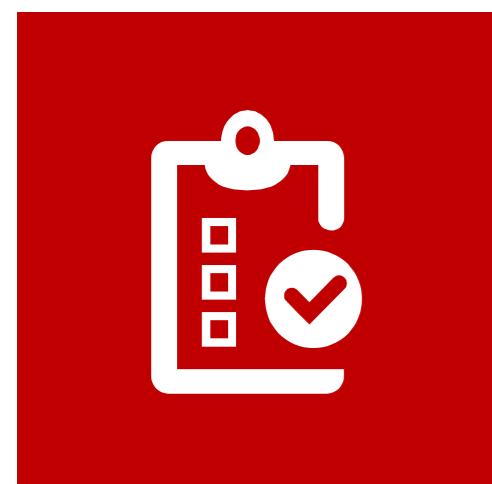


TOGETHER WITH ENERGY INTO THE FUTURE ELEKTROTIM 2030



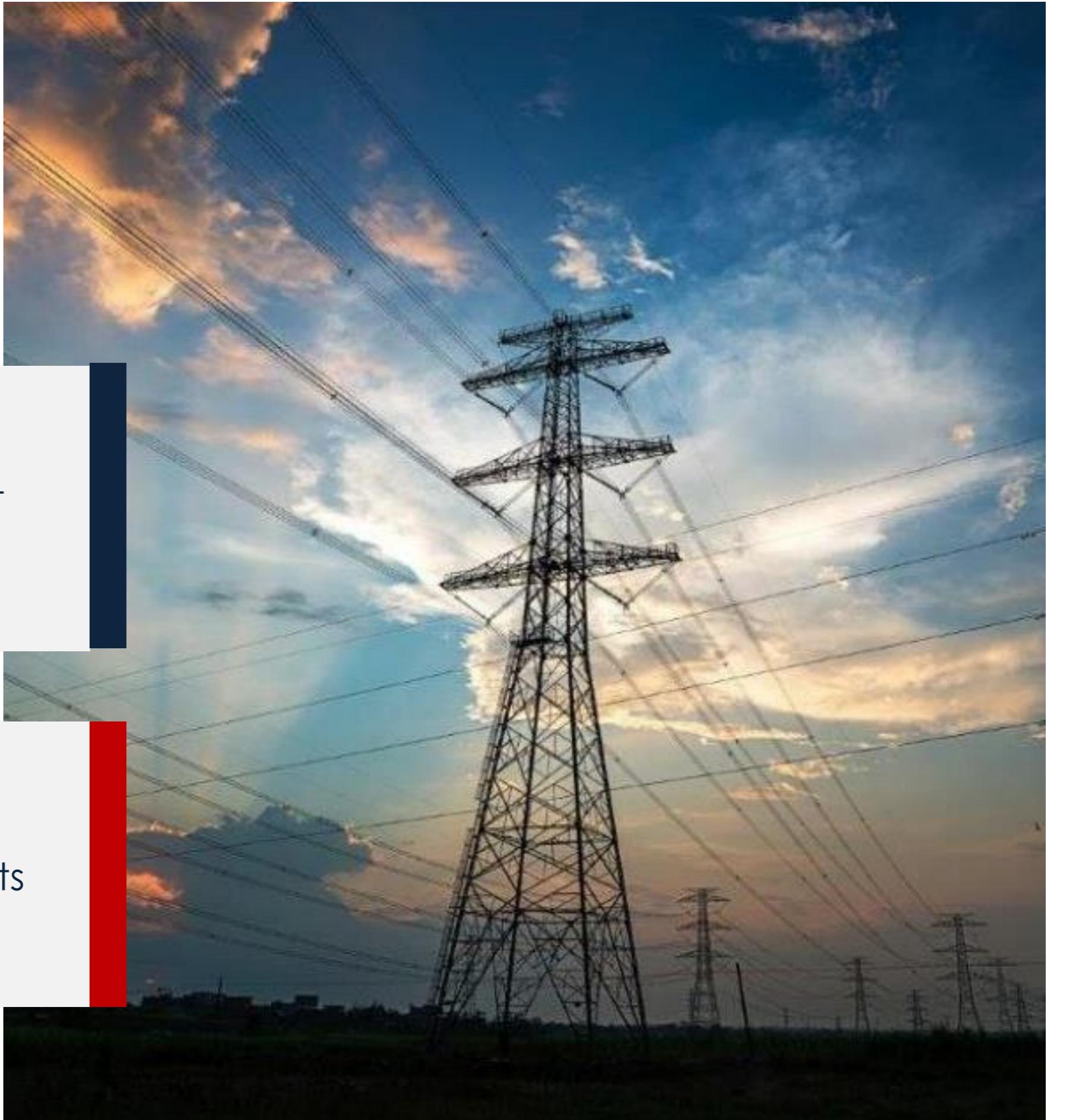
Mission

We develop modern power engineering and infrastructure solutions that ensure safety, reliability and growth. By strengthening infrastructure, we support the energy transition and drive the growth of our clients.



Vision

We aim to be the partner of first choice in delivering strategic investments for energy security and critical infrastructure.



