



25th
anniversary

Company Profile 2023



We Are

A world leader in the delivery of services to support the **evolution of the Labour Market.**



We Work

To change people's lives - providing an **enjoyable working environment**, and creating sustainable social and economic value.



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 and enjoyable Global Market for **Candidates and Companies**, reflecting **Labour Market** needs.



We Are
More than Work

Our Sustainable Work Manifesto

Guided by our **Sustainable Work** roadmap, we create a virtuous cycle of continuous improvement with strategic, complementary actions focused on **People, Companies, Society & Institutions**.



Our Actions for Sustainable Work



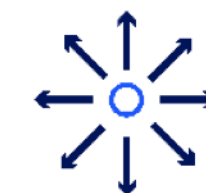
Ensuring Lifelong Employability by upskilling a multi-generational workforce



Reshaping managerial and operational models to fit a rapidly changing and unpredictable world



Striving for decent and inclusive working conditions for all



Promoting an ESG approach for coherent and balanced corporate development

Our Values



Care



Collaboration



Passion



Sustainability



Continuous Learning
and Innovation



Responsibility

Our History

25th
anniversary

1998

Our starting point:
founding of Generale
Industrielle

2004

First step: acquisition
of WorkNet, Fiat's
employment agency in
Italy.

2005

Further acquisitions in Italy
bring new services:

- Outplacement
- Training
- HR consultancy
- Payroll outsourcing

2007

International expansion with acquisitions
in Germany and Poland.

2008

Générale Industrielle and Worknet merge
to become: **Gi Group**.

New offices opened in: China, Hong Kong,
France, Brazil, Spain and India.

2009-2011

Further international expansion: UK,
Argentina and Eastern Europe.

2013

Creation of the Global Practices: Mid-
Senior Search & Selection, Learning &
Development, Outplacement and BPO

2014-2015

Operations in Turkey, Portugal,
Netherlands and Slovakia **further extend**
our global presence.

2016

Acquisition of Tack and TMI, global
leaders in learning & development.
New offices opened in Colombia.

2020

Acquisitions in Spain, Brazil, Poland and
USA.

2019

Further acquisitions in Germany
strengthen our **International Mobility**
capabilities

2018

Acquisition of **Grafton** and **Marks Sattin**,
world leaders in **professional**
recruitment.

2021

We complete further
acquisitions: Jobtome in
Switzerland and Axxis in France.

2022

We launch the Corporate Brand
Gi Group Holding to represent
the **Company's** function as a
Global HR Ecosystem.

The acquisitions of CVO
Recruitment, Simplika and Eupro
Holding AG, increases our
offering in Estonia, Latvia,
Lithuania, Switzerland and
Liechtenstein.

2023

In the year of our **25th**
anniversary, we announce our
50th acquisition in Latin
America.

Our Strategic Evolution



1998
Our starting point: The founding of Generale Industrielle.

2004
First step: acquisition of WorkNet, Fiat's employment agency in Italy.

2005
We complete acquisitions in Italy to start operations in outplacement, training, HR consultancy and payroll outsourcing.

2007/8
Start of international expansion: Europe, Asia & South America

2010
We become a member of World Employment Confederation (formerly CIETT).

2013/16
We create the Global Practices: Temporary and Permanent Staffing, Middle and Senior Manager Search & Selection, Learning & Development, Outplacement and Business Process Outsourcing.

