

The Adecco Group at a glance

Facts & figures

Powered by 3 Global Business Units, we help our candidates and clients to navigate, adapt and succeed in a rapidly evolving world of work.



38,000+

experts in the world of work



180,000

FTE including tech experts & bench associates



60

countries with proven track record



100,000+

customers



€24bn

in revenues (2023)



5,100+

Branches around the globe



2,000,000+

people on assignment daily



474,167

Associates provided with flexible employment every day



169,062

People placed in permanent employment



71

Eco Vadis silver rating



35

Net Promoter Score® (clients)
+3 points



85,000

Refugees to be assisted in job finding and skill training

A Global Company With Strong Local Presence

60+

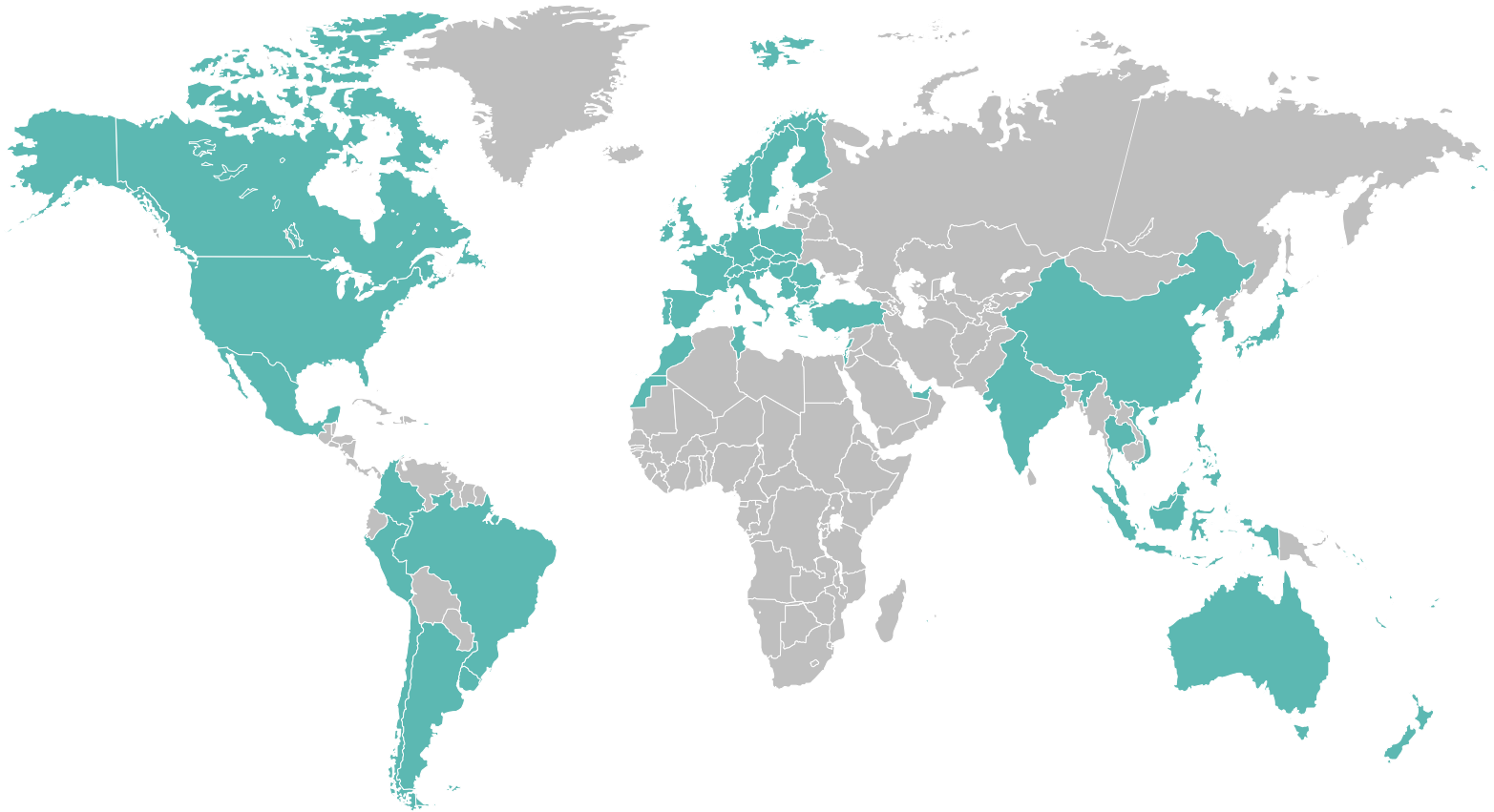
countries around
the world

HQ

located in
Switzerland

2,000,000

associates on
assignment daily, including in
our Joint ventures*



The Adecco Group Direct Presence

Argentina	Hungary	Serbia
Australia	India	Singapore
Austria	Indonesia	Slovenia
Belgium	Ireland	South Korea
Brazil	Italy	Spain
Bulgaria	Japan	Sweden
Canada	Luxembourg	Switzerland
Chile	Malaysia	Taiwan
China	Mexico	Thailand
Colombia	Netherlands	Tunisia
Czech Republic	New Zealand	Turkey
Ecuador	Norway	UAE
Finland	Peru	United Kingdom
France	Poland	Uruguay
Germany	Portugal	USA
Greece	Puerto Rico	Vietnam
Hong Kong	Romania	

The Adecco Group Partner Presence

Bolivia	Guatemala	Nicaragua
China (FESCO)*	Honduras	Panama
Costa Rica	Israel*	Republic of Vanuatu
Croatia*	Mauritius	Slovakia*
Denmark*	Morocco	South Africa
Dominican Republic	New Caledonia	Wallis & Futuna
El Salvador	Namibia	

About the Adecco Group

Powered by 3 Global Business Units, we help our candidates and clients navigate, adapt and succeed in a rapidly evolving world of work.



