

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.

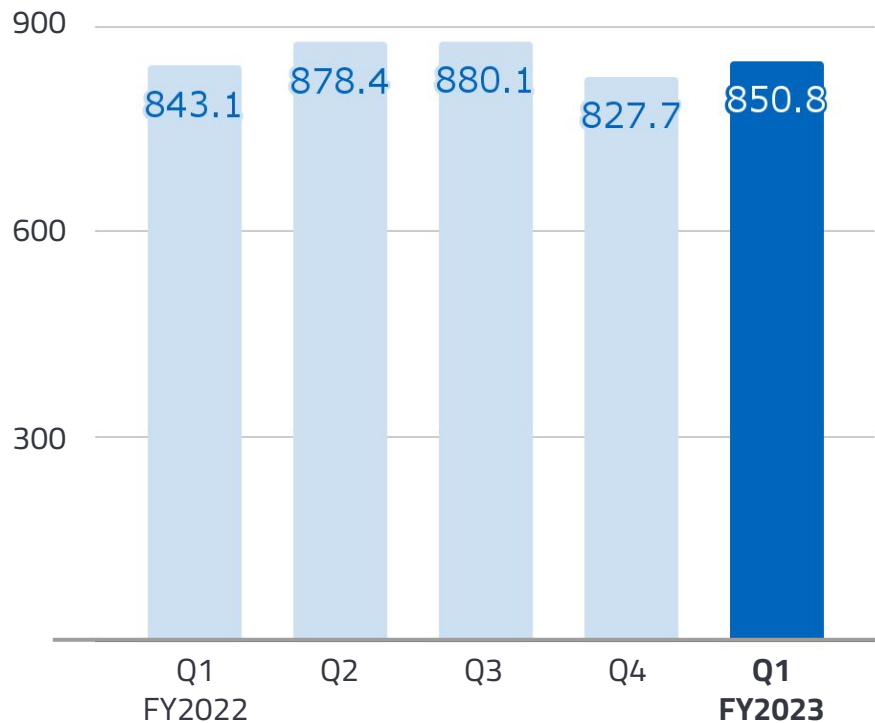
2023年度は2024年3月期を意味します。



FY2023 Q1 Consolidated Quarterly Financial Results

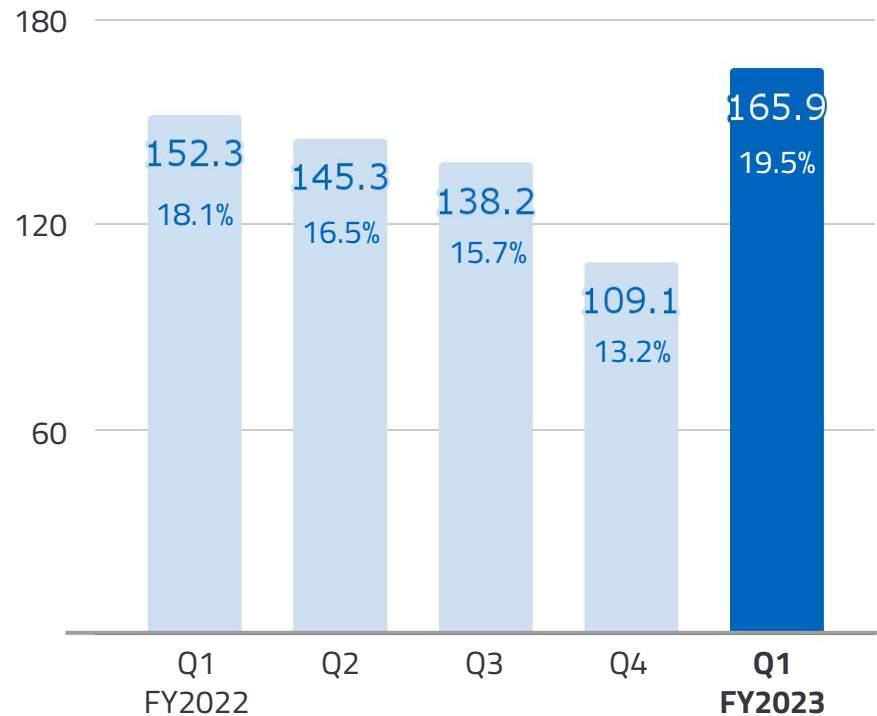
Revenue

(in billions of yen)



