



Ray Trans Sp. z o.o.

Company Information

Confidential material
Warsaw, July 2023

Agenda



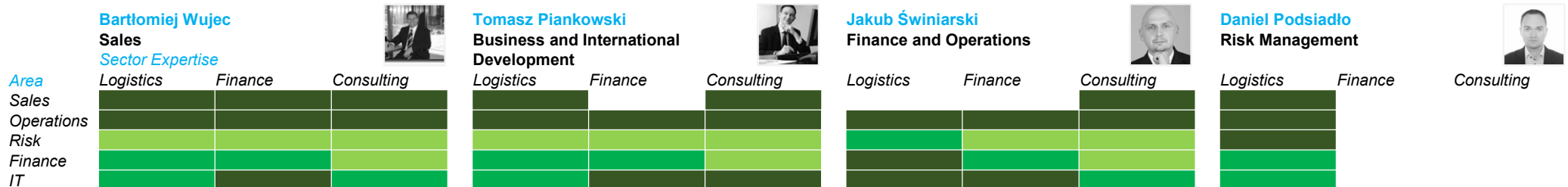
- Who we are – Ray Trans the trustworthy partner
- The most dynamic road freight forwarding company in Poland, certifications and awards
- Financial results 2019 – 2022
- Results against direct competition
- Our selected clients
- Our fleet
- Our lanes
- Next steps

Who we are – Ray Trans the trustworthy partner

The four leaders and co-owners with broad and deep experience and expertise, who created Ray Trans are responsible for its successful growth and assure high lever commitment and delivery of services to our client



Ray Trans leaders combine many years of professional experience in logistics, sales, finance, IT, operations and transformations, which allows them to focus on the most effective, risk averse solutions as well as high quality and optimal costs of services



Leader with over 30 years of experience in sales, management and logistics. Co-owner and VP in Ray Trans. He led one of the largest Polish freight forwarding company and developed it, within **3 years, from 26 million EUR to 119 million EUR** income and from 240 to 780 people. He was also successful as a Sales Director in leading Polish insurance companies (TUiR Warta, Warta Życie, STU ERGO Hestia, Życie Hestia) managing a **budget of over 340 million EUR**. Bartłomiej developed and implemented modern models of sales network organization and sales management, MBO system, centralized models of commission settlement and service processes of a distributed sales network. He created and developed a specialized training and consulting company in business training and a financial intermediation company employing over 60 people in 8 branches in Poland, as well as a company creating dedicated IT solutions for companies in the financial sector.
Education: University of Warsaw Law MA, Dominican University of Chicago MBA.

Leader with over 30 years of experience in sales, consulting, business development, including managing cooperation with freight forwarding clients and carriers, as well as international development. Co-owner and VP in Ray Trans. CEO of the company dedicated to claims handling in the Warta Group being part of Belgian KBC Group, with a **budget of over 383 million EUR and a team of more than 1,600 employees and suppliers**, achieved the best market results in terms of the highest quality of service - NPS, and the most optimal claims compensation payments. Leader of the advisory team for financial institutions and Capability Network Strategy Consulting (**Deloitte Central Europe, Accenture Europe, Moore Stephens Balkans**) responsible for the development of international services, strategic, IT, transformational, M&A projects, including clients such as: Barclays, P&G, RSA, Generali, Yapi Kredi Turkey, Willis, Tryg, Allianz, UNIQA, and other clients in: UK, Germany, Italy, Romania, US, Poland, Austria, France, Spain, Switzerland, Nordics etc.
Education: University of Warsaw Law MA, Cambridge and the University of Warsaw English and European Union Law diploma, Warsaw School of Economics Management and Phd studies diplomas.

