

Recruit Holdings

FY2023 Q2 Consolidated Results
2024年3月期 第2四半期決算説明

November 8, 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 Q2 Consolidated Quarterly Financial Results

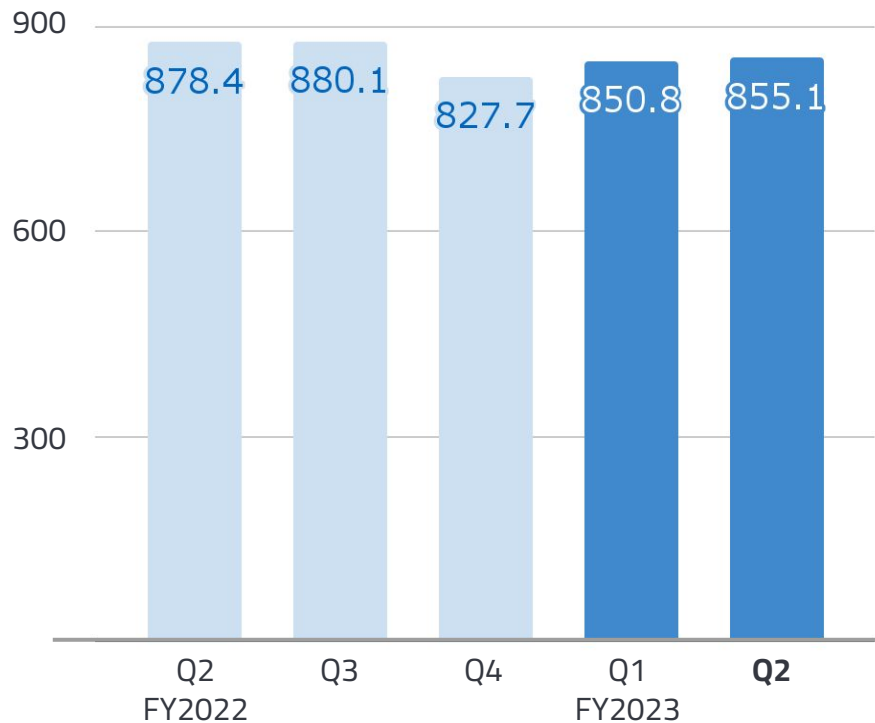
(in billions of yen, unless otherwise stated)

	FY2022 Q2	FY2023 Q2		FY2022 1H	FY2023 1H	
	Actual	Actual	YoY	Actual	Actual	YoY
Revenue / 売上収益	878.4	855.1	-2.7%	1,721.6	1,705.9	-0.9%
Adjusted EBITDA / 調整後EBITDA	145.3	162.2	+11.7%	297.6	328.1	+10.3%
Adjusted EBITDA Margin / 調整後EBITDAマージン	16.5%	19.0%	-	17.3%	19.2%	-
Non-GAAP Operating income / Non-GAAP営業利益	109.0	121.0	+11.0%	228.5	245.8	+7.6%
Operating income / 営業利益	108.5	116.1	+7.0%	227.9	237.8	+4.3%
Profit attributable to owners of the parent / 親会社の所有者に帰属する当期利益	85.2	115.0	+34.9%	169.7	213.0	+25.5%
Basic EPS (yen) / 基本的EPS (円)	52.96	73.46	+38.7%	105.44	135.44	+28.5%
Adjusted EPS (yen) / 調整後EPS (円)	54.70	64.41	+17.8%	108.75	128.41	+18.1%

FY2023 Q2 Consolidated Quarterly Financial Results

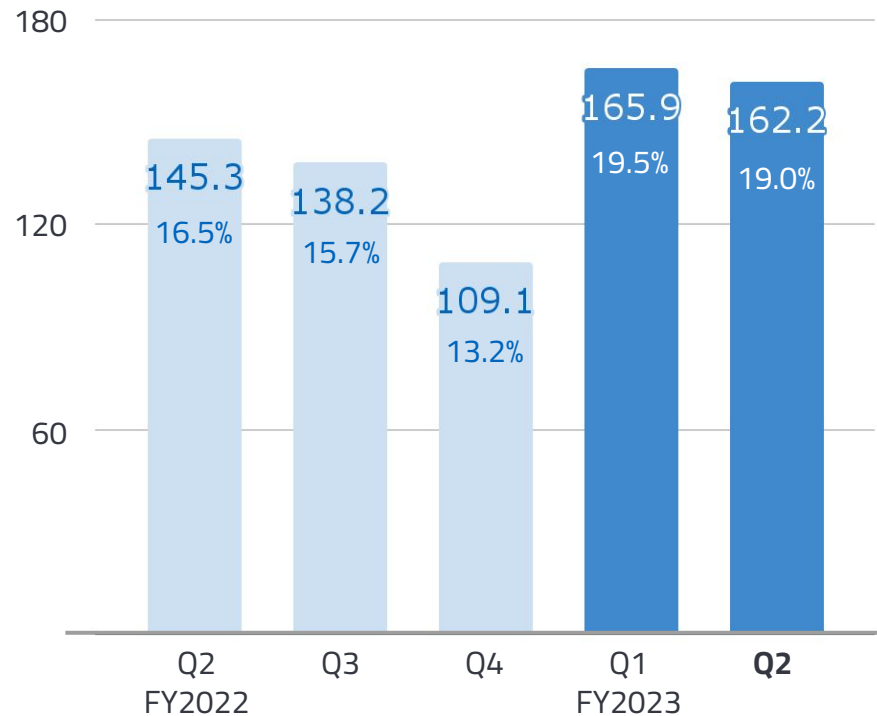
Revenue

(in billions of yen)



