



Implenia

IMPLENIA IS GROWING WITH A DIFFERENTIATED OFFERING

JENS VOLLMAR CEO

STEFAN BAUMGÄRTNER CFO

ZKB SWISS EQUITY CONFERENCE 6 NOVEMBER 2025

.....

IMPLENIA AT A GLANCE

.....

IMPLENIA IS AN ATTRACTIVE INVESTMENT OPPORTUNITY

.....

HALF-YEAR RESULTS 2025

.....

Q&A

.....

APPENDIX

AGENDA



Implenia

IMPLENIA AT A GLANCE

Semmering Base Tunnel, Austria

IMPLENIA AT A GLANCE

WE CREATE AND BUILD WITH AND FOR PEOPLE

CHF m

7,778

Order book
HY1.25



CHF m

~140

EBIT FY.25
Guidance



Mid-term targets

>4.5% EBIT margin

25% Equity ratio



FTE

~ 8,500

June 2025



3 Divisions

- Buildings
- Civil Engineering
- Service Solutions



1 Integrated modell

Combined service
offering along the value
chain



4 Strategic priorities

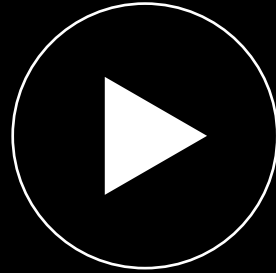
- Portfolio
- Profitable Growth
- Innovation
- Talent and
Organisation



5 Values

- Sustainability
- Excellence
- Collaboration
- Agility
- Integrity





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KEY INVESTMENT HIGHLIGHTS

Fornebu, Oslo, Norway

IMPLENIA REMAINS AN ATTRACTIVE OPPORTUNITY FOR INVESTORS

Markets	Capabilities		Future growth
1 Focus on relevant and growing market segments	2 Market leader in specialized, high-margin sectors	3 Diversification for resilience and stability	6 Strategy for sustainable growth and value creation
	4 High-quality project pipeline through Value Assurance approach	5 Proven management team with expertise from various industries	

Attractive Swiss investment opportunity: a leading company in the Swiss and European real estate and infrastructure market



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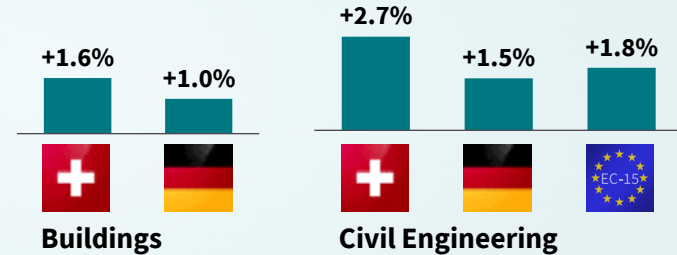
1 FOCUS ON RELEVANT AND GROWING MARKET SEGMENTS

1 FOCUS ON RELEVANT AND GROWING MARKET SEGMENTS

Megatrends stimulate demand...



... positive growth forecasts across all markets



Compound Annual Growth Rates (CAGR) 2025-2027, EC-15 with 15 Western European states including Austria, France, Sweden, Norway; Source: Euroconstruct June 2025

MARKET

1 INDIVIDUAL MARKET SEGMENTS WITH MUCH STRONGER GROWTH TRAJECTORY THAN THE OVERALL MARKET - EXAMPLES



DATA CENTERS

Growth of **7.7% p.a.** until 2030 in Europe, up to a market size of EUR 80 bn¹⁾



TUNNEL-LING

Yearly average **growth of >6.8%** expected in Europe until 2029⁴⁾



HEALTHCARE & LIFE SCIENCES

+5.2% growth p.a. to EUR 31 bn expected for new health build. in Europe until '27²⁾



ENERGY INFRASTR.

84bn EUR investment in energy infrastructure required across Europe until '30⁵⁾



DEFENSE

Renovation need of defense infra in DE estimated at **EUR 67bn**³⁾



MOBILITY INFRASTR.

+4.1% CAGR expected until '30, creating Euro. market of EUR 320 bn⁶⁾

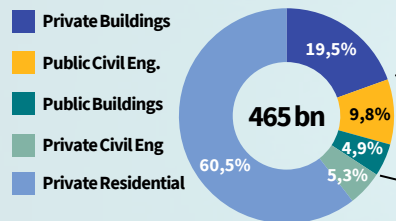
MARKET

Notes: 1) Mordor Intelligence – Europe Data Center Construction Report 2) Euroconstruct, Jun-25 3) Tagesschau.de 4) TunnelMarket Report 2025 5) European Commission – European Grid Action Plan 6) Mordor Intelligence – Europe Transportation Infrastructure Construction Market Size & Share Analysis - Growth Trends & Forecasts (2025 - 2030) (all mobility infrastructure incl. tunnelling)

1 GERMAN INFRASTRUCTURE PLAN EXPECTED TO INCREASE PUBLIC CONSTRUCTION SPENDING BY MORE THAN 50%

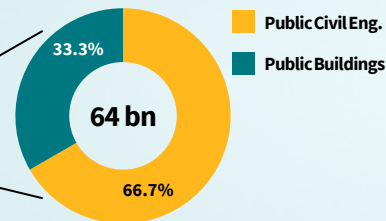
Total construction expenses

Germany 2024, EUR



Public construction expenses

Germany 2024, EUR



Average impact of infrastructure program¹⁾
per year, EUR

+ ~35 bn

Public construction spending
per year, at EUR 350 bn over
10 years

Future annual public
construction expenditures²⁾
per year, EUR

= ~100 bn

(+55%)

Public sector expenditure
growth³⁾

**Comparison: Public construction expenses in Switzerland
account for ~30% of total construction spending (vs. ~14.7%
in Germany)**

MARKET

Notes: 1) Estimate that Implenia could address EUR ~350 bn of the EUR 500 bn. Implenia assumes that only a small share will be incurred in 2025/2026, but rather spread over 10 years; 2) Realistically, expenditures will increase over the years to a peak (e.g. in 2029) and then decline again, implying a non-linear distribution; 3) This would correspond to slightly more than 20% of total construction expenditures (compared to 14.7% in 2024)

Sources: bauindustrie.de, Schweizerisches Bundesamt für Statistik, Boston Consulting Group

