

Recruit Holdings

FY2023 Q3 Consolidated Results

2024年3月期 第3四半期決算説明

February 9, 2024

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

FY2023は2024年3月期を意味します。



indeed PLUS 

FY2023 Q3 Consolidated Quarterly Financial Results

(in billions of yen, unless otherwise stated)

	FY2022 Q3	FY2023 Q3	
	Actual	Actual	YoY
Revenue / 売上収益	880.1	866.7	-1.5%
Adjusted EBITDA / 調整後EBITDA	138.2	158.2	+14.4%
Adjusted EBITDA Margin / 調整後EBITDAマージン	15.7%	18.3%	-
Non-GAAP Operating income / Non-GAAP営業利益	97.1	120.0	+ 23.6%
Operating income / 営業利益	96.8	108.9	+12.5%
Profit attributable to owners of the parent / 親会社の所有者に帰属する当期利益	77.8	106.3	+36.6%
Basic EPS (yen) / 基本的EPS (円)	48.60	68.03	+40.0%
Adjusted EPS (yen) / 調整後EPS (円)	50.27	68.03	+35.3%

Total Number of shares as of December 31, 2023

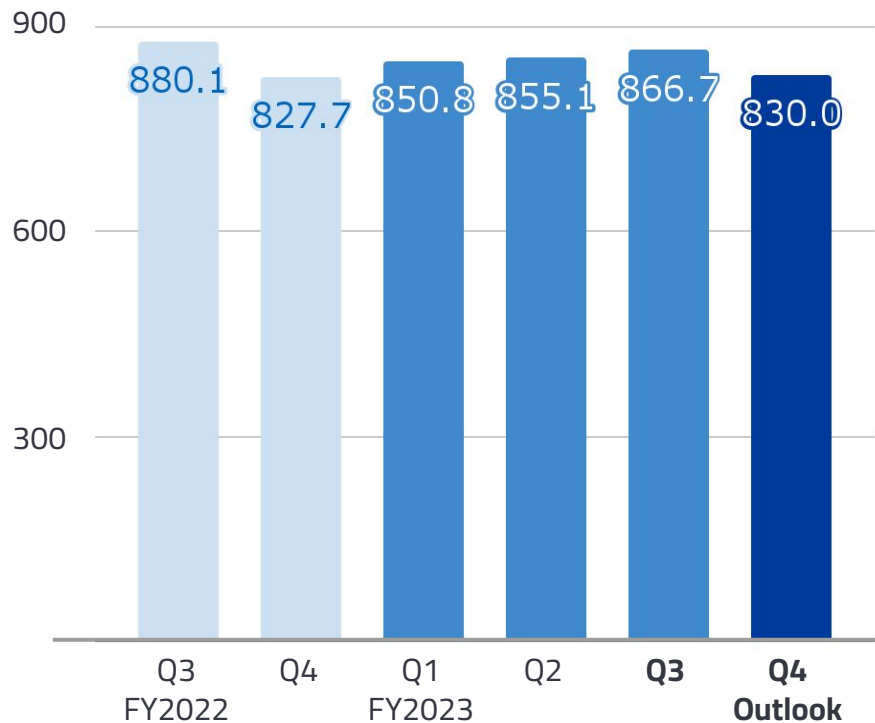
(in millions of shares)

	As of March 31, 2023	As of December 31, 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	81.9
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	58.5
Total Number of treasury stock / 期末自己株式数合計	116.8	140.5
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	1,555.4

Consolidated FY2023 Q3 Financial Results and Q4 Outlook

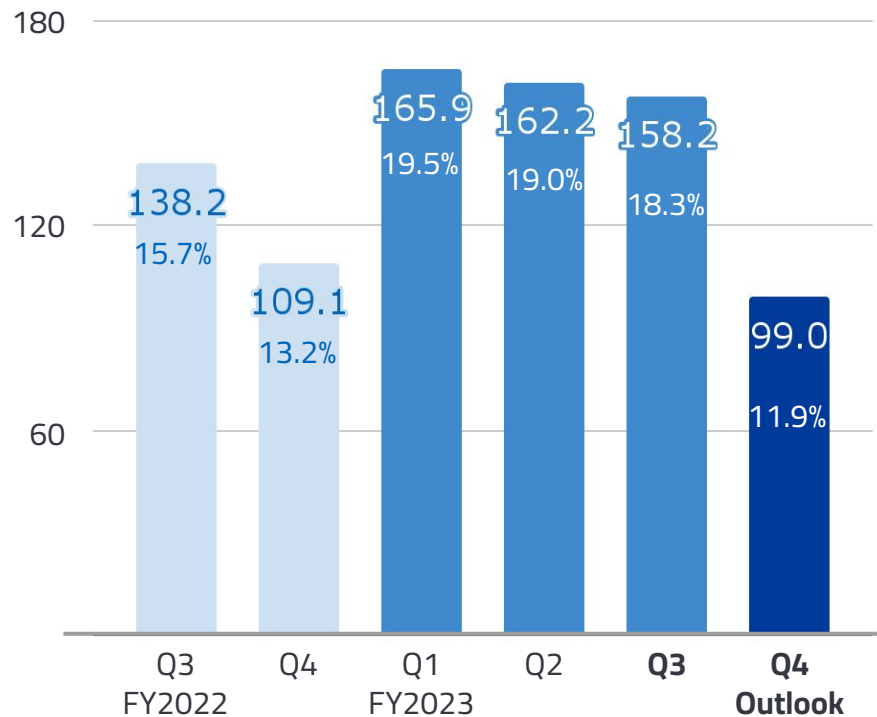
Revenue

(in billions of yen)



Adjusted EBITDA Adjusted EBITDA Margin %

(in billions of yen)



