



THE GROUP



openjobmetis

100%



100%



100%



52,06%



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



Company **listed on the STAR segment**

(Market Cap **EUR 115 million** as at 30/06/2023)



Family Care first specialised Employment Agency
(20 branches)



>**9.000** business customers

>**150** Branches



THE GROUP STRUCTURE AS AT TODAY



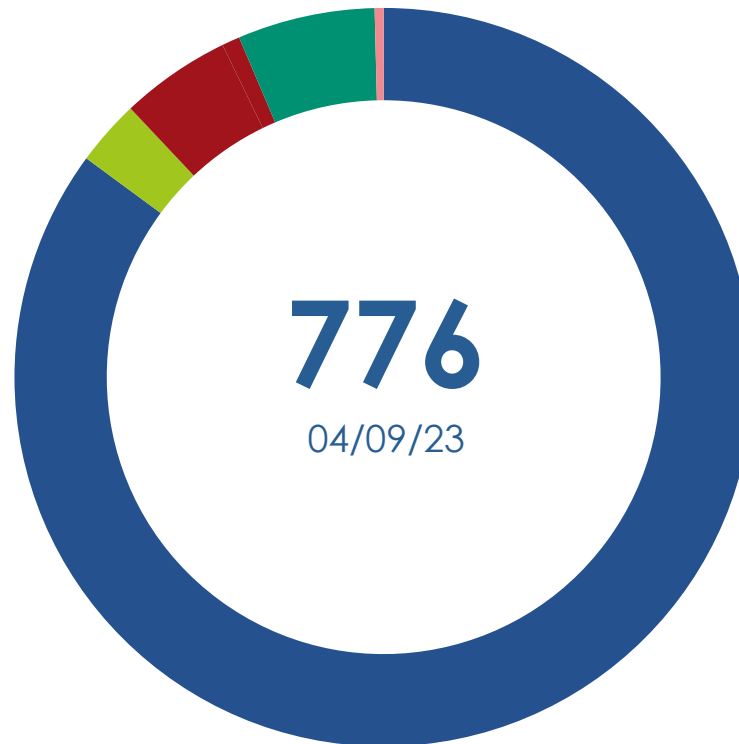
openjobmetis

Family Care
Badanti con il cuore.

SELTIS HUB
The right people.

OPENJOB
CONSULTING

lyve



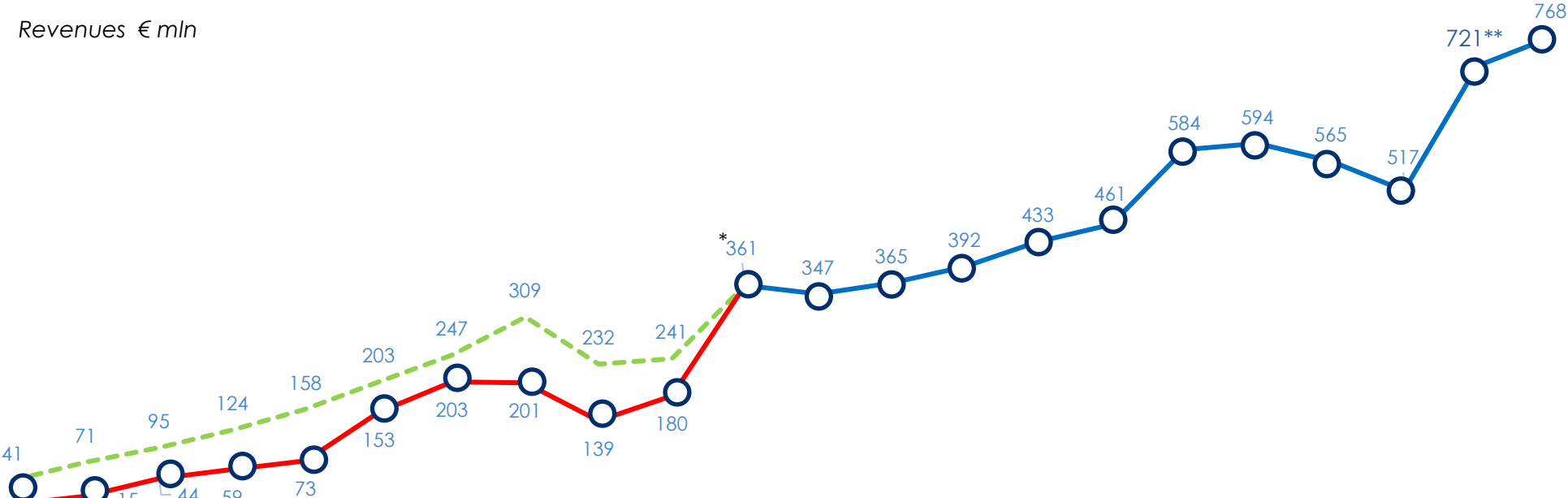
- OPENJOBMETIS
- SELTIS HUB
- OPENJOB CONSULTING
- FAMILY CARE
- LYVE

OUR TRACK RECORD



Metis Openjob Openjobmetis

Revenues € mln



Openjob Start-up

Metis Start-up

IPO **Borsa Italiana**

PIANETA LAVORO

In Time SpA
Agency per il lavoro

QuandoCRe s.p.a.

