

tempton

INTERIM REPORT
Q2 2025

Tempton Group

Q2 2025 HIGHLIGHTS

TOTAL INCOME

113.0 m€

GROSS PROFIT

21.8 m€

EBITDA

0.4 m€

PROGRESSIVE MARKET SHARE,
ROBUST PERFORMANCE

Q2 COMPARISON

	2023	2024	2025
Total income	96.8	101.1	113.0
Gross profit	20.3	23.0	21.8
EBITDA	-0.5	0.3	0.4
%	-0.5%	0.3%	0.3%

The German temporary staffing market remained at a persistently low level in Q2 2025, with the number of temporary employees declining slightly to approximately 551,500. Subdued macroeconomic conditions, structural pressure on market volumes, and intense competition continue to challenge the industry. The second quarter is further impacted by structurally high holiday levels, which limit placement volumes and billable hours while fixed costs remain largely unchanged — traditionally making Q2 one of the least profitable periods in the staffing cycle. Combined with generally low liquidity, these factors intensify pressure on market participants. At the same time, the market's high fragmentation and ongoing consolidation create opportunities for well-capitalized and strategically positioned players.

Against this backdrop, Tempton delivered strong top-line growth, with revenues increasing 11.8% year-over-year and market share rising to 1.8%, reflecting steady progress and a continued ascent within Germany's Top 10 personnel service providers. EBITDA for the first half of 2025 reached EUR 1.0 million, compared to break-even in the prior-year period, with Q2 contributing a positive EUR 0.4 million despite seasonal headwinds. As is typical in the industry, earnings are concentrated in the second half of the year, and current placement activity indicates that Q3 is off to a strong start, with July revenues up approximately 19% year-over-year. Accelerated digitalization continues to improve operational efficiency, enhance the customer experience, and strengthen Tempton's capacity to scale and capture growth opportunities.

DEVELOPMENT TOTAL MARKET GERMANY

Mid-term development of BC Index Germany Q1 2025 vs. Q2 2025¹



Note

Looking at the mid-term trend, the ifo Business Climate Index grew from 86.7 points in March 2025 to 88.4 points in June 2025.

Short-term development of BC Index Germany May 25 vs. Jun. 25¹

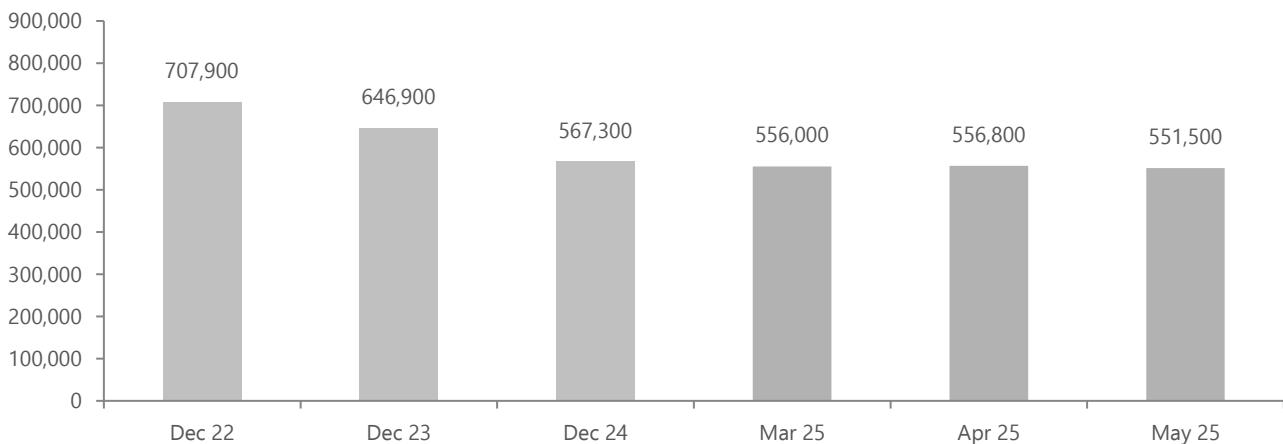


Sentiment among companies in Germany has improved. The ifo Business Climate Index rose to 88.4 points in June, up from 87.5 points in May. Expectations brightened in particular. Companies assessed their current situation as slightly better. The German economy is slowly building confidence.¹