Consolidated FY2023 Annual Financial Guidance

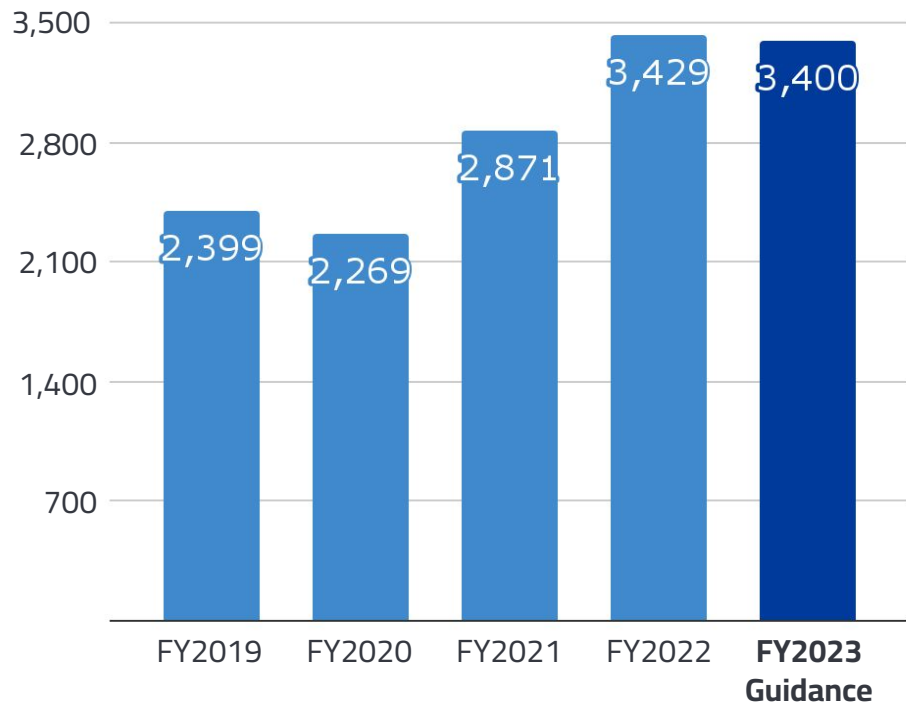
(in billions of yen, unless otherwise stated)

	FY2022	FY2023	
	Actual	Guidance	YoY
Revenue / 売上収益	3,429.5	3,400.0	-0.9%
Adjusted EBITDA / 調整後EBITDA	545.0	585.0	+7.3%
Adjusted EBITDA Margin / 調整後EBITDAマージン	15.9%	17.2%	-
Operating income / 営業利益	344.3	407.0	+18.2%
Profit before tax / 税引前利益	367.7	429.0	+16.6%
Net income / 当期利益	271.6	355.0	+30.7%
Profit attributable to owners of the parent / 親会社の所有者に帰属する当期利益	269.7	354.0	+31.2%
Basic EPS (yen) / 基本的EPS (円)	168.59	226.00	+34.1%
Adjusted EPS (yen) / 調整後EPS (円)	199.35	233.00	+16.9%

Consolidated FY2023 Annual Financial Guidance

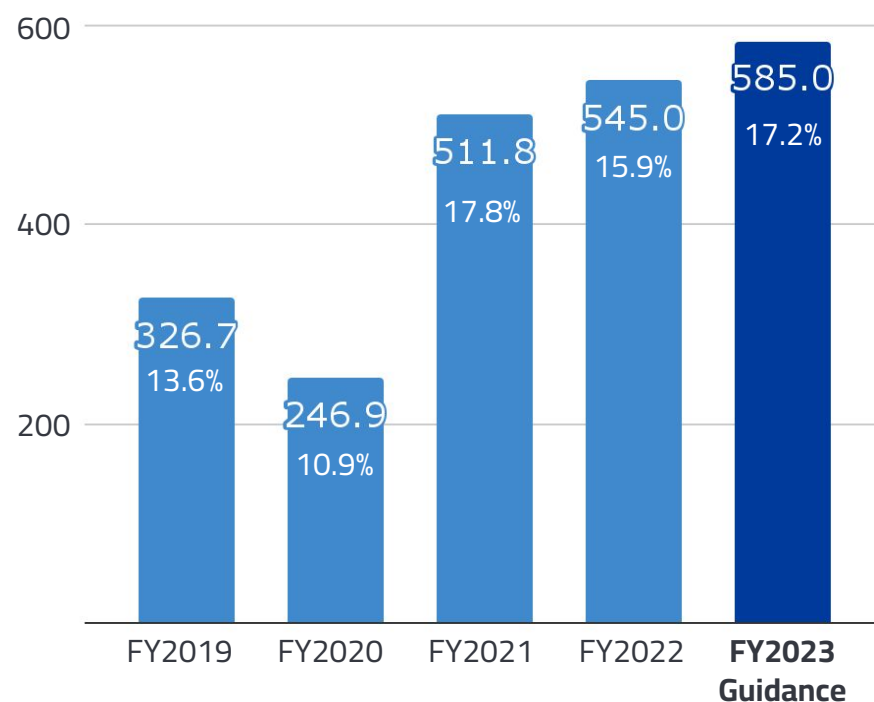
Revenue

(in billions of yen)



Adjusted EBITDA Adjusted EBITDA Margin %

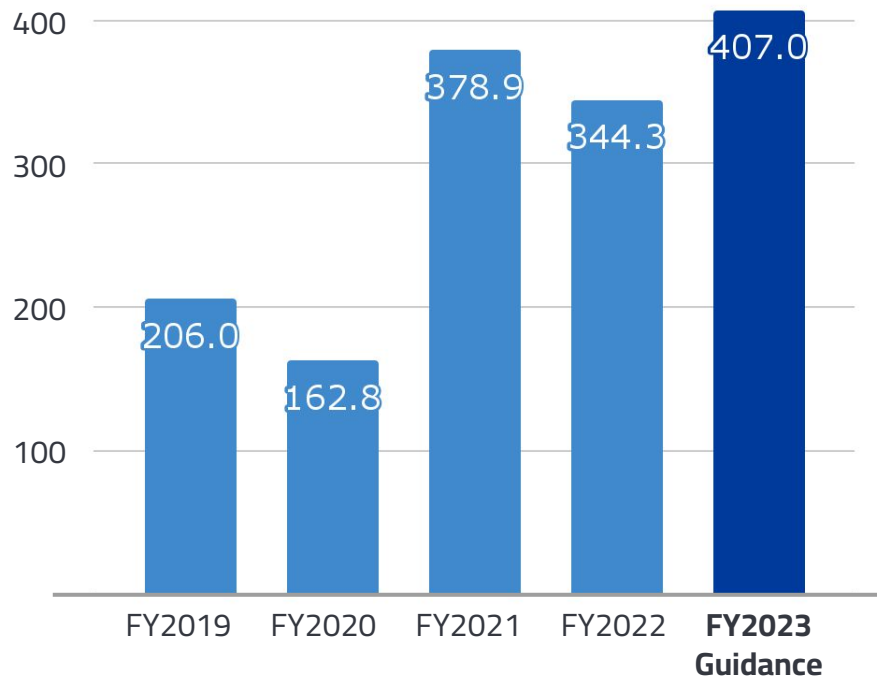
(in billions of yen)



