



2021 Results Conference Call

16 March 2022



THE POST-COVID RECOVERY



Il Sole 24 ORE

Lavoro

Effetto Pnrr sull'occupazione: fino a 1,7 milioni di posti in più

La stima di Unioncamere-Anpal nei prossimi cinque anni: ritorno ai livelli pre-pandemia entro il 2023. Il traino dai servizi, costruzioni e infrastrutture le filiere più dinamiche. Pa, servono 770mila lavoratori

di Giorgio Pogliotti, Claudio Tucci

11 febbraio 2022

il Giornale.it

Cosa spinge davvero la ripresa post-Covid

4 Febbraio 2022 - 07:39

I fattori determinanti saranno gli investimenti in innovazione tecnologica e l'inserimento di nuove professionalità dedicate

QF QuiFinanza BORSE ECONOMIA RISPARMIO FISCO E TASSE INFO UTILI

Temi Caldi: • Crisi Ucraina • Riforma pensioni • Smart working • Bonus fiscali 2022

Home > Lavoro > Lavoro post Covid, la spinta sarà "green e white"

Lavoro post Covid, la spinta sarà "green e white"

CNEL presenta XXIII rapporto sul Mercato del lavoro e della contrattazione collettiva: saltato patto generazionale, per giovani futuro incerto

Avenire.it

UCRAINA PAPA CEI COVID ECONOMIA

Home > Economia > Lavoro Bes | Lavoro | Motori | Risparmio

Somministrazione. Nel 2021 crescono gli occupati, buone le prospettive di quest'anno

Maurizio Carucci venerdì 25 febbraio 2022

Le stime Assosomm-Censis parlano della creazione di circa 2,5 milioni di posti. Numerose le offerte di lavoro in tutta Italia

Italia Oggi

QUOTIDIANO ECONOMICO, GIURIDICO E POLITICO

La rilevazione Censis per Assosomm. In somministrazione il 16,5% dei rapporti a termine

Servizi e turismo per la ripresa

La risalita nel post pandemia porterà circa 2,5 mln di posti

affaritaliani.it

Il primo quotidiano digitale, dal 1996

Guerra Ucraina Coronavirus Ascolti TV Terza Guerra Mondiale ATTIVA LE NOTIFICHE FONDATORE E DIRETTORE: ANGELO

Nexi Mobile POS a CANONE Zero ACQUISTA SUBITO nexi

Home > Economia > Mercato del lavoro post-Covid: digitalizzazione e +40% di assunzioni da remoto

ECONOMIA

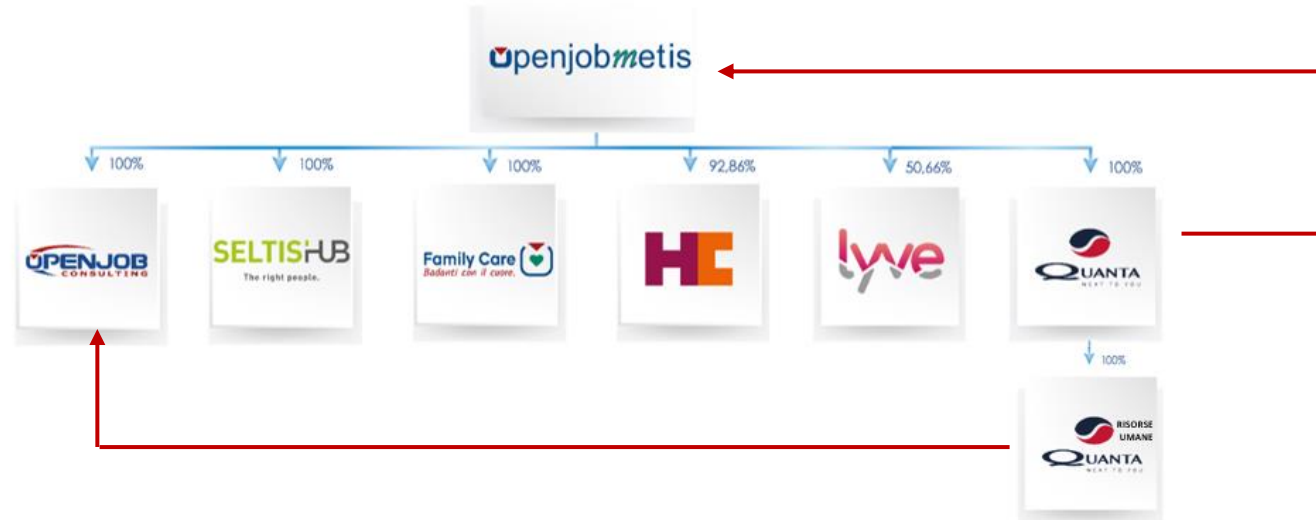
A* A*

Giovedì, 15 luglio 2021

Mercato del lavoro post-Covid: digitalizzazione e +40% di assunzioni da remoto

"Smartworking" è ormai una definizione riduttiva: cresce il lavoro in modalità totalmente da remoto

THE GROUP



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

>**139** Branches



Company **listed on the STAR segment**

(Market Cap **EUR 172,2 million** as at 31/12/2021)



Family Care first specialised Employment Agency
(19 branches)



