

Wantedly, Inc.

FY2023 Q3 Financial Results

July 13, 2023

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Highlights

Results

- Operating Revenue was 1,184 million yen in Q3 (3 months) and totaled 3,580 million yen for Q1-Q3 (9 months), up 7.6% YoY
- Operating Profit was 440 million yen in Q3 (3 months) and totaled 1,234 million yen for Q1-Q3 (9 months), up 30.5% YoY

External Factors

- The post-COVID-19 recovery trend has slowed, leading to a highly competitive direct recruiting market.

Forecast

- Operating Revenue progress is 72.3% of forecast, 4,950 million yen planned for the fiscal year
- Operating Profit progress is 79.6% of forecast, 1,550 million yen planned for the fiscal year

FY2023 Q3 Results

Operating Revenue growth continued

- Operating Revenue in Q3 was up 3.0% YoY
- Recent growth rate for Operating Revenue was ▲2.1% QoQ

Operating Profit declined YoY, but still remains at a high level

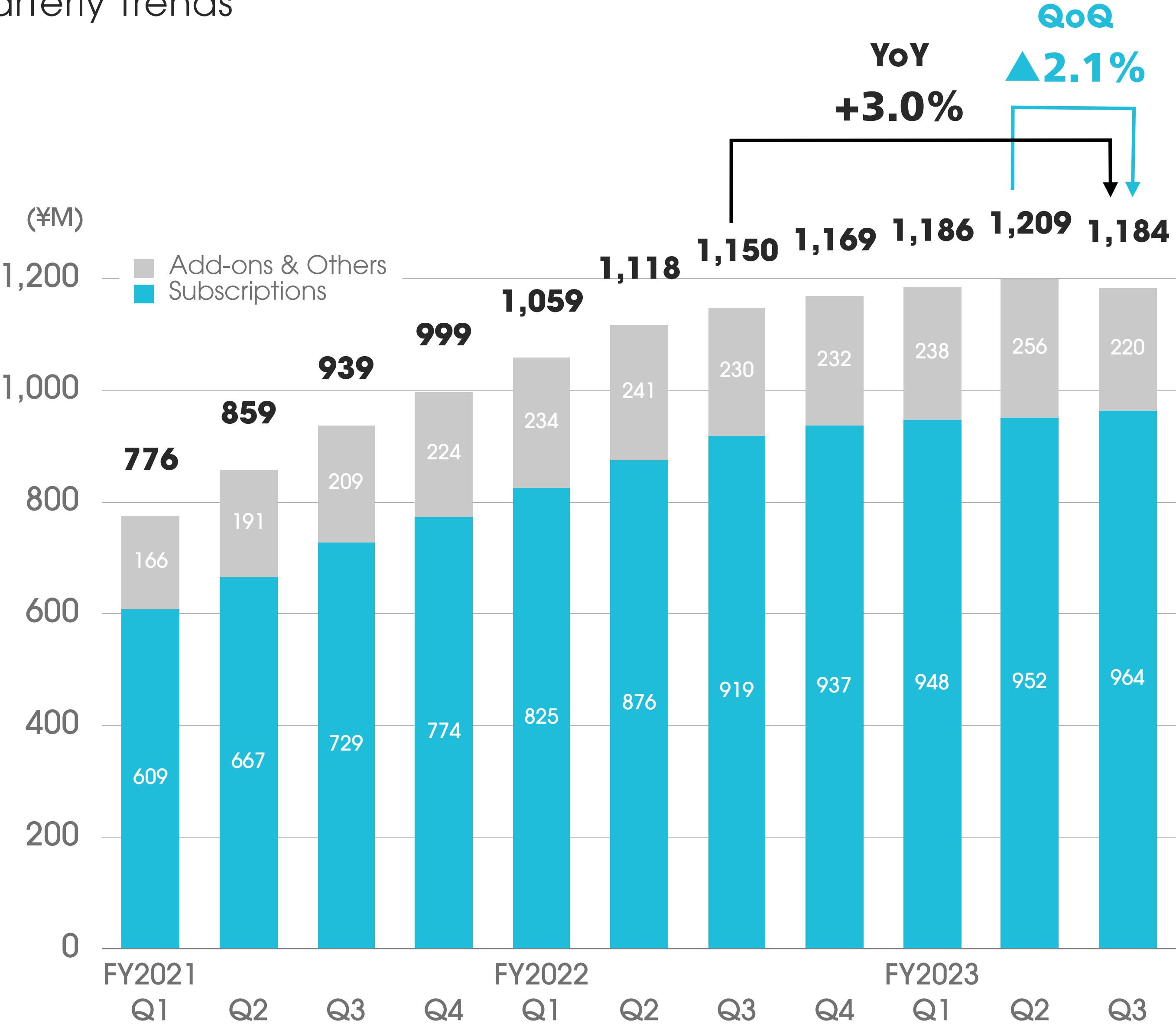
- Maintained high profit margins since Q1
- Engagement business advertising costs scheduled for Q2 were delayed to the current quarter.

(¥M)	FY2022 Q3	FY2023 Q3	FY2023 Q3	YoY	QoQ
Operating Revenue	1,150	1,209	1,184	3.0%	-2.1%
Operating Profit	467	448	440	-5.9%	-1.9%
(Margin)	40.6%	37.1%	37.2%	-	-
Ordinary Profit	465	442	436	-6.4%	-1.5%
(Margin)	40.5%	36.6%	36.8%	-	-
Net Profit	281	268	265	-5.8%	-1.1%
(Margin)	24.5%	22.2%	22.4%	-	-

*Figures are rounded down to the nearest unit

Subscriptions are showing a mild growth pace QoQ

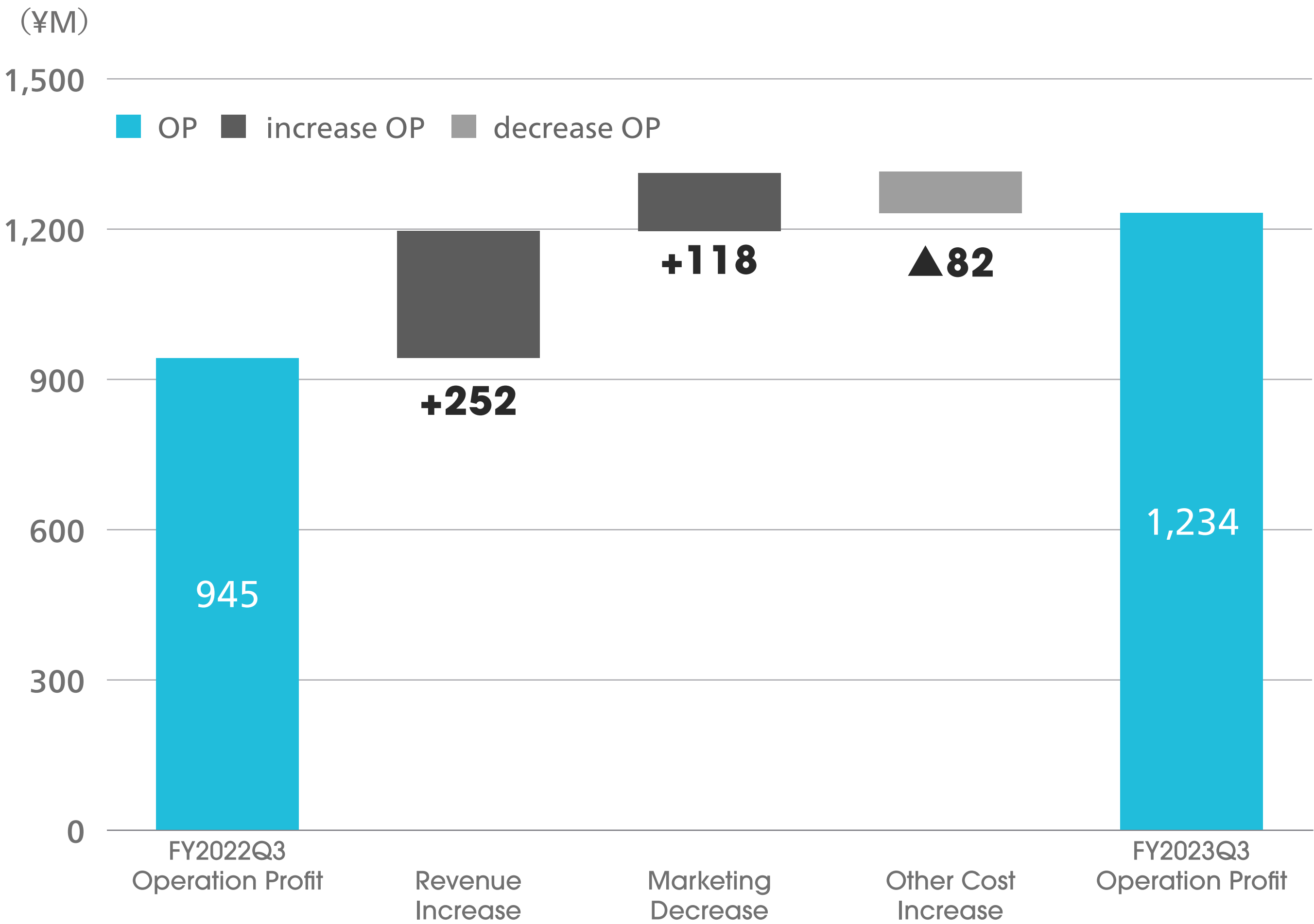
- Subscriptions growth has slowed down as new acquisitions remain at a consistent level
- Scout option sales, which account for the bulk of add-on sales, remained weak