Leader with over 24 years of experience in the area of finance, operations and IT. Co-owner and VP in Ray Trans. Manager in the area of **operations and development in one of the largest forwarding companies in Poland**, where implemented the MBO system and developed transport activities in the USA. Director and Member of the Management Board responsible for the area of finance, claims handling and operations in many international companies (TUiR Warta, Warta 24 PLUS, TU Inter Polska, TU Inter Życie). He managed over **150 people teams and budgets in excess of 43 million EUR**. He developed and implemented new operating systems in insurance, a modern sales portal, solutions in the area of debt collection, incentive and bonus systems. Experienced consultant and advisor in the field of strategy development, business process optimization, management system implementation and transformation.
Education: University of Gdańsk Management (MBA), Warsaw School of Economics, Management Accounting, ACCA, EMCC certificate.

Transport manager and experienced forwarder with over 14 years of experience. Co-owner and VP in Ray Trans. He developed his career in **the largest Polish forwarding companies**, being successful in operational work, leader of the team of forwarders and salesmen, **Director for Organization and Processes, Branch Director, Development Director**. He took direct part in development of one of the largest Polish freight forwarding companies **from 10 people to over 700 people**. Selected professional achievements include: excellent sales results as a forwarder, creation of effective forwarding sales teams, management back office processes, creation of a forwarding branch with excellent sales results.
Education: University of Warsaw Economics, Lazarski University in Warsaw MBA, Warsaw School of Economics in Warsaw Project Management diploma.



The most dynamic road freight forwarding company in Poland

In 2021, Ray Trans achieved first place in DGP ranking in the category of revenue dynamics of TFL¹, in 2022 had highest dynamic among biggest TFL companies in RZ Ranking²



Ray Trans obtained also several important certifications, confirming high quality of company processes, as well as many prestigious market awards and recognitions

Ray Trans – first place
in category revenue dynamics
238% income dynamics 2020/2019
Dziennik Gazeta Prawna Ranking 2021

Ray Trans – 400% income dynamics 2021/2019
Rzeczpospolita Ranking 2022

Certificates
prove of high quality, reliable organization



Awards
market recognize Ray Trans



¹ Dziennik Gazeta Prawna, 24 czerwca 2021 r. nr 120; 26 edycja rankingu firm TSL (Transport, Forwarding, Logistics) https://www.gazetaprawna.pl/konferencje/rankingTSL2021/pdf/26_Ranking_firm_TSL.pdf

² Rzeczpospolita, 31 maja 2022 r. Ranking TSL 2022 <https://logistyka.rp.pl/logistyka/art36428841-najlepszy-rok-w-historii-branzy-tsl-ranking-logistyki>

Financial results and plans 2019 – 2022

Ray Trans achieved revenue of EUR 29 million in less than 4 years, assumes further dynamic growth, much above market average, reinvesting portion of revenues in development and profitability improvement

