

Wantedly, Inc.

FY2022 Q3 Financial Results

July 15, 2022

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Highlights

Results

- Revenue reached 1,150 million yen in Q3 (3 months) and totaled 3,328 million yen for Q1-Q3 (9 months), up 29% YoY
- OP reached 468 million yen in Q3 (3 months) and totaled 946 million yen for Q1-Q3 (9 months), up 81% YoY

Guidance

- Revenue progress is 75% of guidance, 4,450 million yen planned for the fiscal year
- OP progress is 86% of guidance, 1,100 million yen planned for the fiscal year

Investment Policy

- Advertising is focused on return on investment
- Continue to plan balancing growth rate and profitability, but establish marketing methods that enable keeping high growth rates

FY2022 Q3 Results

Revenue growth continues

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

Operating profit increased YoY

- Advertising is focused on return on investment

(¥M)	FY2021 Q3	FY2022 Q2	FY2022 Q3	YoY	QoQ
Revenue	940	1,118	1,150	22%	3%
Operating Profit	103	221	468	354%	112%
(Margin)	11%	20%	41%	-	-
Recurring Profit	106	216	466	342%	115%
(Margin)	11%	19%	41%	-	-
Net Profit	66	132	281	327%	113%
(Margin)	7%	12%	25%	-	-

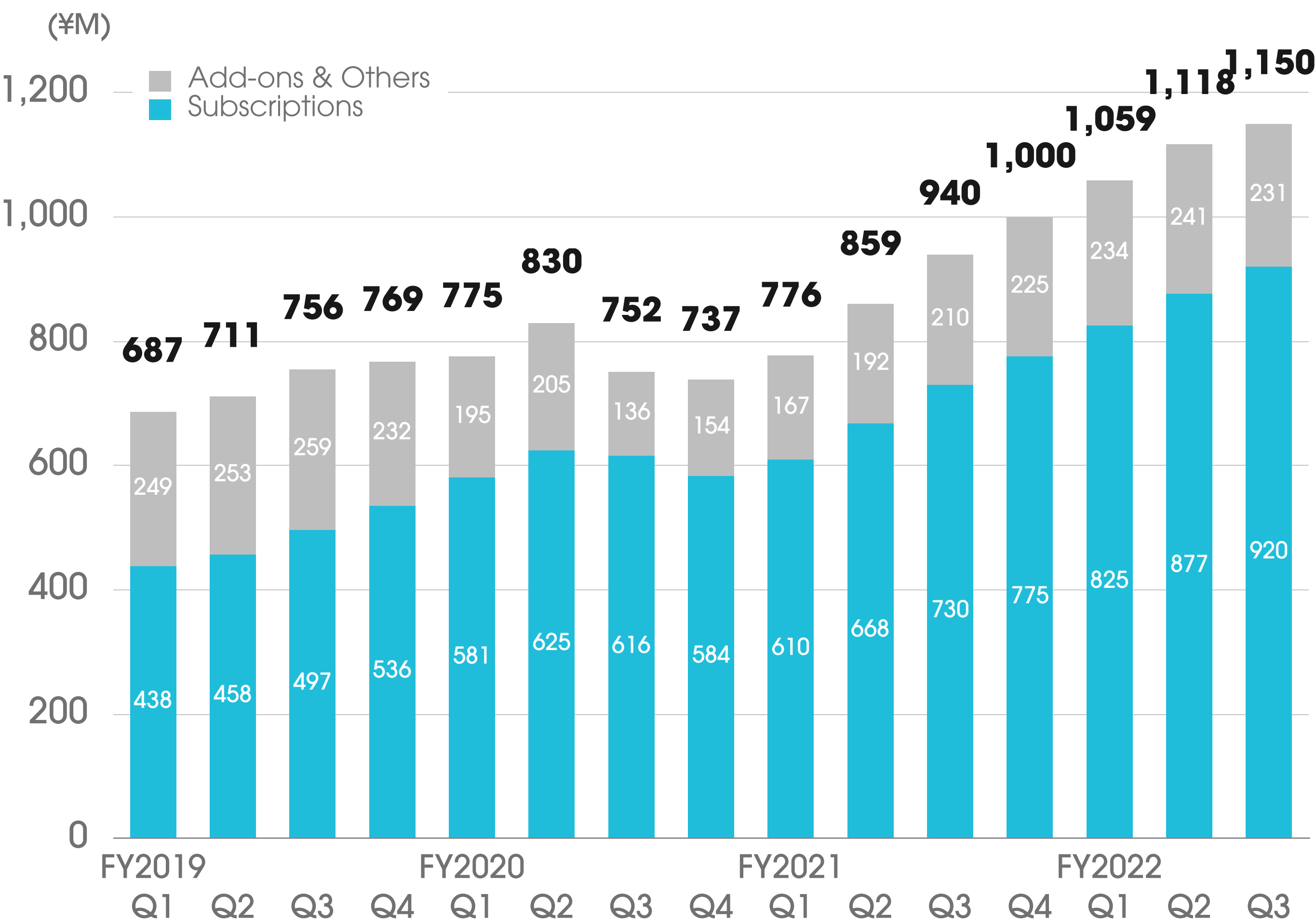
*Figures less than one million yen are rounded.

Add-ons & Others remained flat in QoQ

- While Q2 was strong, Q3 was normal.

Subscriptions continued a positive trend QoQ

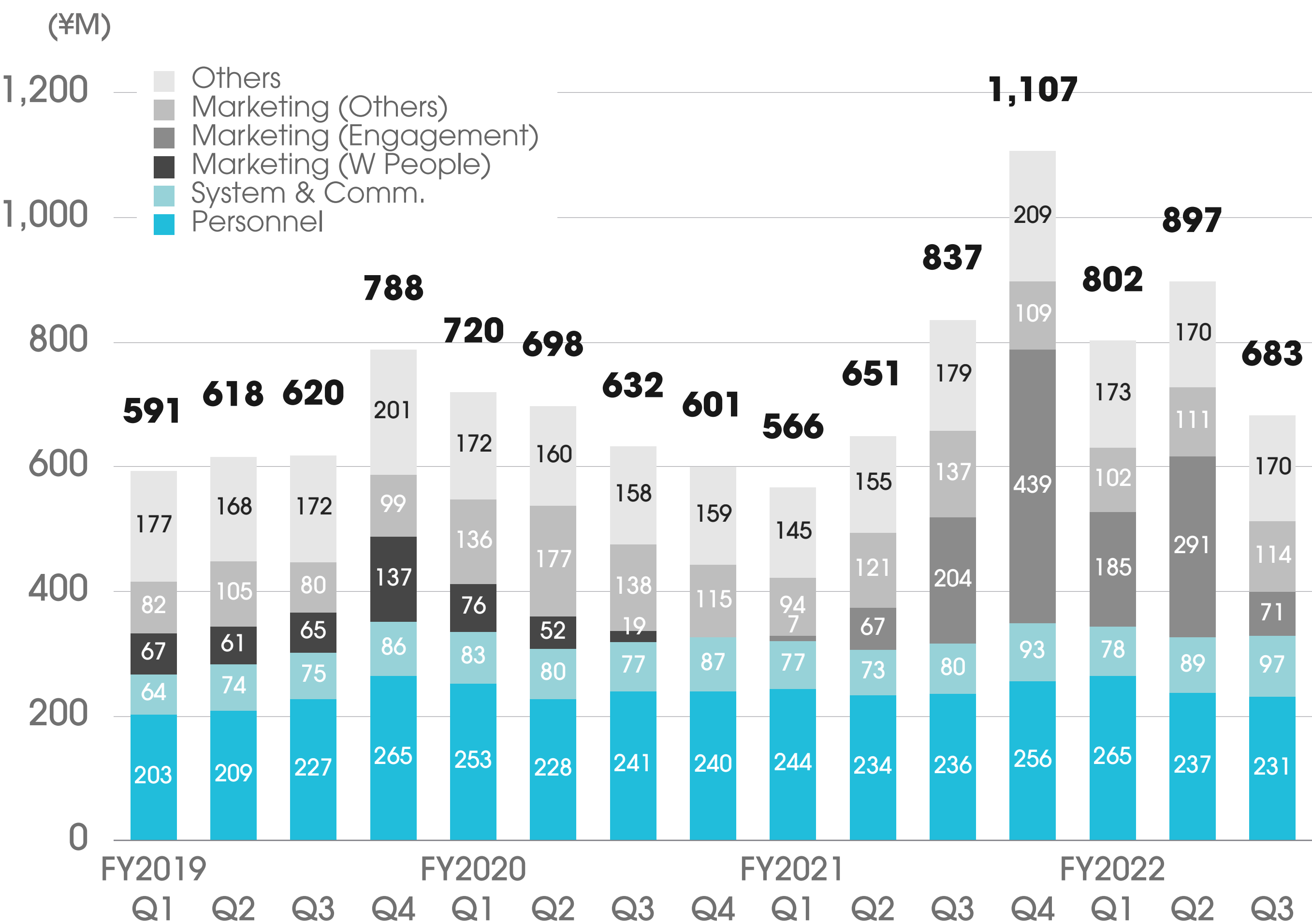
- Continuing to increase in the number of companies due to steady acquisition



*Figures less than one million yen are rounded.

