Gi Group HOLDING

2026 COMPANY PROFILE

We **Work**

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

We **Are**

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

We **Believe**

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

We **Act**

As a **trusted sidekick** for clients and candidates, empowering them to thrive in a constantly evolving world of work.

We Are
More than Work

Group
YOUR JOB, OUR WORK

Recruitment &
Staffing

grafton
Gi Group Holding

Search &
Selection

wyser
Gi Group Holding

Middle And
Executive Search

BPO
ADVANCED OUTSOURCING

Business Process
Outsourcing

jobtome
Gi Group Holding

Programmatic Job
Advertising

INTOO
Gi Group Holding

Lifelong
Employability

TACKTMI
Gi Group Holding

Learning &
Development

Our Dream

To be recognised as the worldwide player responsible for creating

A SUSTAINABLE,

streamlined and enjoyable global market for candidates and companies, reflecting labour market needs.

Our Values

CARE
We place people at the centre.

COLLABORATION
We grow by working together.

PASSION
We commit with energy and purpose.

SUSTAINABILITY
We support long-term wellbeing for society, people, and businesses.

CONTINUOUS LEARNING AND INNOVATION
We evolve and innovate to shape the future of work.

RESPONSIBILITY
We act with integrity and accountability.

Our Sustainable Work Manifesto

Decent & Safe Work

Sustainable Work guarantees **dignity**, **regular contracts**, **protection** from exploitation, **safe working conditions**, fair income, **equality**, personal wellbeing, and **empowerment for individuals** to have a voice in these areas.

Employability & Satisfaction

Sustainable Work establishes conditions that enable people and companies to actively sustain **employability**, **engagement** and **work life balance** throughout an extended, healthy and meaningful working life.

Safeguarding Resources for the Future

Sustainable Work aligns with **ESG standards** without compromising the ability of future generations' access to – and participation in – the Labour Market. It avoids the exploitation of human and environmental resources, while fuelling **competences, innovation, and relations**

Diversity, Equity & Inclusion

Sustainable Work **eliminates the hurdles** that discourage or hinder workers from entering, remaining, or advancing in the Labour Market, while **valuing personal contribution** and ensuring **equity** and **inclusion** for all.

Our Contribution to the
Sustainable Development Goals

Aligned with our mission, business activities,
and their social impact, we are committed to contributing, through
our services and initiatives, to the achievement of these SDGs:

DISCOVER MORE ON OUR 2024 SUSTAINBALE WORK REPORT

GlobalCorporate Member of

WORLD EMPLOYMENT CONFEDERATION

We are partner of

Global Coalition for Social Justice

Our Strategic Evolution

Our starting point

1998

We found Generale Industrielle.

Success in Italian Staffing

2004

We acquire WorkNet, Fiat's employment agency in Italy.

From Temp and Perm to a range of HR services

2005

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

From Local to Global

2007/8

We start our international expansion: **Europe, Asia & South America.**

Sharing best practices with the global community

2010

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

Uniting brands, know-how and resources

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 global presence

2020

We begin working in the **USA**.

Towards the future of HR

2021

We acquire **Jobtome** and step into the world of **AI and automated job-posting.**

A unified global identity

2022

We launch the Corporate Brand Gi Group Holding, an **ecosystem of integrated HR Services**.

25 years working for the evolution of the Labour Market

2023

We complete our **50th acquisition.**

New synergies and opportunities

2024

We acquire the **European Staffing business of Kelly** and strengthen our Life Sciences capabilities in 14 countries.

