RECRUIT

Recruit Holdings Announces FY2026 Q1

August 7, 2026
Recruit Holdings Co., Ltd.
TSE: 6098

1. Highlights of Consolidated Financial Results and Guidance

FY2026 Q1 Consolidated Financial Results

- Revenue, EBITDA+S, and basic EPS all reaching record highs, exceeding initial expectations

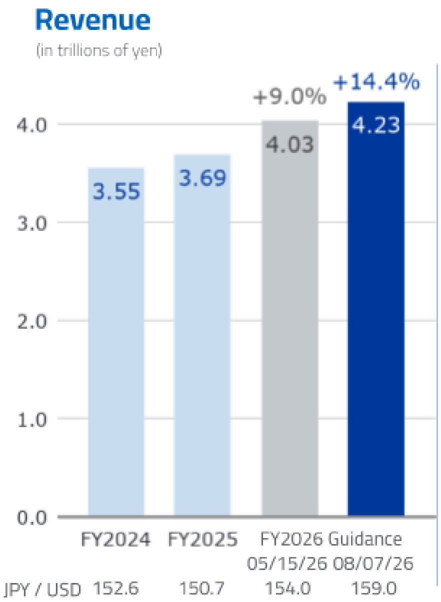
FY2026 Consolidated Revised Guidance

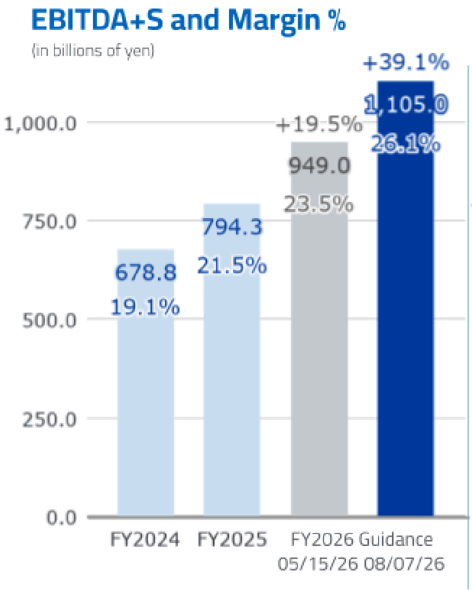
- Revised upward the full-year guidance disclosed on May 15
- Monetization development and operational efficiency in HR Technology progressed faster than initially expected
- 14.4% increase in revenue, 39.1% increase in EBITDA+S with EBITDA+S margin of 26.1%, and 55.2% growth in basic EPS.

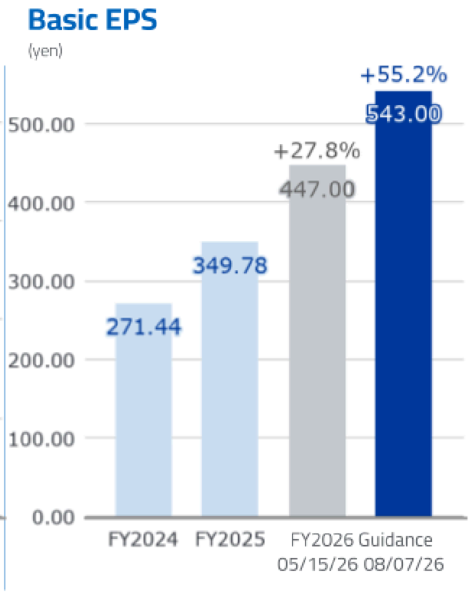
FY2026 Consolidated Q1 Results and Full-year Revised Guidance

