

tempton

# INTERIM REPORT Q1 2025

Tempton Group

## Q1 2025 HIGHLIGHTS

TOTAL INCOME

**105.7 m€**

GROSS PROFIT

**22.9 m€**

EBITDA

**0.6 m€**

CONTINUED MARKET SHARE  
GROWTH, HIGH RESILIENCE

	Q1 COMPARISON		
	2023	2024	2025
<b>Total income</b>	91.8	98.2	105.7
<b>Gross profit</b>	22.9	21.1	22.9
<b>EBITDA</b>	3.7	-0.3	0.6
<b>%</b>	4.0%	-0.3%	0.6%

Following a challenging 2024 marked by a historic low in Germany's temporary employment market, the sector continued to decline in early 2025, with the number of temporary employees falling further to approximately 553,800 in Q1 2025. This reflects persistent macroeconomic headwinds and ongoing pressure on market volumes. The downturn has broadly impacted the personnel staffing industry, leading to reduced revenues, strained financial stability for key market participants, and accelerating market consolidation.

Despite these adverse conditions, Tempton delivered robust financial results, underpinned by its focused growth strategy and operational resilience. Revenue increased by 7% year-over-year, supported by a balanced mix of price and volume gains – demonstrating Tempton's ability to grow sustainably and strengthen market share in a challenging environment.

Complementing revenue growth, Tempton maintained operational discipline and rigorous cost control, achieving EBITDA of EUR 0.6 million in Q1 2025. This validates the semi-organic growth strategy and underscores the company's capacity to navigate market challenges profitably.

Ongoing strategic initiatives – including targeted branch network expansion, scaling of managed services, and growth across key divisions – supported by prudent capital allocation and accelerated digitalization efforts, position Tempton to enhance its competitive advantage and drive stronger financial performance in anticipation of market recovery.

## DEVELOPMENT TOTAL MARKET GERMANY

### Mid-term development of BC Index Germany Q4 2024 vs. Q1 2025<sup>1</sup>

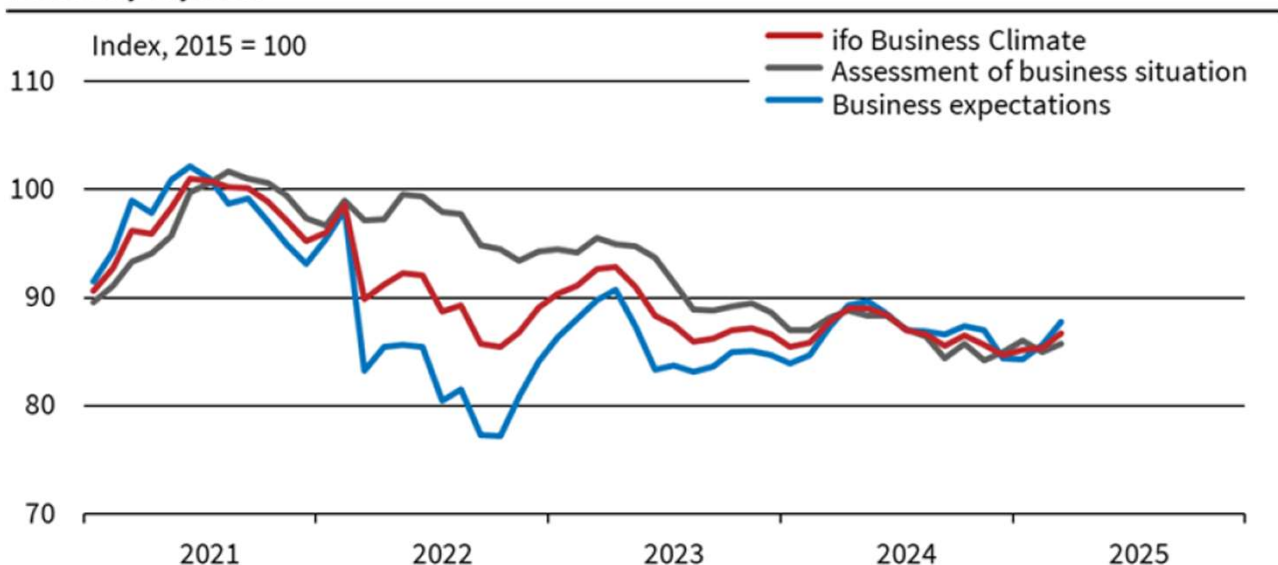


### Note

Looking at the mid-term trend, the ifo Business Climate Index grew from 84.7 points in December 2024 to 86.7 points in March 2025.

