



Consolidated results for the first half of 2025

Resilience of business and results in France and internationally
A solid financial position and a net cash position of €150 million

Paris (France) September 23, 2025, 5:45 p.m. - CRIT Group (FR0000036675 – CEN), a major player in temporary work and airport assistance in France and internationally, announces the results of its first half of the 2025 financial year. The accounts were approved by the Board of Directors meeting on September 23, 2025.

In M€	June 2025	June 2024
Revenue	1 636.7	1 392.4
EBITDA ⁽¹⁾	61.7	56.3
EBITDA/Revenue	3.8%	4.0%
Current operating income	33.7	34.7
Operating income	33.7	32.8
Net financial income	(4.0)	7.1
Profit before tax	30.3	40.2
Income tax	(12.3)	(13.8)
Net profit	18.0	26.4
Net profit group share	17.0	24.8

Limited reviews are carried out and the limited review report is being prepared.

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.

Consolidated revenue: + 17.5%

Consolidated revenue for the first half of 2025 was € 1 636.7 million, compared with € 1 392.4 million, in the same 2024 period in 2024 (+17.5%). This increase includes a scope impact of 18.8% related to the integration of OPENJOBMETIS (OJM), a company incorporated under Italian law consolidated since May 2024. At constant scope and exchange rates, revenue was down slightly by -1.4% (-0.6% on an organic TDA basis ⁽²⁾), a development that reflects the resilience of the business in the face of still difficult market conditions, while at the same time characterizing the strength of the Group's new European footprint.

Temporary work: Resilience of activity in France and strong international growth

The Temporary Work division (86.7% of total activity) posted revenue of € 1 419.6 million ⁽³⁾, up 19.4% compared to the first half of 2024. While this strong increase includes the scope impact of the integration of OJM, organic growth TDA ⁽²⁾ was almost stable (-1.8%), which is an excellent performance in a context marked by weak economic growth and geopolitical uncertainties maintained since the beginning of the year.

France : -2.6% in organic TDA ⁽²⁾

In France (52.4% of the division's business), revenue for the first half of the year was € 743.4 million, down 2.6% on an organic TDA basis ⁽²⁾ compared to 2024 in a market down 5.0% ⁽⁴⁾. Activity was mainly supported by the industrial sector, in particular aeronautics and agri-food.

International : +61%

Outside France (47.6% of the division's business), revenue for the first half of the year was € 676.2 million, up 61% compared to 2024. This performance is the result of the integration of OPENJOBMETIS. On an organic TDA ⁽²⁾ basis and at constant scope, activity was nearly stable (-1.6%) with contrasting trends depending on the geographical areas considered.

Airport services: consistently high levels of performance

The Airport services division (13.7% of total activity) achieved half-year revenue of € 224.0 million ⁽³⁾, up 6.9% (+6.5% at constant scope and exchange rates).

EBITDA growth and solid financial position

Over the half-year, the Group's EBITDA amounted to € 61.7 million compared to € 56.3 million in the 2024 same period, and the margin was 3.8%.

The Temporary Work division posted an EBITDA of € 45.0 million and a margin of 3.2%.

In France, the Group posted an EBITDA of € 22.7 million, i.e. a stable 3.1% margin compared to 2024.

Internationally, EBITDA was € 22.3 million, i.e. a margin of 3.3%.

On the Airport division, with activity remaining at high levels, EBITDA stood at € 16.7 million as in the first half of 2024, i.e. a margin of 7.5%.

After taking into account net depreciation and amortization expenses up by € 6.5 million, mainly due to the amortization of acquired OJM intangible assets (€ 2.9 million) and the scope impact relating to the rights of use of lease contracts (€ 1.9 million), operating income amounted to € 33.7 million compared to € 32.8 million.

The negative financial result of € 4 million was due to a € 6.3 million foreign exchange loss on USD-denominated assets, the rest due to lower financial income following the fall in interest rates and the financing of the acquisition of OJM.

In total, the Group's net income, after taking into account a tax expense of € 12.3 million, amounted to € 18 million, compared with € 26.4 million in 2024. The Group's net cash position stood at € 150 million on 30 June.

Outlook 2025

In an economic environment that remains cautious, the Group intends to continue to defend its business and results. In temporary work, despite an unfavourable basis of comparison in the third quarter due to the 2024 Olympics, encouraging signs of improvement in activity have emerged after the summer holidays. These signs will need to be confirmed in the coming months. In the Airport services division, the outlook remains solid.

Detailed annex of the exchange rate and scope impacts

In M€	Revenue				Variation 2025/2024	Organic change	Forex impact ⁽⁵⁾	Perimeter impact ⁽⁶⁾
	2025		2024					
	M€	% CA	M€	% CA				
Temporary Work	1 419.6	86.7%	1 188.8	85.4%	19.4%	(2.7%)	0.1%	22.0%
Airport services	224.0	13.7%	209.6	15.1%	6.9%	6.5%	0.4%	0.0%
Inter BU eliminations	(6.8)	(0.4%)	(5.9)	(0.4%)	14.3%	14.3%	0.0%	0.0%
TOTAL GROUPE	1 636.7	100.0%	1 392.4	100.0%	17.5%	(1.4%)	0.1%	18.8%

⁽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⁾ Prism'emploi, cumulative market, raw data from January to the end of May 2025 (5 months)

⁽⁵⁾ The exchange rate impact is computed by applying the previous year's exchange rates to current-year revenue denominated in foreign currencies.

⁽⁶⁾ 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 :

Q3 2025 Revenue: October 22, 2025 after market closing

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.

CONTACTS

Groupe Crit

Phone : 01.49.18.55.03

communicationfinanciere@groupe-crit.com

www.groupe-crit.com

Seitosei.Actifin

Phone : 01.56.88.11.11

Investors relations - Stéphane Ruiz :

stephane.ruiz@seitosei-actifin.com

Press relations - Isabelle Dray :

isabelle.dray@seitosei-actifin.com