

Recruit Holdings Co., Ltd.

The 63rd Annual Meeting of Shareholders

06.26.2023



Agenda

1

Overview of Consolidated Financial Results and Dividend for the 63rd Fiscal Year

2

Financial Guidance and Dividend Forecast for the 64th Fiscal Year

Overview of Consolidated Financial Results and Dividend for the 63rd Fiscal Year

63rd Fiscal Year Consolidated Financial Results

(In billions of yen)	62nd FY	63rd FY	
	Full Year	Full Year	YoY
Revenue	2,871.7	3,429.5	+19.4 %
Adjusted EBITDA ¹	511.8	545.0	+6.5 %
Operating income	378.9	344.3	-9.1 %
Profit before tax	382.7	367.7	-3.9 %
Profit attributable to owners of the parent	296.8	269.7	-9.1 %
Adjusted EPS (yen) ¹	188.94	199.35	+5.5 %

¹ From the 63rd fiscal year the Company changed the adjustment items for adjusted EBITDA and adjusted EPS respectively. New definition of adjusted EBITDA and adjusted EPS has been applied retroactively to the 62nd fiscal year.

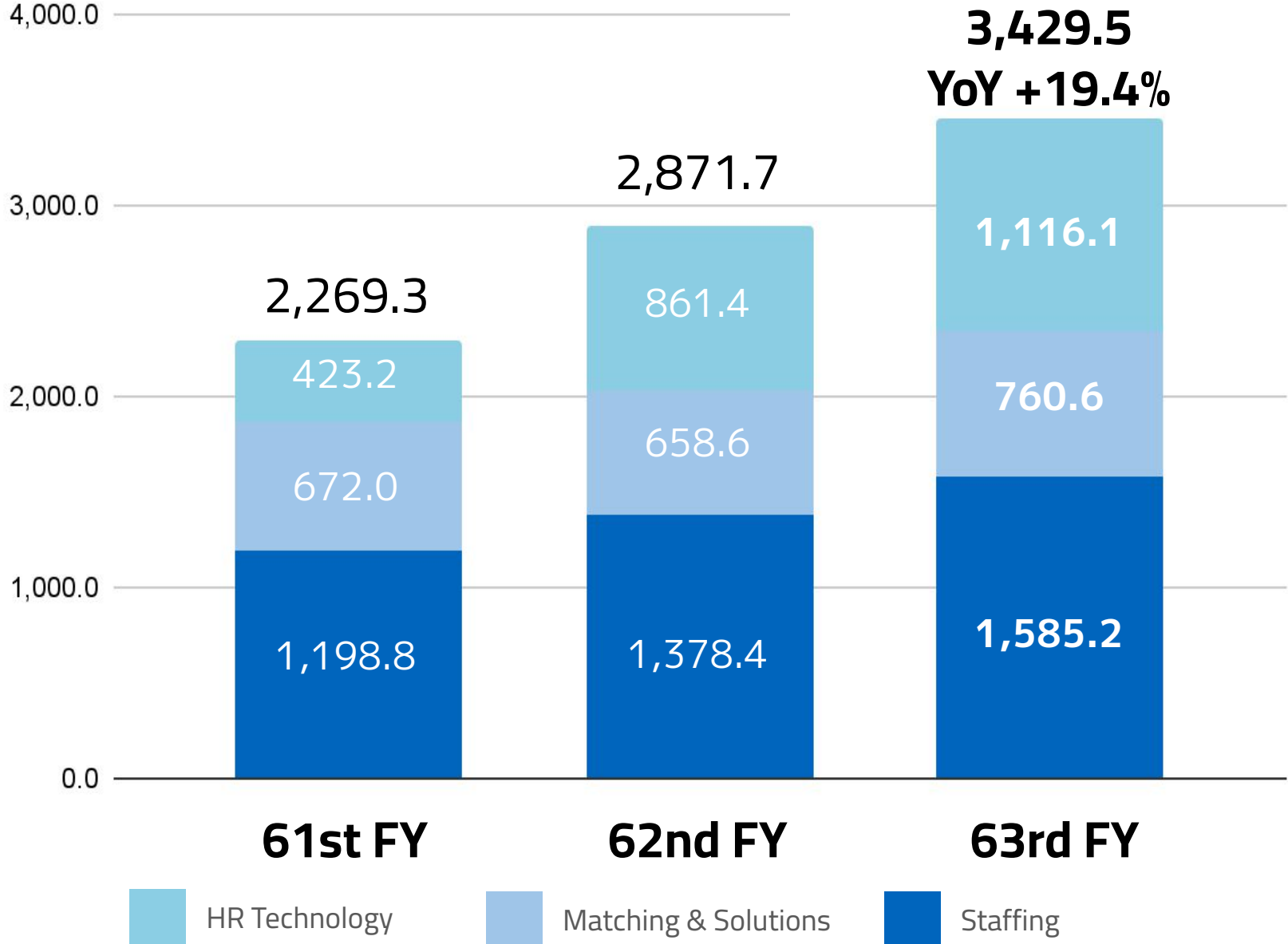
Adjusted EBITDA : Operating income + depreciation and amortization (excluding depreciation of right-of-use assets) + share-based payment expenses ± other operating income/expenses