*Figures are rounded down to the nearest unit

Operating Profit increased due to the increase in Operating Revenue

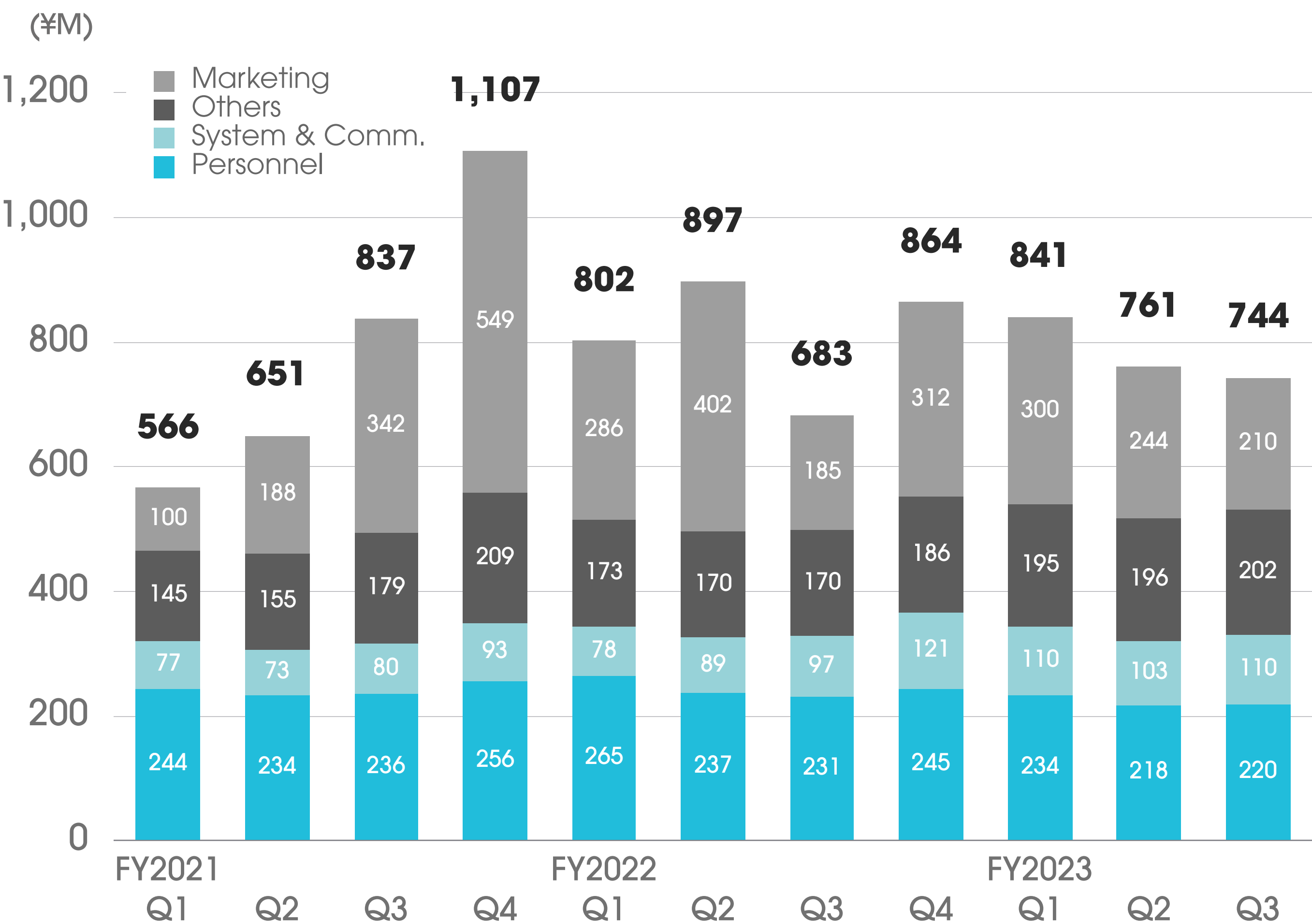
- Continued to focus on advertising ROI



*Figures are rounded down to the nearest unit

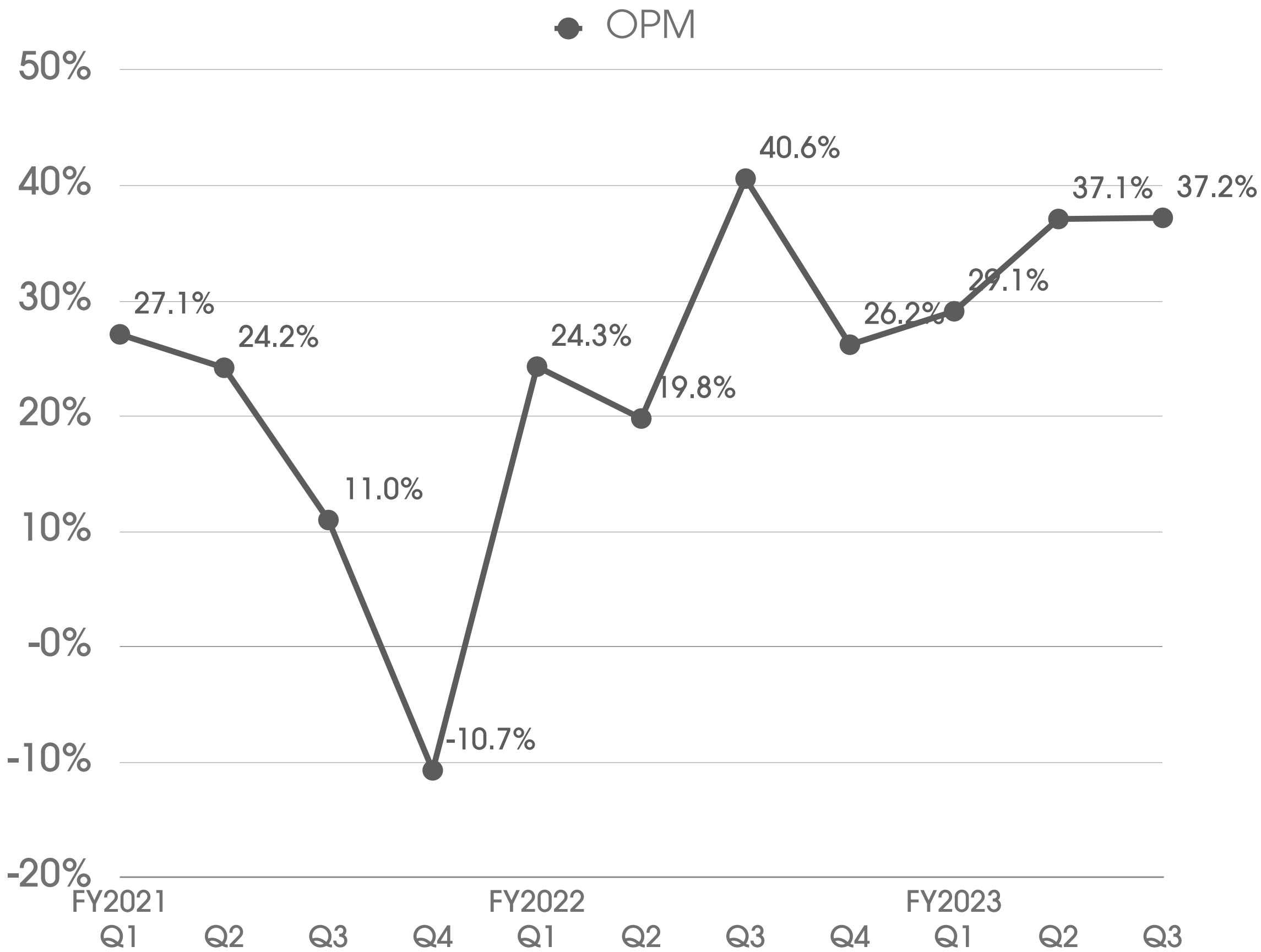
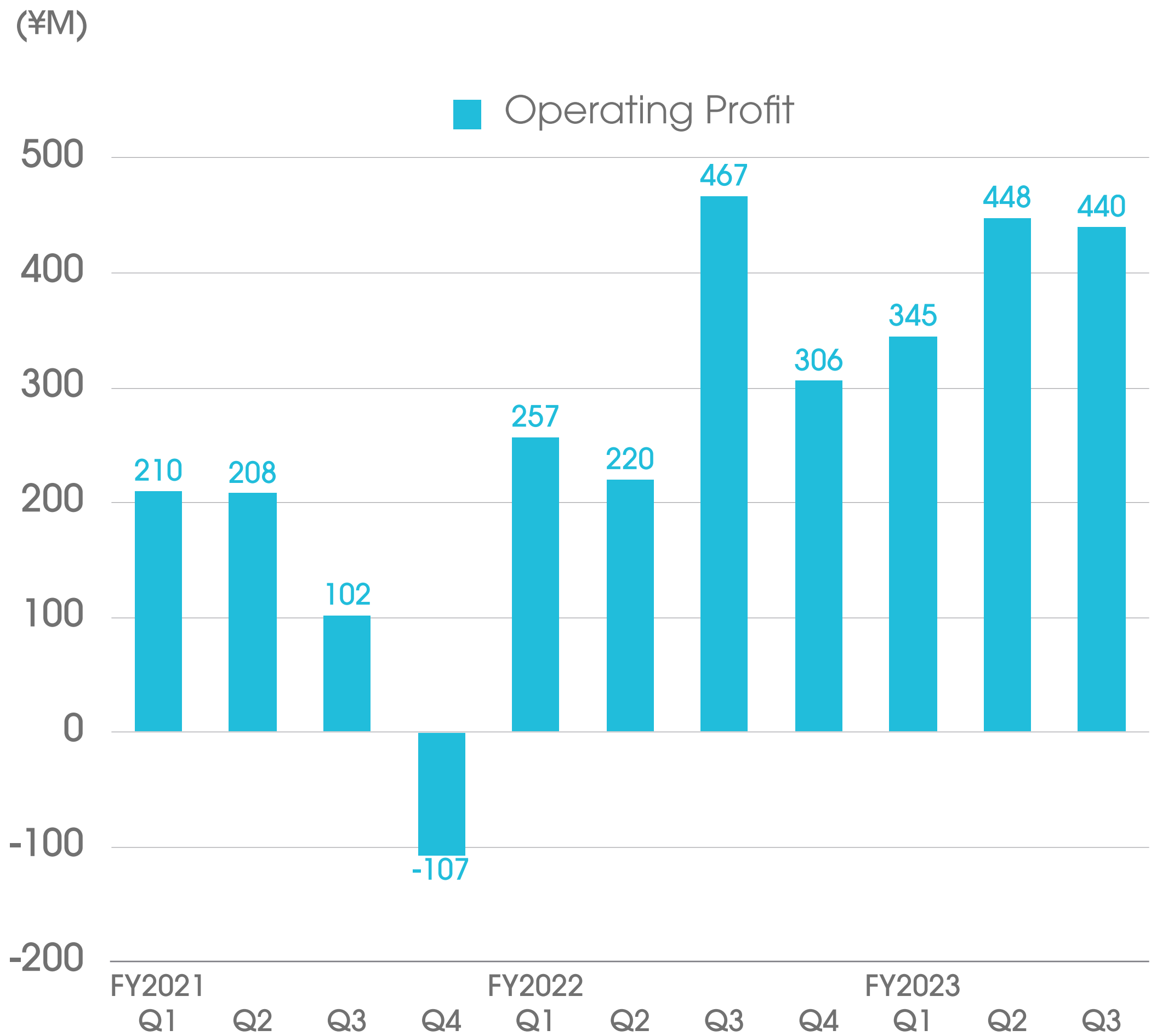
SG&A remained at a consistent level