25 years working to support the evolution of the Labour Market

Corporate Brand launch: a new unified global identity

Machine learning in HR

Consolidating our presence across the continents

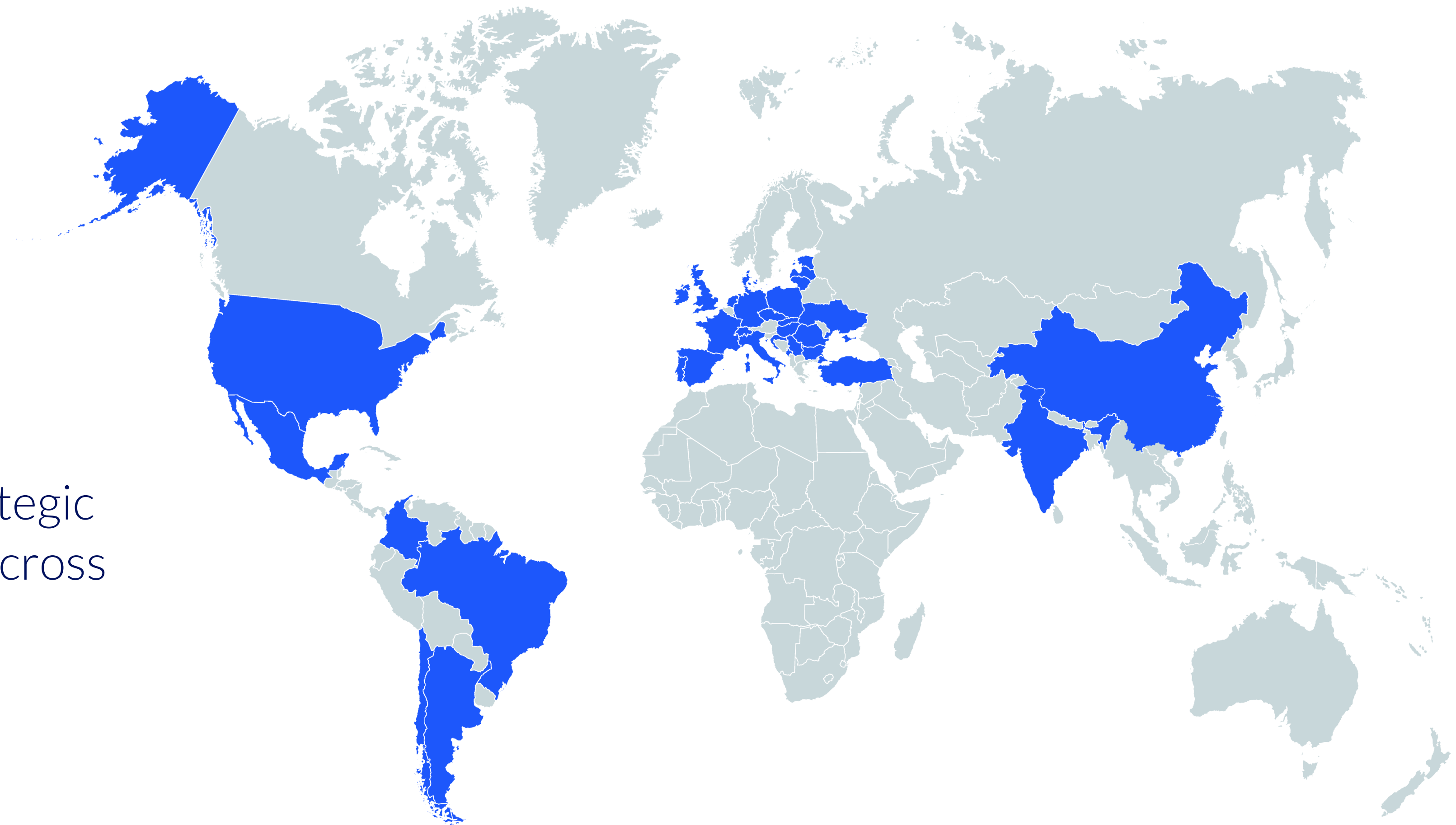
Uniting brands, collective experience and resources

- 2023**
We complete our 50th acquisition
- 2022**
We launch Gi Group Holding, an ecosystem of integrated HR Services.
We strengthen presence in the Baltic region
- 2021**
The incorporation of Jobtome takes us into the world of AI and automated job-posting
- 2020**
We begin working in the USA.



Our Global Presence

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



34
COUNTRIES WITH
DIRECT PRESENCE

+650
BRANCHES AND
OFFICES

+8,000
EMPLOYEES

+20,000
CLIENTS

DIRECT PRESENCE

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

Our Growth

25th
anniversary

A quarter century working towards
a **sustainable** Labour Market



Ranked as one of the world's
largest staffing firms:

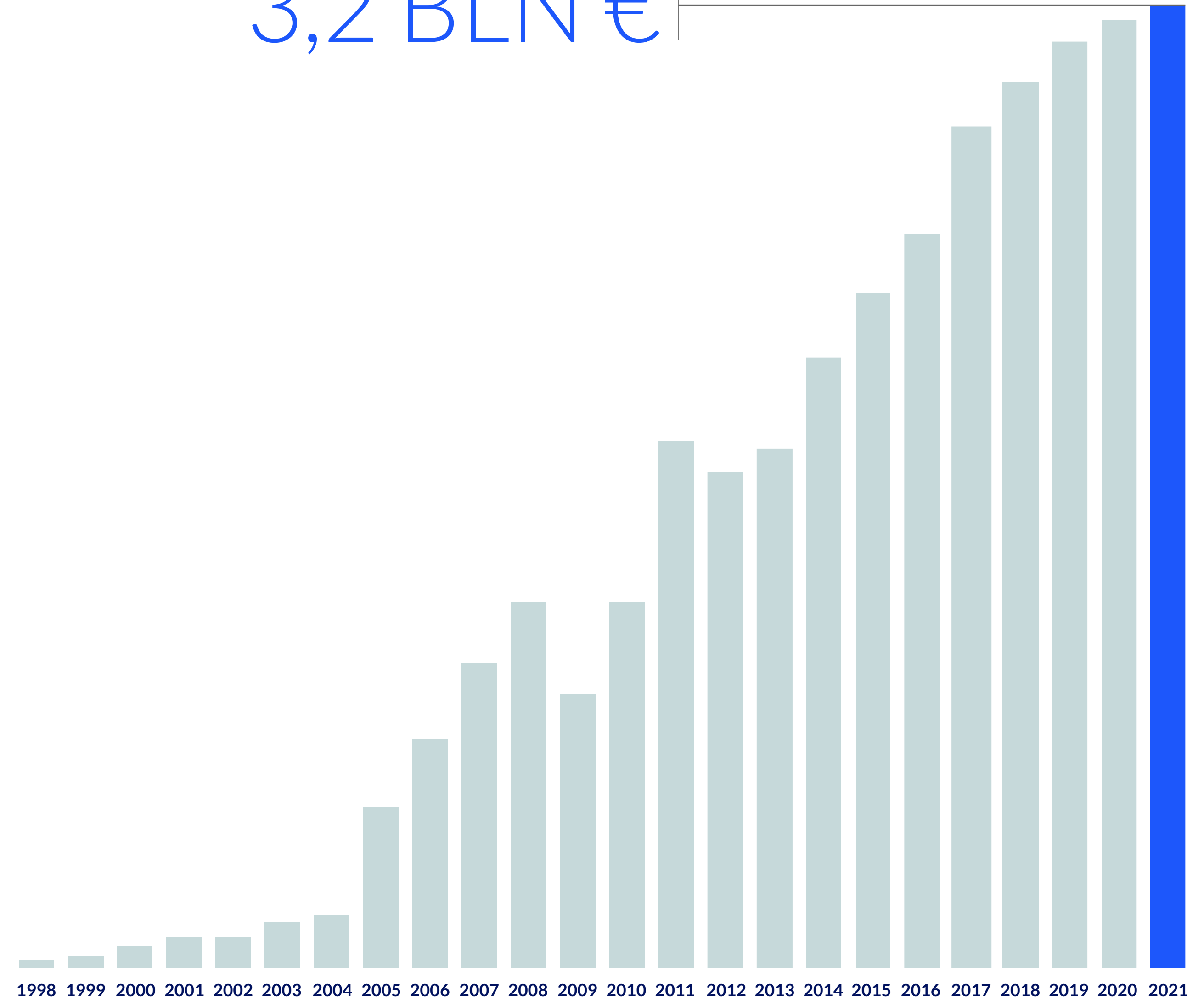


15th
WORLDWIDE
5th
PRIVATELY HELD



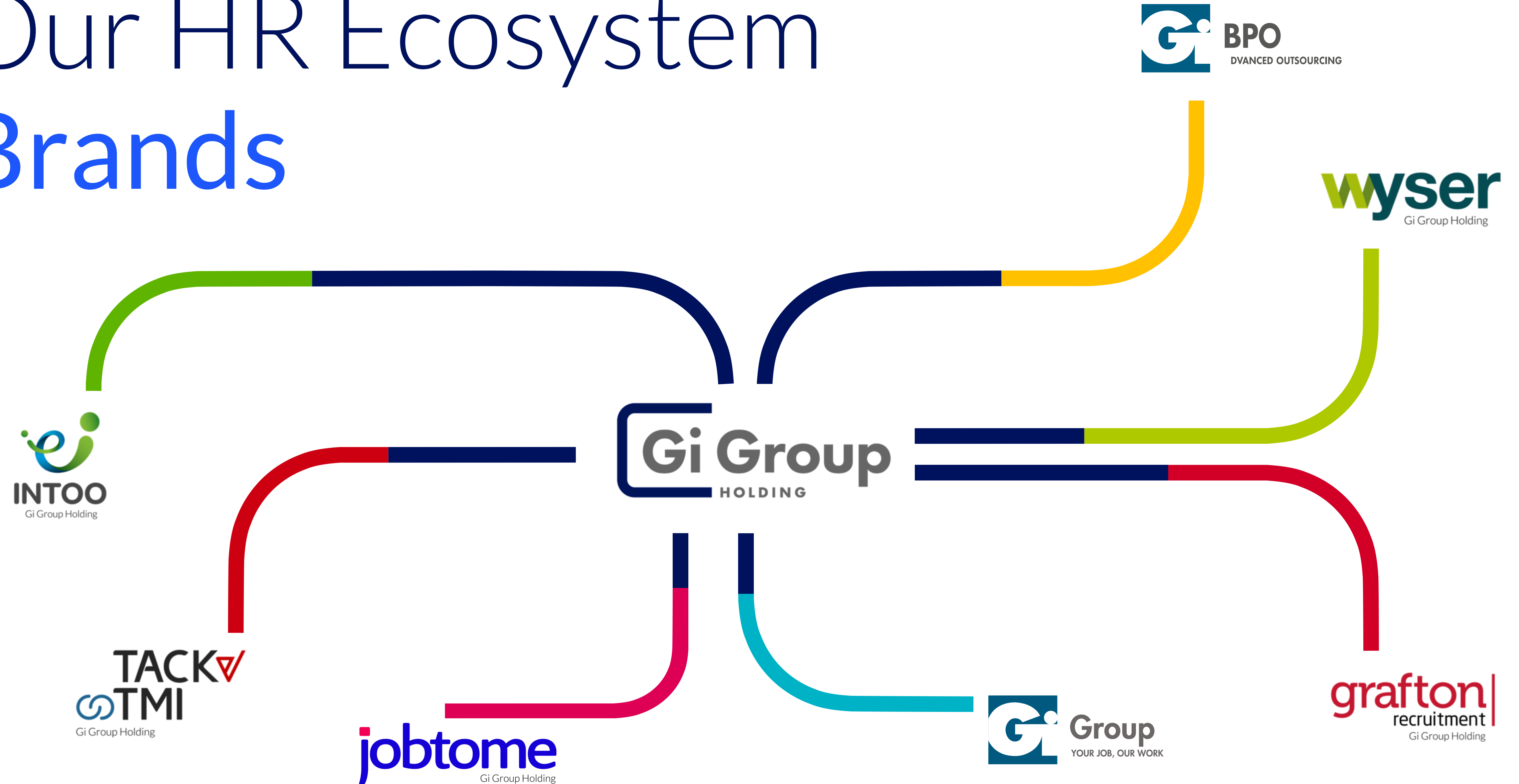
8th
EUROPE
2nd
PRIVATELY HELD

3,2 BLN €

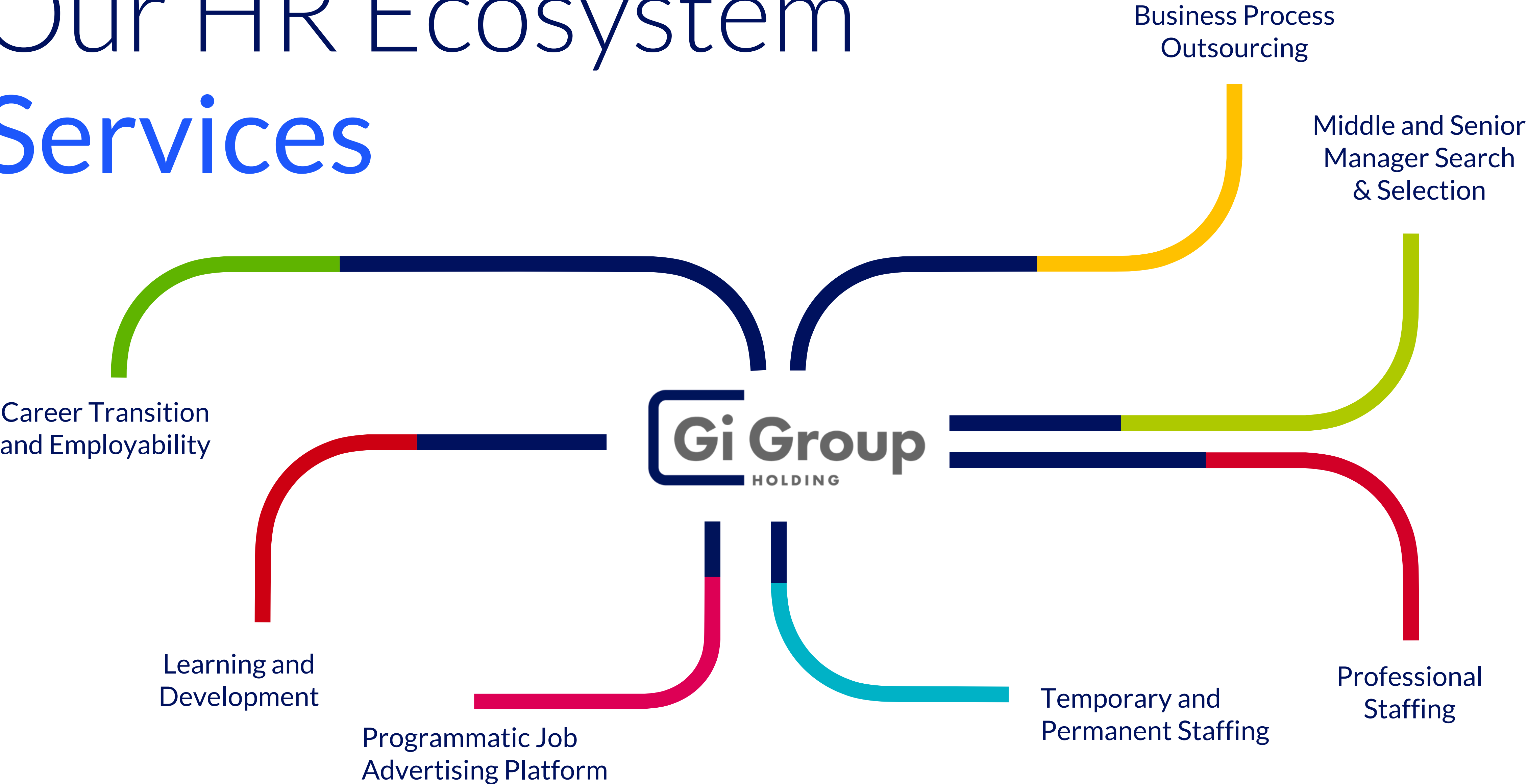


+3.6 BLN € revenue in 2022 (NB: preliminary results, pending validation by auditors)

Our HR Ecosystem Brands



Our HR Ecosystem Services



Temporary and Permanent Staffing



Taking a holistic, people-centred approach, we make the staffing process simpler: from candidate sourcing to workforce management.

- We have a **global perspective** and thorough industry-specific **knowledge**.
- We deliver **flexible, integrated and scalable solutions** to help our clients achieve their business goals.
- We build long-lasting relationships, understanding clients' and candidates' needs to **match the right people with the right companies**.
- We act responsibly to make the labour market thrive.

+25

YEARS

STAFFING EXPERIENCE

30

COUNTRIES

DIRECT PRESENCE

+3,9k

COLLEAGUES

RECRUITMENT & WORKFORCE
MANAGEMENT EXPERTS

+15k

CLIENTS

WE PARTNER
WITH YEARLY

+140k

BLUE-COLLAR WORKERS

WE SOURCE FOR OUR
CLIENTS EACH YEAR



We provide **flexible workforce solutions**, with comprehensive expertise managing **high volumes** of specialised and general workers for the Industrial and Commercial Staffing markets.

CORE SERVICES



TEMPORARY STAFFING

We provide the efficiency companies need.

With our temporary staffing service, we help clients deal with new projects or prepare for peak season, ensuring flexibility and effectiveness, while monitoring costs and hitting targets.



PERMANENT STAFFING

The right candidate at the right time.

We consult our clients on their hiring needs and manage all sourcing and selection processes to provide candidates that fit the company culture and the requirements of each role.