Through our three global business units – **Adecco**, **Akkodis**, **LHH** – we enable sustainable and lifelong employability for individuals, deliver digital and engineering solutions to power the Smart Industry transformation, and empower organisations to optimise their workforces.

Adecco

A global leader in workforce solutions.

We help people fulfil their potential by connecting them to employment, and we provide flexibility and agility for clients by delivering the right talent capabilities at the right time.

Adecco 

AKKODIS

An expert in technology and digital engineering consulting, talent services and skilling.

Through our cross-industry expertise, we enable clients to digitally transform and accelerate innovation in order to empower societies, organisations, and people to create a smart and sustainable tomorrow.

AKKODIS

LHH

A portfolio of globally leading talent brands in:

- Leadership development & career transition (LHH)
- Upskilling & reskilling (GA)
- Recruitment Solutions (local professional placement brands)
- Coaching (EZRA)

EZRA  **GENERAL ASSEMBLY**

The Adecco Group differentiators

*We are pleased to support you in the areas listed below

Talent development

Pool management and training expertise

Through attraction of best talent within our extensive candidate pool coached and trained to adopt new practices and to provide customised content for our clients

Talent focus

Candidate pool and digitalisation of HR

- Strong candidate Talent pool
- **Attraction:** Digital tools + data analytics
- **Selection:** assessment, test, process
- **Management:** feedback to enhance the candidate experience

Professional recruitment

Experts talk to experts

Our advisers are experts in their functions and sector. They have a proven track record in their field and offer an average of 10 years of talent acquisition experience at both international and local levels.

