

Recruit Holdings

FY2023 Q3 Consolidated Results
2024年3月期 第3四半期決算説明

February 9, 2024

FY2023 stands for the period ending on March 31, 2024.

FY2023は2024年3月期を意味します。



indeed PLUS 

FY2023 Q3 Consolidated Quarterly Financial Results

(in billions of yen, unless otherwise stated)

	FY2022 Q3	FY2023 Q3	
	Actual	Actual	YoY
Revenue / 売上収益	880.1	866.7	-1.5%
Adjusted EBITDA / 調整後EBITDA	138.2	158.2	+14.4%
Adjusted EBITDA Margin / 調整後EBITDAマージン	15.7%	18.3%	-
Non-GAAP Operating income / Non-GAAP営業利益	97.1	120.0	+ 23.6%
Operating income / 営業利益	96.8	108.9	+12.5%
Profit attributable to owners of the parent / 親会社の所有者に帰属する当期利益	77.8	106.3	+36.6%
Basic EPS (yen) / 基本的EPS (円)	48.60	68.03	+40.0%
Adjusted EPS (yen) / 調整後EPS (円)	50.27	68.03	+35.3%

Total Number of shares as of December 31, 2023

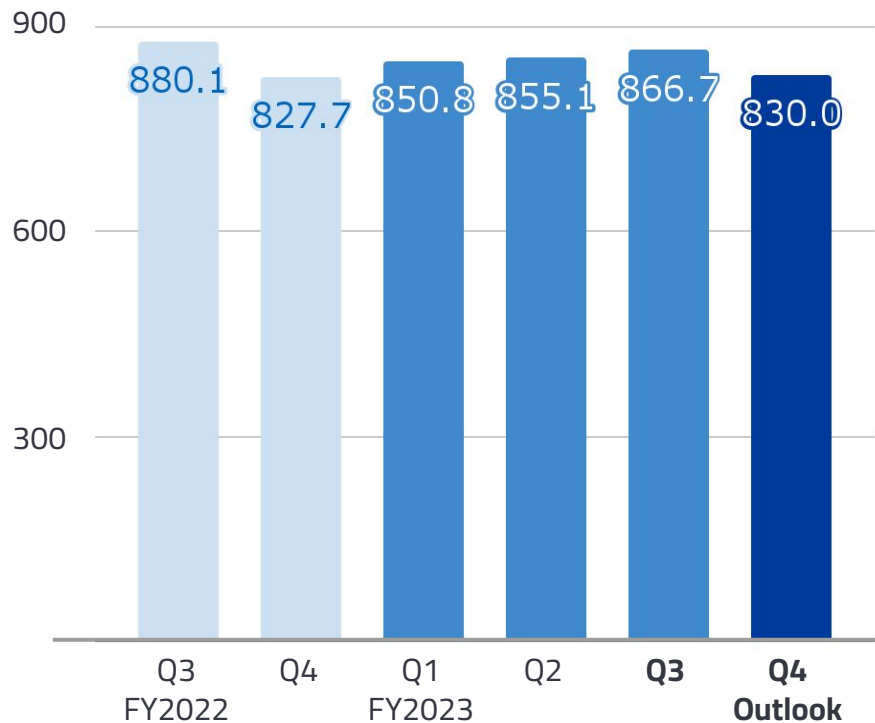
(in millions of shares)

	As of March 31, 2023	As of December 31, 2023
Number of issued shares / 期末発行済株式数	1,695.9	1,695.9
Number of treasury stock / 期末自己株式数		
Treasury stock directly held by Recruit Holdings / 当社が直接保有する自己株式数	49.0	81.9
Shares held by the Board Incentive Plan trust and the ESOP trust / 役員報酬BIP信託、並びに 株式付与ESOP信託が保有する当社株式数	67.8	58.5
Total Number of treasury stock / 期末自己株式数合計	116.8	140.5
Number of issued shares excluding treasury stock / 期末発行済株式数(自己株式を除く)	1,579.1	1,555.4

Consolidated FY2023 Q3 Financial Results and Q4 Outlook

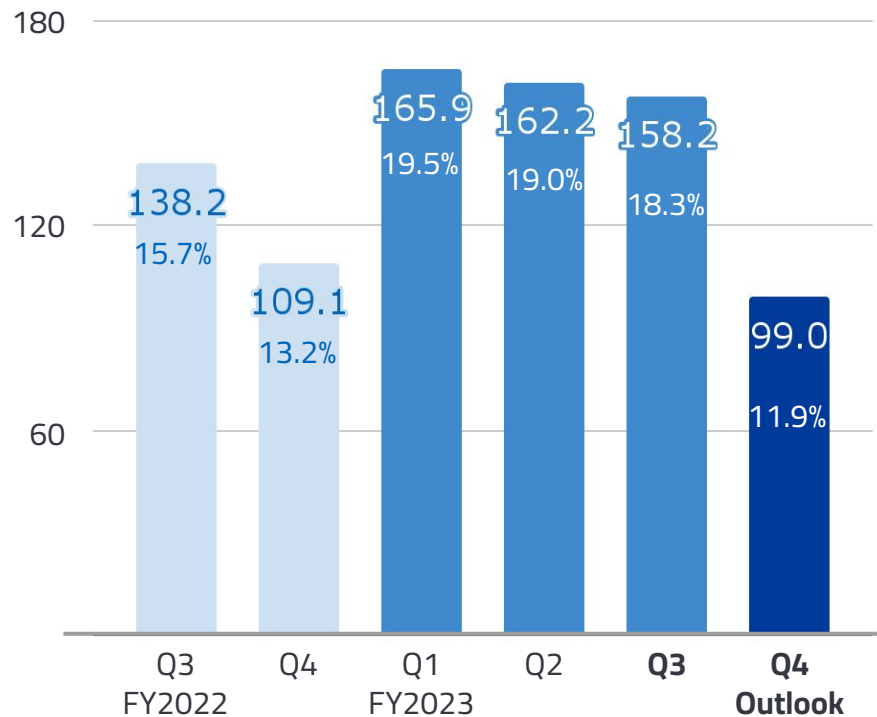
Revenue

(in billions of yen)