Adjusted EBITDA Adjusted EBITDA Margin

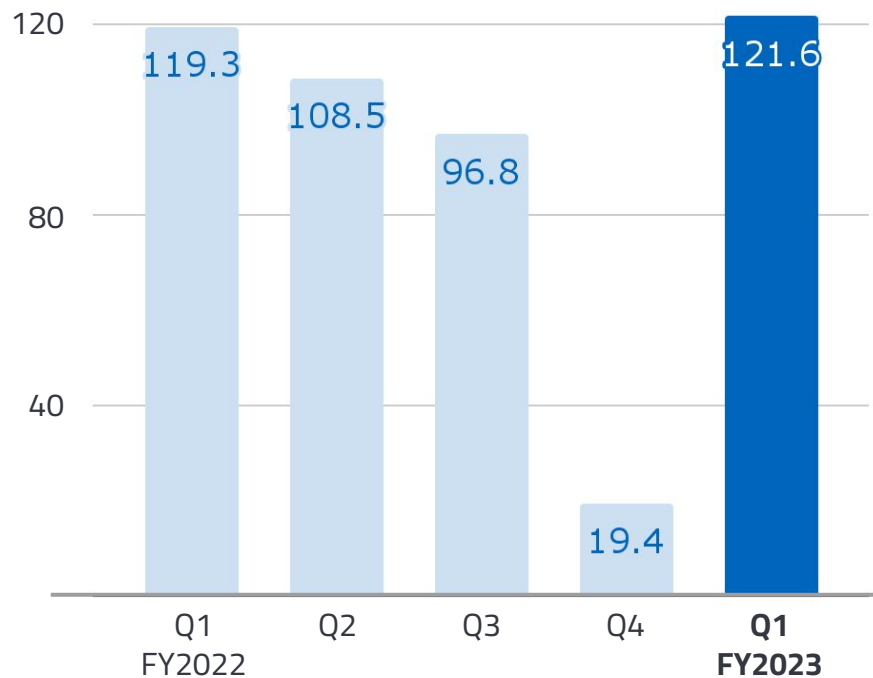
(in billions of yen)



FY2023 Q1 Consolidated Quarterly Financial Results

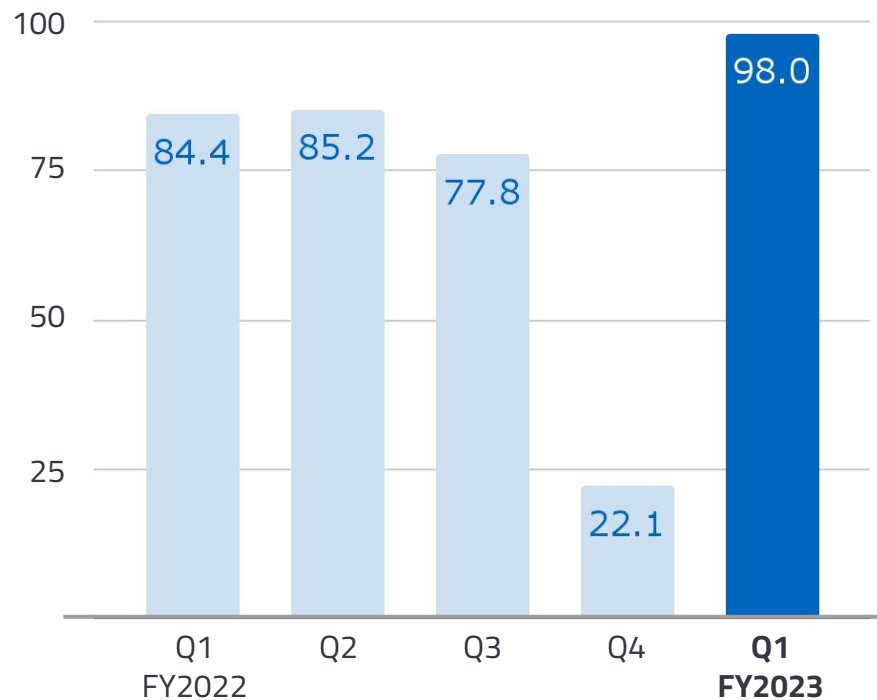
Operating Income

(in billions of yen)



