



# Company Profile 2022





# We Are

Among the world's leading companies providing services for the **evolution of the Labour Market.**



# We Work

To create a sustainable social and economical value, to build **enjoyable work environments** and to be life-changing for people.





# We Believe

In **sustainable work**, which means achieving living and working conditions that support people throughout an extended working life.

# We Aim

To create a sustainable, streamlined and enjoyable Global Market for **Candidates and Companies**, reflecting **Labour Market** needs.



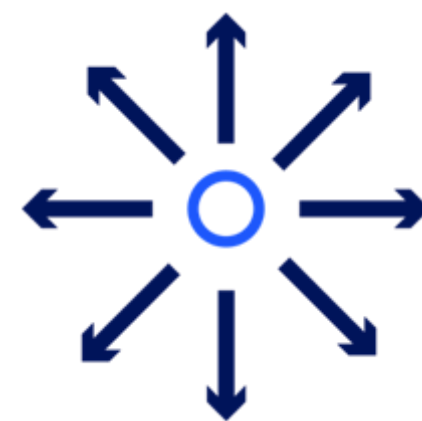
We Are  
More than Work

# Our Sustainable Work Manifesto



## People

Grasp the meaning and value of work, take care of your psycho-physical well-being. Invest in developing hard and soft skills and build professional and leadership relationships.



## Companies

Improve resiliency, give priority to innovation and value creation, invest in human capital. Promote diversity and inclusion, reduce waste and pay attention to environmental issues.



## Institutions & Society

Develop and support active labour policies, promote sustainable flexibility, reduce the mismatching of skills. Fight undeclared work and tax evasion and promote training to enhance people's employability.

# Our Values



Care



Collaboration



Passion



Sustainability



Continuous Learning  
and Innovation



Responsibility



# Our History

**1998**

We found **Générale Industrielle**.

**2004**

We acquire **Worknet**, the employment agency of Fiat and we become the largest Italian owned agency with a turnover of 320 million euros and 190 branches.

**2008**

We integrate **Générale Industrielle** and **Worknet** in one brand: **Gi Group**. Our international expansion continues with operations in China, Hong Kong, France, Brazil, Spain and India.

**2007**

We make new acquisitions in Germany and Poland, starting our international expansion.

**2005**

We start operations in the outplacement sector.

**2009-2011**

Further international expansion: UK, Argentina and Eastern Europe. Gi Group becomes a member of **World Employment Confederation** (formerly CIETT).

**2013**

We begin our international practices **OD&M** – HR Consulting and Training and Wyser - Search & Selection of mid level staff.

**2014-2015**

Thanks to operations in Turkey, Portugal, Netherlands and Slovakia, we develop the partner program with a stronger global effort.

**2019**

We reach another important goal: the acquisition in Germany of **OnTime Solution GmbH** and **House of Jobs** specialized in International Mobility

**2018**

We carry out the acquisition of **Grafton** and **Marks Sattin**, world leaders in the professional segment.

**2016**

Our international expansion continues with the acquisition of Tack and TMI, global leaders in learning & development services. Also, we open our offices in Colombia.

**2020**

We strengthen our presence in Europe and USA with the acquisitions of **Grupo Norte** (Spain), **Kelly Services** (Brazil), **Workservice** (Poland) and **Career Arc** (USA).

**2021**

We achieve the most recent acquisitions: Jobtome in Switzerland and Axxis in France.

**2022**

We create **Gi Group Holding**. Thanks to this new global identity, we that represents the **Company's** new positioning as a Global HR Ecosystem that aims at evolving the Labor Market.

# Our Strategic Evolution



1998

Our starting point: **Generale Industrielle** foundation.

2004

First step: acquisition of **WorkNet**, the employment agency of Fiat in Italy.

2005

We develop acquisitions in **Italy** to start operations in outplacement, training, HR consultancy and payroll outsourcing.

2007

Start of international expansion: we become global corporate member of **World Employment Confederation**.

2013

We begin **Global Practices** in Middle and Senior Managers Search & Selection, Training, Outplacement and Business Processes Outsourcing.

2015

We focus on **specialized professional** divisions and **digital services**.

2018

Acquisition of **Grafton** and **Marks Sattin**.