Adjusted EBITDA Adjusted EBITDA Margin %

(in billions of yen)



Consolidated FY2023 Annual Financial Guidance

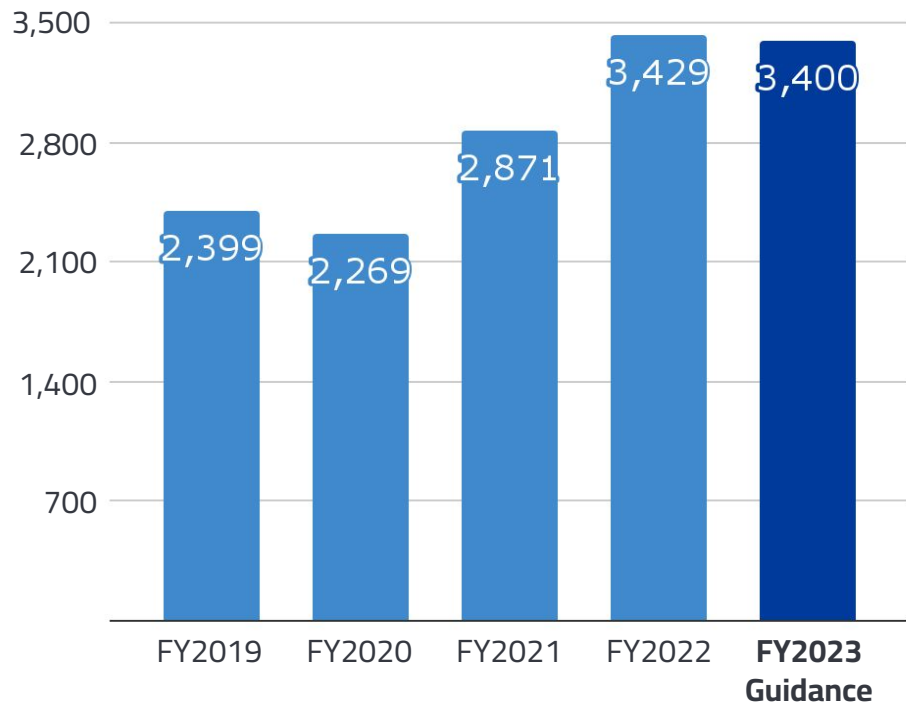
(in billions of yen, unless otherwise stated)

	FY2022	FY2023	
	Actual	Guidance	YoY
Revenue / 売上収益	3,429.5	3,400.0	-0.9%
Adjusted EBITDA / 調整後EBITDA	545.0	585.0	+7.3%
Adjusted EBITDA Margin / 調整後EBITDAマージン	15.9%	17.2%	-
Operating income / 営業利益	344.3	407.0	+18.2%
Profit before tax / 税引前利益	367.7	429.0	+16.6%
Net income / 当期利益	271.6	355.0	+30.7%
Profit attributable to owners of the parent / 親会社の所有者に帰属する当期利益	269.7	354.0	+31.2%
Basic EPS (yen) / 基本的EPS (円)	168.59	226.00	+34.1%
Adjusted EPS (yen) / 調整後EPS (円)	199.35	233.00	+16.9%

Consolidated FY2023 Annual Financial Guidance

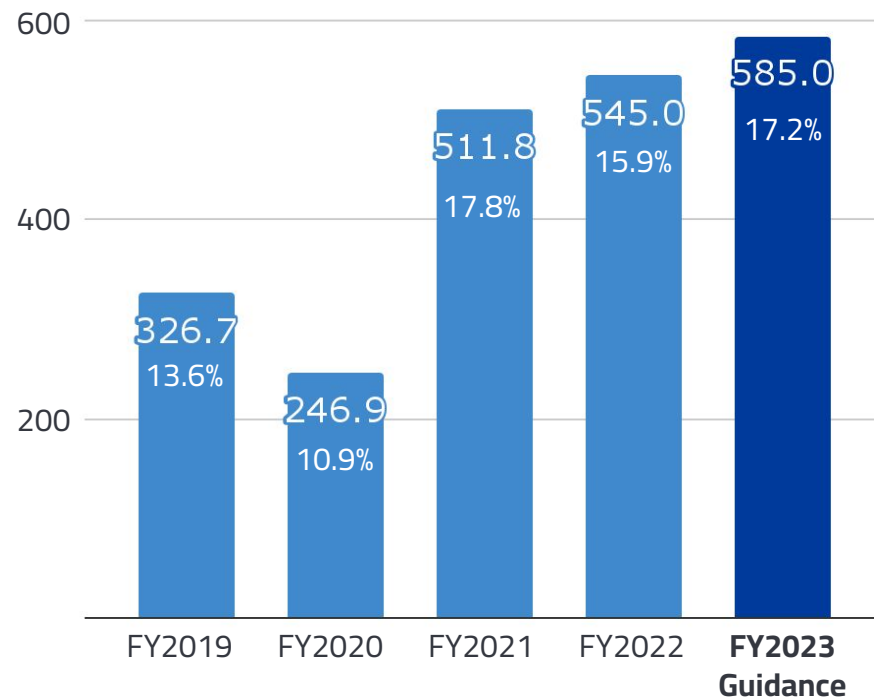
Revenue

(in billions of yen)



