

The information contained within this announcement is deemed by the Company to constitute inside information as stipulated under the Market Abuse Regulation (EU) No. 596/2014 as it forms part of United Kingdom domestic law by virtue of the European Union (Withdrawal) Act 2018, as amended by virtue of the Market Abuse (Amendment) (EU Exit) Regulations 2019. Upon publication of this Announcement, this information is now considered to be in the public domain.

26 November 2025

**RTC Group Plc
("RTC", "the Company" or "the Group")
Trading update and notice of results**

RTC Group Plc (AIM:RTC.L) is pleased to announce that, despite a challenging UK economy which has impacted recruitment generally, and the significant additional cost burdens imposed by the government's decision to increase employers' national insurance contributions in the Autumn Budget 2024, the Group expects to deliver a set of results for the year ending 31 December 2025, that are broadly in line with last year.

Whilst there is a broad feeling of uncertainty across many industry sectors in the United Kingdom, we firmly believe that our group business model of building long-term strategic relationships with blue chip clients, in both domestic and international markets, will continue to provide long-term order book opportunities for RTC, as many of our clients are committed to extended investment horizons.

We believe that our Group's strong and proven capabilities in relation to strategically important assets on which the country depends will ensure value longevity for our shareholders across a broad range of long-term investment programmes and for an extended period into the future.

Whilst we note the current well-advertised softness in the rail sector, an important area for our company, the healthy progress made by our energy business in particular, is a strong validation of the successful diversified strategy pursued by the Group for a number of years. We therefore remain cautiously optimistic of our future prospects as the 2025 trading period comes to a close.

At the 2025 AGM the Company outlined plans to drive increased shareholder engagement. As part of this process, we have engaged Investor Meet, a UK based platform which connects public companies and investors digitally for live and on-demand presentations and Q&A sessions. Our first investor briefing through that medium will be following the release of our audited results announcement for the year ended 31 December 2025, on or around 23 March 2026. Beyond this, we are strongly committed to ensuring the availability of broker's research both to our shareholders and to the broader investment community following the announcement of our 2025 results.

Andy Pendlebury, Chairman and CEO, said:

"I am delighted the Group expects to deliver such a strong set of results given the current market conditions. Results which will further exhibit the resilience and potential of our operations.

I believe the Group has continued to demonstrate the strength of its offering through its strong and growing order book across its key target markets. Our balance sheet continues to operate free of term debt, enhancing year-on-year earnings and net value per share for its shareholders and positioning us well to take advantage of growth opportunities as they arise.

At both Group and subsidiary level, we have strong management teams who have continued to navigate market challenges and opportunities to a high degree of effectiveness.

Our Group, whilst mindful of the uncertainties facing both the domestic and global economy, has many reasons to remain positive about its future prospects '

~ Ends ~

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About RTC

RTC Group Plc is an AIM listed recruitment business that focuses on white and blue-collar recruitment, providing temporary and permanent labour to a broad range of industries and customers in both domestic and international markets through its geographically defined operating divisions.

UK division

Through its Ganymede and ATA Recruitment brands the Group provides a wide range of recruitment services in the UK.

Ganymede specialise in recruiting the best technical and engineering talent and providing complete workforce solutions to help build and maintain infrastructure and transportation for a wide range of UK and international clients. Ganymede is a market leader in providing a diverse range of people solutions to the rail, energy, construction, highways and transportation sectors. With offices strategically located across the country, Ganymede provides its clients with the benefit of a national network of skilled personnel combined with local expertise.

ATA Recruitment provide high-quality technical recruitment solutions to the manufacturing, engineering and technology sectors. Working as an engineering recruitment partner supporting businesses across the UK and Europe, ATA Recruitment has a strong track record of attracting and recruiting the best engineering talent for our clients. ATA's regional offices which are strategically located in Leicester and Leeds each have dedicated market-experts to ensure ATA delivers excellence to both our clients and candidates.

International division

Through its GSS brand the Group works with customers across the globe that are focused on delivering projects in a variety of engineering sectors. GSS has a track record of delivery in some of the world's most hostile locations. Working closely with its customers GSS provides contract and permanent staffing solutions on an international basis, providing key personnel into new projects and supporting ongoing large-scale project staffing needs. GSS typically recruit across a range of disciplines and skills from operators and supervisors, through to senior management level.

The Group headquarters are located at the Derby Conference Centre which also provides office accommodation for its operating divisions in addition to generating rental and conferencing income from space not utilised by the Group.