Consolidation, integration and strategic focus

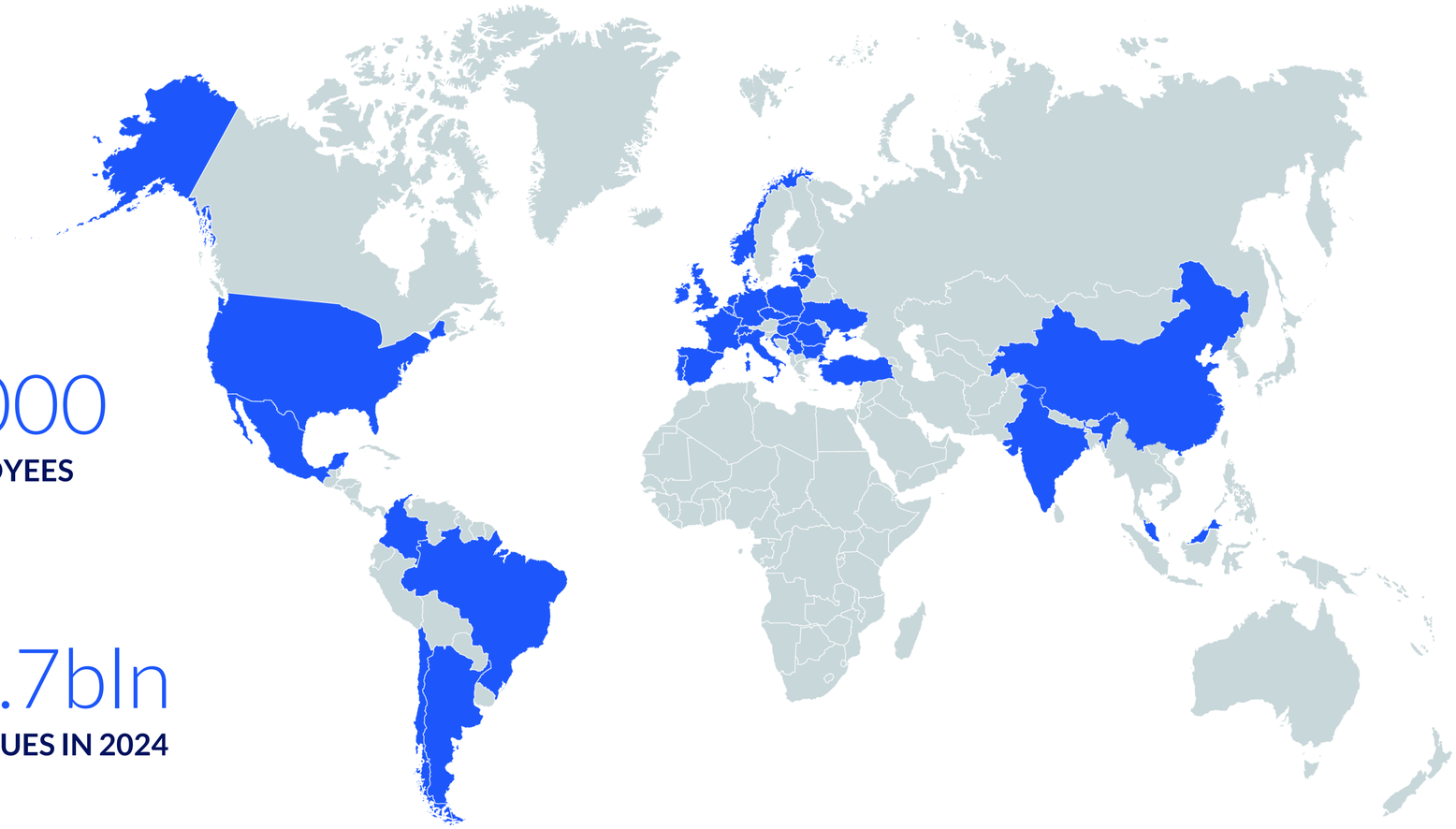
2025

We completed the **integration** of Kelly, advanced the **Grafton brand**, strengthened our **Life Sciences** capabilities, and progressed towards the **Gi Group operational set up evolution.**

Our Global Scale

Gi Group HOLDING

At a glance



37
COUNTRIES WITH DIRECT PRESENCE

+700
HQ, BRANCHES AND ONSITE

8,000
EMPLOYEES

+25,000
CLIENTS

#11
LARGEST STAFFING FIRM WORLDWIDE

€4.7bln
REVENUES IN 2024

Group – YOUR JOB, OUR WORK
Recruitment & Staffing

grafton – Gi Group Holding
Search & Selection

wyser – Gi Group Holding
Middle And Executive Search

BPO – ADVANCED OUTSOURCING
Business Process Outsourcing

jobtome – Gi Group Holding
Programmatic Job Advertising

INTOO – Gi Group Holding
Lifelong Employability

TACKTMI – Gi Group Holding
Learning & Development

Our History

1998

Founding of Generale Industrielle

2004

Acquisition of Fiat's employment agency in Italy.

2005

Expansion of our range of HR services

2007

International expansion in Germany and Poland.

2008

We become **Gi Group.**

International expansion in China (Mainland & Hong Kong), France, Brazil, Spain and India.

2009-2011

International expansion in UK, Argentina and Eastern Europe.

