



Recruit Holdings Co., Ltd.

**59th Ordinary General Meeting of
Shareholders**



59th Fiscal Year

Consolidated Operating Results

Consolidated Operating Results

(JPY Bn, unless otherwise stated)

	58 th Fiscal Year	59 th Fiscal Year	
	Results	Results	YoY
Revenue	2,173.3	2,310.7	+6.3%
EBITDA	258.4	293.2	+13.5%
EBITDA margin	11.9%	12.7%	+0.8pt
Operating income	191.7	223.0	+16.3%
Profit attributable to owners of the parent	151.6	174.2	+14.9%
Adjusted EPS (JPY)	86.74	107.10	+23.5%

Reference

EBITDA

Operating income + depreciation and amortization \pm other operating income/expenses

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

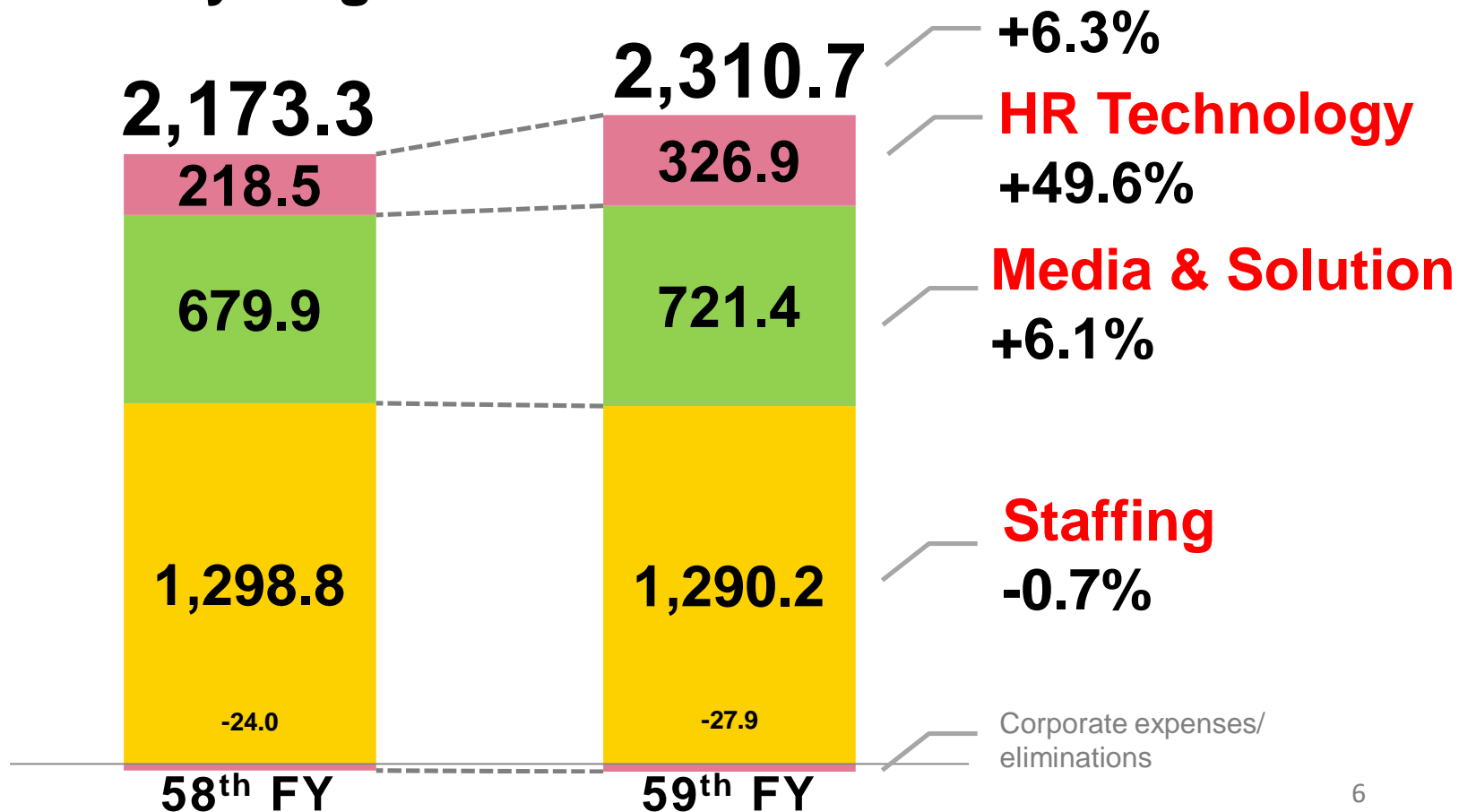
 **HR Technology**

 **Media & Solutions**

 **Staffing**

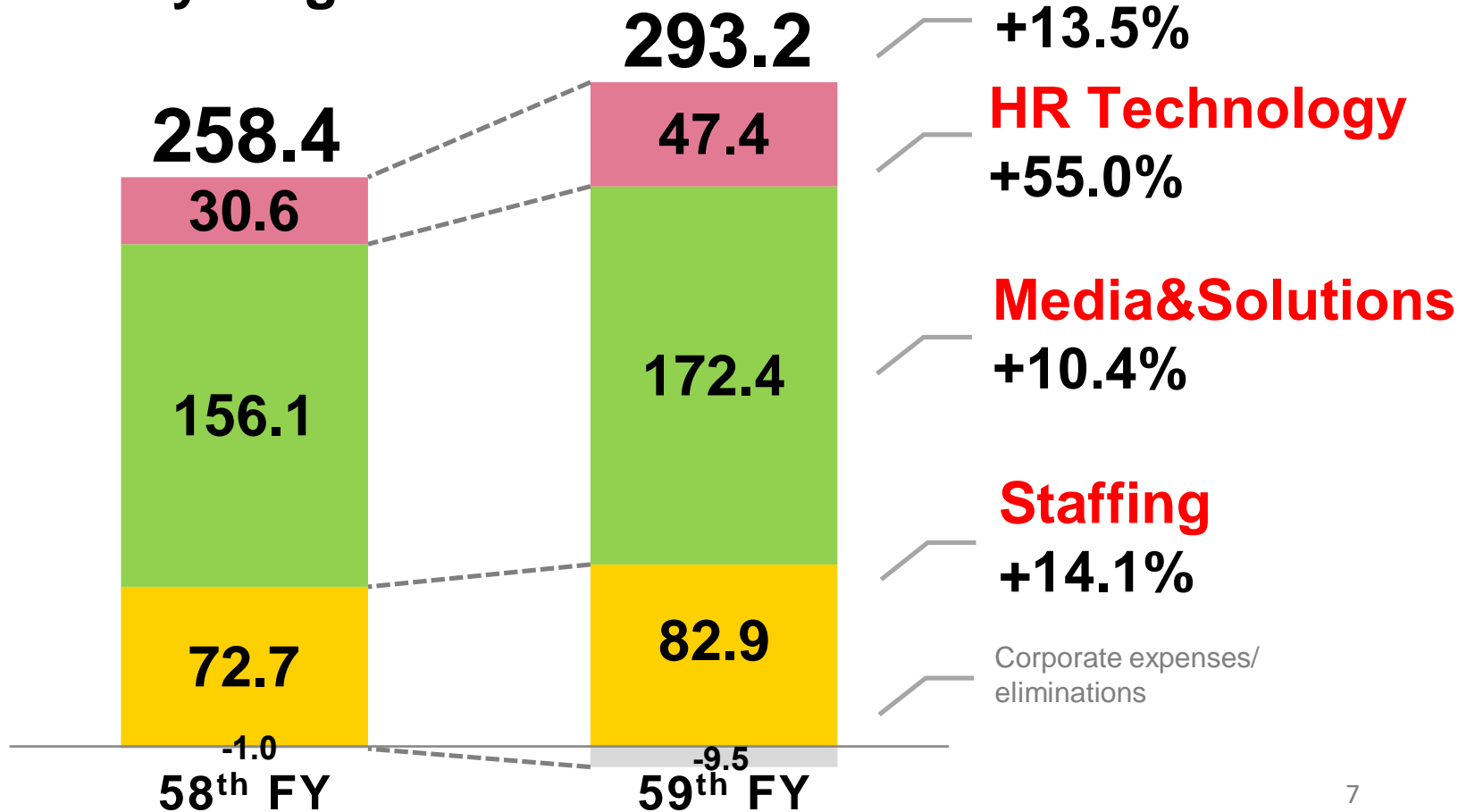
Revenue by Segment

(JPY Bn)



