team EIFFEL

Financial Report Q2 2026 Performance

25 August 2026

TABLE OF CONTENTS

1. INTERIM MANAGEMENT BOARD REPORT

1.1 CEO statement

An update on Team EIFFEL's Q2 2026 performance, the operational progress behind the numbers, and the strategy shaping our next chapter.

Headline results. In a Dutch market that stayed challenging, Q2 revenue was 78.4 million euros, down 3.3% YoY, bringing half-year revenue to 160.7 million euros (-2.7%). This reflects a deliberate volume choice, we continued to step down freelance deployment (82 FTE on average versus 120 a year ago) in favour of our own professionals. The quality of that revenue improved, the average hourly rate rose 1.8% and billability of own professionals strengthened to 80.0%.

Profitability is turning. EBITDA rose to 10.7 million euros, up 9.2% YoY and 25.9% versus Q1, despite the lower revenue base. Sustained cost discipline brought operating expenses down to 15.1 million euros (Q2 2025: 18.1 million euros), while gross margin held firm at 29.7% and improved from 29.2% in Q1. June was our strongest EBITDA month since October 2024 and billability reached a twelve-month high, the decisive measures taken at the end of last year are now translating into results.

Looking ahead. We are shaping a new multi-annual strategy in which AI-enabled propositions play a defining role, combining our domain expertise into integrated, multidisciplinary solutions for our clients. In the second half we will keep lifting billability and pricing, scale our as-a-service propositions, and keep reducing our indirect cost base.

Q3 2026 results will be released on 24 November 2026.

Jo Maes

Chief Executive Officer, Team EIFFEL

Source: Group information.
The presented figures are unaudited management accounts of Equipe Holdings 3 B.V

1.2 Key highlights reported figures

in million euros	Q2 2026	Q2 2025	▲%	YTD 2026	YTD 2025	▲%
Revenue	78.4	81.1	-3.3%	160.7	165.1	-2.7%
Gross profit	23.3	24.1	-3.3%	47.3	51.1	-7.4%
Gross margin	29.7%	29.7%		29.4%	31.0%	
Operating expenses	(15.1)	(18.1)	-16.6%	(31.8)	(34.8)	-8.6%
Non-recurring items and normalisations	2.5	3.8	-34.2%	3.7	6.4	-42.2%
EBITDA	**10.7**	**9.8**	**9.2%**	**19.2**	**22.7**	**-15.4%**
Average FTE direct	2,388	2,436	-2.0%	2,420	2,433	-0.5%
Average FTE indirect	435	449	-3.1%	438	452	-3.1%
Ratio direct/ indirect	5.5	5.4		5.5	5.4	

in million euros	Q2 2026	Q1 2026	Δ reported	Δ like-for-like*
Revenue	78.4	82.3	-4.7%	-1.6%
Gross profit	23.3	24.0	-2.9%	7.8%
Gross margin	29.7%	29.2%	+56 bps	+279 bps
EBITDA	10.7	8.5	25.9%	56.1%

**Adjusted for working-day effect (Q2: 61 days vs Q1: 63 days)*

Revenue

Reported revenue was 78.4 million euros in Q2 2026 (-3.3% YoY) and 160.7 million euros YTD (-2.7%). As the number of working days remained unchanged, the decline is essentially a volume effect, fewer professionals (freelance down to 82 FTE from 120; FTE own 2,388 versus 2,436), partly offset by a stronger commercial performance, with the average hourly rate up 1.8% and billability improving to 80.0%.

Gross profit

Gross profit was 23.3 million euros in Q2 2026 (-3.3% YoY) and 47.3 million euros YTD (-7.4%). The Q2 margin held broadly flat at 29.7% (Q2 2025: 29.7%), as higher rates and billability offset the increase in own professionals salary costs (wage indexation and Equal Pay). YTD the margin declined to 29.4% (YTD 2025: 31.0%), where these higher costs and the lower freelance contribution weigh more heavily.