Market potential of ELEKTROTIM

ELEKTROTIM's strategy assumes the development of an offering that enables full utilisation of the potential of target markets.

192 bn PLN

Nuclear Energy
to 2038

320 bn PLN

MON
Cumulative budget for
2025–2026

268 bn PLN

National Recovery Plan
June 2025 – end of 2026

64 bn PLN

PSE modernisation
2025–2034

180 bn PLN

National Railway
Construction Programme
to 2032

132 bn PLN

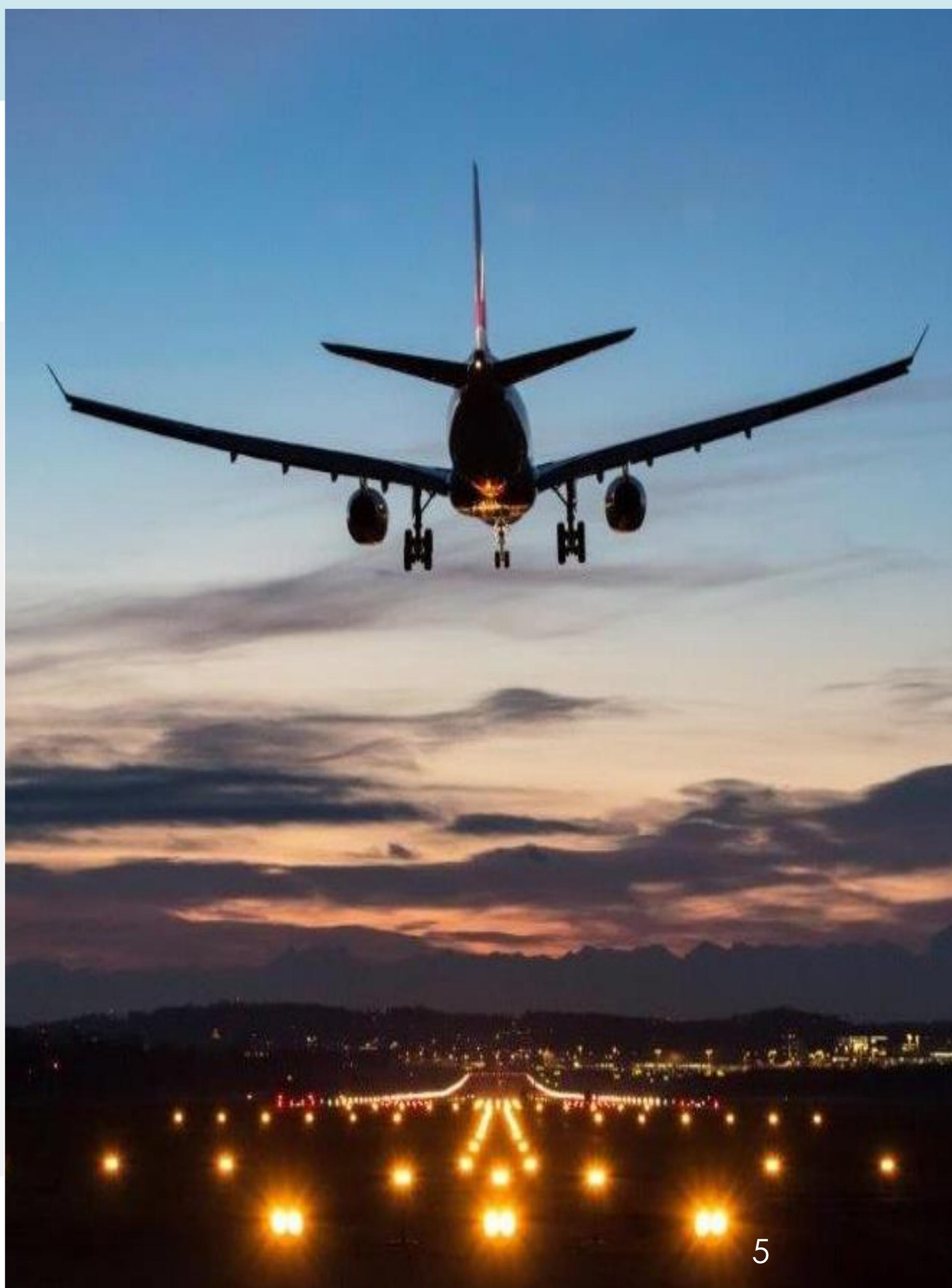
Central Communication Port
(CPK)
2024–2032