EBITDA by Segment

(JPY Bn)





Results of Operations by Segment

HR Technology

HR Technology



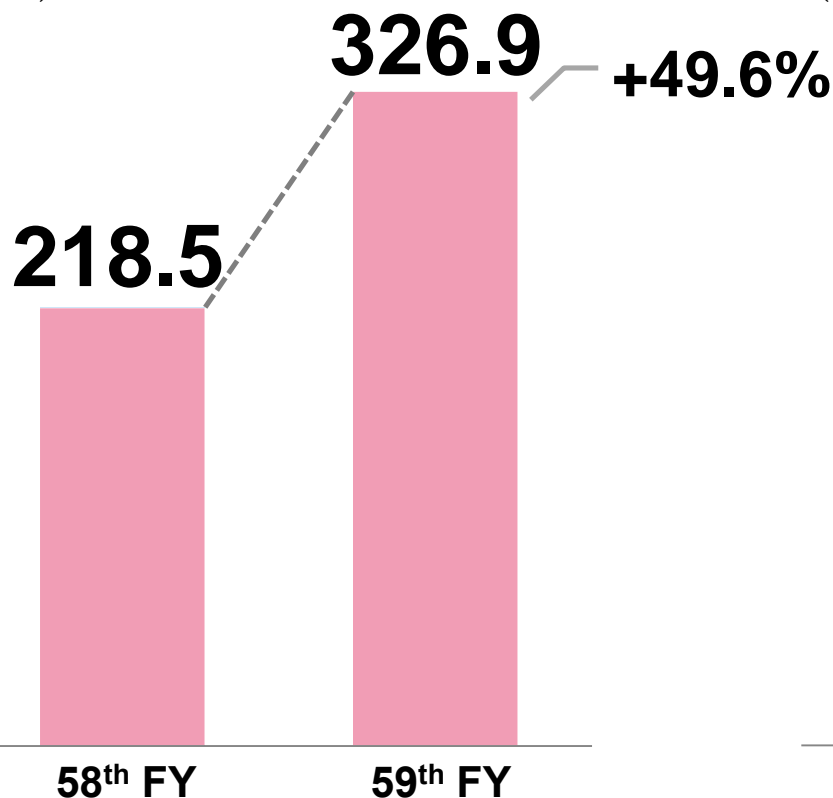
indeed
glassdoor

The image displays two logos stacked vertically. The top logo is for 'indeed', featuring a blue lowercase 'i' with a blue arc above it, followed by the word 'indeed' in a blue, rounded sans-serif font. The bottom logo is for 'glassdoor', with the word 'glassdoor' in a green, rounded sans-serif font.

HR Technology Revenue and EBITDA

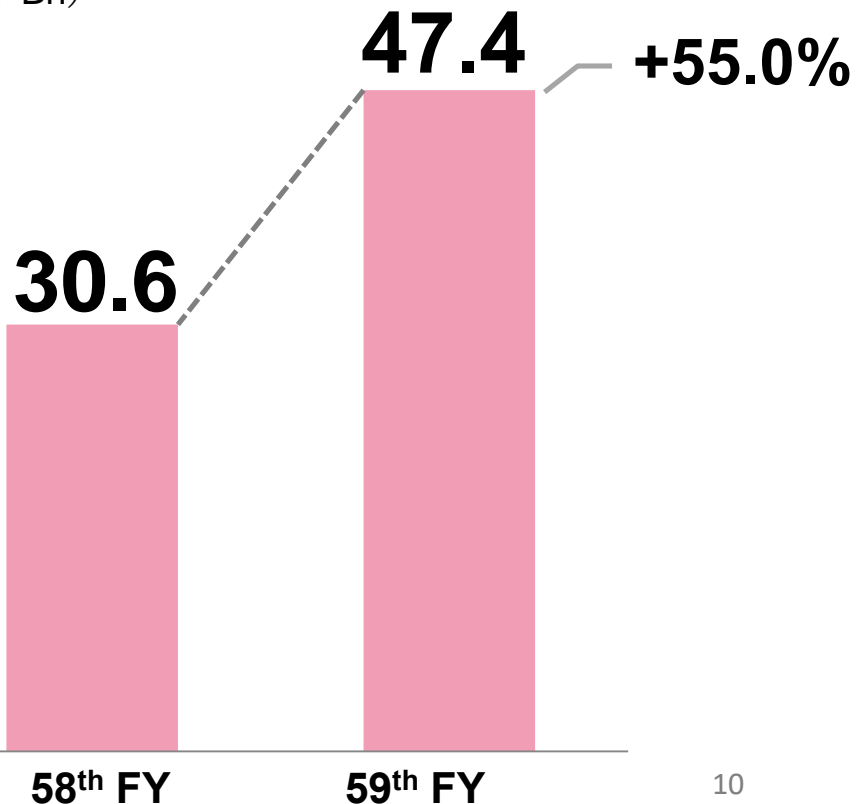
(JPY Bn)