JustOnBusiness
YOU FIRST

Metis
LAVORO IN MOVIMENTO

Seltis
Build up your future

CORIUM

MERITOCRACY

Jobmetoo
LAVORO IN MOVIMENTO

lyve

QUANTA

* Revenues Euro 419 million in case of consolidation (pro forma) as of January 1st, 2011
 ** «Quanta» consolidation from June 2021

Il Sole **24 ORE**

Servizio | Le nuove misure

Lavoro, il nuovo sistema informativo per l'inclusione sociale e lavorativa (SIISL) debutta a settembre

Employment, new information system for social and labor inclusion debuts in September

Avvenire.it

Assegno di inclusione. Cosa cambia per le Agenzie per il lavoro

Sarà importante l'integrazione con il Siisl (Sistema informativo per l'inclusione sociale e lavorativa) in quanto metterà in collegamento i database di Comuni, Regioni e Apl

Inclusion Allowance, what changes for Employment Agencies

CORRIERE DELLA SERA

WELFARE

Parte la piattaforma post reddito di cittadinanza Siisl: 600 mila offerte di formazione e 60 mila di lavoro

Post Citizens' Income platform starts (SIISL): 600 thousand training offers and 60 thousand jobs

Italia Oggi

Con il dl n. 48 in soffitta le vecchie causali. Spazio a contrattazione collettiva e individuale

Contratti a termine meno rigidi

Less rigid fixed-term contracts

4-5-2023

GAZZETTA UFFICIALE DELLA REPUBBLICA ITALIANA

Serie generale - n. 103

LEGGI ED ALTRI ATTI NORMATIVI

DECRETO-LEGGE 4 maggio 2023, n. 48.

Misure urgenti per l'inclusione sociale e l'accesso al mondo del lavoro.

4. Al fine di agevolare l'occupazione dei beneficiari dell'Assegno di inclusione, alle agenzie per il lavoro, di cui al decreto legislativo 10 settembre 2003, n. 276, è riconosciuto, per ogni soggetto assunto a seguito di specifica attività di mediazione effettuata mediante l'utilizzo della piattaforma digitale per la presa in carico e la ricerca attiva, un contributo pari al 30 per cento dell'incentivo massimo annuo di cui ai commi 1 e 2.

Urgent measures for social inclusion and access to the labour market

TEMPORARY WORK IN ITALY



Revenues

Adecco

Manpower*

openjobmetis

randstad

Revenues 1H 2023 vs. 1H 2022

+5%

(2%*)

(2%)

(4%)

*Estimated data

Sources: Reported Company data

THE DEMOGRAPHIC DECLINE



Il Sole 24 ORE

Servizio | Il nodo

Il calo della natalità minaccia la stabilità economica dell'Italia, Leo: aiuteremo famiglie con 3 figli

Secondo il ministro dell'Economia Giancarlo Giorgetti «non c'è nessuna riforma previdenziale che tiene nel medio-lungo periodo con i numeri della natalità che abbiamo oggi in questo paese»

Falling birth rate threatens Italy's economic stability

la Repubblica

Istat, natalità al minimo storico. Musk: "L'Italia sta scomparendo"

di Alessandro Zinelli

Il record negativo dal 1861. Nel 2022 meno di 7 neonati e più di 12 decessi per 1.000 abitanti. E' un Paese per vecchi, un italiano su 4 ha più di 65 anni. La Sardegna la regione dove si fanno meno figli. Nuoveci che hanno attirato l'interesse anche del patron di Tesla e Twitter



ISTAT, birth rate at record low. Musk: "Italy is disappearing."

Il Messaggero

Italia, il calo demografico: Paese vecchio e spopolato, al Sud il crollo maggiore. Nel 2070 saremo 11 milioni in meno

Le previsioni dell'Istat

(Numero di residenti e variazione percentuale)

	2022	2070	Var. %
Basilicata	539.999	326.159	-39,6%
Sardegna	1.579.181	978.855	-38,1%
Molise	290.769	187.087	-35,7%
Puglia	3.912.168	2.594.196	-33,7%
Calabria	1.844.586	1.236.168	-33,0%
Sicilia	4.801.468	3.278.167	-31,7%
Campania	5.590.681	4.044.388	-27,7%
Abruzzo	1.273.660	922.484	-27,6%
Marche	1.469.769	1.131.683	-24,0%
Val d'Aosta	123.337	94.850	-23,3%
Umbria	859.572	660.112	-23,2%
Piemonte	4.252.279	3.400.113	-20,0%

Fonte: Istat

	2022	2070	Var. %
Liguria	1.507.438	1.207.579	-19,9%
Lazio	5.715.190	4.827.498	-15,5%
Friuli Venezia Giulia	1.197.295	1.019.749	-14,8%
Toscana	3.676.285	3.148.685	-14,4%
Veneto	4.854.633	4.237.939	-12,7%
Lombardia	9.865.046	9.192.366	-7,6%
Emilia Romagna	4.431.816	4.112.260	-7,2%
P. A. Trento	542.158	558.076	+2,9%
P. A. Bolzano	535.774	566.080	+5,7%
TOTALE ITALIA	58.983.122	47.722.292	-19,1%



Italy, demographic decline: old and depopulated country, in the south the biggest slump. By 2070 we will be 11 million fewer



INTERNATIONAL RECRUITMENT



**INTERNATIONAL
RECRUITMENT**

OPENJOBMETIS

THE PROJECT



**INTERNATIONAL
RECRUITMENT**
OPENJOBMETIS

- ✓ Analysis of the Italian scenario regarding out-of-quota immigration
- ✓ Study of legal decrees and subsequent applications
- ✓ Lobbying activities, through meetings with different public authorities to explain the project in order to create a supportive network
- ✓ Creation of a privileged relationship with local embassies in Tunisia, Paraguay and Perù
- ✓ Research, selection and contracting of reliable partners for the recruitment of nurses abroad
- ✓ Traveling abroad to strengthen relationships with partners



Actualidad | 12

La reconocida empresa italiana Open Job Metis realizará en Lima una conferencia de prensa para conocer su experiencia post covid y las oportunidades laborales para los enfermeros en el Perú.

La conferencia se realizará el día miércoles 04 de octubre a las 9:00 am en Crowne Plaza Lima, Miraflores. En la mesa participará Daniela Pomarolli, jefa de reclutamiento internacional de Openjobmetis. El evento es organizado por la Cámara de Comercio Italiana del Perú.

Openjobmetis SpA es la primera y única Agencia de Empleo cotizada en la Bolsa Italiana, y llega al Perú mediante el proyecto internacional Recruitment, con la finalidad de buscar, seleccionar, capacitar y emplear a profesionales del campo de la salud. El proyecto busca específicamente la contratación de enfermeros, profesionales valiosos para el sistema de salud italiano.