2013

Creation of the Global Practices

2014-2015

International expansion in Turkey, Portugal, Netherlands and Slovakia.

2016

Acquisition of Tack and TMI.

International expansion in Colombia.

2018

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

2019

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

2020

International expansion in USA.

2021

Acquisition of Jobtome in Switzerland and Axxis in France.

2022

We launch the Corporate Brand **Gi Group Holding.**

International expansion in Estonia, Latvia, Lithuania, Switzerland and Liechtenstein.

2023

We celebrate our **25th anniversary and 50th acquisition.**

2024

We acquire the **European Staffing business of Kelly.**

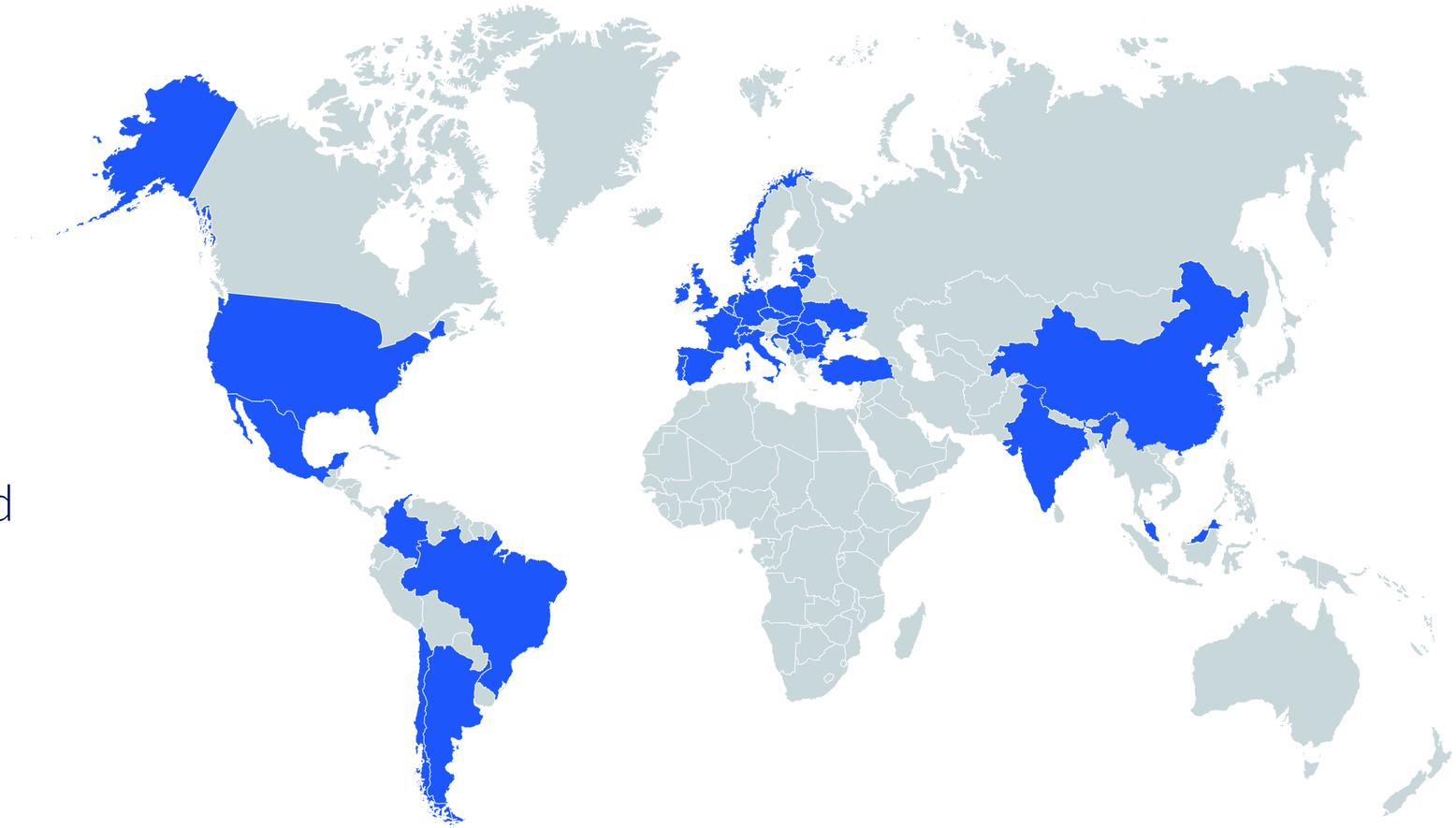
International expansion in Belgium, Luxembourg, and Norway.