Consolidated FY2023 Annual Financial Guidance

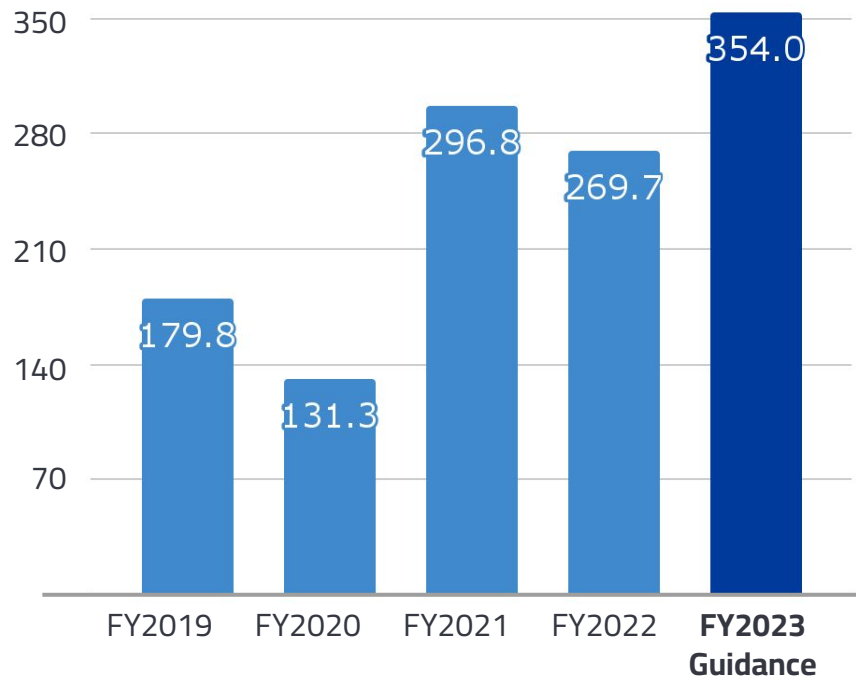
Operating Income

(in billions of yen)



Profit Attributable to Owners of the Parent

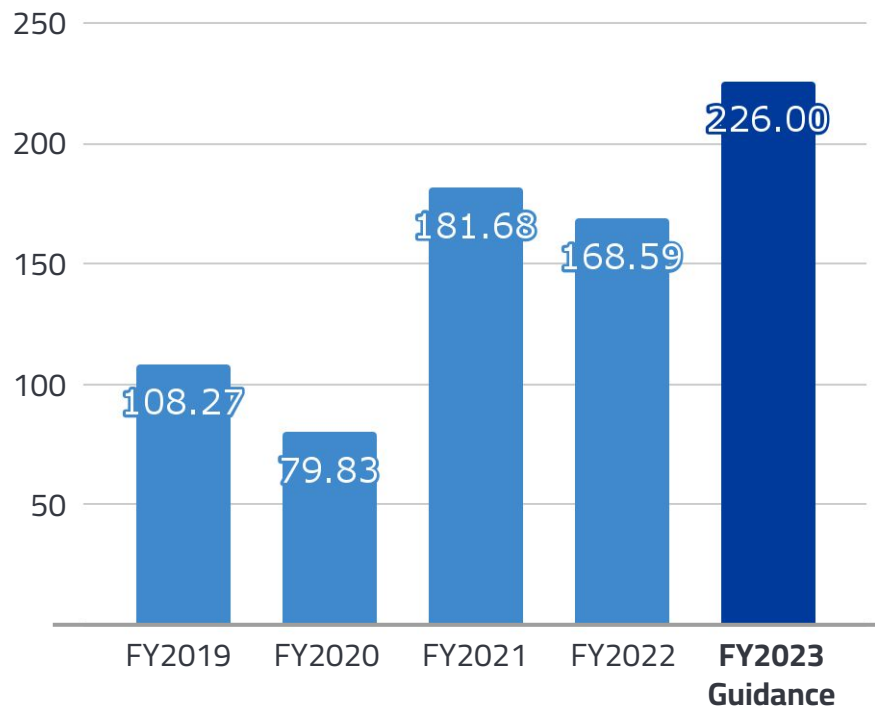
(in billions of yen)



Consolidated FY2023 Annual Financial Guidance

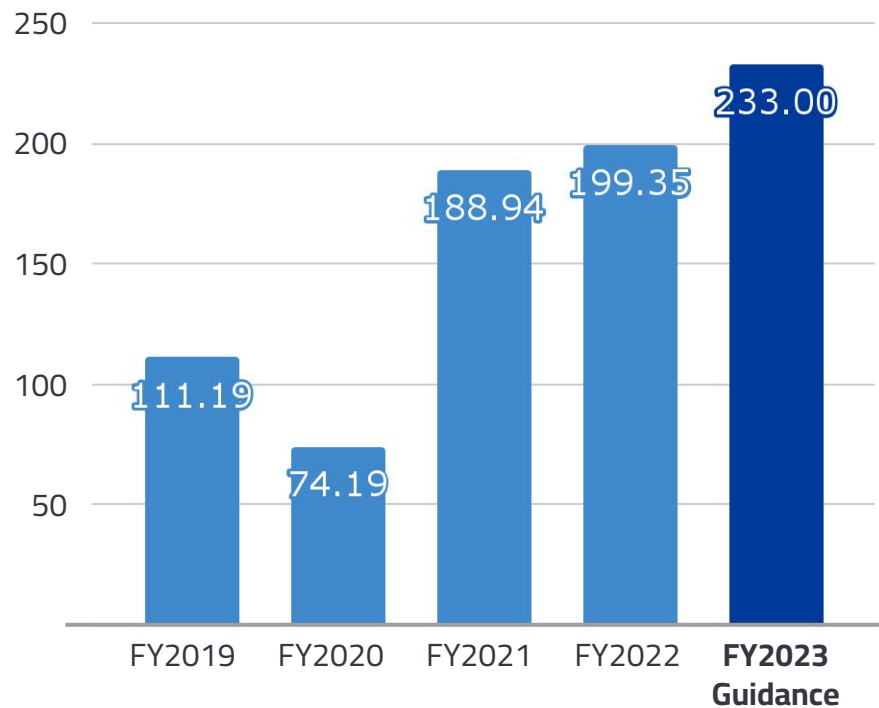
Basic EPS

(yen)