- Net increase in personnel expenses expected for the next fiscal year, with a slight increase QoQ.
- We will continue to aim for organizational expansion while prioritizing productivity and efficiency



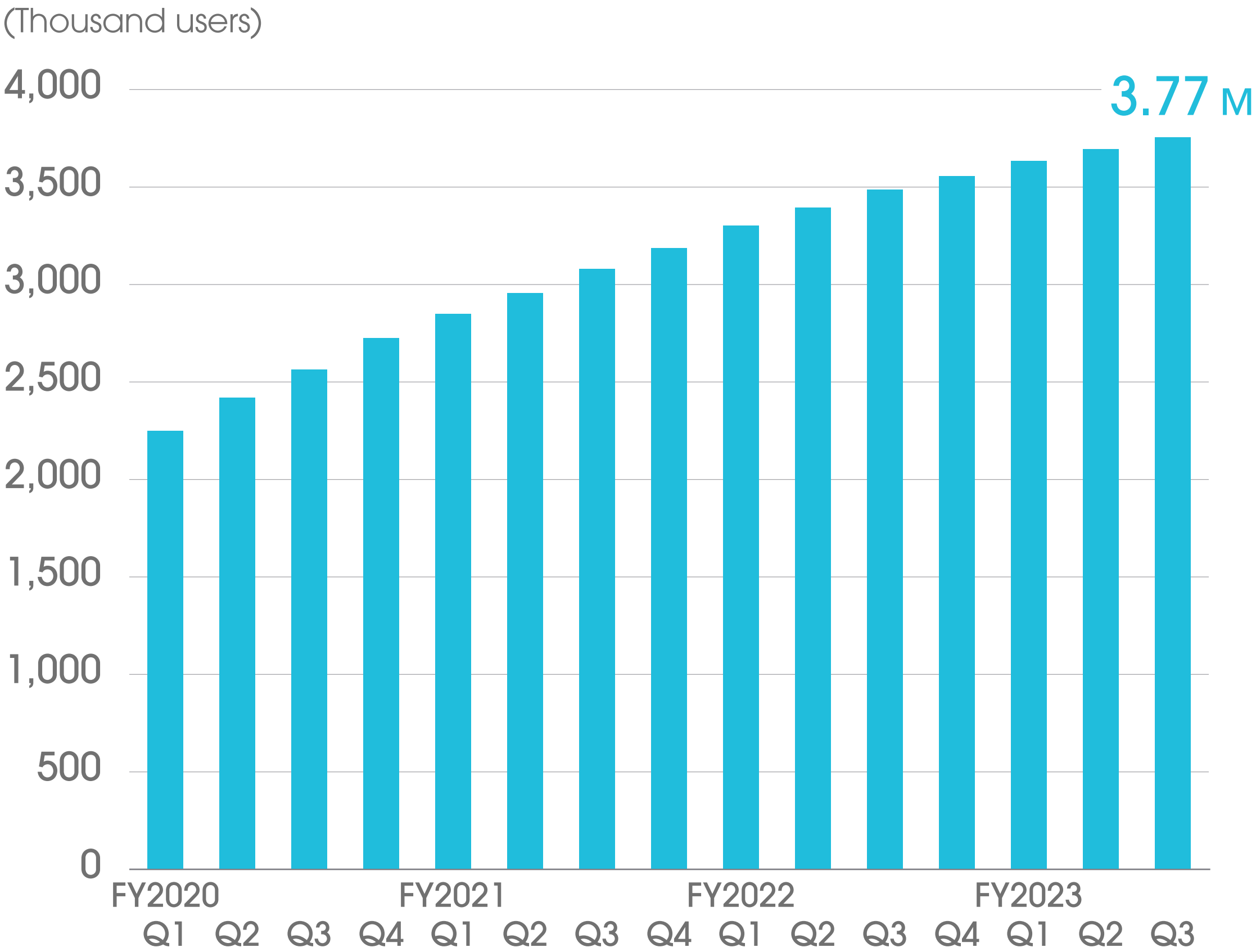
*Figures are rounded down to the nearest unit

Maintained high OP Margin

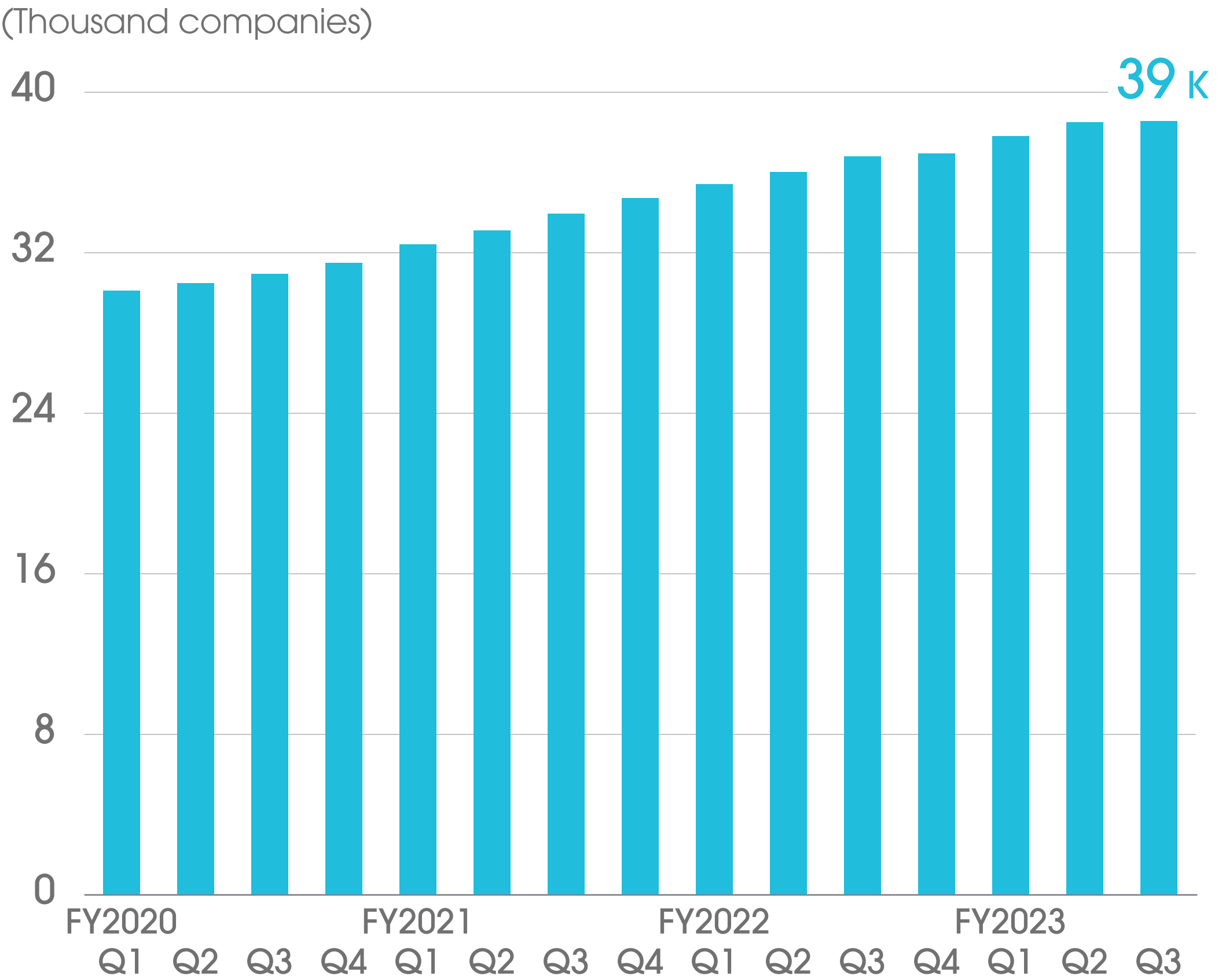


*Figures are rounded down to the nearest unit

Registered Users



Registered Companies



*Figures are rounded down to the nearest unit
*“Registered Users” refers to the total number of accounts shared across Wantedly Visit and People services
*“Registered Users” and “Registered Companies” are figures regarding the service for Japan market

FY2023 Forecast

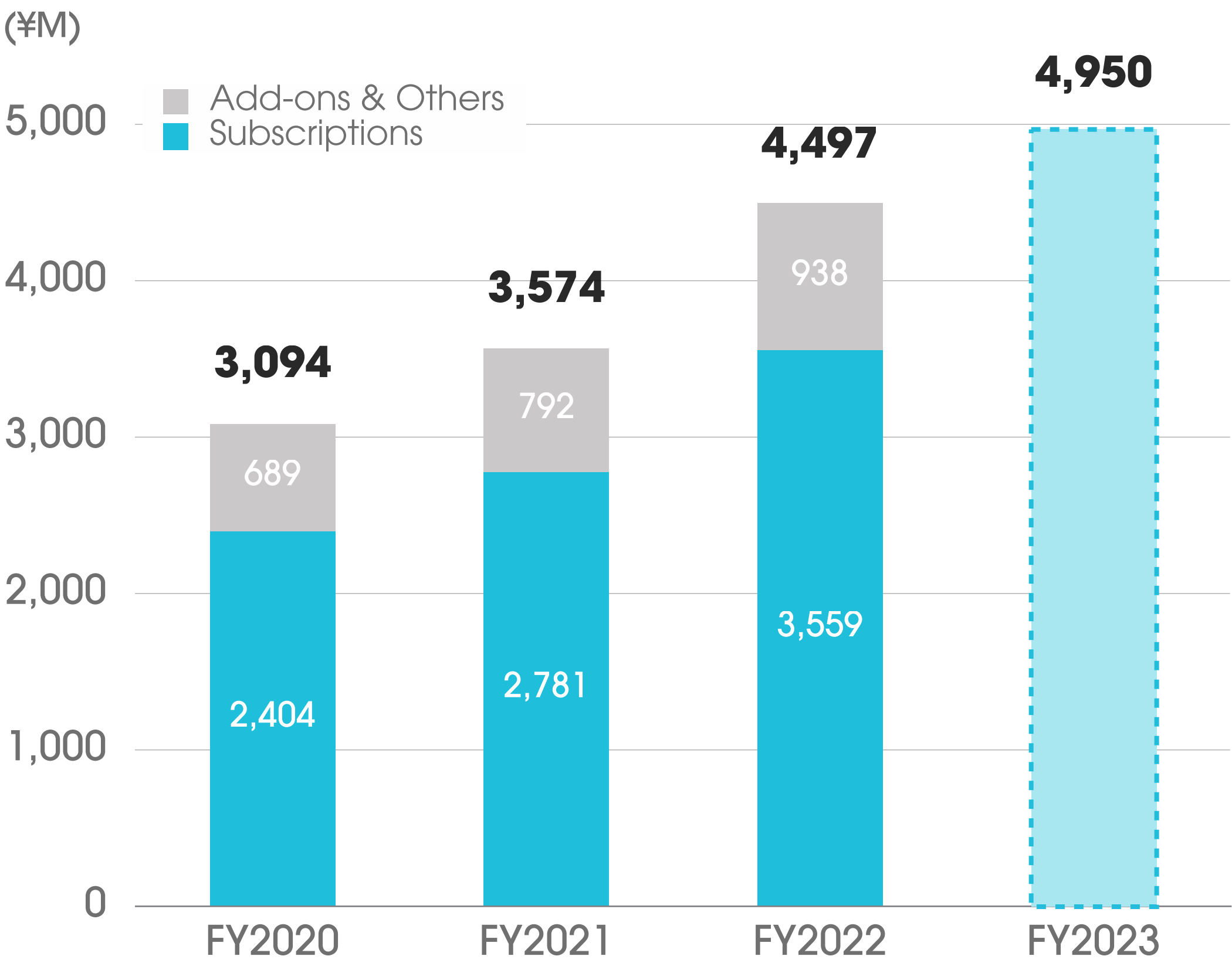
While Operating Revenue lagged behind, Operating Profit has progressed as planned

