

Wantedly, Inc.

# **FY2024 Q1 Financial Results**

January 12, 2024

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# Highlights

## Results

- Operating revenue reached 1,168million yen (YoY-1%)
- Operating profit reached 394 million yen (YoY+14%)

## 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.
- Expect to see a renewed growth trend from FY24Q3 onward by strengthening the sales structure.

# FY2024 Q1 Results

# Operating Rrevenue maintained flat QoQ

- Both flow and stock revenues remained at the same level as in the previous quarter.

# Operating Profit Increased QoQ

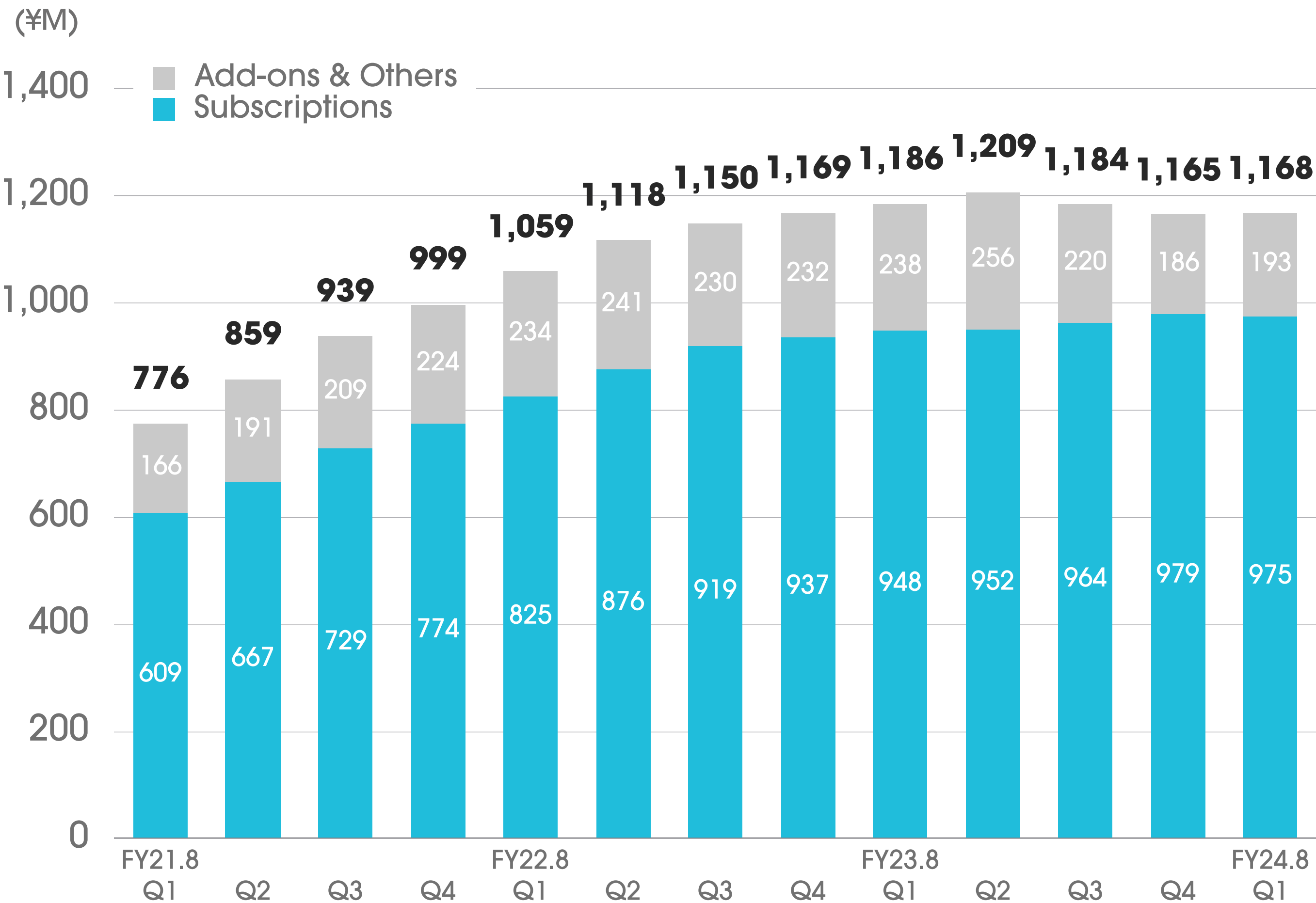
- Maintained high profit margins.

(¥M)	FY23 Q1	FY23 Q4	FY24 Q1	YoY	QoQ
Operating Revenue	1,186	1,165	<b>1,168</b>	-1%	0%
Operating Profit	345	355	<b>394</b>	14%	11%
(Margin)	29%	30%	<b>34%</b>	-	-
Ordinary Profit	340	345	<b>389</b>	14%	13%
(Margin)	29%	30%	<b>33%</b>	-	-
Net Profit	221	239	<b>242</b>	9%	1%
(Margin)	19%	21%	<b>21%</b>	-	-

\*Forecast disclosed on August 18, 2023

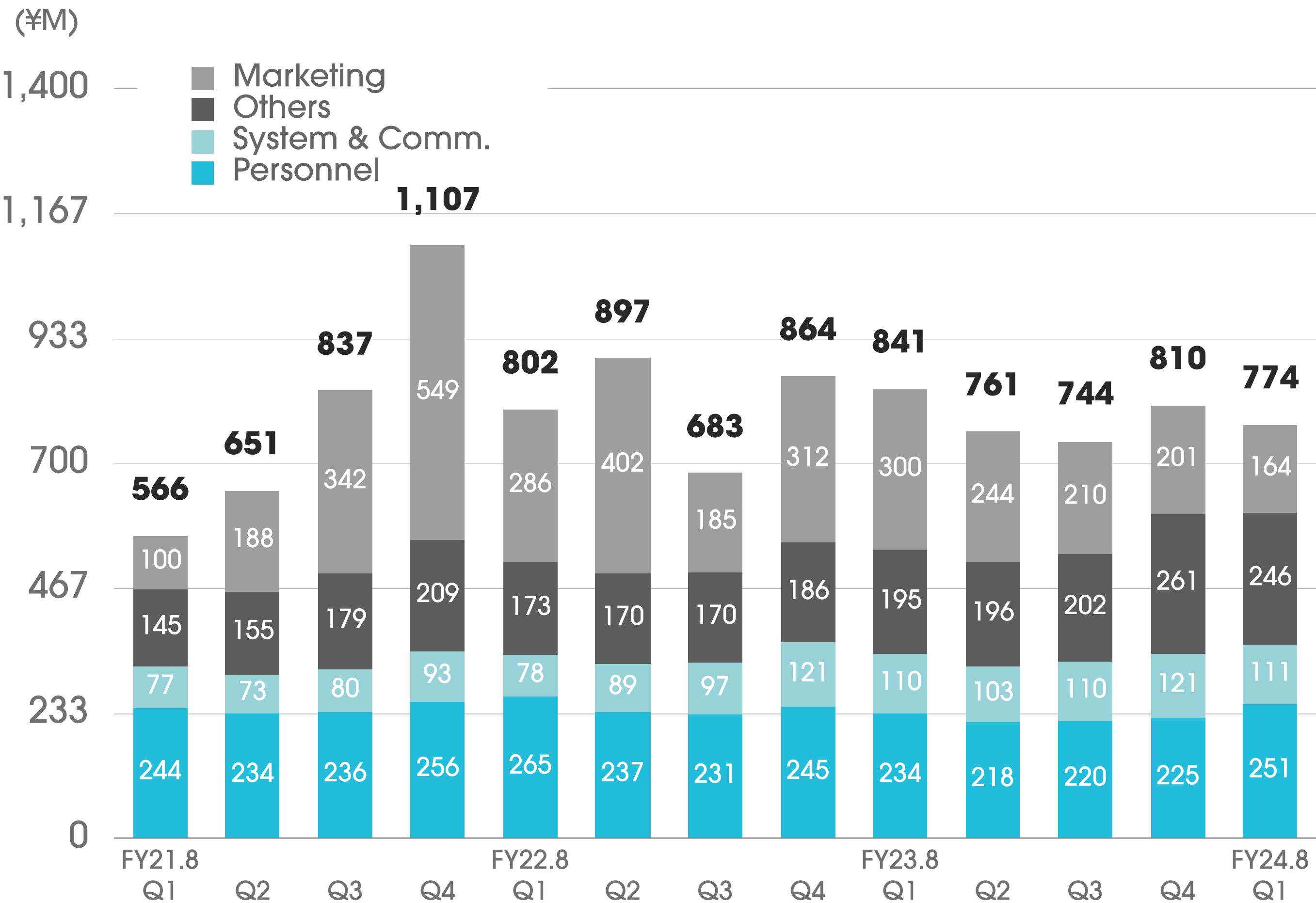
# Subscriptions remained steady in QoQ

- Subscriptions growth has remained flat as new acquisitions remain at a consistent level.



