

Recruit Holdings

FY2022 Q1 Consolidated Results

08. 12. 2022

Opportunities for Life.

Faster, simpler and
closer to you.



Our Business Strategies

01

Simplify Hiring

Make it easier and faster for people to get jobs

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 performance and productivity for SMEs in Japan

エコシステムによる日本国内企業クライアントの業績及び生産性向上

03

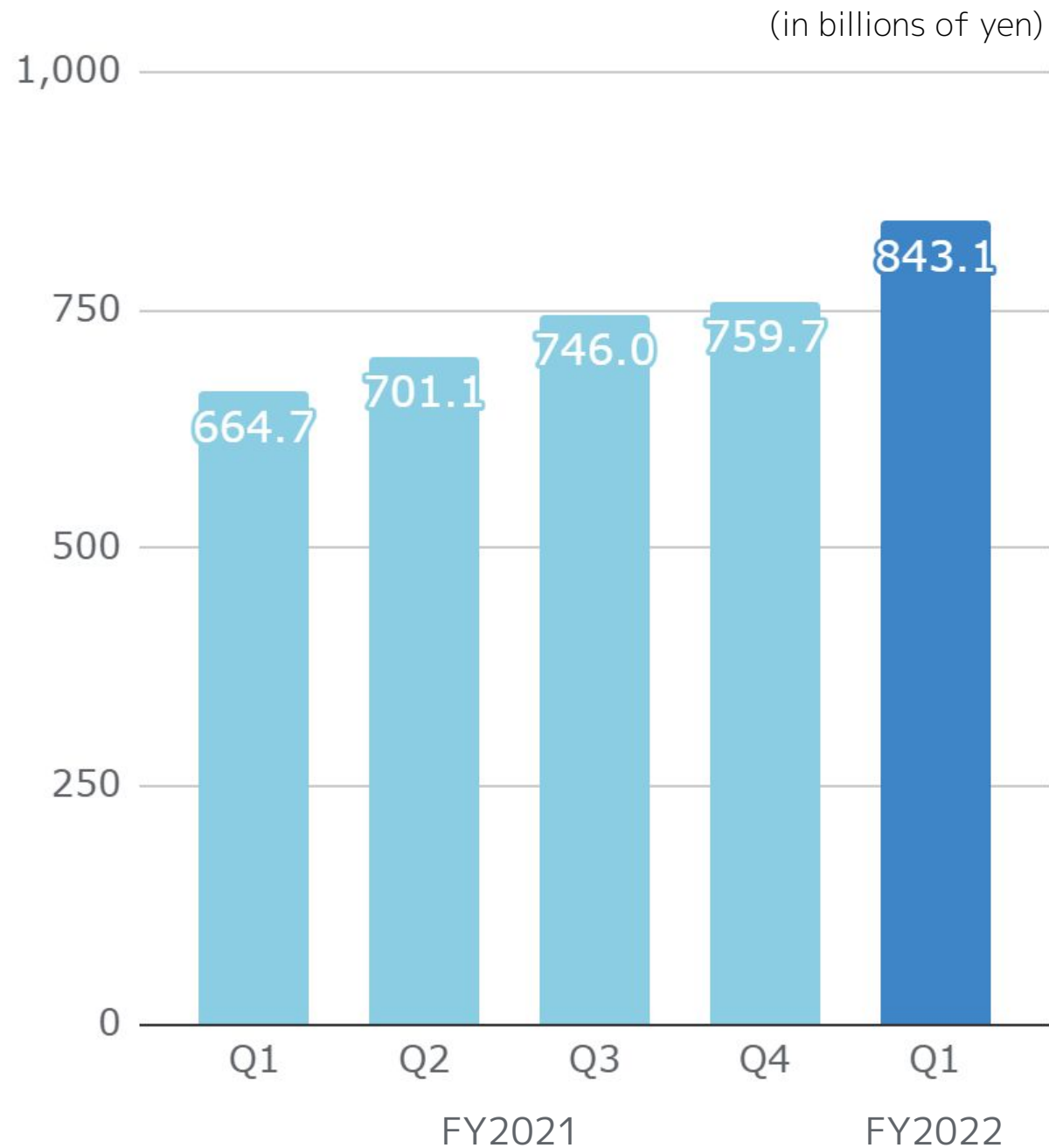
Prosper Together

Sustainable growth shared by all stakeholders

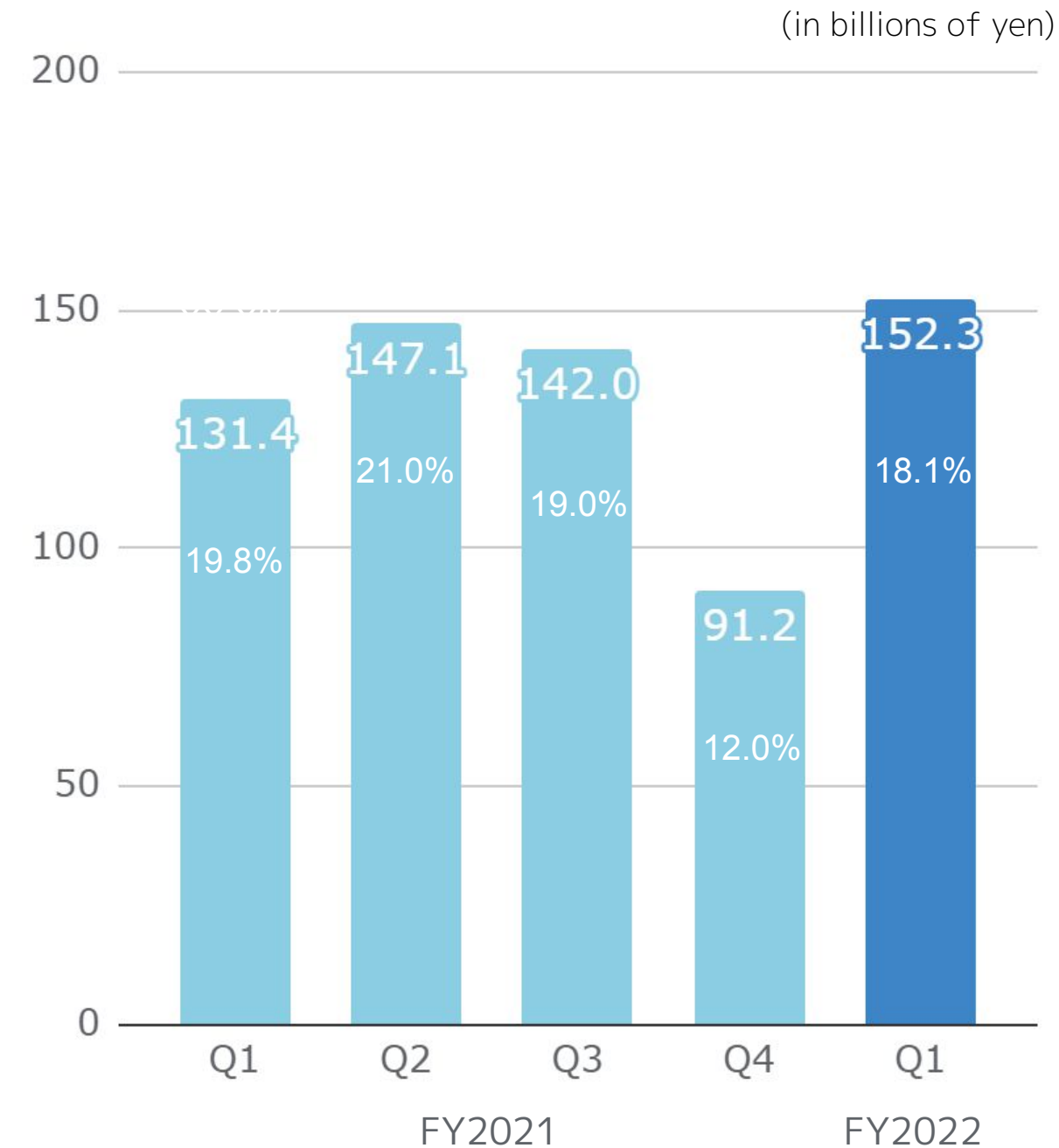
ステークホルダーとの共栄を通じた持続的な成長

Consolidated Financial Results for FY2022 Q1

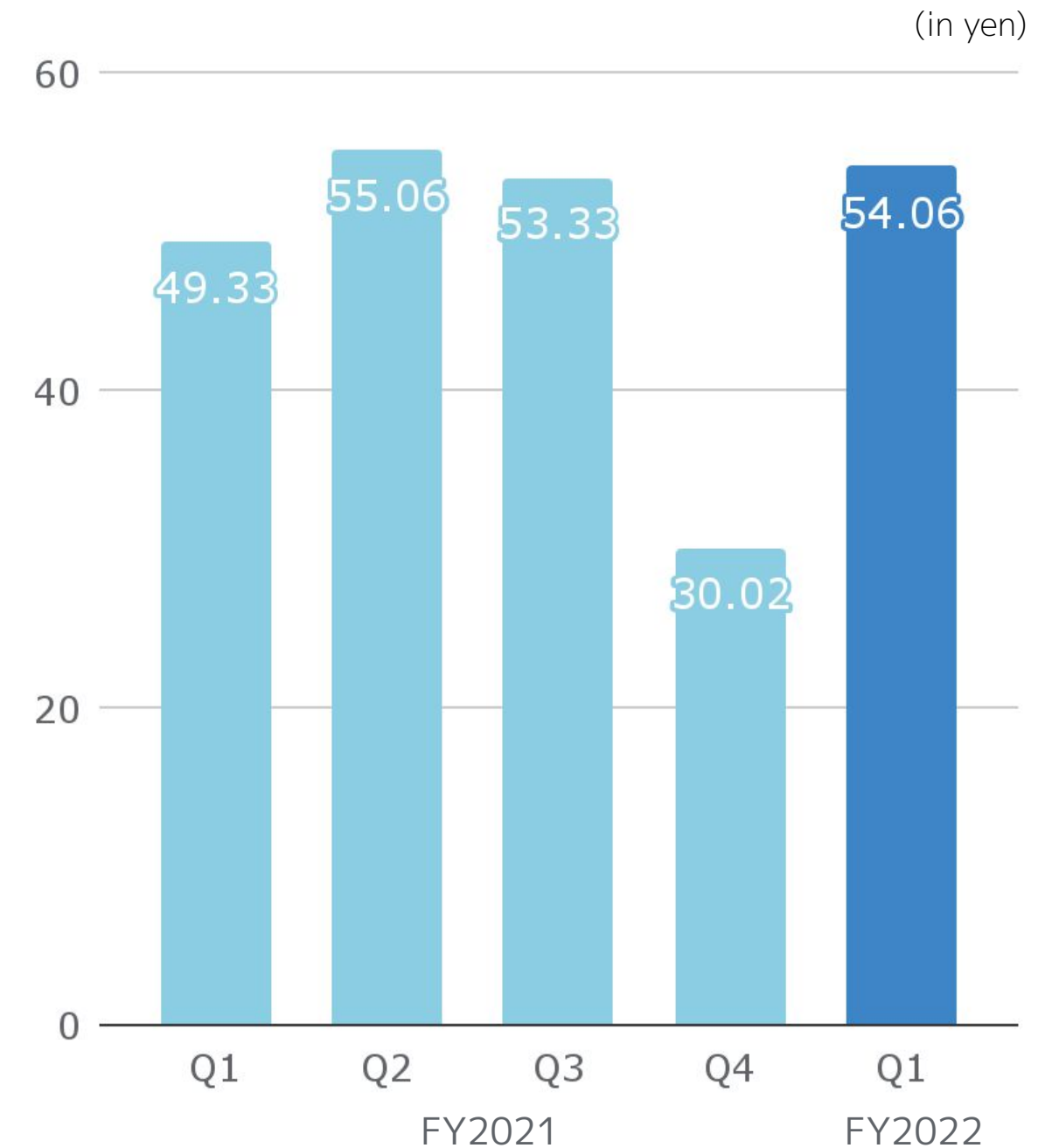
Revenue



Adjusted EBITDA¹ and Adjusted EBITDA margin¹



Adjusted EPS¹



1: From FY2022, the Company changed the adjustment items for adjusted EBITDA and adjusted EPS. The new definition of adjusted EBITDA and adjusted EPS has been applied retroactively to FY2021. For more detail of the change of adjustment items, please refer to page 2 of Q1 earnings release of FY 2022.

