



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 supporting
the evolution of the labour
market, **going beyond**
today's challenges to
unlock new opportunities.



We Act

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



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

Gi group

Recruitment &
Staffing

grafton
Gi Group Holding

Search &
Selection

wyser
Gi Group Holding

Middle And
Executive Search

Gi bpo

Business Process
Outsourcing

jobtome
Gi Group Holding

Programmatic Job
Advertising

e INTOO
Gi Group Holding

Lifelong
Employability

TACK
TMI
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.

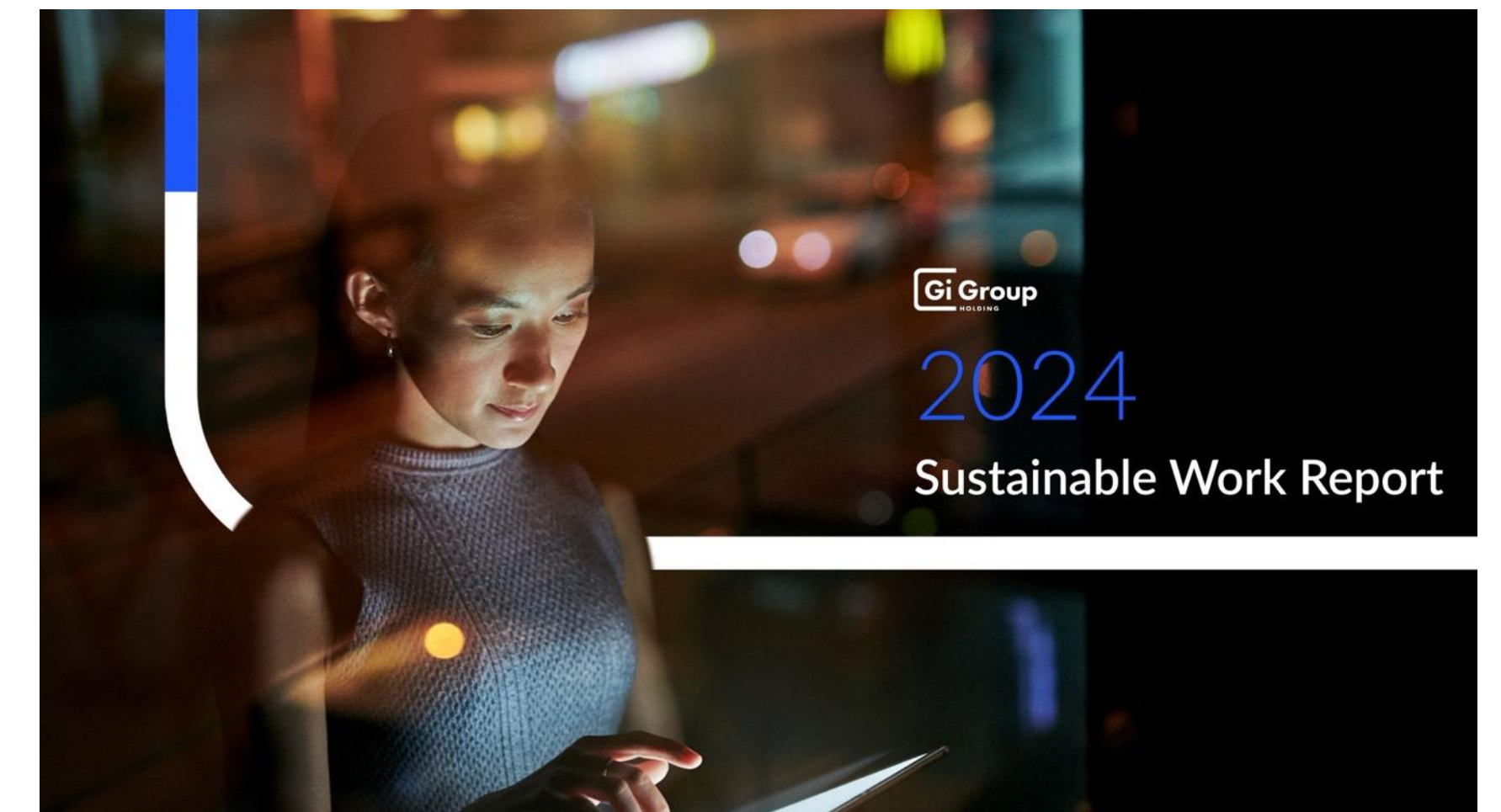


Our Contribution to the Sustainable Development Goals

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 SUSTAINABLE WORK REPORT](#)



