



# 9M 2023 Results Conference Call

10 November 2023



# THE GROUP



openjobmetis

100%



100%



100%



52,06%



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

>150 Branches



Company **listed on the STAR segment**

(Market Cap **EUR 106 million** as at 30/09/2023)



**Family Care** first specialised Employment Agency  
(20 branches)



>9.000 business customers



# TEMPORARY WORK IN ITALY



## Revenues

Adecco

Manpower\*

openjobmetis

randstad

Revenues Q3 2023 vs. Q3 2022

7%

(3%)

(2%)

(2%)

Sources: Reported Company data

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



Company	Business Area	9M 2022	9M 2023	Var%
Openjobmetis	Temporary Work	541.535	526.767	(2,7%)
Family Care <i>Badanti con il cuore.</i>	Temporary Work	16.734	19.588	17,1%
OPENJOB CONSULTING	Temporary workers training and other services in outsourcing	8.256	8.005	(3,0%)
SELTIS HUB The right people.	Research and selection middle and top management; Digital Head Hunting	4.953	5.599	13,0%
HE Iwve	Outplacement and managerial training	1.429	709	(50,4%)
<b>Group Revenues</b>		<b>572.907</b>	<b>560.668</b>	<b>(2,1%)</b>

Group Gross Margin (reported)	<b>71.396</b>	<b>72.296</b>	<b>1,3%</b>
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Group Margin % (reported)	12,5%	12,9%
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# GROSS MARGIN 2020-2023



<i>Euro Million</i>	2020	2021	2022	9M 2023
Gross Margin	63,7	89,2	95,2	72,3
Gross Margin %	12,32%	12,38%	12,39%	12,89%

# 9M 2023 VS 9M 2022



Euro Million	2022	2023			
	9M	9M	1Q 2023	2Q 2023	3Q 2023
Revenues	572,9	560,7	183,0	197,1	180,6
Gross Margin	71,4	72,3	23,3	25,7	23,2
<i>Gross Margin %</i>	12,5%	12,9%	12,8%	13,1%	12,9%
Other income	11,0	9,4	3,0	3,3	3,2
Costs	59,5	59,9	20,3	21,1	18,5
EBITDA	22,9	21,8	6,0	7,9	7,9
<i>EBITDA margin</i>	4,0%	3,9%	3,3%	4,0%	4,4%
EBIT	17,0	15,5	3,9	5,7	6,0
Net Income	11,4	9,9	2,3	3,8	3,8
EBITDA ADJ	16,3	22,2	6,0	8,1	8,0
<i>EBITDA Adj margin</i>	2,8%	4,0%	3,3%	4,1%	4,4%
ADJ COSTS	33,0	50,1	17,3	17,6	15,2

# INCOME STATEMENT 9M 2023 VS 9M 2022



Euro ('000)	At 30 September		Var. 2023/2022
	2023	2022	
Revenues	560.668	572.907	(12.239)
Costs of temporary work	(488.372)	(501.511)	13.139
<b>Gross Margin</b>	<b>72.296</b>	<b>71.396</b>	<b>900</b>
Other income	9.408	10.999	(1.591)
Employee costs	(32.915)	(30.706)	(2.209)
Cost of raw materials and consumables	(153)	(145)	(8)
Costs for services	(26.150)	(28.051)	1.901
Other operating expenses	(659)	(633)	(26)
<b>EBITDA</b>	<b>21.827</b>	<b>22.860</b>	<b>(1.033)</b>
Impairment loss on trade and other receivables	(1.417)	(1.057)	(360)
Amortisation and Depreciation	(4.367)	(4.350)	(17)
<b>EBITA</b>	<b>16.043</b>	<b>17.453</b>	<b>(1.410)</b>
Amortisation of intangible assets	(514)	(499)	(15)
<b>EBIT</b>	<b>15.529</b>	<b>16.954</b>	<b>(1.425)</b>
Financial income	968	21	947
Financial expense	(1.636)	(433)	(1.203)
<b>Pre-tax profit (loss)</b>	<b>14.861</b>	<b>16.542</b>	<b>(1.681)</b>
Income taxes	(4.952)	(5.164)	212
<b>Profit (loss) for the year</b>	<b>9.909</b>	<b>11.378</b>	<b>(1.469)</b>

# BALANCE SHEET INDICATORS



	<u>31/12/2021</u>	<u>30/03/2022</u>	<u>30/06/2022</u>	<u>30/09/2022</u>	<u>31/12/2022</u>	<u>30/03/2023</u>	<u>30/06/2023</u>	<u>30/09/2023</u>
NWC (Euro million)	38,2	32,7	15,2	14,2	28,3	17,4	22,1	26,1
NPF (Euro million)	44,5	35,8	17,5	12,7	26,2	12,8	19,4	26,0
DSO (days)	69*	72	70	64	68	66	72	69

\* Net of «Quanta» consolidation effect



# BALANCE SHEET 2023 VS 2022



Euro ('000)					Var. 2023/2022
	30/09/2023	% su NIC* / Total sources	31/12/2022	% su NIC* / Total sources	
Intangible assets and goodwill	102.237	61,6%	102.842	60,8%	(605)
Property, plant and equipment	3.614	2,2%	3.493	2,1%	121
Right of use for leases	13.542	8,2%	13.838	8,2%	(296)
Other net non-current assets and liabilities	20.477	12,3%	20.654	12,2%	(177)
<b>Total non-current assets/liabilities</b>	<b>139.870</b>	<b>84,3%</b>	<b>140.827</b>	<b>83,3%</b>	<b>(957)</b>
Trade receivables	142.481	85,8%	144.584	85,5%	(2.103)
Other receivables	12.157	7,3%	8.423	5,0%	3.734
Current tax assets	37	0,0%	81	0,0%	(44)
Trade payables	(13.958)	(8,4%)	(14.752)	(8,7%)	794
Current employee benefits	(66.992)	(40,4%)	(62.861)	(37,2%)	(4.131)
Other payables	(41.689)	(25,1%)	(40.879)	(24,2%)	(810)
Current tax liabilities	(2.199)	(1,3%)	(2.512)	(1,5%)	313
Current provisions for risks and charges	(3.733)	(2,2%)	(3.757)	(2,2%)	24
<b>Net working capital</b>	<b>26.104</b>	<b>15,7%</b>	<b>28.327</b>	<b>16,7%</b>	<b>(2.223)</b>
<b>Total loans - net invested capital</b>	<b>165.974</b>	<b>100,0%</b>	<b>169.154</b>	<b>100,0%</b>	<b>(3.180)</b>
Equity	138.579	83,5%	141.521	83,7%	(2.942)
Net financial indebtedness	25.999	15,7%	26.216	15,5%	(217)
Employee benefits	1.396	0,8%	1.417	0,8%	(21)
<b>Total sources</b>	<b>165.974</b>	<b>100,0%</b>	<b>169.154</b>	<b>100,0%</b>	<b>(3.180)</b>

\* Net Invested Capital

openjobmetis

SISTEMA DI GESTIONE  
QUALITÀ CERTIFICATO

  
CERTIQUALITY

UNI EN ISO 9001:2015

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OPENJOB  
CONSULTING

SELTISHUB  
The right people.

Family Care  
Badanti con il cuore.

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