Esta búsqueda se inicia en

CON LA PARTICIPACIÓN DE DANIELA POMAROLLI

Realizan conferencia sobre la experiencia post Covid

el Perú debido a que actualmente en Italia existe 65.000 enfermeros faltantes en las instalaciones de salud, principalmente en el Norte, Sur, las islas y el centro del país. Openjobmetis es una de las agencias de empleo más importantes en Italia, activa en el mercado desde 2001 y capaz de emplear a más de 23.000 personas cada día a través de numerosas divisiones especializadas. Toda la información y los servicios de Openjobmetis para los candidatos que se presenten son completamente gratuitos.

En sus 20 años de experiencia, a través de Nurses - International Recruitment, Openjobmetis ha brindado la oportunidad de trabajar en instalaciones acreditadas en Italia, estableciendo numerosas colabora-



ciones con organismos y embajadas internacionales, principalmente de países como Túnez, Brasil, Perú, Albania,

Rumania, Paraguay y la República Dominicana.

Nurses - International Recruitment garantiza empleos bien remunerados en hospitales, clínicas y residencias de alto nivel, además proporciona asistencia logística, asesoramiento burocrático y cursos de italiano, especialmente en términos técnicos y especializados. Para información se puede llamar a Edwin Cavello al 963059469.



«National Tv Perú»

«La Razón»

AR ASOCIACIÓN ITALIANA DE RECLUTAMIENTO Y EMPLEO

EDICTO MATRIMONIAL

ANTE MI OFICIO NOTARIAL UBICADO EN AV. JAVIER PRADO ESTE 4821, DISTRITO DE LA MOLINA, PROVINCIA Y DEPARTAMENTO DE LIMA, SE HA PRESENCIADO **ISA-BELI LIZBETH CAJEDA NENDOZA**, NACIONALIDAD PERUANA, CON DOCUMENTO NACIONAL DE IDENTIDAD N° 4806707, DE ESTADO CIVIL SOLTERA, OCUPACION OMBUDSADORA GRIJUELA, EDAD 38 AÑOS, CON DOMICILIO EN JIRÓN ISABEL BELICH FLORES 886 DEPARTAMENTO DE SAN PÉDRO B, DISTRITO DE SANTIAGO DE SURCO, PROVINCIA Y DEPARTAMENTO DE LIMA Y **DIENYER ROBINSON TOCOTO GUANIBUO**, NACIONALIDAD PERUANA, CON DOCUMENTO NACIONAL DE IDENTIDAD N° 7442728, DE ESTADO CIVIL SOLTERO, OCUPACION EMPLEADO, EDAD 39 AÑOS, CON DOMICILIO EN JIRÓN CENAS, BELICH FLORES 886 DEPARTAMENTO DE SAN PÉDRO B, DISTRITO DE SANTIAGO DE SURCO, PROVINCIA Y DEPARTAMENTO DE LIMA, SOLICITANDO CONTRAER MATRIMONIO CIVIL EN EL DISTRITO DE PUNTA HERMOZA, PROVINCIA Y DEPARTAMENTO DE LIMA. LAS FIANCERAS QUE CONOZCAN ALGUN OBSTACULO MATRIMONIAL DEBEN PRESENTARLO EN EL OFICIO NOTARIAL EN EL PLAZO DE OCHO (8) DIAS.

MUNICIPALIDAD DISTRITAL DE CARABAYLO
Departamento General
EDICTO MATRIMONIAL

Se han presentado para la celebración de matrimonio civil los señores **CRISTIAN ANTONIO CAJENARI PÉREZ** de 35 años, nacido en PUNTA BARRIL, LIMA - LIMA, en matrimonio PERUANO SOLTERO, EMPLEADO (Inventorista) - PÉREZ J. AN. MARCELO, de 31 años, de nacionalidad PERUANA, con D.N.I. N° 74602498, y **MILIANA JESSIE ESPINOZA HUAYAN** de 25 años, nacida en LA VICTORIA, LIMA - LIMA, en matrimonio PERUANA SOLTERA, ADMINISTRADORA GENERAL, con D.N.I. N° 74602498, de 25 años de edad, con domicilio en Calle Coronel F. COVATTA 2055, en el distrito de ALAYO, LIMA - LIMA. Se ha declarado que ambos están hábiles para contraer matrimonio civil en el Municipio de Carabaylo.

MUNICIPALIDAD DE ANCON
Registro del Estado Civil
EDICTO MATRIMONIAL

Se han presentado para la celebración de matrimonio civil los señores **MOSES ALEJANDRO BERRAZO TERPE** de 39 años, nacido en PUNTA BARRIL, LIMA - LIMA, en matrimonio PERUANO SOLTERO, con D.N.I. N° 74602498, de 39 años de edad, con domicilio en Calle Coronel F. COVATTA 2055, en el distrito de ALAYO, LIMA - LIMA. Se ha declarado que ambos están hábiles para contraer matrimonio civil en el Municipio de Ancon.

openjobmetis



PROYECTO ENFERMEROS PARA ITALIA



CHARLA INFORMATIVA

OPORTUNIDAD LABORAL EN ITALIA

PARA LICENCIADAS EN ENFERMERÍA DE LA UCSS
CON LA EMPRESA

openjobmetis - ITALIA

JUEVES 5 DE OCTUBRE 5:00 P.M.

UCSS - (PLT) Padre Luis Tezza - El Polo 641, Surco

DIRIGIDO A: Bachilleres y licenciadas de enfermería de la UCSS, alumnas de 9° y 10° ciclo de enfermería UCSS.

ORGANIZAN:



OUTSOURCING



OUTSOURCING

Outsourcing a part of our business is not just about choosing a capable «supplier», but also to «entrust» a part of our own company to someone who will have to share choices, strategies, goals, in a relationship of true partnership!

