



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 2023

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**
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- **Services and Products**
-

- **Financial Review and Dividend Policy**
-

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

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- **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 in 1996.
- ❑ First job bank to IPO in Taiwan: 2006.
- ❑ First job bank in Taiwan to get ISO 27001, BS 10012, and ISO 29100 accreditation, and honored with the 'Information Security Quality Excellence Award' presented by BSI.
- ❑ Received affirmation as Top 5% of the market value between NT\$ 5B to NT\$ 10B sector in Corporate Governance Evaluation for two consecutive years.

ISO/IEC 27001

(Information Security Management System)

BS 10012

(Personal Information Management System)

ISO/IEC 29100

(Privacy Framework)

Core Competence

- ❑ Strong database:
436K Corp. customers,
2.65 million active job seekers, **53k** online customers, **75%** college graduated / above.
(September 2023)
- ❑ 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 **NT\$ 2,661 million** cash position.
(September 2023)
- ❑ The accumulated cash dividends distributed amount to **NT\$ 139.25**.
(2006-2022)
- ❑ Proven capability to generate cash even in difficult economic periods.

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-

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-

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-

“ 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 talent. ”

—— Rocky Yang, founder of 104



Cloud



Mobile



Open



Social



AI

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-

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-

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-

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-

2023 Q1-Q3 Income Statements

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

	2023 Q1-Q3	%	2022 Q1-Q3	%	YoY
Operating Revenue	1,759,702	100	1,654,033	100	6%
Operating Costs	225,491	13	171,051	10	32%
Gross Profit	1,534,211	87	1,482,982	90	3%
Operating Expenses	1,115,536	63	1,041,566	63	7%
Selling Expenses	710,096	40	672,892	41	6%
Administrative Expenses	188,043	11	182,260	11	3%
Research & Development Expenses	214,999	12	185,791	11	16%
Operating Income	418,675	24	441,416	27	(5%)
Non-Operating Income and Expenses	26,253	1	17,399	1	51%
Income Before Income Tax	444,928	25	458,815	28	(3%)
Income Tax Expenses	71,687	4	82,756	5	(13%)
Net Income	373,241	21	376,059	23	(1%)
Basic EPS	11.25		11.36		(1%)

Source: Company data

2023 Q3 Balance Sheets

(Unit: NT\$'000)

	30 September 2023		30 September 2022	
Cash and Cash Equivalents	1,107,092	34%	1,083,922	36%
Current Financial Assets at Amortised Cost	1,554,031	48%	1,514,768	50%
Notes Receivable and Accounts Receivable, Net	84,011	3%	91,482	3%
Prepayments	55,328	2%	37,671	2%
Total Current Assets	2,814,779	87%	2,738,348	90%
Property, Plant and Equipment	221,876	7%	206,043	7%
Right-of-Use Assets	81,647	3%	51,699	2%
Investments Accounted for Using Equity Method	33,338	1%	-	-
Total Assets	3,224,043	100%	3,030,717	100%
Current Contract Liabilities	943,666	29%	800,798	27%
Notes Payable, Accounts Payable, and Other Payables	489,778	15%	456,951	15%
Current Lease Liabilities	32,393	1%	31,288	1%
Total Current Liabilities	1,579,972	49%	1,419,540	47%
Non-Current Lease Liabilities	50,493	2%	21,160	1%
Total Liabilities	1,643,026	51%	1,448,295	48%
Total Equity	1,581,017	49%	1,582,422	52%

Source: Company data

2023 Q1-Q3 Cash Flow Statements

(Unit: NT\$'000)