### Short-term development of BC Index Germany Feb. 25 vs. Mar. 25<sup>1</sup>

#### ifo Business Climate Germany<sup>a</sup> Seasonally adjusted



<sup>a</sup> Manufacturing, service sector, trade, and construction.

Source: ifo Business Survey, March 2025.

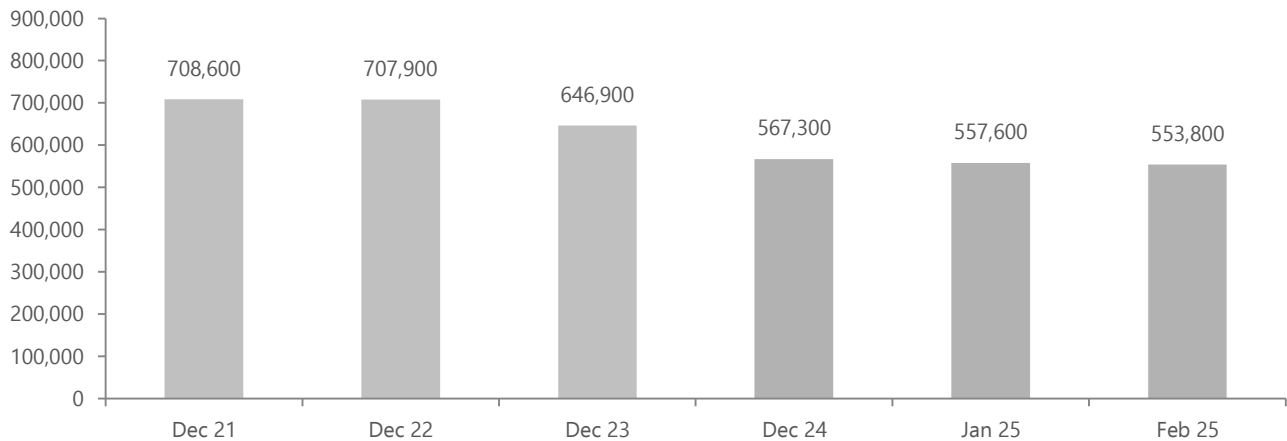
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Sentiment among companies in Germany has brightened. The ifo Business Climate Index rose to 86.7 points in March, up from 85.3 points in February. Companies were more satisfied with their current business situation, and their expectations rose noticeably. German businesses are hoping for a recovery.<sup>1</sup>

<sup>1</sup> <https://www.ifo.de>

# DEVELOPMENT TEMPORARY EMPLOYMENT MARKET

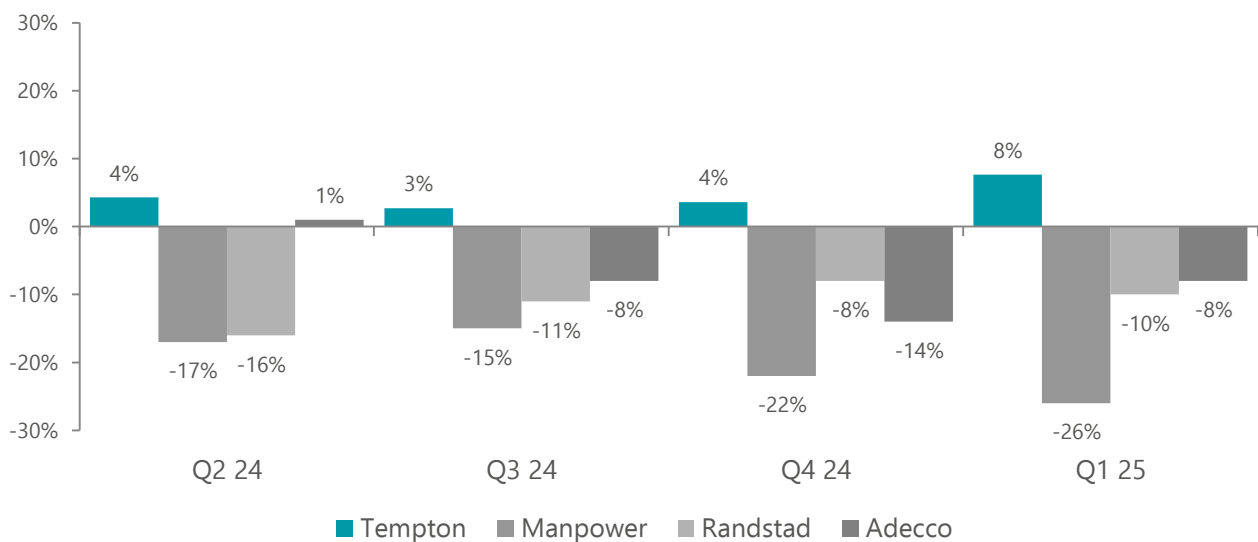
## Temporary Employees Germany<sup>2</sup>



### Note

The official labor market data of the Federal Employment Agency (*Bundesagentur für Arbeit*) are usually published with a delay of two to three months.