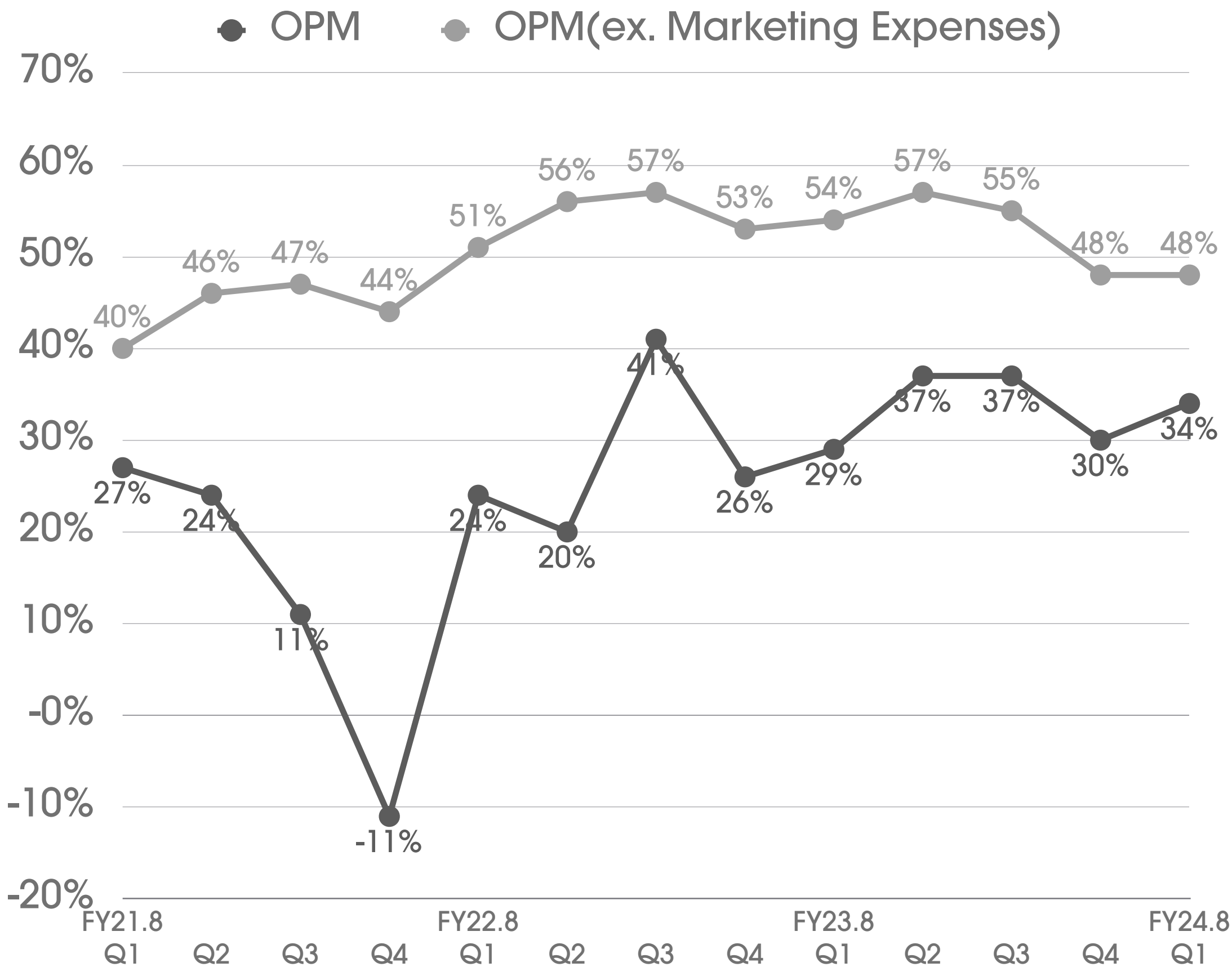
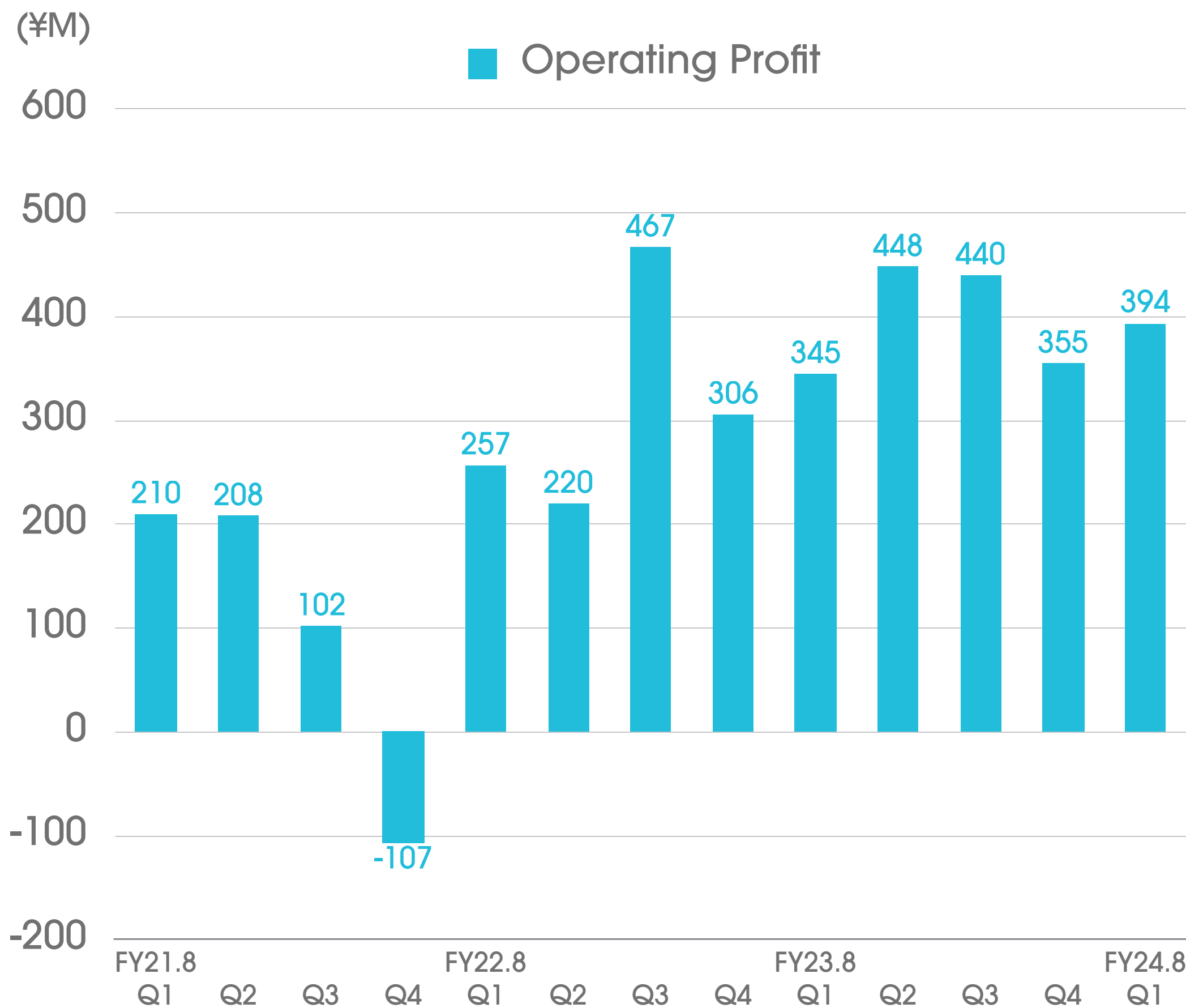
# Personal expenses increased in Q1

- Personnel expenses increased due to an increase in personal to strengthen the sales structure.

