FAQ's for Q2 FY2023

Recruit Holdings Co., Ltd.

Q1. What labor market dynamics did you see in the global HR Matching market and on Indeed during Q2?

In most high-income economies throughout fiscal Q2, job openings, job postings and annual wage growth – while falling from unsustainable highs reached in recent years – generally remained well above their pre-pandemic baselines. So far, central banks have largely managed to slow inflation without pushing up unemployment. Demographic trends including an aging global workforce are expected to keep labor supply limited, which should keep labor markets structurally tight for some time.

The global labor markets in Q2 remained relatively strong, despite widespread economic, political and social uncertainty and volatility. But a host of factors – including sustained geopolitical instability, political gridlock, a resurgence in inflation, and/or increased volatility in financial markets – either alone or in combination could quickly change these dynamics for the worse.

US

Job openings and employment data from September indicate surprising resilience in the labor market.

The labor force participation rate for prime-age workers is high by recent standards, but remains below its 1999 peak. Wages are growing at more than 4% per year, according to the Indeed Wage Tracker, faster than the annual pace of inflation (3.7% in September), giving workers a modest real rise in wages. But the risk of a wage-price spiral has greatly diminished as wage growth continues to cool down.

This slowdown in wage growth, without a corresponding rise in unemployment, is a critical item on the “soft landing” checklist. Despite recent jumps in job openings and employment that might tempt some to think the market is re-accelerating, the underlying trend in the labor market is more about resilience than resurgence.

Europe

In Europe, similar trends apply – demand for workers remains high in most countries, unemployment is low and wage growth is elevated – though with considerably more macroeconomic uncertainty.

Already lackluster growth forecasts for this year and next for the European Union were recently revised downward, with Germany – the EU’s largest economy – expected to end this year in a recession. The rate of inflation also generally remains higher in the EU than in the United States (though the EU and US measure inflation differently). The labor market continues to soften in the UK, with vacancies recently falling below 1 million for the first time in two-plus years, though they still remain 20% above their level on the eve of the pandemic. But that cooldown in vacancies is not reflected in British wage growth, which is still at an elevated level and finally exceeding the rate of inflation. This poses a challenge for the policymakers at the Bank of England as they endeavor to mitigate inflationary pressures.

Japan

Labor demand continues to exceed supply, with a growing share of businesses of all sizes reporting ongoing labor shortages, according to a Bank of Japan business survey.

Indeed

On Indeed, the supply and demand mismatch between job seekers and employers continued to ease, with global labor markets normalizing, particularly in the US. Total job postings on Indeed, composed of free and sponsored jobs postings, declined year over year in many countries where HR Technology operates, including the US, while job seeker activity as measured by traffic to, and applies on, Indeed and Glassdoor increased year over year. Overall, the number of unique visitors per month increased to 350 million[1] globally.

Please visit Indeed Hiring Lab for more information.

[1] Internal data, an average of each month’s total of distinct cookie IDs visiting Indeed’s site between April 2023 - September 2023

Q2. What is the latest update regarding pricing model changes on Indeed and its potential financial impact?

Indeed's business model is centered around pay for performance, where employers pay only when they receive tangible results. Indeed is committed to building a pricing model that ties Indeed's success directly to that of its job seekers and employer customers. This means Indeed's pricing models are designed to only charge employers when their job postings receive specific actions from job seekers, such as a click, a started application or a completed application. Please visit this link to learn more about the latest evolution of Indeed pricing models.

Recently, Indeed has been conducting tests with various pricing models including pay per application (PPA) and pay per started application (PPSA). These pricing models aim to provide more value to employers by only charging them for results that are closer to the actual hire, as the value of a qualified applicant or a started application is significantly greater to an employer than just a click.

In Q2, Indeed continued to expand the rollout of the PPSA pricing model in combination with minimum budgets in the US and in several countries, while PPA continued to be tested among a subset of employers. Minimum budgets were introduced to ensure that jobs are adequately funded to deliver a sufficient number of started applications, increasing the likelihood of a potential hire.

While the Company expects that these pricing model enhancements deliver more value for jobseekers and employers in the long run, in the near term the Company expects the uncertain macroeconomic environment to further pressure overall hiring demand, leading to a decline in overall HR Technology revenue in this fiscal year.