## Exemplary market comparison based on turnover Germany (YoY)<sup>3, 4, 5, 6</sup>



<sup>2</sup> <https://statistik.arbeitsagentur.de/>

<sup>3</sup> Tempton turnover according to internal reporting.

<sup>4</sup> <https://www.adecgroup.com/investors/>

<sup>5</sup> <https://investor.manpowergroup.com/>

<sup>6</sup> <https://www.randstad.com/investor-relations/>

## KEY FIGURES – GENERAL OVERVIEW

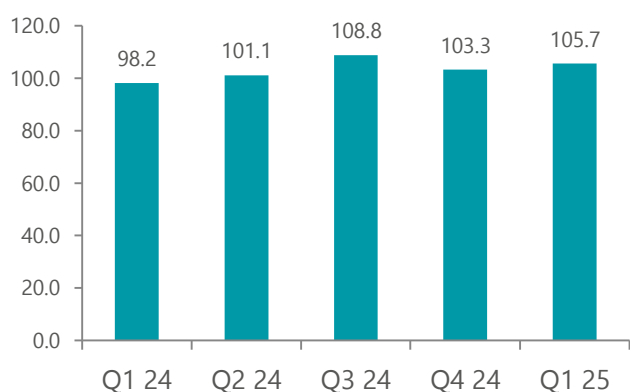
### General note

The seasonal fluctuations in the turnover and EBITDA curve are typical for the personnel services industry (timing of public holidays in the first and second quarter, strong capacity utilization in the third quarter).

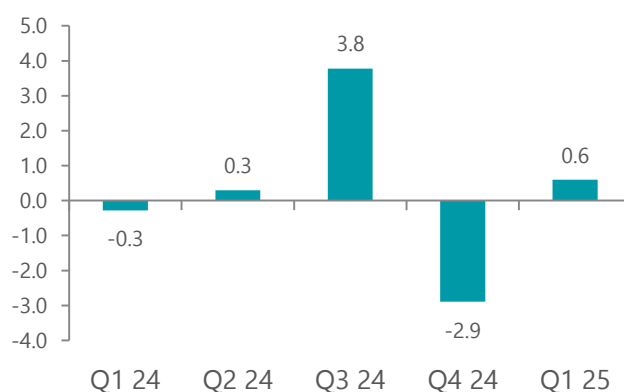
### Key figures

in m€	Q1 25	Q4 24	Q1 24	1-3/2025	1-3/2024
<b>Total income</b>	105.7	103.3	98.2	105.7	98.2
<b>Gross profit</b>	22.9	21.5	21.1	21.5	21.1
<b>%</b>	21.8%	21.0%	21.7%	21.0%	21.7%
<b>OPEX</b>	105.1	106.2	98.5	105.1	98.5
<b>EBITDA</b>	0.6	-2.9	-0.3	0.6	-0.3
<b>%</b>	0.6%	-2.8%	-0.3%	0.6%	-0.3%

### Total income (in m€)<sup>Note 1</sup>



### EBITDA (in m€)<sup>Note 2</sup>



### Note 1 – Total income

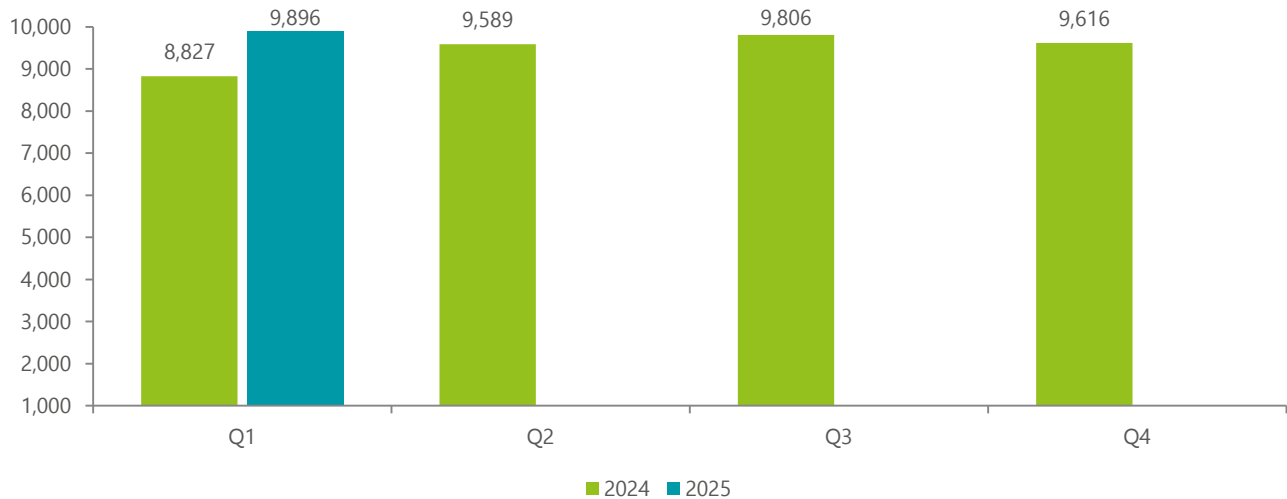
Tempton continued its revenue growth in the first quarter of 2025, despite ongoing macroeconomic headwinds and a stagnating personnel leasing market in Germany. Supported by both price and volume increases, Tempton achieved a 7% rise in revenue compared to the same quarter in 2024.