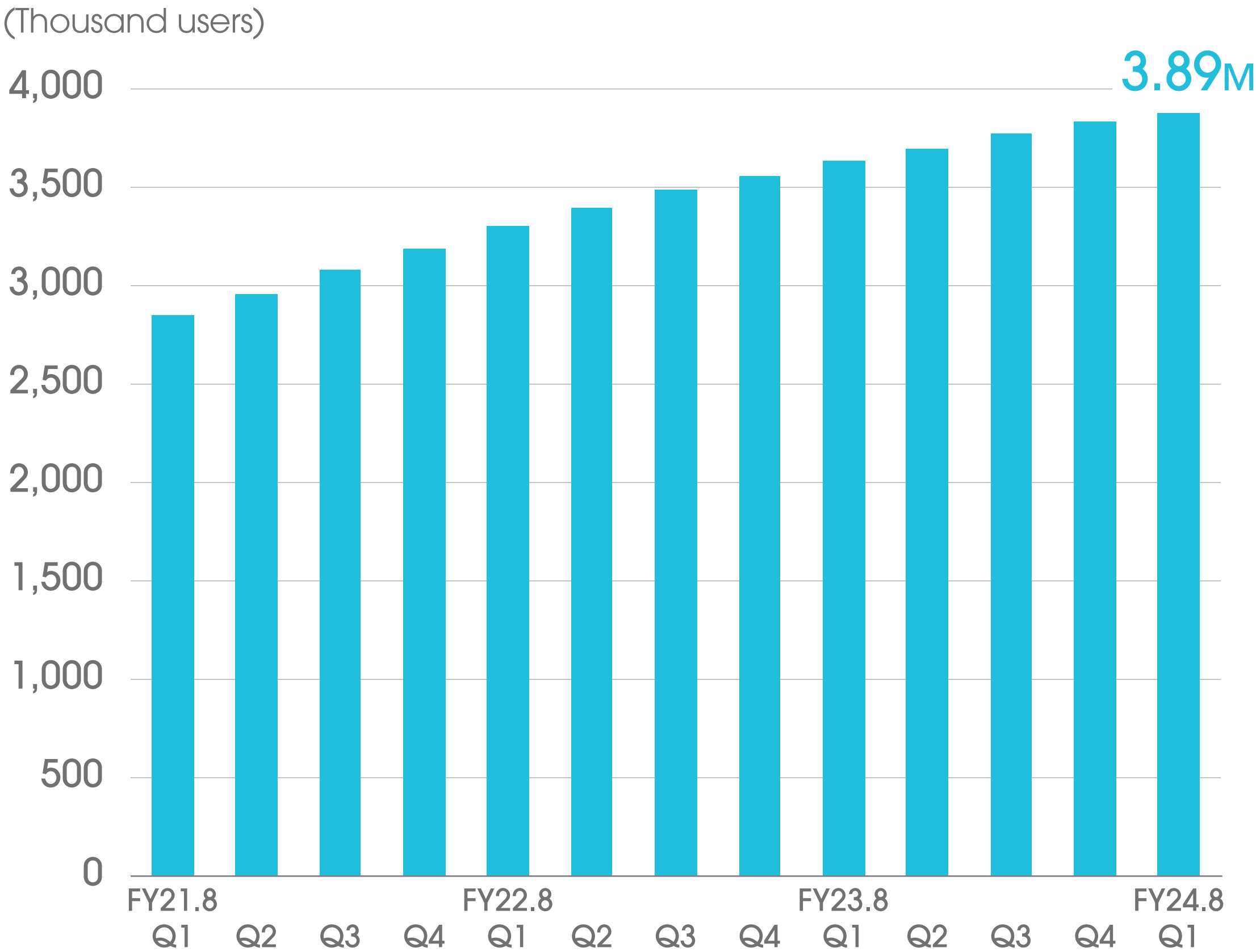




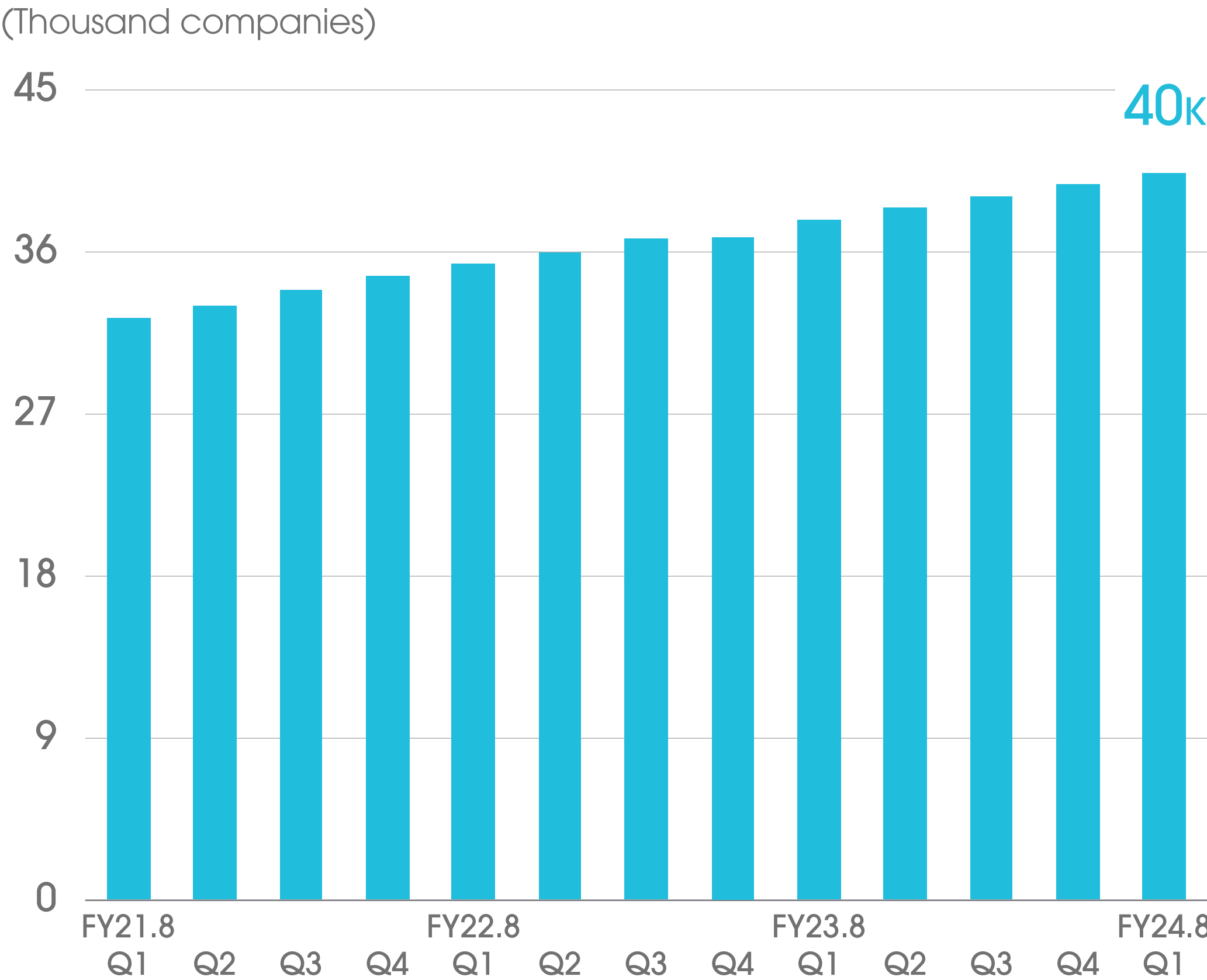
FY2024 Q1 Results | Operating Profit / OP Margin: Quarterly Trends



## 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

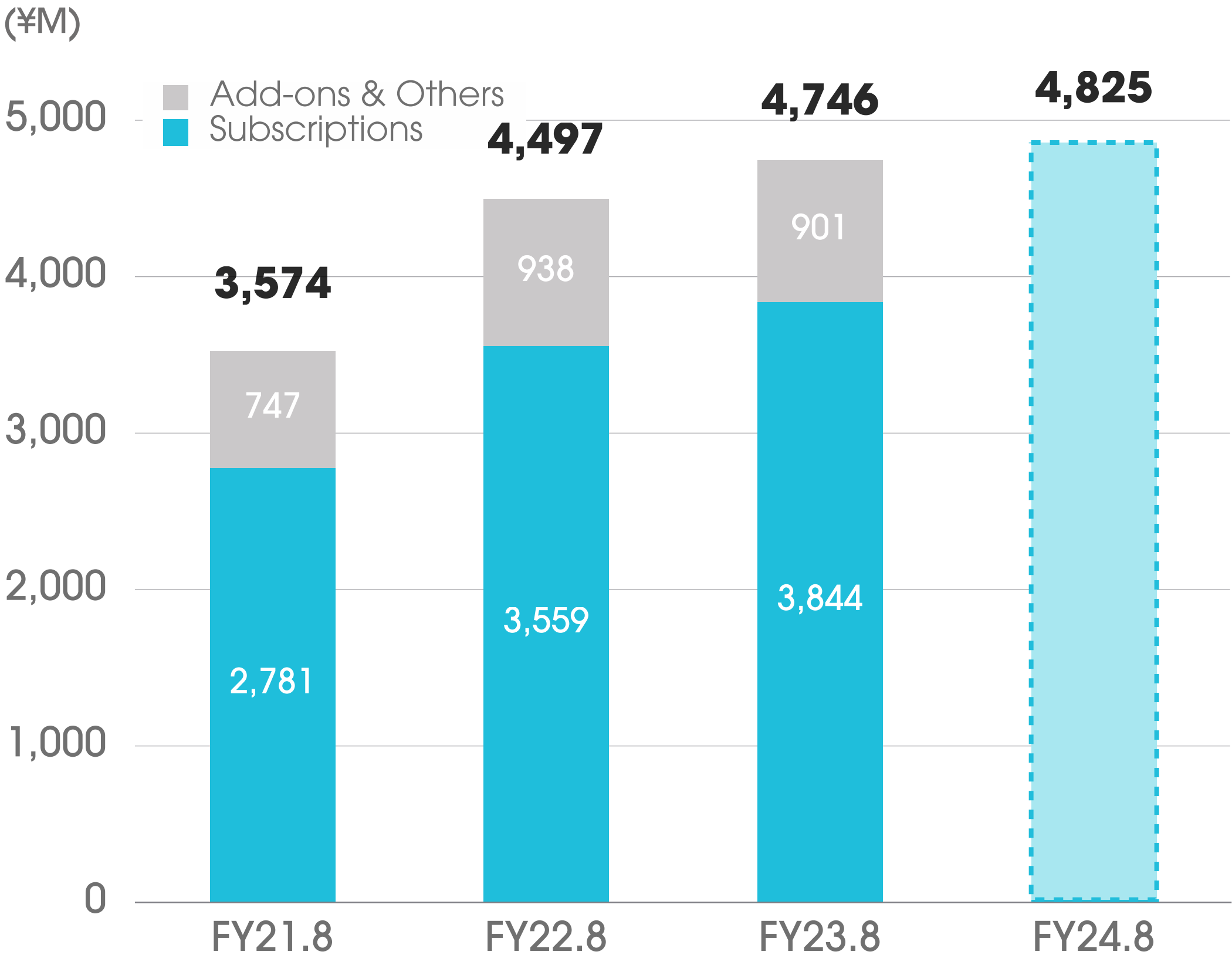
# FY2024 Forecast

# Expect increase in revenue and profit

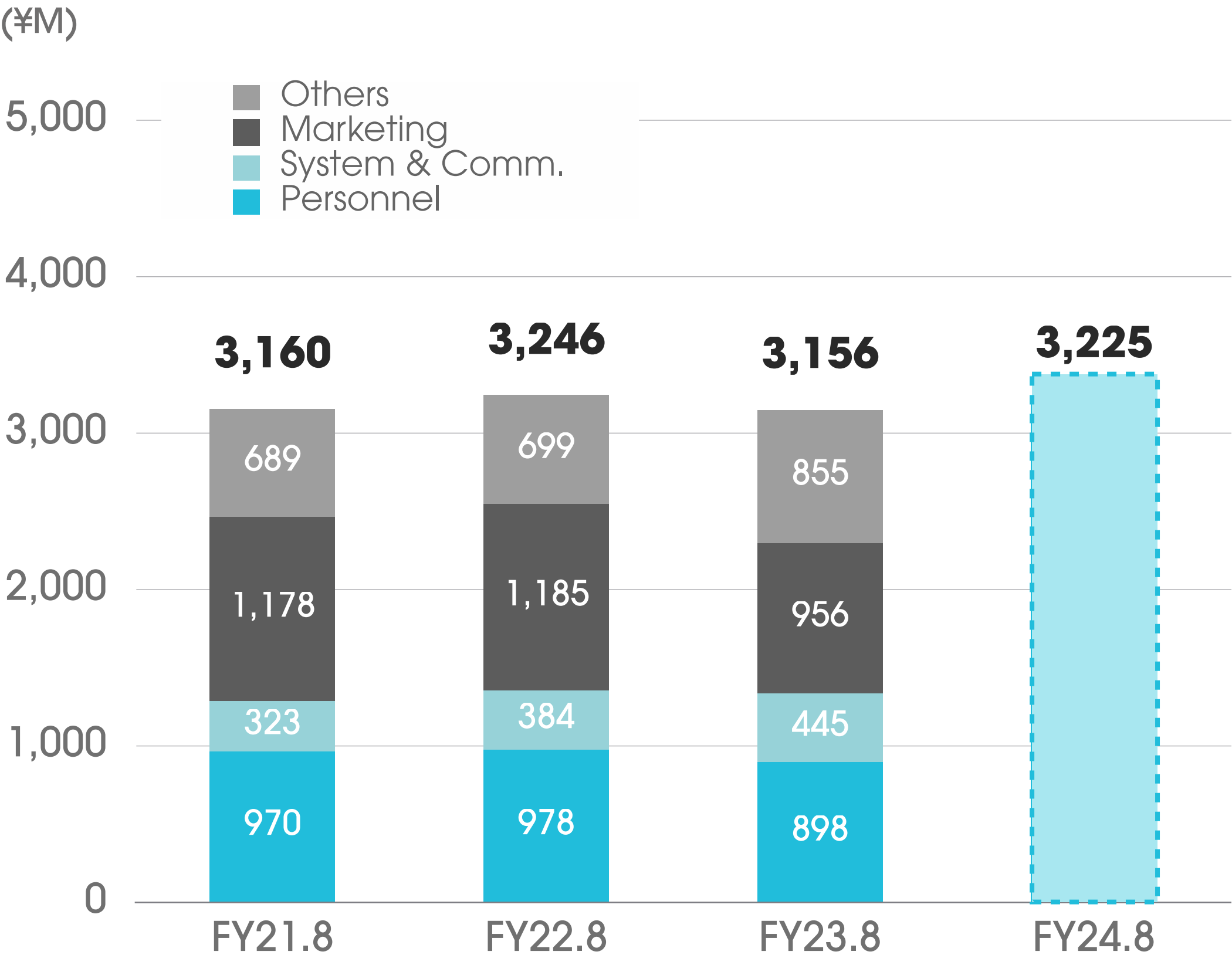
- We will maintain the same level of profit as the previous year while investing in our sales structure and new business areas