Adjusted EBITDA Adjusted EBITDA Margin %

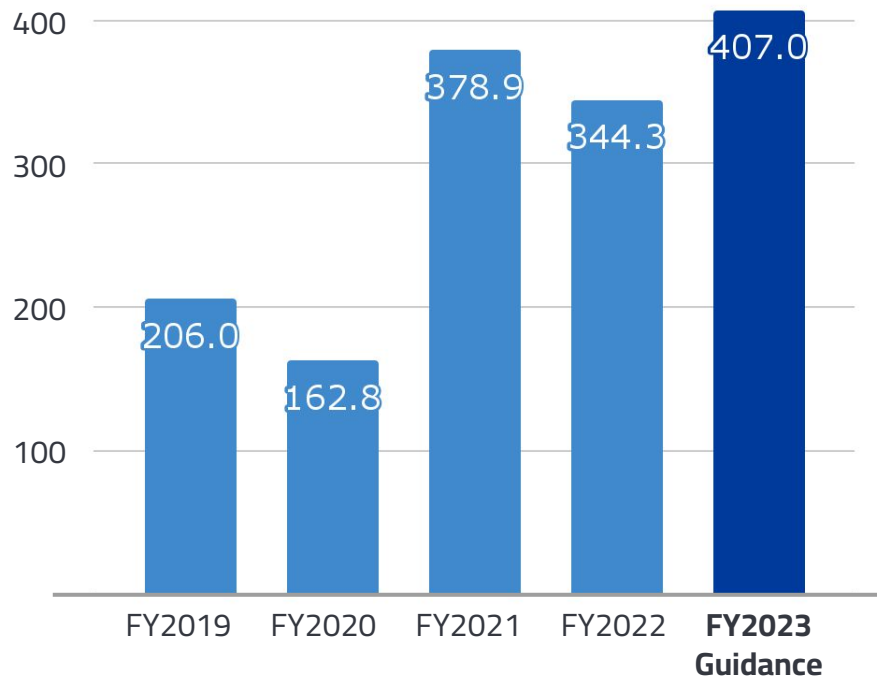
(in billions of yen)



Consolidated FY2023 Annual Financial Guidance

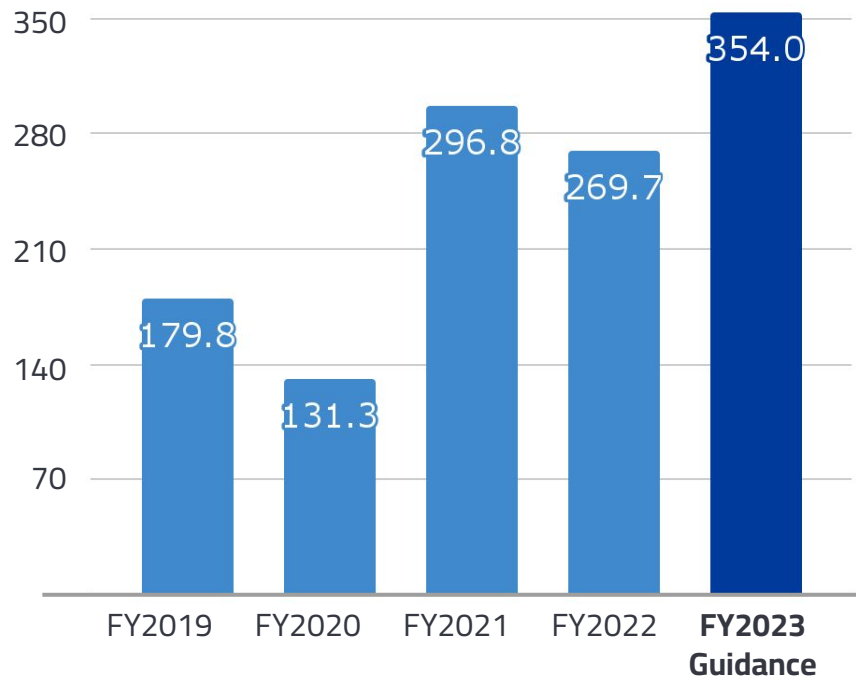
Operating Income

(in billions of yen)



Profit Attributable to Owners of the Parent

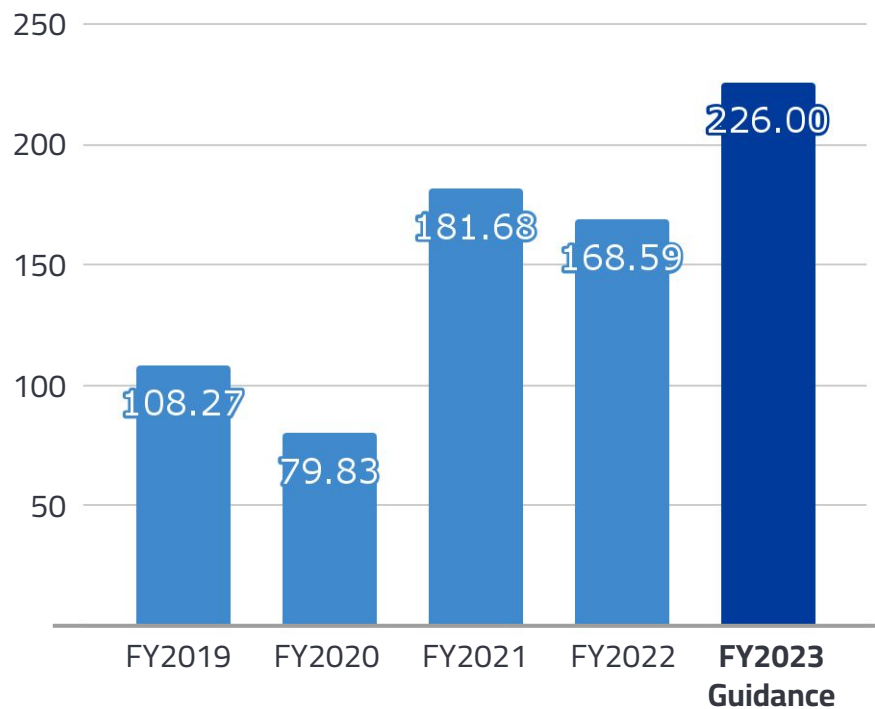
(in billions of yen)