294 bn PLN

National Road Construction
Programme
to 2030

850 bn PLN

Polish Energy Policy PEP
2040
to 2040



Financial goals of the 2026–2030 strategy

The strategy is a roadmap for stable growth that combines long-term value creation for shareholders with the ambition to diversify the offering, strengthen competencies, and reinforce the Company's market position in Poland.

Key goals

~1 bn PLN

revenue target
for 2030

~88 mPLN

consolidated EBITDA in
2030

~67 mPLN

consolidated net profit in
2030

50%-75%

share of profit allocated
to dividends
in 2026–2030

ROE ≥ 25%
Return on equity

**Security, RES, smart
grid**

Revenue growth drivers

**Development
stabilisation**

Recurring services, long-term
partnerships

**≥ 3 000 zł per
employee annually**
Employee training and
competency development

≤ 15%

Employee turnover rate

**Increasing the share of projects
based on innovative products
and technologies**



Dividend Policy of ELEKTROTIM for 2026–2030

The dividend policy, embedded in ELEKTROTIM S.A.'s Strategy, ensures predictable dividend distributions, balancing the Company's development needs with shareholder expectations.



Up to 50% to 75%
of net profit

For dividend payment

allocated to dividend payments; the remaining portion of profit will be directed toward investments defined in the strategic development plan.



od 110 do 165
mPLN

Cumulative dividend

expected cumulative dividends in 2026–2030, equivalent to approx. 11 PLN to 16.5 PLN of cumulative dividend per share.



3Q

Annual payout

in Q3 each year, following the approval of financial statements.

The policy applies over the 2026–2030 strategic horizon. Dividend payouts depend on the Company's financial results. The Management Board may temporarily adjust the payout in the case of strategic investment needs or to maintain financial security (particularly with regard to debt levels and the Company's capacity to finance operating and investment activities).



Pillars of the ELEKTROTIM Strategy 2026–2030

The ELEKTROTIM Strategy for 2026–2030 is built on five key pillars that define the organisation's development direction, integrating the efforts of all teams and partners while creating lasting value for clients, beneficiaries and the broader market environment.

I Strengthening core operations

- Expanding the offering to cover the full investment lifecycle
- Developing local execution centres
- Developing the PSIM–AQUILA system offering



II New markets and operating models

- Expanding the role of General Contractor in specialist investments
- Developing services for high-potential sectors



III Building the organisation of the future

- Continuous strengthening of managerial and specialist competences
- Improving processes using new technologies



IV Sustainable financial development

- Strengthening cost flexibility
- Transforming capital to support growth
- Attractive dividend policy



