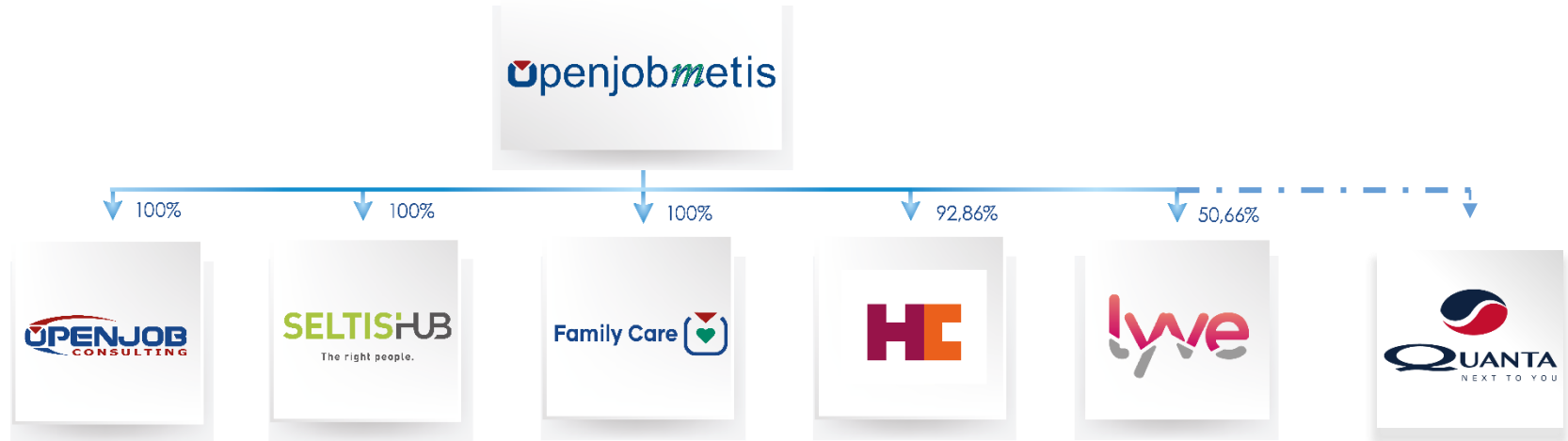




# THE GROUP



> **650** Direct employees and >**90K** missions (FY2020)



Company **listed on the STAR segment**

(Market Cap **EUR 112.0 million** as at 31/03/2021)



**Family Care** first specialised Employment Agency

(19 filiali)



>**7.500** business customers



>**140** Branches

# OPENJOBMETIS RECEIVED THE ESG RATING FROM SUSTAINALYTICS



Sustainalytics, a globally-recognized provider of ESG research and ratings, assigned to OJM a score equal to 12,5 (Low ESG Risk), in line with the main sector operators

## Openjobmetis SpA

HR Services Italy MIL:OJM

ESG Risk Rating

12.5

Low Risk



### ESG Risk Rating Ranking

UNIVERSE	RANK (1 <sup>st</sup> = lowest risk)	PERCENTILE (1 <sup>st</sup> = lowest risk)
Global Universe	398/13486	4th
Commercial Services INDUSTRY	52/378	14th
HR Services SUBINDUSTRY	10/58	17th

Adecco

ESG Risk Rating

11.9 Low Risk



randstad

ESG Risk Rating

11.7 Low Risk



Manpower®




ESG Risk Rating

9.8 Negligible Risk



# OJM AND THE MAIN PEERS



	<b>Adecco</b>	 Manpower*	 openjobmetis	 randstad
Revenues Q1 2021 vs. Q1 2020	<b>+21%</b>	<b>+13%</b>	<b>+9,5%</b>	<b>+19%</b>
Revenues Q1 2020 vs. Q1 2019	-6%	-5%	-0,6%	-8%
Revenues Q1 2021 vs. Q1 2019	<b>+14%</b>	<b>+7%</b>	<b>+9%</b>	<b>+10%</b>

Sources: Reported Company data

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



Company	Business Area	3M 2020	3M 2021	Var%
	Temporary Work	124.910	135.454	8,4%
		3.042	4.511	48,3%
	Temporary workers training and other revenues	657	655	(0,3%)
 The right people.	Research and selection (also personnel with disabilities); focus on middle and top management; Digital Head Hunting	990*	1.092*	10,3%
	Outplacement and managerial training	255	198	(22,4%)
	Staff Training	-	329	-
<b>Group Revenues</b>		<b>129.854</b>	<b>142.239</b>	<b>9,5%</b>

Group Gross Margin (reported)	<b>15.667</b>	<b>17.800</b>	<b>13,6%</b>
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Group Margin % (reported) 12,1% 12,5%

