

Wantedly, Inc.

FY2022 Q2 Financial Results

April 14, 2022

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Highlights

Results

- Revenue reached 1,118 million yen in Q2 (3 months) and totaled 2,178 million yen for Q1-Q2 (6 months), up 33% YoY
- OP reached 221 million yen in Q2 (3 months) and totaled 478 million yen for Q1-Q2 (6 months), up 14% YoY

Engagement

- Engagement advertising spending in Q1-2 (6 months) totaled 476 million yen, Q3-4 (6 months) will focus on return on investment
- Usage of Story, Pulse, and Perk is increasing

Guidance

- Revenue revised upward from 4,350 to 4,450 million yen, up 24% YoY
- OP revised upward from 600 to 1,100 million yen, up 165% YoY
- Revised OP margin is 25%, up 13% YoY

FY2022 Q2 Results

Revenue growth continues

- Continuing from Q1, increase in the number of companies due to steady acquisition

Operating profit increased YoY

- Engagement advertising was implemented as planned

(¥M)	FY2021 Q2	FY2022 Q1	FY2022 Q2	YoY	QoQ
Revenue	859	1,059	1,118	30%	6%
Operating Profit	208	257	221	6%	-14%
(Margin)	24%	24%	20%	-	-
Recurring Profit	210	252	216	3%	-14%
(Margin)	24%	24%	19%	-	-
Net Profit	119	161	132	11%	-18%
(Margin)	14%	15%	12%	-	-

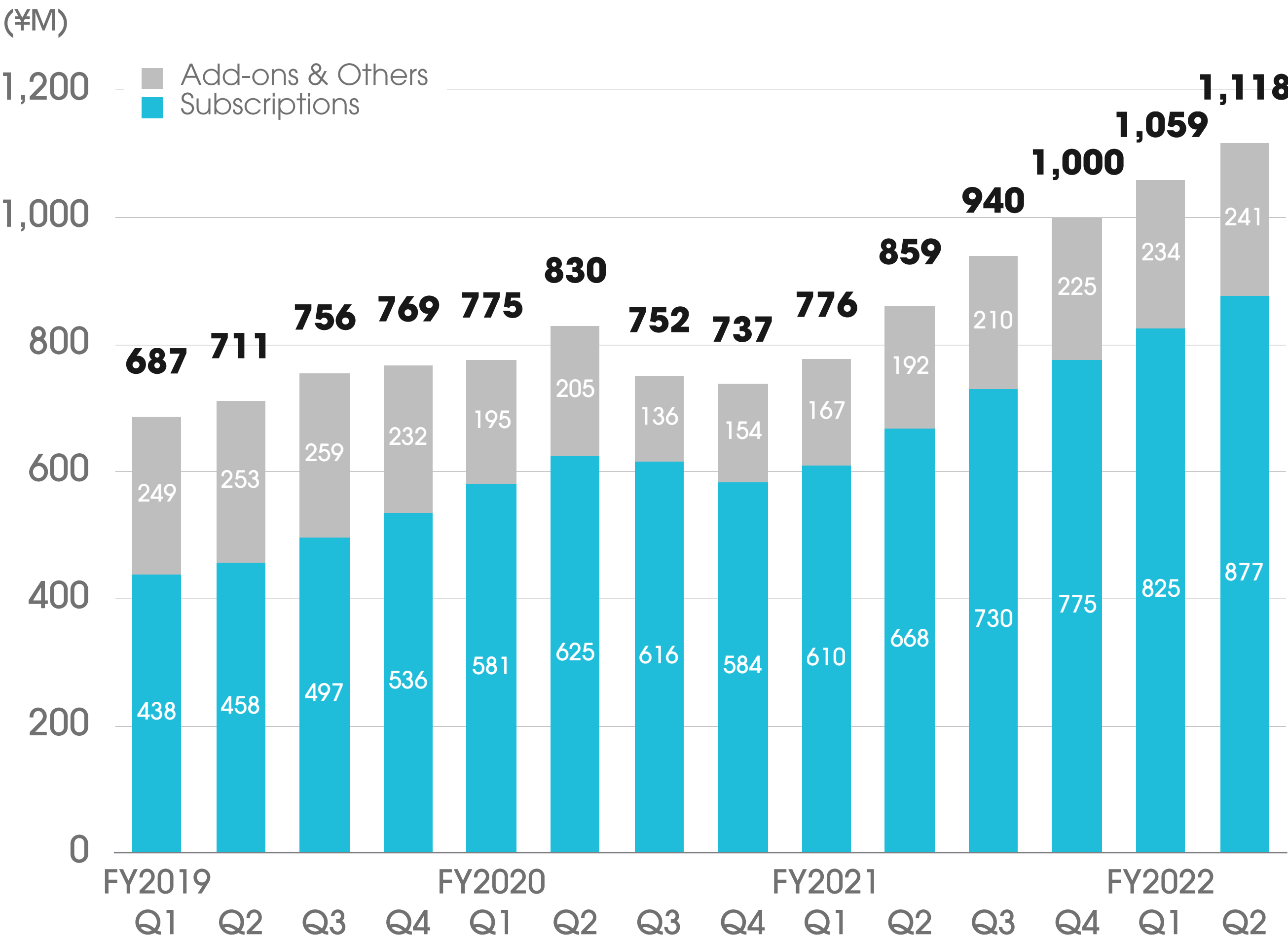
*Figures less than one million yen are rounded.

Add-ons & Others continue to see growth QoQ

- Continuing from Q1, growth due to increase in the number of companies

Subscriptions also continued a positive trend QoQ

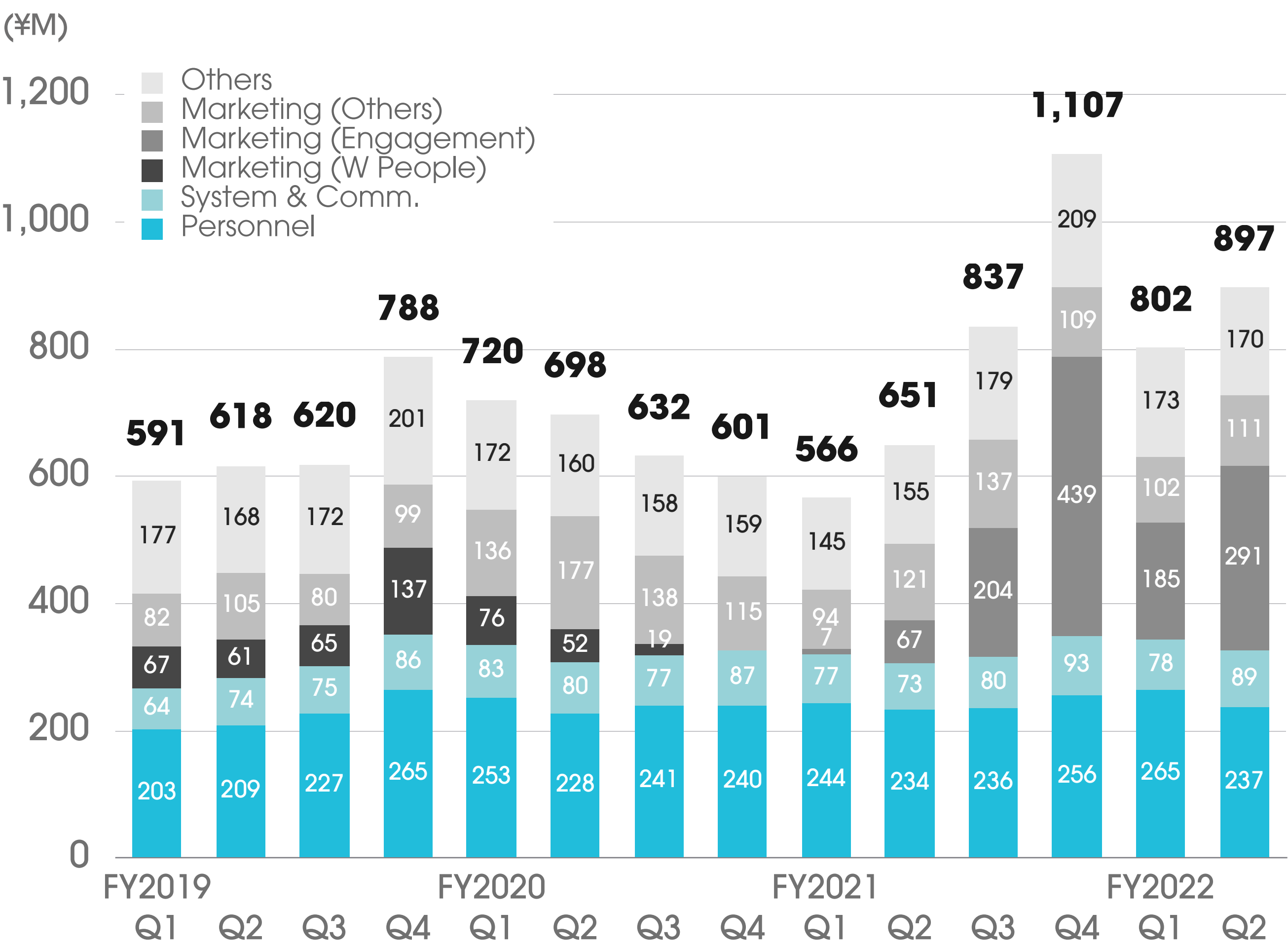
- Continuing from Q1, increase in the number of companies due to steady acquisition
- Growth exceeded from the previous quarter



*Figures less than one million yen are rounded.