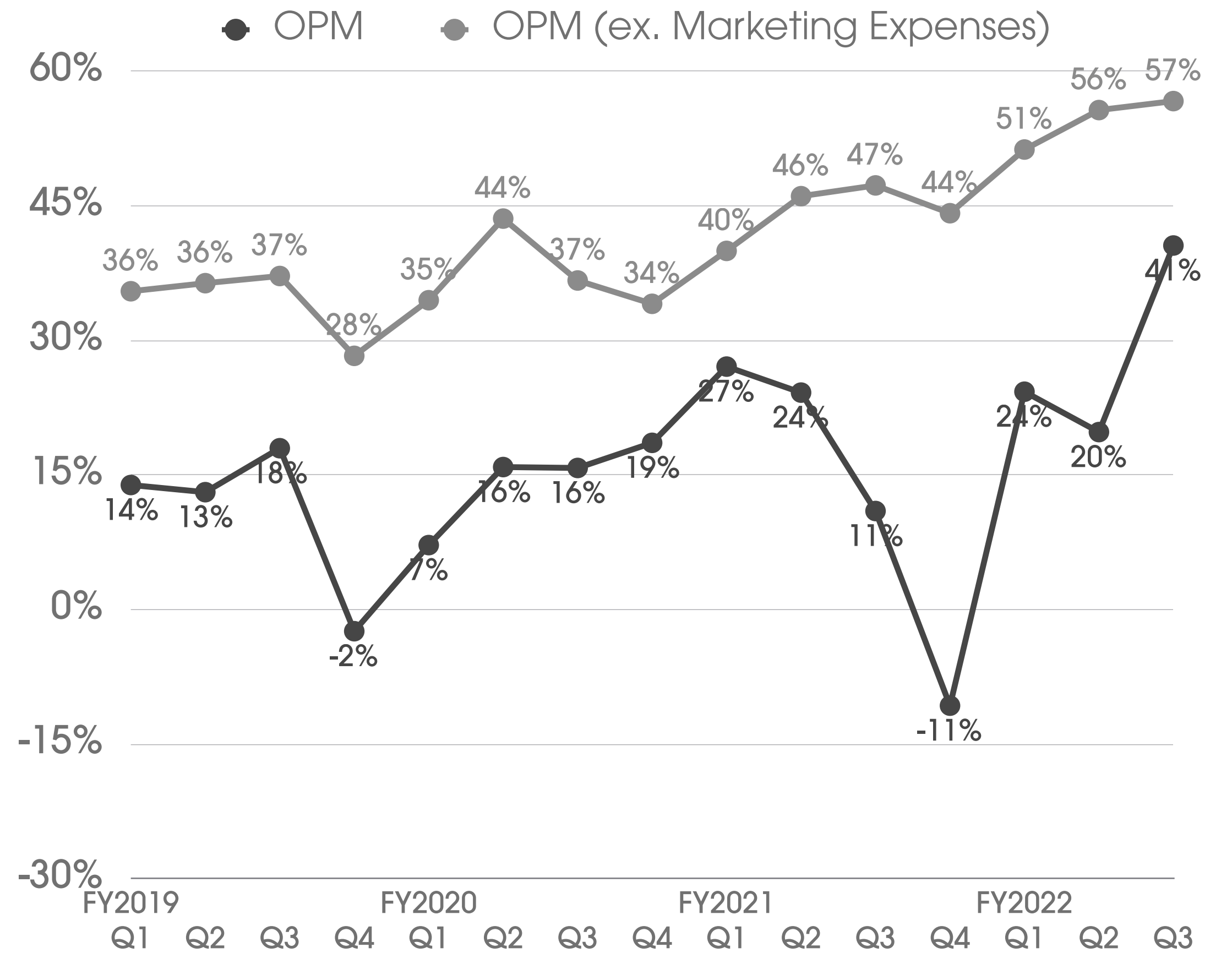
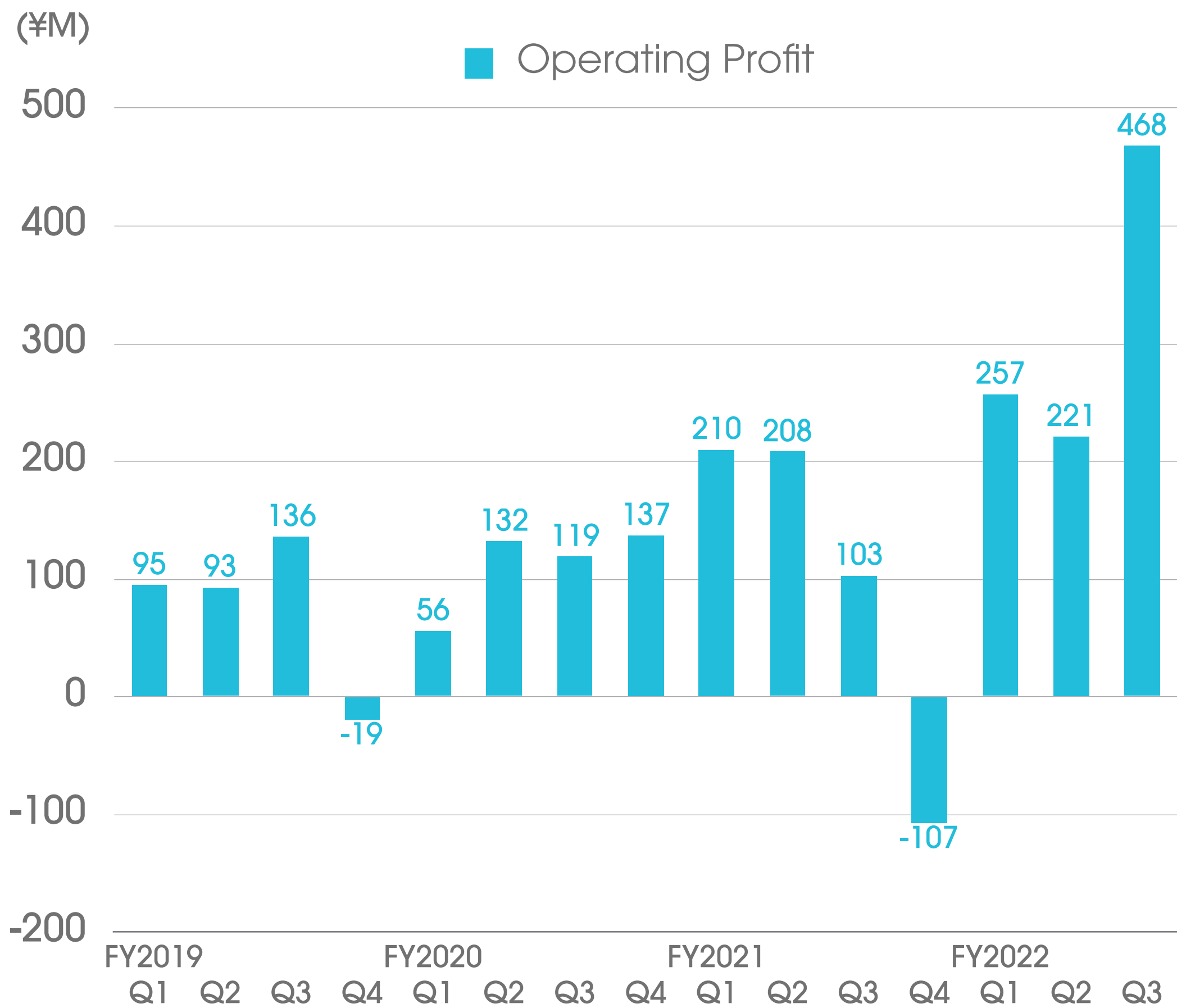
Advertising is focused on return on investment

- Continue to plans balancing growth rate and profitability, but establish marketing methods that will enable high growth rates



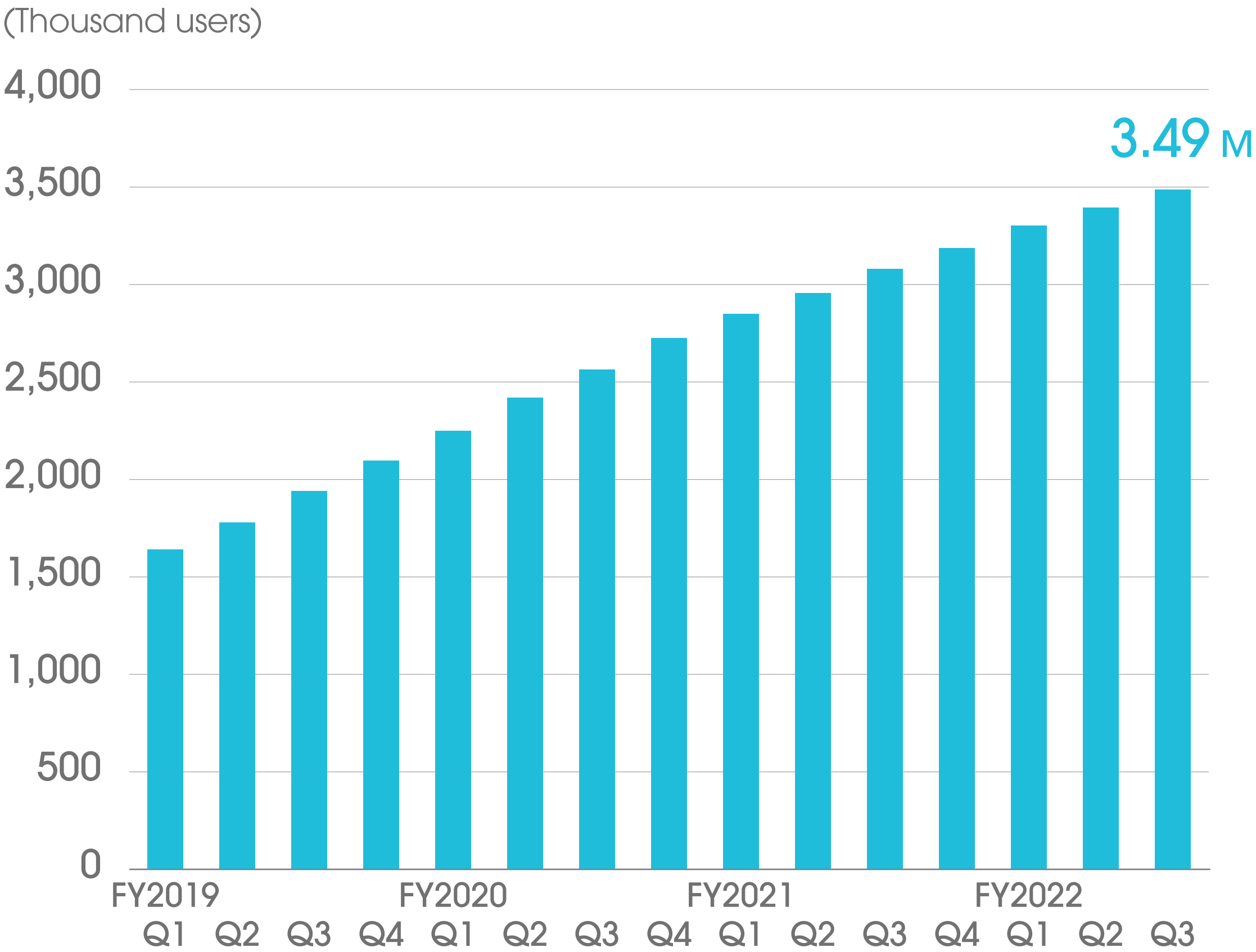
*Figures less than one million yen are rounded. *Promotion costs have been included in "Marketing" from FY2019 Q1.