### Note 2 – EBITDA

Tempton delivered an EBITDA of €0.6 million in Q1 2025, reflecting its strong development focus and operational discipline amid typical market fluctuations. This performance validates the effectiveness of its semi-organic growth strategy, enhancing the company's ability to capitalize on adverse market conditions and convert challenges into growth opportunities.

## DEVELOPMENT NUMBER OF EMPLOYEES

### Total number of employees

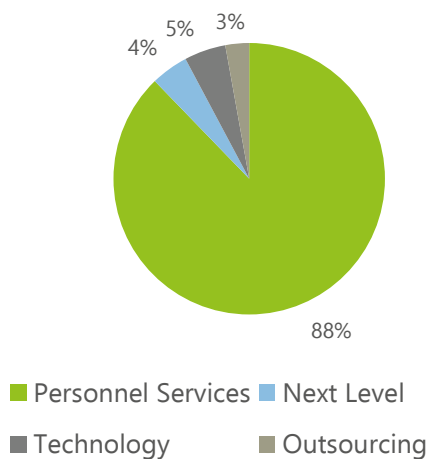


### Note

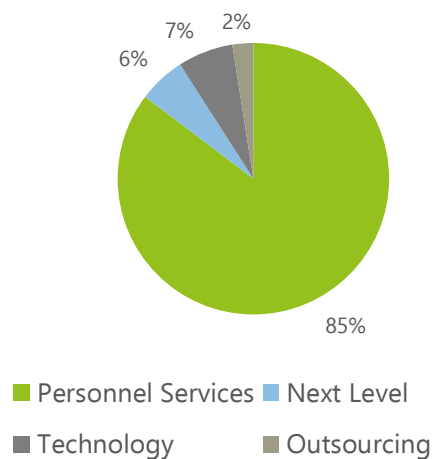
Although the temporary staffing market in Germany contracted by nearly 13% year-on-year, Tempton achieved over 12% headcount growth in Q1 2025 compared to Q1 2024.

### Development Business Segments<sup>7</sup> Q1 2025

Turnover (percent)



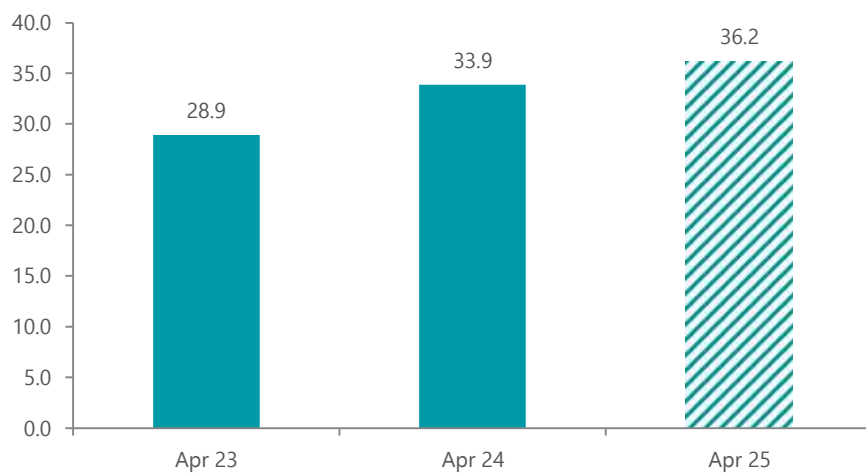
Gross profit (percent)



<sup>7</sup> Turnover and gross profit according to internal reporting.

