



Management Presentation

FEBRUARY 2025



About IVIA



- IVIA is an engineering company with roots dating back to **2006**. It is currently one of the largest infrastructure design firms in Poland, specializing in **highway** and expressway design, as well as **railway** infrastructure and **tunnel** projects.
- We have vast experience in developing infrastructure projects and in participating in ventures led by large domestic and international general contractors.





Andrzej Kula **Chairman of the Board, CEO**

- Working in the Company since its foundation
- Experience: 24 years
- Previous experience:
 - Eurovia Polska,
 - Europrojekt - predecessor of IVIA
- Education:
 - 2001 the Cracow University of Technology,
 - 2018/2019 Advanced Management Program at IESE Business School in Barcelona,
 - 2023/2025 MBA – Innovation and Data Analysis Program, SWPS University in Warsaw
- Languages: English and German

Our Directors



ARKADIUSZ PALKA
TECHNICAL DIRECTOR
CIVIL ENGINEER
EXPERIENCE: 25 YEARS



DARIUSZ MARYANEK
CHIEF FINANCIAL OFFICER



RAFAŁ DRASZCZYK
TECHNICAL DIRECTOR
CIVIL ENGINEER
EXPERIENCE: 20 YEARS



Management structure



Management Structure

- The main management team of the company consists of two Technical Directors and a Financial Director.
- The projects are managed by five experienced Project Managers.
- Other managers are responsible for the Tendering Department and HR Department.



Comprehensive management systems to ensure high-quality

The key elements of its management framework include:

- Quality Management System based on PN-EN ISO 9001:2015 to maintain high service standards and continuous improvement.
- Information Security Management System in accordance with PN-ISO/IEC 27001:2014, ensuring data protection and compliance with international security standards.
- A strategic plan and corporate strategy, guiding the company's long-term development and operational efficiency.
- Balanced Scorecard (BSC) framework with clearly defined Key Performance Indicators (KPIs), enabling performance monitoring and strategic decision-making.

Market approach



Market approach and key contract types

- The market in Poland has strict deadline requirements and involves complex structural design challenges. This necessitates the use of the **design & build formula**, which promotes collaboration between construction companies and design offices. Thanks to the company's experience, about half of the contracts IVIA is carrying out are for **General Contractors**.
- Among its contracts, IVIA is developing a **feasibility study and conceptual design** for two sections of the A4 Motorway in the areas of Cracow and Wrocław, as well as for the new S7 Expressway from Cracow to Myślenice. These contracts are directly managed for GDDKiA (General Directorate for National Roads and Motorways).



Our experience



- IVIA, with its vast experience as a reliable subcontractor for leading global General Contractors (such as **Strabag, PORR, Aldesa, and Kolin**), is a preferred choice for many, thanks to its excellent references and expertise across multiple infrastructure sectors.
- With 90 engineers across five offices, extensive experience in infrastructure project design, and a proven track record of working with **large national and multinational General Contractors**, IVIA is well-positioned for dynamic future growth.
- The best examples of IVIA's ability to handle complex and highly sophisticated challenges are its **recent tunnel projects**, successfully executed in collaboration with PORR and Kolin.