>**9.000** business customers



TEMPORARY WORK IN ITALY



Revenues

Adecco

 Manpower*

 openjobmetis

 randstad

Q4 2021 vs. Q4 2020

+18%

+15%

+38,5%
+20,8% w/o Q

+32%

2021 vs. 2020

+28%*

+29%*

+39,4%
+26,7% w/o Q

+36%

Sources: Reported Company data

* Estimated value

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



Company	Business Area	2020	2021	Var%
Openjobmetis	Temporary Work	494.261	624.345	26,3%
Family Care <i>Badanti con il cuore.</i>	Temporary Work	15.055	19.320	28,3%
OPENJOB CONSULTING	Temporary workers training and other revenues	2.746	3.710	35,1%
SELTISHUB The right people.	Research and selection; focus on middle and top management – Digital Head Hunting	3.043	4.717	55,0%
HE	Outplacement and managerial training	1.004	1.037	3,3%
lyve	Staff training	876*	1.925	-
QUANTA	Temporary work	-	62.510	-
Risorse Umane QUANTA	Temporary workers training and other revenues	-	3.226	-
Group Revenues		516.985	720.789	39,4%
Group Gross Margin (reported)		63.711	89.232	40,1%
Group Margin % (reported)		12,3%	12,4%	

** Consolidated from the acquisition (NOV+DEC)

2019 VS 2020 VS 2021



<i>Euro Million</i>	2019	2020	2021
Revenues	565,3	517,0	720,8
Gross Margin	73,5	63,7	89,2
<i>Gross Margin %</i>	13,0%	12,3%	12,4%
Costs	50,0	48,8	65,7
EBITDA	23,5	14,9	23,5
<i>EBITDA margin</i>	4,2%	2,9%	3,3%
EBIT	15,6	8,3	15,2
Net Income	10,4	23,6*	10,7
EBITDA ADJ	24,0	15,3	25,5
COSTS ADJ	49,5	48,4	63,7

* 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.

BALANCE SHEET INDICATORS



	31/12/19	31/12/20	31/12/21
NWC (Euro million)	42,4	28,0	38,2
NFP (Euro million)	30,1	17,4	44,5
DSO (days) Credits/Revenues *360	74	76	69*
NFP / EQUITY	0,29	0,17	0,33
Quarterly DSO	Q1: 75 Q2: 73 Q3: 70 Q4: 70	Q1: 73 Q2: 83 Q3: 72 Q4: 66	Q1: 70 Q2: 67* Q3: 65* Q4: 63*

* Net of «Quanta» consolidation effect

INCOME STATEMENT 2021 VS 2020



Euro ('000)	At 31 December		Var. 2021/2020
	2021	2020	
Revenues	720.789	516.985	203.804
Costs of temporary work	(631.557)	(453.274)	(178.284)
Gross Margin	89.232	63.711	25.521
Other income	15.586	8.649	6.937
Employee costs	(42.458)	(32.270)	(10.188)
Cost of raw materials and consumables	(202)	(174)	(28)
Costs for services	(37.569)	(24.410)	(13.159)
Other operating expenses	(1.046)	(636)	(410)
EBITDA	23.543	14.870	8.673
Impairment loss on trade and other receivables	(2.178)	(1.631)	(547)
Amortisation and Depreciation	(5.785)	(4.927)	(857)
EBITA	15.580	8.312	7.268
Amortisation of intangible assets	(403)	(46)	(357)
EBIT	15.177	8.266	6.911
Financial income	40	235	(195)
Financial expense	(719)	(536)	(183)
Pre-tax profit (loss)	14.499	7.965	6.533
Income taxes	(3.786)	15.677	(19.463)
Profit (loss) for the year	10.713	23.642	(12.929)

BALANCE SHEET 2021 VS 2020



Euro ('000)					Var. 2021/2020
	31/12/2021	% su NIC* / Total sources	31/12/2020	% su NIC* / Total sources	
Intangible assets and goodwill	103.854	57,4%	76.191	54,1%	27.663
Property, plant and equipment	3.412	1,9%	2.585	1,8%	828
Right of use for leases	14.818	8,2%	12.851	9,1%	1.967
Other net non-current assets and liabilities	20.611	11,4%	21.144	15,0%	(532)
Total non-current assets/liabilities	142.696	78,9%	112.770	80,1%	29.926
Trade receivables	153.040	84,6%	108.911	77,4%	44.129
Other receivables	13.073	7,2%	7.751	5,5%	5.322
Current tax assets	354	0,2%	280	0,2%	74
Trade payables	(14.779)	(8,2%)	(10.456)	(7,4%)	(4.323)
Current employee benefits	(63.865)	(35,3%)	(42.962)	(30,5%)	(20.904)
Other payables	(43.591)	(24,1%)	(32.840)	(23,3%)	(10.751)
Current tax liabilities	(1.519)	(0,8%)	(726)	(0,5%)	(793)
Current provisions for risks and charges	(4.544)	(2,5%)	(1.929)	(1,4%)	(2.615)
Net working capital	38.168	21,1%	28.029	19,9%	10.139
Total loans - net invested capital	180.864	100,0%	140.799	100,0%	40.065
Equity	134.722	74,5%	122.086	86,7%	12.636
Net financial indebtedness	44.464	24,6%	17.375	12,3%	27.090
Employee benefits	1.678	0,9%	1.339	1,0%	339
Total sources	180.864	100,0%	140.799	100,0%	40.065

* Net Invested Capital

NEW DIVIDEND POLICY



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 Rastizza 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



Openjobmetis S.p.A.
- AGENZIA PER IL LAVORO - Auth. Ref. No. 1111-SO dated 26/11/2004
Tax ID / VAT No. in the Milan-MB-Lomb Register of Companies 1304901055 - Share Capital € 13,712,000.00 = fully paid-in
HEADQUARTERS AND OFFICES: Via Marsala, 40/C - Centro Direzionale Le Torri - 20113 Gallarate (VA)
REGISTERED OFFICE: Via Bernardino Telesio, 18 - 20145 Milan
Tel. 0231 211501 - info@openjob.it - www.openjobmetis.it
PEC (certified e-mail) openjob@acromail.it - SDI 5H4C5R1



NEW DIVIDEND POLICY APPROVED
FOR THE 2021-2023 THREE-YEAR
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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



www.openjobmetis.it

