



human resources

Mr Victorien VANEY
Chairman and Chief Executive Officer



leader
in Europe in
HR services

17
Countries
worldwide

800
Branches

5,600
Permanent
employees

Q3 2024 REVENUES

In challenging market conditions, SYNERGIE Group achieves revenues of €810.5 million for the third quarter of 2024, up +2.1%

in € m	Q3 2024	Q3 2023	% Variance	9M 2024	9M 2023	% Variance
International	497.4	473.3	+5.1%	1,417.0	1,332.2	+6.3%
France	313.1	320.8	-2.4%	948.3	972.9	-2.5%
Total	810.5	794.1	+2.1%	2,365.3	2,305.1	+2.6%

SYNERGIE achieves revenues of €810.5 million, up +2.1% (+0.2% on a like-for-like basis), despite a challenging economic climate.

This performance in a declining market shows the relevance of the Group's business model, based on a diversified portfolio of clients, sectors and countries.

International business accounted for 61.4% of total revenues over the period, compared with 59.6% in 2023, with a growth of 5.1% in revenues.

In France, revenues reached €313.1 million (38.6% of total revenues), down by -2.4%, despite SYNERGIE outperforming the local market. This result was caused by the significant decline in the temporary staffing market since the beginning of the year in a climate of political uncertainty.

International growth of +5.1% was driven by organic growth (excluding exchange rates impact) of +2.2% and by the acquisition of IPA in Australia (consolidated from July 2024), which generated €12.7 million over the period.

Despite the macro-economic difficulties in its markets, SYNERGIE remains confident in its ability to continue growing its revenues during the last quarter.



NEXT MEETINGS

- Publication of 2024 Revenue on Wednesday January 29th, 2025, after market closing