

| Palmarès 2020 des meilleurs cabinets de recrutement |                                  |                         |                            |       |                                                |                       |                         |                       |                |                               |                        |                           |                          |        |       |                                  |
|-----------------------------------------------------|----------------------------------|-------------------------|----------------------------|-------|------------------------------------------------|-----------------------|-------------------------|-----------------------|----------------|-------------------------------|------------------------|---------------------------|--------------------------|--------|-------|----------------------------------|
| EXECUTIVE SEARCH                                    |                                  |                         |                            |       |                                                |                       |                         |                       |                |                               |                        |                           |                          |        |       |                                  |
| Informations générales                              |                                  |                         |                            |       |                                                |                       |                         |                       |                | Secteurs d'activités*         |                        |                           |                          |        |       |                                  |
| Entreprise                                          | Site Web                         | Siège social en France* | Nombre de sites en France* | Score | Généraliste avec 6 secteurs différents ou plus | Conseil et ingénierie | Transport et logistique | Industrie, automobile | Secteur Public | Banque et services financiers | Distribution, commerce | Informatique, technologie | Énergie et environnement | Chimie | Santé | Nombre de consultants en France* |
| Abaka                                               | www.abaka.fr                     | Rennes                  | 4                          | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | 1-10                             |
| Accetis International                               | www.accetis.com                  | Levallois-Perret        | 1                          | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | 51-100                           |
| ACE Management                                      | www.ace-management.com           | Paris                   | 1                          | ★★★★★ |                                                |                       |                         |                       |                | ✓                             |                        | ✓                         |                          |        |       | 1-10                             |
| Ad Hominem International                            | www.ad-hominem.com               | Neuilly-sur-Seine       | 1                          | ★★★★★ |                                                | ✓                     |                         | ✓                     |                | ✓                             | ✓                      | ✓                         |                          |        |       | 11-50                            |
| Agora Search                                        | www.agorasearch.com              | Paris                   | 1                          | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | 1-10                             |
| Alexander Hughes                                    | www.alexanderhughes.com          | Paris                   | 2                          | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | 11-50                            |
| Altaide                                             | www.altaide.com                  | Paris                   | 2                          | ★★★★★ |                                                | ✓                     |                         |                       |                | ✓                             |                        | ✓                         |                          |        |       | 1-10                             |
| Alvedis Conseil                                     | www.alvedis.com                  | Paris                   | 1                          | ★★★★★ |                                                |                       |                         |                       |                | ✓                             | ✓                      |                           |                          |        |       | 1-10                             |
| Amrop                                               | www.amrop.com                    | Paris                   | 1                          | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | 1-10                             |
| Arrowman Executive Search                           | www.arrowman.eu                  | Paris                   | 2                          | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | 1-10                             |
| Arthur Hunt                                         | www.arthur-hunt.com              | Paris                   | 25                         | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | 11-50                            |
| Badenoch + Clark                                    | www.badenochandclark.com         | Paris                   | 7                          | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | 11-50                            |
| Batenborch International                            | www.batenborch.com               | Clichy                  | 1                          | ★★★★★ |                                                |                       |                         | ✓                     |                |                               | ✓                      | ✓                         |                          |        | ✓     | -                                |
| Beyond Associés                                     | www.beyond-associés.com          | Paris                   | 1                          | ★★★★★ |                                                |                       |                         | ✓                     |                | ✓                             | ✓                      | ✓                         | ✓                        |        |       | 11-50                            |
| Blue Search Conseil                                 | www.blue-search.com              | Paris                   | 1                          | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | 11-50                            |
| Boyden France                                       | www.boyden.com                   | Paris                   | 1                          | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | 11-50                            |
| CDG Conseil                                         | www.cdgconseil.fr                | Paris                   | 2                          | ★★★★★ |                                                |                       |                         |                       |                |                               |                        |                           |                          |        | ✓     | 11-50                            |
| Chantal Baudron                                     | www.chantalbaudron.fr            | Paris                   | 1                          | ★★★★★ |                                                |                       |                         |                       |                |                               | ✓                      | ✓                         |                          |        | ✓     | 1-10                             |
| Crédey & Associés                                   | www.credey.com                   | Paris                   | 1                          | ★★★★★ |                                                |                       | ✓                       |                       |                |                               |                        |                           | ✓                        |        |       | 1-10                             |
| Critère                                             | www.critere.com                  | Paris                   | 1                          | ★★★★★ |                                                |                       |                         |                       |                |                               | ✓                      | ✓                         | ✓                        |        |       | 1-10                             |
| Digital Jobs                                        | www.digitaljobs.fr               | Paris                   | 1                          | ★★★★★ |                                                | ✓                     |                         |                       |                |                               |                        | ✓                         |                          |        |       | 1-10                             |