EBITDA

Reported EBITDA improved to 10.7 million euros in Q2 2026, up 0.9 million euros (+9.2%) YoY despite lower revenue, driven by a higher average hourly rate (+1.8% YoY, and rising month-on-month through the first half), a stronger billability of own professionals (80.0% versus 79.8%) and sustained cost discipline. YTD EBITDA was 19.2 million euros (-15.4% YoY), as the Q2 improvement was more than offset by a weaker first quarter (8.5 versus 12.9 million euros), with non-recurring items lower YoY (Q2: 2.5 versus 3.8; YTD: 3.7 versus 6.4 million euros).

Strong operational performance in Q2, EBITDA up sequentially and YoY

Q2 2026 marked a clear improvement in underlying operational performance, both sequentially and YoY. Versus Q1 2026, reported EBITDA rose 25.9% to 10.7 million euros (approximately +56% like-for-like, adjusted for two fewer working days), while revenue was 4.7% lower (-1.6% like-for-like), a movement driven by a lower number of billable professionals rather than by pricing or productivity, both of which improved. Operational progress was particularly evident in June, the Company's strongest EBITDA month since October 2024, with billability at its highest level in twelve months.

Source: Group information
The presented figures are unaudited management accounts of Equipe Holdings 3 B.V

1.3 Key highlights pro forma figures

in million euros	Q2 2026	Q2 2025	▲%	YTD 2026	YTD 2025	▲%
Revenue	78.4	83.0	-5.6%	160.7	172.4	-6.8%
Gross profit	23.3	24.9	-6.5%	47.3	54.3	-12.9%
Gross margin	29.7%	30.0%		29.4%	31.5%	
Operating expenses	(15.1)	(18.2)	-17.0%	-31.8	(35.9)	-11.4%
Non-recurring items and normalisations	2.5	3.8		3.7	6.4	
EBITDA	**10.7**	**10.5**	**1.9%**	**19.2**	**24.8**	**-22.6%**
Average FTE direct	2,388	2,503	-4.6%	2,420	2,564	-5.6%
Average FTE indirect	435	458	-5.0%	438	470	-6.8%
Ratio direct/ indirect	5.5	5.5		5.5	5.5	

Pro forma:

The financial results of acquired companies are consolidated from 1 January onwards in Team EIFFEL's results in the year of acquisition.

Revenue

On a pro forma basis (Wepro included for the full year), revenue in Q2 2026 was 78.4 million euros, 4.6 million euros below Q2 2025 (-5.6%). YTD revenue was 160.7 million euros (-6.8%). As the number of working days was unchanged year on year (Q2: 61; YTD: 124), the movement is essentially a volume effect: a lower number of professionals, reflecting both the continued step-down in freelance deployment (Q2 average of 82 FTE versus 120) and a smaller own-employee base (2,388 versus 2,503 direct FTE). This lower volume was partly offset by a stronger commercial performance, with the average hourly rate up 1.8% and billability of own professionals improving to 80.0%.

Gross profit

Pro forma gross profit was 23.3 million euros in Q2 2026 (-6.5% YoY) and 47.3 million euros YTD (-12.9%). During the second quarter, the average direct workforce was around 5% lower YoY, while hourly rates rose 1.8% and billability edged up to 80.0% (Q2 2025: 79.8%). This kept the gross margin broadly stable at 29.7% (Q2 2025: 30.0%), even as the salary costs of own professionals increased due to wage indexation and Equal Pay. The same pattern is evident on a year-to-date basis, where the higher salary costs and the reduced freelance contribution have a more pronounced impact, bringing the YTD margin down to 29.4% (YTD 2025: 31.5%).

EBITDA

On a pro forma basis, EBITDA improved to 10.7 million euros in Q2 2026, up 0.2 million euros (+1.9%) YoY and up 2.2 million euros (+25.9%) versus Q1 2026, confirming a clear positive trend in profitability. June was our best EBITDA month since October 2024, with billability at a twelve-month high. The YoY improvement was achieved despite the lower revenue base, driven by sustained cost discipline, with operating expenses down to 15.1 million euros (Q2 2025: 18.2 million euros) and continuing to decline as a percentage of revenue. YTD EBITDA was 19.2 million euros (-22.6% YoY), as the Q2 improvement was more than offset by a weaker first quarter (Q1 2026 EBITDA of 8.5 million euros versus 14.3 million euros pro forma in Q1 2025). Non-recurring items and normalisations were lower YoY, as a larger share of these costs is now reflected in the regular cost base.