Clients



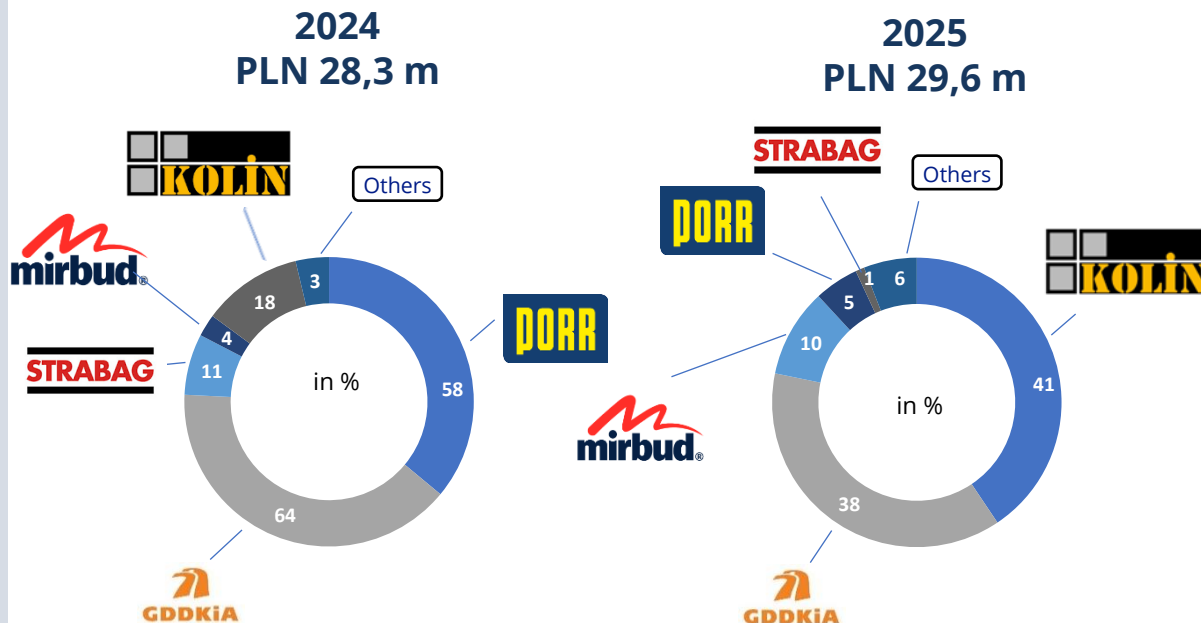
large international general contractors

strong relationship with the GDDKIA - General Directorate for National Roads and Highways

diversified client list leading to minimising risk

building robust relations with contractors driving repeat contracts

Revenue distribution among key Clients (in %)



Order backlog



Order backlog

- In 2024, IVIA signed contracts worth PLN 42 milion.
- The company has a substantial order backlog, ensuring work through 2025 and into 2026. As of January 2025, the company's project portfolio is valued at **over PLN 73 milion**.
- We have long-term contracts extending up to four years, representing more than 25% of our backlog, securing strong prospects for 2026-2027.

Example projects



Expressway S3 - task 3
PORR S.A.



Expressway S3 - task 2
Mota-Engil Central Europe S.A.



Expressway S6
Strabag Sp. z o.o.



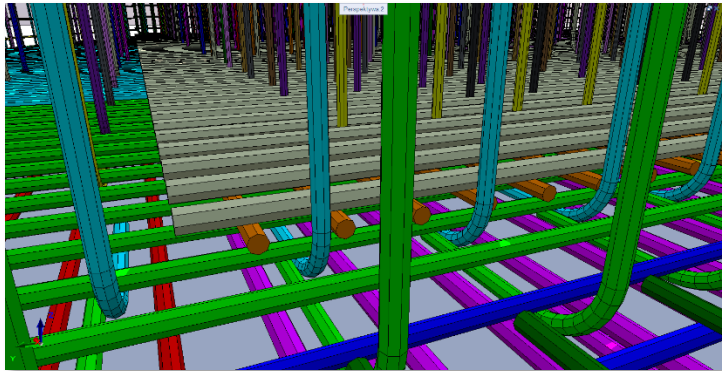
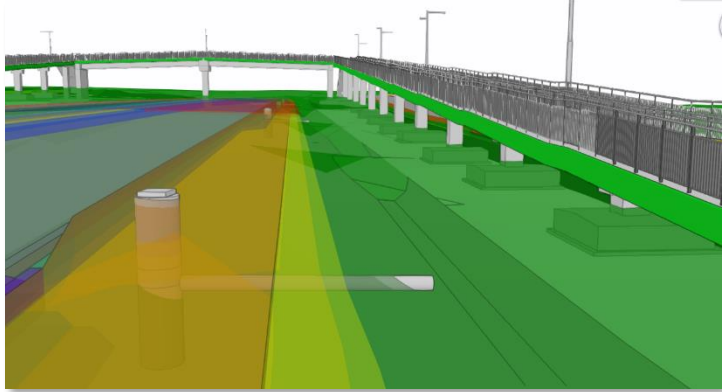
Expressway S3 - task 4
Mota-Engil Central Europe S.A.



Nysa Bypass - National Roads
Mota-Engil Central Europe S.A.

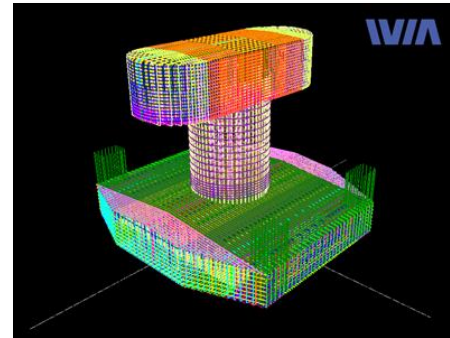


Reconstruction of railway line No. 139
Intop Warszawa Sp. z o.o.