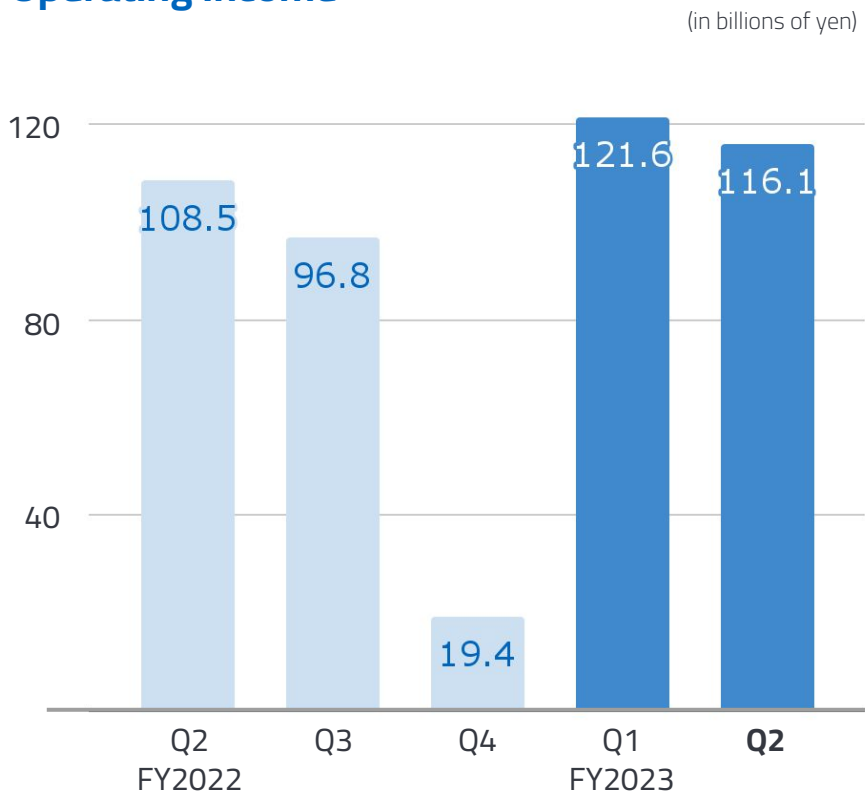
Adjusted EBITDA Adjusted EBITDA Margin

(in billions of yen)

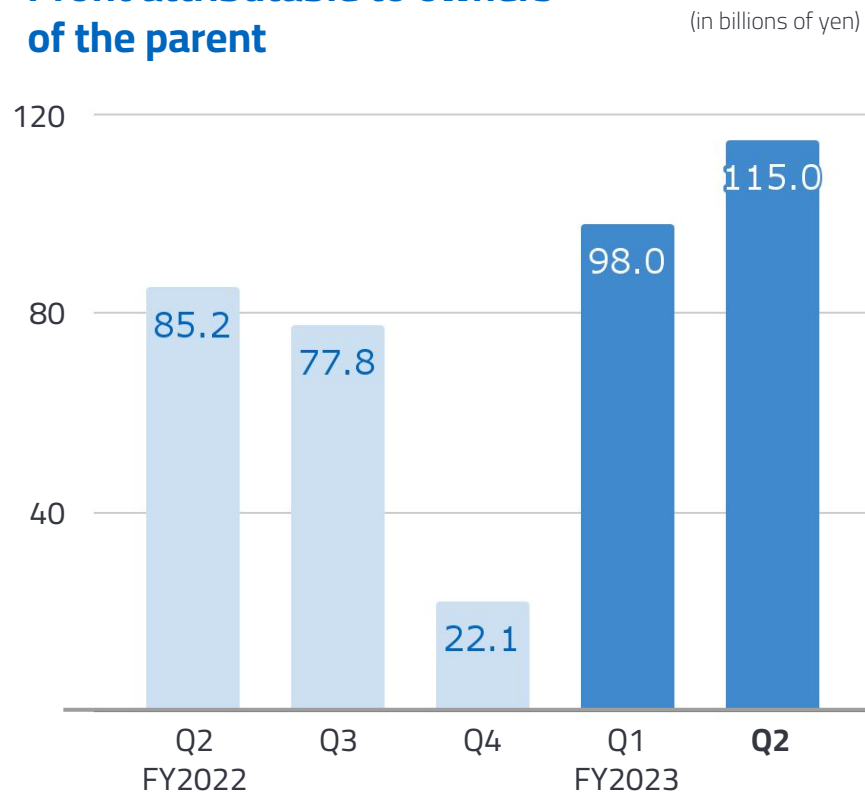


FY2023 Q2 Consolidated Quarterly Financial Results

Operating Income



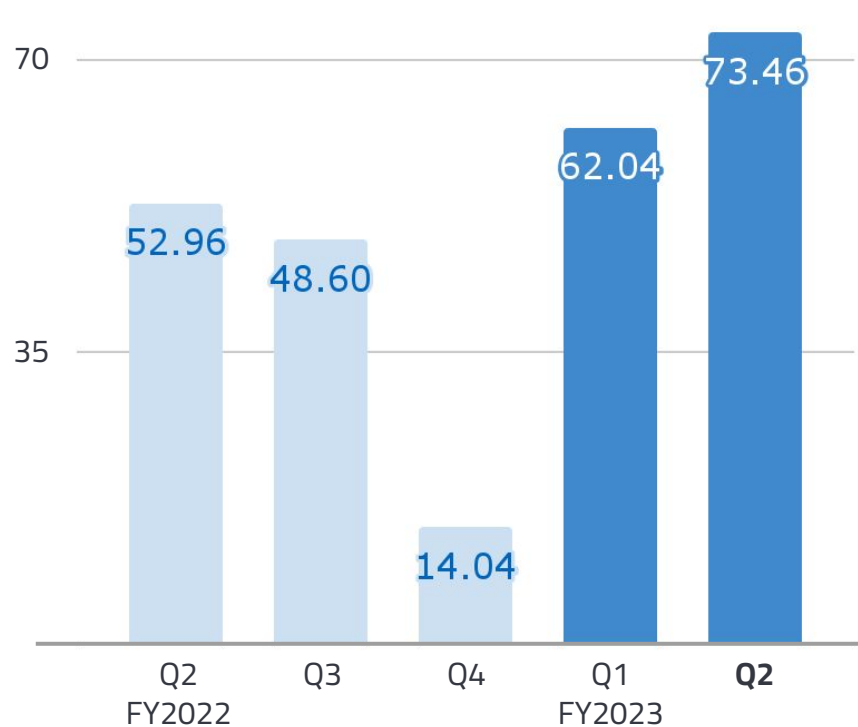
Profit attributable to owners of the parent



FY2023 Q2 Consolidated Quarterly Financial Results

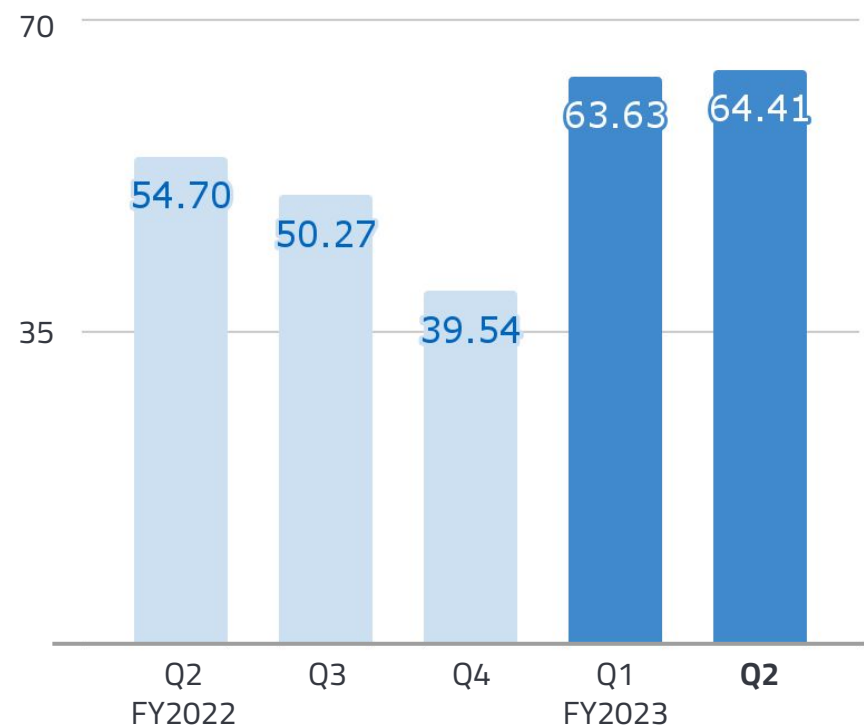
Basic EPS

(yen)