Revenue



(JPY Bn)

EBITDA



Media & Solutions

Media & Solutions

Marketing Solutions

SUUMO

スーモ

ゼクシィ



ホットペッパー
HOT PEPPER



HOT PEPPER
B Beauty

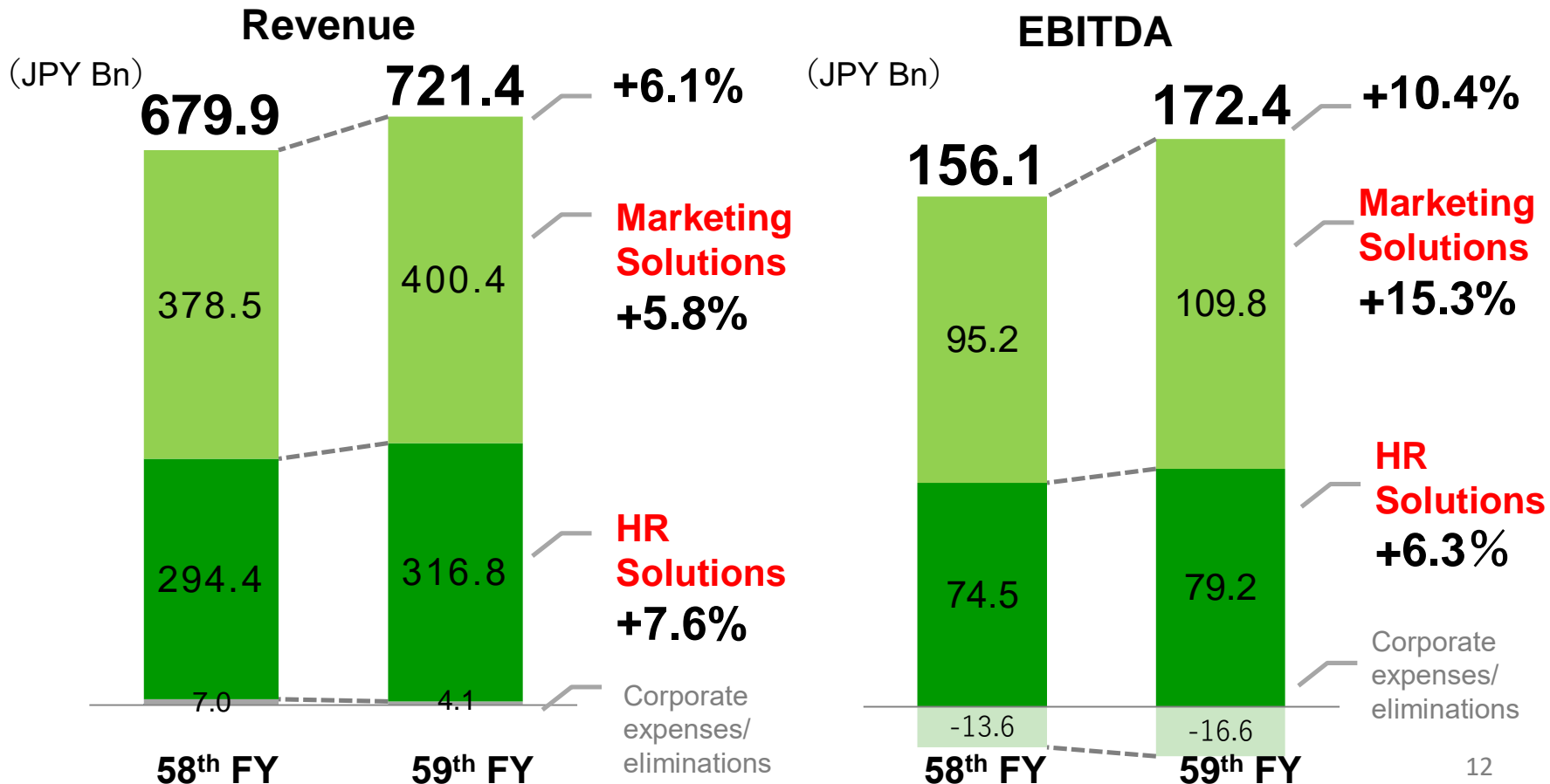
HR Solutions



RECRUIT AGENT

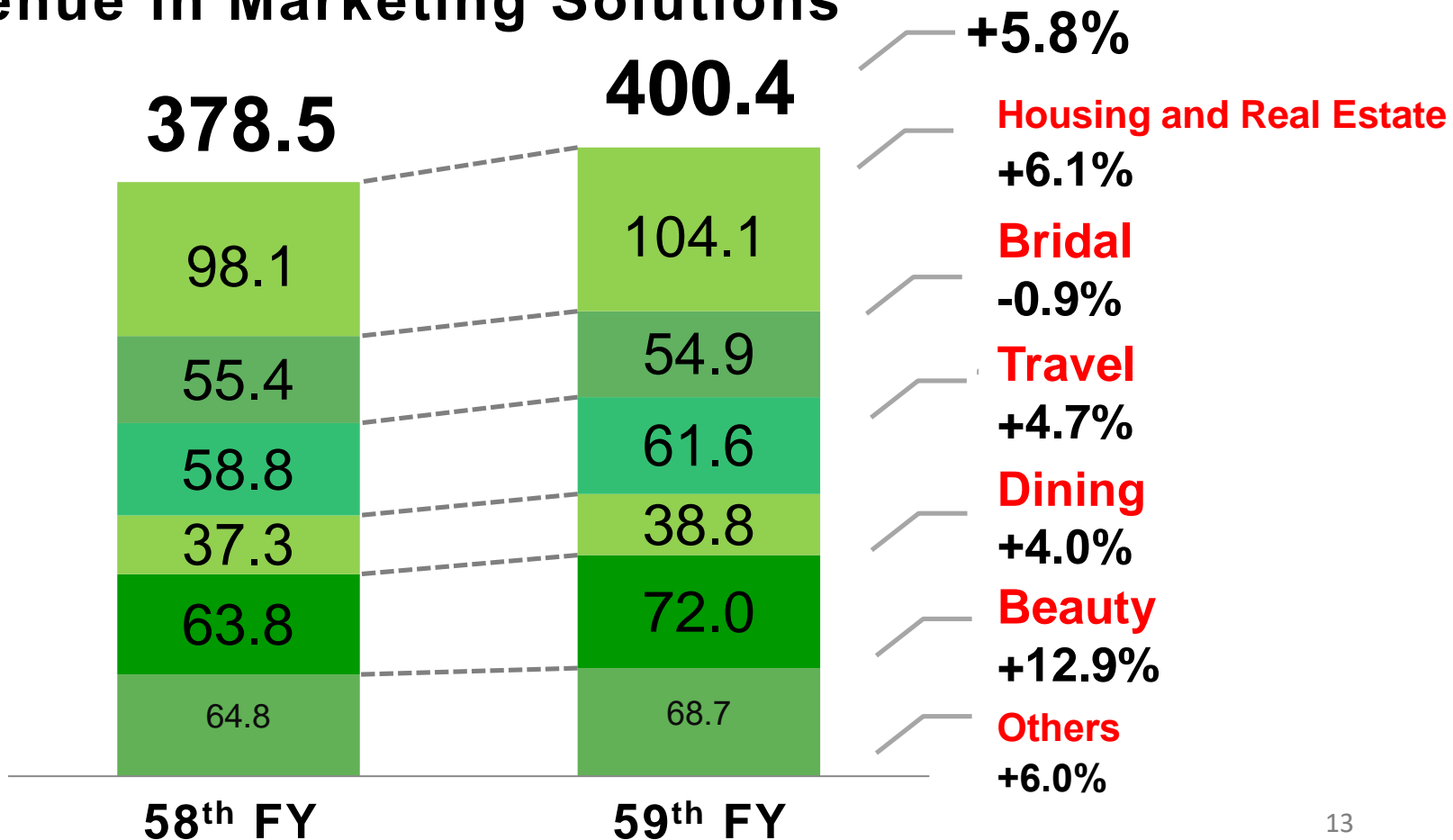
タウンワーク