Profit attributable to owners of the parent

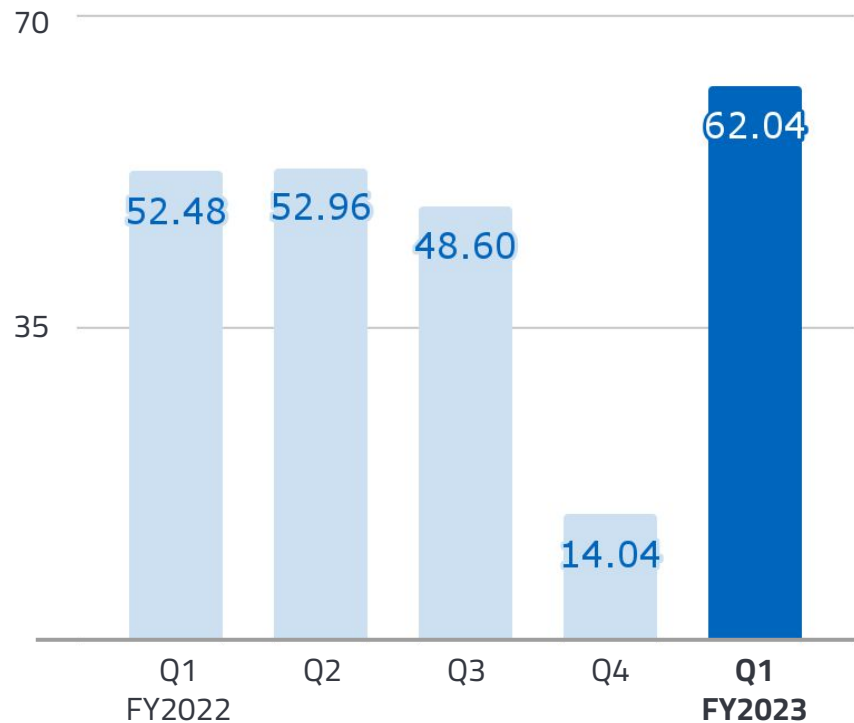
(in billions of yen)



FY2023 Q1 Consolidated Quarterly Financial Results

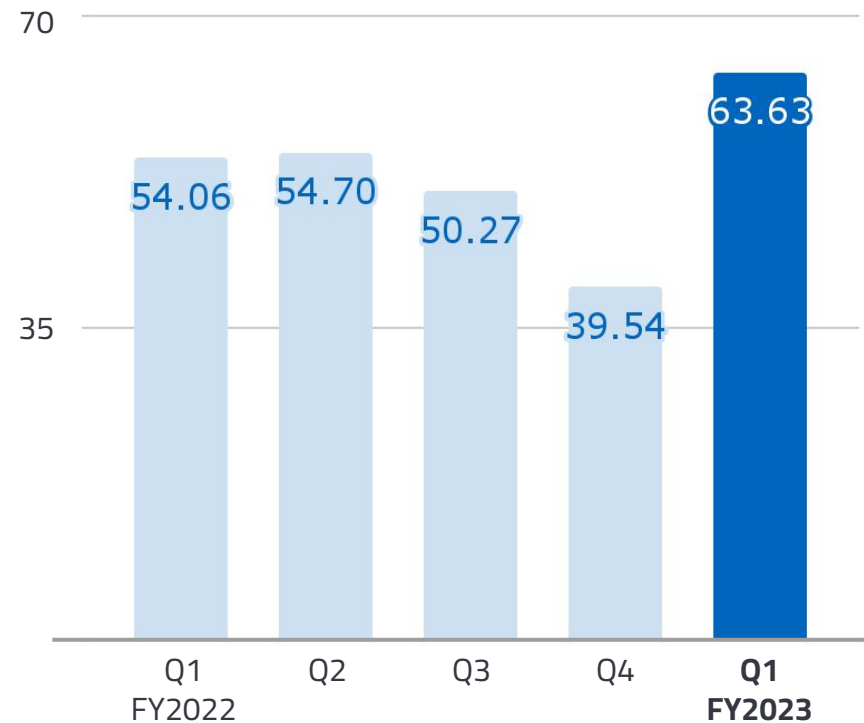
Basic EPS

(yen)



Adjusted EPS

(yen)



FY2023 Q1 Consolidated Quarterly Financial Results

(in billions of yen, unless otherwise stated)	FY2022 Q1	FY2023 Q1	
	Actual	Actual	YoY
Revenue / 売上収益	843.1	850.8	+0.9%
Adjusted EBITDA / 調整後EBITDA	152.3	165.9	+8.9%
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%
Adjusted EPS (yen) / 調整後EPS (円)	54.06	63.63	+17.7%

Number of shares

(in millions of shares)

	As of March 31, 2023	As of June 30, 2023
Number of issued shares / 期末発行済株式数	1,695.9	1,695.9
Number of treasury stock / 期末自己株式数		
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
Total Number of treasury stock / 期末自己株式数合計	116.8	114.3
Number of issued shares excluding treasury stock / 期末発行済株式数 (自己株式を除く)	1,579.1	1,581.5

