



PageGroup Half Year Results 2023

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Headline Numbers

Kelvin Stagg

Chief Financial Officer

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Key financial highlights

Group operating profit of £63.9m

Gross Profit

£526.8m

£538.9m H1 2022

Constant Currency
vs 2022

-4.4%

Operating
Profit

£63.9m

£115.3m H1 2022

Conversion
Rate

12.1%

21.4% H1 2022

Basic EPS

13.6p

25.6p H1 2022

Net Cash

£97.9m

£136.2m H1 2022

Interim Dividend
Per share

5.13p

4.91p H1 2022

Special Dividend
Per share

15.87p

26.71p H1 2022



Financial Review

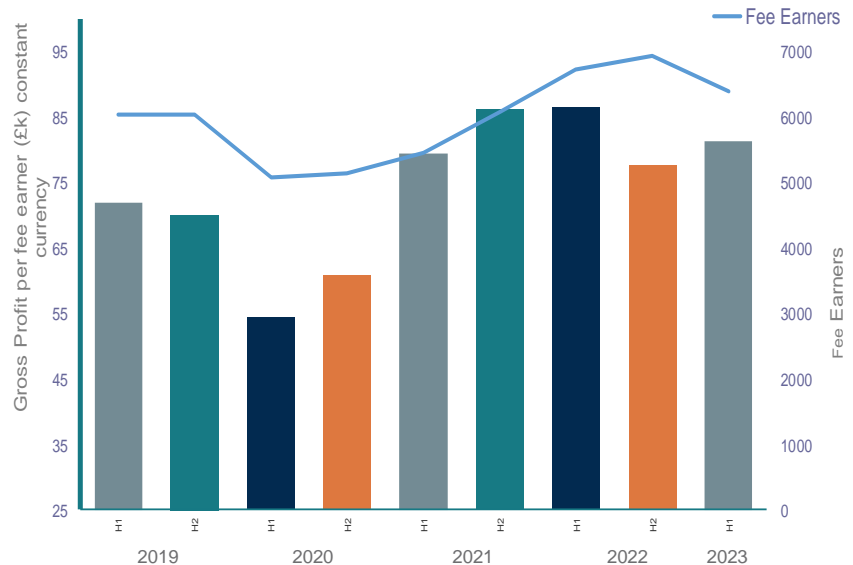
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Productivity down 6% on H1 2022

Up 5% sequentially on H2 2022

- Activity levels remain strong
- Continued high fee rates
- Wage inflation noted across most markets
- Slowdown in time-to-hire driven by increased client caution
- Less acceptance of offers by candidates due to buybacks, lower offers and general caution



Lower conversion rates across all regions

Group Conversion Rate of 12.1%

£m	H1 2023				H1 2022		
	Gross Profit	GP Growth Rate (CC %)	Operating Profit	Conversion Rate	Gross Profit	Operating Profit	Conversion Rate
Group	526.8	-4.4%	63.9	12.1%	538.9	115.3	21.4%
EMEA	288.4	+4.3%	47.8	16.6%	266.7	65.3	24.5%
Americas	89.1	-8.2%	5.9	6.7%	94.2	13.8	14.7%
Asia Pacific	83.4	-17.3%	4.5	5.3%	102.0	20.9	20.5%
UK	65.9	-13.2%	5.7	8.6%	76.0	15.3	20.1%

- H1 2023 conversion rate impacted by lower productivity combined with higher cost base

Effective Tax Rate (ETR)

Effective tax rate increased on 2022

£m	H1 2023	H1 2022
Profit Before Tax	63.3	114.5
Tax Charge	20.2	33.0
Effective Tax Rate	31.9%	28.8%

- Expect tax rate of c. 30% for the full year, due to increase in UK Corporation tax rate from 19% to 25% from 1 April 2023