- Operating Revenue is behind projections due to subscription revenue delay and add-on sales results being below target
- Operating Profit is progressing as planned

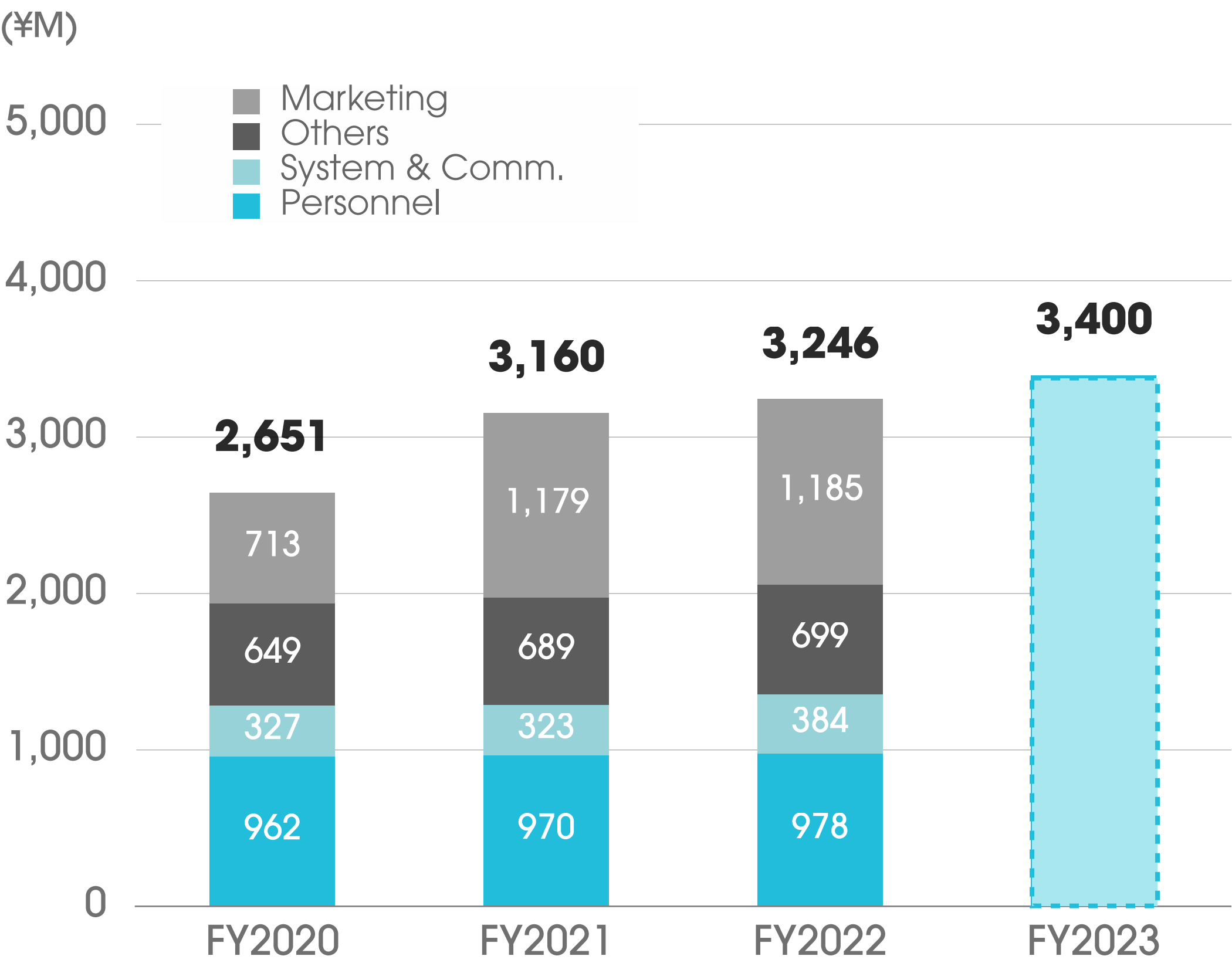
(¥M)	FY2022	FY2023 (Forecast)	YoY	FY2023 Q3	Progress
Operating Revenue	4,497	4,950	10.1%	3,580	72.3%
Operating Profit	1,251	1,550	23.8%	1,234	79.6%
(Margin)	27.8%	31.3%	-	34.5%	-
Ordinary Profit	1,238	1,500	21.0%	1,218	81.3%
(Margin)	27.5%	30.3%	-	34.0%	-
Net Profit	741	850	14.0%	755	88.8%
(Margin)	16.5%	17.2%	-	21.1%	-

