

Wantedly, Inc.

FY2022 Q1 Financial Results

January 14, 2022

Table of Contents

- 1. Highlights**
- 2. FY2022 Q1 Results**
- 3. FY2022 Guidance**
- 4. Future Outlook**
- 5. Appendix**

Highlights

Results

- Revenue was 1,059 million yen, up 37% YoY and up 6% QoQ
- OP was 257 million yen, up 22% YoY and 43% of the guidance
- Increase in the number of companies due to steady acquisition

Engagement

- Advertising to continue in FY2022 (being continued in Q2 following Q1)
- Usage of Story, Pulse, and Perk is increasing
- Perk has over 1,000 services

Guidance

- Revenue revised upward from 4,100 to 4,350 million yen, up 22% YoY
- Recruitment demand is stable, and new acquisition is steady
- OP unchanged at 600 million yen, continue to advertising investment based on acquisition efficiency

FY2022 Q1 Results

Revenue growth continues

- Increase in the number of companies due to steady acquisition

Operating profit increased YoY

- Profit increase due to higher revenue despite continuing engagement advertising as planned

(¥M)	FY2021 Q1	FY2021 Q4	FY2022 Q1	YoY	QoQ
Revenue	776	1,000	1,059	37%	6%
Operating Profit	210	-107	257	22%	-
(Margin)	27%	-11%	24%	-	-
Recurring Profit	206	-116	252	22%	-
(Margin)	27%	-12%	24%	-	-
Net Profit	137	-85	161	18%	-
(Margin)	18%	-9%	15%	-	-

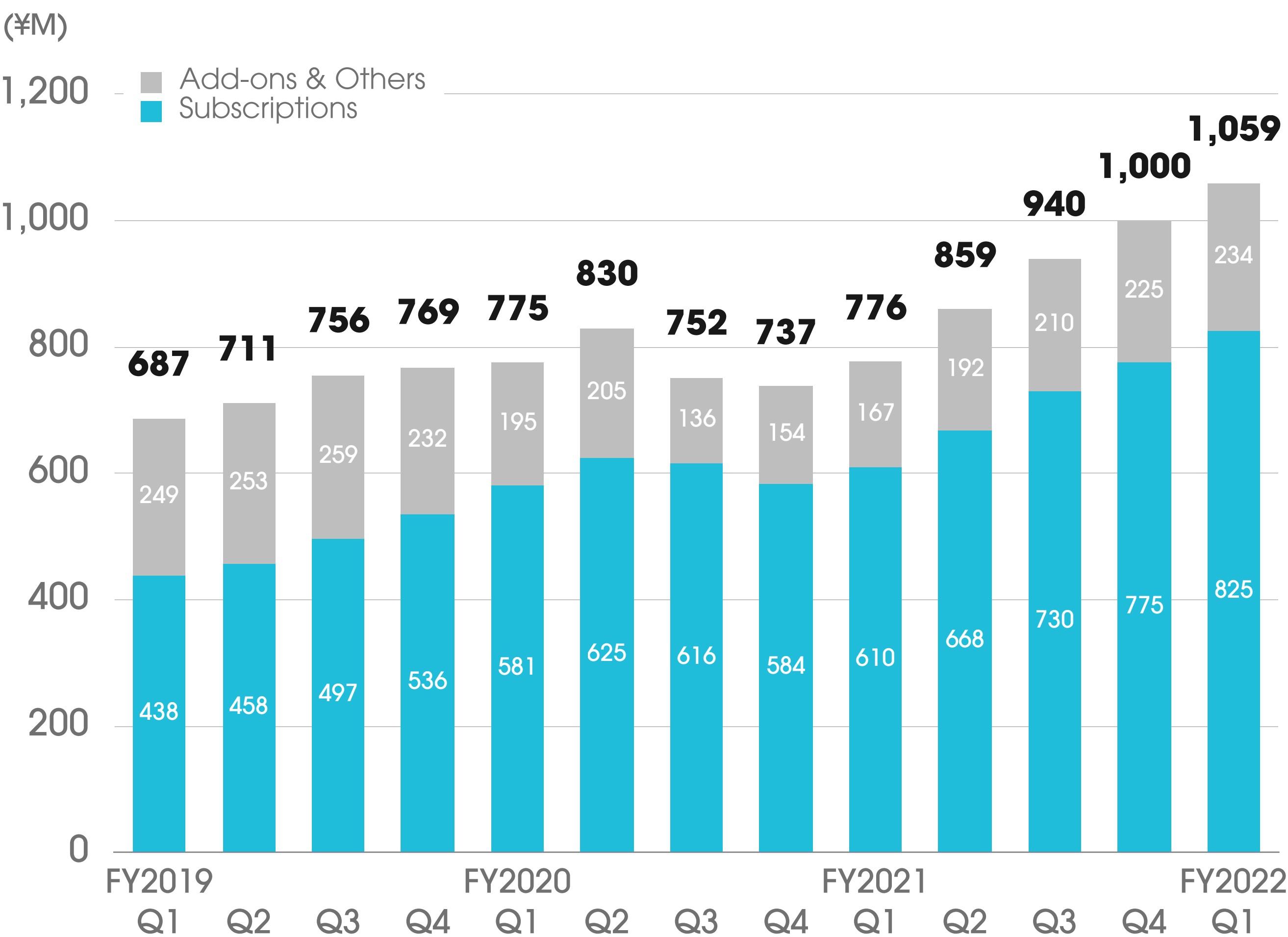
*Figures less than one million yen are rounded.

Add-ons & Others continued to be positive QoQ

- Growth due to increase in the number of companies

Subscriptions also continued a positive trend QoQ

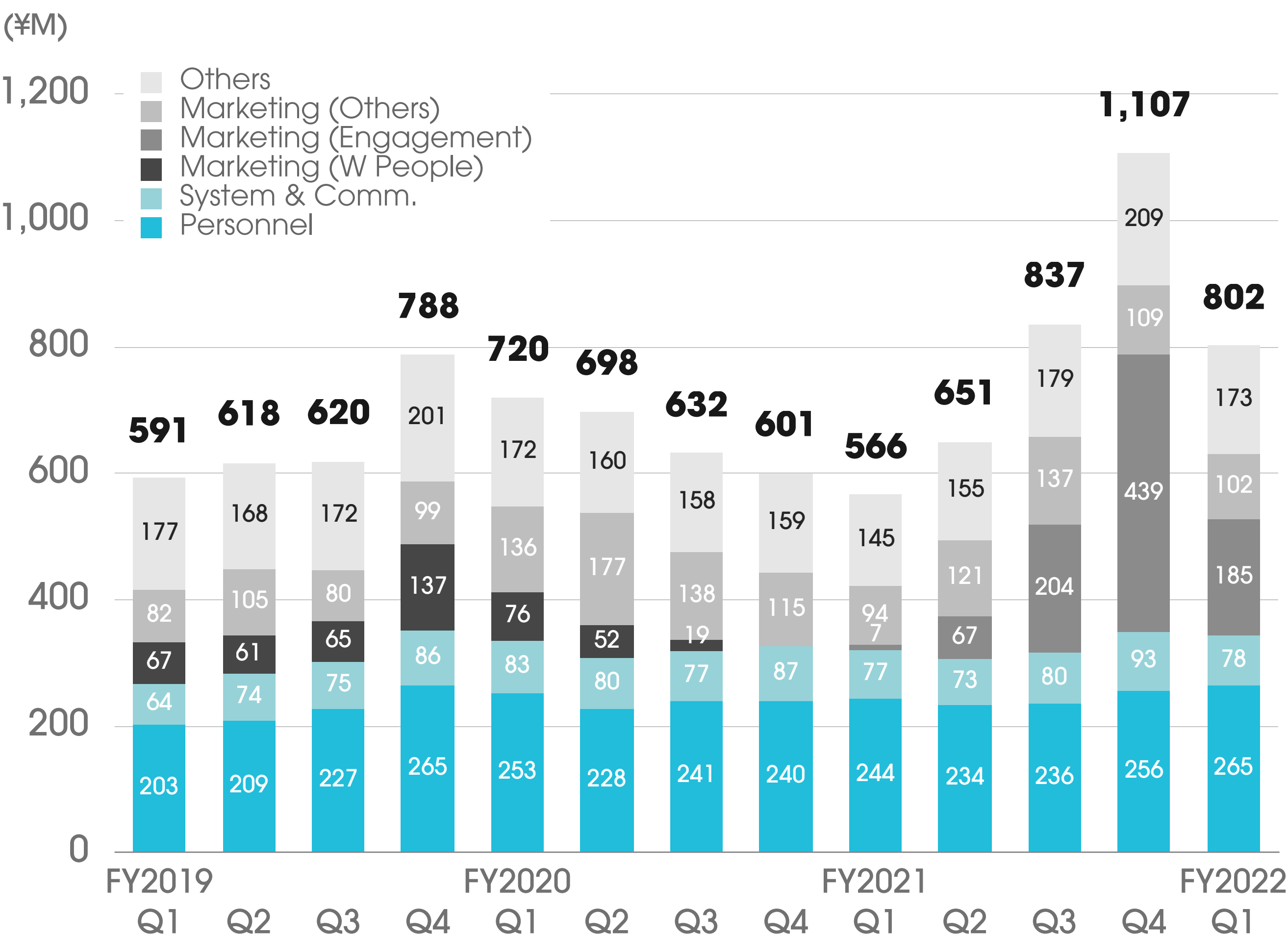
- Increase in the number of companies due to steady acquisition
- Increase amount exceeded the previous quarter



*Figures less than one million yen are rounded.