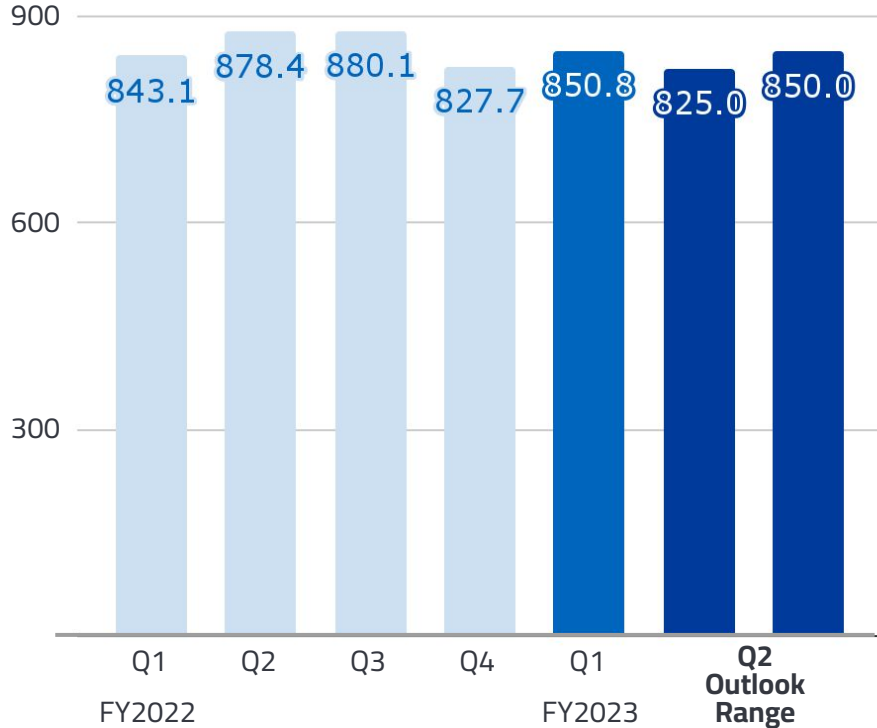
FY2023 Q1 Consolidated Adjusted EBITDA and Operating Income

(in billions of yen)	FY2022 Q1	FY2023 Q1	
	Actual	Actual	YoY
Operating income / 営業利益	119.3	121.6	+1.9%
Other Operating Income and Expenses, Net / その他営業収益・費用	0.1	3.1	-
Non-GAAP Operating Income / Non-GAAP営業利益	119.5	124.8	+4.4%
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	-
Adjusted EBITDA / 調整後EBITDA	152.3	165.9	+8.9%

FY2023 Q2 Consolidated Outlook

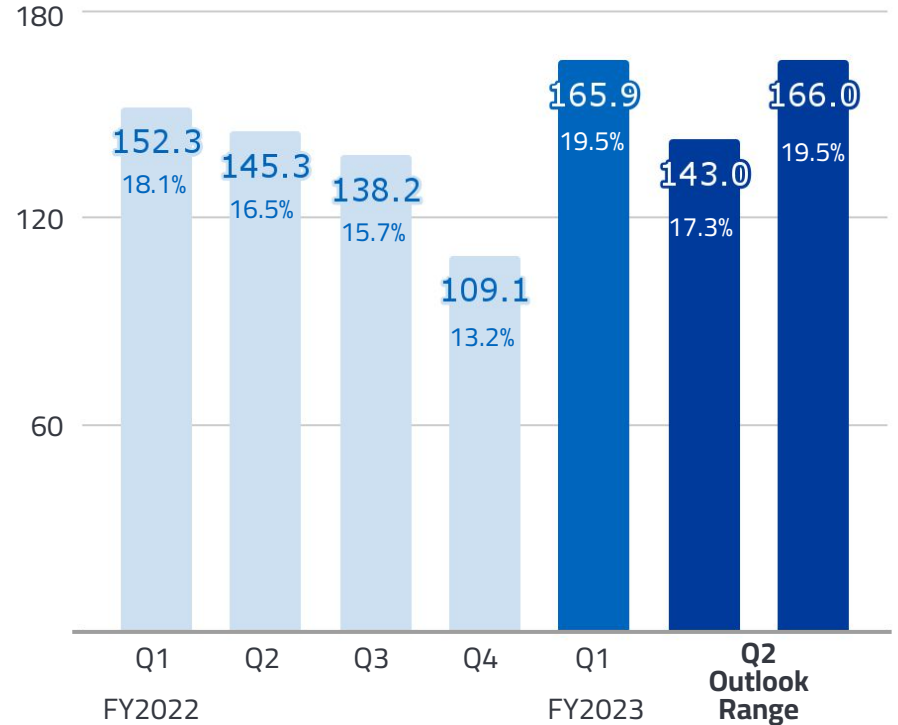
Revenue

(in billions of yen)



