



## Alan Allman Associates announces turnover growth for full-year 2024 of +3.3% excluding disposals 2024

- Turnover growth for Q4 2024: +1,5% (excluding disposals 2024)
- 4th quarter 2024 stabilized by growth in Europe (excluding disposals 2024)
- Full-year 2024 turnover growth of +3,3% (excluding disposals 2024)
- 2030 target: turnover of one billion euros

**Issy-les-Moulineaux, February 26th 2025 – 6 pm – Alan Allman Associates** (Euronext Paris - FR0000062465 - the "Ecosystem" - AAA), an ecosystem of international consulting firms, announces its turnover for the 4th quarter of fiscal 2024 and cumulative sales for 2024.

### TURNOVER GROWTH FOR Q4 2024 (+1.5% VS. Q4 2023 EXCLUDING 2024 DISPOSALS) IN A TENSE ECONOMIC ENVIRONMENT

Turnover (in K€)	Q4 2024 (unaudited)	Var. in %	Q4 2023
Europe perimeter	<b>52 836</b>	-1,3%	<b>53 546</b>
<i>Scope excluding disposals 2024</i>	52 062	3,8%	50 157
North America perimeter	<b>38 344</b>	-0,55%	<b>38 555</b>
Asia perimeter	<b>2 861</b>	-10,9%	<b>3 209</b>
<b>Consolidated perimeter</b>	<b>94 041</b>	-1,3%	<b>95 310</b>
<i>Scope excluding disposals 2024</i>	93 267	1,5%	91 920

In the fourth quarter of 2024, Alan Allman Associates posted turnover growth compared with the fourth quarter of 2023 (+1.5% excluding disposals 2024). In a complicated and wait-and-see economic environment, this growth testifies to the performance and resilience of the unique Alan Allman Associates ecosystem model.

In Europe, as part of its strategy to optimize its portfolio and refocus on its strategic activities, Alan Allman Associates carried out carve-out operations, resulting in the disposal of HRPartners and Sirius during Q4 2024. These entities had contributed IFRS sales of €13,415k in 2023 and €10,499k in 2024.

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## OVERALL, 2024 TURNOVER UP +3.3% ON 2023 EXCLUDING 2024 DISPOSALS

Turnover (in K€)	Combined 2024 (unaudited)	Var. in %	Combined 2024 at constant exchange rate <sup>1</sup> (unaudited)	Var. in % at constant exchange rate <sup>1</sup>	Combined 2023
Europe perimeter	<b>210 325</b>	2%	<b>210 325</b>	<b>2%</b>	<b>206 112</b>
<i>Scope excluding disposals 2024</i>	199 826	3,7%	199 826	3,7%	192 697
<i>Scope excluding disposals 2024 in CAD K</i>	296 162 <sup>2</sup>	5,3%	291 646	3,7%	281 241 <sup>1</sup>
North America perimeter	<b>152 479</b>	-2,4%	<b>154 840</b>	<b>-0,9%</b>	<b>156 192</b>
<i>In CAD K</i>	225 989 <sup>2</sup>	-0,9%	225 989	-0,9%	227 962 <sup>1</sup>
Asia perimeter	<b>11 532</b>	x3,5	<b>11 532</b>	x3,5	<b>3 297</b>
<i>In CAD K</i>	17 092 <sup>2</sup>	x3,55	16 832	x3,5	4 812 <sup>1</sup>
<b>Consolidated perimeter</b>	<b>374 336</b>	2,4%	<b>376 697</b>	<b>3%</b>	<b>365 601</b>
<i>Scope excluding disposals 2024</i>	363 837	3,3%	366 198	4%	352 186
<i>Scope excluding disposals 2024 in CAD K</i>	539 243 <sup>2</sup>	<b>4,9%</b>	534 466	4%	514 016 <sup>1</sup>

Alan Allman Associates closes 2024 with an increase in turnover (+3.3% versus 2023 excluding 2024 disposals). Alan Allman Associates achieved sales of 374.3 million euros in 2024, with no major acquisitions in 2024.

**In Europe**, the economic environment was marked by a slowdown in the banking sector. Despite this context, Alan Allman Associates was able to maintain its growth momentum by reinforcing its strategy of consolidation around strong brands, thus aiming for continuous improvement in productivity:

- Creation of the Argain Consulting Innovation brand, expert in project & organizational performance and data enhancement, with the union of Argain, ACI Projets and Siderlog.
- Extension of the DynaFin brand in France, expertise in financial services, with the merger of KeyBoss Group and AiYo
- Launch of the we+ brand in Benelux, expertise in digital transformation, with the combination of Continuum, Digitalum and Jidoka
- Launch of the Victrix brand in France, expert in cybersecurity, with the merger with Comitem
- Emagineurs strengthens its digital marketing and communications expertise by bringing together all Evisiance brands.

The ecosystem also continued to explore the field of digital marketing.

<sup>1</sup> Average exchange rate for the 2023 financial year used as a reference for conversions in this press release: 1EUR = 1.4595CAD

<sup>2</sup> Average exchange rate for fiscal 2024, used as a reference for conversions in this press release: 1EUR = 1,4821CAD



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The first part of the year in **North America** was marked by an economic slowdown and the reorganization of companies and offerings. Against this backdrop, sales remained stable. However, in constant Canadian dollars, a trend reversal was observed in the fourth quarter.

Business in **Asia** was slightly impacted by the worldwide slowdown in the banking sector. However, Alan Allman Associates was able to capitalize on other buoyant segments, notably luxury goods, and continued its geographic expansion by setting up operations in new strategic areas such as Seoul and Australia.

### STRATEGY AND GROWTH PERSPECTIVES

Alan Allman Associates intends to continue modernizing its support functions, integrating new tools and automation solutions for example, while reinforcing its strong brands. In this respect, the deployment of the we+ brand in North America is a strategic lever, enabling the ecosystem to assert decisive positions on its offerings.

The ecosystem also continues to work on its organization. In October, the ecosystem welcomed Nicolas Cossard as Global CFO, marking a new stage in the ecosystem's financial management.

In 2025, Alan Allman Associates also intends to accelerate the expansion and value enhancement of its offerings, by continuing to position itself in high-growth segments such as artificial intelligence, cloud, data and cybersecurity. In January 2025, this dynamic resulted in the acquisition of PhoenixDX in Australia, enabling the ecosystem to strengthen its expertise in low-code/no-code (see *press release of January 17, 2025*).

Thanks to its expert, solution-oriented offerings, Alan Allman Associates has consolidated its presence with customers, as evidenced by the satisfaction survey conducted in June 2024, with an NPS score of 69.3%.

On the strength of these achievements, the company looks to the future with confidence and ambition, notably through the launch of its RISE 2030 strategic plan, aimed at achieving sales of one billion euros by the end of 2030.

### About Alan Allman Associates

*Created in 2009 through acquisitions and internal performance development, Alan Allman Associates is an international ecosystem of consulting firms, with some 15 operational brands expert in strategy and digital transformation and organized into 4 divisions: high-tech consulting, industrial transformation consulting, digital marketing consulting and strategy and management consulting. Alan Allman Associates' mission is to shape an ambitious, inclusive and sustainable future by helping its customers and its 3,800 consultants to meet the challenges of tomorrow.*

*Positioned in growth sectors (AI, cybersecurity, data, cloud...), Alan Allman Associates is present in North America, Asia and Europe.*

*Alan Allman Associates has been awarded the Happy at Work label, ISO 9001 certification and an Ecovadis Bronze Medal for its CSR performance.*

*Alan Allman Associates is listed on Compartment B of Euronext Paris (FR0000062465 - mnemonic AAA).*

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