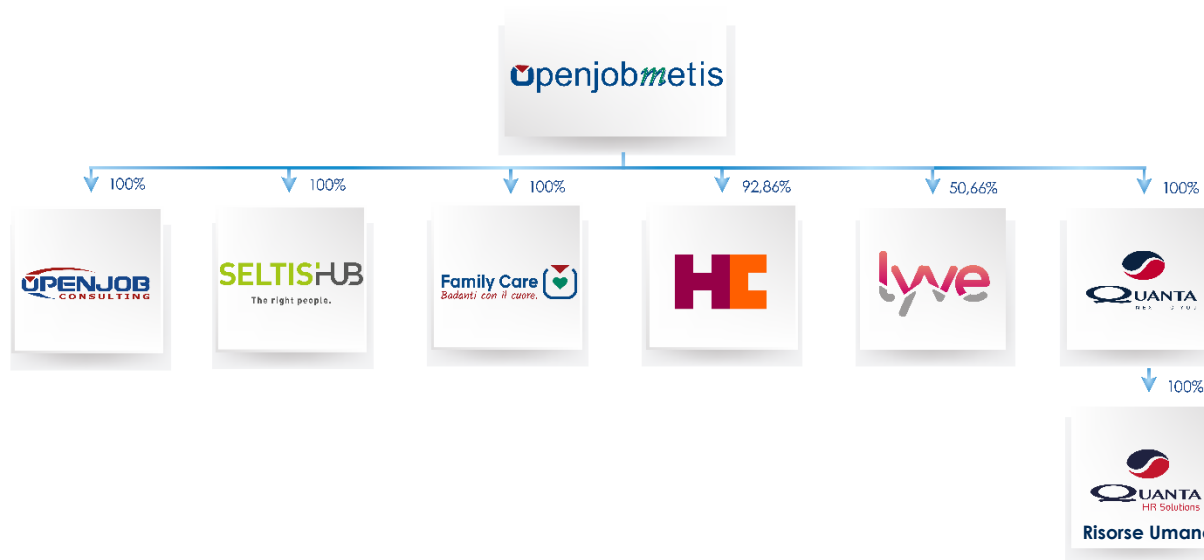


THE GROUP



From **> 650** Employees and **>90K** missions (FY2020)
 To **> 800** Employees and **>100K** missions (FY2020)



From **>7.500** client companies
 To **>8.000** client companies



from **>140** Branches
 To **>170** Branches



Family Care first specialized employment agency (19 branches)

“Citizenship income, the restyling yard starts” “Growth push the work:+338K employed”

Reddito di cittadinanza, parte il cantiere restyling

Confronto nella maggioranza. Per il Pd sono cruciali la formazione e il ruolo Comuni Lega: stretta alla possibilità di rifiutare offerte di lavoro. M5S: aprire alle agenzie private

Agenzie per il lavoro, nel 2021 collocamenti in crescita del 20%

“Employment agencies, in 2021 placements grow +20%”

Distretti già oltre i livelli pre Covid
La spinta da Brescia e Inox Valley

“Industrial districts beyond pre-Covid levels. Brescia and Inox Valley push”

Industria, il fatturato consolida il recupero dei livelli pre Covid

“Industrial sector, turnover consolidates pre-Covid levels”

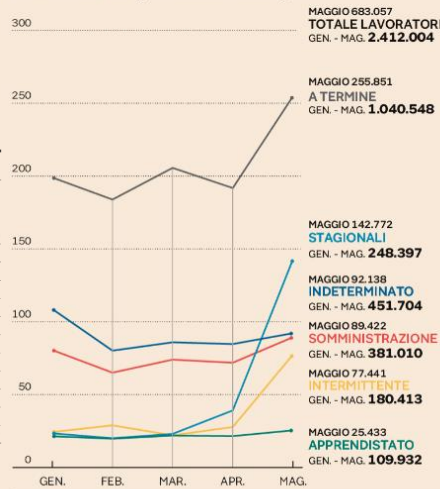
Congiuntura. L'Istat a giugno ha rilevato una crescita mensile del 3,1%, nei primi sei mesi l'incremento attestato al 29,3%. Risultato favorito dalle esportazioni il cui indice ha fatto segnare il massimo storico



La crescita spinge il lavoro: +338mila occupati

Il mercato del lavoro

Nuovi rapporti di lavoro* attivati per mese, anno 2021. Elaborazione al 10 Agosto 2021. Scala in migliaia



