

CIAK GRUPA d.d.

SECURITY: CIAK-R-A

LEI: 74780010K3F620YZZ529

HOME MEMBER STATE: Hrvatska

REGULATED MARKET SEGMENT: Official Market of the Zagreb Stock Exchange

**Subject: Invitation to Tender for the Main Contractor for the Construction Works of the Stupnik Logistics and distribution centre**

Following completion of the Main Design and the preparation of the Bill of Quantities, we hereby invite **all interested building contractors** to participate in the tender for the construction of the logistics and distribution centre in Stupnik. The tender will be held in the first half of November, and all interested parties are requested to register their interest by submitting a letter of intent together with a list of references no later than 29 October 2025 to [ldc@ciak-auto.hr](mailto:ldc@ciak-auto.hr).

The construction of a new, energy-efficient and digitised distribution centre in Gornji Stupnik, with an area of approximately 15,000 m<sup>2</sup>, will expand the existing logistics capacities of CIAK AUTO, the largest member of the CIAK Group and the largest independent aftermarket company in Croatia. The CIAK Auto logistics centre will also represent the first implementation of AutoStore in Croatia in the spare parts distribution segment, where an improvement in service levels toward all professional customers as well as end consumers is expected already at the beginning of 2027.

CIAK Group is known for over 30 years of continuous growth since its establishment and for sustained profitable operations. During 2020, CIAK Group consolidated all of its business entities and real estate into a single organisational unit and, as such, was the first in our region and industry to successfully complete an Initial Public Offering (IPO), becoming the regional leader in the independent aftermarket (spare parts) segment. Since the listing on the Zagreb Stock Exchange on 4 January 2021, CIAK Group has grown from 1,300 employees and €128M in revenues to over 3,400 employees and more than €359M in revenues. The company's share value has increased by over 35%, and dividends are regularly paid to shareholders in the amount of approximately 50% of the profit achieved in the previous year. Based on publicly available data for the first half of the year for both CIAK Group and local and global competitors, we firmly believe that CIAK Group will continue to pursue its business mission in the coming years and deliver long-term value to shareholders.

(continued on the next page)

Privredna banka Zagreb d.d.  
Erste&Steiermärkische bank d.d.  
Hrvatska poštanska banka d.d.

IBAN HR5723400091110848926  
IBAN HR2624020061100576498  
IBAN HR3623900011101318793

SWIFT PBZGHR2X  
SWIFT ESBCHR22  
SWIFT HPBZHR2X

## DATA FROM PUBLIC REPORTS FOR THE FIRST 6 MONTHS OF 2025

|                           | CIAK Group | Local competitor | Global competitor |
|---------------------------|------------|------------------|-------------------|
| Sales revenue H1 2025     | 185,9M €   | 113,1M €         | 2.396,6M €        |
| Revenue growth vs LY      | 21%        | 5%               | 10%               |
| EBITDA H1 2025            | 14,8M €    | 8,9M €           | 155,5M €          |
| EBITDA growth vs LY       | 22%        | -16%             | 9%                |
| Gross profit H1 2025      | 5,3M €     | 3,5M €           | 104,1M €          |
| Gross profit growth vs LY | 28%        | -43%             | 3%                |

Visualisations of LDC Stupnik based on the Main Design:


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**CIAK Grupa d.d.**, Savska Opatovina 36, 10090 Zagreb, OIB: 28466564680. Društvo je upisano u sudski registar Trgovačkog suda u Zagrebu pod brojem MBS: 080286194. Temeljni kapital društva iznosi 26.215.395,00 euro, uplaćen je u cijelosti i podijeljen je na 19.751.989 redovnih dionica. Predsjednik Uprave: Ivan Leko. Članovi Uprave: Dalibor Bagarić (zamjenik predsjednika), Ivica Greguraš, Dominik Leko, Ivan Miloš. Predsjednik Nadzornog odbora: Stjepan Ljatić.