Adjusted EPS : (Profit attributable to owners of the parent ± non recurring income/losses ± tax reconciliation regarding the non-recurring income/losses)/(number of issued shares at the end of the period - number of treasury stock at the end of the period)

Revenue & Adjusted EBITDA by Segment

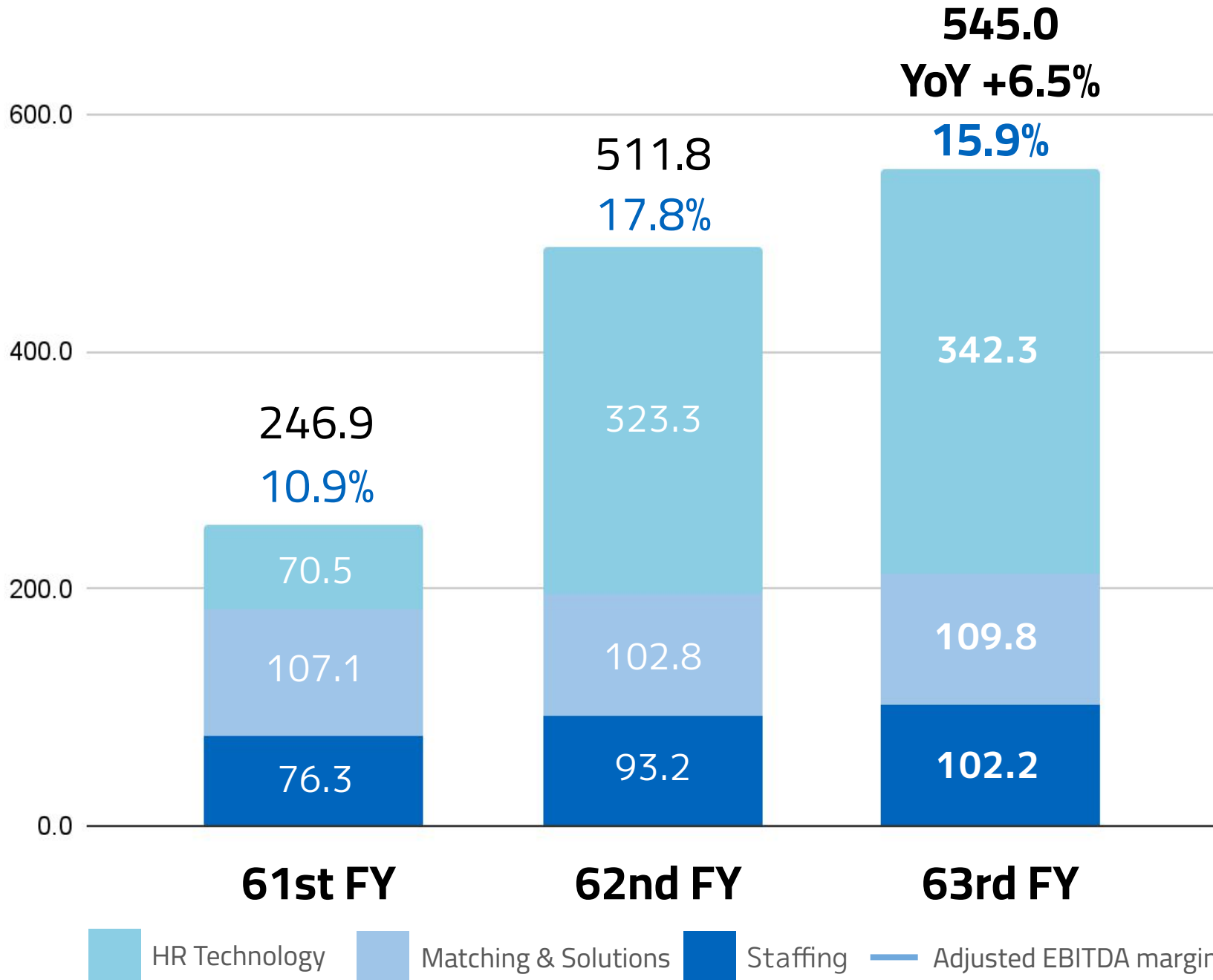
Revenue¹

(In billions of yen)



Adjusted EBITDA² and Adjusted EBITDA margin

(In billions of yen)



1 The sum of the three segments does not correspond with consolidated figures due to adjustments, such as intra-group transactions.

