

2023 Review : The Apave Group successfully completed the third year of its strategic plan

- In 2023, Apave recorded sales of €1.2 billion, up 11%.
- A historic year for external growth, with the completion of 7 acquisitions for a total of 18 acquisitions since the end of 2020, most of them international.
- Success of the second employee shareholding offer, with 72% of shares voluntarily subscribed.
- Launch of the "Apave Climate School" for all Apave employees, to train them in sustainable transitions and get them involved.

Apave, an international group with more than 150 years of experience in risk management, has completed the third year of its strategic plan in line with its objectives. The Group recorded sales of over €1.2 billion, 27% of which were generated internationally, and 11% growth.

Apave is continuing its external growth drive in France and abroad.

In 2023, Apave continued its ambitious external growth strategy with seven acquisitions, mainly outside France, for a total of 18 acquisitions made since the end of 2020.

Apave has enhanced its skills and accelerated its expansion in its priority regions of Europe, the Middle East and Asia, with the acquisition of **Lonestar**, a company specialising in industrial testing and measurement in the United Arab Emirates; **Trainor**, a Norwegian expert in 3D digital professional training; **Systemics**, a major European player in performance measurement and analysis in the telecommunications sector, based in Poland; and **Baltic Control**, a company specialising in import/export product inspection and certification. In mid-2023, the Group also finalised the acquisition of the **technical inspection verification (TIV)** business of the American group **ABS**, which operates mainly in the Middle East and Asia. The strengthening of the 70% industrial partnership with **Certifer**, the world leader in the assessment and certification of rail and guided transport, with a presence in 17 countries, which also enables Apave to broaden its offer in the transport sector and its international presence.

Apave has also consolidated its presence in France with the acquisition of the activities of Tecnatom France at the end of 2023, now known as **Apave NDT MetalScan**, which will enable it to enhance its know-how and equipment in non-destructive testing (NDT) in the strategic fields of aeronautics and nuclear power.

To support this development, **Apave has maintained a continuous and significant recruitment momentum over the last three years** and intends to continue this trajectory with 1,700 recruitments in 2024. Apave has also launched its Apprentice Training Centre (CFA, Centre de Formation des Apprentis) to promote the professional integration of young people and accelerate employability in short-staffed professions.

Continuation of initiatives designed to involve employees over the long term in the transformation and performance of the company.

Following the success of its first employee shareholding operation in 2021 and with a view to continuing to involve employees in the Group's development and performance, **Apave has launched a second employee shareholding offer** (Fonds Commun de Placement Entreprise - FCPE). More than 72% of its French employees have subscribed to this offer, a figure well above the French average, testifying to the confidence of the teams in the company's strategy and the transformations underway.

Finally, as part of the acceleration of its commitment to sustainability, **Apave has announced the launch of the "Apave Climate School"**, the fruit of a partnership with AXA Climate. Through this initiative, Apave aims to train 100% of its employees in the challenges of ecological and climate change through some thirty programmes translated into 8 languages, thereby enriching the Group's shared culture on these major issues, which are fundamental to tomorrow's world.

Economic trajectory maintained and 2025 ambition confirmed

Over the past 3 years, Apave has demonstrated its ability to meet the development, transformation and performance targets announced in early 2021 when it launched its 2025 strategic plan.

- Group sales have risen by +36% since 2019, to reach 1.2 billion by the end of 2023.
- The Group's international presence is growing in priority geographical areas (Europe, Asia and the Middle East), with 11 new countries added since 2020. We have confirmed our ambition to continue expanding internationally, with the aim of generating 40% of our business.
- The Group's economic performance continues to improve, in line with the trajectory and ambition set for 2025, i.e. an increase of +50%.

"We are completing the third year of our strategic plan with solid results. We are continuing on our path to build a more integrated, innovative and efficient Group. 2023 will have been a remarkable year for external growth, with Apave significantly expanding its international footprint and adding new skills and expertise. 2024 will be the year in which we continue to build on this momentum, with an accelerated focus on two major themes: supporting our customers in controlling their digital risks and in successfully implementing their plans for ecological, energy and social transition. I am proud of the work we have accomplished, and I would like to thank all our employees, who have played a key role in the Group's transformation," **said Philippe Maillard, Chief Executive Officer of the Apave Group.**

About the Apave Group

Apave is an international group with over 150 years of experience in technical, human, environmental and digital risk management. An independent company with a turnover of €1.2 billion in 2023, Apave currently has 14,000 employees, 130 branches in France, 170 training sites in France and abroad and 18 test centres. Apave has an international presence in more than 55 countries. Nearly 500,000 customers already place their trust in Apave in France and abroad. For more information, visit www.apave.com

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