Adjusted EPS

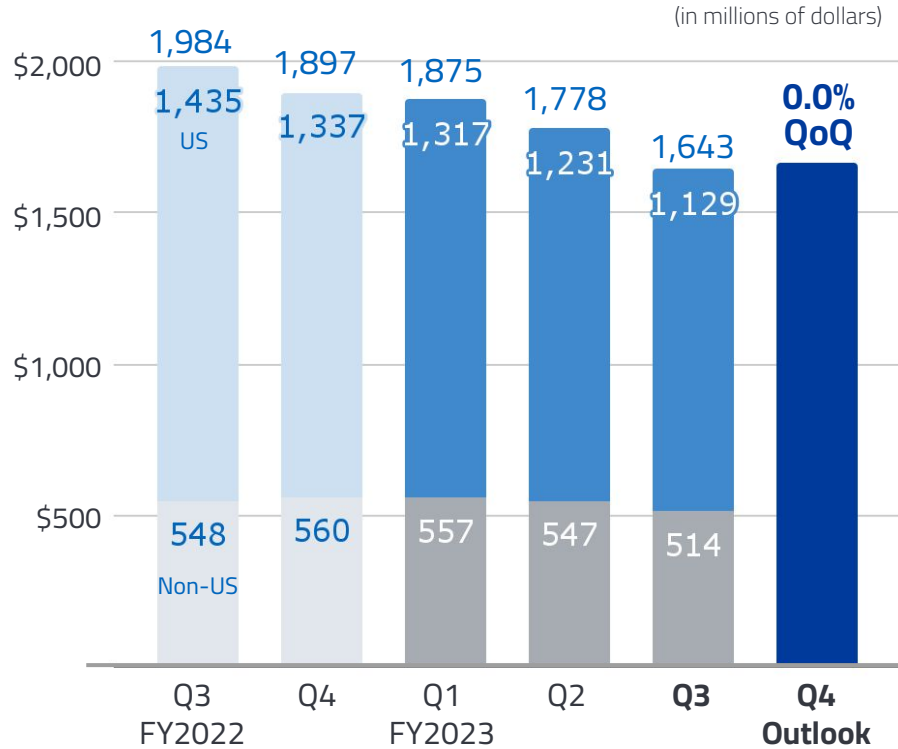
(yen)



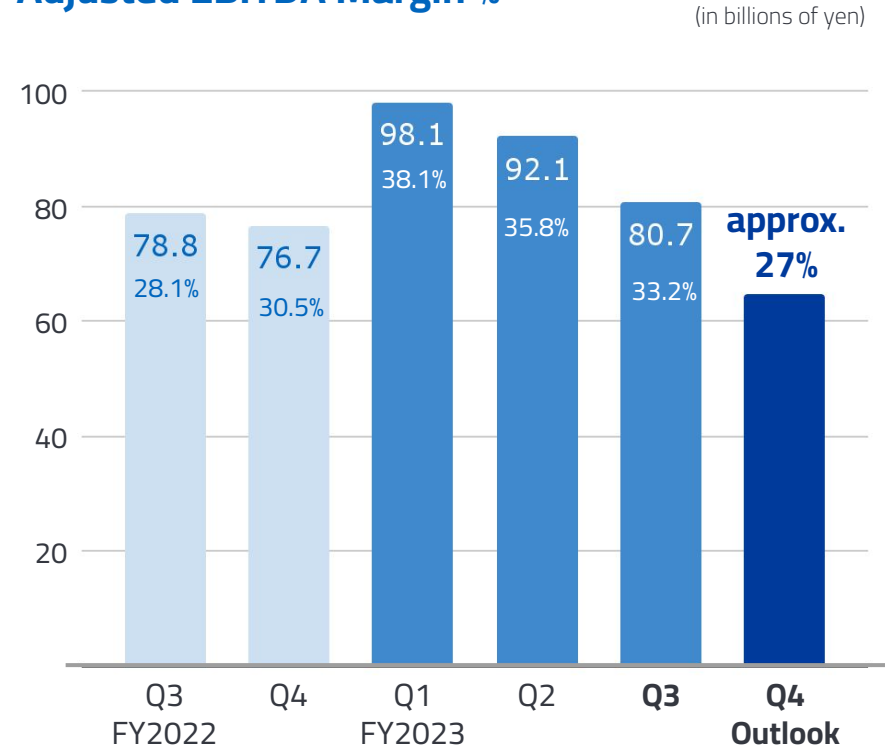
FY2023 Q3 Actual Result and Q4 Outlook by Segment

HR Technology

Revenue in US Dollar



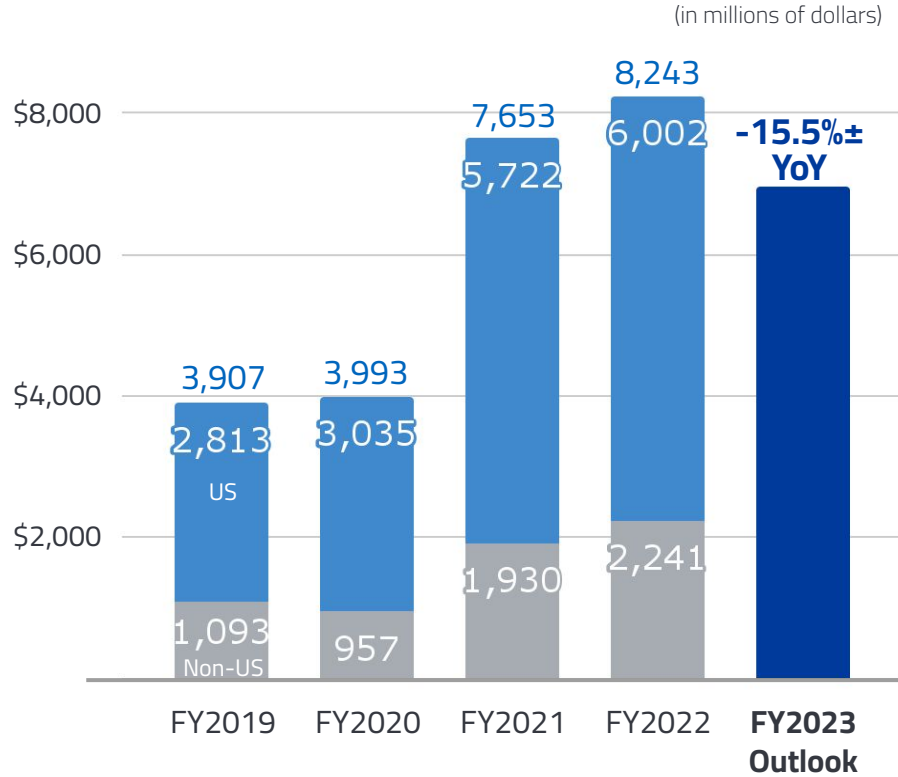
Adjusted EBITDA in Japanese Yen and Adjusted EBITDA Margin %