ESG

Make the Future work for everyone

Actions on diversity and inclusion, employability of youth and disabled, gender equality

Footprint

Global network, strong local footprint, specialty brands. With direct presence in **60 Countries & territories**

Services portfolio & capabilities

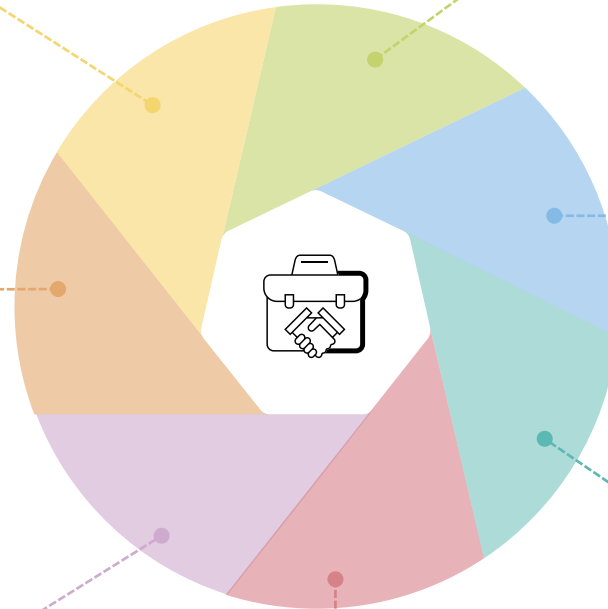
One-stop-shop for all HR-related needs

- 360° portfolio
- Customisable delivery model
- Unique point of contact
- Account management, best practice sharing

Compliance & cost efficiency

Deliver compliance, commercial value & optimisation through:

- Compliance and transparency
- Flexibility and process driven techniques
- Intensive lean management (TCO)



Leadership across the HR spectrum: our service lines

FP Flexible Placement

We place associates with organisations on a temporary basis, providing flexibility to employers and new opportunities to candidates. We manage the entire recruitment process from candidate search and screening, through onboarding and training, to payroll and administration. Associates are employed by the Group while on assignments, which often run consecutively to provide continuous employment. In some countries, associates are employed by the Adecco Group on a permanent basis and seconded to clients. We recruit and manage flexible workers for our clients, taking care of onboarding, training, payroll and administration.

PP Permanent Placement

We help employers to recruit talent for permanent roles, securing the skills needed for an organisation's ongoing success. We source candidates, screen CVs, conduct interviews and assessments, and advise hiring managers to ensure companies get the exact skills they need. We have access to a wide range of talent, including hard-to-reach professionals who are not actively looking for a new job.

CT Career Transition

We support organisations and their employees through changes that require individuals to transition out of their existing roles. Through our expert coaching and training, we help individuals find new opportunities both within and outside their existing company, ensuring positive outcomes for all. Our LHH Career Transition business is the global leader in its market.

OC Outsourcing, Consulting & Other Services

We also offer a full spectrum of complementary HR solutions, including: Outsourcing – staffing and managing the entirety of a labour-intensive activity, such as warehouse logistics or IT support; Consulting – providing technical experts for project-related work; Managed Service Programmes (MSPs) – managing all parts of the flexible workforce at organisations using a large number of contingent workers; and Recruitment Process Outsourcing (RPO) – handling the entire hiring process for employers recruiting large numbers of permanent employees. Our clients have chosen to focus on their core business. We staff and manage entire workforces, such as warehouse logistics or IT support to deliver customised managed services meeting clients' challenges.

TR Training, Upskilling & Reskilling

We offer training, upskilling, reskilling and coaching both as standalone services and in combination with other solutions, such as placements or as a part of a broader workforce transformation offering. We provide coaching and training that enhances individual employability and addresses persistent skills shortages in industries. Adecco is a leading provider of work-based training. Our General Assembly brand is a leader in upskilling and reskilling in high-demand digital skills. EZRA makes individual learning with 1-1 coaching, together with an integrated learning tool – all while simultaneously measuring your progress. Akkodis Tech Academy offers candidates the opportunity to upskill in technology and digital-engineering-related fields to increase their employability and to create a supply of in-demand candidates for our clients.

