

## **Krzysztof Aniola**

Krzysztof Aniola is a Partner at CVC and serves as Head of Poland, responsible for building and leading the firm's investment activity in the country. He combines long-standing private equity experience with a deep technology and transformation background, developed through roles in top-tier advisory and investment organizations. From 2015 to 2026, he was a Partner at Castik Capital Partners in Munich, a European private equity manager with approximately €5bn of AUM. He joined as an Investment Manager in 2015, was promoted to Investment Director in 2018 and to Partner in 2021. His investment focus spans B2B software, tech-enabled services, IoT, and selected verticals within industrial technology. He is known for a hands-on approach to value creation, spanning origination, end-to-end deal execution, financing and strategic positioning, as well as scaling platforms through disciplined buy-and-build programs.

His selected transaction experience includes the acquisition of Reward Gateway (2021), a leading UK-based SaaS employee engagement platform, successfully exited to Edenred in 2023; AddSecure (2019), a Swedish IoT platform expanded through multiple add-on acquisitions; Andra Tech Group (2024), a precision engineering supplier to the ASML ecosystem, including a transformational US add-on acquisition of FK Instruments (2025); and Aider (2025), a Norway-based accounting services platform, including the add-on acquisition of MDDP outsourcing, a Polish leader in accounting outsourcing. He also contributed to fundraising initiatives for EPIC II (€1.25bn) and EPIC III (€2.0bn).

Earlier in his career, Krzysztof worked at Mid Europa Partners (2011–2015), where he supported portfolio company oversight and executed investments across Central and Eastern Europe. He also gained investment banking experience at Credit Suisse (Financial Sponsors Group) and spent several years at McKinsey & Company as a Business Analyst in the Business Technology Office, delivering cross-country transformation engagements. He began his professional path as a Software Engineer at CERN.

He holds an MBA from Harvard Business School and graduated with honors in Computer Science (Poznan University of Technology) and Applied Mathematics (Adam Mickiewicz University). Outside of work, he is an avid hiker (including summiting Aconcagua), a basketball player, an off-piste skier and a certified PADI Rescue Diver, with a strong personal interest in technology.