

Wantedly, Inc.

# **FY2023 Financial Results**

(Business Plans and Matters Related to High Growth Potential)

October 13, 2023

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# Highlights

## Results

- Operating revenue reached 1,165 million yen in Q4 (3 months) and totaled 4,746 million yen for Q1-Q4 (12 months), up 6% YoY
- Operating profit reached 355 million yen in Q4 (3 months) and totaled 1,589 million yen for Q1-Q4 (12 months), up 27% YoY
- Growth of operating revenue slowed due to a decrease in revenue flow from the second half of the year.
- Q4 operating profit margin was 33%, a record high for both gross profit and profit margin.

## Guidance

- Operating revenue is 4,825 million yen, up 2% YoY and operating profit is 1,600 million yen, up 1% YoY.
- Invest in growth while maintaining the same level of profit as the previous year through the end of the fiscal year in the FY2024.
- Investments will be made primarily in the sales structure and new businesses.

# FY2023 Results

# Operating revenue up 6% YoY

- Flow revenue started to decline in the second half, and sales growth rate remained at 6%

# Operating profit up 27% YoY

- Operating income increased by 27% by increasing business efficiency through cost control

(¥M)	FY22.8	FY23.8	YoY	FY23.8 (Forecast)
OpeartingRe venue	4,497	<b>4,746</b>	6%	4,720
Operating Profit	1,251	<b>1,589</b>	27%	1,550
(Margin)	28%	<b>33%</b>	-	33%
Ordinary Profit	1,238	<b>1,564</b>	26%	1,500
(Margin)	28%	<b>33%</b>	-	32%
Net Profit	741	<b>995</b>	34%	890
(Margin)	16%	<b>21%</b>	-	19%

\*Forecast disclosed on August 18, 2023

# Operating revenue declined YoY

- Visit's contract acquisition and contract unit price are trending steadily, however, new acquisitions has slowed down.
- Engagement sales are progressing as planned
- On the other hand, Visit option sales decreased and operating revenue decreased both YoY and QoQ

# Operating profit increased YoY

- Operating profit decreased QoQ in Q4 due to investment in new businesses
- Profit increased YoY due to a decrease in advertising expenses

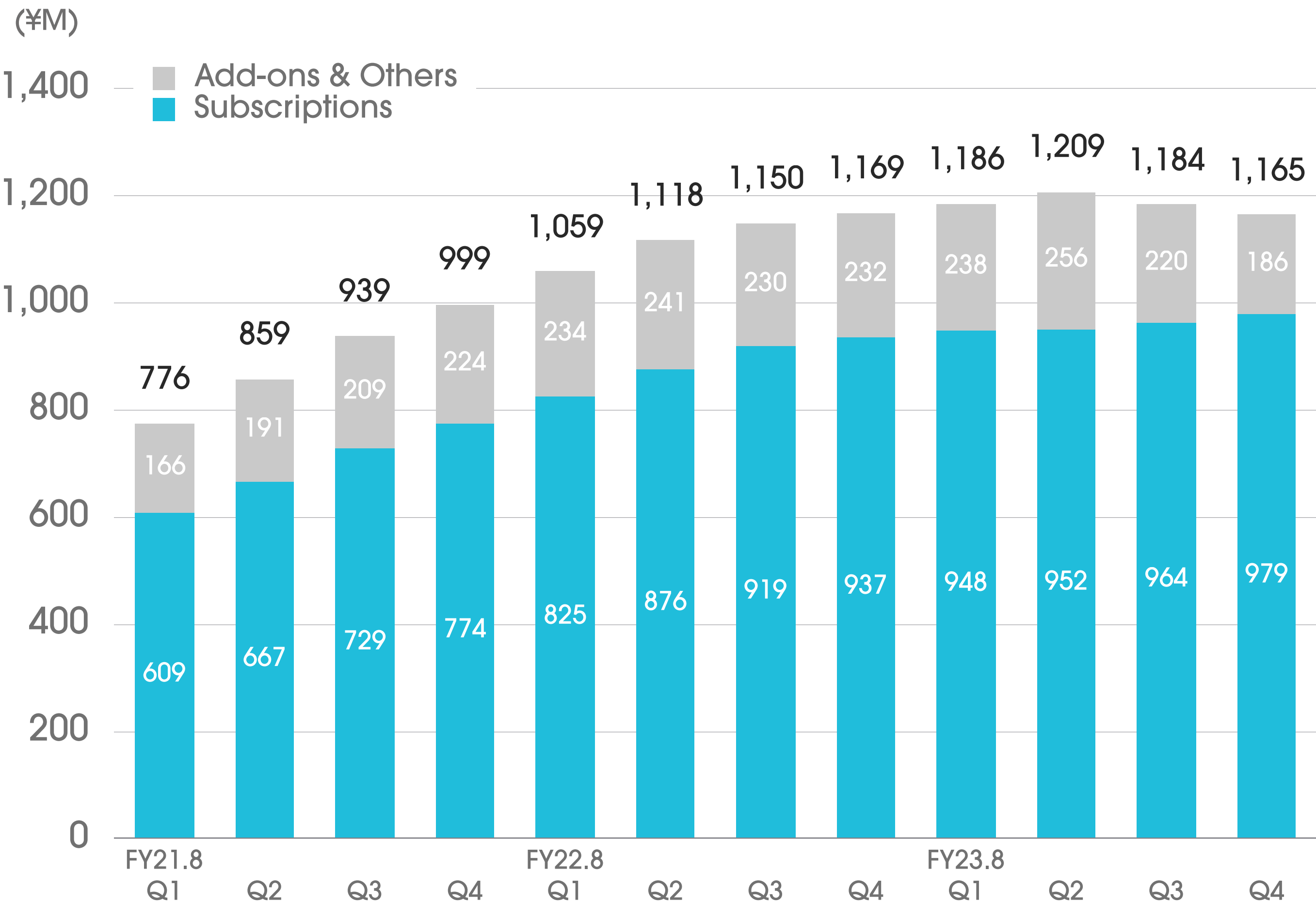
(¥M)	FY22.8 Q4	FY23.8 Q3	FY23.8 Q4	YoY	QoQ
Operating Revenue	1,169	1,184	1,165	-0%	-2%
Operating Profit	306	440	355	16%	-19%
(Margin)	26%	37%	30%	-	-
Ordinary Profit	304	436	345	13%	-21%
(Margin)	26%	37%	30%	-	-
Net Profit	166	265	239	44%	-9%
(Margin)	14%	22%	21%	-	-

# Subscriptions remained steady in QoQ

- Subscriptions growth has slowed down as new acquisitions remain at a consistent level

# Add-ons & Others declined after peaking in Q2

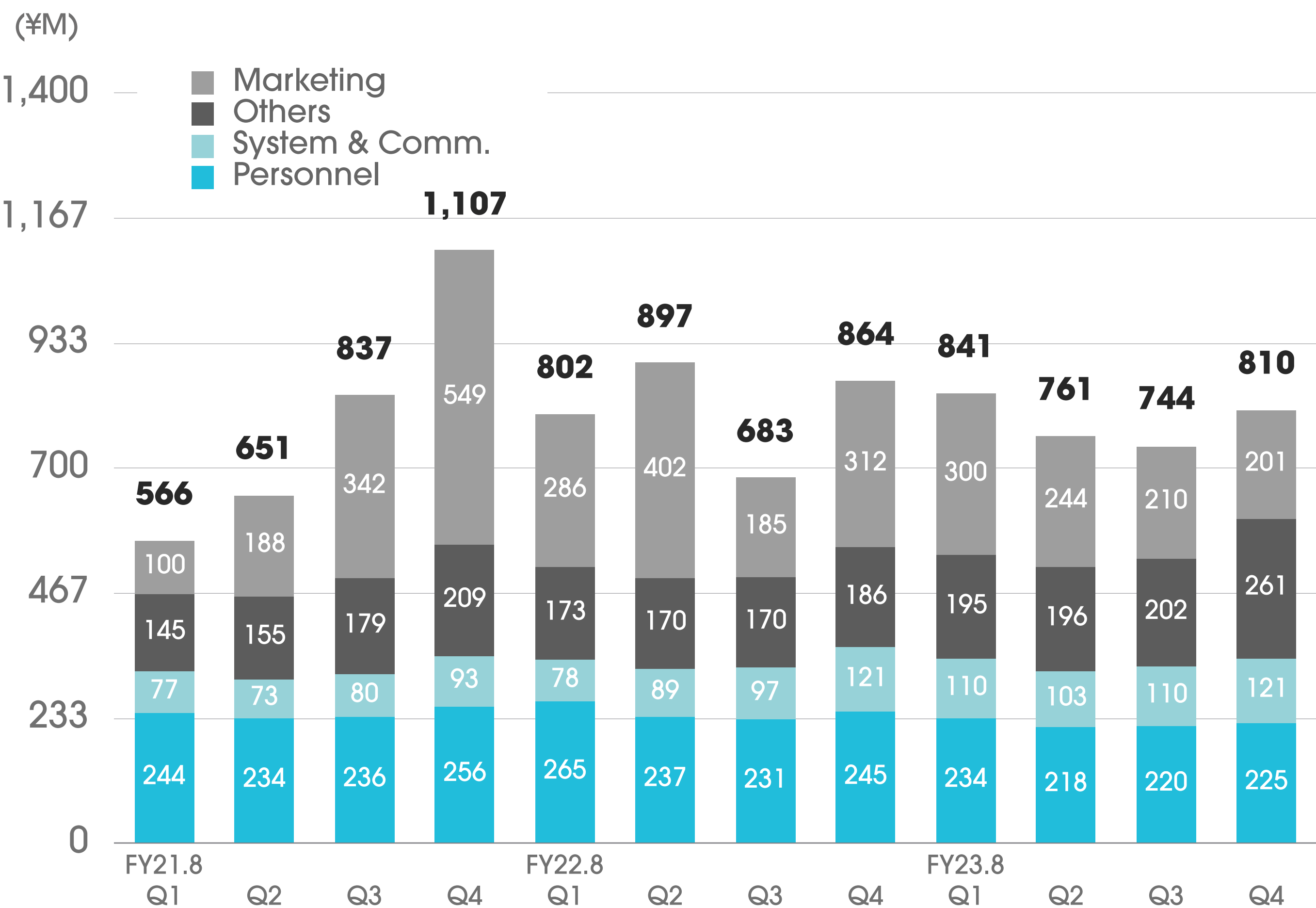
- Scout option sales, which account for the bulk of add-on sales, remained weak
- This is due to a delay in reinforcing the sales system, so we will fix that urgently