Source: Group information.
The presented figures are unaudited management accounts of Equipe Holdings 3 B.V

1.4 Net leverage ratio

Facilities
Team EIFFEL, additionally to the bond, has a revolving facility for additional working capital purposes with the Rabobank that is divided into a bank overdraft facility up to 20.0 million euros and an acquisition and capex facility up to 20.0 million euros.

Net leverage ratio
As of 30 June 2026, Team EIFFEL's net leverage ratio was 7.75x, compared to 7.44x at 31 March 2026. The increase was driven by higher net debt of 320.0 million euros (Q1 2026: 304.4 million euros) rather than by earnings, as pro forma LTM EBITDA improved to 41.3 million euros (Q1 2026: 40.9 million euros). The higher net debt mainly reflects the amount drawn under the bank overdraft facility (14.4 million euros) and a lower cash balance (0.1 million euros versus 2.1 million euros), this development of cash relative to the use of the overdraft facility is in line with the Company's normal seasonal pattern. The ratio therefore reflects seasonal timing rather than a structural change in the underlying business.

Lease liabilities
The lease liabilities relate to office buildings and cars. In 2026, we continue to use our lease fleet more efficiently, actively identify further cost-saving opportunities, and further consolidate our office locations. In Q2 2026, this again resulted in a reduction of the lease liability, to 40.7 million euros (Q1 2026: 41.5 million euros).

NET LEVERAGE RATIO

Leverage ratio Team EIFFEL (EURm)	as of 30 June 2026	as of 31 March 2026
Senior Secured Bond	(250.0)	(250.0)
Acquisition facility	(15.0)	(15.0)
Bank overdraft facility	(14.4)	(0.0)
Lease Liabilities	(40.7)	(41.5)
Total debt	**(320.1)**	**(306.5)**
Cash on balance	0.1	2.1
Net debt	**(320.0)**	**(304.4)**
Pro forma LTM EBITDA	41.3	40.9
Net Leverage Ratio	**7.75x**	**7.44x**

Source: Group information.
The presented figures are unaudited management accounts of Equipe Holdings 3 B.V

1.5 Other information

Alternative performance measures

The financial information disclosed by Team EIFFEL is prepared in accordance with the applicable financial reporting standards and regulations. In addition, we report a number of measures that follow the Group's internal management reporting and that qualify as alternative performance measures (APMs). These APMs provide (adjusted) figures that supplement the measures defined under IFRS-EU and give additional insight into the underlying development of the Group. They are intended to be read alongside the IFRS-EU figures rather than as a substitute for them, in order to obtain a balanced view of our performance, financial position and cash flows.

APMs are not defined under IFRS-EU and may therefore differ from similarly titled measures reported by other companies. Team EIFFEL applies its APMs consistently between reporting periods and discloses any change in definition. Where an APM contains information that is not derived from the consolidated financial statements or the related notes, this is stated in the relevant definition.

The definitions of the APMs used by the Group are set out below.

Financial performance measures

EBITDA

EBITDA represents earnings before interest, tax, depreciation and amortisation. Management uses EBITDA to assess the operational performance of the Group, as it reflects the profitability of the core activities before the impact of capital structure, taxation and investment decisions.

Gross margin

Gross margin is calculated as gross profit as a percentage of revenue and reflects the relationship between revenue and the direct costs of deploying professionals. This ratio provides insight into operational efficiency and margin development over time.

Pro forma EBITDA

Pro forma EBITDA reflects EBITDA adjusted for one-off, non-recurring and/or extraordinary items, including acquisition and transaction related costs, and is presented as if acquisitions completed during the period had been part of the Group from the start of that period. Under IFRS-EU, the results of an acquisition are consolidated only as from the acquisition date, the contribution relating to the period before that date is based on the unaudited management information of the acquired entities. Pro forma EBITDA is presented to enhance comparability between reporting periods, in particular in relation to acquisitions.