Consolidated FY2023 Annual Financial Guidance

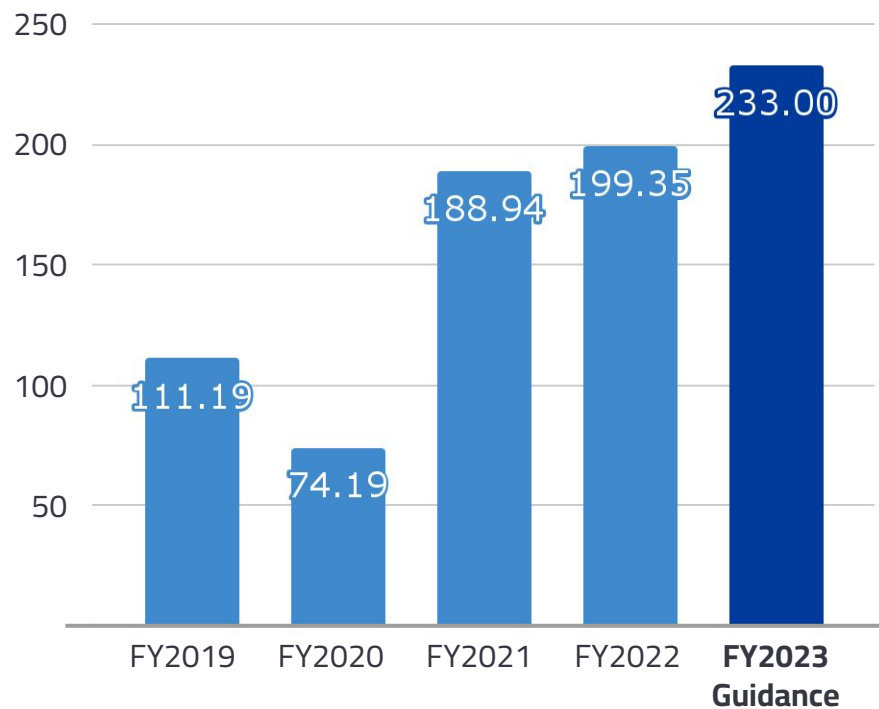
Basic EPS

(yen)



Adjusted EPS

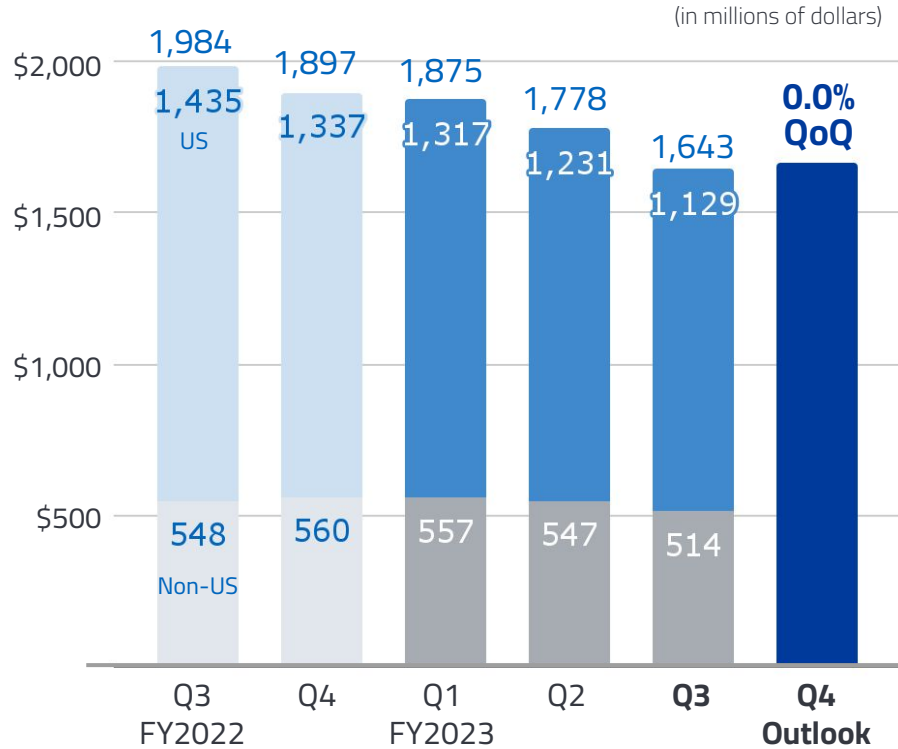
(yen)



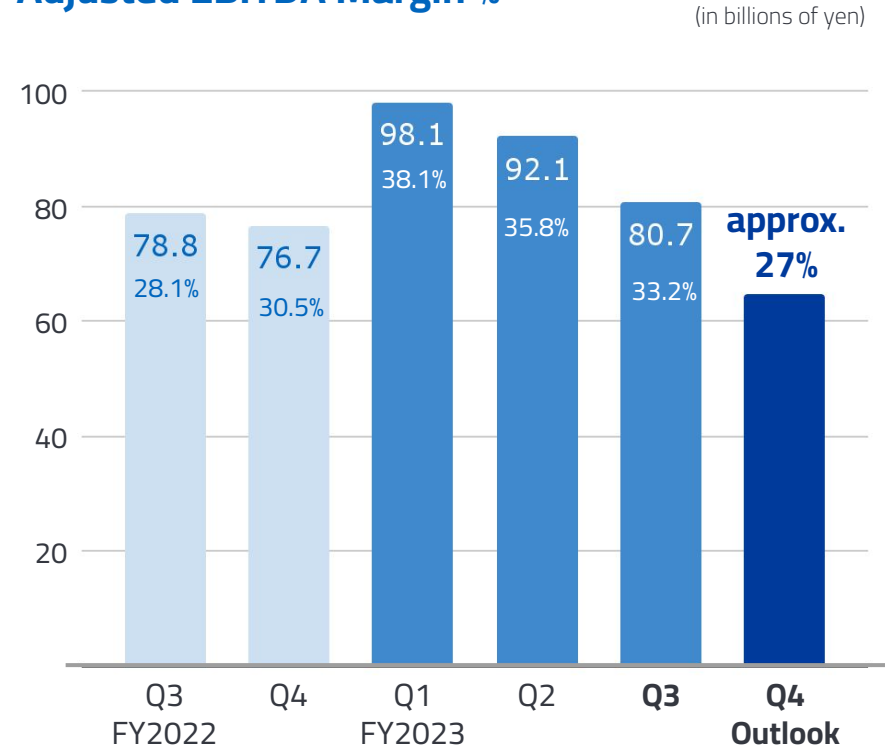
FY2023 Q3 Actual Result and Q4 Outlook by Segment

