



HOUSE OF HR



We CHANGE
LIVES

INTRODUCTION

We ARE

HOUSE OF HR

As a forefront HR services provider in vital European staffing markets, we specialize in offering end-to-end temporary recruitment and outsourcing services. Our focus revolves around Engineering & Consulting and Specialized Talent Solutions. Both segments deliver a diversified set of specialized talents with high scarcity.

WE ARE CREATIVELY COLLABORATIVE

One of our three crucial values and the theme of this year's annual report. As a dynamic collective of 50+ companies or Boutiques (as we have 200 legal companies), our creative collaboration transforms lives daily, fostering positive change through diverse expertise and innovation.

WE ARE COURAGEOUSLY AMBITIOUS

We systematically advance towards our goals, implementing well-defined strategies, ensuring purposeful actions guide us in achieving success and meaningful progress.

WE ARE HUMANLY RESOURCEFUL

With a people-first approach, our success depends on the transformative influence of our teams, underscoring their pivotal role in every assignment.

We CONNECT AND UNLEASH
all talent to win in a world of change.

OUR PURPOSE

#1 SPECIALIZED TALENT CONSULTING AND ENGINEERING GROUP IN EU.

By 2027, House of HR is the absolute reference when it comes to building a world full of talent and solutions.

OUR VISION

Portfolio anchored on structurally growing & highly profitable segments in our focus geographies (Benelux, Dach & France).

Accelerating in high-skill segments, to unlock superior growth and profitability.

OUR FOCUS

Engineering & IT

Consulting &
Business Services

Specialized Talent
Solutions

Healthcare

Our PowerHouses as units of entrepreneurship, outgrowing their market, with House of HR to selectively accelerate the platform value.

1. Doubling down on fundamentals for strong organic growth

2. Accelerating on new staffing models

3. Driving sustained M&A

OUR VALUE INITIATIVES

Organize for growth while cultivating our entrepreneurial mindset & unique culture.

Clear role & value of the House of HR platform

Winning culture of Happy and diverse Rebels

Front-runner on ESG

A HAPPY REBEL IS...

Creatively
Collaborative

Humanly
Resourceful

Courageously
Ambitious

OUR VALUES & CULTURE

BUILDING A WORLD CLASS HR SERVICES BUSINESS

Founded from Accent Jobs, House of HR was established in 2012 to allow international growth ambitions in HR. Growing organically and through M&A, this is what happened since. While the initial focus was on temporary staffing which evolved towards Specialized Talent Solutions, later acquisitions created a 2nd segment in Engineering & Consulting. Organized as a decentralized business model, the Group counts 10 main companies, the so called PowerHouses. Each PowerHouse has its own candidate expertise and is active in one of the 2 segments. Most PowerHouses own multiple subsidiaries, called Boutiques. These sub brands to the PowerHouses add a specific expertise to the knowledge at PowerHouse level. More than 50 Boutiques are present today, and counting.

FINANCIALS 2023¹

€3.39bn

Sales +8.1%

€373m

EBITDA +2.4%

€944m

Net Fee Income²

11.0%

EBITDA margin

¹ Figures presented throughout are pro forma management adjusted, i.e. as if the business acquired or divested during that period had occurred on the first day of the year and normalized for any extraordinary, one-off, non-recurring gain, less expense or change to the extent this does not recur on a regular basis; except as explicitly mentioned otherwise.

² Net Fee Income (NFI) = Net fees represent turnover less employee compensation and less other employee related costs.



The main shareholders of House of HR are Bain Capital Private Equity and Conny Vandendriessche, one of the original founders of Accent Jobs and House of HR.

NON-FINANCIALS 2023

3rd

Edition of the Innovation Contest, with a focus on learning and development

+1,500

Happy Rebels obtains AI certification from EHSAL Management School

#2

House of HR becomes the second largest HR provider in The Netherlands

6

Acquisitions in 2023

ABOUT
US

WE CONNECT AND UNLEASH ALL TALENT TO WIN IN A WORLD OF CHANGE

WHERE WE OPERATE*

Key markets

- Belgium
- Germany
- France
- Netherlands

*including foreign
sourcing branches

WHO WE ARE

Ten PowerHouses and over 50 Boutiques form a decentralized collective driven by an entrepreneurial spirit and a shared love for people. Unified by the House of HR Platform, which drives value creation.

812

Offices
across Europe

73,395

People at Work/month
(average)

5,663

Happy Rebels
(average FTE)

17,988

Clients served per month
(average)

HOW WE WORK

Our culture and values underpin everything we do.