Indeed will continue to explore various tests to innovate the HR matching industry.

Q3. Please explain the background of the consolidated guidance for FY2023 and the outlook for FY2023 Q3.

For FY2023, the Company expects consolidated revenue to decrease year over year as overall hiring activities, and the HR Matching market overall, contract in response to a challenging economic environment in the US and Europe.

Based on the first half performance, and assuming that the current business environment may not significantly deteriorate, adjusted EBITDA is expected to decrease slightly or to be flat compared to FY2022.

Profit attributable to owners of the parent is expected to increase in FY2023 due to the one-time decrease of consolidated income tax rate resulting from the impact of an internal legal entity restructuring in HR Technology, if no significant one-time losses are incurred in the second half of FY2023.

However, the Company is not providing consolidated financial guidance for FY2023 at this time as it is difficult to predict the scale and the duration of the market's contraction and the effect that will have on the Company's financial performance. The Company is providing the outlook for Q3 FY2023 as a range for consolidated revenue and adjusted EBITDA. The Company expects to disclose the consolidated guidance for FY2023 when it becomes reasonably feasible to do so.

The foreign exchange rate assumptions for Q3 FY2023 are 145 yen per US dollar, 155 yen per Euro and 94 yen per Australian dollar.

(In billions of yen)		FY2022 Q3 Actual	FY2023 Q3 Outlook	FY2022 Actual	FY2023 Guidance as of May 15, 2023	FY2023 Guidance as of November 8, 2023
Consolidated	Revenue	880.1	**840 - 860**	3,429.5	Decrease YoY	**Decrease YoY**
	YoY	+18.0%	**-4.6% - -2.3%**	+19.4%		
	Adjusted EBITDA	138.2	**130 - 145**	545.0	Decrease YoY	**Decrease slightly to flat YoY**
	Profit attributable to the parent	77.8	**-**	269.7	-	**Increase YoY**

Q4. Please explain the background of the guidance for FY2023 and the outlook for FY2023 Q3 for each segment.

HR Technology

Revenue on a US dollar basis in October decreased approximately 18% year over year. In Q3 FY2023, assuming no sharp deterioration in the economic environment, the Company expects revenue on a US dollar will decline approximately 9% quarter over quarter, which is equal to a decrease of approximately 18%, compared to Q3 last year.

Adjusted EBITDA margin for Q3 is expected to be approximately 27%, as the Company expects operating expenses to remain approximately flat quarter over quarter while revenue declines.

The Company will respond to changes in the business environment and implement cost control measures as needed, while balancing continued strategic investments for long-term growth. As previously mentioned in May, the Company does not prioritize maintaining a certain adjusted EBITDA margin level, such as the level the Company expects for Q3.

For FY2023 outlook, since the Company expects revenue and adjusted EBITDA for the second half of the fiscal year to decrease year over year, there is no change at this time to the previously announced full year outlook for a decrease in revenue and adjusted EBITDA for HR Technology.

Matching & Solutions

Revenue in Marketing Solutions for Q3 is expected to increase approximately 7% year over year, and revenue in HR Solutions for Q3 is expected to increase approximately 2% year over year. Adjusted EBITDA margin is expected to be approximately 23% in Q3.

For FY2023 outlook, the Company disclosed expected revenue in Marketing Solutions to increase by approximately 4% and in HR Solutions to increase by approximately 6% on May 15.

However, the Company revised the revenue outlook in Marketing Solutions to increase by approximately 8.5% and in HR Solutions to increase by approximately 4.5%. This revised outlook is based on the results of the first half of the current fiscal year and the most recent outlook for each area in the second half of the fiscal year, and assuming that Japan's economic environment will not change significantly.

Outlook for adjusted EBITDA margin of approximately 20% remains unchanged as the Company plans significant advertising expenses in Q4 as in previous years.

Staffing

Revenue in *Japan* for Q3 is expected to increase approximately 11%, and revenue in *Europe, US and Australia* for Q3 is expected to decrease approximately 5% year over year.

Adjusted EBITDA margin is expected to be approximately 7% in Q3.