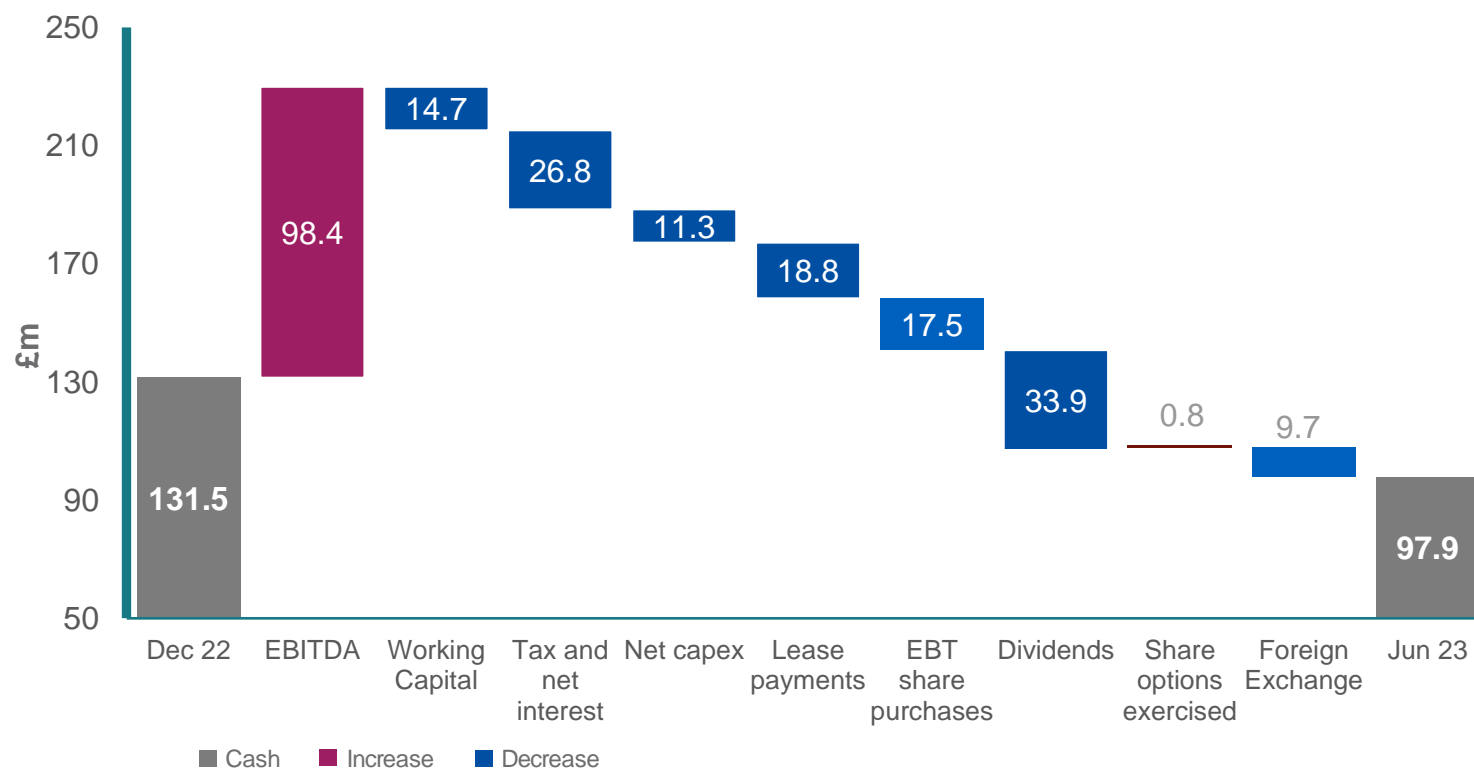
A strong and robust balance sheet

Net cash of £97.9m

£m	H1 2023	H1 2022
Intangible assets	35.7	44.8
Tangible assets	37.7	33.3
Lease assets	93.4	93.2
Trade and other receivables	424.6	454.3
Trade, other payables, current and deferred taxes	(251.8)	(272.9)
Lease Liabilities	(103.6)	(101.6)
Net cash	97.9	136.2
Net assets	333.9	387.3

