



RIGBY

Est. 1975

FY25 FINANCIAL HIGHLIGHTS

VERSION 2.0 SEPTEMBER 2025

FY25
FINANCIAL
HIGHLIGHTS



PAGE	CONTENTS
03	EXECUTIVE SUMMARY
04	CREDENTIALS
05	FINANCIAL PERFORMANCE
06	OUR PORTFOLIO
07-13	OPERATIONAL HIGHLIGHTS
14-16	OUR EXPERIENCE: M&A CASE STUDIES
17-19	RIGBY GROUP BOARD
20	CONTACT

Please note, this pack excludes Rigby Group's Airports division (Regional & City Airports), sold in August 2025. Gains from the disposal will be recognised in the next fiscal year, FY26.

EXECUTIVE SUMMARY

GROUP TURNOVER

£3.7bn +3%

EBITDA

£95.2m +36%

GROUP ADJUSTED OPERATING PROFIT

£64.4m +45%

PROFIT BEFORE TAX

£67.8m +35%

CASH GENERATED BY OPERATIONS

£143.5m +212%

GROUP NET ASSETS

£562.6m +7%

Rigby Group is a technology-focused multi-generational family business. We are Europe’s largest private technology company and investor.

Our mission is to balance sustainability and profit in the pursuit of technological innovation, delivering long-term benefits for our stakeholders and communities.

Rigby Group has a diverse portfolio operating businesses in 9 countries, employing more than 8,000 people.

FY25 was an important milestone as Rigby Group celebrated its 50th year in business. From a £2,000 investment to a Group now generating over £3.7bn in annual revenues. This year Rigby Group saw modest growth in turnover, operating profit growth was enhanced by the completion of strategic disposals which also boosted working capital and cash outlook.

CREDENTIALS

FIVE DECADES AS A LEADING UK BUSINESS OPERATOR AND INVESTOR

Founded by Sir Peter Rigby in 1975, the Group today is one of Europe's largest private investors in technology. Our cornerstone business, SCC, is Europe's largest independent IT service provider helping clients succeed through IT transformation.

As a private, family-owned business, we have always been able to take a long-term view.

INVESTING TO INNOVATE

Technology is driving force that sits at the heart of the Group's investment strategy. Acquisitive investment remains a focus and will continue in the years ahead alongside organic growth.

Rigby Technology Investments (RTI), has been created to allow the Group to focus on technology-led investment opportunities outside of SCC operations.

PRIVATE COMPANY WITH A PUBLIC COMPANY ETHOS

Environment: Rigby Group's ESG strategy, Project Sequoia, sets ambitious goals for the transition to a business model that ensures our products, and services meet sustainable needs today and tomorrow.

Tax Policy: We believe in the UK and its tax and legal jurisdiction and pay tax in all jurisdictions in which we trade. The Rigby family is the 39th largest taxpayer in the UK according to the 2025 Sunday Times tax list.

Society: Success in business must go hand-in-hand with giving back to society. The Rigby Foundation (charity no 1207788) is the Rigby Family's charity set up to support good causes. The Sir Peter Rigby Charitable Trust (charity no. 1011259) is the main vehicle for Sir Peter to support his personal philanthropic endeavours.



FINANCIAL PERFORMANCE 2025

‘OUR STORY HAS NEVER BEEN ABOUT STANDING STILL. WITH £3.7BN IN TURNOVER, STRONG PERFORMANCE ACROSS OUR DIVISIONS, AND A PIPELINE OF OPPORTUNITIES, WE ARE CONFIDENT IN OUR DIRECTION.’

