

# Recruit Holdings Co., Ltd.

The 62nd Annual Meeting of  
Shareholders

06.21.2022



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**Consolidated Operating Results and Dividend for the 62nd Fiscal Year**

**2**

**Financial Guidance and Dividend Forecast for the 63rd Fiscal Year**

# 62nd Fiscal Year Consolidated Operating Results

(In billions of yen)	61st FY	62nd FY	
	Full Year	Full Year	YoY
Revenue <sup>1</sup>	2,269.3	<b>2,871.7</b>	<b>+26.5%</b>
Adjusted EBITDA <sup>1</sup>	241.6	<b>479.3</b>	<b>+98.4%</b>
Operating income	162.8	<b>378.9</b>	<b>+132.7%</b>
Profit before tax	168.5	<b>382.7</b>	<b>+127.1%</b>
Profit attributable to owners of the parent	131.3	<b>296.8</b>	<b>+125.9%</b>
Adjusted EPS (yen)	82.56	<b>196.67</b>	<b>+138.2%</b>

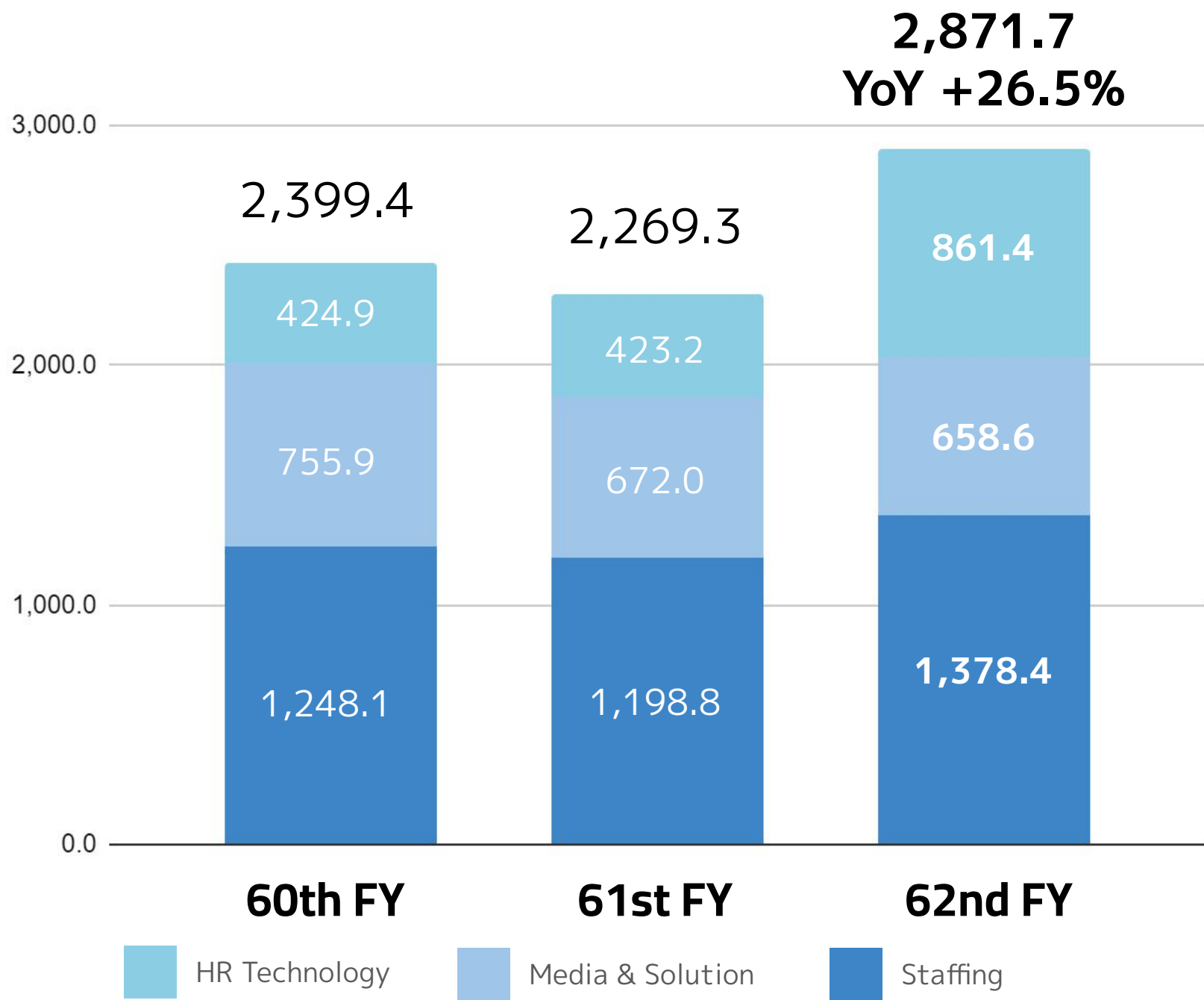
<sup>1</sup> The sum of the three segments does not correspond with consolidated figures due to corporate and elimination, such as intra-group transactions.

