



2024 Company Profile



GI GROUP HOLDING

At a glance

We work to contribute to the **evolution of the Labour Market** through our daily work and to embrace the ambitious opportunity – and responsibility – to change people's lives for the better.

37

COUNTRIES WITH
DIRECT PRESENCE

+700

BRANCHES AND
OFFICES

+9,000

EMPLOYEES

+25,000

CLIENTS

Our staffing and recruitment **business ecosystem** offers a comprehensive suite of solutions that generate impactful results.



Temporary and
Permanent Staffing



Professional
Recruitment



Middle Management
and Executive
Recruitment



Business Process
Outsourcing



Programmatic Job
Advertising
Platform



Career Transition &
Employability

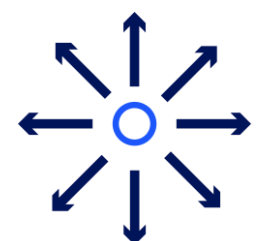


Learning &
Development



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



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.

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.

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**.

Fondazione Gi Group

Vision

Fondazione Gi Group wants to become a **leading voice** on the issue of **Sustainable Work**. We aim to work with all stakeholders to identify solutions which **actively contribute to the progress of the countries where we operate**, from a constructive perspective and based on Sustainable Work values and models.

Mission

Fondazione Gi Group works to **INVESTIGATE, IMPLEMENT and DISSEMINATE** the concept of **Sustainable Work** via the completion of initiatives and projects which are both concrete and replicable.