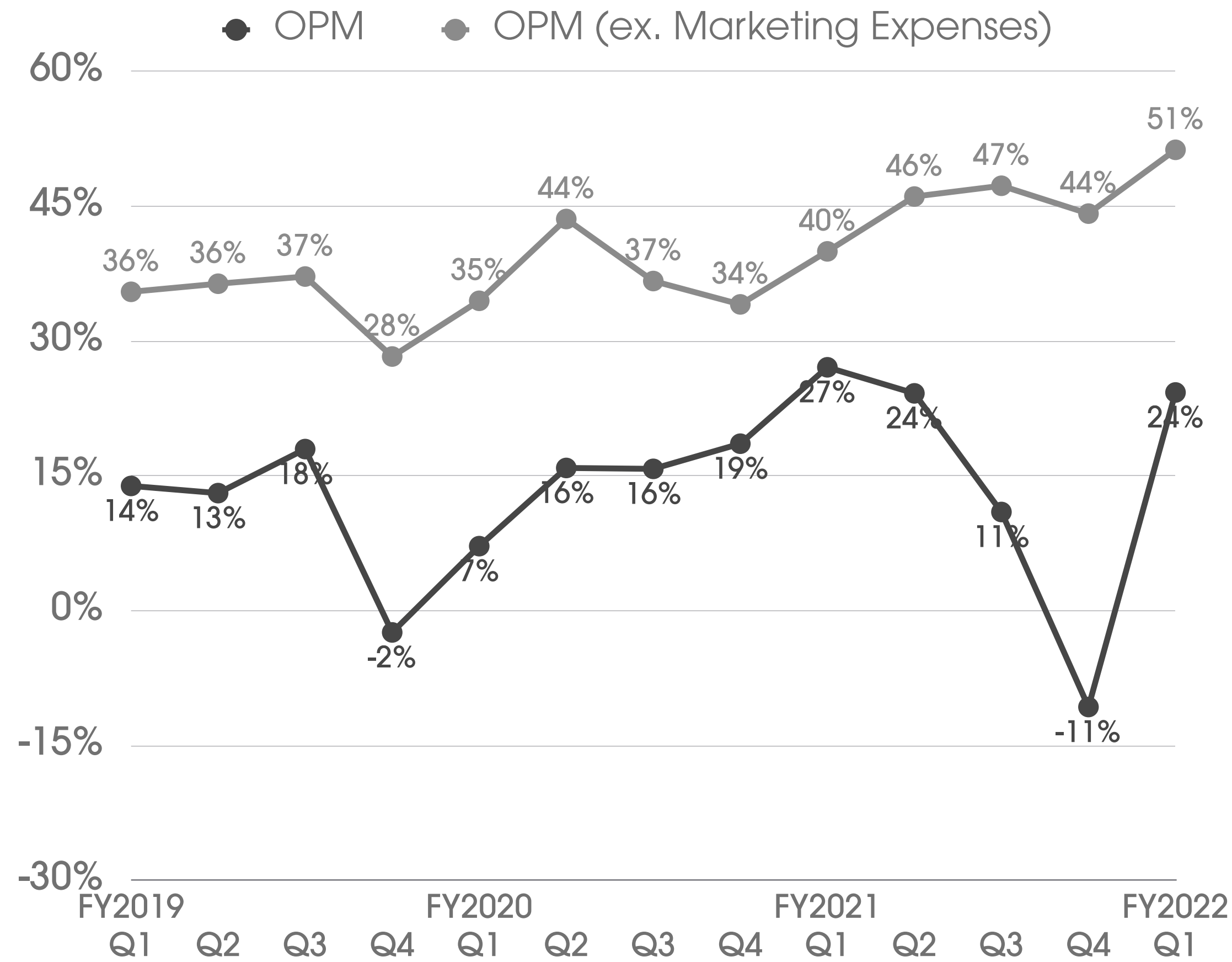
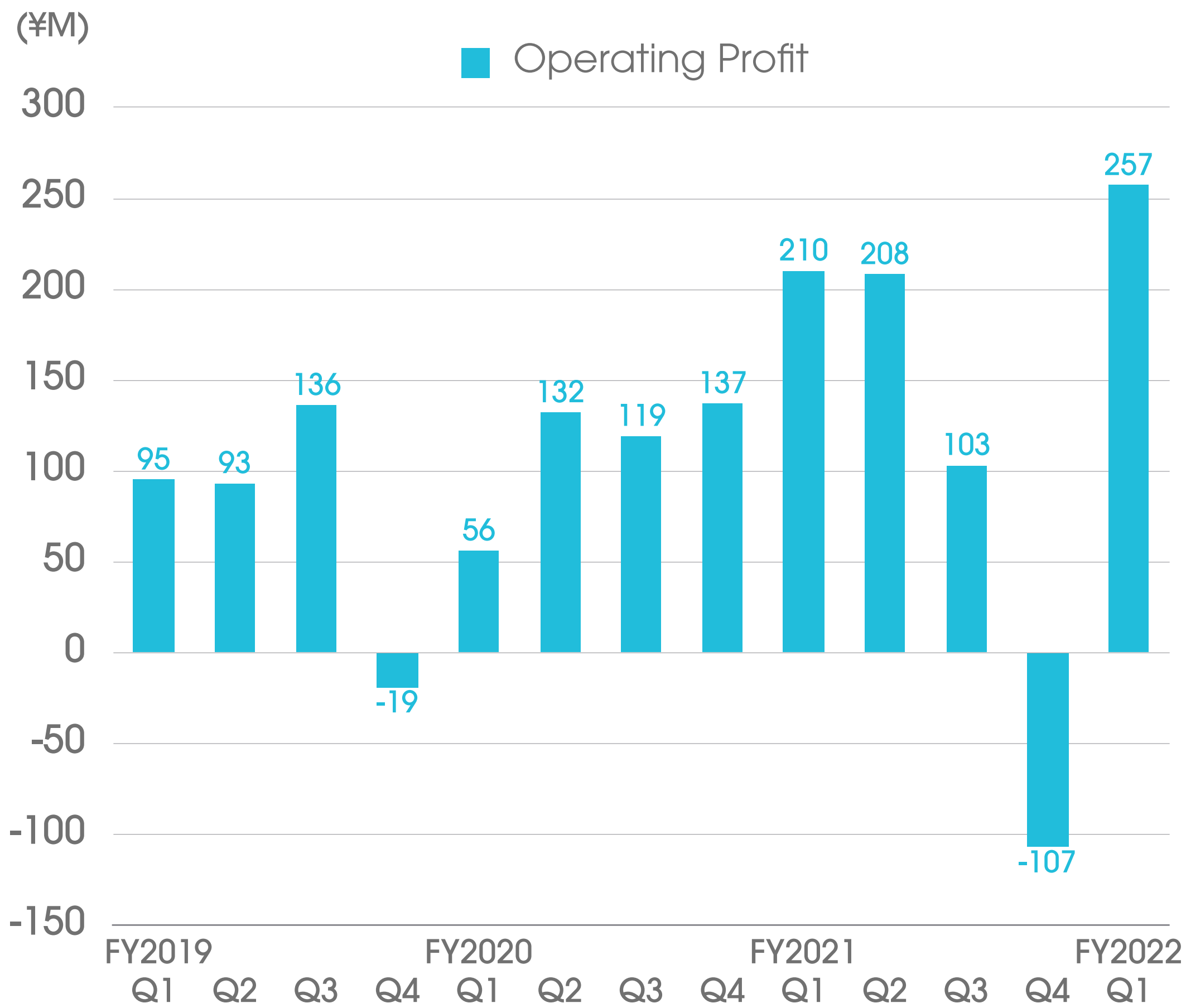
Continuing engagement advertising as planned

- Progress generally as planned



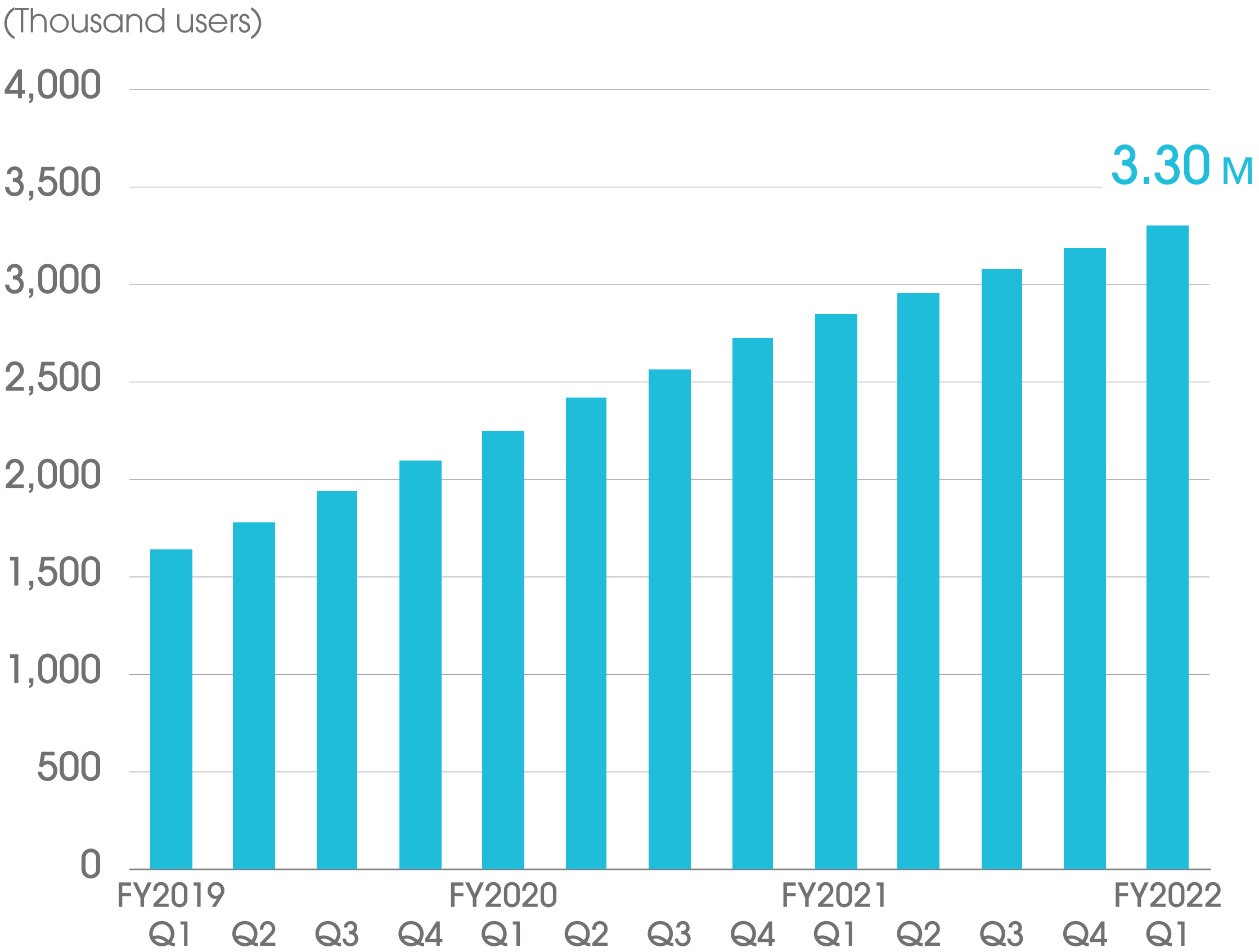
*Figures less than one million yen are rounded. *Promotion costs have been included in "Marketing" from FY2019 Q1.

FY2022 Q1 Results | Operating Profit / OP Margin: Quarterly Trends

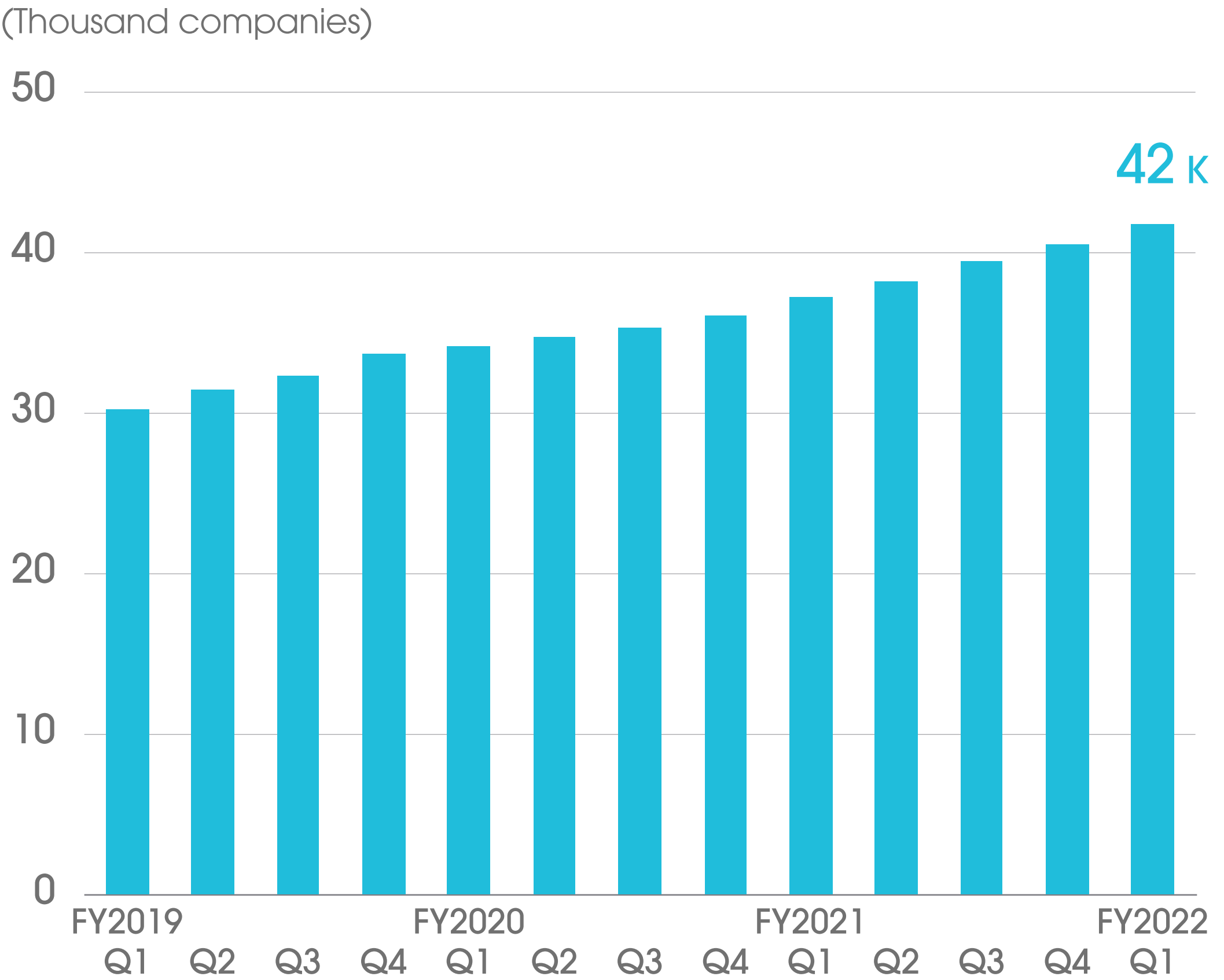


*Figures less than one million yen are rounded. *Promotion costs have been included in "Marketing" from FY2019 Q1.