TOWNWORK

Media & Solutions Revenue and EBITDA



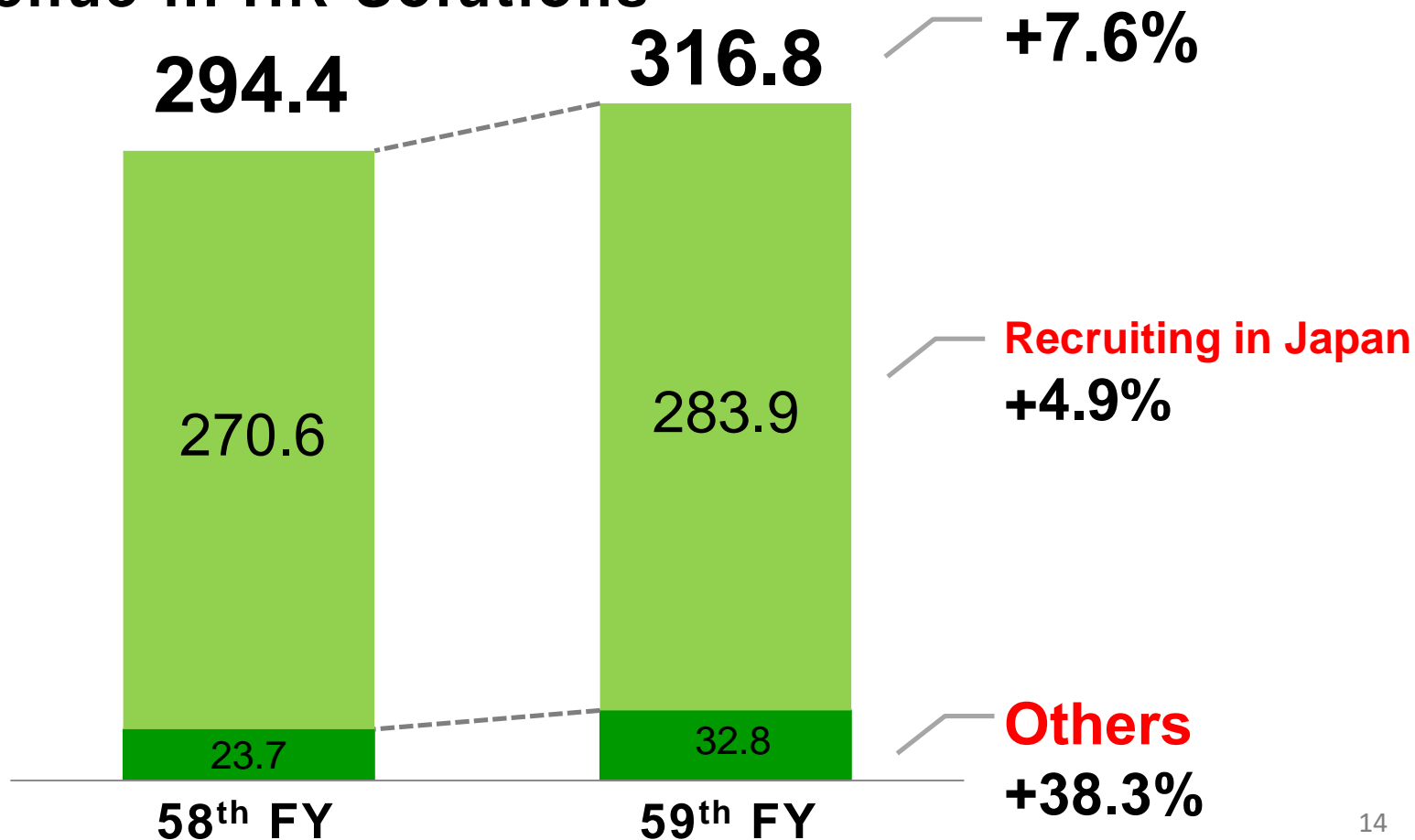
Revenue in Marketing Solutions

(JPY Bn)