Adjusted EPS

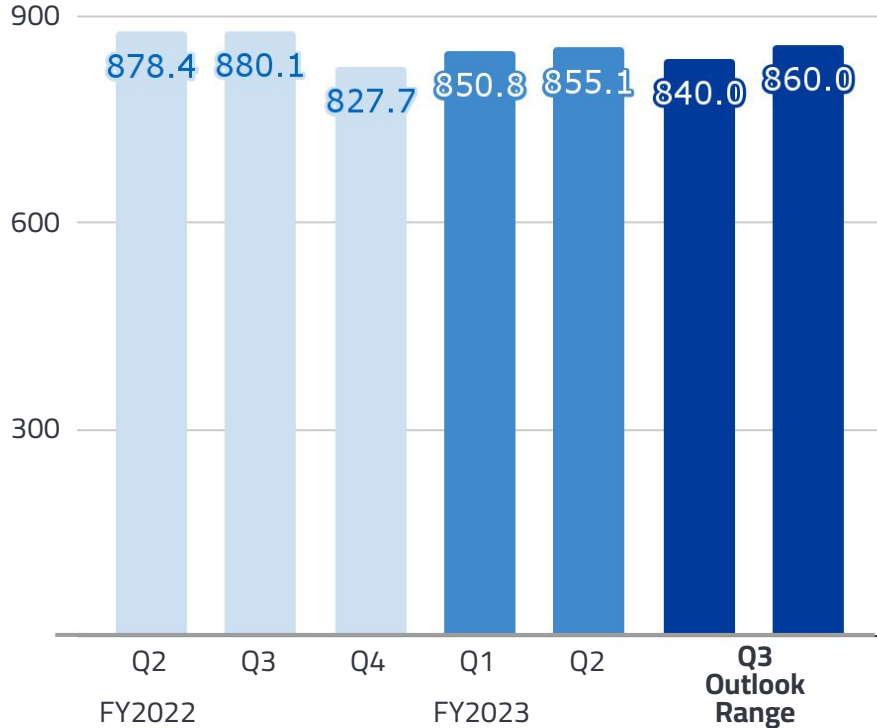
(yen)



FY2023 Q3 Consolidated Outlook

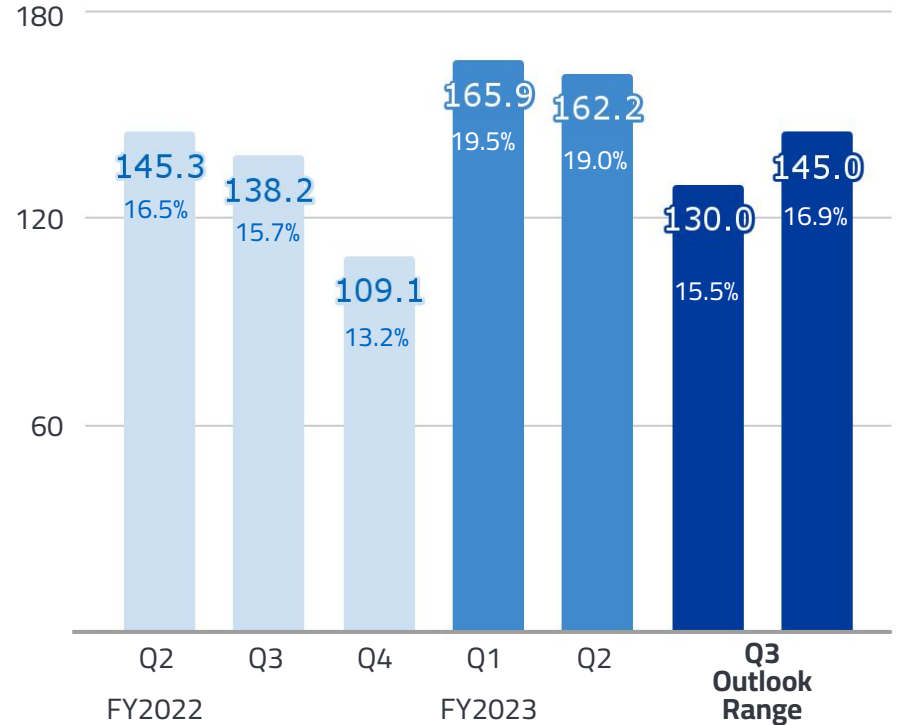
Revenue

(in billions of yen)



Adjusted EBITDA and Adjusted EBITDA Margin

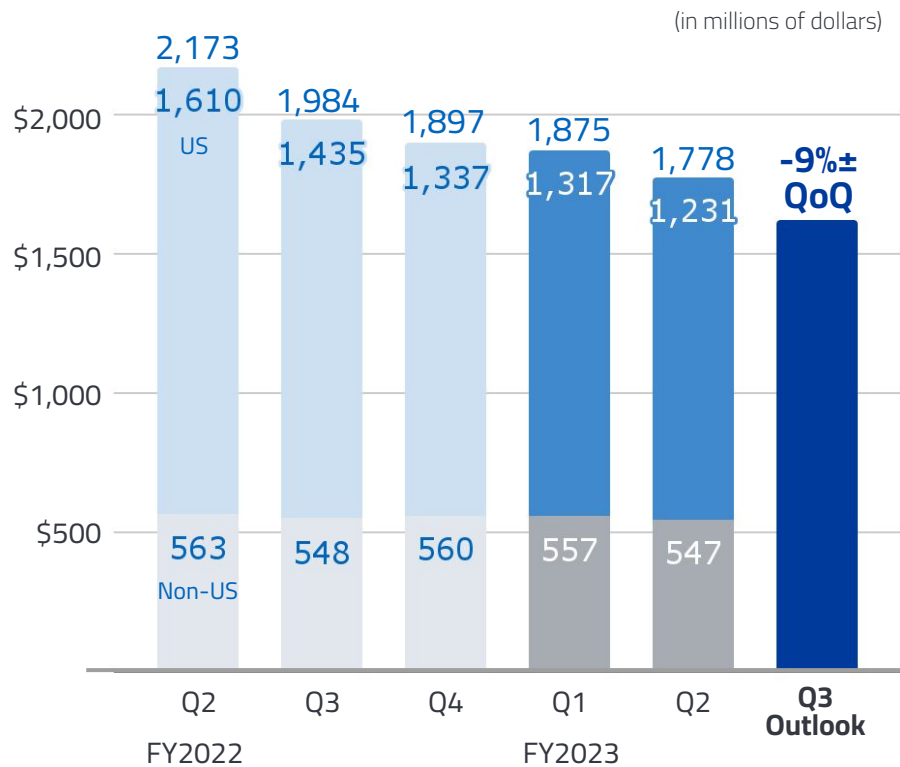
(in billions of yen)