Registered Users



Registered Companies



*Figures less than one million yen are rounded. **“Registered Users” is the number of accounts shared across “Visit” and “People.”

FY2022 Guidance

Upwardly revised revenue, up 22% YoY

- Recruitment demand is stable, and new acquisition is steady

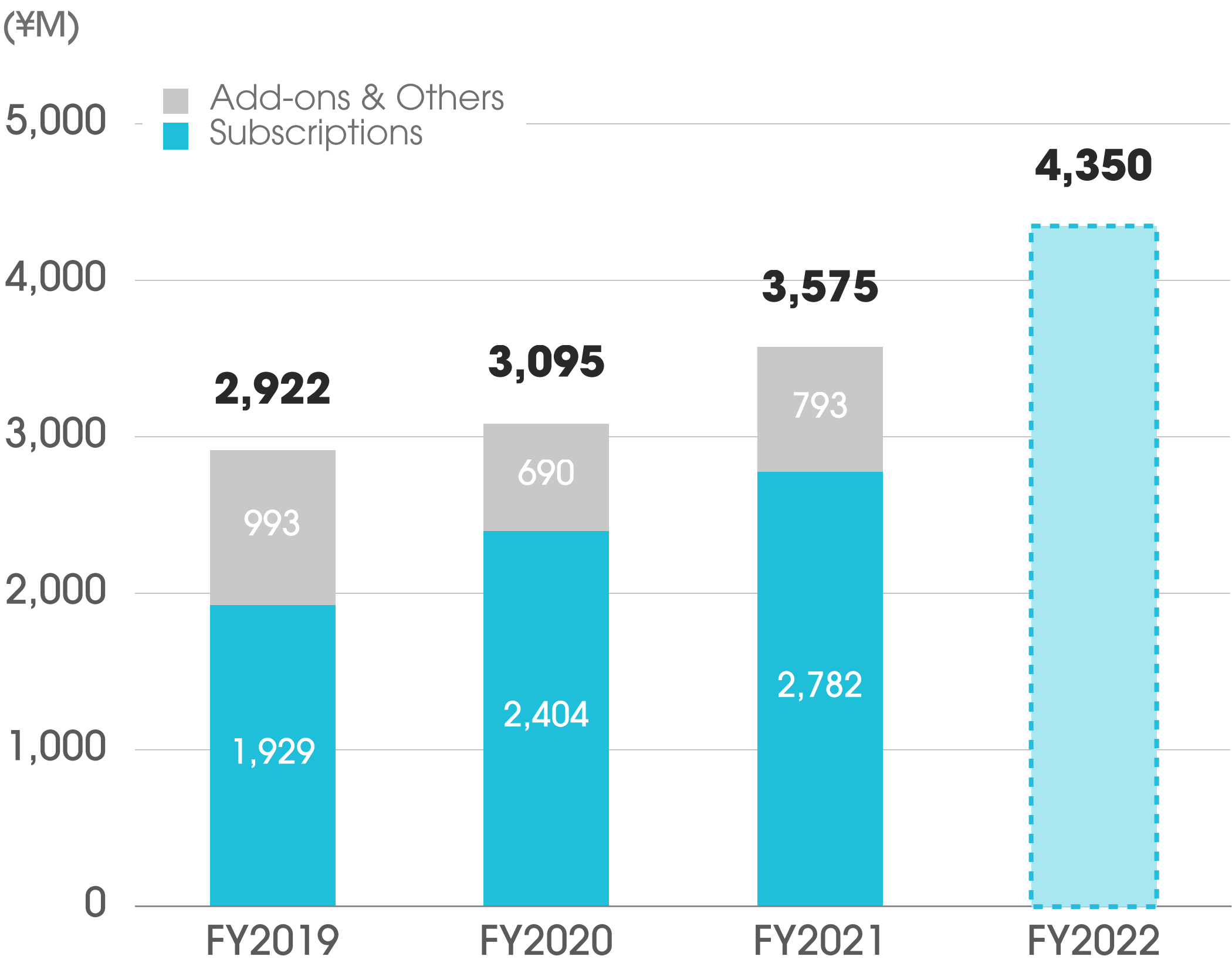
Operating profit unchanged

- Continue to advertising investment based on acquisition efficiency

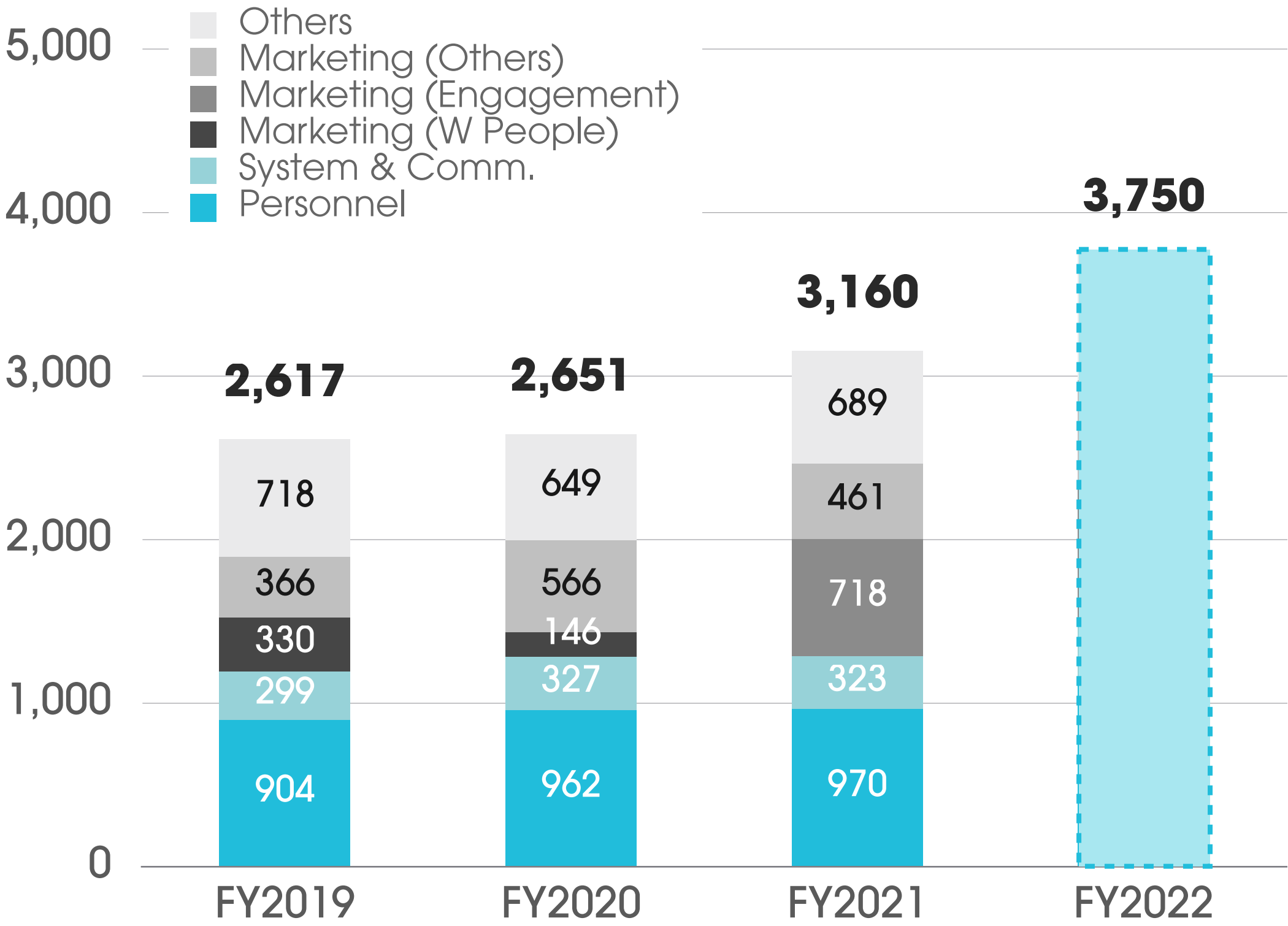
(¥M)	FY2021 (Results)	FY2022 (Revised)	YoY	FY2022 (Previous)	Diff
Revenue	3,575	4,350	22%	4,100	+250
Operating Profit	414	600	45%	600	0
(Margin)	12%	14%	-	15%	-
Recurring Profit	405	550	36%	550	0
(Margin)	11%	13%	-	13%	-
Net Profit	237	275	16%	275	0
(Margin)	7%	6%	-	7%	-

*Figures less than one million yen are rounded.