## OUTLOOK – April 2025

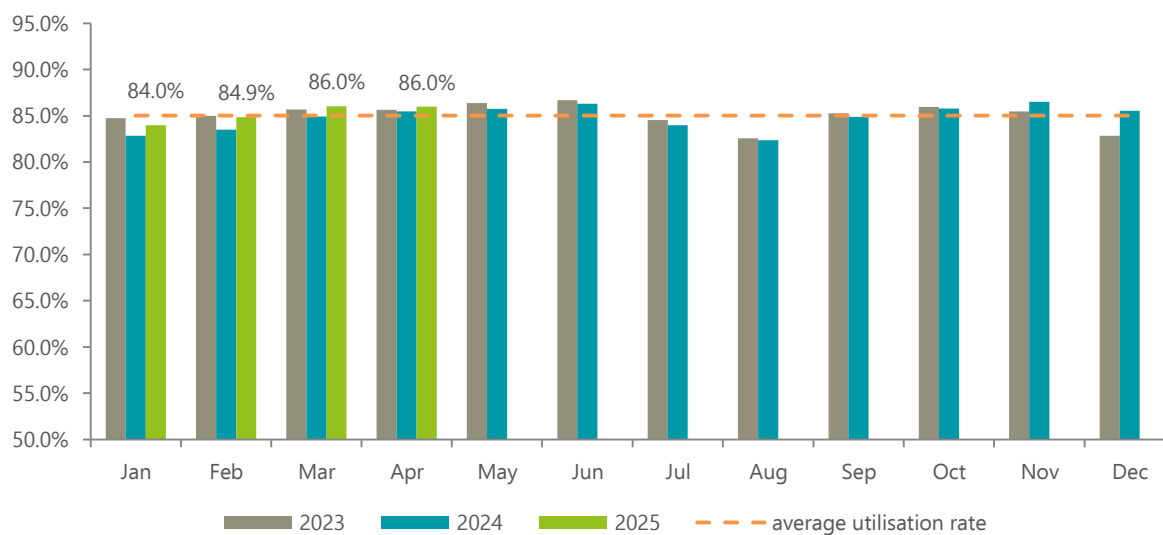
### Total income comparison April YoY (in m€)



### Note

The projected total income for April 2025 is EUR 36.2 million, representing a year-over-year increase of EUR 2.3 million, or nearly 7%, compared to April 2024.

### Development of the utilisation rate



# COMMENTS RE. FINANCIAL STATEMENTS

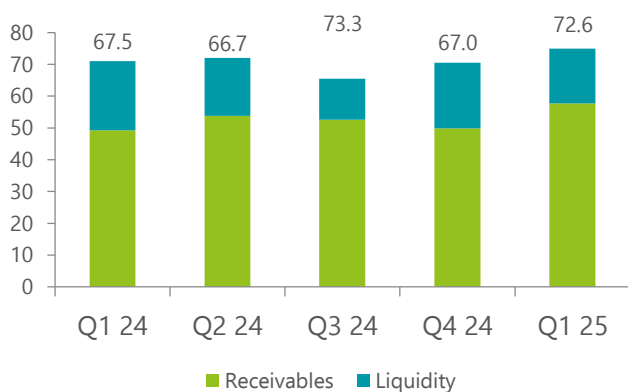
## Consolidation

The consolidated balance sheet is composed by combining the individual balance sheets of all subsidiaries included in the consolidated financial statements. Inclusion is based on the principle of full consolidation, i.e. all assets and liabilities of the included companies are adopted in the consolidated balance sheet with their full amount, except for those items that have been consolidated. Tempton Group GmbH directly or indirectly holds 100% of the shares of the consolidated subsidiaries.

## Liquidity and cash flow

Tempton's liquidity position remained strong in Q1 2025, with total liquid assets (cash and receivables) increasing from EUR 67 million to EUR 72.6 million. The cash balance decreased slightly from EUR 17.2 million to EUR 14.9 million, reflecting the company's active deployment of liquidity to fund growth, as evidenced by the increase in liquid receivables to EUR 57.7 million. Tempton's robust financial position supports strong operational momentum and revenue growth, enabling strategic investments in branch network expansion, scaling of managed services, growth of the Medical, Aviation, and White-Collar divisions, expansion of the Educational division, and digitization projects.