(*) Sono stati rilevati tutti i rapporti di lavoro attivati nel periodo, anche quelli in capo ad uno stesso lavoratore, con riguardo a tutte le tipologie di lavoro subordinato. Fonte: Inps

Il Sole
24 ORE

yahoo/finanza

Cerca notizie, simboli o aziende

Home Finanza

Giorgetti: "Capitale umano fondamentale in scelte investimenti"

“Giorgetti: human capital is fundamental in the choice of investments”

webinfo@adnkronos.com (Web info)

mer 25 agosto 2021 5:29 PM - 1 minuto per la lettura



MF DOWJONES

Assosomm: Rasizza, a disposizione per migliori soluzioni politiche attive lavoro

“ASSOSOMM: Rasizza available for better active labor policy solutions”

Il Messaggero

Reddito, cambia il lavoro stop ai centri per l'impiego arrivano le agenzie private

► Al collocamento delle Regioni un ruolo ► La sottosegretaria al Lavoro Nisini: residuale. I navigator vanno "in panchina" il 96% delle offerte già fuori dal pubblico

“Citizenship income, stop to public employment centers, the private employment agencies will arrive”

POSSIBLE CHANGE IN REGULATORY FRAMEWORK



The "New active labor policies" (to which about € 5 billion are allocated from the PNRR) will have to be implemented within Q4 2021 and, in order to maximize their efficiency, public-private collaboration will be probably necessary



- On 9 September 2021 the Ministry of Labor presented GOL (Guarantee of Employability of Workers) to the social partners, the project for the new active employment policies implementation.
- The official document of the Ministry confirms the future cooperation between the public system (employment centers) and the private system (employment agencies).
- The guidelines of this collaboration have not yet been clarified by the Government but, given the limited timeframe for the implementation of GOL and the challenging objectives, a possible positive regulatory development affecting the sector is not excluded in the short term.

SELTIS HUB

The right people.



- Seltis Hub was born as a pole focused on high added value HR services, mainly specialized in personnel research and selection.
- The divisions support the main needs in human capital of companies: people with disabilities (diversity & inclusion); digital transformation (IT & Digital); commercial development (Agents and commercial); managerial profiles (Management search); young talents hiring (Permanent placement).
- The innovative digital platforms Meritocracy and Jobmetoo support the Seltis Hub value proposition.
- The structure consists of over 40 professionals and 6 offices located in key Italian cities.
- Seltis Hub is a rapidly growing reality:
 - ❑ Revenues 1H 2021 +58,6% vs 1H 2020 and +45,2% vs 1H 2019 (pre-Covid)



- Community of **+280K** selected **Professionals**
- Technology, marketing and HR skills



- **+150k** qualified candidates database
- Technology and HR skills



- ♥ Home care
- ♥ Hospital care daily and nightly
- ♥ Management of administrative procedures
- ♥ Family counselling

- Family Care S.r.l. – Agenzia per il lavoro operates from January 2020 in the home and hospital assistance to elderly and non self-sufficient people.
 - Family Care, born from a specialized division of Openjobmetis, can count on over six years of experience in the assistance sector.
 - Openjobmetis is investing in the growth of Family Care which operates in a rapidly growing market.
- ❑ Revenues 1H 2021 +39,4% vs 1H 2020 and +85,4% vs 1H 2019 (pre-Covid)



19 Branches + 1 opening



> 50 Direct employees



> 1400 Missions/month



- According to ISTAT, in Italy a search for a job takes place through word of mouth **in 80% of cases**.
- Jonny Job is an innovative app that integrates a potential network of **thousands of contacts and job offers**, as well as a rewarding mechanism to incentivize its use by the future users.
- Users **accumulate points that can be converted into rewards** by reporting profiles (of friends, relatives, acquaintances, etc.) that match with the job postings; should the match be successful, the reporter will be credited with the highest number of points, which can be spent through the rewards catalog.

“Job postings”

Annunci di lavoro

Abbiamo trovato 100 annunci
Non abbiamo applicato filtri

Saldatore a Tig su tubazioni

parma (Parma)

5.000

> Scopri e segnala

Fresatore

Parma (Parma)

5.000

> Scopri e segnala

Tornitore

varano de melagari (Parma)

5.000



“Reward Catalog”

Catalogo Premi

Inizia a segnalare i tuoi amici, raccogli i punti e trova i premi che abbiamo scelto per te!
Grazie e... Passaparola!



