



Update on FY2024 performance

19th March 2025



UPDATE ON FY24 PERFORMANCE

We are pleased to update on Team EIFFEL's annual results for the financial year-end December 2024⁽¹⁾ and to provide an overview of our performance, strategic initiatives, and key accomplishments.

In 2024, we achieved pro forma (PF) revenue of €350.3 million, a decrease of 0.3% compared to €351.4m in 2023. Our PF Adjusted EBITDA for the year was €59.1 million, representing a decrease of 0.9% versus €59.7 million in 2023. As of December 31st 2024, Team EIFFEL's net leverage ratio is 4.68x.

NET LEVERAGE RATIO

Leverage ratio (EURm)	Team EIFFEL – as of December 31, 2024
Senior Secured Bond	(250.0)
Lease Liabilities	(48.3)
Total debt	(298.3)
Cash on balance	21.6
Net debt	(276.6)
PF Adjusted EBITDA	59.1
Net Leverage Ratio	4.68

Source: Group information.

Note: (1) The presented figures are unaudited management accounts (pro forma adjusted to include acquired entities).

Throughout the year, we executed several strategic initiatives aimed at strengthening our market position and expanding our capabilities. Notably, we successfully completed the acquisitions of Clafis and Care Effect during 2024, which has significantly enhanced our capabilities in Engineering Consulting and Project Management. We continue to aim to diversify our portfolio and drive sustainable growth.

Looking ahead, we remain committed to our strategic priorities, including (i) accelerate growth in the Netherlands through increased penetration of private sector and public sector clients, (ii) optimise operating model and improve margin performance, (iii) strengthen and improve efficiency in the commercial organisation and (iv) evolve capabilities and develop new offerings.

We look forward to sharing more updates on Team EIFFEL as we progress through 2025. Team EIFFEL's Q1 results will be released in May 2025.



Gert-Jan Meppelink

Chief Executive Officer, Team EIFFEL



Yke Bonenberg

Chief Financial Officer, Team EIFFEL

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Actual results and developments may differ materially from those expressed in, implied by or projected by forward-looking statements. Forward-looking statements are not intended to and do not give any assurances or comfort as to future events or results. Other than as required by applicable law, Team EIFFEL does not undertake any obligation to update or revise any forward-looking statement.

About Team EIFFEL

Founded in 1992, Team EIFFEL is the largest interim, consultancy and project management organisation in the Netherlands, employing ~2,650 FTEs that serves the Group's ~830 clients. The Group provides specialised teams with trained personnel, mostly with academic backgrounds, to meet demand for talents in niche end markets.

Team EIFFEL's service offering is structured along 4 segments: (I) Engineering & Project management, (II) Legal advisory, (III) Finance advisory, and (IV) Business services & Technology. The Group serves a diversified client base across the public sector (42% of revenue) and private sector (58% of revenue) with a business model with high visibility on revenue as 50% of revenue is secured through framework agreements. Team EIFFEL is majority owned by funds advised by Tower Brook Capital Partners alongside co-investors and management.