Our experiences, knowledge and skills have resulted in a customer-focused service concept. Never standardized, founded on the constant updating of our resources to offer service excellence.

**TRUST
TRANSPARENCY
RULES**



SERVICE OUTSOURCING



SERVICE OUTSOURCING

Through service outsourcing, we take charge of **the management of resources** and the entire activity, including the organization of the means necessary to perform the service, with management at our own risk. We operate mainly in the IT & DIGITAL field.

MAIN ONGOING PROJECTS

Software
consulting and
implementation

Digital content
production

Corporate
training/coaching
on skills and digital
transformation

Training
mechanical/
mechatronic/
electrical
engineering

LOGISTICS OUTSOURCING

We are specialists in **Last Mile Logistics** which, through careful process management, ensures effective labor cost reduction and helps to build **value** for our client companies.



**MAIN ONGOING
PROJECTS**

**Front desk
management**

**Last Mile
delivery
management**





FORMA.TEMP



FORMA.TEMP: Fund for temporary workers training fed by a contribution equal to 4 percent of the social security taxable amount of their wages paid by Employment Agencies

OBJECTIVE: training courses financed by the Forma.Temp fund aimed at temporary workers placement

TARGETS:

- a) Candidates for missions enrolled and selected by branches
- b) Active workers with fixed-term and permanent contracts outsourced
- c) Vulnerable groups: disabled, refugees and prisoners



OJM + FC

TYPE	No. COURSES	No. TRAINEES	No. HOURS	FUNDING from January to June 2023
Fixed-term contracts	793	3,162	42,404	4,960,228.00
Permanent contracts	372	553	32,802	1,014,431.00
TOTAL	1,165	3,715	75,206	5,974,659.00

PLACEMENT 48%

MOST REPRESENTATIVE MARKET SECTORS: health care (nurses, “asa” and “oss”), engineering (welders and maintenance workers) , IT, energy and telecommunications (electrical network operators and splicers), call center.



ESG PROJECTS





PEOPLE STRATEGY 2023



DIVERSITY E INCLUSION

Together with the D&I Ambassador, launch of a call to action to create D&I Teams with the purpose of defining goals and actions for LGBT issues, gender, ethnicity, disability, religious beliefs, parenting, pre-retirement.



GENDER EQUALITY

Our efforts are divided into two main projects:

- Certification on Gender Equality
- Parenting



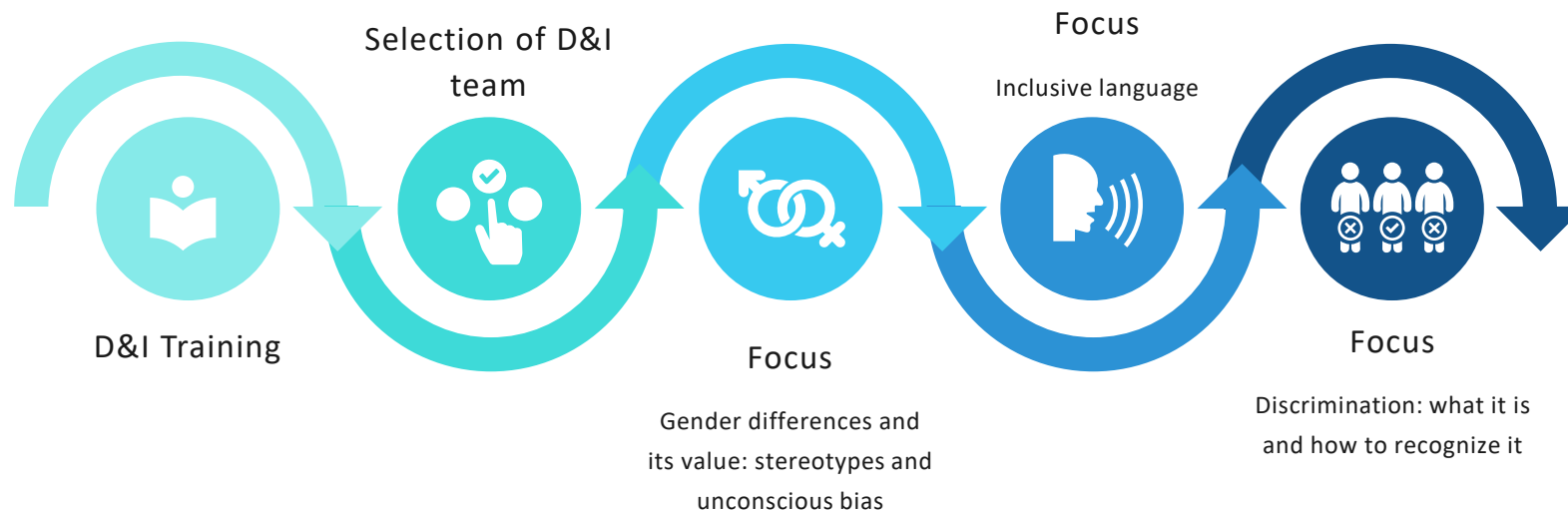
TRAINING

Both group and individual training and professional development paths (OJMAcademy platform)

FOCUS: DIVERSITY & INCLUSION

- Recognize the value of diversity in all its forms and give it the right space
- Conscious path of continuous improvement for inclusion and non-discrimination
- Effective D&I policy has as its ultimate goal the continuous removal of barriers that hinder each of us

THE 2023/24 PATH OF THE OPENJOBMETIS GROUP:



FOCUS: GENDER EQUALITY

GENDER EQUALITY CERTIFICATION (PDR 125/22)

Goal: to obtain certification for all Openjobmetis Group companies.

6 TARGET AREAS

Culture e strategy



CULTURA E STRATEGIA

15%

Area volta a misurare che i principi e gli obiettivi di **inclusione, parità di genere** e attenzione alla **gender diversity** dell'organizzazione siano coerenti con la sua visione, le finalità e i valori che caratterizzano l'ambiente di lavoro.