FY2022より、調整後EBITDA及び調整後EPSの調整項目をそれぞれ変更しています。FY2021にも新計算式を適用しています。新計算式については、2023年3月期第1四半期決算短信冒頭の各種指標の算式をご参照ください。

FY2022 Q1 Consolidated Financial Results

		FY2021 Q1	FY2022 Q1	
		Actual	Actual	YoY
(In billions of yen, unless otherwise stated)				
Revenue 売上収益		664.7	843.1	+26.8%
Adjusted EBITDA ¹ 調整後EBITDA ¹		131.4	152.3	+15.9%
Operating income 営業利益		104.7	119.3	+14.0%
Profit before tax 税引前四半期利益		105.4	120.0	+13.9%
Profit for the period 四半期利益		78.0	85.0	+9.0%
Profit attributable to owners of the parent 親会社の所有者に帰属する四半期利益		77.8	84.4	+8.5%
Adjusted EPS (yen) ¹ 調整後EPS (円) ¹		49.33	54.06	+9.6%
Average exchange rate during the period 期中平均為替レート	USD 米ドル	109.52	129.73	
	EUR ユーロ	131.94	138.26	
	AUD 豪ドル	84.30	92.69	

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Summary of FY2022 Q1 Consolidated Financial Results

Revenue 843.1bn yen, +26.8% YoY (+17.3% excluding exchange rate impact)

- Due to hiring activity remained robust in the US and Europe, while in Japan economic activity continued to improve resulting in increased hiring demand.