1 GERMAN INFRASTRUCTURE PLAN FOCUSES ON SECTORS IN WHICH IMPLenia IS SPECIALISED AND EXPERIENCED

References Civil Engineering: Mobility- & Energy-Infrastructure

Tunnels	Bridges	Roads & Rail	Energy	Healthcare	R&D	Education
Nordmainische S-Bahn, Frankfurt, DE (2025) Tunnel Ostbahnhof, Munich, DE (2025) Sisikoner Tunnel, CH (2025) Marienhof, Munich, DE (2019)	Talbrücke Heubach, DE (2024) Talbrücke Sechshelden, DE (2024) Talsperrenbrücke, Bad Lobenstein, DE (2023) Rader Hochbrücke, Borgstedt, DE (2023)	East Link railway link, SW (2025) Bremen motorway ring-road, DE (2025) Thun motorway, CH (2024) BA2 Strecke, Emmerich, DE (2023)	Hydropowerplant Imst-Haiming, AT (2025) Fernwärmehautunnel Hamburg, DE (2021) Kabeldiagonale Berlin, DE (2019) Water dam Spitalamm, Grimsel, CH (2019)	Heidekreis Clinic, Bad Fallingb., DE (2025) Clinic 2, University Hospital Basel, CH (2025) Cantonal Hospital Lucerne, CH (2022) Cantonal Hospital Aarau, CH (2021)	TRON medical research building Mainz, DE (2025) Technologiepark Essen, DE (2023) DBM laboratory building Basel, CH (2023) BVG Ausbildungs-Campus, DE (2020)	General school, Ruhrgebiet, DE (2025) Primary school, Stadtroda, DE (2025) School, Heilbronn, DE (2025) Two schools in Zug und Binningen, CH (2024)
						

MARKET

Notes: Dates refer to the construction start time



Implen

**2 MARKET LEADER IN
SPECIALIZED, HIGH-
MARGIN SECTORS**

2 IMPLENIA IS POSITIONED AS A LEADER IN HIGH-MARGIN SECTORS WITH ITS THREE DIVISIONS

Division

Buildings
Civil Engineering
Service Solutions

	Switzerland	Germany	Others
Healthcare	#1	Top 10	
Research and Education	#1		
Data centers	#1		
Defense	First projects		
Tunnelling	#1 in our European markets		
Center & mixed-use site mgmt.	#1		

MARKET LEADING POSITIONED

Notes: Market position in Buildings refers to general contractor/total contractor projects over the past few years



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3 DIVERSIFICATION FOR RESILIENCE AND STABILITY

3 DIVERSIFICATION ALONG SEVERAL DIMENSIONS FOR RESILIENCE AND STABILITY

Geographical footprint

~50% of revenues generated
outside of Switzerland

Offering

Wide distribution of orders
across various segments in
building construction and civil
engineering

Projects

Revenue contribution of each
individual project marginal, with
different project durations

Clients

Balanced mix of public and
private customers in different
areas

Contract models

Application of various contract
models: IPD, General Planner,
General Contractor, Total
Contractor, etc.

DIVERSIFIED BUSINESS PORTFOLIO

3 GEOGRAPHICALLY DIVERSIFIED ACROSS EUROPEAN MARKETS

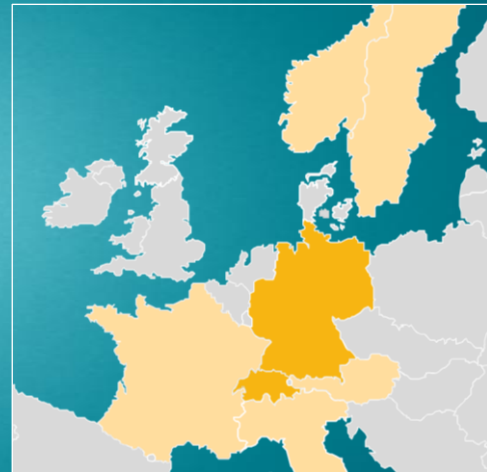
Markets

 **Integrated offering** of all Divisions in **Switzerland** and **Germany**

 Focus on **tunnelling and related infrastructure** in further markets

2024 Revenue split by country

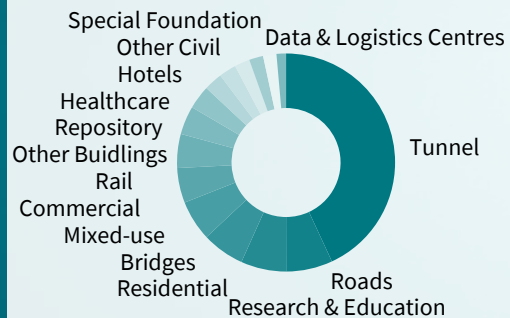
 ~50%	Switzerland
 ~27%	Germany
 ~15%	Sweden & Norway
 ~7%	Others: France, Austria, Italy, ...



DIVERSIFIED GEOGRAPHICAL FOOTPRINT

3 OFFERING COVERS A WIDE RANGE OF PROJECT TYPES WITH A FOCUS ON SPECIALISATIONS

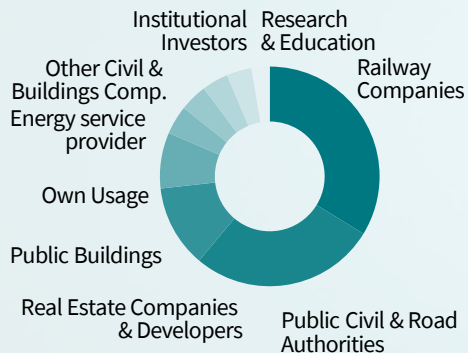
Order book by offering



DIVERSIFIED OFFERING

3 STRONGLY DIVERSIFIED CUSTOMER BASE WITH PRIVATE AND PUBLIC INSTITUTIONS

Order book by customer type



SwissLife	UBS	Allianz	Zürcher Kantonalbank	SWISS PRIME SITE	CHAM properties	STACK INFRASTRUCTURE	green
BASF	thyssenkrupp	United Nations	Grand Paris express	ETH zürich	Universitätsspital Basel	KSA Kantonsspital Aarau	KSB Kantonsspital Baden
DEGES	Die Autobahn	Statens vegvesen	TRAFIKVERKET	Landesrat für Statens ASTR	SBB CFF FFS	DB	OBB