2025

A year of **consolidation** focused on integrating Kelly, strengthening the Grafton brand, expanding in Life Sciences, while evolving our Gi Group business model.

Our Global Presence

We operate across **Europe, APAC** and the **Americas**, combining global reach with deep local expertise.



37

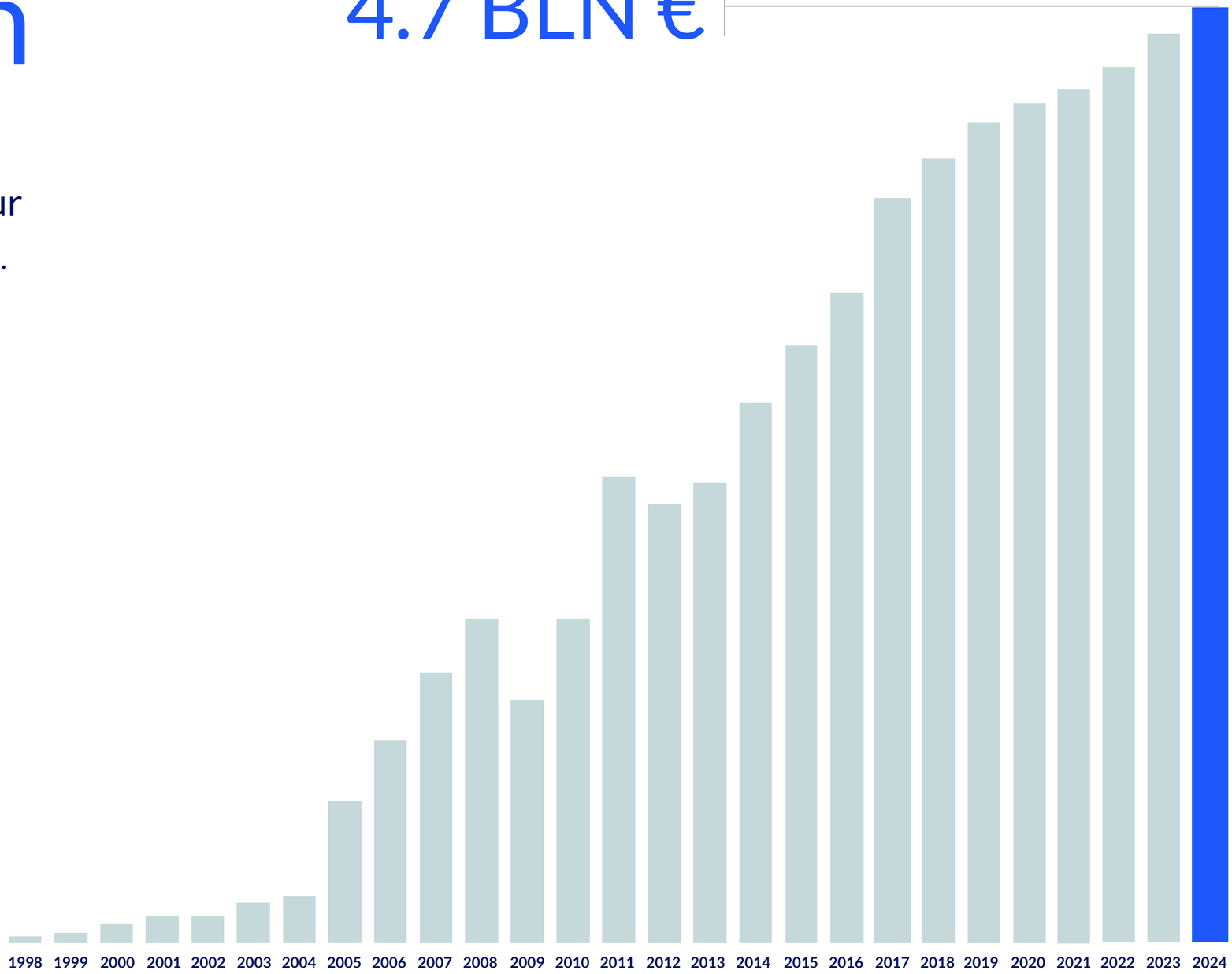
COUNTRIES WITH DIRECT PRESENCE

DIRECT PRESENCE

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

Our Growth

4.7 BLN €



Working towards a sustainable Labour Market for over a quarter of a century.