*Figures are rounded down to the nearest unit

Operating Revenue

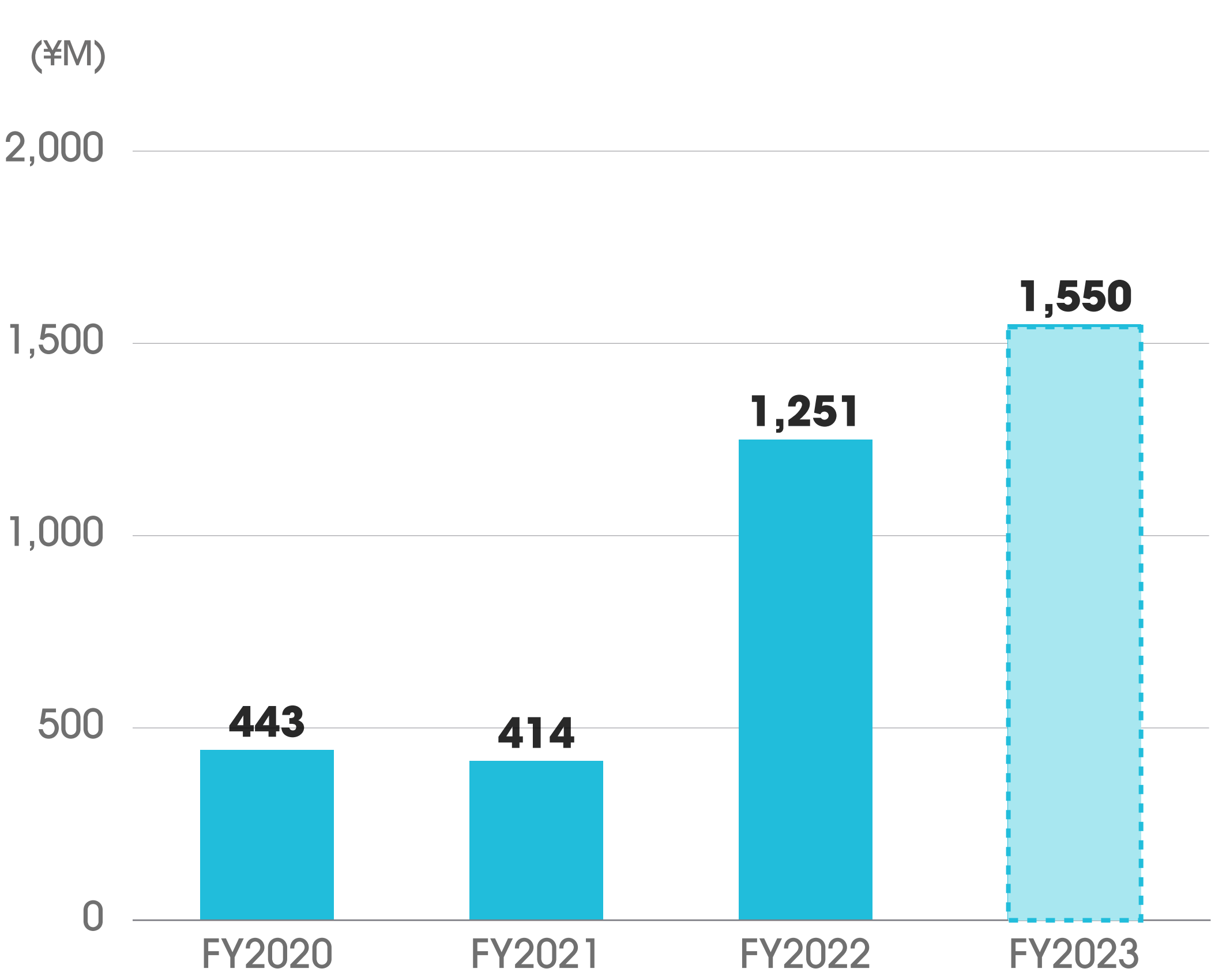


SG&A

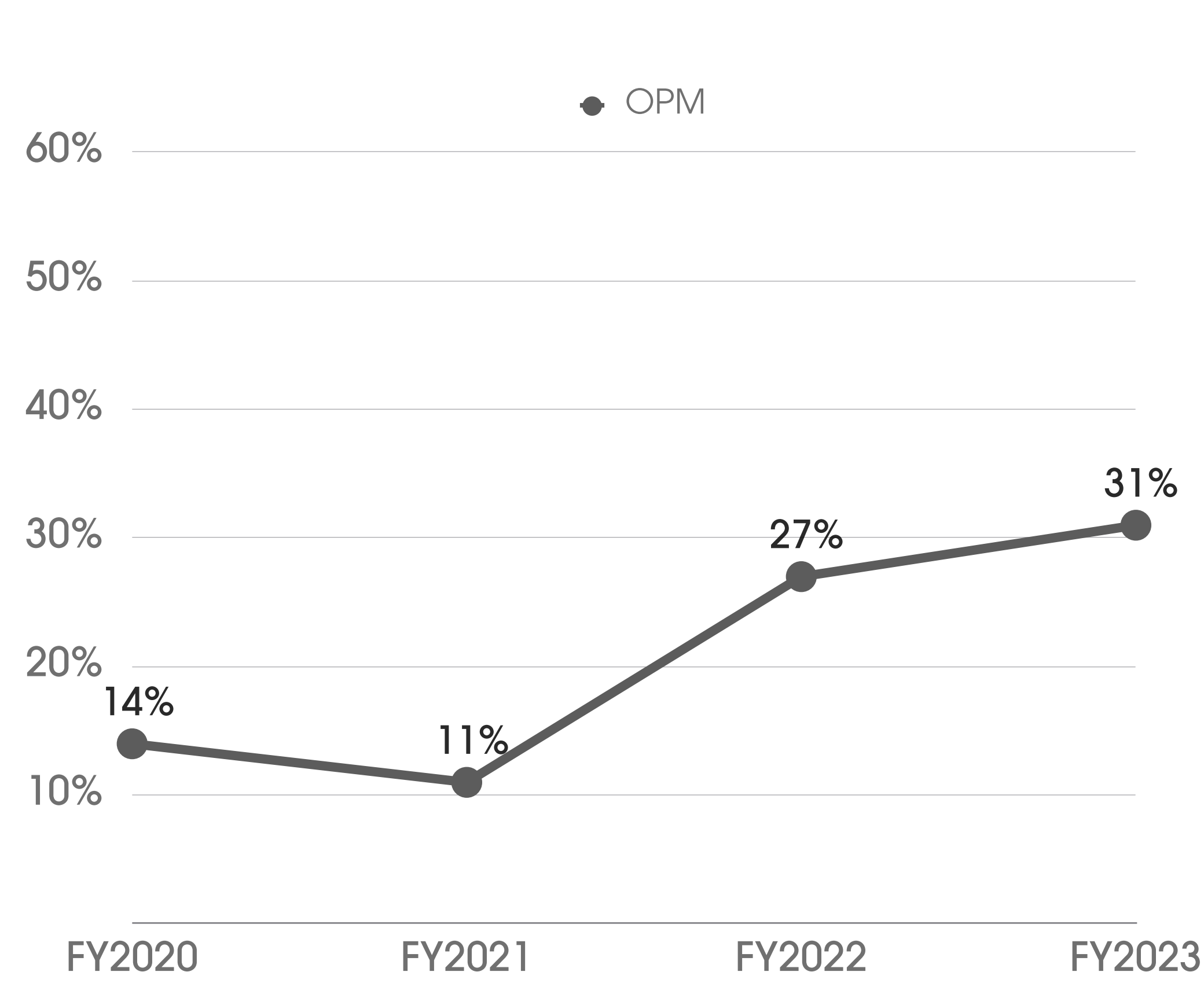


*Figures are rounded down to the nearest unit

Operating Profit



Operating Profit Margin



*"OPM (ex. Marketing Expenses) excludes advertising and promotion expenses. *Figures are rounded down to the nearest unit

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.



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

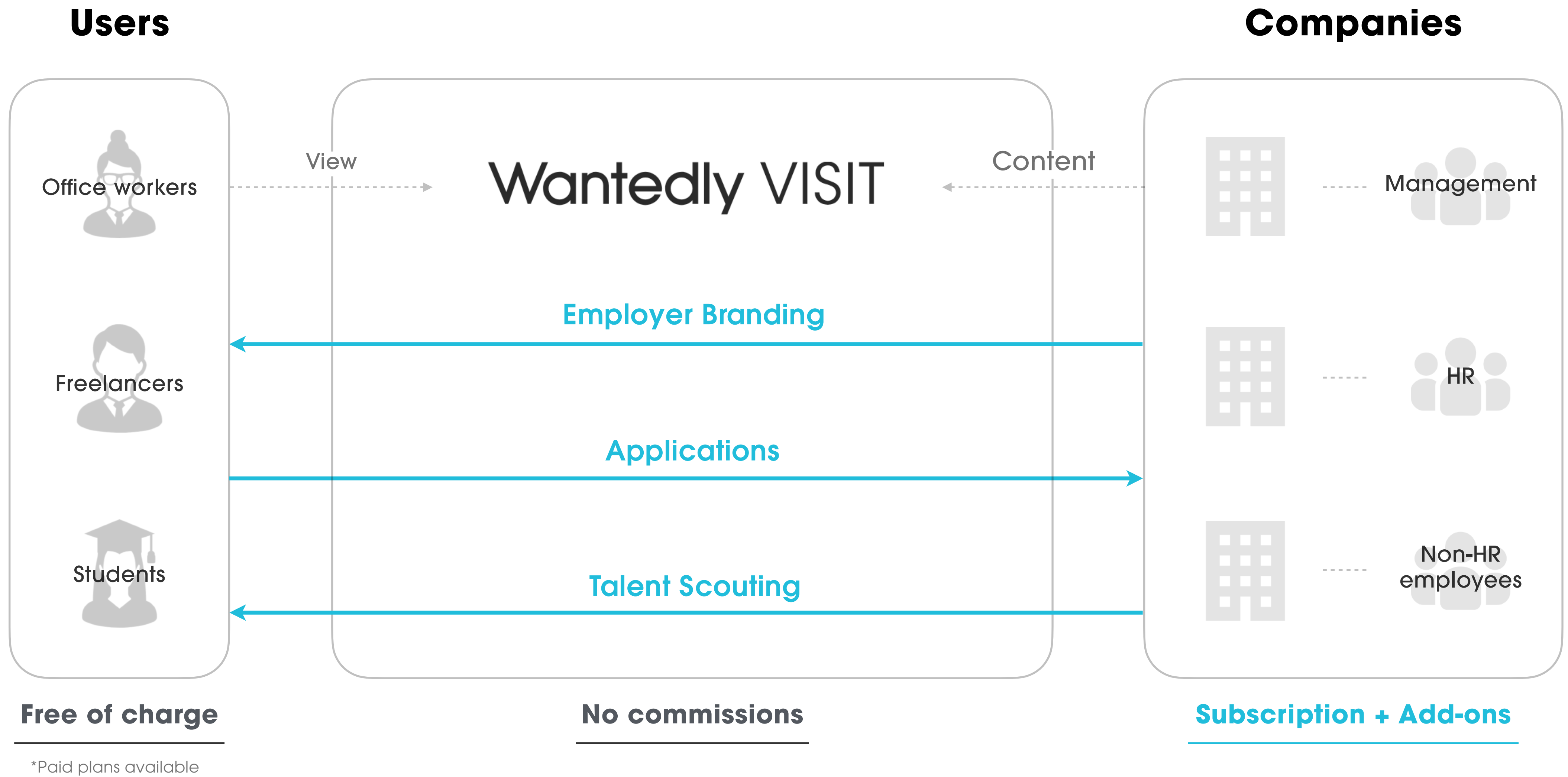


Easily arrange company visits

- **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

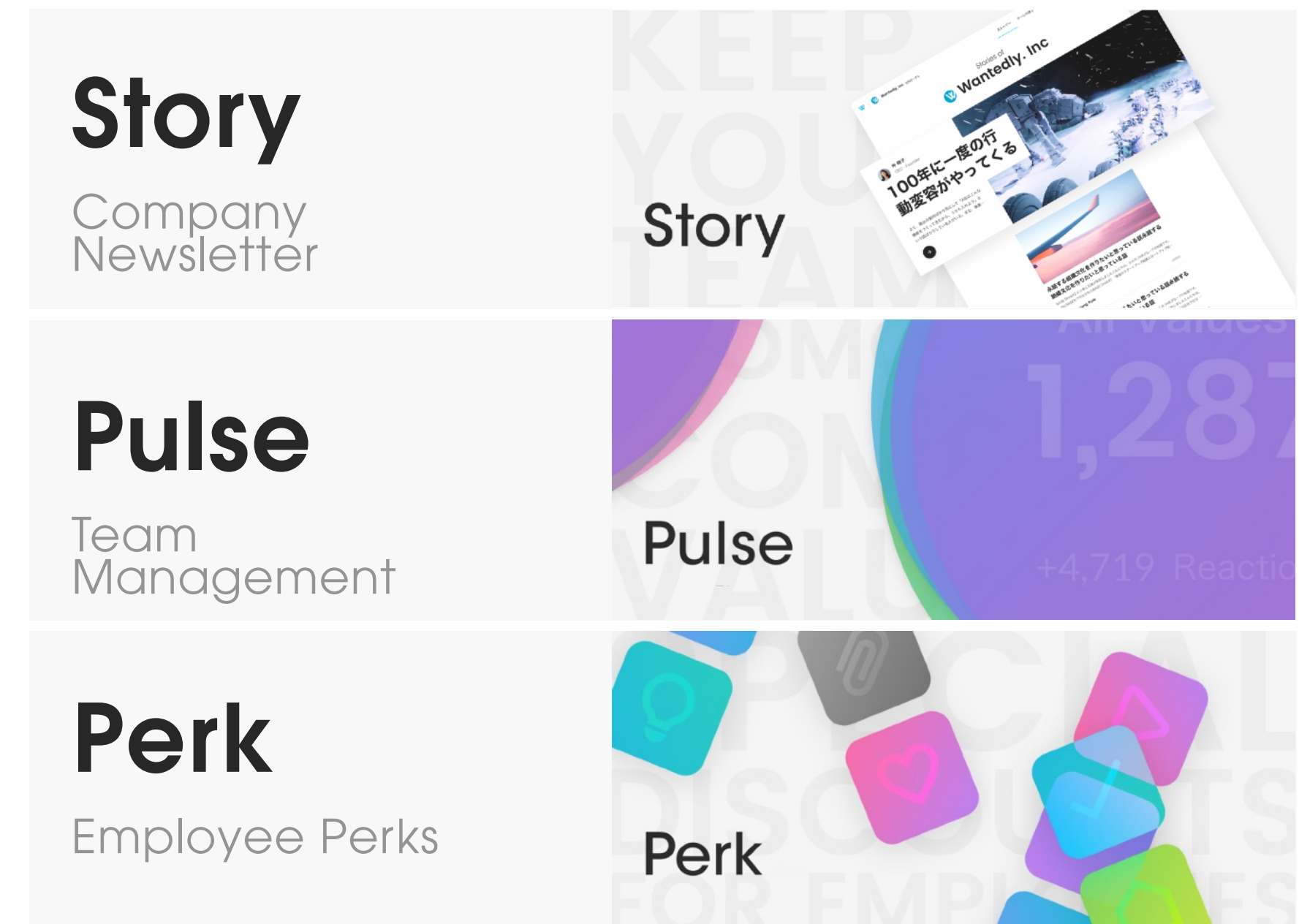


Wantedly VISIT



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





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 900 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