SIR PETER RIGBY, CHAIRMAN AND FOUNDER

GROUP TURNOVER 2025

£3.7bn

+3%
FY24 £3.6bn

GROUP NET ASSETS 2025

£562.6m

+7%
FY24 £525.6m

EBITDA

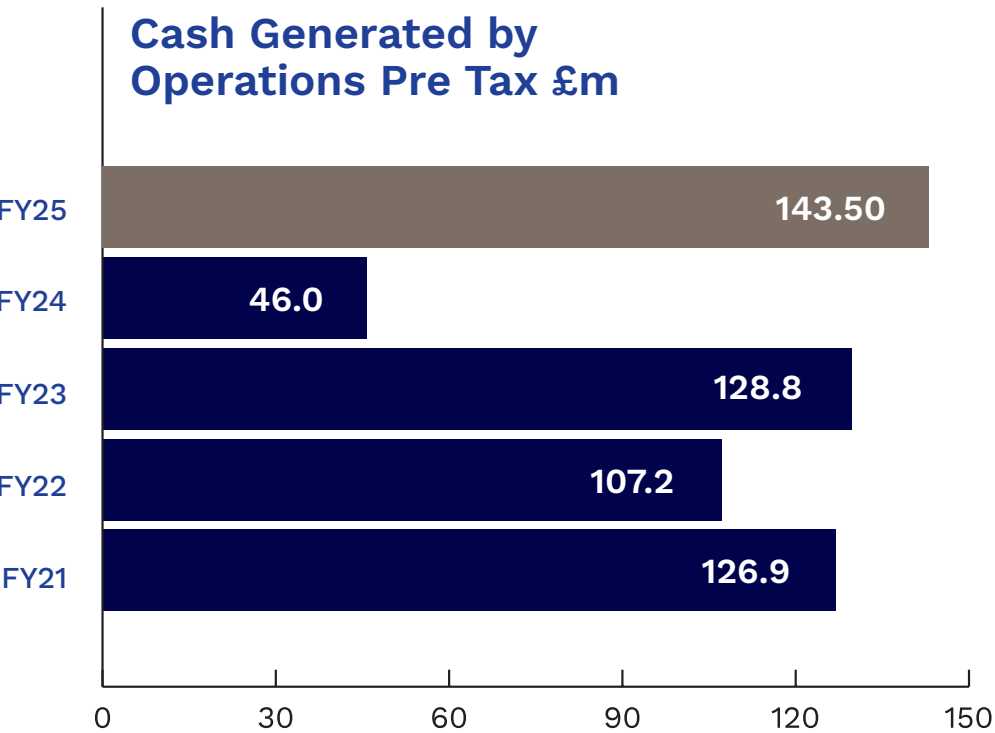
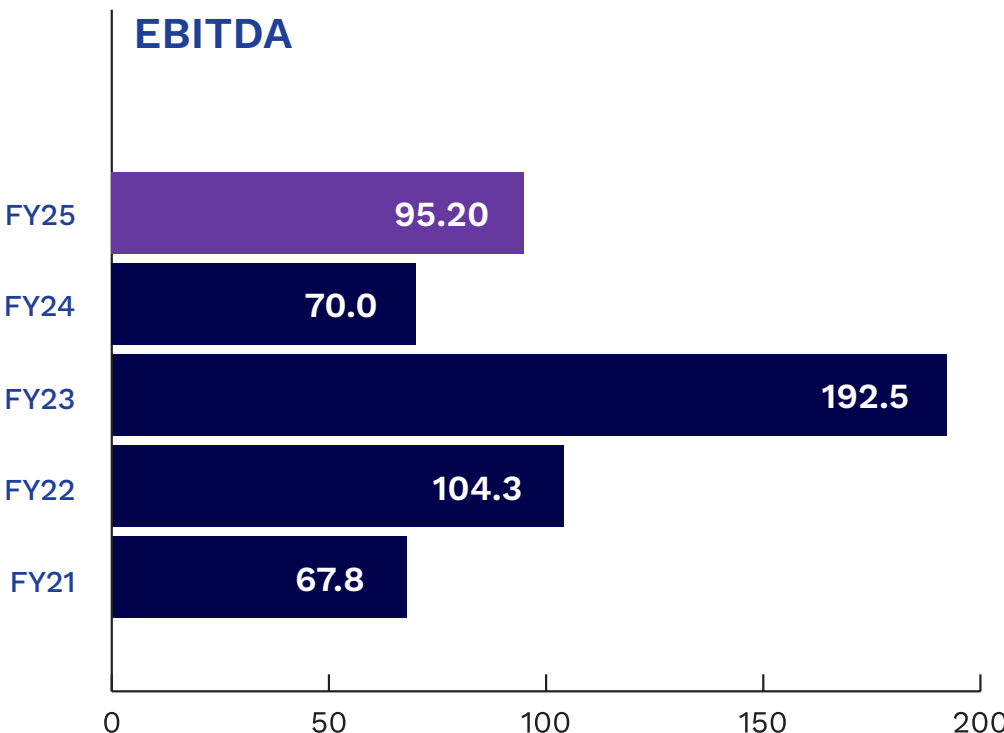
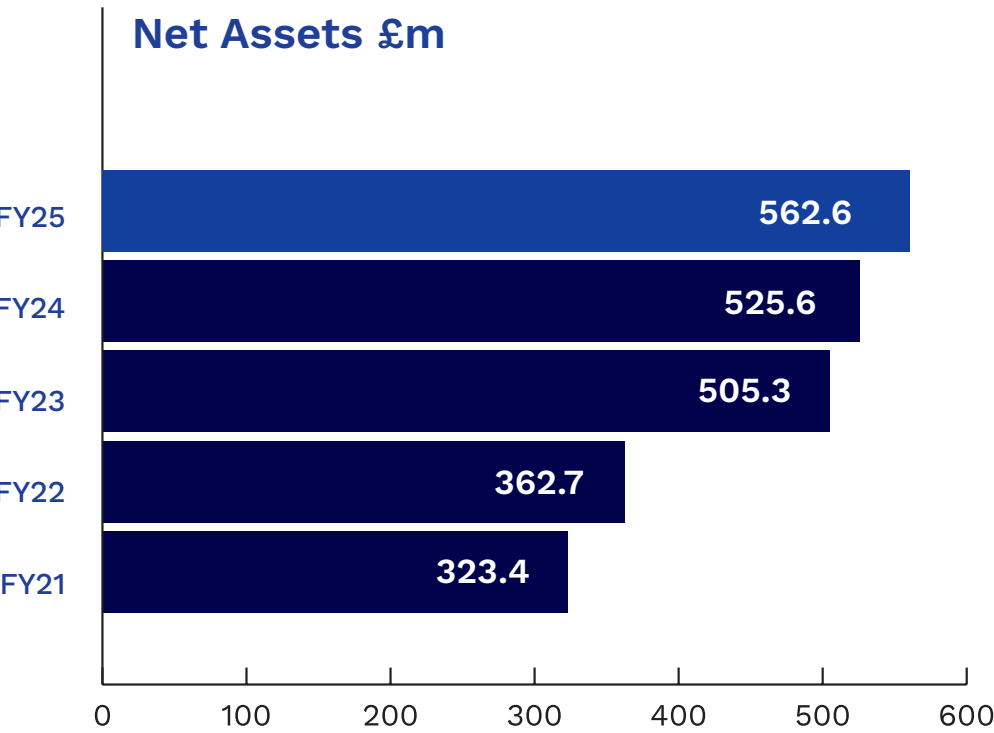
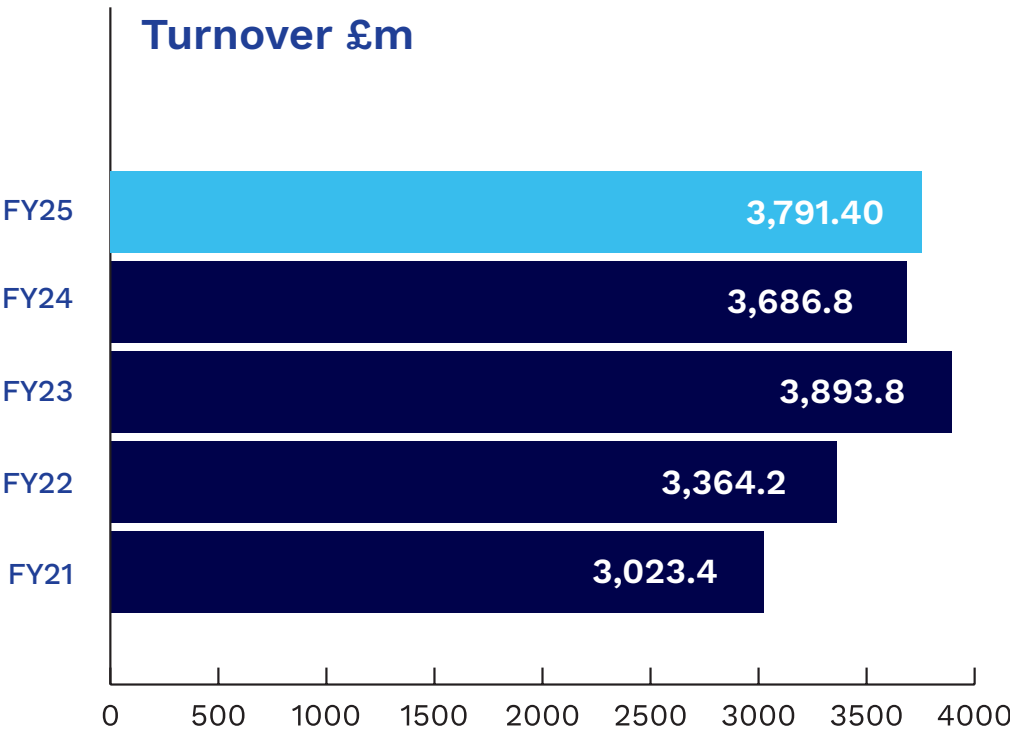
£95.2m