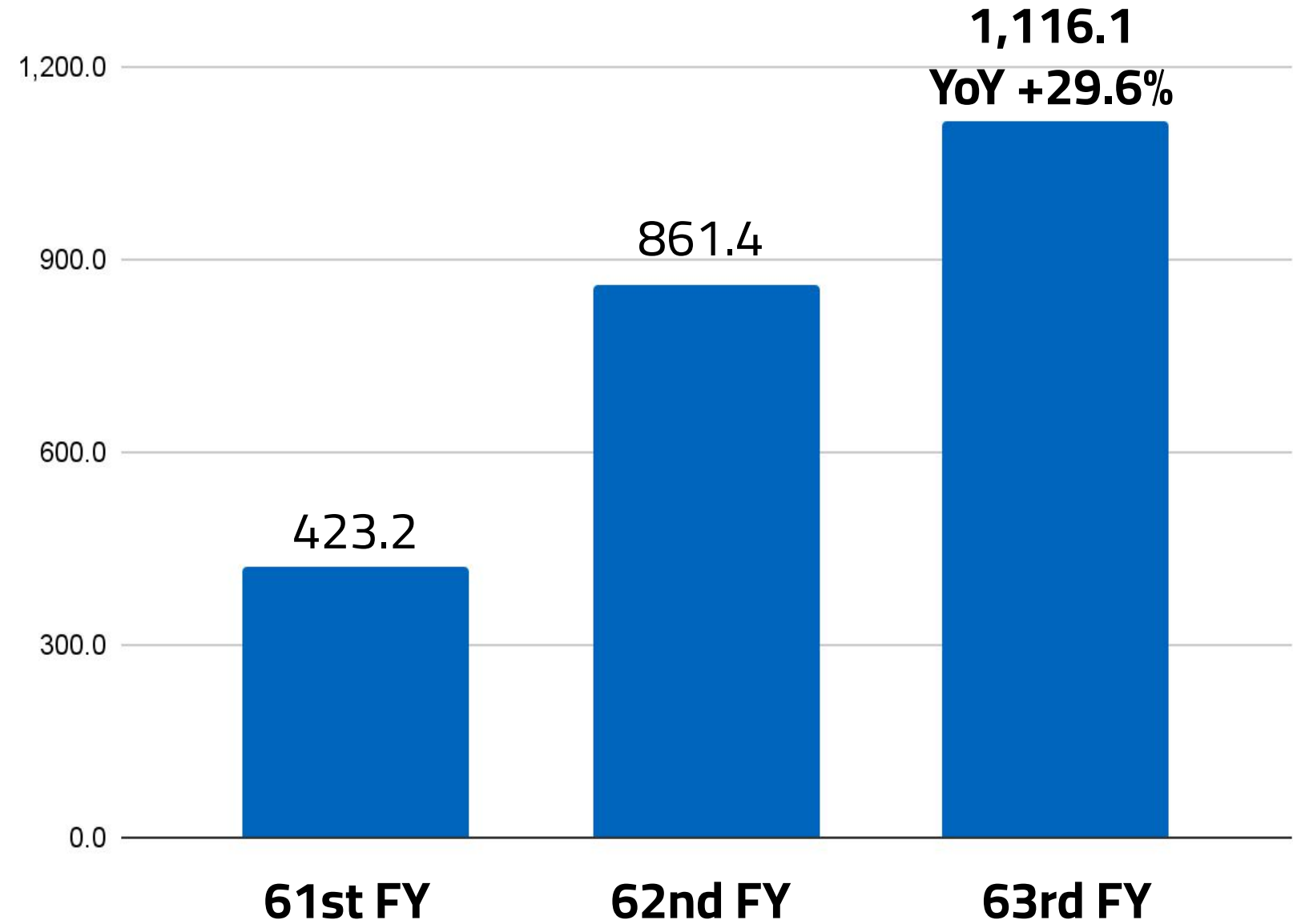
2 New definition of adjusted EBITDA has been applied retroactively to the 61st and 62nd fiscal years, and year over year % change is calculated under the new definition.

The logo for Indeed, featuring a blue stylized 'i' with a curved line above it, followed by the word 'indeed' in a bold, blue, sans-serif font.The logo for Glassdoor, featuring the word 'glassdoor' in a bold, green, sans-serif font.