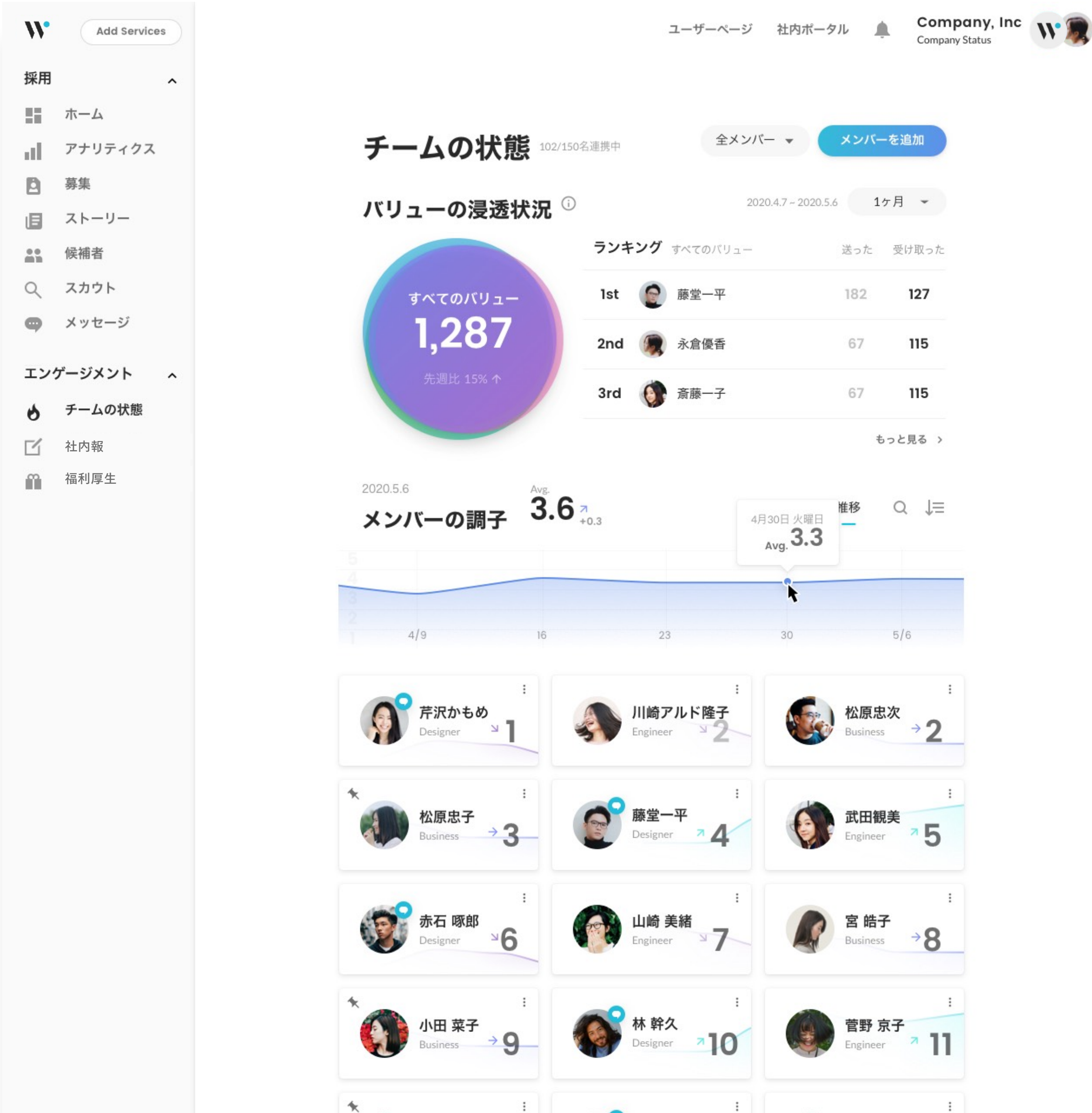
さて、永続する組織を作りたいというテーマについて、去年ぐらいから考えるようになりました。もちろん、組織の永続自体はゴールではないですね。ただ、僕たちのミッションであ「シゴトでココロオドルひとをふやす」というとてつもなく難しいミッションと、こ…

2 Pulse

Team Management

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

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

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

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

MUSIC PLAY

Description of the benefit
Company

2ヶ月無料

無料

初回のみ

KIDS SUPPORT

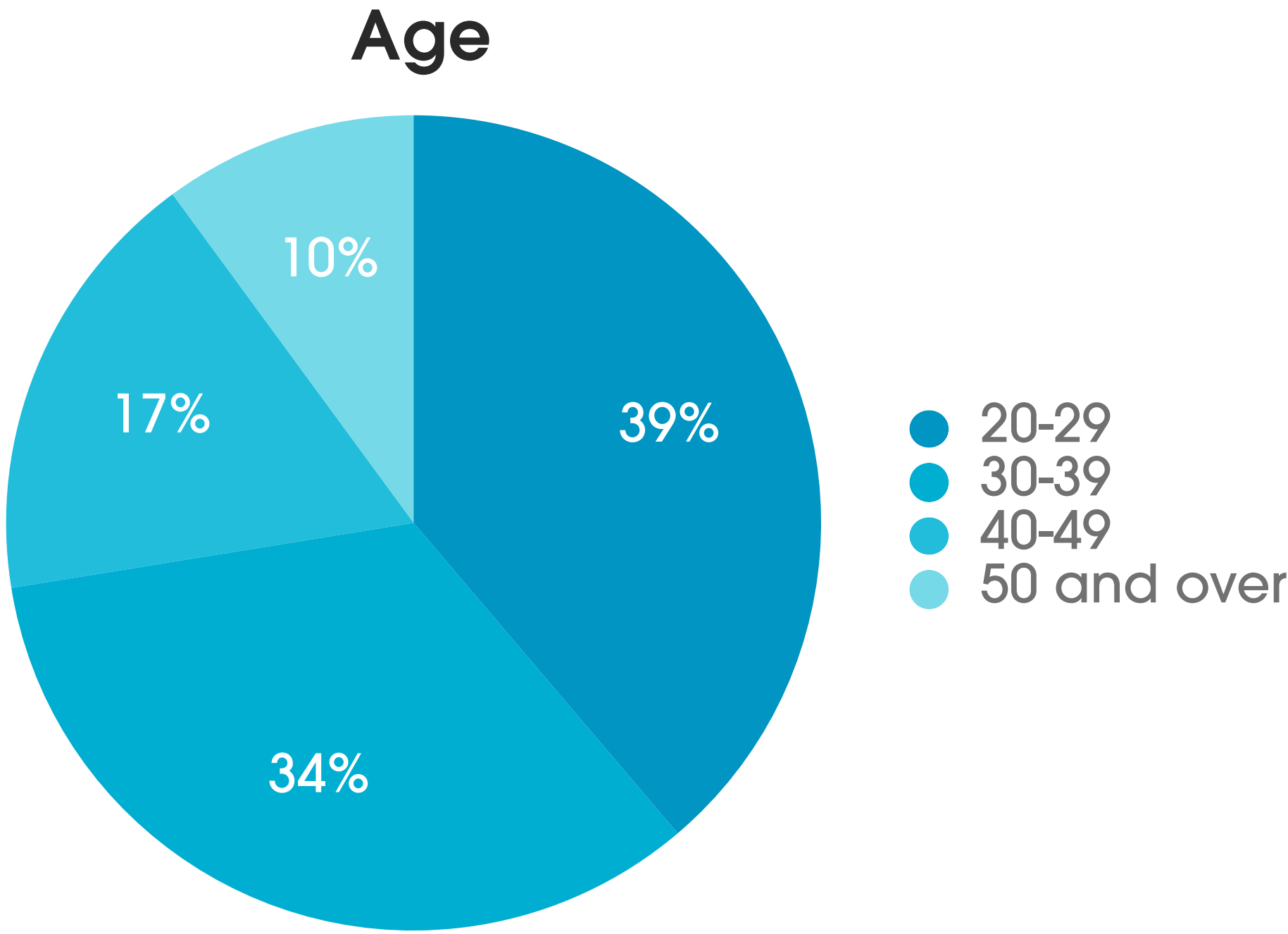
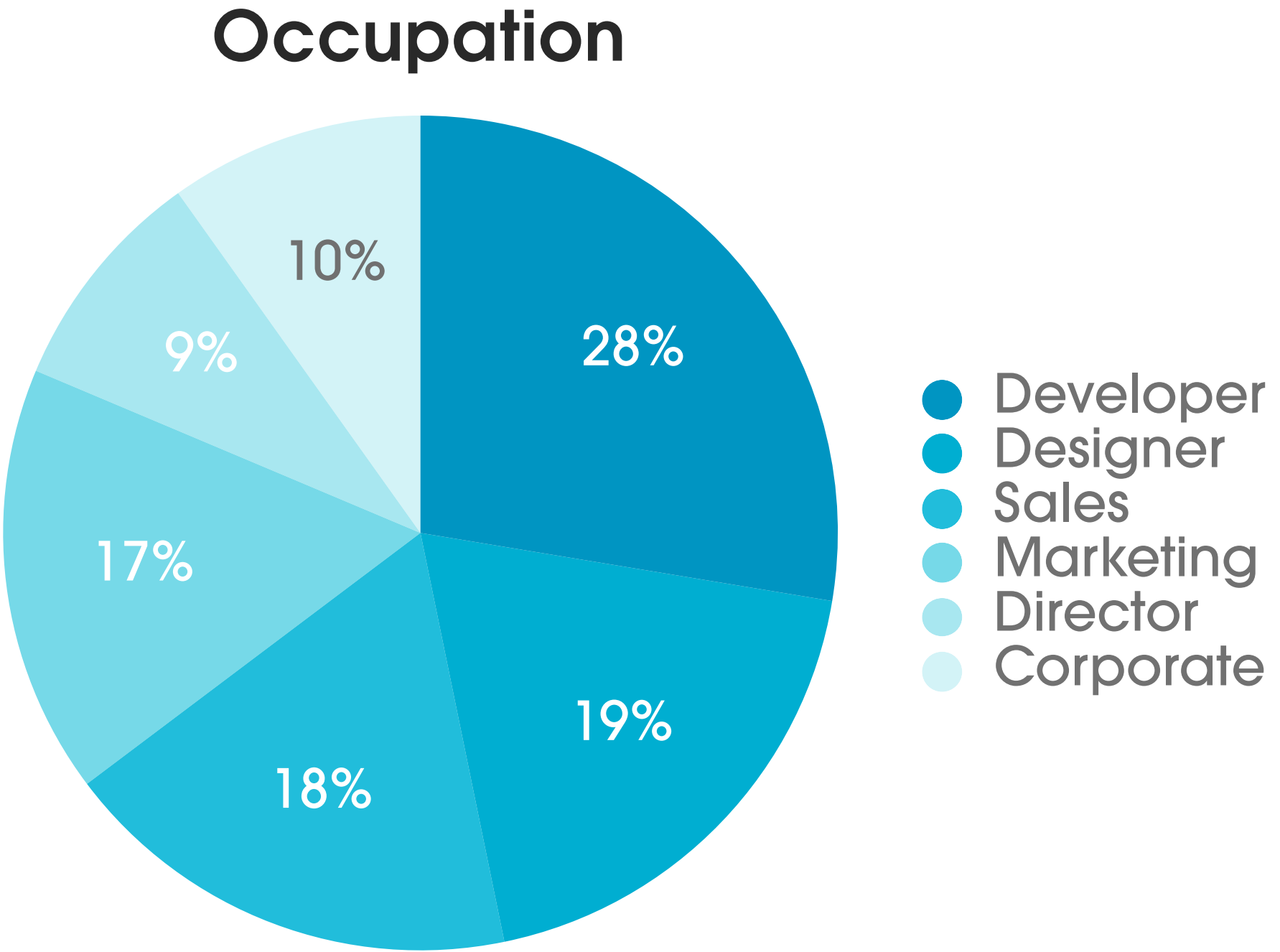
¥3000OFF

