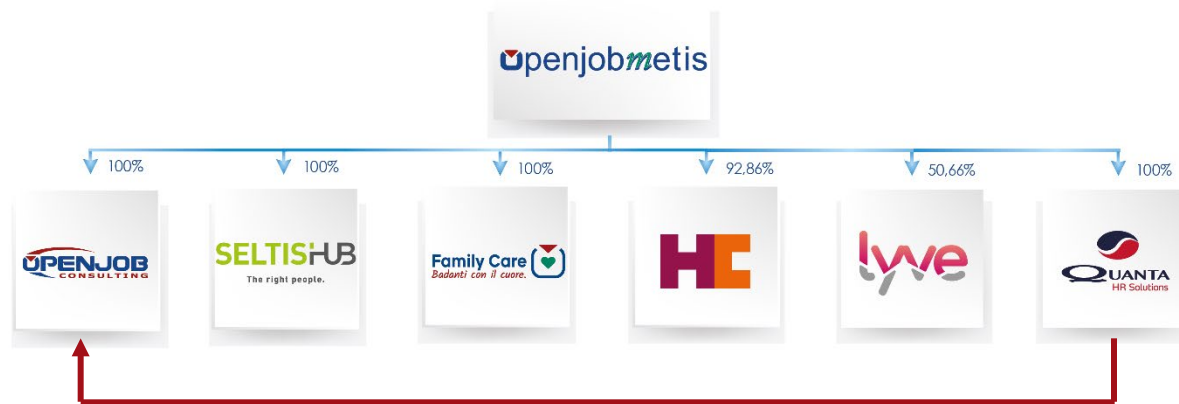




# THE GROUP



> **750** Direct employees and >**117K** missions (FY2021)



Company **listed on the STAR segment**

(Market Cap **EUR 152,2 million** as at 31/03/2022)



**Family Care** first specialised Employment Agency

(19 branches)



>**9.000** business customers

>**150** Branches



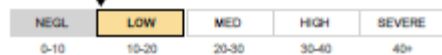
# ESG RATING FOR 2022



*Sustainalytics, a globally-recognized provider of ESG research and ratings, assigned to OJM a score equal to 10.4 (Low ESG Risk), with an improvement compared to last year*



**Low Risk**



### ESG Risk Rating Ranking

UNIVERSE	RANK (1 <sup>st</sup> = lowest risk)	PERCENTILE (1 <sup>st</sup> = lowest risk)
Global Universe	237/14652	3rd
Commercial Services INDUSTRY	32/437	8th
HR Services SUBINDUSTRY	7/50	11th

**Adecco**



**randstad**



**Manpower**



# TEMPORARY WORK IN ITALY



## Revenues

Adecco



openjobmetis

randstad

Revenues Q1 2022 vs. Q1 2021

+15%








+18,6%

**+28,6%**

+26%

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



Company	Business Area	3M 2021	3M 2022	Var%
	Temporary Work	134.454	172.784	27,56%
 Family Care <i>Badanti con il cuore.</i>	Temporary Work	4.511	5.143	14,01%
	Temporary workers training and other revenues	655	887	35,42%
 SELTIS HUB <i>The right people.</i>	Research and selection; focus on middle and top management – Digital Head Hunting	1.092	1.959	79,40%
	Outplacement and managerial training	198	201	1,51%
	Staff training	329	155	(52,88%)
 <b>Quanta</b> Risorse Umane	Temporary workers training and other revenues	-	1.842	n.a
<b>Group Revenues</b>		<b>142.239</b>	<b>182.971</b>	<b>28,64%</b>
Group Gross Margin (reported)		<b>17.800</b>	<b>22.782</b>	<b>27,99%</b>

Group Margin % (reported)

12,5%

12,5%

Incidence of «other services» on Group Gross Margin

12,8%

14,1%

# 3M 2021 VS 3M 2022



<i>Euro Million</i>	2021	2022
	OJM 3M	3M actual
Revenues	142,2	183,0
Gross Margin	17,8	22,8
<i>Gross Margin %</i>	12,5%	12,5%
Costs	13,6	16,0
EBITDA	4,2	6,8
<i>EBITDA margin</i>	2,9%	3,7%
EBIT	2,5	4,6
Net Income	1,6	3,0
EBITDA ADJ	4,4	6,9
<i>EBITDA Adj margin</i>	3,1%	3,8%
COSTS ADJ	13,4	15,9

# BALANCE SHEET INDICATORS



	<u>31/12/2020</u>	<u>31/03/2021</u>	<u>31/12/2021</u>	<u>31/03/2022</u>
NWC (Euro million)	28	26,4	38,2	32,7
NFP (Euro million)	17,4	13,1	44,5	35,8
DSO (days) Credits/Revenues *360	76	70	69*	72
NFP / EQUITY	0,14	0,11	0,33	0,26
Quarterly DSO	Q1: 73	Q2: 83	Q3: 72	Q4: 66
			Q1: 70	Q2: 67*
			Q3: 65*	Q4: 63*