## Liquidity and receivables (in m€)





# COMMENTS RE. FINANCIAL STATEMENTS

## Key figures (in m€)

### Leverage ratio

<b>EBITDA LTM</b>	<b>1.8</b>
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### Net Debt

Bond loan	25.2
Own shares	-3.3
Bond loan without own shares	21.9
Cash balance	14.9

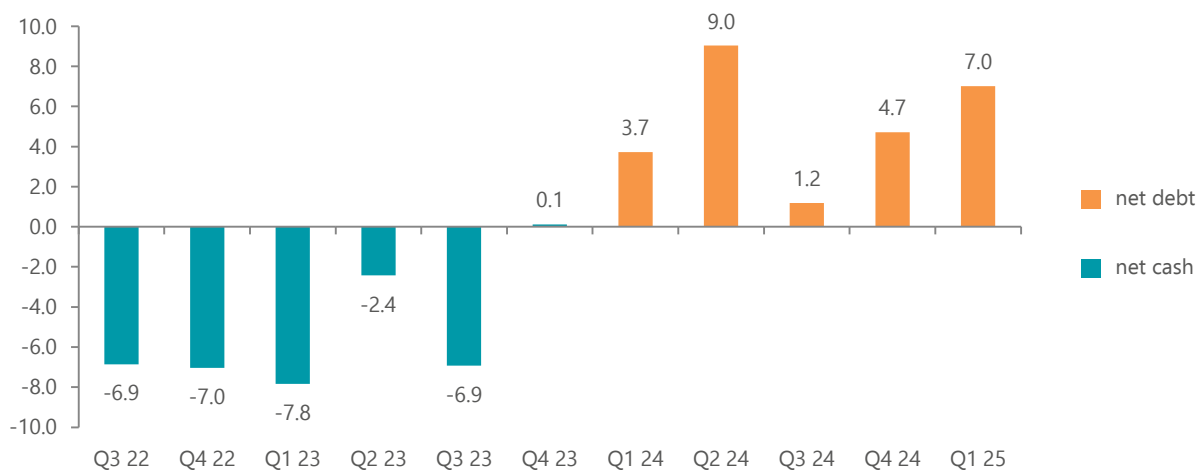
<b>Net debt</b>	<b>7.0</b>
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<b>Net Leverage ratio</b>	<b>3.9</b>
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### Interest cover ratio

Interest expense	1.3
<b>Interest cover ratio</b>	<b>1.3</b>

## Development of net debt / net cash (in m€)



## COMMENTS RE. FINANCIAL STATEMENTS

### Main risk factors

Due in particular to its broad services portfolio and its diversified customer structure, Tempton does not currently expect any substantial business risks to materially adversely affect its future performance. Nevertheless, the negative consequences of the ongoing war in Ukraine and the conflict in the middle east, in particular increased utility costs and inflation, as well as overall negative sentiment throughout the German economy and restrictions on global trade are also impacting Tempton's customers. In particular, reduced purchasing power of end customers, supply chain issues, and production constraints in energy-intensive sectors are leading to significant (sometimes temporary) declines in demand in certain industries. Tempton expects to continue to at least largely compensate for these challenges through its own sales strength and broad-based customer structure. As a general rule, Tempton views its business model as resilient to any economically relevant potential impacts.

## Use of Alternative Performance Measures (APM)

Alternative performance measures are performance measures outside of the applicable financial reporting framework (HGB). Financial APMs are intended to enhance comparability of financial performance over time and are frequently used by analysts and investors. APMs may also be used internally as basis for performance related remuneration.

Tempton uses the following APMs:

Tempton defines "gross profit" as revenue, changes in work in progress and other operating income (together "total income") less cost of raw materials and supplies, cost of purchased items and external personnel costs.

Tempton defines "utilisation rate" as the number of external employees engaged at customers divided by the total number of external employees.

## Statement from the Board of Directors

The financial statements are, to the best of our knowledge and based on our most elaborated opinion, presented in accordance with generally accepted accounting principles. The information provided in the financial statements give a true and fair view of Tempton and Tempton's assets, liabilities, financial position and result. This interim report provides an accurate view of the development performance and financial position of Tempton.