HR Technology

Revenue in US Dollar



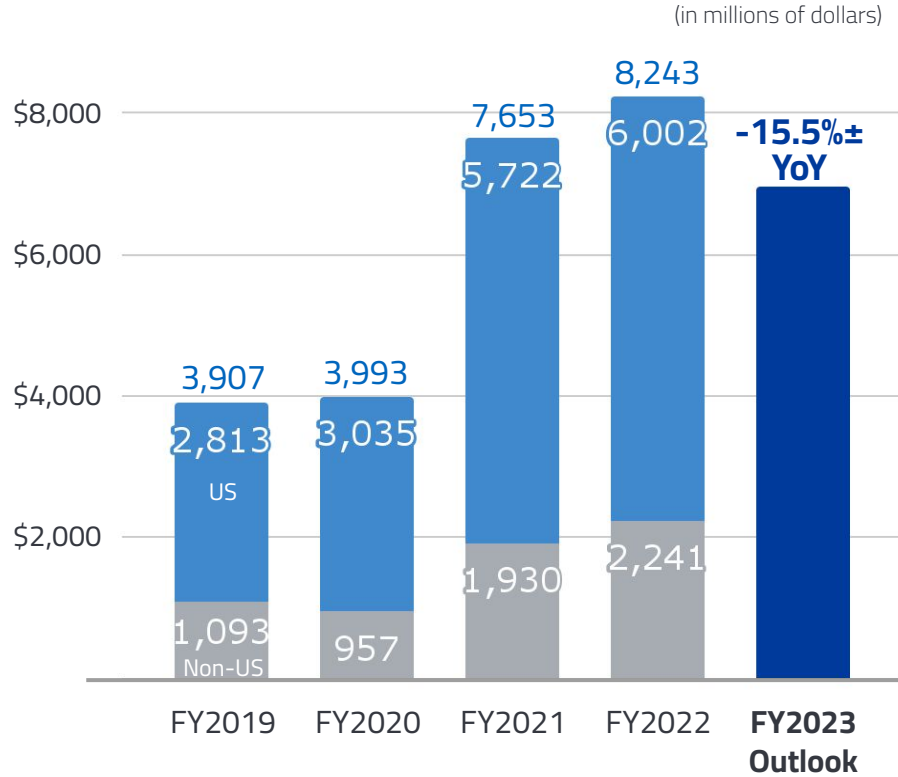
Adjusted EBITDA in Japanese Yen and Adjusted EBITDA Margin %



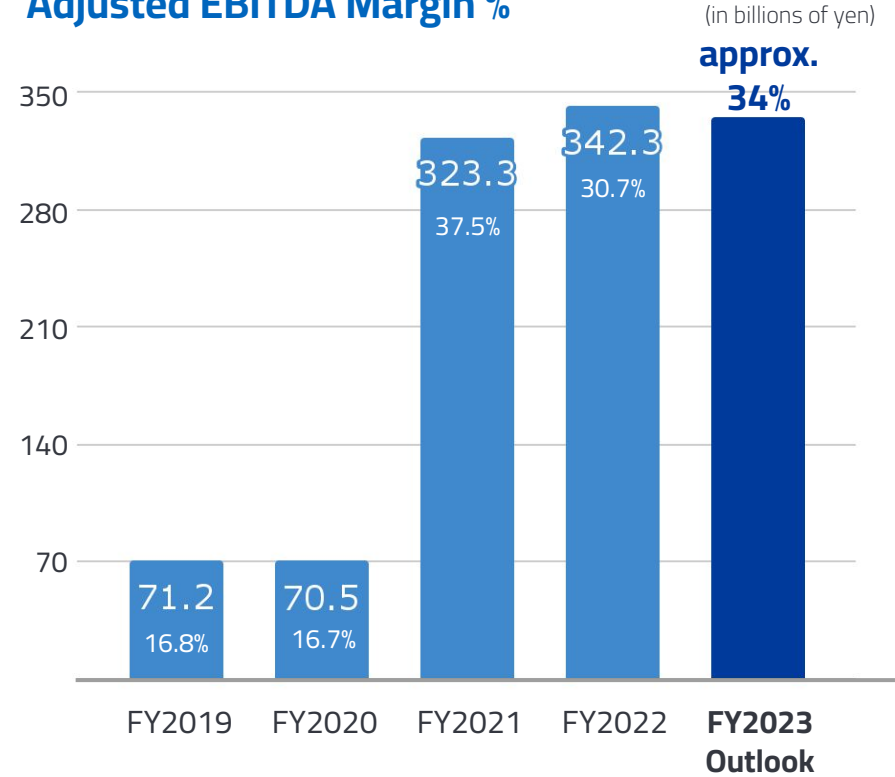
FY2023 Outlook by Segment

HR Technology

Revenue in US Dollar



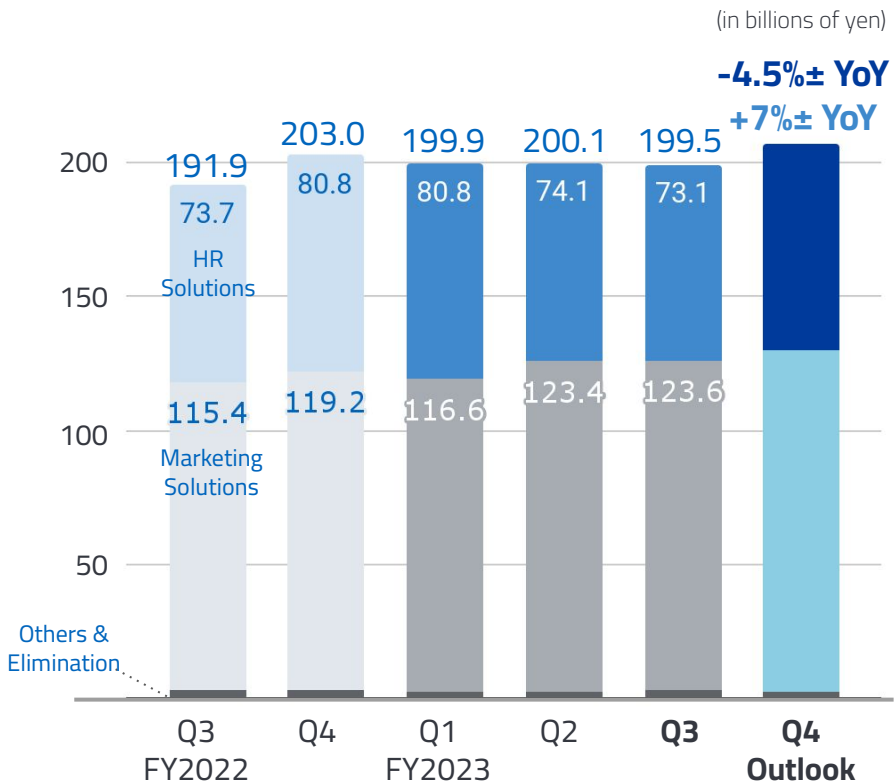
Adjusted EBITDA in Japanese Yen and Adjusted EBITDA Margin %