GOVERNANCE

15%

Area volta a misurare il grado di maturità del modello di governance dell'organizzazione volto a definire la presenza del genere di minoranza negli **organi di indirizzo e controllo** dell'organizzazione nonché la presenza di processi volti a identificare e porre rimedio a qualsiasi evento di non inclusione.



PROCESSI HR

10%

Area volta a misurare il grado di maturità dei principali processi in ambito HR, relativi ai diversi cicli di vita di una risorsa nell'organizzazione e che si dovrebbero basare sui **principi di inclusione e rispetto della diversità**.

HR process

Opportunities for women's growth and inclusion in business



OPPORTUNITÀ DI CRESCITA ED INCLUSIONE DELLE DONNE IN AZIENDA

20%

Area volta a misurare il grado di maturità delle organizzazioni in relazione all'**accesso neutrale dei generi** ai percorsi di carriera e di crescita interni e la relativa accelerazione.



EQUITÀ REMUNERATIVA DI GENERE

20%

Area volta a misurare il grado di maturità delle organizzazioni in relazione al **differenziale retributivo** in logica di total reward comprendente quindi anche compensi non monetari quali sistemi di welfare e well-being.



TUTELA DELLA GENITORIALITÀ E CONCILIAZIONE VITA-LAVORO

20%

Area volta a misurare il grado di maturità delle organizzazioni in relazione alla presenza di **politiche a sostegno della genitorialità** nelle diverse forme e l'adozione di procedure che facilitino e supportino la presenza anche di donne con figli in età prescolare.

Parenting protection and work-life balance



= Peso KPI

Gender pay equality

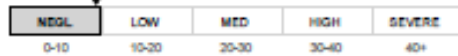
ESG RATING 2023



Sustainalytics, leading company in ESG research and rating, gave OJM a score of 9.6 (Negligible ESG Risk), an improvement respect to last year



Negligible Risk



ESG Risk Rating Ranking

UNIVERSE	RANK (1 st = lowest risk)	PERCENTILE (1 st = Top Score)
Global Universe	204/15349	2nd
Commercial Services INDUSTRY	30/436	8th
HR Services SUBINDUSTRY	2/60	3rd





RESULTS AS AT 30th JUNE 2023



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



Company	Business Area	1H 2022	1H 2023	Var%
Openjobmetis	Temporary Work	366.757	357.079	(2,6%)
Family Care <i>Badanti con il cuore.</i>	Temporary Work	11.080	12.968	17,0%
OPENJOB CONSULTING	Temporary workers training and other services in outsourcing	5.684	5.447	(4,2%)
SELTIS HUB The right people.	Research and selection middle and top management; Digital Head Hunting	3.805	4.134	8,6%
HE Iwve	Outplacement and managerial training	875	399	(54,4%)
Group Revenues		388.201	380.027	(2,1%)
Group Gross Margin (reported)		49.323	49.061	(0,5%)

Group Margin % (reported)

12,7%

12,9%

FAMILY CARE PRESS RELEASE



LA STAMPA

“Senza un aumento delle rette le case di riposo non riescono a far fronte alla crisi e all’aumento dei costi”

Appello alla Regione. Ipotesi di ritoccare le tariffe del dieci per cento

CHIARA VIGLIETTI

23 Agosto 2023, alle 05:00 | 2 minuti di lettura

Without an increase in fees, retirement homes no cope with the crisis and rising costs

ANSA.it

URI :http://www.ansa.it/
PAESE :Italia
TYPE :Agence de Presse

3 luglio 2023 - 14:46

Italy is not a country for the elderly, for every 1,000 over-65s only 19 places in residential facilities

L'Italia non è un Paese per anziani, per ogni 1000 over 65enni solo 19 posti in strutture residenziali

Dossier del Senato, siamo al top per longevità e aspettativa di vita in buona salute, con 83 e 72 anni

Trade Unions: elderly do not become the business of low-skilled and unscrupulous individuals

la Repubblica

Sindacati: “Anziani fragili non diventino il business di soggetti con scarse competenze e senza scrupoli”

Spi-Cgil, Fnp-Cisl e Uil Pensionati di Parma: “Investire nella domiciliarità”

15 AGOSTO 2023 ALLE 15:26

2 MINUTI DI LETTURA

Anziani e strutture, i dati di Anaste «Generiamo valore per 59 milioni»

Il bilancio dell'associazione presentato alla Lydia Borelli. Gallerti: «Urgente un nuovo patto pubblico-privato»

