

# Recruit Holdings

FY2023 Q1 Consolidated Results

2024年3月期 第1四半期決算説明

August 10, 2023

FY2023 stands for the period ending on March 31, 2024.

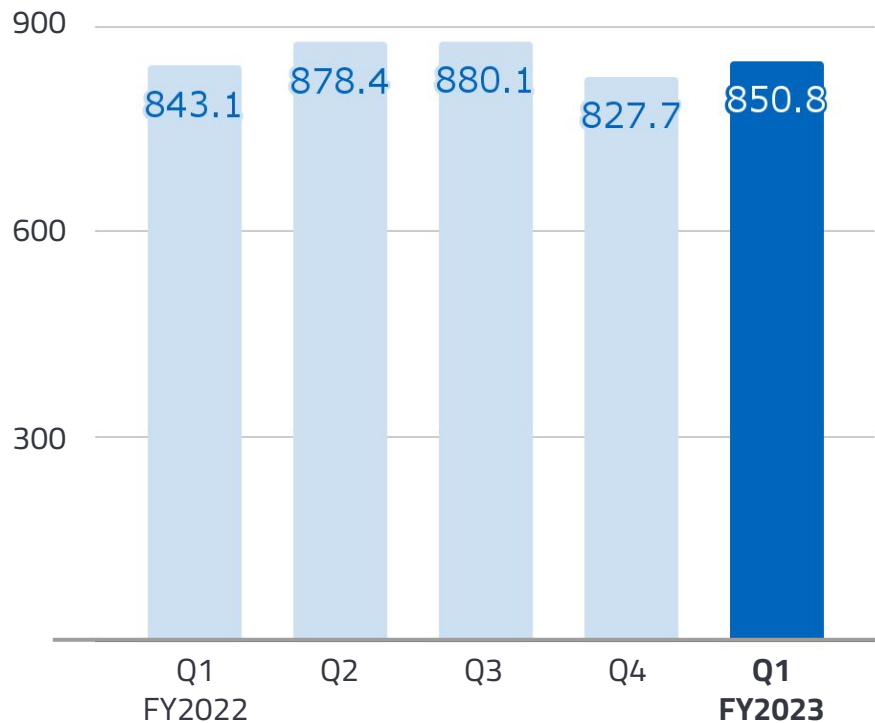
2023年度は2024年3月期を意味します。



# FY2023 Q1 Consolidated Quarterly Financial Results

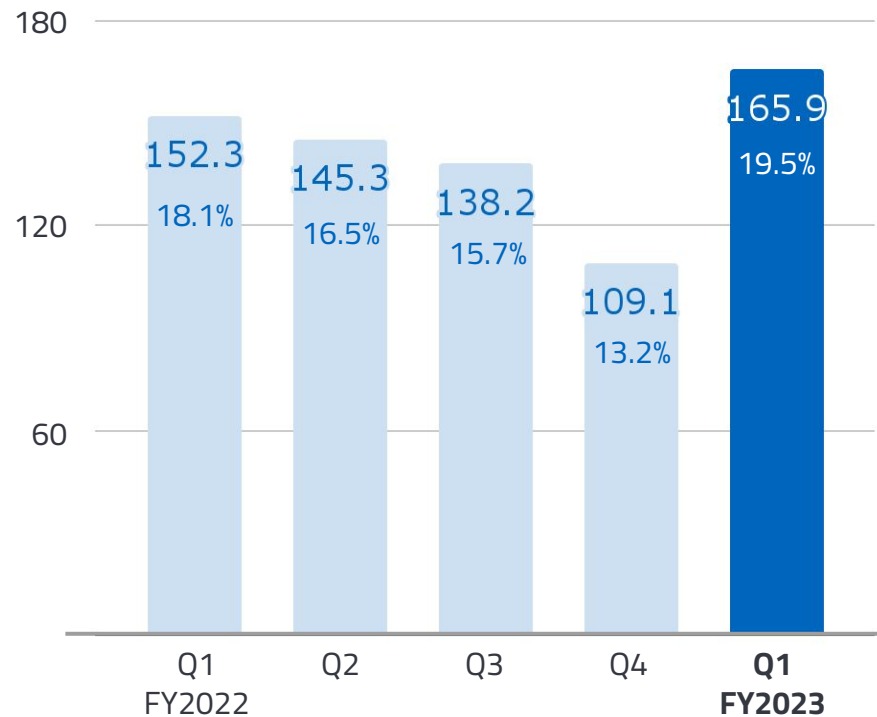
## Revenue

(in billions of yen)