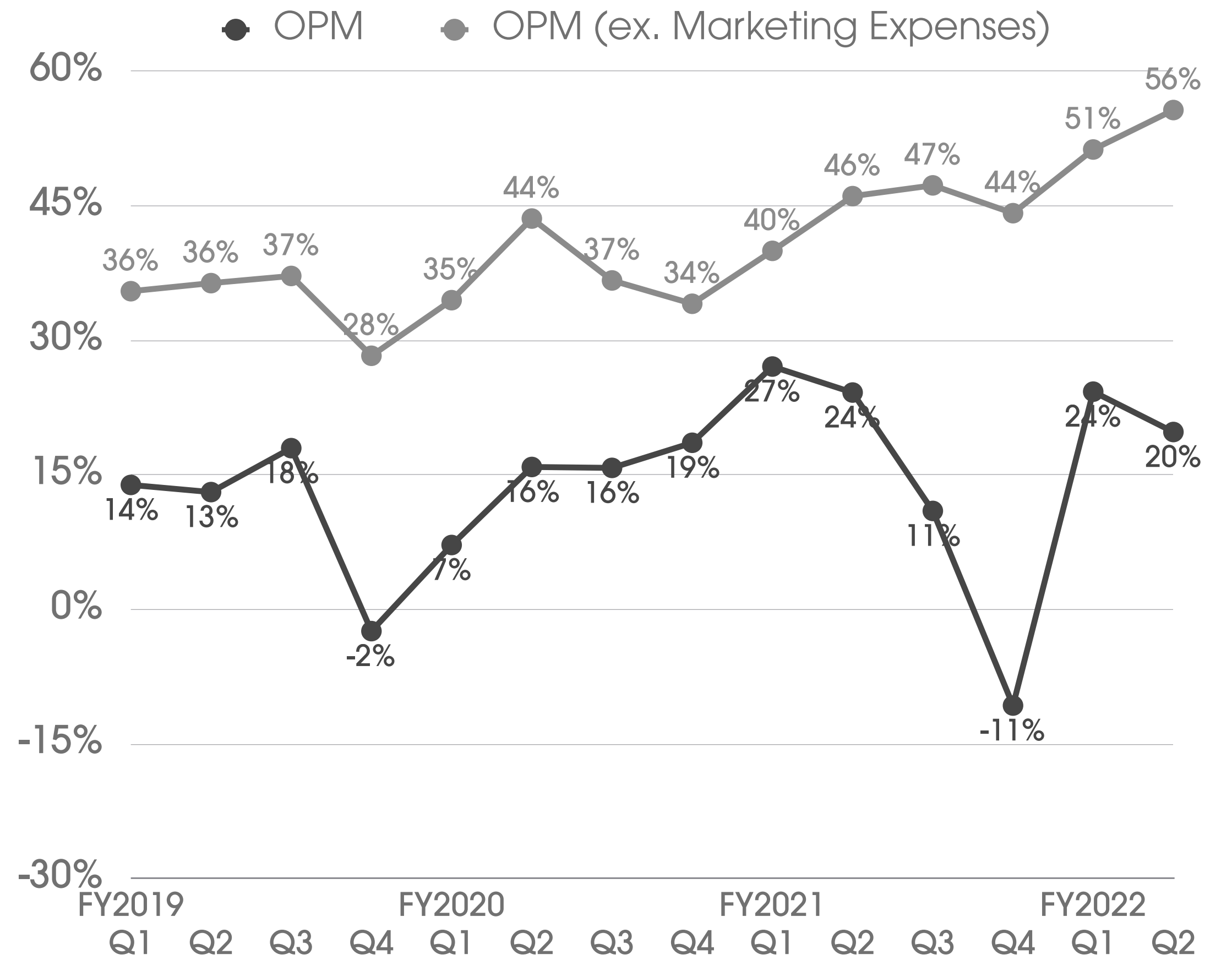
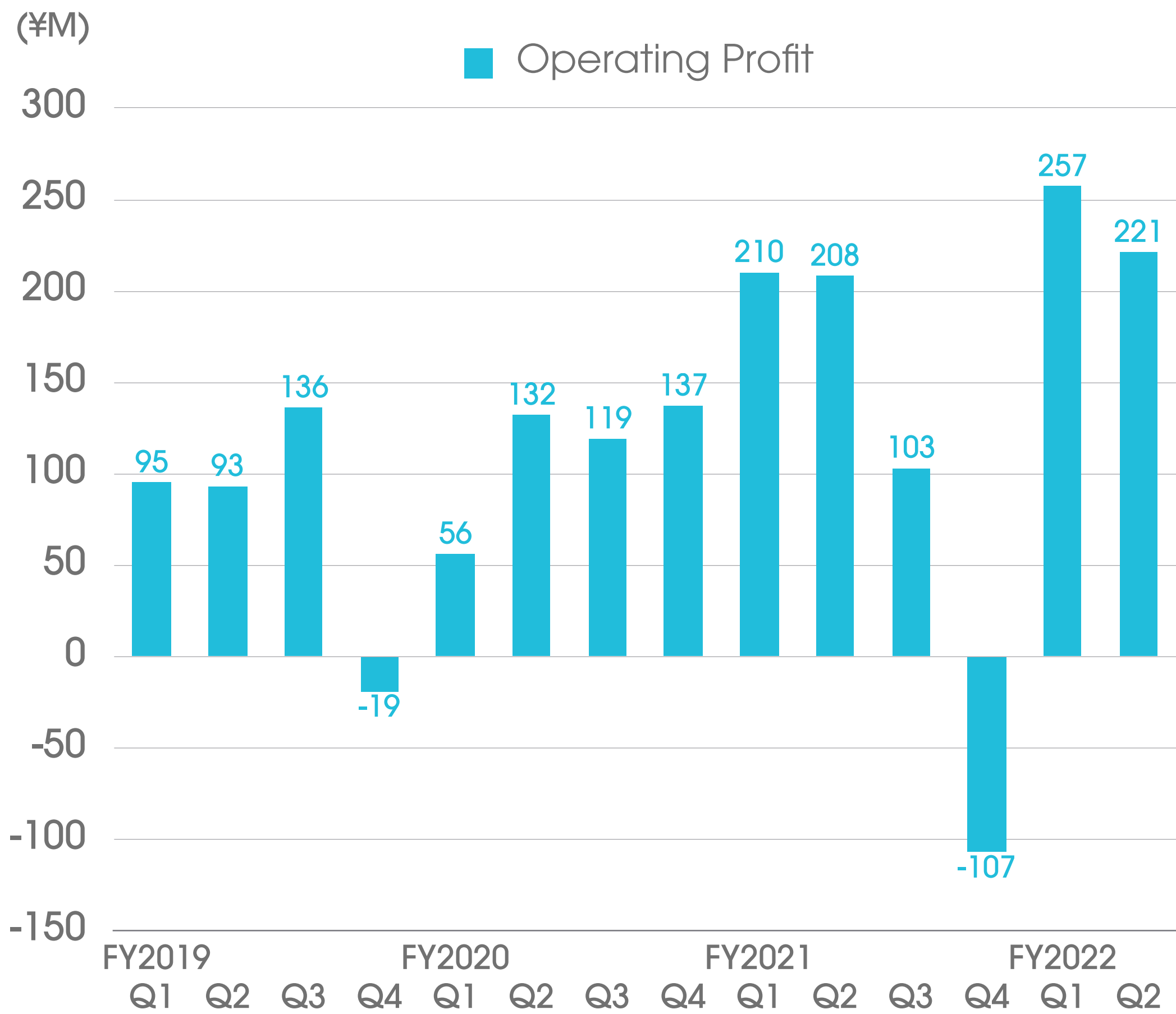
Engagement advertising was implemented as planned

- Engagement advertising spending in Q1-2 (6months) totaled 476 million yen, policy for Q3-4 (6months) is to focus on return on investment



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

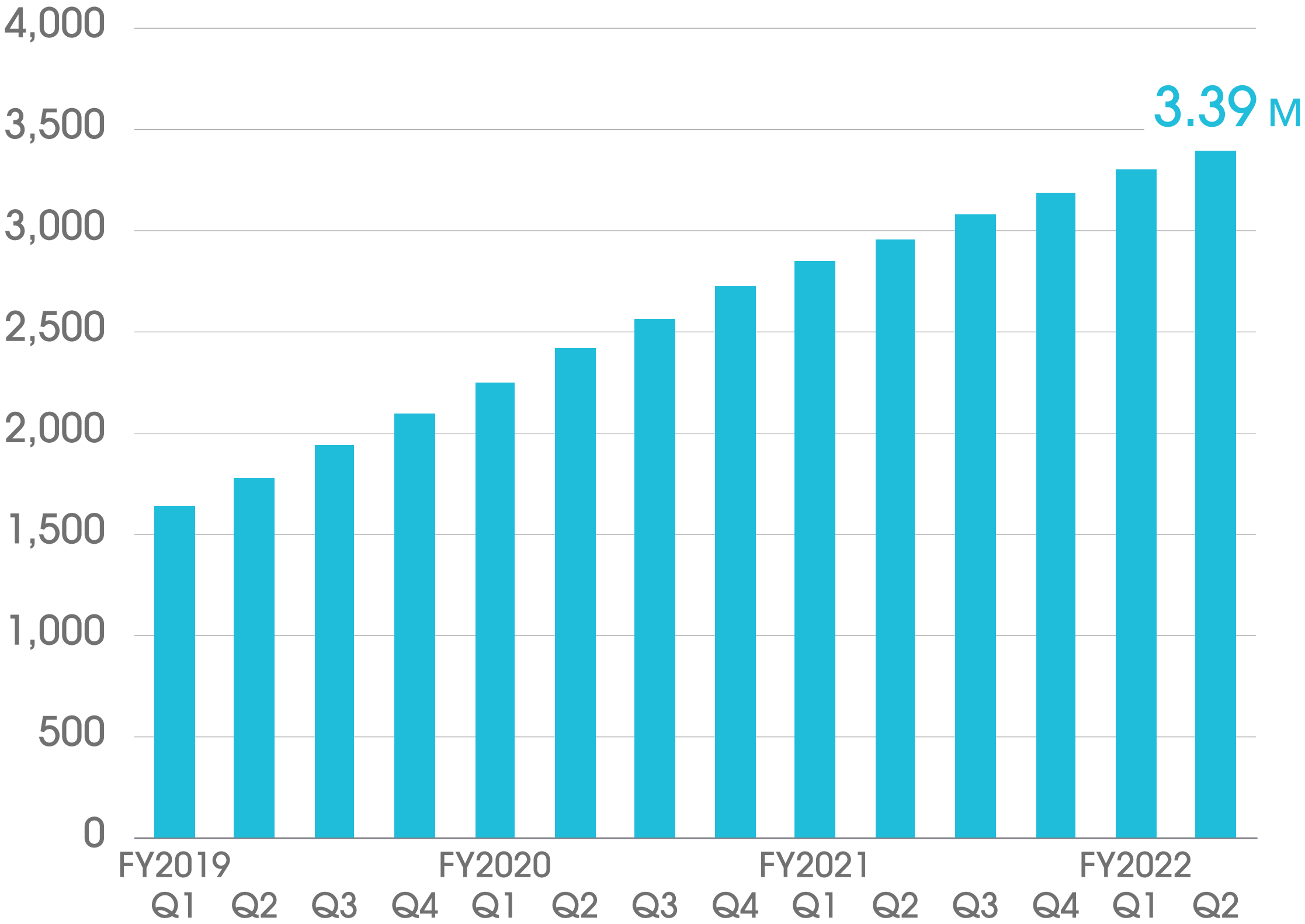
FY2022 Q2 Results | Operating Profit / OP Margin: Quarterly Trends



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

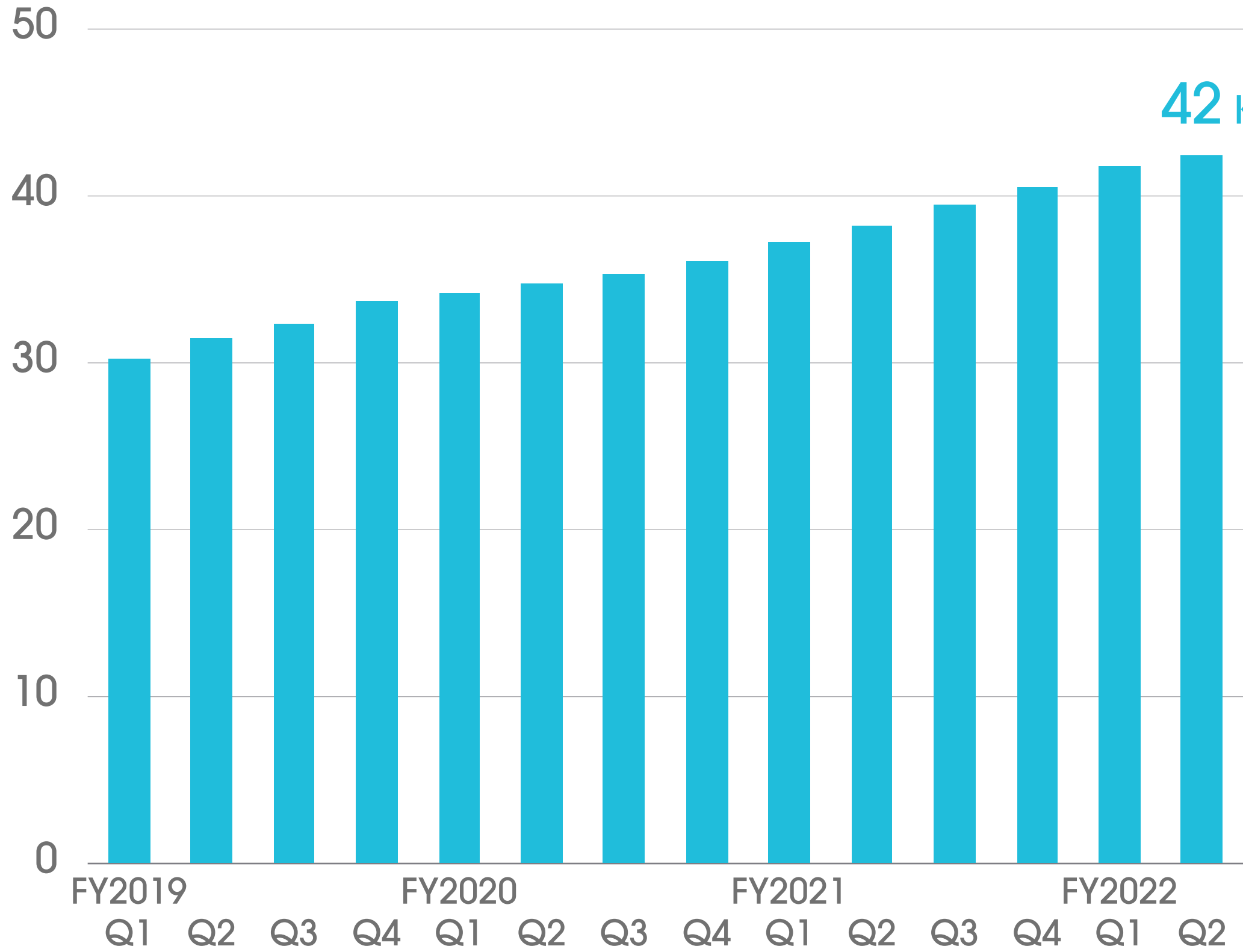
Registered Users

(Thousand users)



Registered Companies

(Thousand companies)



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

Consolidated Balance Sheets

(¥M)	FY2021	FY2022 Q2
Current assets	2,012	2,413
Cash and deposits	1,531	1,995
Accounts receivable - trade	228	259
Other	253	159
Non-current assets	301	281
Property, plant and equipment	102	95
Other	199	186
Total assets	2,313	2,693
Liabilities	1,019	1,088
Net assets	1,295	1,605
Shareholders' equity	1,302	1,609

*Non-current liabilities were zero during FY2021 and FY2022.

