



**Recruit Holdings Co., Ltd.**

**The 60th Annual Meeting of Shareholders**



# **60th Fiscal Year Consolidated Operating Results**

# Consolidated Operating Results

(JPY Bn, unless otherwise stated)	59th Fiscal Year	60th Fiscal Year	
	Results	Results	YoY
<b>Revenue</b>	<b>2,310.7</b>	<b>2,399.4</b>	<b>+3.8%</b>
<b>Adjusted EBITDA</b>	<b>293.2</b>	<b>325.1</b>	<b>+10.9%</b>
<b>Adjusted EBITDA margin</b>	<b>12.7%</b>	<b>13.6%</b>	<b>+0.9pt</b>
<b>Operating income</b>	<b>223.0</b>	<b>206.0</b>	<b>-7.7%</b>
<b>Profit attributable to owners of the parent</b>	<b>174.2</b>	<b>179.8</b>	<b>+3.2%</b>
<b>Adjusted EPS (JPY)</b>	<b>107.10</b>	<b>121.03</b>	<b>+13.0%</b>

## Reference

# Adjusted EBITDA

Operating income + depreciation and amortization (excluding depreciation of right-of-use assets)  $\pm$  other operating income/expense

# Adjusted profit

Profit attributable to owners of the parent  $\pm$  adjustment items (excluding non-controlling interests)  $\pm$  tax reconciliation related to certain adjustment items

# Adjusted EPS

Adjusted profit/(number of shares issued at the end of the period – number of treasury stock at the end of the period)