On May 15, the Company disclosed expected revenue growth for Staffing in *Japan* was approximately 9%, but it is revised upwards to approximately 10% based on the results of the first half of the current fiscal year and the outlook for the second half of the fiscal year. The Company expects demand for temporary staffing services in *Europe, US and Australia* to continue to slow down due to the uncertain economic outlook. Adjusted EBITDA margin for FY2023 of 6% is not revised at this point.

(In billions of yen)			FY2022 Q3 Actual	FY2023 Q3 Outlook	FY2022 Actual	FY2023 Outlook as of May 15, 2023	FY2023 Outlook as of November 8, 2023
HR Technology	Revenue (in millions of dollar)		1,984	-	8,243	Revenue and adjusted EBITDA to decrease YoY	**Revenue and adjusted EBITDA to decrease YoY**
		YoY	-0.1%	**approx. -18%**	+7.7%		
	Adjusted EBITDA margin		28.1%	**approx. 27%**	30.7%		
Matching & Solutions	Revenue	Marketing Solutions	115.4	-	451.5	-	-
		YoY	+13.1%	**approx. +7%**	+13.9%	approx. +4% YoY	**approx. +8.5% YoY**
		HR Solutions	73.7	-	297.4	-	-
		YoY	17.5%	**approx. +2%**	+19.3%	approx. +6% YoY	**approx. +4.5% YoY**
	Adjusted EBITDA margin		16.5%	**approx. +23%**	14.4%	approx. 20%	**approx. 20%**
Staffing	Revenue	Japan	174.4	-	684.1	-	-
		YoY	+12.1%	**approx. +11%**	+13.1%	approx. +9% YoY	**approx. +10% YoY**
		Europe, US and Australia	241.1	-	901.1	Decrease YoY	**Decrease YoY**
		YoY	+19.4%	**approx. -5%**	+16.5%		
	Adjusted EBITDA margin		7.2%	**approx. 7%**	6.5%	approx. 6%	**approx. 6%**

Q5. How much did exchange rate fluctuations impact consolidated revenue and Staffing revenue for the six months ended September 30, 2023?

(In billions of yen)		FY2022 Q1	FY2022 Q2	FY2022 Q3	FY2022 Q4	FY2023 Q1	FY2023 Q2
Consolidated	Reported	843.1	878.4	880.1	827.7	850.8	**855.1**
	YoY	26.8%	25.3%	18.0%	9.0%	0.9%	**-2.7%**
	Constant Currency	779.4	787.9	794.7	780.5	825.1	**828.3**
	YoY	17.3%	12.4%	6.5%	2.7%	-2.1%	**-5.7%**
Staffing	Reported	385.7	400.2	415.6	383.6	401.4	**406.3**
	YoY	15.1%	19.3%	16.2%	9.6%	4.1%	**1.5%**
	Constant Currency	366.1	370.6	384.1	365.5	390.3	**390.6**
	YoY	9.2%	10.5%	7.4%	4.5%	1.2%	**-2.4%**
Staffing Europe, US and Australia	Reported	220.5	234.2	241.1	205.1	215.2	**222.2**
	YoY	17.2%	23.3%	19.4%	6.1%	-2.4%	**-5.1%**
	Constant Currency	200.9	204.6	209.6	187.1	204.1	**206.5**
	YoY	6.8%	7.8%	3.8%	-3.3%	-7.4%	**-11.8%**

Q6. Regarding revenue of HR Technology, please tell us the growth rates excluding the impact of exchange rate fluctuations.

(In millions of USD)		FY2022 Q1	FY2022 Q2	FY2022 Q3	FY2022 Q4	FY2023 Q1	FY2023 Q2
US	Reported	$1,618	$1,610	$1,435	$1,337	$1,317	**$1,231**
	YoY	24.9%	9.2%	-2.0%	-10.1%	-18.6%	**-23.5%**
Non-US	Reported	568	563	548	560	557	**547**
	YoY	46.5%	18.9%	5.3%	2.4%	-1.8%	**-2.9%**
	Constant Currency	637	657	629	602	563	**529**
	YoY	64.2%	38.7%	20.7%	10.1%	-0.9%	**-6.1%**
Total	Reported	2,187	2,173	1,984	1,897	1,875	**1,778**
	YoY	29.9%	11.6%	-0.1%	-6.7%	-14.2%	**-18.2%**
	Constant Currency	2,256	2,267	2,064	1.939	1,879	**1,759**
	YoY	34.0%	16.4%	3.9%	-4.7%	-14.1%	**-19.1%**

Q7. Please explain the details of the breakdown of revenue for each subsegment in Marketing Solutions for the first half of FY2023.