SIA STAFFING INDUSTRY ANALYSTS 2025 Largest Staffing Firms Globally

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

11th WORLDWIDE

5th PRIVATELY HELD

6th EUROPE

2nd PRIVATELY HELD

MagnitGlobal Supplier Excellence Award 2025

Our Ecosystem of HR Solutions

Gi Group HOLDING

Recruitment & Staffing

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

- We deliver **flexible, integrated and scalable solutions** to help our clients achieve their business goals.
- We have a **global perspective and thorough industry-specific knowledge.**
- 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

31
COUNTRIES
DIRECT PRESENCE

+4k
EXPERTS
RECRUITMENT & WORKFORCE MANAGEMENT

+17k
CLIENTS
WE PARTNER WITH YEARLY

+180k
OPERATIONAL WORKERS
WE SOURCE FOR OUR CLIENTS EACH YEAR

We provide **operational workforce solutions**, with comprehensive expertise managing workers across sectors and markets.

OUR OPERATING APPROACH

We’ve honed how we deliver to help companies move faster, hire smarter, and navigate change with confidence.

Our operating model, powered by a smart blend of technology, centralised processes, agile structures, and expert teams specialised by role and industry, delivers sharper insights and stronger results.
Our workforce solutions flex, scale, and enable organisations to raise the bar and stay ahead of the curve.

We call it Smarter Proximity: relevance that drives competitiveness.

HOW WE CREATE VALUE

DRIVE | Contingent Workforce Solutions

- Temporary Staffing
- Onsite
- Master Vendor
- International Mobility
- Managed Service Provider (MSP) through neutral partners

ELEVATE | Strategic Hiring Solutions

- Permanent Staffing
- Technical and Professional Recruitment (Gi Pro)
- Assessment
- Empowered Talent Attraction (Brand@Work)
- Scalable Sourcing (Hirematic)
- Market Mapping

TRANSFORM | Workforce Readiness & Transformation Solutions

- Lifelong Employability, Upskilling & Reskilling (Gi Training)
- Recruitment Process Outsourcing (RPO)
- Business Process Outsourcing (Gi BPO)

grafton
Gi Group Holding

Search & Selection

We're a multinational recruitment agency established in Ireland in **1982**, now operating in 27 countries. We have been the **trusted** and swift **partner** of companies who want to efficiently **hire the best professionals** from a single position to large-scale projects.

- 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 strength lies in the **specialised consultants** who've built effective networks within their industry.

27
COUNTRIES
DIRECT PRESENCE

+1,000
EXPERTS

Our goal is to **understand the talent businesses need**, before helping candidates understand the changing landscape of their specialism and guiding them in their next step, **convinced and committed to help your organisation grow**.

DIVISIONS

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

- Finance, Accounting & Insurance
- Sales & Marketing
- Supply Chain & Logistics
- Manufacturing & Engineering
- IT & Digital
- HR, Legal, Tax & Admin
- Business Services
- Pharma, Medical Devices & Healthcare
- Construction & Real Estate
- Fashion & Luxury

wyser
Gi Group Holding

Middle And Executive Search

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 programmes 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-specialisation by industry.
- A strong focus on building **long-lasting partnerships.**

13
COUNTRIES
DIRECT PRESENCE

+300
EXPERTS

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.**

DIVISIONS

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

BPO
ADVANCED OUTSOURCING

Business Process Outsourcing

We manage your outsourced processes with a **#ResultsDriven** mindset, focusing on **flexibility**, **strong work ethic**, and invoicing based solely on results to ensure your long-term success.

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.
- **An agile methodology** which provides a high-quality customer experience, greater process control and cost transparency.

+10
COUNTRIES
DIRECT PRESENCE

+600
EXPERTS

+1k
CLIENTS
WE PARTNER WITH YEARLY

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 companies.

Gi BPO processes and solutions are certified with ISO 9001 and ISO 27001.

DIVISIONS

- Logistics & Manufacturing
- Field Marketing & Sales
- Back Office & Digital

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.**

- **Global footprint.** We deliver learning to a consistent global standard while adapting to local cultures and the specific needs of your learners.
- **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.
- **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
COUNTRIES
DIRECT PRESENCE

+600
EXPERTS

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.