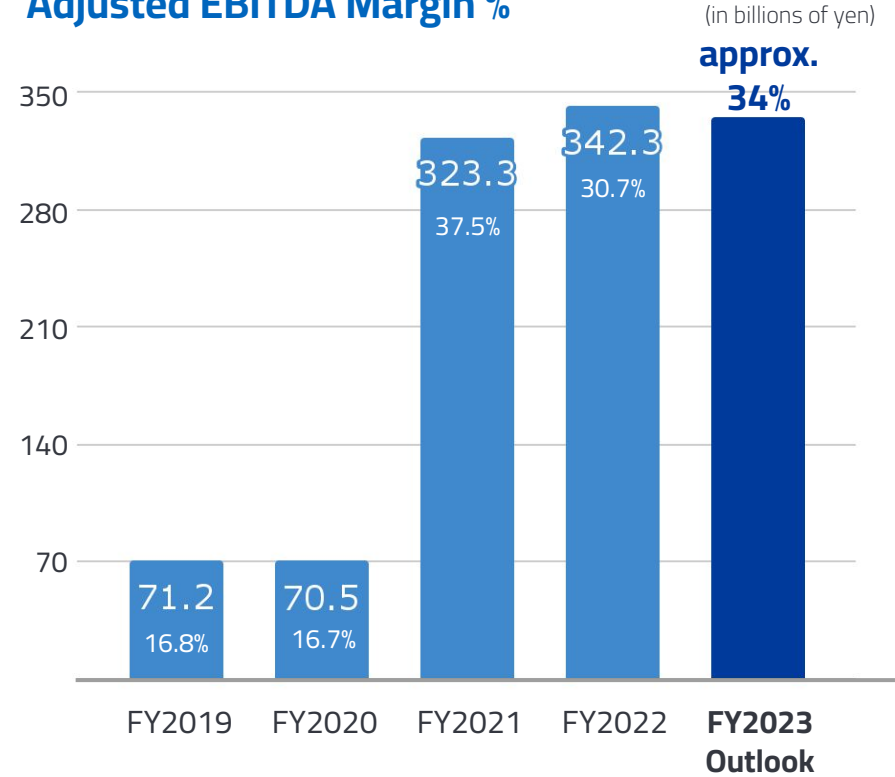
FY2023 Outlook by Segment

HR Technology

Revenue in US Dollar



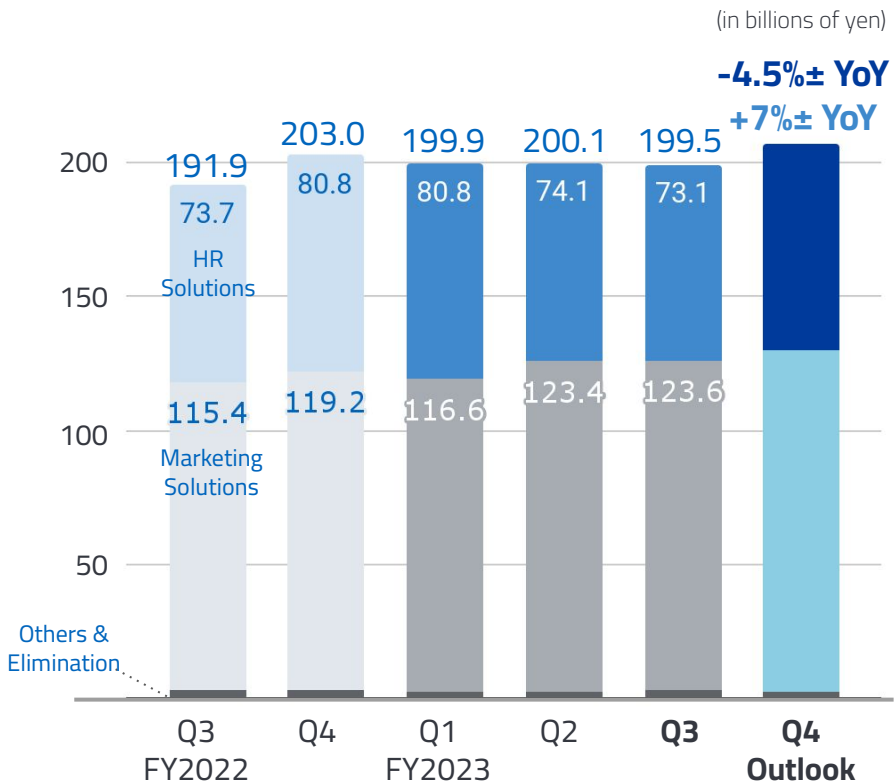
Adjusted EBITDA in Japanese Yen and Adjusted EBITDA Margin %



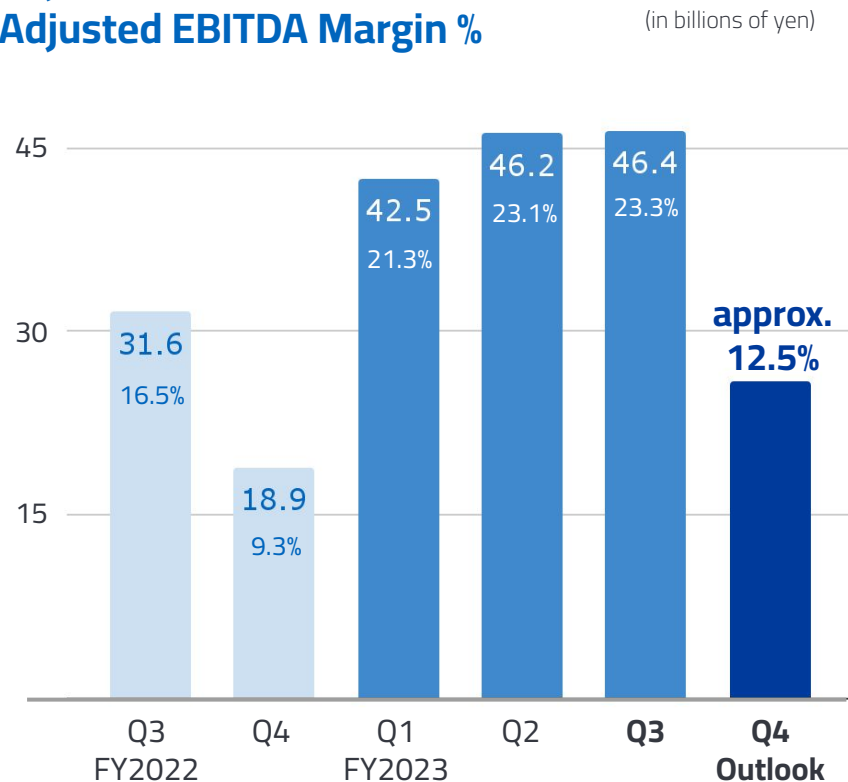
FY2023 Q3 Actual Result and Q4 Outlook by Segment