INVESTMENT IN TRAINING



The investment in training is the value added by Openjobmetis to its human resources and to the Society



- ✓ **€ 7,6 millions** invested year to date
- ✓ **> 1.300 courses** started
- ✓ **> 5.100 human resources** trained
- ✓ **~ 70.000 hours** of training

Note: Courses started from 1 January 2021 to 31 August 2021

OJM AND THE MAIN PEERS



Adecco

 Manpower

 openjobmetis

 randstad

	Adecco	Manpower	openjobmetis	randstad
Revenues Q2 2021 vs. Q2 2020	+55%	+59,6%	+67,7% +57,5% w/o Q	+64,0%
Revenues Q2 2020 vs. Q2 2019	-24,5%	-30,7%	-27,7%	-30,0%
Revenues Q2 2021 vs. Q2 2019	N.A.	+11%* <small>* adj. FX impact</small>	+21,3% +13,9% w/o Q	+15%

Sources: Reported Company data

REVENUES BY COMPANY (EURO '000, NET OF INTERCOMPANY)



Company	Business Area	1H 2020	1H 2021	Var%
	Temporary Work	226.093	294.510	30,3%
		6.684	9.316	39,4%
	Temporary workers training and other revenues	971	1.622	67,0%
 The right people.	Research and selection; focus middle and top management; Digital Head Hunting	1.595	2.529	58,6%
	Outplacement and managerial training	540	454	(15,9%)
	Staff Training	-	784	-
	Temporary Work	-	10.170	-
Risorse Umane	Training and othe services in outsourcing	-	639	-
Group Revenues		235.883	320.024	35,7%

Group Gross Margin (reported)	28.979	41.218	42,2%
-------------------------------	---------------	---------------	--------------

Group Margin % (reported)