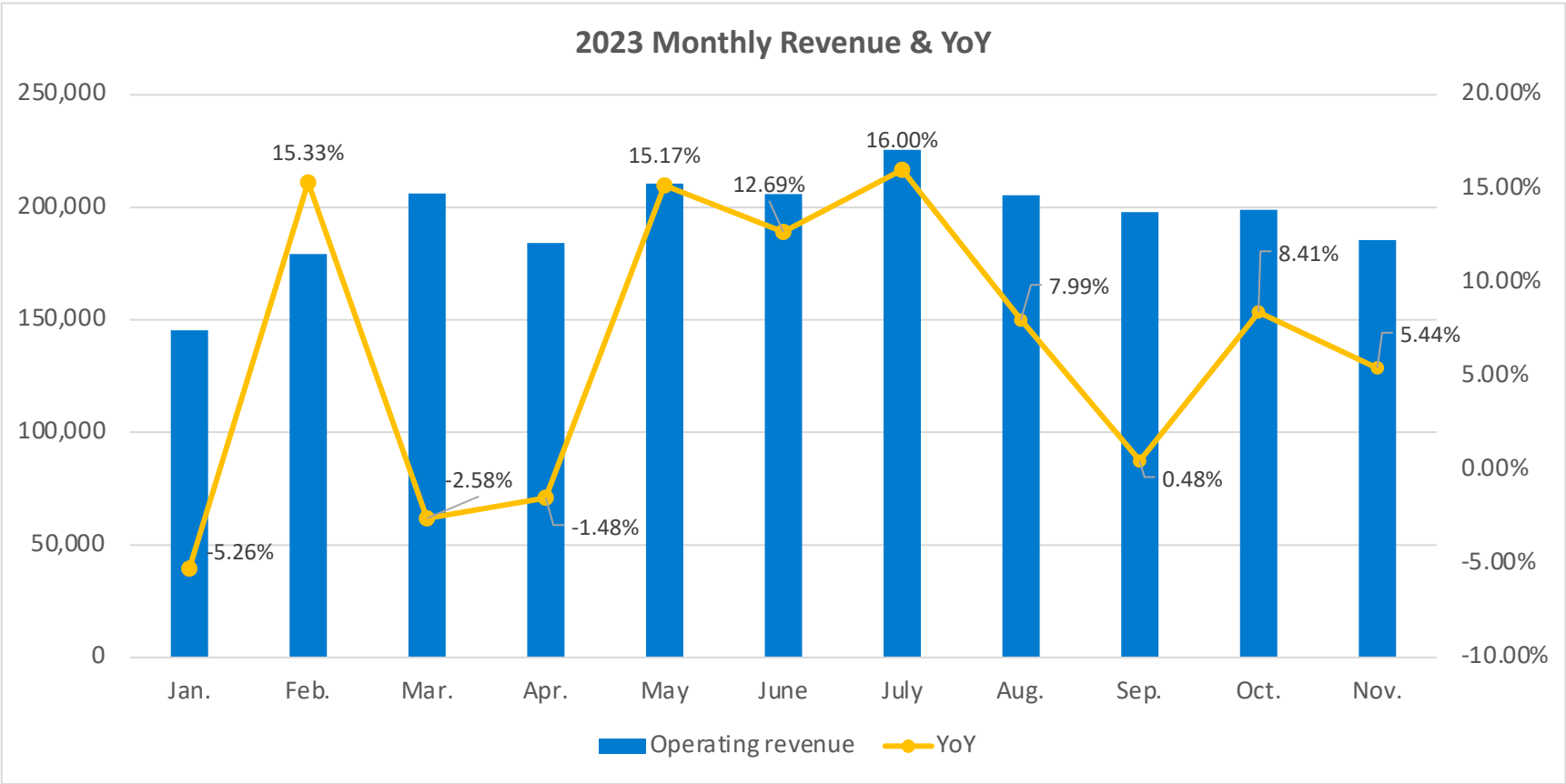
	2023 Q1-Q3	2022 Q1-Q3
Net Cash Flows Generated by Operating Activities	385,499	493,927
Income Before Tax	444,928	458,815
Depreciation and Amortization Expenses	55,254	51,759
Cash Flow Used in Other Operating Activities	(114,683)	(16,647)
Net Cash Flows Used in Investing Activities	(133,066)	(1,534,799)
Acquisition and Disposal of Financial Assets at Amortised Cost	(32,098)	(1,513,481)
Acquisition of Investments Accounted for Using Equity Method	(33,338)	-
Acquisition/Disposal of Property, Plant and Equipment	(37,668)	(22,665)
Cash Flow Generated by (Used in) Other Investing Activities	(29,962)	1,347
Net Cash Flows Used in Financing Activities	(471,578)	(396,324)
Payments of Lease Liabilities	(26,318)	(25,888)
Payment of Cash Dividends	(445,260)	(370,436)
Cash and Cash Equivalents at End of Period	1,107,092	1,083,922