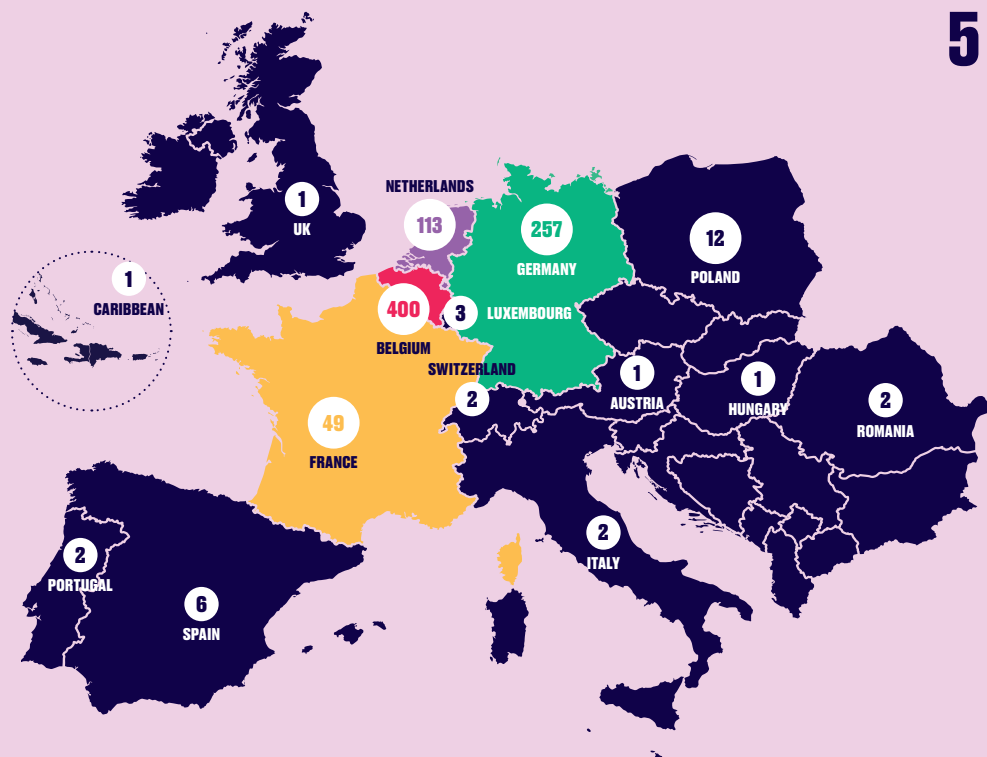
Embedded in every action we take is the essence of our culture and values. Every decision, innovation, and undertaking is a reflection of our commitment to uphold and embody the principles that define us.

A Happy Rebel is

CREATIVELY COLLABORATIVE

HUMANLY RESOURCEFUL

COURAGEOUSLY AMBITIOUS



THE CRIB

The end of September 2023 was marked by the opening of 'The Crib', the new main office of House of HR in Kortrijk (BE).

➔ [Read more](https://houseofhr.com/news)
houseofhr.com/news



OUR SEGMENTS AND BRANDS

WE OPERATE ACROSS 2 SEGMENTS

ENGINEERING & CONSULTING

WORKING ACROSS 4 FOCUS AREAS...

ENGINEERING & IT

Within the dynamic sphere of Engineering & IT, our PowerHouses and Boutiques excel in providing diverse profiles—from civil, commercial, and industrial engineers to IT experts and skilled technicians. We offer these professionals for secondment or freelance, catering to industries spanning construction, pharma, life sciences, industry, petrochemistry, energy, and more.

CONSULTING & BUSINESS SERVICES

Our companies specialize in providing consultants with diverse backgrounds—finance, legal, IT, psychology, and various bachelor's and master's degrees. Our offerings include consulting, secondment, outsourcing, freelance, and interim management services. We cater to financial institutions, pension funds, insurance companies, legal offices and public authorities.

WITH 50+ POWERHOUSES & BOUTIQUES...

ABY

- Abylsen
- ABMI
- Belgatech
- ETA
- Greenworking
- Mykelson
- Pharmacos
- Pi
- TEC

Continu Professionals

- Solyne

House of SOLCOM

- ibb

Cohedron

- Argonaut
- Digitalstars
- Future Communication
- Galan Groep
- Human Capital Group
- PFS
- Vanberkel Professionals
- Verder
- Wyzer

Redmore

- Agium
- ITDS
- Profource
- Talent&Pro
- Triple A
- Vialegis

OUR DIGITAL SOLUTIONS THAT ADD VALUE TO THE HOUSE OF HR PLATFORM

1. Tools oriented towards customers:

BOOK'U (BE):

CONTINU CONNECT (NL):

2. Tools oriented towards customers and People at Work:

FYGI (NL):

GIGHOUSE (BE):

bookU CONNECT

FYGI

GiDHOUSE
WHERE EXPERTS FEEL AT HOME

SPECIALIZED TALENT SOLUTIONS

SPECIALIZED TALENT SOLUTIONS

Catering to various industries, we highly concentrate on SMEs with a focus on construction and technics. Our achievements include also expert international recruitment. An offering towards blue and white collar profiles of temporary, flexi, freelance and even student positions, in addition to temp-to-perm roles.

