

Corporate Media Kit

PageGroup Changes Lives for People through Creating Opportunity to Reach Potential



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We also have teams dedicated to specific regions, where we have a proven track record of helping local companies to attract top talent.

 EE Eastern Europe Contact: Austria	 RON Rest of Nordics Contact: Sweden
 LATAM Latin America Contact: Brazil	 SEA South East Asia Contact: Singapore
 ROA Rest of Africa Contact: South Africa	

Company background

PageGroup is a world-leading specialist recruitment consultancy with over 40 years of expertise. It has more than 140 offices in 37 countries worldwide, comprising four core brands; Page Executive, Michael Page, Page Personnel and Page Outsourcing.

Rebranded to 'PageGroup' from Michael Page International in late 2012, its comprehensive network places candidates with some of the world's most prestigious companies, all over the world.

The company's consultative approach to professional recruitment combines local knowledge with international expertise, to find the best fit between client and candidate.

Founded in 1976 PageGroup has grown organically to become a FTSE 250 company employing over 6,500 people globally.

(Information valid April 2021)



OUR Purpose

PageGroup Changes Lives for People through creating **Opportunity to reach Potential**

That's our Purpose – our reason for being in business. We reflect that purpose in all our dealings – with our clients, our candidates and our own people.

OUR Core Values

Our five values are key to our success. They form a platform for our methods, approach to business and motivation of our people. More than just words, we believe our values are the essence of our brand and influence the way we work day in, day out.

We make a **Difference**

We **Enjoy** what we do

We value **Determination**

We work as a **Team**

We are **Passionate**

Financial information

PageGroup

Full year results for the year ended 31 December 2020

Financial summary	2020	2019	Change	Change CC*
Revenue	£1,304.8m	£1,653.9m	-21.1%	-20.5%
Gross profit	£610.2m	£855.5m	-28.7%	-28.1%
Operating profit	£17.0m	£146.7m	-88.4%	-90.1%
Profit before tax	£15.5m	£144.2m	-89.2%	
Basic earnings per share	-1.8p	32.2p	-105.6%	
Diluted earnings per share	-1.8p	32.2p	-105.6%	
Total dividend per share (excl. special dividend)	-	13.70p		
Total dividend per share (incl. special dividend)	-	26.43p		

* In constant currency at prior year rates

2020 was an unprecedented year, with all of our markets impacted by the COVID-19 pandemic.

Our focus throughout has been the protection and wellbeing of our employees, candidates and clients, whilst progressing our strategy of investment in our platform to take advantage of the recovery. Our people made significant sacrifices, predominantly in Q2, with many of our people taking 20% salary cuts or working four day weeks, and demonstrated incredible resilience during the last 12 months. I am incredibly proud of the reaction of our staff in what continues to be extraordinary times.

We have a resilient highly diversified business model, with focus areas such as Technology, Digital, Healthcare and Life Sciences delivering robust results during the pandemic. Our Interim business in Germany and the Nikkei domestic market business in Japan both performed particularly well, with Interim up 6% and Nikkei up 47% for the year. In total, we invested in the recruitment of around 400 experienced hires, largely into these growing disciplines and markets in 2020 and we will continue to invest in these businesses going forward. We have also continued to invest in our new operating system, Customer Connect, with around a third of our fee earners now live on the system.

Investments in innovations also continued, such as in Page Insights, our data intelligence tool, which provides rich

information for our clients and consultants on hiring trends by specialism and geography, using internal and external data.

The Group ended the year with a strong cash position of £166m. As a result, we will repay the £3.4m income received in the UK under the Furlough scheme. We will seek to return to our policy of Shareholder returns as market conditions improve and we get more clarity over the trading outlook.

As we enter 2021, there remains a high degree of global macro-economic uncertainty in many of our markets, with COVID-19 still a significant global issue and a number of the Group's markets in lockdown. However, in the UK we are encouraged that the Brexit deal and the recent Government announcements about lockdown easing have provided a degree of clarity. We remain confident in our strategy of maintaining our platform and continuing to invest carefully in headcount, as well as continuing to roll-out new technology and innovation. We are the clear leader in many of our markets, with a highly experienced senior management team, which, we believe, positions us well to take advantage of opportunities to grow and improve our business. We have maintained our focus on our long-term vision for the Group to drive progress towards our strategic goals."

