

2024

# ANNUAL REPORT

# FOREWORD

Dear business partners, dear colleagues,

the year 2024 was another year for our company when, despite the crisis in the automotive industry and the ongoing war in Ukraine, we managed to achieve all the economic, financial and occupational health and safety targets required by the parent company.

Looking at the year in more detail, in January we presented a new system for measuring ionizing radiation using unmanned aerial vehicles (DRONES-G MINI) at the INTERSEC trade fair in Dubai and completed the delivery of a new spectrometry system at the Ostrava University Hospital.

In February we successfully completed FAT tests (factory testing) of the second automated radioactive waste measurement line for the DOEL Nuclear Power Plant in Belgium.

In March we completed the final tests (SAT) of the sample cave shielding structure of the SKADI experimental at the ESS (European Spallation Source) research center in Lund, Sweden.

In April we were filled with pride. Our team was awarded as the second best supplier for the Belgian Nuclear Power Plant DOEL. We are very proud of this award, as it was our first project in this location. We also managed to complete the installation and commissioning of another railway measuring portal in České Budějovice, and during the exercise of fire protection and emergency services units focused on the detection of radioactive material at the airport in Ostrava, we tested the full use of our detection portal gates installed at the airport as part of a contract for the General Directorate of Customs of the Czech Republic.

We dedicated May to sports and safety. Our physically fit colleagues participated in the Třebíč Half Marathon, of which we have been a partner for several years, and our colleagues from Kralupy joined the Night Run for Světluška in Stromovka, Prague. In the area of safety, we dedicated this year's Safety Days to the prevention of hand injuries, which account for a quarter of all our work-related injuries.

June was a significant month. We reached the numbers "3" and "two billion"! I know that these numbers alone do not make sense. The first number refers to the order of special cranes for transporting material in the hot cells of the JHR (Jules Horowitz Reactor) project. After the completion of the production and FAT (Factory Acceptance Tests) we shipped the last 3 trucks of these cranes to France and started the installation. The second number refers the Radiation Monitoring Network of the Czech Republic that we delivered - in June, after five years, we reached the "two billion" measurement records..

In July, we won two new projects in Belgium that will provide measurements of internal contamination of people and radioactive waste.

In the summer, we successfully tested a mobile thyroid measurement system for the French Institute for Radiation Protection (ISRN) and completed the installation of a special neutron beam shutter at the ESS (European Spallation Source) research facility in Lund, Sweden.

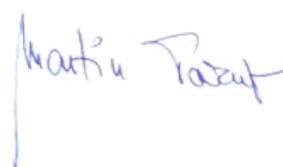
With autumn approaching, we took part in the traditional charity event "Cake for Hospice" in most of our locations.

December. We are completing many orders, such as railway portal gates for US Steel Košice or finalizing shielded gates and doors for the X-ray workplace at the Dukovany Power Plant.

I wish you all the best in 2025.