¹ <https://www.ifo.de>

DEVELOPMENT TEMPORARY STAFFING MARKET

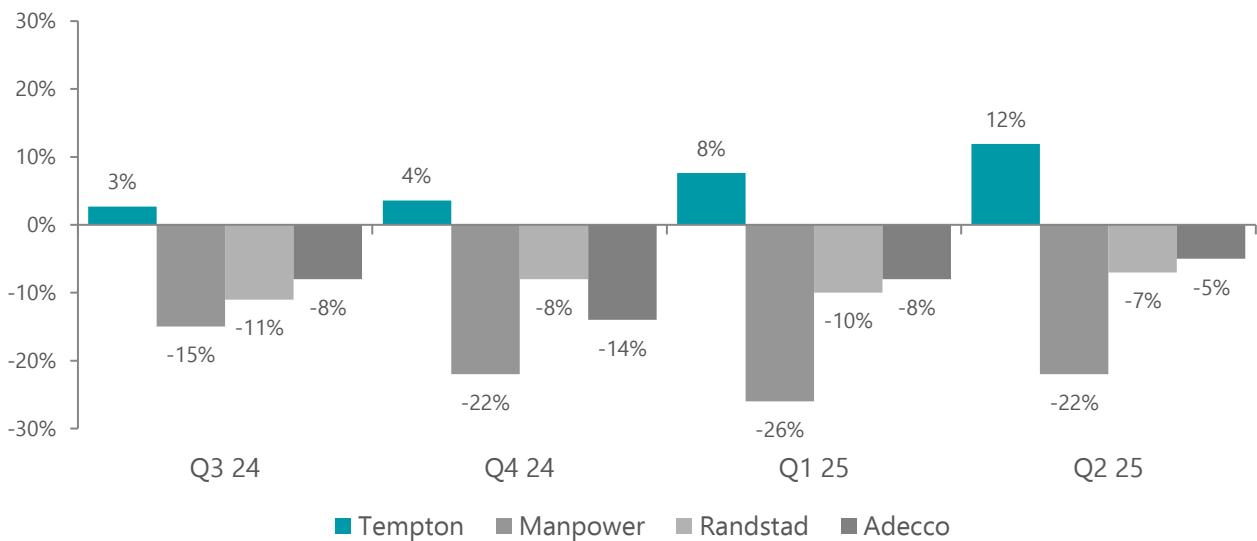
Temporary Employees Germany²



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)^{3, 4, 5, 6}



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

³Tempton turnover according to internal reporting.

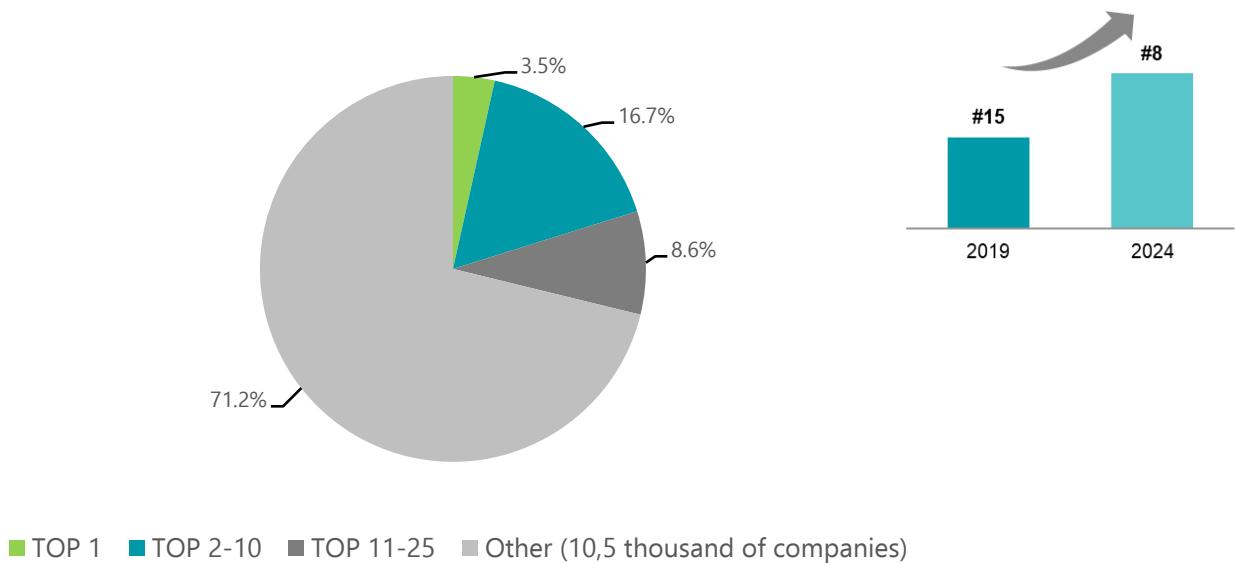
⁴<https://www.adeccogroup.com/investors/>