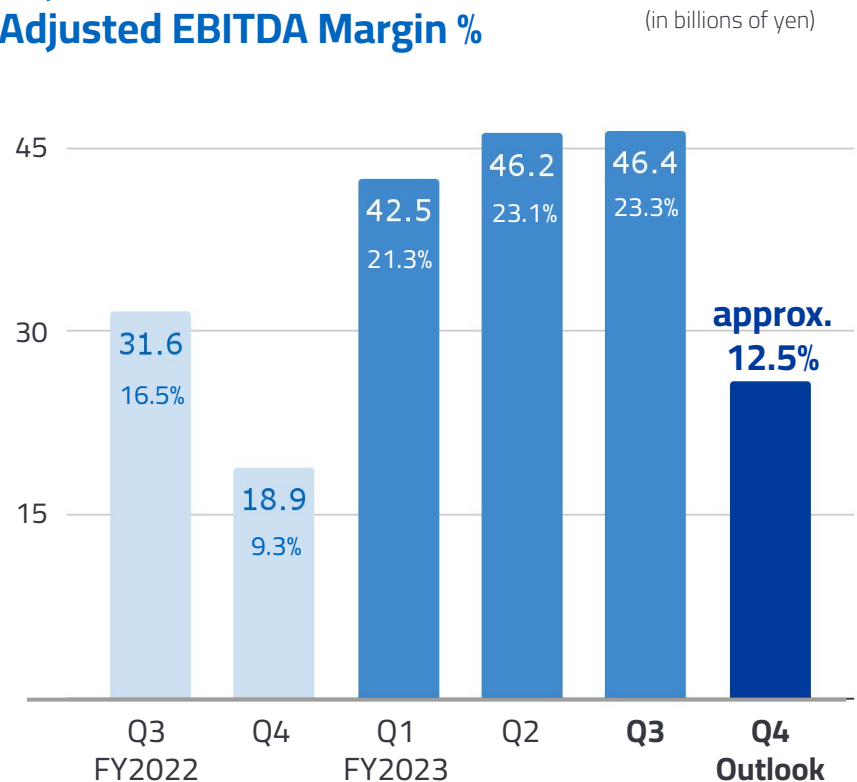
FY2023 Q3 Actual Result and Q4 Outlook by Segment

Matching & Solutions

Revenue



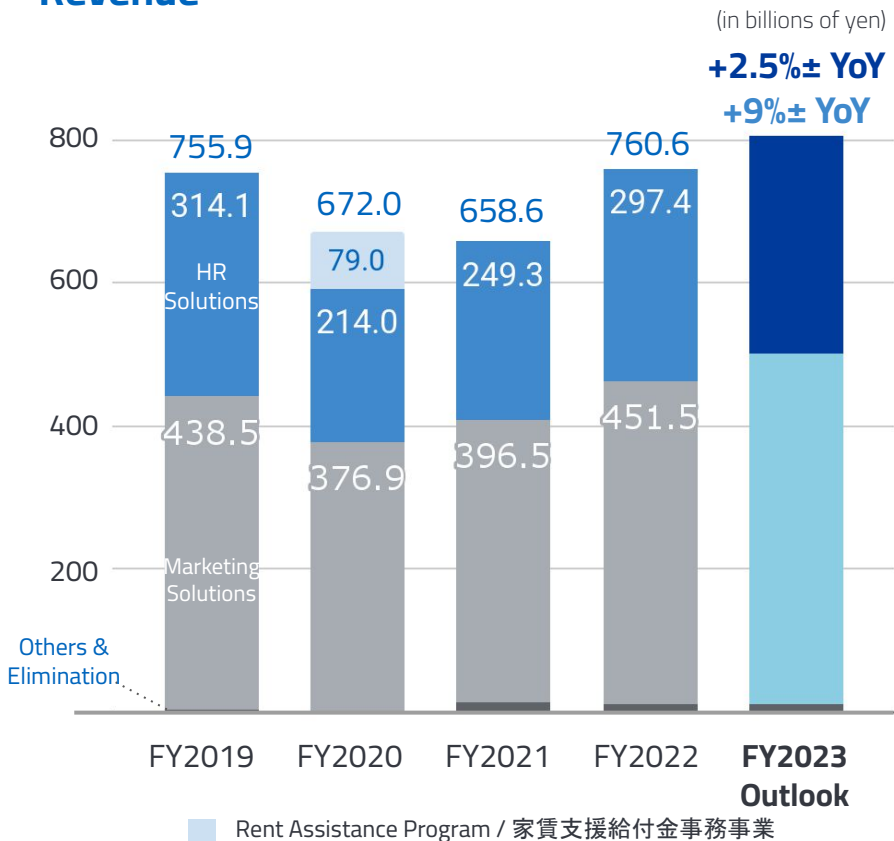
Adjusted EBITDA and Adjusted EBITDA Margin %