Matching & Solutions is driving the business strategy "Help Businesses Work Smarter" to improve productivity and performance of business clients in Japan, particularly led by Marketing Solutions

In Marketing Solutions, the vertical matching platforms that Beauty, Travel, and Dining operate, have a particularly high affinity with vertical-specific business support SaaS solutions, as well as general business support SaaS solutions, called Air BusinessTools, which work across all verticals. In the Matching & Solutions business, the Company is focused on building an ecosystem consisting of matching platforms and SaaS solutions.

In Marketing Solutions, each subsegment has different business characteristics and is operating in different environments. Below are details on Beauty, Travel, and Dining, which are mainly leading the "Help Businesses Work Smarter" strategy, and also Housing & Real Estate, which accounts for approximately 30% of the Marketing Solutions revenue. Revenue in Beauty, Travel and Dining accounts for approximately 50% of Marketing Solutions revenue in the first half of FY2023.

Beauty

Hot Pepper Beauty is an online platform and print media for beauty treatment bookings. In addition to the online platform Hot Pepper Beauty for attracting customers, the Company offers the SaaS solution Salon Board, which is widely used as a reservation management system. Salon Board continues to grow steadily as the number of new business clients continues to increase.

In addition, Hot Pepper Beauty aims to expand the lifetime value of clients by providing additional services, such as online pre-payment services and Hot Pepper Beauty Work, which is used for hiring.

Travel

Jalan is an online platform and print media for travel. After the pandemic, Travel has continued to recover driven by a combination of factors, including a surge in demand following the relaxation of governmental COVID-19 restrictions and a rise in room rates mainly driven by an increase in foreign visitors in Japan. Revenue in Travel for FY2022 was above the pre-pandemic level and this trend continued into the first half of FY2023. The business environment continues to require close monitoring as the occupancy rate of lodging facilities is declining due to a shortage of employees. The Company is also actively promoting the introduction of the online advance payment service through AirPAY on Jalan.

Dining

Hot Pepper Gourmet is an online platform and print media for restaurant bookings. Revenue in Dining has decreased below the pre-pandemic level as consumer behavior has changed due to the pandemic. The Company is focused on increasing the number of restaurants with online reservations while helping business clients improve their operational efficiency through business support SaaS solutions such as Restaurant Board and Air Business Tools.

SaaS solutions (*Air BusinessTools*)

Air BusinessTools play an important role in the "Help Businesses Work Smarter" strategy by providing vertical-specific business support SaaS solutions and general business support SaaS solutions. AirPAY, which enables cashless payments, has been a major driver in expanding the client base and has contributed to an increase in overall SaaS accounts by promoting cross-use with other SaaS solutions. The Company is also focused on increasing gross payment volume or GPV through AirPAY by developing online payment services on online matching platforms in Beauty and Travel.

Housing & Real Estate

SUUMO is an online platform, print media, and in-person consultation service for housing and real estate. The Company benefits from the offline to online transition of real estate related advertising, and an increase in advertising demand from business clients due to longer sales cycles as a result of soaring prices for new condominiums. In addition, the increase in market share of rental housing advertising has contributed to revenue growth.

As the number of sales of new condominiums are expected to decline, the Company will continue to capture advertising demand from business clients by, for example, offering business support services such as sales process digitization, while monitoring closely the business environment.

For single family homes, business clients continue to switch from offline to online advertising. For rental housing, the Company will introduce new services to meet the growing demand for online contract applications of business clients. For custom home construction, the Company is aiming to increase revenue by increasing the number of business clients and the number of contracts concluded via SUUMO counters.

Q8. Can you summarize the self tender offer that was completed on October 31, 2023?

TOPPAN Holdings Inc., one of the largest Japanese business shareholders of the Company, notified the Company of its intention to reduce by part of its ownership stake in the Company's common stock. The Company considered the priorities of TOPPAN Holdings Inc., the potential impact on the Company's share price from large uncoordinated sales of shares over a short period, the capacity to pursue strategic business investments, the capital markets environment, and the outlook for the Company's financial position and has determined it is appropriate to acquire its own shares.