| Egon Zehnder                                        | www.egonzehnder.com              | Paris                   | 2                          | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | 11-50                            |
| EHC                                                 | www.ehc.fr                       | Rueil Malmaison         | 1                          | ★★★★★ |                                                | ✓                     | ✓                       |                       |                |                               | ✓                      |                           | ✓                        |        | ✓     | 11-50                            |
| Eiger International                                 | www.eiger-ls.com                 | Paris                   | 1                          | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | 1-10                             |
| EMA Partners International                          | www.ema-partners.com             | Paris                   | 1                          | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | 101-500                          |
| Eric Salmon & Partners                              | www.ericssalmon.com              | Paris                   | 1                          | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | 11-50                            |
| Eurosearch & Associés                               | www.eurosearch-associés.com      | Paris                   | 1                          | ★★★★★ |                                                |                       |                         | ✓                     |                | ✓                             | ✓                      | ✓                         |                          |        | ✓     | 11-50                            |
| Experis France                                      | www.experis-france.fr            | Paris                   | 7                          | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | 101-500                          |
| Fil by Adameo                                       | www.adameo.com                   | La Tour-du-Pin          | 3                          | ★★★★★ |                                                |                       | ✓                       | ✓                     |                |                               | ✓                      | ✓                         |                          |        |       | -                                |
| Fitch Bennett Partners                              | www.fitchbennettpartners.com     | Paris                   | 1                          | ★★★★★ |                                                | ✓                     |                         | ✓                     |                | ✓                             | ✓                      | ✓                         |                          |        |       | 1-10                             |
| Giudicelli International                            | www.giudicelli-international.net | Paris                   | 1                          | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | 1-10                             |
| Grant Alexander                                     | www.grantalexander.com           | Paris                   | 5                          | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | 11-50                            |
| Haussmann Executive Search                          | www.haussmann-es.com             | Paris                   | 1                          | ★★★★★ |                                                |                       |                         |                       |                | ✓                             | ✓                      | ✓                         |                          |        |       | 11-50                            |
| Hays                                                | www.hays.fr                      | Paris                   | 20                         | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | -                                |
| Heidrick & Struggles                                | www.heidrick.com                 | Paris                   | 1                          | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | 11-50                            |
| Horton International                                | www.hortoninternational.com      | Paris                   | 1                          | ★★★★★ |                                                |                       |                         |                       |                | ✓                             | ✓                      | ✓                         |                          |        | ✓     | 1-10                             |
| Jouve & Associés                                    | www.jouve-associés.fr            | Paris                   | 1                          | ★★★★★ |                                                |                       |                         | ✓                     |                | ✓                             | ✓                      | ✓                         |                          |        |       | 11-50                            |
| Kienbaum                                            | www.kienbaum.com                 | Paris                   | 1                          | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | 1-10                             |
| Korn Ferry                                          | www.kornferry.com                | Paris                   | 3                          | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | 11-50                            |
| Laurence Simons                                     | www.laurencesimons.com           | Paris                   | 1                          | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | 1-10                             |
| Leaders Trust                                       | www.leaderstrust.com             | Paris                   | 1                          | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | 1-10                             |
| Lincoln                                             | www.lincoln-group.com            | Paris                   | 3                          | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | -                                |
| Livingstone RH                                      | www.livingstone-rh.fr            | Paris                   | 1                          | ★★★★★ |                                                |                       |                         | ✓                     |                | ✓                             | ✓                      |                           |                          |        | ✓     | 1-10                             |
| Mac Anders Paris                                    | www.macanders.fr                 | Paris                   | 3                          | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | 11-50                            |
| Maesina International Search                        | www.maesina.com                  | Neuilly-sur-Seine       | 1                          | ★★★★★ |                                                |                       |                         |                       |                |                               | ✓                      | ✓                         |                          |        |       | 1-10                             |
| Menway                                              | www.menway.com                   | Metz                    | 70                         | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | -                                |
| Mercuri Urval                                       | www.mercuriurval.com             | Paris                   | 2                          | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | 1-10                             |
| Morgan Philips Hudson Executive Search              | www.hudson.fr                    | Paris                   | 4                          | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | -                                |
| N+1 Executive                                       | www.nplus1executive.fr           | Paris                   | 1                          | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | 1-10                             |
| NESS - New Executive Search Solution                | www.ness-recrutement.com         | Paris                   | 1                          | ★★★★★ |                                                |                       |                         |                       |                | ✓                             |                        | ✓                         |                          |        |       | -                                |
| Odgers Berndtson                                    | www.odgersberndtson.com          | Paris                   | 1                          | ★★★★★ | ✓                                              |                       |                         |                       |                |                               |                        |                           |                          |        |       | 11-50                            |

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