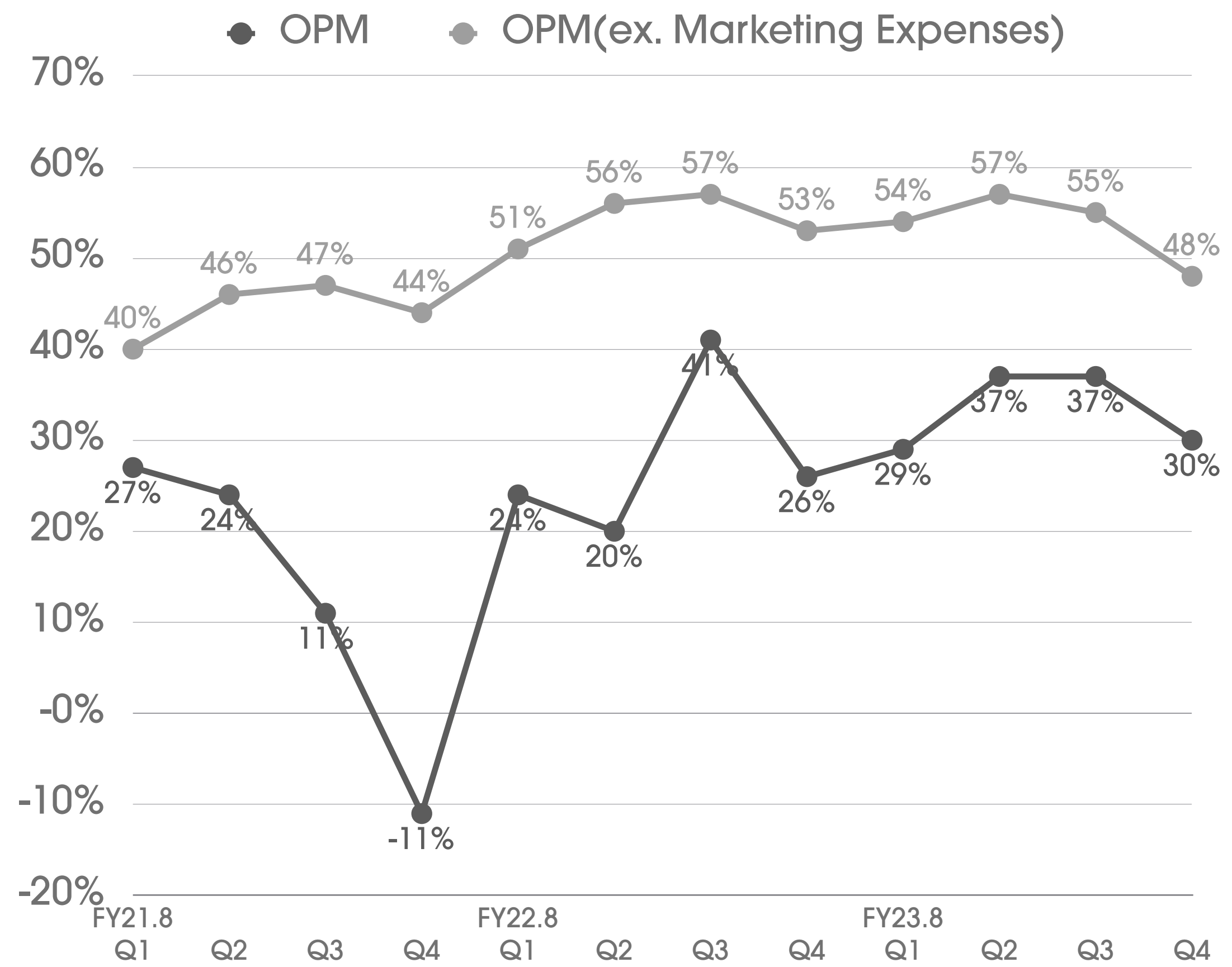
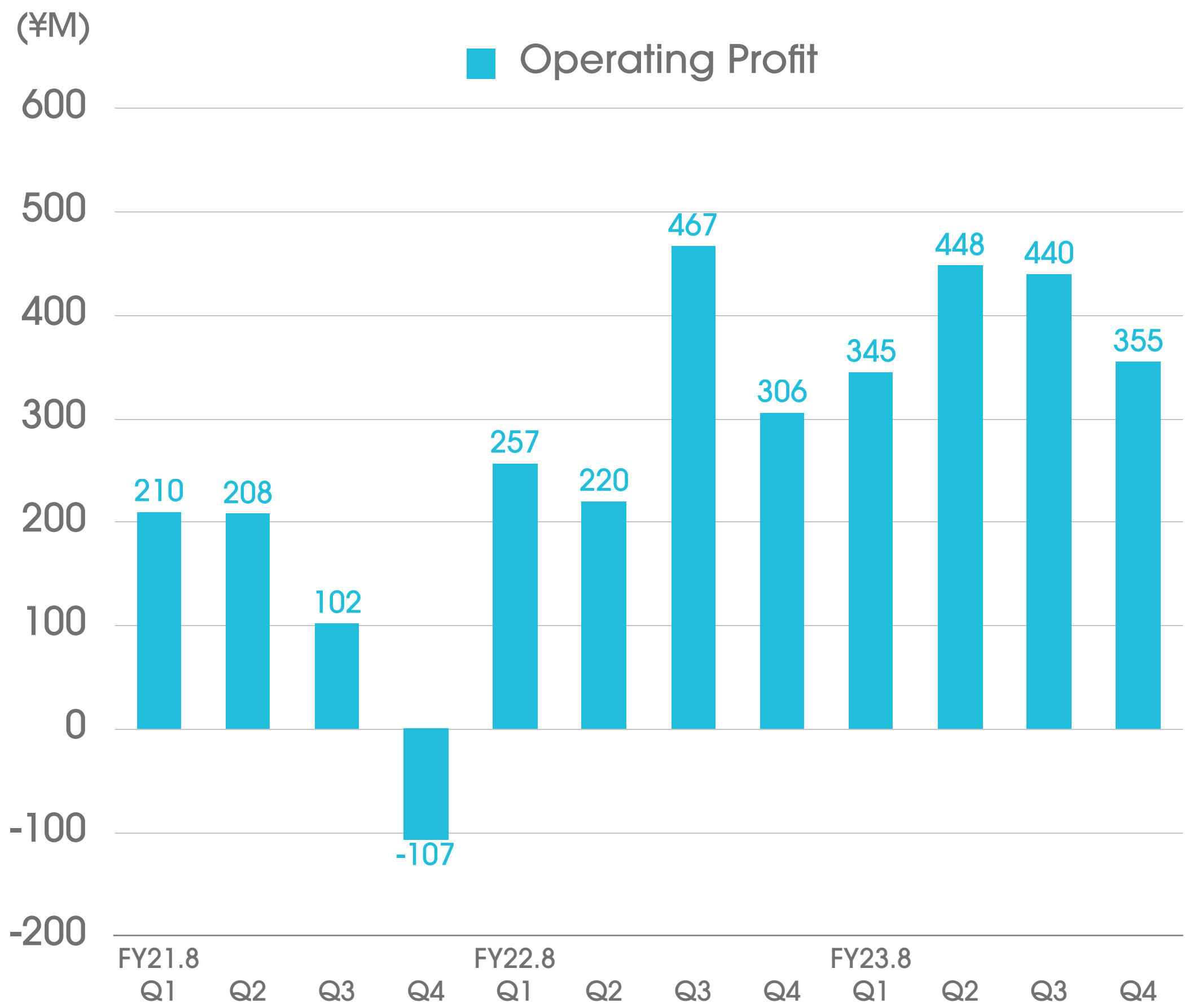


# Invested in new businesses in Q4

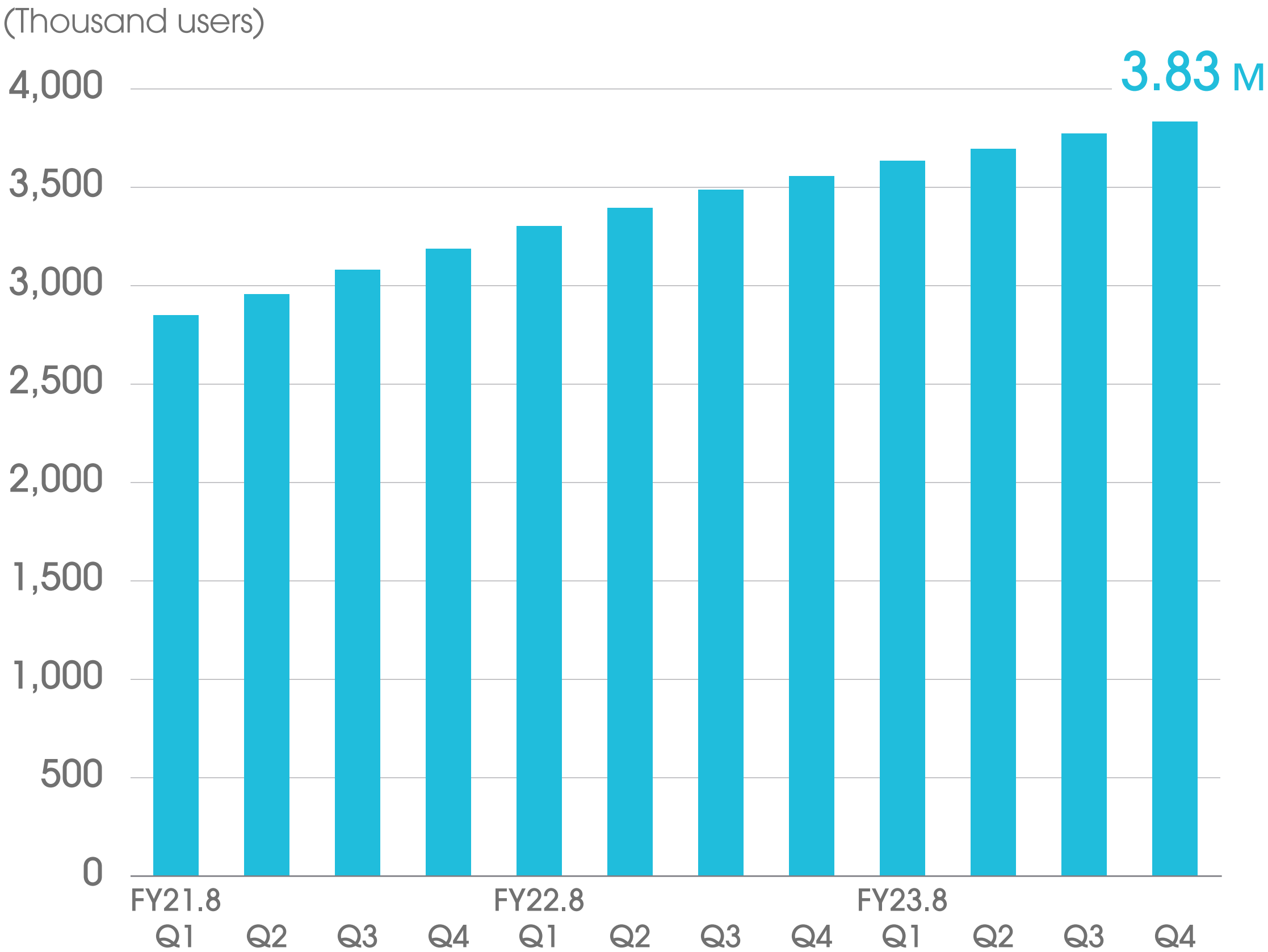
- Other expenses increased due to investment in new businesses
- We will continue investing in new businesses in the FY2024