FY2022 Q3 Results | Operating Profit / OP Margin: Quarterly Trends

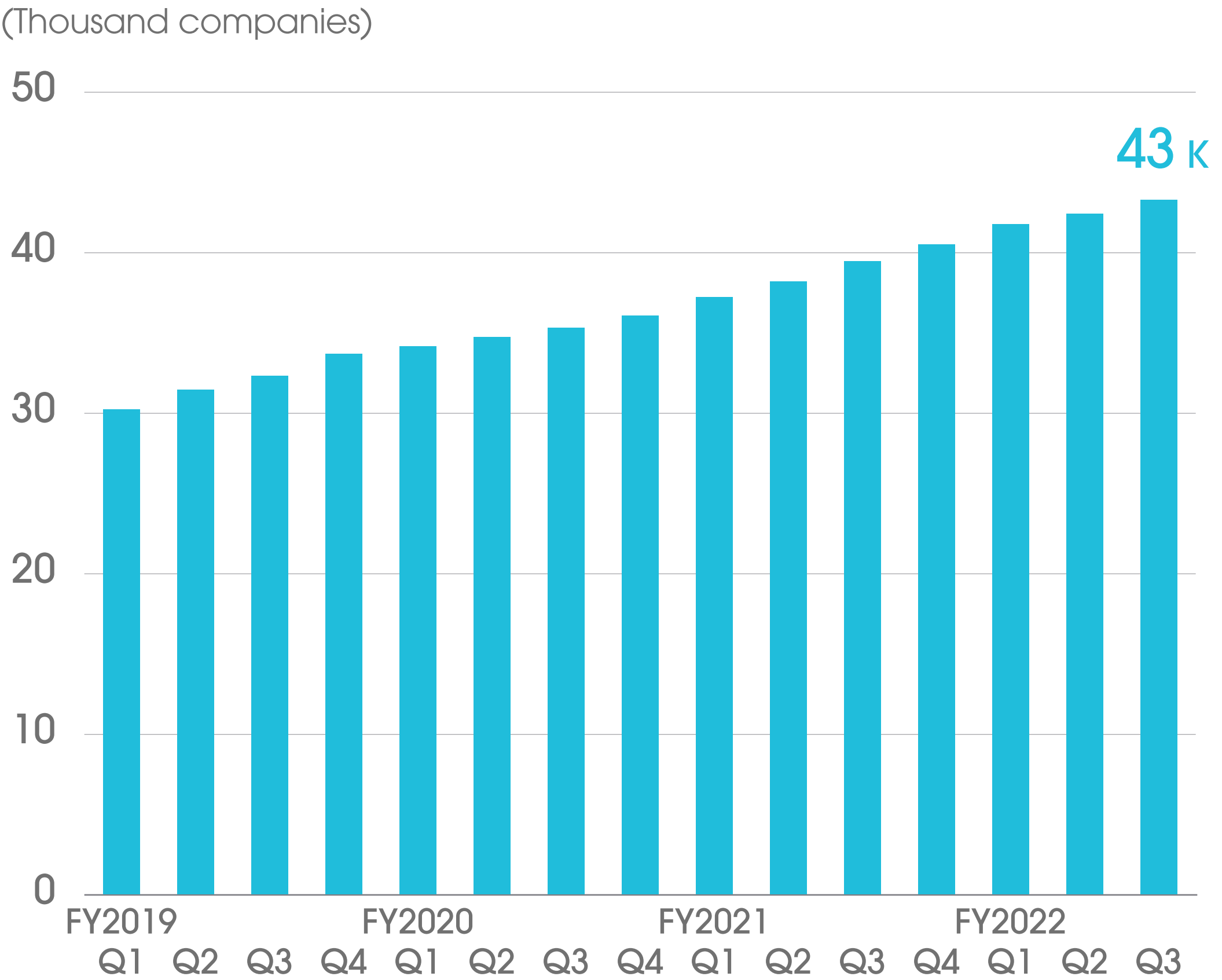


*Figures less than one million yen are rounded. *Promotion costs have been included in "Marketing" from FY2019 Q1.

Registered Users



Registered Companies



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

FY2022 Guidance

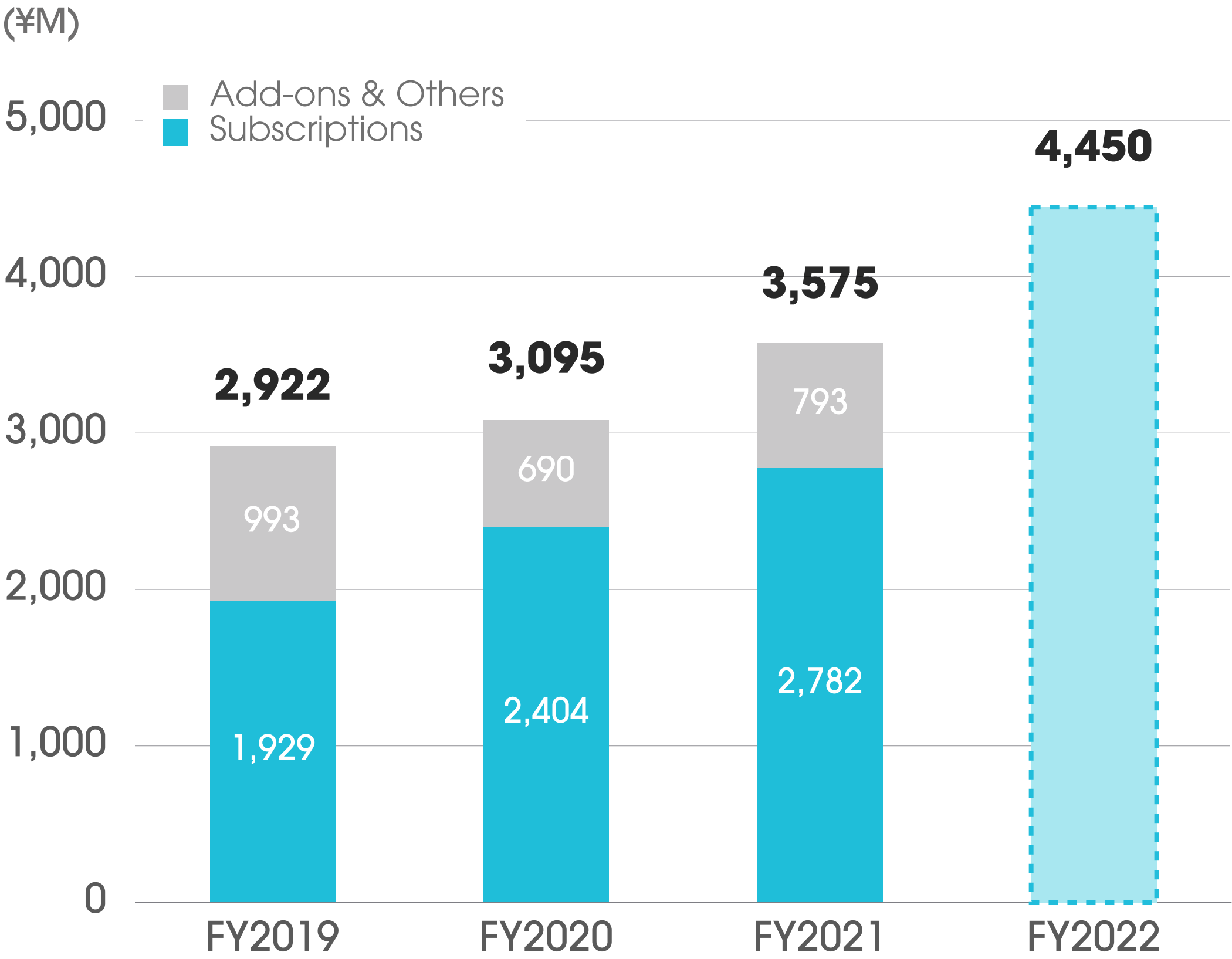
Revenue and OP both progressed as planned

- Assuming that the impact of fluctuations in the external environment, such as crude oil price rising and financial markets, will be minor.

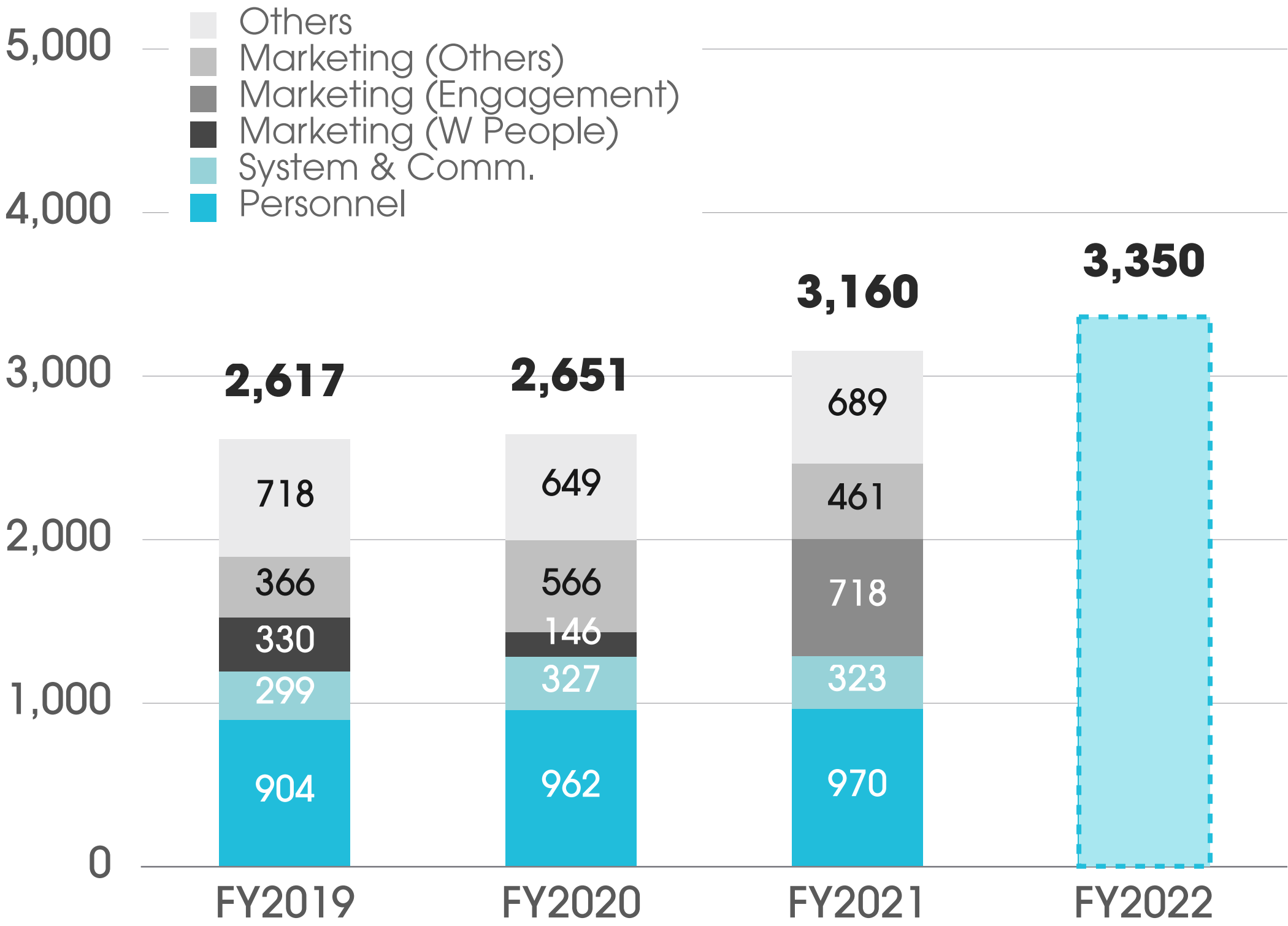
(¥M)	FY2021 (Results)	FY2022 (Guidance)	YoY	FY2022 Q3 9 months ended	Progress
Revenue	3,575	4,450	24%	3,328	75%
Operating Profit	414	1,100	165%	946	86%
(Margin)	12%	25%	-	28%	-
Recurring Profit	405	1,050	159%	934	89%
(Margin)	11%	24%	-	28%	-
Net Profit	237	600	153%	575	96%
(Margin)	7%	13%	-	17%	-

*Figures less than one million yen are rounded.

