

**2024 results : Apave reaches all its annual strategic objectives, with one-year ahead of schedule and takes a new dimension**

- Record sales of €1.4 billion in 2024, up almost 50% since 2019.
- Organic growth close to 10%.
- Continuation of a sustained dynamic of external growth, with 7 acquisitions completed in 2024, bringing the total to 25 since the end of 2020.
- Completion of a major and transforming acquisition with IRISNDT, giving Apave a significant and solid footprint in North America.
- Preparation of the 2026-2030 new strategic plan

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Apave, an international group with a history spanning more than 150 years, specialising in risk management, **ended the year 2024 by achieving the objectives of its 2021-2025 strategic plan, a year ahead of schedule.**

Once again, the Group has confirmed its ability to meet its targets and realise its ambition to grow strongly and transform itself into a leading global player.

**2024: a remarkable, profitable and balanced growth**

Apave ended 2024 **with sales of €1.4 billion**, meeting its ambitious 2025 target . This growth is the result of a remarkable organic growth (nearly 10% in all geographical areas) and a particularly intense external growth policy with the arrival of IRISNDT within the group.

Between 2019 and 2024, Apave's turnover grew by almost 50%, with a remarkable increase in 2024 (+20% between 2023 and 2024).

The Group's operating margin continues to improve steadily, rising by 1 point between 2023 and 2024, to nearly 11%.

In parallel with a strong commercial dynamism supported by a growing market, Apave successfully completed 25 acquisitions over this period. These were strategically targeted acquisitions, aimed at acquiring new expertise, expanding or strengthening in certain geographical areas, and enriching its customer portfolio.

- **Apave has strengthened its position in Europe** with
  - the acquisition of **PPL Training**, the UK leader in workplace safety and technical compliance training, giving Apave a solid English-language training platform
  - the acquisition of **CND Service**, an Italian company specialised in non-destructive testing (NDT) and skills certification. This latest operation consolidates Apave's presence in Italy, which began in 1994 (30 years celebrated in 2024) and was consolidated in 2021 with the integration of Tecno Piemonte.
  - the acquisition **ISOCERT**, a Polish company specialised and recognised in the certification of management systems, which strengthens the Group's Certification business and Apave's presence in this country.
  - With the acquisition of **PIM**, a Scottish company, Apave has consolidated its skills in asset integrity management for the energy and industrial sectors.
- **Apave has added new expertise and new assets in France** with the acquisitions of **APTH** and **Erasm**, enabling Apave to create a European leader in training for the transport of hazardous goods and to strengthen its consulting activities for railway operators.
- **Apave established a significant presence** in North America with the acquisition of **IRISNDT**, giving the Group a solid foothold in the USA and Canada, where the ICT market is growing strongly.

As a result of this development, international operations now account for almost 50% of the Apave Group's operational footprint.

### **2024: a significant transformation of the Apave Group's geographical and operational footprints**

The year 2024 was marked by the acquisition of **IRISNDT**, a Houston-based company with 2,400 employees specialising in inspection and non-destructive testing for industry.

This strategic operation has enabled Apave to significantly strengthen its presence in the United States and Canada, while consolidating its presence in Australia and the United Kingdom, both growth markets in the ICT sector.

Apave now employs 17,500 people, including 12,000 engineers and technicians, across 5 continents. Our capacity to support our customers' needs around the world expanded considerably in 2024, with an enhanced range of expertise.

These include, for example: more than 2,000 NDT technicians, 200 ASME engineers, a robust Asset Integrity Management (AIM) offering, a training programme that is now fully European, the ability to certify international management systems... All benefit from this strong double approach : an international group linked to local needs by local teams (1,100 employees in the Middle East, 1,200 in Asia, 2,100 in North America...).

### **2024: employee commitment, customer satisfaction and brand awareness on the rise**

The employee and customer surveys carried out every two years was repeated in 2024; It confirmed a still growing Apave's employee engagement rate (up 10 points between 2020 and 2024) and customer satisfaction (NPS at +41, up 5 points on 2020).

Brand awareness of the Apave Group in the market rose sharply (+15 points vs 2022).

These positive developments demonstrate the energy and enthusiasm of the Apave teams, their desire to contribute to the transformation of their Group and the positive perception of external stakeholders of the changes put in place.

### **2025: continuation of momentum and projection towards 2030**

2025 represents the final year of the Group's strategic plan. 2025 will also be the year for Apave to continue to build on the momentum established in order to maintain the pace of development and consolidate the transformations already undertaken.

Apave will continue its active recruitment policy in 2025 and has already announced the recruitment of 2,500 new employees by 2025, including 1,700 in France. This objective is part of a strategy of sustained and sustainable growth, both in France and internationally.

The development of its range of "Green&Social" solutions, designed to help its customers succeed with their own transition plans, is an important objective for all Apave teams.

With these major steps, Apave confirms its position as a global player in risk management and safety, while focusing on a strong commitment to prepare for a more sustainable and innovative future.

#### **Philippe Maillard, Chief Executive Officer of the Apave Group, said:**

"The year 2024, once again, confirms the robustness of the strategy we have set ourselves and the quality of its execution. It is thanks to the investment and expertise of each and every one of us, and to our collective energy, that we are making progress on our trajectory. I would like to thank all our teams for their contribution. Based on these encouraging results, we look forward to 2025 with just as much enthusiasm, to provide our customers with ever-better support and ensure safe and sustainable living and working environments. Apave will unveil its new 2026-2030 strategic plan in early 2026.

#### **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 €1.4 billion in 2024, Apave currently has 17,500 employees, 130 branches in France, 170 training sites in France and abroad and more than 20 testing and equipment qualification centres. Apave has an international presence in nearly 60 countries. Apave provides inspection, certification, technical training, testing & measurement and consulting services to private companies and public authorities in France and abroad. For more information, visit [www.apave.com](http://www.apave.com)

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