Consolidated Statements of Cash Flows

(¥M)	FY2021 Q2	FY2022 Q2
Operating cash flows	320	450
Profit before income taxes	416	468
Depreciation	10	10
Other	-106	-28
Investing cash flows	-4	-3
Purchase of property, plant and equipment	-4	-3
Other	0	0
Financing cash flows	12	13
Cash and cash equivalents	1,673	1,995
Free cash flows	316	447

FY2022 Guidance

Revenue revised upwards, up 24% YoY

- Recruitment demand is stable, and new acquisition is steady

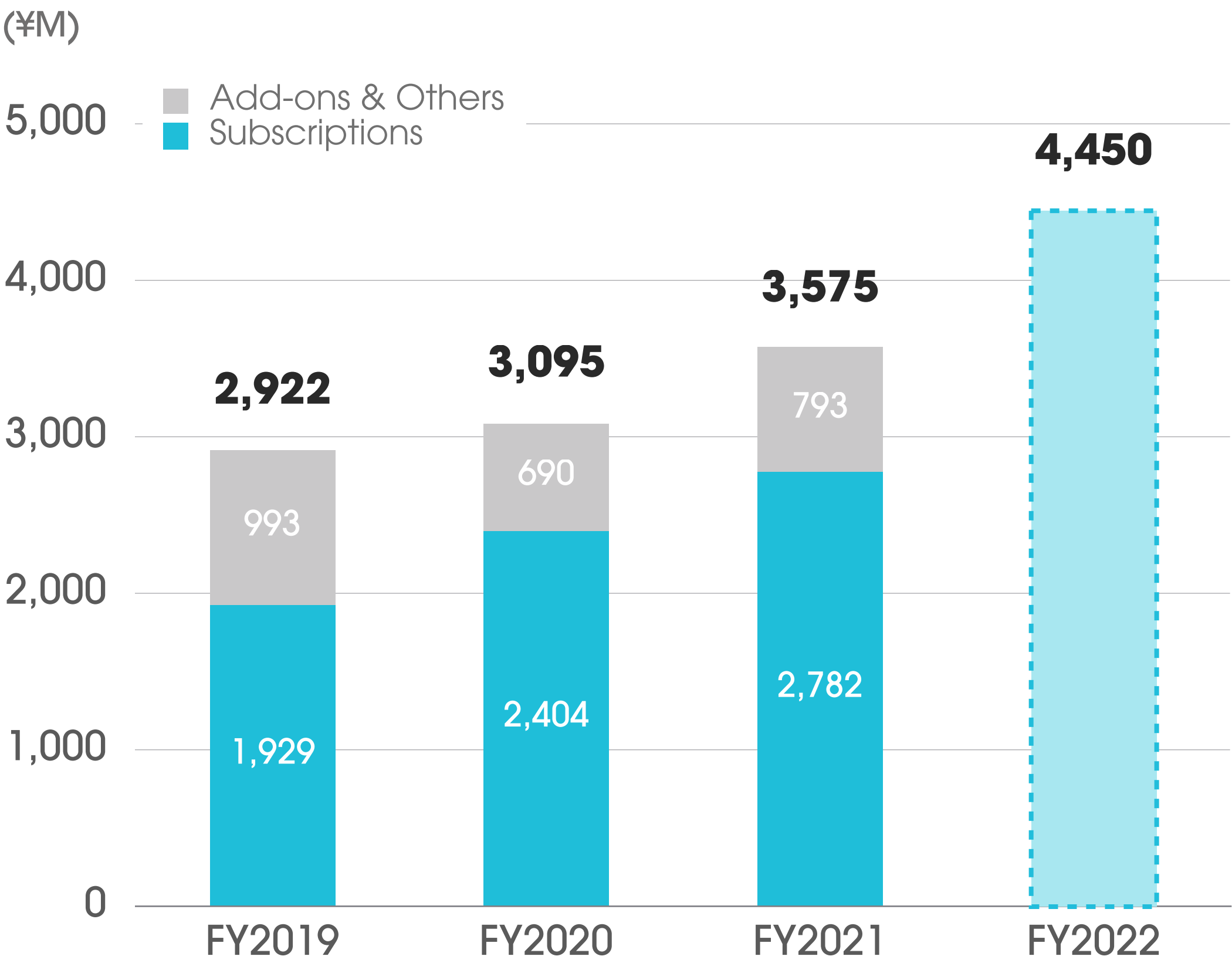
OP revised upwards, up 165% YoY

- Revised advertising costs with an emphasis on return on investment

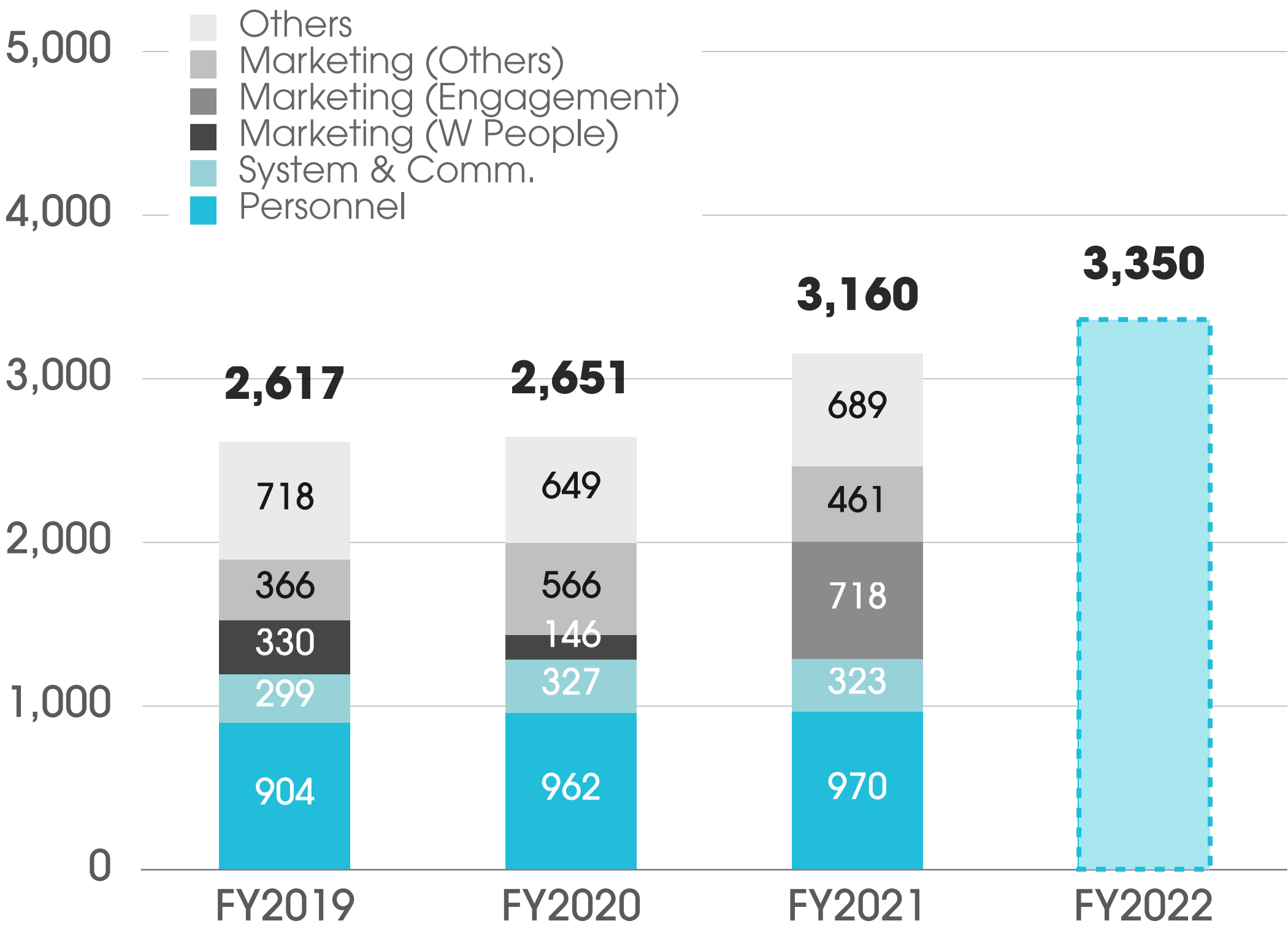
(¥M)	FY2021 (Results)	FY2022 (Revised)	YoY	FY2022 (Previous)	Diff
Revenue	3,575	4,450	24%	4,350	+100
Operating Profit	414	1,100	165%	600	+500
(Margin)	12%	25%	-	14%	-
Recurring Profit	405	1,050	159%	550	+500
(Margin)	11%	24%	-	13%	-
Net Profit	237	600	153%	275	+325
(Margin)	7%	13%	-	6%	-

*Figures less than one million yen are rounded.