Elderly and facilities, Anaste data: we generate 59 million in value

PAESE :Italia
PAGINE :24
SUPERFICIE :10 %
PERIODICITÀ :Quotidiano

11 luglio 2023

Italians over 50 in frail condition on the rise: more than 11 million

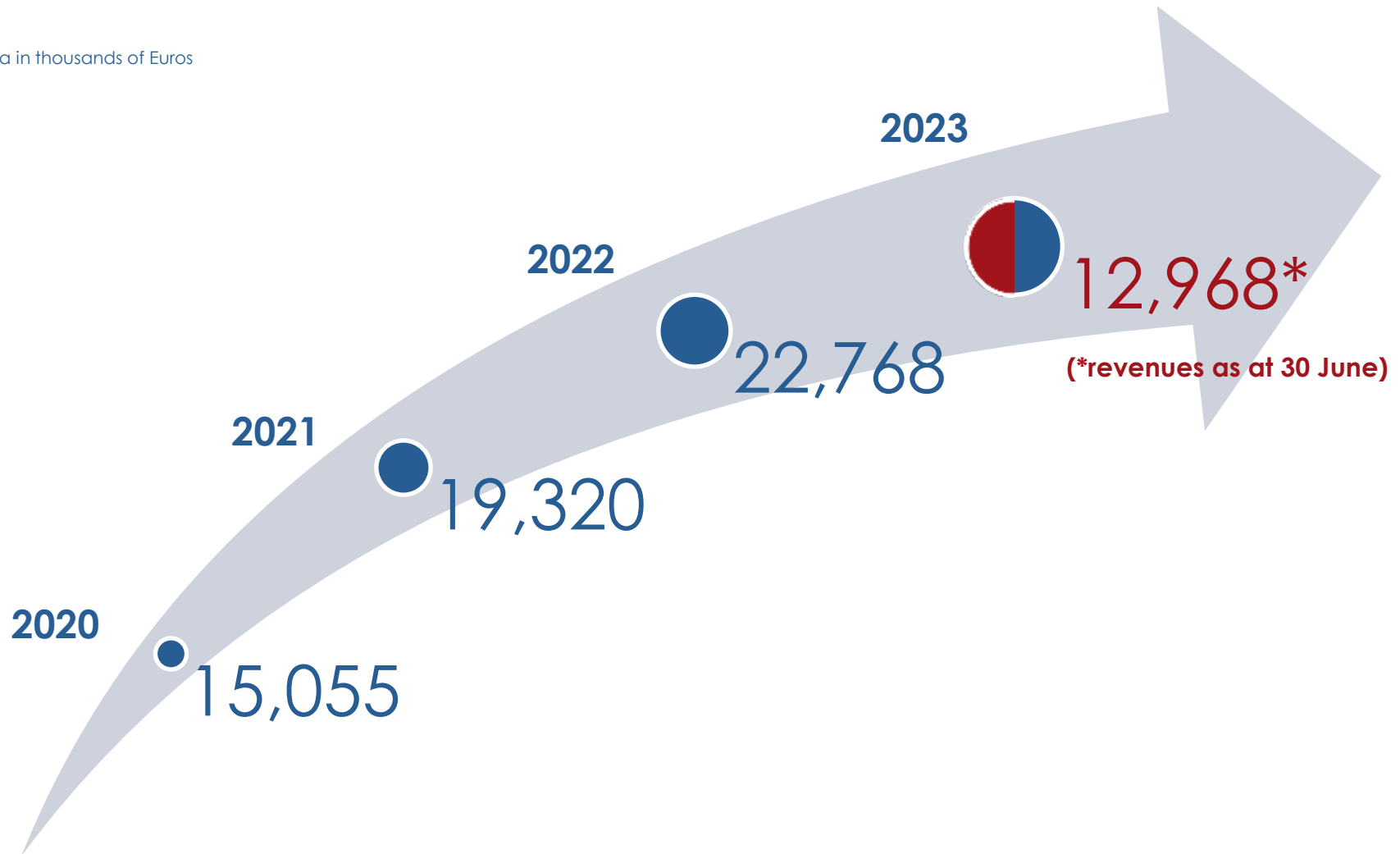
POLITICHE PER GLI ANZIANI In aumento gli italiani over 50 in condizioni di fragilità: oltre 11 milioni

L'Italia è tra i primi Paesi al mondo per longevità, ma la fragilità della popolazione cresce più velocemente dell'aspettativa di vita, mentre il sistema sociosanitario è chiamato a uno sforzo titanico per adeguare l'offerta di cure domiciliari (Adi) e residenziali (Rsa) ai bisogni clinico-assistenziali delle fasce più vulnerabili. Negli ultimi dieci anni, gli italiani over-50 in condizioni di fragilità (sia essa lieve, moderata o severa) sono passati dal 26 al 40% della popolazione, superando gli 11 milioni di persone. Ma il dato che preoccupa maggiormente riguarda l'espansione della prevalenza di fragilità severa che si è più che raddoppiata, arrivando a interessare oltre 1 milione di over-50, soprattutto ultrasettantenni. Senza trascurare i 2,5 milioni di over-50 affetti da fragilità moderata. Come avvenuto durante la pandemia, gli anziani affetti da fragilità severa vanno maggiormente incontro a disabilità grave, ospedalizzazioni ricorrenti e presentano un rischio relativo di morte a un anno di 35 volte superiore rispetto a quello della popolazione senza fragilità. A documentare questo scenario è l'indagine "Trend di fragilità e long-term care in Italia" realizzata da Italia Longeva in collaborazione con la Simg (Società italiana di medicina generale) e la direzione della Programmazione sanitaria del ministero della Salute, che sarà presentata oggi al ministero della Salute nel corso degli Stati Generali dell'Assistenza a lungo termine "Long-Term Care Eight". Per la prima volta in Italia, grazie alla sinergia tra geriatri e medici di medicina generale e con il contributo di Davide Vetranò, professore associato di geriatria al Karolinska Institutet di Stoccolma, è stata realizzata una misurazione su larga scala della fragilità nella popolazione over-50, prendendo in esame oltre 8 milioni di cartelle cliniche di pazienti in carico ai Mmg tra il 2011 e il 2021. Comprendere come evolve la condizione di fragilità, da cosa è influenzata e in quali aree del Paese si concentra, è un fattore chiave per una buona programmazione sociosanitaria, sia a livello nazionale che regionale. Ecco perché ci siamo focalizzati su questo aspetto e, al contempo, abbiamo analizzato il rapporto tra il tasso di fragilità negli over-65, l'offerta regionale di servizi di Adi e i posti letto nelle Irsa. E se è vero che la pandemia ci ha messo di fronte alla sfida di ripensare la sanità del

FAMILY CARE REVENUES GROW



Data in thousands of Euros



1H 2023 VS 1H 2022



	Euro Million	
	2022 1H	2023 1H
Revenues	388,2	380,0
Gross Margin <i>Gross Margin %</i>	49,3 12,7%	49,1 12,9%
Other income	7,5	6,3
Costs	40,7	41,4
EBITDA <i>EBITDA margin</i>	16,2 4,2%	14,0 3,7%
EBIT	12,3	9,5
Net Income	8,3	6,1
EBITDA ADJ <i>EBITDA Adj margin</i>	16,3 4,2%	14,2 3,7%
ADJ COSTS	33,0	34,9