Adjusted EBITDA 152.3bn yen, +15.9% YoY

Adjusted EBITDA margin 18.1%

- Due to increased strategic investments focused on product and technology initiatives as well as sales and marketing.

FY2022 Financial Guidance remains unchanged

売上収益 8,431億円 +26.8% YoY (為替影響除きでは+17.3%)

- 主に、米国や欧州での強い採用需要の継続、日本国内での経済回復に伴う採用需要の増加が要因

調整後EBITDA: 1,523億円 (+15.9% YoY)

調整後EBITDAマージン: 18.1%

- 主に、将来の成長に向けた人材採用に伴う人件費やマーケティング費用の前年同期比での増加が要因

FY2022通期業績見通しに変更なし

Summary of FY2022 Q1 Financial Results by Segment

		FY2021 Q1	FY2022 Q1	
		Actual	Actual	YoY
(In billions of yen)				
Revenue 売上収益	HR Technology	184.4	283.7	+53.9%
	Matching & Solutions	151.8	180.4	+18.8%
	Staffing	335.1	385.7	+15.1%
	Consolidated¹	664.7	843.1	+26.8%
Adjusted EBITDA ² 調整後EBITDA ²	HR Technology	74.8	95.5	+27.7%
	Matching & Solutions	31.5	31.3	-0.8%
	Staffing	26.2	27.2	+3.8%
	Consolidated¹	131.4	152.3	+15.9%
Adjusted EBITDA Margin ² 調整後EBITDAマージン ²	HR Technology	40.6%	33.7%	
	Matching & Solutions	20.8%	17.4%	
	Staffing	7.8%	7.1%	
	Consolidated¹	19.8%	18.1%	

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

「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。

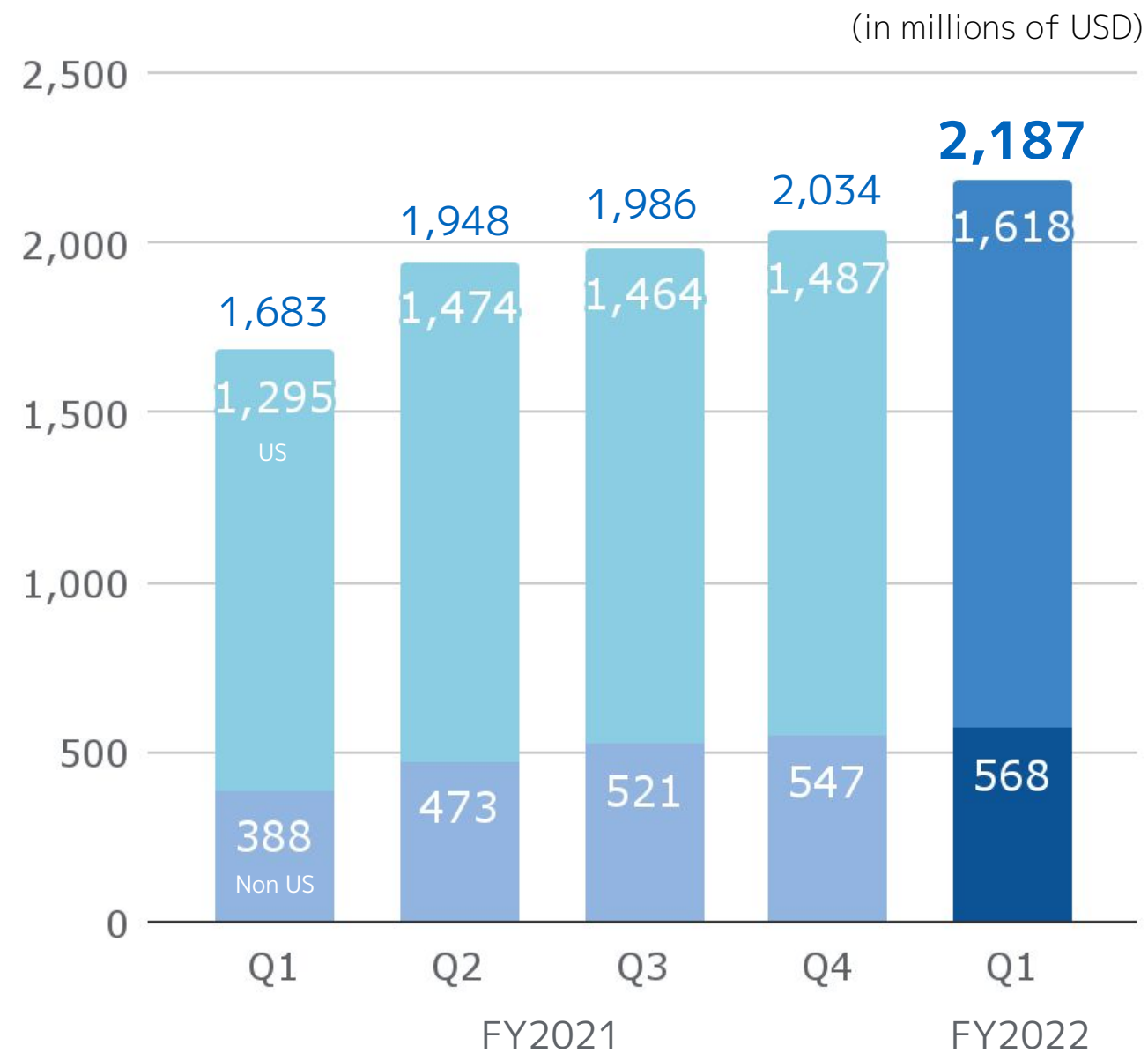
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FY2022より、調整後EBITDAの調整項目を変更しています。FY2021にも新計算式を適用しており、調整後EBITDAの対前期増減率は、新計算式を適用した数値を基に算出しています。