2022

We launch **Gi Group Holding**.

2021

We reach an historical goal: Group Revenues forecast to overtake **€3,2 Billions**. Also, we realize the acquisitions of **Jobtome** in Switzerland and **Axxis** in France.

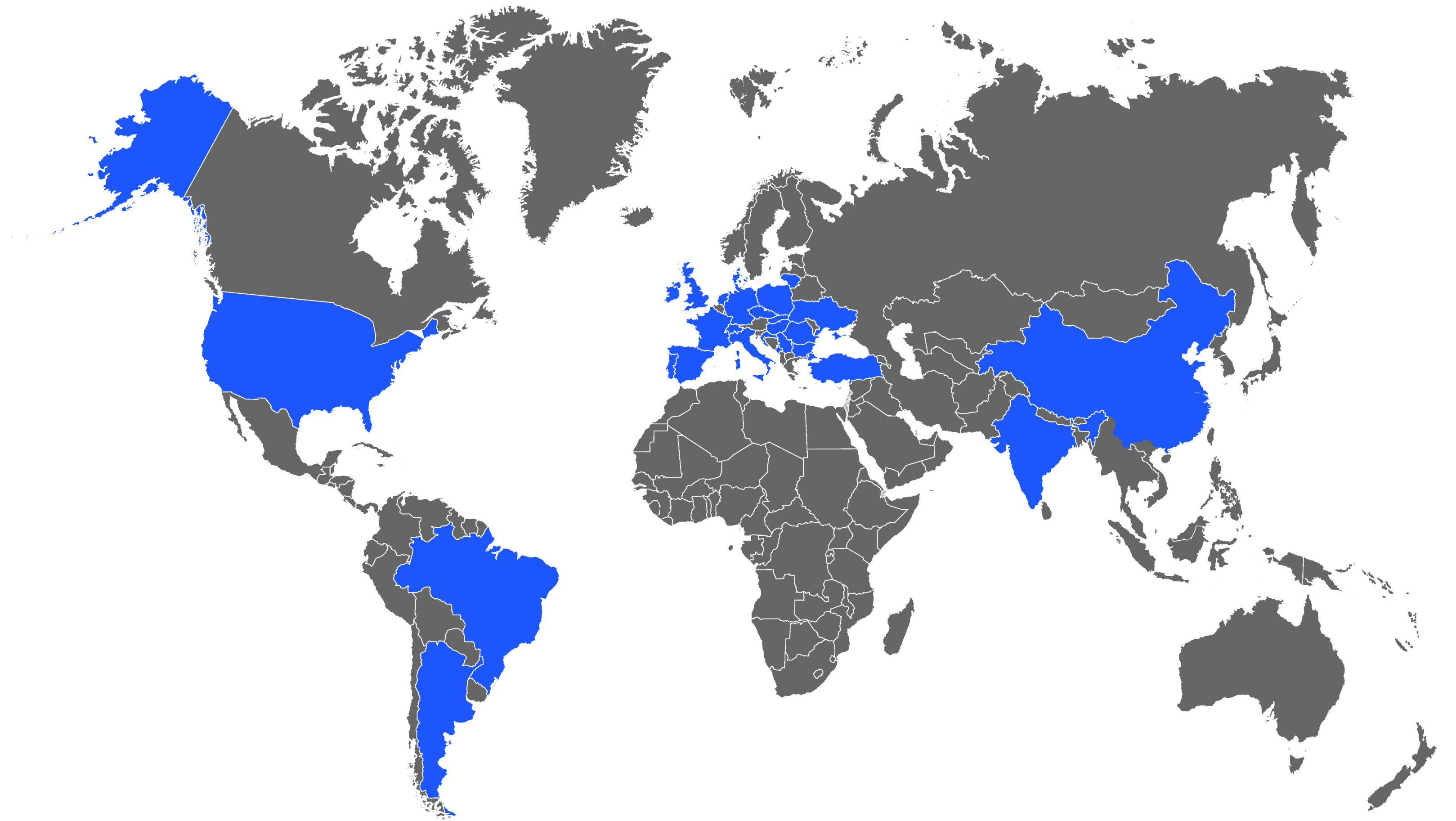
2020

We enlarge our **global presence** with new acquisitions: **OnTime Solution GmbH** and **House of Jobs** in Germany, **Grupo Norte** in Spain, **Kelly Services** in Brazil, **Workservice** in Poland and **Career Arc** in USA.