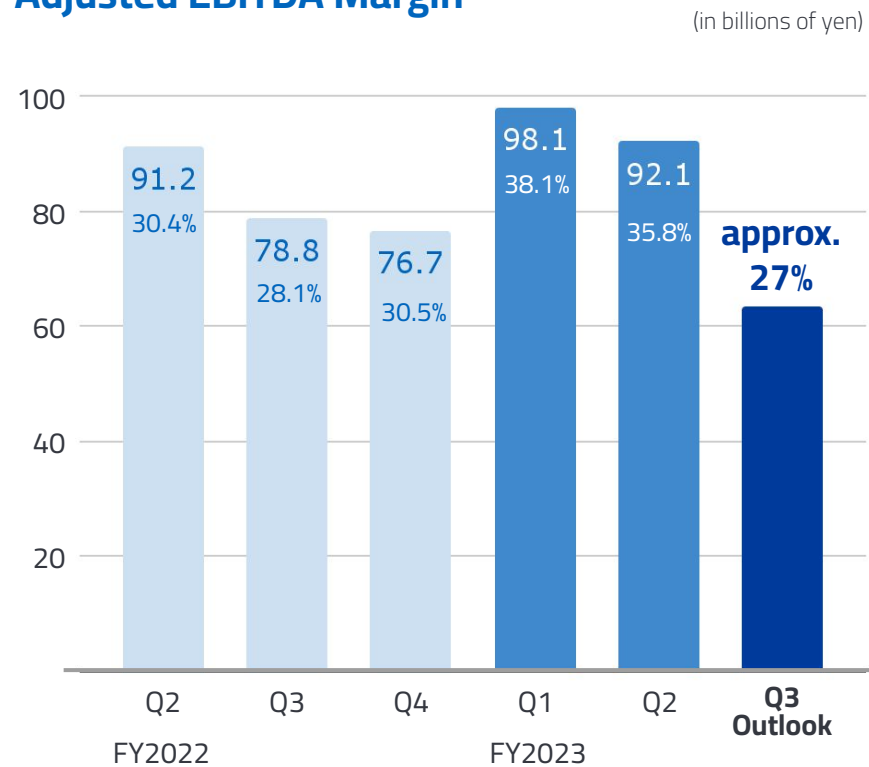
FY2023 Q2 Actual Result and Q3 Outlook by Segment

HR Technology

Revenue in US Dollar



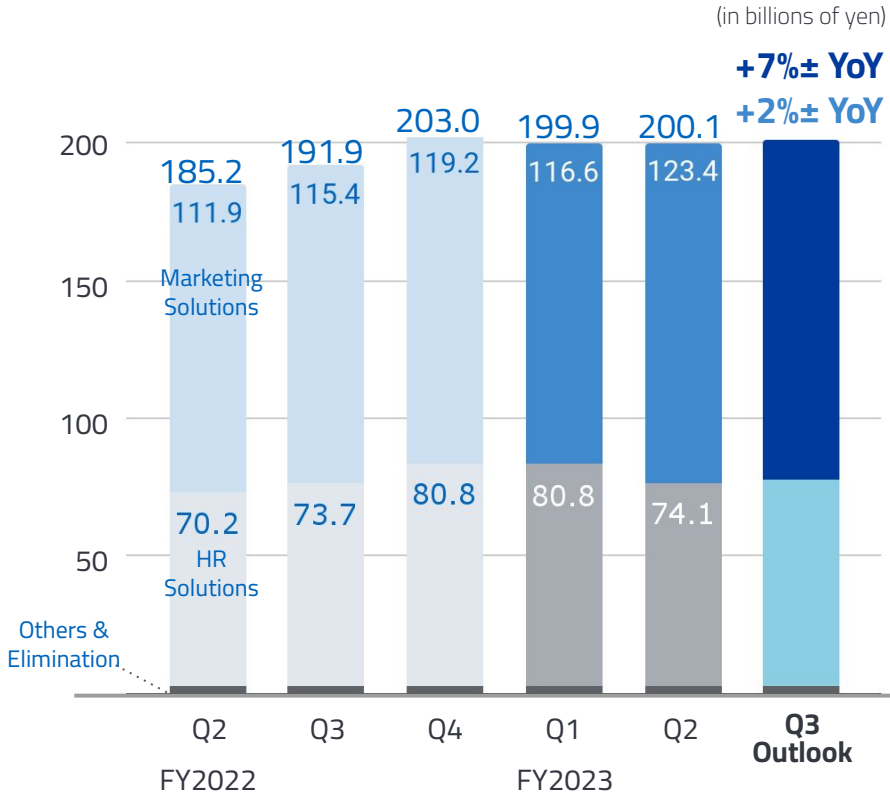
Adjusted EBITDA and Adjusted EBITDA Margin



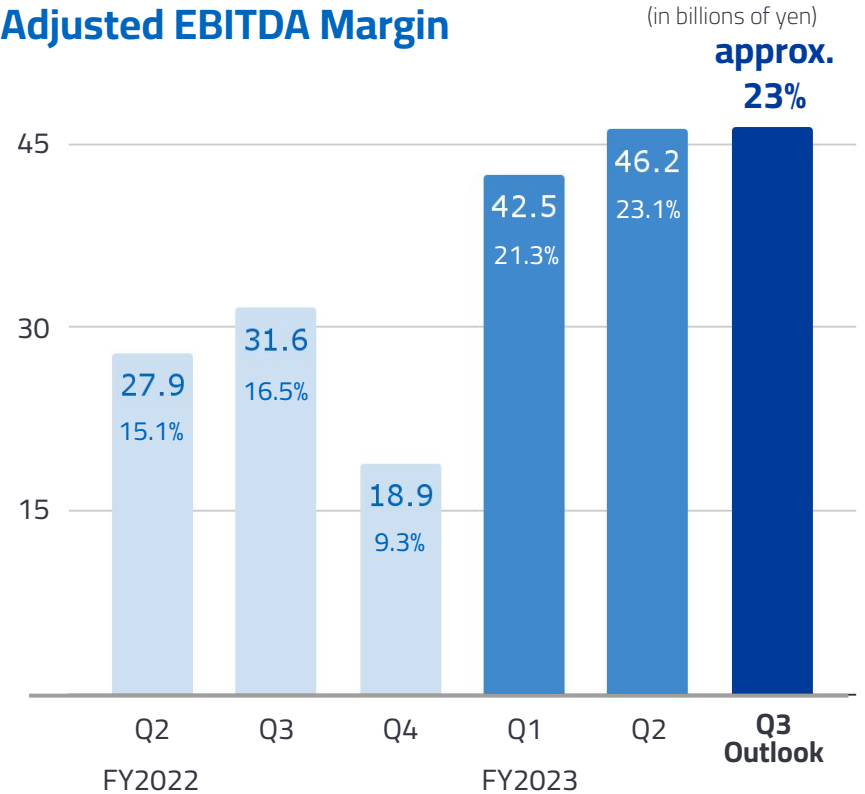
FY2023 Q2 Actual Result and Q3 Outlook by Segment