Essen, 28.05.2025

Dr. Annett Tischendorf  
CEO

Oliver Hecker  
CFO

## CONSOLIDATED INCOME STATEMENT (UNAUDITED)

All figures in €	Notes	Q1 25	1-3/2025	Q1 24	1-3/2024
Revenues		104,775,495	104,775,495	97,318,420	97,318,420
Change in the inventory of finished goods and work in process		-106,639	-106,639	-55,407	-55,407
Other operating income		989,220	989,220	920,969	920,969
<b>Total income</b>		<b>105,658,077</b>	<b>105,658,077</b>	<b>98,183,982</b>	<b>98,183,982</b>
Material costs					
costs of raw material, supplies, operating material and acquired goods		608,151	608,151	227,211	227,211
costs of services acquired		4,481,752	4,481,752	3,809,403	3,809,403
		<b>5,089,903</b>	<b>5,089,903</b>	<b>4,036,614</b>	<b>4,036,614</b>
Personnel costs					
wages and salaries		72,888,168	72,888,168	69,010,330	69,010,330
social security and expenses for old age pensions and support		17,670,449	17,670,449	15,991,304	15,991,304
		<b>90,558,617</b>	<b>90,558,617</b>	<b>85,001,634</b>	<b>85,001,634</b>
Depreciation		937,086	937,086	1,424,660	1,424,660
Other operating expenses	1	9,411,426	9,411,426	9,424,429	9,424,429
Other interest and similar income		66,023	66,023	85,490	85,490
Interest and similar expenses		320,384	320,384	367,557	367,557
Taxes		644,977	644,977	577,911	577,911
<b>Profit after taxes</b>		<b>-1,238,292</b>	<b>-1,238,292</b>	<b>-2,563,333</b>	<b>-2,563,333</b>
Other taxes		6,972	6,972	5,171	5,171
<b>Group annual surplus</b>		<b>-1,245,264</b>	<b>-1,245,264</b>	<b>-2,568,505</b>	<b>-2,568,505</b>
Profit carried forward previous year			19,218,730		26,047,231
<b>Profit carried forward</b>			<b>17,973,466</b>		<b>23,478,726</b>

# CONSOLIDATED BALANCE SHEET (UNAUDITED)

All figures in €	Notes	31 March 2025	31 December 2024
<b>ASSETS</b>			
<b>FIXED ASSETS</b>			
<b>I. Intangible assets</b>			
1. Concessions, industrial property rights acquired for a consideration as well as licenses to such rights and values		4,244,446	3,845,924
2. Goodwill		9,071,627	9,344,703
		<b>13,316,073</b>	<b>13,190,627</b>
<b>II. Tangible assets</b>			
1. Real estate, titles to land and buildings including buildings on third party land		3,950,458	3,999,392
2. Technical equipment and machines		38,369	39,822
3. Other plants, office fixtures and fittings		6,223,172	6,264,981
		<b>10,211,998</b>	<b>10,304,195</b>
<b>III. Financial assets</b>			
1. Long term investments		3,151,600	3,151,600
<b>CURRENT ASSETS</b>			
<b>I. Inventories</b>		4,614,335	4,722,748
<b>II. Receivables and other assets</b>			
1. Receivables of deliveries and services		57,740,726	50,838,862
2. Other assets		5,195,023	7,558,069
		<b>62,935,748</b>	<b>58,396,930</b>
<b>III. Cash on hand, bank balances</b>		14,883,671	17,178,881
<b>PREPAID EXPENSES</b>		<b>960,623</b>	<b>552,878</b>
<b>TOTAL ASSETS</b>		<b>110,074,048</b>	<b>107,497,860</b>

# CONSOLIDATED BALANCE SHEET (UNAUDITED)

All figures in €	Notes	31 March 2025	31 December 2024
<b>EQUITY AND LIABILITIES</b>			
<b>EQUITY</b>			
<b>I. Subscribed capital</b>		25,000	25,000
<b>II. Capital reserves</b>		2,809,192	2,809,192
<b>III. Profit carried forward</b>		17,973,465	19,218,730
		<b>20,807,657</b>	<b>22,052,922</b>
<b>PROVISIONS</b>			
1. Provisions for pensions and similar obligations		2,974,957	2,931,171
2. Provisions for taxes		1,593,474	1,397,137
3. Other provisions		26,663,220	23,309,210
		<b>31,231,651</b>	<b>27,637,519</b>
<b>LIABILITIES</b>			
1. Loans and borrowings		25,174,826	25,174,826
2. Advance payments received on orders		3,305,413	3,142,510
3. Liabilities from supplies and services		4,222,661	4,170,868
4. Other liabilities		25,221,124	25,173,172
		<b>57,924,025</b>	<b>57,661,376</b>
<b>DEFERRED INCOME</b>		<b>110,716</b>	<b>146,044</b>
<b>TOTAL EQUITY AND LIABILITIES</b>		<b>110,074,048</b>	<b>107,497,860</b>

