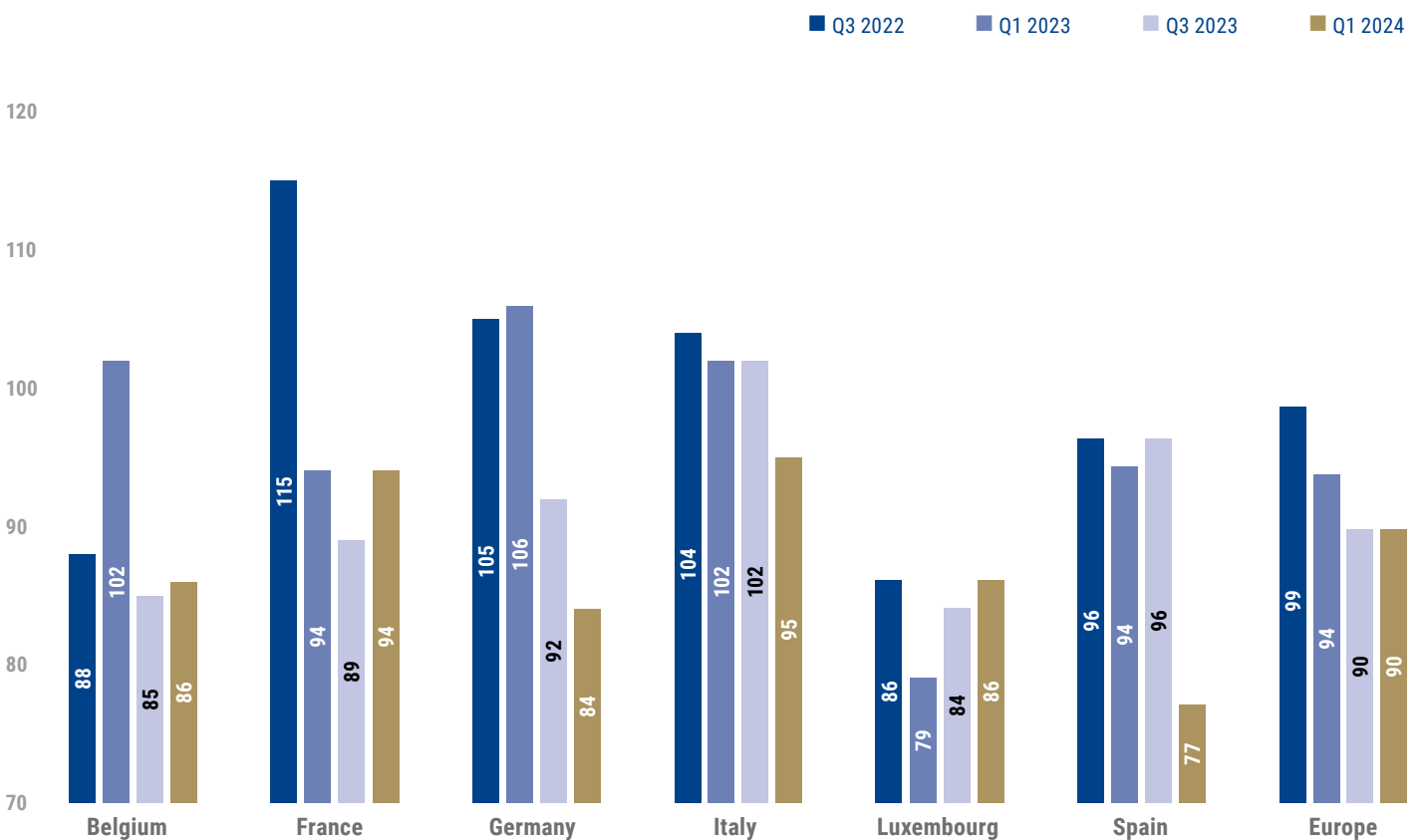


Management Summary

In April 2024, the ECSSA State of the Industry Barometer remains at the same level as the previous quarter. The index value of 89.5 signifies a marginal decrease of 0.4 index points from the previous assessment period, suggesting a steady start into 2024 for the sector.

FIGURE 1: STATE OF THE INDUSTRY BAROMETER, Q3 2022 TO Q1 2024 BY COUNTRY



The respective index values are standardised to the average for 2019. An index value of 100 means that the current business climate index, i.e. the mood in consulting, is at exactly the same level as in 2019.

Of particular note is the decline observed in Spain, Germany, and Italy, although Italy retains its position with the highest index value. Spain, on the other hand, experienced a notable decrease, recording the lowest value. In contrast, Belgium, France, and Luxembourg exhibited improved performance compared to their preceding quarters, even though with a rather modest upswing in the index.

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.