

CVID22

Factsheet

Investor Relations | March 2022

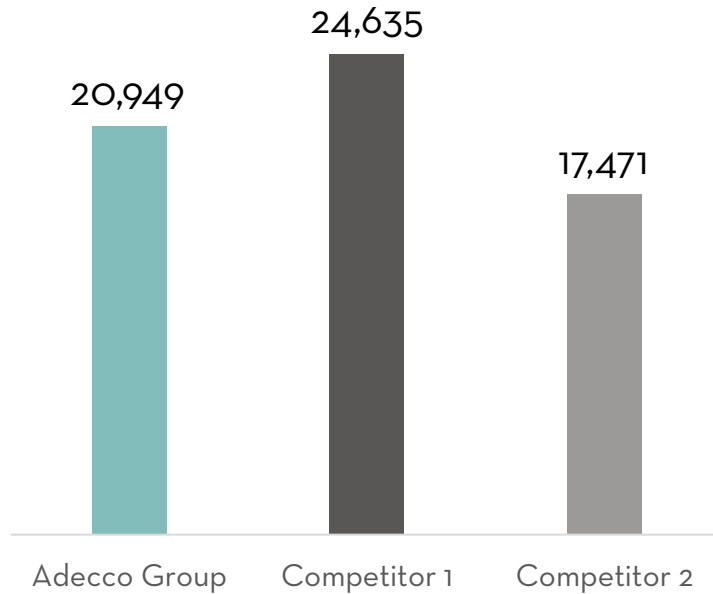


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The Adecco Group is a global talent solutions leader

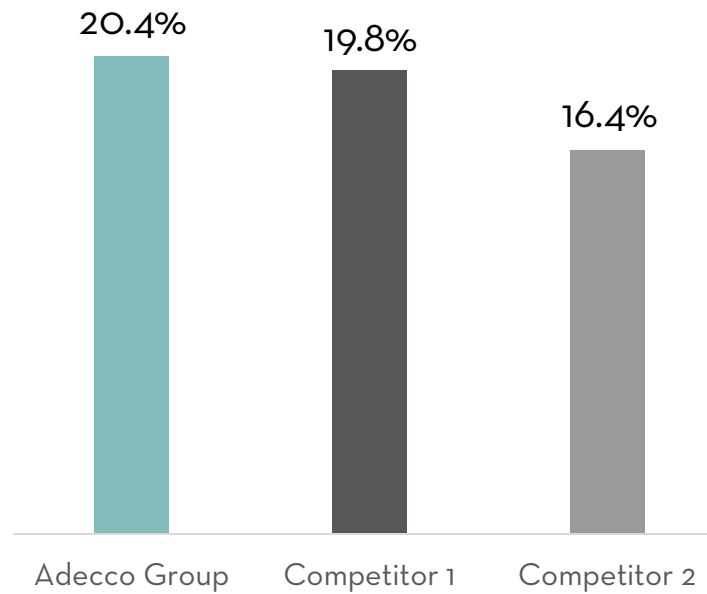
#2 in Revenues

(FY 21, € mn)