The share repurchase was conducted from October 3 to October 31, 2023, through a self tender offer at a price of 4,148 yen per share, as agreed with TOPPAN Holdings Inc. with a maximum of 13 million shares to be purchased.

The total number of shares purchased and the total share repurchase amount as of October 31, 2023 was 10.58 million shares and 43.8 billion yen, respectively.

The Company is expected to record a decrease in cash and cash equivalents in Q3 as the delivery date of the treasury stock is November 24, 2023.

Please find more information on the website:
Recruit Holdings Announces Share Repurchase through Self Tender Offer
https://recruit-holdings.com/en/newsroom/20231002_0001/

Recruit Holdings Announces Results of Self Tender Offer and Completion of Share Repurchase
https://recruit-holdings.com/en/newsroom/20231101_0001/

Q9. Please tell us about the progress made during FY2022 regarding "Prosper Together".

On July 4th, the Company presented the progress of FY2022 and the targets and challenges in FY2023 of our ESG (Environmental, Social, Governance) commitment "Prosper Together", one of our corporate strategic pillars, at ESG Fireside Chat. Please see below for the details: https://recruit-holdings.com/en/newsroom/20230704_0001/

Through "Prosper Together," one of the pillars of our business strategy, the Company has set specific goals for ESG and created initiatives to help achieve those goals. FY2022 was the second year since the Company sets five ESG targets for FY2030. In FY2022, the Company started seeing tangible signs of progress through the evolution of our products and services. The progress toward each target is as follows.

Environmental: Achieve carbon neutrality in the amount of greenhouse gas (GHG) emissions throughout our business activities by FY2021, and throughout our value chain by FY2030.

- The Company will achieve our short-term goal as planned by reaching carbon neutrality throughout our business activities in FY2022 [1] .
- Toward the goal to achieve carbon neutrality in GHG emissions across our entire value chain by FY2030, the Company sets a reduction target that aligns to the 1.5 degree celsius pathway, which aims to limit the increase in global average temperature to less than 1.5°C compared to the pre-industrial era. This target is approved by Science Based Targets initiative (SBTi) on June 1st, 2023.
- The Company was rated for two consecutive years as a top Company on CDP's 2022 Supplier Engagement Rating (SER) in FY2022.

Social - Social impact (1): By FY2030, reduce the time it takes to get hired by half compared to that of FY2021.

- There were signs that the time it takes to get hired was reduced by utilizing the products on Indeed.
- For example, job seekers hired to sponsored jobs through a Pay Per Application model had a 17% shorter search duration[2] than those hired to Pay Per Click jobs. Business clients who used Indeed Assessments, an online resource for employers that helps skill matching on Indeed, reduced time to hire by 16%[3] compared to job postings where employers did not use this product.

Social - Social impact (2): Support 30 million people facing barriers to get hired by FY2030.

- Through making product advancements and partnerships, the Company is proud to have been able to help 3.9 million job seekers[4] facing barriers get hired.
- Education is one of the major barriers for job seekers. To overcome this barrier, the Company stopped recommending education requirements as one of the screener questions employers populate when they post jobs. After this was rolled out in the U.S., the Company observed a 37% decrease in the share of jobs requiring a college degree[5], and 10% increase in applicants for job postings that do not require a college degree[6], which in turn may lead to more successful hires.

Social - DEI[7] : By FY2030, achieve approximately 50% representation of women in senior executive positions, in managerial positions, and total employees of the entire group.

- At the Matching & Solutions Strategic Business Unit (SBU), which operates mainly in Japan where the gender gap is particularly significant, the SBU identified and reduced gender bias by clarifying the requirements for managerial positions. The organizations that adopted this initiative identified 1.7 times more women candidates for first-line managers while it increased by 1.4 times for men, leading to an overall expansion of candidates for management positions.

Governance: By FY2030, achieve approximately 50% ratio of women among the members of the Board of Directors, including Audit & Supervisory Board members, at Recruit Holdings.

- After Katrina Lake was approved to be a member of the Board of Directors at the Annual Shareholders' Meeting held in June, the percentage of women in the Board of Directors members, including Audit & Supervisory Board members increased from approximately 27% to approximately 33%[8] .