Martin Pazúr

Chairman of the Board of Directors




# BASIC DATA



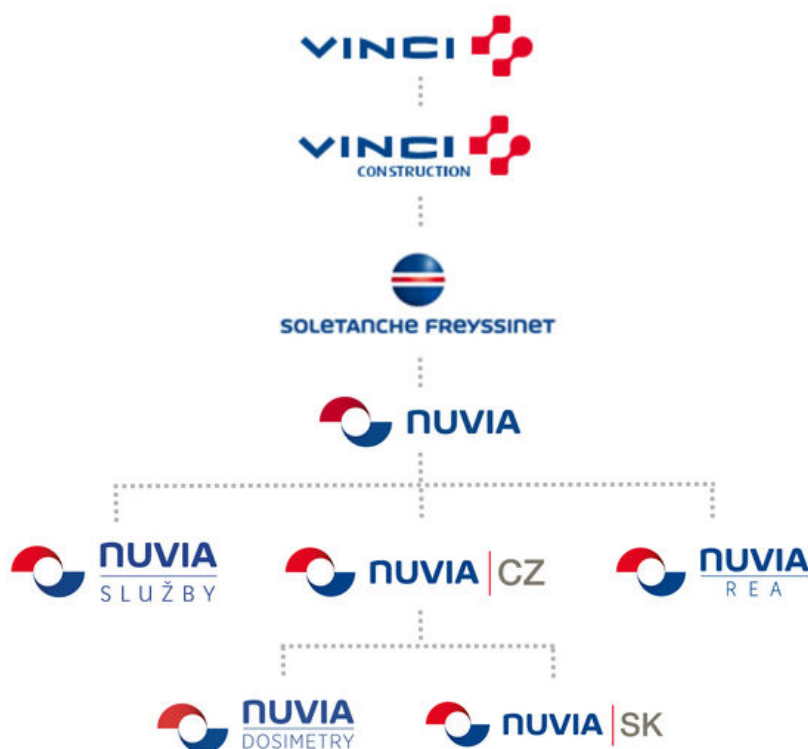
|                                |                                                                                                           |
|--------------------------------|-----------------------------------------------------------------------------------------------------------|
| Business name                  | NUVIA a.s.                                                                                                |
| Legal form                     | Joint-stock company                                                                                       |
| Registered office              | Modřínová 1094, 67401 Třebíč, Česká republika                                                             |
| Date of establishment          | November 5, 1997                                                                                          |
| Company incorporation document | Record in the Companies Register held by the Regional Court in Brno (Czech Republic), Part B, Insert 2461 |
| Company ID                     | 25506331                                                                                                  |
| Tax number                     | CZ25506331                                                                                                |
| Bank details                   | Komerční banka, a.s., affiliate in Jihlava<br>Account No. 6618440267/0100                                 |
| Registered Capital             | 50 000 000 CZK                                                                                            |
| Shares                         | 1 000 pcs. registered shares with value 10 000 CZK<br>400 pcs. registered shares with value 100 000 CZK   |
| Phone                          | +420 568 409 811                                                                                          |
| Email                          | info.cz@nuvia.com                                                                                         |
| Website                        | www.nuvia.com                                                                                             |
| Parent company                 | Soletanche Freyssinet, 280 Avenue Napoléon Bonaparte,<br>92500 Rueil Malmaison, France                    |

## Branches:

|                                      |                                          |
|--------------------------------------|------------------------------------------|
| Manufacturing and Development Center | Hrotovická 168, 67401 Třebíč             |
| Radiation protection and monitoring  | Hrotovická 174, 67401 Třebíč             |
| Dukovany NPP Site                    | Dukovany NPP, Likus II, 67550 Dukovany   |
| Temelín NPP Site                     | Temelín NPP, ATB 5, 373 05 Temelín       |
| Detector development and production  | Trojanova 117, 27801 Kralupy nad Vltavou |
| Development and innovation center    | Traťová 574/1, 619 00 Brno               |

## Subsidiaries:

|                         |                                                          |
|-------------------------|----------------------------------------------------------|
| NUVIA Dosimetry, s.r.o. | Na Truhlářce 39/64, 18084 Prague 8                       |
| NUVIA s.r.o.            | BC AQUAPOLIS, Piešťanská 8188/3, 917 01 Trnava, Slovakia |
| NUVIA REA s.r.o.        | Modřínová 1094, 67401 Třebíč                             |



# ABOUT US

We are a company specializing in large-scale engineering projects, comprehensive services, technology supplies, development and production of equipment and information systems for nuclear power, industry, government, educational institutions, research and medical facilities.

We have been in Třebíč since 1995 (formerly as ENVINET) and since 2012 we have been part of the international NUVIA group within the multinational company VINCI.



# STRATEGIC GOAL

The company's strategic goal is to develop and supply high-quality equipment, offer advanced solutions, high professional services, ensure permanent system and expert support for the customer. All this to meet the demands of our customers, including the high requirements of the industrial production, research area and nuclear power, at reasonable prices while preserving the environment.

## OUR FOCUS



Radiation monitoring and radiation protection.



Industrial automation and mechanical engineering.



Production and service of radiometric systems and detectors for measuring ionizing radiation.



Chemical and radiochemical measurements.



Engineering solutions and services for nuclear power, research institutions and industry.