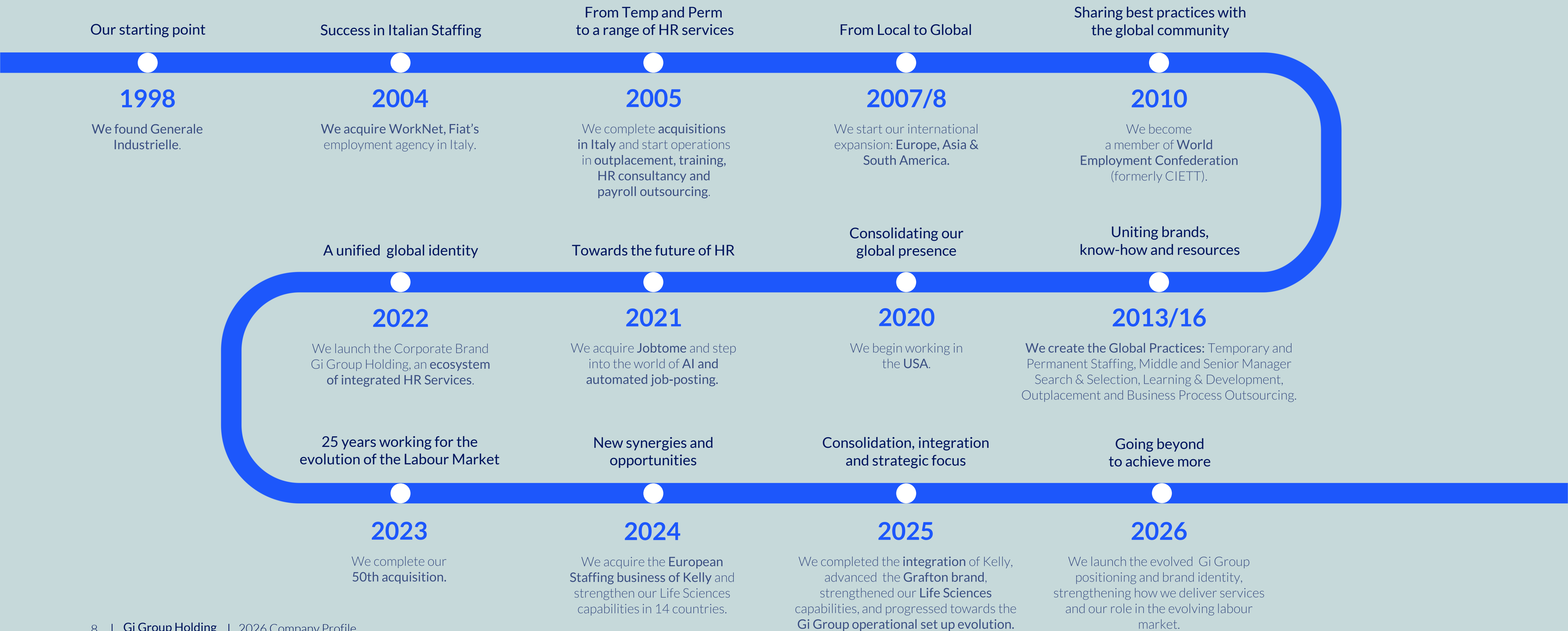
GlobalCorporate
Member of



We are partner of



Our Strategic Evolution



Our Global Scale



At a glance

37
COUNTRIES WITH
DIRECT PRESENCE

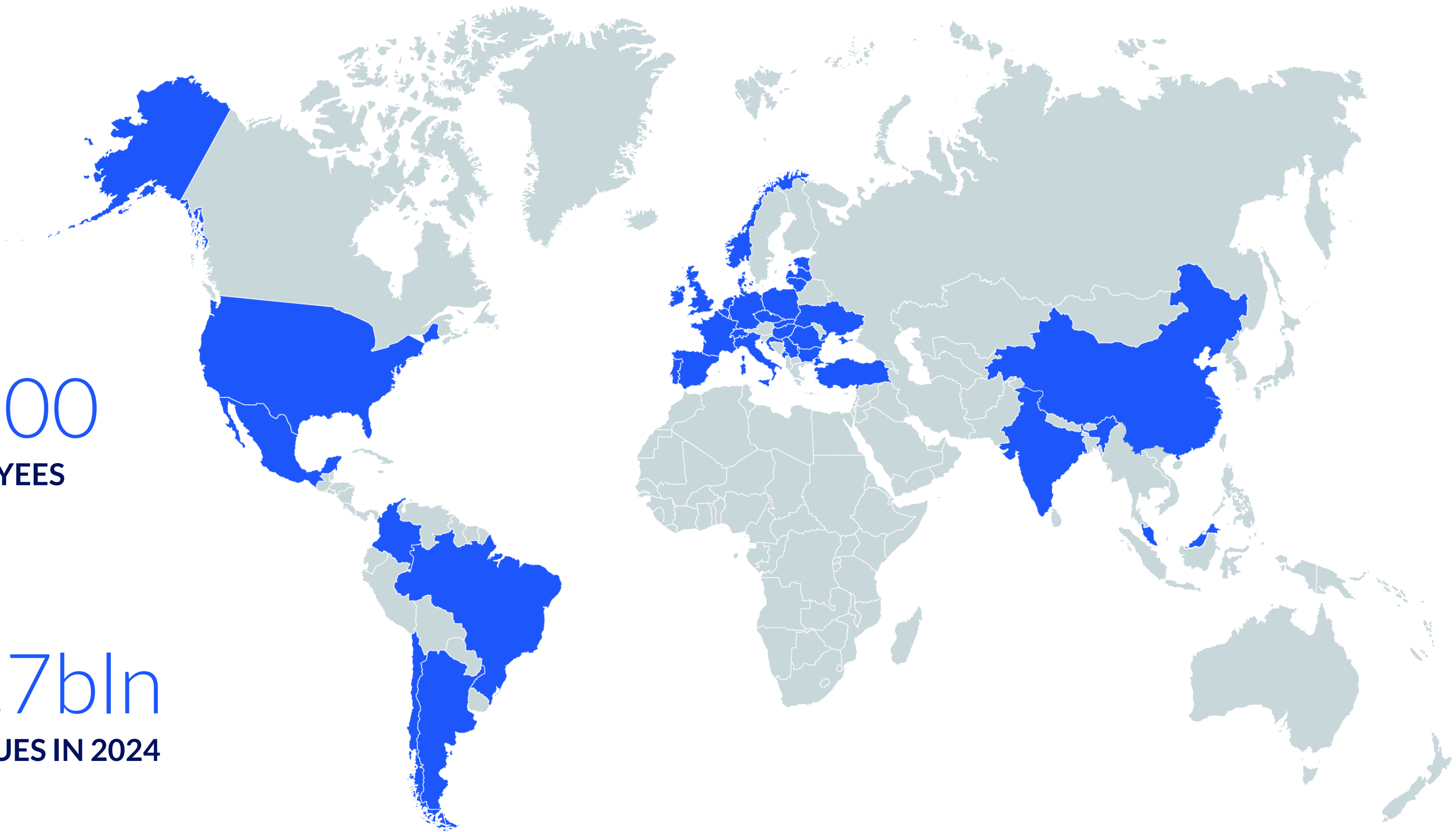
+700
HQ, BRANCHES
AND ONSITE

8,000
EMPLOYEES

+25,000
CLIENTS

#11
LARGEST STAFFING
FIRM WORLDWIDE

€4.7bln
REVENUES IN 2024



Gi group

Recruitment &
Staffing

grafton
Gi Group Holding

Search &
Selection

wyser
Gi Group Holding

Middle And
Executive Search

Gi bpo

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Lifelong
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**TACK
TMI**
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.

2016

Acquisition of Tack and TMI.
International expansion in Colombia.

2014-2015

International expansion in Turkey, Portugal, Netherlands and Slovakia.

2013

Creation of the Global Practices

2009-2011

International expansion in UK, Argentina and Eastern Europe.

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.

2026

We launch the evolved Gi Group positioning and brand identity, strengthening our core business.

2025

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

2024

We acquire the **European Staffing business of Kelly**.
International expansion in Belgium, Luxembourg, and Norway.

