



2022 Results Conference Call

15 March 2023



Nuovo Reddito, sgravi di due anni per chi assume stabilmente

Il sussidio. La misura di inclusione attiva (Mia) anti povertà dovrebbe cambiare a seconda della situazione familiare, per importo e durata

Mia: se il contratto è a tempo indeterminato scatta uno sgravio del 100% (fino a 8 mila euro l'anno) per due anni. L'esonero si restituisce se il beneficiario della Mia è licenziato nei trentasei mesi successivi. Se l'assunzione è a termine o stagionale l'esonero riconosciuto è del 50% (fino a 4 mila euro) per un anno. Si ha diritto all'esonero se il datore inserisce l'offerta di lavoro nel nuovo sistema informativo della Mia. È previsto anche un incentivo per le agenzie per il lavoro per ogni soggetto assunto: il beneficio vale il 10% di quanto riconosciuto al datore di lavoro (decurtato dal suo).

New Active Inclusion Measure - MIA

Provided for APLs an incentive for each person hired: the benefit is equal to 10% of what is paid to the employer

Agenzie per il lavoro, fino al 30 giugno 2025 possibile utilizzare lavoratori oltre i 24 mesi

Occupazione

profili delle direttive comunitarie sollevati dal Dipartimento politiche

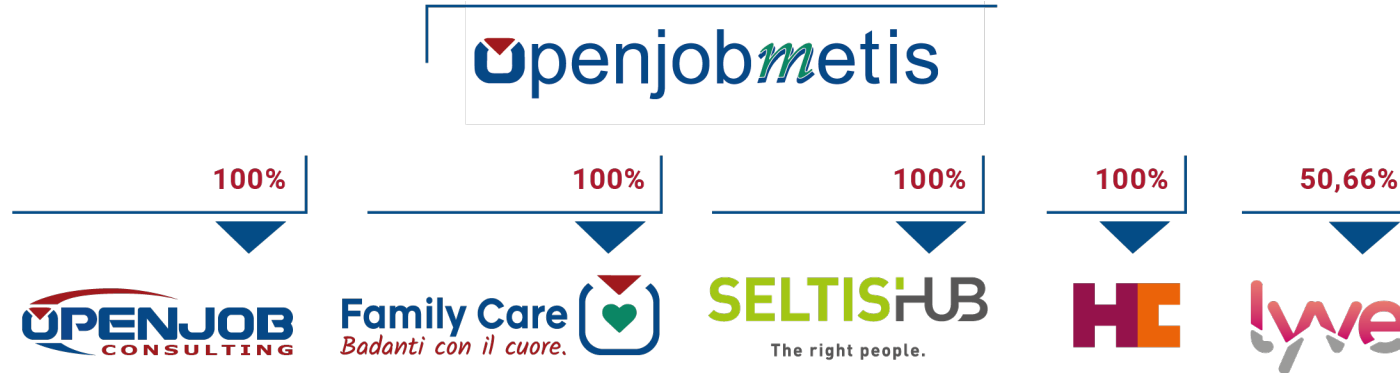
che, in caso di assunzione a tempo indeterminato dei lavoratori sommini-



Amendment «DI Milleproroghe»

Extended until June 30, 2025, the possibility for companies to use workers on staff leasing contracts for periods longer than 24 months without triggering the establishment of a permanent employment relationship

THE GROUP



> **790** Direct employees and >**120K** missions (FY2022)

>**150** Branches



Company **listed on the STAR segment**

(Market Cap **EUR 108 million** as at 31/12/2022)



Family Care first specialised Employment Agency
(20 branches)



>**9.000** business customers



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



Company	Business Area	2021	2022	Var%
Openjobmetis	Temporary Work	624.345	725.848	16,3%
Family Care <i>Badanti con il cuore.</i>	Temporary Work	19.320	22.767	17,8%
OPENJOB CONSULTING	Temporary workers training and other revenues	3.710	11.307	204,8%
SELTISHUB <i>The right people.</i>	Research and selection; focus middle and top management; Digital Head Hunting	4.717	6.397	35,6%
HE	Outplacement and managerial training	1.037	702	(32,3%)
IWE	Staff Training	1.925	1.352	(29,8%)
QUANTA	Temporary Work	62.510 <i>From 1 June</i>	Merger into OJM with effects for statutory and tax purpose on 1° January 2022	n.a
Risorse Umane QUANTA	Training and othe services in outsourcing	3.226 <i>From 1 June</i>	Merger into OJC with effect on 1° April 2022 for statutory purpose and on 1° January for tax purpose	n.a
Group Revenues		720.789	768.373	6,6%
Group Gross Margin <i>(reported)</i>		89.232	95.162	6,6%

* Non-homogeneous data

Group Margin % *(reported)*

12,4%

12,4%

2020 VS 2021 VS 2022



<i>Euro Million</i>	2020	2021	2022
Revenues	517,0	720,8	768,4
Gross Margin <i>Gross Margin %</i>	63,7 12,3%	89,2 12,4%	95,2 12,4%
Costs	48,8	65,7	65,8
EBITDA <i>EBITDA margin</i>	14,9 2,9%	23,5 3,3%	29,4 3,8%
EBIT	8,3	15,2	21,2
Net Income	23,6*	10,7	14,3
EBITDA ADJ <i>EBITDA Adj margin</i>	15,3 3,0%	26,0 3,6%	30,2 3,9%
Costs ADJ	48,4	63,2	64,9

* 2020 Income tax benefits from the recording of deferred tax assets as a consequence of the tax recognition of higher amounts booked in accordance with Decree Law 104/2020, Art. 110, paragraph 8 and 8 bis, net of the related substitute tax for a net total of Euro 18.006 thousand. The Net Profit adjusted before accounting of the aforementioned effects, came to Euro 5.636 thousand.