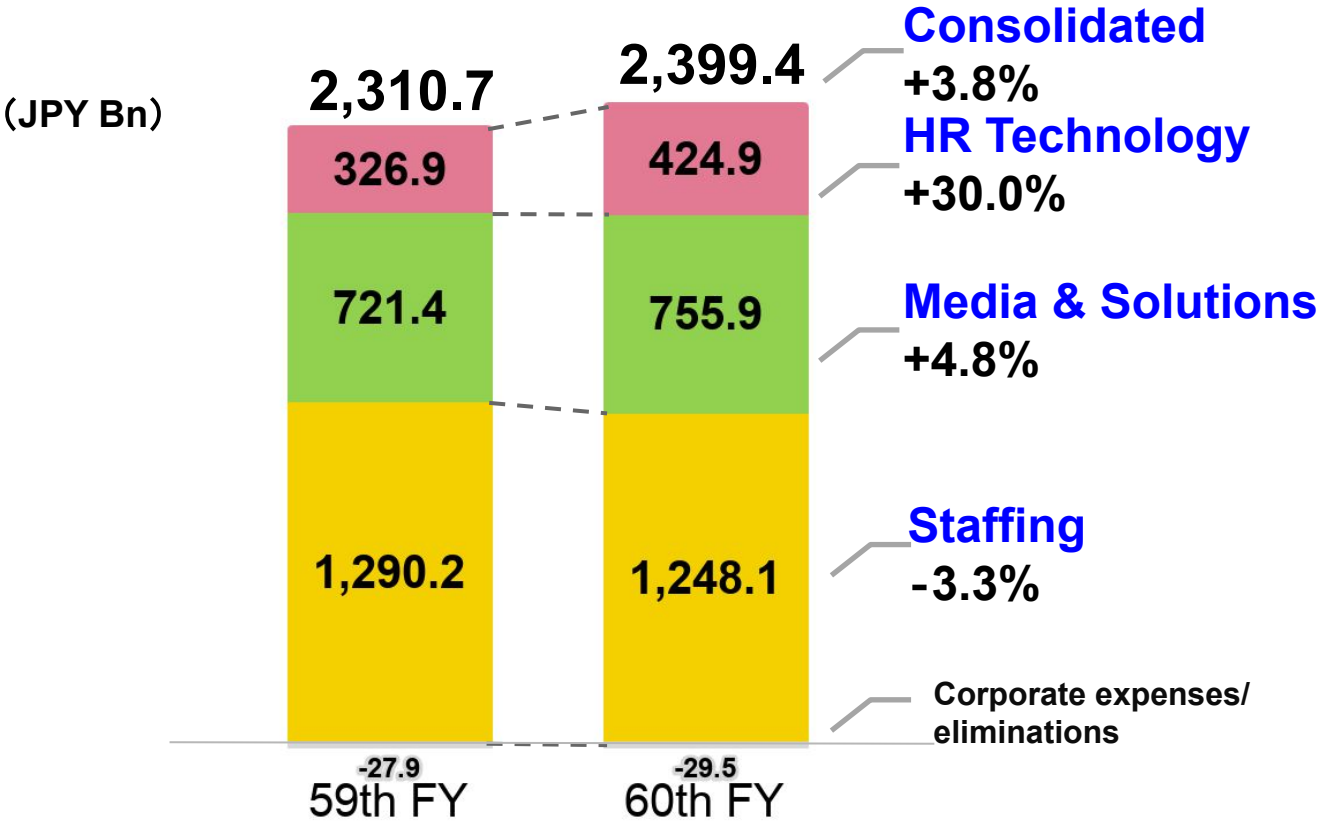
## Business Segments

 **HR Technology**

 **Media & Solutions**