FY2023 Outlook by Segment

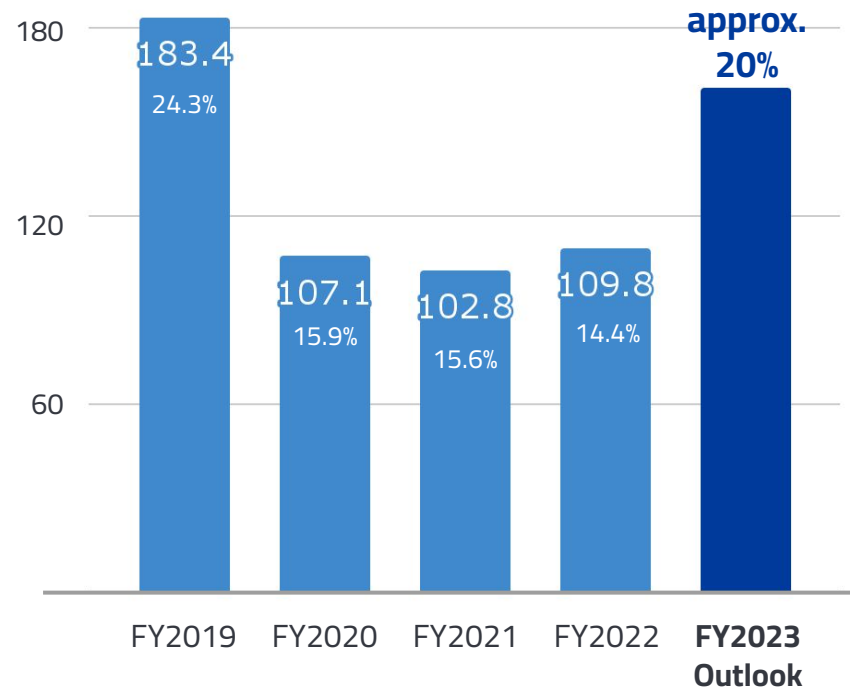
Matching & Solutions

Revenue



Adjusted EBITDA and Adjusted EBITDA Margin %

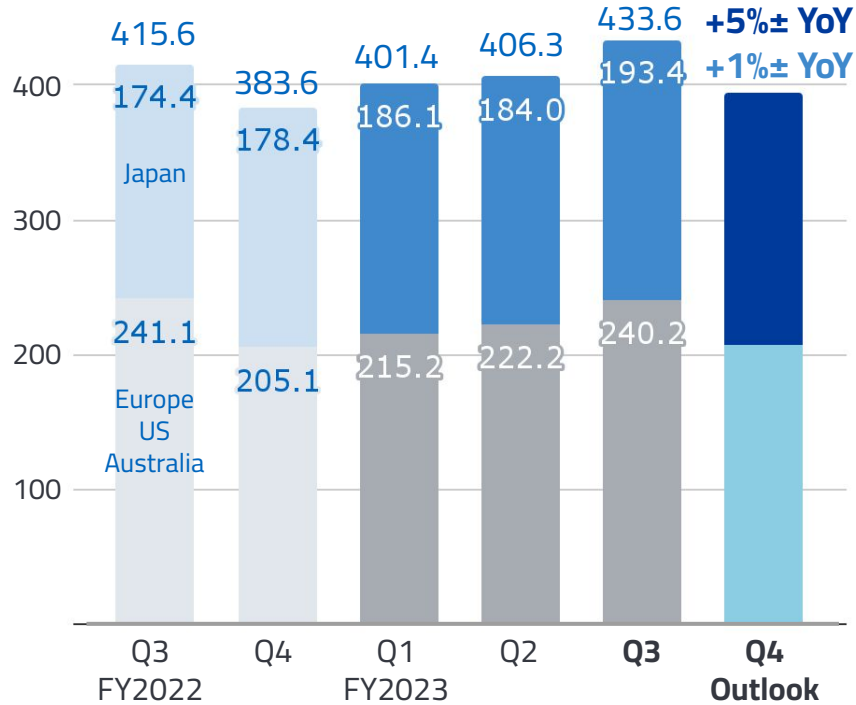
(in billions of yen)



FY2023 Q3 Actual Result and Q4 Outlook by Segment

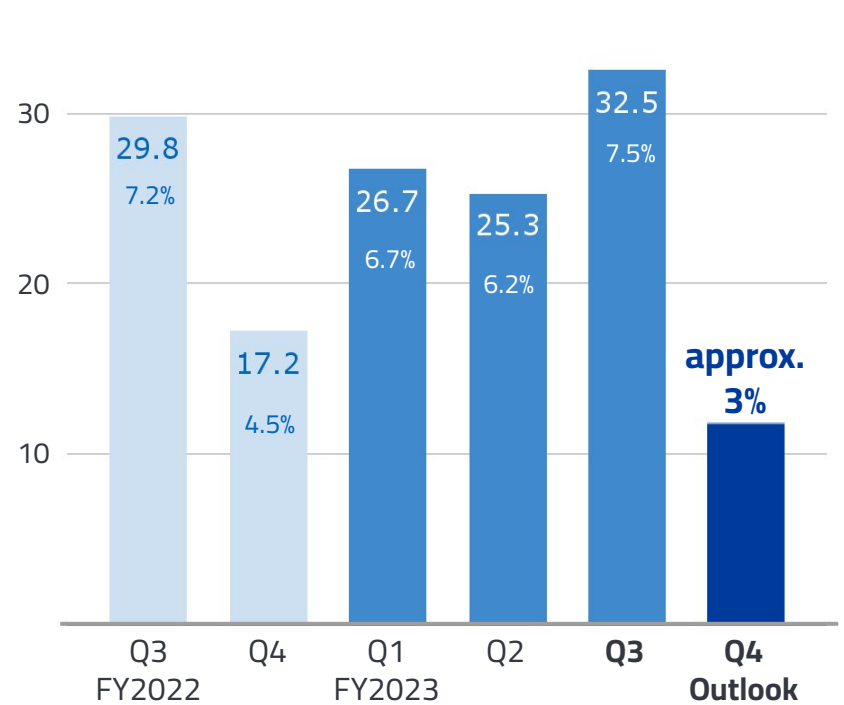
Staffing Revenue

(in billions of yen)