# Our Global Presence

Thanks to direct presence and strategic partnerships, today we are active across **Europe, APAC** and **Americas**.



29

COUNTRIES WITH  
DIRECT PRESENCE

We have over

650

BRANCHES AND  
OFFICES

And more than

6,700

EMPLOYEES

## DIRECT PRESENCE

- |             |                  |              |               |                   |
|-------------|------------------|--------------|---------------|-------------------|
| • Argentina | • Denmark        | • India      | • Portugal    | • The Netherlands |
| • Brazil    | • Czech Republic | • Ireland    | • Romania     | • Turkey          |
| • Bulgaria  | • France         | • Italy      | • Serbia      | • Ukraine         |
| • China     | • Germany        | • Lithuania  | • Slovakia    | • United Kingdom  |
| • Colombia  | • Hong Kong      | • Montenegro | • Spain       | • USA             |
| • Croatia   | • Hungary        | • Poland     | • Switzerland |                   |

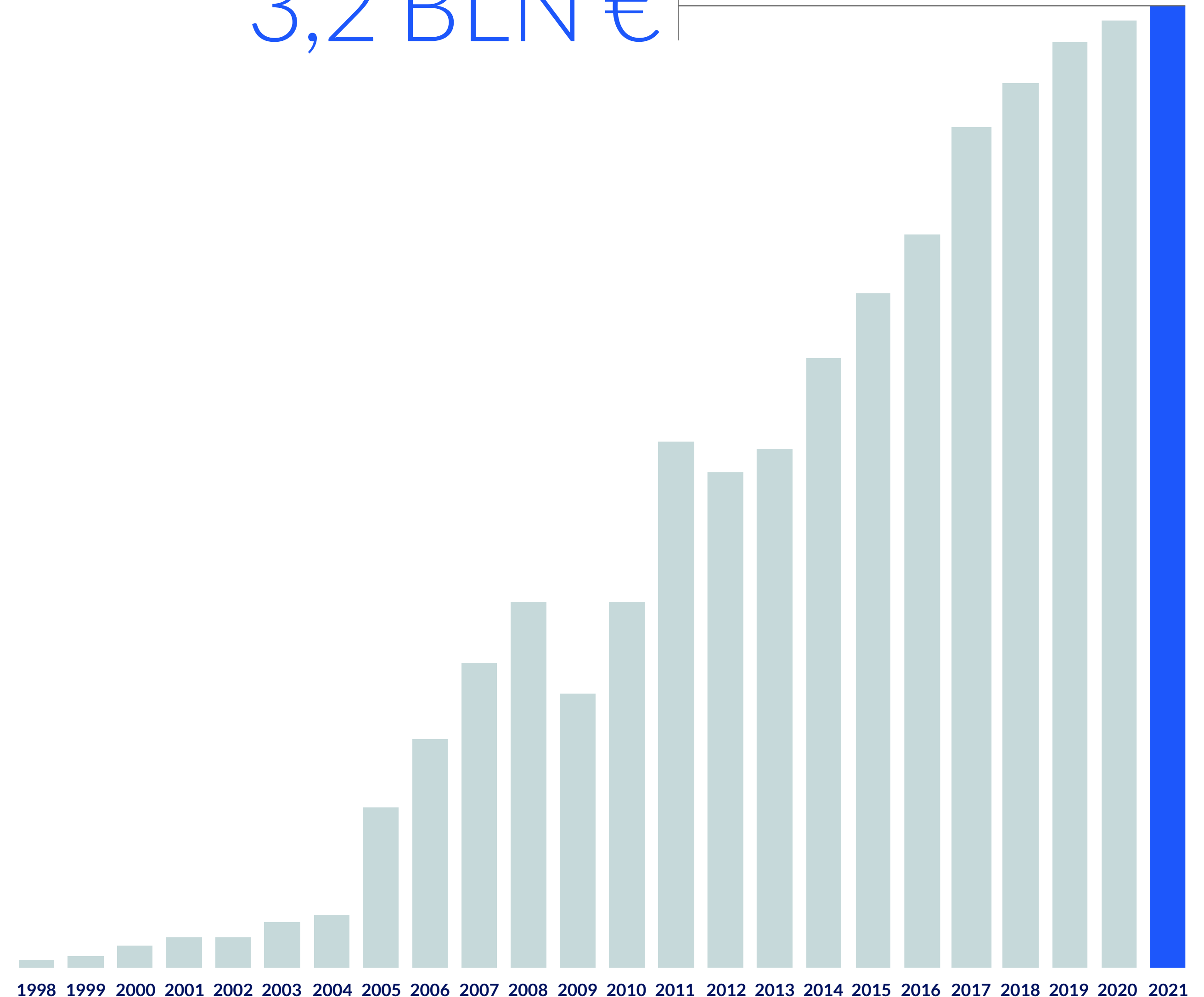
# Our Growth

Our Group is currently supplying over **20,000 Client Companies** globally, with a 2021 revenues of 3,2 Billion Euros.

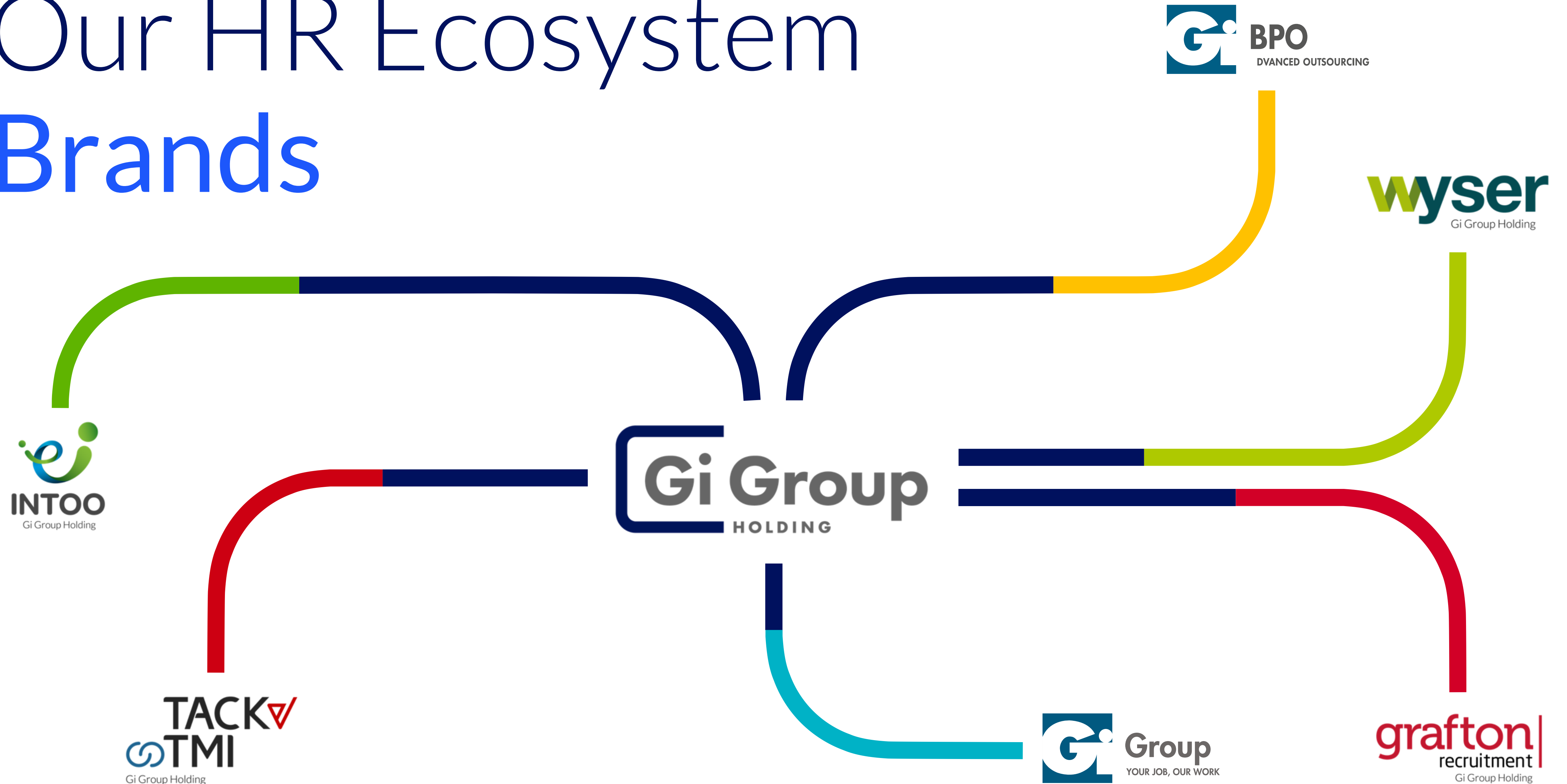
Ranked globally as one of the largest staffing firms by Staffing Industry Analysts, we are also a global corporate member of World Employment Confederation (formerly CIETT).