Matching & Solutions

Revenue

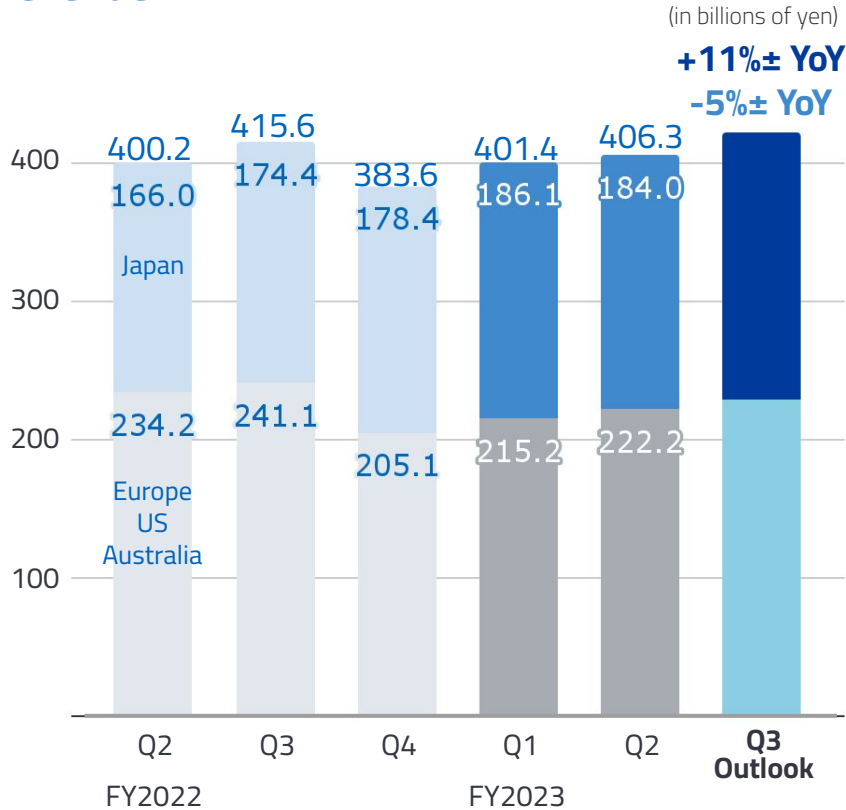


Adjusted EBITDA and Adjusted EBITDA Margin

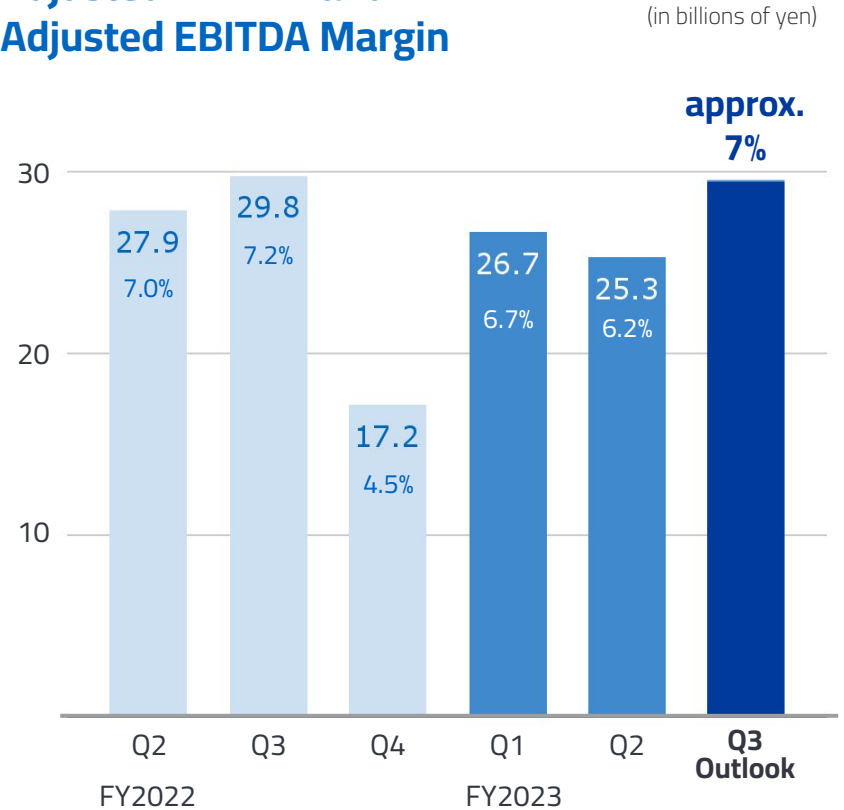


FY2023 Q2 Actual Result and Q3 Outlook by Segment

Staffing Revenue



Adjusted EBITDA and Adjusted EBITDA Margin



FY2023 1H Actual Result

Matching & Solutions - Marketing Solutions

(in billions of yen)

Total: 240.1
YoY +10.7%

**Others (Car + Educations
+ Bridal + Others)**

20.8%

49.8
YoY
Approx. +4%

**Beauty + Travel + Dining
+ SaaS Solutions**

120.2

YoY Approx. +17%

50.0%

Housing & Real Estate

29.2%

70.1
YoY
Approx. +5%

Beauty
52.7
YoY
Approx. +8%

Follow Your Heart



Opportunities for Life.

Faster, simpler and
closer to you.