Revenue

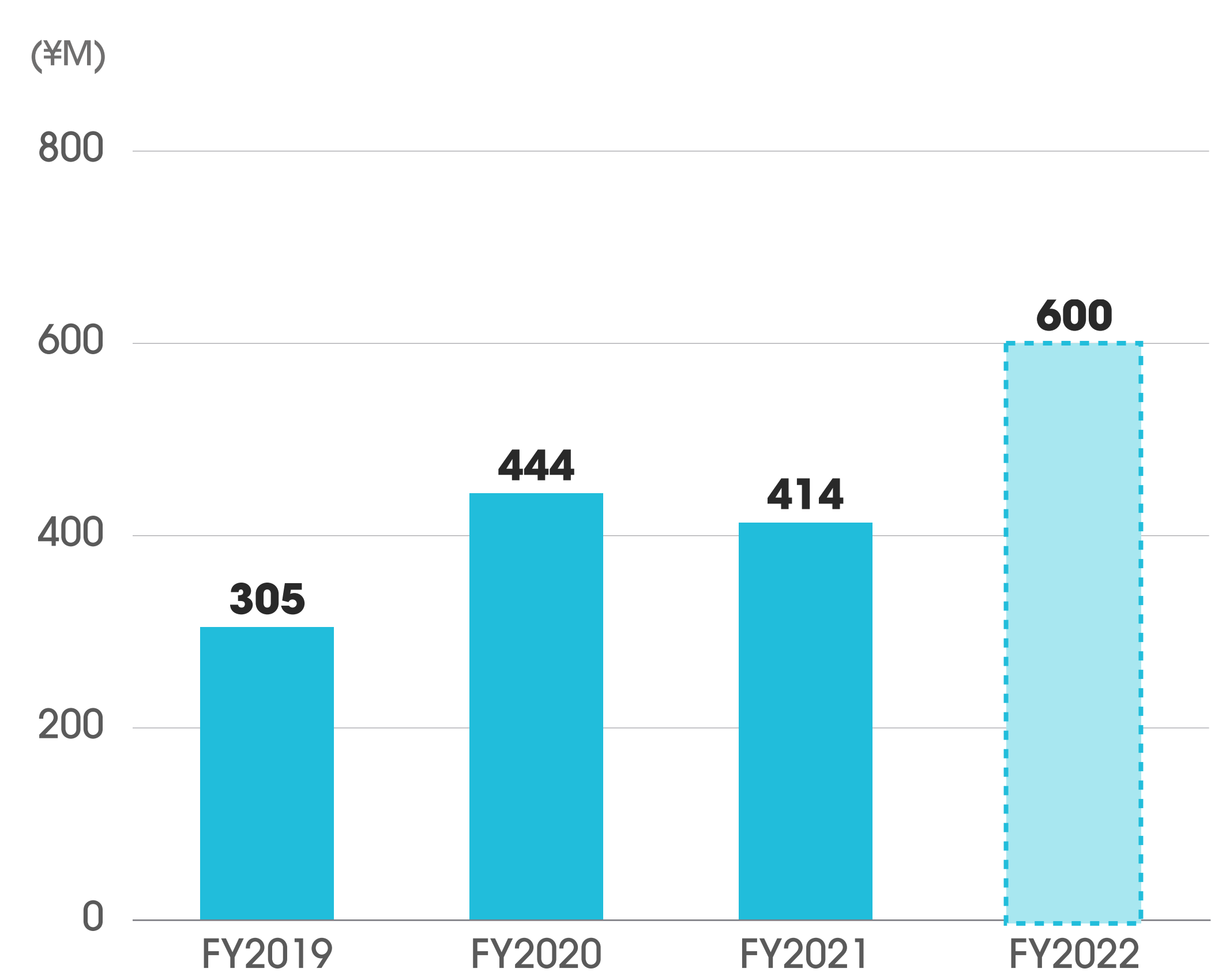


SG&A

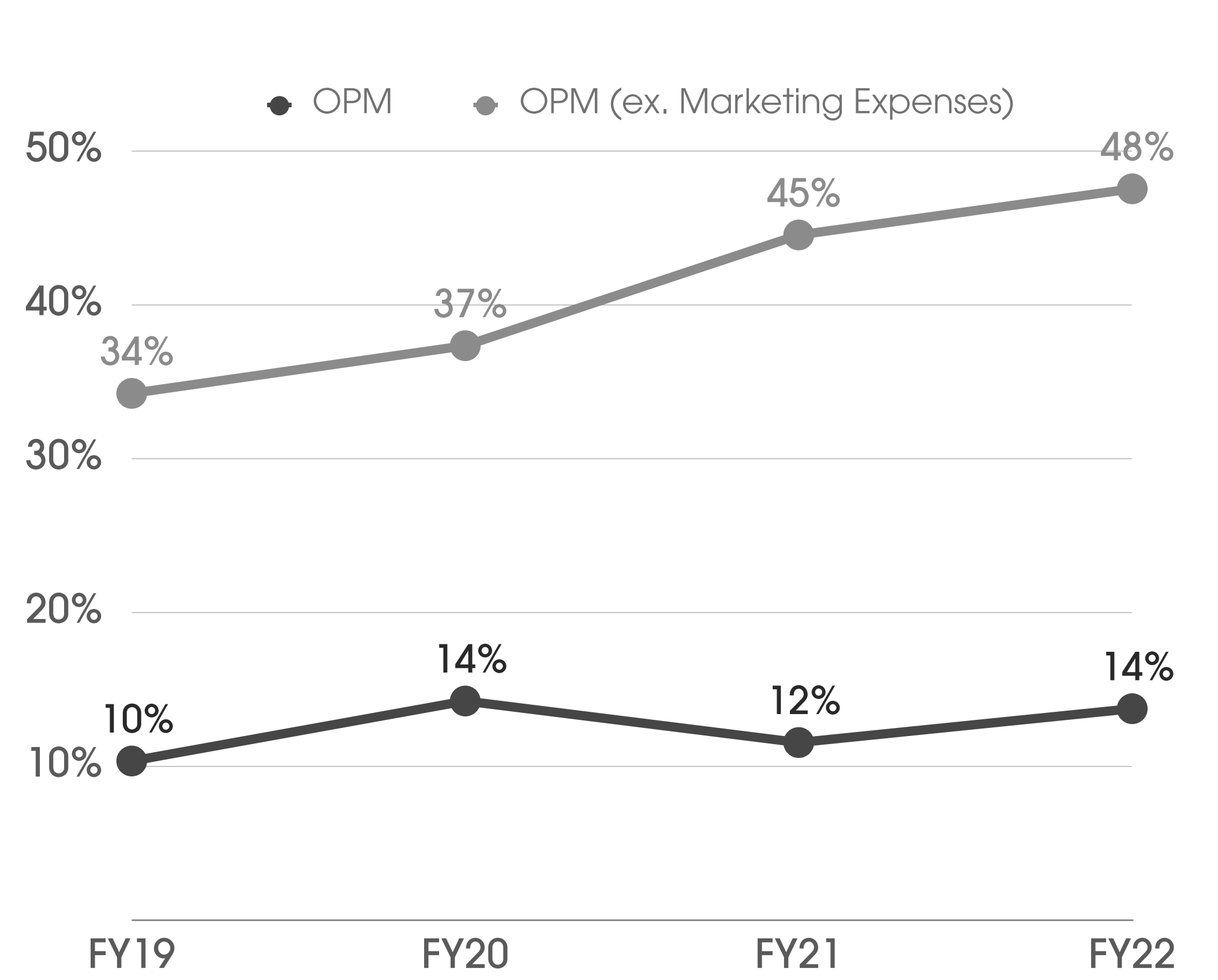


*Figures less than one million yen are rounded. *Promotion costs have been included in “Marketing” from FY2019.
*For the purpose of flexible investment execution, the details of SG&A expenses are not disclosed from this disclosure.

Operating Profit



Operating Profit Margin



*"OPM (ex. Marketing Expenses) excludes advertising and promotion expenses. Figures less than one million yen are rounded.

Future Outlook

Create a world where work drives passion

We are a business SNS that connects people through Discovery, Connection, and Engagement, in order to create a world where work drives passion.



Users

- Wantedly Visit
Easily arrange company visits
- Wantedly People
Record interactions and share activities

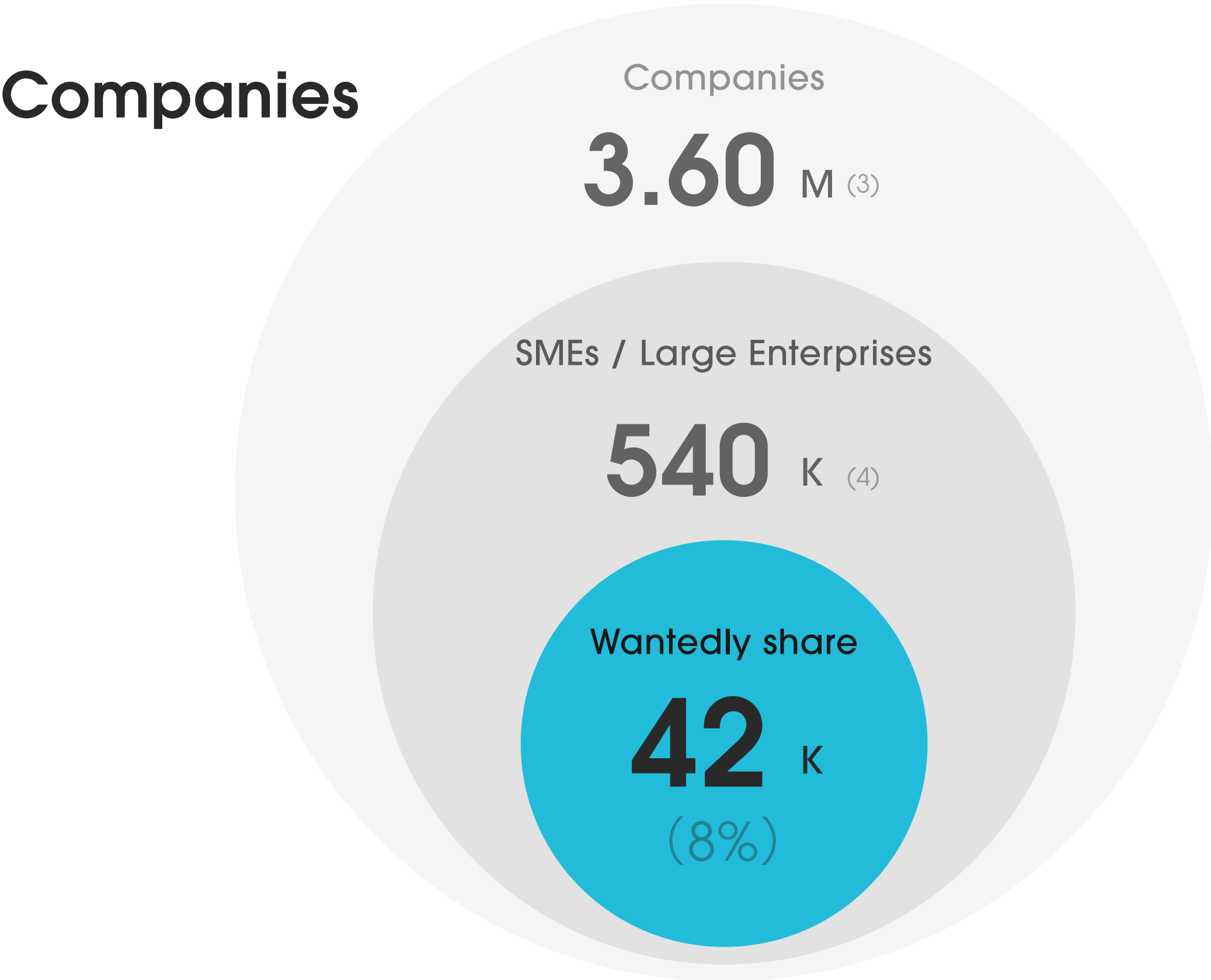
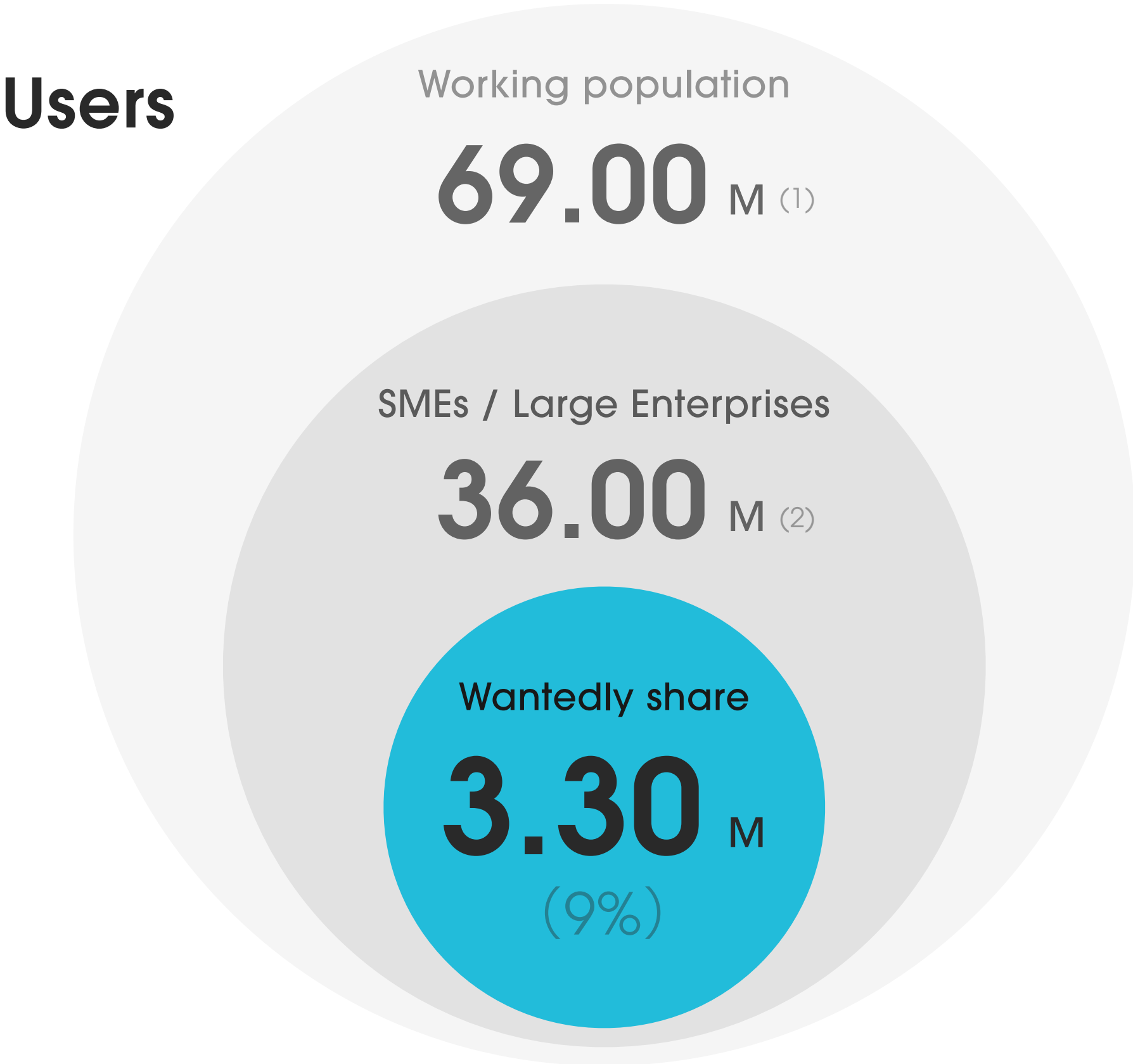
Companies

- Hiring
Subscriptions / No commissions
- Engagement
Pay-as-you-go / Three products