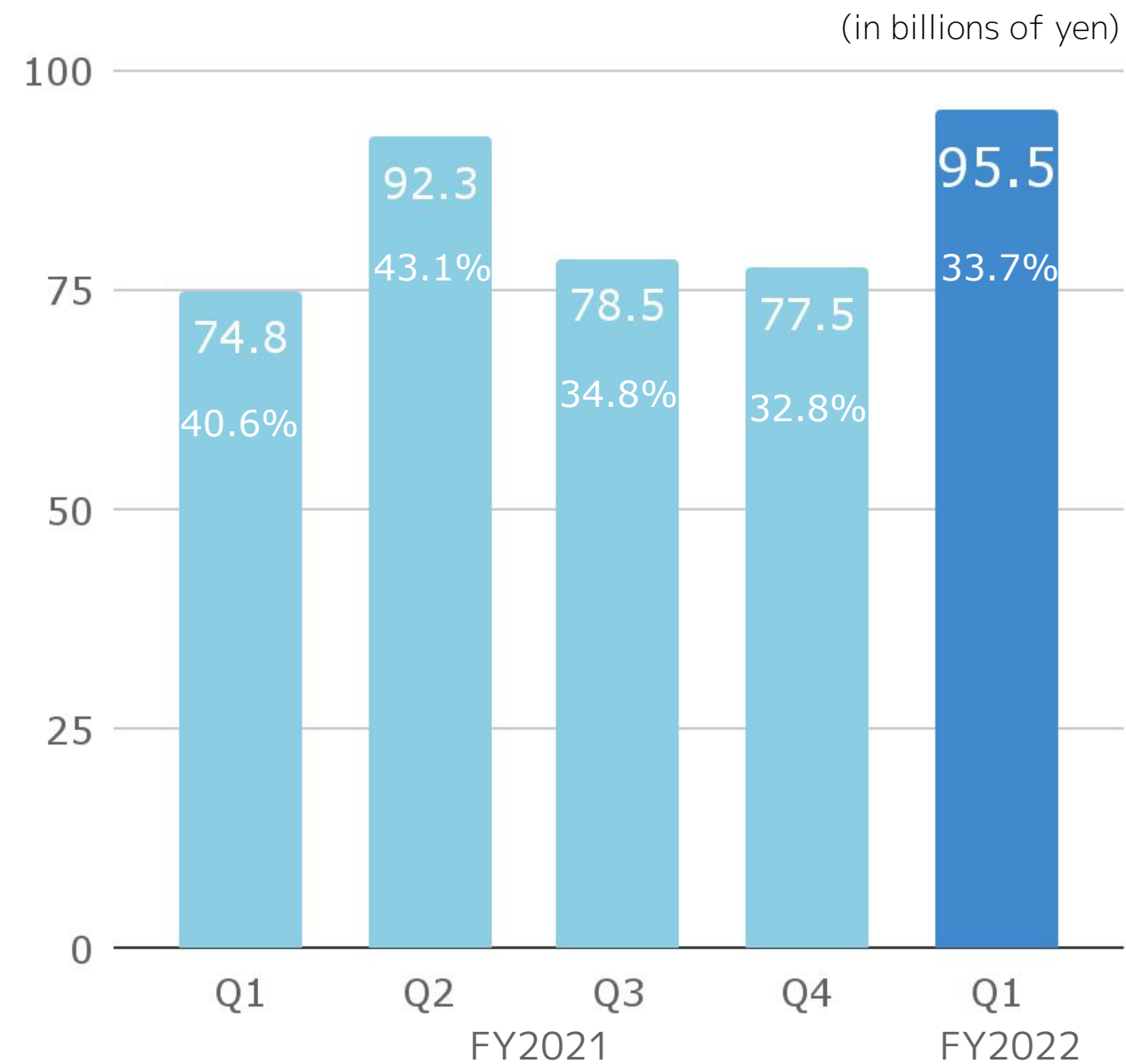
FY2022 Q1 Segment Results

HR Technology

Revenue



Adjusted EBITDA¹ and Adjusted EBITDA margin¹



- Revenue in JPY increased by 53.9% YoY (+29.9% YoY in USD)
- Revenue in USD increased by 7.5% QoQ supported by both small and medium sized businesses and large enterprises that continued to turn to Indeed and Glassdoor to attract and hire talent.
- Adjusted EBITDA margin was at a similar level QoQ.
- 売上収益(日本円) YoYで53.9%増収
米ドルベースではYoYで29.9%増収
- 中小企業クライアント、大手企業クライアント双方によるIndeed及びGlassdoor上での求人及び採用に対する需要が継続したことにより、売上収益はQoQで7.5%増収
- 調整後EBITDAマージンはQoQで同水準