# CONSOLIDATED CASH FLOW STATEMENT (UNAUDITED)

All figures in thousand €	Notes	Q1 25	1-3/2025	1-3/2024
		Q1 25	1-3/2025	1-3/2024
Profit for the period (consolidated net income for the financial year)				
Depreciation, amortisation and write-downs of fixed assets/reversals of such write-downs		-1,245	-1,245	-2,569
Increase/decrease in provisions		937	937	1,425
Other non-cash expenses/income		3,594	3,594	2,374
Increase/decrease in inventories, receivables for deliveries and services and other assets not related to investing or financing activities		-15	-15	-17
Increase/decrease in liabilities from supplies and services and other liabilities not related to investing or financing activities		-4,838	-4,838	-2,120
Interest expense/interest income		227	227	-1,697
<b>Cash flows from operating activities</b>		<b>254</b>	<b>254</b>	<b>282</b>
		<b>-1,086</b>	<b>-1,086</b>	<b>-2,322</b>
Payments to acquire tangible fixed assets				
Acquisition of financial assets		-970	-970	-1,017
Interest received		66	66	85
<b>Cash flows from investing activities</b>		<b>-904</b>	<b>-904</b>	<b>-932</b>
Interest paid for financial loans and factoring		-305	-305	-350
<b>Cash flows from financing activities</b>		<b>-305</b>	<b>-305</b>	<b>-350</b>
Net change in cash funds		-2,295	-2,295	-3,604
Cash funds at the beginning of period		17,179	17,179	21,775
<b>Cash funds at the end of period</b>		<b>14,884</b>	<b>14,884</b>	<b>18,171</b>



# NOTES

## General

The group parent company operates under the name Tempton Group GmbH. The accounting transactions underlying this interim report comply with German commercial and company law regulations (HGB, GmbHG).

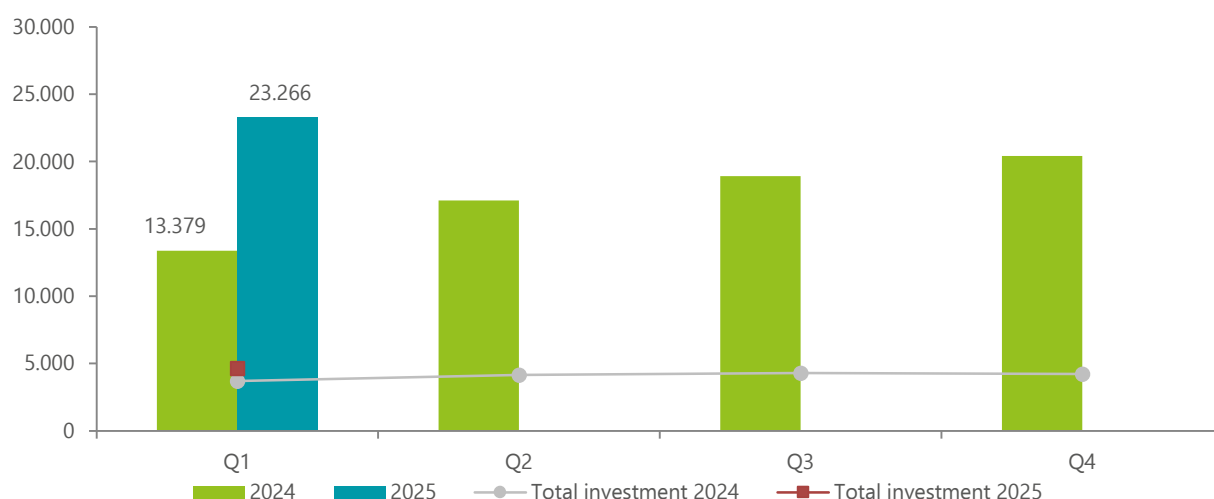
## Note 1 - Investment in organic growth

Tempton is progressing steadily in the largest organic growth initiative in its history. Building on the expansion of the branch network launched in 2023, the company continues to strengthen its market presence in Germany, intensifying local branch density to enhance proximity to clients and unlock further growth potential and operational synergies.

This growth strategy is accompanied by the ongoing diversification of Tempton's service offering. The company is further expanding its Aviation, Medical, White-Collar, and Educational divisions, leveraging existing infrastructure to scale efficiently while managing capital requirements. The Educational division, in particular, continues to benefit from synergies within the Medical division, supporting its momentum in 2024 and into 2025.

The positive impact of the growth strategy is evident: additional branches contributed EUR 23.3 million in revenue in Q1 2025, representing approximately 22% of total income.

## Revenue and total investments (in thousand €)



## ABOUT TEMPTON

With headquarters in Essen, Tempton is one of Germany's leading and fastest-growing HR service providers. We currently operate almost everywhere in Germany with offices in more than 200 locations, regularly employing at the peak more than 9,500 motivated members of staff. Offering secure and attractive workplaces to people with vastly different qualifications – from skilled manual workers to highly qualified interim managers – is what motivates us. Our exceptionally positive corporate development is based on highly digitalized processes and innovative product strategies. Today over 11,500 corporate clients in many different industries rely on us to provide them with attractive HR solutions of every kind.

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