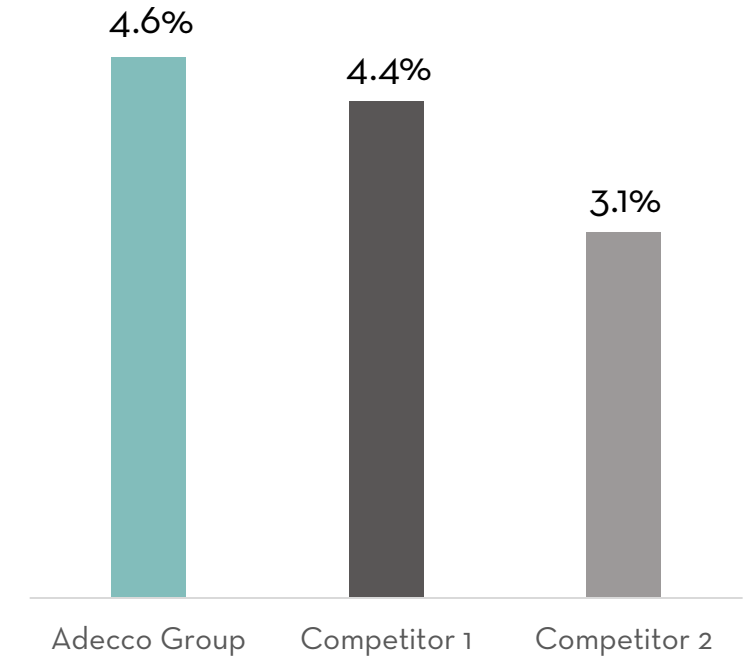
Leading Gross margin

(FY 21)



Leading EBITA¹ margin

(FY 21)



We create sustainable lifelong employability and empower organisations to optimise their workforce

¹ EBITA margin excludes one-offs

The Adecco Group

2021 Revenues €20,949 mn

Global Business Unit

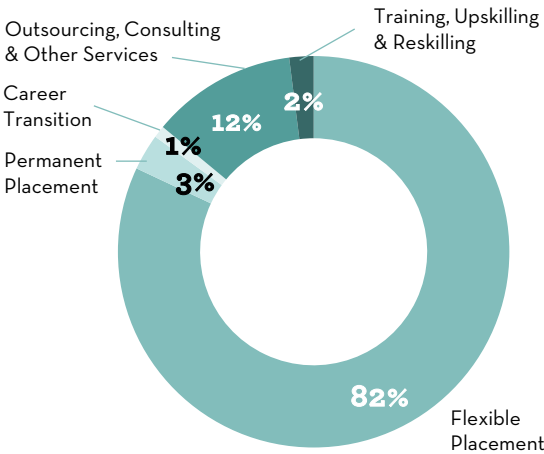
	In %
Adecco	81%
LHH	9%
Akkodis	10%
Adecco Group	100%

Future@Work is the Adecco Group's strategy, launched in 2021. As part of this strategy, the Group operates through a customer-driven model with three Global lead brands: Adecco, LHH and Akkodis.

The three global business units (GBUs) allow the Group to propose a complete and integrated offering across the full spectrum of HR solutions.

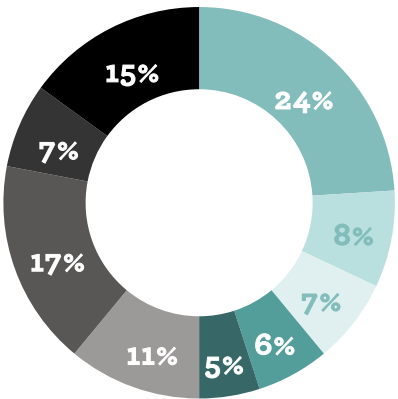
Each GBU has a distinct strategy that precisely addresses its target market while benefiting from the expertise and synergies of the whole Group.

Service Line



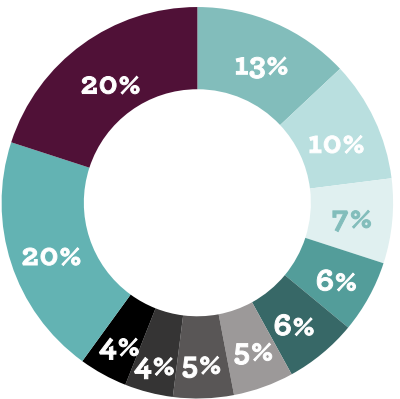
In the Placement lines, we help employers to recruit talent for both temporary and permanent roles.
In Career Transition we support organisations and employees through changes that require individuals to transition out of their current roles.
With Outsourcing and Consulting we are able to complete our full spectrum of HR solutions including specialised engineering & digital services, while Training, Upskilling & Reskilling are part of our broader workforce transformation offering.

Geography



- France
- UK & Ireland
- Benelux & Nordics
- Germany
- Iberia
- Italy
- North America
- Japan
- Emerging Markets & Other

Client Industry (approx.)