HR Technology Revenue & Adjusted EBITDA

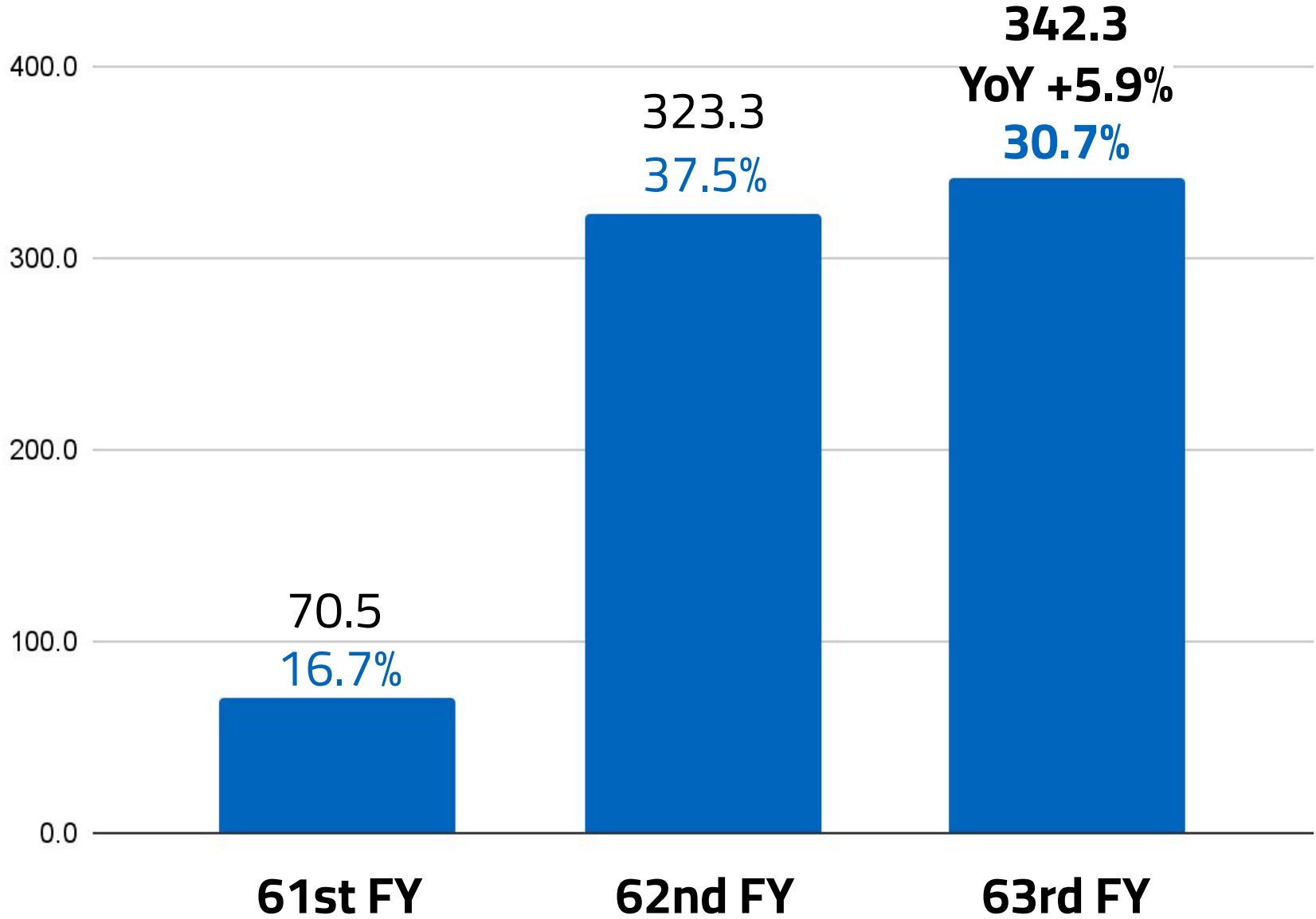
Revenue

(In billions of yen)



Adjusted EBITDA¹ and Adjusted EBITDA margin

(In billions of yen)



+7.7% YoY USD basis in the 63rd FY

Adjusted EBITDA margin

¹ New definition of adjusted EBITDA has been applied retroactively to the 61st and 62nd fiscal years, and year over year % change is calculated under the new definition.