BIM technology implementation

- In 2024, the company successfully completed the BIM implementation for the S-17 expressway section, integrating all design disciplines.
- In the Bridge Design Department, we have implemented bridge project design using Allplan and Allplan-Bridge software. This innovative approach enhances efficiency and precision in bridge design, particularly in reinforcement detailing.



Human capital



Human capital of engineering experience as a core asset

- A fundamental and inseparable part of any expert service provider is its people. Founded by engineers, IVIA's team consists of highly skilled professionals.
- Thanks to IVIA's proximity to five technical universities and its involvement in challenging and innovative projects, the company has a strong advantage in attracting top engineering talent. The company benefits from direct access to a talented pool of graduates from leading technical universities.
- To support continuous professional development, IVIA offers ongoing training programs covering technical skills, software proficiency, and soft skills for all engineers.



Brief History



successful
transformation
from a local to
nationwide player

2006 • foundation of PiND Europrojekt Andrzej Kula, the predecessor of IVIA

2009 • first important project in design & build formula for Energopol Krakow

2010 • first contract with the net value of more than PLN 1m – reconstruction of the Voivodeship Road 783 from Olkusz to Wolbrom

2013 • first contract for a railway project "Reconstruction of the railway station Jelenia Góra"
• forming a limited liability company – Europrojekt Infrastruktura
• opening of the Katowice office

2014 • contract of **PLN 4.5m** design & build formula (Nysa bypass), carried out with Mota-Engil Central Europe
• change of the Company's name – **beginning of IVIA brand development**

2015 • **first contract for the design of express road S-3** – in the section of the bypass of the city of Lubin

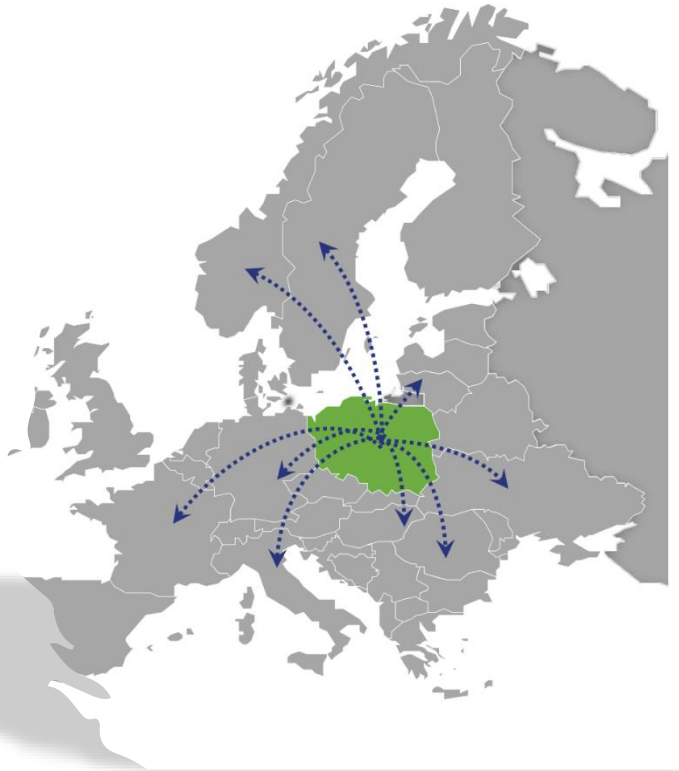
2016 • moving headquarters to Katowice. Opening offices in Szczecin and Czechowice-Dziedzice.
• IVIA's turnover for the first-time exceeded PLN 10m

2017 • first contract for a design & build **railway project**

2018 • first direct order from GDDKiA (33km of Via Carpatia express road with net value of over PLN 11m)
• largest design & build **contract** for designing 42km long sections of S-19 (Lublin – Kraśnik) , a net value of PLN 19m
• opening offices in Lublin and Rzeszow. Moving into a new, modern office in Czechowice-Dziedzice.

2019 • design & build **project of the longest tunnel in Poland**, carried out with PORR
• securing new contracts for a value of ca. **PLN 21m**

expanding to new
segments an more
complex projects in
DESIGN & BUILD
formula



Well positioned for further grow

- Given the highly qualified and experienced team, and previous experience working with international players, the Company could very well act as an external design office for foreign entities.
- Therefore, with a new investor, with an international reach, and leveraging the vast experience built over the years in Poland, IVIA could prove to be an ideal design office for foreign infrastructure projects which would further add to the growth potential.



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