(¥M)	FY2023 (Results)	FY2024 (Forecast)	YoY	FY2023 Q1	Progress
Operating Revenue	4,746	<b>4,825</b>	2%	1,168	24%
Operating Profit	1,589	<b>1,600</b>	1%	394	25%
(Margin)	33%	<b>33%</b>	-	33%	
Ordinary Profit	1,564	<b>1,570</b>	0%	389	25%
(Margin)	33%	<b>33%</b>	-	33%	
Net Profit	995	<b>1,000</b>	0%	242	24%
(Margin)	21%	<b>21%</b>	-	21%	

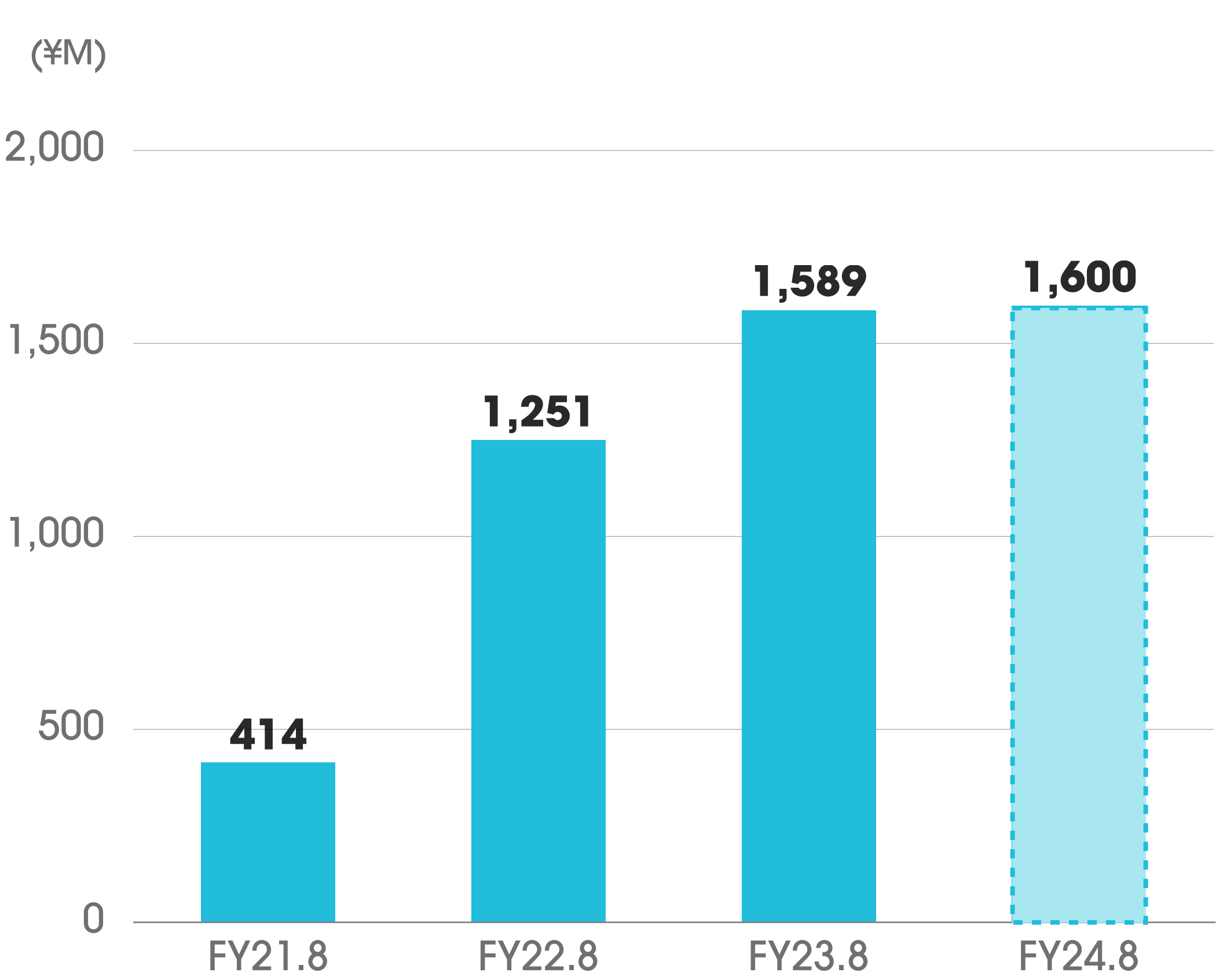