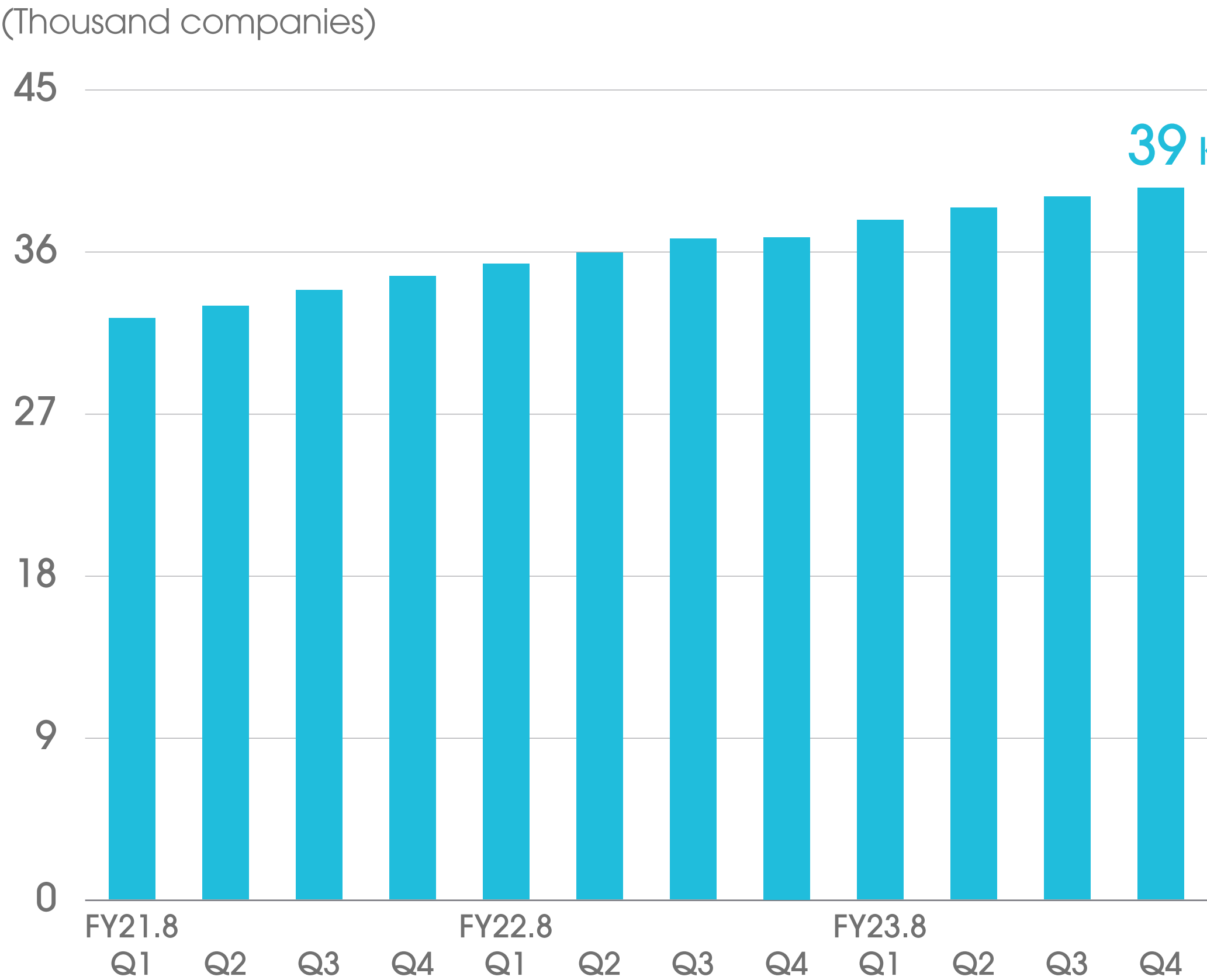
FY2023 Results | Operating Profit / OP Margin: Quarterly Trends



## Registered Users



## Registered Companies



\*"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

## Consolidated Balance Sheets

(¥M)	FY22.8	FY23.8
<b>Current assets</b>	3,282	<b>4,217</b>
Cash and deposits	2,753	<b>3,701</b>
Accounts receivable - trade	277	<b>266</b>
Other	251	<b>250</b>
<b>Non-current assets</b>	318	<b>282</b>
Property, plant and equipment	98	<b>89</b>
Other	220	<b>193</b>
<b>Total assets</b>	3,600	<b>4,499</b>
<b>Liabilities</b>	1,541	<b>1,346</b>
<b>Net assets</b>	2,059	<b>3,152</b>
Shareholders' equity	2,057	<b>3,145</b>

## Consolidated Statements of Cash Flows

(¥M)	FY22.8	FY23.8
<b>Operating cash flows</b>	1,218	<b>864</b>
Profit before income taxes	1,232	<b>1,562</b>
Depreciation	22	<b>26</b>
Income taxes paid	-160	<b>-689</b>
Other	125	<b>-34</b>
<b>Investing cash flows</b>	-21	<b>-14</b>
Purchase of property, plant and equipment	-16	<b>-15</b>
Other	-4	<b>0</b>
<b>Financing cash flows</b>	14	<b>92</b>
<b>Cash and cash equivalents</b>	2,753	<b>3,701</b>
<b>Free cash flows</b>	1,197	<b>850</b>

# Plan to implement dividend (first dividend)

- As part of shareholder returns, we paid a dividend of 20 yen per share
- We plan to continue paying stable dividends in the future

	FY22.8	FY23.8
The record date	—	<b>2023/8/31</b>
Dividends per share (¥)	—	<b>20</b>
Net income per share (¥)	—	<b>105</b>
Payout ratio (%)	—	<b>19%</b>
Total dividend amount (¥M)	—	<b>189</b>

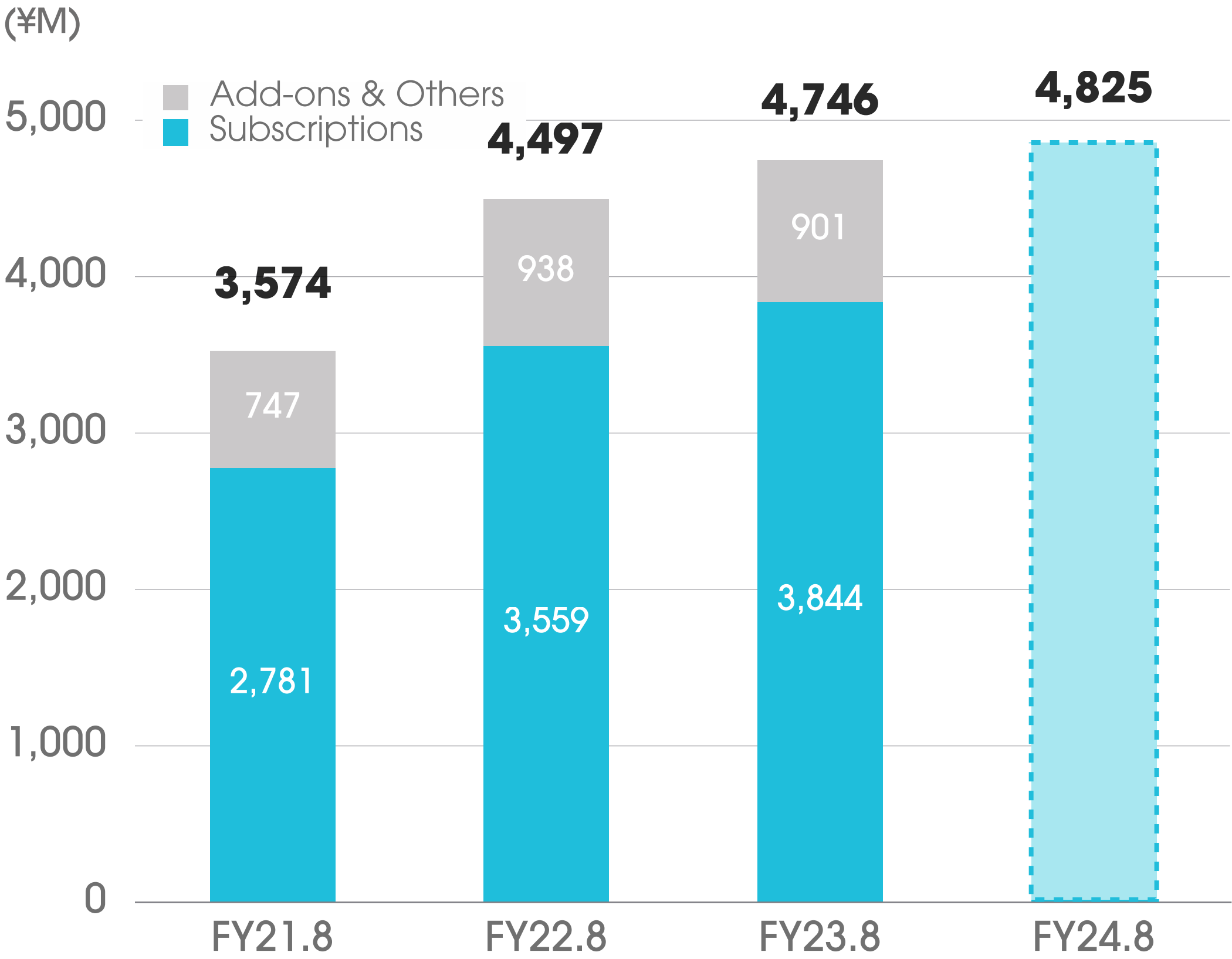
# FY2024 Guidance

# Expect increase in revenue and profit

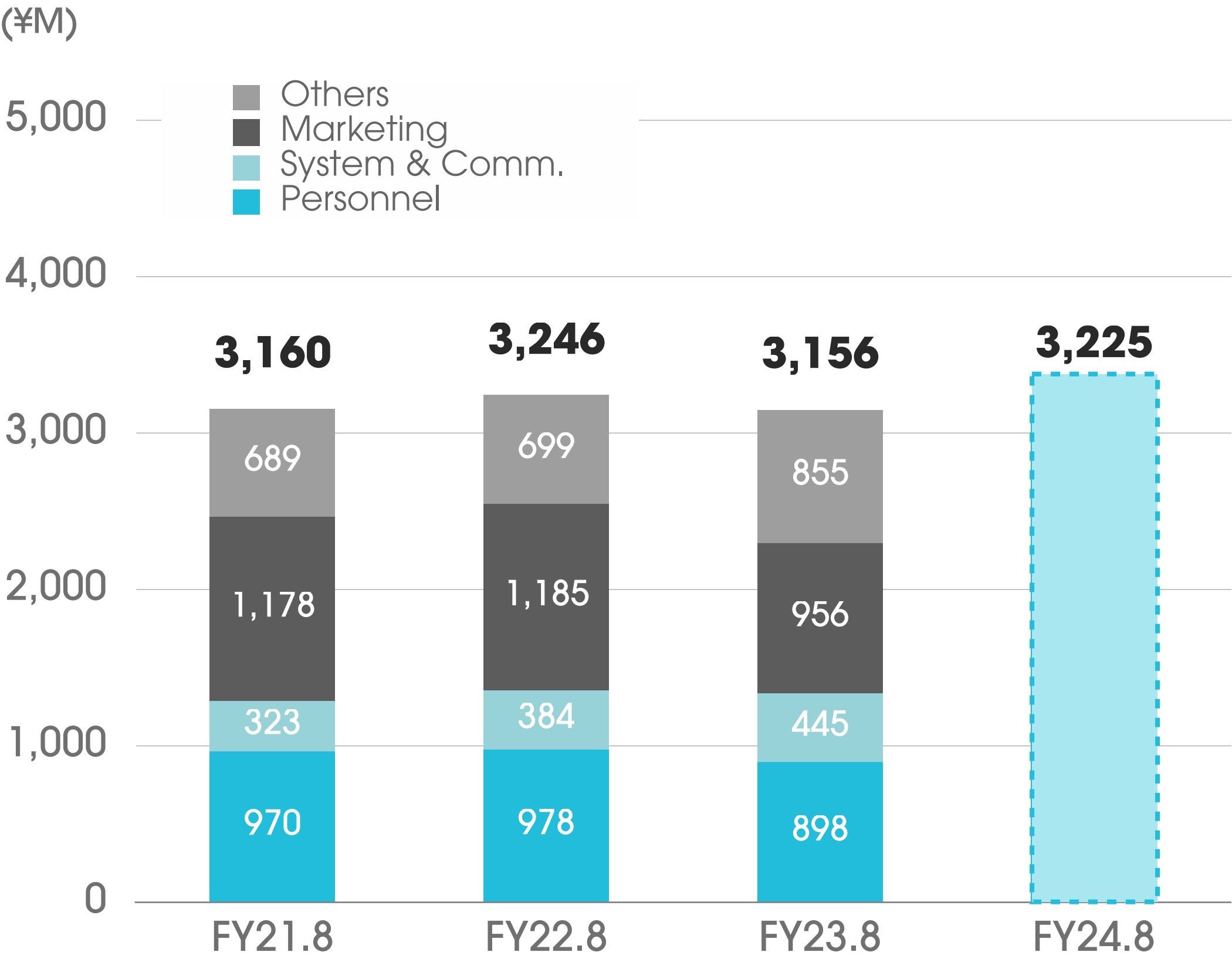
- Although the future of economic trends is uncertain, recruitment demand is expected to continue and new recruitment will remain stable
- On the other hand, it will take some time to rebuild the currently weak flow revenue and expand engagement revenue. So the sales growth rate is expected to be approximately 2%
- In order to achieve continuous sales growth, we will maintain the same level of profit as the previous year while investing in our sales structure and new business areas