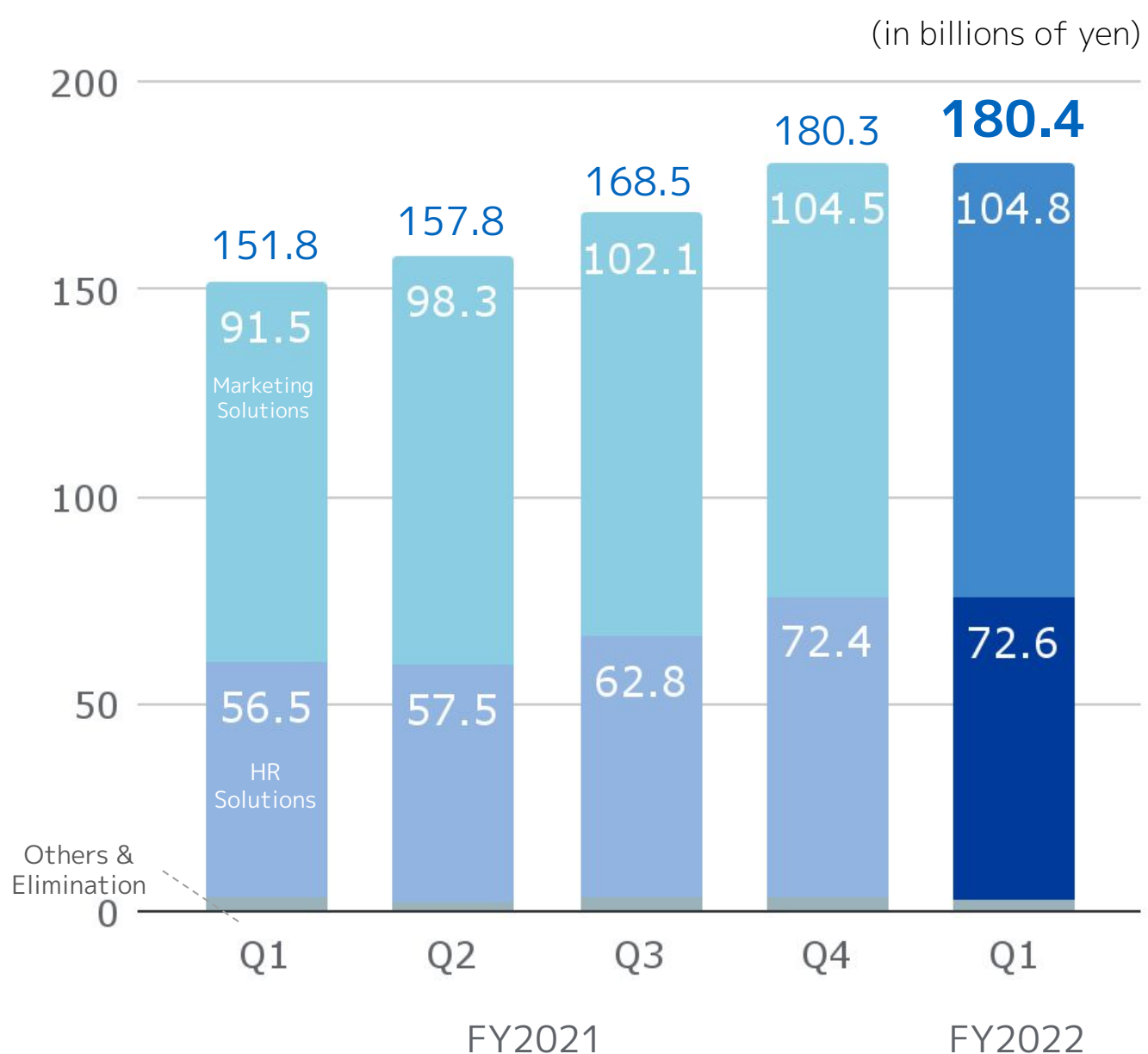
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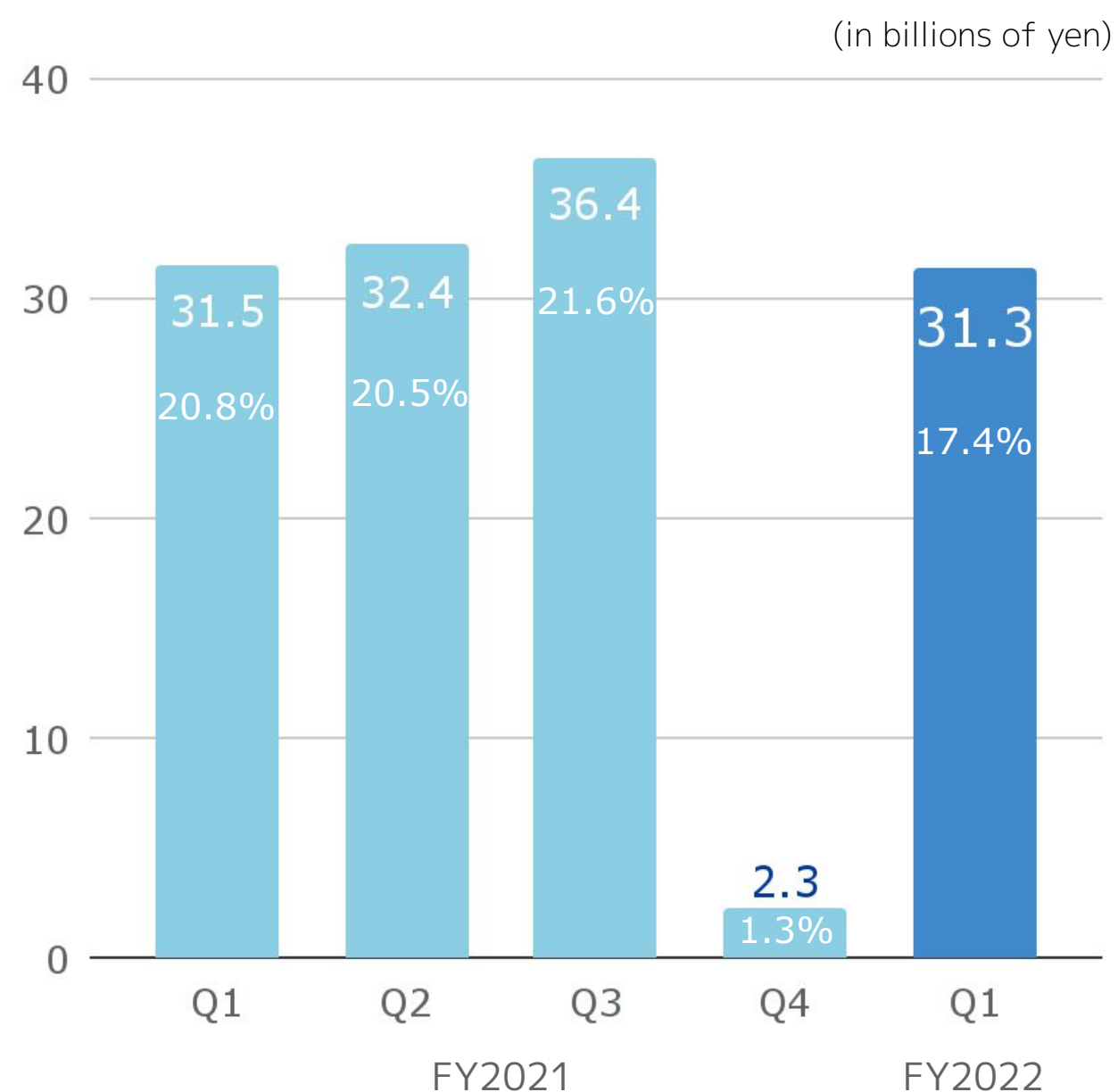
FY2022 Q1 Segment Results

Matching & Solutions

Revenue



Adjusted EBITDA¹ and Adjusted EBITDA margin¹



Marketing Solutions

- Revenue increased by 14.6%
- Housing & Real Estate and Beauty continued to grow
- Travel recovered significantly YoY as COVID-19 related restrictions were in place last year

HR Solutions

- Revenue increased by 28.3%
- Revenue in the placement service continued to increase YoY
- Revenue also increased YoY in the job advertising businesses