## Revenue



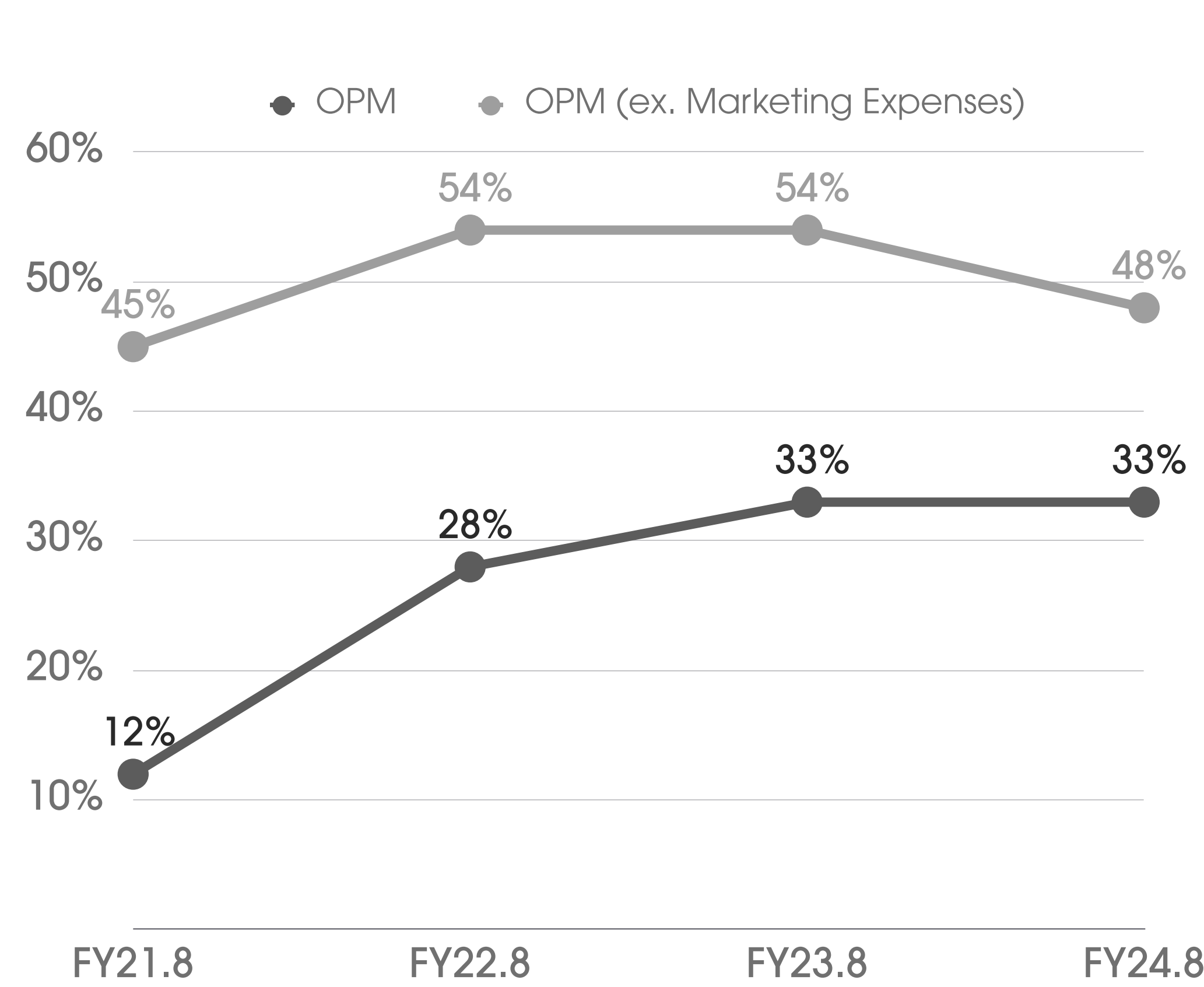
## SG&A



## 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	189

# 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

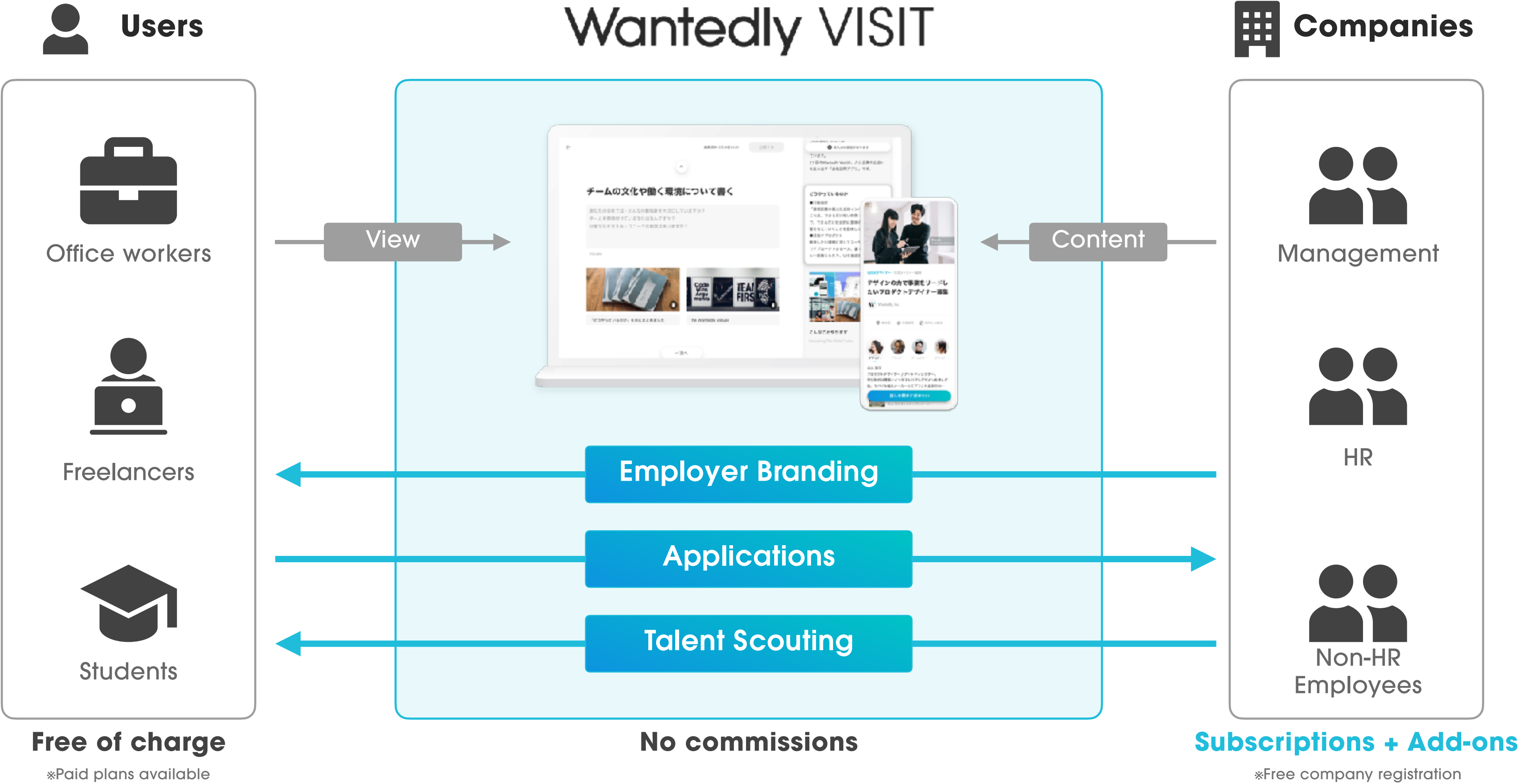
## Easily arrange company visits

### 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

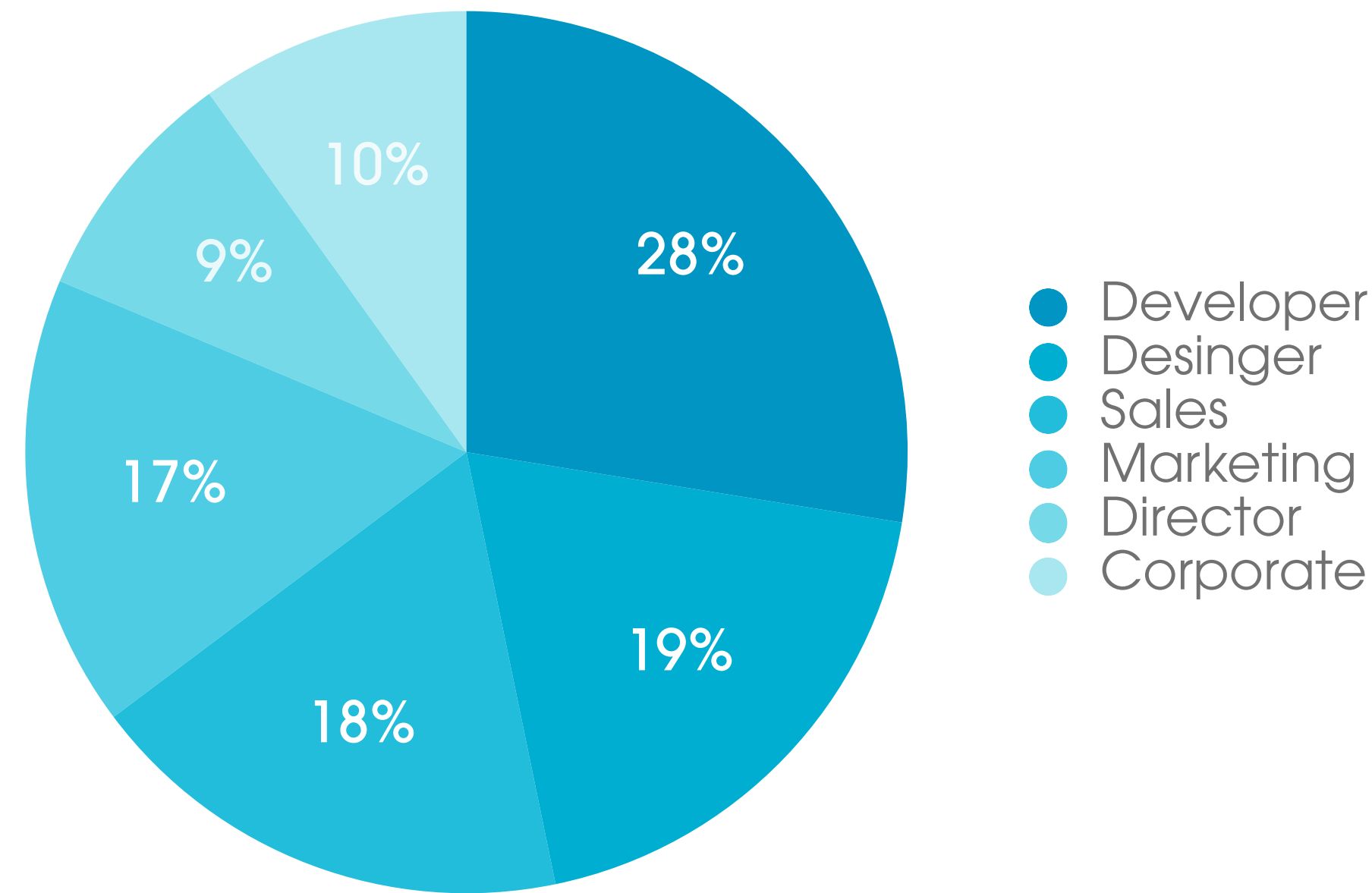
### The new experience of, “I’m interested!”