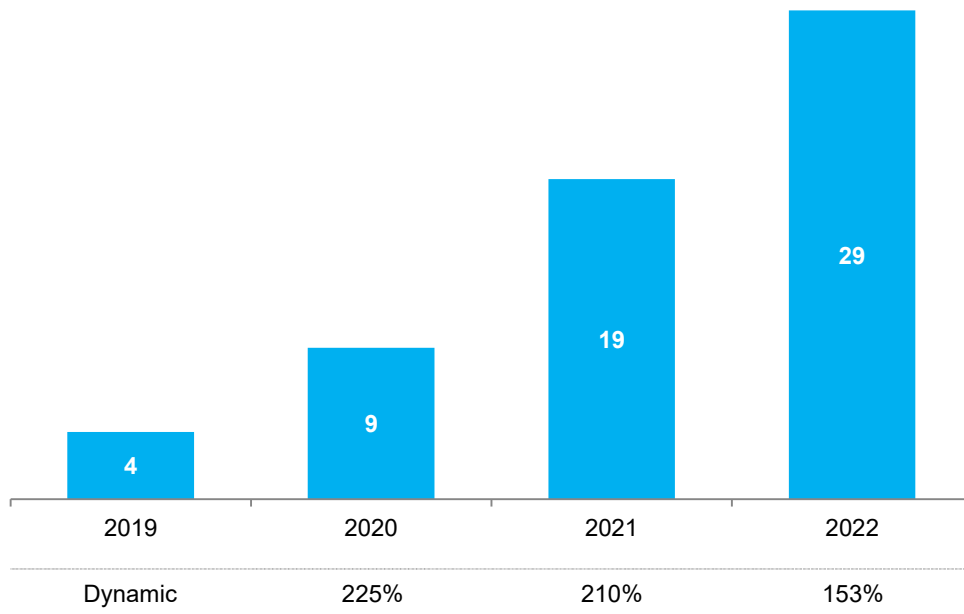


Ray Trans fast growth was possible thanks to quality of services, trust of our clients and very good cooperation with carriers, we also pay great attention and Focus to growth and development of our freight forwarders investing in their continues training, risk monitoring and quality assurance

Ray Trans's growing revenues 2019-2022 are based on effective and improved strategies and solutions that build a competitive advantage

Revenue Ray Trans

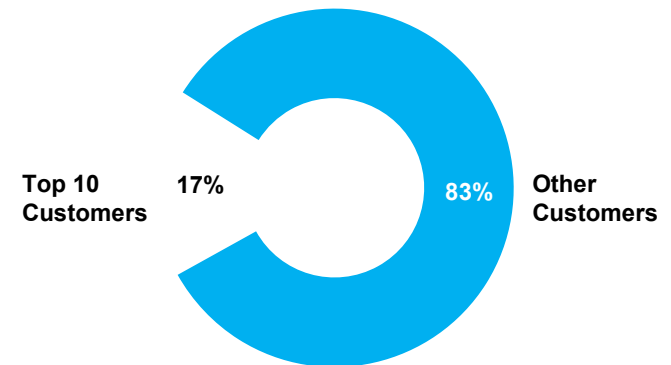
Million EUR



Ray Trans's diversified portfolio of highly dispersed clients reduces operational and clients service delivery risk

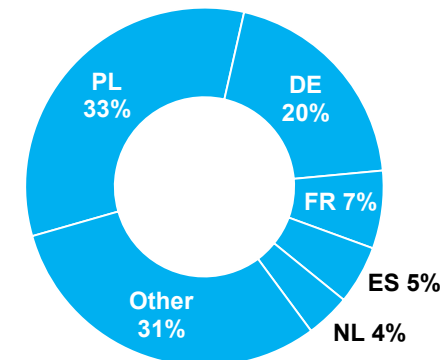
Ray Trans's revenue share of the top 10 customers