Revenue

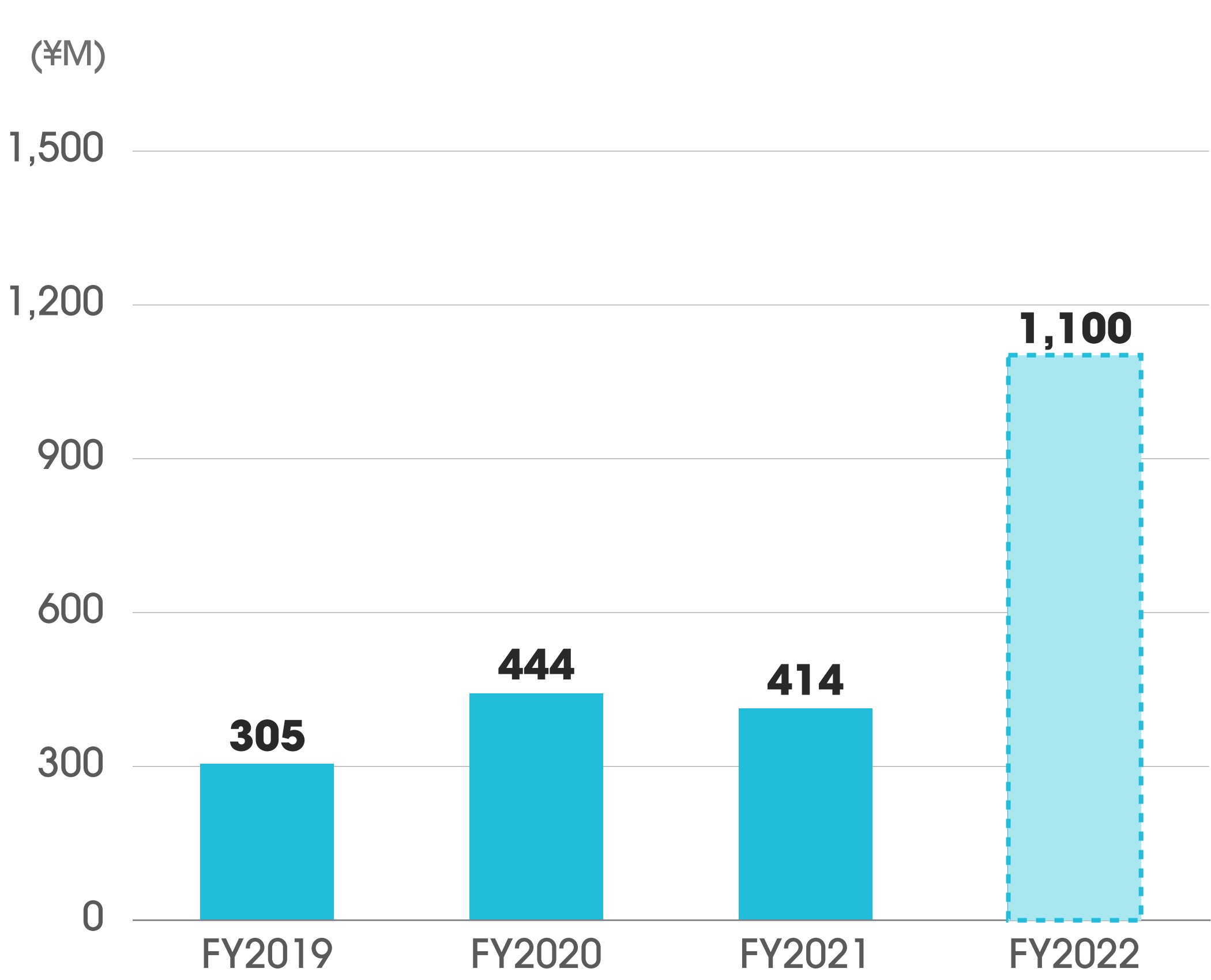


SG&A

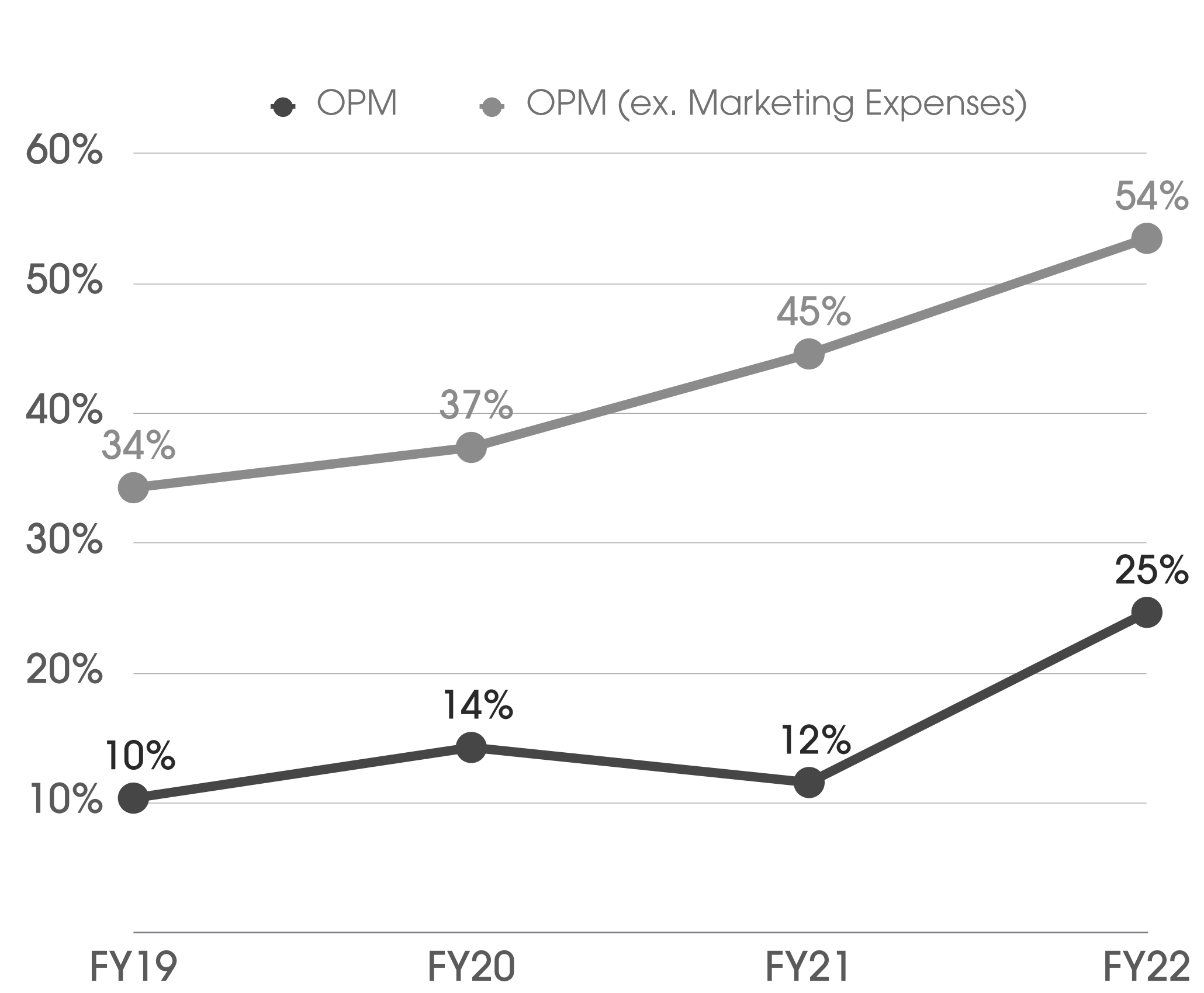


*Figures less than one million yen are rounded. *Promotion costs have been included in “Marketing” from FY2019.
*For the purpose of flexible investment execution, the details of SG&A expenses are not disclosed from this disclosure.

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

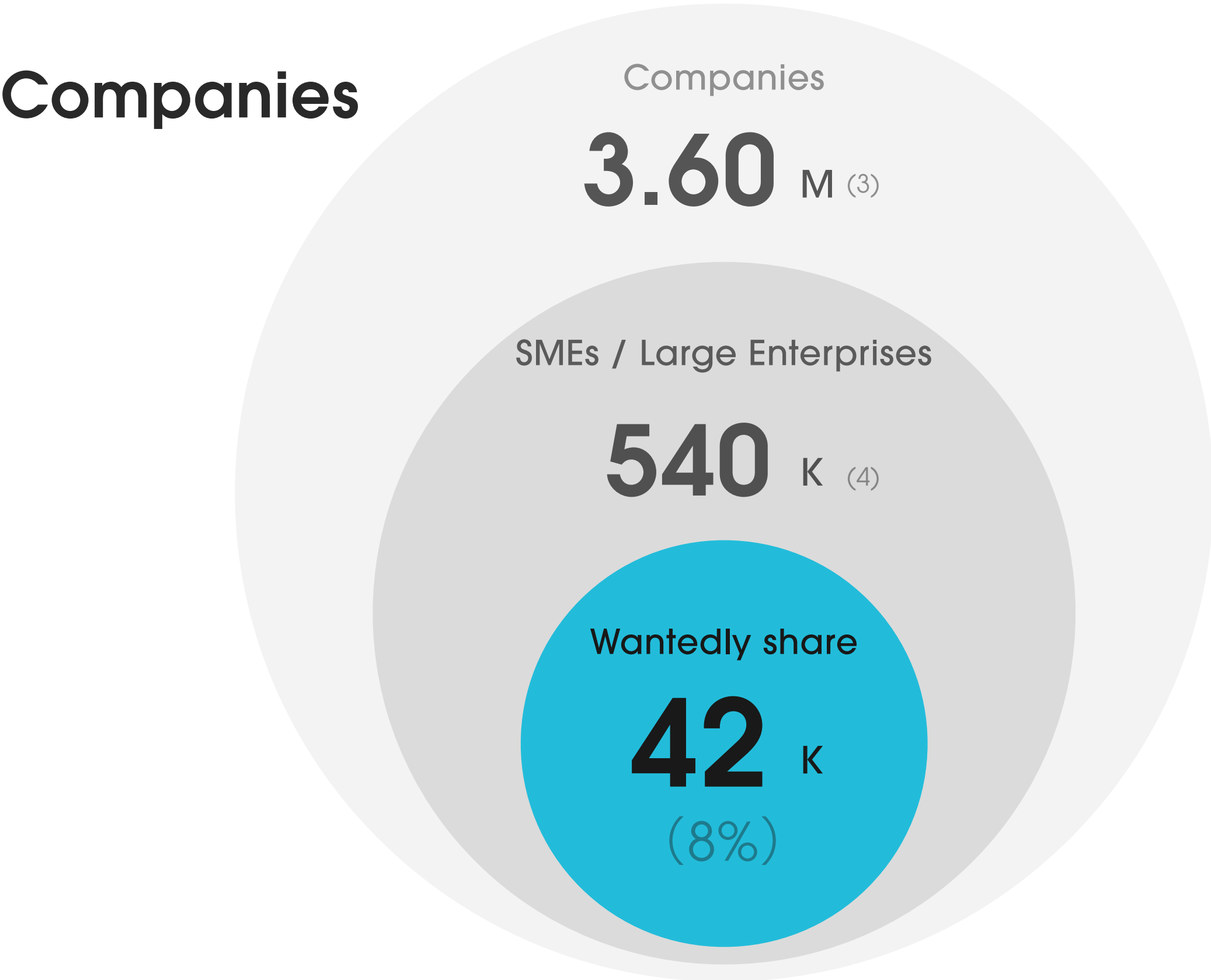
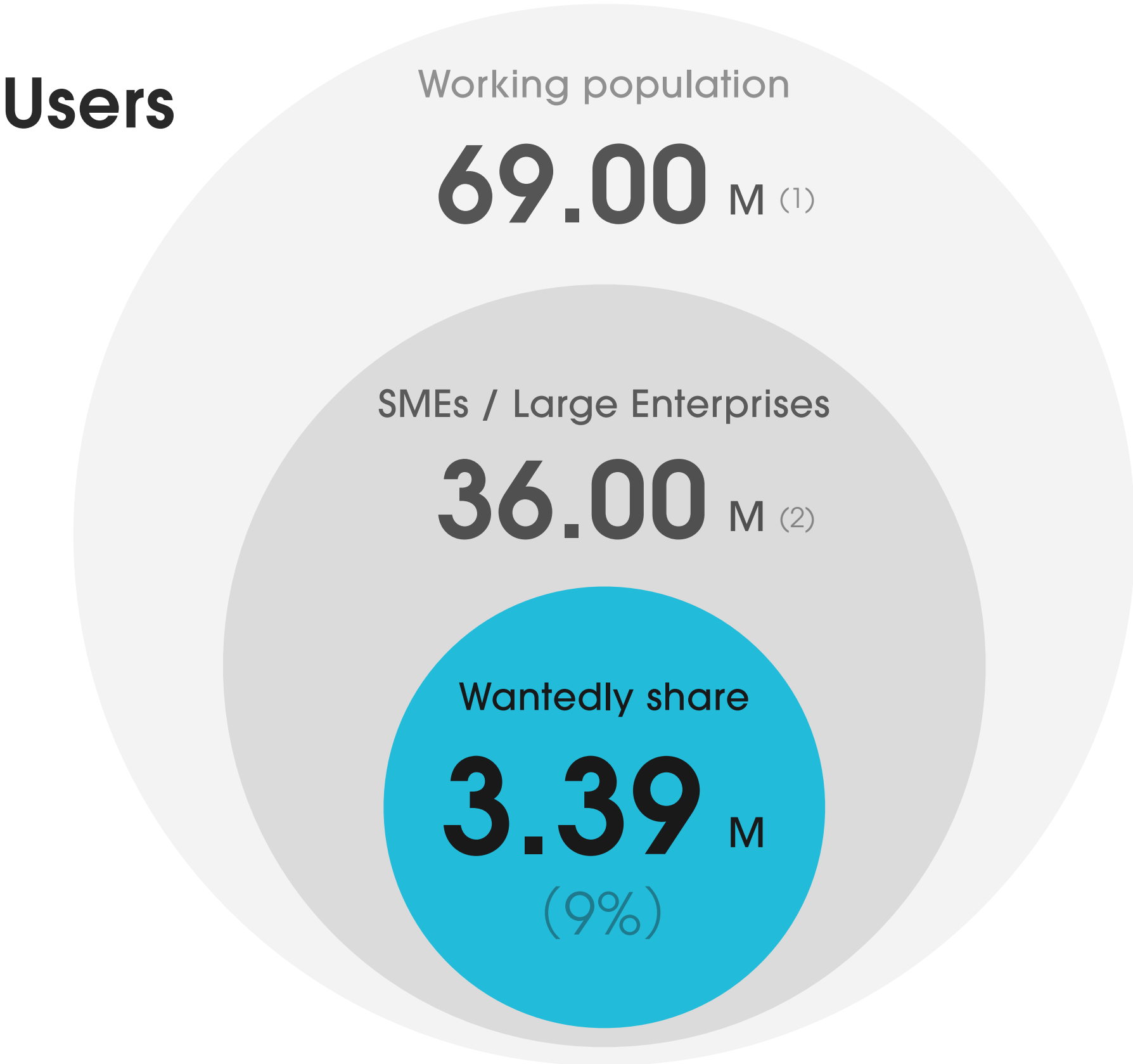
Companies