Provide unique value to enable people to be passionate in their work

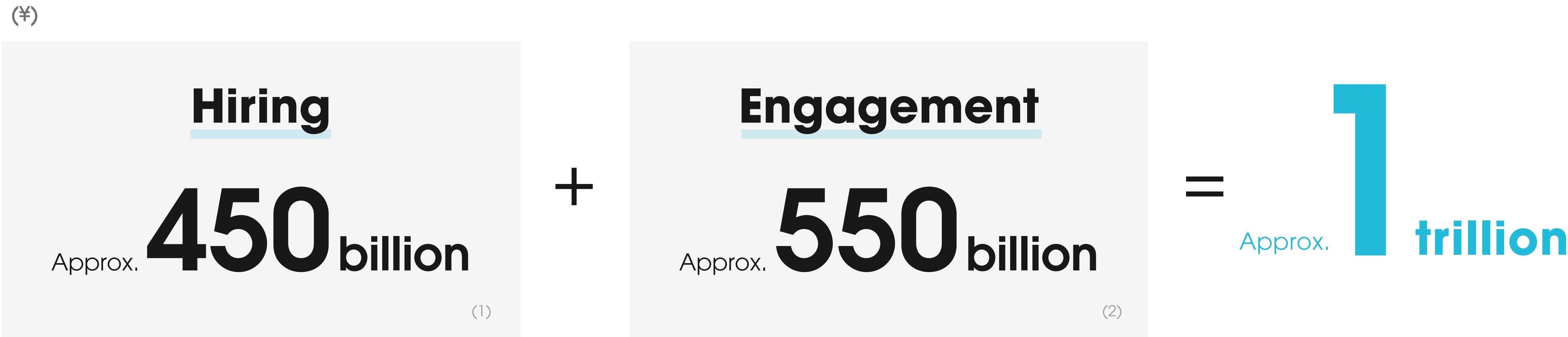


Great potential for growth in both Users and Companies



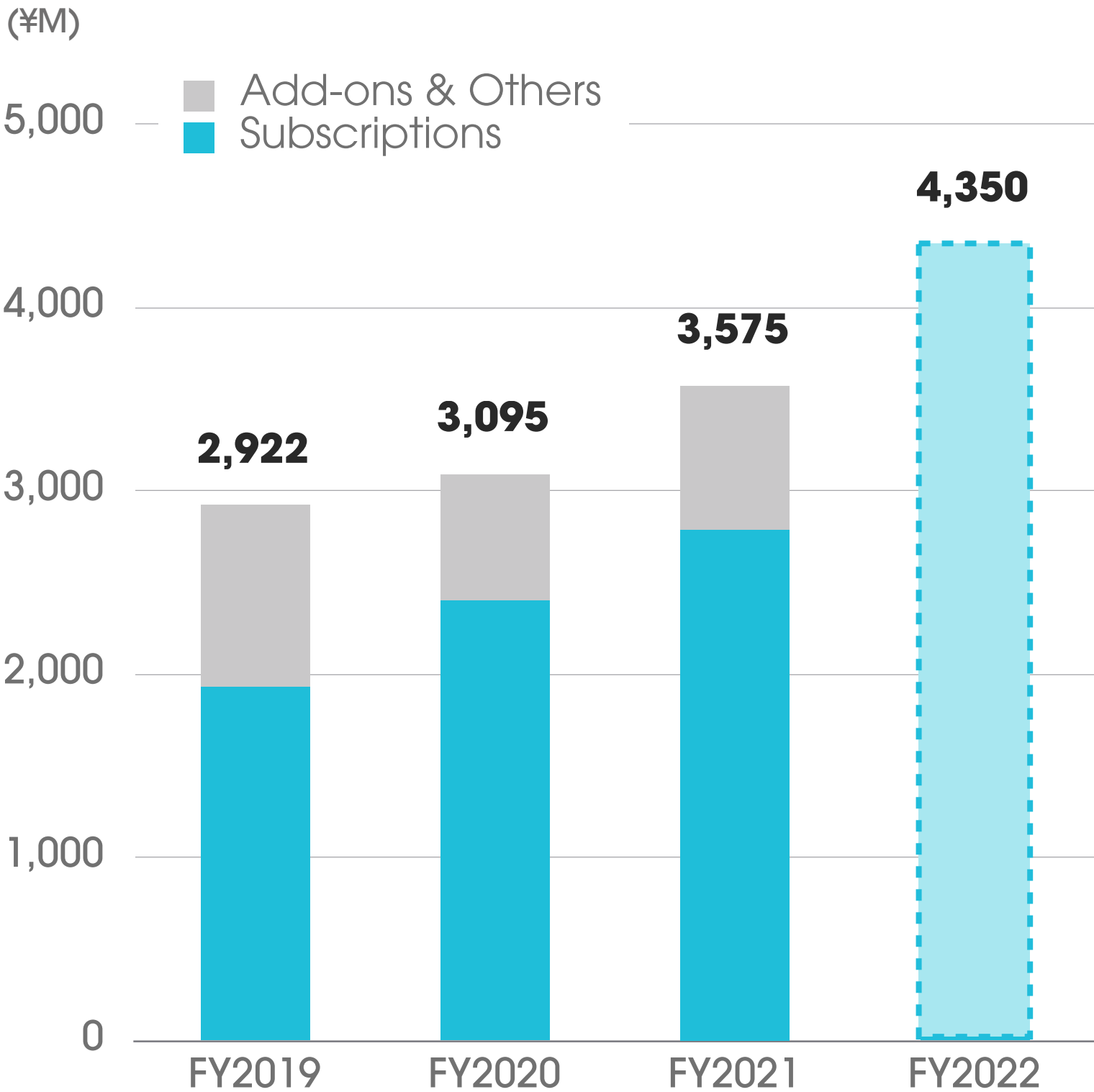
Sources: (1) "Labor Survey," Ministry of Internal Affairs and Communications;
(2) (4) Figures excluding small-scale operators from "Number of SMEs and Offices," The Small and Medium Enterprise Agency;
(3) "Economic Census and Activity Survey," Ministry of Internal Affairs and Communications

The Wantedly Group estimates a potential market size of approximately 1 trillion yen



Sources: (1) Average estimated use fees for hiring services X Employee number of SMEs and large enterprise;
(2) Use fees for the three products in the engagement X Number of SMEs and large enterprise

Pricing model combining subscriptions and pay-as-you-go

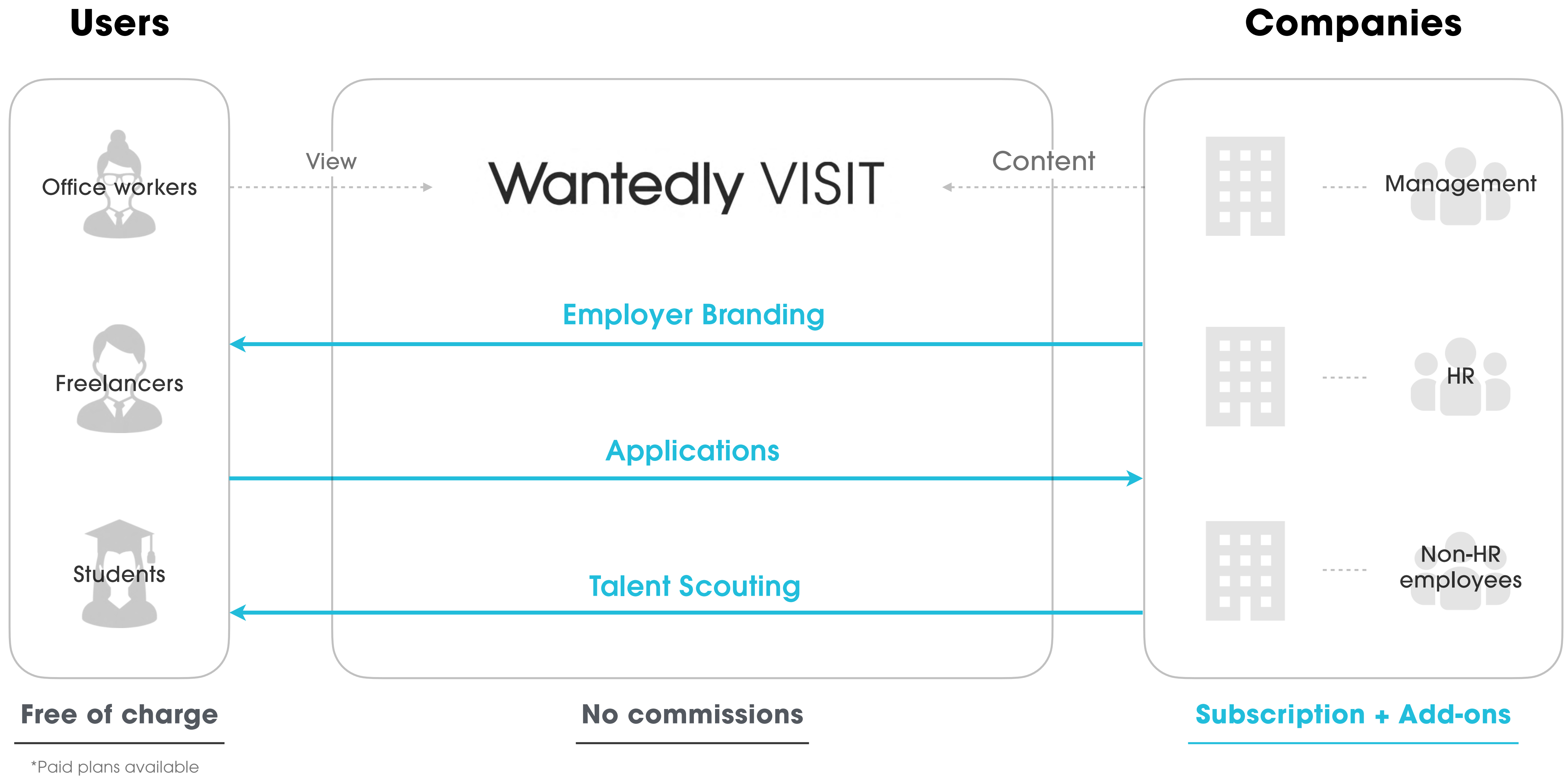


*Figures less than one million yen are rounded.