2023

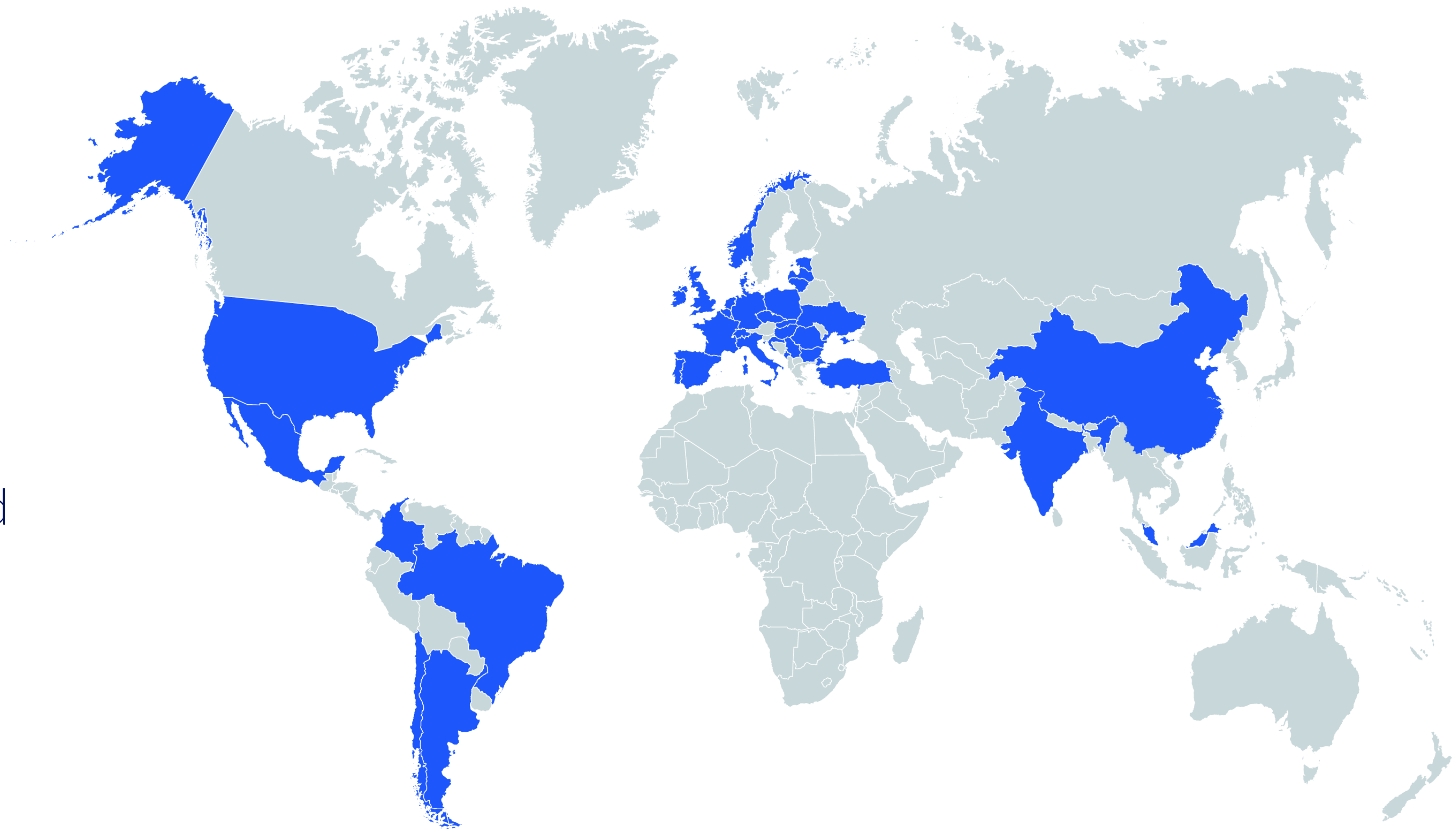
We celebrate our **25th anniversary** and **50th acquisition**.

2022

We launch the Corporate Brand **Gi Group Holding**.
International expansion in Estonia, Latvia, Lithuania, Switzerland and Liechtenstein.

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.