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

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

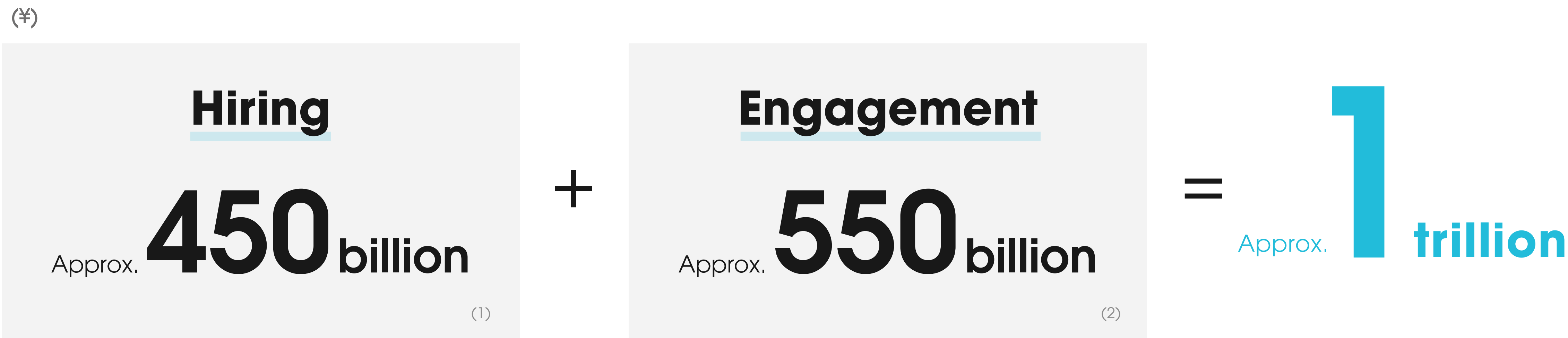


Great potential for growth in both Users and Companies



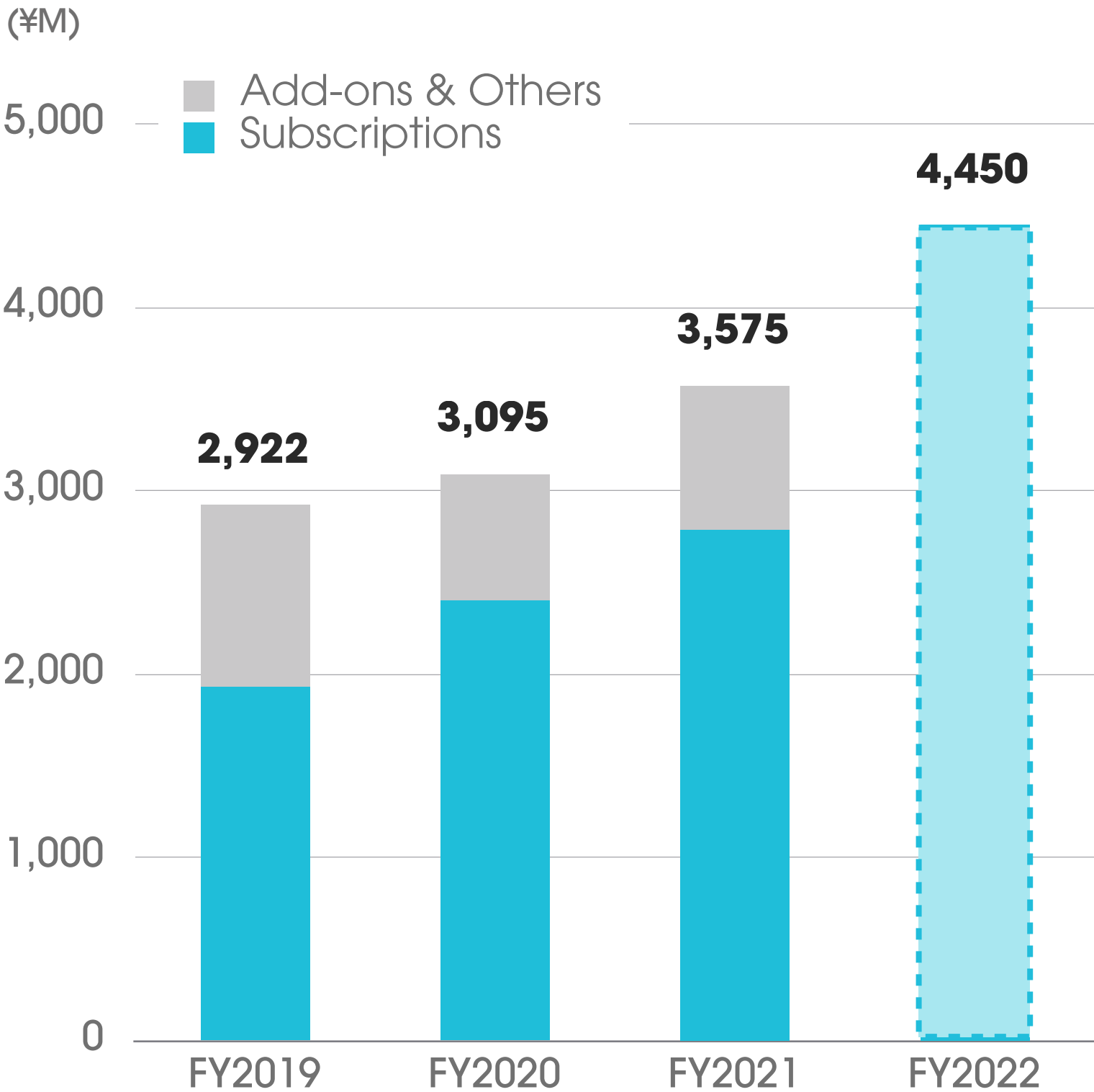
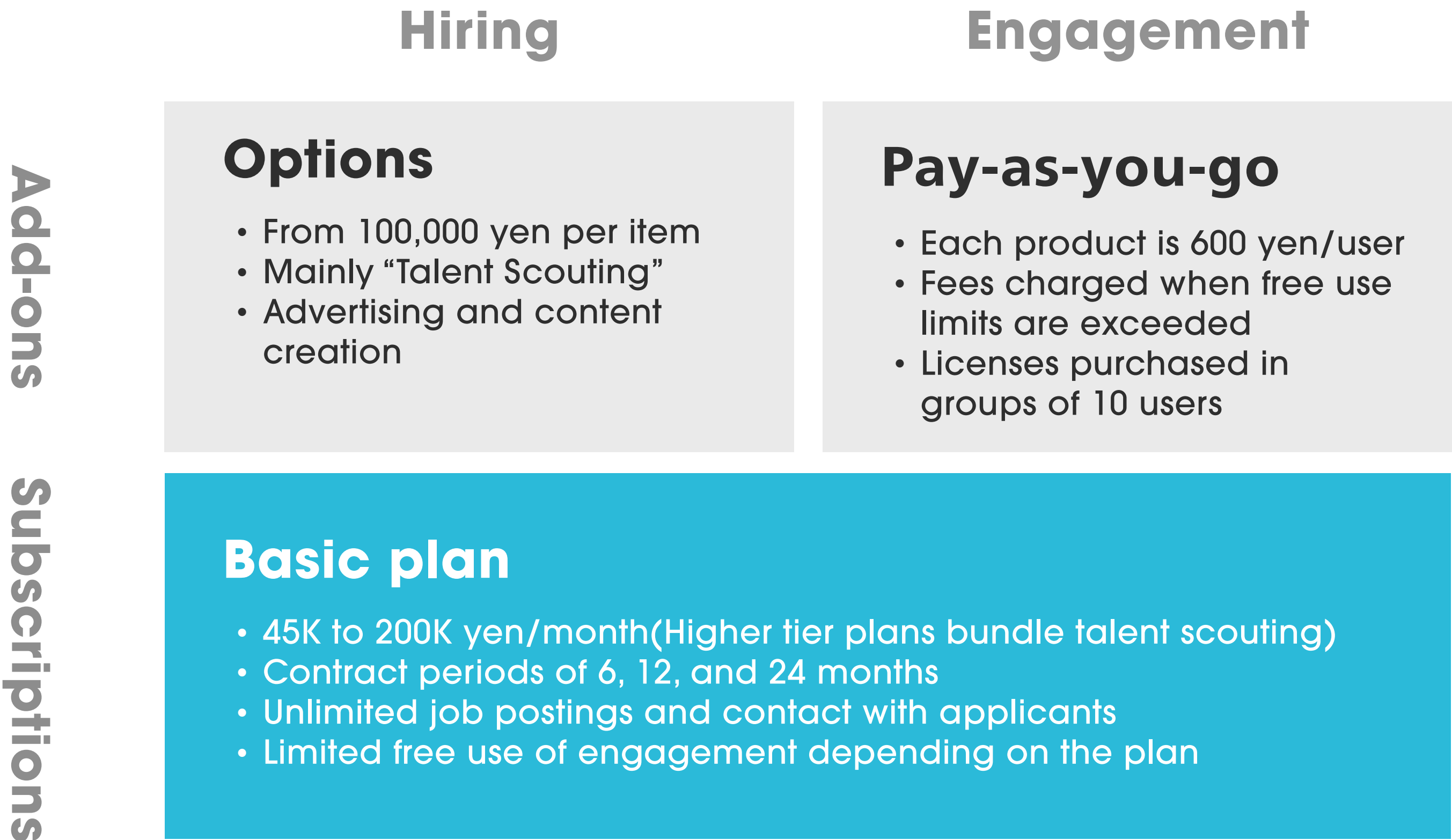
Sources: (1) "Labor Survey," Ministry of Internal Affairs and Communications;
(2) (4) Figures excluding small-scale operators from "Number of SMEs and Offices," The Small and Medium Enterprise Agency;
(3) "Economic Census and Activity Survey," Ministry of Internal Affairs and Communications

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 combines subscriptions and pay-as-you-go plans