Revenue in HR Solutions

(JPY Bn)



Staffing

Staffing

Japan



リクルートスタッフィング[®]

 スタッフサービスグループ[®]

Overseas



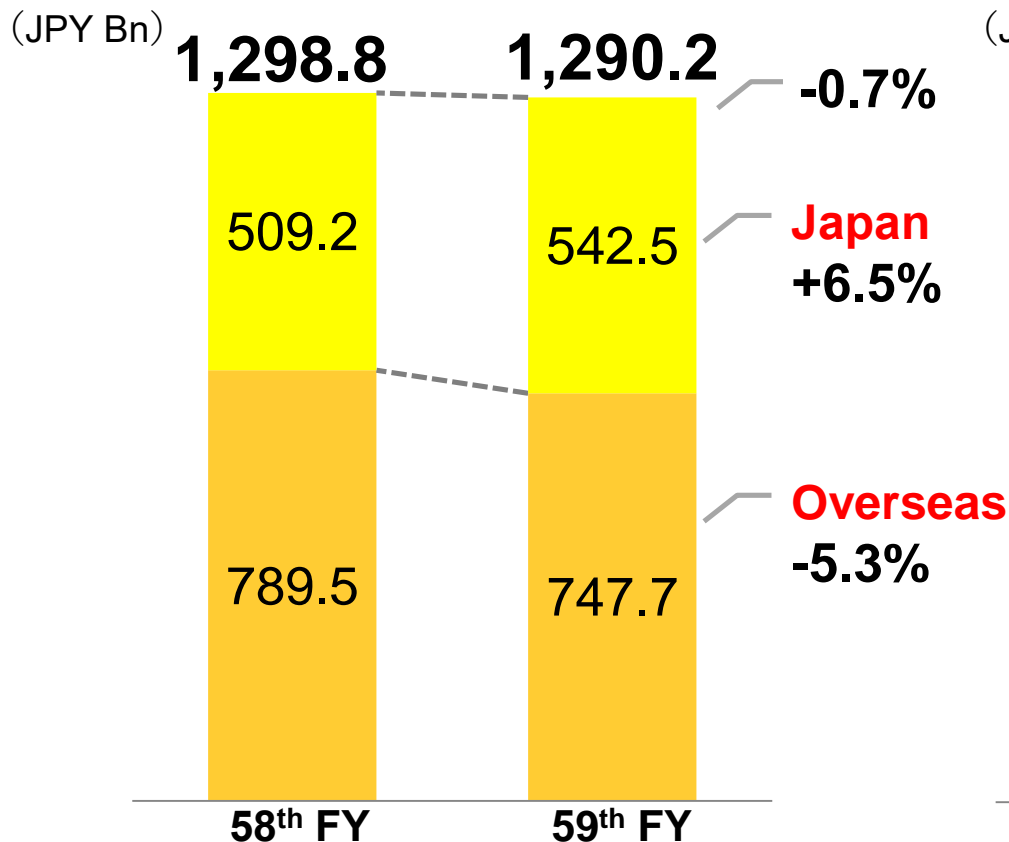
Advantage Resourcing
Group



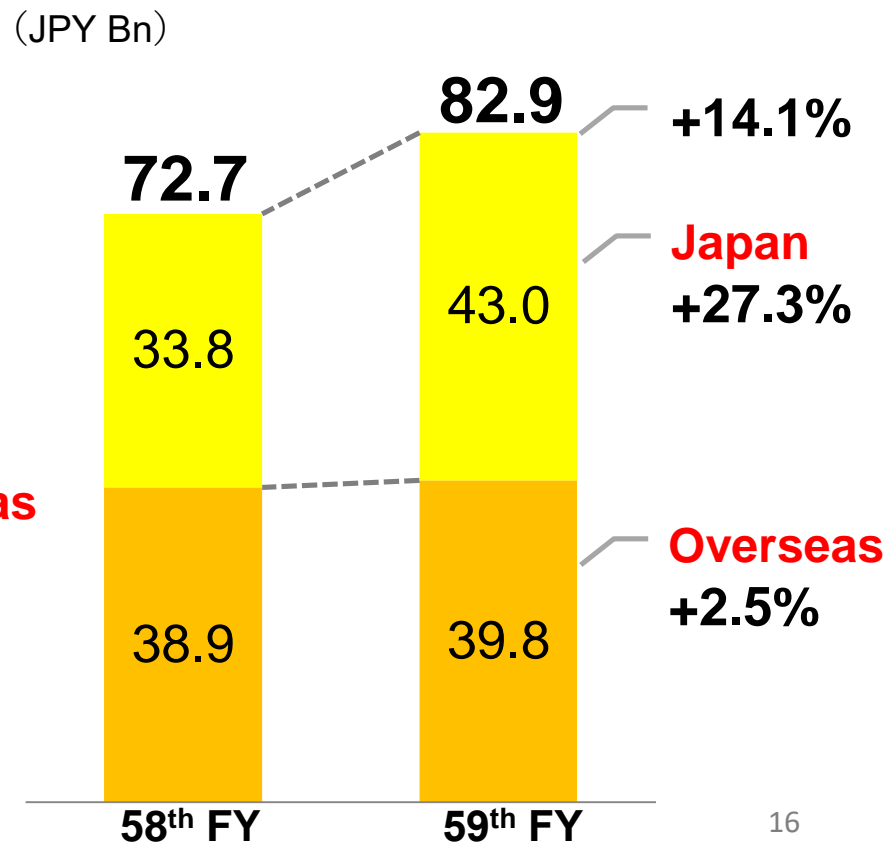
The CSI Companies

Staffing Revenue and EBITDA

Revenue



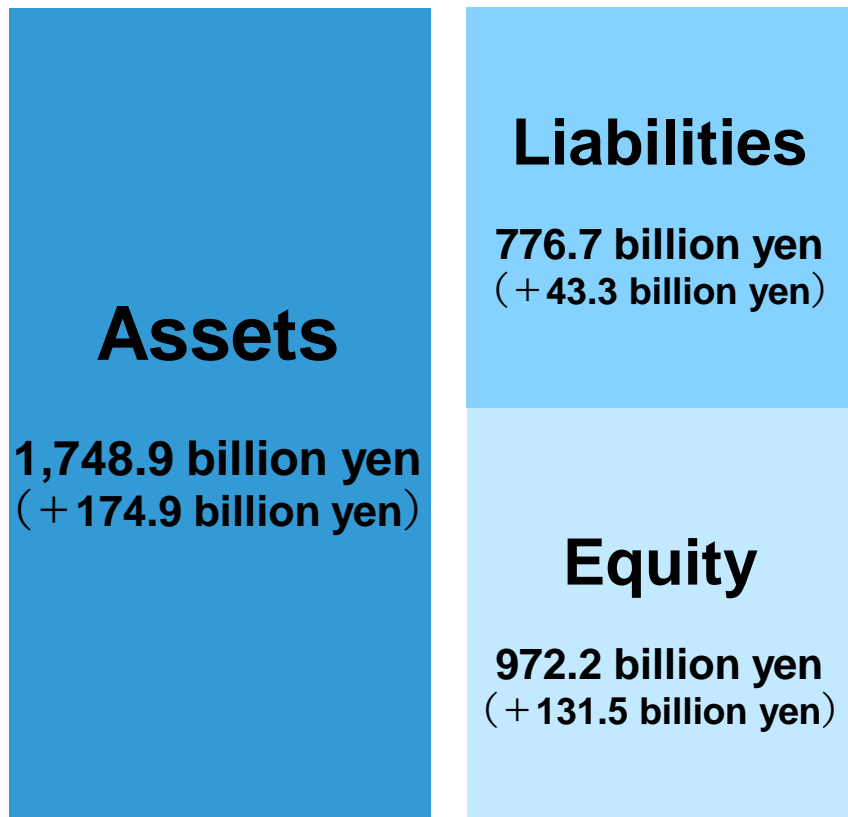
EBITDA





Consolidated Statement of Financial Position

Consolidated Financial Position



Change in Assets

- Current assets +38.0 billion yen
- Non-currents assets +136.9 billion yen

Change in Liabilities

- Current liabilities +49.8 billion yen
- Non-current liabilities - 6.4 billion yen

Change in Equity

+131.5 billion yen



Year-end dividend for 59th Fiscal Year



Year-end dividend for 59th Fiscal Year 14.5 yen per share

Dividend Policy

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

Total Dividend Payout

- ✓ 24.2 billion yen