

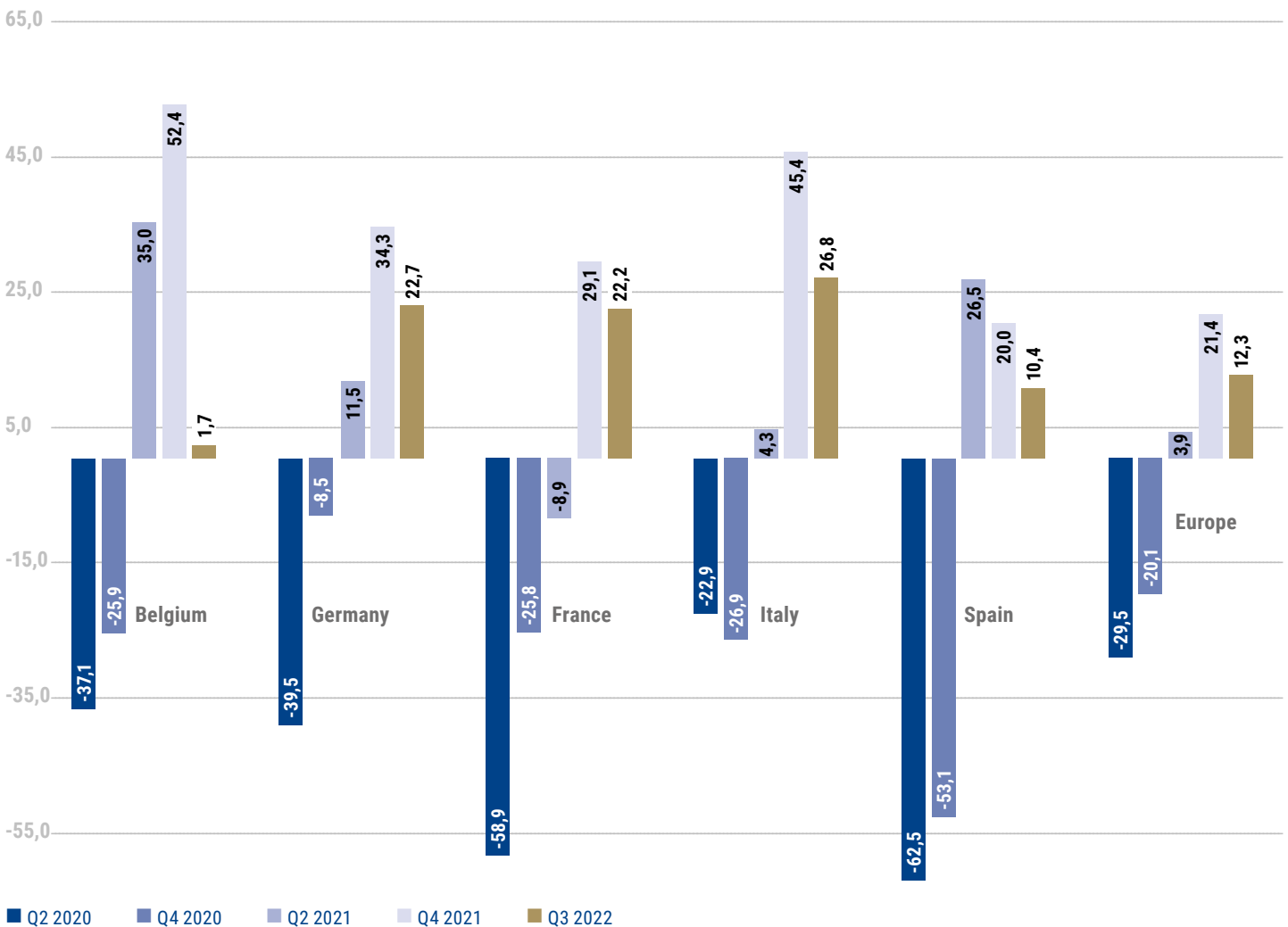
Summary

Analysis of the results to November 2022

The European barometer of the business climate in the recruitment industry, conducted by ECSSA in November 2022, underlines a rather positive development in all countries, despite the fact that there is a general decline in growth compared to the last projection in November 2021 (Q4 2021). There, in fact, confidence in

Europe had increased significantly compared to May 2021, reaching a value of 21.4. Currently, the ECSSA barometer stands at a value of 12.3. It is noteworthy that the current market, in terms of company assignments and turnover, has a positive value in almost all participating countries, while forecasts are less optimistic.