Revenue

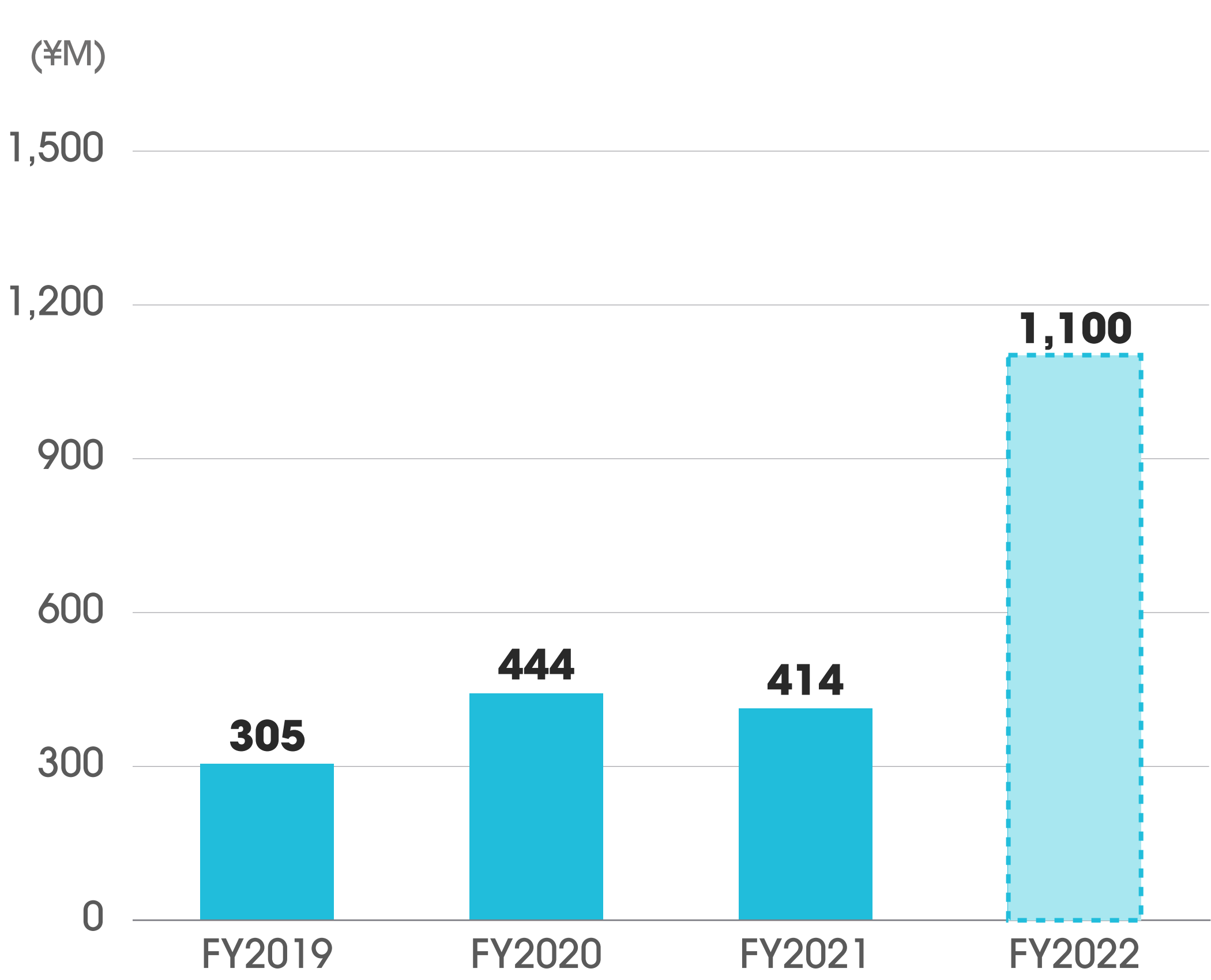


SG&A

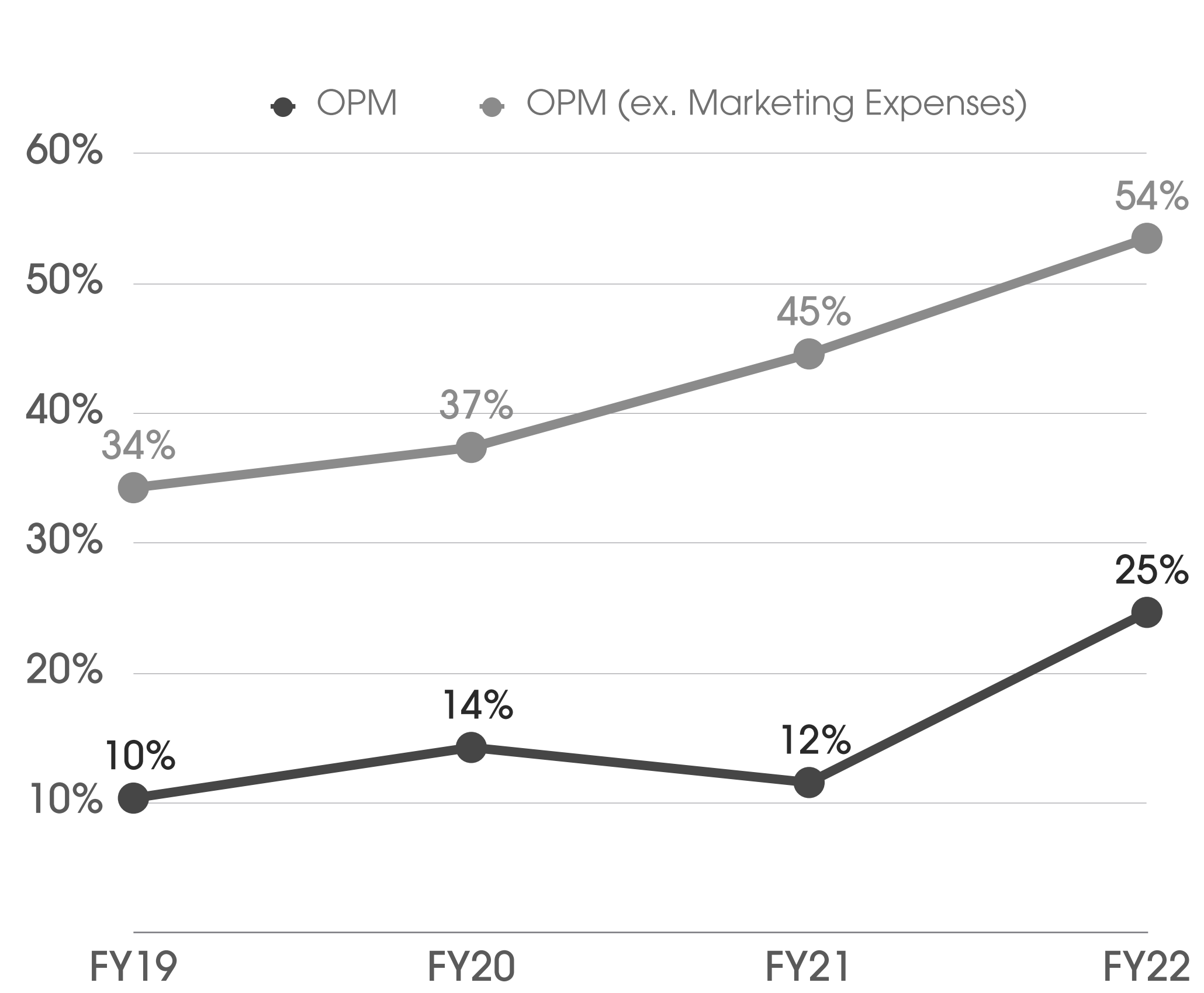


*Figures less than one million yen are rounded. *Promotion costs have been included in “Marketing” from FY2019.

