



25<sup>th</sup>  
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 Aim

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

## We Believe

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



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



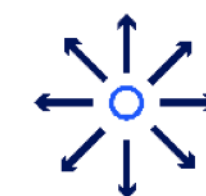
Ensuring Lifelong Employability by upskilling a multi-generational workforce



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

25<sup>th</sup>  
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.

2016

Acquisition of Tack and TMI, global leaders in learning & development.

**New offices opened** in Colombia.

2014-2015

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

2013

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

2018

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

2019

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

2020

Acquisitions in Spain, Brazil, Poland and USA.

2023

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

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.

2021

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

# 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.

Consolidating our presence across the continents

Machine learning in HR

Corporate Brand launch: a new unified global identity

25 years working to support the evolution of the Labour Market

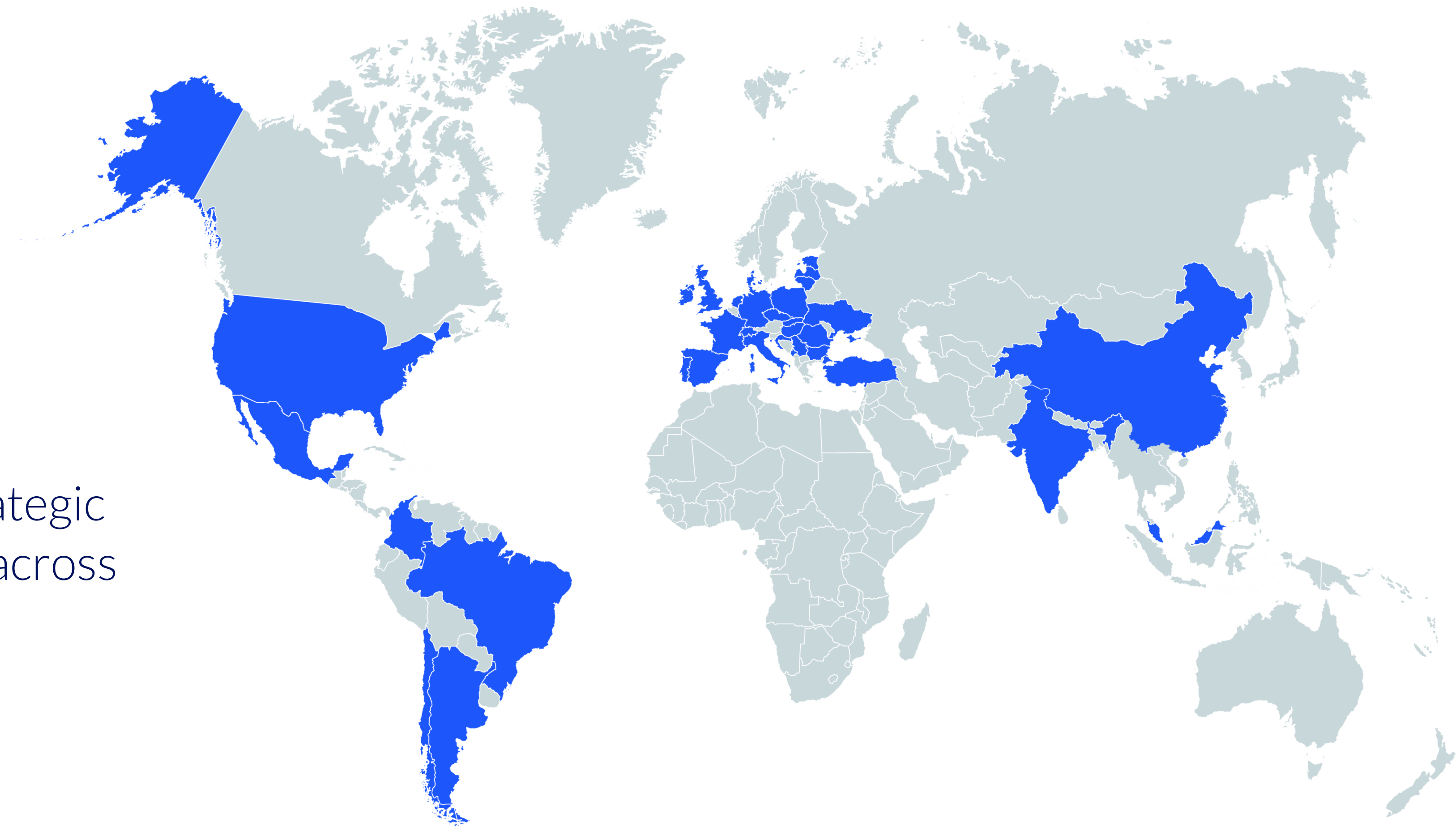
- 2023**  
We complete our 50th acquisition
- 2022**  
We launch Gi Group Holding, an ecosystem of integrated HR Services.  
We strengthen presence in the Baltic region
- 2021**  
The incorporation of Jobtome takes us into the world of AI and automated job-posting
- 2020**  
We begin working in the USA.