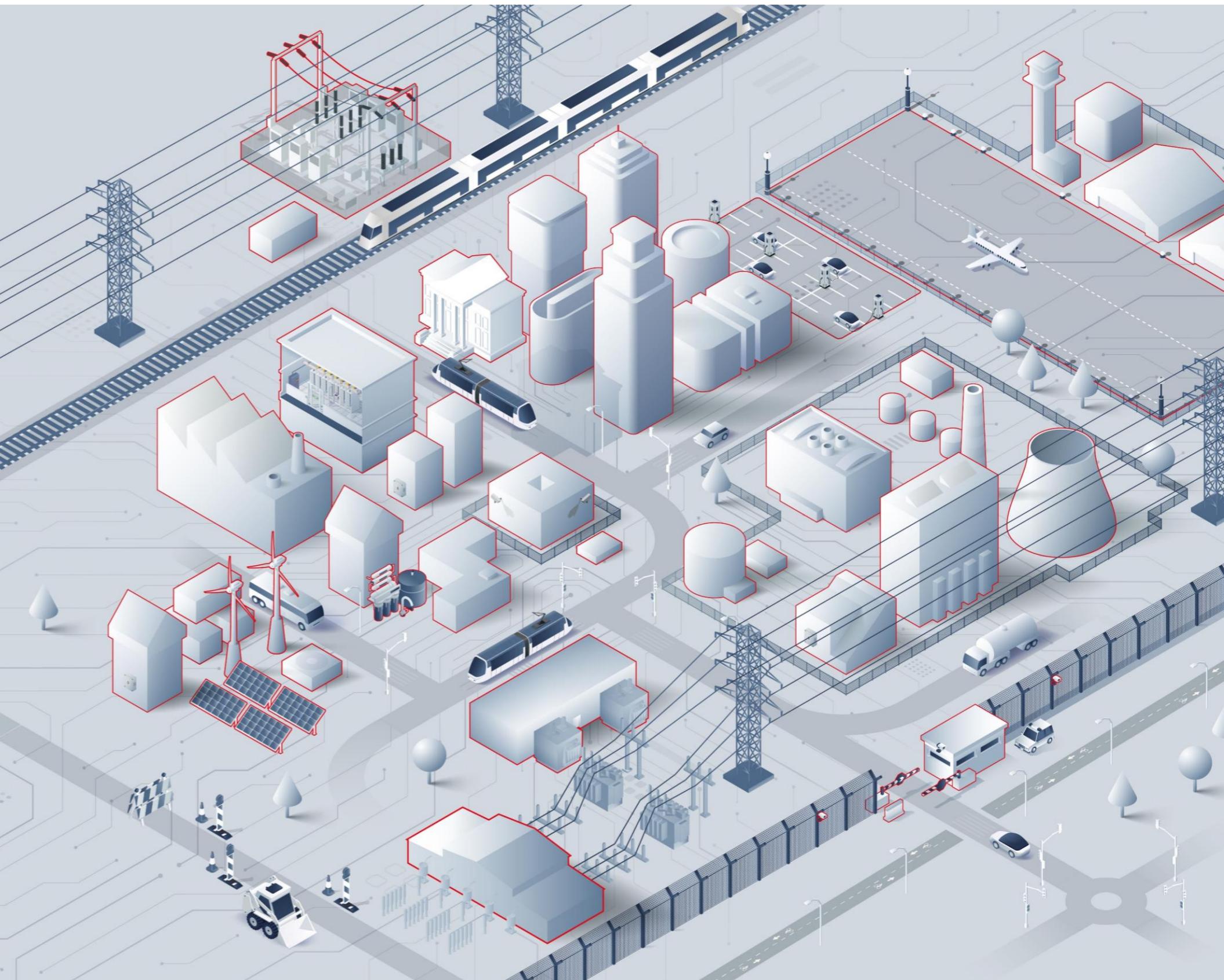
V Partnerships and strategic alliances

- Building strategic alliances
- Selective technological partnerships
- Contractors becoming part of the organisation



ELEKTROTIM offering 2026–2030

ELEKTROTIM is a leading provider of comprehensive solutions in power engineering, electrical installation services and security systems.



Role of the Company as a General Contractor

In response to evolving market requirements, we are expanding our competencies to include specialist construction. Our goal is to become a General Contractor (GC) in specialist infrastructure projects. This will enable ELEKTROTIM to deliver end-to-end projects, from design through supervision and commissioning, increasing the added value of our services and strengthening our market position.