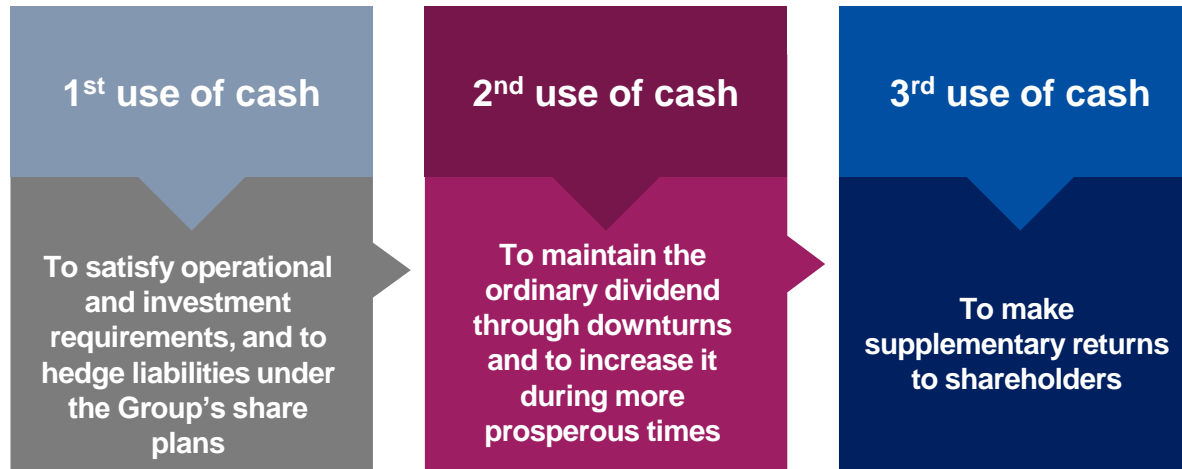
Strong cash flow generation

Final 2022 dividend payment of £33.9m in June

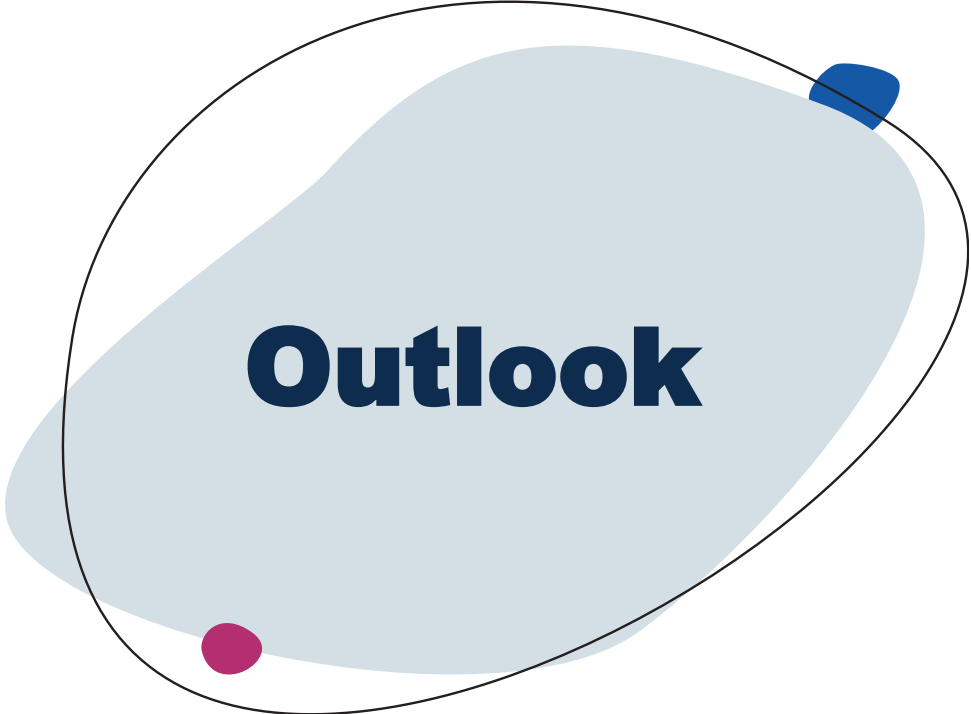


Clear capital allocation strategy

£66m total dividend to be paid in October



Dividend per share (p)	H1 2023	H1 2022
Interim	5.13	4.91
Special	15.87	26.71
Total excl. final	21.00	31.62