OPENJOBMETIS GROUP 2015-2022



<i>Euro Million</i>	2015	2016	2017	2018	2019	2020	2021	2022
Revenues	432.8	461.0	583.9	594.3	565.3	517.0	720.8	768.4
Gross Margin	58.3	60.2	71.9	74.6	73.5	63.7	89.2	95.2
<i>Gross Margin %</i>	13.47%	13.06%	12.31%	12.55%	13.00%	12.32%	12.38%	12.39%
EBITDA	14.9	17.0	22.0	22.0	23.5	14.9	23.5	29.4
<i>EBITDA margin</i>	3.44%	3.69%	3.77%	3.70%	4.16%	2.88%	3.26%	3.83%
EBIT	10.4	15.5	19.0	18.9	15.6	8.3	15.2	21.2
Net Income	4.5	9.3	12.2	12.4	10.4	23.6	10.7	14.3

INCOME STATEMENT 1H 2023 VS 1H 2022



Euro ('000)	At 30 June		Var. 2023/2022
	2023	2022	
Revenues	380.027	388.201	(8.174)
Costs of temporary work	(330.966)	(338.878)	7.912
Gross Margin	49.061	49.323	(262)
Other income	6.257	7.533	(1.276)
Employee costs	(22.997)	(21.354)	(1.643)
Cost of raw materials and consumables	(111)	(95)	(16)
Costs for services	(17.831)	(18.752)	921
Other operating expenses	(427)	(459)	32
EBITDA	13.952	16.196	(2.244)
Impairment loss on trade and other receivables	(1.150)	(718)	(432)
Amortisation and Depreciation	(2.930)	(2.878)	(52)
EBITA	9.872	12.600	(2.728)
Amortisation of intangible assets	(339)	(331)	(8)
EBIT	9.533	12.269	(2.736)
Financial income	475	12	463
Financial expense	(860)	(281)	(579)
Pre-tax profit (loss)	9.148	12.000	(2.852)
Income taxes	(3.049)	(3.693)	644
Profit (loss) for the year	6.099	8.307	(2.208)

BALANCE SHEET INDICATORS



	<u>31/12/2021</u>	<u>30/03/2022</u>	<u>30/06/2022</u>	<u>31/12/2022</u>	<u>30/03/2023</u>	<u>30/06/2023</u>
NWC (Euro million)	38,2	32,7	15,2	28,3	17,4	22,1
NPF (Euro million)	44,5	35,8	17,5	26,2	12,8	19,4
DSO (days)	69*	72	70	68	66	72

* Net of «Quanta» consolidation effect

BALANCE SHEET 2023 VS 2022



Euro ('000)					Var. 2023/2022
	30/06/2023	% su NIC* / Total sources	31/12/2022	% su NIC* / Total sources	
Intangible assets and goodwill	102.482	63,2%	102.842	60,8%	(360)
Property, plant and equipment	3.596	2,2%	3.493	2,1%	103
Right of use for leases	13.271	8,2%	13.838	8,2%	(567)
Other net non-current assets and liabilities	20.680	12,8%	20.654	12,2%	26
Total non-current assets/liabilities	140.029	86,3%	140.827	83,3%	(798)
Trade receivables	152.073	93,8%	144.584	85,5%	7.489
Other receivables	11.252	6,9%	8.423	5,0%	2.829
Current tax assets	88	0,1%	81	0,0%	7
Trade payables	(15.612)	(9,6%)	(14.752)	(8,7%)	(860)
Current employee benefits	(71.396)	(44,0%)	(62.861)	(37,2%)	(8.535)
Other payables	(50.000)	(30,8%)	(40.879)	(24,2%)	(9.121)
Current tax liabilities	(525)	(0,3%)	(2.512)	(1,5%)	1.987
Current provisions for risks and charges	(3.734)	(2,3%)	(3.757)	(2,2%)	23
Net working capital	22.146	13,7%	28.327	16,7%	(6.181)
Total loans - net invested capital	162.175	100,0%	169.154	100,0%	(6.979)
Equity	141.368	87,2%	141.521	83,7%	(153)
Net financial indebtedness	19.426	12,0%	26.216	15,5%	(6.790)
Employee benefits	1.381	0,9%	1.417	0,8%	(36)
Total sources	162.175	100,0%	169.154	100,0%	(6.979)

* Net Invested Capital



INVESTORS



VOLUNTARY PARTIAL PUBLIC TENDER OFFER (SHARES SUBJECT TO THE OFFER NO. 1,500,000)



Shares tendered to the Offer

% respect to the Shares subject to the Offer 49.41%
% respect to entire Share Capital 5.54%



PRESS RELEASE

Press release pursuant to article 41, paragraph 6, of the Regulation adopted by Consob with resolution no. 11971 of 14 May 1999 as subsequently amended and supplemented (the "Rules for Issuers").

FINAL RESULTS OF THE VOLUNTARY PARTIAL PUBLIC TENDER OFFER LAUNCHED BY OPENJOBMETIS S.P.A. AGENZIA PER IL LAVORO ON MAXIMUM NUMBER OF 1,500,000 SHARES OPENJOBMETIS S.P.A. AGENZIA PER IL LAVORO

Milan, 13 September 2023 – With reference to the voluntary partial public tender offer launched by Openjobmetis S.p.A Agenzia per il Lavoro ("Offeror" or the "Issuer" or the "OJM") pursuant to Articles 102

741,147 For a total disbursement of Euro **6.670.323**

Treasury shares already in the portfolio

342,759

+ 741,147

Treasury shares in the portfolio at 15 September 2023 equal to **8.11% of shares capital**

