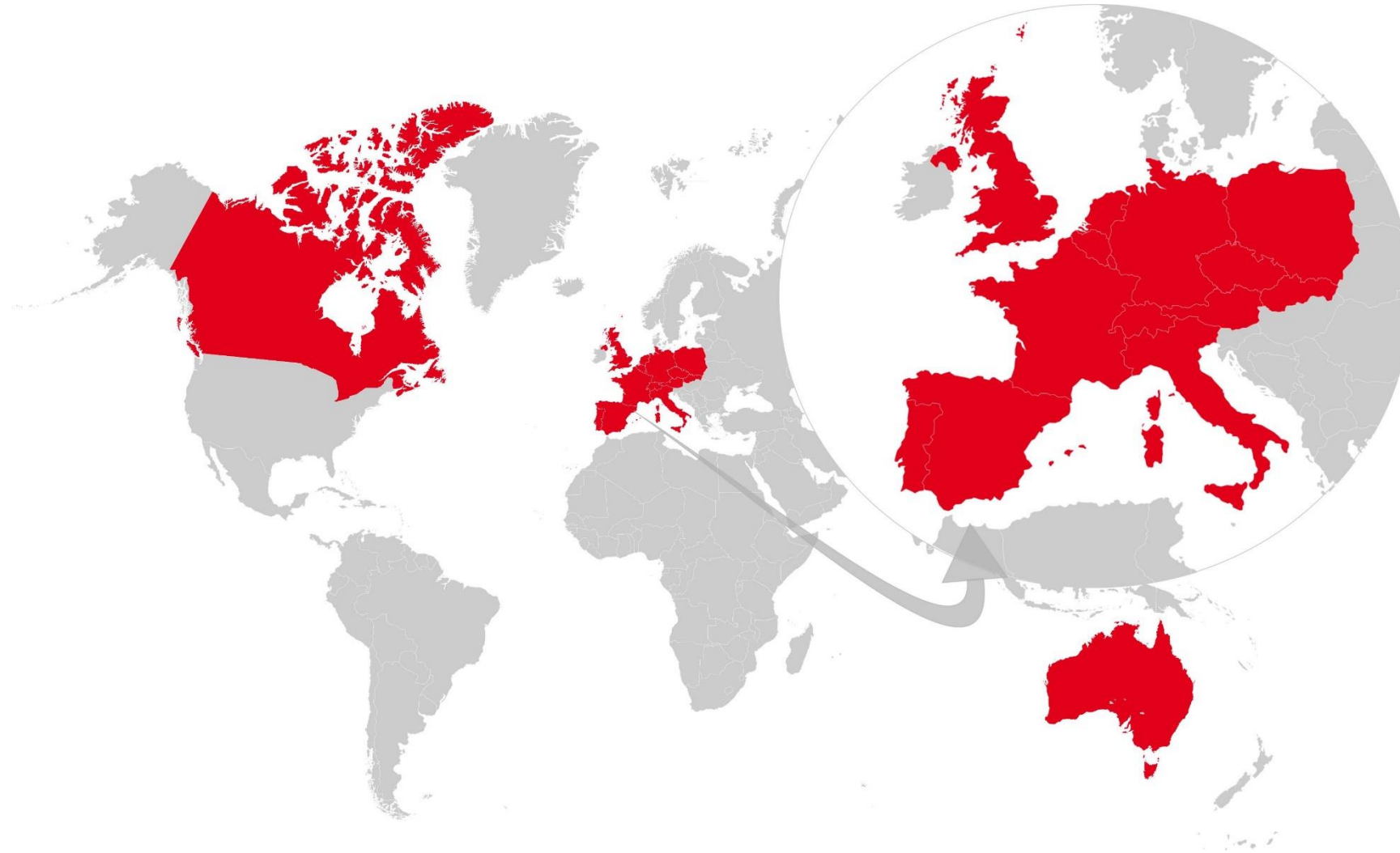




Group profile

Our job is your job

SYNERGIE Group overview



Local, national & international
Human Resources provider

N° 1

French HR group

5th

largest recruitment firm
in Europe

16

countries

665

branches

3'050

permanent staff

42 %

Key accounts

75'000

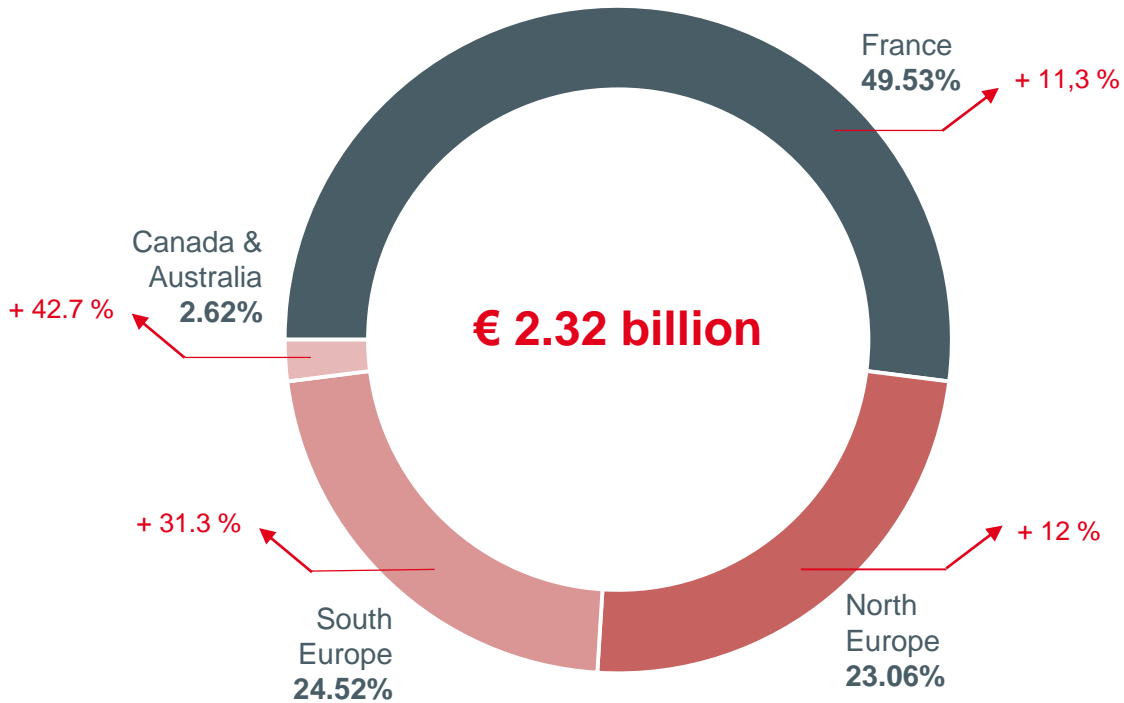
Agency workers
per week

SYNERGIE key figures

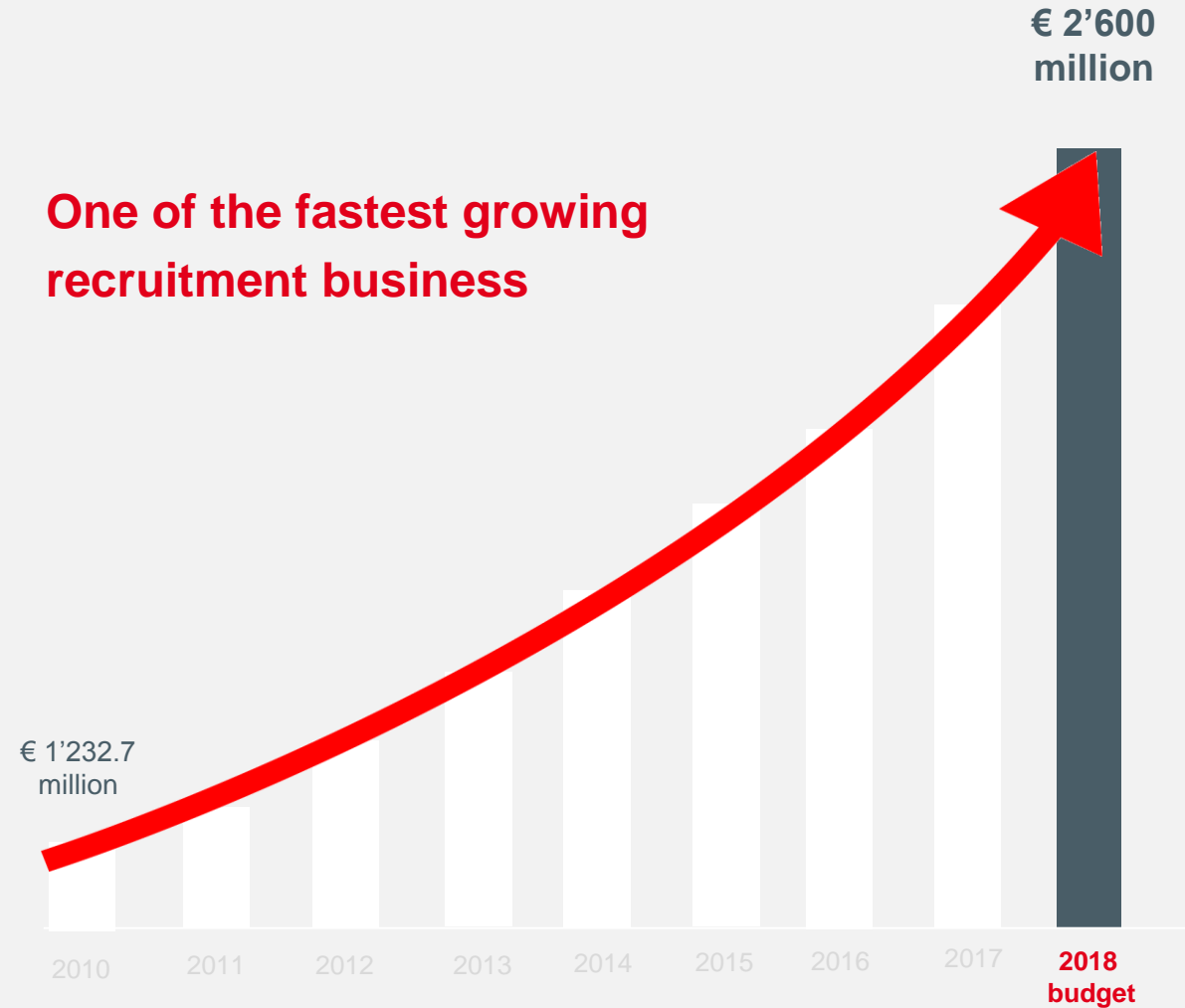
Turnover 2017

+ 16.6 % versus Y-1

€ 2.32 billion



One of the fastest growing recruitment business



€ 65 million NET RESULTS in 2016

€ 122 million capital

€ 370 million in EQUITY on december 31, 2016

€ 1'050 million market capitalisation on June 30, 2017

SYNERGIE our expertise

A multi-sector and multi-client positioning

50%

Industry

Aeronautics
Automotive
Metal industry
Food & Beverage
Mining & resources
Oil & gas
Technical & Management

22%

Services & Specialities

Bank & Finance, Legal
Healthcare (medical)
Engineering & consulting
IT/ Communication
Technical & Engineering
Office