Source: Company data

2023 Monthly Revenue

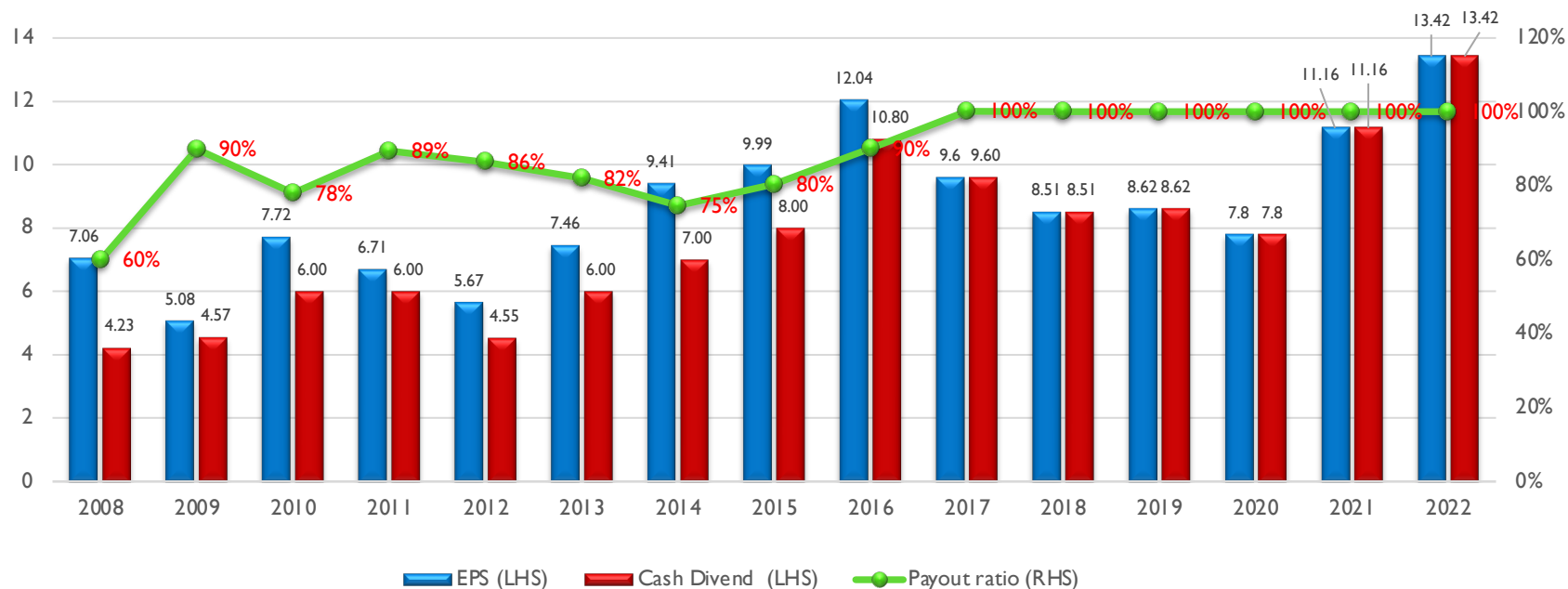
(Unit: NT\$'000)

Month	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sep.	Oct.	Nov.
Operating revenue	145,337	179,151	206,073	184,144	210,451	205,767	225,568	205,445	197,766	198,921	185,471
YoY	-5.26%	15.33%	-2.58%	-1.48%	15.17%	12.69%	16.00%	7.99%	0.48%	8.41%	5.44%



Dividend Policy

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



Fiscal Year	2018	2019	2020	2021	2022
Net Income	282,207	286,001	258,736	370,435	445,259
Cash Dividend	282,461	286,104	258,887	370,435	445,259
Dividend Payout Ratio	100%	100%	100%	100%	100%
Average Stock Price	169.2	166.6	151.27	169.39	193.04
Yield Rate (%)	5.03%	5.17%	5.16%	6.59%	6.93%