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

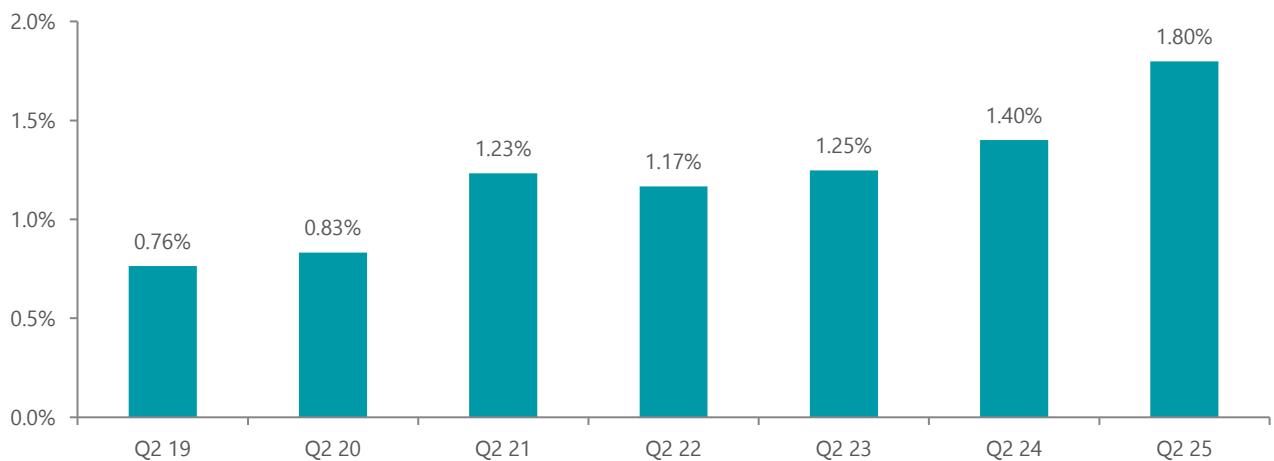
⁶<https://www.randstad.com/investor-relations/>

MARKET CONSOLIDATION

Market share fragmentation 2024⁷



Tempton market share YoY



Note

The German temporary staffing market remains highly fragmented, with the largest player holding just 3.5%, while Tempton has progressively climbed the ranks to 8th place, growing its market share to 1.8% and demonstrating consistent upward momentum.

⁷ Based on revenues and number of employees in the Lünendonk List 2025: Leading Temporary Staffing Businesses in Germany
[Lünendonk-Liste 2025: Zeitarbeitsunternehmen in Deutschland](http://www.luenendonk.de)