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



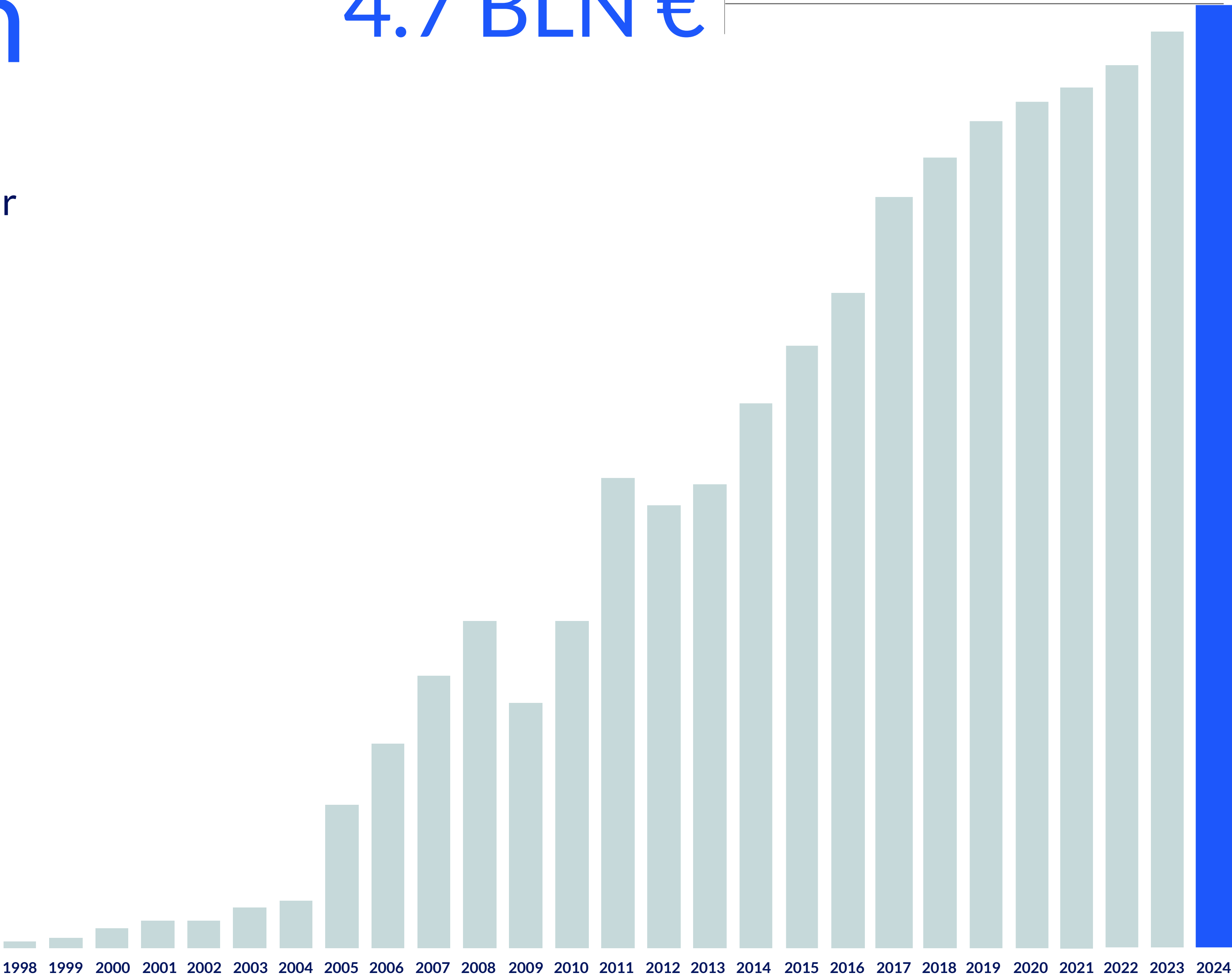
11th
WORLDWIDE

5th
PRIVATELY HELD



6th
EUROPE

2nd
PRIVATELY HELD



Our Ecosystem of HR Solutions





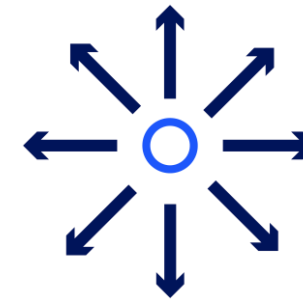
Going Beyond

Enabling operational excellence and long-term leadership



Digitalisation

We leverage advanced technologies, including **artificial intelligence** and **automation**, to enhance the **efficiency, accuracy, and quality** of our services across the entire recruitment lifecycle.



