



2025 Annual results

Resilience of activity and results

Paris (France) March 24, 2026, 5:45 pm - CRIT Group (FR0000036675 – CEN), a major player in temporary work and airport assistance in France and internationally, announces the results of its 2025 financial year. The financial statements were approved by the Board of Directors meeting on March 24, 2026.

In €m	Dec. 2025	Dec. 2024
Revenue	3,372.0	3,124.0
EBITDA⁽¹⁾	145.3	149.1
EBITDA/Revenue	4.3%	4.8%
Current operating income	89.2	98.6
Other expenses	(26.1)	(2.0)
Operating income	63.1	96.6
Financial income	(2.4)	11.6
Profit before tax	64.5	109.0
Income tax	(30.1)	(33.5)
Net profit	34.4	75.4
Net profit group share	31.2	73.0

The audit procedures have been carried out. The certification report on the consolidated financial statements will be issued after completion of the procedures required for the Universal Registration Document. The sustainability report will be issued on the same date as the audit report on the consolidated financial statements.

Consolidated revenue: + 7,9%

For the full year 2025, revenue amounts to € 3,372.0 million representing a 7.9% increase compared to 2024. This increase includes an 8.4% scope impact related to the integration of OPENJOBMETIS in Italy, consolidated since May 2024. On an TDA organic basis⁽²⁾, revenue is stable compared to 2024. International sales represent 45% of the Group's total revenue.

Temporary work: resilience of the activity in France and internationally

Temporary work (86.7% of total activity) shows a turnover of € 2,924.3 million⁽³⁾ up by 8.6%.

This increase is driven by the full-year integration of OJM, compared to eight months last year. At constant scope and exchange rates, revenue remained stable thanks to improved activity at the end of the year, with organic growth of 2% in the fourth quarter. International business accounts for nearly half of the division's activity, illustrating the Group's growing geographic diversification.

France: -2.5% in organic TDA ⁽²⁾

In France (52,4% of the division's activity), revenue reached € 1,533.9 million, down 2.5% on an organic TDA basis ⁽²⁾ compared to 2024. Activity stabilized in the fourth quarter with initial signs of recovery in several sectors, particularly in automotive and aeronautics.

International: +24.9%

Internationally (representing 47,6% of the division's activity), revenue reached € 1,390.3 million, up by 24.9% (+1,8% at constant scope and exchange rates). This growth was driven by the full-year integration of OJM in Italy, compared to 8 months in 2024. As in France, business improved in the fourth quarter, with revenue increasing by 4.4% at constant scope and exchange rates.

Airport services: growth driven by consistently high levels of activity

Airport activities (13,7% of total activity) generated revenue of € 462.7 million ⁽³⁾, up by 4.0% (+4,2% at constant scope and exchange rates). France continued to benefit from strong air traffic, generating revenue of € 335.7 million up by 3.4%, while international activity was solid with revenue of € 127 million, up by 5.7% (+6.4% at constant scope and exchange rates).

Resilient results and a solid financial position

For the year, the Group's EBITDA amounted to € 145.3 million compared to € 149,1 million in 2024 and the margin was 4.3%.

Temporary work reports an EBITDA of € 105.5 million and a margin of 3.6%.

In France, the Group reports an EBITDA of € 59.1 million, representing a margin of 3.9%, while internationally, EBITDA amounts to €46.4 million, representing a margin of 3.3%.

In airport services, EBITDA amounted to € 39.7 million, representing 8.6% of revenue. In France, the Group posted an EBITDA of € 25.4 million, representing a margin of 7.6%, while internationally, EBITDA amounted to € 14.3 million, representing a margin of 11.3%.

After taking into account the net depreciation charges, which increased by € 5.6 million, mainly due to the integration of OJM over the entire year compared to 8 months in 2024, the current operating income amounted to € 89.2 million compared to € 98.6 million in 2024.

The other charges relate to the impairment of US entities for € 26.1 million. Indeed, in a less than favorable environment and with results below expectations, the group decided to apply a prudent policy to its assumptions in its annual impairment tests but remains confident in the potential for recovery.

The financial result, negative by € 2.4 million, is explained by a € 6.6 million exchange loss relating to USD-denominated assets, and a net financial income of € 4.2 million.

In total, the Group's net result, after taking into account a tax expense of € 30.1 million, amounts to € 31.2 million.

As of December 31, 2025, with cash flow from operations of € 136,9 million and net financial debt corresponding to a cash surplus of € 135,1 million, the Group has a solid financial position.

2026 outlook: Reaffirmed confidence

Despite the caution required by the geopolitical situation and its potential impact on global growth, the Group approaches 2026 financial year with confidence. Following on from the fourth quarter of 2025, the improvement in demand in the temporary staffing markets in both Europe and the United States is confirmed. Visibility in the airport sector remains good. In this context, Groupe CRIT reaffirms its adaptability and will continue to demonstrate its agility and capacity for growth through the diversity of its offering, the strength of its network, and its international presence.

Finally, in the coming months, the Group intends to pursue its acquisition strategy.

Dividend 2025: € 1,50 /share

The General Meeting of Shareholders on June 5, 2026 will propose the payment of a dividend of € 1,50 per share, payable on July 6, 2026.

As a reminder, following the acquisition of OPENJOBMETIS, the Group's management decided to change the organization of its reporting and make its sector information easier to read. Activity monitoring and internal reporting are now structured around two distinct operating segments:

- The "Temporary Work" activity, human resources consulting activity and Group's historical core business includes recruitment as well as now other activities for the delegation of qualified staff (engineering consulting, industrial maintenance, training, etc...).
- The "Airport services" activity includes services provided in an airport environment relating to passengers, aircraft, and cargo.

The following comparative financial information has been restated based on this new organization.

Detailed analysis of foreign exchange and perimeter impacts

In €m	Revenue				Change 2025/2024	Organic change	Forex impact ⁽⁴⁾	Perimeter impact ⁽⁵⁾
	2025		2024					
	€m	% Revenue	€m	% Revenue				
Temporary work	2,924.3	86.7%	2,692.0	86.2%	8.6%	(0.9%)	(0.2%)	9.7%
Airport services	462.7	13.7%	444.9	14.2%	4.0%	4.2%	(0.2%)	0.0%
BU eliminations	(15.0)	(0.4%)	(12.9)	(0.4%)	16.1%	16.1%	0.0%	0.0%
GROUP TOTAL	3,372.0	100.0%	3,124.0	100.0%	7.9%	(0.2%)	(0.3%)	8.4%

⁽¹⁾ Current operating income before depreciation and amortization

⁽²⁾ TDA (trading days adjusted) organic growth in turnover which corresponds to organic growth at constant number of trading days

⁽³⁾ Excluding inter-segment eliminations

⁽⁴⁾ The exchange rate impact is computed by applying the previous year's exchange rates to current-year revenue denominated in foreign currencies.

⁽⁵⁾ Changes in consolidation perimeter computed by restating revenue for:

- the contribution of entities acquired during the current year and the contribution of entities acquired the previous year until the anniversary date of their acquisition,
- for entities sold during the current year, the contribution to revenue during the months of the previous year for which the entities are no longer consolidated in the current year and, for entities sold the previous year, the contribution to revenue of the previous year until the date of their sale.

Next release:

Q1 2026 revenue: April 29, 2026, after market close

The CRIT Group, a major player in temporary work and airport assistance in France and abroad, is listed on Euronext Paris (compartment B FR0000036675) and is part of the CAC All-shares and Euronext Family Business indices.

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