

**ELEKTROTIM 2030**

# Strategy 2026-2030





# Management and Shareholders of ELEKTROTIM

## Management of the Board

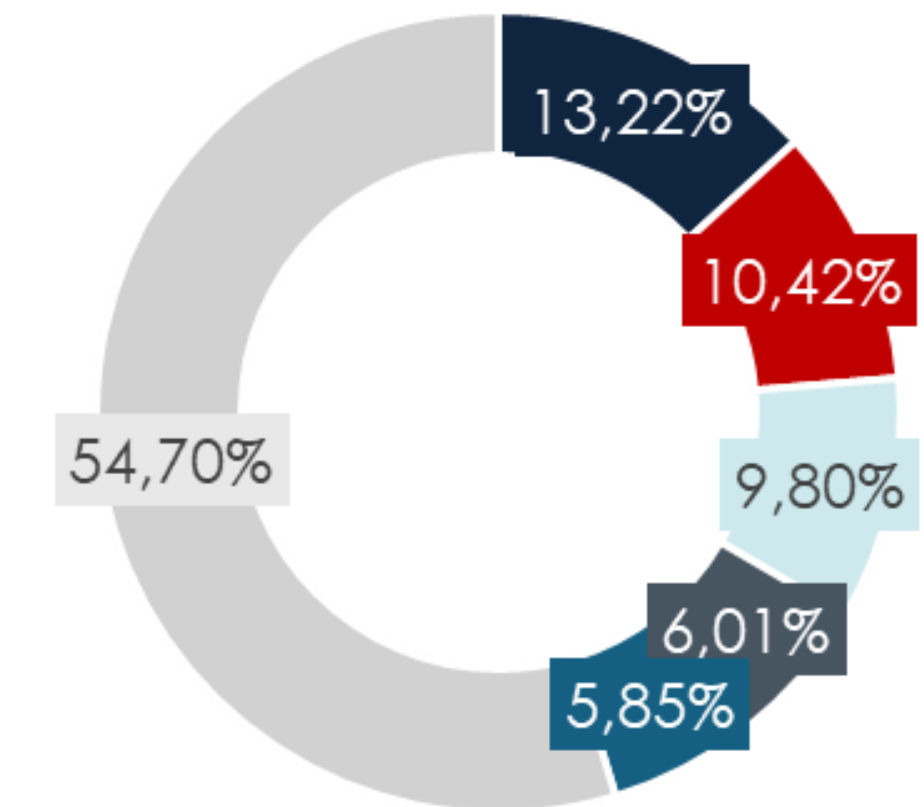


**Krzysztof Wójcikowski**  
Member of the Board

**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%)



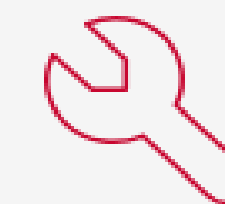
# Key facts about ELEKTROTIM

**26 years**

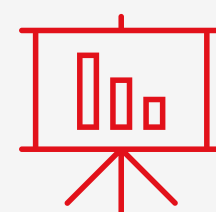
on the Polish power  
engineering market