% revenue share 2022



Share in the number of Ray Trans customers by country of customer location

% share in the number of customers 2022 by country of location



Results against direct competition

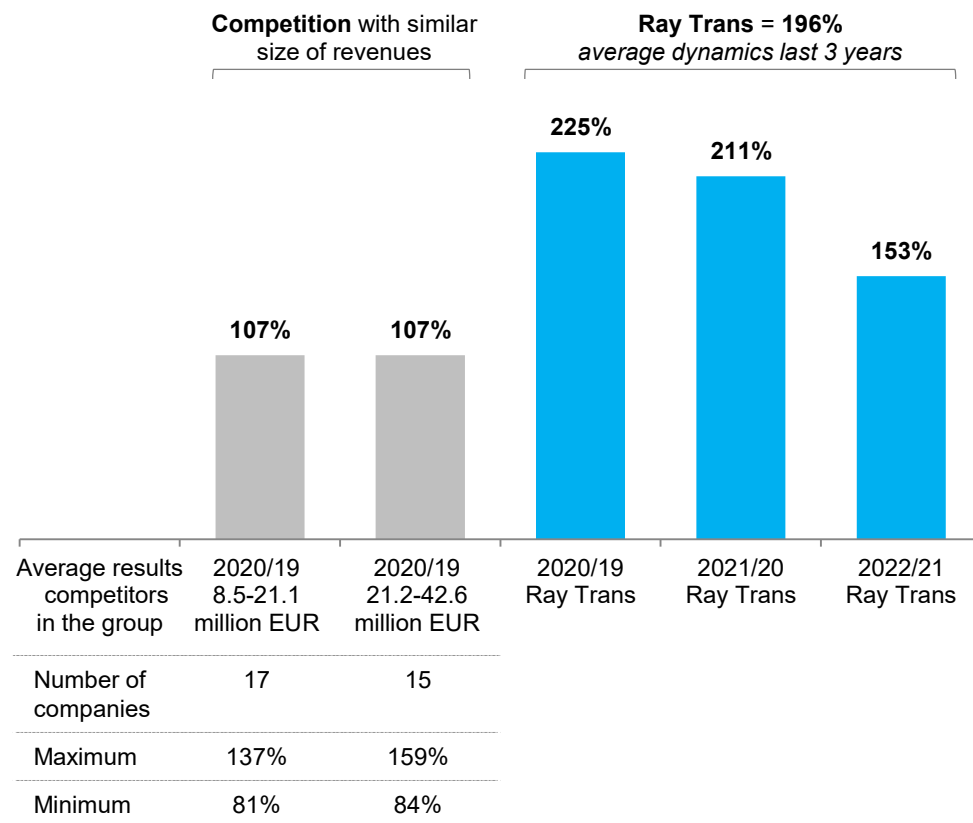
Ray Trans competitive advantages and unique freight forwarders acceleration model results in almost 2-times higher dynamic of growth and 6-time higher average yearly income than direct competition



Ray Trans's results against direct competition divided into two groups are presented below: the first group of competitors are companies in the revenue range of 8.5-21.1 million EUR (before 2022 Ray Trans was in this group), the second group of competitors are companies in the revenue range of 21.2-42.6 million EUR (Ray Trans become part of this group in 2022); Ray Trans started activities in 2019