Outlook

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Outlook

2023 Full Year Operating Profit to be in line with our previous guidance

High level of global macro-economic and political uncertainty

Candidate shortages and good levels of vacancies

Benefits from investments in innovation and technology

Well positioned despite the uncertainty

Expect 2023 FY Operating Profit to be in line with previous guidance

Appendix

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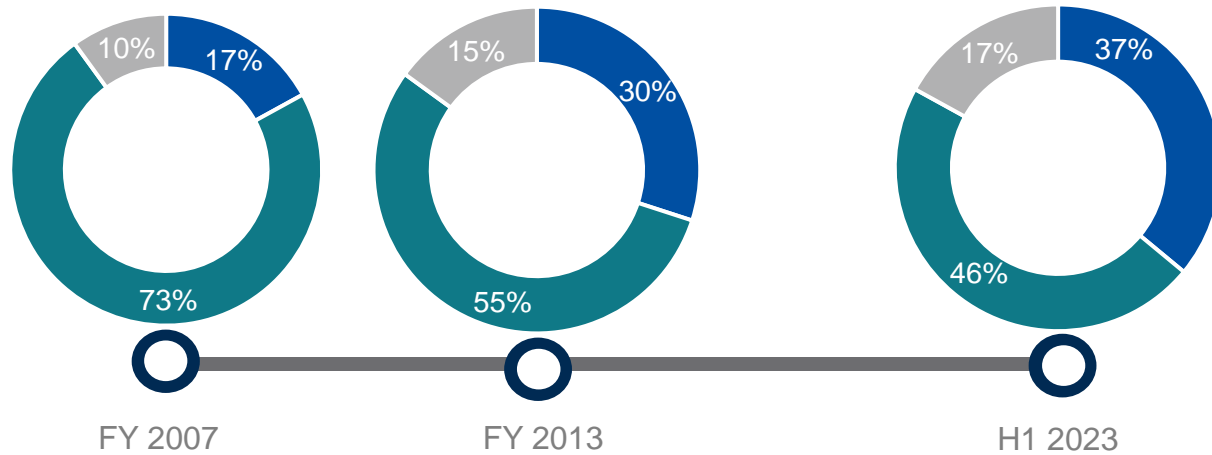
Our business model



A growing international business

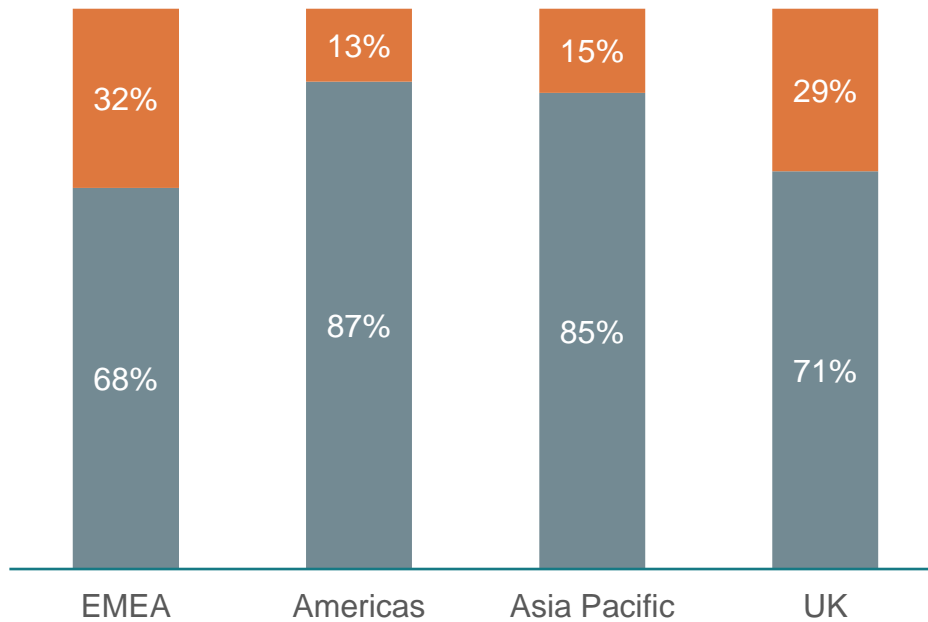
Delivering on our global diversification strategy