販促領域 売上収益 YoYで14.6%増収

- 住宅、美容分野は引き続き増収
- 旅行分野は緊急事態宣言等の行動制限があった前年同期から大きく回復

人材領域 売上収益 YoYで28.3%増収

- 人材紹介サービスの前期からの増収トレンド継続
- 求人広告サービスも増収

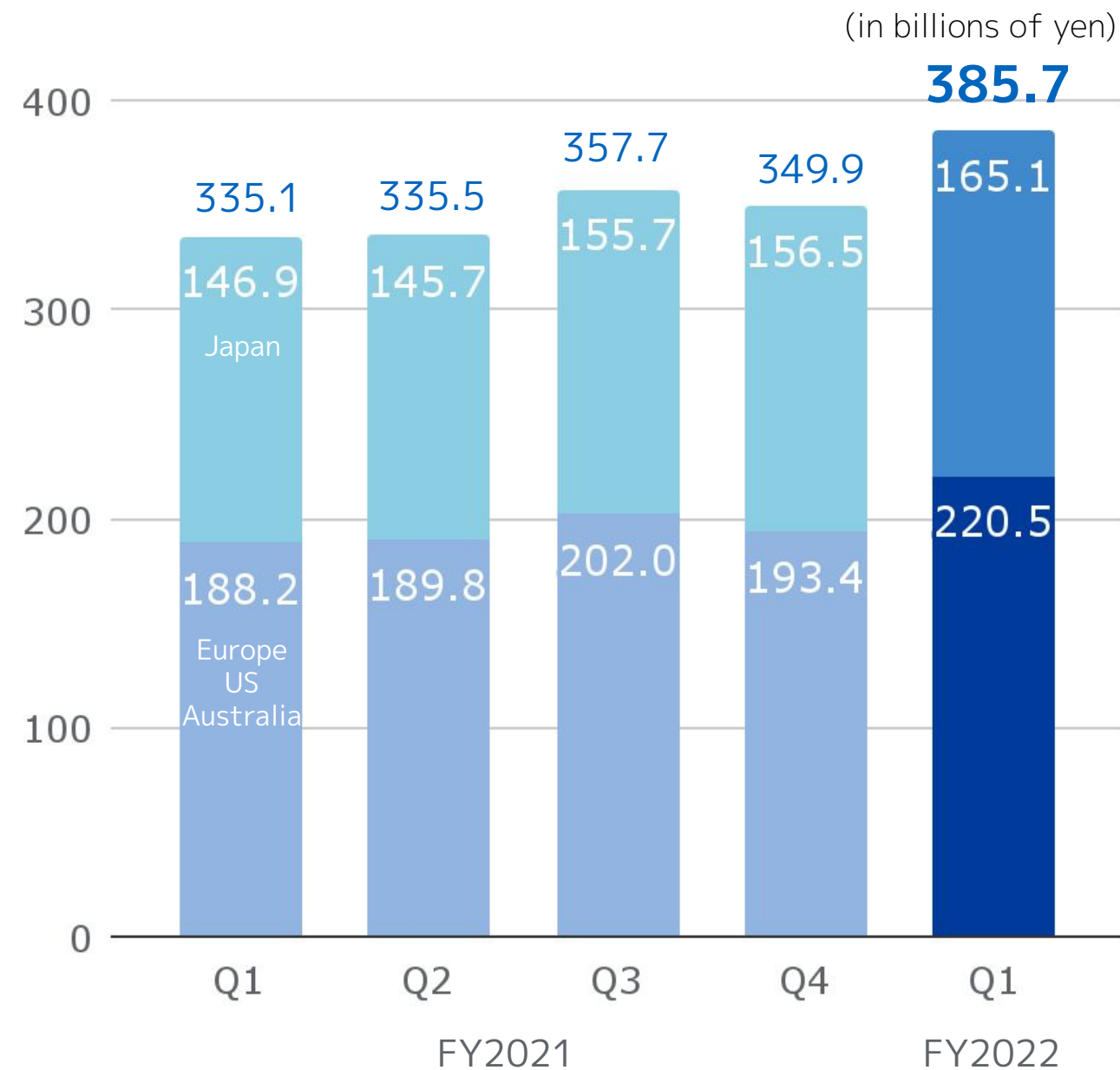
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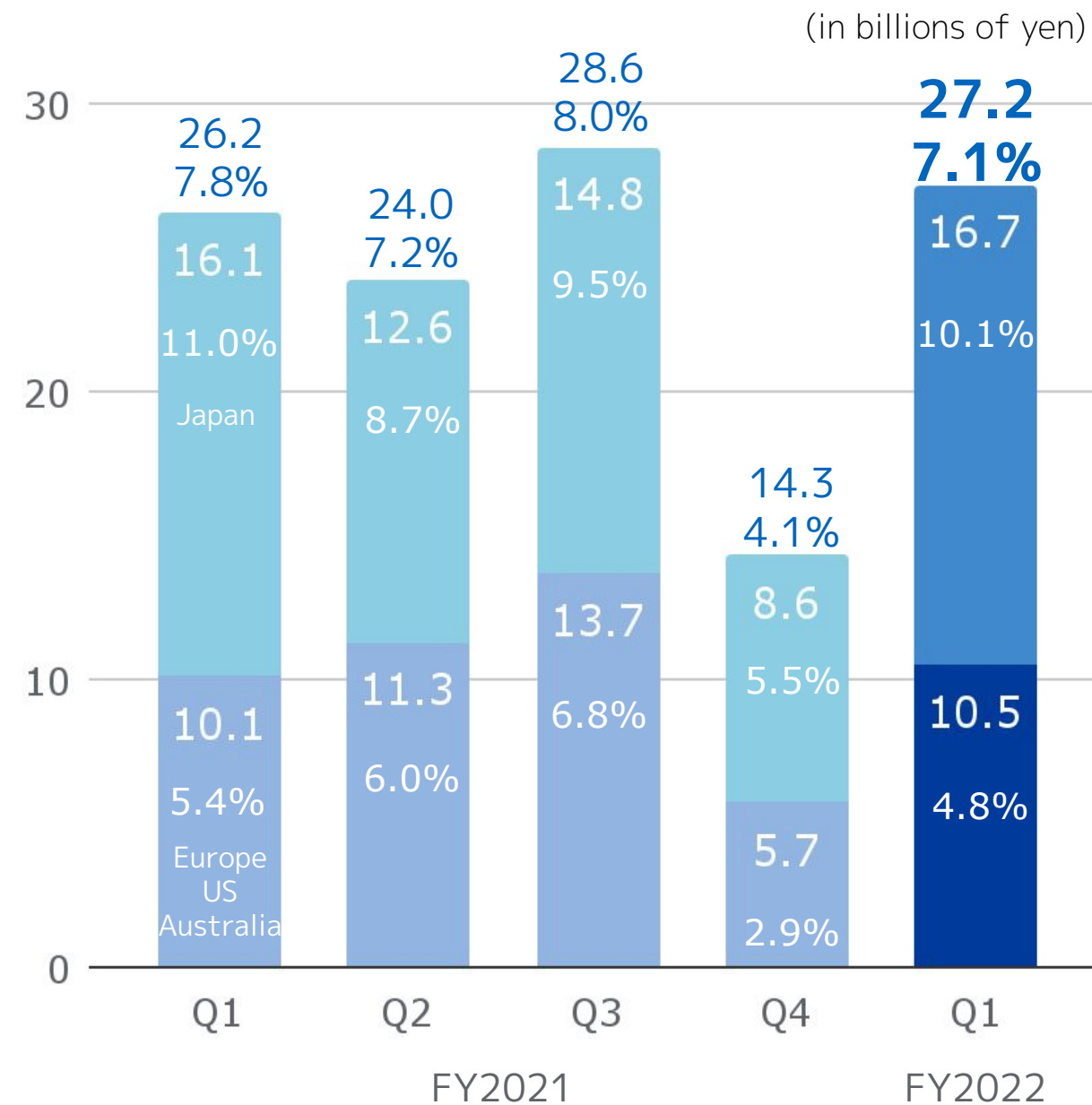
FY2022 Q1 Segment Results