## Adjusted EBITDA Adjusted EBITDA Margin

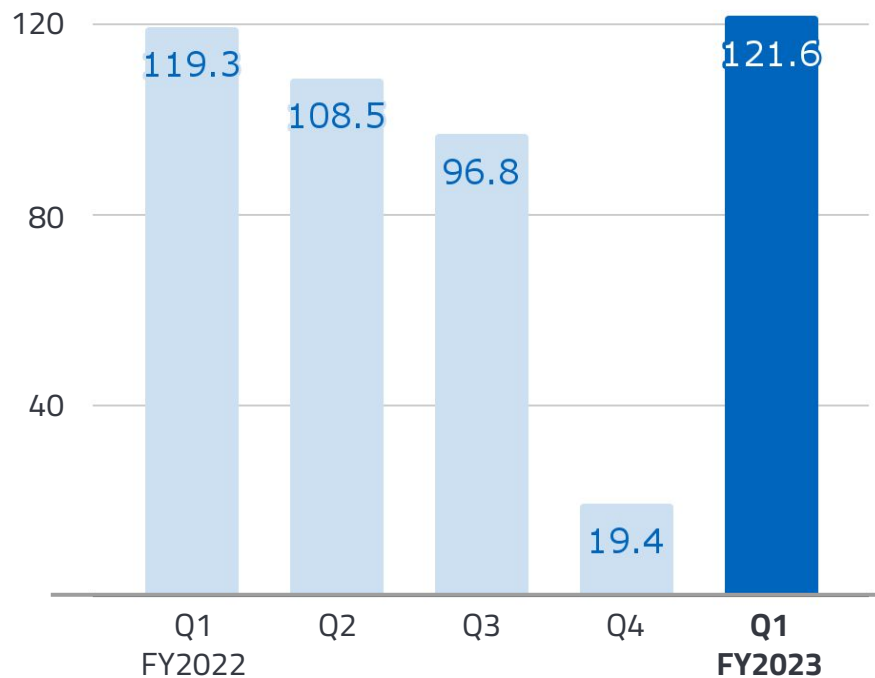
(in billions of yen)



# FY2023 Q1 Consolidated Quarterly Financial Results

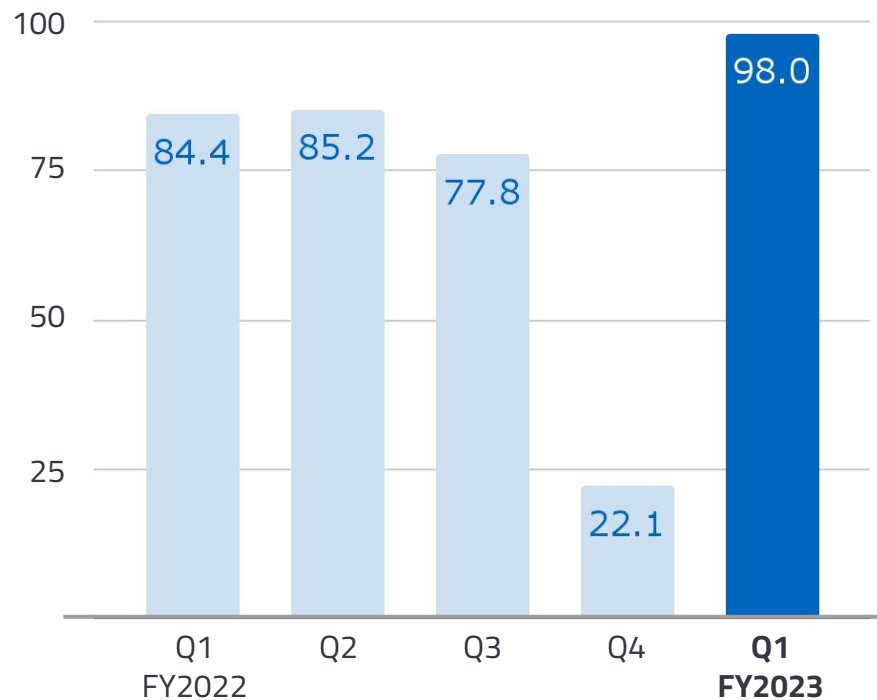
## Operating Income

(in billions of yen)



## Profit attributable to owners of the parent

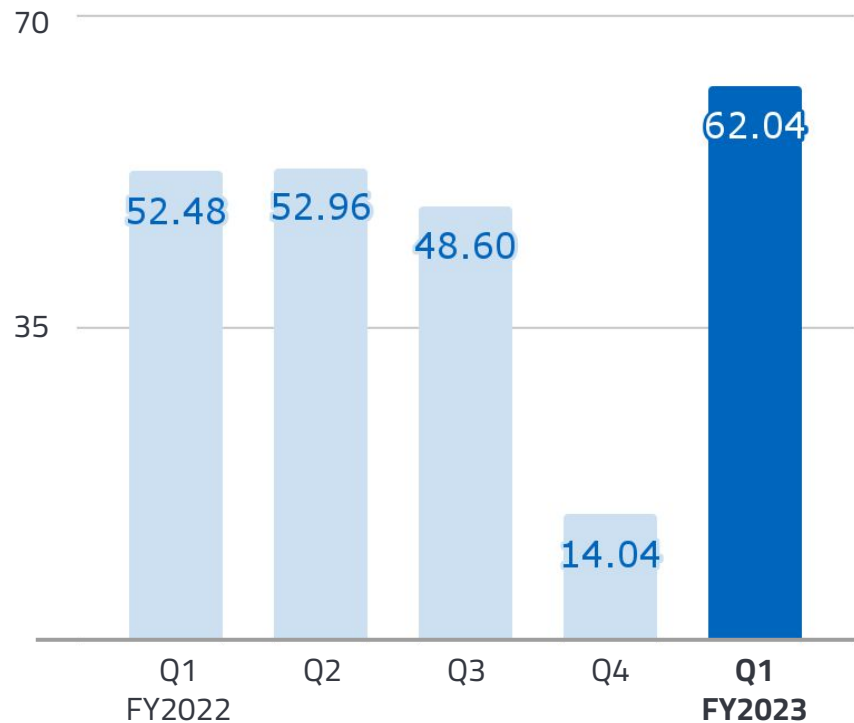
(in billions of yen)



