



104

用創新轉動視野，用行動打造未來

104

104 資訊科技

104 Corporation (TSE:3130)

A Total Solution Provider in the Chinese HR Services Market

December 2022

Safe Harbor Statement

This presentation contains some forward - looking statements that are subject to substantial risks and uncertainties . Typically, these statements contain words such as “anticipate,” “believe,” “could,” “estimate ,” “expect,” “intend,” “plan,” “forecast,” “project,” “predict,” “potential,” “continue,” “may,” “should,” “will” and “would” or similar words . You should consider these forward- looking statements carefully because such statements are only our expectations or projections about future events ; and actual results may differ materially from those expressed or implied by such statements .

You should be cautioned that the forward - looking statements are not the guarantees of our future performance . The forward- looking statements contained in this presentation are made only as of the date of this presentation and we undertake no obligation to update the forward- looking statements to reflect subsequent events or circumstances, except as required by law.

This presentation and the information contained herein is the property of 104 Corporation.

Agenda

- **Company Profile**
-

- **Services and Products**
-

- **Financial Review and Dividend Policy**
-

- **104's Mission and Value Map**
-

Agenda

- **Company Profile**

- Services and Products

- Financial Review and Dividend Policy

- 104's Mission and Value Map

Company Profile

Market Position

- ❑ 104 Job Bank was established: 1996.
- ❑ First job bank to IPO in Taiwan: 2006.
- ❑ First job bank in Taiwan to get ISO 27001, BS 10012 and ISO 29100 accreditation.

ISO/IEC 27001
(Information Security Management System)

BS 10012
(Personal Information Management System)

ISO/IEC 29100
(Privacy Framework)

Core Competence

- ❑ Strong database: **417K** corp. customers, **9.8 million** resumes, **75%** college graduated / above. (September 2022)
- ❑ Competitive candidate matching and job recommendation system.
- ❑ Comprehensive range of HR related services.
- ❑ High satisfaction & recognition of 104 brand & services.

Financial Strengths

- ❑ **Zero** debt.
- ❑ Solid **NT2,597 million** cash position. (September 2022)
- ❑ Proven capability to generate cash even in difficult economic periods.

Agenda

- Company Profile
-

- **Services and Products**
-

- Financial Review and Dividend Policy
-

- 104's Mission and Value Map
-

“ For job seekers, we don't just help find jobs —we forge careers; and for employers, we don't just help find workers —we manage talents. ”

—— Rocky Yang, founder of 104



Cloud



Mobil



Open



Social

Agenda

- Company Profile
-

- Services and Products
-

- **Financial Review and Dividend Policy**
-

- 104's Mission and Value Map
-

Q1-Q3 2022 Income Statements

(Unit: NT\$'000, except for EPS)

	Q1-Q3 2022	%	Q1-Q3 2021	%	YoY
Operating Revenue	1,654,033	100%	1,354,262	100%	22%
Operating Costs	171,051	10%	131,722	10%	30%
Gross Profit	1,482,982	90%	1,222,540	90%	21%
Operating Expenses	1,041,566	63%	909,929	67%	14%
Selling Expenses	672,892	41%	509,999	38%	32%
Administrative Expenses	182,260	11%	116,122	8%	57%
Research & Development Expenses	185,791	11%	282,022	21%	(34%)
Operating Income	441,416	27%	312,611	23%	41%
Non-Operating Income and Expenses	17,399	1%	7,837	1%	122%
Income Before Income Tax	458,815	28%	320,448	24%	43%
Income Tax Expenses	82,756	5%	44,284	4%	87%
Net Income	376,059	23%	276,164	20%	36%
Basic EPS	11.36		8.37		36%

Q3 2022 Balance Sheets

(Unit: NT\$'000)

	30 September, 2022		30 September, 2021	
Cash and Cash Equivalents	1,083,922	36%	2,269,543	84%
Current Financial Assets at Amortised Cost	1,514,768	50%	-	-
Notes Receivable and Accounts Receivable, Net	101,071	3%	96,394	4%
Total Current Assets	2,738,348	90%	2,395,950	89%
Property, Plant and Equipment	206,043	7%	210,688	8%
Right-of-Use Assets	51,699	2%	58,836	3%
Total Assets	3,030,717	100%	2,701,454	100%
Current Contract Liabilities	800,798	27%	669,050	25%
Notes Payable, Accounts Payable, and Other Payables	456,951	15%	366,674	14%
Current Lease Liabilities	31,288	1%	30,204	1%
Total Current Liabilities	1,419,540	47%	1,178,473	44%
Non-Current Lease Liabilities	21,160	1%	29,443	1%
Total Liabilities	1,448,295	48%	1,219,323	45%
Total Equity	1,582,422	52%	1,482,131	55%