Pro forma LTM EBITDA

Pro forma LTM EBITDA is pro forma EBITDA measured over the twelve months preceding the reporting date. It provides an earnings base on a consistent twelve-month footing and serves as the denominator of the net leverage ratio, in line with the definition set out in the Group's financing agreements.

Financial position measures

Net debt

Net debt represents interest-bearing borrowings and lease liabilities less cash and cash equivalents. This measure is used by management to assess the Group's leverage and financing position.

Net leverage ratio

The net leverage ratio is Net debt, as defined above, divided by consolidated pro forma LTM EBITDA. It demonstrates to bondholders and other stakeholders that the Group complies with the leverage covenant included in the Group's financing agreements.

Source: Group information.
The presented figures are unaudited management accounts of Equipe Holdings 3 B.V

1.5 Other information

Disclaimer

This financial report may contain forward-looking statements. Such statements may include projections, estimates, assumptions, statements regarding plans, objectives, intentions and/or expectations with respect to future financial results, events, operations and services and product development, as well as statements, regarding future performance or events. Although Team EIFFEL's management currently believes that the expectations reflected in such forward-looking statements are reasonable, investors are cautioned that forward-looking statements are subject to various risks and uncertainties, because they relate to future events and depend on future circumstances that may or may not occur and may be different from those anticipated, many of which are difficult to predict and generally beyond the control of Team EIFFEL.

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. The financial figures as presented in this financial report are unaudited.

About Team EIFFEL

Founded in 1992, Team EIFFEL is the largest interim, consultancy and project management organisation in the Netherlands, employing ~2,500 FTEs that serve the Group's ~800+ 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 3 business lines: (I) Legal Advisory (II) Engineering & Projectmanagement and (III) Finance & Technology. The Group serves a diversified client base across the public sector and private sector 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 TowerBrook Capital Partners alongside co-investors and management.

Investor Call

Team EIFFEL will host the Q2 Investor Call on 1 September 2026, at 11:00 AM CEST. This call can be accessed using the following link: Link for Investor call Q2 2026

Reporting timetable

25 August 2026
Press release Q2 2026

1 September 2026
Investor call Q2 2026

24 November 2026
Press release Q3 2026

1 December 2026
Investor call Q3 2026

23 February 2027
Press release Q4 2026

2 March 2027
Investor call Q4 2026

For further information

Jo Maes
Chief Executive Officer (CEO)

Yke Bonenberg
Chief Financial Officer (CFO)

Klaas-Jan Bolhuis
Accounting & Reporting Officer (ARO)
investors@teameiffel.nl

Source: Group information.
The presented figures are unaudited management accounts of Equipe Holdings 3 B.V

1.5 Other information

Risk profile
The Management Board Report in our Annual Report 2025 (pages 12 - 15) sets out the strategic, operational, financial and compliance risks we distinguish, the level of risk we accept per category and the measures in place to manage them. In the first half of 2026 the Management Board reviewed these key risks and their potential impact for the remainder of the year. The review confirmed the risk profile described in the Annual Report 2025 and gave no cause to adjust our internal risk management and control systems. The risks and uncertainties identified there remain relevant for the second half of 2026.

Auditor's involvement
The consolidated interim financial statements have not been audited or reviewed by an external auditor.

Statement of the Management Board
In conjunction with the EU Transparency Directive as incorporated in the Dutch Financial Markets Supervision Act ('Wet op het financieel toezicht'), the Management Board declares that, to the best of its knowledge:

- The consolidated interim financial statements as of 30 June 2026 and for the six month period ended on 30 June 2026 (as set out on pp. 11 - 19) have been prepared in accordance with IFRS (IAS 34) as adopted by the European Union, and give a true and fair view of the assets, liabilities, financial position and results of Equipe Holdings 3 B.V. and its consolidated Group companies taken as a whole; and
- This Interim Management Board Report (as set out on pp. 1 - 10) gives a fair view of the information required pursuant to section 5:25d (8)/(9) of the Dutch Financial Markets Supervision Act (Wet op het financieel toezicht).