DIVISIONS

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

PLUG & PLAY AND CUSTOMISABLE SOLUTIONS

- **Gi Pro**
Recruitment of specialised professionals
- **MoveUp**
International Mobility
- **Upskilling & Professional Training**
- **SMS**
Site Managed Services
- **MSM**
Multi-Site-Management
- **Volume Hiring**
- **Master Vendor**
- **RPO**
- **Employer Branding**

Professional Staffing



For over 40 years we have been the **trusted partner** of companies who want to hire the best professionals **quickly and efficiently**.

- Our **results-focused team** forge **lifelong relationships** with clients and candidates.
- We offer **innovative, tailored solutions** for the wide variety of talent management challenges that businesses face today.
- Our specialist consultants work with clients and candidates across disciplines. Always **looking for ways to add value**.

14

COUNTRIES
DIRECT PRESENCE

+500

PEOPLE



Our core business offers professional staffing and recruitment solutions up to **Junior Management roles**, for both **permanent and temporary positions**.

In parallel, Grafton Recruitment provides strategic advisory services, such as **HR Consultancy**.

SPECIALISATIONS

We are experts in many sectors, and in most business functions:

- IT & Telecommunications
- Finance & Accounting
- Sales, Retail & Marketing
- Engineering & Manufacturing
- Logistics & Purchasing
- Banking & Financial Services
- Human Resources
- Legal & Administration
- Pharma & Healthcare
- Fashion & Luxury
- Business Services

Middle and Senior Manager Search and Selection



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

- **We operate a global model** covering 3 continents with cross-border solutions, and international mobility programs and partnerships.
- **We adopt a consulting approach to recruitment**, based on customer and need analysis, tailored solutions and a comprehensive candidate management strategy.
- **Specialisation** by job families (know-how and value generation) and sub-specialization by industry.
- A strong focus on building **long-lasting partnerships**.

12

COUNTRIES
DIRECT PRESENCE

+300

PEOPLE



We offer **custom-made solutions** based on a thorough understanding of the business needs combined with our industry-specific knowledge.

Our Search & Selection process includes added value services such as **headhunting, aptitude and personality assessment, and candidate market mapping.**

SPECIALISATIONS

Our teams focus on the 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

Business Process Outsourcing



We are your **specialised** advanced outsourcing **partner** who takes the responsibility for results through **flexibility, lasting relationships and a strong work ethic.**

Our Operating Model is based on 3 pillars:

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

19

COUNTRIES
DIRECT PRESENCE

+270

PEOPLE



Our specialists study all requirements and inputs, before remapping the process, incorporating best-fit technologies and methodologies, which allow them to **manage the process more efficiently, with greater flexibility for clients.**

GiBPO processes and solutions are certified with ISO 9001 and ISO 27001.

SPECIALISATIONS

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

Learning & Development



With over 110 years of experience, we empower Companies and their people to **work better and grow**, leveraging deep empathetic relationships, a **diverse collection** of content, and **brilliant learning experiences**.

Our clients choose us for:

- **Our global footprint.** 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.

+55 **+600**

COUNTRIES
DIRECT PRESENCE

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 encouraging ownership of customer experience across your organisation.
- **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 adapt to **change at work** and organizations in their transformation process. We offer hi-touch, people-centric **coaching, mentoring, career development, change management and outplacement services.**



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

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

102

COUNTRIES

+100

PEOPLE



Programmatic Job Advertising Platform



We help **people** get the **right jobs** and **employers** find the **right employees**, reducing economic insecurity for "Blue Collar" workers around the world.

We want to become the European leader in Blue Collar **digital acquisition**, delivering value at scale to employers and candidates, by developing the best **programmatic job advertising engine** and web properties network.



33

COUNTRIES

56

PEOPLE

Knowledge HUB



As a Group, we created a dedicated **intelligence unit** whose goal is to procure and disseminate **knowledge of global HR trends** in a wide range of Industries.

We work with recognized **research centers** and **academic institutions**, collecting verified data, to produce **authoritative reports** on the evolution of the global **Labour Market across the Key Industries**.

The Knowledge HUB brings value to our Stakeholders via producing and sharing data, information and recommendations to **contribute to a more sustainable and enjoyable Labour Market**.



Discover our latest research [here](#).



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