Matching & Solutions

Revenue



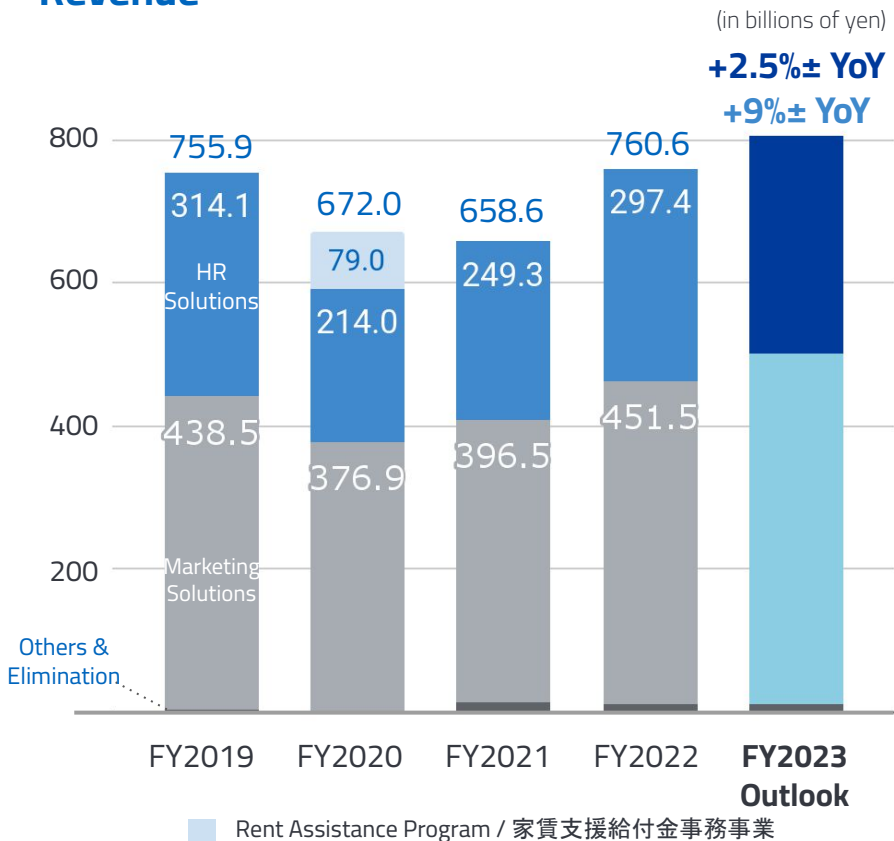
Adjusted EBITDA and Adjusted EBITDA Margin %