3,2 BLN €



# Our HR Ecosystem Brands





# Our HR Ecosystem Services





# Temporary and Permanent Staffing



We ease our Clients' search by making their **journey simple**: from candidate sourcing to workforce management.

- We have a **global perspective and thorough knowledge** of the labour market across different industries and countries.
- We leverage our expertise, finding **flexible solutions** to help our clients achieve their business goals.
- We build on long-lasting relationships being always at our client's side.
- We match **the right people with the right companies** by understanding our clients and candidates' needs.
- We act responsibly to make the labour market thrive.

3,900

**PEOPLE**  
T&P INTERNAL TEAM  
MEMBERS

+15,000

**COMPANIES**  
WORKING WITH US

+140,000

**PEOPLE**  
WORKING WITH US  
EVERY DAY





We provide **flexible workforce solutions** with a deep expertise in managing high volumes for the Industrial & Commercial Staffing markets.

## CORE SERVICES



### TEMPORARY STAFFING

**We provide the efficiency companies need.**

With our temporary staffing service, we help our clients to deal with new projects or prepare peak season, ensuring flexibility, effectiveness, cost monitoring and need satisfaction.



### PERMANENT STAFFING

**The right candidate at the right time.**

We consult our clients on their hiring needs and manage all sourcing and selection in order to provide them with the candidate that satisfies their requirements and fits with the company environment.

## DIVISIONS

- Automotive & E-mobility
- Logistics
- Supply Chain
- Manufacturing
- FMCG
- Facility Management & Horeca
- Contact Center
- Fashion & Luxury
- Retail
- Banking & Insurance
- Lifescience
- Medical
- Engineering
- Information Technology
- Building & Construction
- Energy
- Consultancy
- Emerging Businesses

## BRANDED SOLUTIONS

- MoveUp  
(dedicated solution for International Mobility)
- Site Managed Services (SMS)
- Multi-Site-Management (MSM)
- Volume Hiring
- Master Vendor
- Central Order Desk
- RPO
- Professional Training
- Employer Branding



# Professional Staffing



For over 40 years we are the **trusted** and **swift partner** for Companies who want to **efficiently** hire the best Professionals.

- Our people **are focused on results** and forging **lifelong relationships** with our Clients and Candidates.
- We propose **innovative and tailored solutions** to the wide variety of talent management challenges that businesses face today.
- We are **focused on results** and forging **lifelong relationships with our clients and candidates**.
- Our specialist consultants are dedicated to working with clients and candidates across these disciplines. **Looking for ways to add.**

13

COUNTRIES

+500

PEOPLE



The core business manages professional staffing and recruitment solutions up to **Junior Management positions**, for both **permanent and temporary roles**. In addition, by Grafton Recruitment, we can provide additional services such as **HR Consultancy**.

### **SPECIALISATIONS**

We are experts in many industry sectors, for most business functions:

- IT & New Technologies
- Telecommunications
- Finance & Accounting
- Human Resources
- Legal & Administration
- Banking & Financial Services
- Call Center & Multilingual
- Customer Service
- Engineering & Manufacturing
- Property & Construction
- Sales, Retail & Marketing
- Logistics & Purchasing
- SSC/BPO/ITO
- Graduates



# Middle and Senior Managers Search and Selection



We partner with forward-looking Companies to **discover and engage talented managers**, through deep **Market expertise**, shared strategies and a tailored consultancy.