**1500+**

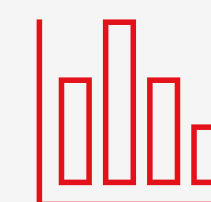
satisfied clients

**5000+**

completed projects

**Since 2007**

listed on the Warsaw Stock  
Exchange

**Since 2023**

included in the sWIG80 index

**350**

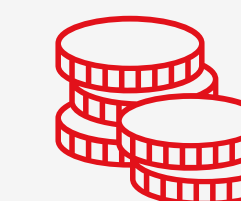
qualified specialists on the  
team

**1.6 billion PLN**

value of contracts signed  
in 2023–2025

**813 mPLN**

order backlog as  
at 30.09.2025

**65 mPLN**

dividend paid in 2023–2025



# Mission and Vision of ELEKTROTIM for 2026–2030

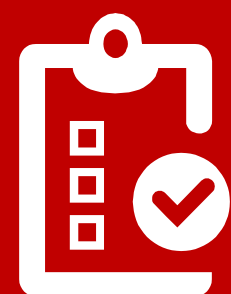


## TOGETHER WITH ENERGY INTO THE FUTURE ELEKTROTIM 2030



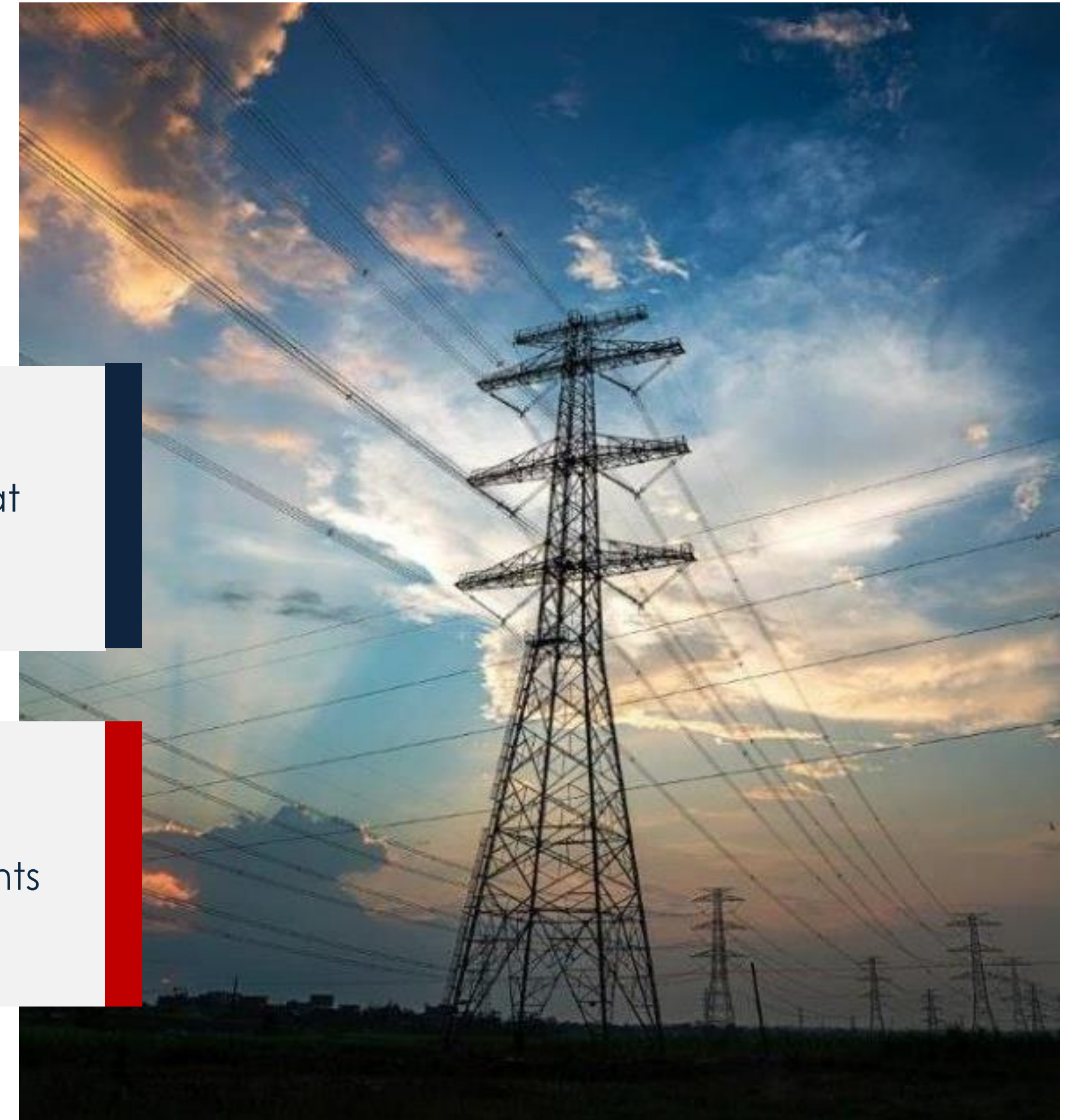
### Mission

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

## Other goals

**ROE  $\geq$  25%**

Return on equity

**Security, RES, smart  
grid**

Revenue growth drivers

**Development  
stabilisation**