Adjusted EBITDA and Adjusted EBITDA Margin

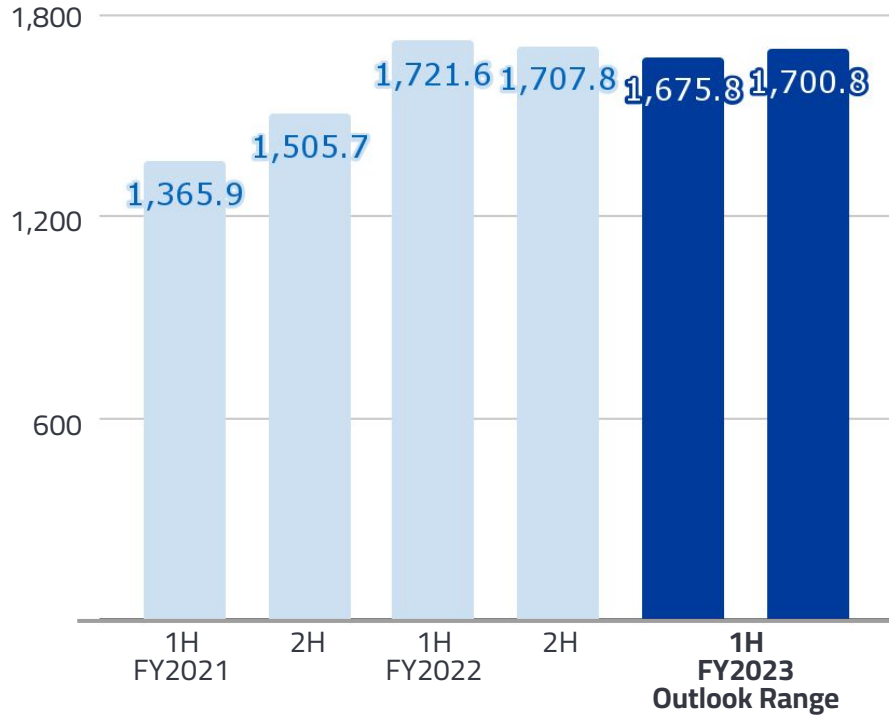
(in billions of yen)



FY2023 1H Consolidated Outlook

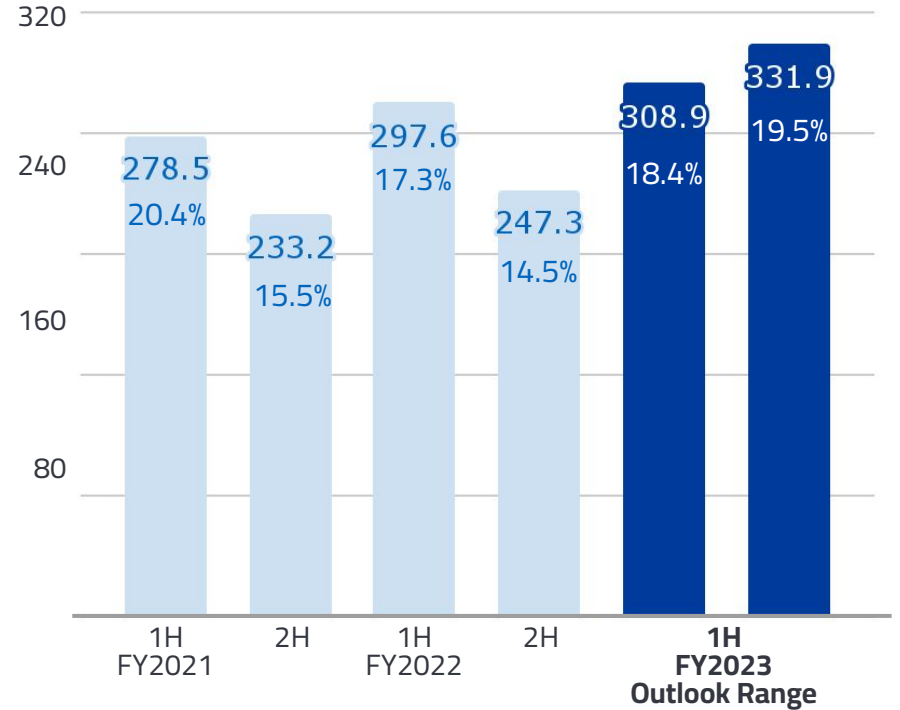
Revenue

(in billions of yen)