Ray Trans revenue dynamics against results of direct competition

Ray Trans and direct competitors' revenue dynamics ¹

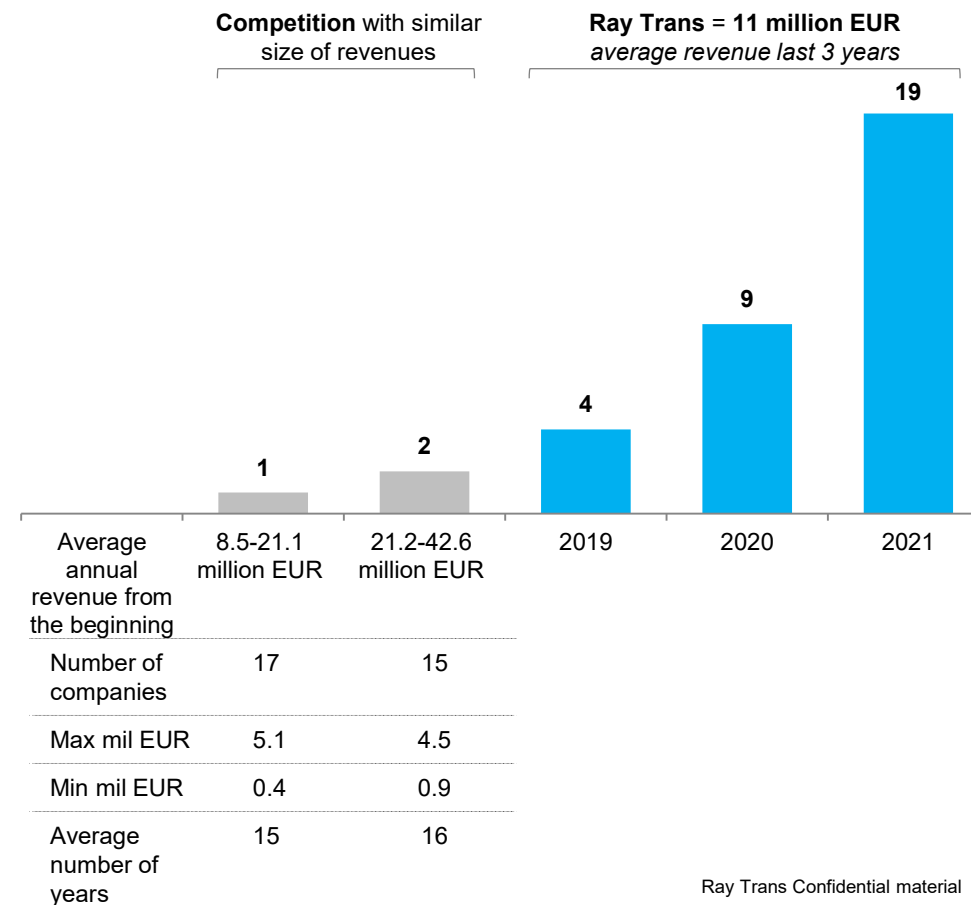


¹ Analysis based on data in Dziennik Gazeta Prawna, June 24, 2021, no. 120; 26th edition of the ranking of TSL companies (Transport, Forwarding, Logistics)
https://www.gazetaprawna.pl/konferencje/rankingTSL2021/pdf/26_Ranking_firm_TSL.pdf

Average annual revenues of Ray Trans against results of direct competition

Ray Trans and direct competitors' annual average revenue ¹

Million EUR



Our selected clients

Ray Trans has strong experience in vehicles and spare parts manufacturing market including leading manufacturers and their providers, also many other clients from different market trust in our services



We are proud and privilege to be able to work with such demanding and supporting partners

Ray Trans selected clients withing vehicles and spare parts manufacturing market

Ray Trans selected clients within other markets

Selected clients – vehicles manufacturers

Selected clients – other markets



MAN

INDITEX

INDITEX



Mercedes-Benz

SAMSUNG

Samsung



Honda

TOSHIBA

Toshiba

HONDA

Leading Innovation >>>



Toyota

 **siniat**

Siniat

TOYOTA



Stelantis

 **SCHENKER**

DB Schenker

Our fleet

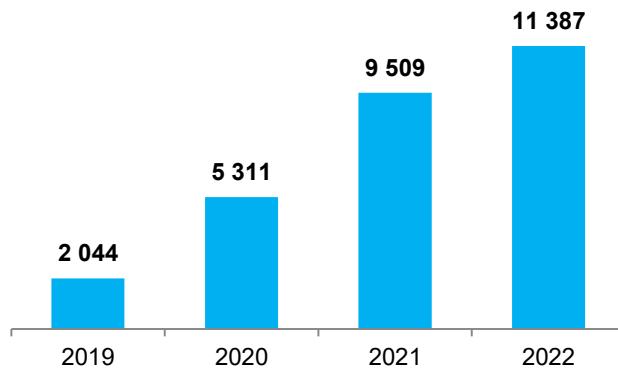
Ray Trans has vast, reliable, high quality contracted and non contracted carriers' fleet, which allows do deliver efficient and dedicated services to our clients



Ray Trans is working directly with carriers to assure high quality, safety and efficiency of services while achieving KPIs and standards required by our clients

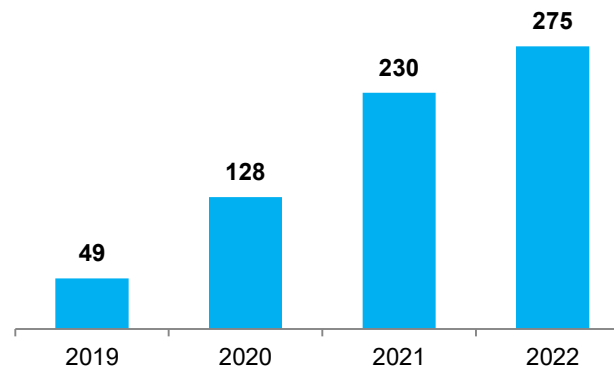
Growing number of Ray Trans carriers contracted and not contracted