KEY FIGURES – GENERAL OVERVIEW

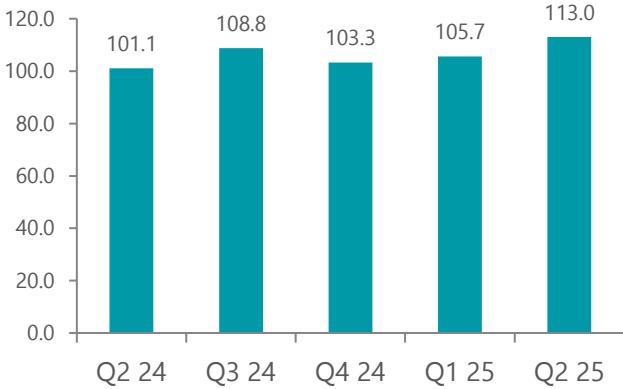
General note

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€	Q2 25	Q1 25	Q2 24	1-6/2025	1-6/2024
Total income	113.0	105.7	101.1	218.7	199.3
Gross profit	21.8	22.9	23.0	44.7	44.1
%	19.5%	21.8%	22.9%	20.6%	22.3%
OPEX	112.7	105.1	100.8	217.8	199.3
EBITDA	0.4	0.6	0.3	1.0	0.0
%	0.3%	0.6%	0.3%	0.4%	0.0%

Total income (in m€)^{Note 1}



EBITDA (in m€)^{Note 2}



Note 1 – Total income

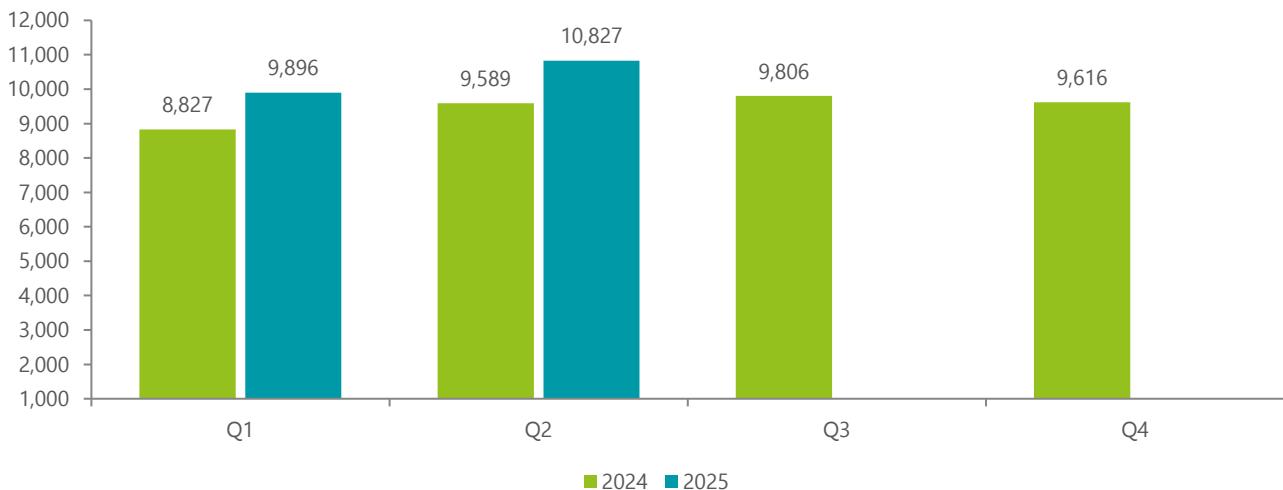
Amid subdued market volumes and cautious sentiment among market participants, Tempton delivered a significant breakthrough in Q2 2025. Revenue rose to €113.0 million, up from €101.1 million in Q2 2024, representing strong year-over-year growth of 11.8% — a clear testament to the company's resilience and ability to outperform the market.

Note 2 – EBITDA

Despite a challenging quarter marked by intensified competition and numerous public holidays, Tempton sustained a positive EBITDA of €0.4 million. Business scaling and prior growth investments enabled the company to navigate the low season without losses and prepare for a strong Q3, underscoring the strength of its business model.