Gross Profit

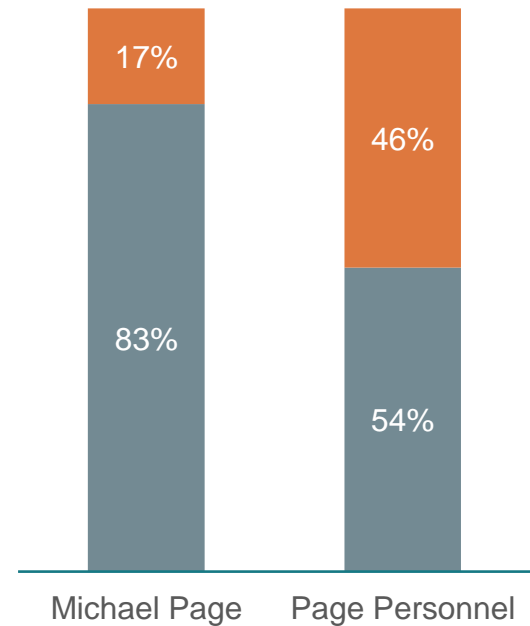


Significant variations in recruitment mix

Geography

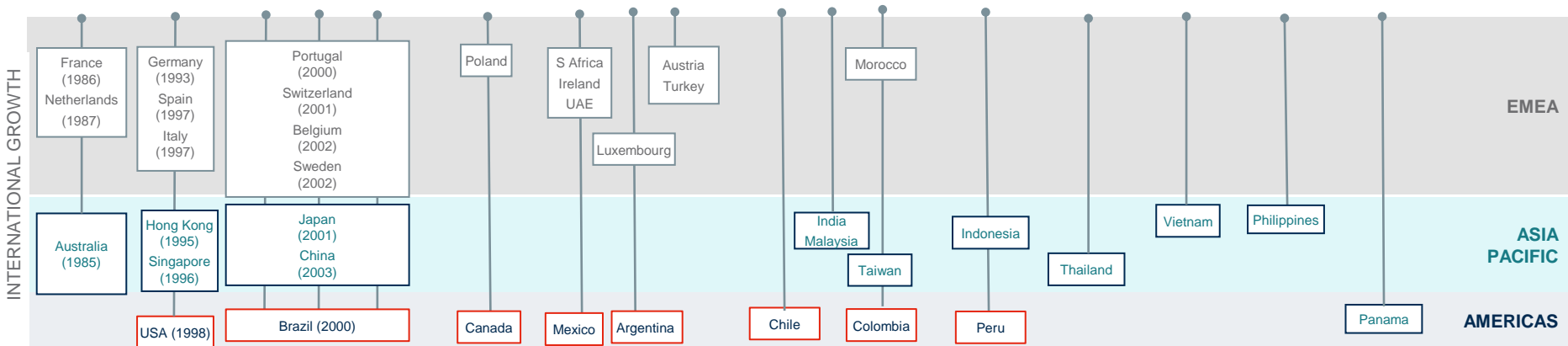
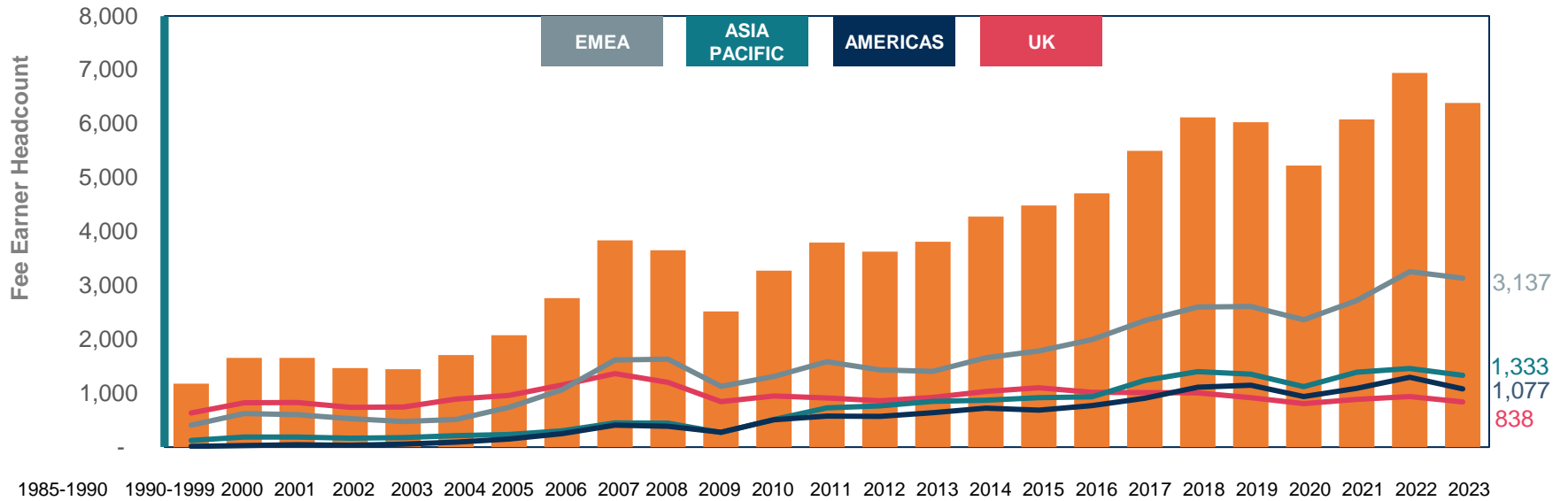