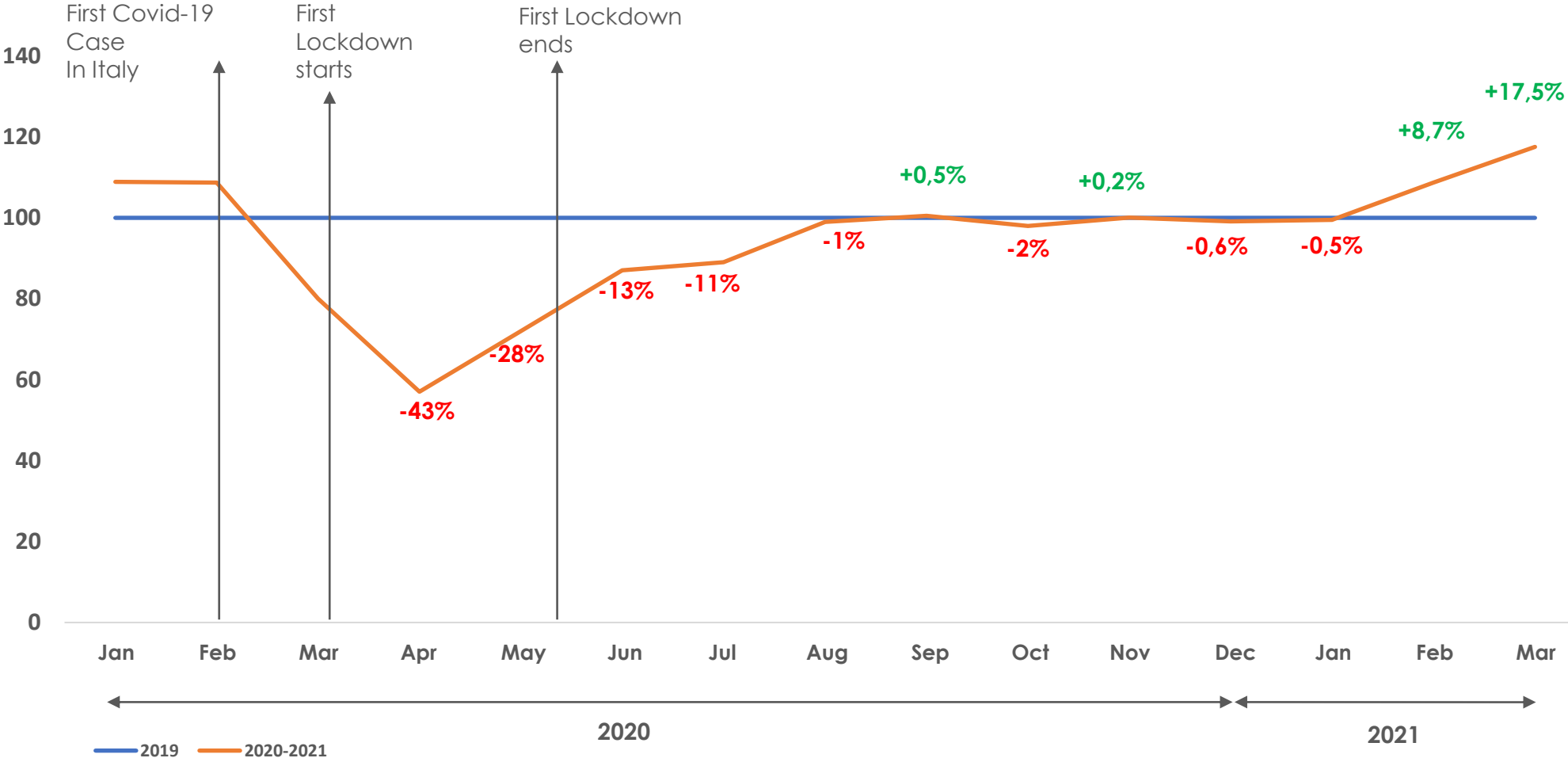
Incidence of «other services» on Group Margin 12,1% 12,8%

\* Includes Meritocracy S.r.l. and Jobdisabili S.r.l.