# Business Segments

# Revenue & Adjusted EBITDA by Business Segments

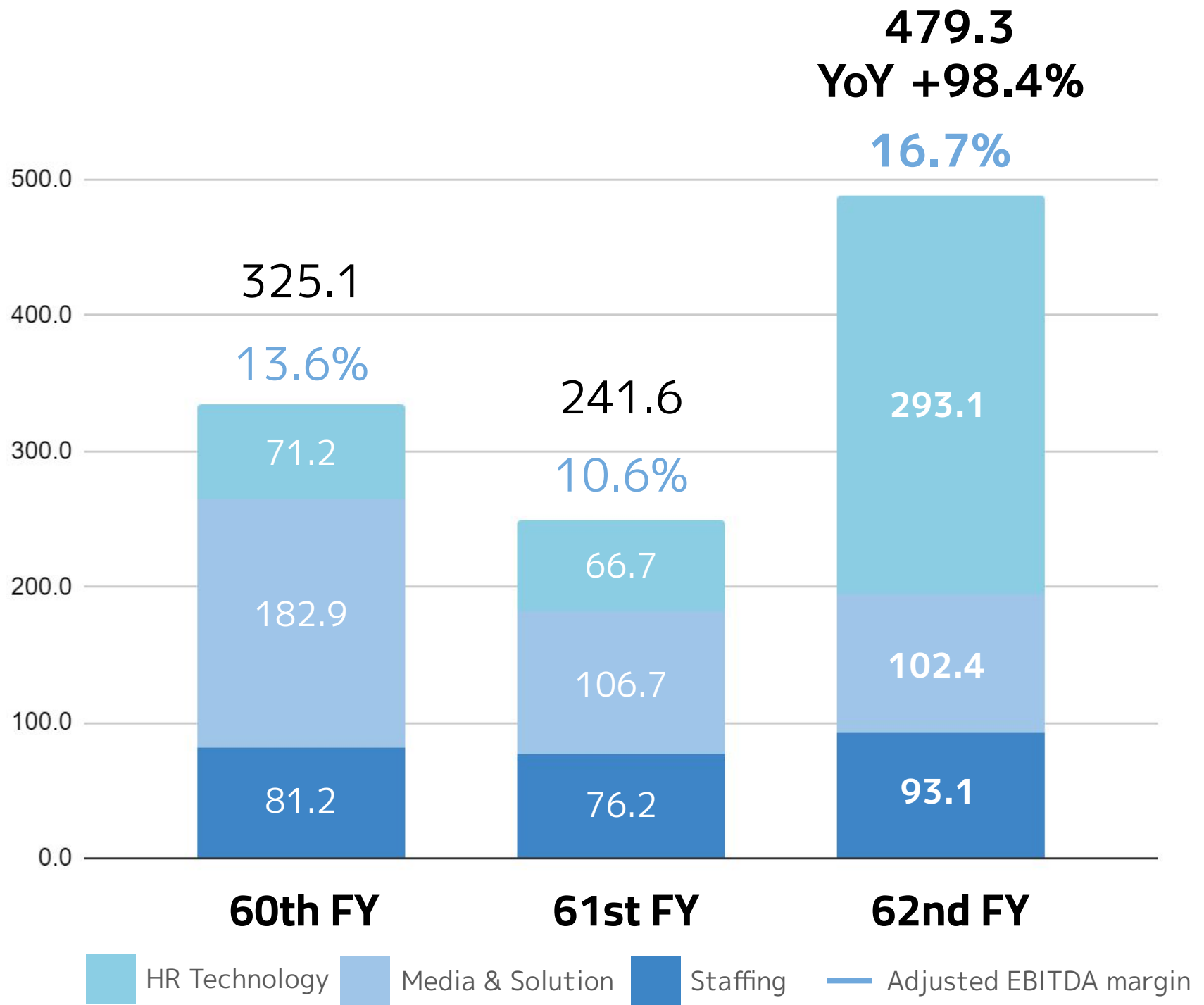
## Revenue<sup>1</sup>

(In billions of yen)



## Adjusted EBITDA<sup>1</sup> and Adjusted EBITDA margin

(In billions of yen)



<sup>1</sup> The sum of the three segments does not correspond with consolidated figures due to corporate and elimination, such as intra-group transactions.