FY2023 Outlook by Segment

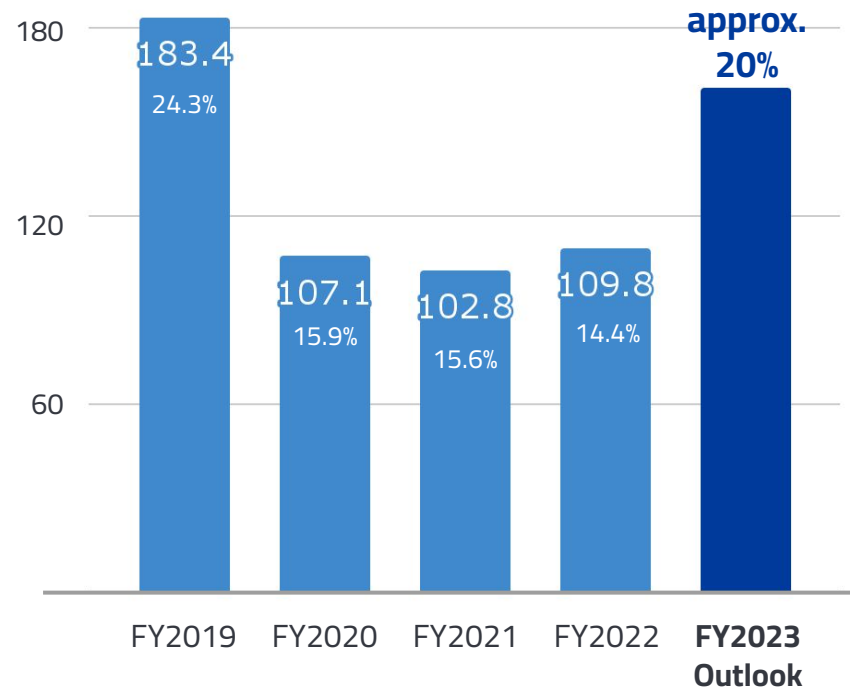
Matching & Solutions

Revenue



Adjusted EBITDA and Adjusted EBITDA Margin %

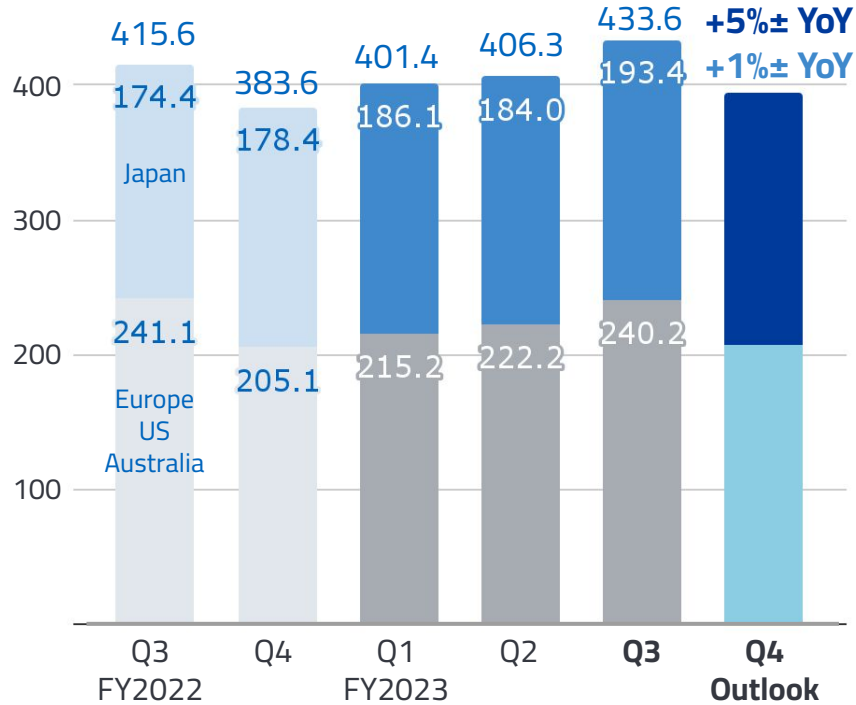
(in billions of yen)



FY2023 Q3 Actual Result and Q4 Outlook by Segment

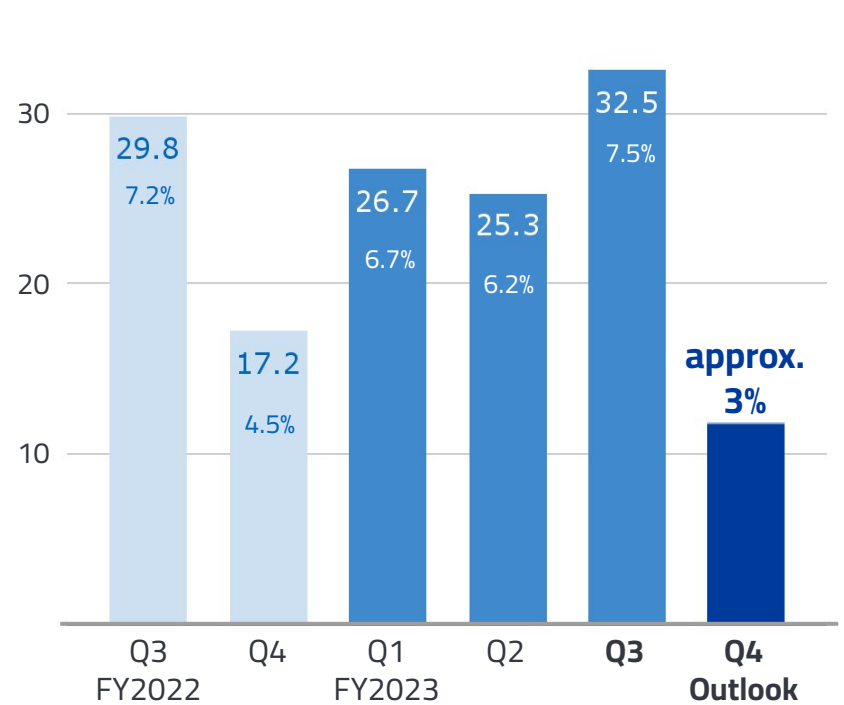
Staffing Revenue

(in billions of yen)



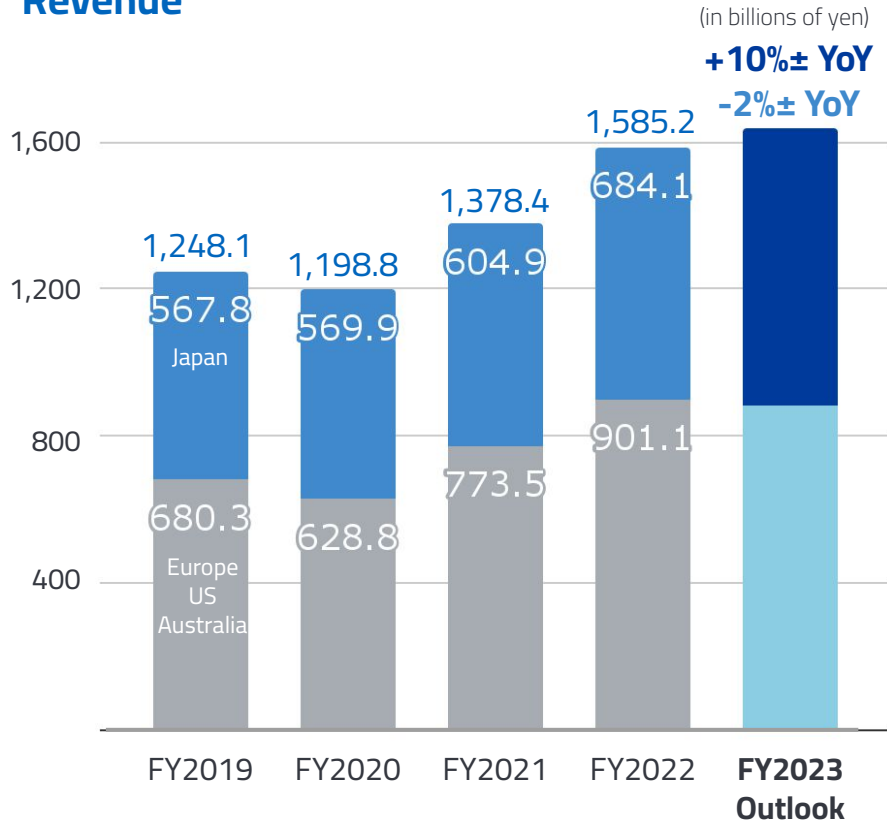
Adjusted EBITDA and Adjusted EBITDA Margin %

(in billions of yen)