14%

Construction

14%

Transport & Logistics



SYNERGIE services

Comprehensive and bespoke services to your needs



Temporary employment generalist and specialised

Temporary Employment

On-site Services

Payrolling

Recruitment of Technicians, and Executives

Permanent Placement

Recruitment & Selection

Executive Search Headhunting

International Recruitment



Consulting, HR Support and Training

HR services

Training

Outsourcing

Consulting

Outplacement

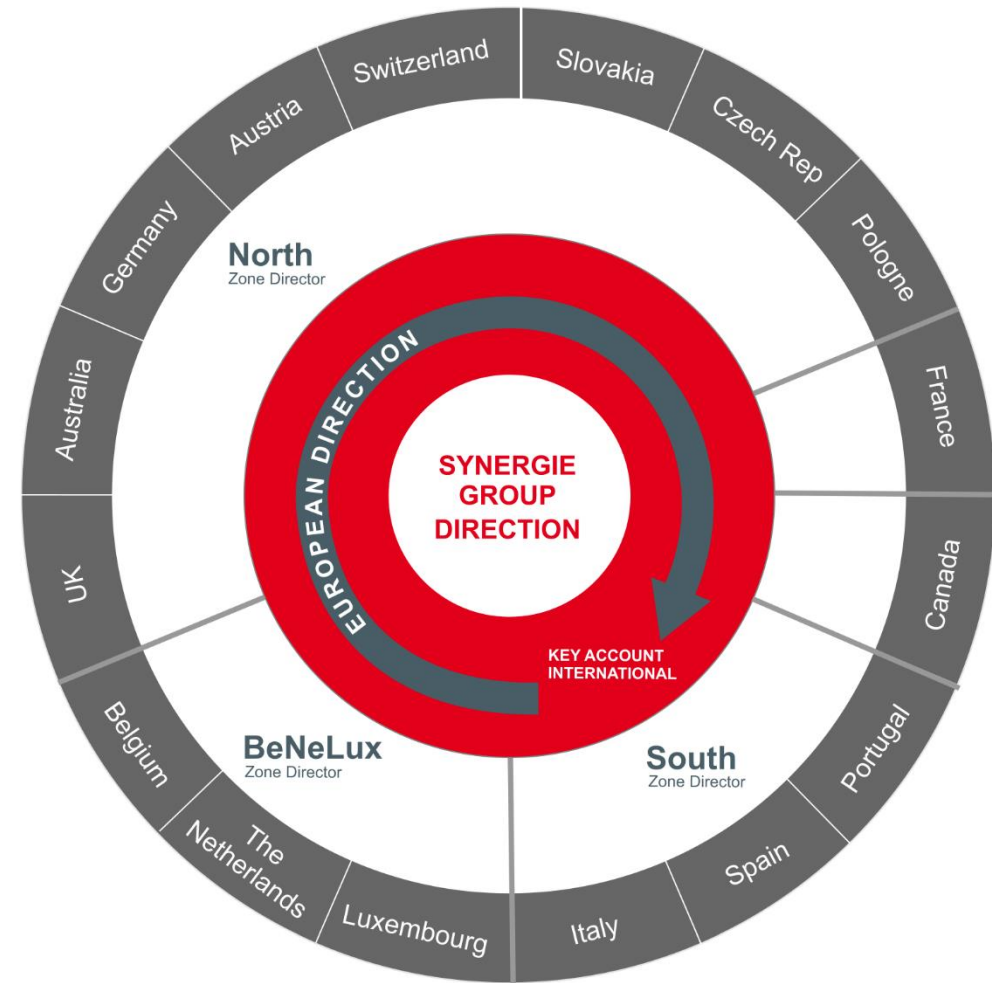
Greenfield projects



Managed services : MSP/ CWO / RPO Master & Neutral Vendor

SYNERGIE Our Organization

Short **decision-making**
governance model

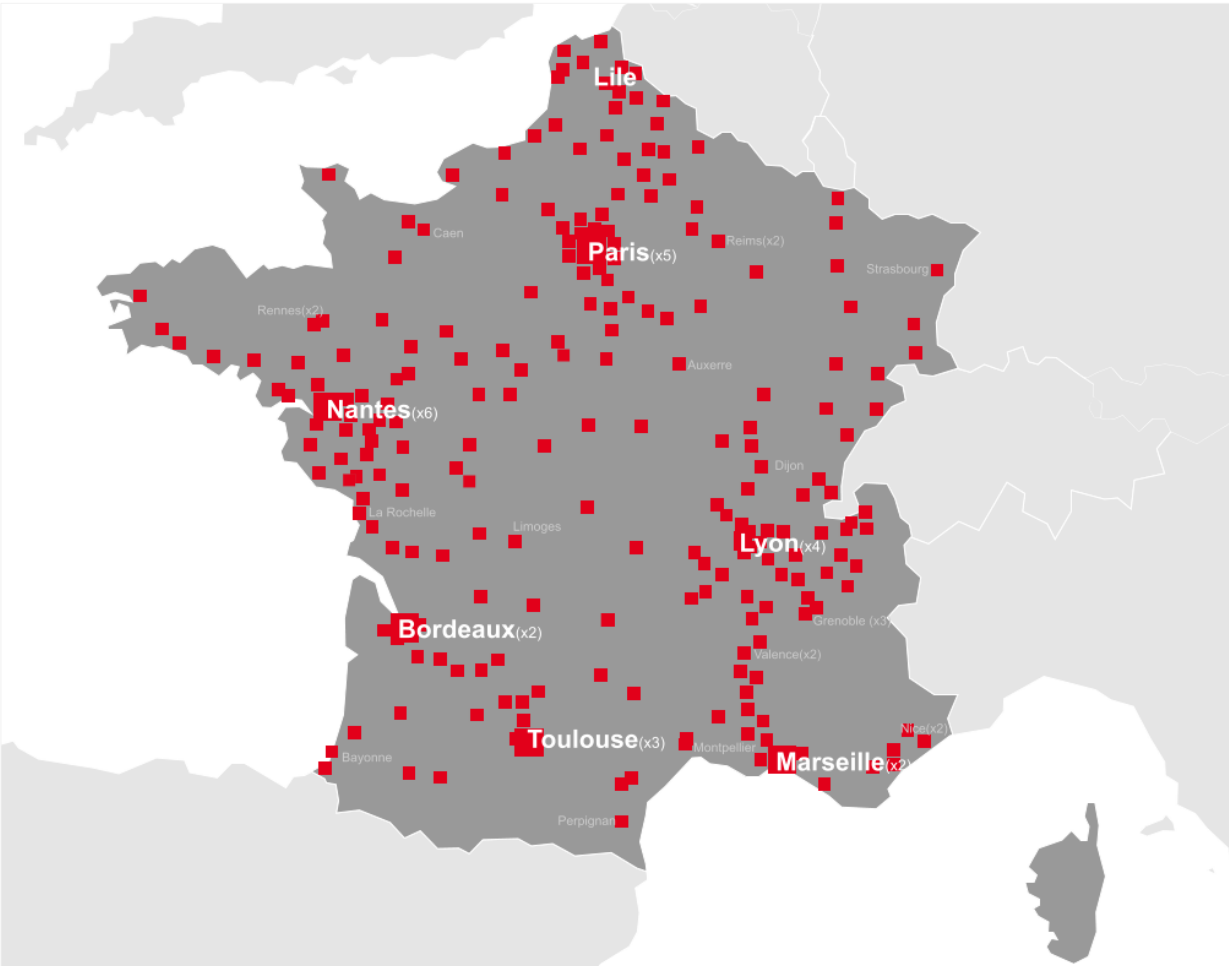


Country level structure ⇒

- Operational direction
- Key Accounts Division
- Branch Network

SYNERGIE in France

N° 1 independent French Human Resources group



320 Branches & Open centers	1'320 Permanent Staff	57'000 Clients	30'000 Temporary workers placed per week	2'200 Permanent Placements per year
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Nearly 50 years of experience in France : operating since 1969

A multi-specialist Human Resources provider

Temporary Employment	On-site Services <i>synergieproxi</i>	Payrolling		
Permanent Placement	Recruitment & Selection	Executive search	International Recruitment <i>global cross sourcing by synergy</i>	
HR services	Training 450 000 hours per year	Outplacement	Senior, diversity & disable programs	Consulting
Managed services : MSP/ CWO / Digital contract management				

Our sectors:

- Aeronautics
- Automotive
- Metal industry
- Construction
- Healthcare
- Event
- Hotel - Catering / Tourism
- Nuclear
- Office & Administration
- Public Service
- Trade & Sale
- Transport / Logistics

Accreditations:



Turnover 2017:

€1'150 million

=> +11.3% vs 2016



INTERSEARCH

dialogue & compétences

www.synergie.fr

3'500 offers online
600'000 candidates registered in our database
250'000 new candidates each year

SYNERGIE in Italy

7th largest recruiter



93 Branches	500 Permanent Staff	5'790 Clients	14'500 Temporary workers placed per month
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Nearly 15 years of experience in Italy : operating since 1999

A multi-specialist Human Resources provider

Temporary Employment	Payrolling	Staff leasing	On-site Services <i>synergiePROxi</i>
Permanent Placement	Recruitment & Selection	Executive search	International Recruitment <i>global cross sourcing by synergy</i>
HR services	Training	Outplacement	Outsourcing
Managed services : MSP/ CWO / RPO Master & Neutral Vendor			

Our sectors:

- Aeronautics
- Automotive
- Production
- Food & Beverage
- Fashion
- Healthcare
- IT & Digital
- Sales & Marketing
- Transport / Logistics
- Office & Administration
- Premium profile
- Synergie 68

2 divisions:

SYNERGIE Italia
SYNERGIE HR Solutions

www.synergie-italia.it

Accreditations:

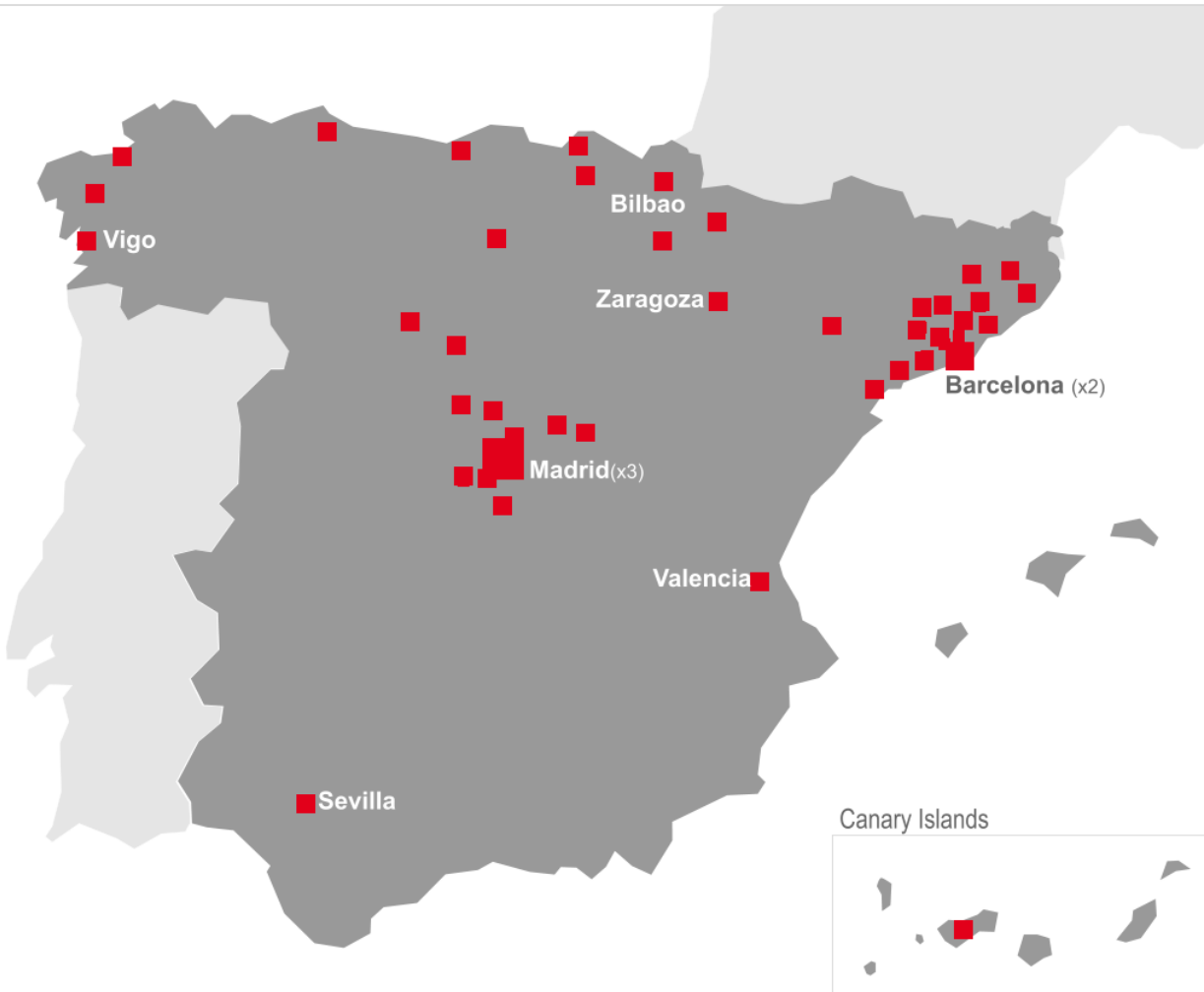


Turnover 2017:

€352 million
=> +41.9% vs 2016

SYNERGIE in Spain

6th largest recruiter



44 Branches	267 Permanent Staff	1469 Clients	6'245 Temporary workers placed per week
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Over 22 years of experience in Spain : operating since 1996

A multi-specialist Human Resources provider

Temporary Employment	On-site Services	Payrolling			
Permanent Placement	Recruitment & Selection	Executive search	International Recruitment <small>global cross sourcing by synergie</small>		
HR services	Training	Outplacement	Outsourcing	Consulting	Assessment Center
Managed services : Digital contract management					

Our sectors:

- Aeronautics
- Automotive
- Call Center / Contact Center
- Commerce
- Food & Beverage
- Healthcare
- IT & Digital
- Metallurgy
- Pharmaceutical
- Sales & Marketing
- Transport / Logistics
- Tertiary

Accreditations:



3 divisions:

- SYNERGIE Trabajo Temporal
- SYNERGIE HR Solutions
- SYNERGIE Outsourcing

www.synergie.es

Turnover 2017:

€182 million

=> +16.7% vs 2016

SYNERGIE in Portugal

5th largest recruiter



5 divisions:

- SYNERGIE Trabalho Temporario
- SYNERGIE Seleção
- SYNERGIE Formação
- SYNERGIE Outsourcing
- SYNERGIE Export

www.synergie.pt

7 Branches	+ 3'750 Offers online	355 Clients	2'500 Temporary workers placed per week
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Nearly 17 years of experience in Portugal : operating since 2000

A multi-specialist Human Resources provider

Temporary Employment	On-site Services	Payrolling		
Permanent Placement	Recruitment & Selection	Executive search	International Recruitment <small>global cross sourcing by synergie</small>	
HR services	Training	Outplacement	Outsourcing	Consulting
Managed services : MSP/ CWO / RPO Master & Neutral Vendor				

Our sectors:

- Aeronautics
- Automotive
- Metal industry
- Construction
- Call Centers
- Finance & Legal
- Hotel - Catering / Tourism
- IT & Digital
- Office & Administration
- Public Service
- Sales & Marketing
- Transport / Logistics

Accreditations:



Turnover 2017:

€ 35 million

=> +19.2% vs 2016

SYNERGIE in Belgium

7th largest recruiter

75 Branches & On sites	380 Permanent Staff	4'000 Clients	6'000 Temporary workers placed per week
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Nearly 17 years of experience in Belgium : operating since 2001