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

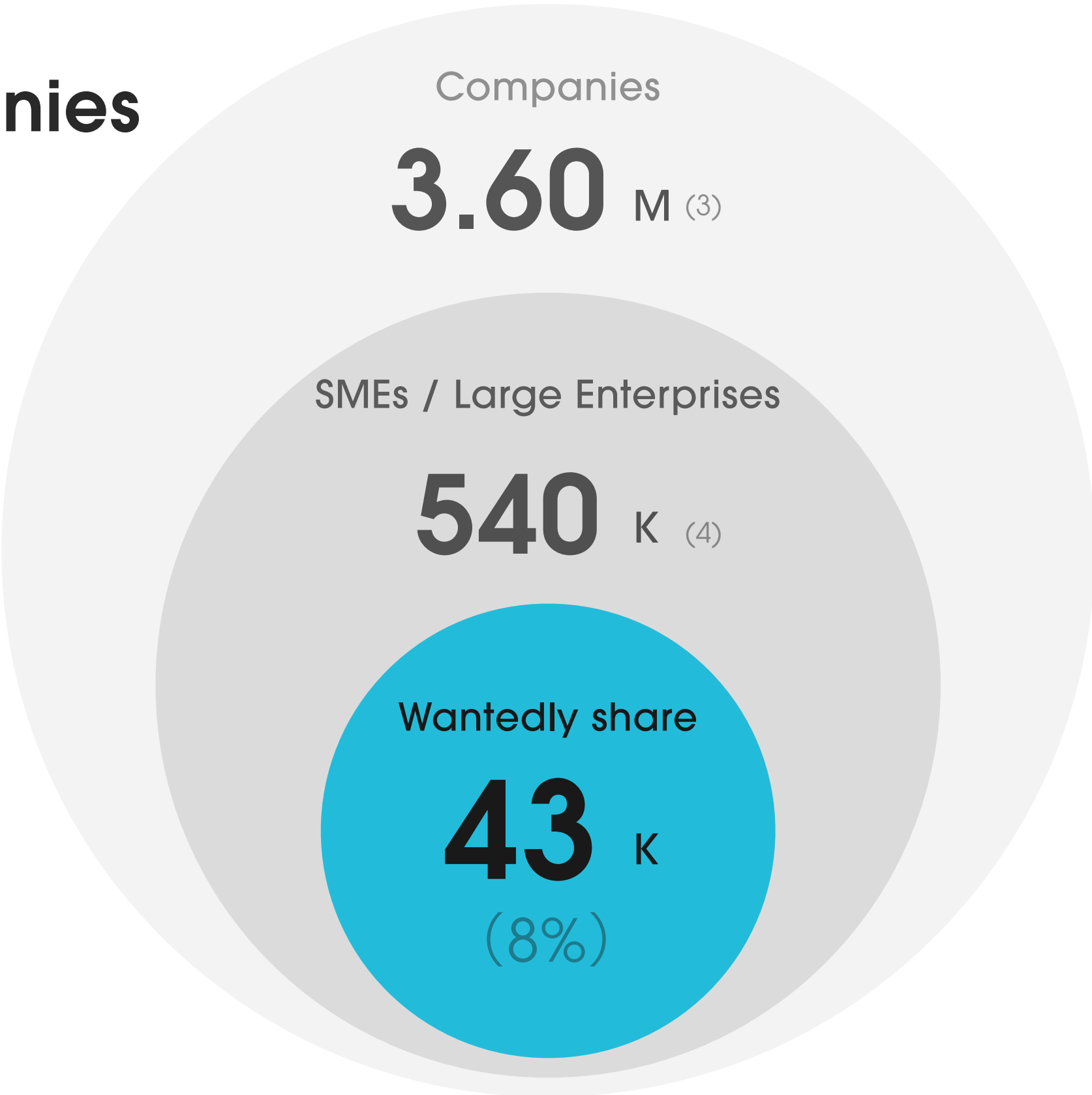


Great potential for growth in both Users and Companies

Users



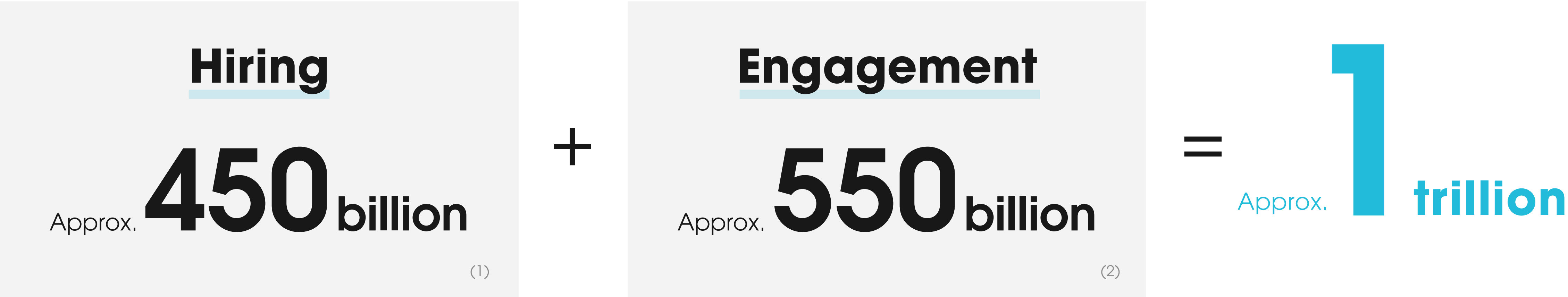
Companies



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

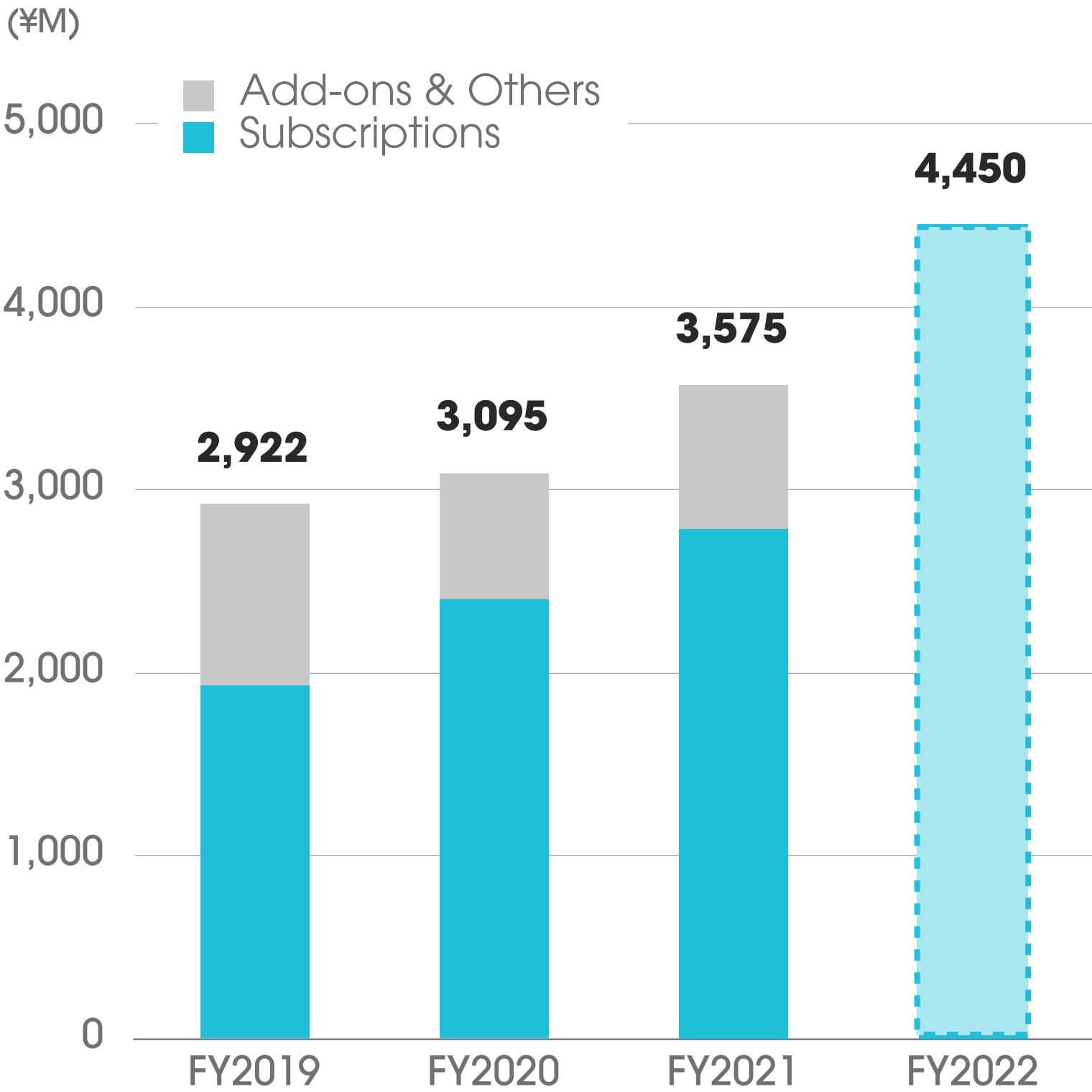
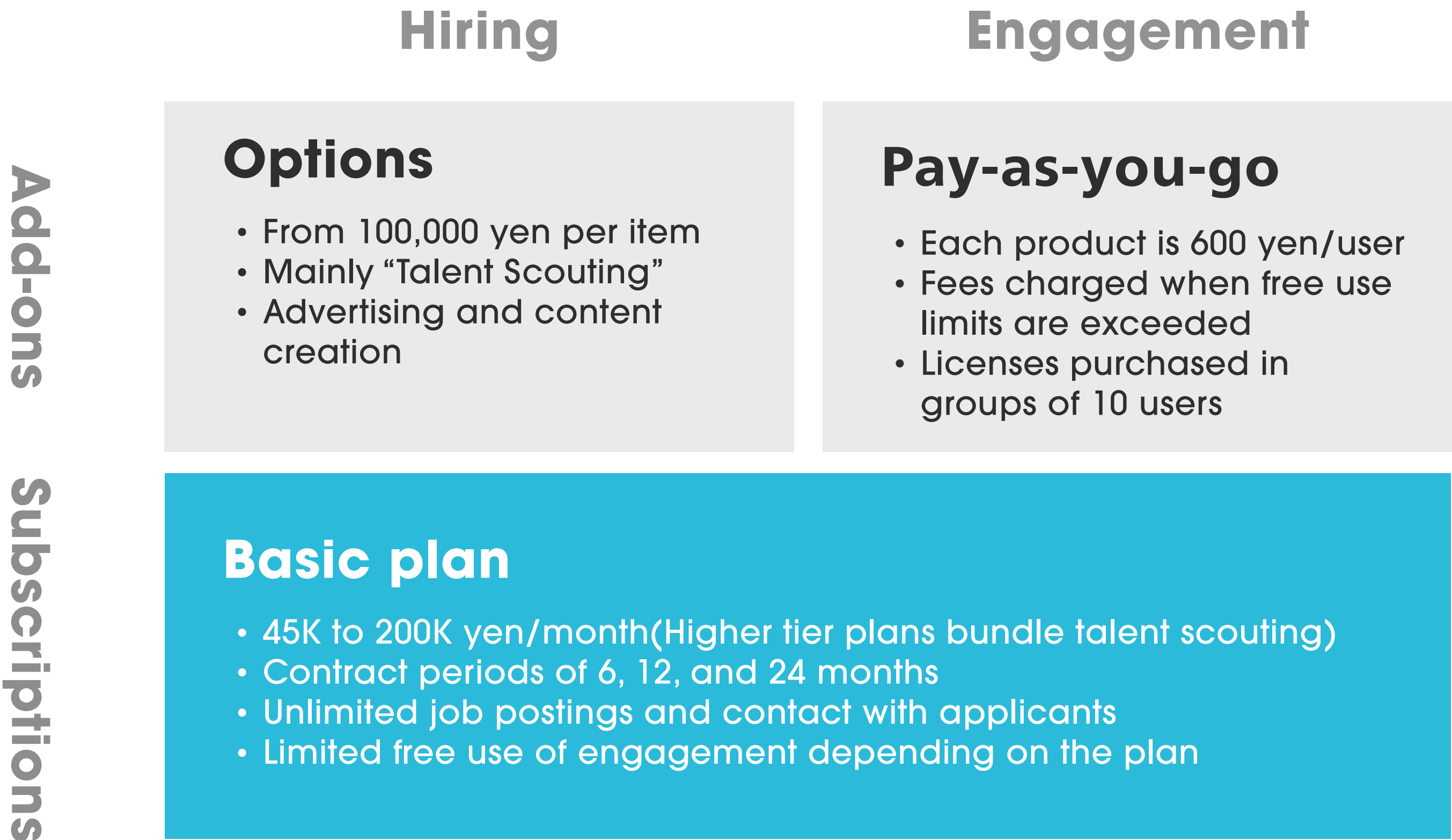
The Wantedly Group estimates a potential market size of approximately 1 trillion yen

(¥)



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



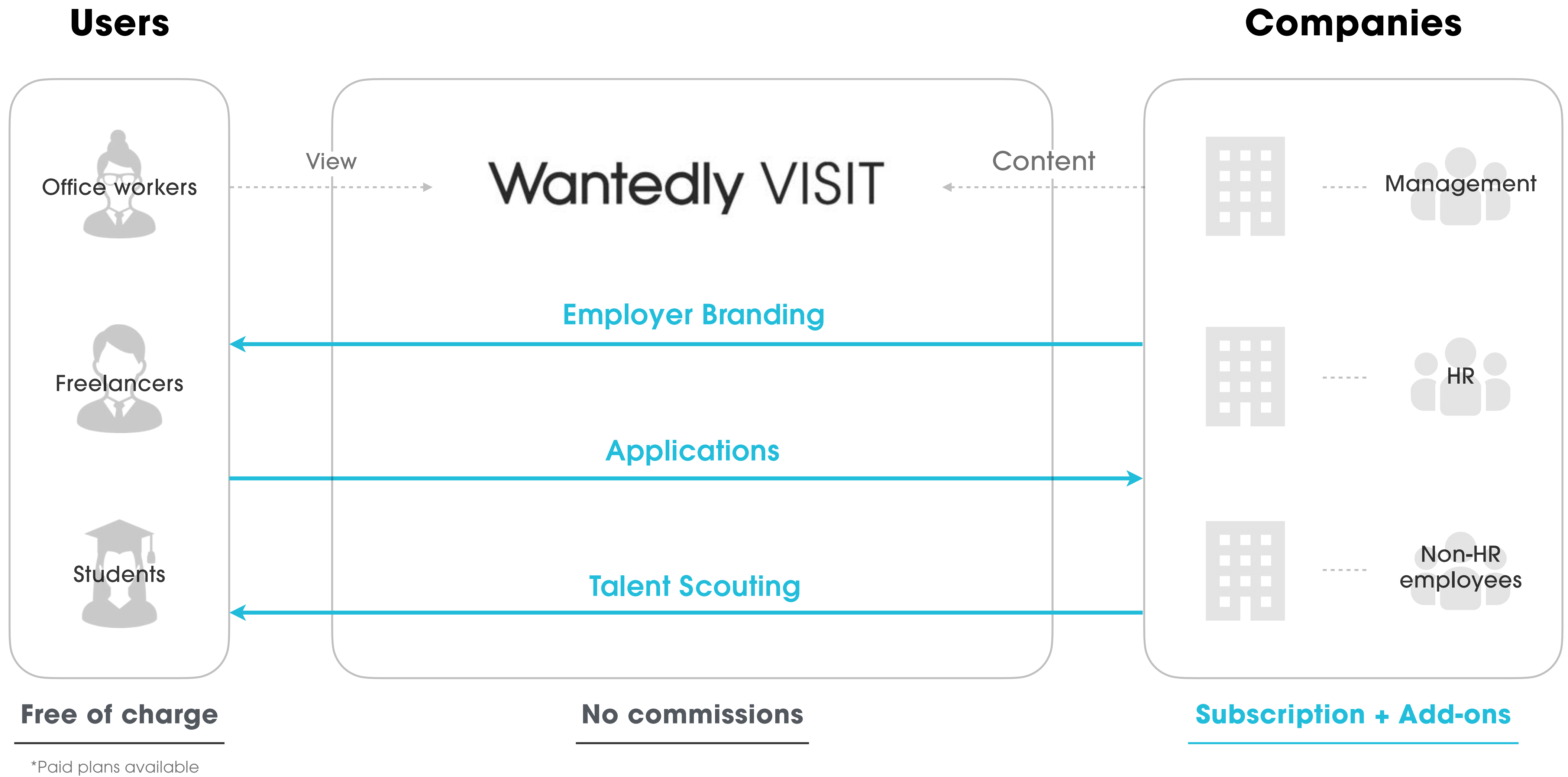
*Figures less than one million yen are rounded.