DIVERSIFIED CUSTOMER PORTFOLIO

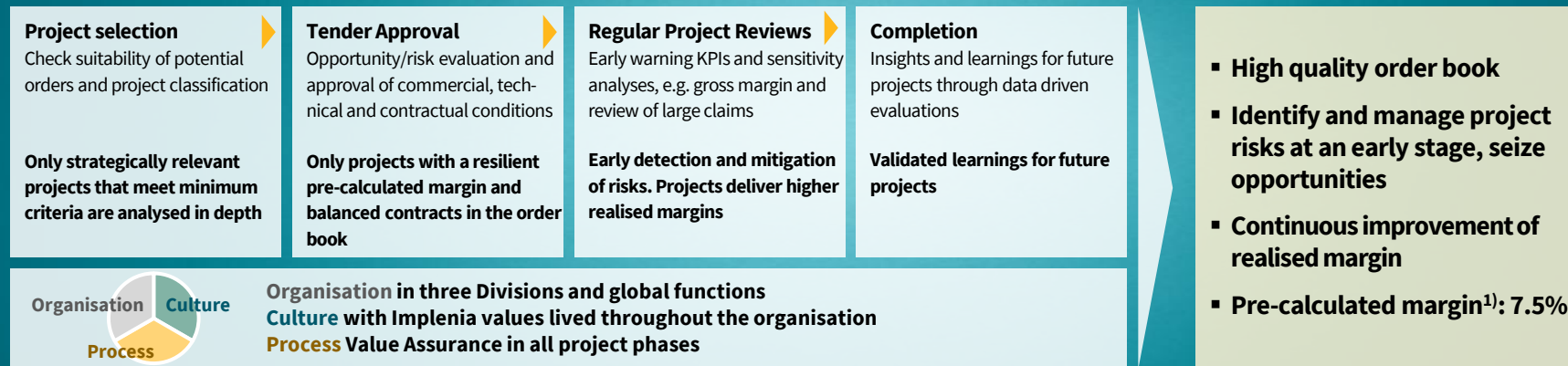


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4 HIGH-QUALITY PROJECT PIPELINE THROUGH VALUE ASSURANCE APPROACH

4 CONTINUOUS RISK AND PERFORMANCE MONITORING THROUGH VALUE ASSURANCE INCREASES RELIABILITY AND PROFITABILITY

Consistent implementation and further optimisation of the Value Assurance process



HIGH QUALITY PROJECT-PIPELINE



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**5 PROVEN
MANAGEMENT TEAM
WITH EXPERTISE FROM
VARIOUS INDUSTRIES**

5 HEALTHY MIX BETWEEN INDUSTRY EXPERTS AND MANAGERS FROM OTHER INDUSTRIES WHICH BRING NEW IDEAS INTO THE CONSTRUCTION SECTOR



Jens Vollmar
CEO

Experience (~15 years)

- Corporate Development
- Buildings & Real Estate
- M&A Transactions



Adrian Wyss
Head Division
Buildings

Experience (~25 years)

- Buildings & Modernisation
- Real Estate
- Transformation mgmt.



Erwin Scherer
Head Division
Civil Engineering

Experience (~30 years)

- Infrastructure & civil engineering
- International projects
- Security & Quality



Anita Eckardt
Head Division
Service Solutions

Experience (~25 years)

- New business areas & Growth
- Services development
- Constr. & Marketing



Stefan Baumgärtner
CFO

Experience (~25 years)

- International financial mgmt. & Controlling
- Construction & industry



Claudia Bidwell
Chief Human
Resources Officer

Experience (~20 years)

- HR strategy
- Org. development
- Construction & Pharma



German Grüninger
General Counsel

Experience (~30 years)

- Legal expertise
- Compliance & Governance
- Risk management

PROVEN MANAGEMENT TEAM



Implenlia

6 STRATEGY FOR SUSTAINABLE GROWTH AND VALUE CREATION

6 WITH OUR STRATEGY WE GENERATE VALUE FOR INVESTORS

Sustainable growth through differentiation...

High-margin projects with potential for differentiation

Focus on complex (large) projects and partnership-based contract and settlement models

Business specialisations

Healthcare, Research and Education, Data/logistics centers, Defense, as well as Center & Mixed-use Site Management

Civil Engineering specialisations

Tunneling, Energy Generation and Distribution, Road and Rail Mobility

Geographical growth with specialist services**Organic and inorganic capability expansion**

along the value chain for efficiency and customer benefit

Continuous operational improvement

... generates value for investors

- Revenue growth
- EBIT margin increase
- Free Cashflow improvement

SUSTAINABLE GROWTH AND VALUE CREATION



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The background of the slide is an aerial photograph of a city during winter. The ground is covered in a thick layer of snow. In the foreground, there are several large industrial or commercial buildings, some with flat roofs. A river or canal winds through the middle of the city. In the background, a dense residential area is visible, followed by rolling hills under a hazy, golden sky, suggesting a sunrise or sunset. The overall scene is a mix of urban development and natural landscape.

**IMPLENIA REMAINS AN
ATTRACTIVE
OPPORTUNITY FOR
INVESTORS**



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HALF-YEAR RESULTS 2025



IMPLENIA GROUP – OPERATIONAL DEVELOPMENT WITH GROWTH MOMENTUM

Market recovery and growth

in Switzerland
and European
countries

Contract wins in tunnelling and civil engineering

by Division Civil
Engineering

Financial structure strengthened

by CHF 220 m
bond issue

Digitalisation and artificial intelligence

in more and
more projects

Construction contracts won & properties sold

by Division
Buildings

New mandates & internal Wincasa CEO succession

at Division Service
Solutions

Streamlined operating model

with reduction
from 4 to 3
Divisions

Cham Swiss Pro- perties created

from merger of
Ina Invest and
Cham Group

OPERATIONAL HIGHLIGHTS

IMPLENIA GROUP – OPERATING PROFIT, REVENUE AND ORDER BOOK INCREASED

Operating profit
(EBIT) CHF

57.0 m

(+12.9%)

Revenue
CHF

1.9 bn

(+6.6%)

Order book
CHF

7.8 bn

(+9.8%)