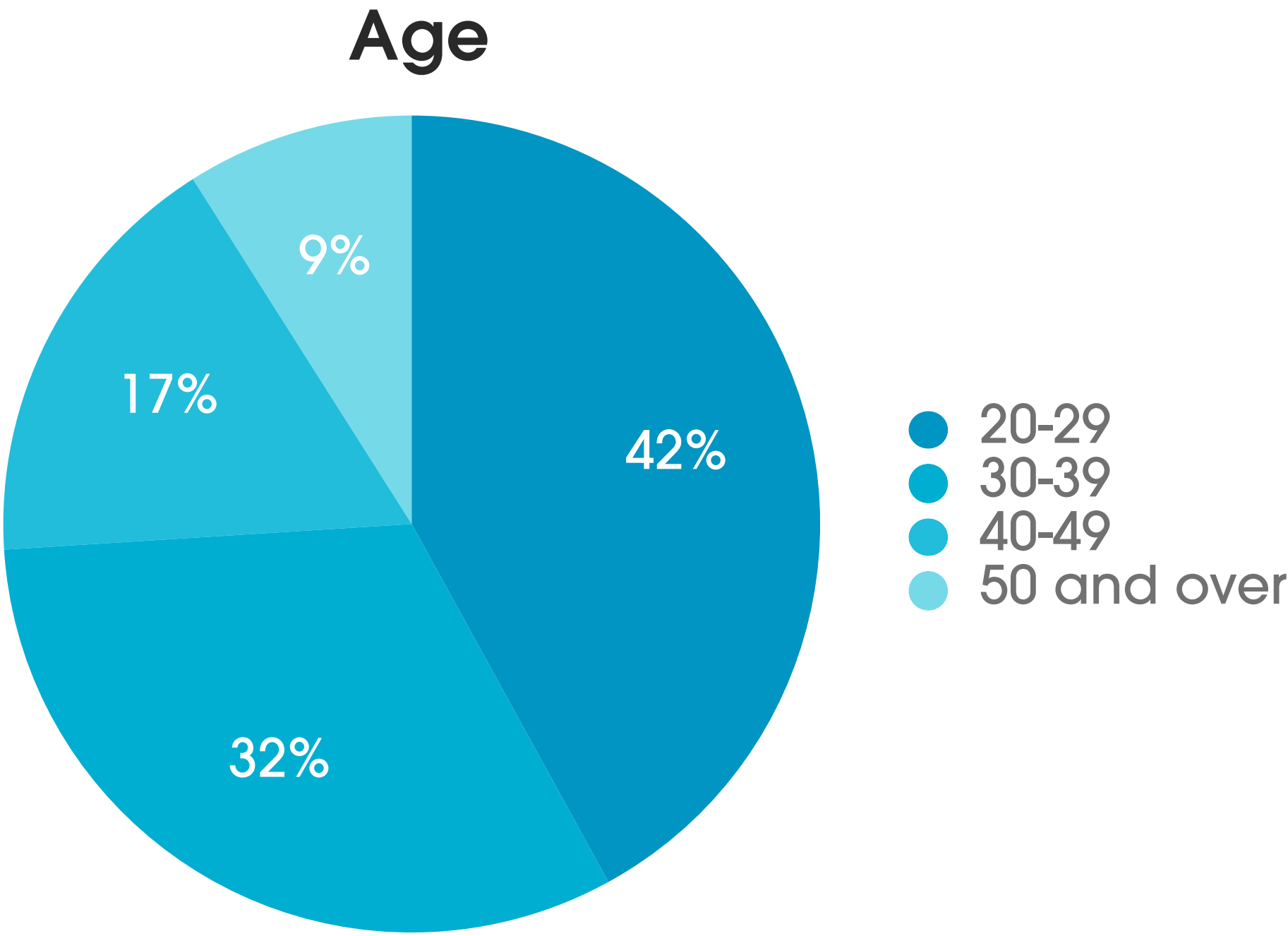
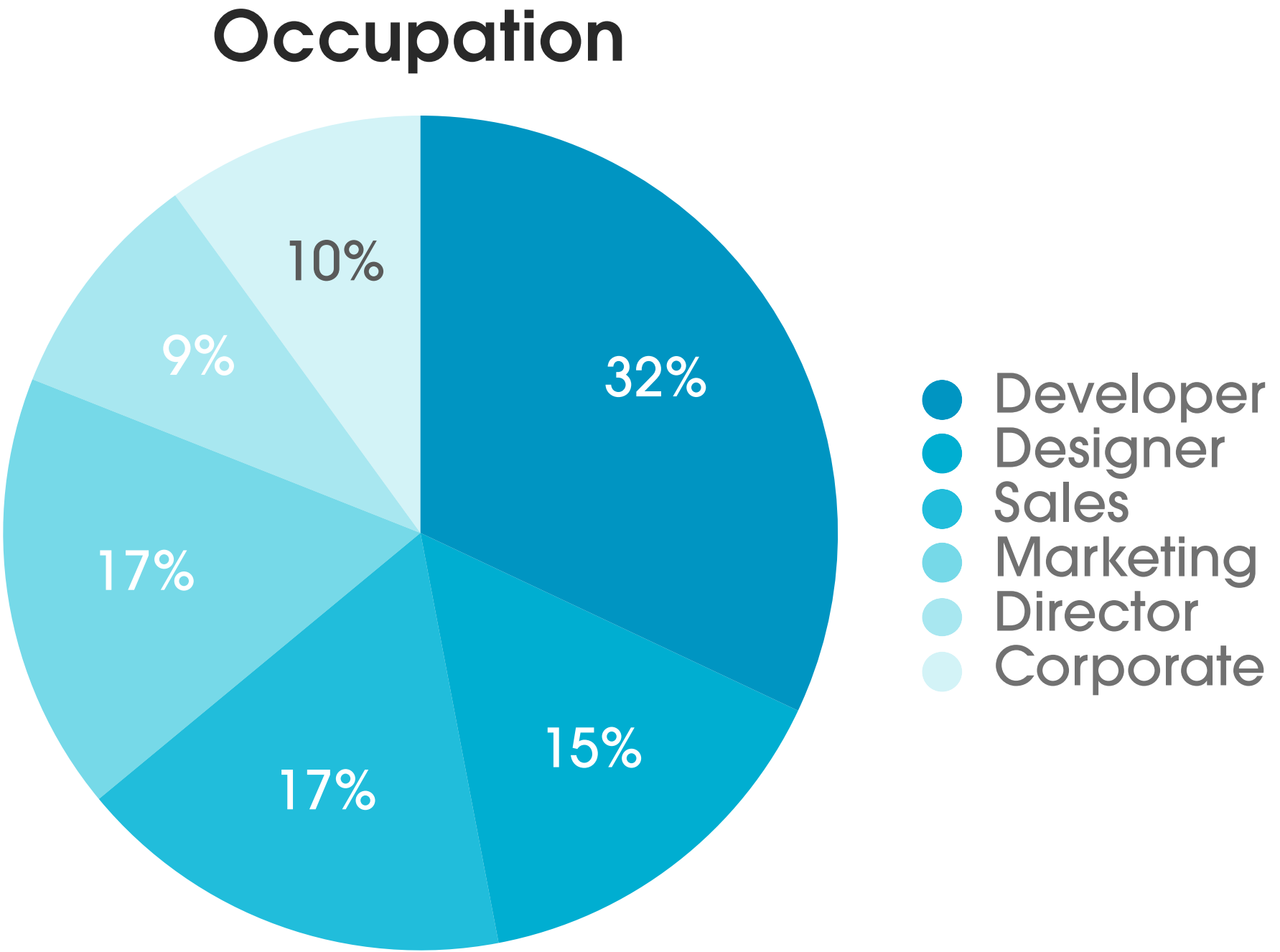
Easily arrange company visits

- **Matching based on shared values and mission**
 - Connect people with companies based on shared values, regardless of conditions such as salaries, benefits, and company size
- **The new experience of, “I’m interested!”**
 - Enable individuals and companies to meet on casual, and find more attractive place





Advantages in millennials, Generation Z, and the growing web industry



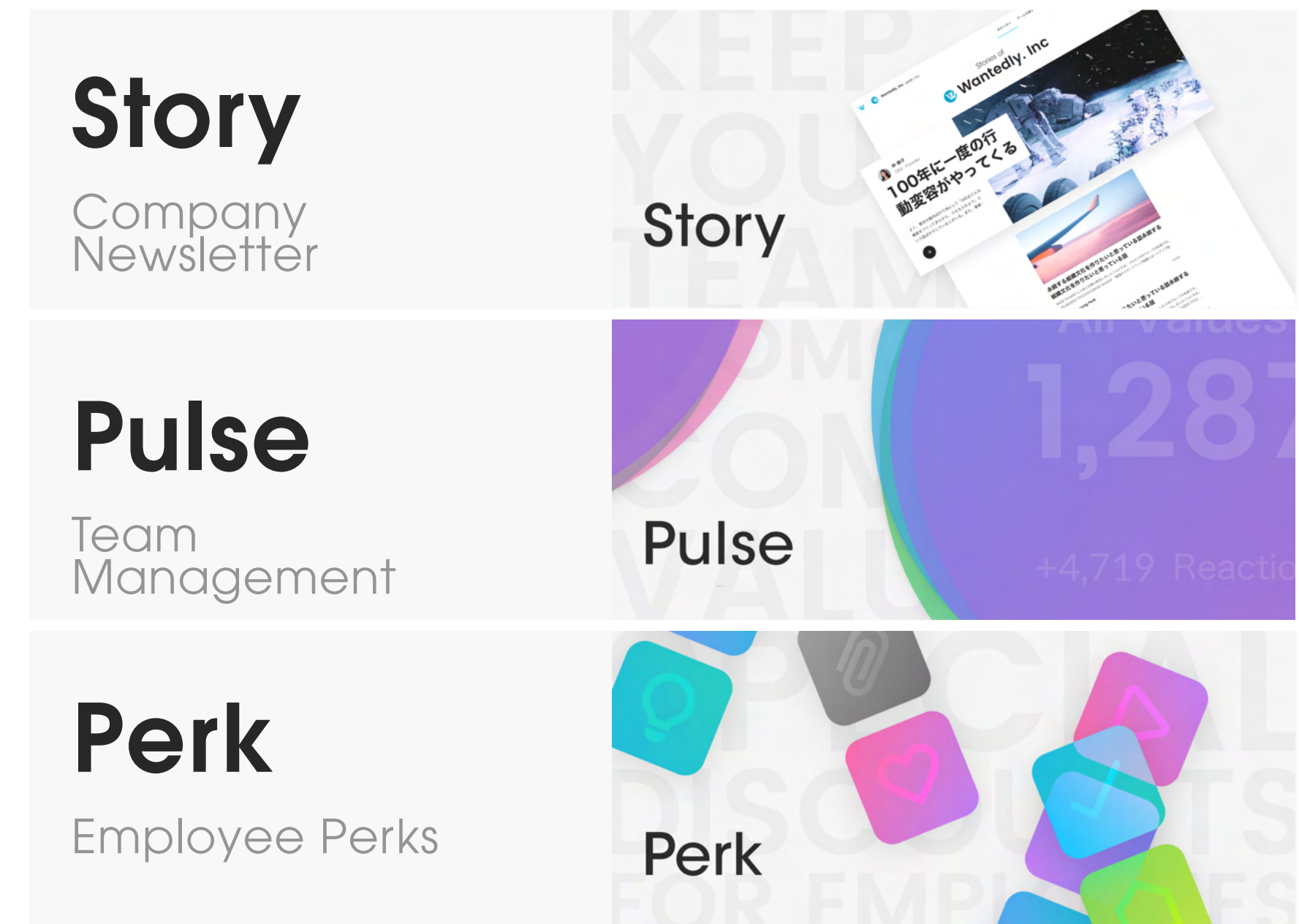
Companies from various industries, primarily in SMEs with 100 or fewer employees

Companies by industry



Supporting the creation of self-sustaining organizations

- **Comprised of three products**
 - Provide support for creating required environment where employees can be passionate in their work and show their high performance
- **Solving telecommuting challenges**
 - Prevent lower motivation due to a decrease in face-to-face communication, and solve organization issues such as increase risk of employees turnover



“Engagement” refers to mutual trust and motivation to contribute between employees and the organization, and among employees

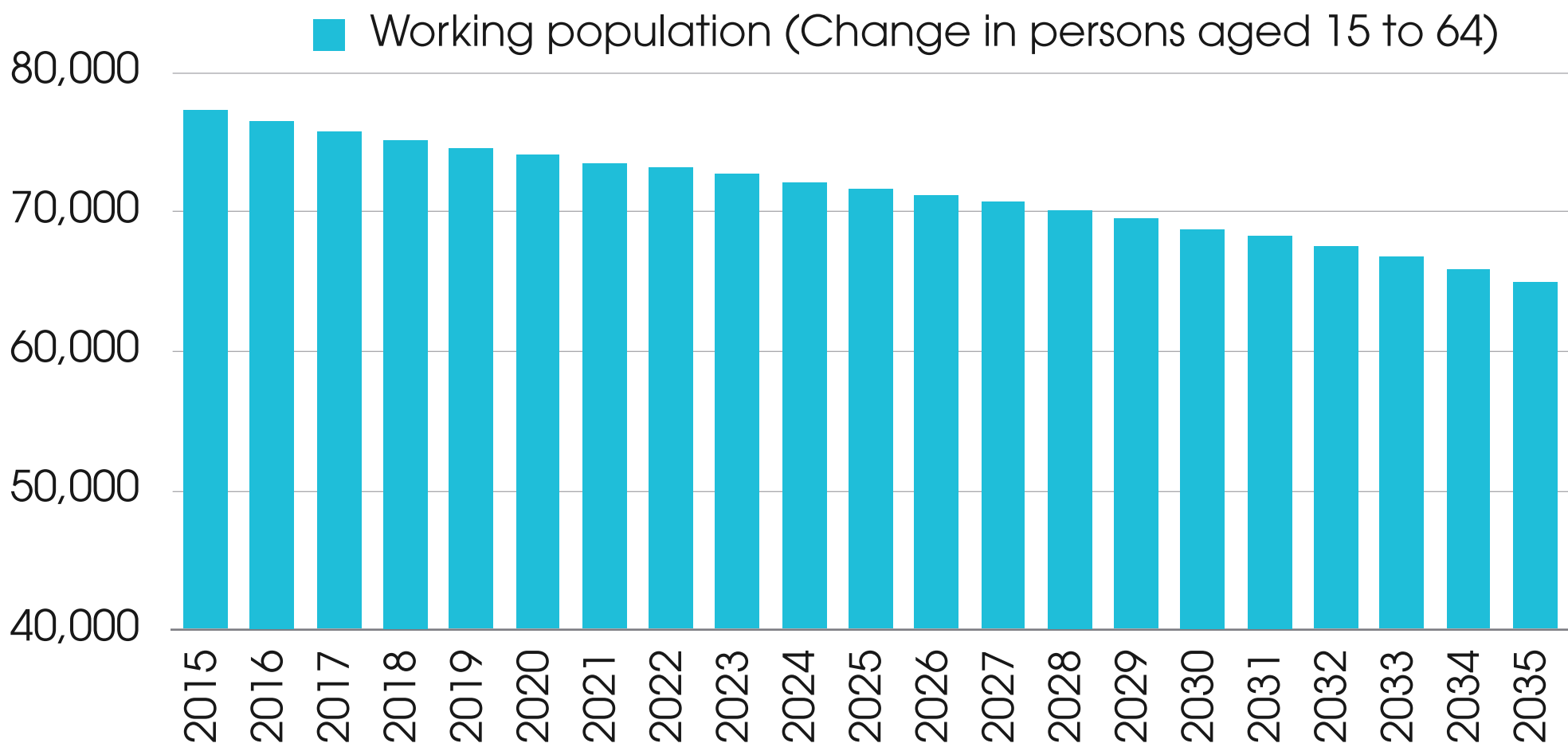
Surveys and research have shown that higher engagement leads to improved productivity, business results, and lower turnover