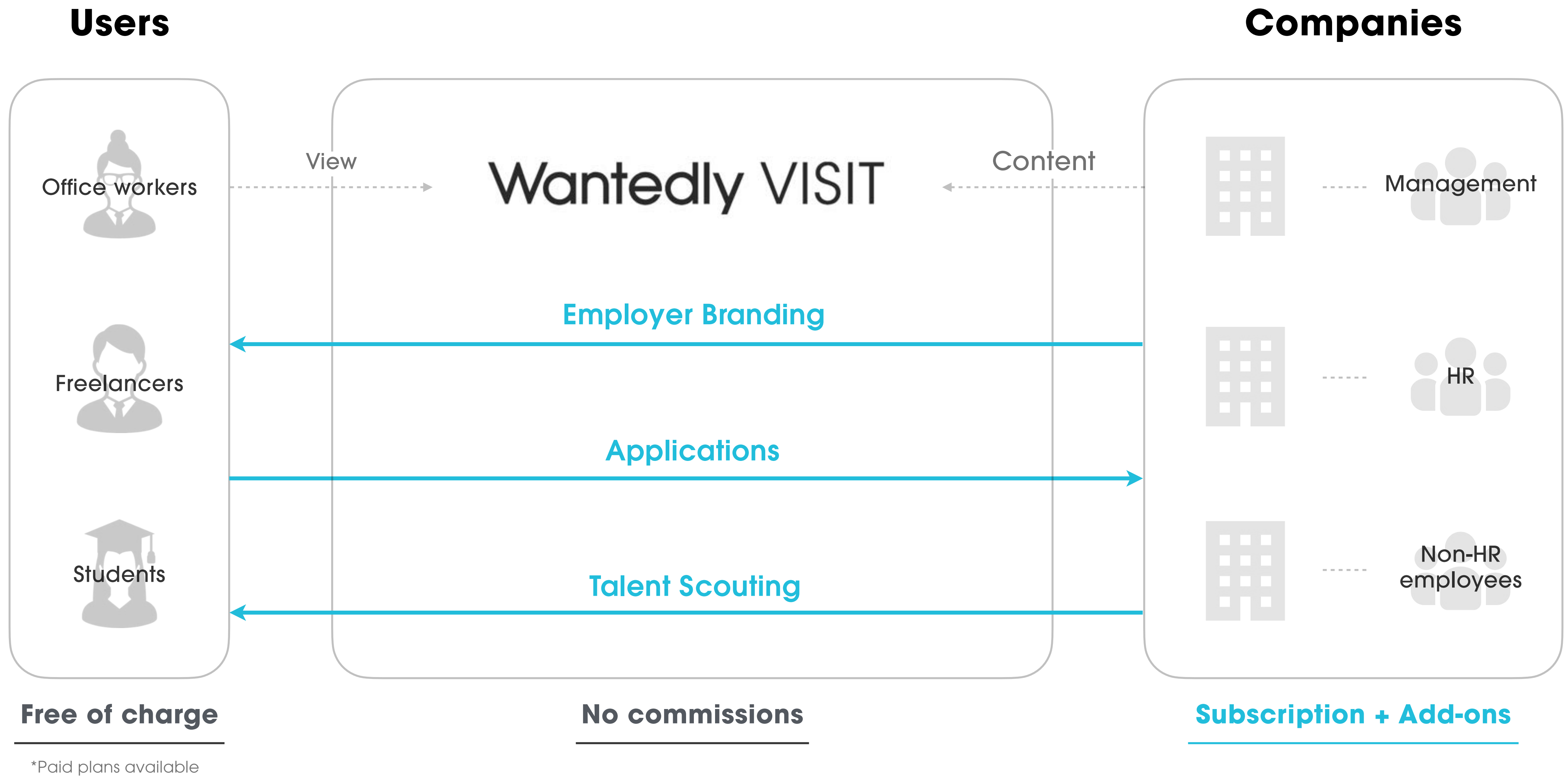
*Figures less than one million yen are rounded.

Easily arrange company visits

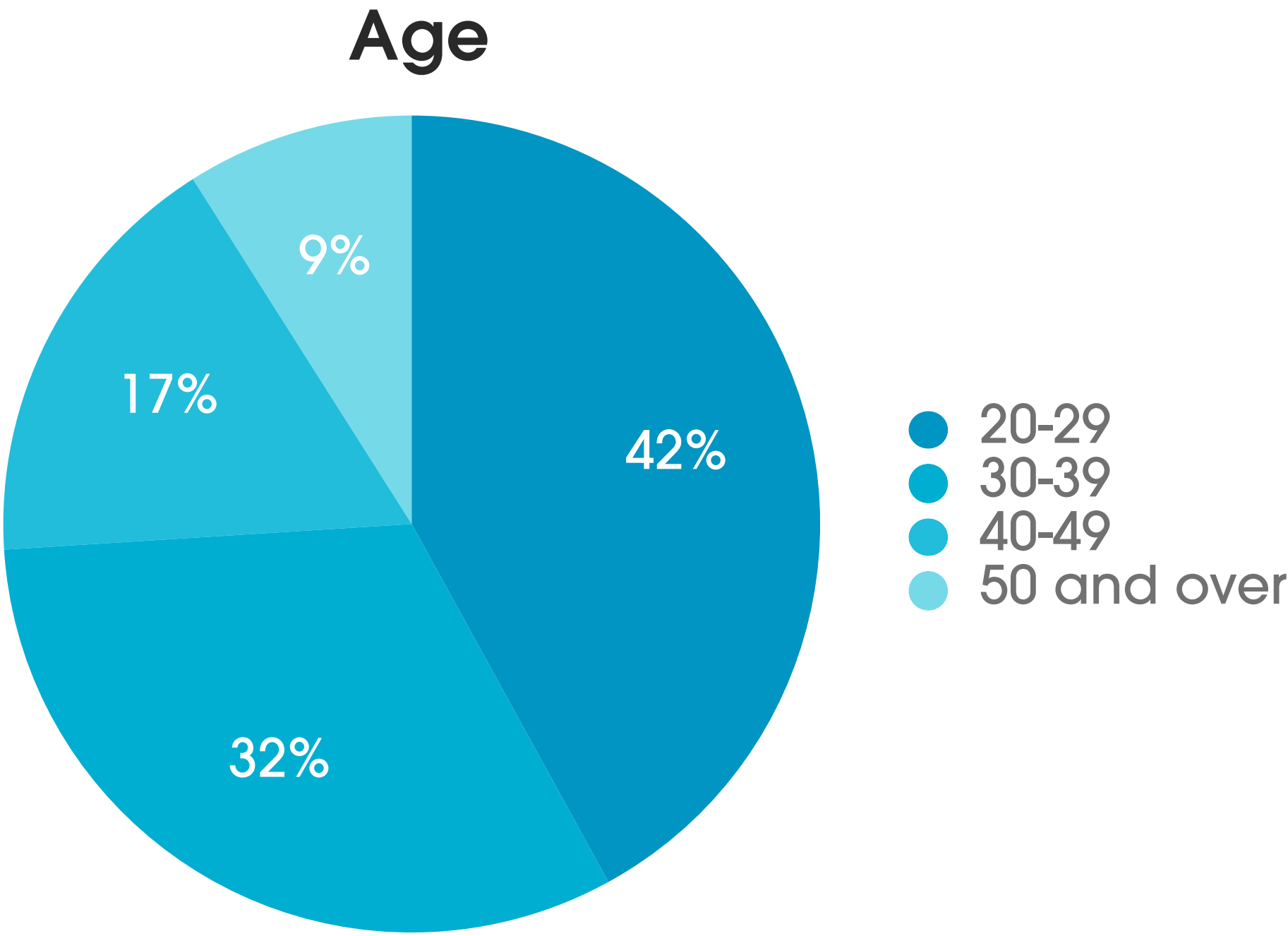
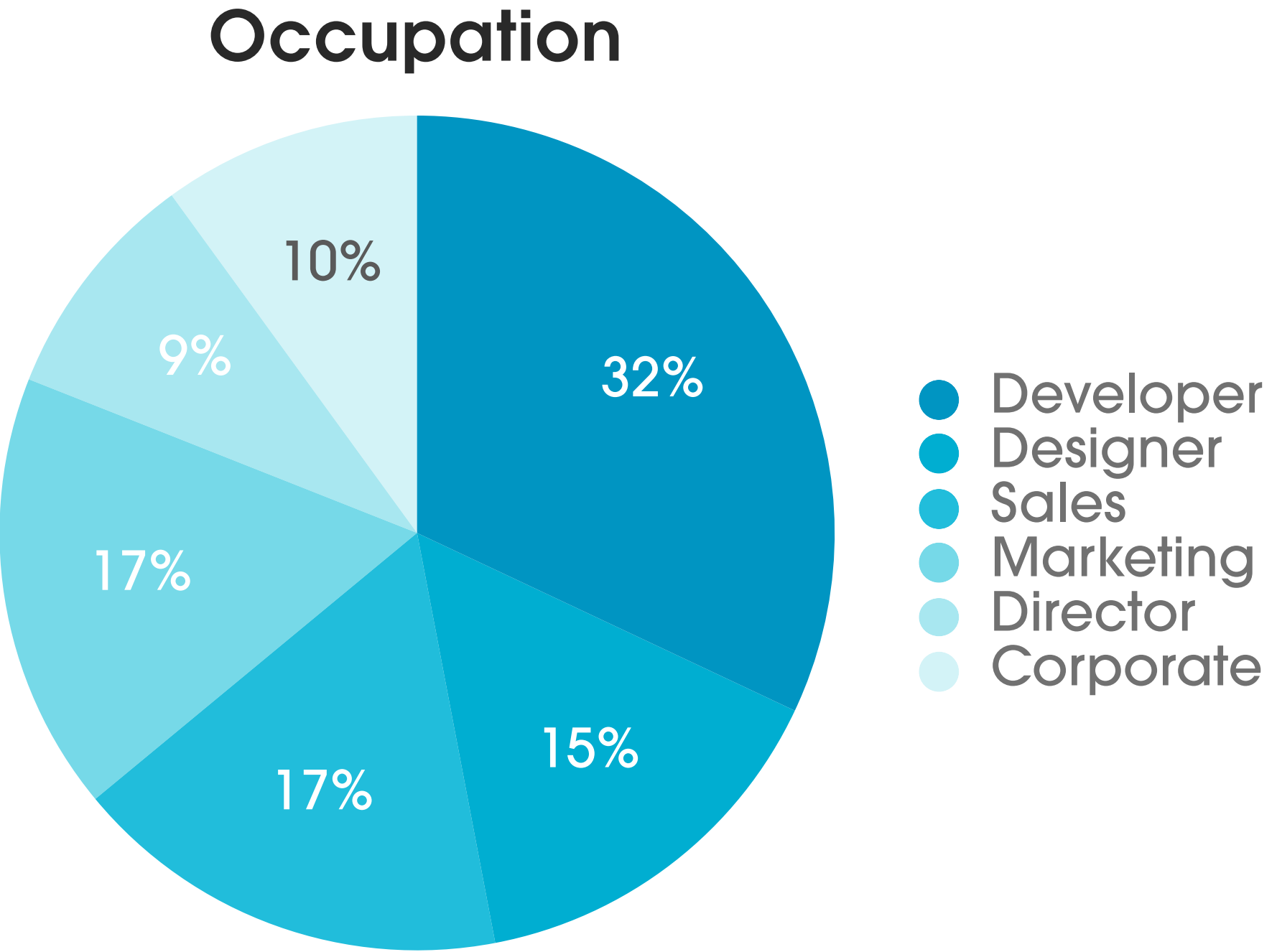
- **Matching based on shared values and mission**
 - Connect people with companies based on shared values, regardless of conditions such as salaries, benefits, and company size
- **The new experience of, “I’m interested!”**
 - Enable individuals and companies to meet in a more casual setting