Number of carriers



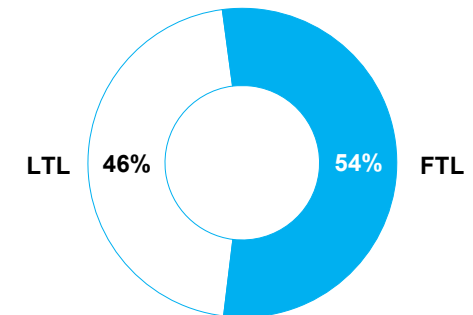
Growing number of Ray Trans contracted carriers' vehicles

Number of contracted carriers' vehicles



Share of FTL and LTL vehicles within Ray Trans contracted carriers' fleet

Share of number of FTL and LTL vehicles within contracted carriers' fleet 2022



Our lanes

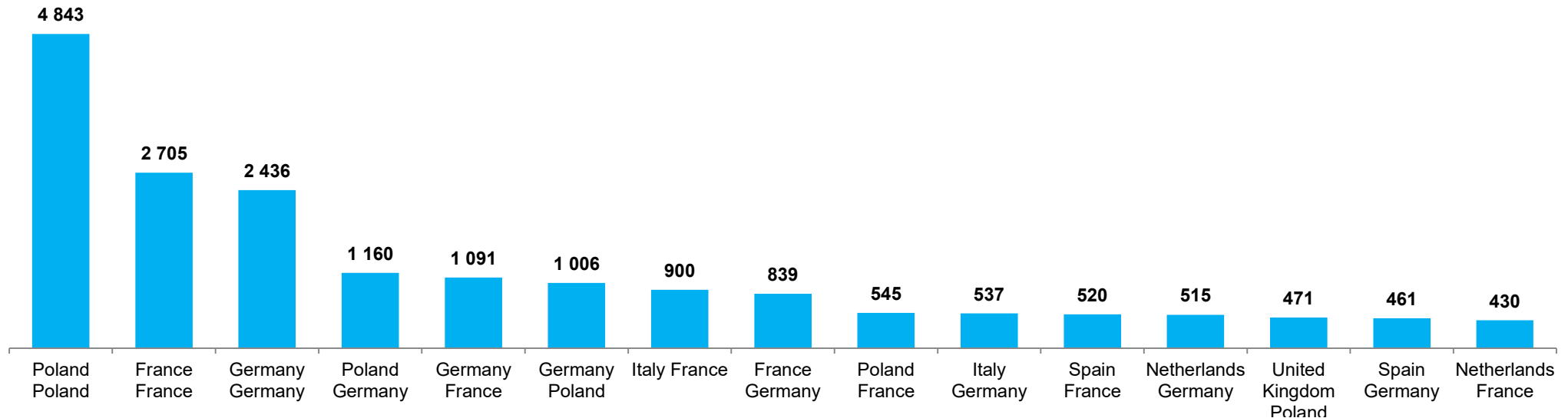
Ray Trans has very broad offer of lanes, Ray Trans loads and unloads orders in all European Countries in particular Germany, France, Italy, Spain, UK, but also Ukraine, Turkey and other locations



More than 85% of our lanes stars, ends or both outside of Poland,

Key European Ray Trans Lanes 2022

Number of orders in 2022 on selected lanes



Other selected lanes

Spain Poland	France Spain	Italy Poland	United Kingdom Germany	France Italy	Belgium France	United Kingdom France	France Belgium	Poland Italy	Poland Czech Republic	France Poland	Germany Spain	Spain Spain	France United Kingdom	France Netherlands
Belgium Germany	Germany Italy	Belgium Poland	Germany Netherlands	Germany Belgium	Poland United Kingdom	Czech Republic Germany	Germany Sweden	Poland Austria	Spain Czech Republic	United Kingdom Netherlands	Germany United Kingdom	Poland Spain	Sweden Germany	Hungary Poland

Next steps



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District Court of Szczecinie, XIII Commercial Division of the National Court Register

Capital: 100.000 PLN, paid in full.



Fast growth
Strong Team
Ray Trans