EBIT target
CHF

~140 m

confirmed for
full-year 2025

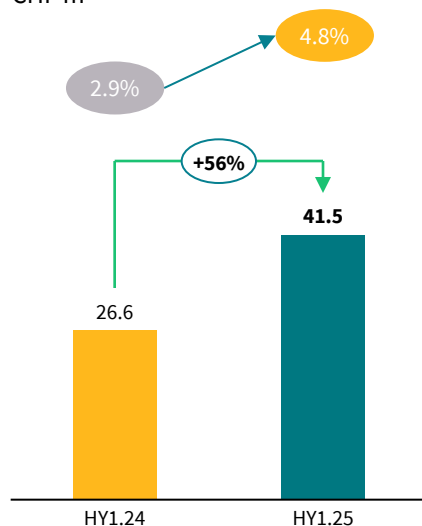
FINANCIAL HIGHLIGHTS

EBIT INCREASED ACROSS ALL DIVISIONS

EBIT and EBIT-margin

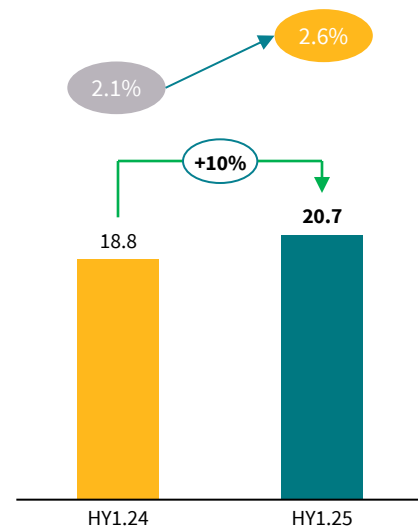
Buildings¹⁾

CHF m



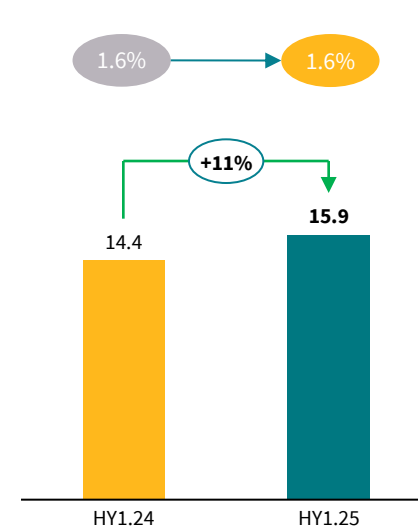
Buildings excl. RE Dev.

CHF m



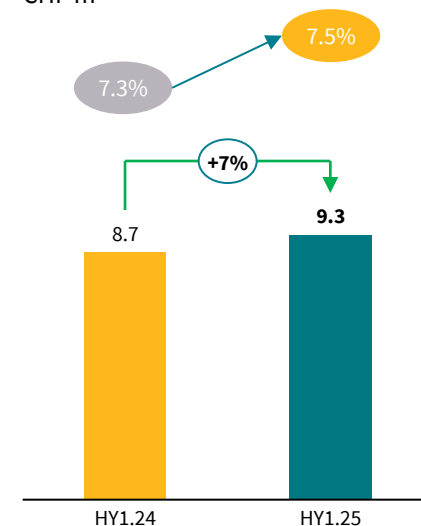
Civil Engineering

CHF m



Service Solutions

CHF m



Notes: Rounding differences; 1) Real Estate Development EBIT in HY1.24 and HY1.25 were CHF 7.7m and CHF 20.8m, respectively

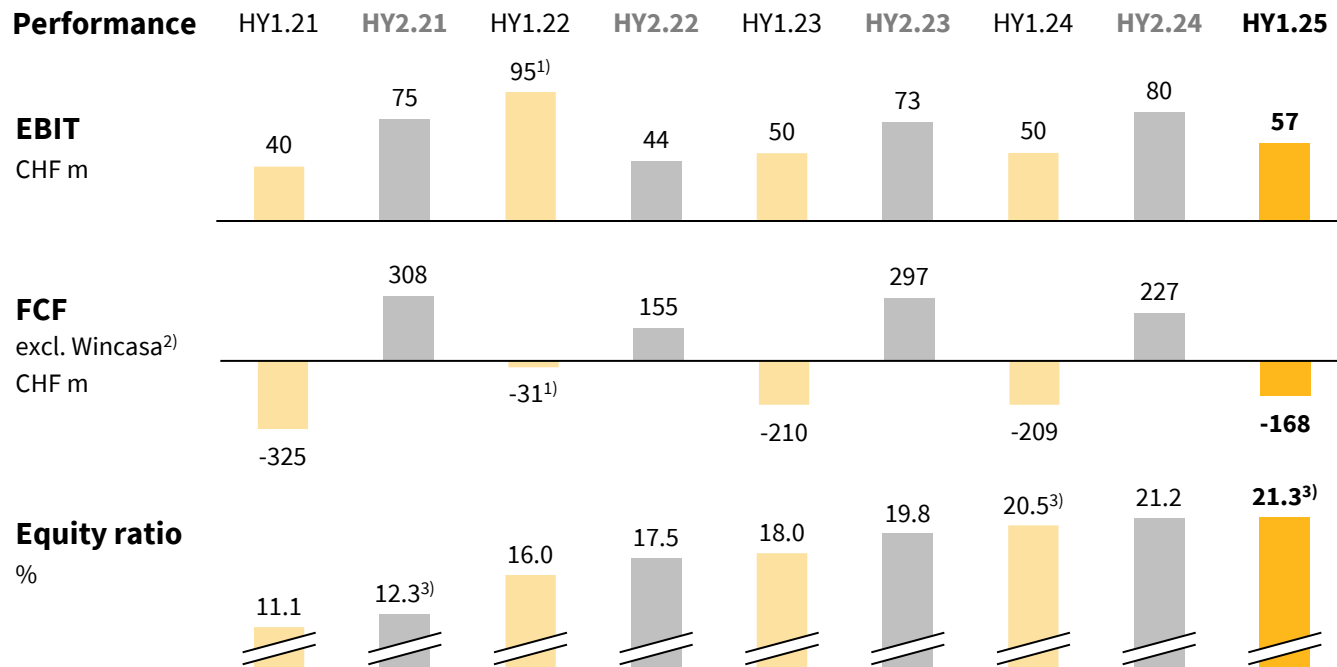
x.x%

HY1.24 EBIT-margin

x.x%

HY1.25 EBIT-margin

CONSISTENT FINANCIAL PERFORMANCE IN RECENT YEARS



- Implenia has achieved **consistent EBIT** in the past four years in the first half-year, which is always weaker due to sector seasonality
- **Improved free cash flow in the first half of 2025**, with strong positive free cash flow in the second half of each year
- **Implenia has steadily increased its equity ratio** over the last four years
- Implenia expects to see a **positive long-term financial trend** due to its strong operating business

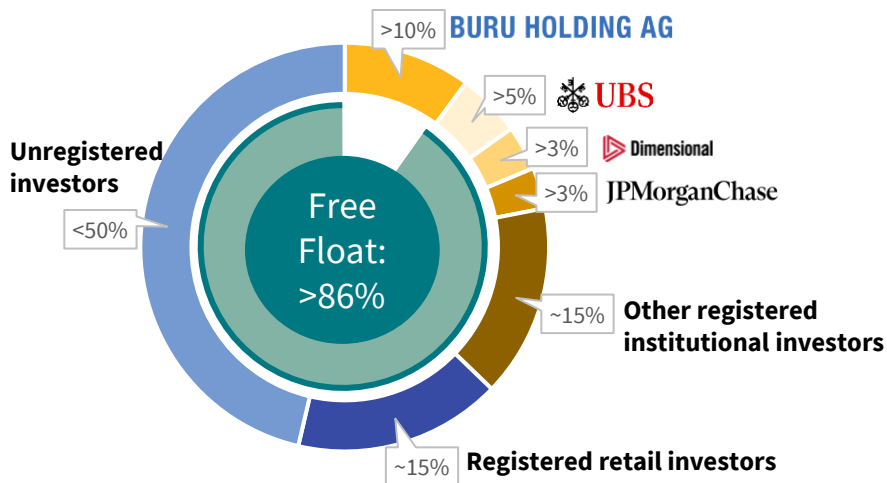
Notes: Rounding differences; 1) includes unusually high earnings from Division Real Estate; 2) FCF excl. payments for Wincasa in HY1.23 and HY1.24, CHF 40 m unusually high net investments in real estate portfolio not reported separately in FY.24; 3) Equity ratio adjusted for the CHF 175 m (for HY2.21 and HY1.25) and CHF 125 m (for HY1.24) investments in short-term time deposits from the new replacement bonds