Staffing

Revenue



Adjusted EBITDA¹ and Adjusted EBITDA margin¹



Japan Revenue increased by 12.4% YoY/
Adjusted EBITDA margin 10.1%

- Number of assigned temporary staff increased YoY
- Paid vacation time increased
- Advertising expenses and marketing expenses in anticipation of continued demand for temporary staff

Europe, US, and Australia Revenue increased by 17.2% (+6.8%²) YoY/
Adjusted EBITDA margin 4.8%

- Demand related to support COVID-19 mitigation efforts eased in Europe
- Elevated demand in US and Australia
- Personnel costs increased due to increased headcount and higher wages

日本 売上収益 YoYで12.4%増収/
調整後EBITDAマージン 10.1%

- 派遣スタッフ数が増加
- 派遣スタッフの有給休暇取得が増加
- 派遣需要継続を見通した募集費やマーケティング費用が増加

欧州、米国及び豪州
売上収益 YoYで17.2%増収 (6.8%増収²)
調整後EBITDAマージン 4.8%

- 欧州でコロナ禍における一時的な派遣需要が一服
- 米国及び豪州は派遣需要が継続
- 派遣スタッフの賃金上昇や従業員増加による人件費の増加

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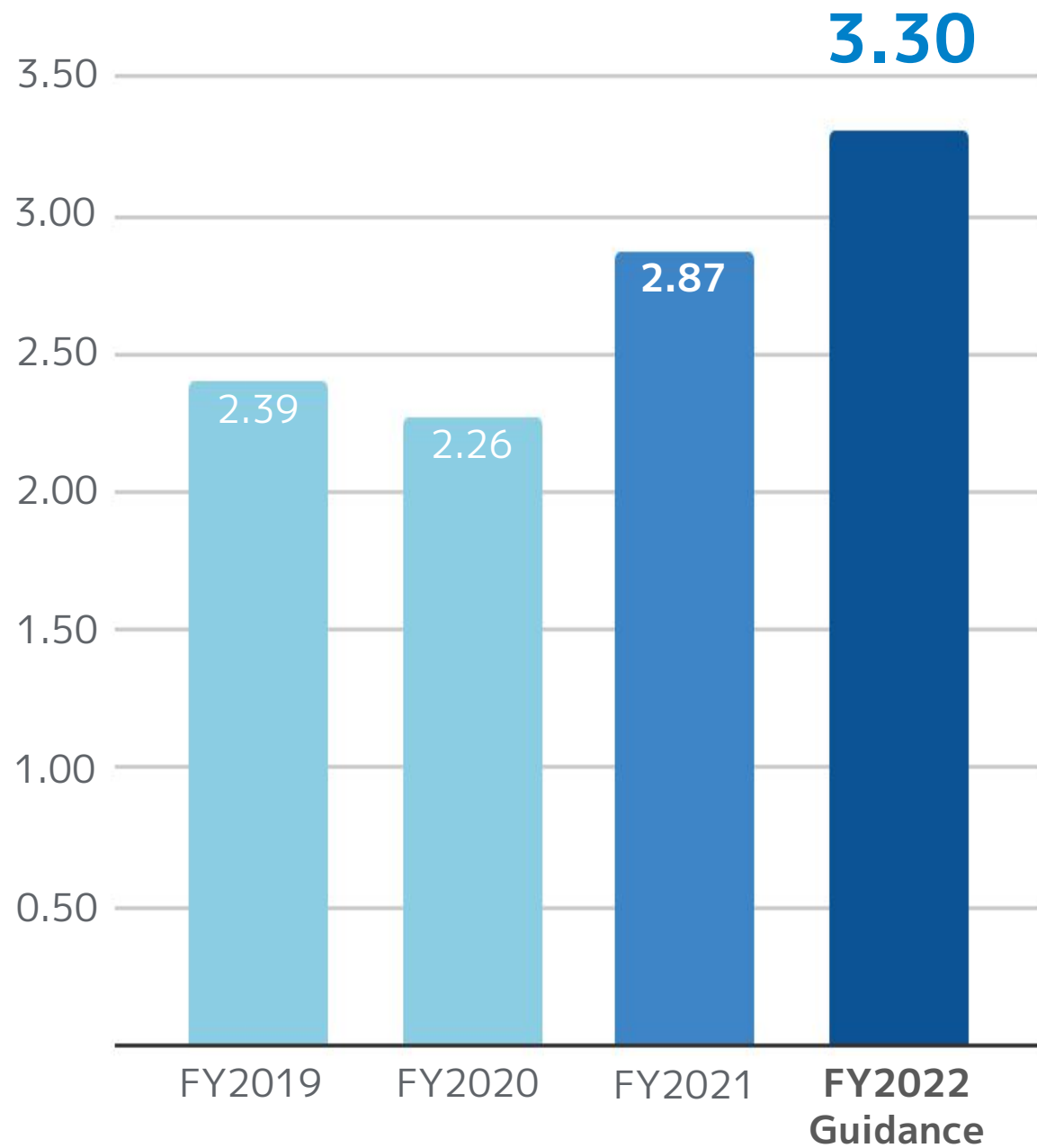
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2: Excluding the impact of the exchange rate fluctuations
為替影響を除く。