# FY2023 Q1 Consolidated Quarterly Financial Results

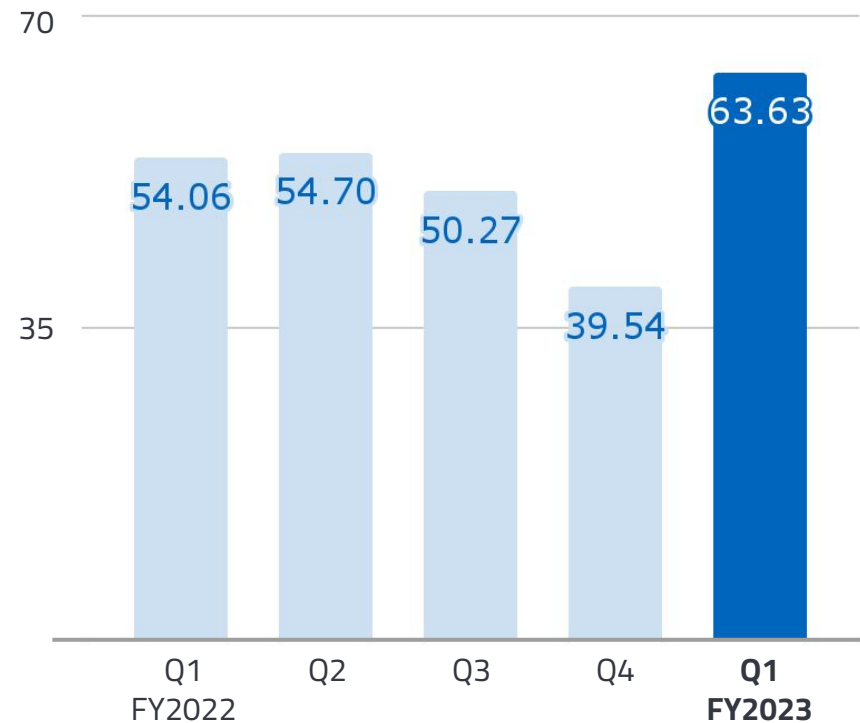
## Basic EPS

(yen)



## Adjusted EPS

(yen)



# FY2023 Q1 Consolidated Quarterly Financial Results

(in billions of yen, unless otherwise stated)	FY2022 Q1	FY2023 Q1	
	Actual	Actual	YoY
<b>Revenue / 売上収益</b>	<b>843.1</b>	<b>850.8</b>	<b>+0.9%</b>
<b>Adjusted EBITDA / 調整後EBITDA</b>	<b>152.3</b>	<b>165.9</b>	<b>+8.9%</b>
Operating income / 営業利益	119.3	121.6	+1.9%
Profit before tax / 税引前利益	120.0	130.2	+8.5%
Profit for the period / 当期利益	85.0	98.3	+15.5%
Profit attributable to owners of the parent / 親会社の所有者に帰属する当期利益	84.4	98.0	+16.1%
Basic EPS (yen) / 基本的EPS (円)	52.48	62.04	+18.2%
<b>Adjusted EPS (yen) / 調整後EPS (円)</b>	<b>54.06</b>	<b>63.63</b>	<b>+17.7%</b>

# Number of shares

(in millions of shares)

	As of March 31, 2023	As of June 30, 2023
<b>Number of issued shares / 期末発行済株式数</b>	<b>1,695.9</b>	<b>1,695.9</b>
<b>Number of treasury stock / 期末自己株式数</b>		
Treasury stock directly held by Recruit Holdings / 当社が直接保有する自己株式数	49.0	49.0
Shares held by the Board Incentive Plan trust and the ESOP trust / 役員報酬BIP信託並びに 株式付与ESOP信託が保有する当社株式数	67.8	65.3
<b>Total Number of treasury stock / 期末自己株式数合計</b>	<b>116.8</b>	<b>114.3</b>
<b>Number of issued shares excluding treasury stock / 期末発行済株式数 (自己株式を除く)</b>	<b>1,579.1</b>	<b>1,581.5</b>