IMPROVED TRADING ENVIRONMENT, DEBT MATURITY PROFILE EXTENDED

Significantly improved trading environment

- **Free float:** >86%
- **Avg. trading volume**¹⁾: ~54 k shares per day → CHF ~3.3 m per day

Shareholding structure²⁾ with Implenia's largest shareholder³⁾

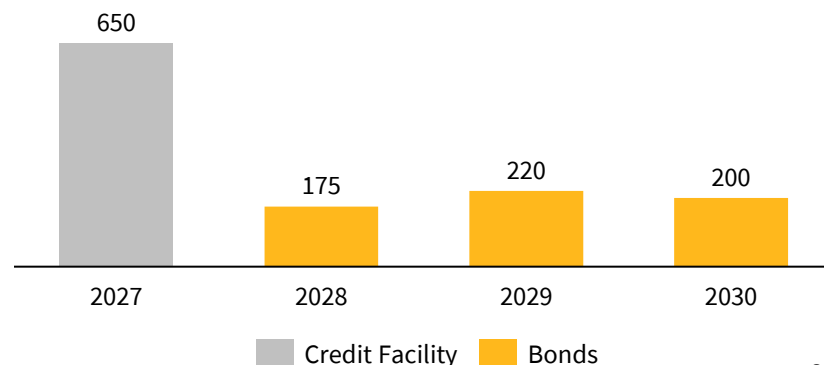


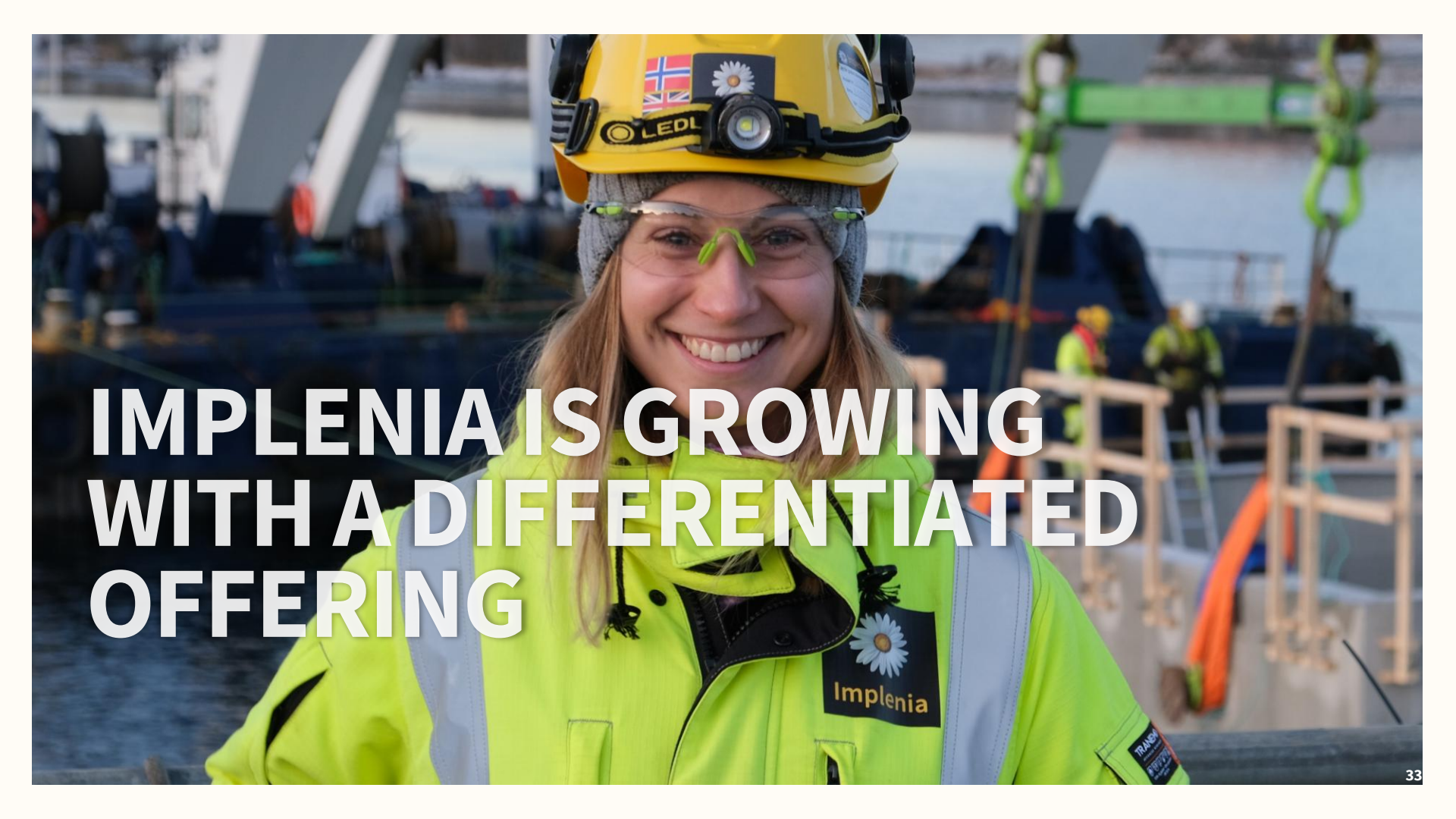
Notes: 1) Last 3 months as of 24-Oct-25; 2) As per share registry as of 24-Oct-25; 3) Largest shareholder percentages as per SIX stock exchange disclosures

Refinancing of 2026 maturing bond completed

- 18-Sep-25: **Early refinancing of maturing CHF 125m bond** (due in March 2026)
- Substantially higher demand led to an **increase in the offering size by CHF 75m to CHF 200m**

Maturity profile of debt financing instruments (CHFm)



A smiling female worker is the central figure, wearing a yellow safety helmet with a Norwegian flag and a daisy logo, and a high-visibility yellow jacket with a daisy logo and the word 'Implenia'. She is also wearing safety glasses. The background shows an offshore oil or gas platform with various structures and other workers in the distance.