Centralisation

We streamline key processes and platforms through **coordinated operating models** that ensure **governance, compliance, and consistency** across all markets.



Specialisation

We deliver **tailored solutions** through **deep vertical expertise** across industries, roles, geographies, and service models.

Gi group

Recruitment & Staffing

We support clients in **going beyond** today's challenges. **Simplifying** access to operational workforce solutions through a **people-centred** and holistic approach.

- We are your **strategic partner**, committed to ensuring your operational reliability through effective workforce acquisition, management and business transformation.
- We **combine international reach with strong local expertise** to connect the right people with the right opportunities.
- We build long-lasting relationships, enabled by **digitalisation, centralisation and specialisation** to ensure consistency, efficiency and proximity at scale.

+25

YEARS
OF EXPERTISE

+30

COUNTRIES
DIRECT PRESENCE

+4k

DEDICATED
PROFESSIONALS

+17k

CLIENTS
WE PARTNER WITH YEARLY

+190k

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)

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

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



Business Process Outsourcing

We manage your outsourced processes with a **#ResultsDriven mindset**, focusing on flexibility and measurable outcomes, **going beyond** standard models through performance-based invoicing.

Our Operating Model is built around the synergy of **People, Processes** and **Technology**, and is structured on 3 key pillars:

- **Responsibility** for the results of the outsourced services, resulting in greater efficiency and flexibility.
- **Process transactions at a lower unit cost** enabled by the right combination of 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 analyse all **requirements** and inputs, leveraging the combined strength of **process design expertise** and **advanced technologies** to remap workflows and identify best-fit solutions.

This approach allows us to continuously improve performance and support clients with solutions that combine **flexibility** and **operational reliability**.

DIVISIONS

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

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.

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



+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.**

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.

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COUNTRIES

33

EXPERTS



Our Solutions

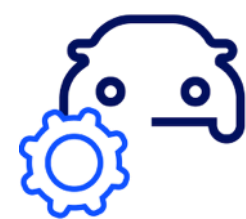


Our Specialised Divisions

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



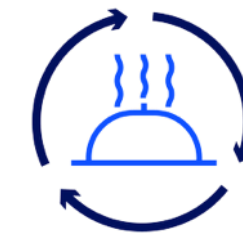
Energy



Facility Management
& HORECA



Construction



Fast Moving
Consumer Goods



Banking &
Insurance



Fashion &
Luxury

Our Innovation Path



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.

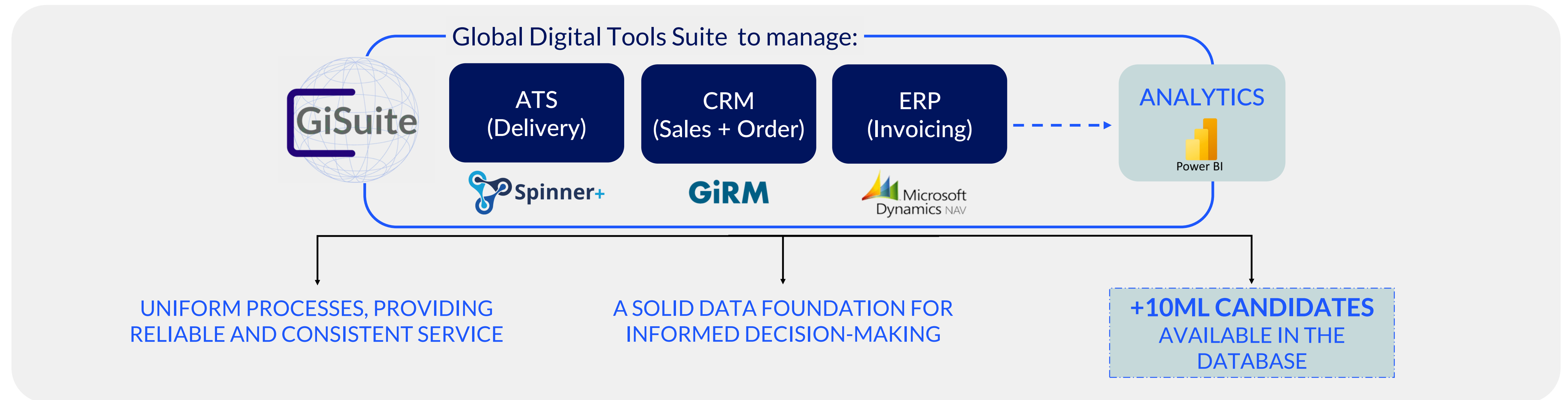
SMART RECRUITMENT & AI

Unlock the power of **Artificial Intelligence** and advanced **machine learning** algorithms to automate 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.