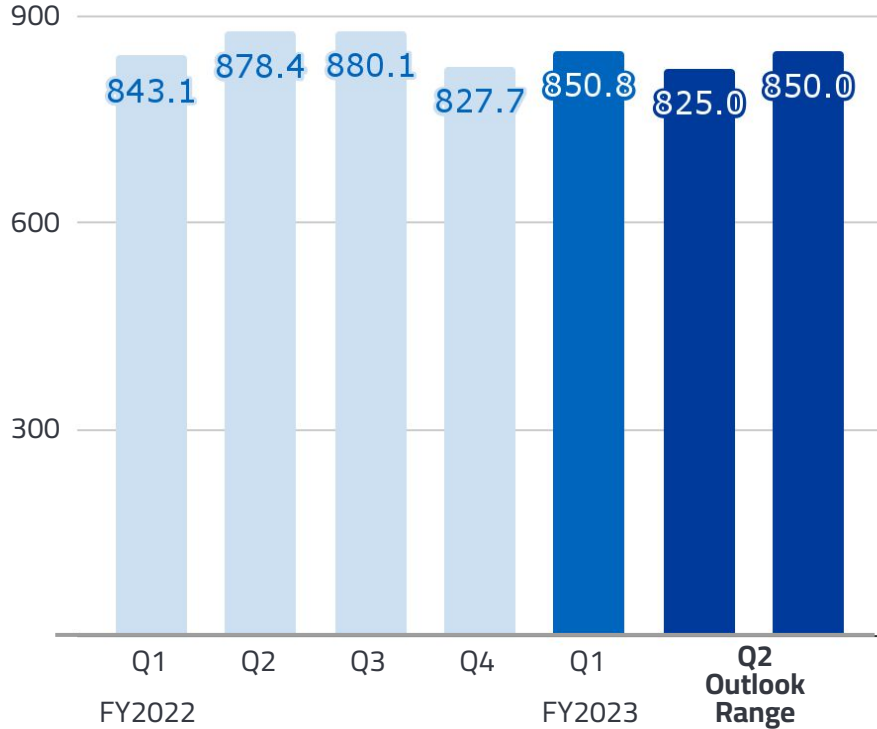
# FY2023 Q1 Consolidated Adjusted EBITDA and Operating Income

(in billions of yen)	FY2022 Q1	FY2023 Q1	
	Actual	Actual	YoY
<b>Operating income / 営業利益</b>	<b>119.3</b>	<b>121.6</b>	<b>+1.9%</b>
Other Operating Income and Expenses, Net / その他営業収益・費用	0.1	3.1	-
<b>Non-GAAP Operating Income / Non-GAAP営業利益</b>	<b>119.5</b>	<b>124.8</b>	<b>+4.4%</b>
Depreciation and Amortization / 減価償却費及び償却費	30.0	28.0	-
Depreciation of Right-of-Use Assets / 使用権資産の減価償却費	- 10.6	-10.0	-
Stock-based Compensation / 株式報酬費用	13.3	23.0	-
<b>Adjusted EBITDA / 調整後EBITDA</b>	<b>152.3</b>	<b>165.9</b>	<b>+8.9%</b>

# FY2023 Q2 Consolidated Outlook

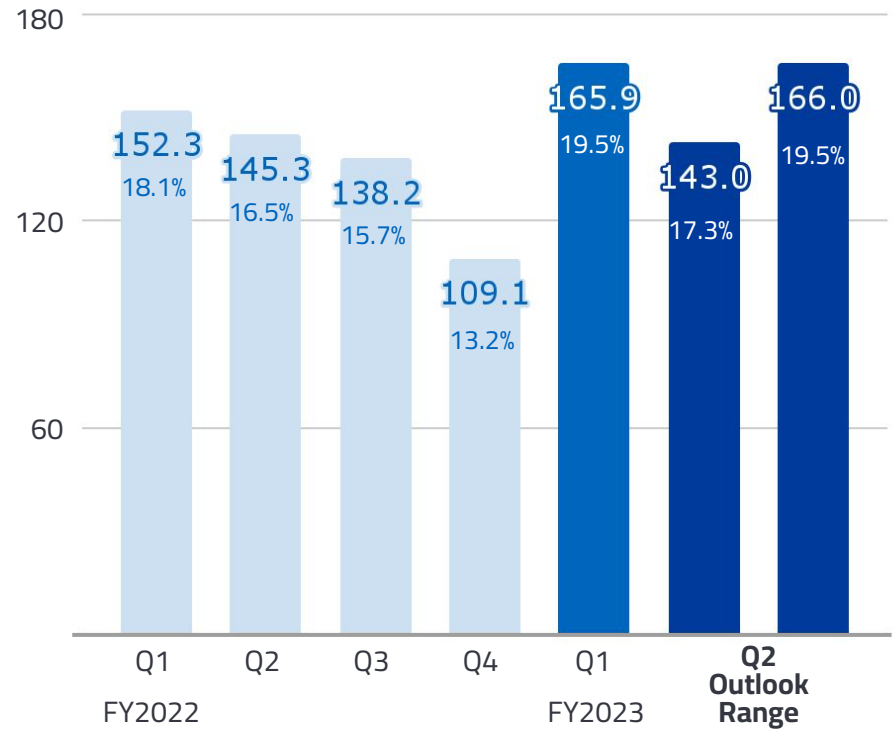
## Revenue

(in billions of yen)