**IMPLENIA IS GROWING
WITH A DIFFERENTIATED
OFFERING**

2025 ANNUAL RESULTS

4 March 2026

AGM

31 March 2026

INVESTORS

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MEDIA

Silvan Merki, Chief Communications Officer
communication@implenia.com, +41 58 474 74 77

**KEY DATES
AND CONTACTS**



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THANK YOU!



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APPENDIX

Méto, Toulouse, France



BUILDINGS

End-to-end real estate service provider for development, production and modernisation in Switzerland and Germany

- Real Estate Development
- New-build and modernisation
- General/total contractor
- Master builder
- Timber construction
- Facade technology



CIVIL ENGINEERING

Leading expert in complex tunnelling and other infrastructure projects in Europe, as well as civil engineering and special foundations in Switzerland and Germany

- Tunnelling, civil engineering, special foundations, road & rail construction, power station & bridge construction
- Geotechnical systems and tensioning (BBV Systems)
- Gravel plants and participations



SERVICE SOLUTIONS

Engineering, planning, logistics and property services for efficient and sustainable real estate and urban centres

- Building Construction logistics (BCL)
- Building technology planning (Planovita)
- Building physics, acoustics, sustainability (Encira)
- Real estate, centre and site management (Wincasa)



IMPLENIA REMAINS AN ATTRACTIVE OPPORTUNITY FOR INVESTORS

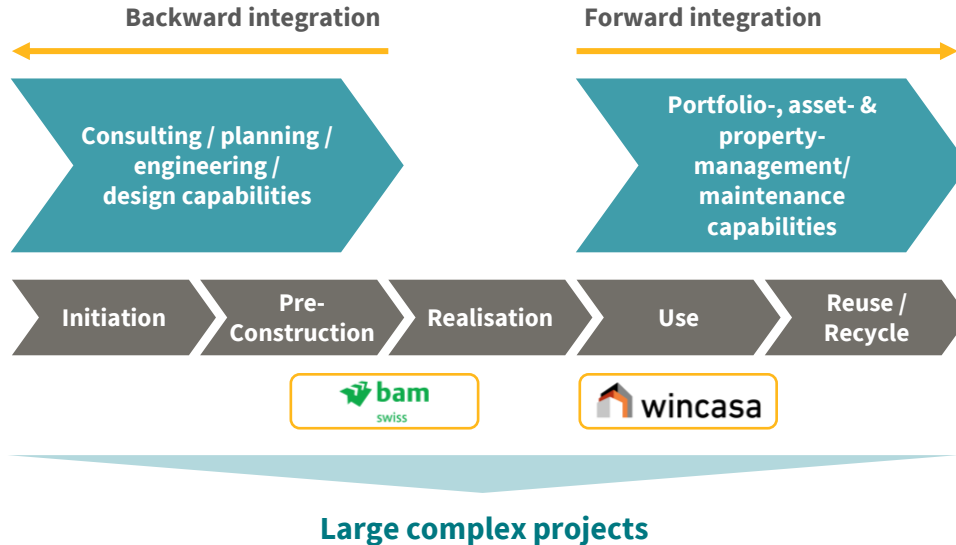
Markets	Capabilities		Future growth
1 Focus on relevant and growing market segments	2 Market leader in specialized, high-margin sectors	3 Diversification for resilience and stability	6 Strategy for sustainable growth and value creation
	4 High-quality project pipeline through Value Assurance approach	5 Proven management team with expertise from various industries	

Attractive Swiss investment opportunity: a leading company in the Swiss and European real estate and infrastructure market

KEY INVESTMENT HIGHLIGHTS

2 GROWING THE PORTFOLIO WITH NEW CAPABILITIES ALONG THE VALUE CHAIN TO INCREASE MARGINS

High margin businesses along the whole value chain



- Asset-light (horizontal, not vertical)
- End-to-end expertise
- Increased customer loyalty from early involvement to repurposing