Easily arrange company visits

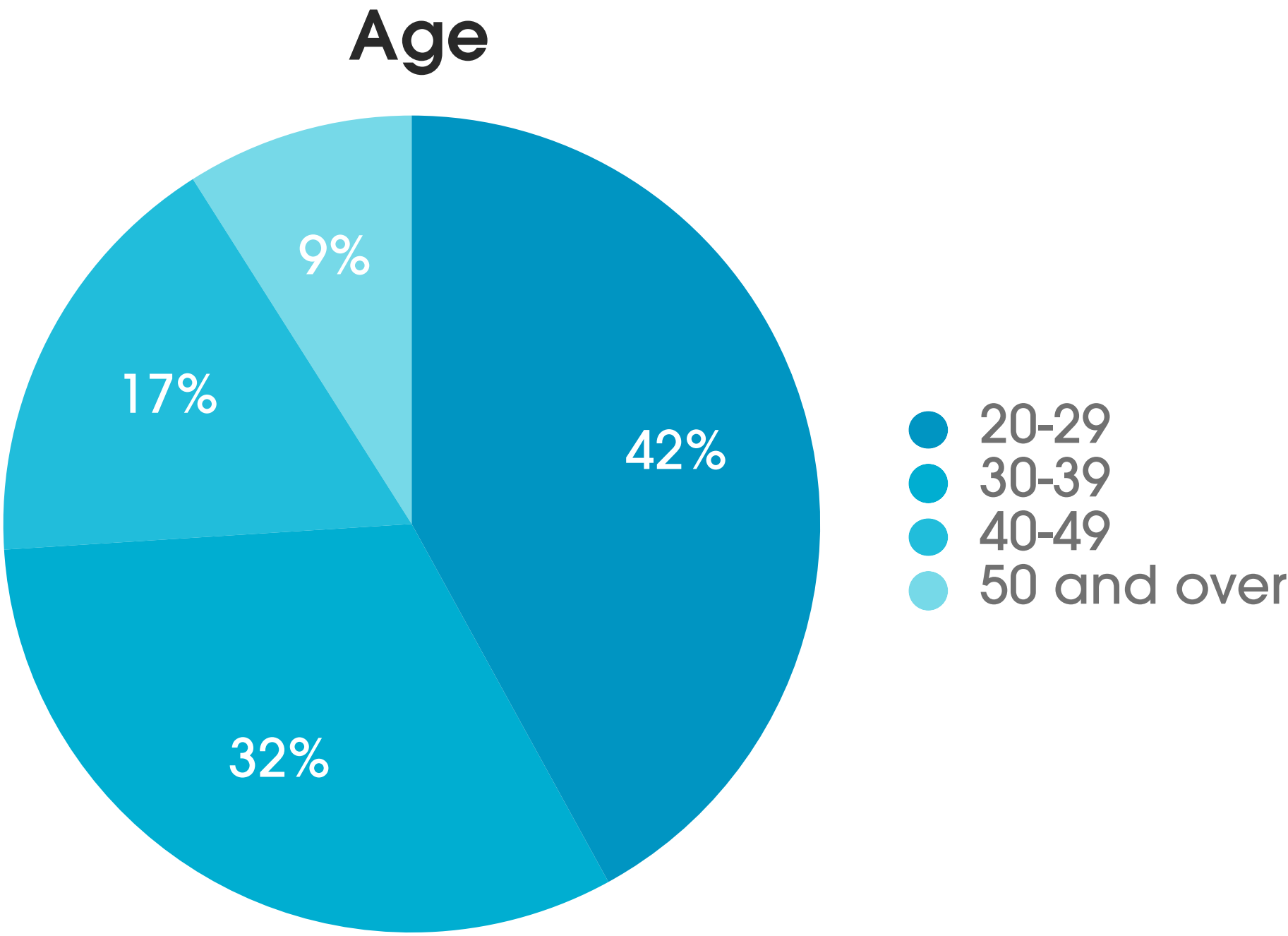
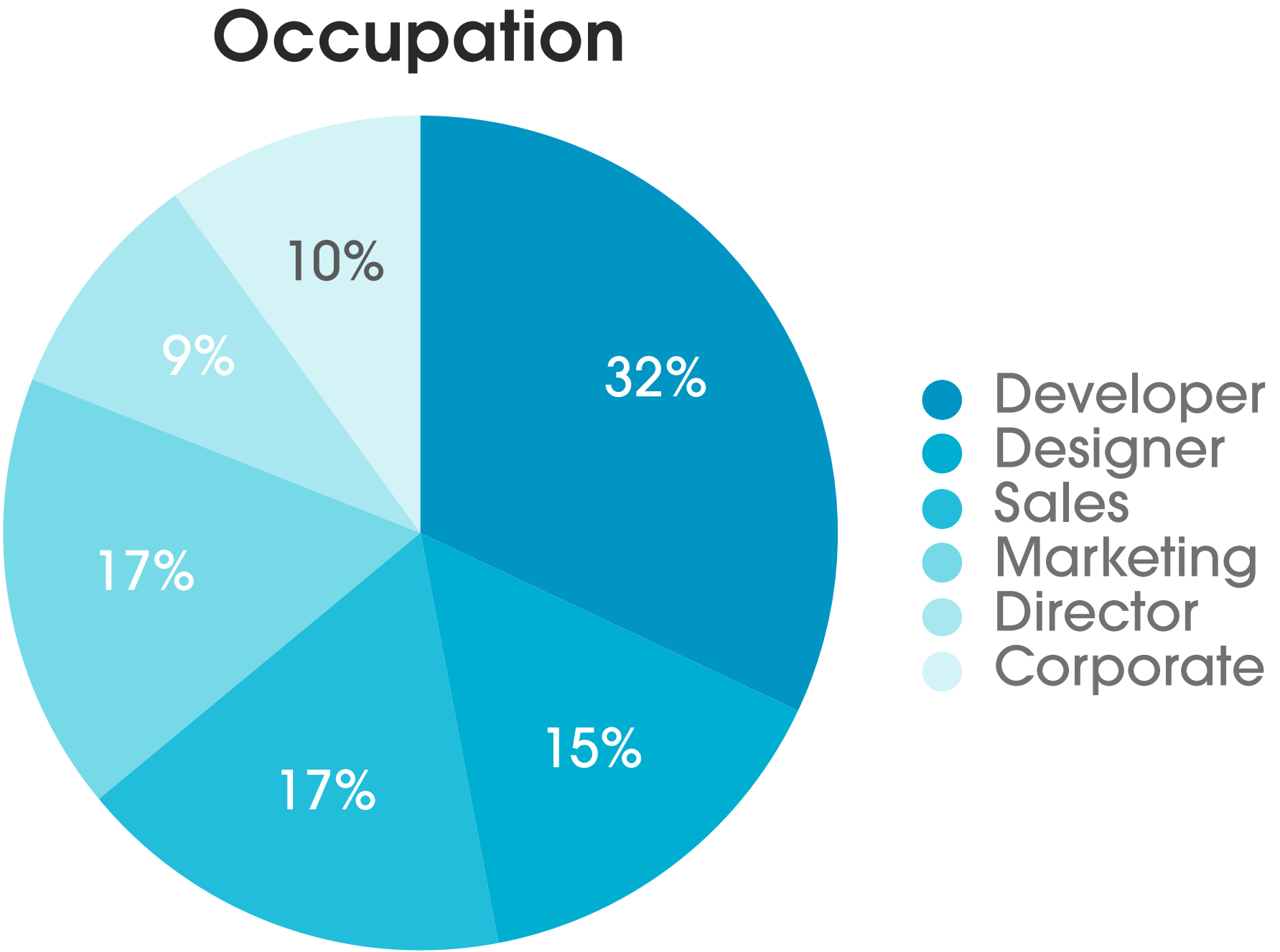
- **Matching based on shared values and mission**
 - Connect people with companies based on shared values, regardless of conditions such as salaries, benefits, and company size
- **The new experience of, “I’m interested!”**
 - Enable individuals and companies to meet in a more casual setting