Characterization of radioactive waste and nuclear facilities before decommissioning.



Development and implementation of information systems.



Laboratory systems and technologies.



Personal dosimetry.

# MEMBERSHIP IN ORGANIZATIONS

Czech Nuclear Society  
Chamber of Commerce of the Czech Republic  
Energy Association of Třebíč  
Czech Power Industry Alliance



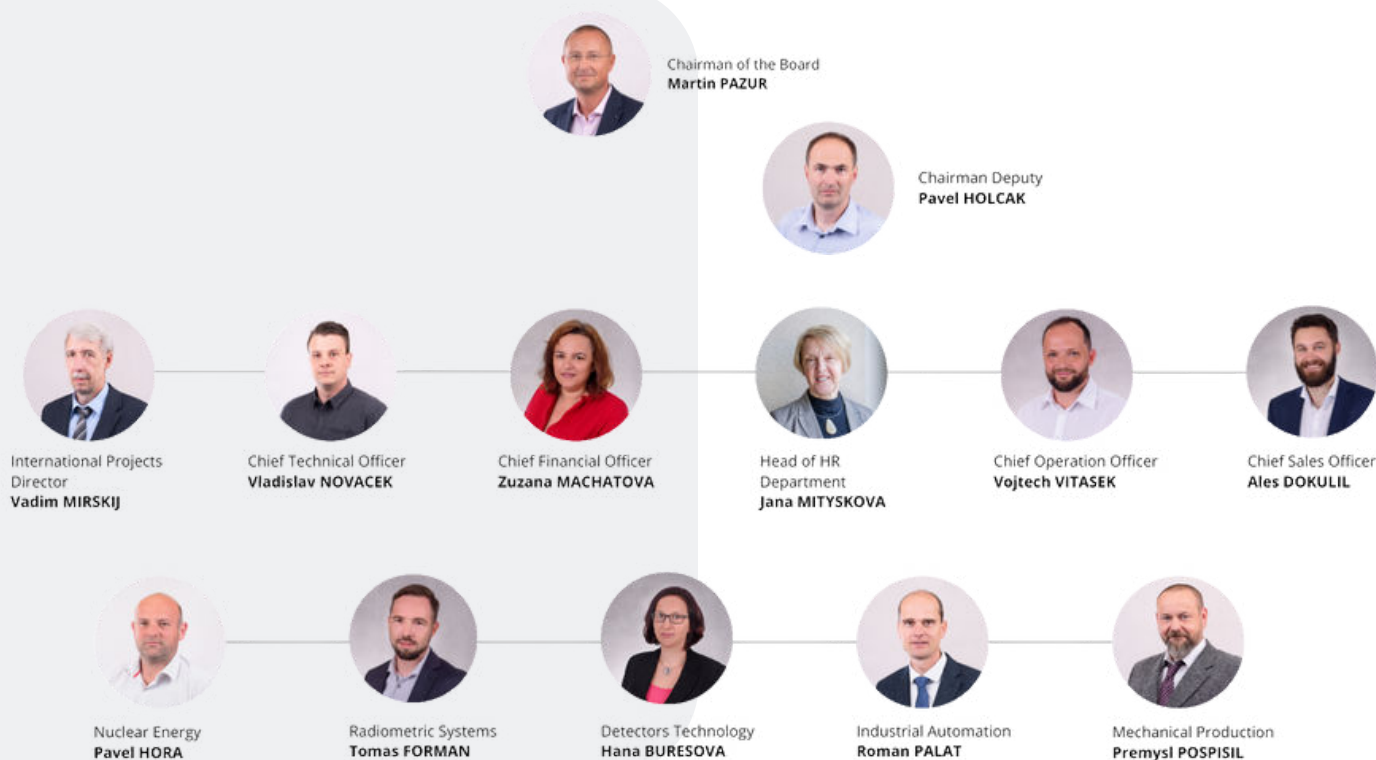
## SUBSIDIARIES

NUVIA a.s. is a 100% shareholder of the companies  
NUVIA Dosimetry, s.r.o. and NUVIA s.r.o.