(¥M)	FY23.8 (Results)	FY24.8 (Forecast)	YoY
Operating Revenue	4,746	<b>4,825</b>	2%
Operating Profit	1,589	<b>1,600</b>	1%
(Margin)	33%	<b>33%</b>	-
Ordinary Profit	1,564	<b>1,570</b>	0%
(Margin)	33%	<b>33%</b>	-
Net Profit	995	<b>1,000</b>	0%
(Margin)	21%	<b>21%</b>	-

## Revenue

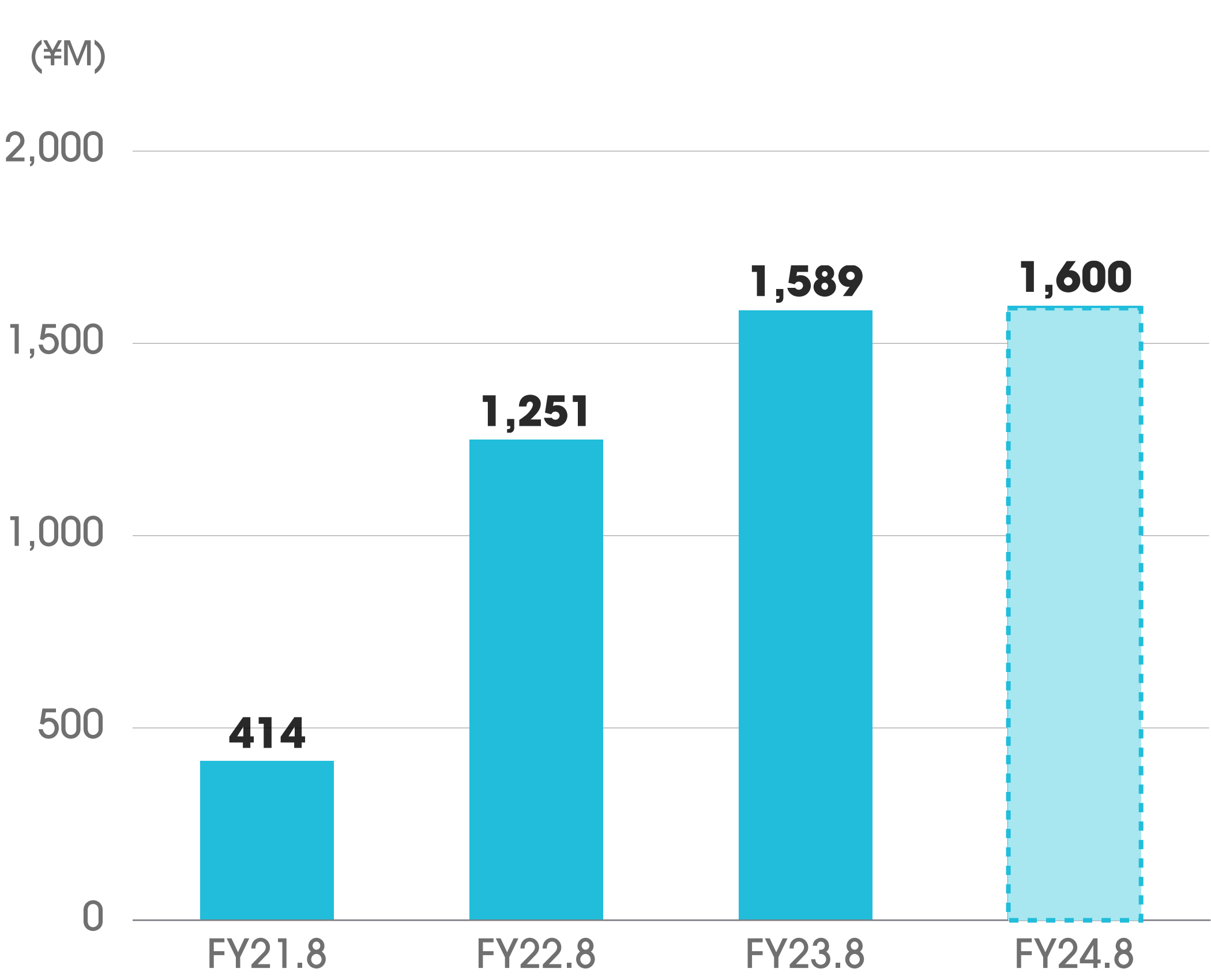


## SG&A

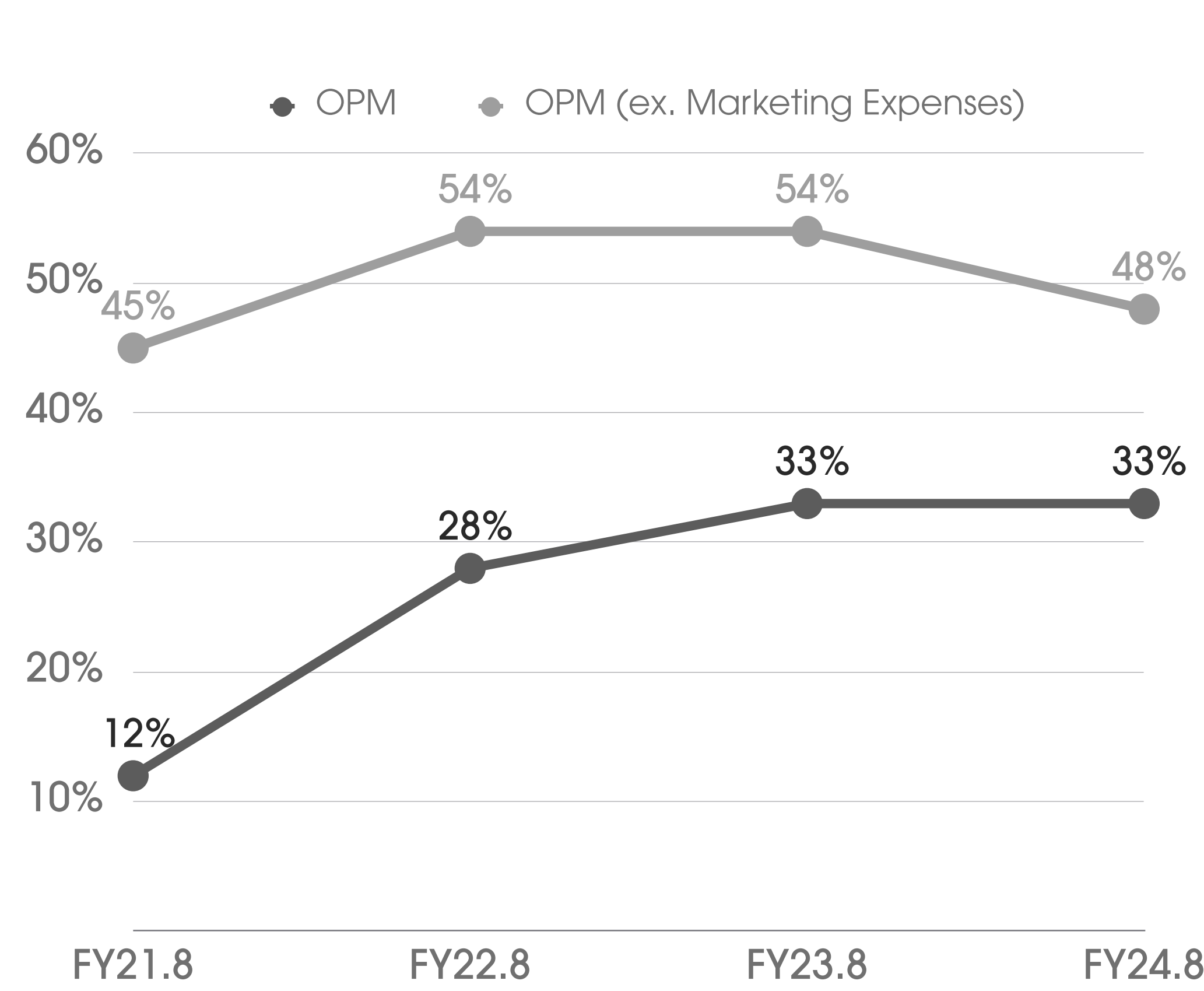




### Operating Profit



### Operating Profit Margin



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

Dividends forecast

	FY23.8	FY24.8
The record date	2023/8/31	2024/8/31
Dividends per share (¥)	20	20
Net income per share (¥)	105	105
Payout ratio (%)	19%	19%
Total dividend amount (¥M)	189	190

# Future Outlook



究極の適材適所により  
TO CONNECT PEOPLE WITH THE  
RIGHT OPPORTUNITIES,  
**CREATING 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



— Focus Product

## **Reinforce Visit Business Structure**

- Sales growth decelerated during the latter half of FY23, attributed to slower growth in the number of paying companies and a decrease in option sales
- The deceleration in growth resulted from delays in fortifying the sales structure to align with the recovery in recruitment demand following the easing of COVID-19's impact

## **Accelerate New Business Development**

- Currently investing in new business areas centered on Perk
- New functions for Visit are being developed and will be released in due course
- Although a short-term contribution to company-wide sales is not expected, we will create businesses that can drive growth over the medium to long term



