

2025

# ANNUAL REPORT



[www.nuvia.com](http://www.nuvia.com)

# FOREWORD

Dear business partners and colleagues,

2025 was a significant year for our company. In February, we celebrated our 30<sup>th</sup> anniversary. We have spent thirty years operating on the global market, including fourteen years as part of the French VINCI Group. 2025 was also the year in which we once again achieved our financial targets (according to the European International Financial Reporting Standards (IFRS) methodology). Turnover, profit and free cash flow all reached the levels set by the parent company.

However, 2025 was not an easy year for our largest customer, the Marelli Group. On 11 June, the parent company filed for bankruptcy under Chapter 11 of the US Bankruptcy Code. At that time, we had outstanding activities totalling EUR 4 million with the Polish, Italian and Czech branches of Marelli. After several months of challenging legal negotiations, court filings and personal support from Marelli's Czech management, we successfully secured the full repayment of our receivables. The customer successfully completed the reorganisation process and found the necessary resources to continue their operations. We are currently resuming deliveries to Marelli's European plants.

2025 was also a significant year in terms of orders received. Following lengthy contractual and technical negotiations, we secured a contract to supply a fully automated Free Release Measurement plant for the measurement of potentially radioactive waste prior to its release into the environment for the Belgian power plants Doel and Tihange. This two-year project ideally combines all of our company's expertise.

In the field of ionising radiation measurement, we successfully delivered an early warning system (radiation monitoring network) to England and installed a new measuring portal for vehicles in the USA.

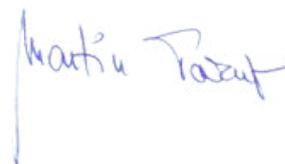
In May, in the presence of the Czech and South Korean Ministers of Trade, we were one of seven companies to conclude a preliminary agreement with the Korean company KHNP.

The agreement was for the supply of technological systems for two new units at the Dukovany Nuclear Power Plant. Soon after, we signed a Memorandum of Understanding with RealGain and Mirion — a Korean and a French company, respectively — to supply a radiation monitoring system for the new Dukovany units.

I began this report with an important milestone: our company's 30<sup>th</sup> anniversary. This was celebrated alongside the move to our new production and administrative premises, which cost CZK 200 million to build. At the end of June, we celebrated our achievements with an open day featuring food and drink, attended by family members and members of the public.

However, I would now like to conclude this report by looking to the future. A new future. From 1 January 2026, my colleague Aleš Dokulil will take over the management of the company. Together with a new team, he will work hard to ensure that the company enjoys many more successful years.

With best wishes,  
Martin Pazúr  
Chairman of the Board of Directors



# BASIC DATA



Business name	NUVIA a.s.
Legal form	Joint-stock company
Registered office	Hrotovická-Průmyslová Zóna 168, 67401 Střítež, Czech Republic
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 Account No. 6618440267/0100
Registered Capital	50 000 000 CZK
Shares	1 000 pcs. registered shares with value 10 000 CZK 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, 92500 Rueil Malmaison, France

**Branches:**

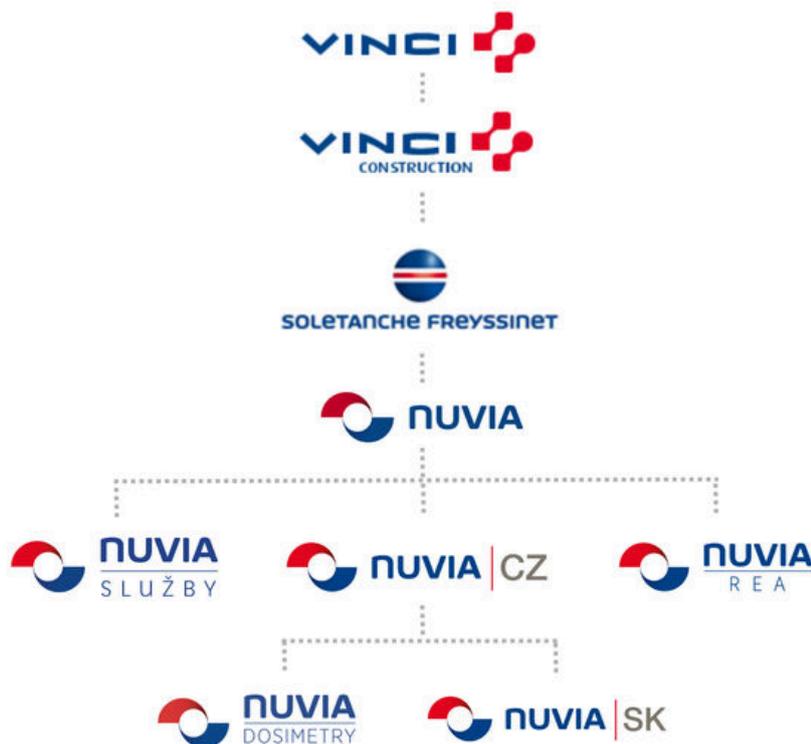
Dukovany NPP Site	Dukovany NPP, Likus II, 67550 Dukovany
Temelín NPP Site	Temelín NPP, ATB 5, 373 05 Temelín
Detector development and production	Trojanova 117, 27801 Kralupy nad Vltavou
Development and innovation center	Traťová 574/1, 619 00 Brno