The Company is listed in all six ESG indices for Japanese equities adopted by the Government Pension Investment Fund (GPIF). The Company also has received recognitions of our efforts toward creating a positive impact on society and the planet.
https://recruit-holdings.com/en/sustainability/about/recognitions/

1 GHG emissions throughout our business activities are the sum of direct emissions from the use of fuels in owned or controlled sources and are referred to as Scope 1. Indirect emissions from the use of purchased electricity, heat, or steam in owned or controlled sources are referred to as Scope 2. GHG emissions from the value chain are referred to as Scope 3, and comprise indirect emissions other than Scope 1 and 2. The entire value chain represents the sum of Scopes 1, 2 and 3 GHG emissions. The Company aims to achieve carbon neutrality upon completion of the following steps: measurement of GHG emissions, obtaining an accredited third-party assurance on the amount of GHG emissions, and offsetting of those emissions.

2 Difference calculated using time from a job seeker's application on Indeed (to the job for which they were ultimately hired) to the time of the hire for hires made on Indeed reported by job seekers in the United States between January 2022 and January 2023. The data set analyzed included sponsored jobs only hosted on Indeed using one of these two pricing models: Pay Per Application and Pay Per Click. Pay Per Application is a newer pricing model where employers only pay for job applicants that meet their criteria. Pay Per Click is Indeed's original sponsored job pricing model, where employers pay when a job seeker clicks on their sponsored job listing.

3 For jobs on Indeed that (a) were less than 14 days old and (b) had applications between November 1, 2022 through December 31, 2022, an analysis revealed a statistically significant difference in the number of days for an employer to make a hire on Indeed between jobs that used Indeed Assessments and those that did not. Time to hire was defined as the period from the day the job was posted on Indeed to the day that the job was closed by the employer with the reason that the employer hired a candidate on Indeed.

4 Represents number of hires made on Indeed reported from both job seeker and employer sources through our Hired Signal measurement, from May 1, 2021 - March 31, 2023 globally for job seekers who faced at least one of the following barriers: education, criminal record, military experience, disability or lack of essentials such as a computer or internet access.

5 Hosted job on Indeed in the U.S. that included a college degree as at least one of the screener questions decreased from 22% in May 2022 to 14% in January 2023, a 37% decrease.

6 Analysis revealed that within specific job titles, jobs that indicated that no college degree was required received 10% more applicants than jobs requiring college degrees.

7 DEI stands for Diversity, Equity and Inclusion.

8 The ratio of women on the Board of Directors members, including Audit & Supervisory Board members, is as of July 1, 2022 and 2023.