Appendix: FY2023 Q2 Result by Segment

(in billions of yen)		FY2022 Q2	FY2023 Q2	YoY	FY2022 1H	FY2023 1H	YoY
Revenue 売上収益	HR Technology	300.5	257.2	-14.4%	584.3	515.1	-11.8%
	Matching & Solutions	185.2	200.1	+8.1%	365.6	400.1	+9.4%
	Staffing	400.2	406.3	+1.5%	786.0	807.7	+2.8%
	Consolidated¹	878.4	855.1	-2.7%	1,721.6	1,705.9	-0.9%
Adjusted EBITDA 調整後EBITDA	HR Technology	91.2	92.1	+1.0%	186.7	190.2	+1.9%
	Matching & Solutions	27.9	46.2	+65.5%	59.2	88.7	+49.7%
	Staffing	27.9	25.3	-9.2%	55.2	52.0	-5.6%
	Consolidated¹	145.3	162.2	+11.7%	297.6	328.1	+10.3%
Adjusted EBITDA Margin 調整後EBITDAマージン	HR Technology	30.4%	35.8%	-	32.0%	36.9%	-
	Matching & Solutions	15.1%	23.1%	-	16.2%	22.2%	-
	Staffing	7.0%	6.2%	-	7.0%	6.4%	-
	Consolidated	16.5%	19.0%	-	17.3%	19.2%	-

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:

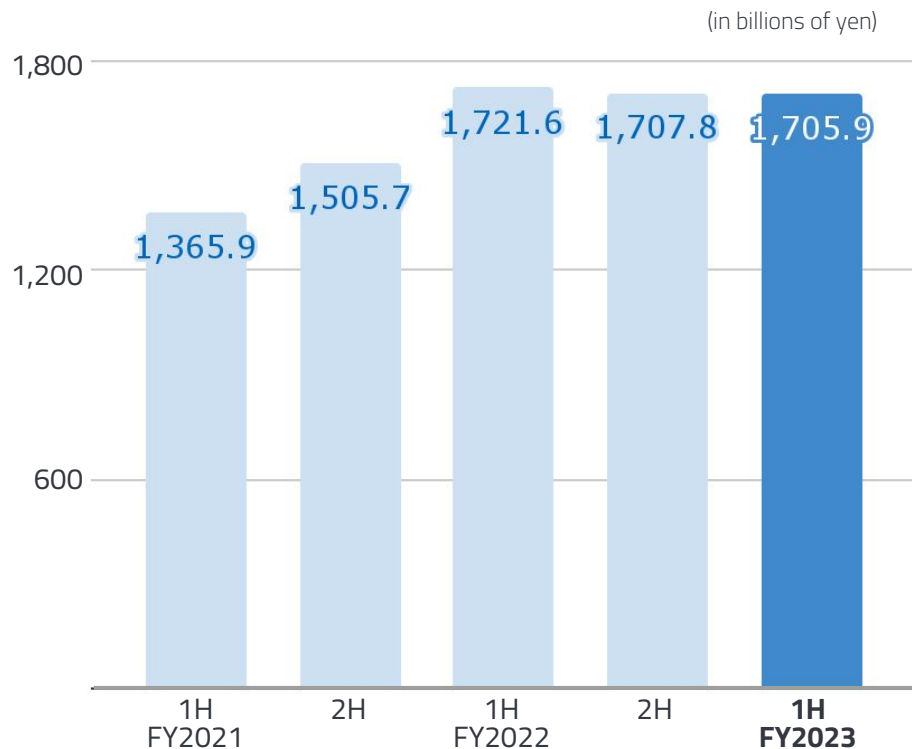
FY2023 Q2 Consolidated Adjusted EBITDA and Operating Income



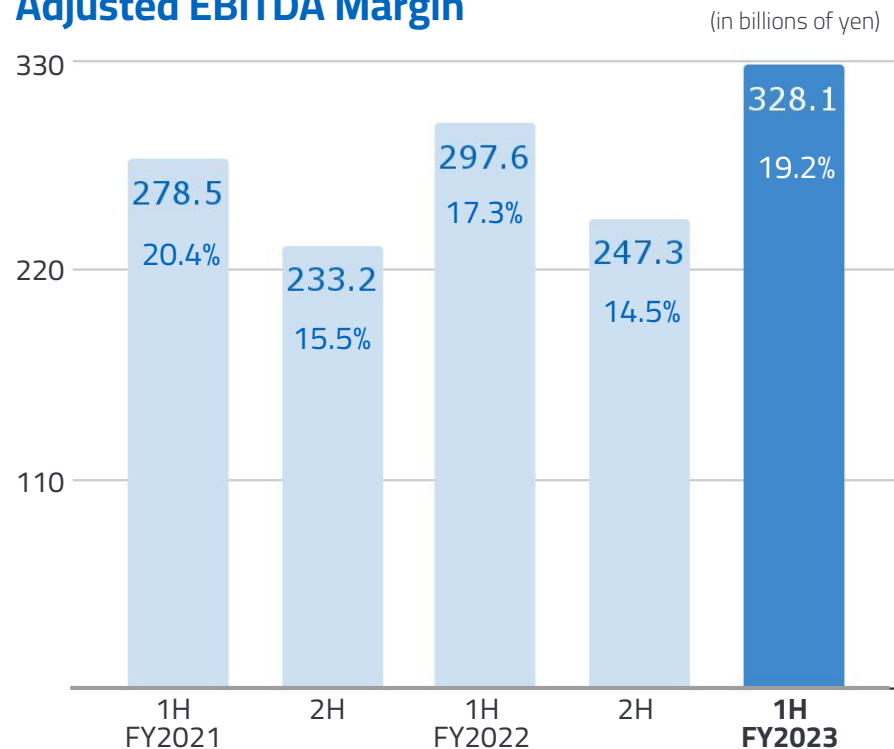
(in billions of yen)	FY2022 Q2	FY2023 Q2	
	Actual	Actual	YoY
Operating income / 営業利益	108.5	116.1	+7.0%
Other Operating Income and Expenses, Net / その他営業収益・費用	0.4	4.9	-
Non-GAAP Operating Income / Non-GAAP営業利益	109.0	121.0	+11.0%
Depreciation and Amortization / 減価償却費及び償却費	30.5	29.0	-
Depreciation of Right-of-Use Assets / 使用権資産の減価償却費	- 10.8	-10.2	-
Stock-based Compensation / 株式報酬費用	16.6	22.3	-
Adjusted EBITDA / 調整後EBITDA	145.3	162.2	+11.7%