## Adjusted EBITDA and Adjusted EBITDA Margin

(in billions of yen)

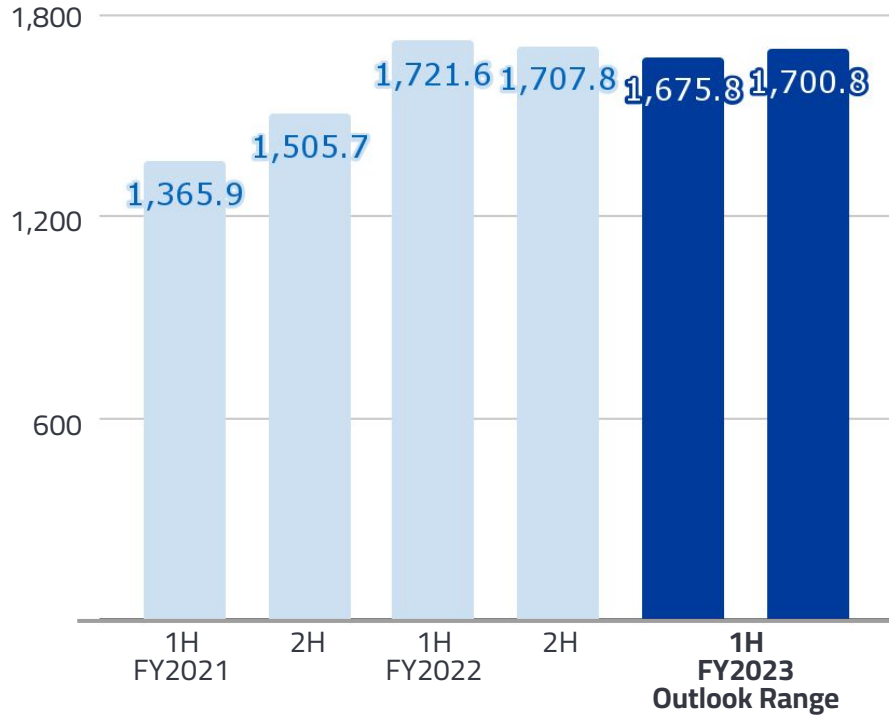




# FY2023 1H Consolidated Outlook

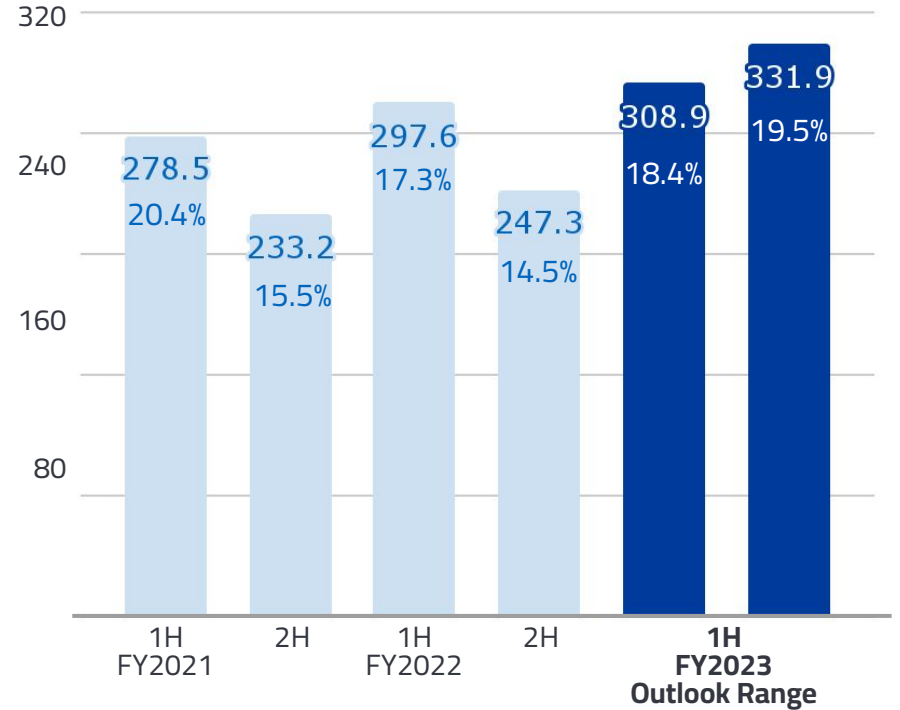
## Revenue

(in billions of yen)



## Adjusted EBITDA and Adjusted EBITDA Margin

(in billions of yen)