Appendix
Historical Results of Operations by Segment

		FY2021					FY2022					FY2023	
(In billions of yen)		Q1	Q2	Q3	Q4	FY	Q1	Q2	Q3	Q4	FY	Q1	Q2
Consolidated Operating Results													
	Revenue	664.7	701.1	746.0	759.7	2,871.7	843.1	878.4	880.1	827.7	3,429.5	850.8	855.1
	YoY %	39.8%	23.2%	22.0%	23.9%	26.5%	26.8%	25.3%	18.0%	9.0%	19.4%	0.9%	-2.7%
	Adj. EBITDA	131.4	147.1	142.0	91.2	511.8	152.3	145.3	138.2	109.1	545.0	165.9	162.2
	Adj. EBITDA margin	19.8%	21.0%	19.0%	12.0%	17.8%	18.1%	16.5%	15.7%	13.2%	15.9%	19.5%	19.0%
HR Technology													
	Revenue in million USD ($)	1,683	1,948	1,986	2,034	7,653	2,187	2,173	1,984	1,897	8,243	1,875	1,778
	YoY % USD ($)	144.5%	100.1%	81.3%	64.7%	91.6%	29.9%	11.6%	-0.1%	-6.7%	7.7%	-14.2%	-18.2%
	Revenue	184.4	214.4	225.8	236.6	861.4	283.7	300.5	280.5	251.3	1,116.1	257.9	257.2
	YoY %	148.9%	107.3%	97.2%	80.4%	103.5%	53.9%	40.1%	24.2%	6.2%	29.6%	-9.1%	-14.4%
	Adj. EBITDA	74.8	92.3	78.5	77.5	323.3	95.5	91.2	78.8	76.7	342.3	98.1	92.1
	Adj. EBITDA margin	40.6%	43.1%	34.8%	32.8%	37.5%	33.7%	30.4%	28.1%	30.5%	30.7%	38.1%	35.8%
Matching & Solutions													
Marketing Solutions	Revenue	91.5	98.3	102.1	104.5	396.5	104.8	111.9	115.4	119.2	451.5	116.6	123.4
	YoY %	18.7%	-20.5% (4.3%)	-23.8% (-1.3%)	-13.6% (2.3%)	-13.0% (5.2%)	14.6%	13.9%	13.1%	14.1%	13.9.%	11.2%	10.3%
	Adj. EBITDA	-	-	-	-	-	-	-	-	-	-	-	-
	Adj. EBITDA margin	-	-	-	-	-	-	-	-	-	approx. 25%[3]	approx. 27%	approx. 32%
HR Solutions	Revenue	56.5	57.5	62.8	72.4	249.3	72.6	70.2	73.7	80.8	297.4	80.8	74.1
	YoY %	2.7%	18.4%	20.5%	24.4%	16.5%	28.3%	22.2%	17.5%	11.6%	19.3%	11.3%	5.5%
	Adj. EBITDA	-	-	-	-	-	-	-	-	-	-	-	-
	Adj. EBITDA margin	-	-	-	-	-	-	-	-	-	approx. 12%[3]	approx. 25%	approx. 21%
Total	Revenue	151.8	157.8	168.5	180.3	658.6	180.4	185.2	191.9	203.0	760.6	199.9	200.1
	YoY %	14.2%	-8.7% (10.1%)	-9.8% (7.9%)	0.6% (12.4%)	-2.0% (11.1%)	18.8%	17.3%	13.9%	12.6%	15.5%	10.8%	8.1%
	Adj. EBITDA	31.5	32.4	36.4	2.3	102.8	31.3	27.9	31.6	18.9	109.8	42.5	46.2
	Adj. EBITDA margin	20.8%	20.5%	21.6%	1.3%	15.6%	17.4%	15.1%	16.5%	9.3%	14.4%	21.3%	23.1%
Staffing													
Japan	Revenue	146.9	145.7	155.7	156.5	604.9	165.1	166.0	174.4	178.4	684.1	186.1	184.0
	YoY %	0.8%	4.9%	9.1%	9.8%	6.1%	12.4%	14.0%	12.1%	14.0%	13.1%	12.7%	10.9%
Europe, US, and Australia	Revenue	188.2	189.8	202.0	193.4	773.5	220.5	234.2	241.1	205.1	901.1	215.2	222.2
	YoY %	46.5%	18.9%	16.2%	15.9%	23.0%	17.2%	23.3%	19.4%	6.1%	16.5%	-2.4%	-5.1%
Total	Revenue	335.1	335.5	357.7	349.9	1,378.4	385.7	400.2	415.6	383.6	1,585.2	401.4	406.3
	YoY %	22.2%	12.4%	13.0%	13.1%	15.0%	15.1%	19.3%	16.2%	9.6%	15.0%	4.1%	1.5%
	Adj. EBITDA	26.2	24.0	28.6	14.3	93.2	27.2	27.9	29.8	17.2	102.2	26.7	25.3
	Adj. EBITDA margin	7.8%	7.2%	8.0%	4.1%	6.8%	7.1%	7.0%	7.2%	4.5%	6.5%	6.7%	6.2%

[1] Figures in parentheses represent YoY % in revenue excluding Rent Assistance Program by The Small and Medium Enterprise Agency of the Ministry of Economy in Japan from Q2 FY2020 to Q4 FY2020.

[2] Beginning in Q1 FY2022, the company changed the adjustment items for adjusted EBITDA and adjusted EPS. All the figures in the table above are based on the new definition.

[3] Unaudited internal measures

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, climate change or other changes in the natural environment, the impact of the spread of COVID-19, the occurrence of large-scale natural disasters, 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.

Third-Party Information

This document includes information derived from or based on third-party sources, including information about the markets in which the Company operates. These statements are based on statistics and other information from third-party sources as cited herein, and the Company has not independently verified and cannot assure the accuracy or completeness of any information derived from or based on third-party sources.