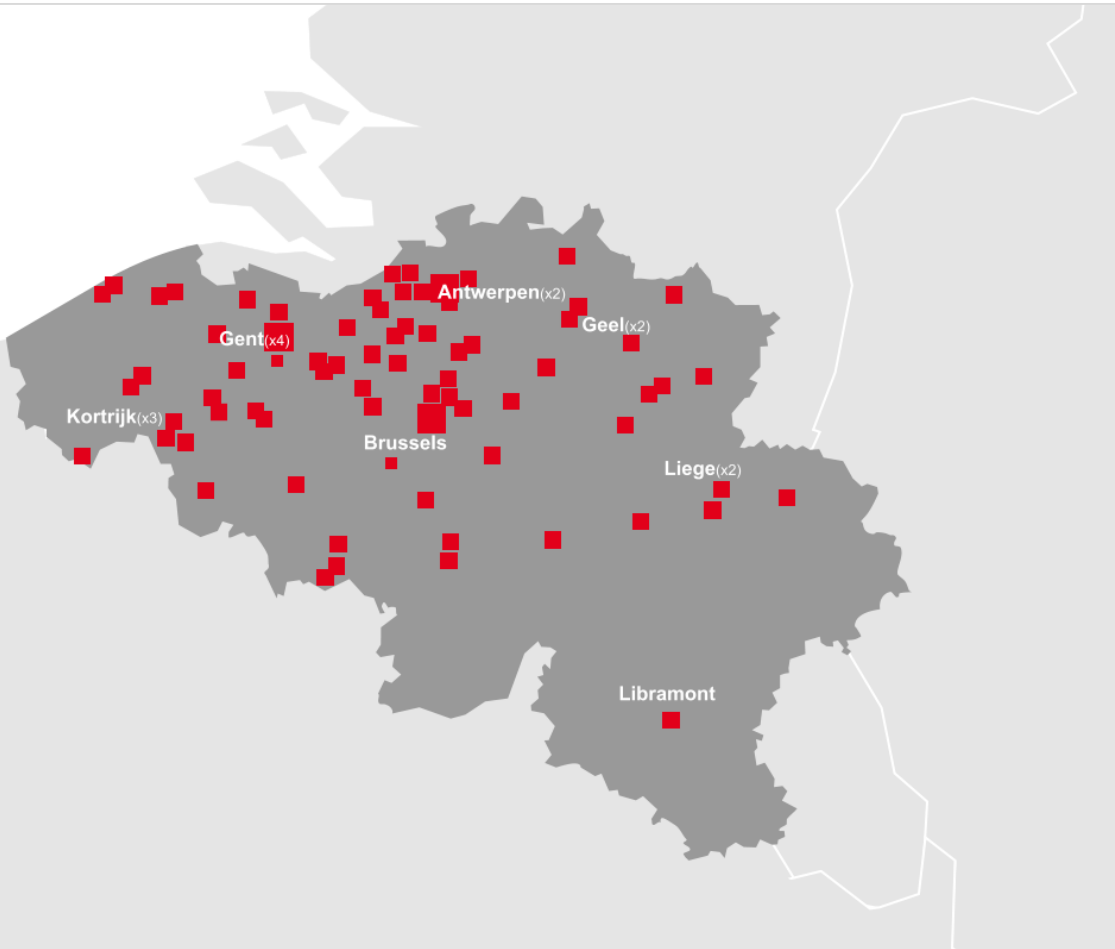
A multi-specialist Human Resources provider

Temporary Employment	On-site Services	Payrolling			
Permanent Placement	Recruitment & Selection	Executive search	International Recruitment <small>global cross sourcing by synergie</small>		
HR services	Greenfield projects	Training Furbo	Outplacement	Outsourcing	Consulting
Managed services : MSP/ CWO / RPO Master & Neutral Vendor / Digital contract management					

Our sectors:

- Aeronautics
- Automotive
- Metal industry
- Construction
- Call Centers
- Finance & Legal
- Hotel - Catering / Tourism
- IT & Digital
- Office & Administration
- Public Service
- Sales & Marketing
- Transport / Logistics

Accreditations:



National candidate attraction

- Active database:
- Labourers + 16,000
- Clerks +12,000
- Students +5,300
- 750 offers online
- 2,400 new candidates each month

www.synergieonline.be
www.synergiejobs.be

Turnover 2017:

€266 million
 => +11.7% vs 2016

SYNERGIE in the Netherlands

Over 15 years of experience on the Dutch recruitment market



8 Branches	50 Permanent Staff	200 Clients	900 Temporary workers placed per week
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Operating since 2001

A multi-specialist Human Resources provider

Temporary Employment	On-site Services	Payrolling			
Permanent Placement	Recruitment & Selection	Executive search	International Recruitment <small>global cross sourcing by synergie</small>		
HR services	Greenfield projects	Training	Outplacement	Outsourcing	Consulting
Managed services : MSP/ CWO / RPO Master & Neutral Vendor					

Our sectors:

- Aeronautics
- Automotive
- Metal industry
- Construction
- Call Centers
- Finance & Legal
- Hotel - Catering / Tourism
- IT & Digital
- Office & Administration
- Public Service
- Sales & Marketing
- Transport / Logistics

3 divisions:

SYNERGIE Uitzendbureau
 SYNERGIE Logistiek
 SYNERGIE International Recruitment

www.synergie.nl

Accreditations:



Turnover 2017:

€ 43 million
 => +18% vs 2016

SYNERGIE in Luxembourg

Over 15 years of experience in Luxembourg

2
Branches

230
Clients

16 %
Temporary workers
Hired by clients

250
Temporary workers
placed per week

8th largest recruiter : operating since 2003

A multi-specialist Human Resources provider

Temporary Employment	Payrolling		
Permanent Placement	Recruitment & Selection	International Recruitment <small>global expat sourcing by synergie</small>	
HR services	Training	Outplacement	Consulting

Our sectors:

Esch/Alzette: specialised in Industry & Construction roles.

Wasserbillig: specialised on German speaking roles for the Industry, Services & Construction sectors.

Turnover 2017:

€9.7 million

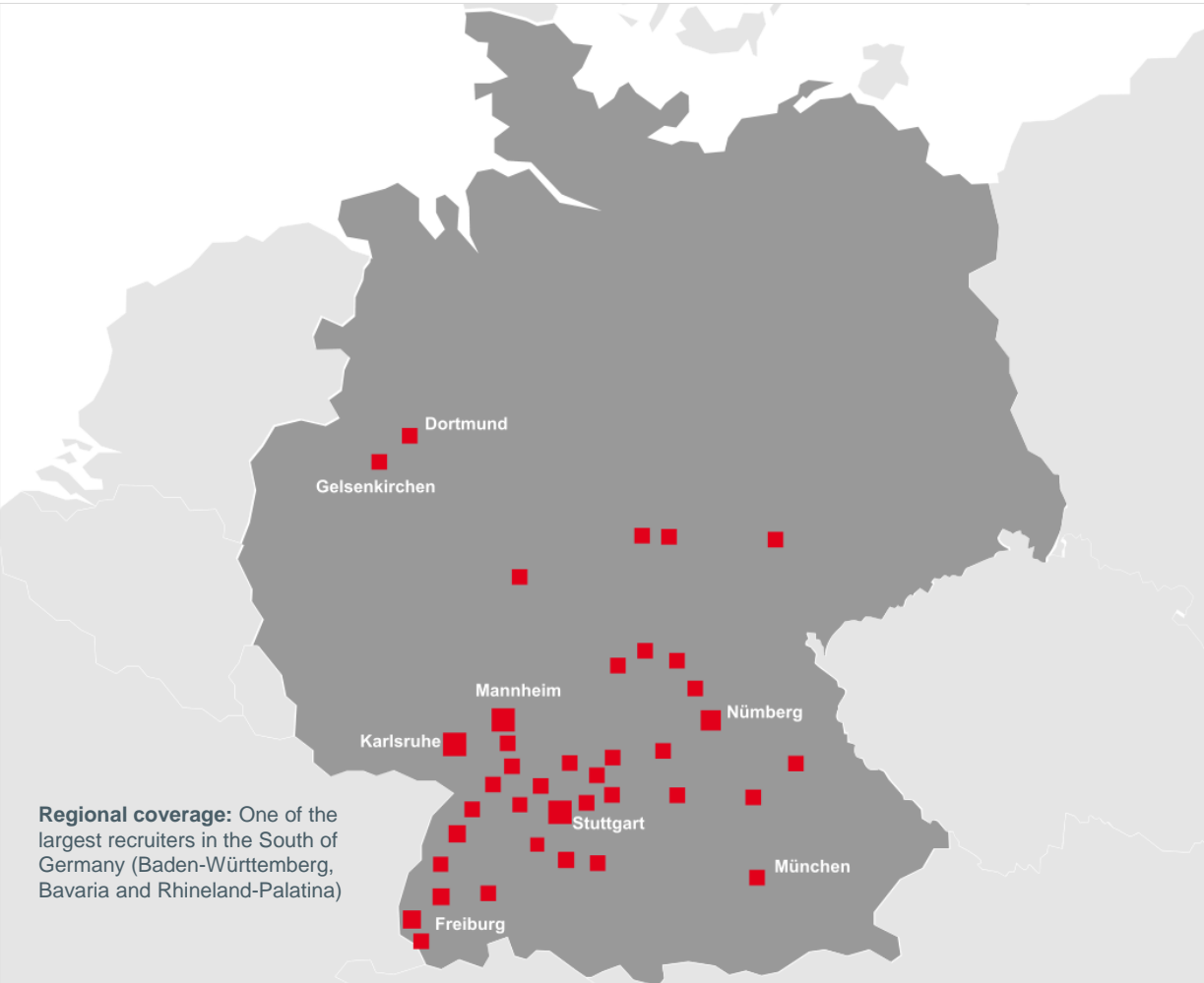
=> +12.8% vs 2016

www.synergie.lu



SYNERGIE in Germany

Over 40 years of experience on the German recruitment market



www.synergie.de

34 Branches	15'000 Candidates database	550 Clients	2'500 Temporary workers placed per week
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Operating since 1977

A multi-specialist Human Resources provider

Temporary Employment	On-site Services	Payrolling		
Permanent Placement	Recruitment & Selection	Executive search	International Recruitment <small>global cross sourcing by synergy</small>	
HR services	Greenfield projects	Training: Security Partner	Outsourcing	Consulting
Managed services : MSP/ CWO / RPO Master & Neutral Vendor				

Our sectors:

- Aeronautics
- Automotive
- Metal industry
- Office & Administration
- Call Centers
- Finance & Legal
- IT & Digital
- Public Service
- Sales & Marketing
- Transport / Logistics

Accreditations:

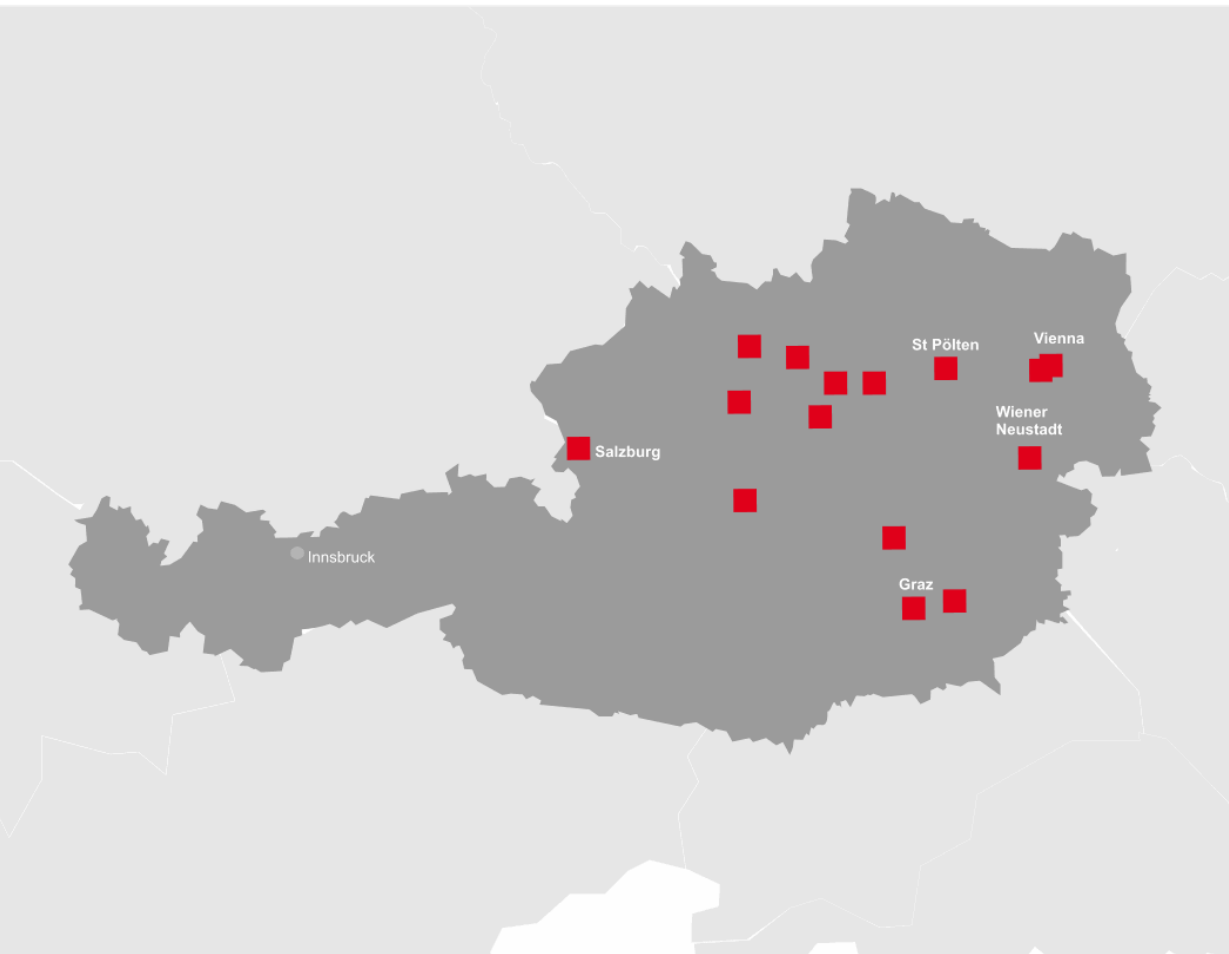


Turnover 2017:

€ 62 million
=> +6.2% vs 2016

SYNERGIE in Austria

One of the fastest growing recruitment business in Austria



17
Branches

Over
800
Current
customers

1'900
Temporary workers placed
every day

Operating since 2005

A multi-specialist Human Resources provider

Temporary Employment	On-site Services	Payrolling			
Permanent Placement	Recruitment & Selection	Executive search	International Recruitment <small>global cross sourcing by synergie</small>		
HR services	Greenfield projects	Training	Outplacement	Outsourcing	Consulting
Managed services : MSP/ CWO / RPO Master & Neutral Vendor					

Our sectors:

Temporary work and Human Resources services for the industry and tertiary sector with a higher value added.