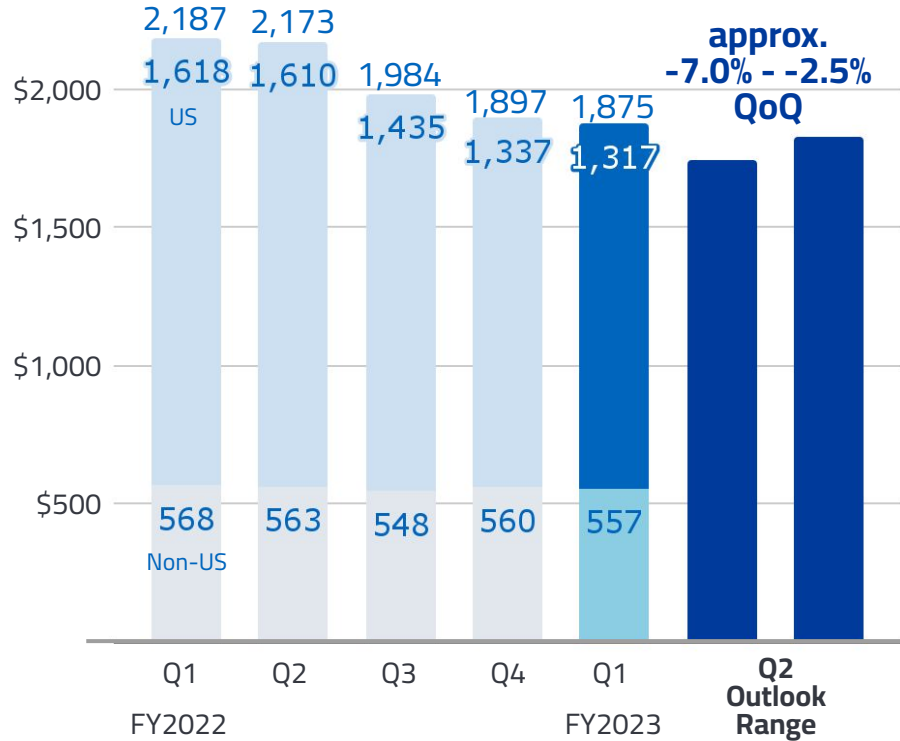


# FY2023 Q1 Actual Result and Q2 Outlook by Segment

## HR Technology

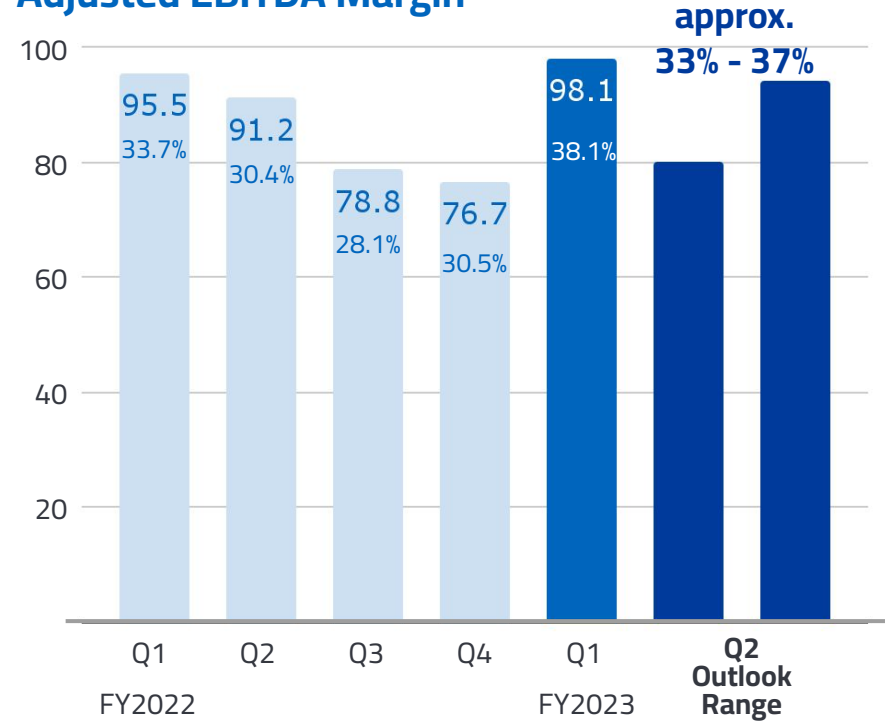
### Revenue in US Dollar

(in millions of dollars)



### Adjusted EBITDA and Adjusted EBITDA Margin

(in billions of yen)