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

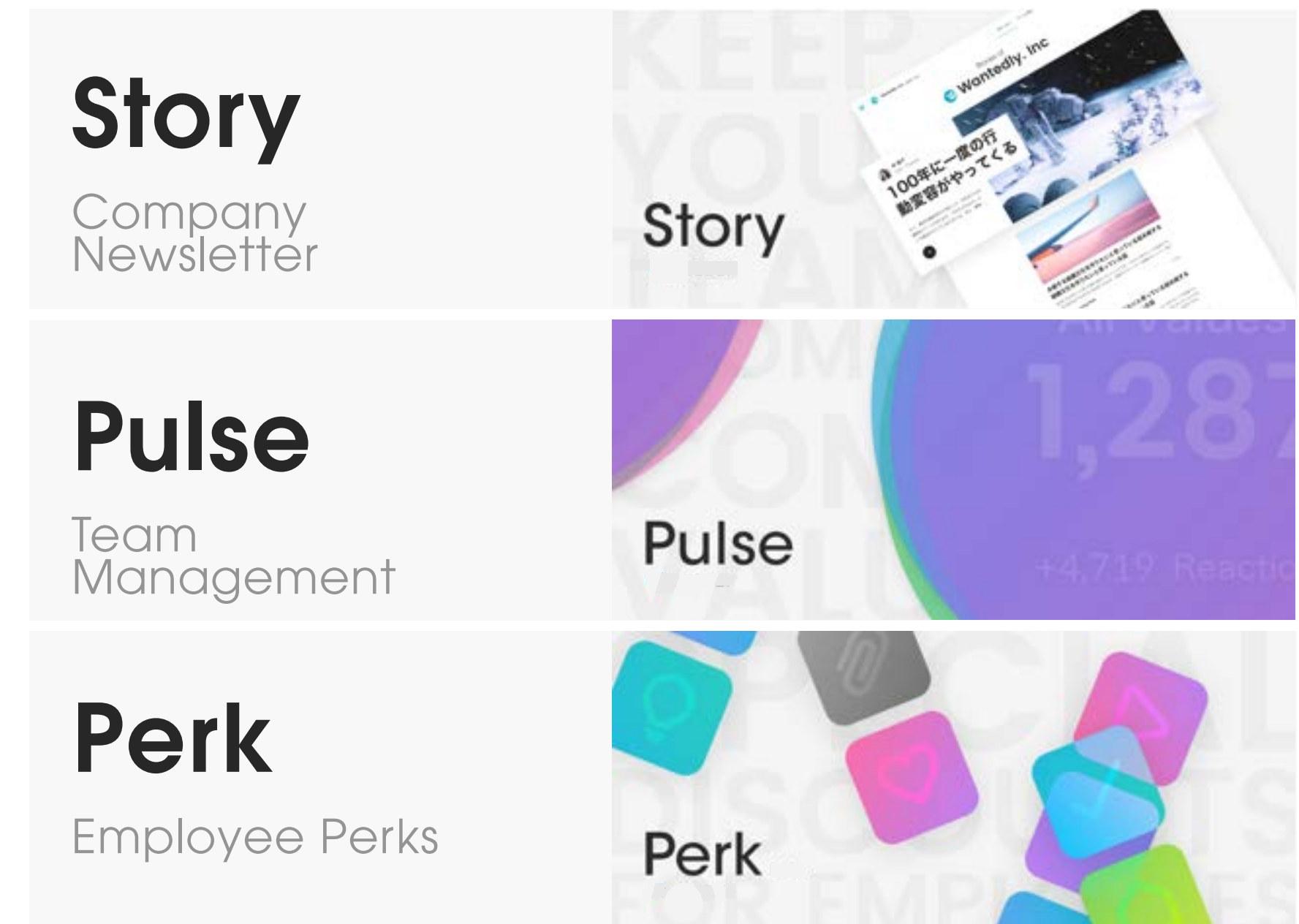


Released new plans for users to support career development



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

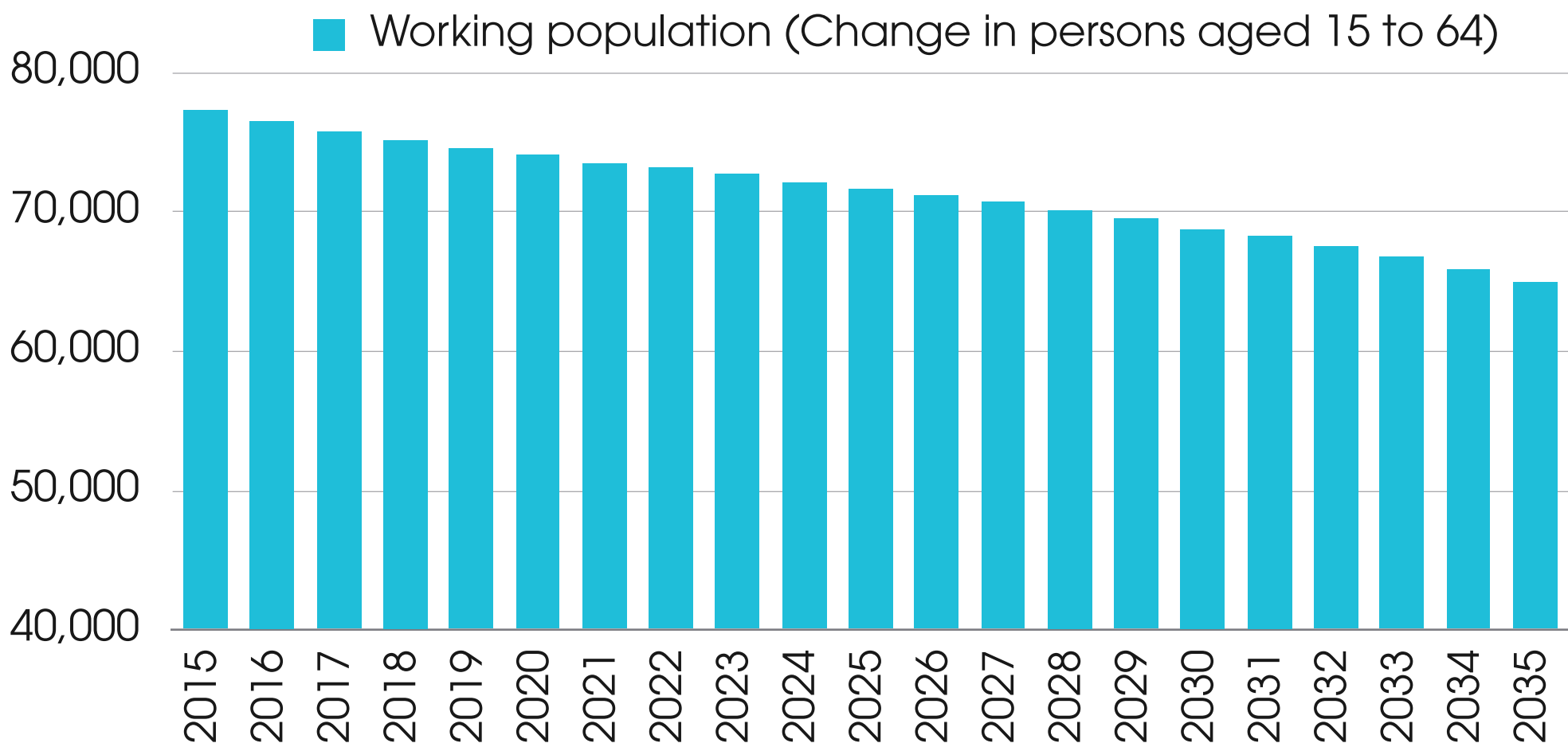
Surveys and research have shown that higher engagement leads to improved productivity, better business results, and lower turnover rates

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 700 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…



→



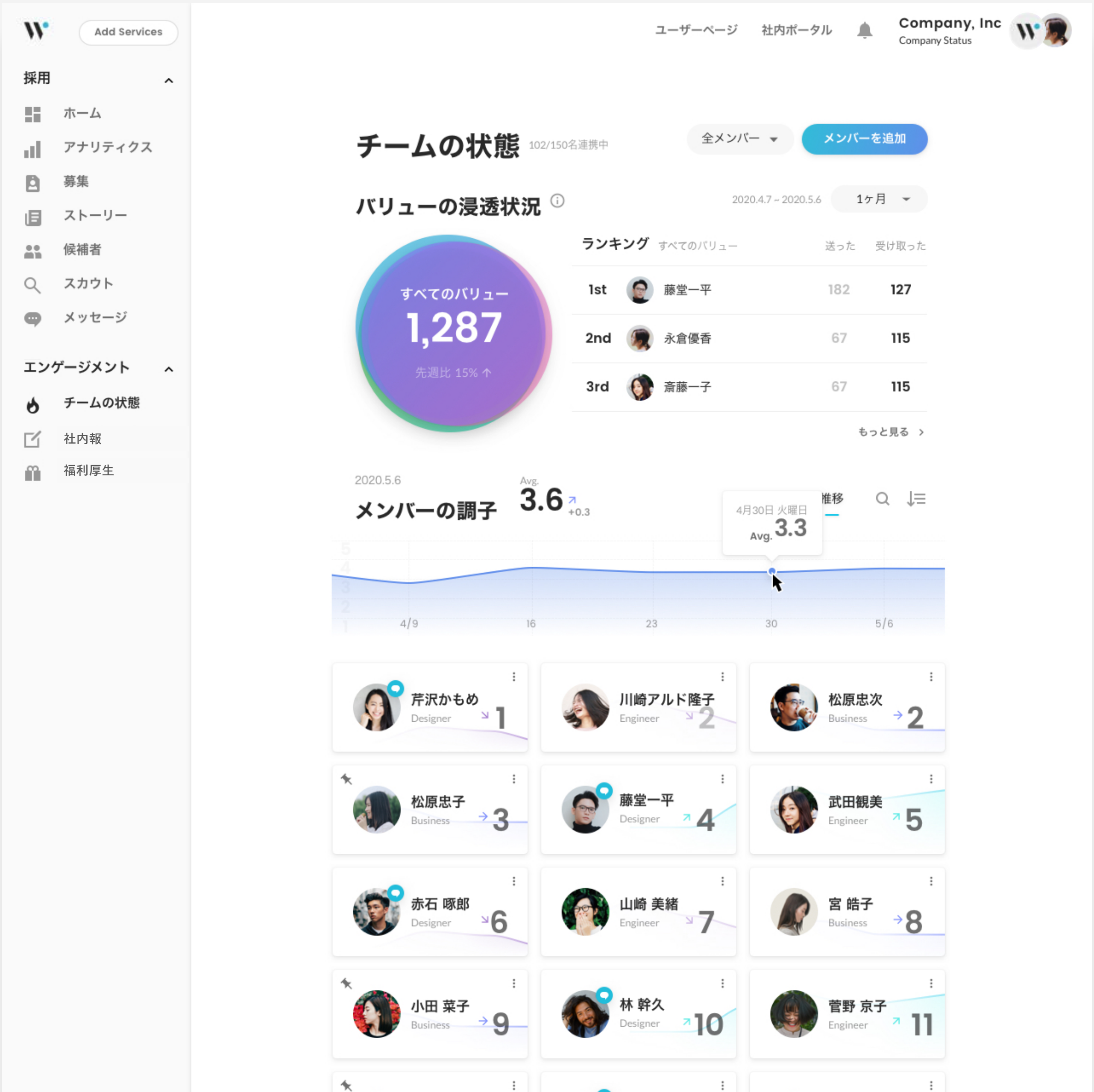
永続する組織文化を作りたいと思っている話

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…



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

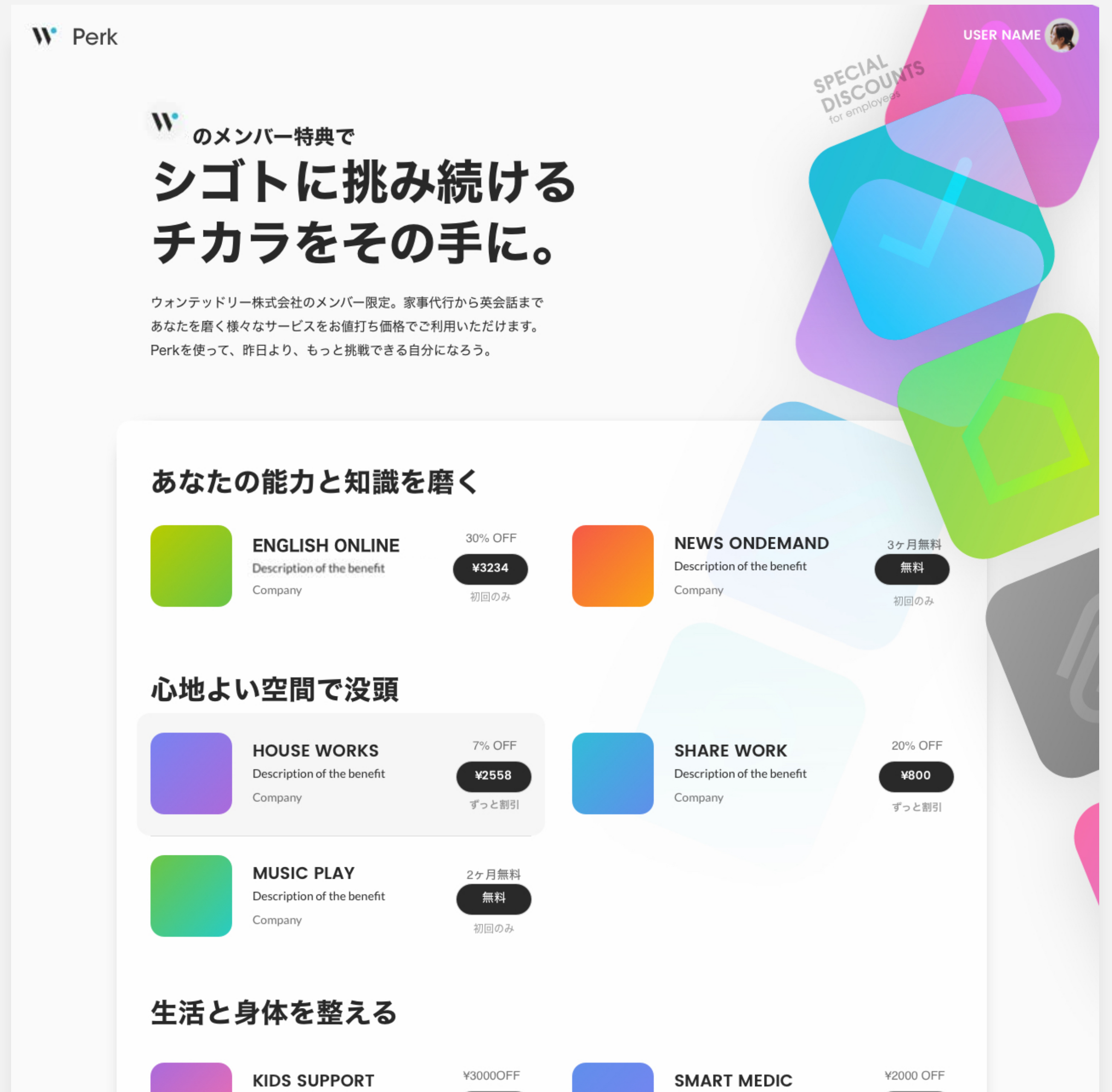
- Celebrate team values through Slack and visualize daily challenges and unseen contributions of members
- In use by about 280 companies