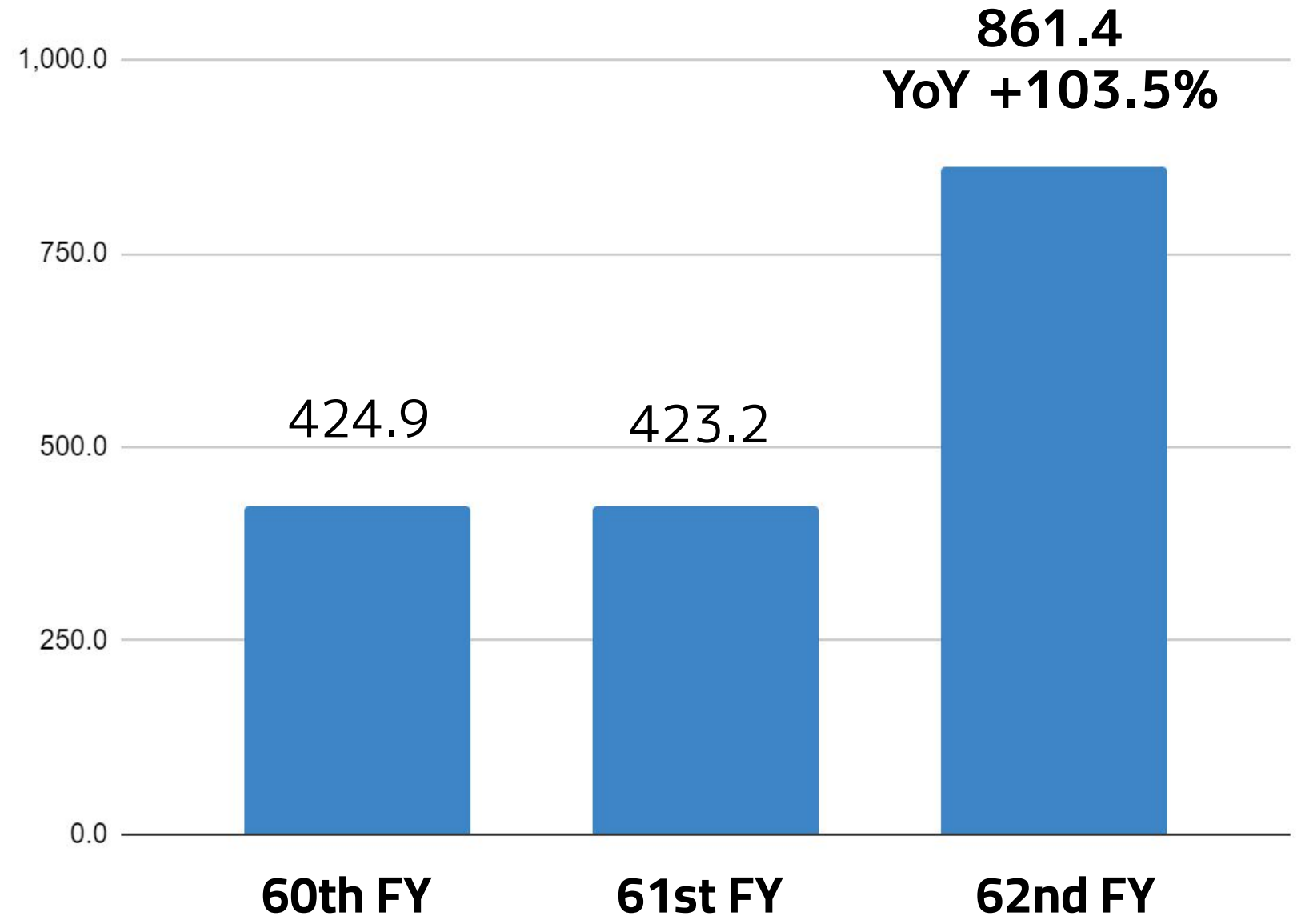
The logo for Indeed, featuring a blue arc above the letter 'i' and the word 'indeed' in a blue, lowercase, sans-serif font.

The logo for Glassdoor, featuring the word 'glassdoor' in a green, lowercase, sans-serif font.

# HR Technology Revenue & Adjusted EBITDA

## Revenue

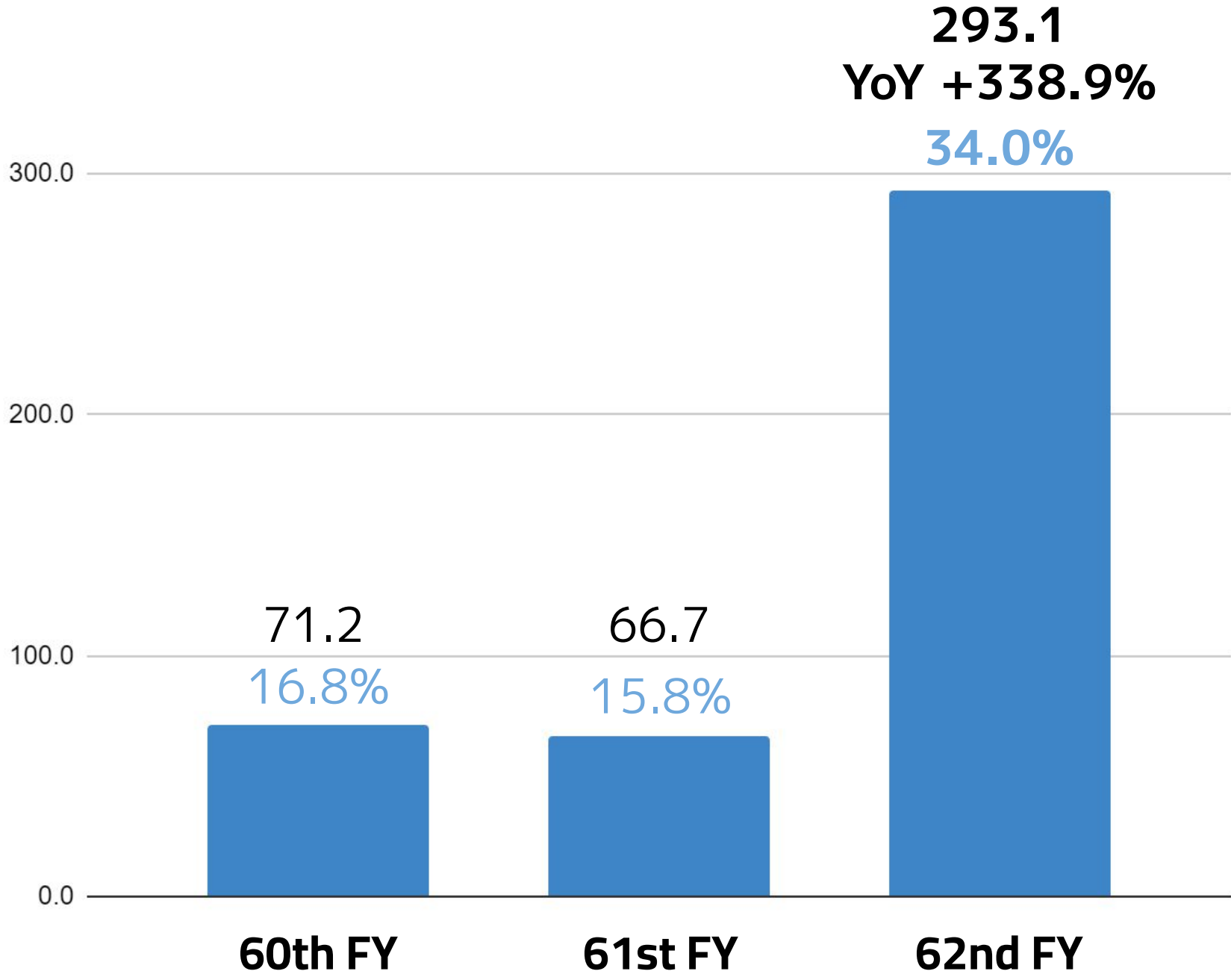
(In billions of yen)