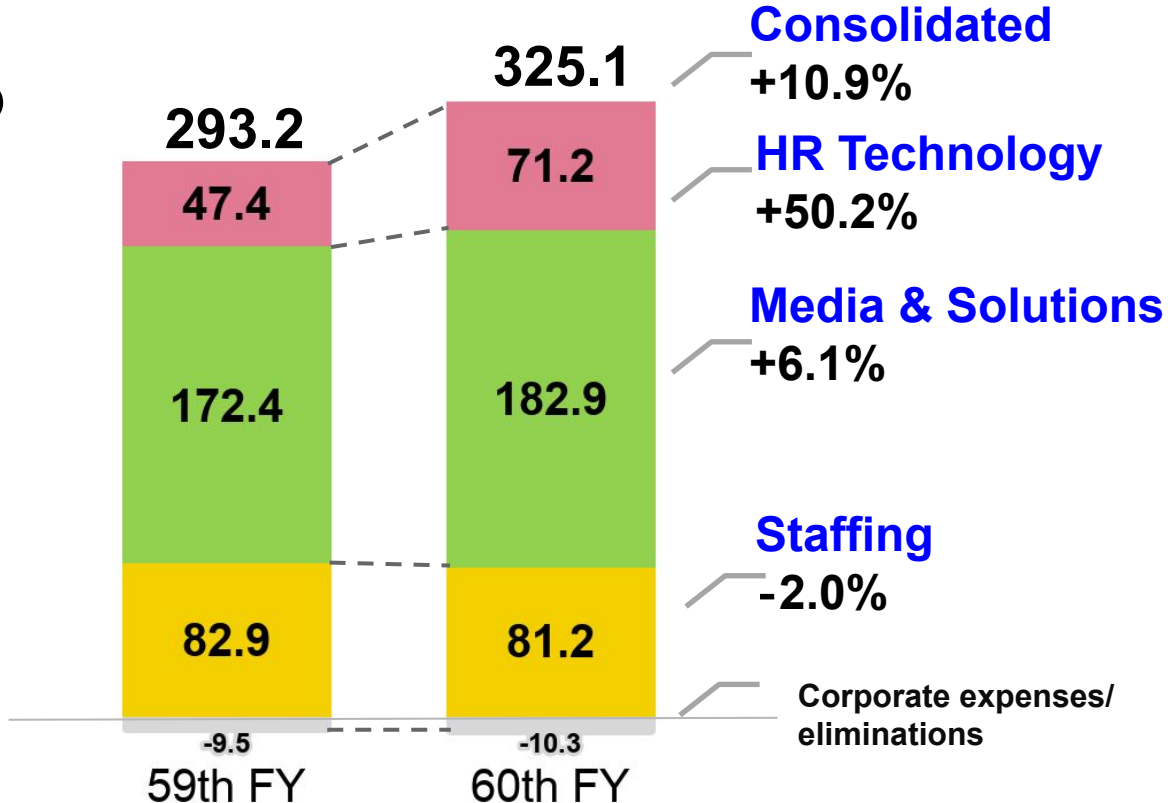
 **Staffing**

# Revenue by Segment



# Adjusted EBITDA by Segment

(JPY Bn)