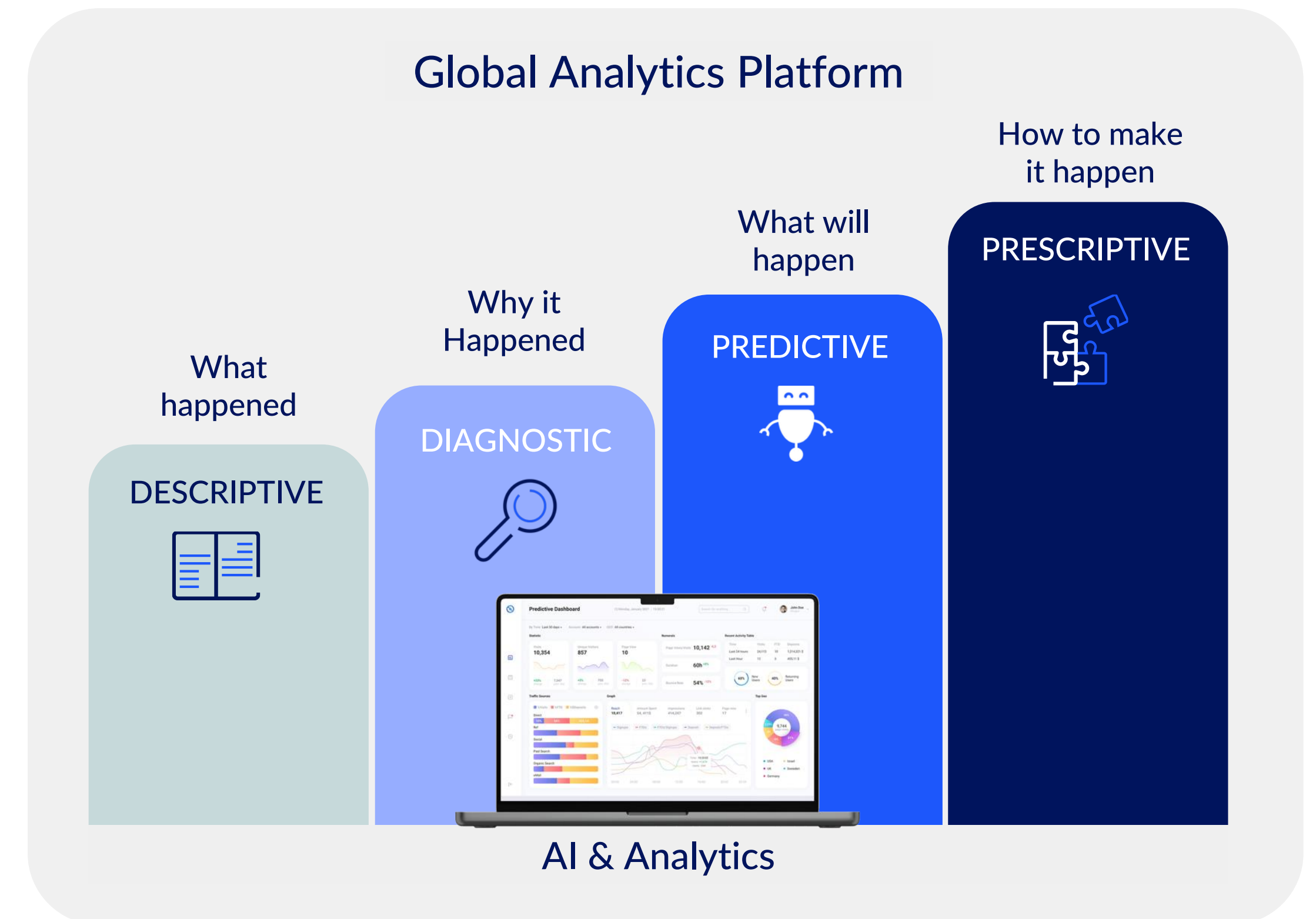
All data collected via GiSuite enables a **global data lake** that drives consistent **analytics** and **recruitment automation**.