Increase in EBIT margin

MARKET LEADING POSITIONED

 Selective acquisitions

KEY INVESTMENT HIGHLIGHTS

2 STRENGTHEN COMPETITIVENESS BY FOCUSING ON SPECIFIC SECTORS TO FURTHER INCREASE MARGINS

Differentiation through sector-oriented specialisation

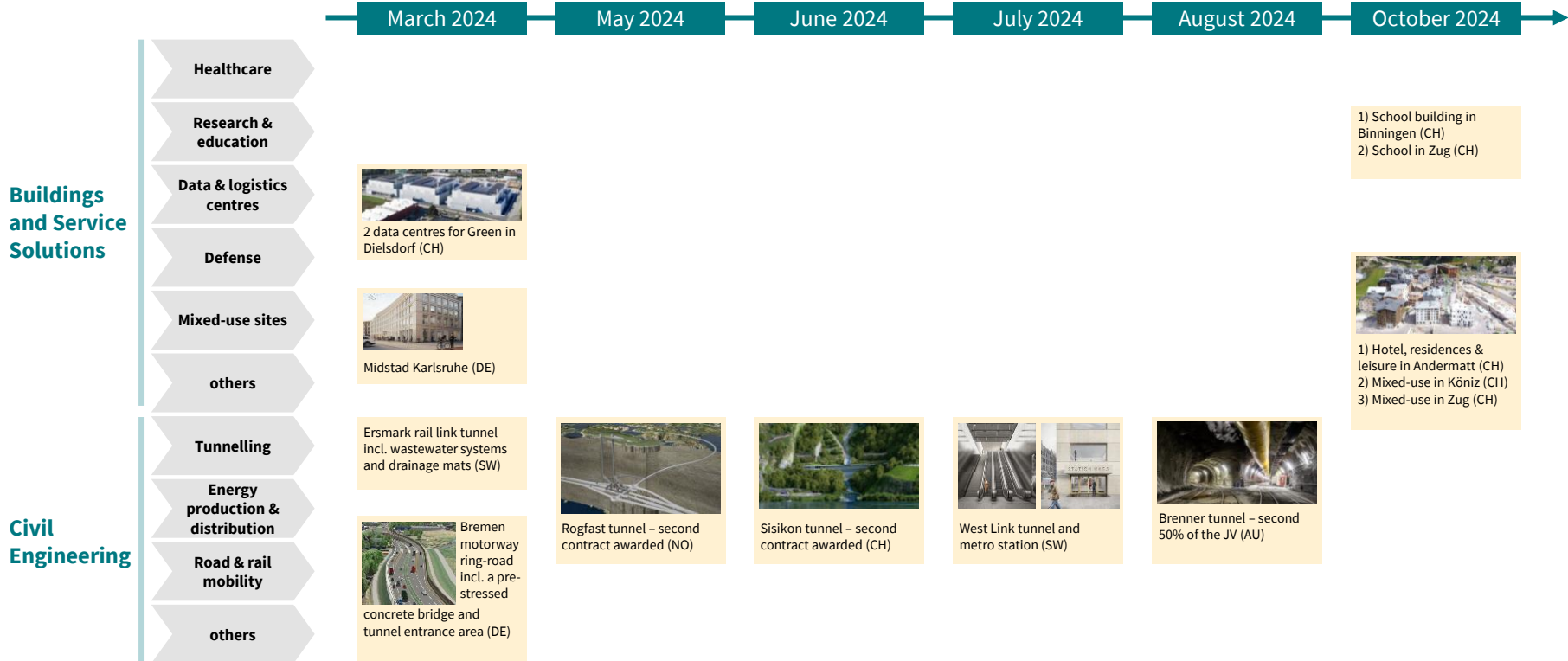


MARKET LEADING POSITIONED

 Selective acquisitions

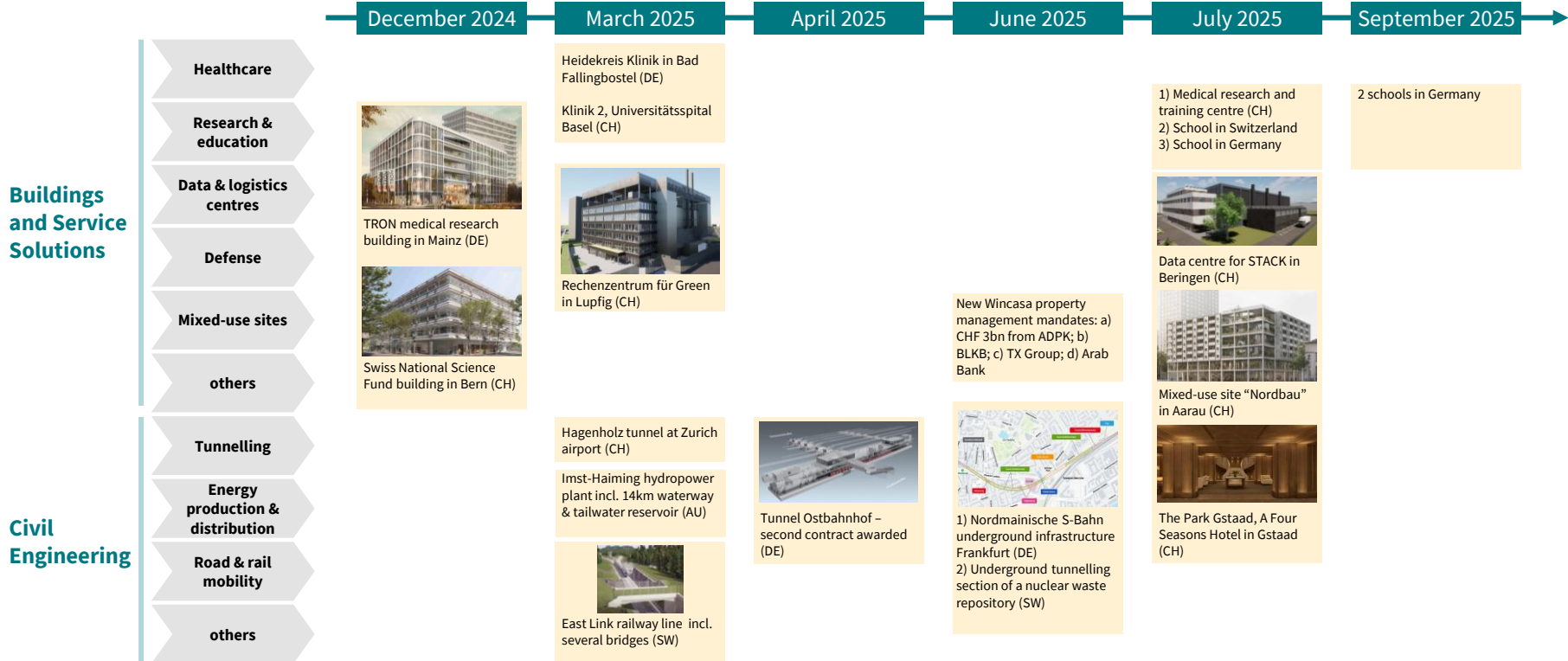
KEY INVESTMENT HIGHLIGHTS

2 RECENT COMMUNICATED PROJECT WINS FULLY IN-LINE WITH IMPLENIA'S SPECIALISATIONS...



KEY INVESTMENT HIGHLIGHTS

2 ... INCLUDING TWO RECENT WINS IN THE TUNNELLING INFRASTRUCTURE SPACE BY DEUTSCHE BAHN AND SEVERAL BUILDINGS WINS



KEY INVESTMENT HIGHLIGHTS

4 VALUE ASSURANCE IS A STANDARDISED PROCESS THAT EVALUATES OPPORTUNITIES AND RISKS OF THE ENTIRE PROJECT

Governance

Project classifications

- Class 1
 - Class 2
 - Class 3
 - Class 4
- 
- high
Exposure level
low

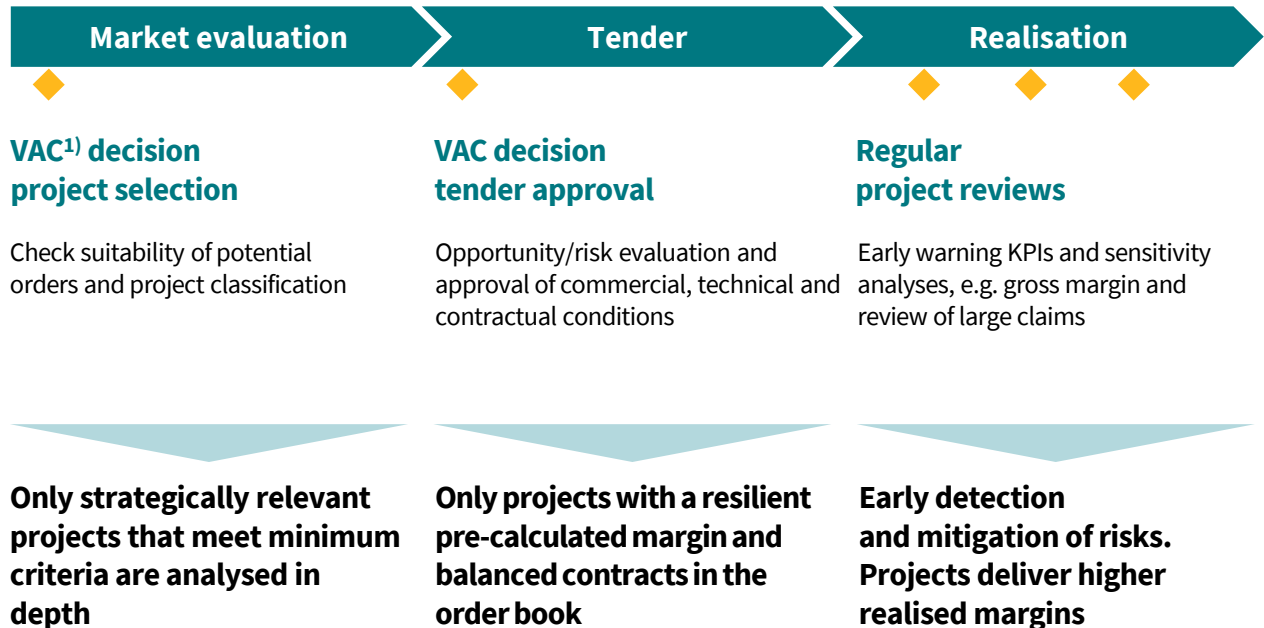
Value Assurance Committee

for each class, each with a responsible person:

- Business
 - Finance
 - Legal
- 
- Unanimous decision-making**

- In case of disagreement, escalate to next higher level

Prozess in allen Projektphasen



1) VAC = Value Assurance Committee

KEY INVESTMENT HIGHLIGHTS

5 HEALTHY MIX BETWEEN INDUSTRY EXPERTS AND MANAGERS FROM OTHER INDUSTRIES WHICH BRING NEW IDEAS INTO THE CONSTRUCTION SECTOR



Jens Vollmar
CEO



Adrian Wyss
Head Division
Buildings



Erwin Scherer
Head Division
Civil Engineering



Anita Eckardt
Head Division
Service Solutions



Stefan Baumgärtner
CFO



Claudia Bidwell
Chief Human
Resources Officer



German Grüninger
General Counsel

- ~15 years of experience in construction and management positions
- With Implenia since 2013, Head of the Buildings Division between 2019 and 2025
- Previously Senior Consultant at HSG