INCOME STATEMENT 2022 VS 2021



Euro ('000)	At 31 December		Var. 2022/2021
	2022	2021	
Revenues	768.373	720.789	47.584
Costs of temporary work	(673.211)	(631.557)	(41.654)
Gross Margin	95.162	89.232	5.930
Other income	15.306	15.586	(280)
Employee costs	(42.546)	(42.458)	(88)
Cost of raw materials and consumables	(199)	(202)	3
Costs for services	(37.493)	(37.569)	76
Other operating expenses	(862)	(1.046)	184
EBITDA	29.368	23.543	5.825
Impairment loss on trade and other receivables	(1.685)	(2.178)	493
Amortisation and Depreciation	(5.820)	(5.785)	(35)
EBITA	21.863	15.580	6.283
Amortisation of intangible assets	(667)	(403)	(264)
EBIT	21.196	15.177	6.019
Financial income	36	40	(4)
Financial expense	(693)	(719)	26
Pre-tax profit (loss)	20.539	14.499	6.040
Income taxes	(6.225)	(3.786)	(2.439)
Profit (loss) for the year	14.314	10.713	3.601

BALANCE SHEET INDICATORS



	<u>31/12/2020</u>	<u>31/12/2021</u>	<u>31/12/2022</u>
NWC (Euro million)	28,0	38,2	28,3 Before factoring 31,4
NFP (Euro million)	17,4	44,5	26,2 Before factoring 29,3
DSO (days)	76	69*	68

* Net of «Quanta» consolidation effect

BALANCE SHEET 2022 VS 2021



Euro ('000)					Var. 2022/2021
	31/12/2022	% su NIC* / Total sources	31/12/2021	% su NIC* / Total sources	
Intangible assets and goodwill	102.842	60,8%	103.854	57,4%	(1.012)
Property, plant and equipment	3.493	2,1%	3.412	1,9%	81
Right of use for leases	13.838	8,2%	14.818	8,2%	(980)
Other net non-current assets and liabilities	20.654	12,2%	20.611	11,4%	43
Total non-current assets/liabilities	140.827	83,3%	142.696	78,9%	(1.869)
Trade receivables	144.584	85,5%	153.040	84,6%	(8.456)
Other receivables	8.423	5,0%	13.073	7,2%	(4.650)
Current tax assets	81	0,0%	354	0,2%	(273)
Trade payables	(14.752)	(8,7%)	(14.779)	(8,2%)	27
Current employee benefits	(62.861)	(37,2%)	(63.865)	(35,3%)	1.004
Other payables	(40.879)	(24,2%)	(43.591)	(24,1%)	2.712
Current tax liabilities	(2.512)	(1,5%)	(1.519)	(0,8%)	(993)
Current provisions for risks and charges	(3.757)	(2,2%)	(4.544)	(2,5%)	787
Net working capital	28.327	16,7%	38.168	21,1%	(9.841)
Total loans - net invested capital	169.154	100,0%	180.864	100,0%	(11.710)
Equity	141.521	83,7%	134.722	74,5%	6.799
Net financial indebtedness	26.216	15,5%	44.464	24,6%	(18.248)
Employee benefits	1.417	0,8%	1.678	0,9%	(261)
Total sources	169.154	100,0%	180.864	100,0%	(11.710)

* Net Invested Capital

SHAREHOLDERS' MEETING 2023



Shareholders' Meeting called for **21 April 2023**.

Main items on the agenda:



- Elimination of the nominal amount of ordinary shares
- Cancellation of 2.5% of treasury shares without reduction of share capital
- Proposal to resolve a dividend of EUR 0.50 per each entitled share to be paid starting from 10 May 2023
- Authorisation to buy back and dispose of treasury shares up to 20% of share capital

openjobmetis

SISTEMA DI GESTIONE
QUALITÀ CERTIFICATO


CERTIQUALITY

UNI EN ISO 9001:2015

Openjobmetis S.p.A. - AGENZIA PER IL LAVORO - Aut. Prof. N. 1111-SG del 26/11/2004
HEADQUARTERS AND OFFICES: Via Marsala, 40/C - Centro Direzionale Le Torri - 21013 Gallarate (VA)
REGISTRATED OFFICE: Via Assietta, 19 - 20161 Milano
Ph. +39 0331 211501 - info@openjob.it
Tax code/VAT No./Registration No. Business Register Milan-MB-Lodi 13343690155

www.openjobmetis.it



OPENJOB
CONSULTING

SELTISHUB
The right people.

Family Care
Badanti con il cuore.

HC

lyve