Recurring services, long-term  
partnerships

**$\geq$  3 000 zł per  
employee annually**

Employee training and  
competency development

**$\leq$  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.

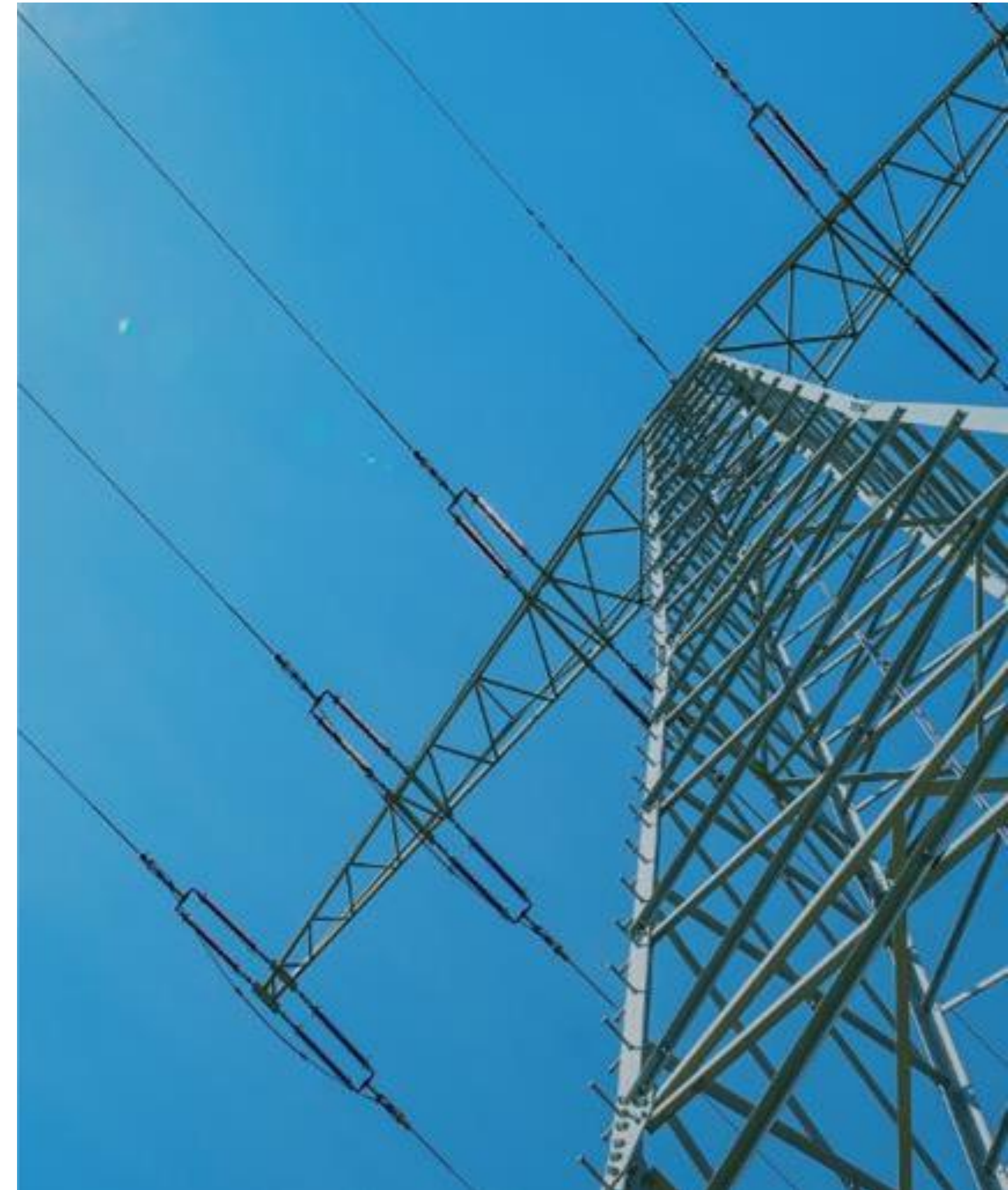


3Q

## 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.



Power engineering



Defence



Industry



Public utility infrastructure



Traction power supply systems



Aquila platform



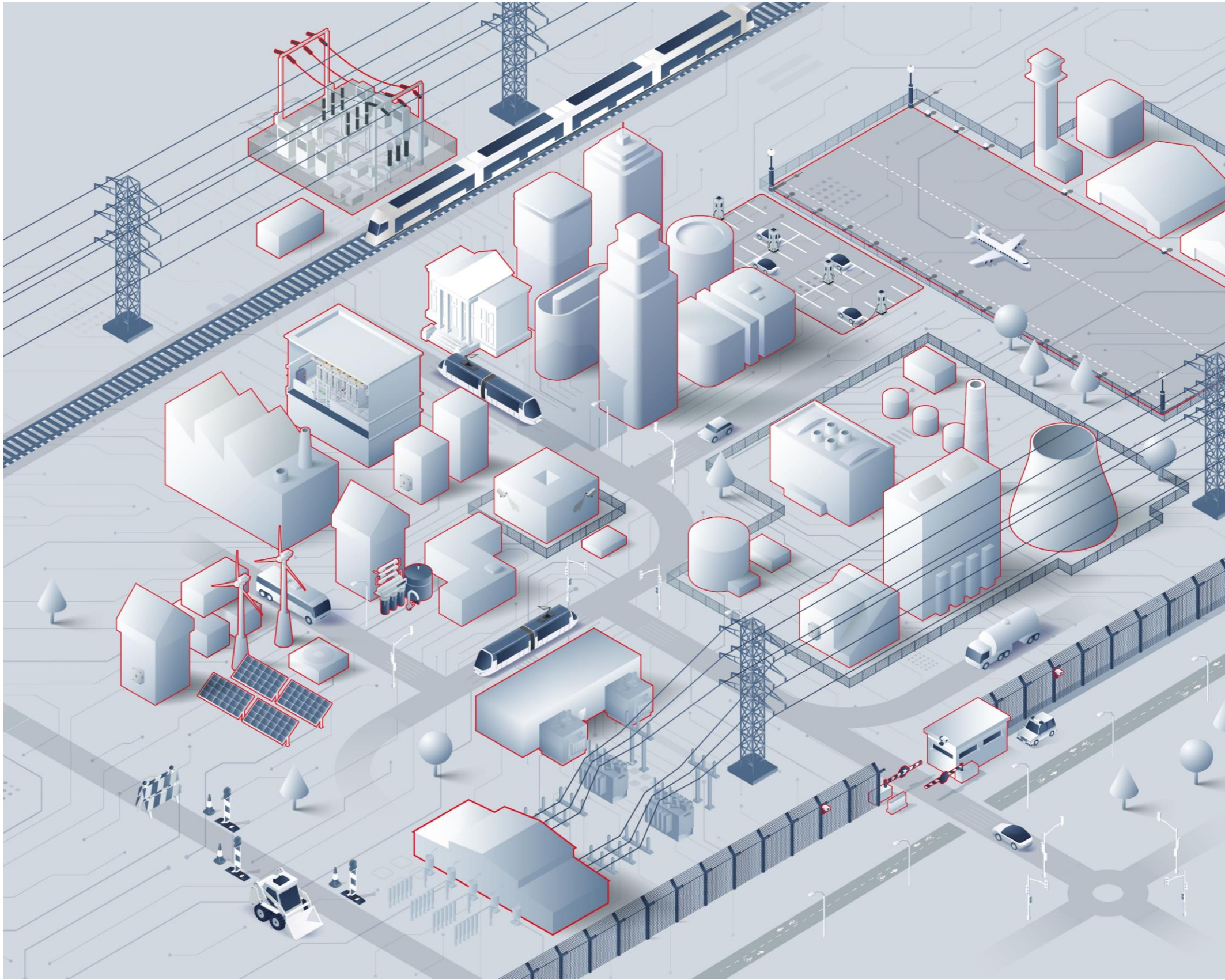
Energy storage



Specialist construction



General contracting





# 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.





# Human capital as a driver of ELEKTROTIM's growth

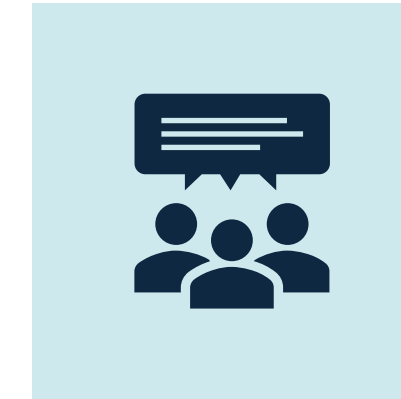
Achieving strategic goals requires strong competencies in design, sales and project management, essential for delivering large infrastructure