NUVIA Dosimetry, s.r.o., is an organization authorized for official measurements in the field of dosimetric quantities of ionizing and neutron radiations. It provides dose standardization and evaluation of personal dosimeters in its own calibration labs.

NUVIA s.r.o. represents all activities of NUVIA in Slovakia. It provides there a commercial and service background for the activities and technical support for implemented projects of company.

# ORGANIZATIONAL STRUCTURE



# COMPANY BODIES

## Board of Directors



Bruno LANCIA  
Vice Chairman of the Board of Directors



Martin Pazúr  
Chairman of the Board of Directors



Jean-Guillaume BOIREAU  
Member of the Board of Directors

## Supervisory Board



Aleš DOKULIL  
Member of the Supervisory Board



Emilie CHAMLA  
Chairman of the Supervisory Board

# DIVISIONAL ORGANIZATION

Nuclear Energy Division  
Industrial Automation Division  
Radiometric Systems Division  
Mechanical Engineering Division  
Detector Technology Division



# INTEGRATED MANAGEMENT SYSTEM AND ENVIRONMENT RELATIONSHIP

NUVIA a.s. has implemented and certified an Integrated Management System in accordance with the requirements of ISO 9001:2015 (Quality Management System), ISO 14001:2015 (Environmental Management System) and ISO 45001:2018 (Occupational Health and Safety Management System).



The issue of environmental protection, as well as the high quality and environmental acceptability of final products and our own development, design and service activities, are among the company's priorities. A considerate attitude of the employees to the environment is manifested especially in the optimization of consumption of input raw materials and all media, in consistent waste sorting and ecological disposal of discarded technology and media. An integral part of the technical documentation of our products is the instructions for their disposal at the end of their useful life.

The top management of the company is committed to promoting and continually improving the Quality Management System, Environmental Management, Occupational Health and Safety Management, Information and Information Technology Security and overall Management System processes. At the same time, the company management pays attention to the importance of meeting the legal requirements of the Czech Republic and the European Union, meeting the relevant requirements of the customer and other interested parties.

Education, personnel development and overall enhancement of our employees' competencies are key to our success, so we are expanding our teams to young, dynamic people, organizing training in our own training centre and using modern communication and information means.

In our relationships with employees and business partners, we recognise the values that guide our daily work. These include teamwork, transparency, humility, excellence, and entrepreneurship. These values are key to our success and reinforce our identity as an organisation committed to excellence and integrity.

# COMPANY'S ECONOMY

Net company's turnover for financial year 2024 makes 594 907 ths. CZK.

Company owns tangible investment goods and intangible assets of the value of 94 656 ths. CZK.

In the year 2024 company's net profit was 32 628 ths. CZK.

Company's equity in the year 2024 was 335 912 ths. CZK.

Company's capital stock is 50 000 ths. CZK.

In the year 2024 the number of employees in NUVIA a.s. was 281.

NUVIA a.s. has a property share in other companies with controlling interest in amount of 36 582 ths. CZK. In the year 2024 NUVIA a.s. had expenditures on research and development in the amount of 6 623 ths. CZK and expenditures on employees training and vocational development in the amount of 946 ths. CZK.

NUVIA a.s. offers its employees the opportunity to invest in shares of the VINCI Group's international stock plan - CASTOR INTERNATIONAL. If the conditions are met, the employees receive a financial contribution in the form of VINCI premium shares after 3 years.

The compilation of the Related Parties Report was secured by the statutory body of the company NUVIA a.s. within the time stipulated by law. The Related Parties Report was compiled according to the best knowledge and awareness of the subject and best efforts were used to obtain the documentation from which the information was drawn. The Report was submitted for review to the Supervisory Board that has not found any errors.

The company has its financial statements audited by Ing. Zdeněk Jaroš, an auditor registered with the Chamber of Auditors of the Czech Republic, authorized to perform auditing activities with authorization No. 1477. According to the auditor the financial statements present, in all important respects, a true and fair view of the assets, liabilities and financial position of the Company to the date of 31. 12. 2024 and costs, revenues and results of operations for the period of year 2024 in accordance with accounting principles generally accepted in the Czech Republic.