+91.6% YoY on USD basis

## Adjusted EBITDA and Adjusted EBITDA margin

(In billions of yen)



Adjusted EBITDA margin

## Media & Solutions

### Marketing Solutions



### HR Solutions

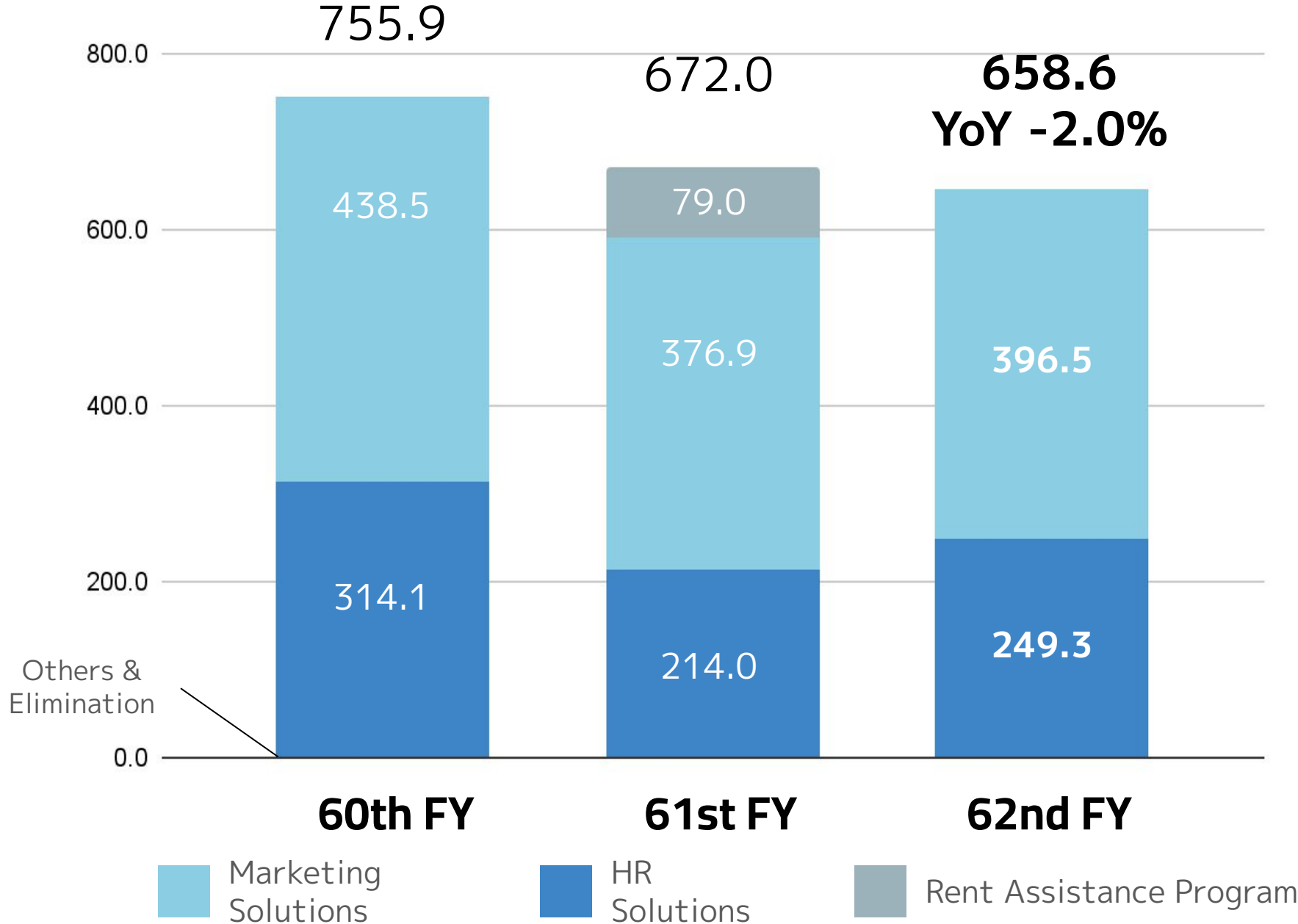