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

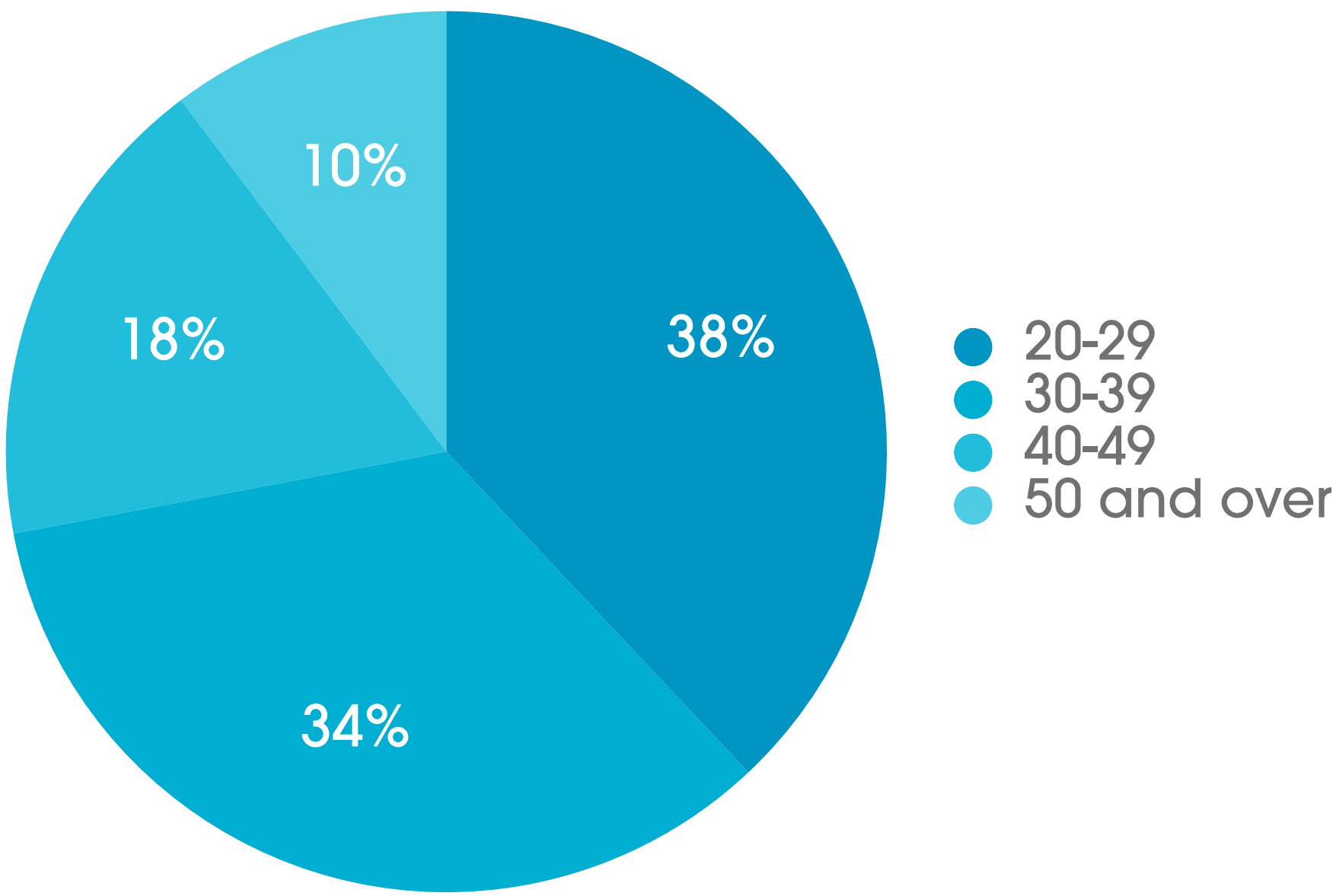


# Our strength is with millennials, Generation Z, and the growing web industry

Occupation



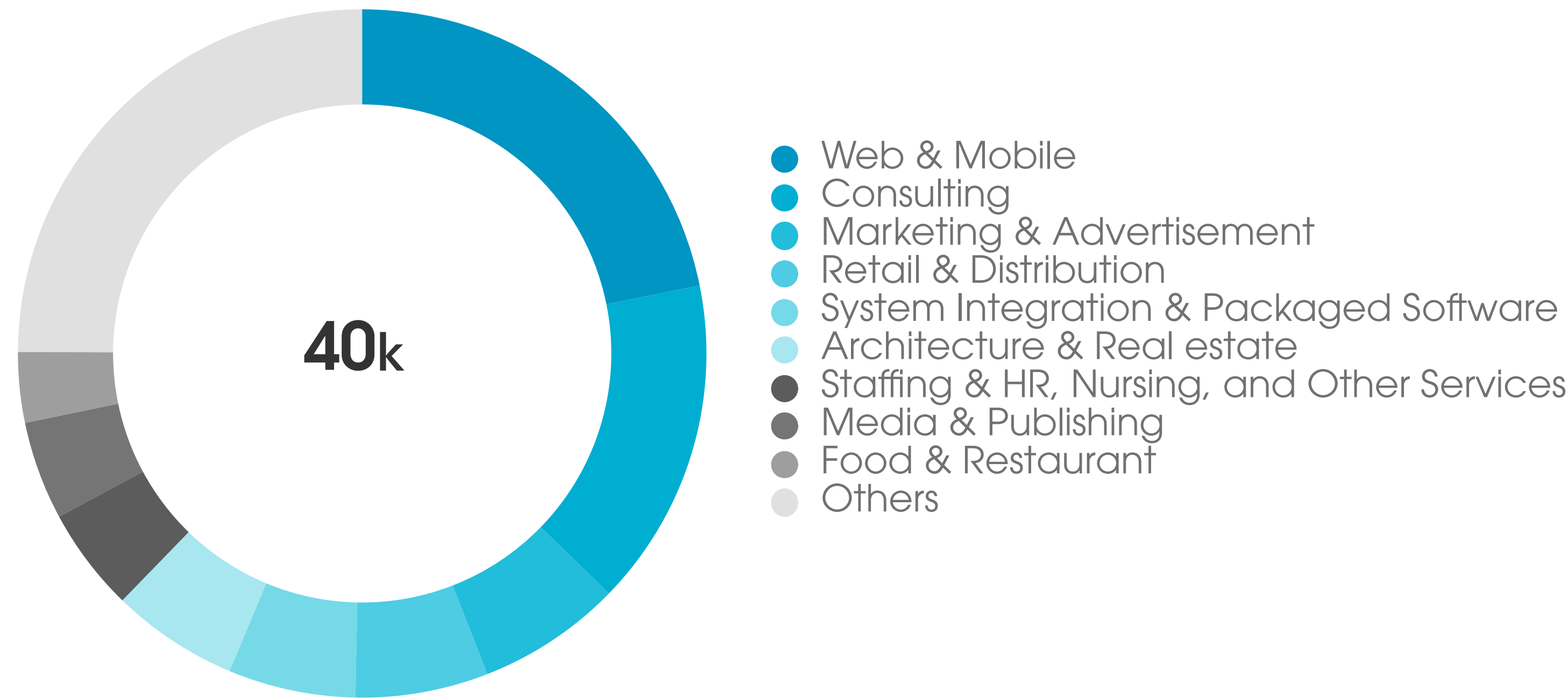
Age





# 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

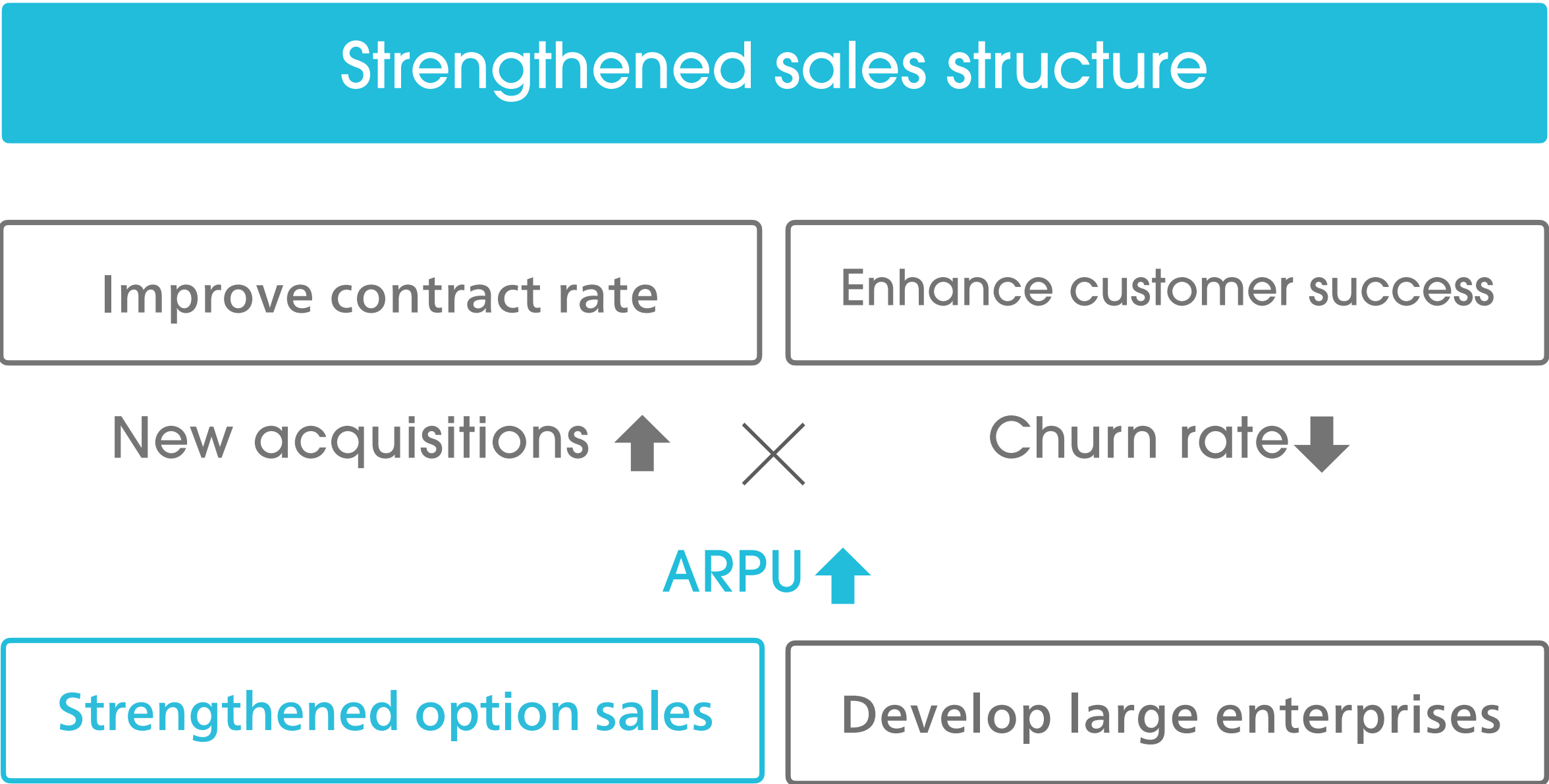
## KPI

### 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

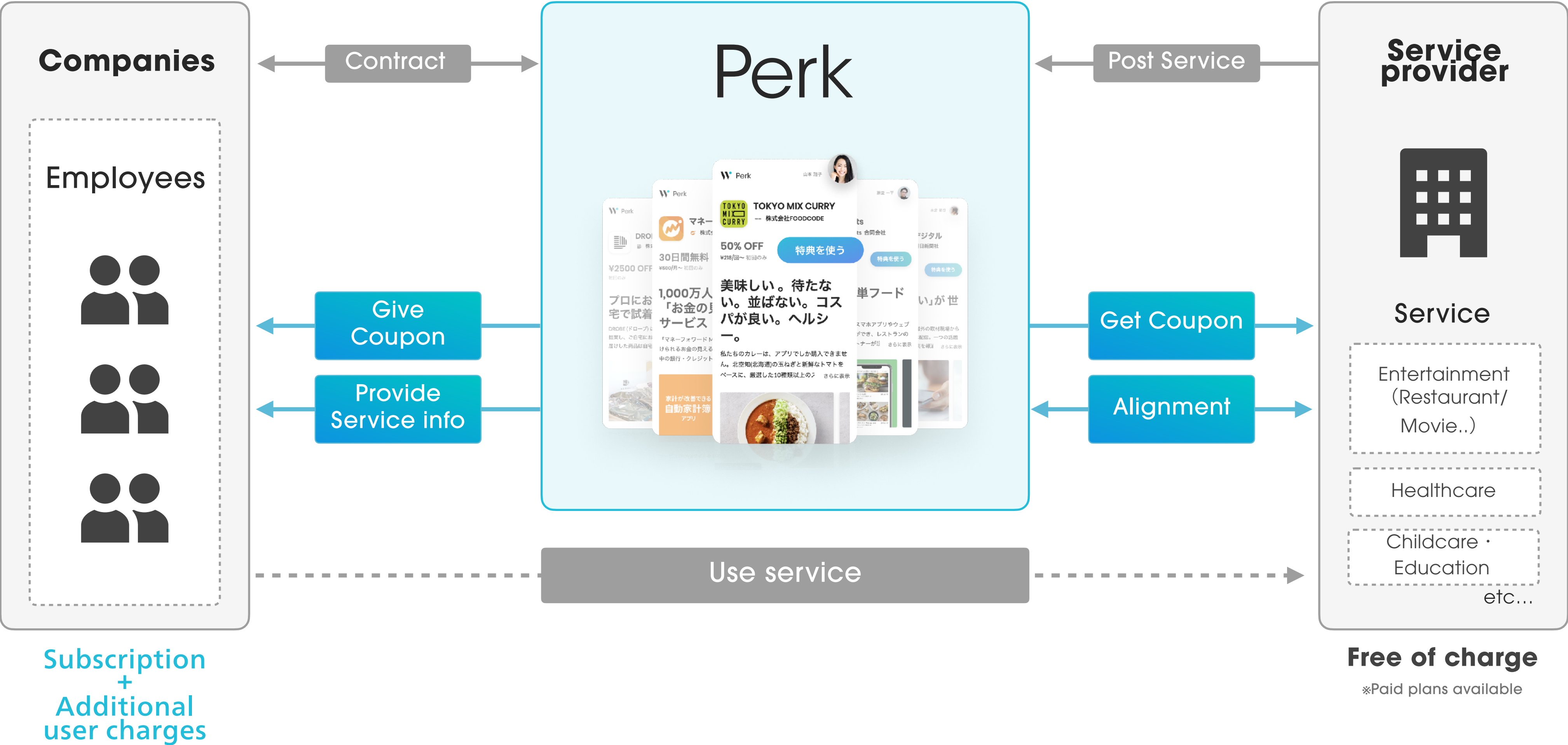
Employee Perks