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104's Vision and Mission



Gift discovering,
talents guiding





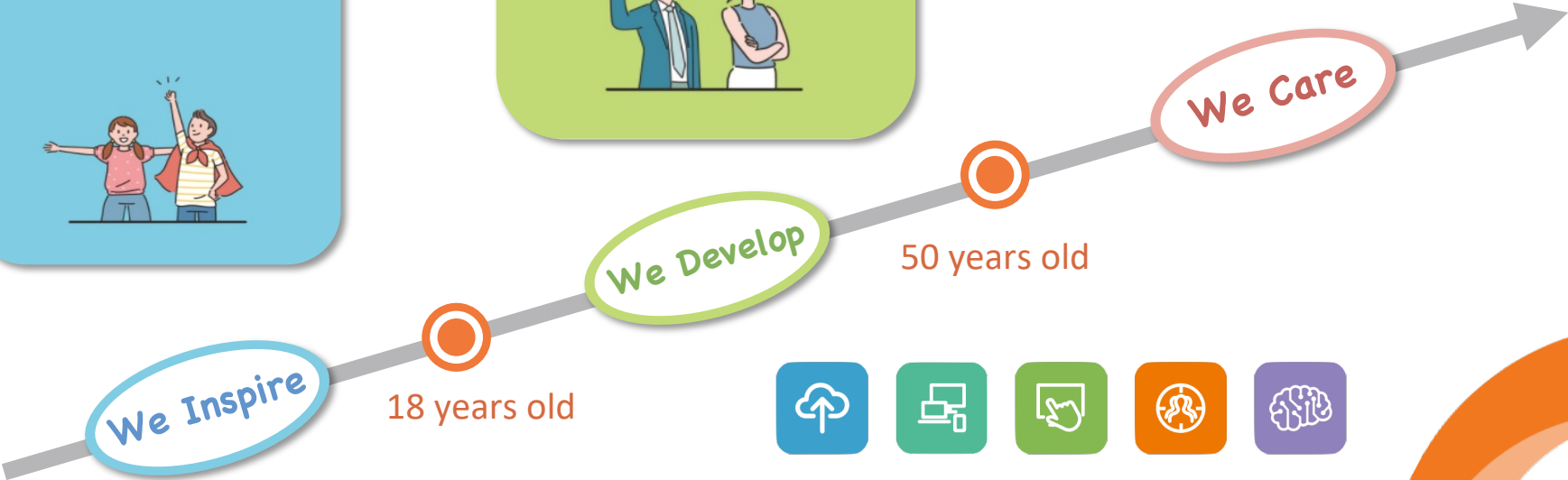
For job seekers, we don't
just help find jobs
—we forge careers.
For employers, we don't
just help find workers
—we manage talents.





Realize the value of
healthy seniors





- 

Cloud



Mobile



Open



Social



AI



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

Vertical Jobs



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

104 高年級
104 Senior

50+ 工作
Senior Jobs



2023 Global Views E.S.G. Sustainability Awards

BeAGiver



Model Award of the Education Promotion Group

Be A Giver—Cross-Social Community Knowledge Sharing

- ✓ > 6,500 professionals & students in the Giver program.
- ✓ 400 schools and 76,000 students.
- ✓ 1,200 students in Career Colleges.
- ✓ 80,000 QAs in Career Clinics.
- ✓ 72,000 consultations in Resume Review.



104 高年級
Senior Services



Model Award of the Age-friendly Group

104 Senior—Creating the Third Lives for Seniors

- ✓ 420 retiree experts.
- ✓ 9,100 activities.
- ✓ 60,000 paid users.



2023 TCSA Taiwan Corporate Sustainability Awards

BeAGiver

**Social Inclusion
Leadership Award**

104 高年級

**Aging-Friendly
Leadership Award**

ESG

**Talent Development
Leadership Award**

- ✓ **Mentor System** to Guide Newcomers in Adapting to Company Environment
- ✓ Creating an Integrated Training Environment at **104 University**
- ✓ Professional Talent Development Training in AWS and Apollo

**Information Security
Leadership Award**

- ✓ Documentation and Collaborative Defense Mechanism for Cyber Threat Intelligence
- ✓ More than 20 Dedicated Cybersecurity Professionals
- ✓ Each Department Appoints Representatives for Information Security and Personal Data Protection, Totaling Over 30 Personnel

104 高年級 Senior Services

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



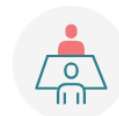
導覽



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



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

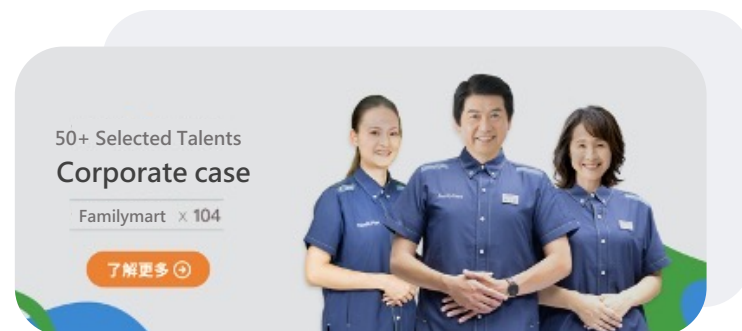
「手機不求人」- 熟齡智慧手機教學
教學專業師資 珠珠

50+工作 Senior Jobs

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



194k jobs open to middle-aged and seniors.
60k active applications from seniors on a monthly average.
(October 2023)



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

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