Core activities

Research Center

Projects

Sustainable Work Culture

Our Values



Care



Collaboration



Passion



Sustainability

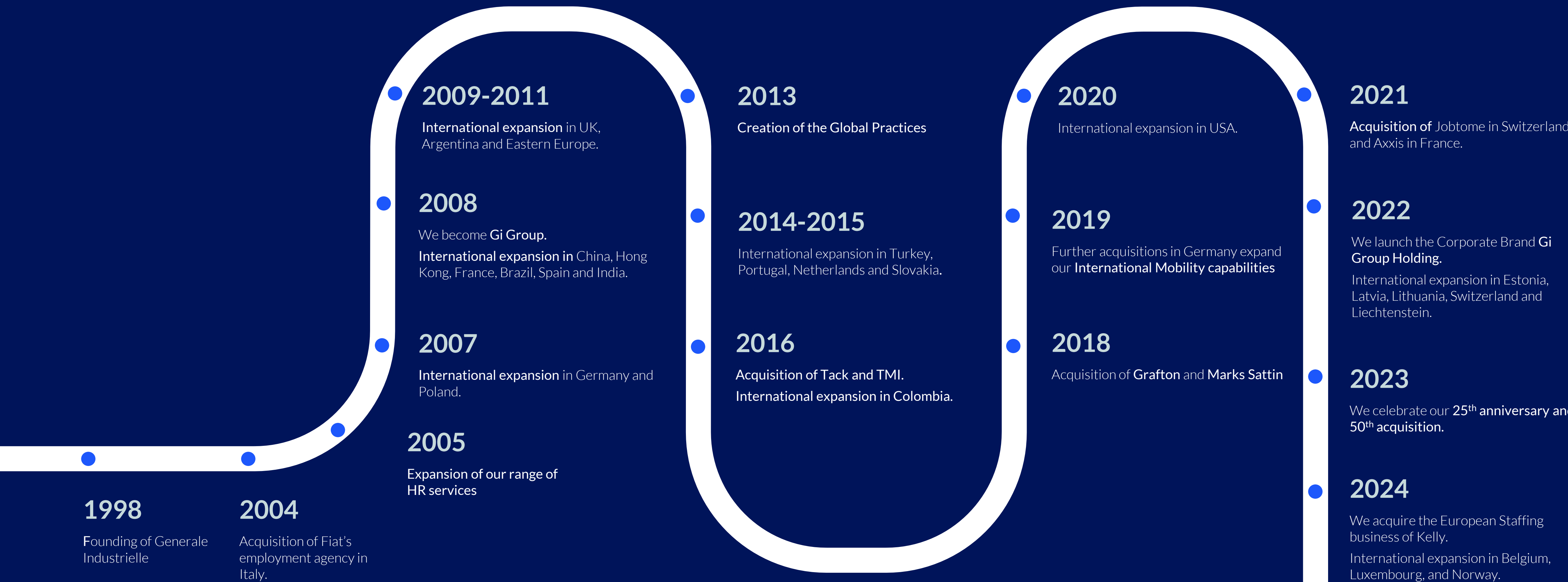


Continuous Learning
and Innovation

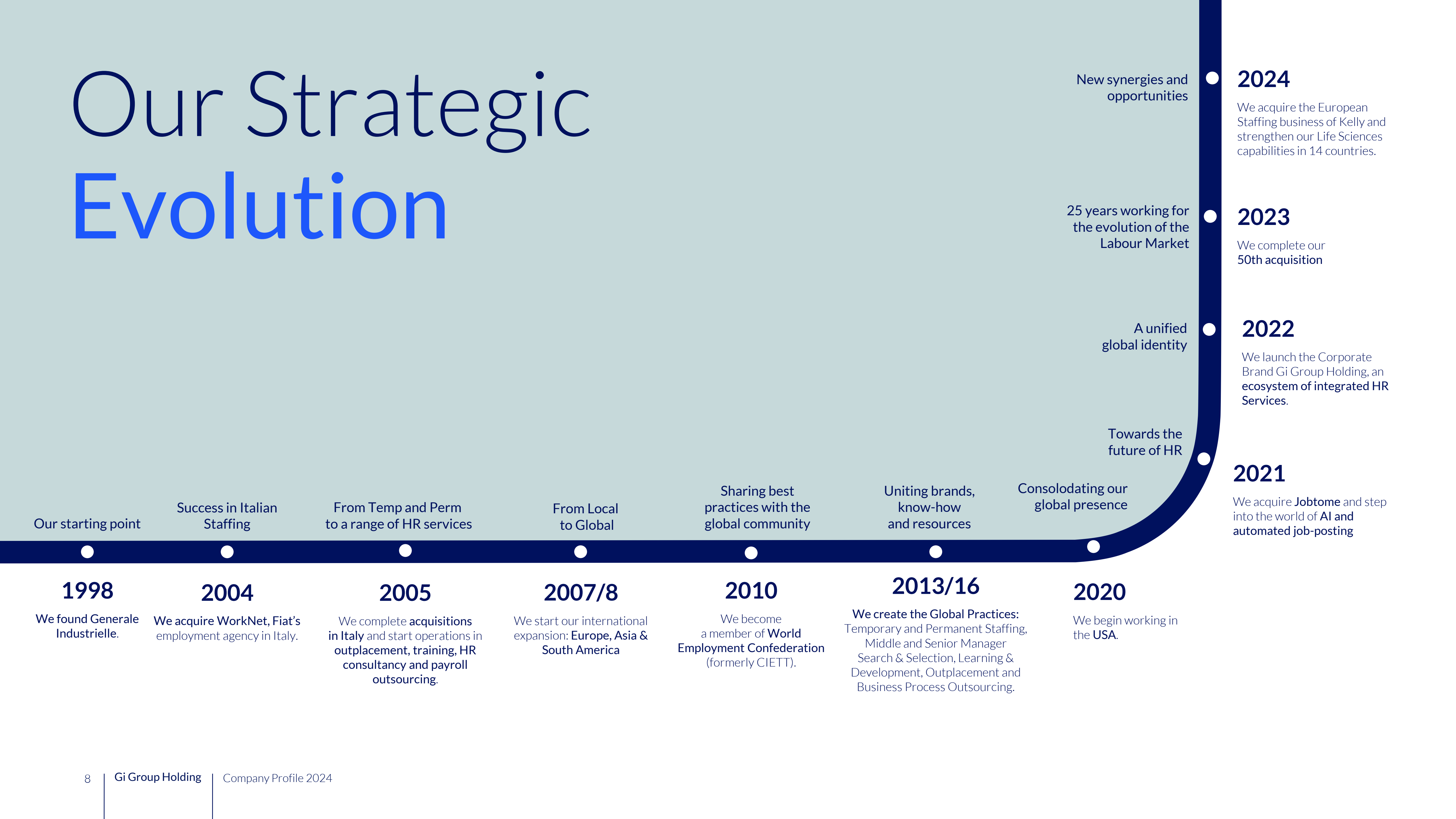


Responsibility

Our History

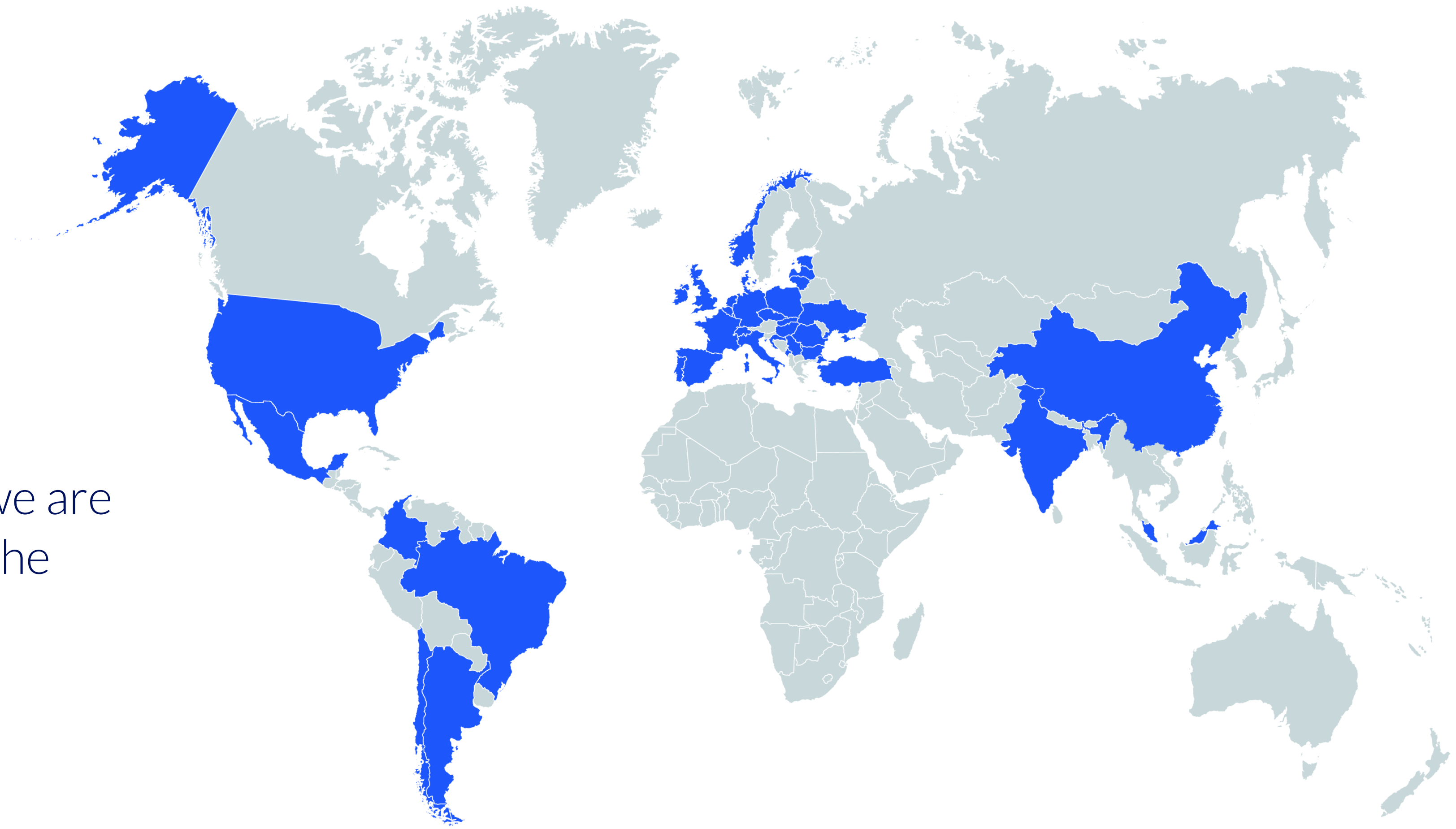


Our Strategic Evolution



Our Global Presence

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



37
COUNTRIES WITH
DIRECT PRESENCE

+700
BRANCHES AND
OFFICES

+9,000
EMPLOYEES

+25,000
CLIENTS

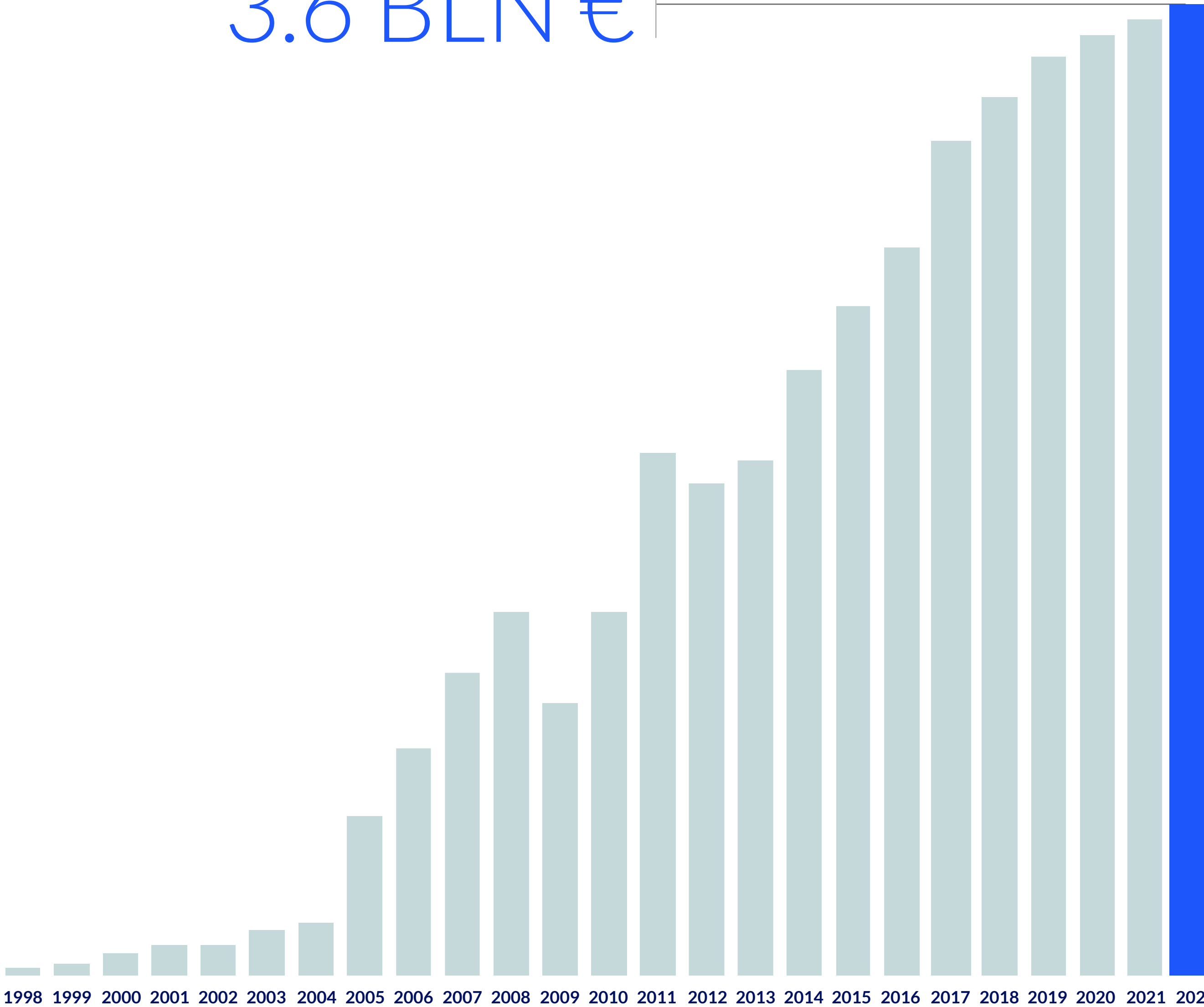
DIRECT PRESENCE

- 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