+36%
FY24 £70.0m

CASH GENERATED BY OPERATIONS
(PRE TAX) 2025

£143.5m

+212%
FY24 £46.0m



OUR PORTFOLIO

TECHNOLOGY



Technology is the cornerstone of our Group. Headquartered in Birmingham, SCC has operations in France, Spain and also runs delivery centres in India, the Netherlands, Romania, Slovakia and Vietnam



Rigby Technology Investments (RTI) is the group's investment division, holding minority and majority investments

REAL ESTATE



COMMERCIAL

Rigby Real Estate is the Group's commercial real estate business



HOTELS

The Eden Hotel Collection is a collection of unique and award-winning boutique hotels



RESIDENTIAL

Allect is Rigby Group's global design and delivery division



OPERATIONAL HIGHLIGHTS



TURNOVER 2025

EBITDA

£3,519.1m

+2%

£64.5m

+81%

FY24 £3,439.8m

FY24 £35.7m

■ 50+ INDUSTRY ACCREDITATIONS ■ 7,000+ EMPLOYEES

Rigby Group's cornerstone business, SCC EMEA Group (SCC) is Europe's largest independent IT service provider. Operating in the UK, France, Spain, Romania, India, the Netherlands, Slovakia and Vietnam, SCC delivers success through IT transformation and exceptional customer experiences.

In FY25, SCC reported a fourth consecutive record year, which saw revenues grow by 2% to £3.5bn. Despite continued global uncertainty and IT market pressure, SCC also achieved 4% growth in gross profit, improving its GP% to 13.5% ahead of its internal target.

SCC's adjusted operating profit of £63.1m is £25.9m higher than prior year and includes a £19.4m impact from disposal activities: in France, SCC sold its joint venture recycling activity in favour of establishing an in-house solution for its customers, and in the UK it disposed of two Data Centres to Pulsant, a leading UK edge infrastructure provider – creating a long-term strategic partnership for the provision of critical co-location services, benefiting its customers and the business.

WWW.SCC.COM



TURNOVER 2025

£100.5m

+9%

FY24 £92.0m

EBITDA

£2.3m

-32%

FY24 £3.4m

- £750M REALISED FROM SALES SINCE 2012
- 3 CURRENT PLATFORM INVESTMENTS
- >25 BOLT-ON INVESTMENTS

Rigby Group Technology Investments (RTI) is Rigby Group's investment division combining our core strengths as seasoned technology operators and ambitious, flexible, investors.

The division's main focus is as a capital investor in transformative technology businesses that are outside of SCC operations, with a vision to become the technology investor of choice in Europe for dynamic businesses with the appetite and potential for long-term growth. The small specialist team regularly act as business advisors as well as investors focused on creating enduring value for both new and established businesses.

In FY25 RTI focused on its buy-and-build strategy within CloudClevr concluding the acquisitions with Twisted Fish IT in April 2024 and integrating the previous acquisitions of NGC, 4Sight and Bamboo.