- ~25 years of real estate and architecture experience
- Since 2006 in project lead and manager at Implenia
- Previously architect at Pfister Schiess Tropeano

- ~30 years of experience in civil engineering
- Since 2019 at Implenia as Global Head of Tunneling
- Previously at Züblin, Walter Bau, Strabag

- ~25 years of experience in management positions, including ~15 years in the construction industry
- With Implenia since 2019
- Previously with CRH Swiss Distribution and Saint-Gobain

- ~25 years of financial experience
- With Implenia since 2022
- Previously CFO at Ems Chemie, Division CFO at RUAG Space, VP Finance at Sulzer

- ~20 years HR management experience
- With Implenia since 2019
- Previously with Takeda Pharmaceuticals and Novartis

- ~30 years legal experience
- With Implenia since 2006
- Previously Partner at law firm Baur Hürliemann

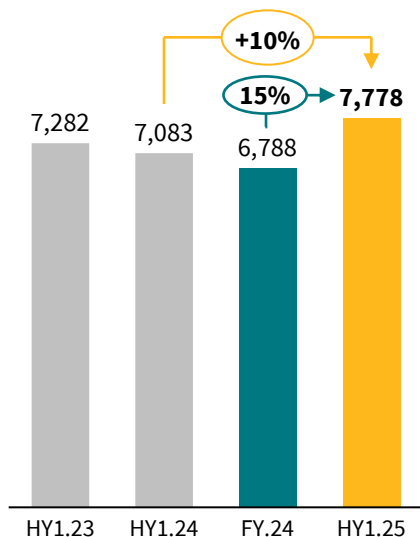
PROVEN MANAGEMENT TEAM

HALF-YEAR RESULTS 2025

IMPLENIA GROUP – INCREASED OPERATING PROFIT, REVENUE AND ORDER BOOK

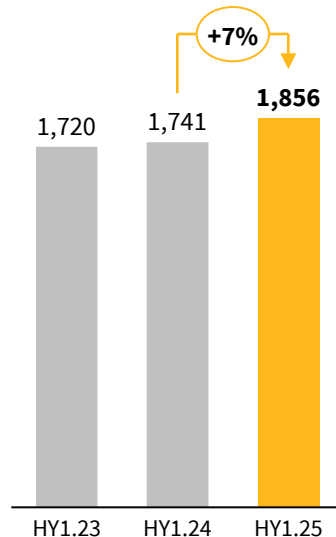
Order book

CHF m



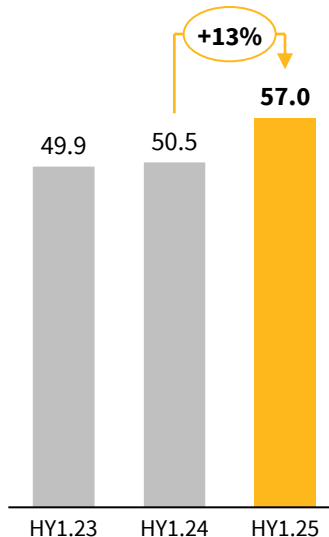
Revenue

CHF m



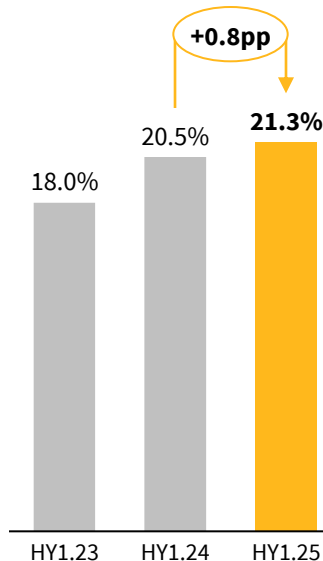
EBIT

CHF m



Equity Ratio¹⁾

%



- **Record high order book**
- **Revenue increase** amongst others due to full consolidation of H41-JV Brenner
- **YoY EBIT increase of 13%** (higher than the 7% FY.25 Guidance increase)
- **Still barely any FX transaction effects** owing to natural hedging within operating units. **Negligible translation effects** in 1st half of the year

Notes: Rounding differences; 1) Equity ratio adjusted by CHF 175 m (HY1.25) and CHF 125 m (for HY1.24) of investments in short-term time deposits from the new replacement bonds

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