Brands



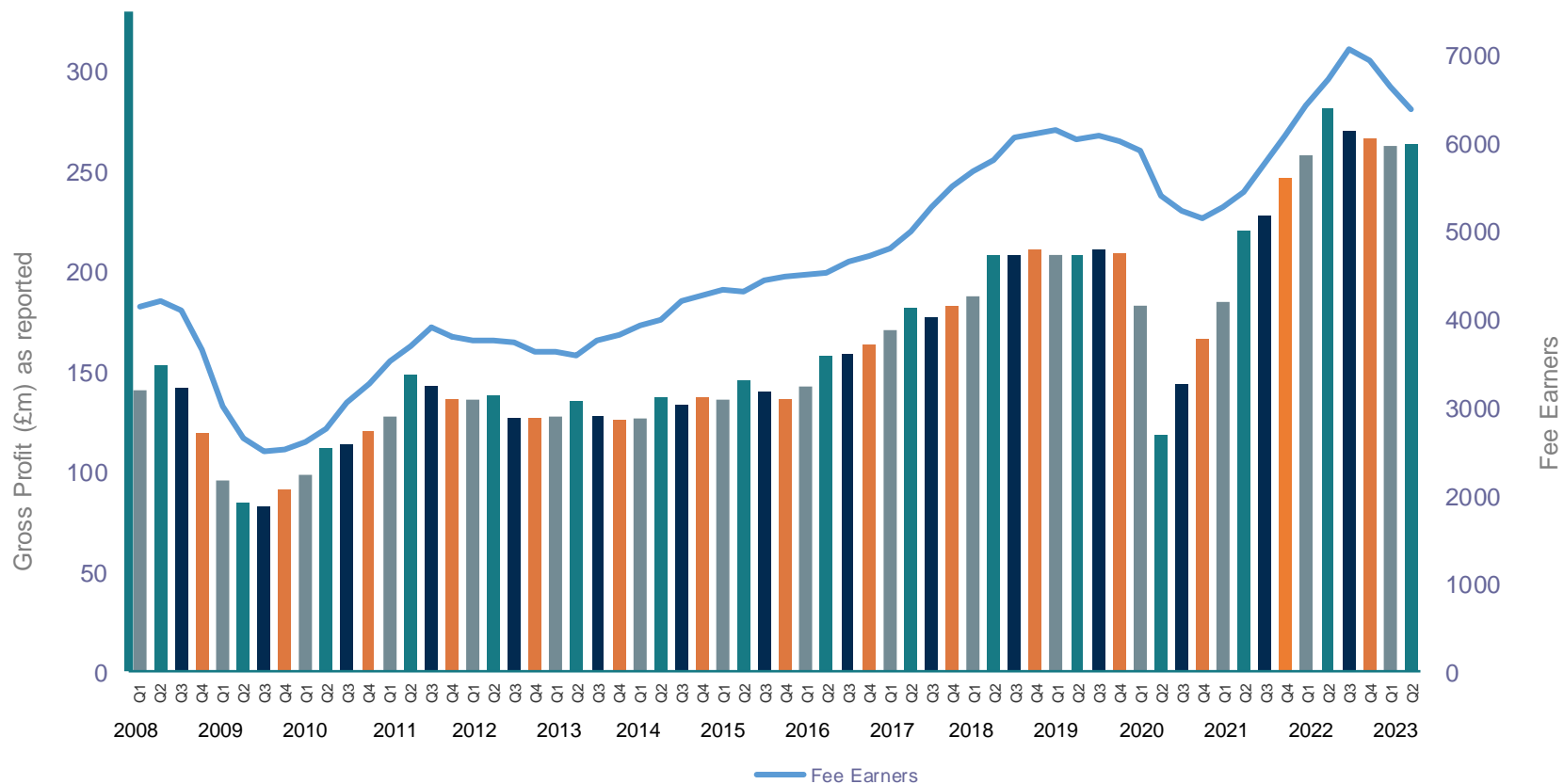
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Long term fee earner & international growth



Quarterly gross profit & fee earners

Quarterly gross profit reduced from Q4 2022



Year-on-Year gross profit growth rates

	2021				2022				2023	
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2
EMEA	+3.6%	+75.8%	+45.8%	+48.0%	+41.1%	+29.4%	+22.1%	+11.9%	+6.8%	+1.7%
Asia Pacific	+15.3%	+89.7%	+68.2%	+48.7%	+35.8%	+11.7%	-3.9%	-15.8%	-17.0%	-17.3%
– Asia	+22.2%	+93.1%	+69.0%	+50.4%	+39.9%	+8.8%	-6.4%	-19.8%	-21.1%	-21.2%
– Australasia	-6.6%	+76.7%	+64.9%	+44.1%	+21.6%	+24.3%	+6.5%	-0.5%	+0.8%	-3.6%
Americas	-4.3%	+137.9%	+113.4%	+75.7%	+56.6%	+34.1%	+18.3%	+6.9%	-7.6%	-8.7%
– North America	-9.1%	+109.7%	+105.5%	+83.2%	+60.1%	+31.0%	+15.3%	+2.8%	-14.3%	-16.2%
– Latin America	+4.3%	+210.3%	+128.8%	+66.3%	+51.3%	+39.6%	+23.5%	+13.0%	+4.0%	2.9%
UK	-11.0%	+136.1%	+94.6%	+73.2%	+43.4%	+22.6%	+9.5%	-1.8%	-9.4%	-17.0%
Group Total	+2.0%	+94.1%	+65.4%	+55.1%	+42.6%	+25.5%	+14.0%	+3.6%	-2.4%	-6.4%

Contacts and Calendar

Contacts

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Date

11 October 2023

Event

Q3 2023 Trading Update

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