



THE ADECCO GROUP

THE ADECCO GROUP AND FESCO'S JV LHH FESCO IS OFFICIALLY ESTABLISHED

德科集团与北京外企正式成立合资公司 LHH FESCO

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苏黎世、北京，2021年10月20日

The world leading talent advisory company the Adecco Group and China's leading HR solutions provider Beijing Foreign Enterprise Human Resources Service (FESCO) have signed the *Confirmation of Execution of Joint Venture Agreement* during the China Europe Talent Forum (CETF) in Beijing/Zurich on 19th October 2021, officially announcing the establishment of the joint venture (JV) company LHH FESCO.

全球领先人才咨询与解决方案公司德科集团 (the Adecco Group) 与中国人力资源服务行业的开创者和领先企业北京外企人力资源服务有限公司 (简称“北京外企”“FESCO”) 于2021年10月19日在北京举办的中欧人才论坛 (China-Europe Talent Forum) 上签署了《合资协议执行确认书》，官方宣布了合资公司 LHH FESCO 的成立。

The combined business founded with joint forces aims to support the cultivation of high-end talent in the Chinese market. The service scope of LHH FESCO will focus on providing career transition and talent development services including background checks, talent assessments and analytics, leadership development, coaching, upskilling and reskilling, legal consulting and career transition in China.

结合双方的力量，LHH FESCO 合资公司旨在支持中国市场中高层次人才的培养与发展。合资公司在中国的业务范围将专注在职业生涯过渡和人才发展服务上，其中将包括背景调查、人才测评与分析、领导力发展、教练式辅导、技能升级与重塑、法律咨询与职业生涯过渡服务。

HR services in China have been developing rapidly to support the national strategic planning in the next five to ten years. Both parties have thoroughly prepared for months to understand the market and to integrate their product lines. LHH FESCO will continue to work on the full integration of joint businesses to present high level HR consulting services and products to the Chinese market.



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中国人力资源服务行业的迅猛发展对于支持未来五到十年的国家战略计划有着重要的意义。从深入市场到整合产品线，双方已经为本次合资做了数月的准备工作，未来 LHH FESCO 将继续进行全方位的整合，以为中国市场带来高水平的人力资源咨询服务和产品。

As one of the Adecco Group's business units under the "Future@Work" strategy, LHH, a leading HR management consulting brand, brings its 52 years of experience and expertise in coaching and career transition to the new company.

LHH 是德科集团“未来@工作” (Future@Work) 战略下的事业部之一，作为领先的人力资源管理咨询品牌，LHH 将其在教练式辅导和职业生涯过渡方面的 52 年经验与专业带入 LHH FESCO 合资公司。

Alain Dehaze, Chief Executive Office of the Adecco Group, said: "It is a great honour for me to be able to officially announce the establishment of the joint venture (JV) company LHH FESCO. Since 2010 the Adecco Group has been closely collaborating with FESCO in our joint venture FESCO Adecco, one of the most successful Sino-Swiss JVs in China. This second joint venture is a further clear and tangible milestone, and I am convinced that it will certainly take our partnership to the next level, being beneficiary for both parties."

“我很荣幸能够正式宣布 LHH FESCO 合资公司的成立”，德科集团的首席执行官 Alain Dehaze 说到，“德科集团自 2010 年以来一直与 FESCO 在密切合作，双方创建并发展了合资公司外企德科 (FESCO Adecco)，它是中国最成功的中瑞合资企业之一。如今，第二家合资公司 LHH FESCO 是我们双方在合作上更清晰、明确的一个里程碑，我相信 LHH FESCO 的成立将惠及双方，进一步升级我们的合作关系。”

Frank Wang, Chairman of FESCO, said: "Congratulations on the successful establishment of LHH FESCO in Beijing! This marks a new partnership between FESCO and the Adecco Group in the field of professional branding, building on the successful partnership between both parties over the past 10 years. We look forward to providing high quality service to Chinese clients, helping local high-level talents improve their professional skills and leadership with an international perspective. I am very confident this will write a new chapter of successful cooperation for both parties."