WWW.RIGBYTECHINVEST.COM



REAL ESTATE (OVERVIEW)

RIGBY GROUP'S DIVERSE REAL ESTATE PORTFOLIO SPANS COMMERCIAL DEVELOPMENTS, RESIDENTIAL PROPERTY, AND HOTELS. OUR LEADING EXPERTISE IN EACH SECTOR ALLOWS US TO DELIVER SUSTAINABLE GROWTH AND RETURN ON INVESTMENT.

HOTELS



TURNOVER 2025

£18.1m

+6%

FY24 £17.1m

EBITDA

£(1.3)m

-28%

FY24 (1.8)m

■ 5 LUXURY BOUTIQUE HOTELS ■ MULTI AWARD WINNING HOTELS + TEAMS

The Eden Hotel Collection (EHC) is a well-established and widely recognised award-winning luxury hotel brand within the UK, recently awarded AA Small Hotel Group of the Year 2024-2025.

FY25 was a mixed year for EHC, as the business navigated the ongoing challenges facing the hospitality industry. Positively, overall year-on-year revenues were up +6%, driven principally by a 10% increase in occupancy, with room revenues growing by 6%.

EHC also saw food and beverage sales grow in line with additional room sales at +6%, and an increase in golf revenues in FY25, with year-on-year membership growth and revenues up +13%.

WWW.EDENHOTELCOLLECTION.COM

COMMERCIAL REAL ESTATE



TURNOVER 2025

£4.0m

+8%

FY24 £3.7m

EBITDA

£2.1m

-74%

FY24 £8.0m

- 8M SQ FT OF DEVELOPMENT POTENTIAL
- £140M PROPERTY PORTFOLIO
- 500 ACRES OF CONSENTED DEVELOPMENT LAND

Rigby Real Estate (RRE) is the Group’s commercial real estate business, whose principal activities are property investment, management, design, and development. In FY25 RRE saw steady growth. By actively managing its portfolio, rental income increased by £289k (+7%) and operating profit before property valuation movements, increased by 14%.

Substantial progress was made in FY25 at Greenpower Park, a unique public private joint venture between Coventry Airport Ltd and Coventry City Council. As part of the Coventry & Warwick Investment Zone, funding was secured from the West Midlands Combined Authority to deliver this pioneering hub for battery technology and advanced manufacturing.

Following the sale of Imperial Park Bournemouth Limited in August 2025, RRE will focus on sustainable investment opportunities and creating further value from Rigby Group properties.

RESIDENTIAL REAL ESTATE



TURNOVER 2025

£20.5m -6.8%

FY24 £22.0m

EBITDA

£3.3m 313%

FY24 £0.8m

■ 3 LEADING DESIGN BRANDS ■ 1,300+ COMPLETED PROJECTS ■ 50+ INDUSTRY AWARDS

Allect is Rigby Group’s international design business which brings together development management, architecture, interior design, construction, private client services, and a creative division. The division trades under three internationally recognised brands: Rigby & Rigby, Helen Green Design and Lawson Robb Design.

The continued evolution of service mix in FY25, led to a 6.8% decline in Allect’s revenue, but a material increase in profit after tax, due to the completion of several multi-year projects.

Allect continues its strong focus on ESG and won the Future Icon Award for Best Sustainable Design Business and was shortlisted for Lloyds Bank Sustainable Business of the Year. These awards recognise companies that innovate, prioritise and combine sustainability, creativity, quality and craftsmanship. The business has been certified as carbon neutral.

(Note: Financial results for Residential Real Estate are grouped with Central Operations in the Annual Report.)

ALLECT.COM



M&A CASE STUDIES

FULL LIST OF RIGBY GROUP'S M&A DEALS HERE:
WWW.RIGBYGROUPPLC.COM/MA

GRUPO OMEGA



In August 2025, SCC, Rigby Group's cornerstone IT business, acquired Grupo Omega, a Barcelona-headquartered Spanish IT services provider with over 30 years of experience in digital infrastructure, cybersecurity, networks, and data centre solutions.