HEALTHCARE

We cater to the whole spectrum of healthcare industries: hospitals, elderly homes, children's daycare, care institutions, mental health facilities... Our diverse offerings encompass a very broad range of profiles, going from a care position up to highly skilled and specialized roles, including nurses and doctors.

Accent

- CTRL-F
- GIGHOUSE
- JobRoad
- NOWJOBS
- Sixie
- Talent Lab

TIMEPARTNER

- Aero High Professionals

House of Covebo

- Aanpakkers.nl
- Covebo Uitzendgroep
- Effect
- EuroJob
- EU Facility Services
- FID
- FYGI
- Logi-Technic
- Maatt
- Pran
- Verder in Techniek
- VNom

House of Healthcare

- avanti
- DOCSTR
- plus

TMI

3. Tools oriented towards People at Work:

NOWJOBS & STAFFME
(BE, NL, FR, GER):



COVEBO SQUARE (NL):



AANPAKKERS (NL):











MY ACCENT (BE):



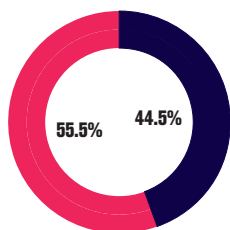
FLOW AND MIJN DOSSIER (NL):



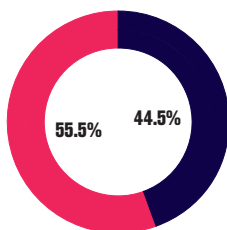
<h3>ENVIRONMENTAL SUSTAINABILITY</h3> <p>We recognize the importance of environmental sustainability and are committed to reducing our environmental impact through energy efficient practices, green fleet and responsible procurement</p>	<h3>SOCIAL RESPONSIBILITY</h3> <p>We are committed to promoting social responsibility by fostering a culture of diversity and inclusion, providing equal opportunities and investing in employee wellbeing and development</p>	<h3>GOVERNANCE PRACTICES</h3> <p>We are committed to maintaining high standards of governance practice by promoting transparency, accountability, and ethical conduct in all aspects of our operations</p>
<h4>MATERIAL TOPICS</h4> <ul style="list-style-type: none"> Environmental stewardship 	<h4>MATERIAL TOPICS</h4> <ul style="list-style-type: none"> Client relationship and satisfaction Employee wellbeing, engagement & empowerment DEI Training & education Talent attraction & retention 	<h4>MATERIAL TOPICS</h4> <ul style="list-style-type: none"> Business ethics, conduct & integrity Digital transformation & innovation
<h4>COMMITMENTS AND TARGETS</h4> <ul style="list-style-type: none"> SBTi commitment Green fleet by 2032 	<h4>COMMITMENTS AND TARGETS</h4> <ul style="list-style-type: none"> eNPS survey commitment Gender diversity targets Wellbeing target Staff retention target Training target 	<h4>COMMITMENTS AND TARGETS</h4> <ul style="list-style-type: none"> ESG rating commitment EcoVadis target
<h4>UN SDGS</h4> 	<h4>UN SDGS</h4>      	<h4>UN SDGS</h4> 
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KPIs

EBITDA PER SEGMENT (%)*



2023

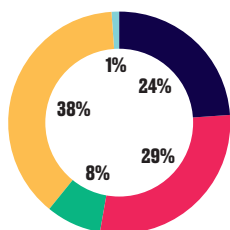


2022

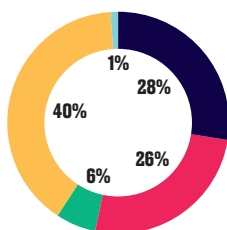
- Specialized Talent Solutions
- Engineering & Consulting

* Excluding House of Support

SALES PER GEOGRAPHY (%)



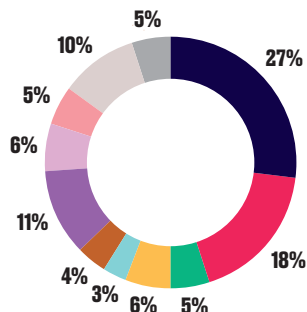
2023



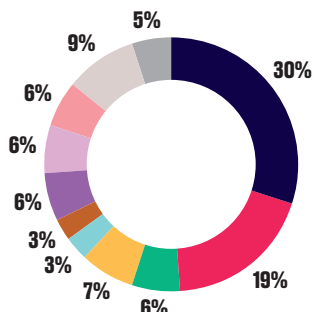
2022

- Belgium
- Germany
- France
- Netherlands
- Other

SALES PER SECTOR (%)



2023



2022

- Construct & Infra
- Industry
- Food
- Financial & Legal
- IT & Telco
- Energy / Oil & Gas
- Healthcare
- Aviation, Defense & Automotive
- Retail & Leisure
- Public Sector
- Other



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