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

3.6 BLN €



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



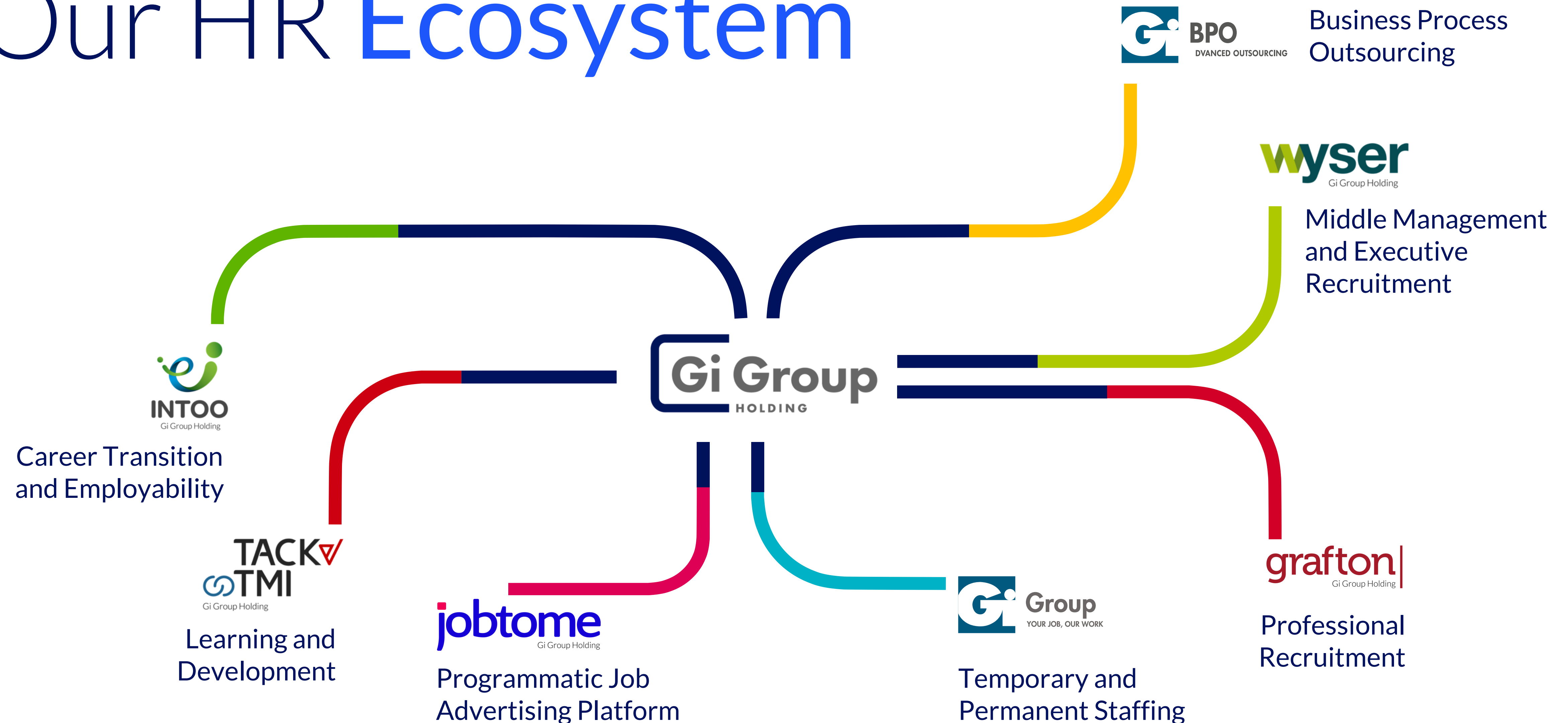
19th
WORLDWIDE
8th
PRIVATELY HELD



9th
EUROPE
3rd
PRIVATELY HELD

+3.9 BLN € revenue in 2023 (NB: preliminary results, pending validation by auditors)

Our HR Ecosystem

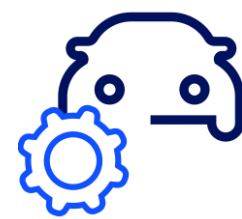


Our Specialised Divisions

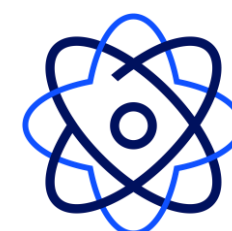
We use a **consultancy approach** across all our businesses to fully understand the dynamics of each sector and workplace.



Manufacturing



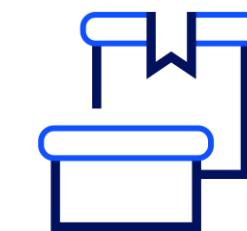
Automotive



Logistics



IT & Consultancy