北京外企人力资源服务有限公司董事长王一谔为 LHH FESCO 的成立也送上寄语，“祝贺 LHH FESCO 合资公司在北京正式成立！基于我们在过去十年中成功建立的合作关系，LHH FESCO 的成立标志着北京外企与德科集团在专业服务品牌上建立了一个崭新的战略合作。我们期待为中国的企业提供优质服务，以国际化视野助力本地的高层次人才提升专业技能以及领导力。我非常有信心，LHH FESCO 将为双方的成功合作书写新的篇章。”

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About the Adecco Group

关于德科集团 (The Adecco Group)

The Adecco Group is the world's leading talent advisory and solutions company. We believe in making the future work for everyone, and every day enable more than 3.5 million careers.

德科集团 (The Adecco Group) 是全球领先人力资源咨询与解决方案公司，致力于创造美好的职场未来。每天为超过 350 万名求职者提供有意义的职业机会。

We skill, develop, and hire talent in 60 countries, enabling organisations to embrace the future of work. As a Fortune Global 500 company, we lead by example, creating shared value that fuels economies and builds better societies.

在全球 60 个国家和地区，通过人才和技能、发展与招聘服务，我们助力企业迈向未来的工作世界。作为一家《财富》世界 500 强企业，我们以身作则，为推动经济发展和建立美好社会贡献价值。

Our culture of inclusivity, entrepreneurship and teamwork empowers our 30,000 employees. We are proud to have been consistently ranked one of the 'World's Best Workplaces' by Great Place to Work®.

德科集团在全球约有 30,000 名全职员工，拥有极具包容性、企业家精神和团队合作的企业文化，多年跻身卓越职场®研究所 (Great Place to Work® Institute) 发布的《世界最佳职场》榜单。

The Adecco Group AG is headquartered in Zurich, Switzerland (ISIN: CH0012138605) and listed on the SIX Swiss Exchange (ADEN). The Group is powered by three global business units: Adecco, LHH and Modis.

德科集团总部位于瑞士苏黎世，在瑞士苏黎世 (SIX Swiss Exchange) 证券交易所公开上市。德科集团设有 Adecco, LHH 和 Modis 三个事业部。

关于 FESCO

FESCO前身是北京市友谊商业服务总公司，成立于1979年，是国内首家为外商驻华代表机构、外商金融机构、经济组织提供专业化人力资源服务的公司，开创了中国人力资源服务行业的先河。作为专业的人力资源综合解决方案提供商，FESCO以温暖的服务与先进的技术，40多年来一直为各种组织和企业提供全方位的人力资源解决方案，推动着中外企业在华业务的快速增长，帮助国内外人才不断提升价值。

FESCO, formerly known as Beijing Friendship Business Service Corporation, established in 1979, is the first enterprise providing human resources (HR) services for foreign agencies, financial institutions and economic organizations operating in China. As a leading integrated HR solution provider in China, FESCO has provided all-round HR service solutions for organizations and enterprises for over 40 years, promoting the rapid growth of domestic and



foreign-invested enterprises' business in China, and helping talents at home and abroad enhance their career value.

FESCO深耕人力资源服务行业，涵盖用工管理、人事代理、商业外包、健康管理、财税薪酬、弹性福利、管理咨询、国际人才服务、高端人才寻访等多重领域，为来自上百个国家和地区的数万家客户、数百万名人才提供着有温度的服务，常年位列中国企业500强。FESCO在全国建立了200多家投资公司及分公司，形成了以北京为中心、覆盖全国31个省市自治区400余座城市的服务网络，通过“一地签约，全国服务”为客户提供高效、便捷的服务体验。

FESCO's businesses cover employment management, personnel agency, outsourcing, health management, accounting and finance, flexible benefits, management consulting, international talent service, and high-end talent hunt. It provides HR services for tens of thousands of clients and millions of talents. It has been among the top 500 enterprises in China for years. FESCO now has a service network of over 200 branches and shareholding companies distributed in more than 400 cities, allowing customers to get access to services across the country.

未来，FESCO将继续通过服务、产品和科技创造价值，打造一个有价值的智慧人力服务生态，赋能组织和行业发展。

FESCO will continue to create value through the services, products and technology to build a valuable and intelligent ecosystem of HR services, enabling organizations and industry development.