Matching & Solutions

Matching & Solutions

Marketing Solutions



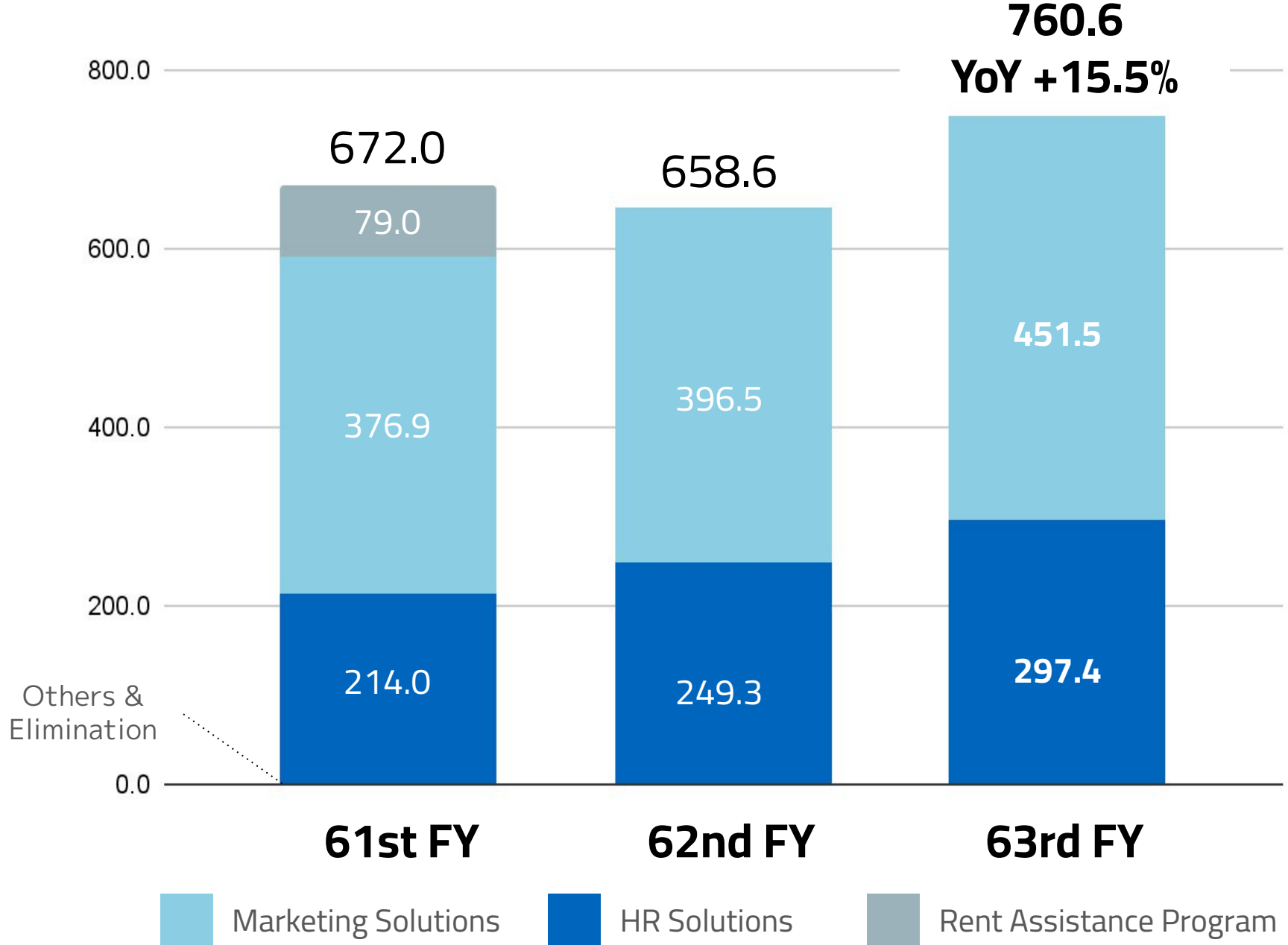
HR Solutions



Matching & Solutions Revenue & Adjusted EBITDA

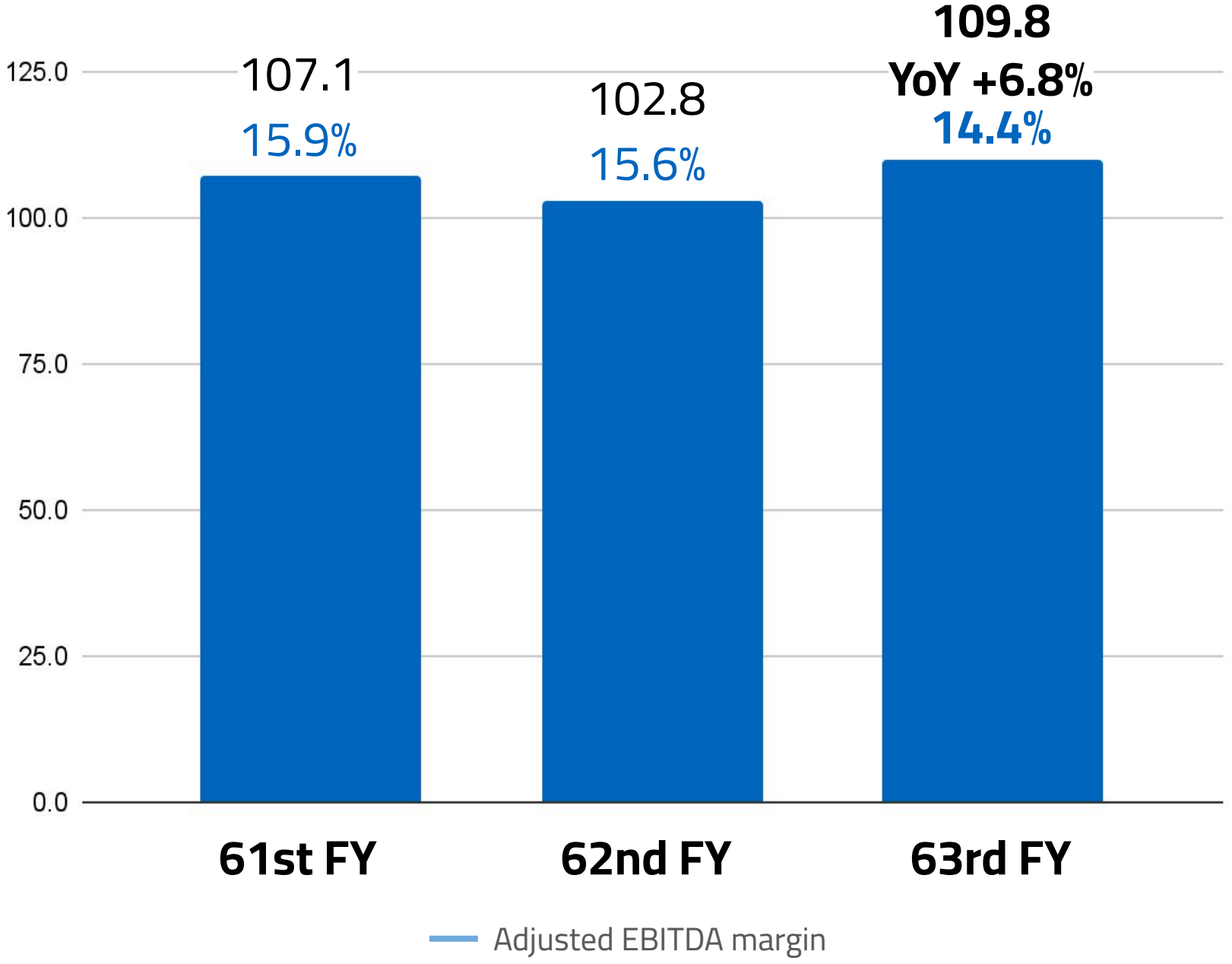
Revenue¹

(In billions of yen)



Adjusted EBITDA² and Adjusted EBITDA margin

(In billions of yen)



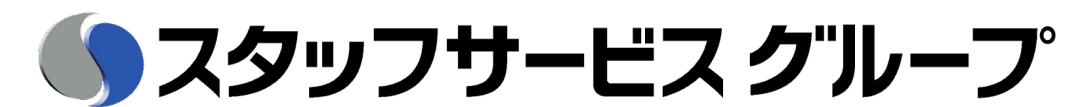
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2 New definition of adjusted EBITDA has been applied retroactively to the 61st and 62nd fiscal years, and year over year % change is calculated under the new definition.