# Media & Solutions Revenue & Adjusted EBITDA

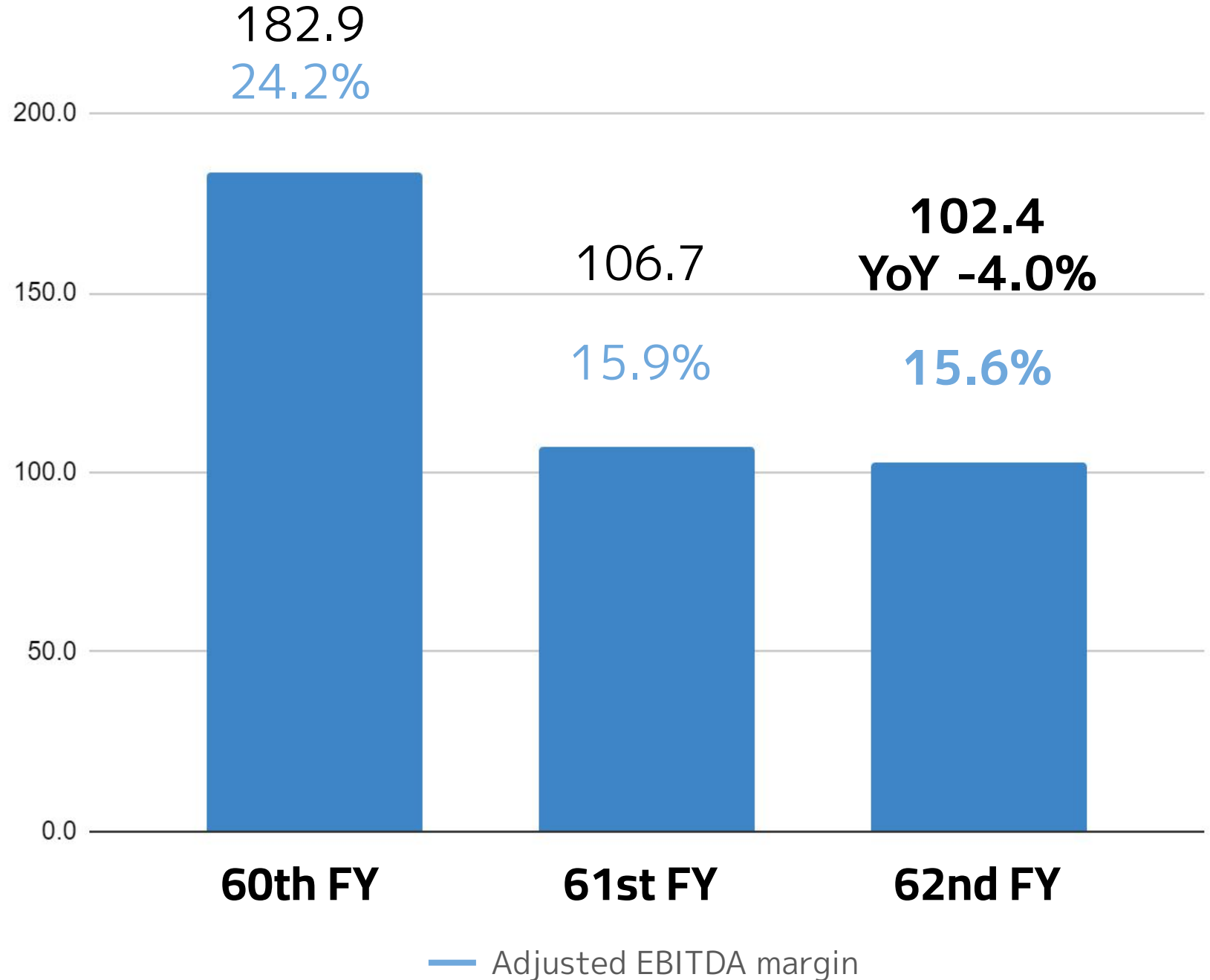
## Revenue

(In billions of yen)

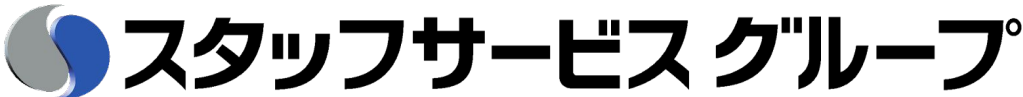


## Adjusted EBITDA and Adjusted EBITDA margin

(In billions of yen)