- This acquisition strengthens SCC's Spanish presence across Barcelona, Madrid, Bilbao, Pamplona, and Valladolid, bringing local expertise and a robust public and private sector customer base into the Group.
- With over 160 professionals joining the team, SCC Spain's workforce now collectively numbers around 400, reinforcing the Group's footprint in the region.
- The move aligns closely with SCC's Digital Solutions and Services Provider (DSSP) strategy, supporting its ambition to scale up digital consultancy capabilities across Europe.
- Grupo Omega will be led by Arturo Moncada, CEO of SCC Spain, joined by Albert Casadejust, who will bring stability and continuity, as the business integrates in 2026.

CLOUDCLEVR



Backed by a £50m investment by Rigby Technology Investments (RTI), CloudClevr was established in 2022 to build a next generation cloud based managed services provider. CloudClevr continues to invest in the development of its own IP with the Clevr360 software platform which underpins engagement with customers and demonstrates how the services provided deliver value and an ROI.

CloudClevr has a buy and build strategy focused in the communications and IT SMB sector in the UK.

FY25 was a transformative year, establishing foundations for future growth. The year was focused on integrating recently acquired businesses.

Acquisition Roadmap

- April 2024: Acquisition of Twisted Fish, a leading IT services management business based in London. Provides CloudClevr with deeper and broader IT services skills through its strong Microsoft partnership
- January 2024: Acquisition of Bamboo Technology Group, a leading communications and IT specialist based in the west of England. Provides CloudClevr complementary communications and IT capabilities as well as significant additional scale
- September 2023: Acquisition of 4Sight Communications, a communications solutions and managed services provider based in the south of England. Provides CloudClevr with deeper geographical coverage and complementary capabilities
- June 2023: Acquisition of NGC Networks, a business communications specialist based in the north of England. Provides CloudClevr with strong communication and connectivity skills

WWW.CLOUDCLEVR.COM



RIGBY GROUP BOARD



SIR PETER RIGBY CHAIRMAN AND FOUNDER

Fifty years ago, in 1975, Sir Peter Rigby launched the founding company for Rigby Group with £2,000 of savings, growing it into one of the country's Top 10 largest wholly-owned family businesses, with operations across multiple sectors including Technology, Aviation, Hotel, Real Estate, and Finance. This year, to mark the significant 50th anniversary of the business, celebrations are being held around the world in the many locations where the Group operates, with special events involving staff, customers and partners.

Sir Peter remains as passionate and as motivated as ever. He continues to be actively involved across the Group as Chairman of the Rigby Group (RG) plc Board, attending a number of divisional board meetings including SCC EMEA and Hotels, Sir Peter also commits much time and energy to his charitable foundations, The Rigby Foundation, and The Sir Peter Rigby Charitable Trust, each playing complementary roles delivering ground-breaking philanthropic initiatives across the UK.

Recently Sir Peter has forged deep relationships with universities on behalf of the Group serving as Honorary President Enterprise for the University of Liverpool, as an Honorary Industrial Professor for the University of Birmingham, and Chair of the Digital Futures Institute at Aston University. He also serves as an Honorary Group Captain in 601 (County of London) Squadron Royal Auxiliary Air Force.

In recognition of his place as one of the leading entrepreneurs of his generation, in 2002 Sir Peter was knighted for his contribution to IT and business, and in 2021 he became the first British businessman ever to be awarded the Legion d'honneur.



JAMES RIGBY CO-CHIEF EXECUTIVE OFFICER

James joined the family business over thirty years ago, after obtaining his degree in Business and French. He is now Chairman of the SCC EMEA Group, the major Technology division of the Rigby Group, overseeing strategic direction. James has successfully led the Group to a record year this year with the business now delivering more than £3.5bn revenue and an operating profit of £62.6m. Over recent months James has established a new executive leadership team at the EMEA level focusing on strategic initiatives across UK, France, Spain and the Global Delivery Centres, including acquisition and disposal activity to ensure that the SCC business continues to evolve.

James continues to ensure the family values that underpin the success of SCC are upheld, investing in people and systems as well as championing digital transformation for multiple organisations across UK and Europe. James sits on several boards across the Group including Rigby Group, SCC EMEA, SCC UK, SCC France, Rigby Capital UK where he plays a critical role supporting the local executive. James is also a Trustee of both The Rigby Foundation and The Sir Peter Rigby Charitable Trust which are responsible for investing over £3m to support charitable causes across the West Midlands and the UK.