Steve Ingham
Chief Executive Officer

See the full report [here](#)
See the Annual Report and Accounts [here](#)

PageGroup Brands

PageGroup is a leading provider of permanent, contract and temporary recruitment for clerical professionals, qualified professionals and executives. The company is organised into four core operational brands.

PageExecutive

Page Executive specialises in the recruitment of executives in senior roles, typically functional heads and board level executives. Senior specialised consultants work at Page Executive, offering a flexible approach to talent attraction.

MichaelPage

The original PageGroup brand, Michael Page is comprised of 25 disciplines – each providing a service to a specialist area of the market. Michael Page recruit permanent, temporary, contract and interim opportunities, typically for second/third job levels upward. Specialising in recruiting qualified professionals, businesses Michael Page work with range from SMEs to global blue-chip organisations.

PagePersonnel

Page Personnel, a subsidiary of PageGroup, was launched in Continental Europe in 1994 and recognises the growing market for junior professionals across all industry sectors. Complementing PageGroup's offering, Page Personnel focuses on recruiting junior and part qualified roles.

PageGroup launched Page Personnel in the UK in 2007 when its successful Accountancy Additions group was re-branded Page Personnel Finance. Accountancy Additions had started in the UK in 1992 building on Michael Page's strong reputation in the finance markets.

Page Personnel follows the same formula that has brought PageGroup such great success – organic expansion. Page Personnel's 38 offices in the UK join an international network of offices in Belgium, Brazil, France, Italy, Luxembourg, Netherlands, Sweden, Switzerland, Spain, Portugal and Germany.

PageOutsourcing

Page Outsourcing harnesses the power of the PageGroup brands Page Executive, Michael Page and Page Personnel. Clients benefit from a flexible recruitment outsourcing solution allowing them to focus on their core business. A dedicated Page Outsourcing partner helps provide talent through a range of recruitment activity from high volume needs to specialist support for HR departments.

Page Executive, Michael Page, Page Personnel and Page Outsourcing globally recruit qualified professionals across many sectors including:

- Engineering and Manufacturing
- Finance
- Health and Social Care, Life Sciences
- Human Resources
- Legal
- Marketing
- Oil and Gas, Mining and Resources
- Procurement and Supply Chain, Logistics
- Property and Construction, Facilities Management
- Retail
- Sales
- Secretarial & Office Support
- Technology

Clients we work with

Over the past four decades PageGroup has built a reputation for excellence by placing highly skilled candidates into specialist roles. By implementing rigorous candidate assessments and building unique relationships with employers, PageGroup has become the market leader in professional recruitment services.

PageGroup places candidates in roles with clients ranging from small/medium sized enterprises to multi-nationals. Coupled with the human and consultative approach, we are confident that our technologies benefit clients in terms of speed of search and more importantly choice of candidate.

By working with PageGroup, clients have numerous benefits. Michael Page is one of the most widely recognised brands in the global professional recruitment industry – a strength which provides a competitive advantage.

We offer our clients the most qualified candidates on the basis of their relevant aptitudes, skills and abilities and those candidates are drawn from diverse backgrounds. We have a variety of methods to monitor and analyse our results to ensure diversity and inclusion underpins all we do.

Uniquely, PageGroup can track and report your organisation's diversity, inclusion and equality activities in your recruitment process. Working with PageGroup gives you access to new information about diversity in your workforce, giving you the ability to make informed recruitment decisions.

PageGroup can lay claim to a considerable number of industry 'firsts'. It was the first to set up an in-house consultant training programmes and first to see the benefits of an international computerised applicant network. The company has continued to invest heavily in the development of IT systems, gaining recognition as the most innovative in the business.

Our clients include: **Adidas, BT, Amazon, Diageo, Samsung, HSBC, Rolls Royce, Deloitte, BP, eBay and Twentieth Century Fox.**



Image bank

PageGroup has a range of supporting images and materials available.

Please contact your relevant media contact as given on page two to access these.



Steve Ingham, Chief Executive Officer



Kelvin Stagg, Chief Financial Officer

PageExecutive

MichaelPage

PagePersonnel

PageOutsourcing

Part of
PageGroup

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