SYNERGIE operates under the brand:



www.vm-personal.at

Accreditations:



Turnover 2017:

€73 million

SYNERGIE in Switzerland

One of the leaders in the French-speaking Switzerland



7
Branches

550
Clients

30
Permanent
Staff

500
Temporary workers
placed per week

More than 15 years of HR expertise

A multi-specialist Human Resources provider

Temporary Employment	On-site Services	Payrolling			
Permanent Placement	Recruitment & Selection	Executive search	International Recruitment <small>global cross sourcing by synergie</small>		
HR services	Greenfield projects	Training	Outplacement	Outsourcing	Consulting
Managed services : MSP/ CWO / RPO Master & Neutral Vendor					

Our sectors:

- Industry
- Office and Administration
- Production
- Logistics
- Sales & Marketing
- Watch industry
- IT & Digital
- Construction

Accreditations:



Turnover 2017:

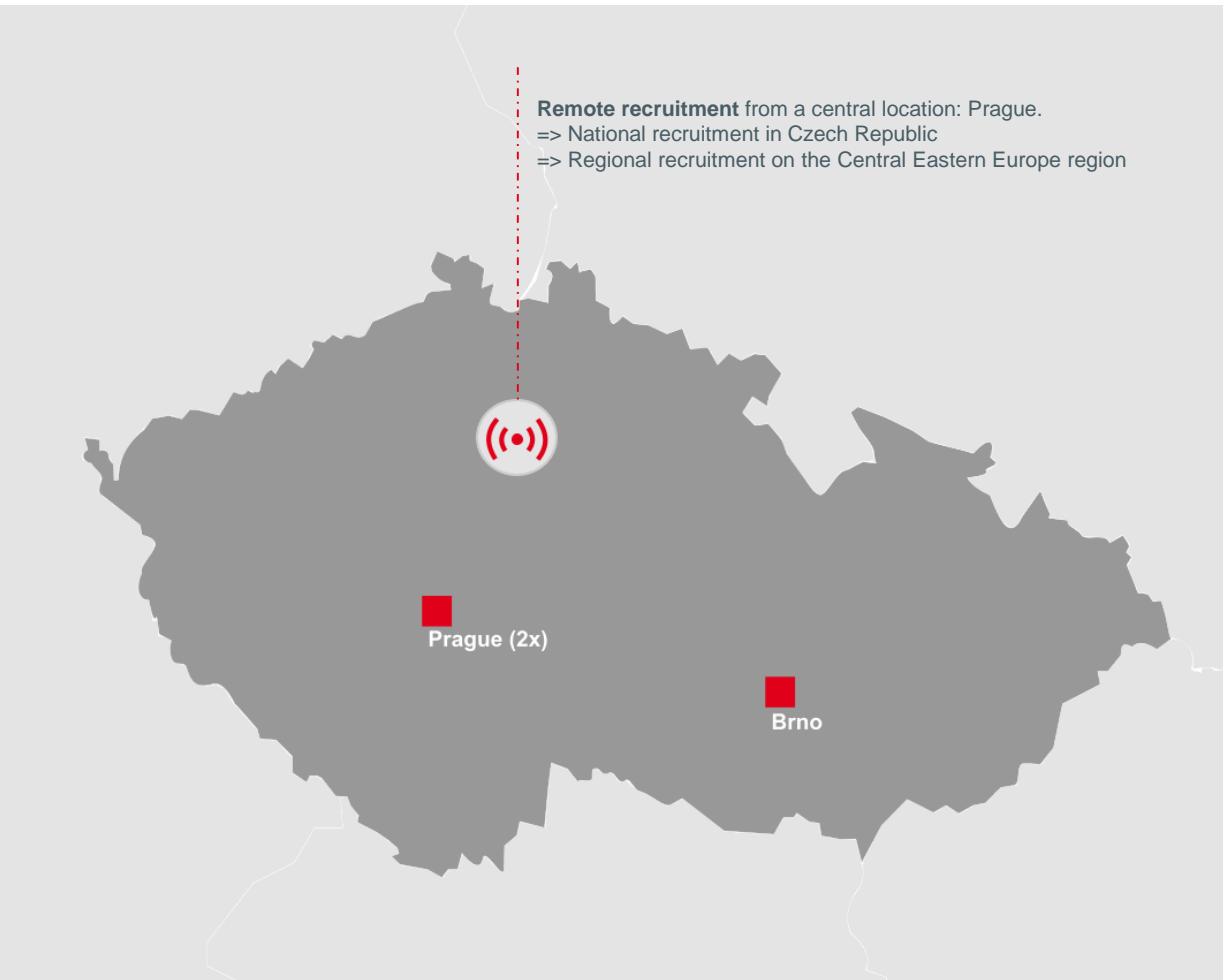
€30 million

=> +35.5% vs 2016

www.synergiesuisse.ch

SYNERGIE in Czech Republic

Over 20 years of experience on the Czech recruitment market



3 Branches	25 Permanent Staff	+ 160 Permanent placements annually	175 Temporary workers placed per week
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Operating since 1994

A multi-specialist Human Resources provider

Temporary Employment	On-site Services	Payrolling			
Permanent Placement	Recruitment & Selection	Executive search	International Recruitment <small>global cross sourcing by synergie</small>		
HR services	Greenfield projects	Training	Outplacement	Outsourcing	Consulting
Managed services : MSP/ CWO / RPO Master & Neutral Vendor					

Our sectors:

- Aeronautics
- IT & Digital
- Banking & Finance
- Automotive
- Production & Logistics
- Sales & Marketing
- HR & Administration.
- Logistics
- Legal

Leader on the Banking & Finance permanent recruitment market in Prague

Accreditations:



2 divisions:

SYNERGIE Recruitment
SYNERGIE Temporary Help

www.synergie.cz

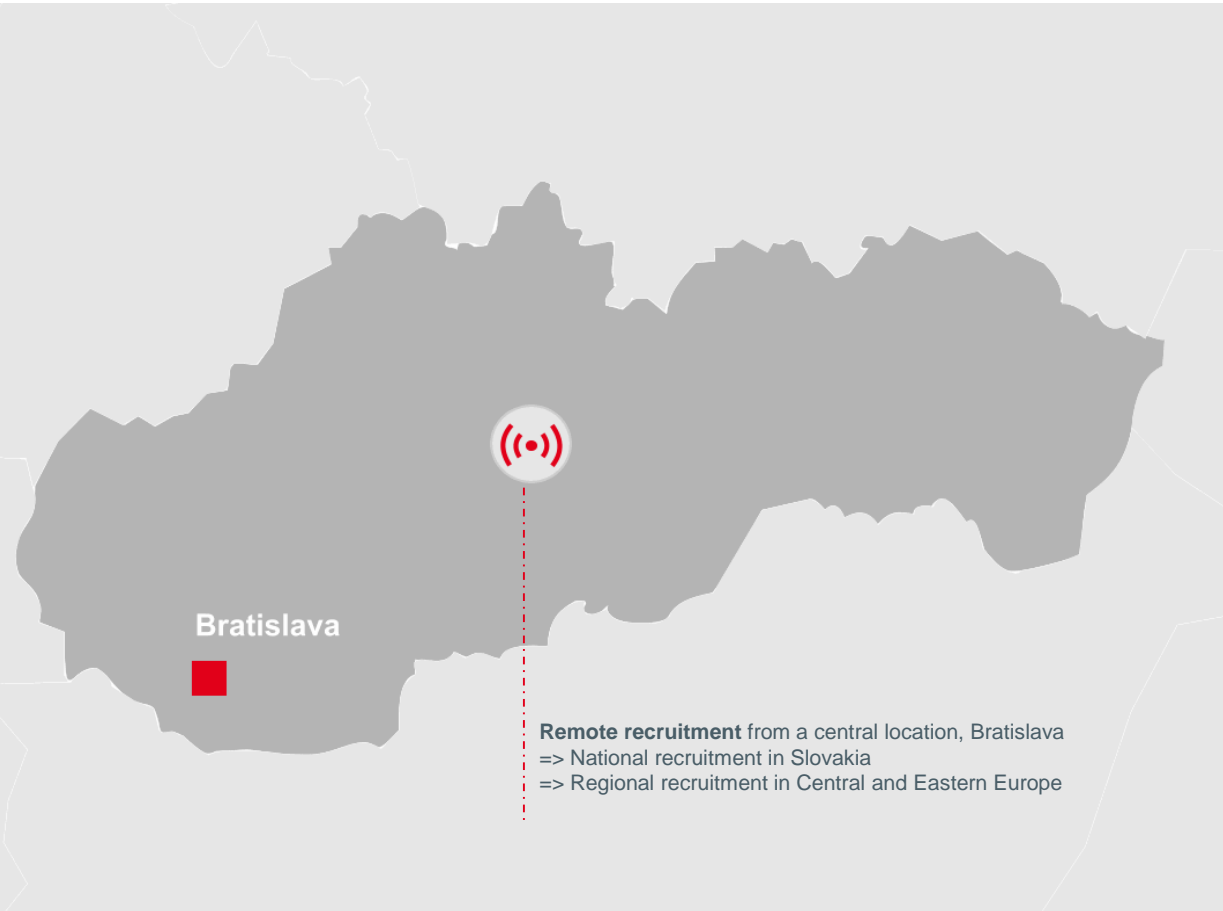
Turnover 2017:

€4 million

=> +44% vs 2016

SYNERGIE in Slovakia

TOP 3 Recruitment Agency in Slovakia



60
Clients

+100
Temporary workers placed
daily

+120
Permanent placements
annually

Nearly 20 years of experience in the Slovakian labour market: Operating since 1999

A multi-specialist Human Resources provider

Temporary Employment	On-site Services	Payrolling			
Permanent Placement	Recruitment & Selection	Executive search	International Recruitment <small>global cross sourcing by synergie</small>		
HR services	Greenfield projects	Training	Outplacement	Outsourcing	Consulting
Managed services : MSP/ CWO / RPO Master & Neutral Vendor					

Our sectors:

- IT & Industrial Automation
- Production & Logistics
- HR & Administration
- Banking & Finance
- Sales & Marketing

Accreditations:



Turnover 2017:

€2 million

=> +74.5% vs 2016

www.synergie.cz

Visit our TOP 10 Business BLOG* in Slovakia
Sharing experience and advising people working in HR and jobseekers
<https://www.hladacipokladov.sk>
* repeatedly awarded since 2014

2 divisions:

SYNERGIE Recruitment
SYNERGIE Temporary Help

SYNERGIE in the United Kingdom

Acorn is one of the UK's leading recruitment brands



39 Branches & on-sites	750 Different clients each week	1'700 Permanent placements per year	6'500 Temporary workers placed each week
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A multi-specialist Human Resources provider

Temporary Employment	On-site services	Payrolling		
Permanent Placements	Recruitment & selection	Executive search	International recruitment <small>global cross sourcing by synergie</small>	
HR Services	Greenfield projects	Outplacement	Outsourcing	Consulting
Managed services : MSP/ CWO / RPO Master & Neutral Vendor				

Our sectors:

- Aeronautics & Defence
- Executive Search
- Construction, M&E
- IT & Digital
- Technical & Engineering
- Rail & Civil
- Energy
- Industrial, Manufacturing
- Logistics
- Commercial & Office Support
- Nursing & Healthcare
- Legal & Finance

Accreditations:



SYNERGIE operates under the brand:



www.acornpeople.com

Turnover 2017:

€113.5 million

SYNERGIE in Australia

One of the fastest growing recruitment business in Australia



4 Branches	100 Clients	500 Temporary workers placed per month
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Operating since 2012

A multi-specialist Human Resources provider

Temporary Employment	On-site Services	Payrolling			
Permanent Placement	Recruitment & Selection	Executive search	International Recruitment <small>global cross sourcing by synergie</small>		
HR services	Greenfield projects	Training	Outplacement	Outsourcing	Consulting
Managed services : MSP/ CWO / RPO Master & Neutral Vendor					

Our sectors:

- Accounts & Finance
- Engineering & Technical
- Defence & Aviation
- Office Support & Administration
- Oil & Gas
- Mining & Resources
- Construction & Trades
- Public Sector & Government

SYNERGIE operates under the brand:



In 2015, SYNACO Global acquired Perth-based oil and gas specialist recruiter B2B Engineering Pty Ltd.

www.synacoglobal.com.au

Turnover 2017

€27 million

=> +150.7% vs 2016

SYNERGIE in Canada

Over 50 years of experience on the Canadian recruitment market



24
Branches

735
Clients

24/7
service

1'200
Permanent
placements per
year

8'500
Temporary
workers placed
per year

Operating since 1967

A multi-specialist Human Resources provider

Temporary Employment	On-site Services	Payrolling	International Recruitment		
Permanent Placement	Recruitment & Selection	Executive search	Outplacement		
HR services	Greenfield projects	Training	Outsourcing	Consulting	
Managed services : MSP/ CWO / RPO Master & Neutral Vendor					

Our sectors:

- Administrative
- Food industry
- Technical & Management
- Bank & legal
- Healthcare
- Transportation & logistics
- IT & Digital Industry

Member of: Association of Canadian Search, Employment & Staffing Services

SYNERGIE operates under the brand:



www.hunt.ca



Turnover 2017:

\$48 million

SYNERGIE in Poland



*global cross
sourcing*
by **synergie**

Our Polish International recruitment team attract and select skilled workers primarily for jobs within the Transportation & Logistics sectors in Benelux

SYNERGIE International Recruitment
Madame Curieweg 8 / 5482 TL Schijndel
T. 073-549 62 16
F. 073-549 65 29
E. info@synergiejobs.nl

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20 boulevard Eugène Déruelle
T. + 33 (0)472 689 068
T. + 33 (0)472 689 067
E. globalcrosssourcing@synergie.com