FY2022 Consolidated Forecasts - Unchanged

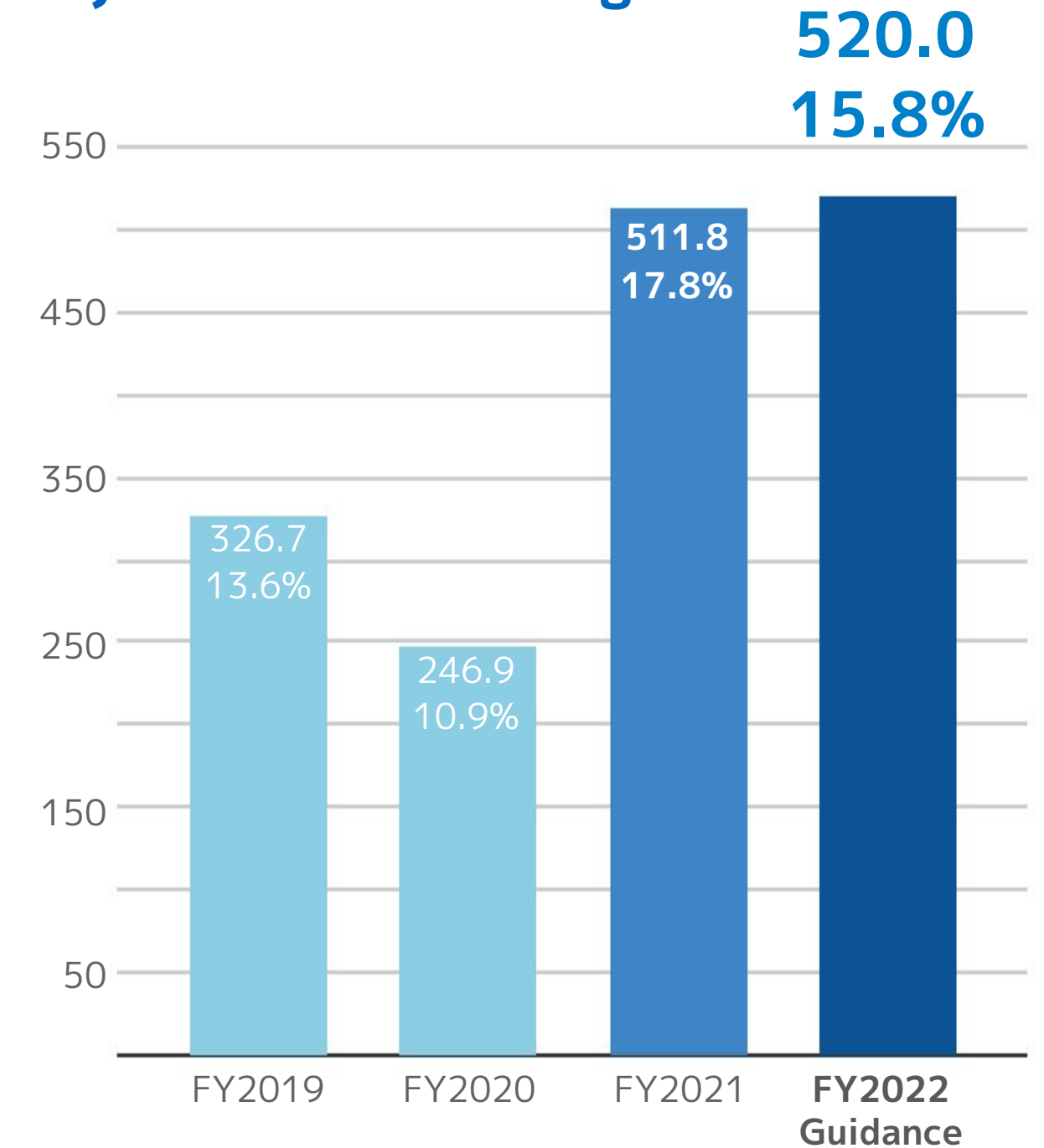
Revenue

(in trillions of yen)



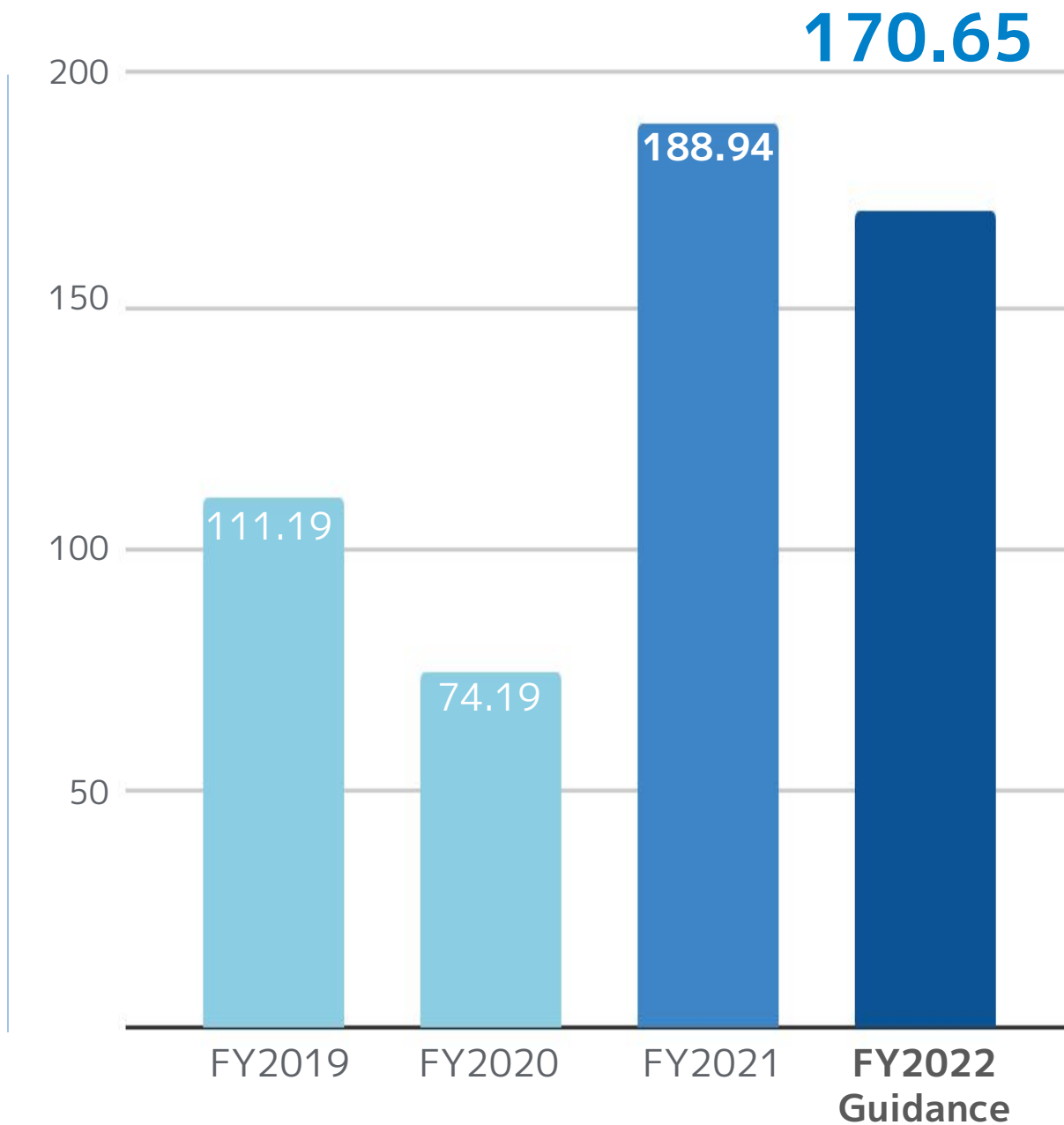
Adjusted EBITDA¹ and Adjusted EBITDA margin¹

(in billions of yen)



Adjusted EPS¹

(in yen)



1: From FY2022, the Company changed the adjustment items for adjusted EBITDA and adjusted EPS respectively. The new definition of adjusted EBITDA and adjusted EPS has been applied retroactively to FY2019 through FY2021.

FY2022より、調整後EBITDA及び調整後EPSの調整項目をそれぞれ変更しています。FY2019以降過年度に新計算式を適用しています。

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