# BALANCE SHEET

In CZK thousands

| Period                                         | 31. 12. 2024 | 31.12. 2023 |
|------------------------------------------------|--------------|-------------|
| <b>TOTAL ASSETS</b>                            | 543 093      | 546 076     |
| Fixed assets                                   | 131 238      | 133 876     |
| Intangible assets                              | 13 734       | 20 847      |
| Tangible fixed assets                          | 80 922       | 76 447      |
| Financial assets                               | 36 582       | 36 582      |
| Current assets                                 | 410 239      | 409 642     |
| Inventories                                    | 71 609       | 74 203      |
| Long-term receivables                          | 20 817       | 21 184      |
| Short-term receivables                         | 317 528      | 313 804     |
| Current financial assets                       | 285          | 451         |
| Prepayments and accrued income                 | 1 616        | 2 558       |
|                                                |              |             |
| <b>TOTAL LIABILITIES AND EQUITY</b>            | 543 093      | 546 076     |
| Equity                                         | 335 912      | 343 284     |
| Subscribed capital                             | 50 000       | 50 000      |
| Capital reserves                               | 3 783        | 3 783       |
| Retained earnings                              | 249 468      | 252 981     |
| Profit/loss of current accounting period (+/-) | 32 628       | 36 487      |
| Liabilities                                    | 203 250      | 202 622     |
| Long-term liabilities                          | -            | -           |
| Short-term liabilities                         | 113 234      | 109 269     |
| Accruals and deferred income                   | 3 931        | 170         |

# PROFIT AND LOSS STATEMENT

In CZK thousands

| Year                                             | 2024    | 2023    |
|--------------------------------------------------|---------|---------|
| Sales of products and services                   | 592 954 | 579 816 |
| Sales of goods                                   | 1 953   | 168     |
| Purchased consumables and services               | 300 017 | 281 055 |
| Cost of goods sold                               | 1 345   | 153     |
| Consumed material and energy                     | 188 839 | 188 653 |
| Services                                         | 109 833 | 92 249  |
| Change in internally produced inventory          | 2 160   | 15 828  |
| Activation                                       | -1 516  | -9 601  |
| Staff costs                                      | 234 075 | 220 836 |
| Adjustments to values in operating activities    | 16 007  | 4 890   |
| Other operating income                           | 7 875   | 10 706  |
| Proceeds on fixed assets                         | 476     | 591     |
| Net book value of fixed assets and material sold | 7 399   | 10 115  |
| Sundry operating income                          | 16 171  | 46 878  |
| Other operating expenses                         | -       | 141     |
| Operating profit or loss                         | 35 868  | 30 804  |
| Interest income                                  | 6 883   | 7 583   |
| Interest expense                                 | 573     | 600     |
| Other financial revenues                         | 4 964   | 8 463   |
| Other financial expenses                         | 5 551   | 3 453   |
| Profit/loss from financial activities            | 5 723   | 11 993  |
| Profit/loss before tax                           | 41 591  | 42 797  |
| Income tax for ordinary activities               | 8 963   | 6 310   |
| Profit/loss for the accounting period            | 32 628  | 36 487  |
|                                                  |         |         |

# ANNEXES

Financial Statements 2024

Auditor's Report on Financial Statements 2024

Report on Relations between Related Parties for the year 2024

## AVAILABILITY OF THE ANNUAL REPORT

The annual report of NUVIA a.s. evaluates the business year 2024, which lasted from January 1, 2024 to December 31, 2024.

The annual report is available:

- in the Collection of Documents of the Commercial Register kept by the Regional Court in Brno (including the complete annex to the financial statements);
- on request at NUVIA a.s., Modřínová 1094, 674 01 Třebíč;
- upon request at [info.cz@nuvia.com](mailto:info.cz@nuvia.com).

NUVIA a.s. claims an exemption from the obligation to prepare and publish a sustainability report. The consolidated sustainability report for the VINCI group is available on the website <https://www.vinci.com/en/finance/investors/financial-information>.



# NUVIA a.s.



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