= 1,083,906

Unit consideration **9.00**



DIVIDEND POLICY

openjobmetis

PRESS RELEASE

THE BOARD OF DIRECTORS APPROVES THE ADDITIONAL FINANCIAL DISCLOSURE AS AT 30 SEPTEMBER 2021

SIGNIFICANT AND SOLID REVENUE GROWTH + 40% COMPARED TO SEPTEMBER 2020 AND + 24% COMPARED TO 2019

SOURCING AND SELECTION SERVICES CONTINUE + 83.7% COMPARED TO SEPTEMBER 2020 AND + 54.9% COMPARED TO 2019

THE EXPANSION OF THE FAMILY CARE APL IS CONFIRMED FOR THE 7TH CONSECUTIVE QUARTER + 33% COMPARED TO SEPTEMBER 2020

NET PROFIT OF € 9.5 MILLION + 154% COMPARED TO € 3.7 MILLION IN SEPTEMBER 2020 + 20% COMPARED TO € 7.9 MILLION IN SEPTEMBER 2019 (NET PROFIT ADJ. +27% VS 19)

NEW DIVIDEND POLICY APPROVED FOR THE 2021-2023 THREE-YEAR PERIOD, WHICH MAKES PROVISION FOR THE DISTRIBUTION BETWEEN 25% AND 50% OF THE CONSOLIDATED NET PROFIT

- Total revenue: € 515.3 million vs. € 368.6 million in the first nine months of 2020
- EBITDA: € 18.9 million vs. € 10.4 million in the first nine months of 2020 - (adjusted € 20.1 million vs € 10.6 million)
- EBIT: € 13.4 million vs. € 5.7 million in the first nine months of 2020 - (Adjusted € 14.7 million vs € 5.9 million)
- Net profit: € 9.5 million vs. € 3.7 million in the first nine months of 2020 - (€ 10.4 million adj. Vs € 3.9 million)
- Net debt: € 38.5 million compared to € 17.4 million as at 31 December 2020 (as at 30 September 2021 positive NFP for approximately € 1 million net of the extraordinary transaction)

Milan, 12 November 2021– The Board of Directors of Openjobmetis S.p.A. (Borsa Italiana: **OJM**), one of the leading Employment Agencies, listed on the STAR segment of the Stock Market managed by Borsa Italiana, approved the Additional Financial Disclosure as at 30 September 2021.

The Managing Director Rosario Rasiqqa commented: "The third quarter of 2021 confirms the positive results achieved in June, both in terms of revenues and profitability, even net of the "Quanta" transaction. We are also very satisfied with the performance of revenues in Recruitment and Selection, and of Family Care Srl - Agenzia per il Lavoro (Employment

SISTEMA DI GESTIONE QUALITÀ CERTIFICATO
CQY
CERTIFICAZIONE
UNI EN ISO 9001:2015

Openjobmetis S.p.A.
- AGENZIA PER IL LAVORO - Auth. Ref. No. 1111-SG dated 26/11/2004
Tax ID / VAT No. in the Milan-MB-Lead Register of Companies 13343690155 - Share Capital € 13,712,000.00 = fully paid in
HEADQUARTERS AND OFFICES: Via Manzoni, 40/C - Centro Direzionale Le Torri - 20103 Galkarate (VA)
REGISTERED OFFICE: Via Bernardino Telesio, 19 - 20145 Milano
Tel. 0331 211501 - info@openjobmetis.it - www.openjobmetis.it
PEC (certified email) openjob@secmail.it - SDI 5N4C3SR

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DIVIDEND POLICY FOR THE 2021-2023 THREE-YEAR PERIOD MAKES PROVISION FOR THE DISTRIBUTION BETWEEN 25% AND 50% OF THE CONSOLIDATED NET PROFIT

Dividend 2021

- ✓ Dividend for each outstanding share **0.31**
- ✓ % respect to the consolidated net profit → **39%**

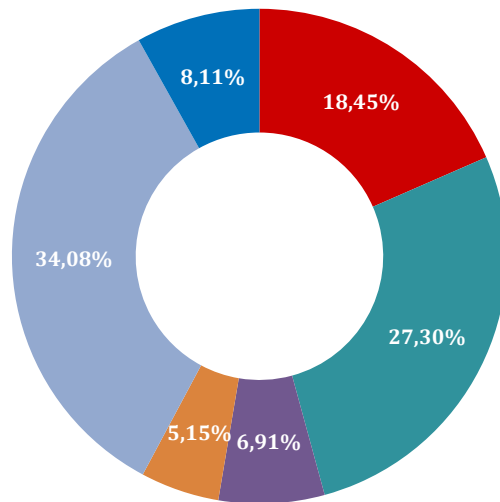
Dividend 2022

- ✓ Dividendo for each outstanding share **0.50**
- ✓ % respect to the consolidated net profit → **45%**

THE MAIN SHAREHOLDERS *

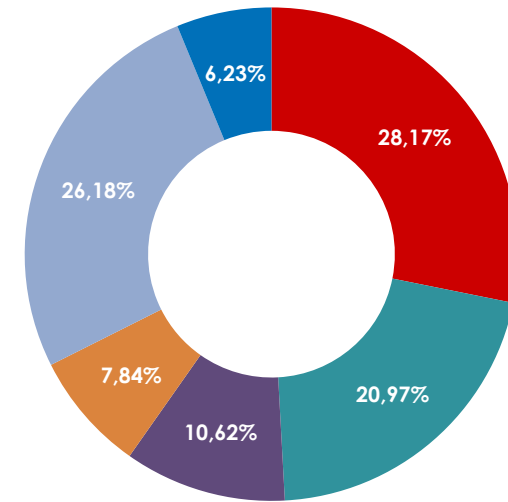


Shareholder



Omniafin S.p.A.	18.45%
Plavisgas S.r.l.	27.30%
Quaestio Italian Growth Fund	6.91%
M.T.I. Investimenti S.r.l.	5.15%
Floating	34.08%
Treasury Shares	8.11%

Voting Rights



Omniafin S.p.A.	28.17%
Plavisgas S.r.l.	20.97%
Quaestio Italian Growth Fund	10.62%
M.T.I. Investimenti S.r.l.	7.84%
Floating	26.18%
Treasury Shares	6.23%

*Treasury shares are not computed for the purposes of calculating the majority and the percentage of capital required for the approval of the resolution (art. 2357-ter comma 2 and art. 2368 comma 3, Cod. Civ.)

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Family Care 
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