Wantedly VISIT



Our strength is with millennials, Generation Z, and the growing web industry



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

Companies by industry

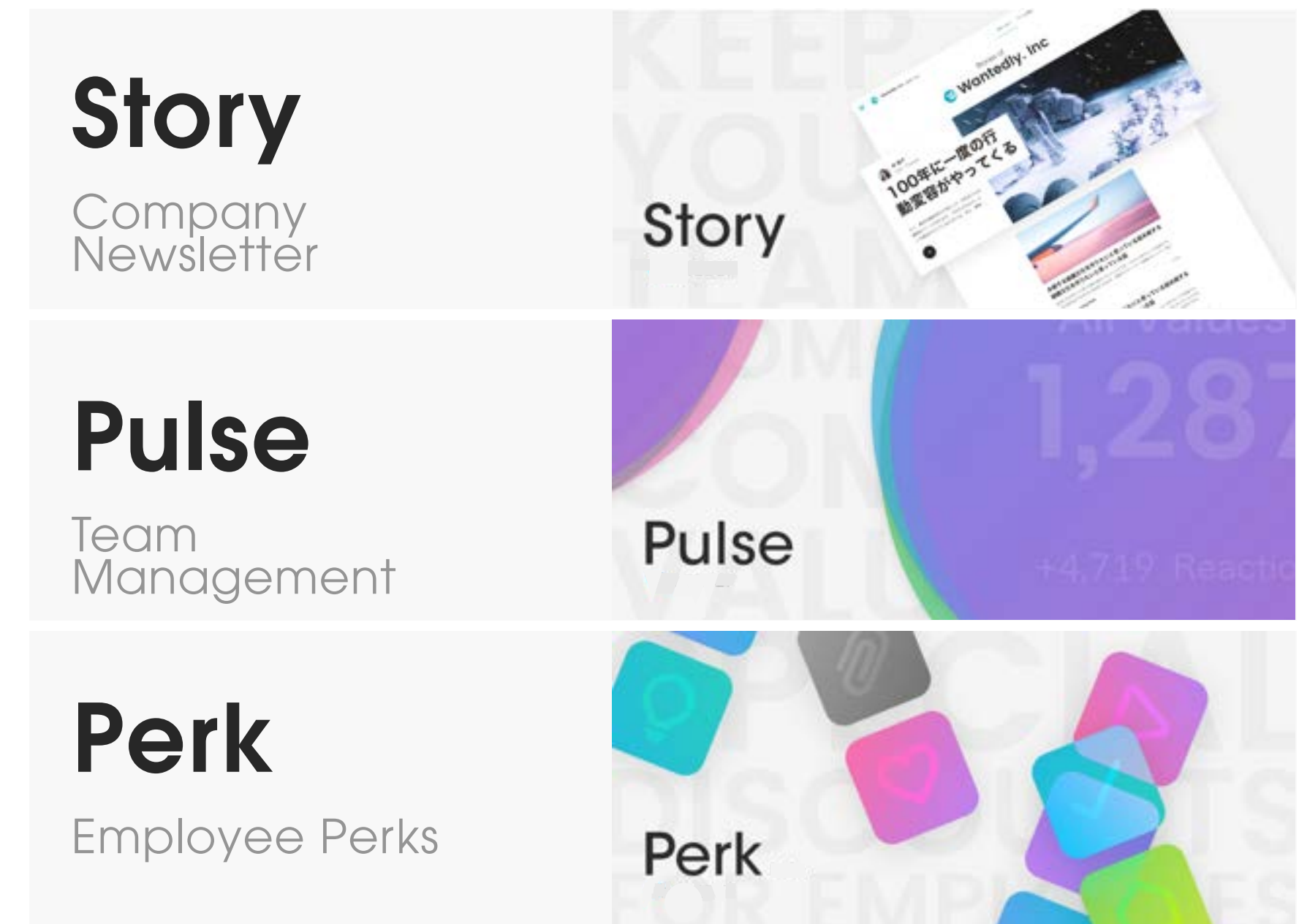


Released new plans for users to support career development



Supporting the creation of self-sustaining organizations

- **Comprised of three products**
 - Provide support for creating an environment where employees can be passionate in their work
- **Solving telecommuting challenges**
 - Prevent decreased employee motivation due to less face-to-face communication. Solve organization issues such as increased risks of employee turnover



“Engagement” refers to mutual trust between companies and employees, as well as employees’ motivation to contribute

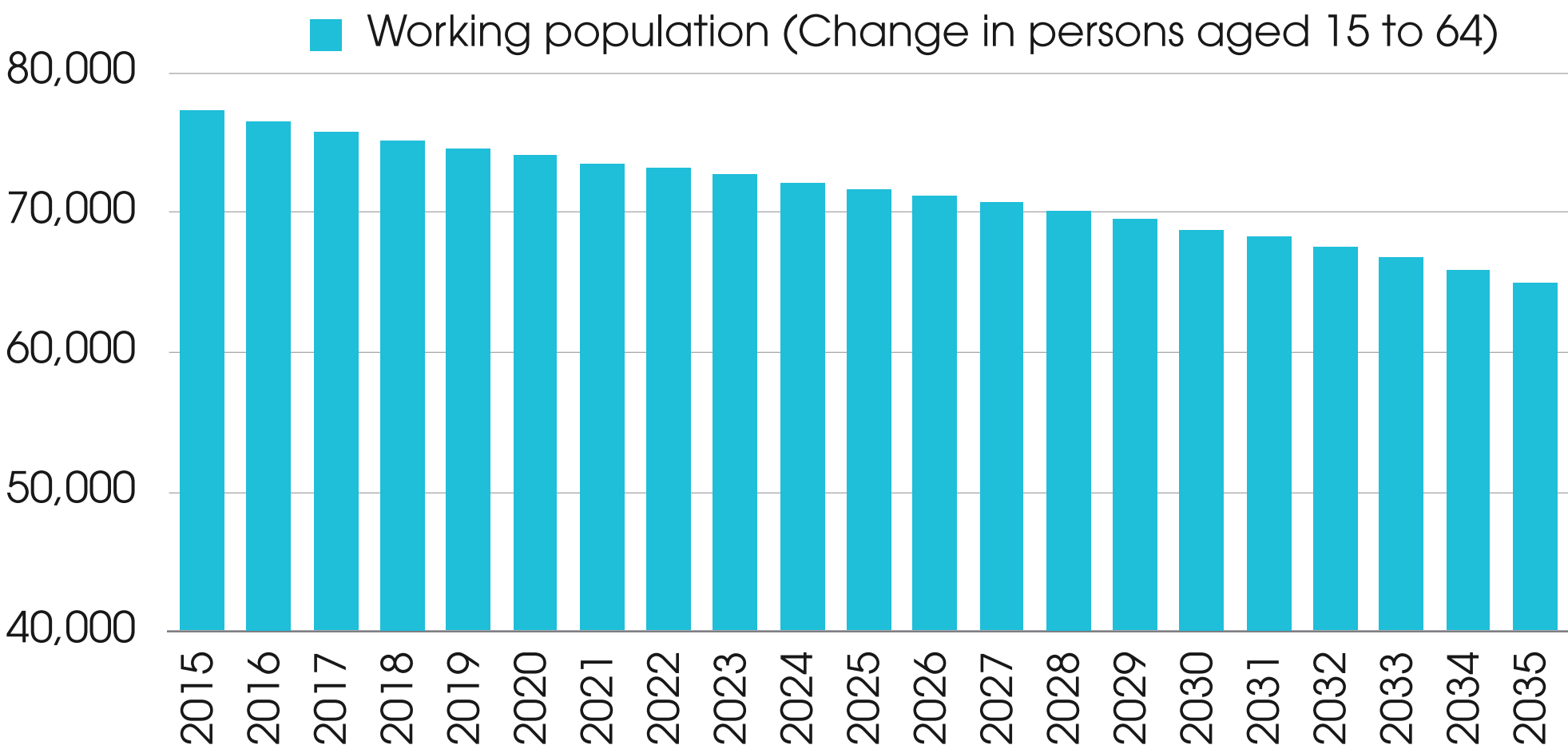
Surveys and research have shown that higher engagement leads to improved productivity, better business results, and lower turnover rates

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


Company Newsletters that enable members to share common goals and feel a sense of team unity


- Support companies in celebrating visions and values online, even when face-to-face communication is difficult
- In use by about 650 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

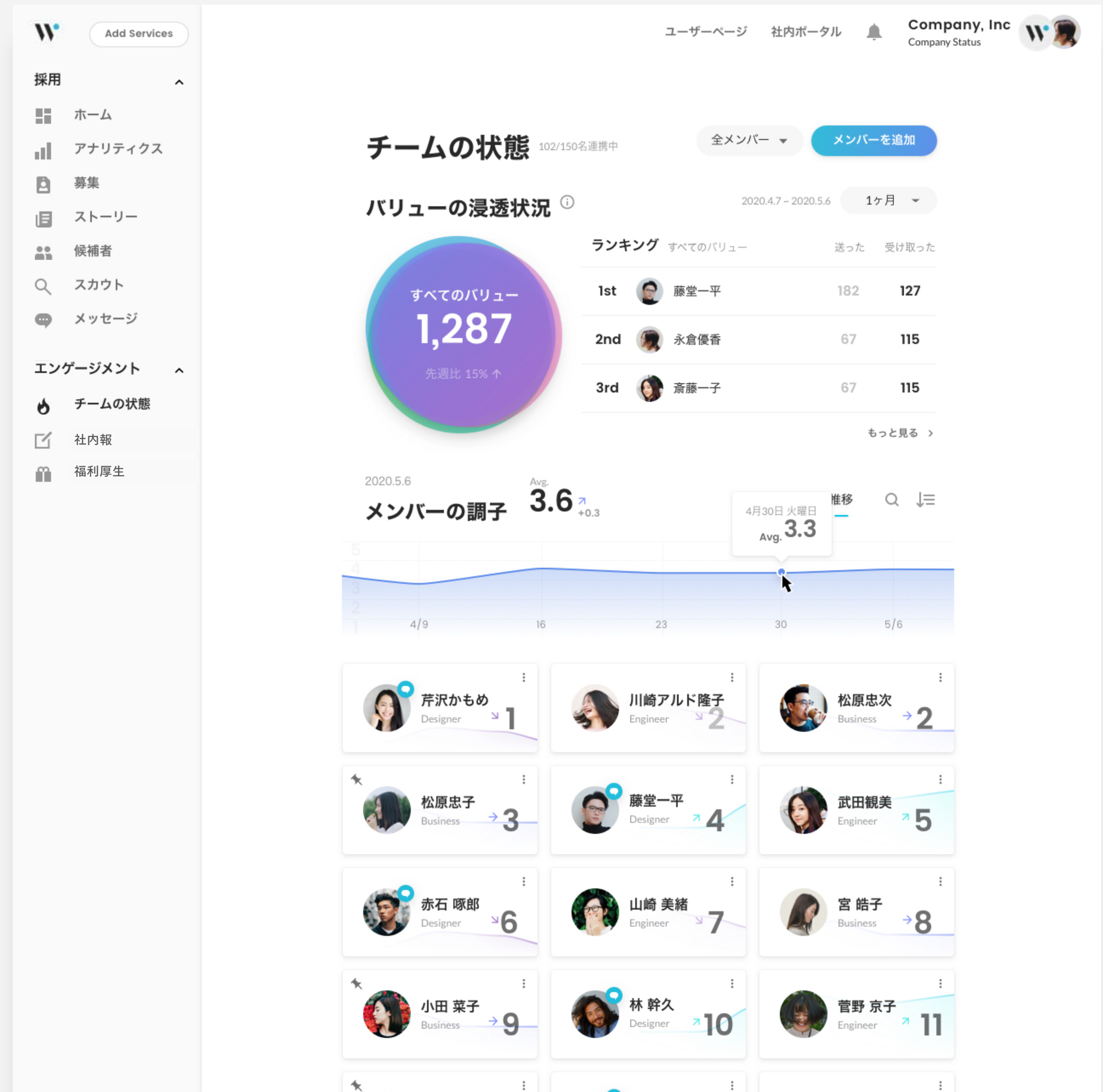
さて、永続する組織を作りたいというテーマについて、去年ぐらいから考えるようになりました。もちろん、組織の永続自体はゴールではないですね。ただ、僕たちのミッションであ「シゴトでココロオドルひとをふやす」というとてつもなく難しいミッションと、こ…

Pulse

Team Management

Surveys that allow managers to assess employee satisfaction and make improvements to employee experience