- **We provide a global model** for 3 continents with cross country solutions and international mobility programs and partnerships.
- **We offer a consulting approach to recruitment** that stands out for customer and need analysis, tailor made implementation and candidate management strategy.
- **Specialization** by job families (know how and value generation) and sub-specialization by industries.
- A strong focus on building **long lasting partnerships**.

13

COUNTRIES

+300

PEOPLE





We offer **custom-made solutions** starting from a deep understanding of the business needs combined with our industry-specific knowledge.

Within Search & Selection process, we offer added value services such as **head hunting, assessment centre and candidate market mapping.**

### **SPECIALISATIONS**

Our teams are focused on following divisions:

- Sales & Marketing
- Finance & Accounting
- Information Technology
- Tax & Legal
- Technical & Engineering
- Banking & Insurance
- Human Resources
- Fashion & Luxury Goods
- Digital & New Media
- Oil & Gas
- Pharma & Medical Devices
- Retail & GDO

# Business Processes Outsourcing



We are the advanced outsourcing **specialized partner** who takes the responsibility for the results through **flexibility, durable relationships and strong work ethic.**

Our Operating Model is based on 3 pillars:

- **Responsibility for the results of the outsourced services**, in order to obtain higher efficiency and flexibility.
- **Process transactions at a lower unit cost** thanks to technology and economies of scale.
- **A LEAN model** which provides high quality customer experience, greater process control and cost transparency.

19

COUNTRIES

+270

PEOPLE





Our specialists are able to study, plan, manage and coordinate the processes through investing and integrating best practices and methodologies to **generate added value and high flexibility** for our clients.

We guarantee GiBPO processes and solutions with the ISO 9 001 and the ISO 27 001 Certifications.

#### **SPECIALISATIONS**

- Logistics & Industrial Solutions
- Commercial & Field Marketing Solutions
- Back Office & Digital Solutions
- Auxiliary Services & Facilities



# Learning & Development



With over 110 years of experience and expertise, we empower Companies and their people to **work better and grow** leveraging on deep empathetic relationships, a **wide heritage** of contents, and **brilliant learning experiences**.

Our clients choose us for:

- **The footprint of our global network.**  
We deliver learning to a consistent global standard while adapting to local cultures and the specific needs of your learners.
- **Our array of content & flexibility to customise solutions.**  
We have both research-based solutions and the flexibility to customise learning content to your business reality and requirements.
- **Our commitment to quality & consistency.**  
We deliver programmes of all different sizes on time, to a high quality and with the latest in learning design and delivery.

+45

COUNTRIES

+600

PEOPLE



Using the latest in solutions design and technology, we leverage the best in **learning consulting, individual assessments, training interventions** (both in-person and virtually), **asynchronous learning** (digital and self-paced) and **performance coaching**.

The partnership we build with our clients is unique and delivers:

- **Revenue growth** – by building the capability of Sales Professionals and Sales Teams.
- **Employee engagement and productivity** – providing learners with ongoing career and personal development.
- **Employee retention and leadership culture** – growing the Leaders and Managers of the future.
- **Superior CX** – by changing mindsets and building ownership for customer experience across your business.
- **Culture transformation** – preparing individuals and Leaders for change: how to anticipate it, accept it and deliver it.
- **Safe workplaces** – by promoting the behaviours (in individuals and managers) that underpin a safety culture.



# Career Transition and Employability



We help People aligning their competences, behaviours and performances to Company objectives and Labour Market, delivering **high-touch and customized programs**. We focus on enhancing the candidate experience, career mobility and workforce transition, including coaching, mentoring, career development, change management and outplacement.

INTOO is also a proud founding member of the Career Star Group, a global partnership of the world's leading outplacement companies.



With over 800 locations in 75 countries and over 1500 consultants, this alliance provides access to some of the most innovative brains in the industry, and the reassurance that INTOO can support companies and individuals wherever they are located.

102

COUNTRIES

+100

PEOPLE



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