## 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





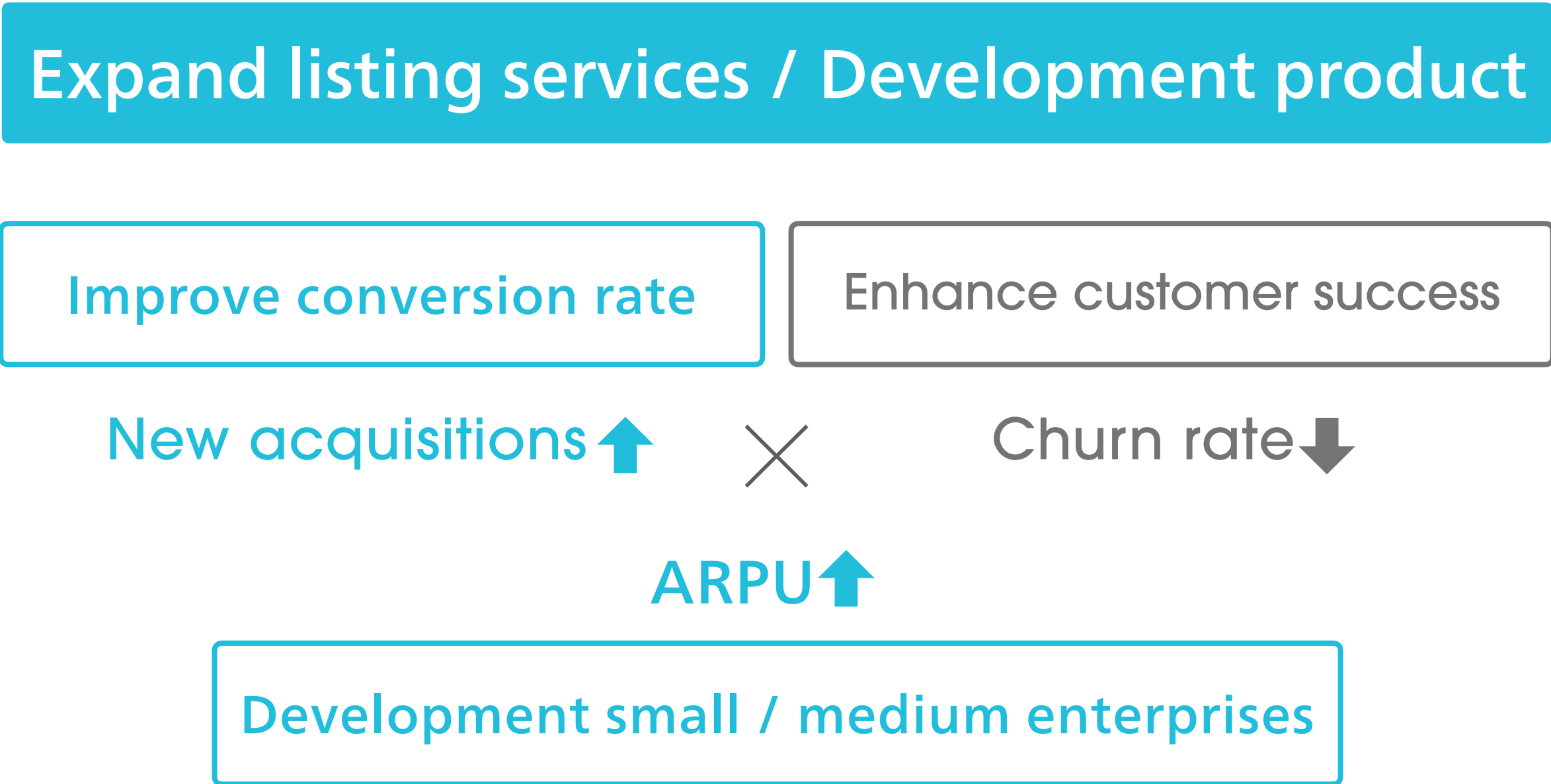


# Continue to expand our high-quality listing services and expand our customer base

## 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




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 靖子  
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いる。また、事業…

→





### 永続する組織文化を作りたいと思っている話

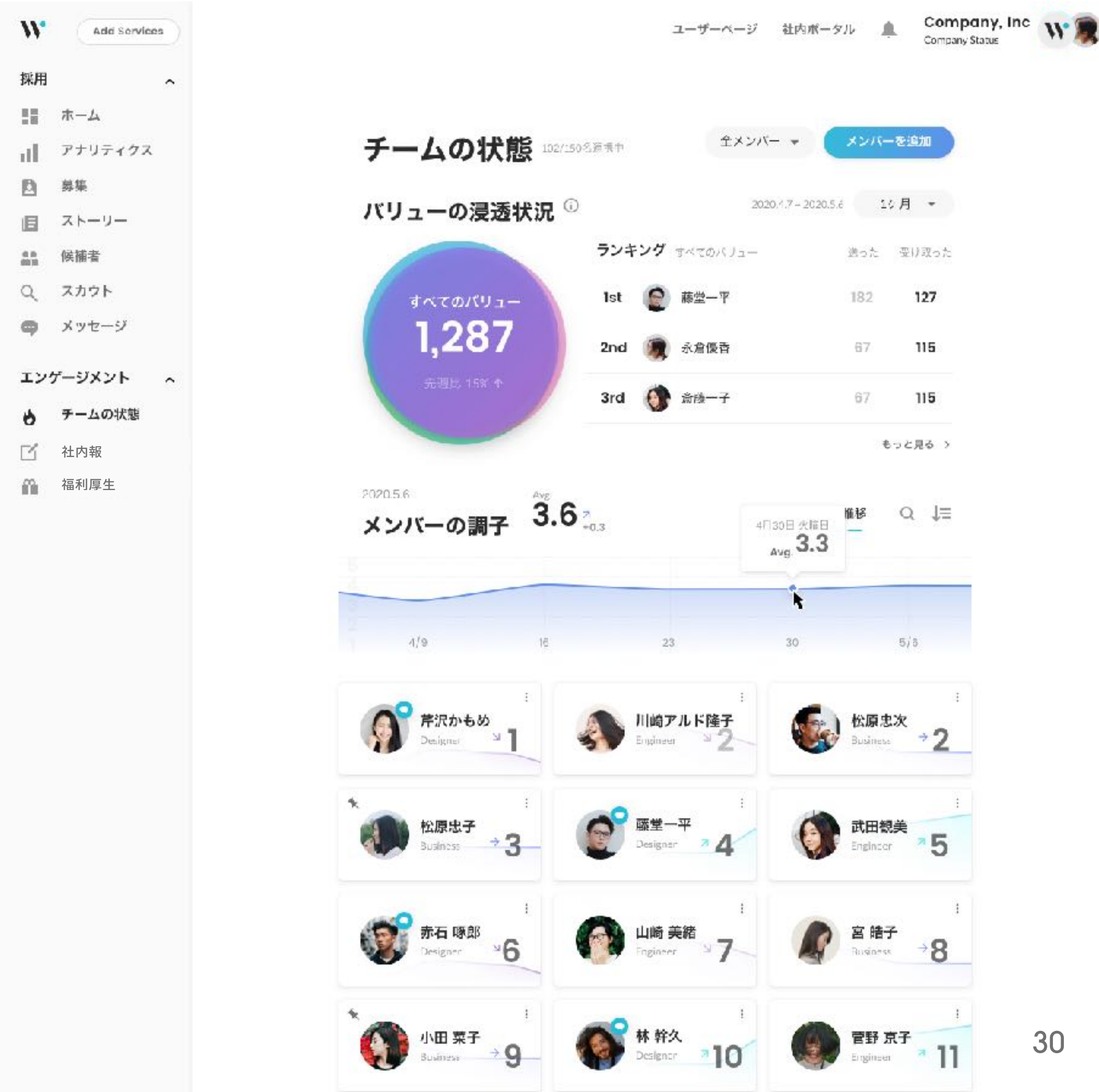
さて、永続する組織を作りたいというテーマについて、去年ぐらいから考えるようになりました。もちろん、組織の永続自体はゴールではないですね。ただ、僕たちのミッションであ「シゴトでココロオドルひとをふやす」というとてつもなく難しい