Key Presence and Coverage (APAC)

	Branches	Staff strength	Temp. recruiters	Perm. recruiters	Temp Placement 2023	Perm Placements 2023	Candidates (database)
Australia	14	300+	100+	20+	12,000+	700+	400,000+
China	200+	1660	300+	250+	20,000+	1000+	35,000,000+
Hong Kong	2	135	50+	40+	30,000+	500+	100,000+
India	10+	930	200+	100+	36,000+	1000+	500,000+
Japan	100+	3,000	1,500+	250+	30,000+	700+	Approx. 1.5m
Malaysia	3	70	30+	20+	2,000+	200+	100,000+
New Zealand	12	93	15+	15+	3,000+	300+	120,000+
Singapore	1	184	20+	40+	700+	700+	60,000+
South Korea	5	87	10+	30+	800+	300+	300,000+
Taiwan	5	259	100+	80+	10,000+	900+	100,000+
Thailand	8	390+	30+	50+	20,000+	600+	300,000+
Vietnam	2	150+	10+	50+	250+	280+	30,000+

Figures are indicative purpose only and excludes LHH, GA, Pontoon

Brand & Tech Availability APAC

	Brand Availability					
	Adecco	Akkodis	LHH	Pontoon	Other TAG Brands	Adecco Mass Recruitment
Australia	•	•	•		GA	•
China FESCO	•	•	•			
Hong Kong	•		•			
India	•	•	•	•		
Japan	•	•	•	•		
Malaysia	•					•
New Zealand	•		•			•
Singapore	•		•	•	GA	•
South Korea	•					•
Taiwan	•		•			•
Thailand	•		•			•
Vietnam	•		•			•

Service Offering APAC

	Temp Staffing	Onsite Service	Perm Placement	RPO	Industrial Outsourcing	Field Sales Marketing	BPO	Contracting / SoW	Freelancing	Payslip Management / Admin Payroll	Master Vendor	MSP
Australia	•	•	•	•	•	•	•	•			•	•
China	•	•	•	•			•			•	•	•
Hong Kong	•	•	•	•	•	•	•	•	•	•	•	•
India	•	•	•	•	•	•	•	•		•	•	•
Japan	•	•	•	•			•	•				•
Malaysia	•	•	•	•				•		•		•
New Zealand	•	•	•	•	•	•	•	•	•		•	•
Singapore	•	•	•	•	•	•	•	•		•	•	•
South Korea	•	•	•	•	•	•	•	•	•		•	•
Taiwan	•	•	•	•	•	•	•	•		•	•	•
Thailand	•	•	•	•	•	•	•	•		•	•	•
Vietnam	•	•	•	•	•	•	•	•		•	•	•