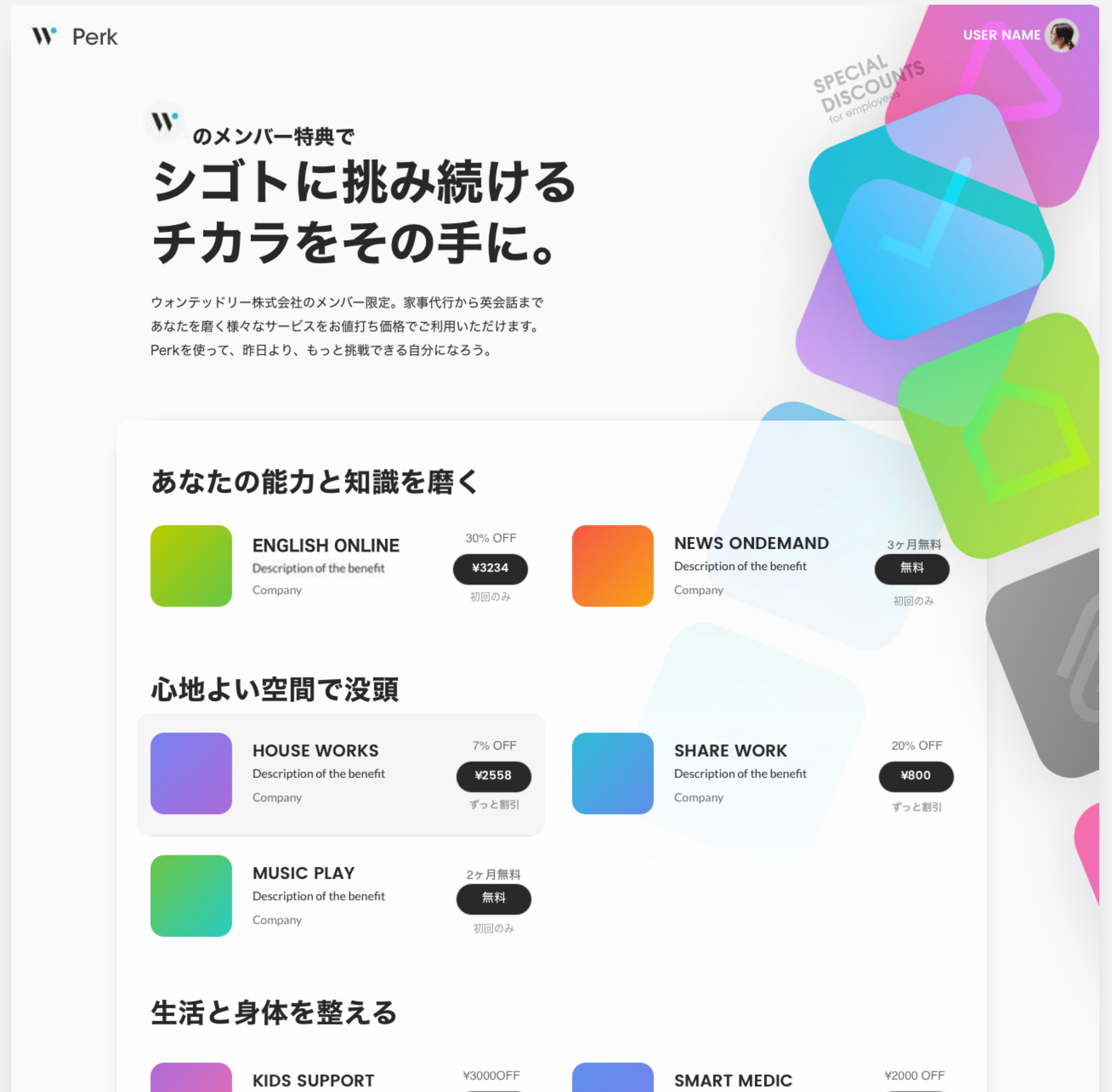
- Celebrate team values through Slack and visualize daily challenges and unseen contributions of members
- In use by about 280 companies





Employee Perks provide the latest services to enrich employee work environments

- Discounted services that support users in their day to day challenges - employee benefits that are easy to implement
- Over 1,000 services with special offers




Wantedly Perk

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。**

ウォンテッドリー株式会社のメンバー限定。家事代行から英会話まで
あなたを磨く様々なサービスをお値打ち価格でご利用いただけます。
Perkを使って、昨日より、もっと挑戦できる自分になるろう。

SPECIAL DISCOUNTS
for employees

USER NAME 

あなたの能力と知識を磨く

Service	Description	Discount
ENGLISH ONLINE	Description of the benefit Company	30% OFF ¥3234 初回のみ
NEWS ONDEMAND	Description of the benefit Company	3ヶ月無料 無料 初回のみ

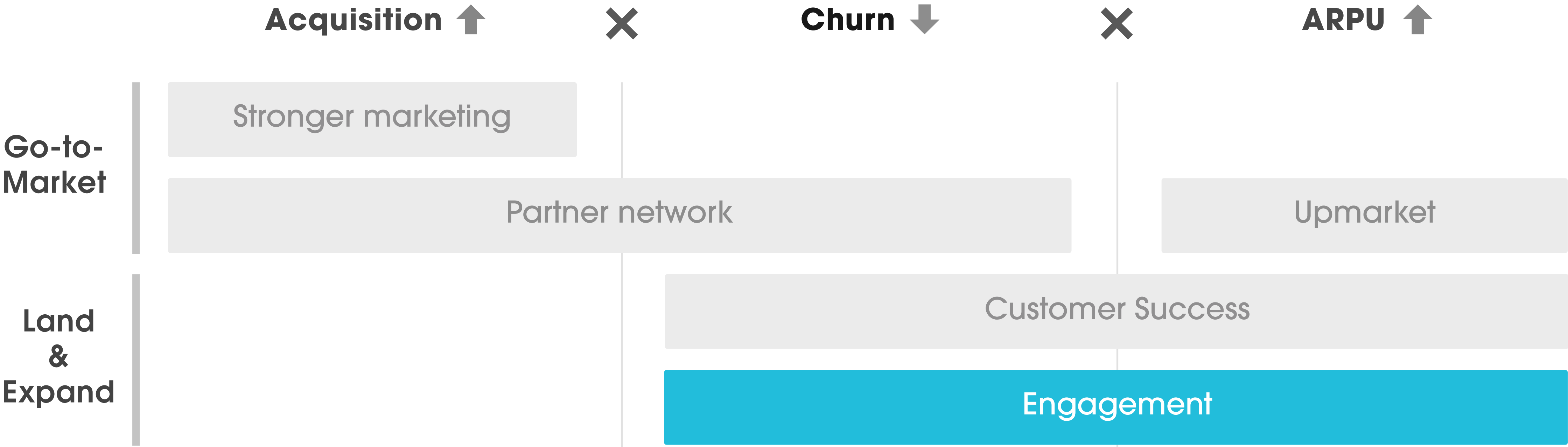
心地よい空間で没頭

Service	Description	Discount
HOUSE WORKS	Description of the benefit Company	7% OFF ¥2558 ずっと割引
SHARE WORK	Description of the benefit Company	20% OFF ¥800 ずっと割引

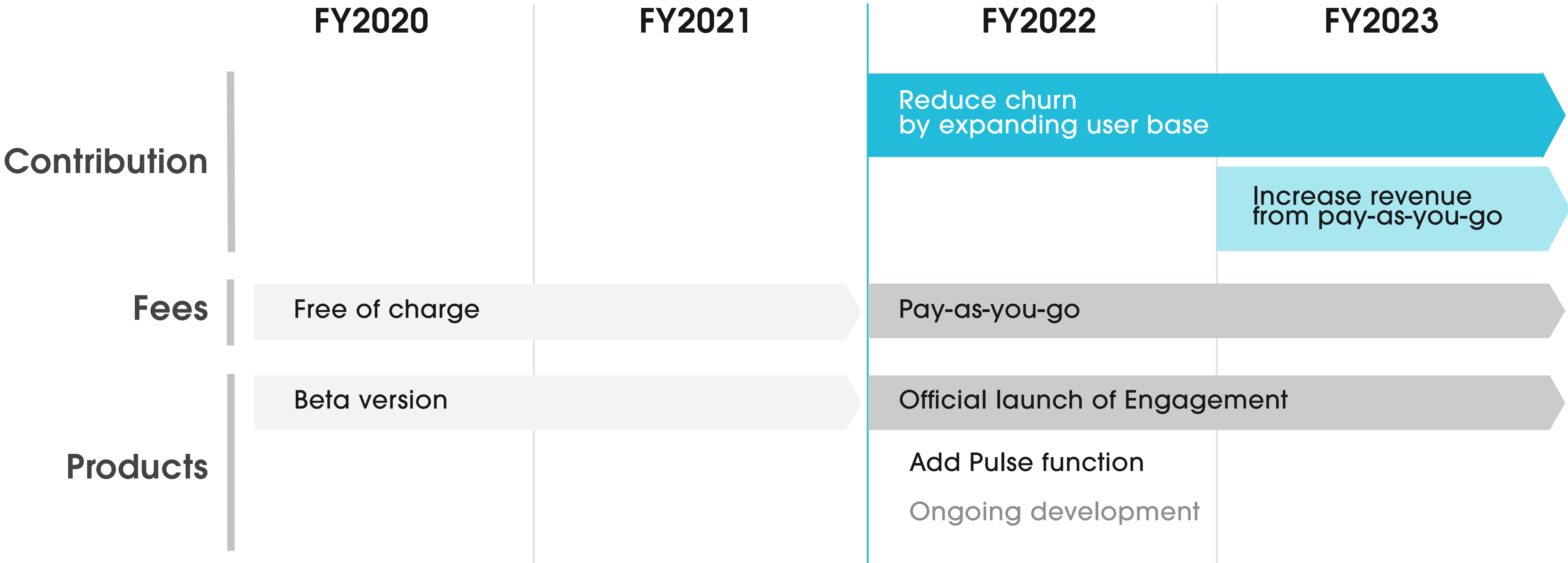
生活と身体を整える

Service	Description	Discount
MUSIC PLAY	Description of the benefit Company	2ヶ月無料 無料 初回のみ
KIDS SUPPORT		¥3000OFF
SMART MEDIC		¥2000 OFF

Focus on reducing churn via engagement

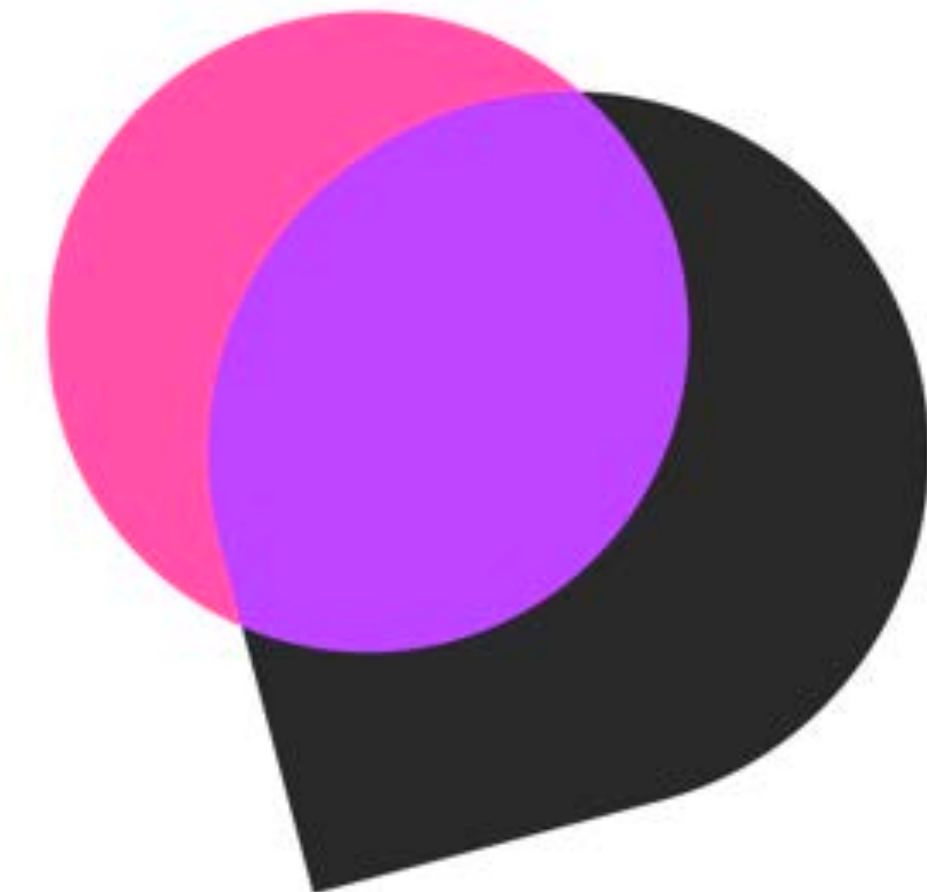


Focus on reducing churn by expanding user base in FY2022



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 strengthen relationships



Wantedly PEOPLE

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

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、チームの生産性を向上

Mar 2018

Before



After



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Wantedly, Inc.

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

Akiko Naka, CEO

Securities code: 3991 (TSE Growth)

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
- Engagement Suite
- Sep. 2021 ● “Story” for company newsletters
“Pulse” for team management
“Perk” for employee perks
- Apr. 2022 ● Transition to the Growth of the TSE due to
market restructuring

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.