Staffing

Staffing

Japan



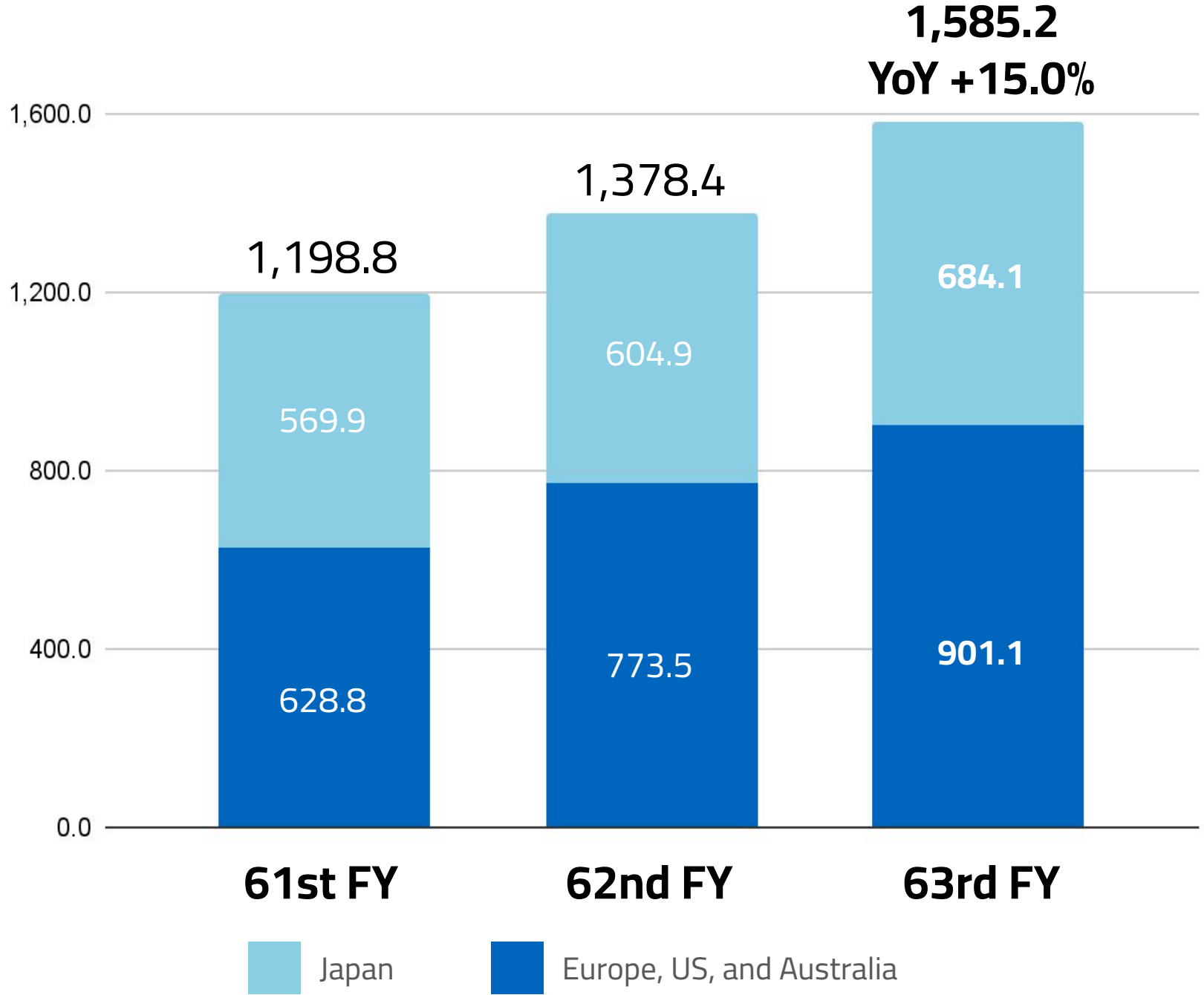
Europe, US, and Australia



Staffing Revenue & Adjusted EBITDA

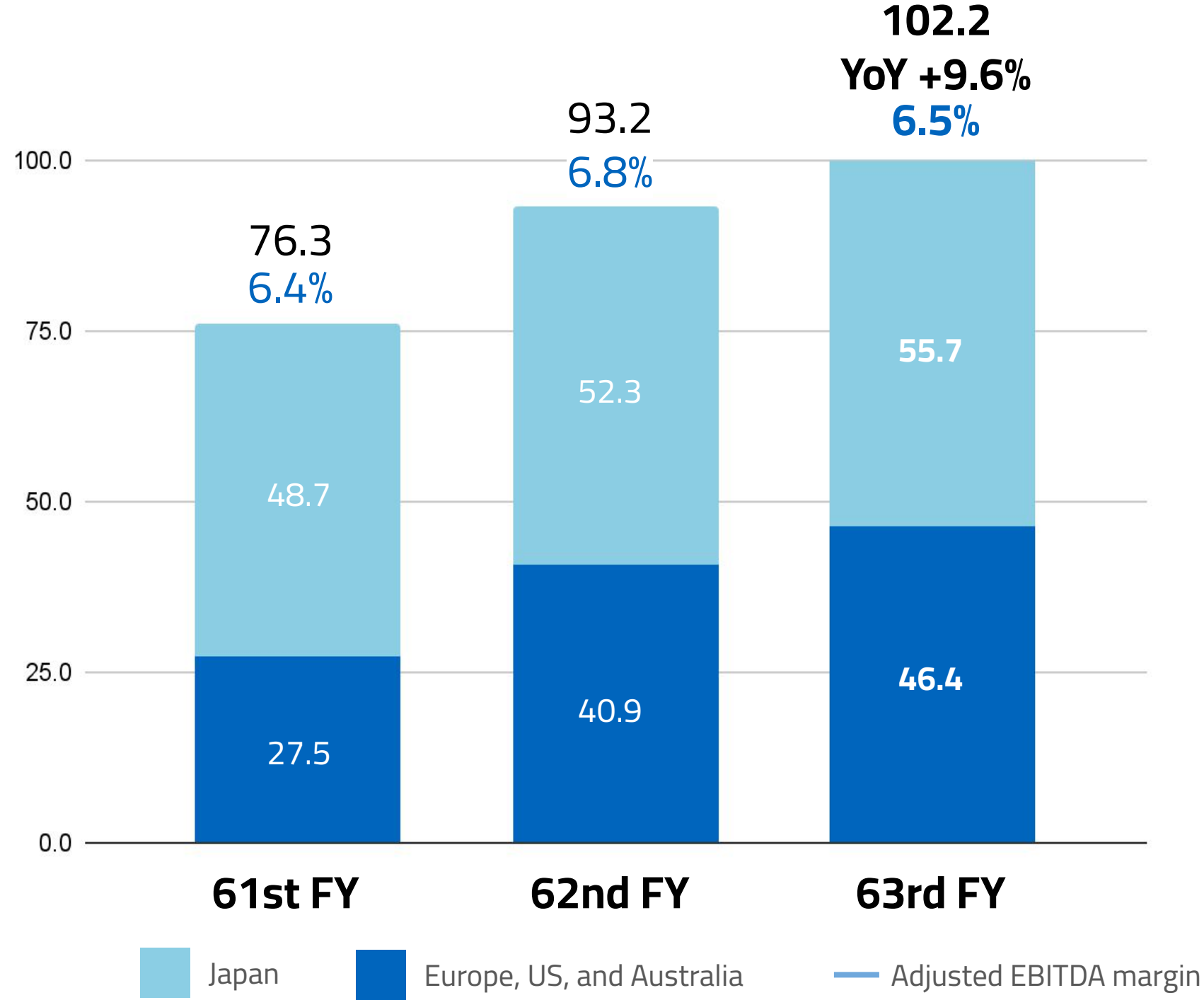
Revenue

(In billions of yen)