# Results of Operations by Segment

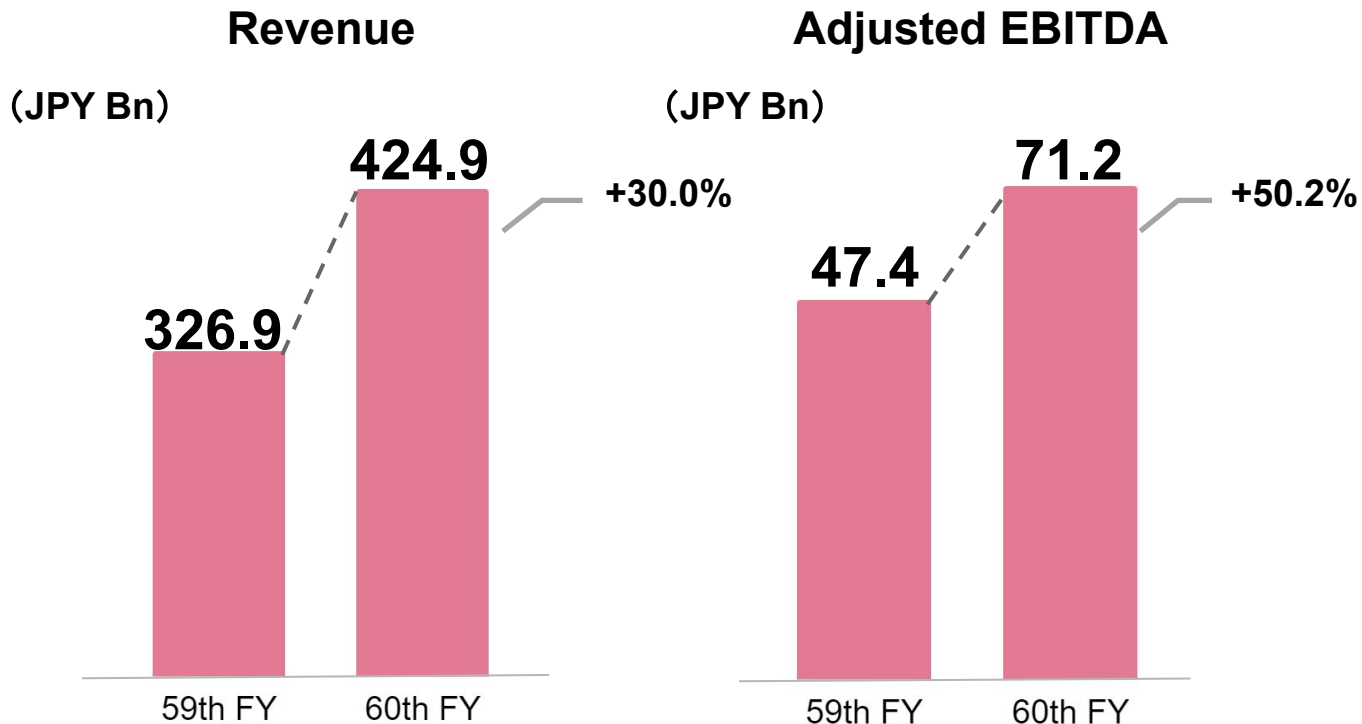


# HR Technology

## HR Technology



# HR Technology Revenue and Adjusted EBITDA



# Media & Solutions

## Media & Solutions

### Marketing Solutions

**SUUMO** 

スーモ

**ゼクシイ**



HOT PEPPER  
**グルメ**



HOT PEPPER  
**B**eauty

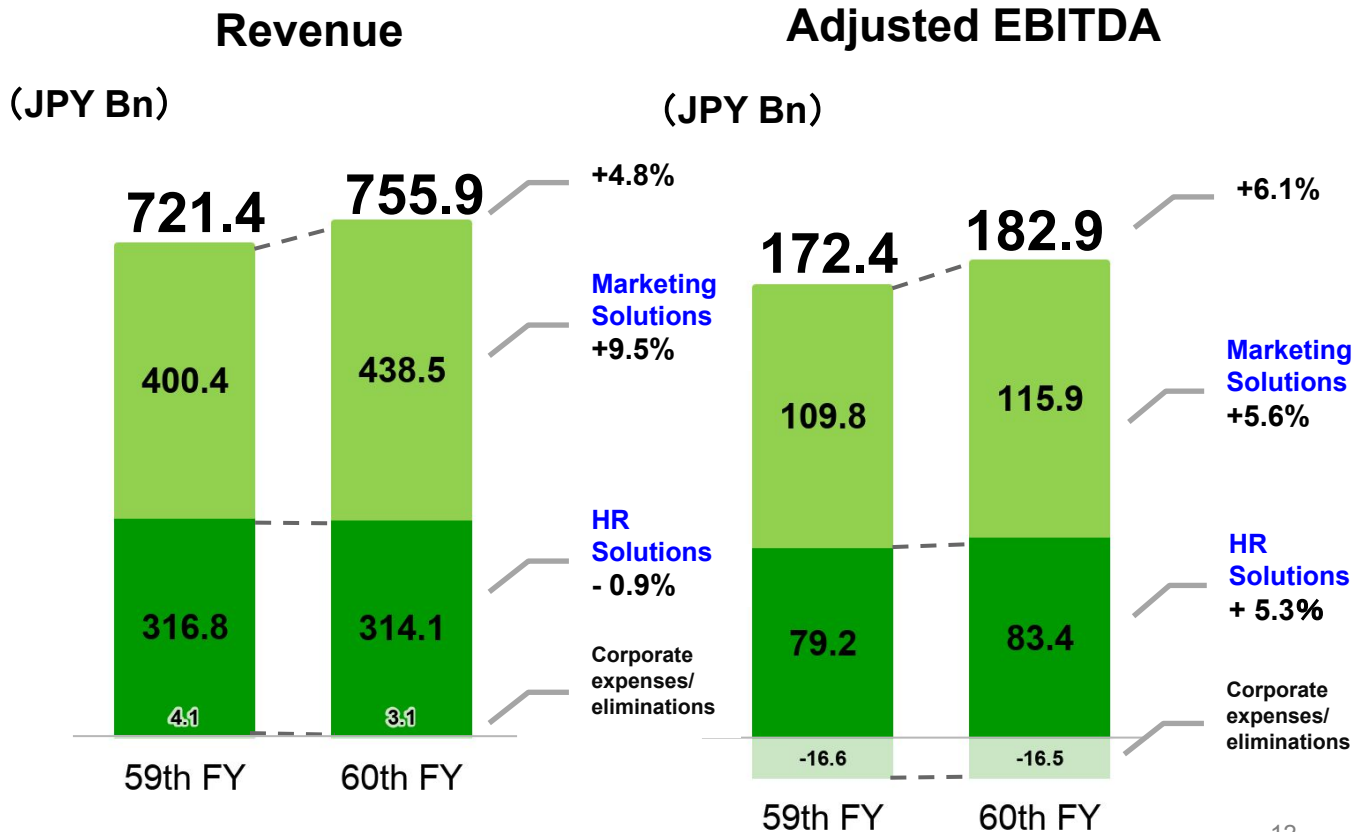
### HR Solutions



**RECRUIT AGENT**