	Q1 Actual			FY2025 Full-year	FY2026 Full-year Guidance			
(in billions of yen, unless otherwise stated)	FY2025	FY2026	YoY	Actual	05/15/26	YoY	08/07/26	YoY
Exchange rate per US Dollar (Yen)	144.4	159.3	-	150.7	154.0	-	159.0	-
Revenue	878.8	1,045.3	+18.9%	3,697.3	4,030.0	+9.0%	4,230.0	+14.4%
EBITDA+S	**187.1**	**292.8**	**+56.5%**	**794.3**	**949.0**	**+19.5%**	**1,105.0**	**+39.1%**
EBITDA+S margin %	21.3%	28.0%	-	21.5%	23.5%	-	26.1%	-
EBITDA	**163.5**	**272.3**	**+66.6%**	**730.5**	**869.0**	**+19.0%**	**1,025.0**	**+40.3%**
EBITDA margin %	18.6%	26.1%	-	19.8%	21.6%	-	24.2%	-
Profit attributable to owners of the parent	**120.9**	**202.6**	**+67.5%**	**496.9**	**623.0**	**+25.4%**	**755.0**	**+51.9%**
Basic EPS (yen)	**83.97**	**145.48**	**+73.2%**	**349.78**	**447.00**	**+27.8%**	**543.00**	**+55.2%**

FY2026 Consolidated Full-year Revised Guidance





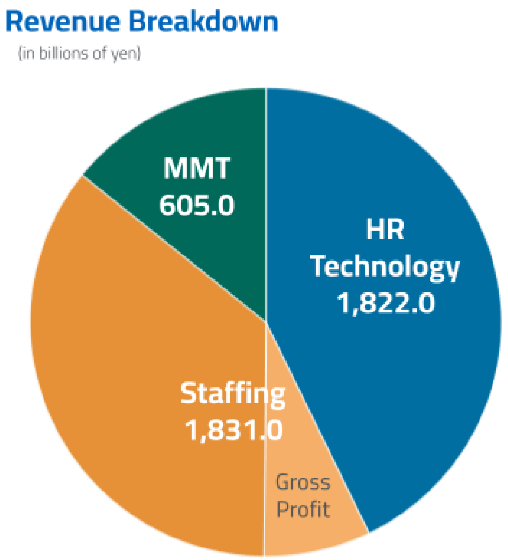


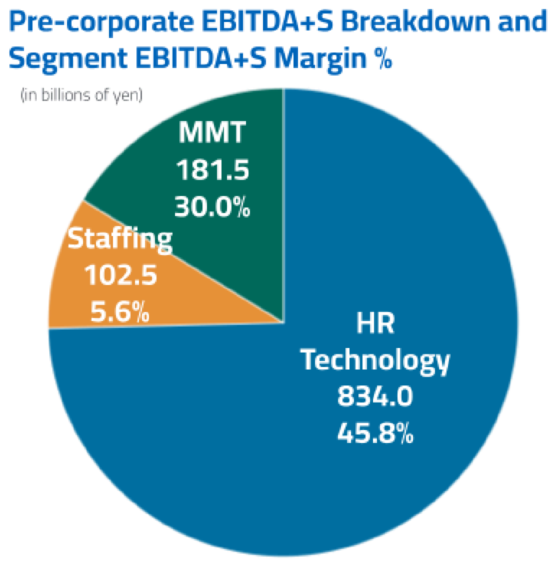
2. FY2026 Q1 Financial Results and Full-Year Revised Outlook by Segments

