



human resources

STRONG GROWTH IN 2015

- **Turnover: €1,798.9 million**
- **Operating profit: €89.0 million**
- **Net profit: €60.1 million**



Mr Daniel AUGEREAU
Chairman and CEO

The Board of Directors of SYNERGIE, chaired by Daniel AUGEREAU, met on 06 April 2016 and approved the financial statements for the year ended 31 December 2015. The auditing procedures for these financial statements are complete and the relative report is being issued.

Consolidated - in €M	2015	2014 ¹	Change
Turnover	1,798.9	1,669.8	+7.7%
Current operating profit ²	92.7	76.4	+21.4%
Operating profit	89.0	73.6	+21.0%
Profit before tax	89.4	73.9	+21.0%
Income tax	(29.4)	(22.5)	
Net profit	60.1	51.4	+17.0%
Net profit, Group share	59.5	50.9	

¹ After application of IFRIC 21

² Before amortisation and write-downs of intangible assets

LEADING

FRENCH INDEPENDANT
GROUP IN
HR SERVICES

5th

EUROPEAN NETWORK

15

COUNTRIES
WORLDWIDE

600

OFFICES

2,570

PERMANENT
EMPLOYEES

100,000

CUSTOMER
COMPANIES

Record turnover of €1,798.9 million

The Group, which now has a network of 600 agencies, generated a turnover of €1,798.9 million in 2015, and increase closed to 8% compared to 2014 (on like-for-like basis), substantially outperforming in its international activity.

SYNERGIE has continued to expand strongly in all European countries, achieving turnover of €874.9 million, representing overall growth of 13.2%, posting particularly strong performances in countries where it is solidly established such as Italy (+22%), Belgium (+16%) and Spain (+16%).

Turnover in France came out at €924.0 million, with a sharp recovery in the 4th quarter.

Sharp rise in net profit: €60.1m (+17%)

The Group's high business volumes, together with better cost control, gave a substantial boost to current operating profit, which reached €92.7 million (+21.4%) for the full year, representing nearly 5% of turnover for the first time.

Consolidated operating profit grew by 21% to €89 million, with France, where profitability was favoured, contributing €65.4 million.



ISSUED CAPITAL: 121 810 000 € - EURONEXT PARIS COMPARTMENT B - ISIN FR0000032658 - TRADING SYMBOL: SDG - REUTERS: SDGI.PA - BLOOMBERG: SDG:FP

CONTACT: SYNERGIE Finance Department - Yvon Drouet - Tel: +33(0)1 44 14 90 20 - yvon.drouet@synergie.fr

www.synergie.com



Due to these excellent results, net profit after tax rose by 17%, to €60.1 million, confirming the relevance of the strategic decisions taken in France and in the other 14 countries where the Group is now present.

In the high-growth sectors, thanks to investments in the aeronautics, renewable energy and specialised services areas, as well as the development of the OpenCenters and Global Cross Sourcing (international secondment of skills), SYNERGIE's customers can now rely on a fully integrated international network.

With shareholders' equity of more than €320 million and strongly positive net cash (minus all debt) of €47.1 million (i.e. €105.8 million including the CICE which can be used), SYNERGIE has the resources it needs to pursue its expansion in France and abroad.

Outlook for 2016

SYNERGIE continued to perform in all of its markets in the early months of the year, with particularly strong growth in France, where the network once again outperformed the market. The implementation of the new global services offering resulting from the 2014/2015 action plan has produced results, confirming recruitment and high value-added placement as a major area for growth.

In this context, the Group is pursuing its strategy of rolling out into dynamic regions and sectors, particularly outside France, and is also actively seeking takeover targets, in particular to enable it to become stronger in countries where the Group is already present; SYNERGIE aims to achieve turnover of close to €2 billion in this financial year.

The German company CAVALLO, which generates annual turnover of €25 million and which was integrated at the beginning of this year, is fully in line with the Group's development objectives in Germany, where SYNERGIE aims to be a major player on a national scale.

Dividends: €0.60 per share

A dividend of €0.60 will be proposed at the Shareholders' Meeting of 23 June 2016, with a payment date of 30 June 2016.



UPCOMING EVENTS

- Publication of turnover for the first quarter of 2016 on Wednesday 27 April 2016 after the stock market closes
- Combined Ordinary and Extraordinary Shareholders' Meeting on Thursday 23 June 2016