Japan



Staffing

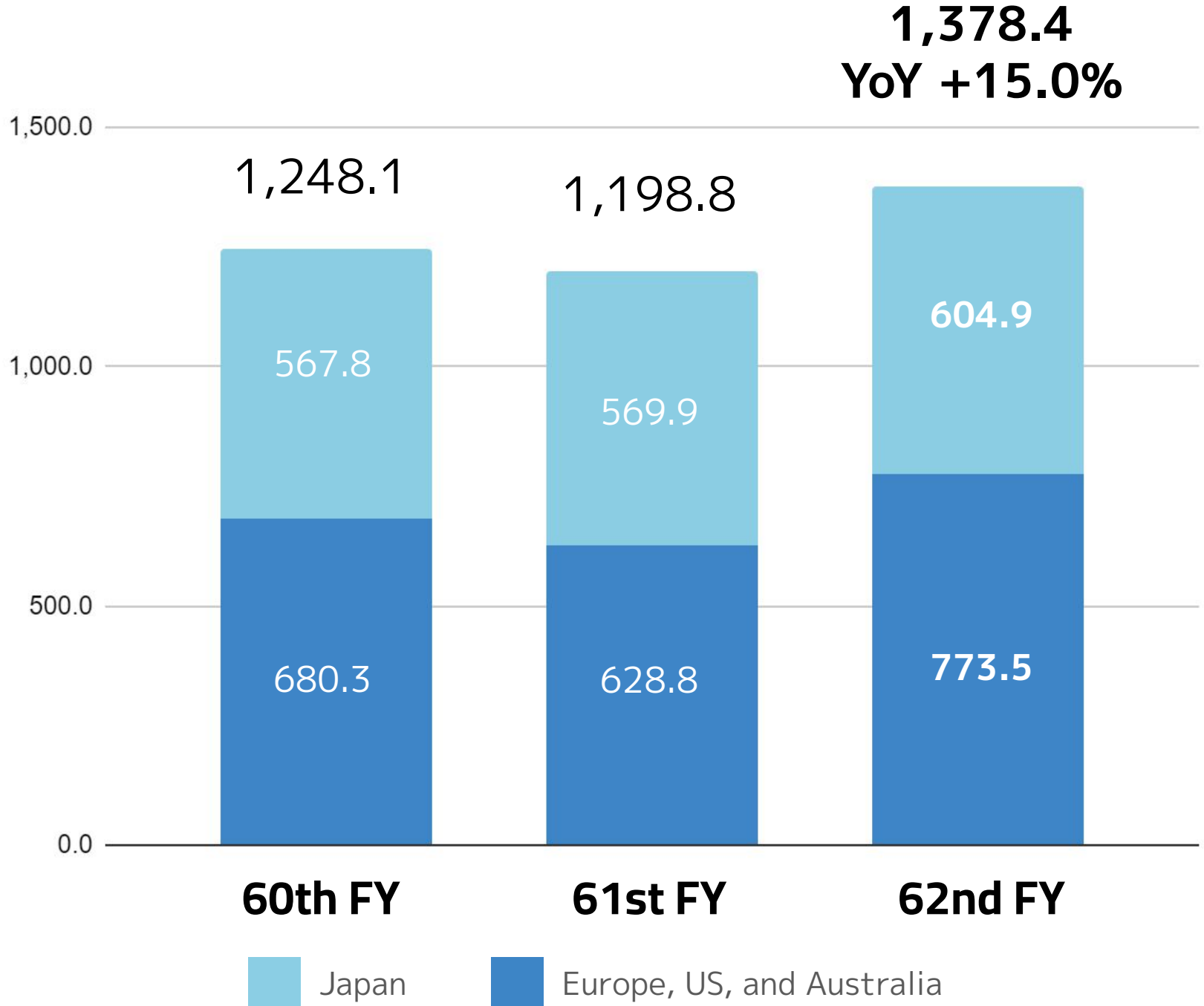
Europe, US, and Australia



# Staffing Revenue & Adjusted EBITDA