FY2026 Q1 Results and FY2026 Full-year Revised Outlook by Segment

(in billions of yen)		Q1 Actual			FY2025 Full-year	FY2026 Full-year Outlook			
		FY2025	FY2026	YoY	Actual	05/15/26	YoY	08/07/26	YoY
HR Technology	Revenue	341.7	455.4	+33.2%	1,458.4	1,653.7	+13.4%	1,822.0	+24.9%
	Revenue in USD mm	2,363	2,858	+20.9%	9,674	10,738	+11.0%	11,485	+18.7%
	EBITDA+S	119.4	215.7	+80.6%	549.9	677.4	+23.2%	834.0	+51.6%
	EBITDA+S Margin %	35.0%	47.4%	-	37.7%	41.0%	-	45.8%	-
Staffing	Revenue	408.1	455.2	+11.5%	1,703.4	1,802.5	+5.8%	1,831.0	+7.5%
	EBITDA+S	26.8	28.2	+5.2%	99.7	100.5	+0.8%	102.5	+2.8%
	EBITDA+S Margin %	6.6%	6.2%	-	5.9%	5.6%	-	5.6%	-
MMT	Revenue	136.8	141.8	+3.7%	564.6	605.0	+7.1%	605.0	+7.1%
	EBITDA+S	43.2	51.1	+18.3%	154.9	181.5	+17.1%	181.5	+17.1%
	EBITDA+S Margin %	31.6%	36.0%	-	27.4%	30.0%	-	30.0%	-

FY2026 Full-year Revised Outlook by Segment





HR Technology

Q1 FY2026

- Segment revenue increased 20.9% YoY to $2.85 billion, exceeding initial expectations.
  - US: Revenue increased 30.0% YoY to $1.64 billion, a new quarterly record, with US Average Revenue per Job, or US ARPJ, growth of 35% YoY
  - Europe & Others: Revenue increased 28.5% YoY to $0.61 billion
  - Japan: Revenue increased 6.7% YoY to ¥96.3 billion
- Segment EBITDA+S margin reached 47.4%, driven by revenue growth and further cost efficiency improvements.

FY2026 Full-Year Segment Outlook

- Segment revenue outlook was revised upward for all three regions to $11.48 billion, an increase of 18.7% YoY.
  - US: Revenue to increase 25.1% YoY to $6.65 billion, driven by continued monetization development including further growth of Premium Sponsored Jobs, based on US ARPJ growth rate of 30% in FY2026
  - Europe & Others: Revenue to increase 23.2% YoY to $2.52 billion with continued monetization development, including further growth of Premium Sponsored Jobs in major countries.
  - Japan: Revenue to increase 5.4% YoY to ¥367.0 billion, or virtually flat YoY at $2.31 billion, with anticipated growth from Indeed PLUS and the recovery of placement services in H2 expected to offset the negative impact of gross-to-net revenue recognition changes and the strategic downsizing of unprofitable businesses
- Segment EBITDA+S margin to be 45.8% in FY2026.

Staffing

Q1 FY2026

- Segment revenue increased 11.5% YoY to ¥455.2 billion with EBITDA+S margin of 6.2 %.
  - Japan: Revenue increased 3.5% YoY to ¥220.2 billion
  - Europe, US, and Australia: Revenue increased 20.3% YoY to ¥235.0 billion

FY2026 Full-Year Segment Outlook

- Minor revisions made to the full-year guidance disclosed in May.

Marketing Matching Technologies (MMT)

Q1 FY2026

- Segment revenue increased 3.7% YoY to ¥141.8 billion with EBITDA+S margin of 36.0 %.
  - Lifestyle: Revenue increased 9.6% YoY to ¥76.8 billion.
  - Housing & Real Estate: Revenue increased 2.8% YoY to ¥38.6 billion.
  - Others: Revenue decreased 9.3% YoY to ¥26.4 billion.

FY2026 Full-Year Segment Outlook

- No changes from the full-year guidance disclosed in May.
- Segment EBITDA+S margin to be 31.0% for H1, 29.0% for H2, and 30.0% for the full year, reflecting the normalization of previous seasonal fluctuations in sales promotion and advertising expenses.
- No change to our target of approximately 35% EBITDA+S margin by FY2028.

3. Capital Allocation

- As of July 31, 2026, the ongoing ¥350.0 billion share buyback program has utilized ¥120.0 billion, or 34.3% of the total amount, repurchasing 12.5 million shares.
- Gross cash was ¥908.5 billion as of June 30, 2026.

For further details on the information contained in this document, please refer to the Earnings Release, Presentation Slides, and Transcript.

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