During the last year SCC France sponsored the Paris 2024 Olympics which was a huge success for France and SCC in delivering a net zero result for the Games. Outside of the Group James is also Trustee of United by Birmingham 2022, a charity that works to ensure a positive legacy for the local community following the 2022 Birmingham Commonwealth Games.



STEVE RIGBY CO-CHIEF EXECUTIVE OFFICER

Steve is Co-CEO of Rigby Group. Having first joined the family business in 1991, today, Steve contributes to the growth of the group by leading strategy, finance, and investments in both the private and public markets. He heads up Rigby Technology Investments and sits on the board of SCC, as well as Regional & City Airports, Rigby Real Estate, the Eden Hotel Collection and Rigby Group. Throughout his career Steve has built an array of successful companies. He is a board member of CloudClevr, Infinigate, Nuvias UC and Resonate.

Outside of Rigby Group Steve is a passionate advocate for UK businesses, championing private businesses and regional growth specifically in the West Midlands. He is a respected media commentator on business issues and holds roles including Chair of Family Business UK (FBUK), a member of NatWest's Mid-Market Growth Council, Chair of the Private Business Commission and Patron of the Entrepreneurs Network. He is a judge for the Private Business Awards and EY's Entrepreneur of the Year. During the year he helped launch One to Win in the West Midlands, a groundbreaking pitch to win competition to support the region's tech entrepreneurs, ahead of it being rolled out nationally.

A key area of interest for Steve is philanthropy and place-based giving. In his capacity as Chair of the Rigby Foundation Steve has led on the development of the new strategy for the family's philanthropic pursuits to ensure an evidence-based approach.

During the year, The Foundation announced a new focus on supporting disadvantaged young people in the West Midlands with the launch of Inspiring Futures, and a three-year partnership with Generation UK.



PETER WHITFIELD
CHIEF FINANCIAL OFFICER

Peter is the Rigby Group Chief Financial Officer and member of the Audit, Risk and Remuneration, Public Markets Investment and Rigby Technology Investments (RTI) committees. Peter joined the Group in 2000 to lead the finance team in the Groups UK technology distribution division.

With more than 20 years' experience with the Group, Peter has developed a depth of knowledge and expertise in the group focused on the technology businesses. In 2013 Peter took responsibility for the Groups financial operations of SCC and in 2020 for the financial operations of the whole of the Group and is a board director for SCC EMEA Ltd. As Rigby Group CFO Peter oversees all aspects of finance, is responsible for tax and is focussed on the improvement of governance across the group.

Prior to joining the Group Peter developed his expertise in distribution and finance at Bridgestone Europe and Barclays Bank. Peter is a chartered accountant trained at KPMG Birmingham and is based in the West Midlands spending time with family and following his interest in nature and the environment.



HW CAMPION (GEORGE CAMPION)
NON-EXECUTIVE DIRECTOR

George Campion has been the non-executive director of the Rigby Group (RG) plc for 14 years and in recent years has Chaired the Audit, Risk and Remuneration Committee.

George spent over 30 years at Arthur Andersen/Deloitte, holding several client facing and senior management roles. More recently, George has been involved with his own real estate investment and merchant services businesses as well as being Chairman of a Midlands based regional law firm.



JULIE MORTIMER
DIRECTOR OF FINANCE
& COMPANY SECRETARY

Julie joined the Group in 2014 and has held a number of positions across the Group. Today as Director of Finance Julie is responsible for the day-to-day financial operations of the Group Finance team including accounting, reporting, FP&A, Treasury and Assurance.

Key responsibilities also include being a member of the Rigby Group Board, SCC EMEA Executive Board, the Audit, Risk and Remuneration Committee, Rigby Capital UK Board and Rigby Capital Residual Value Committee. As Company secretary of both Rigby Group (RG) plc and SCC EMEA Limited she is also heavily involved in the governance processes which includes responsibility for the co-ordination of the Group's annual Enterprise Risk Management and Insurance processes.



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