FIGURE 1: STATE OF THE INDUSTRY INDEX, NOVEMBER 2020 TO NOVEMBER 2022 PER COUNTRY



Results per country:

Compared to November 2021, the **Italian** index stands at 26.8. The current state of the business is satisfactory, although there has been a decline compared to November 2021 where the value was at 45.4. As for the expected performance over the next six months, it is expected to grow by 46%. Turnover in the last three months has increased for 54% of the respondents. While search and selection assignments have not increased strongly going over budget, in fact the perception reflects a value of 29%. However, company turnover and the number of assignments are currently at a positive net level.

In second place again is **Germany** with an index of 22.7. As in November 2021, companies continue to grow, albeit with a small slowdown. The current state of the business has a very positive value of 55% above the budget forecast. Company expectations for the next six months remain stable, as does turnover in the last three months. On the other hand, the number of assignments increases for 58% of the companies.

Then we find **France** with an index at 22.2, a positive index also regarding the state of the industry in this country with a value of 56% above the expected budget. On the other hand, the performance expected by companies for the next six months remains stable. 50% of the respondents reported an increasing turnover. While search and selection assignments are stable, reflecting a positive perception (56%).

Belgium and **Spain** are the two countries with the lowest indices. Spain has unfortunately not yet emerged from the crisis due mainly to the pandemic situation, while **Belgium's** companies are showing a lack of confidence. Although the number of recruitment assignments is satisfactory (69%) and forecasts stable, the country's index is with 1.7 the lowest at European level. **Spain** shows an index at 10.4. While recruiters are more than satisfied with the current situation (42%), they are cautious about their forecasts for the future. 67% expect a stable situation, both in terms of turnover and assignments.

TABLE 1: STATE OF BUSINESS INDEX Q3 2022

| | Belgium | France | Germany | Italy | Spain |
|--|----------------|---------------|----------------|--------------|--------------|
| How is your present state of business | %-Share | %-Share | %-Share | %-Share | %-Share |
| Good (above budget) | 24% | 56% | 55% | 43% | 42% |
| Satisfying (breakeven) | 59% | 39% | 33% | 39% | 46% |
| Dissatisfying (below budget) | 17% | 6% | 12% | 18% | 13% |
| Has your turnover within the last three months...? | 100% | 100% | 100% | 100% | 100% |
| Increased | 31% | 50% | 45% | 54% | 25% |
| Remained stable | 45% | 39% | 48% | 21% | 54% |
| Decreased | 24% | 11% | 6% | 25% | 21% |
| Is your company's current number of recruitment assignments...? | 100% | 100% | 100% | 100% | 100% |
| Large (above budget) | 17% | 39% | 58% | 29% | 25% |
| Satisfying (breakeven) | 69% | 56% | 30% | 46% | 63% |
| Dissatisfying (below budget) | 14% | 6% | 12% | 25% | 13% |
| Will your company's performance within the next six months...? | 100% | 100% | 100% | 100% | 100% |
| Increase | 21% | 28% | 21% | 46% | 13% |
| Remain stable | 55% | 39% | 61% | 36% | 67% |
| Decrease | 24% | 33% | 18% | 18% | 21% |
| State of Business Index Q3 2022 | 1.7 | 22.2 | 22.7 | 26,8 | 10,4 |

About the ECSSA barometer

The level of business activity of the recruitment consultancy industry requires a finely-tuned steering given the frequency and reactivity with which it is evolving. That is why the index supplied by the barometer of the European Executive Recruitment market, created by ECSSA in 2010, offers a tool that makes it possible to anticipate the industry's short-term and mid-term developments.

This index is the result of a mathematical calculation based on the German Ifo Index (see www.cesifo-group.de) integrating two quality factors:

- ★ the perception of the current situation as experienced by Executive Recruitment Consulting companies.
- ★ their estimation of the short-term trends.
- ★ It makes it possible to draw conclusions at two levels:
- ★ the evolution of the situation of each respondent country over time,
- ★ the difference in the evolution of each ECSSA member country.

The ECSSA barometer is quarterly and factors in the data obtained from each of the ECSSA member countries, Germany, Belgium, France, Luxembourg, Spain and Italy.

About ECSSA:

The European Confederation of Search and Selection Associations ECSSA was formed in 2004 by the French, German and Italian association. Belgium, Spain and the UK joined closely after. ECSSA currently counts six national member associations in European countries. The primary objective of ECSSA is to develop the Recruitment and Search & Selection industry on a European level by professional ethics and standards, to become a dynamic forum for networking and exchange of information and views between members and to promote the interests of the Recruitment and Search & Selection industry among different European organizations.