## Wantedly VISIT

iOS, Android and Web

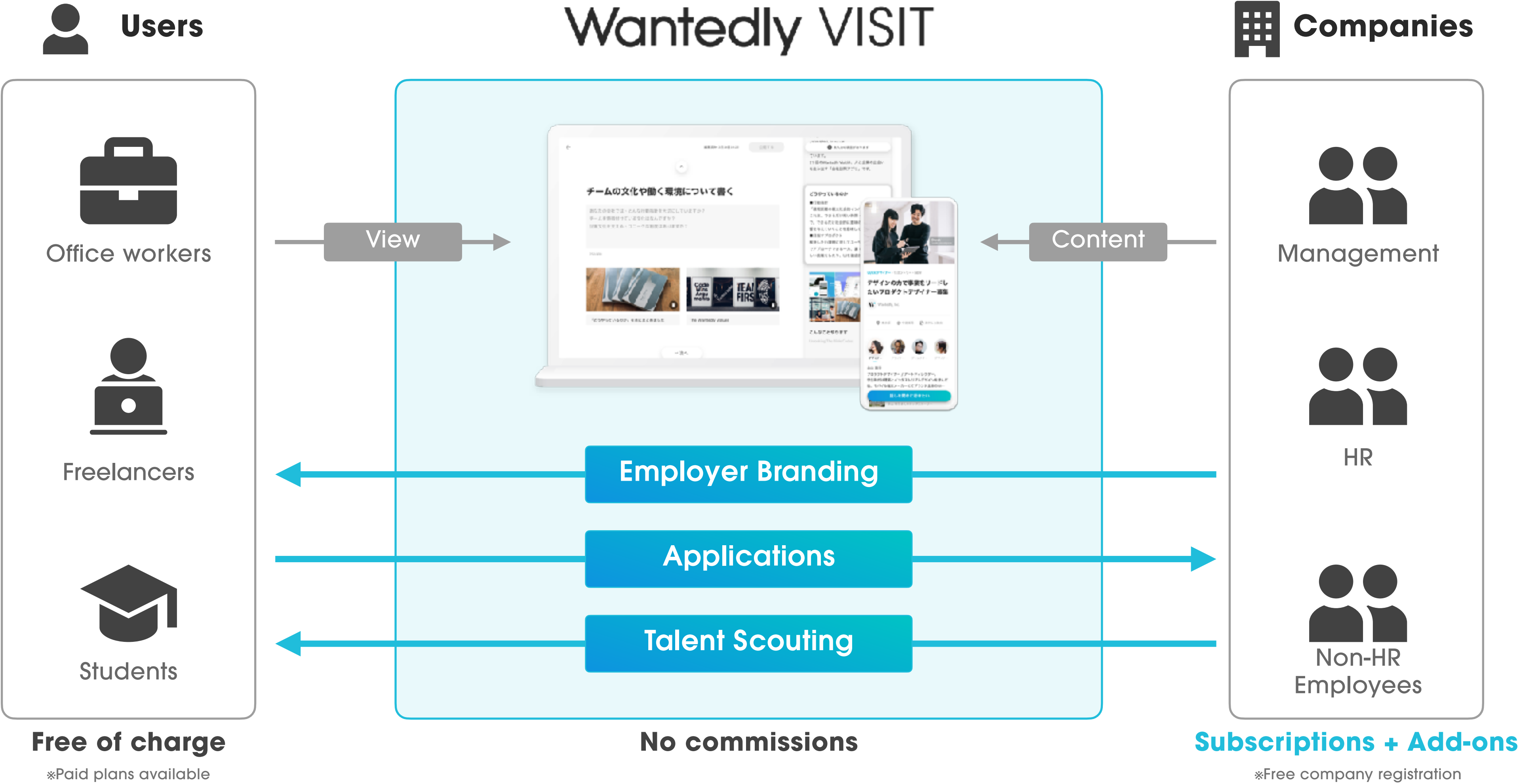
# Easily arrange company visits

## 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!”

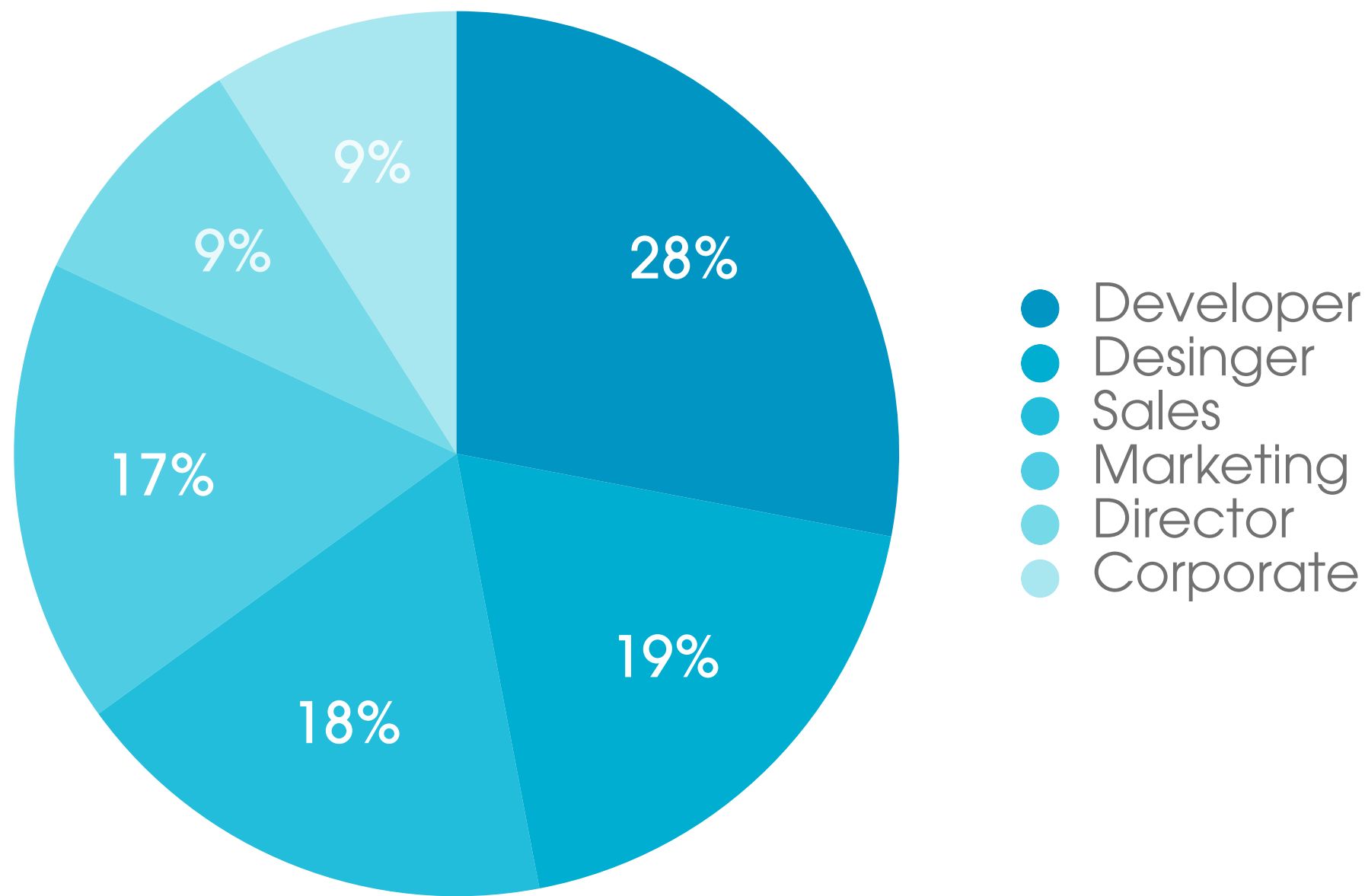
- Enable individuals and companies to meet in a more casual setting