Life Sciences



Retail



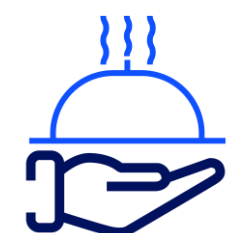
Engineering



Contact Center



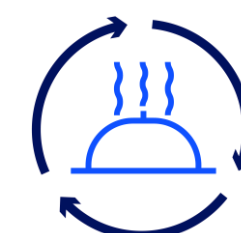
Energy



Facility Management
& HORECA



Building &
Construction



Fast Moving
Consumer Goods



Banking &
Insurance



Fashion &
Luxury

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

EXPERTS

RECRUITMENT & WORKFORCE
MANAGEMENT

+18k

CLIENTS

WE PARTNER
WITH YEARLY

+155k

**SPECIALISED AND
GENERAL 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
- Banking & Insurance
- Building & Construction
- Contact Centers
- Energy
- Engineering
- Facility Management & HoReCa
- Fashion & Luxury
- FMCG
- IT & Consultancy
- Life Sciences
- Logistics
- Manufacturing
- Retail

PLUG & PLAY AND CUSTOMISABLE SOLUTIONS

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

Professional Recruitment



We're a multinational recruitment agency established in Ireland in **1982**, 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.

16

COUNTRIES
DIRECT PRESENCE

+600

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 Management and Executive Recruitment



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

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 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.

11

COUNTRIES
DIRECT PRESENCE

+500

EXPERTS



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.**

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

DIVISIONS

- 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**.

- **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.

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.**

5

COUNTRIES
DIRECT PRESENCE

+100

EXPERTS



+100

COUNTRIES
CAREER STAR GROUP

+2,000

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 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

41

EXPERTS

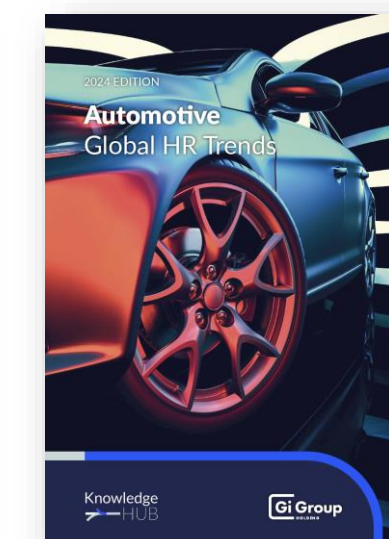
Knowledge HUB



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 Reports](#)



WWW.GIGROUPHOLDING.COM