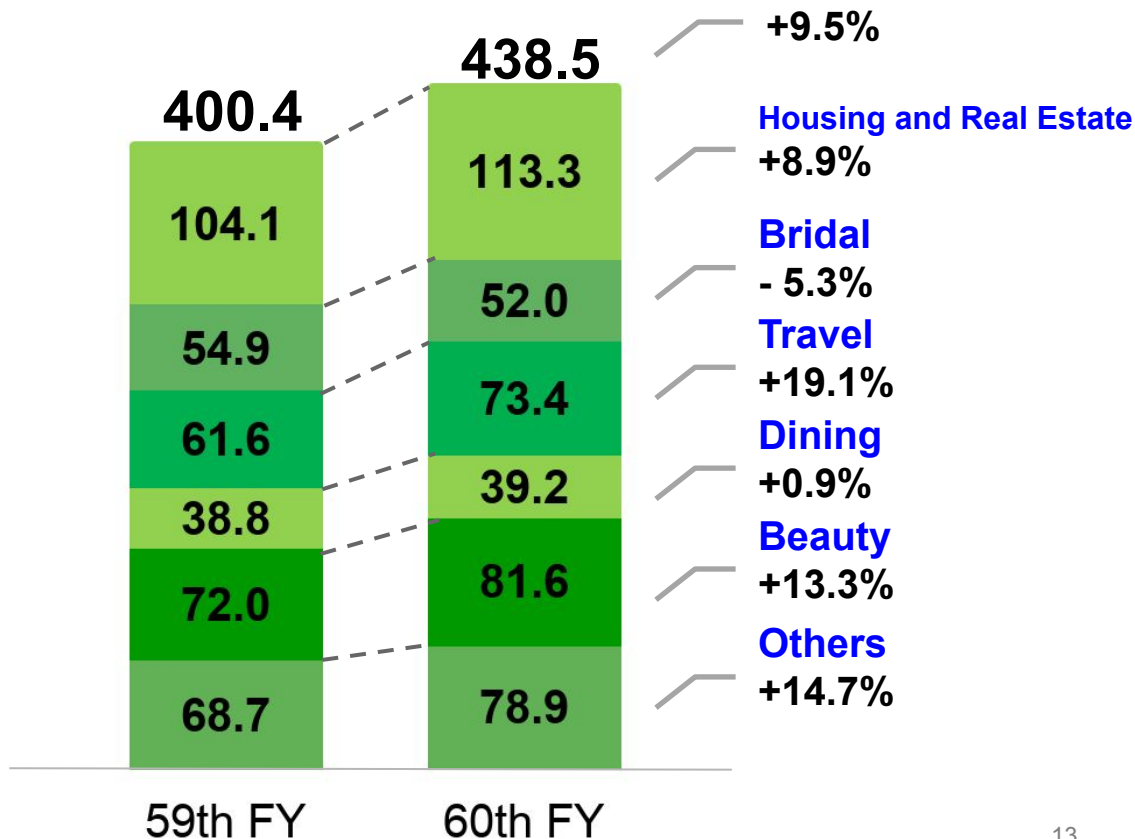
タウンワーク  
**TOWNWORK**

# Media & Solutions Revenue and Adjusted EBITDA

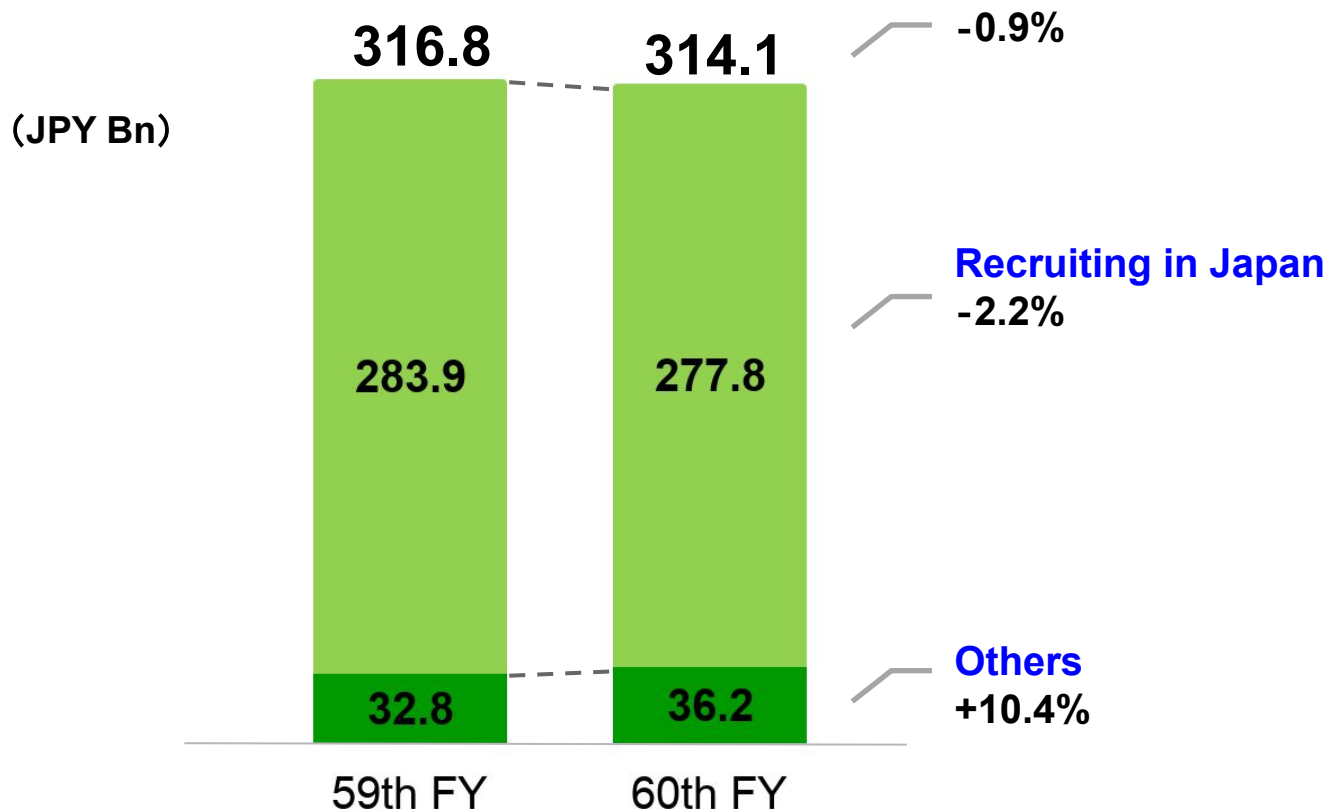


# Revenue in Marketing Solutions

(JPY Bn)