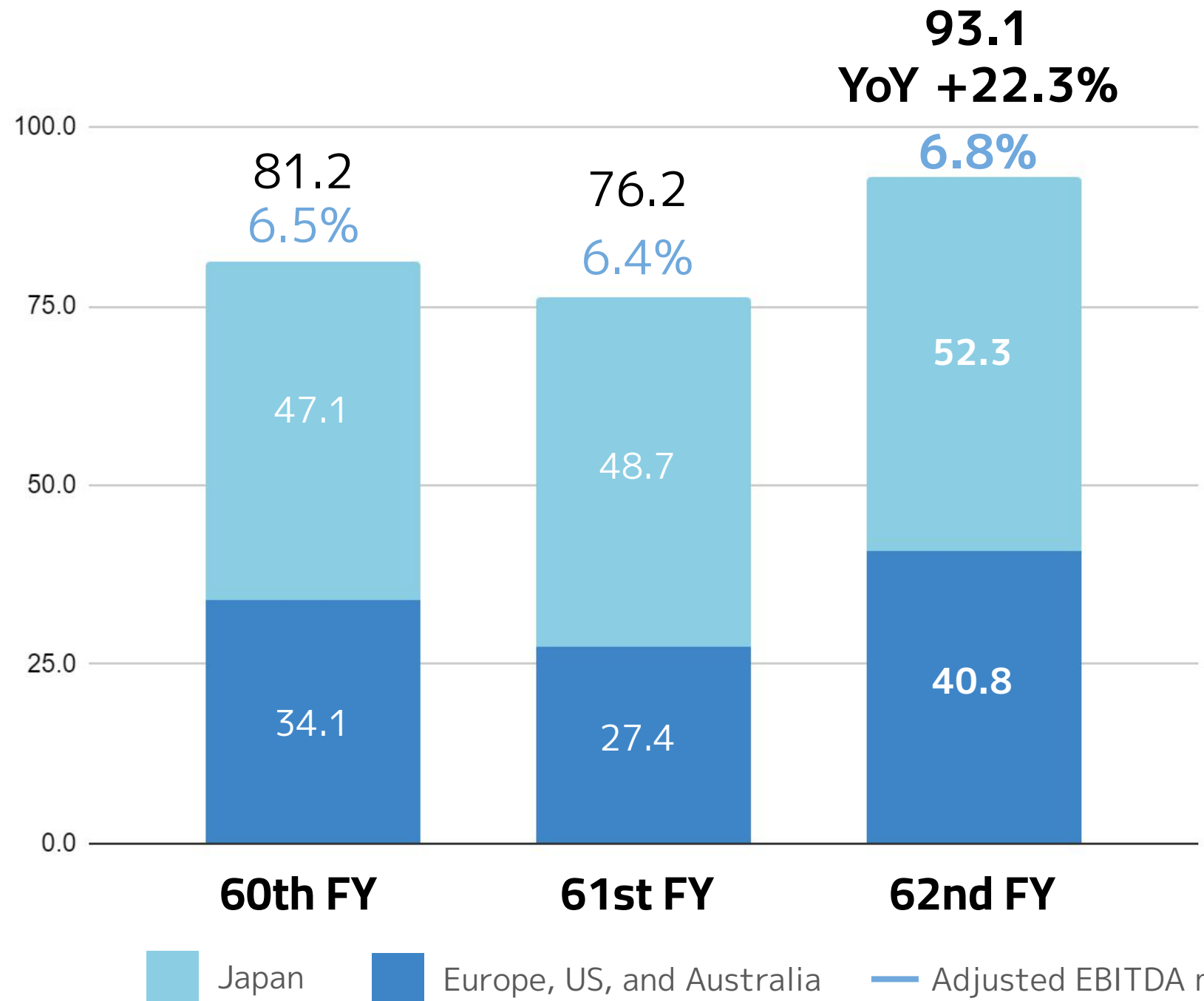
## Revenue

(In billions of yen)



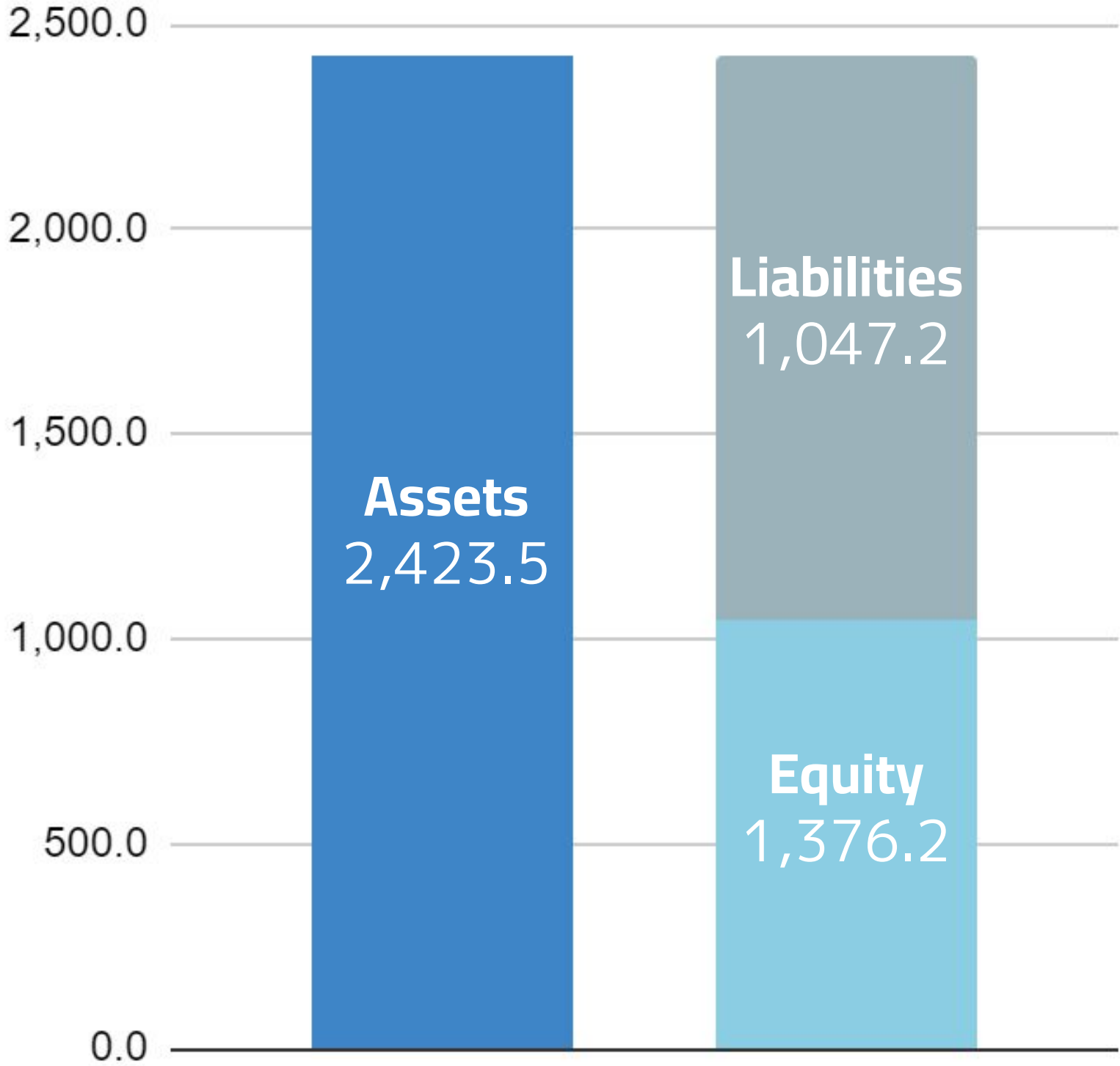
## Adjusted EBITDA and Adjusted EBITDA margin