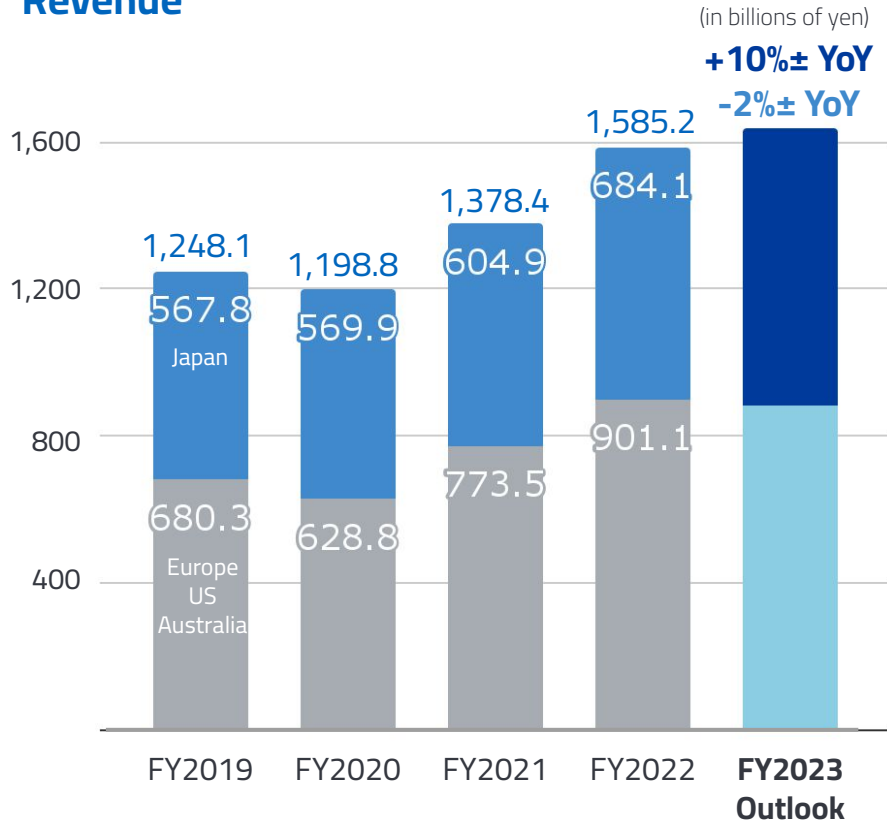


Adjusted EBITDA and Adjusted EBITDA Margin %

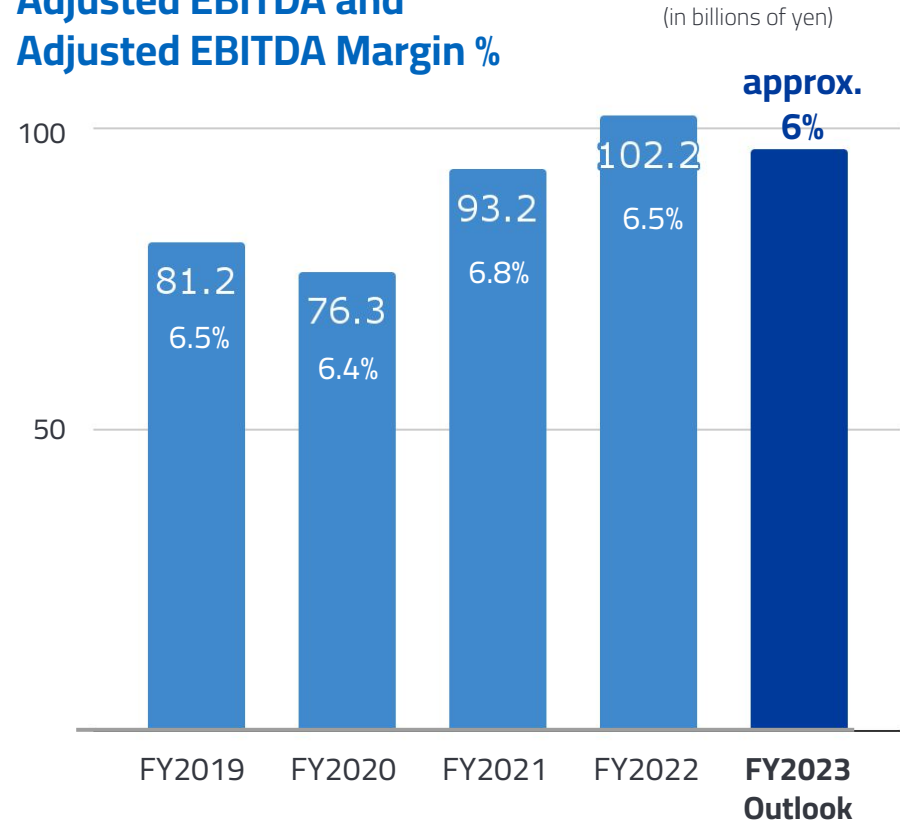
(in billions of yen)



FY2023 Outlook by Segment Staffing Revenue



Adjusted EBITDA and Adjusted EBITDA Margin %



Follow Your Heart



Opportunities for Life.

Faster, simpler and
closer to you.



Appendix: FY2023 Q3 Result by Segment

(in billions of yen)		FY2022 Q3	FY2023 Q3	
		Actual	Actual	YoY
Revenue 売上収益	HR Technology	280.5	243.0	-13.4%
	Matching & Solutions	191.9	199.5	+3.9%
	Staffing	415.6	433.6	+4.3%
	Consolidated¹	880.1	866.7	-1.5%
Adjusted EBITDA 調整後EBITDA	HR Technology	78.8	80.7	+2.4%
	Matching & Solutions	31.6	46.4	+47.1%
	Staffing	29.8	32.5	+9.2%
	Consolidated¹	138.2	158.2	+14.4%
Adjusted EBITDA Margin 調整後EBITDAマージン	HR Technology	28.1%	33.2%	-
	Matching & Solutions	16.5%	23.3%	-
	Staffing	7.2%	7.5%	-
	Consolidated	15.7%	18.3%	-

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 Q3 Consolidated Adjusted EBITDA and Operating Income



(in billions of yen)	FY2022 Q3	FY2023 Q3	
	Actual	Actual	YoY
Operating income / 営業利益	96.8	108.9	+12.5%
Other Operating Income and Expenses, Net / その他営業収益・費用	0.2	11.1	-
Non-GAAP Operating Income / Non-GAAP営業利益	97.1	120.0	+23.6%
Depreciation and Amortization / 減価償却費及び償却費	31.1	29.5	-5.1%
Depreciation of Right-of-Use Assets / 使用権資産の減価償却費	-11.1	-10.2	-
Stock-based Compensation / 株式報酬費用	21.0	18.7	-10.9%
Adjusted EBITDA / 調整後EBITDA	138.2	158.2	+14.4%

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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