\* Net of «Quanta» consolidation effect

# INCOME STATEMENT 3M 2022 VS 3M 2021



Euro ('000)	At 31 March		Var. 2022/2021
	2022	2021	
Revenues	182.971	142.239	40.732
Costs of temporary work	(160.189)	(124.439)	(35.750)
<b>Gross Margin</b>	<b>22.782</b>	<b>17.800</b>	<b>4.982</b>
Other income	3.530	2.261	1.269
Employee costs	(10.780)	(8.841)	(1.939)
Cost of raw materials and consumables	(42)	(44)	2
Costs for services	(8.472)	(6.894)	(1.578)
Other operating expenses	(237)	(96)	(141)
<b>EBITDA</b>	<b>6.781</b>	<b>4.186</b>	<b>2.595</b>
Impairment loss on trade and other receivables	(541)	(452)	(89)
Amortisation and Depreciation	(1.433)	(1.206)	(227)
<b>EBITA</b>	<b>4.807</b>	<b>2.528</b>	<b>2.279</b>
Amortisation of intangible assets	(165)	(11)	(154)
<b>EBIT</b>	<b>4.642</b>	<b>2.517</b>	<b>2.125</b>
Financial income	6	5	1
Financial expense	(150)	(167)	17
<b>Pre-tax profit (loss)</b>	<b>4.498</b>	<b>2.355</b>	<b>2.143</b>
Income taxes	(1.449)	(764)	(685)
<b>Profit (loss) for the year</b>	<b>3.049</b>	<b>1.591</b>	<b>1.458</b>



# BALANCE SHEET 3M2022 VS 2021



Euro ('000)					Var. 2022/2021
	31/03/2022	% su NIC* / Total sources	31/12/2021	% su NIC* / Total sources	
Intangible assets and goodwill	103.604	59,3%	103.854	57,4%	(250)
Property, plant and equipment	3.404	1,9%	3.412	1,9%	(8)
Right of use for leases	14.687	8,4%	14.818	8,2%	(131)
Other net non-current assets and liabilities	20.352	11,6%	20.611	11,4%	(259)
<b>Total non-current assets/liabilities</b>	<b>142.047</b>	<b>81,3%</b>	<b>142.696</b>	<b>78,9%</b>	<b>(649)</b>
Trade receivables	146.253	83,7%	153.040	84,6%	(6.787)
Other receivables	12.267	7,0%	13.073	7,2%	(806)
Current tax assets	8	0,0%	354	0,2%	(346)
Trade payables	(12.606)	(7,2%)	(14.779)	(8,2%)	2.173
Current employee benefits	(64.132)	(36,7%)	(63.865)	(35,3%)	(267)
Other payables	(42.093)	(24,1%)	(43.591)	(24,1%)	1.498
Current tax liabilities	(2.388)	(1,4%)	(1.519)	(0,8%)	(869)
Current provisions for risks and charges	(4.622)	(2,6%)	(4.544)	(2,5%)	(78)
<b>Net working capital</b>	<b>32.688</b>	<b>18,7%</b>	<b>38.168</b>	<b>21,1%</b>	<b>(5.480)</b>
<b>Total loans - net invested capital</b>	<b>174.735</b>	<b>100,0%</b>	<b>180.864</b>	<b>100,0%</b>	<b>(6.129)</b>
Equity	137.273	78,6%	134.722	74,5%	2.551
Net financial indebtedness	35.818	20,5%	44.464	24,6%	(8.646)
Employee benefits	1.644	0,9%	1.678	0,9%	(34)
<b>Total sources</b>	<b>174.735</b>	<b>100,0%</b>	<b>180.864</b>	<b>100,0%</b>	<b>(6.129)</b>

\* Net Invested Capital

Openjobmetis S.p.A. – EMPLOYMENT AGENCY - Aut. Prot. N. 1111-SG del 26/11/2004

HEADQUARTER AND OFFICES: Via Marsala, 40/C - Centro Direzionale Le Torri - 21013 Gallarate (VA)

REGISTERED OFFICE: Via Bernardino Telesio, 18 - 20145 Milano

LEGAL INFORMATION: Approved and subscribed share capital Euro 13.712.000  
Registered in the Milano-MB-Lodi Register of Companies under tax code 13343690155

openjobmetis

SISTEMA DI GESTIONE  
QUALITÀ CERTIFICATO

**CQY**  
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[www.openjobmetis.it](http://www.openjobmetis.it)



**OPENJOB**  
CONSULTING

**SELTISHUB**  
The right people.

Family Care   
Badanti con il cuore.

**HC** **lyve**