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



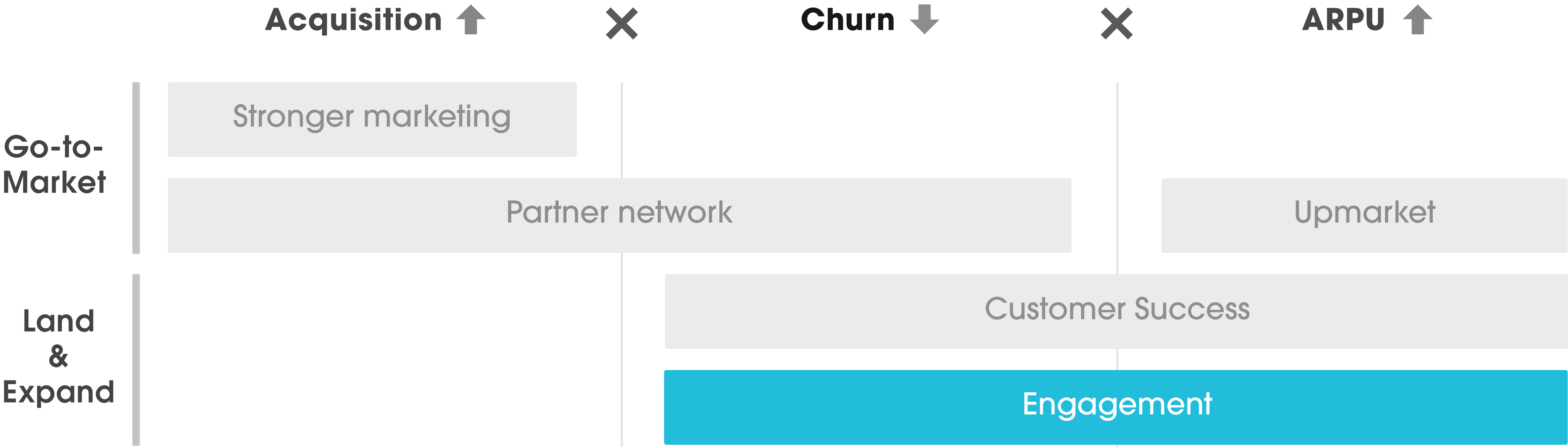
The screenshot shows the 'Perk' app interface in Japanese. At the top, the 'Perk' logo is visible. Below it, a header section reads 'のメンバー特典で シゴトに挑み続ける チカラをその手に。' (With member benefits, you can continue to challenge your work and have the strength in your hands). A sub-header states: 'ウォンテッドリー株式会社のメンバー限定。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。' (Limited to Wantedly Inc. members. Various services from housework to English conversation that sharpen you are available at special prices. Using Perk, you can become a person who can challenge more than yesterday).

The main content is divided into three sections:

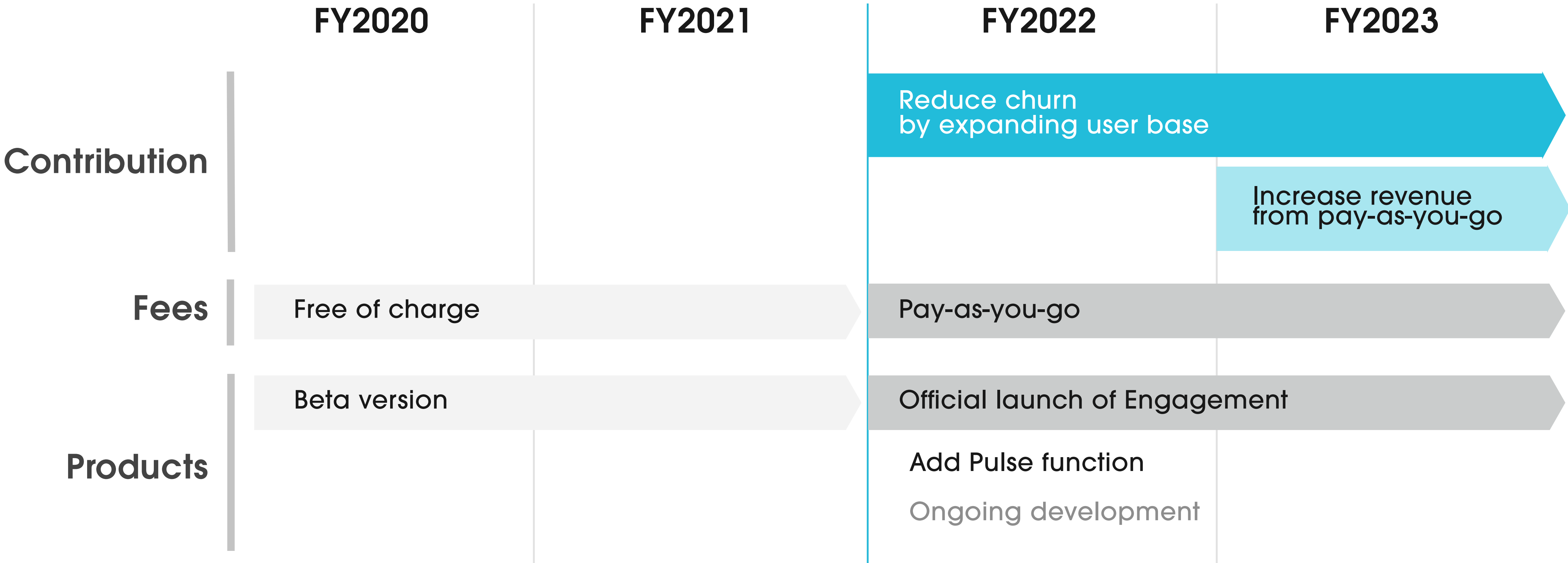
- あなたの能力と知識を磨く** (Sharpen your abilities and knowledge):
 - ENGLISH ONLINE**: 30% OFF, ¥3234 (初回のみ). Description of the benefit, Company.
 - NEWS ONDEMAND**: 3ヶ月無料, 無料 (初回のみ). Description of the benefit, Company.
- 心地よい空間で没頭** (Immerse yourself in a comfortable space):
 - HOUSE WORKS**: 7% OFF, ¥2558 (ずっと割引). Description of the benefit, Company.
 - SHARE WORK**: 20% OFF, ¥800 (ずっと割引). Description of the benefit, Company.
- 生活と身体を整える** (Organize your life and body):
 - MUSIC PLAY**: 2ヶ月無料, 無料 (初回のみ). Description of the benefit, Company.
 - KIDS SUPPORT**: ¥3000OFF. Description of the benefit, Company.
 - SMART MEDIC**: ¥2000 OFF. Description of the benefit, Company.

On the right side, there is a vertical banner with the text 'SPECIAL DISCOUNTS for employees' and a 'USER NAME' profile picture.

Focus on reducing churn via engagement

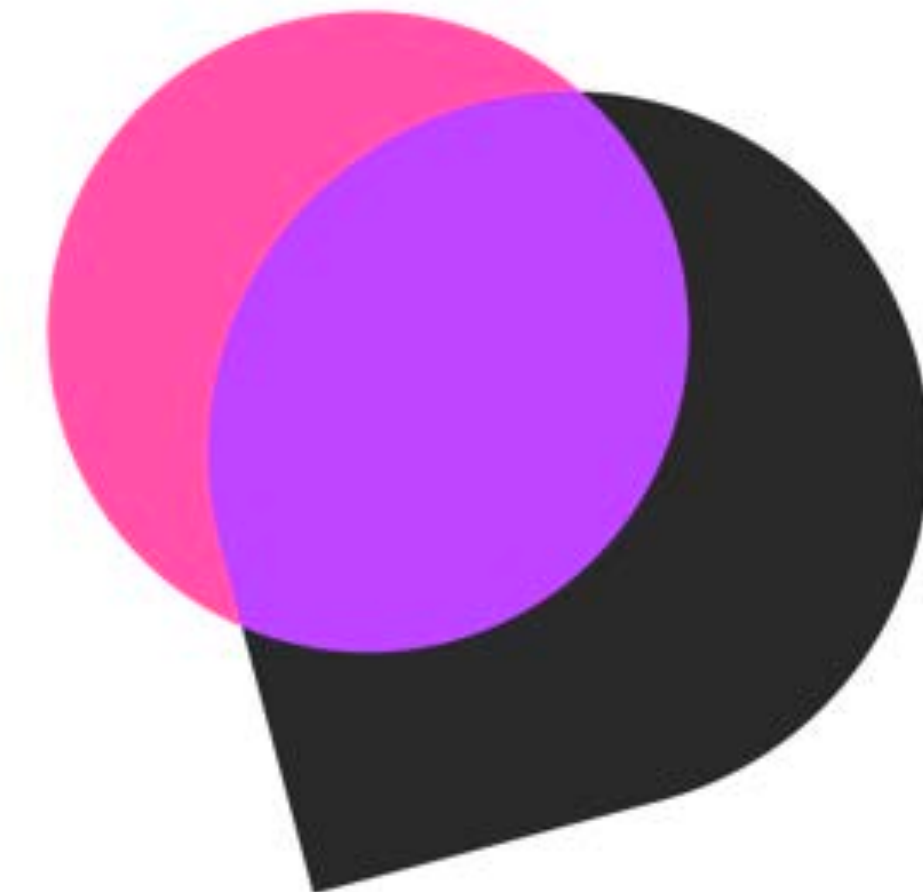


Focus on reducing churn by expanding user base in FY2022



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



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.