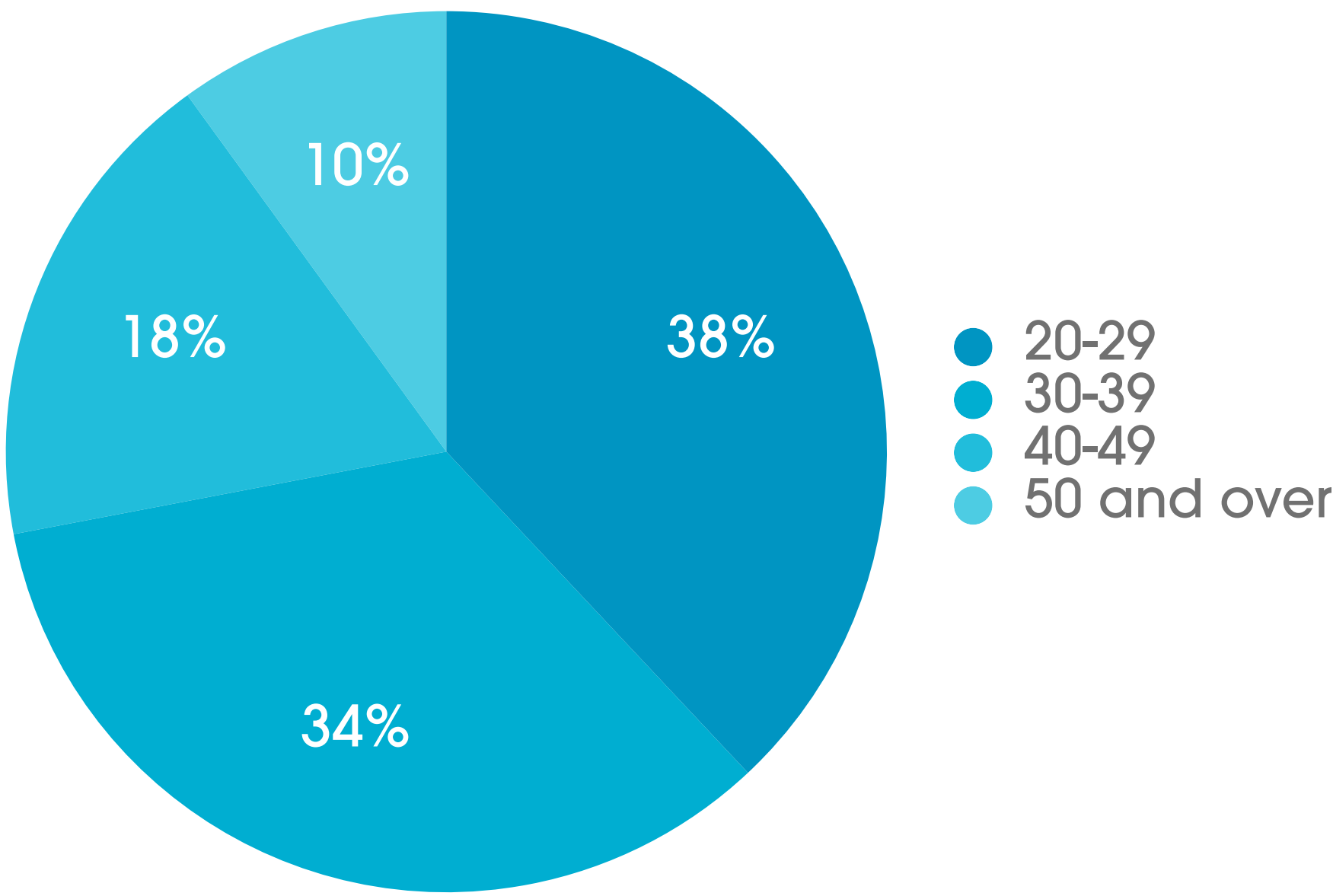


# Our strength is with millennials, Generation Z, and the growing web industry

Occupation

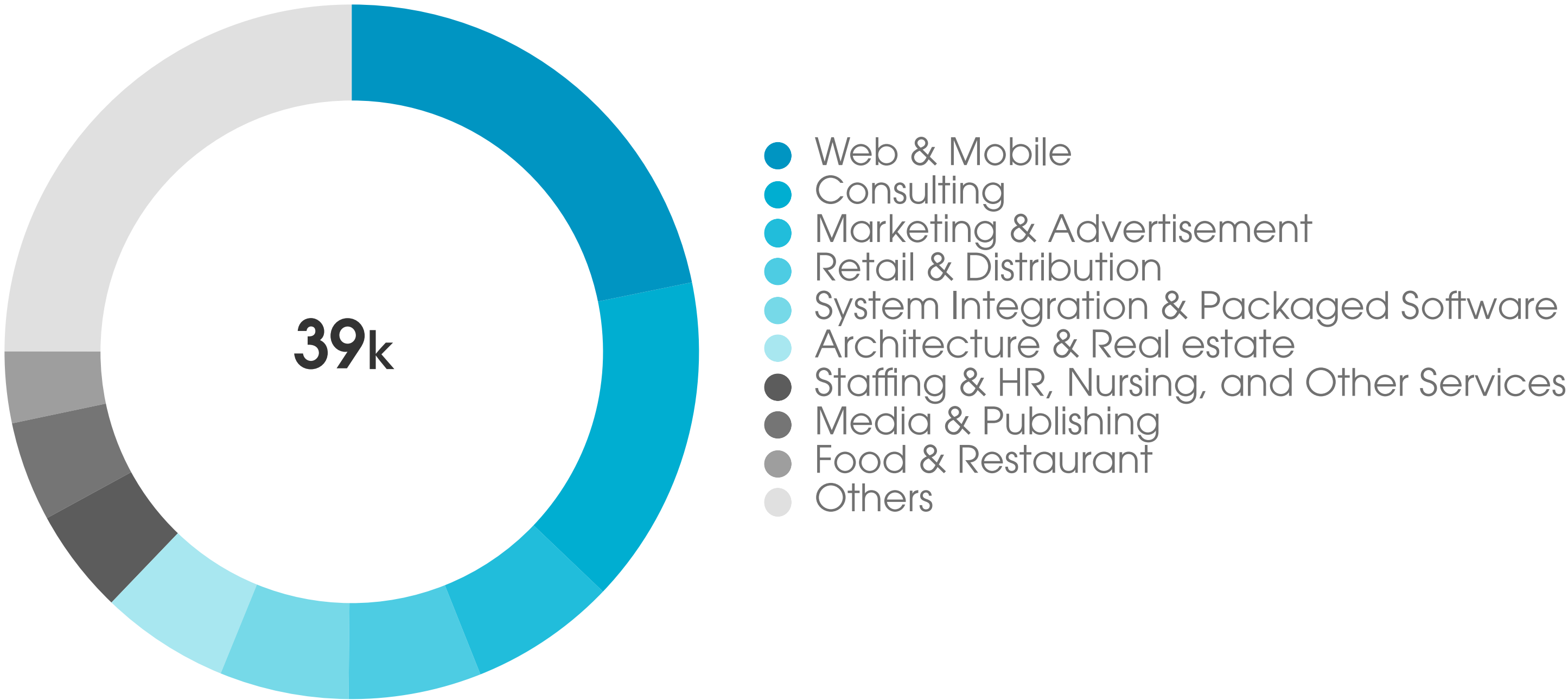


Age



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

Companies by industry



# Recover our customer acquisition capabilities through a strengthened sales structure

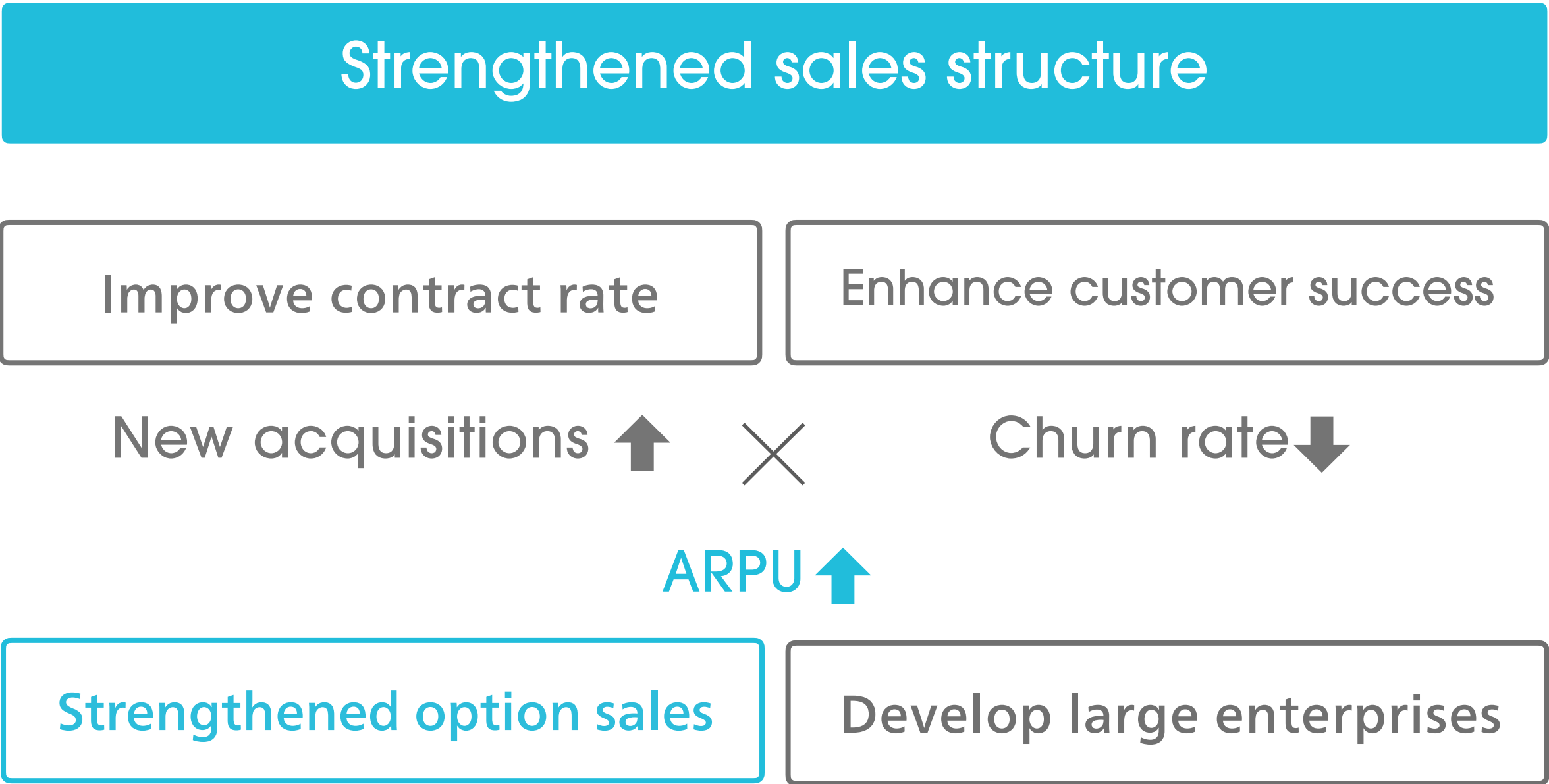
## KPI

### 1 Number of Paid Companies

- Expect that new acquisitions and cancellations will stabilize and remain flat over the next year
- Reinforce sales structure to leverage both acquisitions and cancellations to achieve recover customer acquisition capabilities

### 2 Number of Companies with Options

- Currently, some clients who do not utilize options
- Improve sales propositions for options feature with the aim of increasing ARPU





# ENGAGEMENT SUITE

Perk, Pulse, Story

## 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



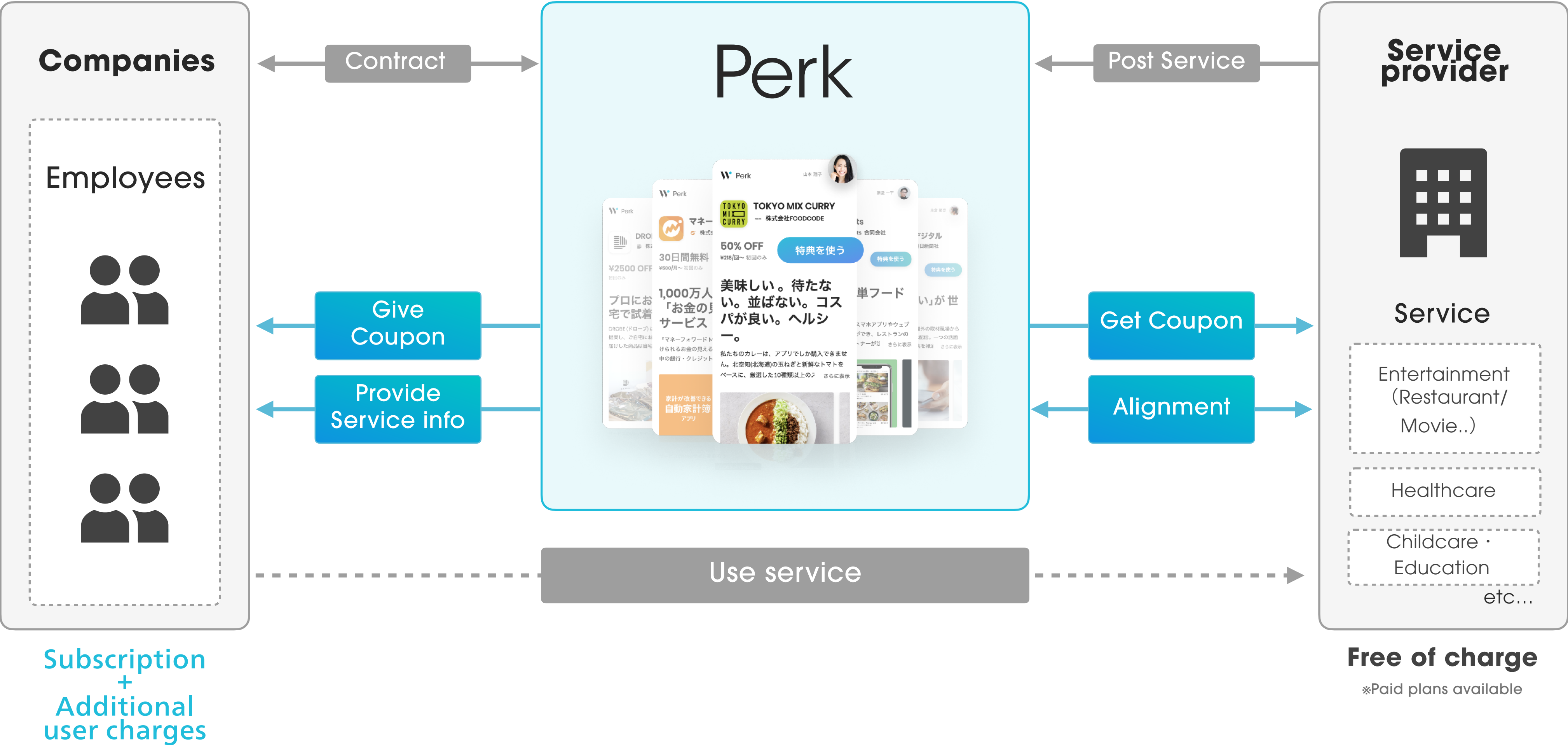
# Perk

Employee Perks

## 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



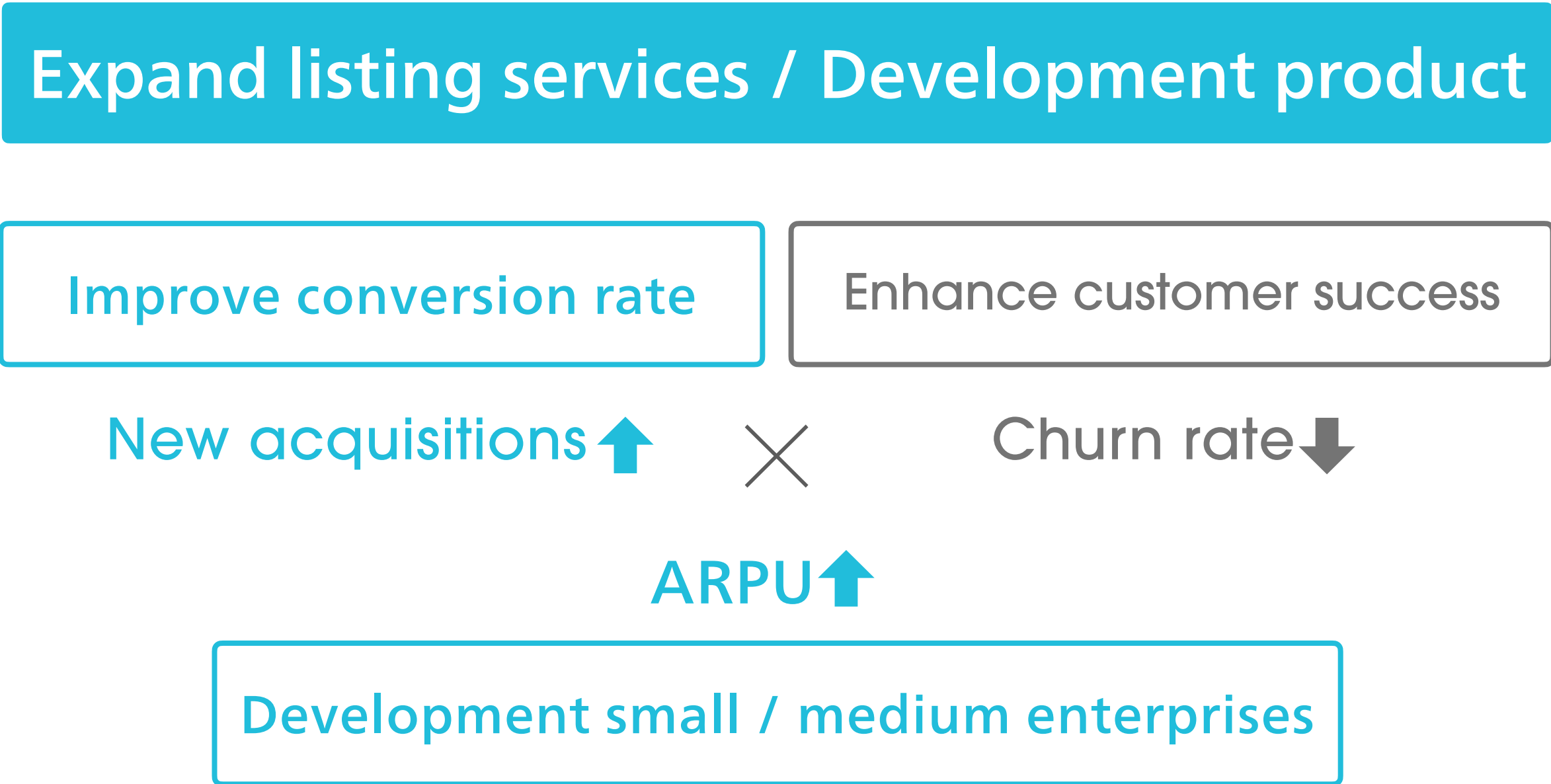


# Continue to expand our high-quality listing services and expand our customer base

## KPI

### New Orders

- As a result of our implemented measures, utilization rates within client companies have increased
- We aim to increase the number of new orders by leveraging the high product utilization rate