12,3%

12,9%

Incidence of «other services» on Group Gross Margin

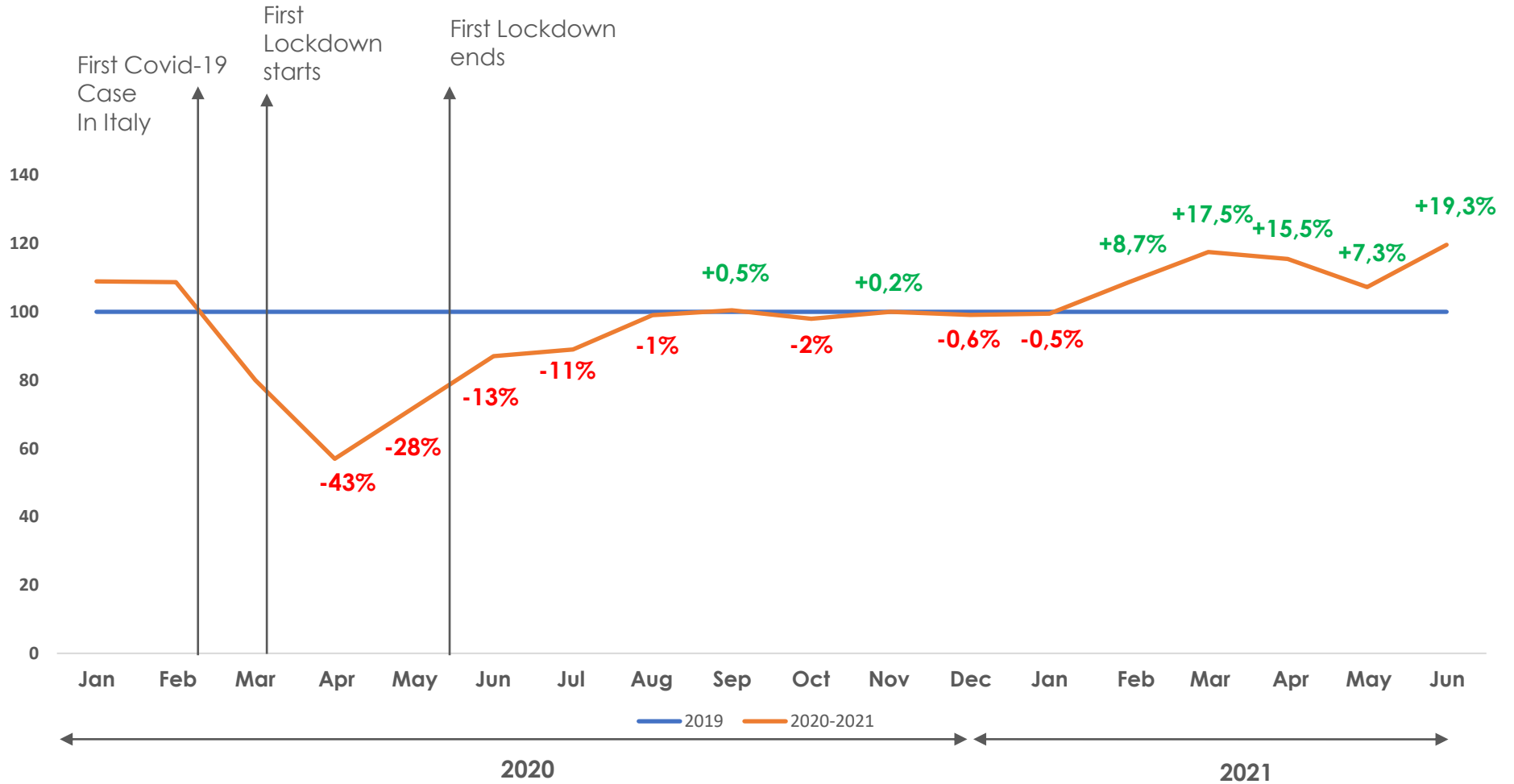
10,7%

13,1%

REVENUE JAN 2020-JUN 2021 VS 2019 (BASE 100)



The graph shows the monthly revenue trend of the period from 1° January 2020 to 30 June 2021, related to the 2019 revenue



1H 2021 VS 1H 2020 VS 1H 2019



POST IFRS 16

<i>Euro Million</i>	1H 19	1H 20	1H 21	1H 21 w/o Q
Revenues	277,3	235,9	320,0	309,2
YoY / vs 19	-	(14,9%)	35,7% / 15,4%	31,1% / 11,5%
Gross Margin	36,5	29,0	41,2	
Gross Margin %	13,2%	12,3%	12,9%	
Costs	24,9	22,3	29,8	
EBITDA	11,6	6,7	11,4	
EBITDA margin	4,2%	2,8%	3,6%	
EBIT	7,4	3,5	7,8	
Net Income	4,7	2,4	5,7	
EBITDA ADJ	11,7	6,8	12,2	
EBITDA ADJ margin	4,2%	2,9%	3,8%	
<u>of which:</u>				
Provisions € mln	€ 1,8	€ 0,6	€ 0,7	
Provisions/Revenues %	0,67%	0,27%	0,22%	

BALANCE SHEET INDICATORS



	31/12/19	30/06/20	31/12/20	30/06/21
NWC (Euro million)	42,4	26,1	28,0	31,7
NFP (Euro million)	30,1 18,1 PRE IFRS 16	15,1 3,0 PRE IFRS 16	17,4 4,7 PRE IFRS 16	43,0 / 4 w/o Q 28,0 PRE IFRS 16
DSO (days) Credits/Revenue *360 or *180 (1H)	74	75	76	76* / 73 w/o Q
NFP / EQUITY	0,29 0,18 PRE IFRS 16	0,15 0,03 PRE IFRS 16	0,14 0,04 PRE IFRS 16	0,33 0,21 PRE IFRS 16

* Calculated for homogeneity considering pro-forma revenues of Quanta from 1 January 2021

INCOME STATEMENTS 1H 2021 VS 1H 2020



Euro ('000)	At 30 June		Var 2021/2020
	2021	2020	
Revenues	320.024	235.883	84.141
Costs of temporary work	(278.806)	(206.904)	(71.902)
Gross Margin	41.218	28.979	12.239
Other income	5.624	3.480	2.144
Employee costs	(18.898)	(14.963)	(3.935)
Cost of raw materials and consumables	(76)	(108)	32
Costs for services	(16.148)	(10.412)	(5.736)
Other operating expenses	(338)	(297)	(41)
EBITDA	11.382	6.679	4.703
Impairment loss on trade and other receivables	(794)	(657)	(137)
Amortisation and Depreciation	(2.762)	(2.468)	(294)
EBITA	7.826	3.553	4.273
Amortisation of intangible assets	(39)	(22)	(17)
EBIT	7.788	3.532	4.256
Financial income	16	191	(175)
Financial expense	(367)	(272)	(95)
Pre-tax profit (loss)	7.436	3.451	3.985
Income taxes	(1.720)	(1.086)	(634)
Profit (loss) for the period	5.716	2.365	3.351