Source: Company data

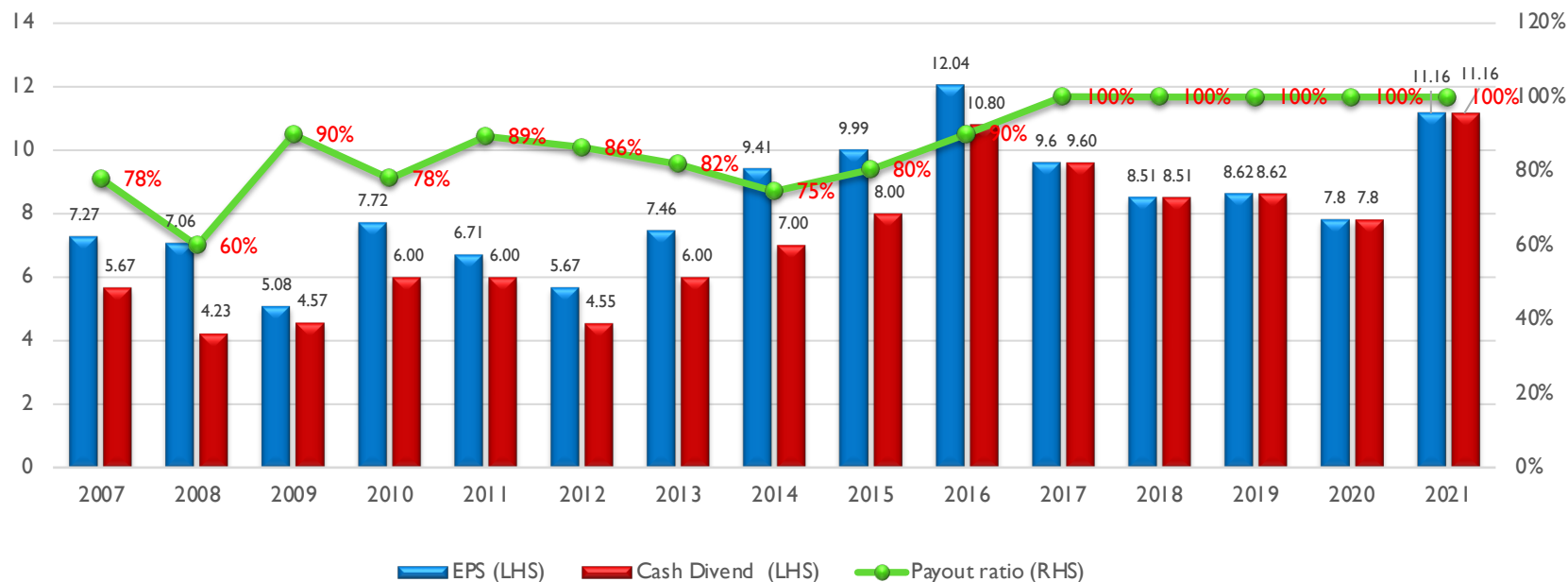
Q1-Q3 2022 Cash Flow Statements

(Unit: NT\$'000)

	Q1-Q3 2022	Q1-Q3 2021
Net Cash Flows from Operating Activities	493,927	333,112
Income Before Tax	458,815	320,448
Depreciation and Amortization Expenses	41,532	45,615
Cash Flow Used in Other Operating Activities	(16,647)	(38,019)
Net Cash Flows Used in Investing Activities	(1,534,799)	(15,500)
Acquisition and Disposal of Financial Assets at Amortised Cost	(1,513,481)	-
Acquisition/Disposal of Property, Plant and Equipment	(22,693)	(16,397)
Cash Flow from (Used in) Other Investing Activities	1,375	897
Net Cash Flows Used in Financing Activities	(396,324)	(283,697)
Payments of Lease Liabilities	(25,888)	(24,810)
Cash and Cash Equivalents at End of Period	1,083,922	2,269,543