Adjusted EBITDA and Adjusted EBITDA Margin

(in billions of yen)

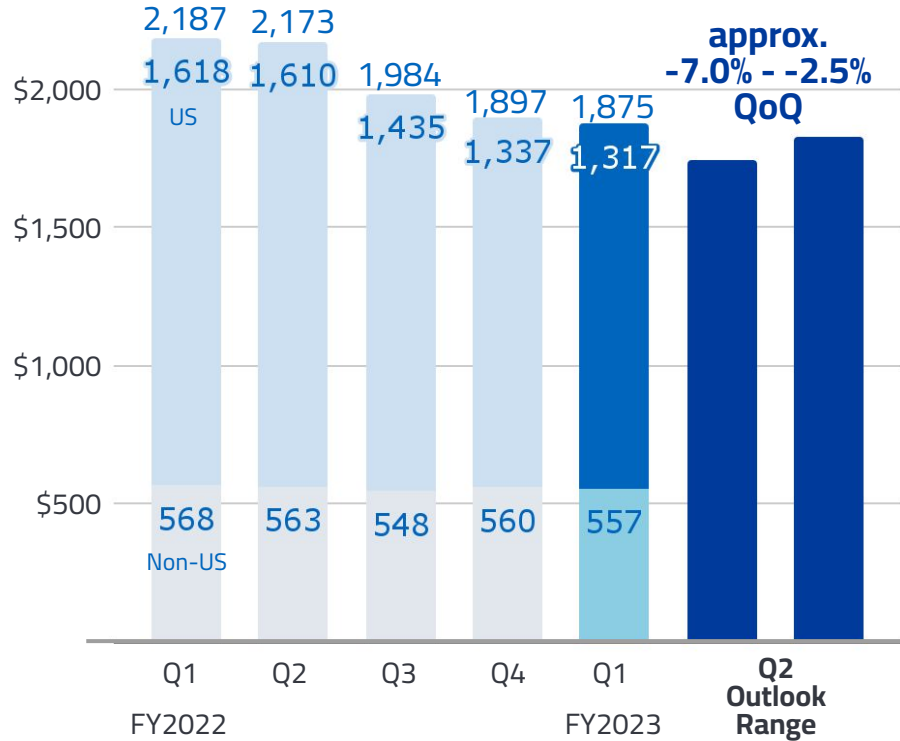


FY2023 Q1 Actual Result and Q2 Outlook by Segment

HR Technology

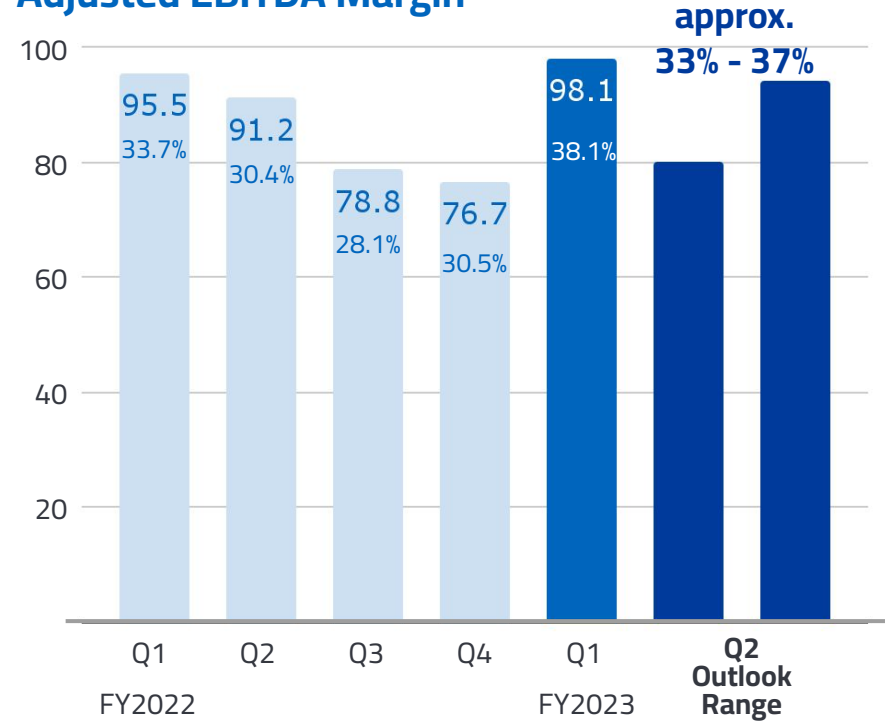
Revenue in US Dollar

(in millions of dollars)