# REVENUE JAN 2020-MAR 2021 VS 2019 (BASE 100)



The graph shows the monthly revenue trend of the period from 1° January 2020 to 31 March 2021, related to the 2019 revenue



# 3M 2021 VS 3M 2020



<i>Euro million</i>	Q1 2020	Q1 2021
Revenues	129,9	142,2
YoY	(0,6%)	9,5%
Gross Margin	15,7	17,8
Gross Margin %	12,1%	12,5%
Gross Margin Temp %	10,6%	11,0%
Costs	12,3	13,6
EBITDA	3,4	4,2
EBITDA margin	2,6%	2,9%
EBIT	1,9	2,5
Net Income	1,2	1,6
EBITDA ADJ	3,4	4,4
Costs Adj	12,2	13,4
<b>of which:</b>		
Provisions € mln	€ 0,3	€ 0,5
Provisions/Revenues %	0,25%	0,32%
Adj Costs	€ 0,0	€ 0,2

# BALANCE SHEET INDICATORS



	31/12/19	31/03/20	31/12/20	31/03/21
NWC (Euro million)	42,4	39,2	28,0	26,4
NFP (Euro million)	30,1 18,1 PRE IFRS 16	26,4 14,4 PRE IFRS 16	17,4 4,7 PRE IFRS16	13,1 1,0 PRE IFRS16
DSO (days) Credits/Revenue *360 or *90 (3M)	74	73	76	70
NFP / EQUITY	0,29 0,18 PRE IFRS 16	0,25 0,14 PRE IFRS 16	0,14 0,04 PRE IFRS 16	0,11 0,01 PRE IFRS16
Quarterly DSO	Q1: 75   Q2: 73   Q3: 70   Q4: 70		Q1: 73   Q2: 83   Q3: 72   Q4: 66	



# INCOME STATEMENTS 3M 2021 VS 3M 2020



Euro ('000)	At 31 March		Var. 2021/2020
	2021	2020	
Revenues	142.239	129.854	12.385
Costs of temporary work	(124.439)	(114.187)	(10.252)
<b>Gross Margin</b>	<b>17.800</b>	<b>15.667</b>	<b>2.133</b>
Other income	2.261	1.986	275
Employee costs	(8.841)	(8.274)	(567)
Cost of raw materials and consumables	(44)	(53)	9
Costs for services	(6.894)	(5.792)	(1.102)
Other operating expenses	(96)	(142)	46
<b>EBITDA</b>	<b>4.186</b>	<b>3.392</b>	<b>794</b>
Impairment loss on trade and other receivables	(452)	(320)	(132)
Amortisation and Depreciation	(1.206)	(1.173)	(33)
<b>EBITA</b>	<b>2.528</b>	<b>1.899</b>	<b>629</b>
Amortisation of intangible assets	(11)	(11)	0
<b>EBIT</b>	<b>2.517</b>	<b>1.888</b>	<b>629</b>
Financial income	5	3	2
Financial expense	(167)	(135)	(32)
<b>Pre-tax profit (loss)</b>	<b>2.355</b>	<b>1.756</b>	<b>599</b>
Income taxes	(764)	(586)	(178)
<b>Profit (loss) for the period</b>	<b>1.591</b>	<b>1.170</b>	<b>421</b>

# BALANCE SHEET 3M 2021 VS 2020



Euro ('000)					Var.
	31/03/2021	% su NIC* / Total sources	31/12/2020	% su NIC* / Total sources	2021/2020
Intangible assets and goodwill	76.060	55,1%	76.191	54,1%	(131)
Property, plant and equipment	2.623	1,9%	2.585	1,8%	38
Right of use for leases	12.237	8,9%	12.851	9,1%	(614)
Other net non-current assets and liabilities	20.838	15,1%	21.144	15,0%	(306)
<b>Total non-current assets/liabilities</b>	<b>111.758</b>	<b>80,9%</b>	<b>112.770</b>	<b>80,1%</b>	<b>(1.012)</b>
Trade receivables	110.991	80,4%	108.911	77,4%	2.080
Other receivables	8.656	6,3%	7.751	5,5%	905
Current tax assets	30	0,0%	280	0,2%	(250)
Trade payables	(8.131)	(5,9%)	(10.456)	(7,4%)	2.325
Current employee benefits	(50.492)	(36,6%)	(42.962)	(30,5%)	(7.530)
Other payables	(31.822)	(23,0%)	(32.840)	(23,3%)	1.018
Current tax liabilities	(932)	(0,7%)	(726)	(0,5%)	(206)
Current provisions for risks and charges	(1.929)	(1,4%)	(1.929)	(1,4%)	(0)
<b>Net working capital</b>	<b>26.371</b>	<b>19,1%</b>	<b>28.029</b>	<b>19,9%</b>	<b>(1.658)</b>
<b>Total loans - net invested capital</b>	<b>138.129</b>	<b>100,0%</b>	<b>140.799</b>	<b>100,0%</b>	<b>(2.670)</b>
Equity	123.731	89,6%	122.086	86,7%	1.645
Net financial indebtedness	13.067	9,5%	17.375	12,3%	(4.308)
Employee benefits	1.331	1,0%	1.339	1,0%	(8)
<b>Total sources</b>	<b>138.129</b>	<b>100,0%</b>	<b>140.799</b>	<b>100,0%</b>	<b>(2.670)</b>

\* Net Invested Capital

# 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](http://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".