Comparison between organizations with high/low engagement



Source: “State-of-the-Global-Workplace (2017),” Gallup, Inc.
WHEN COMPARED WITH BUSINESS UNITS IN THE BOTTOM QUARTILE OF ENGAGEMENT, THOSE IN THE TOP QUARTILE REALIZE IMPROVEMENTS IN THE FOLLOWING AREAS

Declines in the working population, changing work values, and social change caused by COVID-19 have led to heightened attention and interest




Source: “Population Projections for Japan (2017),” National Institute of Population and Social Security Research


1 Story

Company Newsletter


Online “Company Newsletter” to enable members to share common goals and feeling of team unity


- Support companies in disseminating visions and values online, even when face-to-face communication is difficult
- In use by about 600 companies

 **Wantedly, Inc.** 社内ポータル

ストーリー チームの様子 メンバー特典 **Naoto Erika**
Designer 


投稿する

Stories of
 **Wantedly, Inc.**


 **仲 暁子**
CEO・Founder

100年に一度の行動変容がやってくる

よく、競合の動向ばかり気にして「A社はこんな機能をつくってきたから、うちも入れよう」という話ばかりしている人がある。また、事業…



→



永続する組織文化を作りたいと思っている話

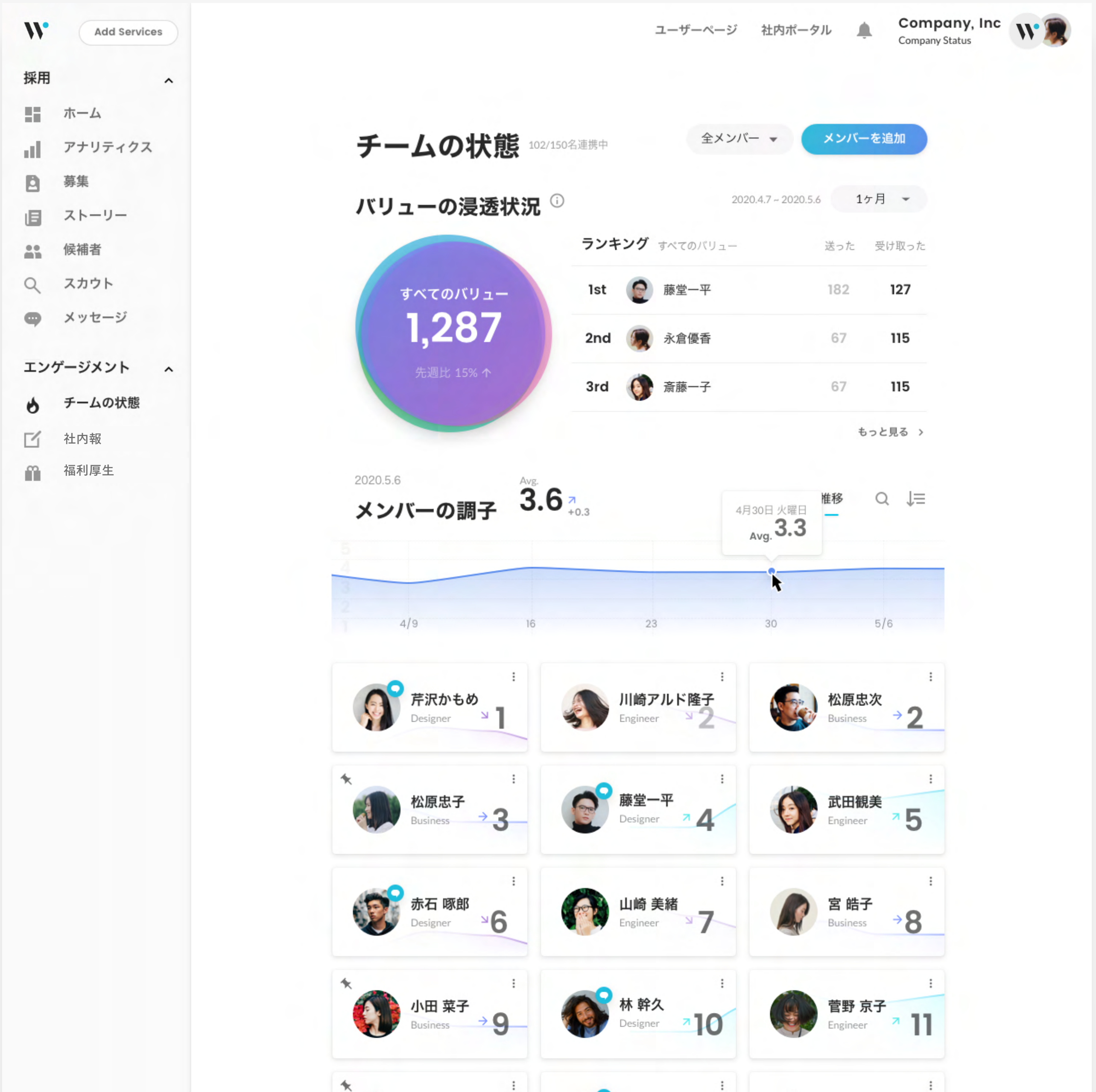
さて、永続する組織を作りたいというテーマについて、去年ぐらいから考えるようになりました。もちろん、組織の永続自体はゴールではないですね。ただ、僕たちのミッションであ「シゴトでココロオドルひとをふやす」というとてつもなく難しいミッションと、こ…

2 Pulse

Team Management

“Team conditions” support to assist team members to understand and improve

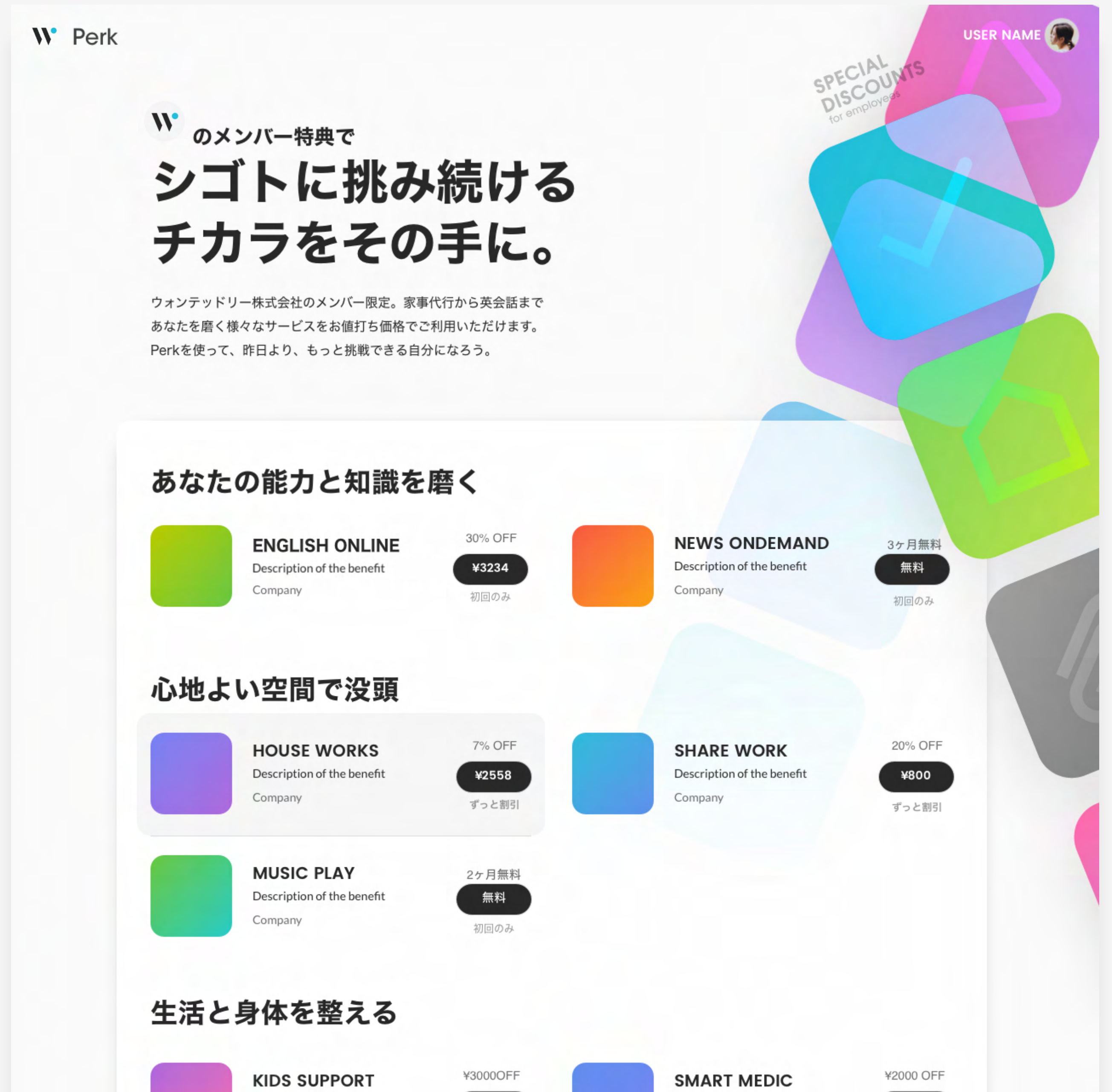
- Disseminate team values through Slack and visualize challenges and hidden contributions of members
- In use by about 250 companies



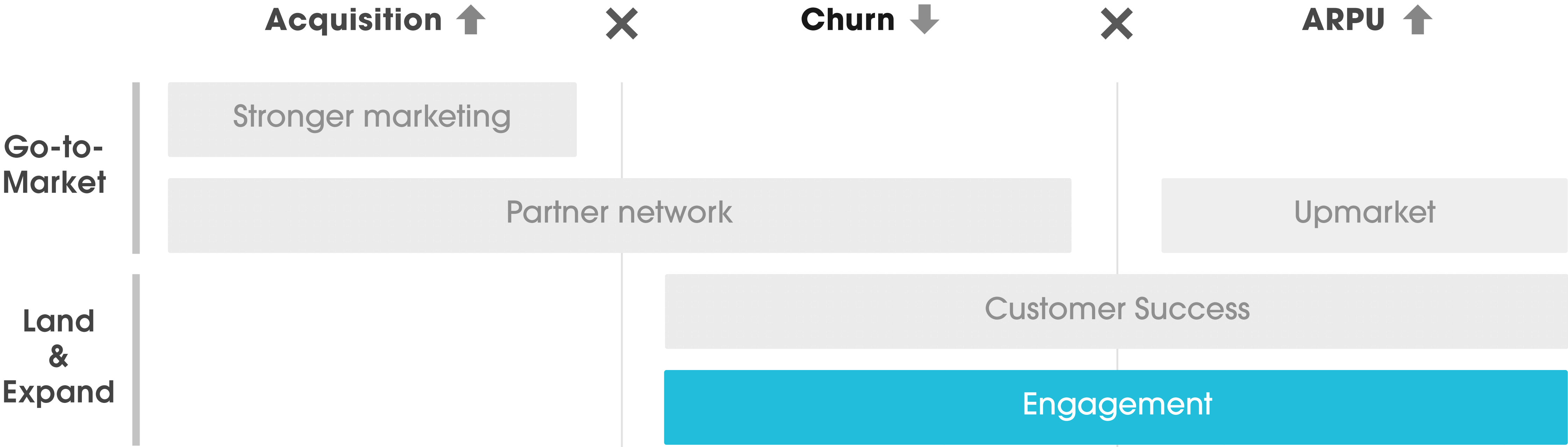


“Employee Perks” that provide the latest services to enrich employee work environments