Hilversum, the Netherlands, 25 August 2026

The Management Board of Equipe Holdings 3 B.V.

Jo Maes, Director
Yke Bonenberg, Director
Harry Arts, Director
Mersiha Janssen-Pezerović, Director
Kingsley Walker, Director

Source: Group information.
The presented figures are unaudited management accounts of Equipe Holdings 3 B.V

2. INTERIM FINANCIAL STATEMENTS

2.1 Consolidated income statement

in € thousands		1 Jan 2026 to 30 Jun 2026		1 Jan 2025 to 30 Jun 2025
Revenue	160,652		165,120	
Cost of sales	113,337		114,018	
Gross profit		**47,315**		**51,102**
Selling expenses	19,693		18,233	
General expenses	28,790		33,826	
		48,483		52,059
Operating profit		**(1,168)**		**(957)**
Finance costs		(13,271)		(13,429)
Result before taxes		**(14,439)**		**(14,386)**
Income tax expense		1,119		917
Net profit for the period		**(13,320)**		**(13,469)**
Attributable to:				
Shareholders of the company		(13,320)		(13,469)
Minority shareholders		-		-
Net profit for the period		**(13,320)**		**(13,469)**
Reported to Pro forma EBITDA bridge				
Operating profit		**(1,168)**		**(957)**
Amortisation and depreciation	16,719		17,282	
Non-recurring items and normalisations	3,682		6,365	
Acquisitions	-		2,089	
		20,401		25,736
Pro forma EBITDA		**19,233**		**24,779**

Non-recurring items and normalisations:

The Pro forma adjusted EBITDA is amended for non-recurring items set forth in the Senior Facilities Agreement, e.g. costs related to refinancing, M&A, etc.

Source: Group information.
The presented figures are unaudited management accounts of Equipe Holdings 3 B.V

2.2 Consolidated statement of comprehensive income

in € thousands	1 Jan 2026 to 30 Jun 2026	1 Jan 2025 to 30 Jun 2025
Net profit for the period	**(13,320)**	**(13,469)**
Items not to be reclassified to profit or loss in subsequent period	-	-
Total comprehensive income for the period	**(13,320)**	**(13,469)**
Total comprehensive income for the period attributable to:		
Shareholders of the company	**(13,320)**	**(13,469)**
Minority shareholders	-	-
Total comprehensive income for the period	**(13,320)**	**(13,469)**

Source: Group information.
The presented figures are unaudited management accounts of Equipe Holdings 3 B.V

2.3 Consolidated balance sheet

in € thousands	30 June 2026	31 December 2025
Non-current assets		
Intangible fixed assets	448,507	456,559
Tangible fixed assets	40,920	46,216
Financial fixed assets	691	1,115
Total non-current assets	**490,118**	**503,890**
Current assets		
Trade receivables and other current assets	64,145	68,988
Cash and cash equivalents	59	13,447
Total current assets	**64,204**	**82,435**
Total assets	**554,322**	**586,325**
Equity		
Issued capital	-	-
Share premium reserve	254,469	254,469
Retained earnings	(93,411)	(55,077)
Net profit for the period	(13,320)	(38,334)
Total equity	**147,738**	**161,058**
Non-current liabilities		
Lease liabilities	26,316	30,586
Loans	244,463	243,691
Deferred taxes	45,174	47,263
Total non-current liabilities	**315,953**	**321,540**
Current liabilities		
Loans	29,576	15,325
Current income tax payable	108	742
Trade payables and other current liabilities	60,947	87,660
Total current liabilities	**90,631**	**103,727**
Total equity and liabilities	**554,322**	**586,325**

Source: Group information.
The presented figures are unaudited management accounts of Equipe Holdings 3 B.V