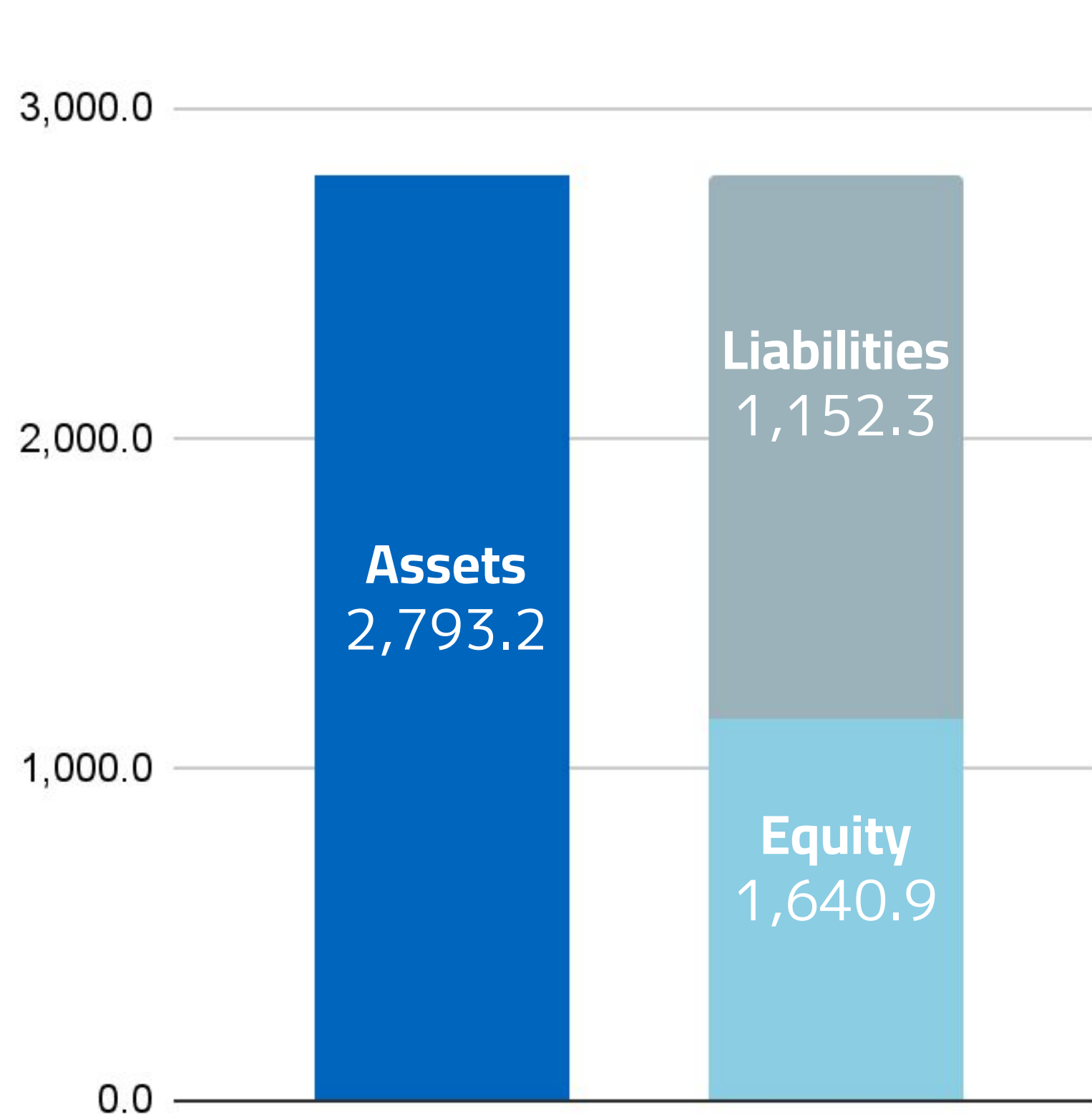
Adjusted EBITDA¹ and Adjusted EBITDA margin

(In billions of yen)



¹ New definition of adjusted EBITDA has been applied retroactively to the 61st fiscal year and the 62nd fiscal year.

Consolidated Financial Position



Change in Assets

+369.7

- Current Assets +283.2
- Non-Current Assets +86.4

Change in Liabilities

+105.0

- Current Liabilities +87.1
- Non-Current Liabilities +17.8

Change in Equity

+264.6

63rd Fiscal Year Dividend

Dividend for the
63rd FY

Annual Dividend: 22.00 yen per share

- **Interim Dividend: 11.00 yen per share**
- **Year-end Dividend: 11.00 yen per share**

Total annual dividend payout: 36.2 billion yen

Financial Guidance and Dividend Forecast for the 64th Fiscal Year

Consolidated Financial Guidance and Dividends

Consolidated
Financial Guidance
for the 64th
Fiscal Year

- We expect a decrease in both revenue and adjusted EBITDA due to further uncertainty in the global HR matching market, especially in the US and Europe.
- Because of this uncertainty it is currently very difficult to forecast revenue, especially in the US and Europe for the 64th fiscal year.
- We intend to provide guidance when it becomes reasonably feasible to do so.

- The annual dividend forecast for the 64th fiscal year is **23.00 yen per share**

Dividend
Forecast for the
64th Fiscal Year

Capital Allocation Policy

Capital Allocation Policy

The capital allocation policy remains unchanged.

1. Product development and marketing expense for existing businesses for future growth
2. Continuous payment of stable per-share dividends
3. Strategic M&A mainly focused on HR Technology in the HR Matching market
4. Share repurchase program, depending on the capital markets environment and the outlook of our financial position

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.

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Notes Of This Material

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