Adjusted EBITDA and Adjusted EBITDA Margin

(in billions of yen)



FY2023 Q1 Actual Result and Q2 Outlook by Segment

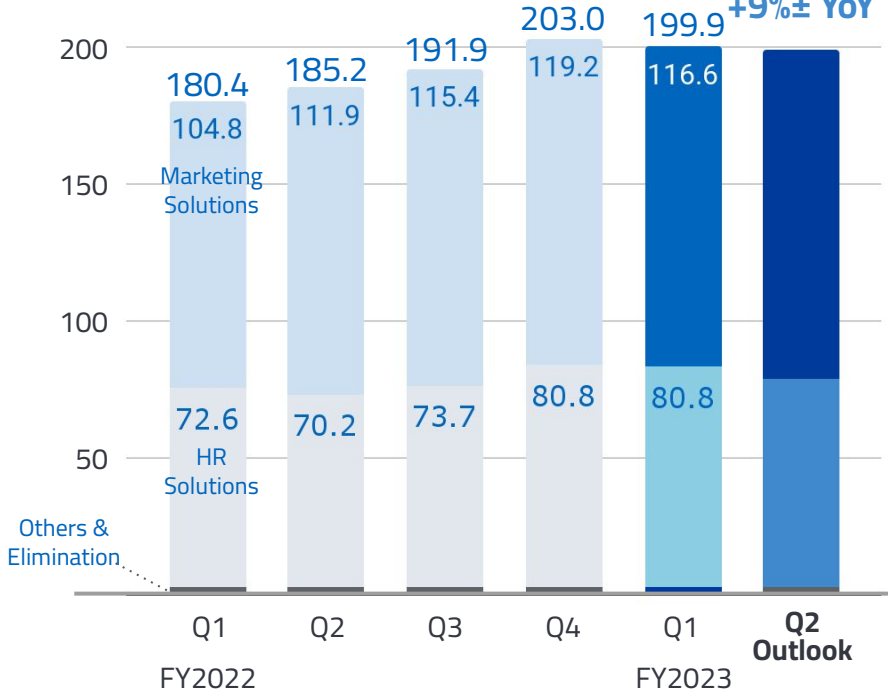
Matching & Solutions

Revenue

(in billions of yen)

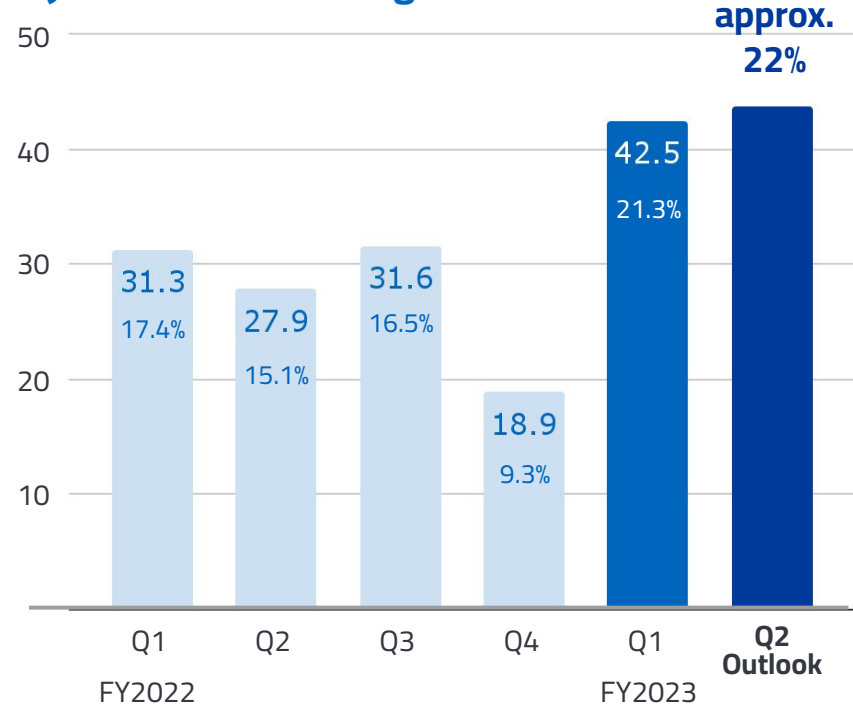
+7%± YoY

+9%± YoY



Adjusted EBITDA and Adjusted EBITDA Margin

(in billions of yen)