(In billions of yen)



# Consolidated Financial Position

(In billions of yen)



<b>Change in Assets</b>	<b>+226.9</b>
● Current Assets	+254.5
● Non-Current Assets	-27.5
<b>Change in Liabilities</b>	<b>-48.0</b>
● Current Liabilities	+92.4
● Non-Current Liabilities	-140.4
<b>Change in Equity</b>	<b>+275.0</b>

## Year-End Dividend for the 62nd FY

### Year-End Dividend for the 62nd FY

- Year-end dividend for the 62nd Fiscal Year is 10.50 yen per share
- Total dividend payout 17.0 billion yen

# Financial Guidance and Dividend Forecast for the 63rd Fiscal Year

# Consolidated Financial Guidance and Dividend Forecast

## Consolidated Financial Guidance for the 63rd FY

- Revenue approximately 3.3 trillion yen, Adjusted EBITDA approximately 520.0 billion yen, Adjusted EPS approximately 170.65 yen
- The guidance of Adjusted EBITDA and Adjusted EPS are calculated under new definition. Details are on page 40 of Notice of Annual Meeting of Shareholders 2022, Target Management Key Performance Indicators.

## Dividend Forecast

- Total annual dividend forecast for 63rd FY is 22.0 yen per share, which consists of an interim dividend of 11.0 yen per share and a year-end dividend of 11.0 yen per share.

# Capital Allocation Policy

## Capital Allocation Policy

### **The capital allocation policy remained unchanged.**

1. Product development and marketing expense for existing businesses for future growth
2. Continuous payment of stable per-share dividends
3. Strategic M&A mainly focused on HR Technology in the HR Matching market
4. Share repurchase program, depending on the capital markets environment and the outlook of our financial position



# Annotations

Adjusted EBITDA (New definition)		Adjusted EBITDA (Prior definition)	
Operating income		Operating income	
±	Other operating income/expenses	±	Other operating income/expenses
+	Depreciation and amortization	+	Depreciation and amortization
-	Depreciation and amortization (right-of-use-assets)	-	Depreciation and amortization (right-of-use-assets)
+	Shared-based payment expense		
<b>Adjusted EBITDA</b>		<b>Adjusted EBITDA</b>	

Adjusted Profit (New definition)		Adjusted Profit (Prior definition)	
Profit (loss) attributable to owners of the parent		Profit (loss) attributable to owners of the parent	
±	Non-recurring income/losses	±	Non-recurring income/losses
		+	Amortization of intangible assets arising due to business combination
±	Tax reconciliation regarding the non-recurring income/losses	±	Tax reconciliation regarding the adjusted items
<b>Adjusted Profit</b>		<b>Adjusted Profit</b>	

# Disclaimer

## Forward-Looking Statements

This document contains forward-looking statements, which reflect the Company's assumptions and outlook for the future and estimates based on information available to the Company and the Company's plans and expectations as of the date of this document or other date indicated. There can be no assurance that the relevant forecasts and other forward-looking statements will be achieved. Please note that significant differences between the forecasts and other forward-looking statements and actual results may arise due to various factors, including changes in economic conditions, changes in individual users' preferences and business clients' needs, competition, changes in the legal and regulatory environment, fluctuations in foreign exchange rates, and other factors. Accordingly, readers are cautioned against placing undue reliance on any such forward-looking statements. The Company has no obligation to update or revise any information contained in this document based on any subsequent developments except as required by applicable law or stock exchange rules and regulations.

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