# FY2023 Q1 Actual Result and Q2 Outlook by Segment

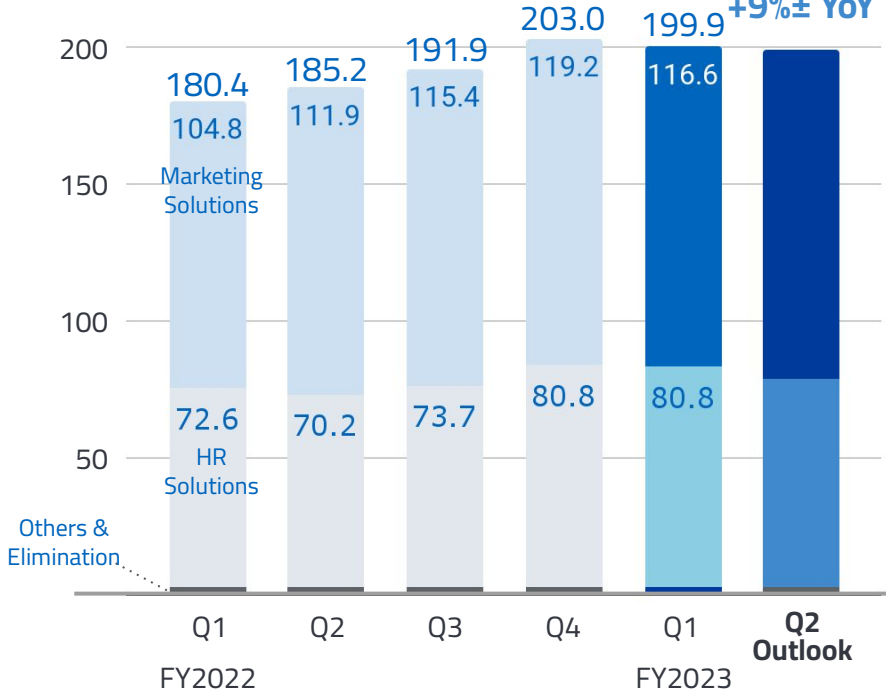
## Matching & Solutions

### Revenue

(in billions of yen)

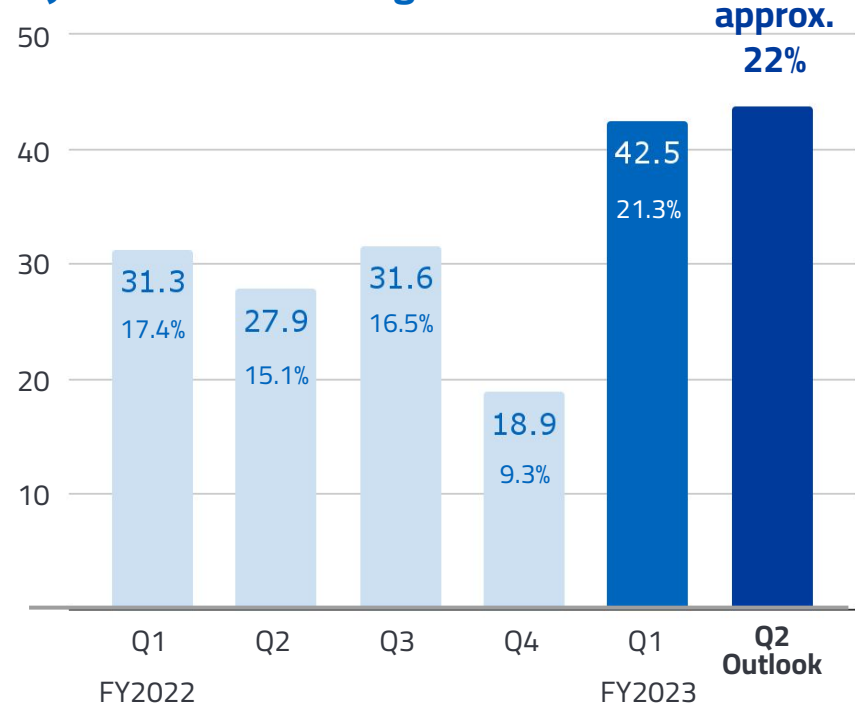
+7%± YoY

+9%± YoY



### Adjusted EBITDA and Adjusted EBITDA Margin

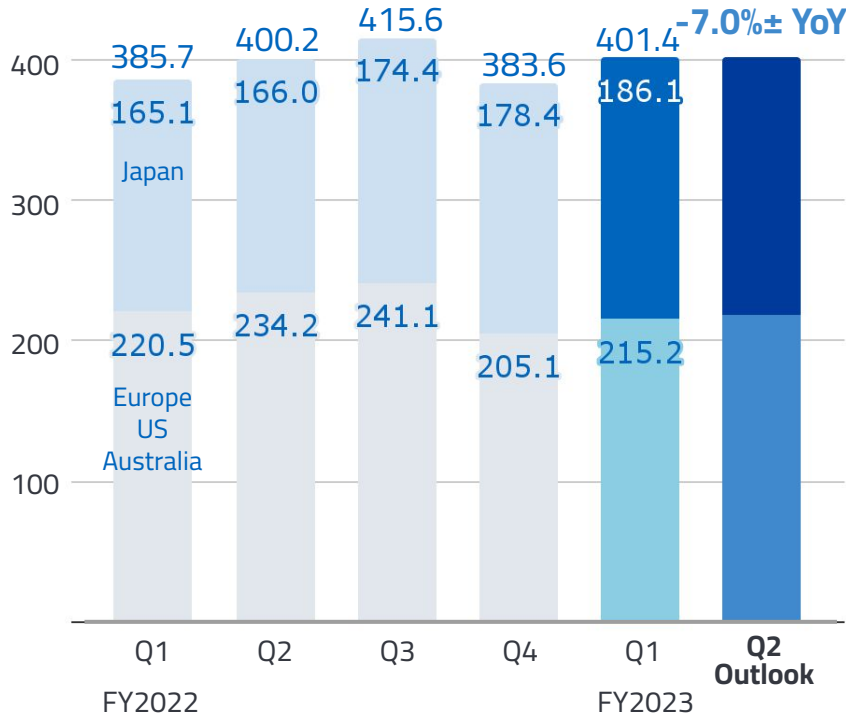
(in billions of yen)