**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

**Sister companies**

NUVIA REA s.r.o.	Hrotovická-Průmyslová Zóna 168, 67401 Střítež
NUVIA Služby s.r.o.	Hrotovická-Průmyslová Zóna 168, 67401 Střítež



# 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 company's top management is committed to promoting and continually improving all components of the management system, including its processes, in accordance with the legislative requirements of the Czech Republic and the European Union, as well as the requirements of customers 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 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 2025 makes 591 118 ths. CZK.

Company owns tangible investment goods and intangible assets of the value of 92 504 ths. CZK.

In the year 2025 company's net profit was 43 436 ths. CZK.

Company's equity in the year 2025 was 329 348 ths. CZK.

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

In the year 2025 the number of employees in NUVIA a.s. was 264.

NUVIA a.s. has a property share in other companies with controlling interest in amount of 36 582 ths. CZK. In the year 2025 NUVIA a.s. had expenditures on research and development in the amount of 16 069 ths. CZK and expenditures on employees training and vocational development in the amount of 1 276 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. 2025 and costs, revenues and results of operations for the period of year 2025 in accordance with accounting principles generally accepted in the Czech Republic.

# BALANCE SHEET

In CZK thousands

Period	31. 12. 2025	31. 12. 2024
<b>TOTAL ASSETS</b>	500 312	543 093
Fixed assets	129 086	131 238
Intangible assets	7 113	13 734
	85 391	80 922
Financial assets	36 582	36 582
Current assets	365 527	410 239
Inventories	64 652	71 609
Long-term receivables	18 319	20 817
Short-term receivables	282 326	317 528
Current financial assets	230	285
Prepayments and accrued income	5 699	1 616
<b>TOTAL LIABILITIES AND EQUITY</b>	500 312	543 093
Equity	329 348	335 912
Subscribed capital	50 000	50 000
Capital reserves	3 783	3 783
Retained earnings	232 096	249 468
Profit/loss of current accounting period (+/-)	43 436	32 628
Liabilities	169 684	203 250
Short-term liabilities	91 142	113 234
Accruals and deferred income	1 280	3 931

# PROFIT AND LOSS STATEMENT

In CZK thousands

Year	2025	2024
Sales of products and services	588 034	592 954
Sales of goods	3 084	1 953
Purchased consumables and services	279 033	300 017
Cost of goods sold	2 093	1 345
Consumed material and energy	160 245	188 839
Services	116 695	109 833
Change in internally produced inventory	11 559	2 160
Activation	-	-1 516
Staff costs	238 838	234 075
Adjustments to values in operating activities	16 739	16 007
Other operating income	16 024	7 875
Proceeds on fixed assets	579	476
Net book value of fixed assets and material sold	300	-
Sundry operating income	15 445	7 399
Other operating expenses	5 804	16 171
Operating profit or loss	55 169	35 868
Interest income	3 490	6 883
Interest expense	274	573
Other financial revenues	1 671	4 964
Other financial expenses	5 681	5 551
Profit/loss from financial activities	-794	5 723
Profit/loss before tax	54 375	41 591
Income tax for ordinary activities	10 939	8 963
Profit/loss for the accounting period	43 436	32 628

# ANNEXES

Financial Statements 2025

Auditor's Report on Financial Statements 2025

Report on Relations between Related Parties for the year 2025

## AVAILABILITY OF THE ANNUAL REPORT

The annual report of NUVIA a.s. evaluates the business year 2025, which lasted from January 1, 2025 to December 31, 2025.

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., Hrotovická-Průmyslová Zóna 168, 67401 Střítež;
- 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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