INTOO
Gi Group Holding

Lifelong Employability

We help People adapt to **change at work** and organisations in their transformation process. We offer people-centric **coaching, mentoring, career development, change management and outplacement services.**

5
COUNTRIES
DIRECT PRESENCE

+100
EXPERTS

CAREER STAR GROUP

+130
COUNTRIES
CAREER STAR GROUP

+2,100
NETWORK OF CONSULTANTS
CAREER STAR GROUP

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

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.**

jobtome
Gi Group Holding

Programmatic Advertising

We help **people** get the **right jobs** and **employers** find the **right employees**, reducing economic insecurity for operational 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

33
EXPERTS

Our Solutions

Our Specialised Divisions

We use a **consultancy approach across all our businesses** to fully understand the dynamics of each sector and workplace.

- Manufacturing
- Automotive
- Logistics
- IT & Consultancy
- Life Sciences
- Retail
- Engineering
- Contact Centres
- Energy
- Facility Management & HORECA
- Construction
- Fast Moving Consumer Goods
- Banking & Insurance
- Fashion & Luxury

Our Innovation Path

Gi Group HOLDING

The 3 main Pillars

GiSuite
A **multi-product digital tools suite** for managing daily activities. GiSuite standardises workflows and ensures consistent, reliable data collection across all global operations.

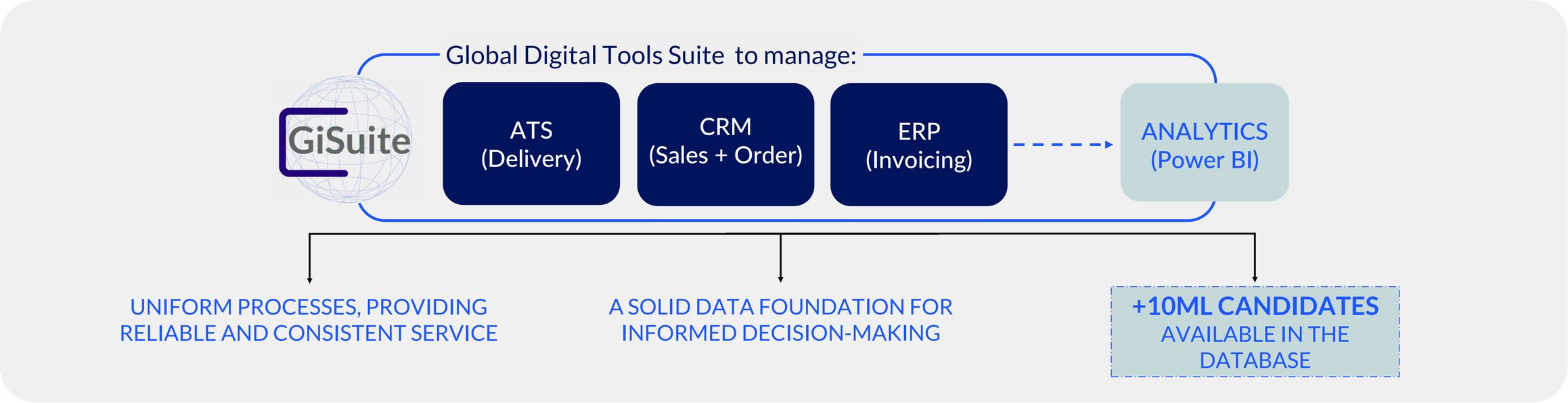
DATA HABITS and REPORTING SYSTEM
With the **Global Analytics Platform**, we manage Descriptive, Diagnostic, Predictive, and Prescriptive analytics to inform decision-making and streamline business processes globally.

SMART RECRUITMENT & AI
Advanced **machine learning** algorithms that enhance the recruitment process by automating candidate matching, leading to faster and more accurate hiring.

Global Consistency and Scalability with **One Platform**

GiSuite supports **multi-business, multi-country operations** with flexible **country-level customisation**, while ensuring data compliance and security.