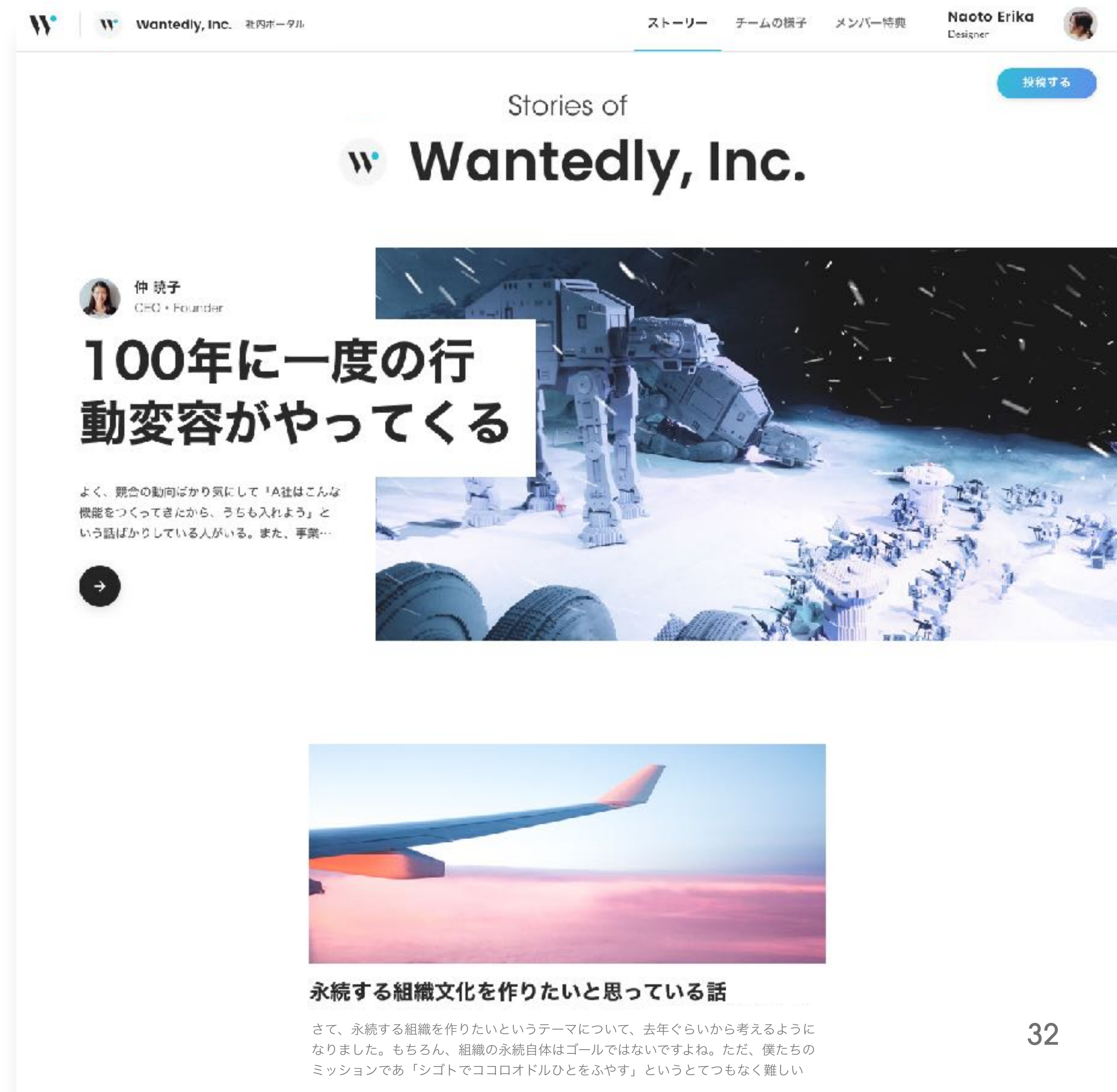


# Story

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



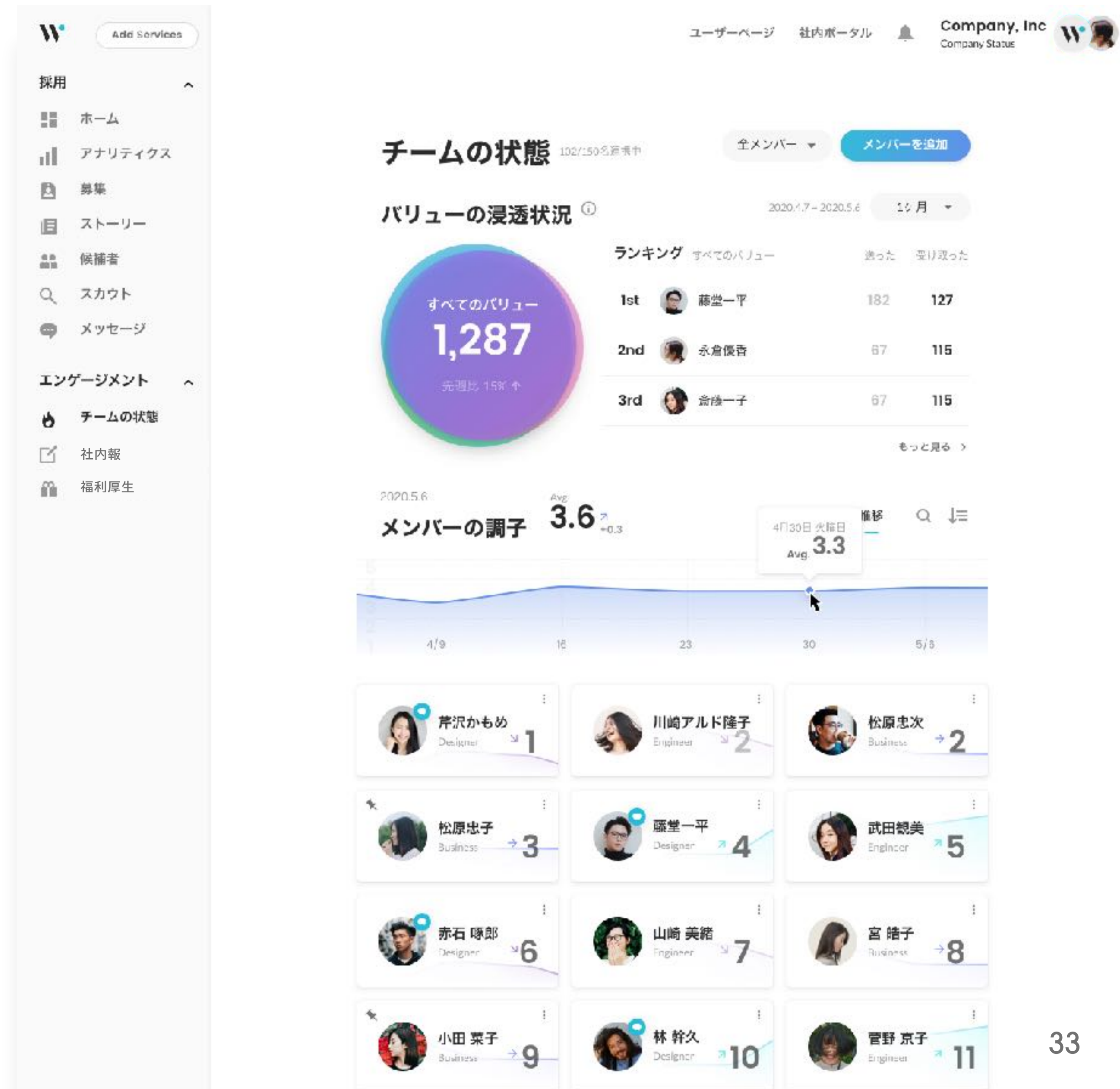


# Pulse

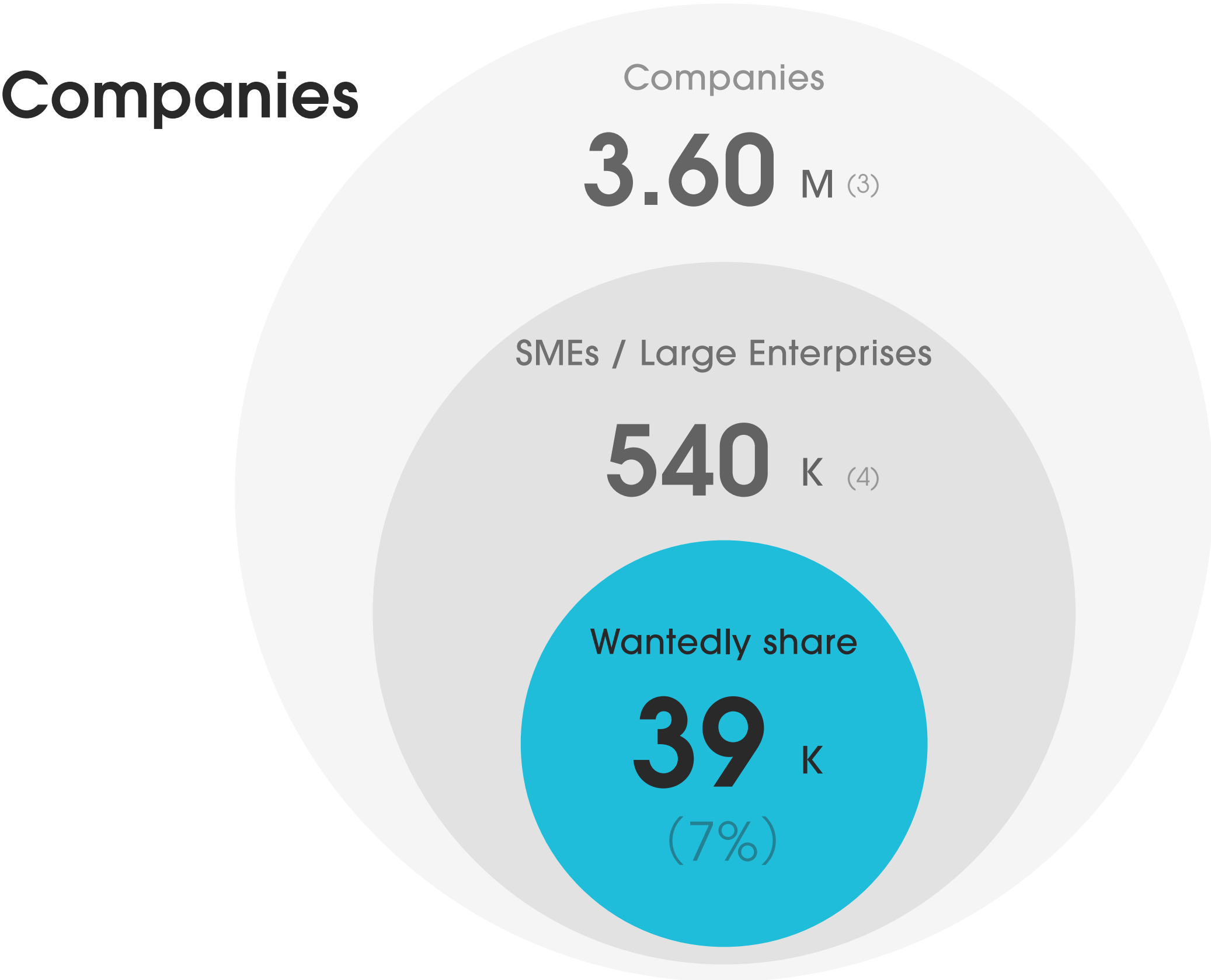
Team Management

**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

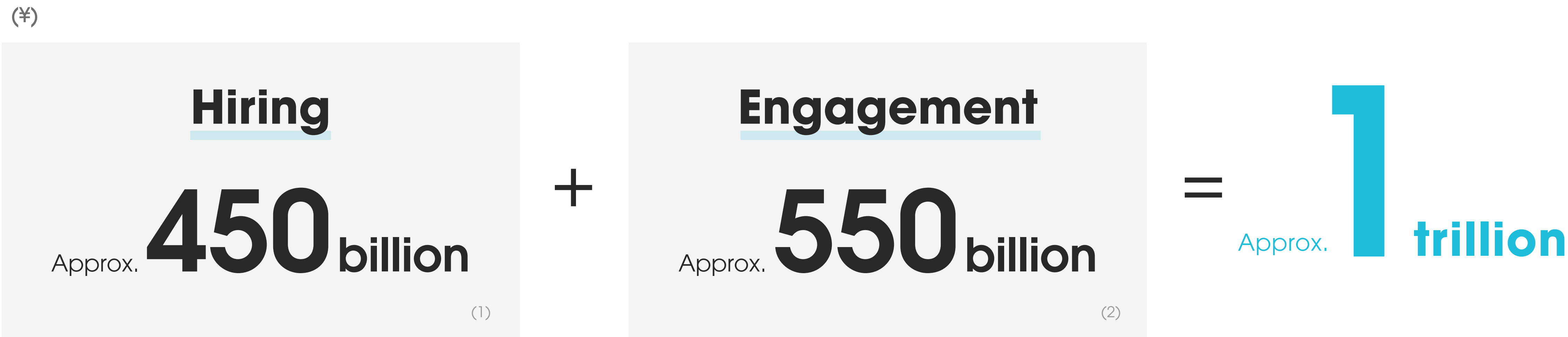


# Maximize utilization of our current user/customer base



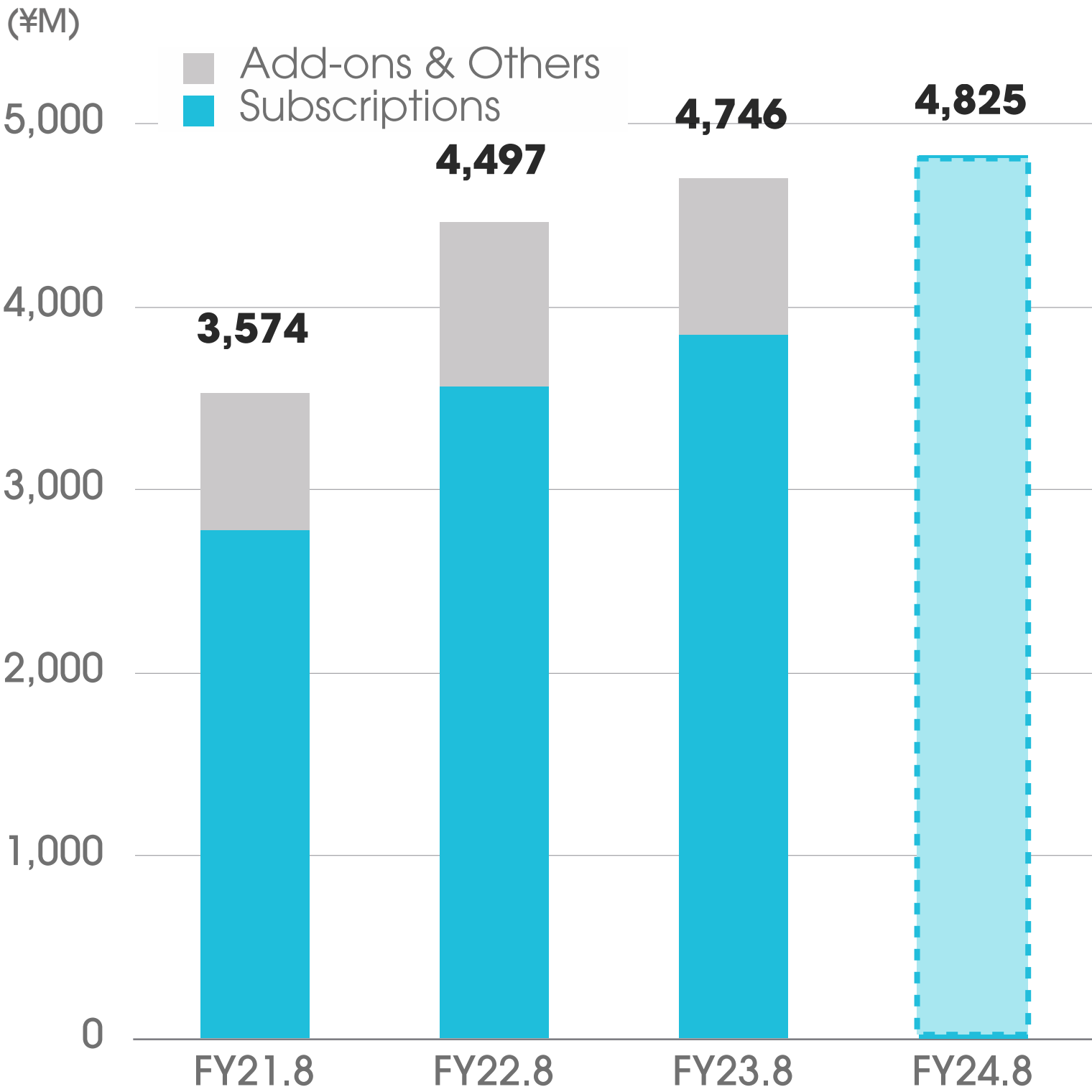
Sources: (1) "Labor Survey," Ministry of Internal Affairs and Communications;  
(2) (4) Figures excluding small-scale operators from "Number of SMEs and Offices," The Small and Medium Enterprise Agency;  
(3) "Economic Census and Activity Survey," Ministry of Internal Affairs and Communications

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



We support the Sustainable Development Goals

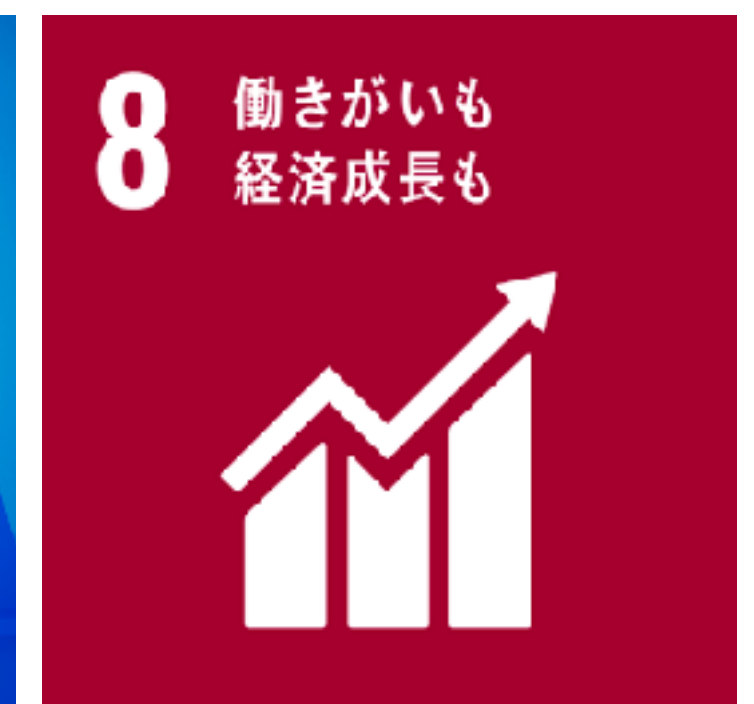
## Supporting Student Career Development

We are dedicated to assisting recent graduates in discovering their passion within their work. In pursuit of this goal, we implemented the #Career Vision Direct Internship event, designed to guide recent graduates in shaping their career vision while navigating the job hunting process.



## 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



Risk	Countermeasures
Revenue concentration in specific services	<p>The Wantedly Group primarily derives its revenue from system usage fees for management of recruitment information on “Wantedly Visit,” leading to a high level of revenue concentration. As stated above, if revenue from the use of “Wantedly Visit” declines due to factors such as heightened competition with other media in the job seeking sector, the Wantedly Group’s business results may be affected significantly.</p> <p>In view of such risks, the Wantedly Group is working to reduce its dependent on this service by creating multiple monetization points in among various corporate social networking services.</p>
Effect of trends in the hiring market on business results	<p>Revenue primarily consists of system usage fees from companies planning hiring activities, and fluctuations in business results owing to personnel plans at hiring companies may have an impact. In operating this service, we recognize these changes in hiring needs at fiscal year-ends and times of seasonal hiring, but fluctuations significantly higher or lower than our forecasts may have an effect on the Wantedly Group’s business results. Additionally, as the services are easily susceptible to trends in the hiring market and employment environment, positive or negative changes in related markets may have an impact on our business results.</p> <p>In view of such risks, the Wantedly Group is working to reduce its dependent on this service by creating multiple monetization points in among various corporate social networking services.</p>