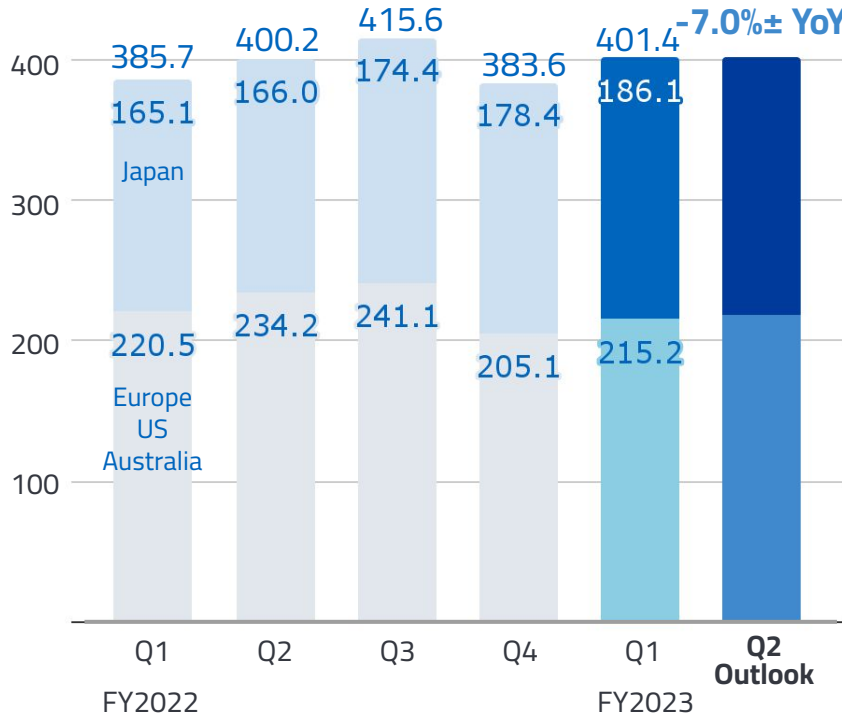
FY2023 Q1 Actual Result and Q2 Outlook by Segment

Staffing Revenue

(in billions of yen)

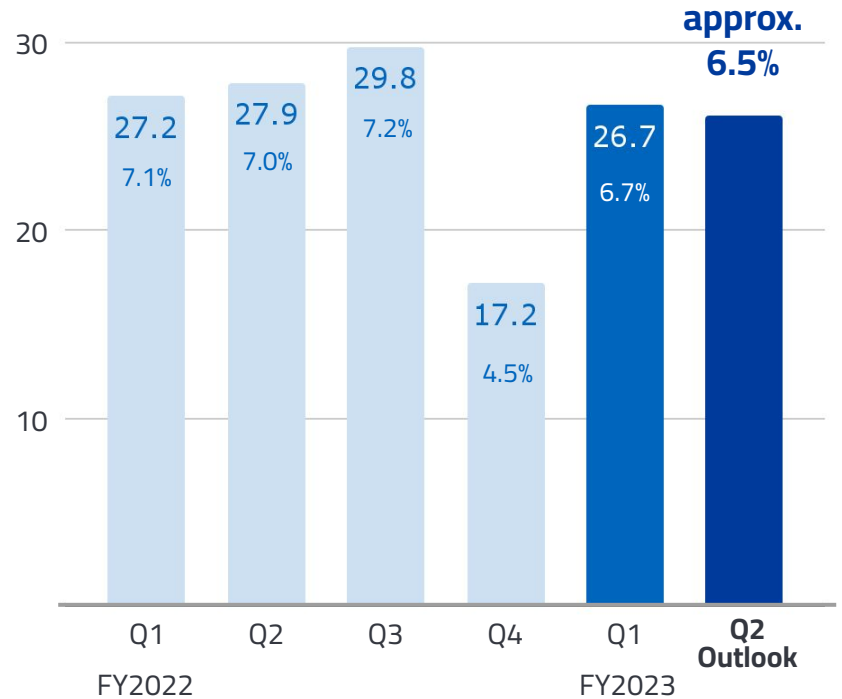
+11%± YoY

-7.0%± YoY



Adjusted EBITDA and Adjusted EBITDA Margin

(in billions of yen)



Follow Your Heart



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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%
	Consolidated¹	843.1	850.8	+0.9%
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%
	Consolidated¹	152.3	165.9	+8.9%
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%	-
	Consolidated	18.1%	19.5%	-

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

¹ 「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

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

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

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

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