SMART MEDIC

¥2000 OFF

生活と身体を整える

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

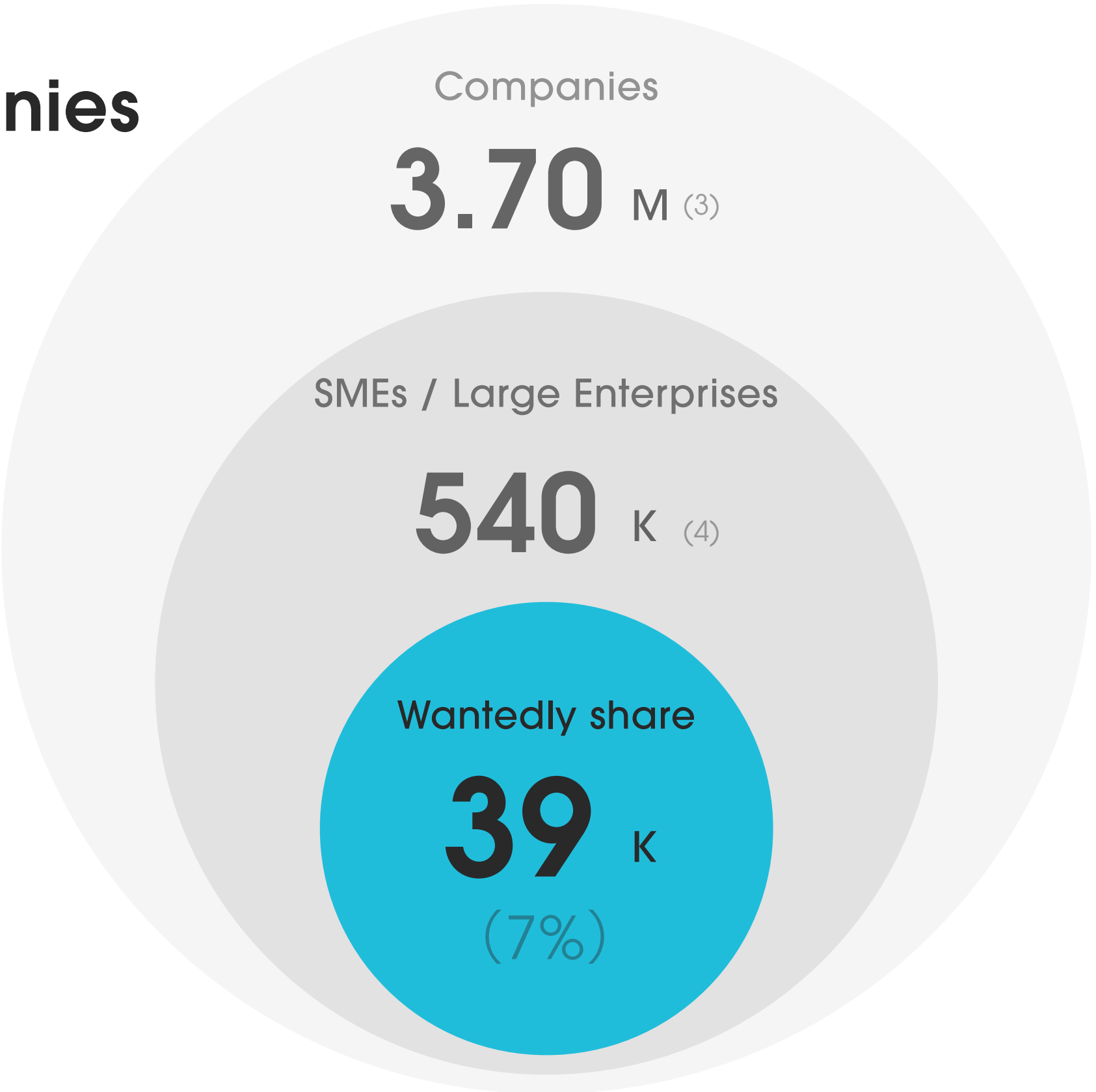


Great potential for growth in both Users and Companies

Users

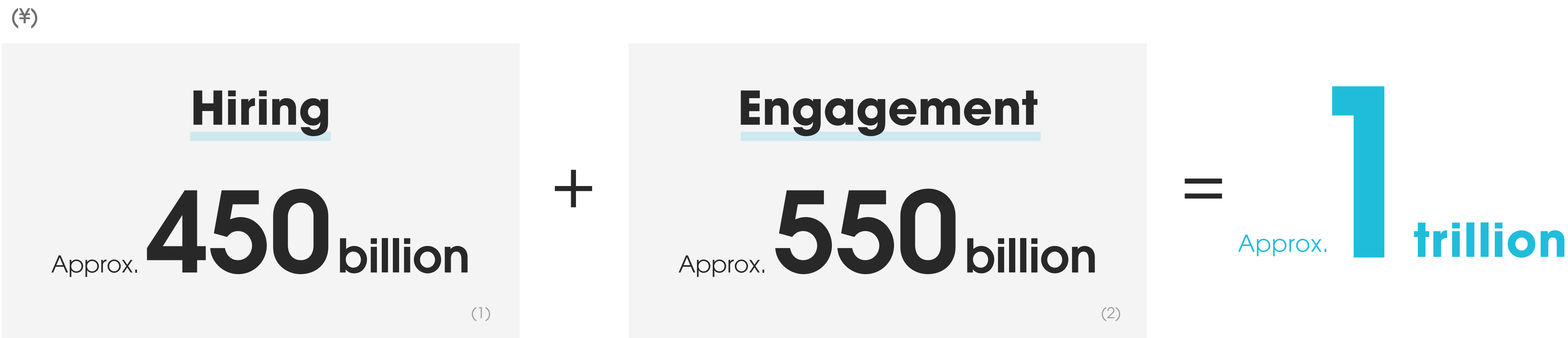


Companies



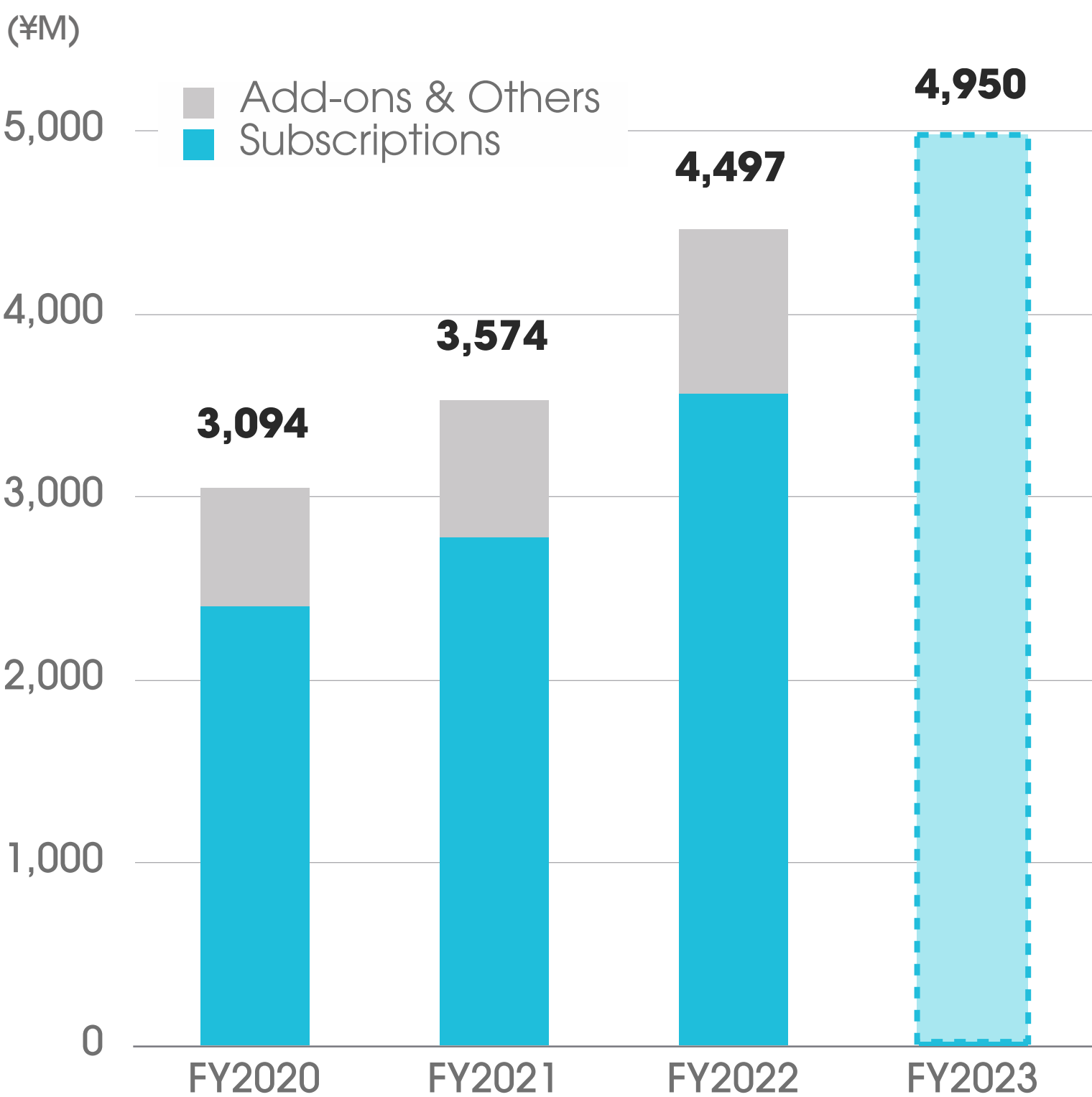
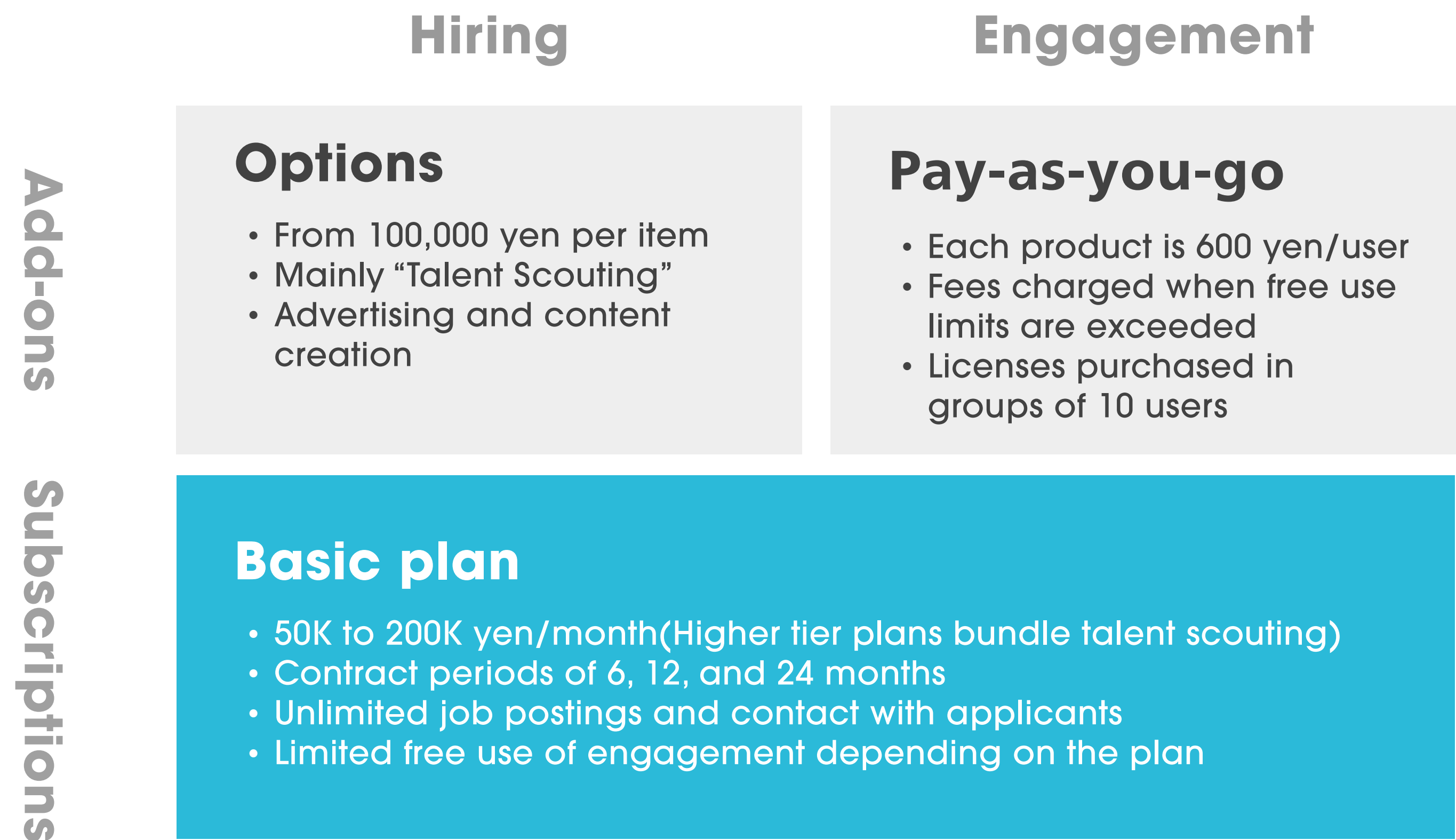
Sources: (1) "Labor Survey," Ministry of Internal Affairs and Communications;
(2) (4) Figures excluding small-scale operators from "Number of SMEs and Offices," The Small and Medium Enterprise Agency;
(3) "Economic Census and Activity Survey," Ministry of Internal Affairs and Communications

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



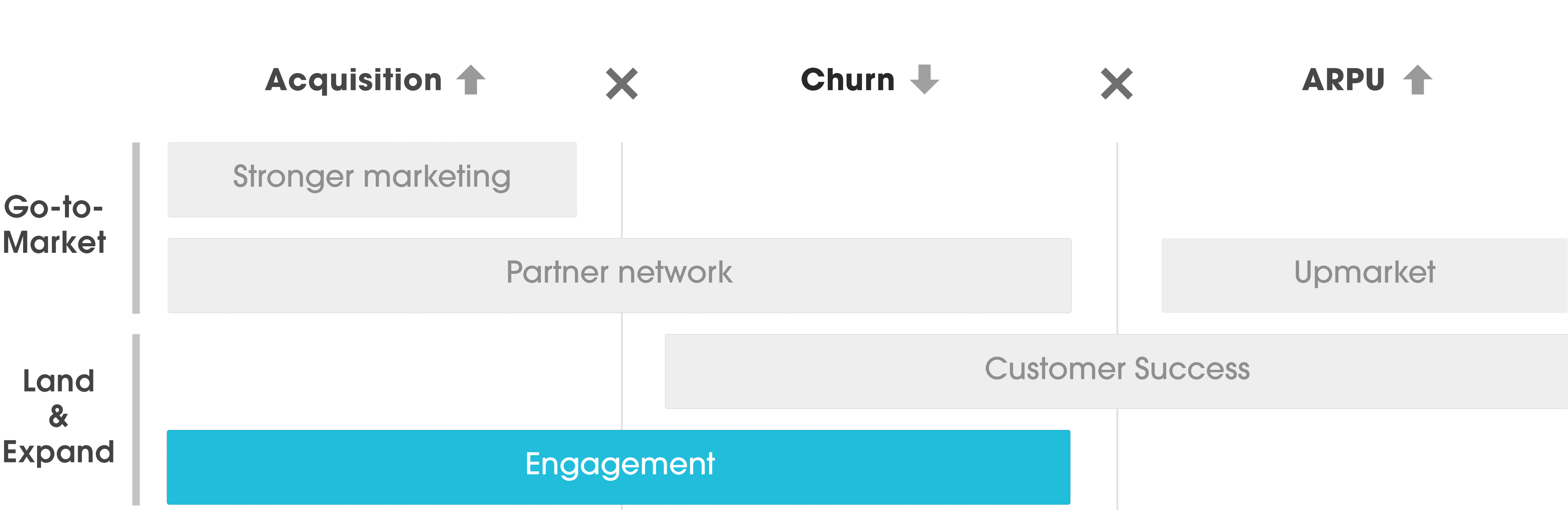
Sources: (1) Average estimated use fees for hiring services X Employee number of SMEs and large enterprise;
(2) Use fees for the three products in the engagement X Number of SMEs and large enterprise

Pricing model combines subscriptions and pay-as-you-go plans