- Retail & E-commerce
- Logistics & Transport
- Information & Comm. Tech.
- Financial Services
- Professional & Scientific
- Food & Beverages
- Automotive
- Construction
- Machinery & Equipment
- Other Manufacturing
- Other Service

Revenue breakdown, approx. %

The Adecco Group

Profitability breakdown, by GBU

Gross Profit €4,281 mn

<i>In % terms</i>	
Adecco	~60%
LHH	~25%
Akkodis	~15%
Adecco Group	100%

EBITA €953 mn Excl. one-offs

<i>In % terms</i>	
Adecco	87%
LHH	16%
Akkodis	15%
Corporate	-18%
Adecco Group	100%

EBITA margin 4.6% Excl. one-offs

<i>In % terms</i>	
Adecco	4.9%
LHH	8.3%
Akkodis	6.5%
Corporate	-0.8%
Adecco Group	4.6%

32,625 Employees

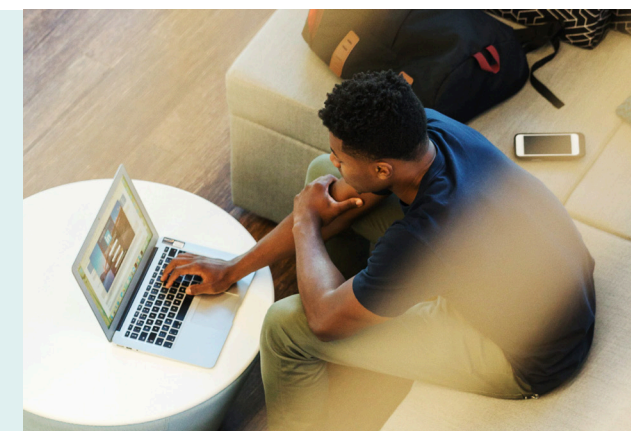
<i>In % terms</i>	
Adecco	67%
LHH	22%
Akkodis	8%
Corporate	3%
Adecco Group	100%

The three GBUs address markets with different characteristics, requiring different resources and delivering different levels of profitability.

Adecco's workforce solutions offering is unmatched in its global scale, local knowledge, and innovative use of digital tools. Every day, more than 500,000 associates are placed into roles, enabling flexibility and agility for our clients, while allowing associates to realise their professional and personal aspirations.

LHH helps organisations and individuals succeed in the evolving world of work by transforming workforces, building new skills and capabilities and matching talent with opportunity. This happens through four specialist areas: Advisory & Diagnostics, Career Transition & Mobility, Learning & Development, and Recruitment Solutions.

Akkodis delivers cross-industry expertise in technology and digital-engineering consulting, talent services and skilling to enable digital transformation and accelerate innovation. It specialises in bringing expertise to organisations in cognitive technologies, digital transformation, cloud and IT infrastructure, smart ecosystems and the fourth industrial revolution, using modern smart technology, which sees increasing convergence between engineering and IT.



2021 Revenues €16,946 mn

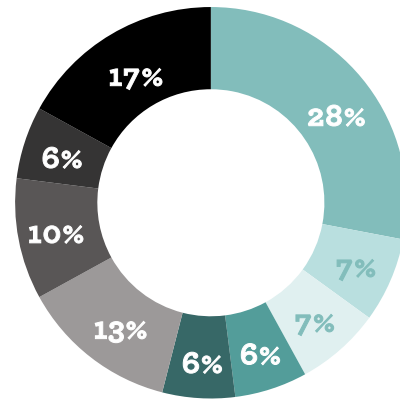
Service Line

	In %
Flex	91%
Perm	1%
Career Transition	0%
Other Services	8%
Adecco Group	100%

Adecco offers customers five solutions: flexible placement, permanent placement, outsourcing, training and diversity & inclusion.

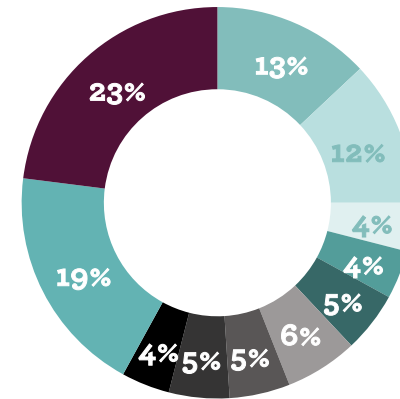
Adecco has two zero-touch digital platforms offering workforce solutions: ADIA and QAPA.