investments, as well as specialised expertise enabling the development of power engineering, electrical installation and security system services.



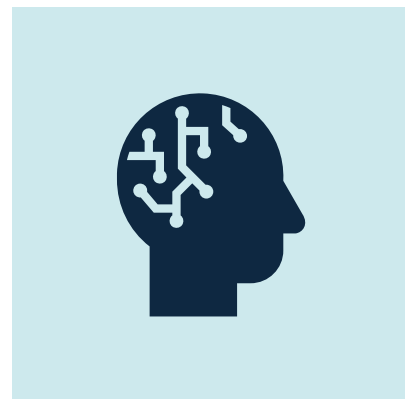
**1.** Employer brand and attractiveness



**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

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

**2**

## Technology partnerships

- Technology companies and startups

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

**3**

## Partner programme

Subcontractors and suppliers

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



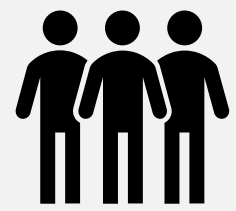
# Sustainable development at ELEKTROTIM

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.



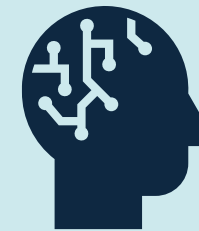
## OFFERING

- 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