*Figures are rounded down to the nearest unit

Engagement contributes to acquisition



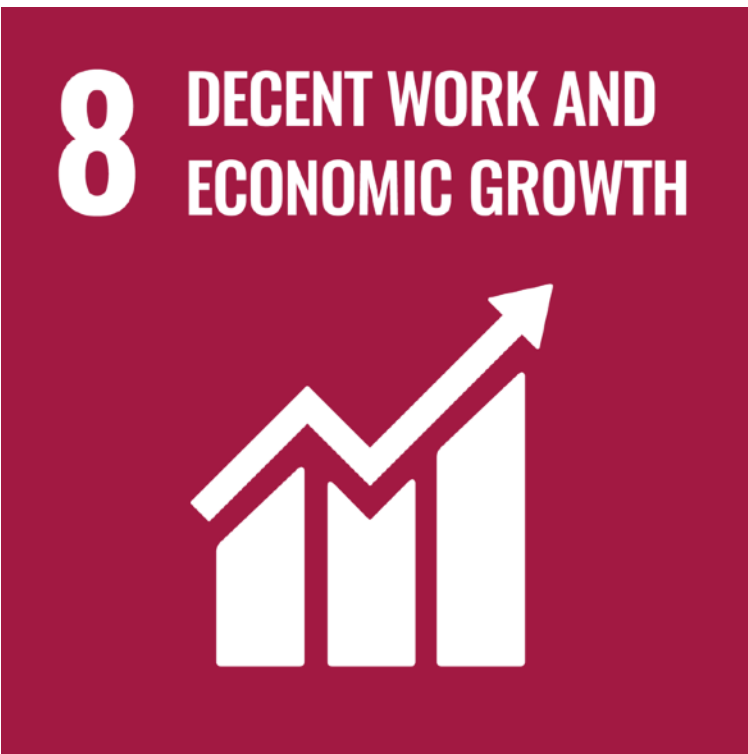
Supporting Student Career Development

In the realm of new graduate recruitment, we have implemented several projects to "create a world where work drives passion." These projects include "#New style of Job Hunting," a project to promote casual interviews during job hunts, "Campus W," a series of events to support university students in their career development, and several lectures at universities



Achieve sustainable self-sufficiency through work

As times change and the average life expectancy inches towards 100 years, work has become not only a means of earning money but also a means for self-realization. Wantedly strives to create an infrastructure transcending national borders that supports all working people and helps each individual achieve sustainable economic and spiritual independence





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.