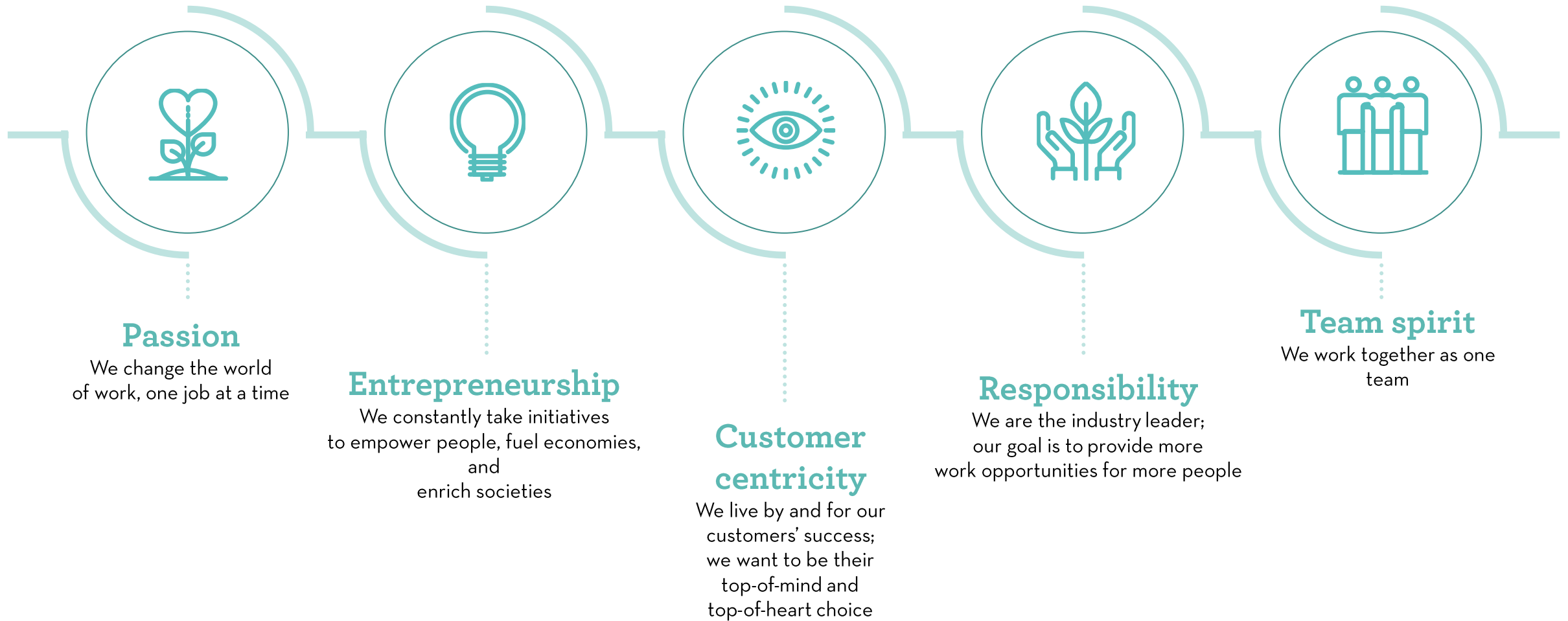
Specialization APAC (1/2)

	Accounting	Automotive & Transportation	Banking, Finance & Insurance	Engineering	Events, Exhibitions, Promotions	FMCG, F&B, Tobacco (incl. consumer products)	General Administration & Management	Government Institution	Human Resources	Information Technology
Australia	•	•	•	•		•	•	•	•	•
China	•	•	•	•	•	•	•	•	•	•
Hong Kong	•		•	•	•	•	•	•	•	•
India	•		•	•		•	•		•	•
Japan	•	•	•	•		•	•	•	•	•
Malaysia	•	•	•	•		•	•		•	•
New Zealand	•	•	•	•	•	•	•	•	•	•
Singapore	•	•	•	•	•	•	•	•	•	•
South Korea	•	•	•	•		•	•		•	•
Taiwan	•	•	•	•	•	•	•	•	•	•
Thailand	•	•	•	•	•	•	•	•	•	•
Vietnam	•	•	•	•	•	•	•		•	•

Specialization APAC (2/2)

	Legal	Logistics & Supply Chain	Manufacturing	Mining & Resources	Petrol-chemical, Energy & Utilities	Pharmaceutical	Property, Construction & Real Estate	Retail (incl. Luxury Retail)	Sales & Marketing	Telecom
Australia		•	•	•	•	•	•	•	•	•
China	•	•	•		•	•	•	•	•	•
Hong Kong	•	•			•	•	•	•	•	•
India		•	•	•	•	•	•	•	•	•
Japan	•	•	•		•	•	•	•	•	•
Malaysia		•	•			•	•	•	•	•
New Zealand		•	•		•	•	•	•	•	•
Singapore	•	•	•	•	•	•	•	•	•	•
South Korea		•				•		•	•	•
Taiwan	•	•	•		•	•	•	•	•	•
Thailand	•	•	•		•	•	•	•	•	•
Vietnam	•	•	•	•	•	•	•	•	•	•

Core values: a renewed focus to define our future





Discover the Adecco Group

Find out more

[The Adecco Group website](#)

[2023 Annual Report](#)

[Future of Work](#)

Our global brands

[Adecco](#)

[Akkodis](#)

[LHH](#)

[Pontoon](#)