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Revenue breakdown, approx. %

Workforce Solutions Global #2

Market size: €250 bn

Market CAGR: ~GDP

 Colleagues: 23,500

 Countries: 48

 Branches: ~3,600

2021 Revenues €1,798 mn

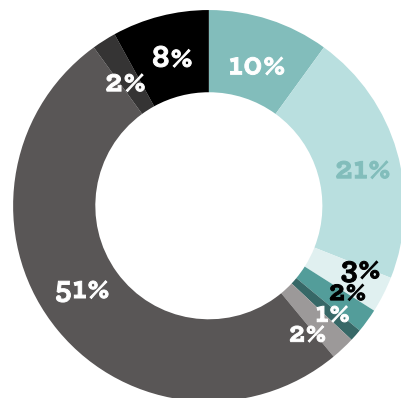
Service Line

	In %
Flex	39%
Perm	17%
Career Transition	17%
Other Services	27%
Adecco Group	100%

LHH offers an integrated portfolio of talent advisory services covering a broad range of human capital solutions: career transition, training and coaching, upskilling and reskilling, professional search, HR advisory and consulting.

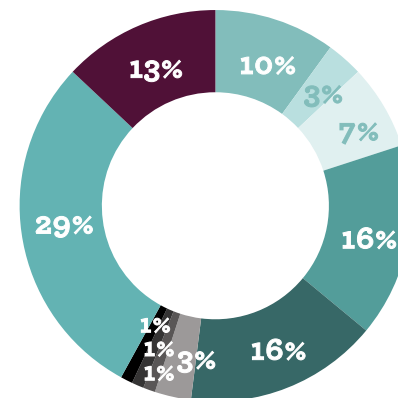
LHH has two digital platforms: Hired, which offers recruitment solutions to tech talent, and Ezra, which provides coaching services.

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Revenue breakdown, approx. %

**LHH Global lead incl.
#1 Career Transition**

Market size: **€350 bn**

Market CAGR: **~6%**

 **Colleagues, Coaches:**
>8,000

 **Countries: >60**

2021 Revenues €2,205 mn

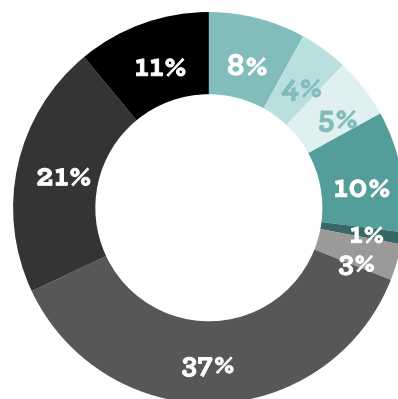
Modis by Service Line

	In %
Flex	53%
Perm	1%
Career Transition	0%
Other Services	46%
Adecco Group	100%

Akkodis delivers cross-industry expertise in technology and digital engineering consulting and solutions, talent services and skilling, with a strategic focus on Smart Industry sectors.

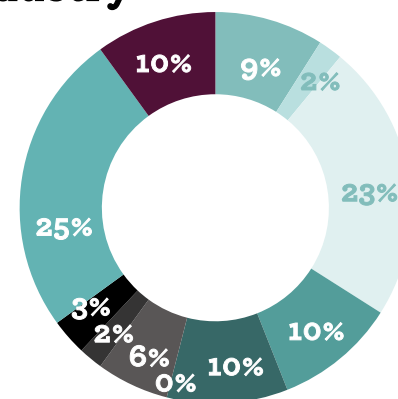
Including AKKA, Akkodis' 2021 revenues would have totalled €3.8 bn.

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Revenue breakdown, approx. %

Akkodis Global #2

Market size: €450 bn

Market CAGR: ~6%

of which

Smart Industry: €80 bn

Smart Industry CAGR: >+15%



Engineers & Digital experts:
~50,000



Countries: >30

Contact us

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