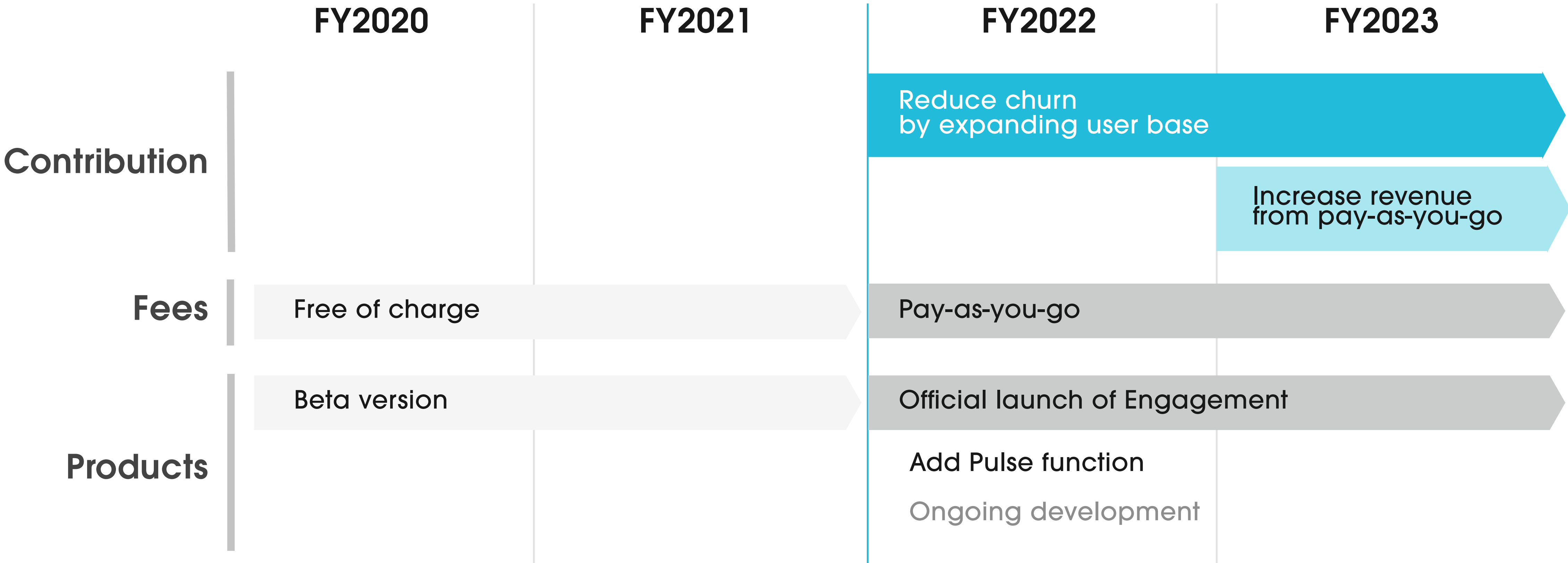
- Specially priced services that support each person’s comfortable challenges, making it easy to enhance employee benefits.
- Over 1,000 services with special offers

The screenshot shows the 'Perk' app interface. At the top, there's a header with the 'Perk' logo and a user profile icon labeled 'USER NAME'. Below the header, a large banner reads 'のメンバー特典で シゴトに挑み続ける チカラをその手に。' (With member benefits, you can continue to challenge your work with the power in your hands). A subtext explains that these are limited-time offers for Wantedly members, available from housework to English lessons. The main content area is titled 'あなたの能力と知識を磨く' (Sharpen your abilities and knowledge) and lists several perks: 'ENGLISH ONLINE' (30% OFF, ¥3234, first time only), 'NEWS ONDEMAND' (3 months free, first time only), 'HOUSE WORKS' (7% OFF, ¥2558, always discounted), 'SHARE WORK' (20% OFF, ¥800, always discounted), 'MUSIC PLAY' (2 months free, first time only), and 'KIDS SUPPORT' (¥30,000 OFF). The interface is colorful with various geometric shapes and icons.

Focus on reducing churn via engagement

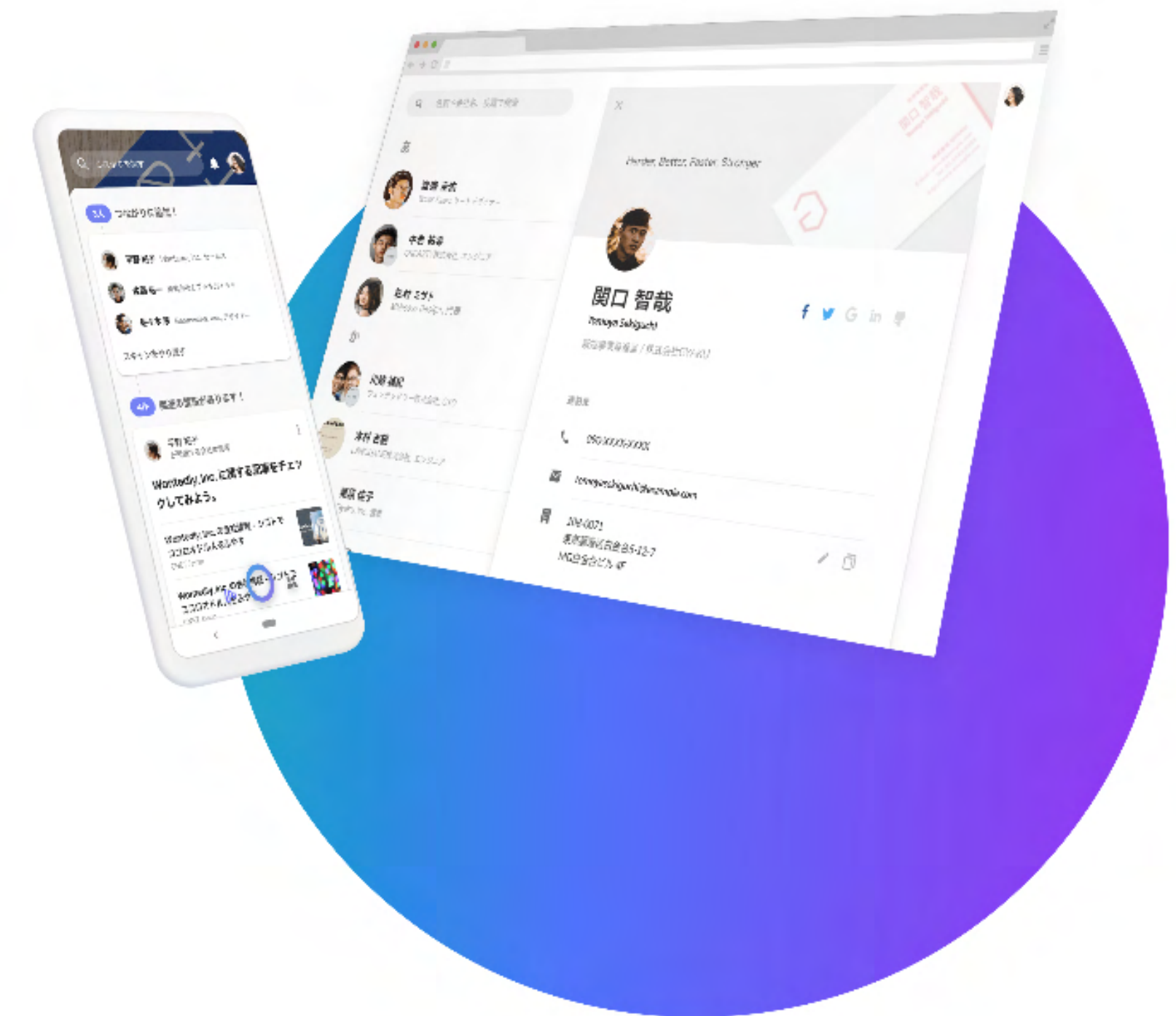


Focus on reducing churn by expanding user base in FY2022



Record discoveries and share successes

- **Simple and easy business card scanning**
 - Scan multiple business cards at the same time and instantly digitize
- **Simultaneously receive information on connections**
 - Create opportunities to deepen relationships



Focus on providing value through profiles, with a lower priority on monetization.

45degrees, inc.

自分の提案でクライアントの未来も広げる

自社サービスをより良く知るためのワークショップを開催

Mar 2018 - Apr 2018

チーム課題を掴むためのアンケート

アンケートの結果から、チームメンバーの社サービス理解に課題感をもつことができた。自社サービスの勉強会を実施も検討中。

Mar 2018 - Apr 2018

クライアント様のKPI達成率向上

Mar 2018 - Apr 2018

110%

担当しているクライアント様の利用事例記事

Apr 12 2018

「事前ヒアリング」をうまく活用し、チームの課題を把握

Mar 2018

Before

After

Appendix



Wantedly, Inc.

MG Shirokanedai building 4F, 5-12-7,
Shirokanedai, Minato-ku, Tokyo

Akiko Naka, CEO

Securities code: 3991 (TSE Mothers)

Company History

- Sep. 2010 Akiko Naka founded Fuel, Inc.
(Currently “Wantedly, Inc.”)
- Feb. 2012 Released Wantedly
(Currently “Wantedly Visit”)
- Nov. 2016 Released Wantedly People
- Mar. 2017 Officially started service in Singapore
- Sep. 2017 Listed on TSE Mothers
- Sep. 2021 Engagement Suite
 - “Story” for company newsletters
 - “Pulse” for team management
 - “Perk” for employee perks



Akiko Naka / President, CEO

After graduating from the Faculty of Economics, Kyoto University, entered Goldman Sachs.
After retiring, participated in Facebook Japan as an early member. In September 2010, established the present Wantedly, and developed a business social media "Wantedly" utilizing Facebook. In February 2012, officially released the service.



Yoshinori Kawasaki / Director, CTO

After graduating from The Department of Information Science, the University of Tokyo, completed the master's course in the Department of Computer Science, Graduate School of Information Science and Technology, UOT.
In 2006, entered Goldman Sachs Japan Holdings. After serving as VP for the Technology Division, participated as CTO in the development and operation of Wantedly in April 2012.
Assumed the present position in October 2013.

Akiko Takahara / External Director

Launched Business Corp (present Benefit One) while working at Mitsubishi, and was engaged in the startup of various businesses utilizing the Internet in its very early days in Japan. Has mainly undertaken service planning and operation design, funding, etc. Has also leveraged experience in broad areas, including security analysis, corporate planning, and internal audit. In April 2014, took office as Full-time Auditor of Wantedly. In November 2015, took office as Outside Director (Audit and Supervisory Committee Member) of Wantedly.

Jun Narimatsu / External Director

Representative Director and President of Muuseo.
After working for Deloitte Touche Tohmatsu, was expatriated to the Listed Unit, Tokyo Stock Exchange, and undertook the establishment of listing rules and the application of actions based on the listing rules.
From 2007, established the management structure as Executive CFO at Cookpad, and led its listing in Tosho Mothers. In March 2012, retired for the purpose of startup. At present, focuses on the management of online services, and also supports startups as angel investor and/or outside executive officer. In November 2015, took office as Outside Director (Audit and Supervisory Committee Member) of Wantedly.

Shinichiro Yoshiba / External Director

Serves as partner for STW & Partners. After registering as lawyer in the Daini Tokyo Bar Association in 2000, served as partner for Mori Hamada & Matsumoto from 2009. In October 2011, took office as Outside Auditor of enish. In January 2015, entered STW & Partners. In November 2015, took office as Outside Director (Audit and Supervisory Committee Member) of Wantedly.



Naoki Aoyama / Executive Officer, CDO

After graduating from the Faculty of Crafts, Department of Modeling Engineering at Kyoto Institute of Technology, and completed masters at the Graduate School of Media and Governance at Keio University, entered Fujitsu and was involved in UI design and art direction for Android devices. Entered Wantedly in June 2015 and assumed the present position in September 2019.



Toshitsugu Kanehira / Executive Officer

After graduating from the Faculty of Law and Economics at Chiba University, entered Honda Motor, experienced dealing with accounting finance and management planning. After working at J.Score, established by Mizuho Bank and SoftBank, entered Wantedly in January 2019, and been in charge of accounting, finance, management planning and IR. Assumed the present position in September 2019.



Kaori Kawaguchi / Executive Officer

After graduating from Waseda University, engaged in the management of competitive swimmers. In 2007, entered Recruit Agent (present Recruit Career). Has experienced corporate sales and launch of new businesses in the consumer segment, and has served as manager in the business development division. After working for HR Tech in Singapore, entered Wantedly in October 2017, and assumed the present position in September 2018.

This material contains forward-looking statements that reflect views and assumptions of management at Wantedly, Inc., in light of information currently available with respect to certain future events, including, but not limited to financial projections and business strategies. These forward-looking statements are subject to certain risks and uncertainties, and may differ from actual business performance or results. These results of such forward-looking assumptions cannot be assured.

This material does not intend to solicit the sale or purchase of the shares of the company. Your investment decisions should be made at your discretion.