Specialist competencies:

Power engineering services,
electrical installation services,
security systems



New competencies:

Specialist construction



Project competencies:

Design, procurement, supervision and
investment project management



**Comprehensive
execution of large
specialist
infrastructure projects**

Human capital as a driver of ELEKTROTIM's growth

Achieving strategic goals requires strong competencies in design, sales and project management, essential for delivering large infrastructure investments, as well as specialised expertise enabling the development of power engineering, electrical installation and security system services.



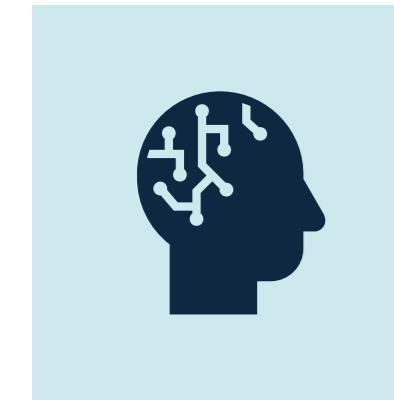
1. Employer brand and attractiveness



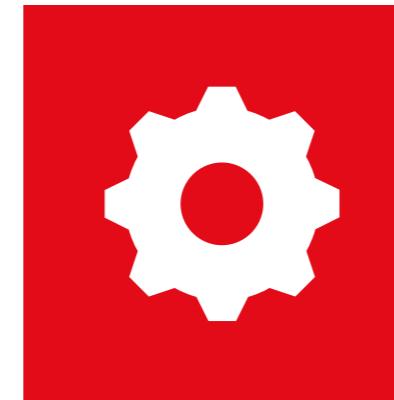
2. Attractive incentive systems



3. Strong organisational culture



4. Attracting top talent



5. Investment in employee development



6. Highest safety standards



Strategic partnerships as a driver of ELEKTROTIM's growth



The ELEKTROTIM Strategy focuses on building sustainable competitive advantage through partnerships and alliances with key market players. The Company aims to participate in the largest infrastructure contracts, develop technology partnerships in strategic areas, and build long-term relationships with subcontractors and suppliers, treating them as an integral part of the organisation.

1

Strategic alliances

- Consortia, General Contractor role

2

Technology partnerships

- Technology companies and startups

3

Partner programme

- Subcontractors and suppliers

Developing cooperation with key entities in the energy, rail and defence sectors.

Cooperation with technology partners in areas such as security, RES, energy storage and digitalisation.

Building long-term relationships with subcontractors, suppliers and B2B partners.

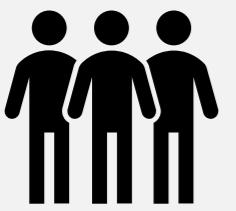
Sustainable development at ELEKTROTIM

Sustainable development for us is not only a responsibility but also an opportunity to shape a better future. By caring for the environment, supporting communities and upholding the highest governance standards, we create long-term value that benefits future generations.



Environment

We focus on minimising environmental impact through energy efficiency, education and environmental care.



Community

We invest in workplace safety, skills development and a healthy balance between professional and private life.



Corporate governance

We strive for transparent management based on ethics, compliance and accountability.



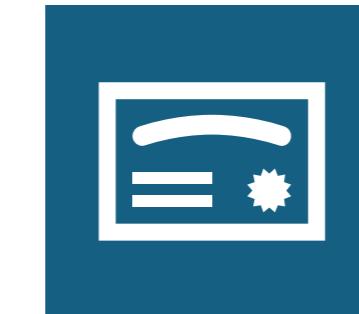
Key competitive advantages of ELEKTROTIM

ELEKTROTIM's competitive strengths stem from the ability to integrate advanced technologies with a flexible operating model, enabling the Company to effectively respond to dynamic market needs.



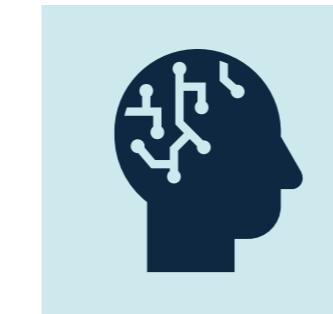
OFFERING

- End-to-end investment delivery
- Broad market coverage



EFFICIENCY

- Revenue stability
- Cost flexibility



TEAM

- Cohesive workforce
- Experience and strong competencies



PARTNERS

- Top-tier subcontractors
- Trusted technology partners



Thank You