Dividend Policy

(Unit: NT\$'000, except for EPS)



Fiscal Year	2017	2018	2019	2020	2021
Net Income	318,123	282,207	286,001	258,736	370,435
Cash Dividend	318,650	282,461	286,104	258,887	370,435
Dividend Payout Ratio	100%	100%	100%	100%	100%
Average Stock Price	151.47	169.2	166.6	151.27	169.39
Yield Rate (%)	6.34%	5.03%	5.17%	5.16%	6.59%

Agenda

- Company Profile
-

- Services and Products
-

- Financial Review and Dividend Policy
-

- **104's Mission and Value Map**
-

104's Vision and Mission



Gift discovering,
talents guiding





For job seekers, we don't
just help find jobs
—we forge careers.
For employers, we don't
just help find workers
—we manage talents.





Realize the value of
healthy seniors





Cloud



Mobil



Open



Social

Value Map for HR Services



Career & Learning Products

104 履歷診療室
Resume Review

104 職涯診所
Career Q&A

104 學習精靈
Learning Platform — Nabi

BeAGiver

104 職場力
Career Blog

A Starter of Total Solutions

104 雇主品牌
Employer Brand & Talent Market Insight

104 人資市集
HR Solution Marketplace

Key Talent Reservation Service

104 AI 職涯顧問 for 高階及專業人才
AI Career Consultant for Key Talent

Sub-branding of Job Bank for Small Business and Part-timers



*especially for
blue & grey collar jobseekers

104 高年級 Senior Services

To share and pass down their valuable experience & knowledge to next generation.



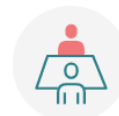
導覽



學習



生活



諮詢

Consultancy



104 高年級

一對一諮詢 不只職涯 · 更懂生涯

Life Sharing

聽人物 · 說心情
中高齡人力銀行客服 邱庭甄

探索理想的退休生活



Touring



資深達人帶你玩，
體驗充滿內涵的深度課程

從秘境到古蹟，文化到歷史，路邊的一草一木都有他的故事，
跟著文史工作者、動植物專家、專業導覽人一起來場深度之旅！

Learning

12/22(四)
實體講座

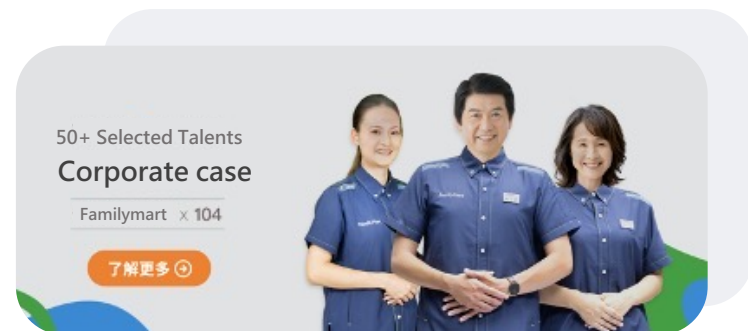
「化妝療法」- 由外而內的美麗與自信
資生堂特聘講師 廖妙珠

12/23(五)
實體講座

「手機不求人」- 熟齡智慧手機教學
教學專業師資 珠珠

50+工作 Retail Jobs

Part-time & full-time jobs for retirees & seniors to open their new chapters.



張女士 56歲 | 研究所(含)以上 門市經驗

加油站服務員5年、飯店餐廳出納3年、麥當勞服務員5年、烘焙業服務員1年、烘焙業人資主管15年以上

具銷售能力 有餐飲經驗 會操作電腦 會處理生鮮 友善熱情

陳女士 60歲 | 大學(專) 門市經驗

日式小火鍋外場員2年、紡織成衣行政主管、淑女品牌門店管理職

有餐飲經驗 喜歡烹飪 擅長推銷 配合度高 友善熱情

吳女士 52歲 | 大學(專) 門市經驗

兼職門市營業員4.5個月、業務7個月、採購28年

具銷售能力 會操作電腦 友善熱情



104 資訊科技

Thank you

For more information, please contact:

Brenda Shih

VP & CIO, 104 Corporation

brenda.shih@104.com.tw

886-2-2912-6104 ext. 9688