DEVELOPMENT NUMBER OF EMPLOYEES

Total number of employees

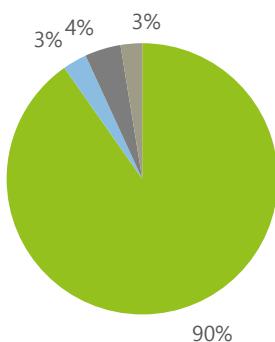


Note

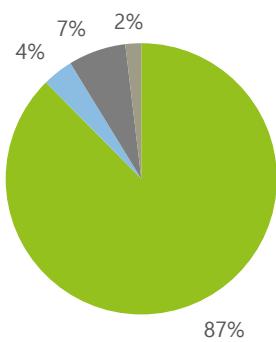
Although the temporary staffing market in Germany declined by nearly 11% year-over-year, Tempton achieved almost 13% headcount growth in Q2 2025 compared to Q2 2024.

Development Business Segments⁷ Q2 2025

Turnover



Gross profit



■ Personnel Services ■ Next Level

■ Technology

■ Outsourcing

■ Personnel Services ■ Next Level

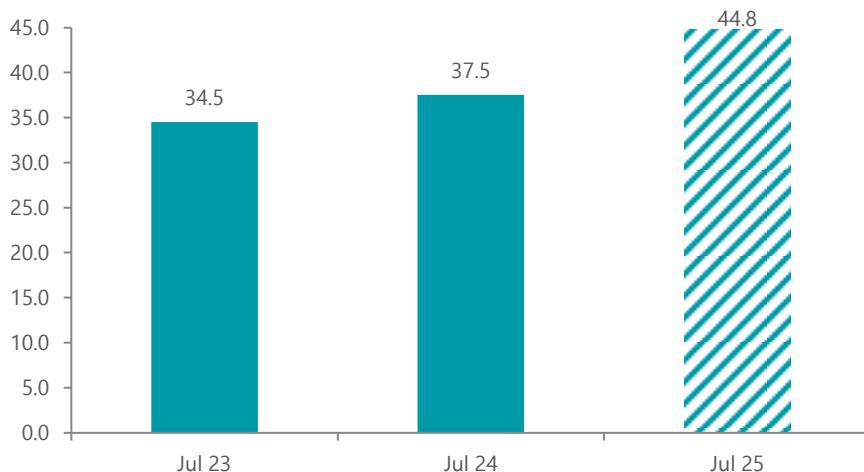
■ Technology

■ Outsourcing

⁷ Turnover and gross profit according to internal reporting.

OUTLOOK – July 2025

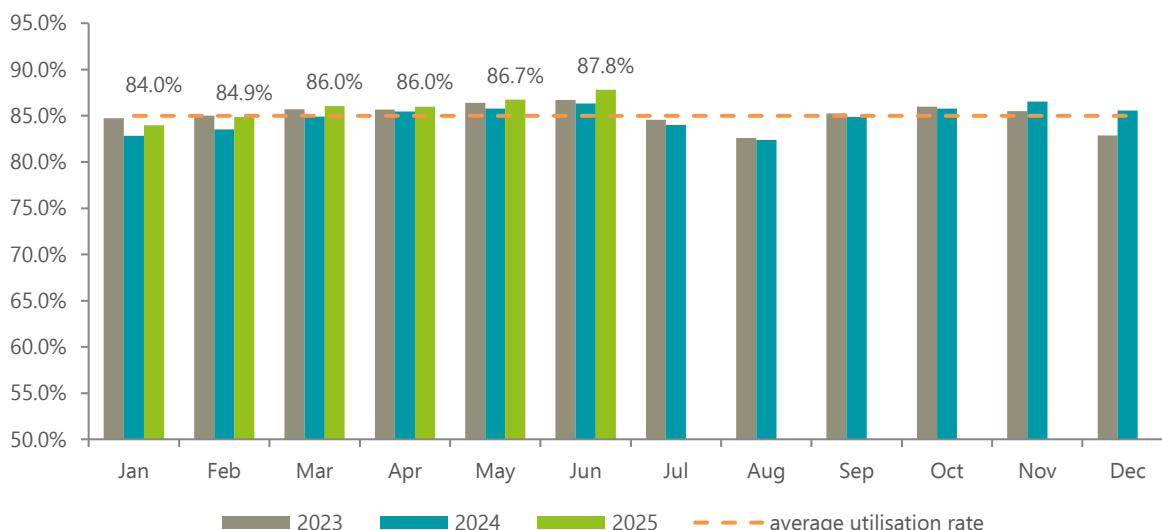
Total income comparison April YoY (in m€)