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

# Our Growth

3,2 BLN €

25<sup>th</sup>  
anniversary

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



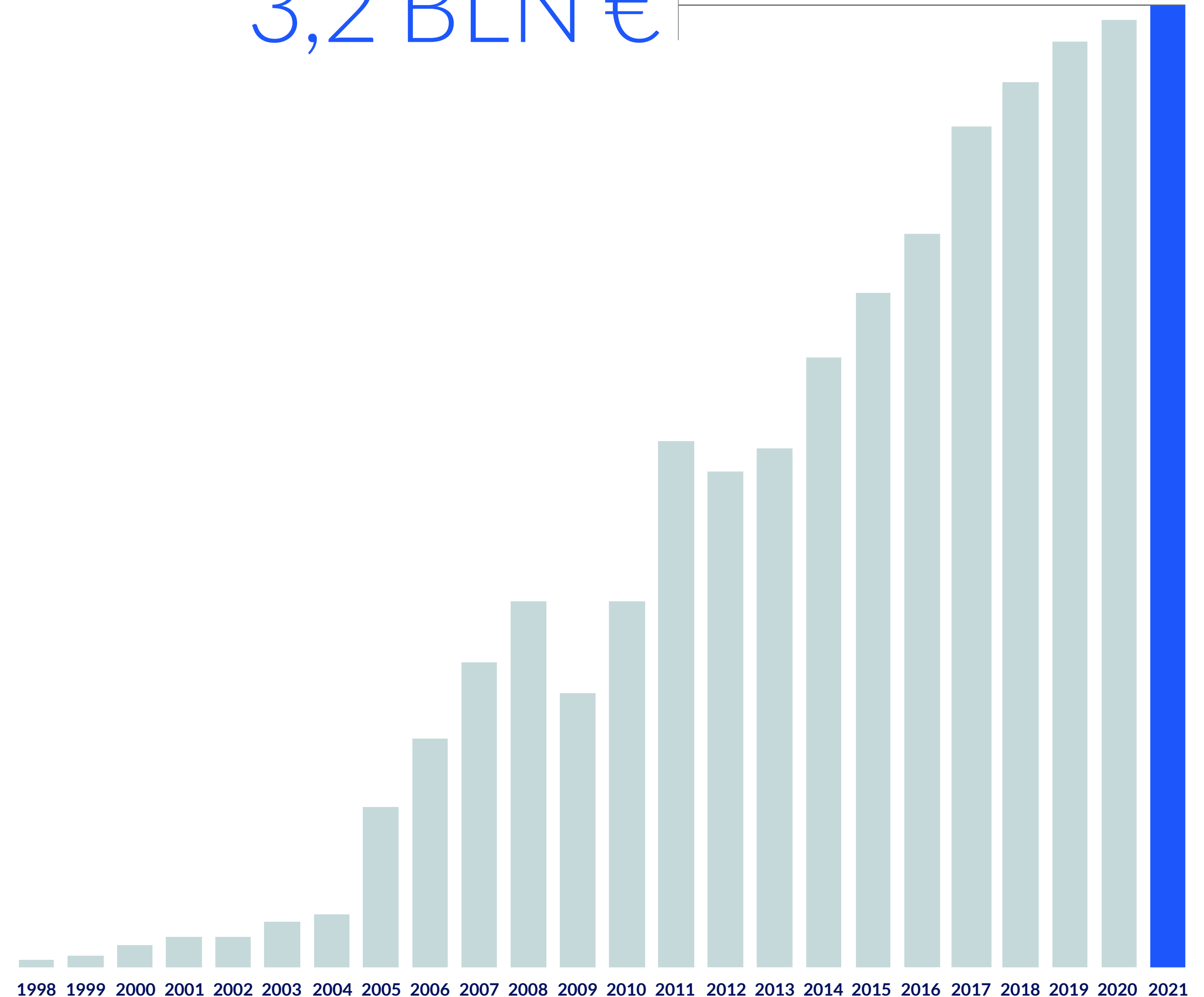
Ranked as one of the world's  
largest staffing firms:



15<sup>th</sup>  
WORLDWIDE  
5<sup>th</sup>  
PRIVATELY HELD

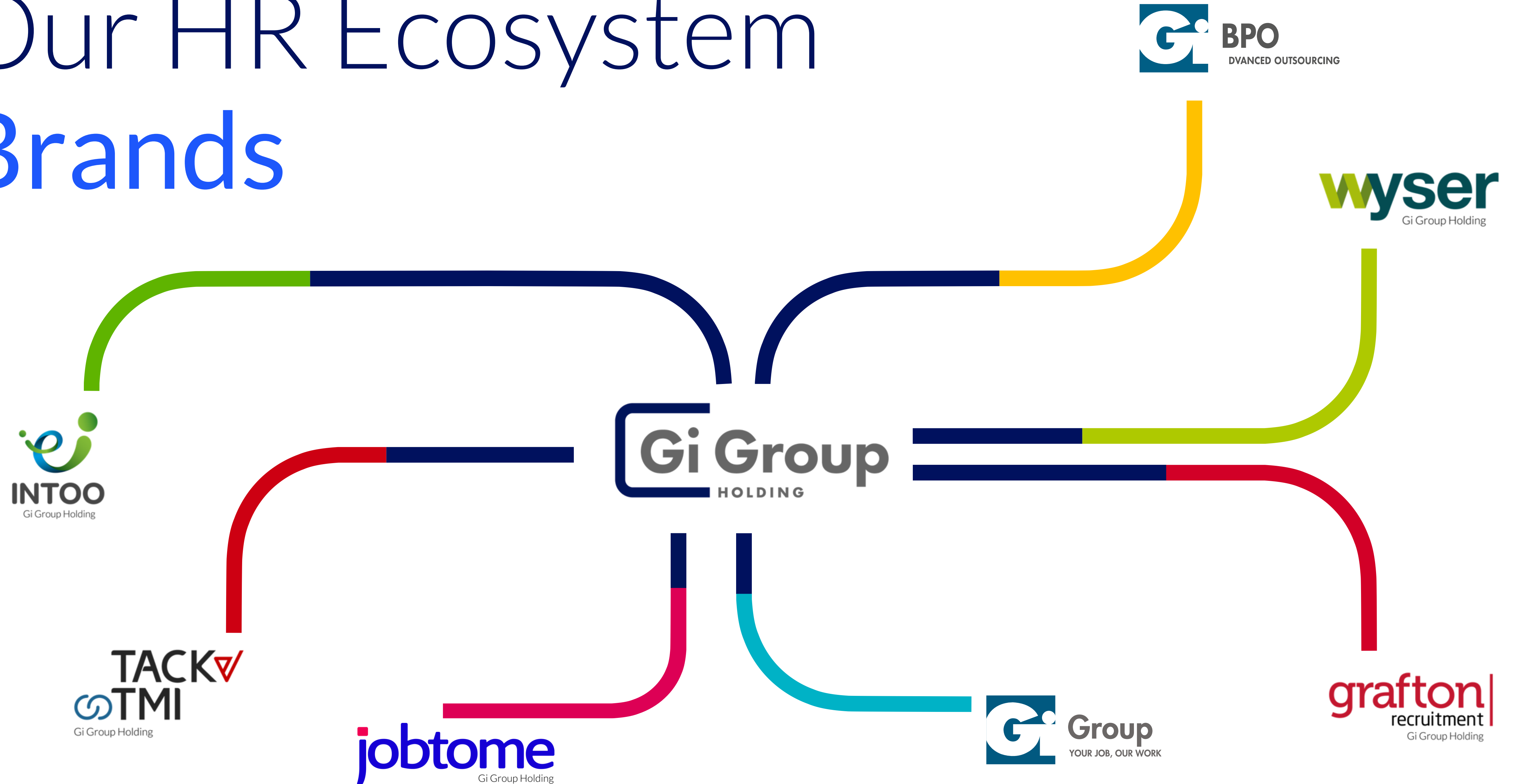


8<sup>th</sup>  
EUROPE  
2<sup>nd</sup>  
PRIVATELY HELD

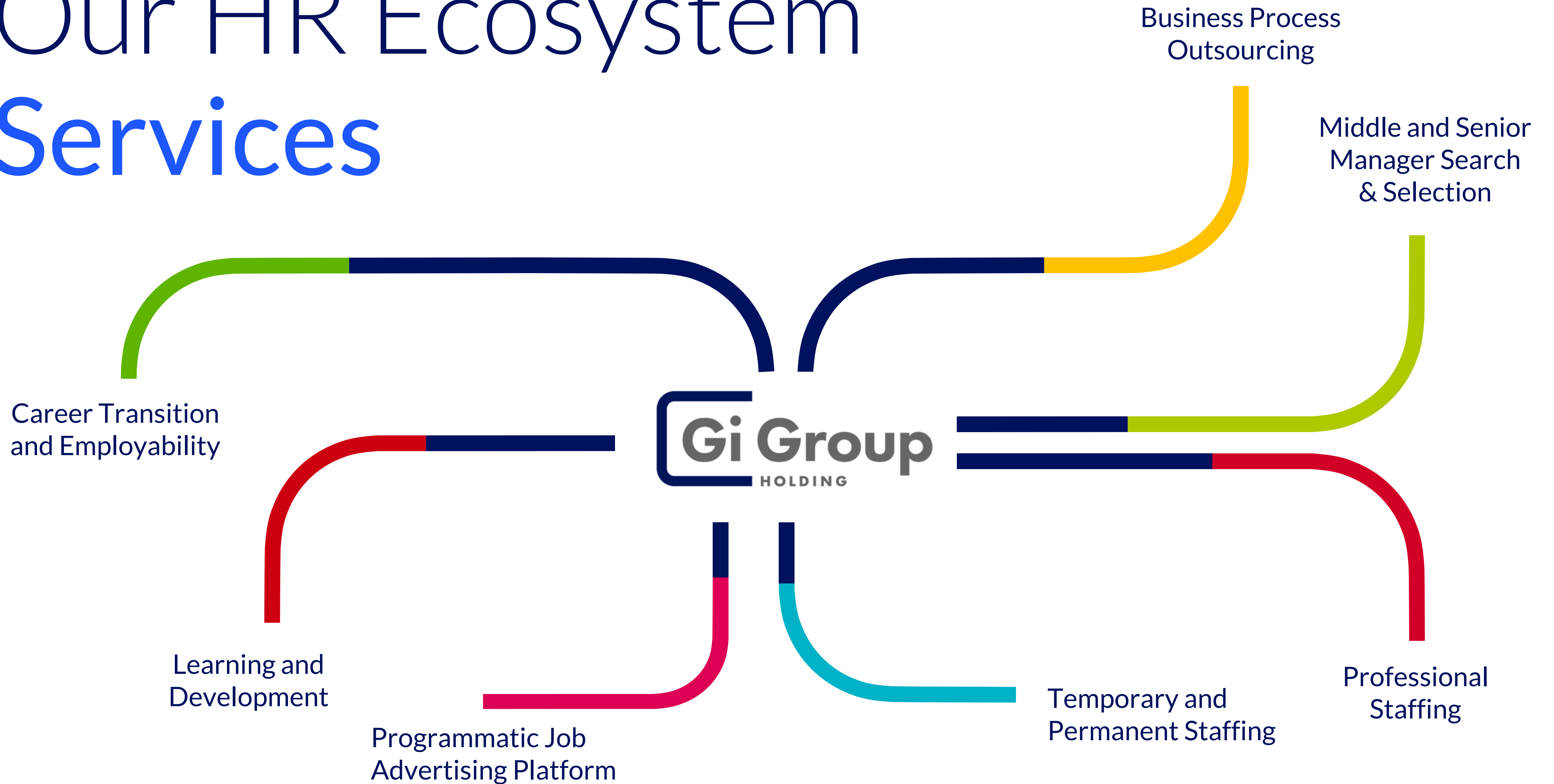


+3.6 BLN € revenue in 2022 (NB: preliminary results, pending validation by auditors)

# 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

+150k

**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](#).



[WWW.GIGROUPHOLDING.COM](http://WWW.GIGROUPHOLDING.COM)

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