Appendix: FY2023 1H Consolidated Actual Result

Revenue



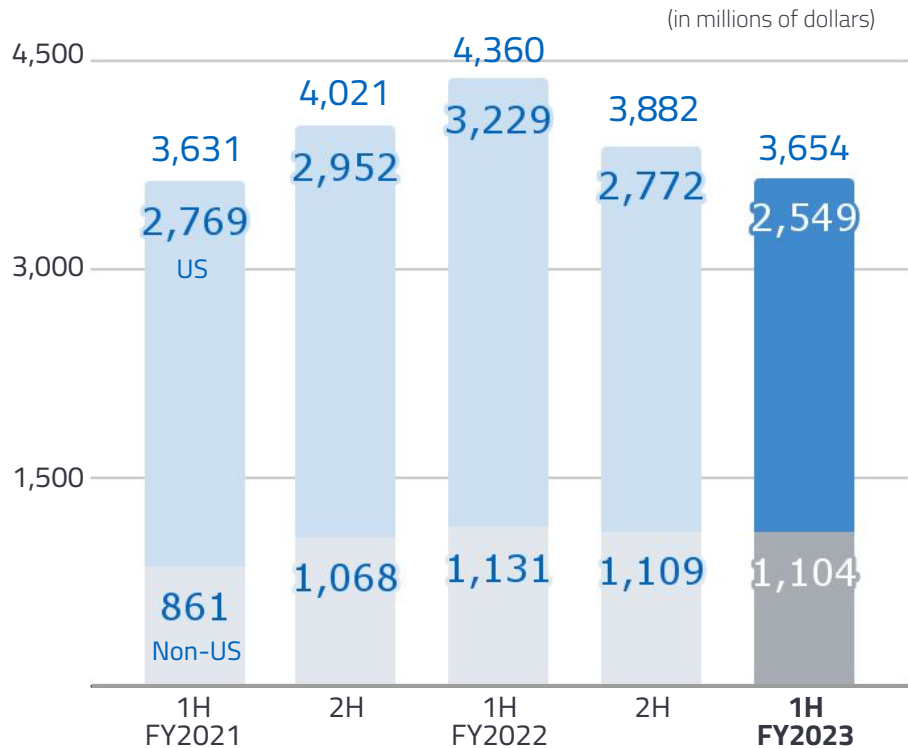
Adjusted EBITDA and Adjusted EBITDA Margin



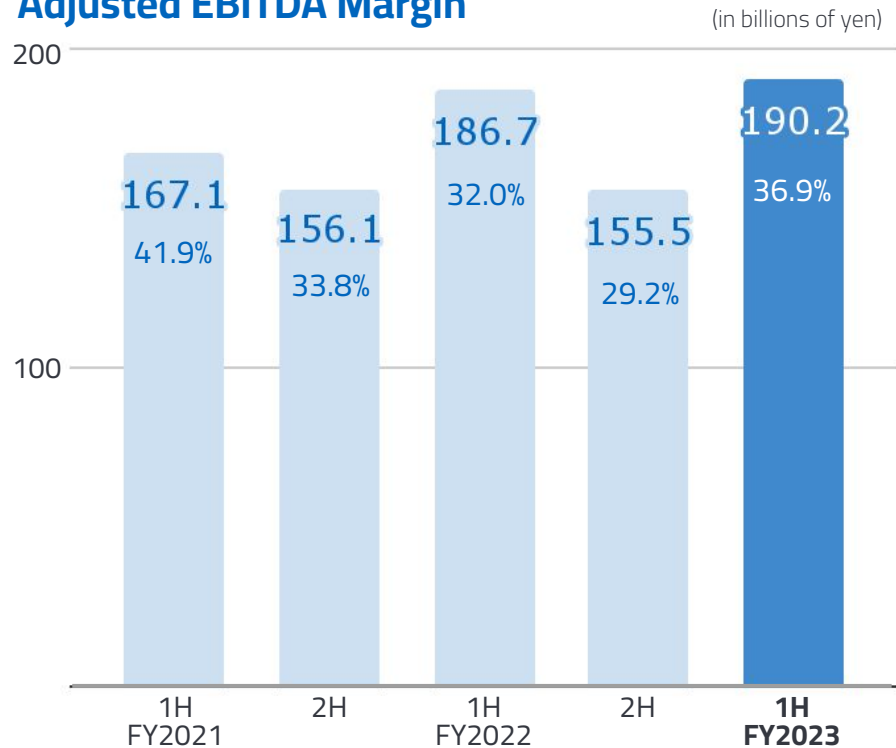
Appendix: FY2023 1H Actual Result by Segment

HR Technology

Revenue in US dollar



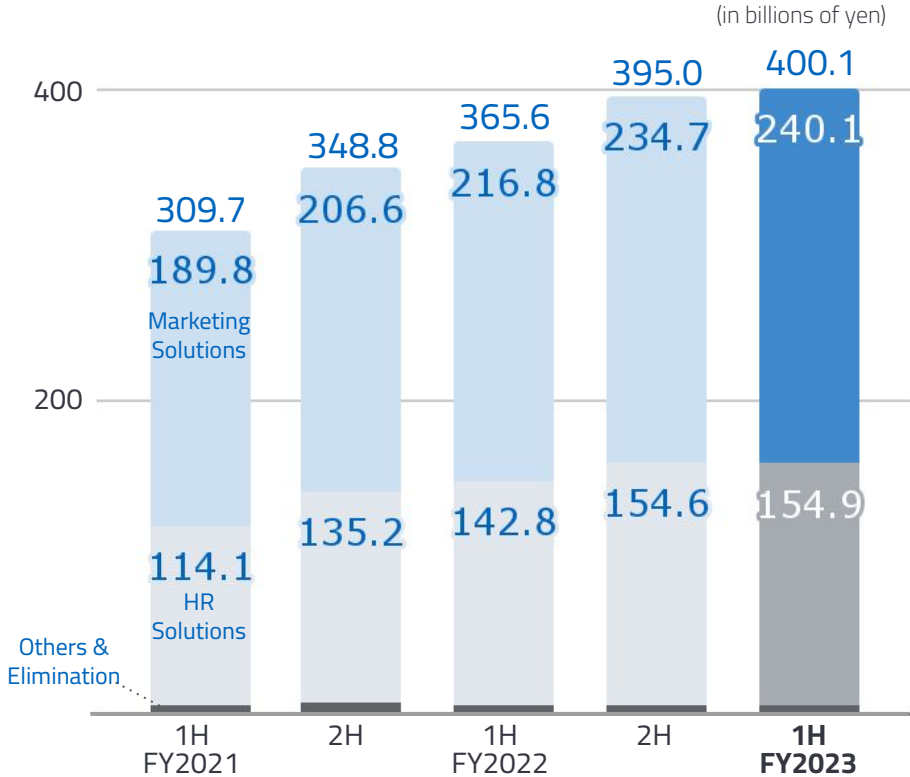
Adjusted EBITDA and Adjusted EBITDA Margin