Note

The projected revenue for July 2025 amounts to €44.8 million, reflecting an increase of €7.3 million, or 19%, compared to July of the prior year. The third quarter structurally benefits from a significantly higher number of working days — 65.8 versus 59.1 in Q2 — whereas the numerous public holidays in the second quarter consistently weigh on volumes, making it regularly the weakest quarter of the year. Looking ahead, July's strong performance and the favorable operating calendar underpin expectations of a marked improvement in both revenue and EBITDA in Q3 2025.

Development of the utilisation rate



COMMENTS RE. FINANCIAL STATEMENTS

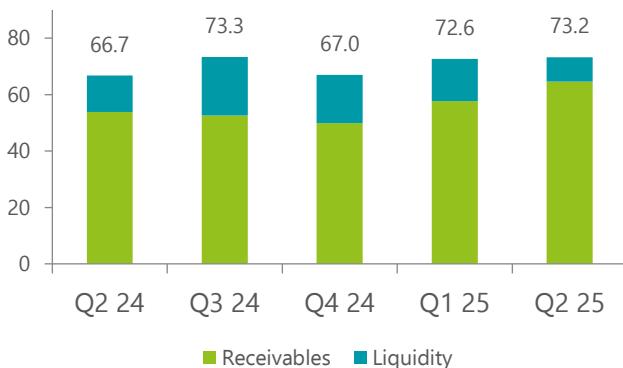
Consolidation

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 Q2 2025, with total liquid assets (cash and receivables) rising from EUR 67.7 million to EUR 73.2 million year-over-year. The cash balance declined seasonally to EUR 8.6 million, reflecting active deployment of liquidity to fund growth, while receivables increased to EUR 64.6 million as the company continued to build working capital. This solid financial position supports operational momentum and revenue growth, enabling strategic investments in branch network expansion, scaling of managed services, development of the Medical, Aviation, and White-Collar divisions, expansion of the Educational division, and digitization initiatives.

Liquidity and receivables (in m€)



COMMENTS RE. FINANCIAL STATEMENTS

Key figures (in m€)

Leverage ratio

EBITDA LTM **1.8**

Interest cover ratio

Interest expense **1.3**

Interest cover ratio **1.4**

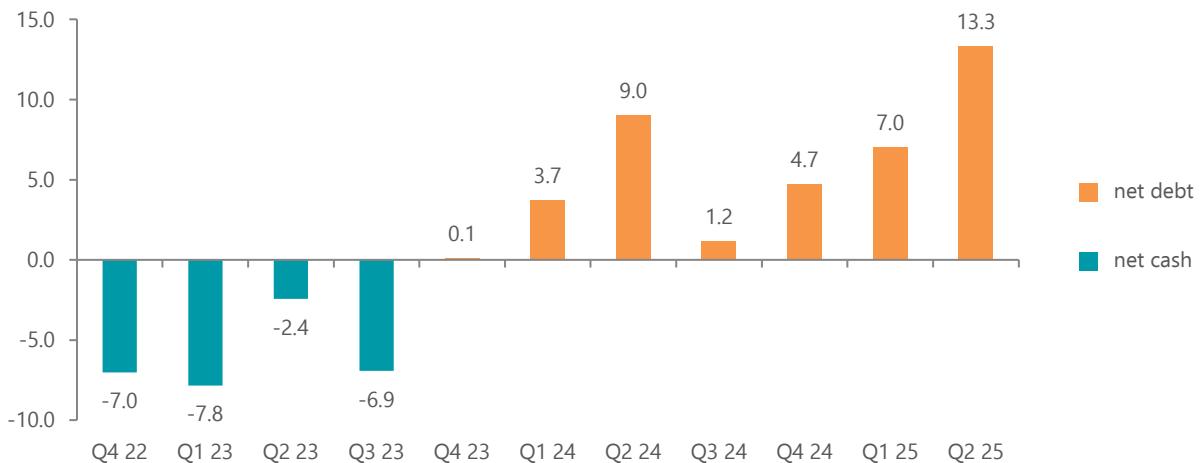
Net Debt

Bond loan	25.2
Own shares	-3.3
Bond loan without own shares	21.9
Cash balance	8,6

