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(4Q2025)

: 2025 AI

AI AI AI 3.0

WorkBuddy QClaw AI

QQ

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	4Q2025	4Q2024	**2025**	2024
	194,371	172,446	**751,766**	660,257
	89,920	79,022	**369,281**	319,168
	41,116	35,004	**144,973**	121,374
	60,818	56,125	**229,435**	211,956
	2,517	2,295	**8,077**	7,759
	(86,082)	(81,793)	**(329,173)**	(311,011)
	108,289	90,653	**422,593**	349,246
	56%	53%	**56%**	53%
	(12,983)	(10,285)	**(41,727)**	(36,388)
	(36,283)	(31,403)	**(136,127)**	(112,761)
/( )	**1,315**	2,513	**(3,177)**	8,002
	60,338	51,478	**241,562**	208,099
	31%	30%	**32%**	32%
/( )	**3,303**	1,119	**10,168**	4,187
	4,784	3,910	**16,909**	16,004
	(3,573)	(2,512)	**(15,130)**	(11,981)
/( )	**6,832**	9,253	**23,740**	25,176
	71,684	63,248	**277,249**	241,485
	(12,595)	(11,781)	**(47,448)**	(45,018)
	59,089	51,467	**229,801**	196,467
:				
	58,260	51,324	**224,842**	194,073
	829	143	**4,959**	2,394
	69,518	59,475	**280,656**	237,811
	64,694	55,312	**259,626**	222,703
( )				
-	**6.433**	5.597	**24.749**	20.938
-	**6.276**	5.485	**24.153**	20.486

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2025	2024
229,801	196,467
(217)	(492)
(96)	(13)
6	23
(9)	1
(6,060)	(2,746)
(177)	(2,618)
477	(711)
53,734	94,249
(2,042)	111
(66)	71
45,550	87,875
275,351	284,342
267,794	279,009
7,557	5,333

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	4Q2025	4Q2024	3Q2025	**2025**	2024
EBITDA (a)	**77,126**	63,917	80,357	**310,767**	256,310
EBITDA (a)	**83,048**	69,579	86,698	**336,427**	277,012
EBITDA (b)	**43%**	40%	45%	**45%**	42%
	3,323	3,340	3,206	**13,456**	12,447
(c)	**107,145**	76,798	102,422	**107,145**	76,798
(d)	**19,632**	36,578	12,983	**79,198**	76,760

(a) EBITDA /( )
EBITDA EBITDA

(b) EBITDA EBITDA

(c) ( )

(d) ( ) (
)

( )

	2025 12 31	2024 12 31
	149,905	80,185
	22,339	23,117
	17,367	17,679
	9,670	12,302
	950	801
	205,999	196,127
	342,409	290,343
	6,303	7,072
	207,157	204,999
	356,640	302,360
	24,540	42,828
	1,327	1,076
	28,618	28,325
	70,302	77,601
	1,443,526	1,284,815
	530	440
	49,930	48,203
	111,270	101,044
	4,201	4,750
	35,929	9,568
	8,781	3,345
	236,801	192,977
	6,977	3,334
	141,041	132,519
	595,460	496,180
	2,038,986	1,780,995

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	2025 12 31	2024 12 31
	-	-
	63,796	43,079
	(3,450)	(3,597)
	(7,124)	(5,093)
	90,494	47,129
	1,010,436	892,030
	1,154,152	973,548
	86,913	80,348
	1,241,065	1,053,896
	208,369	146,521
	126,204	130,586
	10,544	10,201
	2,879	4,203
	21,684	18,546
	13,280	13,897
	2,210	6,236
	385,170	330,190
	121,127	118,712
	96,496	84,032
	42,618	52,885
	10,542	8,623
	18,558	16,586
	3,723	4,038
	3,992	6,336
	5,386	5,600
	110,309	100,097
	412,751	396,909
	797,921	727,099
	2,038,986	1,780,995

		(a) ( )/	(b)	(c)	/( ) (d)	SSV	CPP (e)	(f)	(g)	
					2025 12 31					
	60,338	**7,210**	**–**	**1,594**	**–**		**376**	**–**	**–**	**69,518**
/ ( )	**6,832**	**773**	**(26)**	**1,522**	**46**		**–**	**–**	**–**	**9,147**
	59,089	**7,983**	**(7,479)**	**3,116**	**3,617**		**1,338**	**–**	**(953)**	**66,711**
	58,260	**7,902**	**(7,515)**	**2,793**	**2,812**		**1,338**	**–**	**(896)**	**64,694**
	31%									**36%**
					2024 12 31					
	51,478	6,140	–	1,416	–		441	–	–	59,475
/ ( )	9,253	1,003	(3,799)	1,176	116		–	–	–	7,749
	51,467	7,143	(6,888)	2,592	1,760		1,109	–	(706)	56,477
	51,324	7,034	(6,931)	2,396	1,037		1,109	–	(657)	55,312
	30%									34%
					2025 9 30					
	63,554	7,188	–	1,622	–		206	–	–	72,570
	7,854	909	(555)	1,755	(1)		–	360	–	10,322
/ ( )										
	64,943	8,097	1,703	3,377	(4,798)		321	360	(1,207)	72,796
	63,133	7,905	1,730	3,003	(4,805)		321	360	(1,096)	70,551
	33%									38%

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(a) ( )

(b) / ( )/

(c)

(d) /( )

(e)

(f) /

(g)

		(a) ( )/	(b)	(c)	/( ) (d)	SSV CPP (e)	(f)	(g)	
					2025 12 31				
	241,562	**31,859**	**–**	**6,345**	**–**	**890**	**–**	**–**	**280,656**
	23,740	**3,553**	**(1,268)**	**6,534**	**538**	**–**	**360**	**–**	
/ ( )									**33,457**
	229,801	**35,412**	**(8,203)**	**12,879**	**(2,242)**	**2,570**	**360**	**(3,612)**	**266,965**
	224,842	**34,711**	**(7,896)**	**11,498**	**(3,117)**	**2,570**	**360**	**(3,342)**	**259,626**
	32%								**37%**
					2024 12 31				
	208,099	23,424	–	5,294	–	991	3	–	237,811
	25,176	4,423	(4,289)	5,478	847	–	–	–	31,635
/ ( )									
	196,467	27,847	(18,646)	10,772	10,636	2,570	3	(2,455)	227,194
	194,073	27,230	(18,770)	9,994	9,836	2,570	3	(2,233)	222,703
	32%								36%

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(a) ( )

(b) / ( )/

(c)

(d) /( )

(e)

(f) /

(g)