



**Mr Victorien VANEY**  
Chairman and Chief Executive Officer



## Quarterly turnover grows to €794.1m (+7.8%), driven by the performance in the International business and acquisitions

Leader  
in France in  
HR services

5<sup>th</sup>  
European  
network

17  
Countries  
worldwide

800  
Offices

5,000  
Permanent  
employees

€m	Q3 2023	Q3 2022	Change	Q1-3 2023	Q1-3 2022	Change
International	473.3	419.0	+12.9%	1,332.2	1,246.7	+6.9%
France	320.8	317.8	+0.9%	972.9	921.1	+5.6%
<b>Total</b>	<b>794.1</b>	<b>736.8</b>	<b>+7.8%</b>	<b>2,305.1</b>	<b>2,167.8</b>	<b>+6.3%</b>

In a more complex economic context, Synergie confirms the relevance of its strategy and in particular of its geographical diversification, with a quarterly revenue of €794.1M, up +7.8% compared to the previous financial year (+2.8% at constant currency and scope).

The third quarter of France (40% of the consolidated) is growing by +0.9% also driven by a price effect in a declining overall market.

International growth of +12.9% was driven by recent acquisitions in Poland and Germany which had a positive impact of +€38.3M and by organic growth (excluding exchange rate effect) of +4.4%. Southern Europe is achieving a significant +8.1% growth driven by the good performance of Italy and Spain during this quarter. The performance of Northern and Eastern Europe (+23.3%), benefited from the contribution of acquisitions despite economic difficulties in the main markets of this area. The weaker turnover performance of the region outside Europe (-3.9% excluding exchange rate effects) is linked to that of Australia which follows the Group strategic decisions aimed at improving its profitability.

Despite the macroeconomic difficulties felt in some of the markets where the SYNERGIE Group is present, we remain confident in our ability to meet the increased needs for flexibility and agility of businesses while offering candidates innovative and secure human resources solutions. We confirm the prospects announced during the communication of our half-yearly accounts.



### NEXT EVENT TO REMEMBER

Publication of annual turnover figures on Wednesday 31 January 2024 after trading closes

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