Net debt **13.3**

Net Leverage ratio **7.2**

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, 25.08.2025

Dr. Annett Tischendorf
CEO

Oliver Hecker
CFO

CONSOLIDATED INCOME STATEMENT (UNAUDITED)

All figures in €	Notes	Q2 25	1-6/2025	Q2 24	1-6/2024
Revenues		111,711,152	216,486,648	100,568,774	197,887,193
Change in the inventory of finished goods and work in process		372,280	265,641	-427,624	-483,030
Other operating income		962,568	1,951,788	957,488	1,878,457
Total income		113,045,999	218,704,076	101,098,638	199,282,620
Material costs					
costs of raw material, supplies, operating material and acquired goods		245,965	854,116	285,778	512,989
costs of services acquired		3,934,032	8,413,857	2,932,327	6,741,729
		4,179,997	9,267,973	3,218,104	7,254,718
Personnel costs					
wages and salaries		80,134,055	153,022,223	70,955,898	139,966,228
social security and expenses for old age pensions and support		19,471,192	37,141,641	16,310,505	32,301,809
		99,605,247	190,163,864	87,266,403	172,268,037
Depreciation		901,844	1,838,930	993,079	2,417,739
Other operating expenses	1	8,907,350	18,320,703	10,319,601	19,744,031
Other interest and similar income		65,979	132,002	107,556	193,045
Interest and similar expenses		319,561	639,945	369,196	736,752
Taxes		349,763	994,740	445,142	1,023,053
Profit after taxes		-1,151,784	-2,390,076	-1,405,332	-3,968,665
Other taxes		6,972	13,944	5,171	10,342
Group annual surplus		-1,158,756	-2,404,020	-1,410,503	-3,979,008
Profit carried forward previous year			19,218,730		26,047,231
Profit carried forward			16,814,710		22,068,223

CONSOLIDATED BALANCE SHEET (UNAUDITED)

All figures in €

Notes

30 June 2025

31 December 2024

ASSETS

FIXED ASSETS

I. Intangible assets

1. Concessions, industrial property rights acquired for a consideration as well as licenses to such rights and values	4,542,574	3,845,924
2. Goodwill	8,799,251	9,344,703
	13,341,825	13,190,627

II. Tangible assets

1. Real estate, titles to land and buildings including buildings on third party land	3,899,908	3,999,392
2. Technical equipment and machines	36,915	39,822
3. Other plants, office fixtures and fittings	6,061,485	6,264,981
	9,998,309	10,304,195

III. Financial assets

1. Long term investments	3,151,600	3,151,600
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CURRENT ASSETS

I. Inventories

5,022,262	4,722,748
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II. Receivables and other assets

1. Receivables of deliveries and services	64,633,547	50,838,862
2. Other assets	5,074,601	7,558,069
	69,708,148	58,396,930

III. Cash on hand, bank balances

8,584,756	17,178,881
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PREPAID EXPENSES

779,398	552,878
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TOTAL ASSETS

110,586,298	107,497,860
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CONSOLIDATED BALANCE SHEET (UNAUDITED)

All figures in €	Notes	30 June 2025	31 December 2024
EQUITY AND LIABILITIES			
EQUITY			
I. Subscribed capital		25,000	25,000
II. Capital reserves		2,809,192	2,809,192
III. Profit carried forward		16,814,709	19,218,730
		19,648,901	22,052,922
PROVISIONS			
1. Provisions for pensions and similar obligations		3,025,118	2,931,171
2. Provisions for taxes		1,849,838	1,397,137
3. Other provisions		25,230,985	23,309,210
		30,105,941	27,637,519
LIABILITIES			
1. Loans and borrowings		25,174,826	25,174,826
2. Advance payments received on orders		3,492,402	3,142,510
3. Liabilities from supplies and services		3,383,768	4,170,868
4. Other liabilities		28,701,795	25,173,172
		60,752,792	57,661,376
DEFERRED INCOME		78,664	146,044
TOTAL EQUITY AND LIABILITIES		110,586,298	107,497,860

