



## Record results

Revenue : up 12.7%

EBITDA close to 150 M€, up 20.4%

Net profit : 83.4 M€

The Board of Directors met on March 27, 2018 and approved the accounts for 2017.

In M€	2016	2017	Change
<b>Revenue</b>	<b>2 145,3</b>	<b>2 418,2</b>	<b>+12,7%</b>
<b>EBITDA <sup>(1)</sup></b>	<b>124,3</b>	<b>149,6</b>	<b>+20,4%</b>
<i>in %</i>	<i>5,8%</i>	<i>6,2%</i>	
Current operating income	105,1	126,6	+20,4%
Financial income net	4,7	(8,2)	NA
Profit before tax	109,6	115,1	+5,0%
<b>Net profit</b>	<b>75,3</b>	<b>83,4</b>	<b>+10,8%</b>
Net profit Group share	75,4	84,8	+12,5%

The audit procedures have been completed and the auditor's report on the financial statements is in the process of being issued.

### Revenue exceeds 2.4 billion euros

For the third year in a row, Groupe CRIT recorded double digit growth with a turnover of 2,418.2 million euros, up 12.7%. At constant perimeter and exchange rates, the growth was 8.5%.

#### Staffing and recruitment division: 10.7% increase

The Staffing and recruitment division reaches the 2 billion milestone with € 2,026.3 million revenue <sup>(2)</sup>, up 10.7%. In France, revenue amounted to € 1,526.2 million, representing an organic growth of 9.6%. International operations for the year increased by 14.5% (+ 4.5% at constant perimeter and exchange rates) and for the first time exceeded € 500 million.

#### Multi-services division: + 23.4%

The Multi-services division also achieved a record year with sales of € 412.7 million <sup>(2)</sup>, up 23.4% (+ 9.3% at constant perimeter and exchange rates).

### EBITDA up 20.4%

### Net profit increase of 10.8%

EBITDA for the year amounted to € 149.6 million <sup>(3)</sup>, up 20.4%. It represents 6.2% of sales for the period compared to 5.8% in 2016. Both business segments contribute to this margin improvement.

**In the Staffing and recruitment division**, EBITDA increased by 17% to € 115.4 million. In France, it stood at € 93.5 million, up 19.9%. It represents 6.1% of sales compared to 5.6% in 2016.

**In the Multi-services division**, EBITDA increased by 33% to € 34.2 million representing a margin of 8.3% (versus 7.7% in 2016).

(1) Current operating income before depreciation and amortization

(2) Excluding inter-segment eliminations

(3) The undiscounted gross amount of CICE was 71.4 million for 2017 compared to 57.8 million for 2016.

Current operating income rose 20.4% to € 126.6 million.

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The financial result includes a foreign exchange loss on the US dollar of € 10.9 million. As a result, Net profit Group share after tax was € 84.8 million, up 12.5%.

## A strengthened financial structure

At the end of 2017, with a cash flow of € 118.8 million, an equity of € 511.9 million and a net cash (including CICE) of € 189.6 million, the Group benefits from a strengthened financial structure to continue its development in France and abroad.

## 2018: offensive in France and abroad

In 2018, Groupe CRIT intends to remain offensive in France and abroad.

This year, the Group should continue to benefit from a favorable economic environment. In France, the staffing and recruitment activity should thus remain strong. This confidence is supported by the good orientation of the activity recorded in the first months of the year. In January-February, the number of missioned employees grew by more than 7%.

Internationally, the outlook is also favorable. In the United States, the priority will be to reinforce organic growth. In Europe, the Group will be attentive to external growth opportunities that could enable it to strengthen its operations or to establish itself in new countries with strong potential. In Europe (excluding France), the ambition is to reach € 300 million over three years compared to € 142.2 million in 2017.

## Dividends: 4.40 €/share

It will be proposed to the general meeting of shareholders to be held on June 8, 2018, a dividend of 4.40 € per share.

### Detailed analysis of foreign exchange and scope impacts

	2016	2017	Change 2017/2016	Organic growth	Currency impact <sup>(1)</sup>	Perimeter impacts <sup>(2)</sup>
Staffing and recruitment	1 829.7	2 026.3	10.7%	8.3%	(0.4)%	2.8%
Airport services	244.9	314.6	28.5%	9.3%	(0.2)%	19.4%
Other services	89.7	98.1	9.4%	9.4%	-	-
Intersegment	(19.0)	(20.8)	9.4%	9.4%	-	-
<b>TOTAL</b>	<b>2 145.3</b>	<b>2 418.2</b>	<b>12.7</b>	<b>8.5%</b>	<b>(0.4)%</b>	<b>4.6%</b>

(1) Foreign exchange impacts calculated by applying to the year's foreign exchange turnover, the exchange rate of the prior year

(2) The impact of changes in the consolidation perimeter is computed by deducting from total revenue, the revenue generated by the acquired entities in the year and by the one generated by the entities acquired the year before until the anniversary date of the acquisition.

### Next release

2018 Q1 revenue: April, 25<sup>th</sup> after closing of the stock exchange

Groupe Crit is a leading company in the staffing and recruiting sector in France. It is also well-established in the airport services sector. Groupe Crit is listed on Euronext Paris (Segment B FR0000036675) and the CAC All-tradable, CAC All-shares, CAC Mid & Small, Euronext Family Business and Gaïa indexes.

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