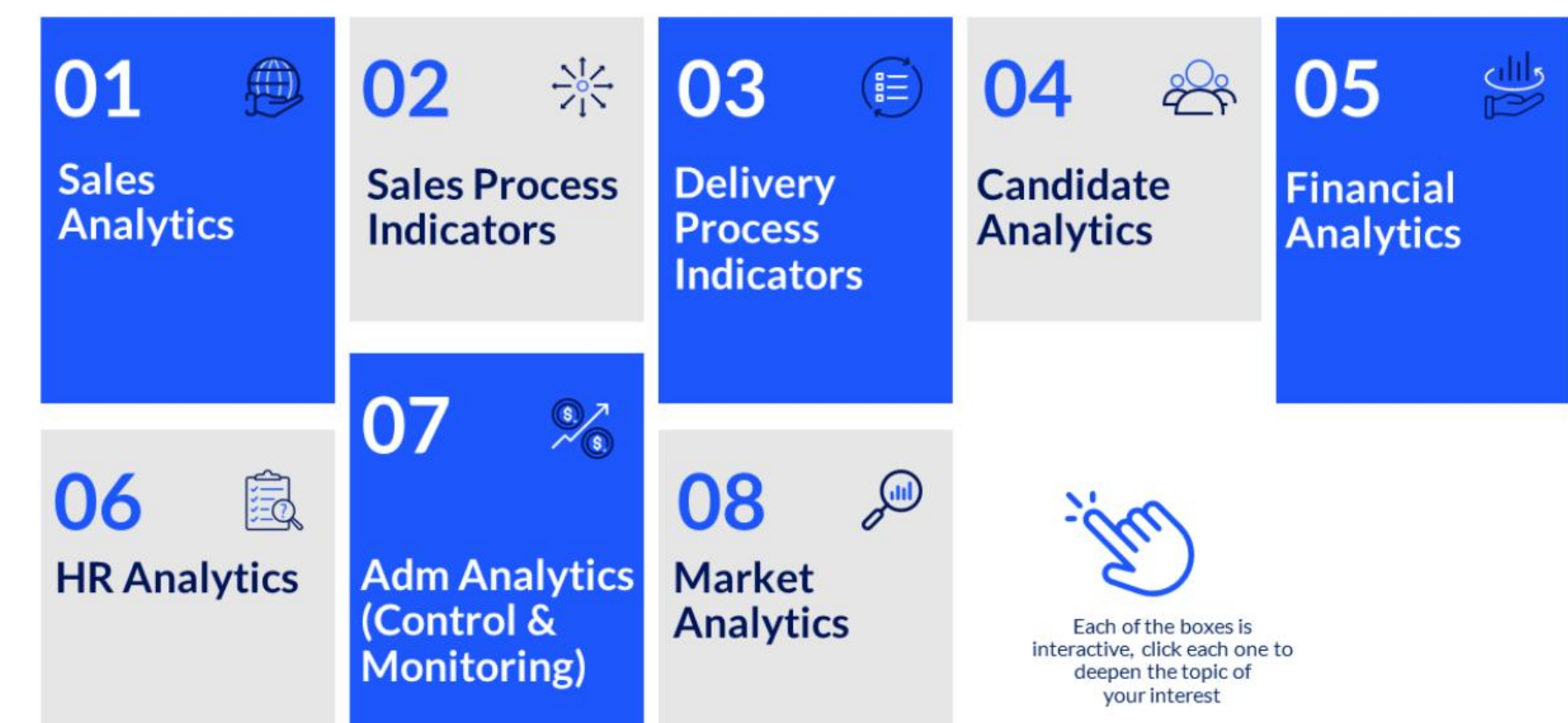
Unlocking the Power of Analytics

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



AI in Action:

Enhancing the Entire Recruitment Lifecycle

Driving **Smarter Recruitment** through innovative, **data-driven 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.

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.

HYPER SOURCING

AI-based functionality **automates and optimises job advertising** by dynamically distributing vacancies to reach the tight candidates and qualifies each applicant with AI from the first response to the final shortlist.

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



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