About personal information protection	<p>Because our group acquires personal information written on job applicants' application information and business cards, we are obligated to act as a business handling personal information as stipulated by the Act on the Protection of Personal Information. Our group considers the management of personal information to be an important matter in business operations, in order to prevent personal information from leaking outside, as well as from inappropriate use and falsification. We limit the number of employees who have access to personal information, and We comply with this law, related laws and regulations, and related guidelines that apply to our company, and actively work to protect personal information by establishing proper management regulations and thorough in-house training for all employees. Masu. However, the possibility of leakage, falsification, unauthorized use, etc. of personal information held by our group cannot be completely eliminated. Therefore, if such a situation were to occur, it could have a material impact on the Group's business and performance due to the burden of considerable costs to take appropriate measures, claims for damages to the Group, or loss of trust in the Group. There is a possibility. In light of these risks, we have acquired an ISMS (Information Security Management System) and operate it internally, as well as repeatedly conducting employee training, and take thorough measures to manage this information.</p>
Organizational structure and securing and developing human resources	<p>Our group's policy is to train and hire employees and enhance our business execution system in accordance with future business development. However, if we do not proceed as planned in securing human resources, or if these measures do not proceed as planned due to some reason, such as employees leaving the company, the Group's business and performance may be affected. In light of these risks, our group continues to promote the construction of an attractive human resources system, creating an environment where employees can take on challenges and grow through business growth, so that employees can work comfortably and with satisfaction. I'll take care of him.</p>
Dependence on CEO	<p>CEO Akiko Naka is the Wantedly Group’s founder, and has served as CEO since its founding. She has a wealth of experience and knowledge in areas such as internet-related businesses and web marketing, and serves an integral role in determining and executing management policies and business strategies. If for some reason she is unable to continue serving in the Wantedly Group’s operations, this may have an effect on our businesses and business results.</p> <p>In view of such risks, the Wantedly Group is moving forward with efforts to ensure that it is not over dependent on CEO by sharing information among executives and upper management in committees such as the Board of Directors, and strengthening the management organization.</p>

\*Please see “Business Risks” in the Securities Report for other risks

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.

The “Materials on Business Plans and Matters Related to High Growth Potential” are scheduled to be updated around October following the fiscal year-end.