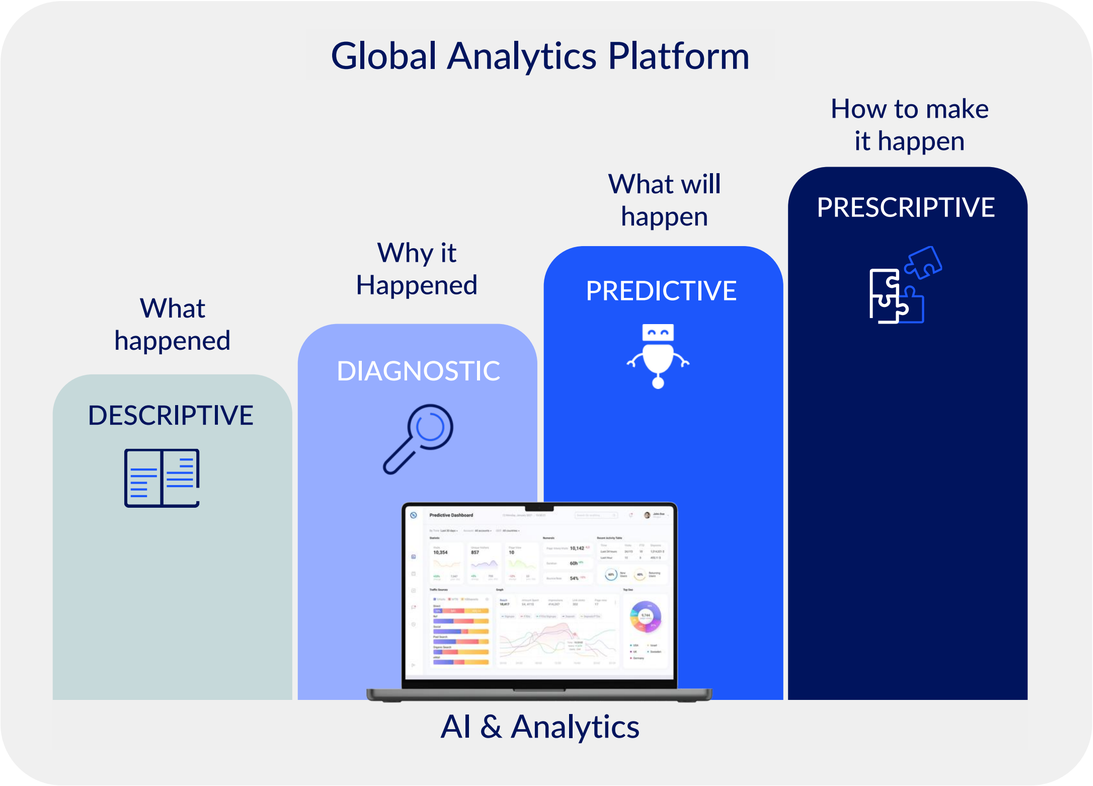
All data collected via GiSuite enables a **global data lake** that drives consistent **analytics** and **recruitment automation**.



Unlocking the Power of Analytics

With our global **centralised data management system (DATA-LAKE)**, we offer:

- Descriptive and Diagnostic Analytics: Real-time insights into business operations giving a picture of the actual situation based on live data, explaining the why
- Predictive Analytics: Forecasting trends and outcomes for proactive planning predictive model to identify patterns and key factors
- Prescriptive Analytics: Actionable recommendations to achieve desired results predicting future outcomes



8 main analytics areas that compose the Global Analytics Platform

Driving Smarter Recruitment

Unlock the power of AI through innovative, **data-driven recruitment solutions** that enable faster, smarter hiring decisions and improve efficiency across the entire recruitment lifecycle.

SMART SCREENING and MATCHING

AI-driven algorithms analyse both structured and unstructured data from candidates and vacancies to **intelligently match profiles** and generate a prioritised **shortlist** aligned with each open position.

This streamlines screening activities, **improves matching accuracy**, and enables recruiters to focus on the most suitable candidates more quickly.

DIRECT CHAT and CHATBOT

Candidates are engaged directly via WhatsApp to collect key information in real time. The chatbots support recruiters in pre-screening by autonomously conducting initial interviews and directly integrating candidate data into Spinner's database.

These tools **simplify communication** and enable recruiters to manage high volumes efficiently across multiple vacancies.

PROGRAMMATIC and MULTIPOSTING

AI-based functionality **automates and optimises job advertising** by dynamically distributing vacancies to the most relevant candidate audiences, at the right time and across the most effective channels.

This **strengthens sourcing strategies**, maximises reach, and improves overall recruitment efficiency.

JOB A(I)DV

Generative AI tools support the creation and **optimisation of job advertisements**, enhancing content quality while significantly reducing the time and effort required from recruiters.

This enables faster publication, improved relevance, and **more effective job descriptions** tailored to target audiences.

Gi Group HOLDING

WWW.GIGROUPHOLDING.COM