# Revenue in HR Solutions



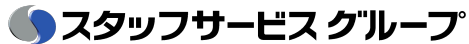
# Staffing

## Staffing

### Japan



リクルートスタッフィング<sup>®</sup>



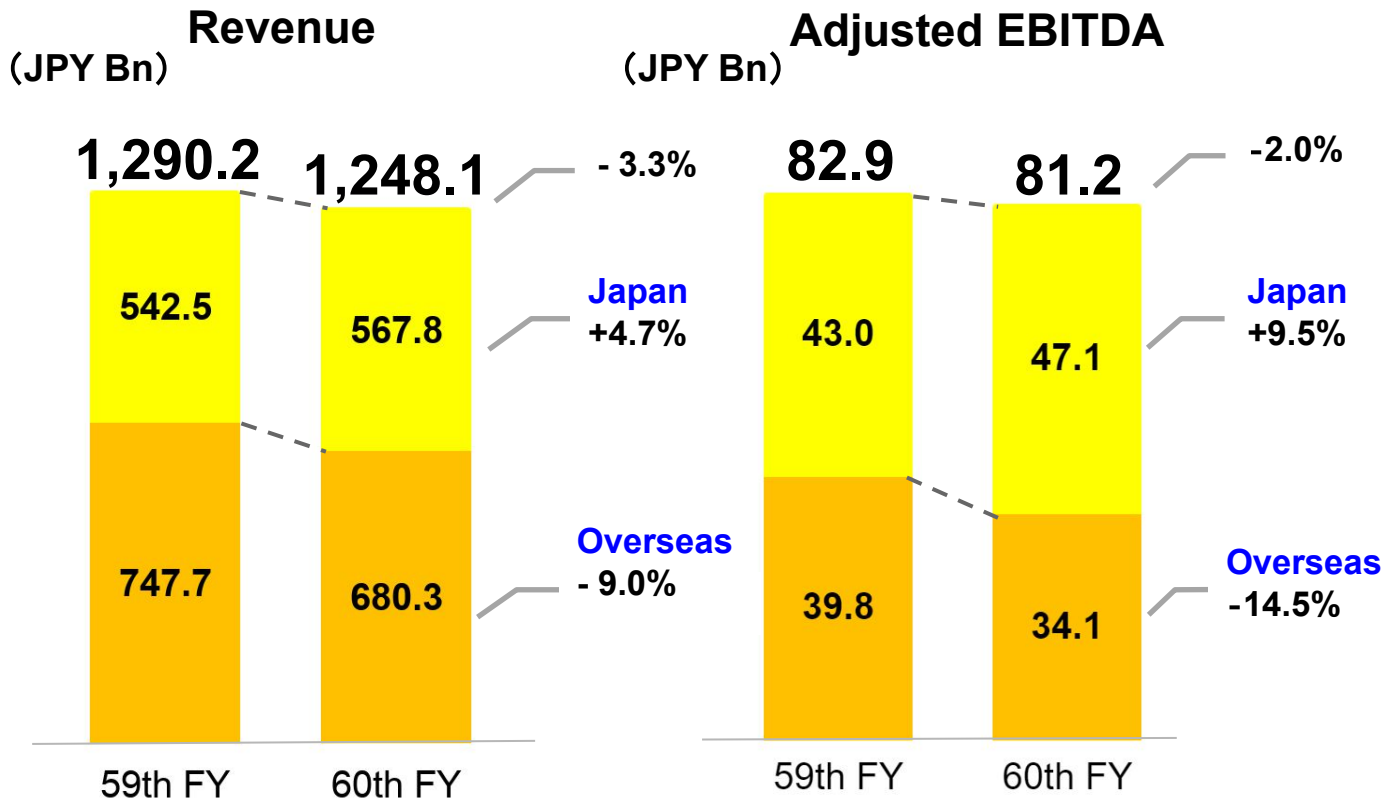
### Overseas



The CSI Companies



# Staffing Revenue and Adjusted EBITDA







# **Consolidated Statement of Financial Position**

# Consolidated Financial Position

## Assets

1,998.9 billion yen  
(+249.9 billion yen)

## Liabilities

1,003.1 billion yen  
(+226.4 billion yen)

## Equity

995.7 billion yen  
(+23.4 billion yen)

## Change in Assets

- Current assets +20.9 billion yen
- Non-current assets +228.9 billion yen

## Change in Liabilities

- Current liabilities +14.1 billion yen
- Non-current liabilities +212.3 billion yen

## Change in Equity

+23.4 billion yen



# **Year-end dividend for 60th Fiscal Year**



**Year-end dividend for 60th Fiscal Year  
15.0 yen per share**

## **Dividend Policy**

**Approximately 30% of profit attributable to owners of the parent  
excluding non-recurring income/losses**

## **Total Dividend Payout**

**24.7 billion yen**