2.4 Consolidated cash flow statement

in € thousands		1 Jan 2026 to 30 Jun 2026		1 Jan 2025 to 30 Jun 2025
Cash flow from operating activities				
Net profit for the year		(13,320)		(13,469)
Financing costs	13,271		13,429	
Income tax expense	(1,119)		(917)	
		12,152		12,512
Operating profit		**(1,168)**		**(957)**
Amortisation intangible fixed assets	8,133		8,999	
Depreciation tangible fixed assets	8,586		8,283	
		16,719		17,282
Movements in:				
Net working capital		(20,464)		(13,265)
Cash generated from operations		**(4,913)**		**3,060**
Interest paid	(10,732)		(11,004)	
Income tax paid	(586)		(130)	
		(11,318)		(11,134)
Net cash flow (used in)/from operating activities		**(16,231)**		**(8,074)**
Cash flow from investing activities				
Acquisition of investment in a subsidiary	-		(16,248)	
Investment in intangible fixed assets	(97)		-	
Disposal of intangible fixed assets	16		149	
Investment in tangible fixed assets	(125)		(592)	
Disposal of tangible fixed assets	125		-	
Repayment of loans	335		-	
Net cash flow (used in)/from investing activities		**254**		**(16,691)**
Cash flow from financing activities				
Proceeds from loans	14,369		16,429	
Repayment of loans	(162)		(361)	
Earn-out payments related to acquisitions	(2,141)		-	
Repayment of lease liabilities	(9,477)		(8,974)	
Net cash flow (used in)/from financing activities		**2,589**		**7,094**
Net increase/(decrease) in cash and cash equivalents		**(13,388)**		**(17,671)**
Cash and cash equivalents at beginning of the period		**13,447**		**21,389**
Movements in cash and cash equivalents		(13,388)		(17,671)
Cash and cash equivalents at end of the period		**59**		**3,718**

Source: Group information.
The presented figures are unaudited management accounts of Equipe Holdings 3 B.V

2.5 Consolidated statement of changes in equity

in € thousands	Issued capital	Share premium reserve	Retained earnings	Result for the year	Total equity
Balance at 1 January 2025	**-**	**254,469**	**(13,503)**	**(41,574)**	**199,392**
Appropriation of the result 2024	-		(41,574)	41,574	-
Result for the year 2025	-	-	-	(38,334)	(38,334)
Balance at 31 December 2025	**-**	**254,469**	**(55,077)**	**(38,334)**	**161,058**
Appropriation of the result 2025	-		(38,334)	38,334	-
Result for the period 2026	-	-	-	(13,320)	(13,320)
Balance at 30 June 2026	**-**	**254,469**	**(93,411)**	**(13,320)**	**147,738**

Source: Group information.
The presented figures are unaudited management accounts of Equipe Holdings 3 B.V

2.6 Notes to the unaudited consolidated interim financial statements

1. General information
Equipe Holdings 3 B.V. ("The Company") founded on 6 June 2023, is a limited liability company which has its registered office in Amsterdam, The Netherlands and its actual place of business at Marathon 4, 1213 PJ in Hilversum, The Netherlands.

The Company has issued bonds which have been listed on the Open Market of the Frankfurt Stock Exchange since the issue date and, as from 15 December 2025, have also been admitted to trading on Nasdaq STO Corporate Bonds of Nasdaq Stockholm AB.

The consolidated interim financial statements of the Company as at and for the six-month period ended 30 June 2026 include the company and its subsidiaries (together referred to as 'Team EIFFEL' or 'Group').

2. General accounting principles
The Group has prepared the consolidated interim financial statements in accordance with International Financial Reporting Standards as adopted by the European Union (EU-IFRS). The accounting policies applied by the Group in these consolidated interim financial statements are unchanged from those applied by the Group in its consolidated financial statements as at and for the year ended 31 December 2025.

The consolidated interim financial statements are presented in euros. This is the presentation currency of the Group and the functional currency of the Group. All amounts are stated in thousands, unless stated otherwise.

3. Basis of preparation
These consolidated interim financial statements have been condensed and prepared in accordance with International Accounting Standard (IAS) 34, Interim Financial Reporting. These consolidated interim financial statements do not include all of the information required for annual financial statements, and should be read in conjunction with the annual report of the Group as at and for the year ended 31 December 2025.