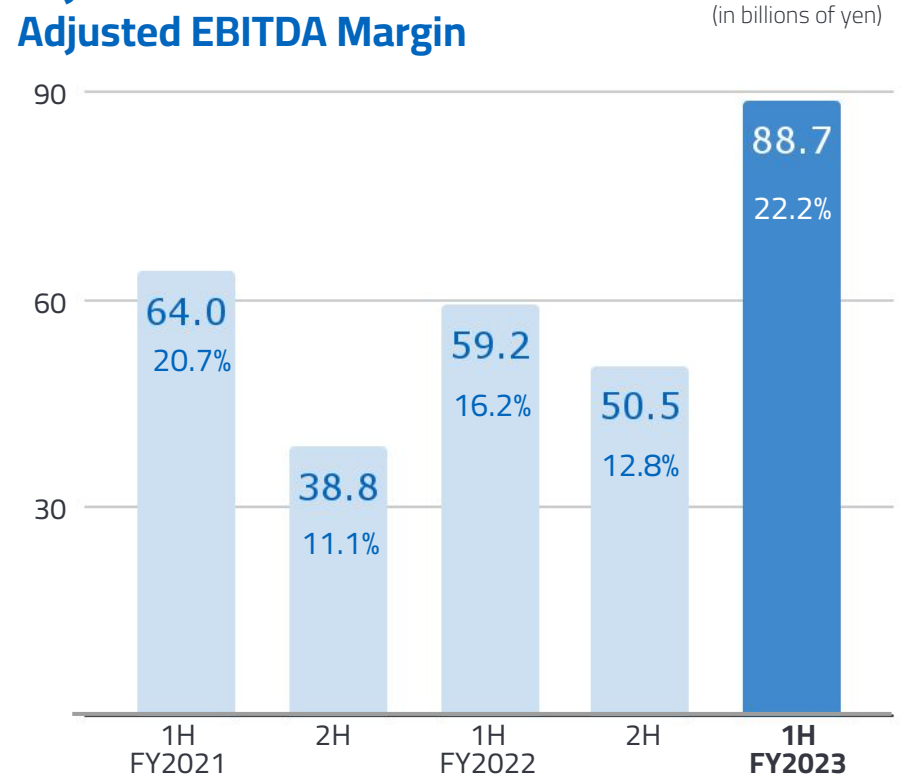
Appendix: FY2023 1H Actual Result by Segment

Matching & Solutions

Revenue

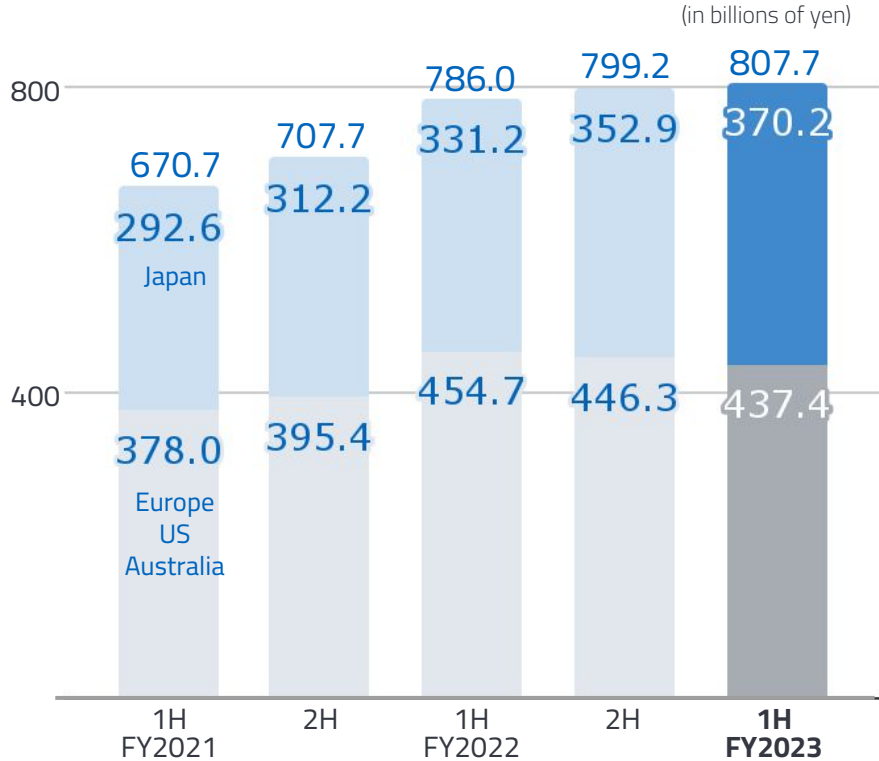


Adjusted EBITDA and Adjusted EBITDA Margin

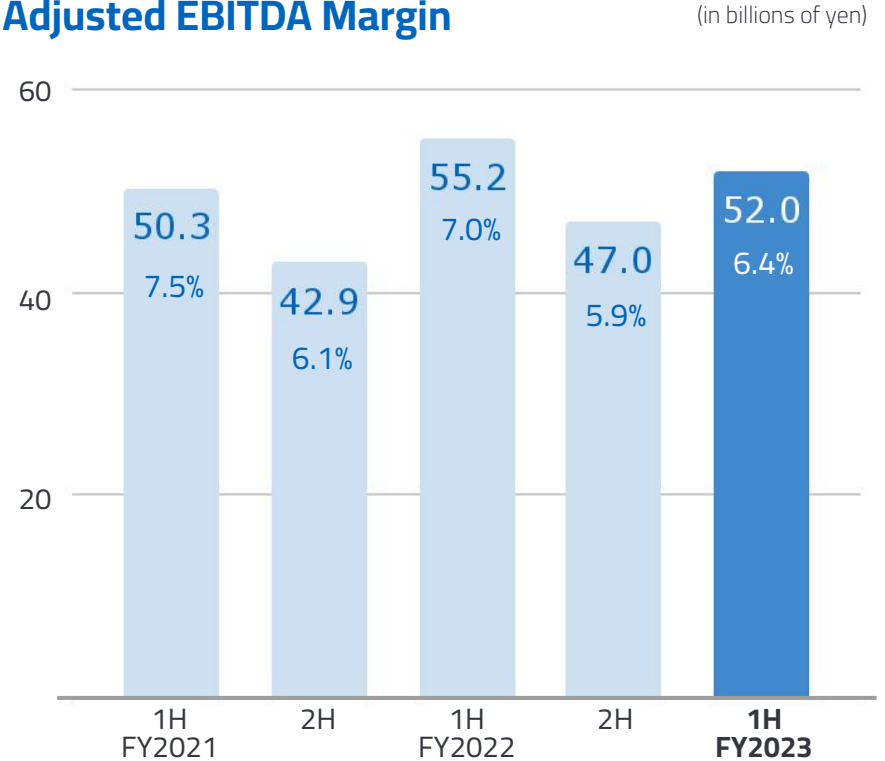


Appendix: FY2023 1H Actual Result by Segment

Staffing Revenue



Adjusted EBITDA and Adjusted EBITDA Margin



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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