# FY2023 Q1 Actual Result and Q2 Outlook by Segment

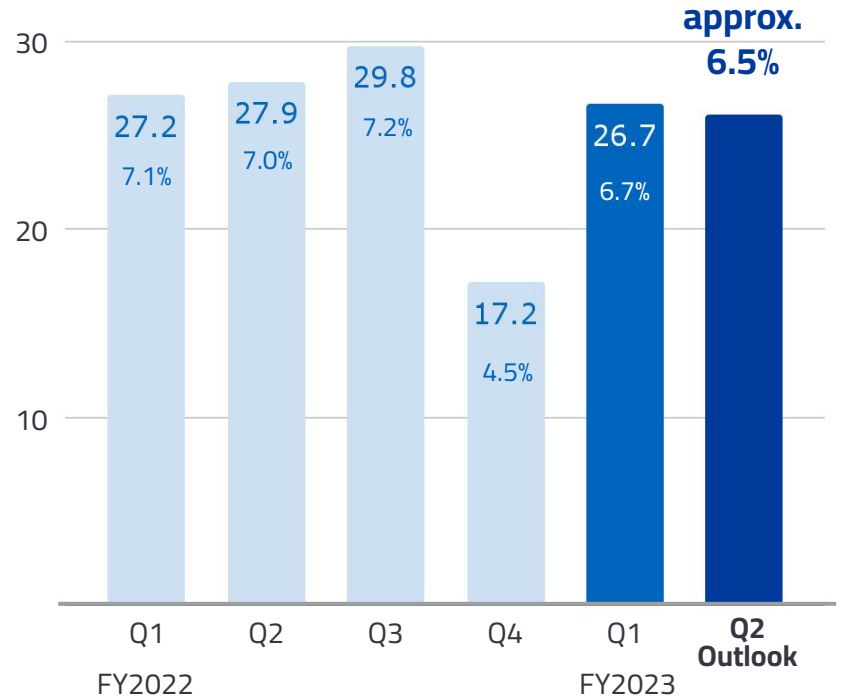
## Staffing Revenue

(in billions of yen)  
**+11%± YoY**  
**-7.0%± YoY**



## Adjusted EBITDA and Adjusted EBITDA Margin

(in billions of yen)



# Follow Your Heart



# Opportunities for Life.

## Faster, simpler and closer to you.



## Appendix: FY2023 Q1 Result by Segment

(in billions of yen)		FY2022 Q1	FY2023 Q1	YoY
Revenue 売上収益	HR Technology	283.7	257.9	-9.1%
	Matching & Solutions	180.4	199.9	+10.8%
	Staffing	385.7	401.4	+4.1%
	<b>Consolidated<sup>1</sup></b>	<b>843.1</b>	<b>850.8</b>	<b>+0.9%</b>
Adjusted EBITDA 調整後EBITDA	HR Technology	95.5	98.1	+2.7%
	Matching & Solutions	31.3	42.5	+35.7%
	Staffing	27.2	26.7	-2.0%
	<b>Consolidated<sup>1</sup></b>	<b>152.3</b>	<b>165.9</b>	<b>+8.9%</b>
Adjusted EBITDA Margin 調整後EBITDAマージン	HR Technology	33.7%	38.1%	-
	Matching & Solutions	17.4%	21.3%	-
	Staffing	7.1%	6.7%	-
	<b>Consolidated</b>	<b>18.1%</b>	<b>19.5%</b>	-

<sup>1</sup> The sum of the three segments does not correspond with consolidated revenue and adjusted EBITDA due to adjustments, such as intra-group transactions.

<sup>1</sup> 「調整額」認識後の数値を記載しているため、各セグメントの金額合計と一致していません。

# 01

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## Simplify Hiring

Connect people with jobs,  
faster and easier

人材マッチング市場における  
採用プロセスの効率化

# 02

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## Help Businesses Work Smarter

Improve the productivity and  
performance of clients' businesses  
through SaaS solutions in Japan

SaaSによる  
日本国内企業クライアントの  
生産性及び業績向上

# 03

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## Prosper Together

Sustainable growth  
shared by all stakeholders

ステークホルダーとの共栄を  
通じた持続的な成長



# Disclaimer

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