4. Estimates
In preparing these consolidated interim financial statements, the Management Board has applied accounting policies that require the exercise of judgement and has made estimates and assumptions that affect the reported amounts of assets and liabilities and income and expenses. Actual outcomes may differ from the estimates. In preparing these consolidated interim financial statements, the significant judgements, estimates and assumptions were the same as those applied to the consolidated financial statements as at and for the year ended 31 December 2025.

5. Seasonality
The Group's activities are predominantly concentrated in the Netherlands. Our activities in the Netherlands are affected by seasonal patterns. Revenue and gross margin fluctuate per quarter in items such as the number of working days, public holidays and holiday periods.

Source: Group information.
The presented figures are unaudited management accounts of Equipe Holdings 3 B.V

2.6 Notes to the unaudited consolidated interim financial statements

6. Equity
The issued capital of the company is 0.04 euro and is divided into 4 ordinary shares of 0.01 euro. All issued shares are fully paid. Equipe Holdings 3 B.V. has no cumulative preference shares or priority shares. The holders of ordinary shares are entitled to dividends and one vote per share at meetings of the company.

7. Related party transactions
There are no material changes in the nature, scope, and scale in this reporting period compared to last year. More information is included in note 30 to the consolidated financial statements as at and for the year ended 31 December 2025.

8. Events after balance sheet date
Subsequent to the date of the balance sheet, no events material to the Group as a whole occurred that require disclosure in this note.

9. Auditor's involvement
The consolidated interim financial statements have not been audited or reviewed by an external auditor.

Source: Group information.
The presented figures are unaudited management accounts of Equipe Holdings 3 B.V

2.7 Segment information

in € thousands	Legal Advisory	Engineering & Projectmanagement	Finance & Technology	Holding	Total
YTD 2026					
Revenue	54,223	57,364	49,065	-	160,652
EBITDA	**6,484**	**6,894**	**2,173**	-	**15,551**
Amortisation intangible fixed assets	2,545	3,443	2,145	-	8,133
Depreciation tangible fixed assets	2,898	3,066	2,622	-	8,586
Operating profit	**1,041**	**385**	**(2,594)**	**-**	**(1,168)**
Financing income/ (costs)	-	-	-	(13,271)	(13,271)
Result before taxes	**1,041**	**385**	**(2,594)**	**(13,271)**	**(14,439)**
Income tax expense	-	-	-	1,119	1,119
Net result for the period	**1,041**	**385**	**(2,594)**	**(12,152)**	**(13,320)**

Reported to Pro forma EBITDA bridge	YTD 2026
EBITDA reported	15,551
Non-recurring items and normalisations	3,682
Acquisitions	-
Pro forma EBITDA	**19,233**

YTD 2025

in € thousands	Legal Advisory	Engineering & Projectmanagement	Finance & Technology	Holding	Total
YTD 2025					
Revenue	54,708	57,566	52,846	-	165,120
EBITDA	**7,627**	**5,855**	**2,843**	-	**16,325**
Amortisation intangible fixed assets	2,722	3,721	2,556	-	8,999
Depreciation tangible fixed assets	2,628	3,116	2,539	-	8,283
Operating profit	**2,277**	**(982)**	**(2,252)**	**-**	**(957)**
Financing income/ (costs)	-	-	-	(13,429)	(13,429)
Result before taxes	**2,277**	**(982)**	**(2,252)**	**(13,429)**	**(14,386)**
Income tax expense	-	-	-	917	917
Net result for the period	**2,277**	**(982)**	**(2,252)**	**(12,512)**	**(13,469)**

Reported to Pro forma EBITDA bridge	YTD 2025
EBITDA reported	16,325
Non-recurring items and normalisations	6,365
Acquisitions	2,089
Pro forma EBITDA	**24,779**

Following a change in the group's organisational structure, the four Business Lines have been streamlined to three as of 2026. Financial Services has been integrated into Legal Advisory and Finance Advisory, the latter being renamed Finance & Technology. The group therefore reports three operating segments from 2026 onwards. Comparative information has been restated accordingly. The basis of measurement of segment profit or loss is unchanged.

Source: Group information.
The presented figures are unaudited management accounts of Equipe Holdings 3 B.V