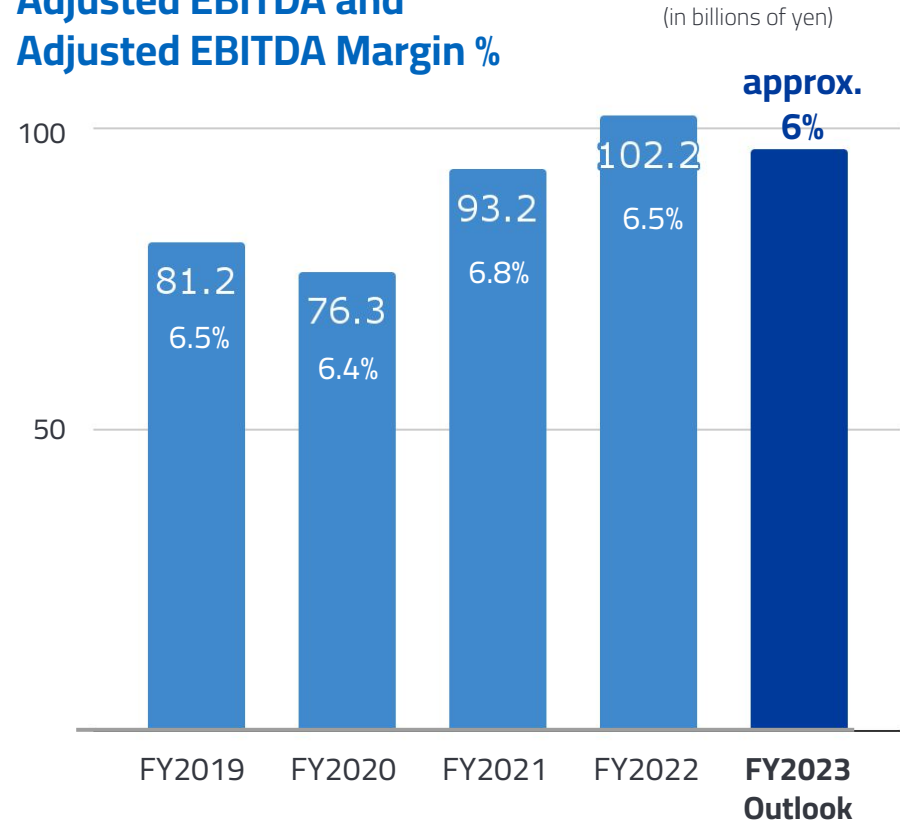


FY2023 Outlook by Segment

Staffing Revenue



Adjusted EBITDA and Adjusted EBITDA Margin %



Follow Your Heart



Opportunities for Life.

Faster, simpler and closer to you.



Appendix: FY2023 Q3 Result by Segment

(in billions of yen)		FY2022 Q3	FY2023 Q3	
		Actual	Actual	YoY
Revenue 売上収益	HR Technology	280.5	243.0	-13.4%
	Matching & Solutions	191.9	199.5	+3.9%
	Staffing	415.6	433.6	+4.3%
	Consolidated¹	880.1	866.7	-1.5%
Adjusted EBITDA 調整後EBITDA	HR Technology	78.8	80.7	+2.4%
	Matching & Solutions	31.6	46.4	+47.1%
	Staffing	29.8	32.5	+9.2%
	Consolidated¹	138.2	158.2	+14.4%
Adjusted EBITDA Margin 調整後EBITDAマージン	HR Technology	28.1%	33.2%	-
	Matching & Solutions	16.5%	23.3%	-
	Staffing	7.2%	7.5%	-
	Consolidated	15.7%	18.3%	-

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。

Appendix:

FY2023 Q3 Consolidated Adjusted EBITDA and Operating Income



(in billions of yen)	FY2022 Q3	FY2023 Q3	
	Actual	Actual	YoY
Operating income / 営業利益	96.8	108.9	+12.5%
Other Operating Income and Expenses, Net / その他営業収益・費用	0.2	11.1	-
Non-GAAP Operating Income / Non-GAAP営業利益	97.1	120.0	+23.6%
Depreciation and Amortization / 減価償却費及び償却費	31.1	29.5	-5.1%
Depreciation of Right-of-Use Assets / 使用権資産の減価償却費	-11.1	-10.2	-
Stock-based Compensation / 株式報酬費用	21.0	18.7	-10.9%
Adjusted EBITDA / 調整後EBITDA	138.2	158.2	+14.4%

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

Disclaimer

Forward-Looking Statements

This material contains forward-looking statements, which reflect the Company's assumptions, estimates and outlook for the future based on information available to the Company and the Company's plans and expectations as of the date of this material unless the context otherwise indicates. There can be no assurance that the relevant forward-looking statements will be achieved. Please note that significant differences between such forward-looking statements and actual results may arise due to various factors, many of which are outside the Company's control, including changes in economic conditions, changes in individual users' preferences and business clients' needs, competition, changes in the legal and regulatory environment including changes in laws and regulations or guidance, interpretation, enforcement or practice relating to laws and regulations, 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 material based on any subsequent developments except as required by applicable law or stock exchange rules and regulations.

Third-Party Information

This material includes information derived from or based on third-party sources, including information about the markets in which the Company operate. 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.

Notes Of This Material

This material has been prepared for the sole purpose of providing general reference information. Neither this material nor any of its contents may be disclosed or used by any third party for any other purpose without the prior written consent of the Company. The Company makes no representation as to the accuracy or completeness of the information contained in this material and shall not be liable for any loss or damage arising from the use of this material.

将来見通しに関する注意事項

本資料には、将来の見通しに関する記述が含まれています。将来の見通しに関する記述には、別段の記載がない限り本資料の発表日現在における当社が入手可能な情報並びに当社の計画及び見込みに基づいた当社の想定、将来の見通し及び推測が含まれますが、これらが達成される保証はありません。経済状況の変化、個人ユーザーの嗜好及び企業クライアントのニーズの変化、他社との競合、法令、ソフトロー又は実務慣行の変化を含む法規制の変化、為替レートの変動、気候変動を含む地球環境の変化、新型コロナウイルス感染症の拡大による影響、大規模自然災害の発生その他の様々な要因により、将来の予測・見通しに関する記述は実際の業績と大幅に異なる場合があります。したがって、将来見通しに関する記述に過度に依拠することのないようお願いします。当社は、適用ある法令又は証券取引所の規則により要求される場合を除き、本資料に含まれるいかなる情報についても、今後生じる事象に基づき更新又は改訂する義務を負うものではありません。

外部資料に関する注意事項

本資料には、当社が事業を行っている市場に関する情報を含む、外部の情報源に由来し又はそれに基づく情報が記述されています。これらの記述は、本資料に引用されている外部の情報源から得られた統計その他の情報に基づいており、それらの情報については当社は独自に検証を行っておらず、その正確性又は完全性を保証することはできません。

本資料の利用に関する注意事項

本資料は、一般的な参考情報の提供のみを目的に作成されたものです。本資料及びその記載内容について、第三者が、当社の書面による事前の同意なしに、その他の目的で公開し又は利用することはできません。当社は、本資料に含まれる情報の正確性又は完全性について表明するものではなく、本資料の使用から生じるいかなる損失又は損害についても責任を負いません。