BALANCE SHEET 1H 2021 VS 2020



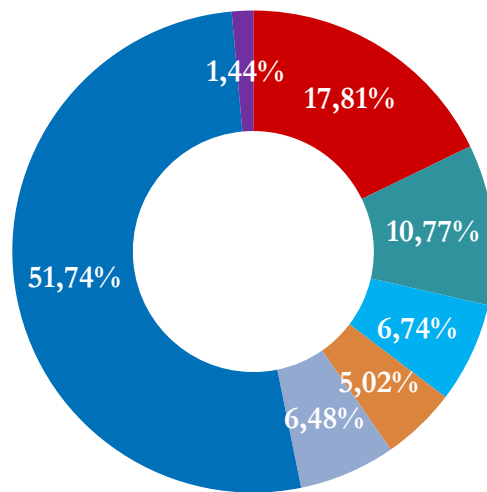
Euro ('000)					Var.
	30/06/2021	% su NIC* / Total sources	31/12/2020	% su NIC* / Total sources	2021/2020
Intangible assets and goodwill	103.575	58,9%	76.191	54,1%	27.384
Property, plant and equipment	2.931	1,7%	2.585	1,8%	346
Right of use for leases	15.395	8,7%	12.851	9,1%	2.544
Other net non-current assets and liabilities	22.337	12,7%	21.144	15,0%	1.193
Total non-current assets/liabilities	144.238	82,0%	112.770	80,1%	31.468
Trade receivables	156.397	88,9%	108.911	77,4%	47.486
Other receivables	13.830	7,9%	7.751	5,5%	6.079
Current tax assets	487	0,3%	280	0,2%	207
Trade payables	(13.318)	(7,6%)	(10.456)	(7,4%)	(2.862)
Current employee benefits	(73.436)	(41,7%)	(42.962)	(30,5%)	(30.474)
Other payables	(47.939)	(27,2%)	(32.840)	(23,3%)	(15.099)
Current tax liabilities	(1.956)	(1,1%)	(726)	(0,5%)	(1.230)
Current provisions for risks and charges	(2.335)	(1,3%)	(1.929)	(1,4%)	(406)
Net working capital	31.730	18,0%	28.029	19,9%	3.701
Total loans - net invested capital	175.968	100,0%	140.799	100,0%	35.169
Equity	131.163	74,5%	122.086	86,7%	9.077
Net financial indebtedness	42.981	24,4%	17.375	12,3%	25.606
Employee benefits	1.824	1,0%	1.339	1,0%	485
Total sources	175.968	100,0%	140.799	100,0%	35.169

* Net Invested Capital

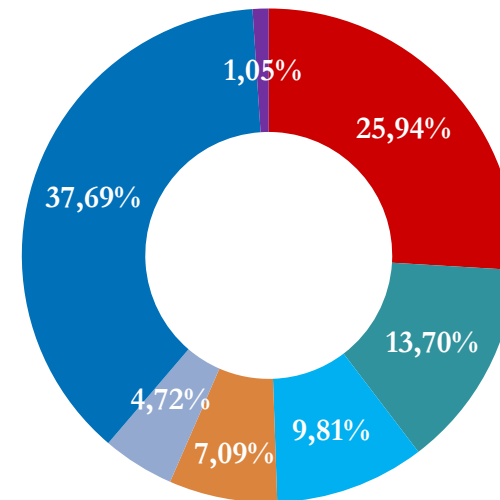
THE MAIN SHAREHOLDERS



Percentage of share capital



Percentage of voting rights



■ Omniafin S.p.A. ■ Praude Asset Management ■ Quaestio Italian Growth Fund ■ MTI Investimenti S.r.l. ■ Anima ■ Market ■ Treasury Shares

Share capital structure and voting rights as at 3 September 2021 on the basis of the information received pursuant to articles 120 and 122 of the Consolidated Law on Finance

OPENJOBMETIS S.P.A.

*Employment Agency
Aut. Prot. N.1111-SG del 11/26/2004*

Registered Office
Via G. Fara 35 – 20124 Milano

Headquarters and Offices
Via Marsala 40/C Centro Direzionale Le Torri, 21013 Gallarate (VA)

Legal informations
Approved and subscribed share capital Euro 13.712.000
Registered in the Milan Register of Companies under tax code 13343690155

Website
www.openjobmetis.it



The logo for Openjobmetis, featuring the word "openjob" in blue and "metis" in green, with a red triangle above the "o" in "open".