CONSOLIDATED CASH FLOW STATEMENT (UNAUDITED)

All figures in thousand €	Notes	Q2 25	1-6/2025	1-6/2024
Profit for the period (consolidated net income for the financial year)		-1,159	-2,404	-3,979
Depreciation, amortisation and write-downs of fixed assets/reversals of such write-downs		902	1,839	2,418
Increase/decrease in provisions		-1,126	2,468	1
Other non-cash expenses/income		-15	-30	-33
Increase/decrease in inventories, receivables for deliveries and services and other assets not related to investing or financing activities		-6,999	-11,837	-6,102
Increase/decrease in liabilities from supplies and services and other liabilities not related to investing or financing activities		2,797	3,024	645
Interest expense/interest income		254	508	544
Cash flows from operating activities		-5,346	-6,432	-6,506
Payments to acquire tangible fixed assets		-714	-1,684	-1,895
Acquisition of financial assets		0	0	0
Interest received		66	132	193
Cash flows from investing activities		-648	-1,552	-1,702
Interest paid for financial loans and factoring		-305	-610	-704
Cash flows from financing activities		-305	-610	-704
Net change in cash funds		-6,299	-8,594	-8,912
Cash funds at the beginning of period		14,884	17,179	21,775
Cash funds at the end of period		8,585	8,585	12,863

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).

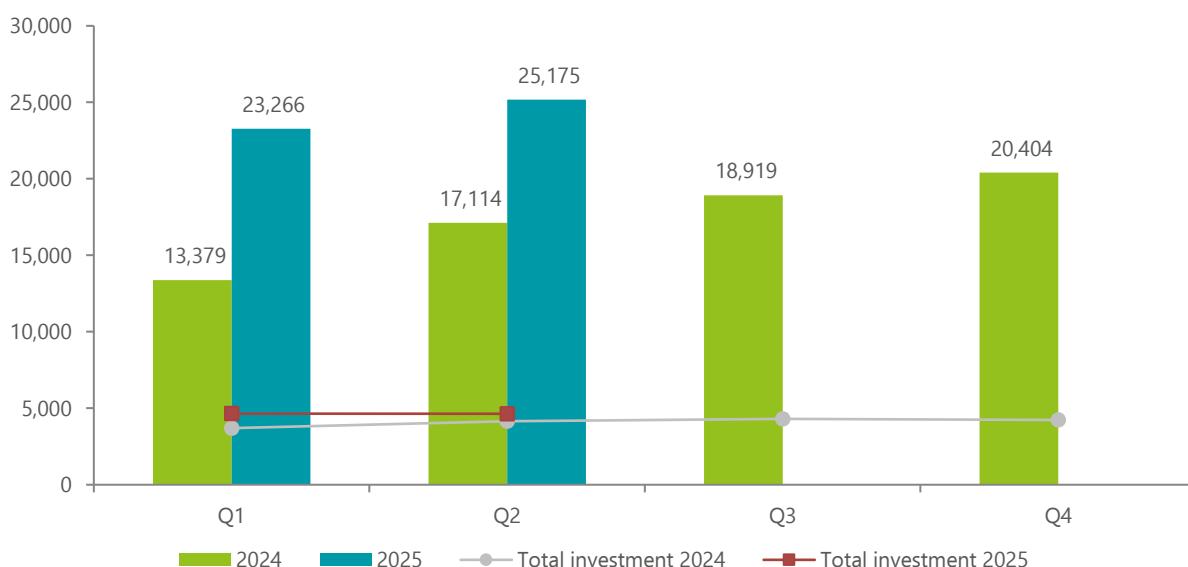
Note 1 - Investment in organic growth

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 25.2 million in revenue in Q2 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 10,800 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.

Tempton Group
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