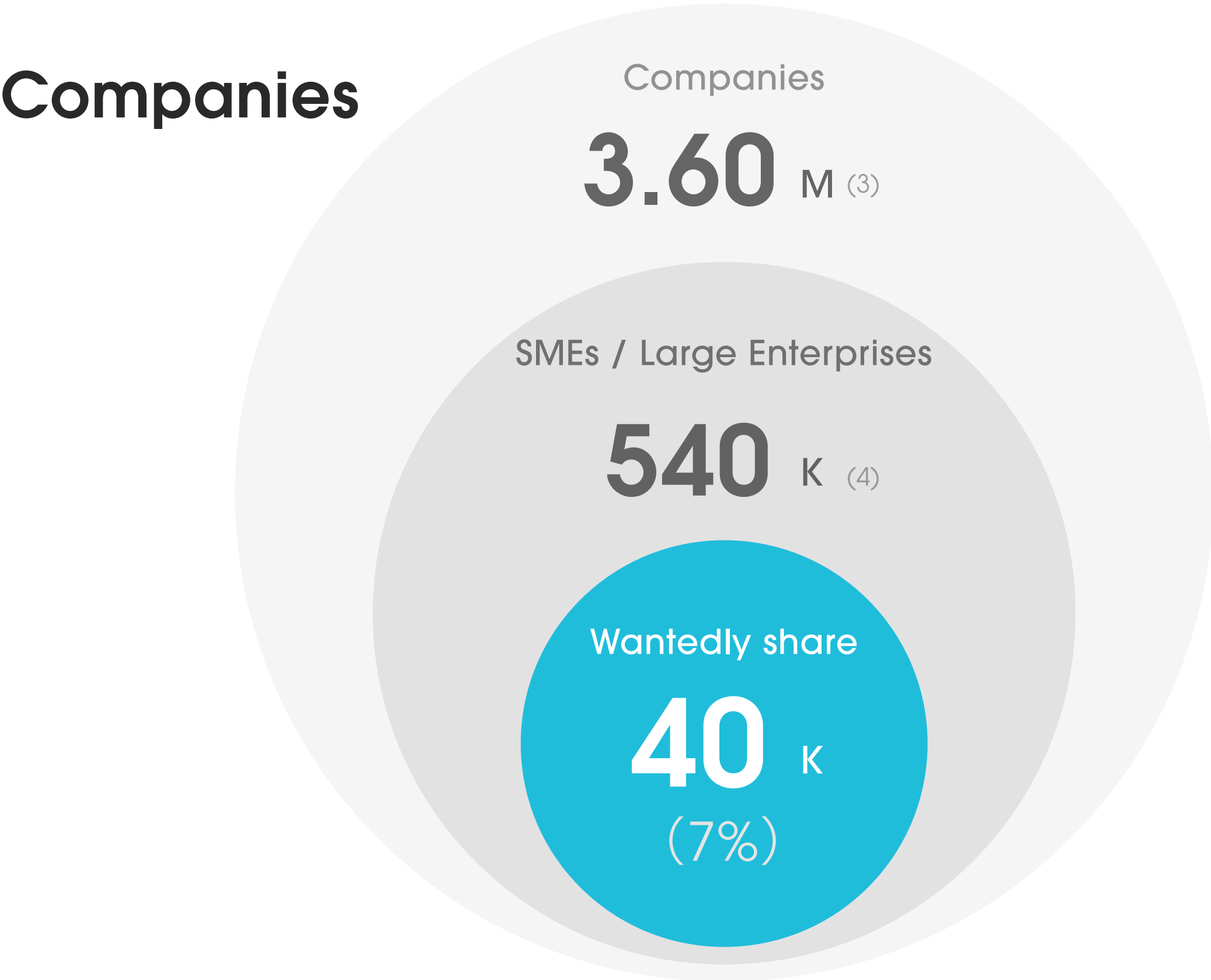
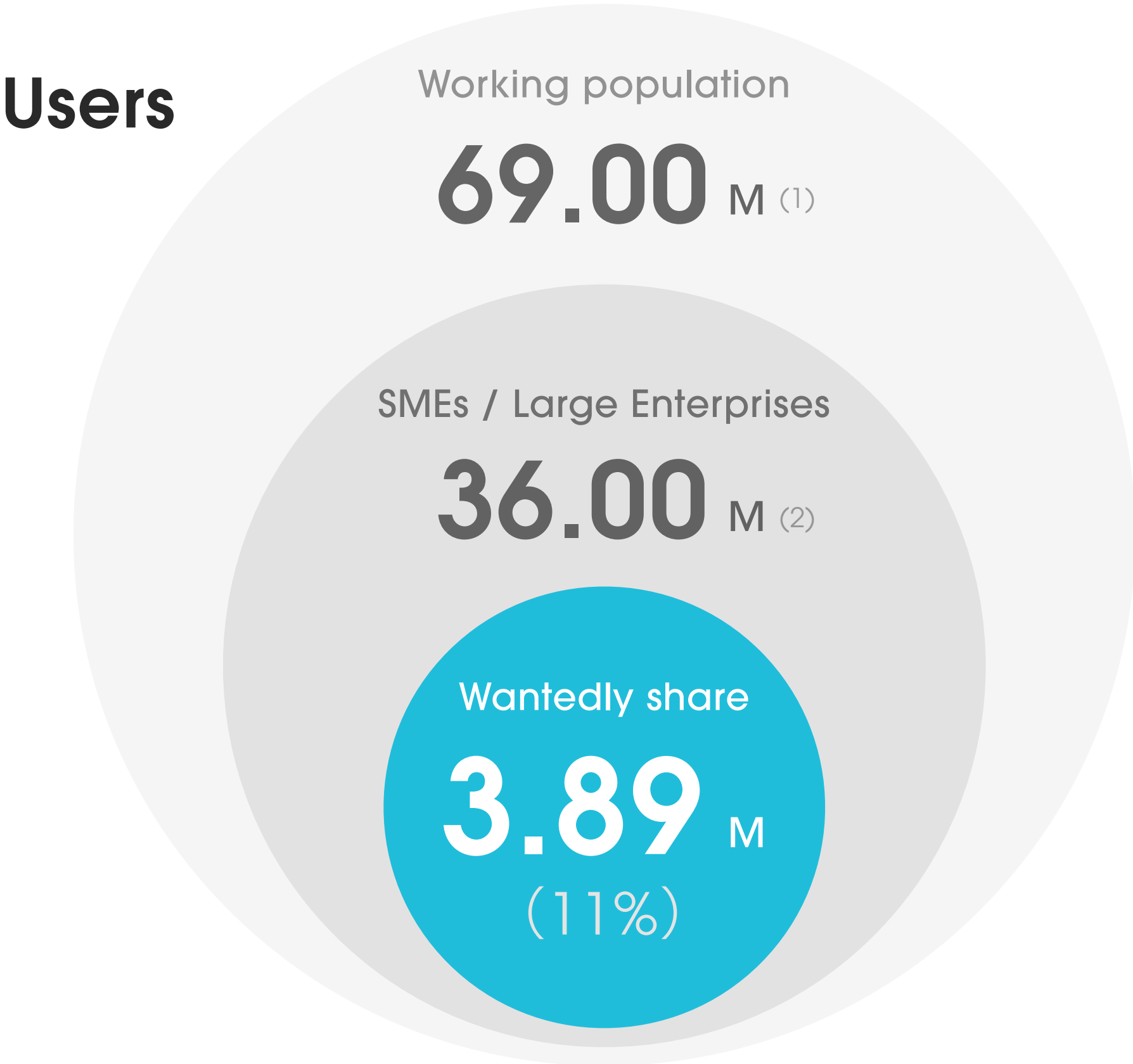
# Pulse

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

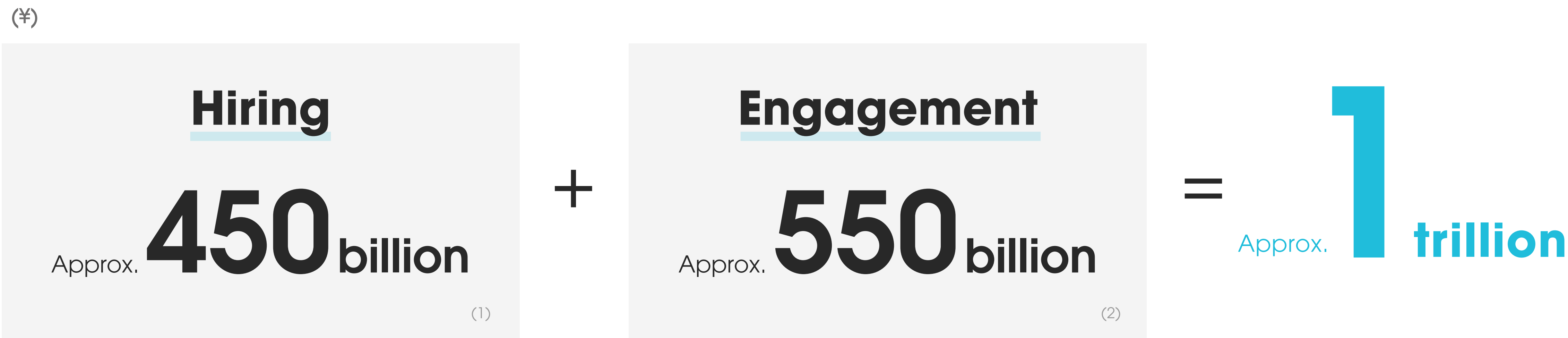


# Maximize utilization of our current user/customer base



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

Hiring

Engagement

Options

- From 100,000 yen per item
- Mainly “Talent Scouting”
- Advertising and content creation

Pay-as-you-go

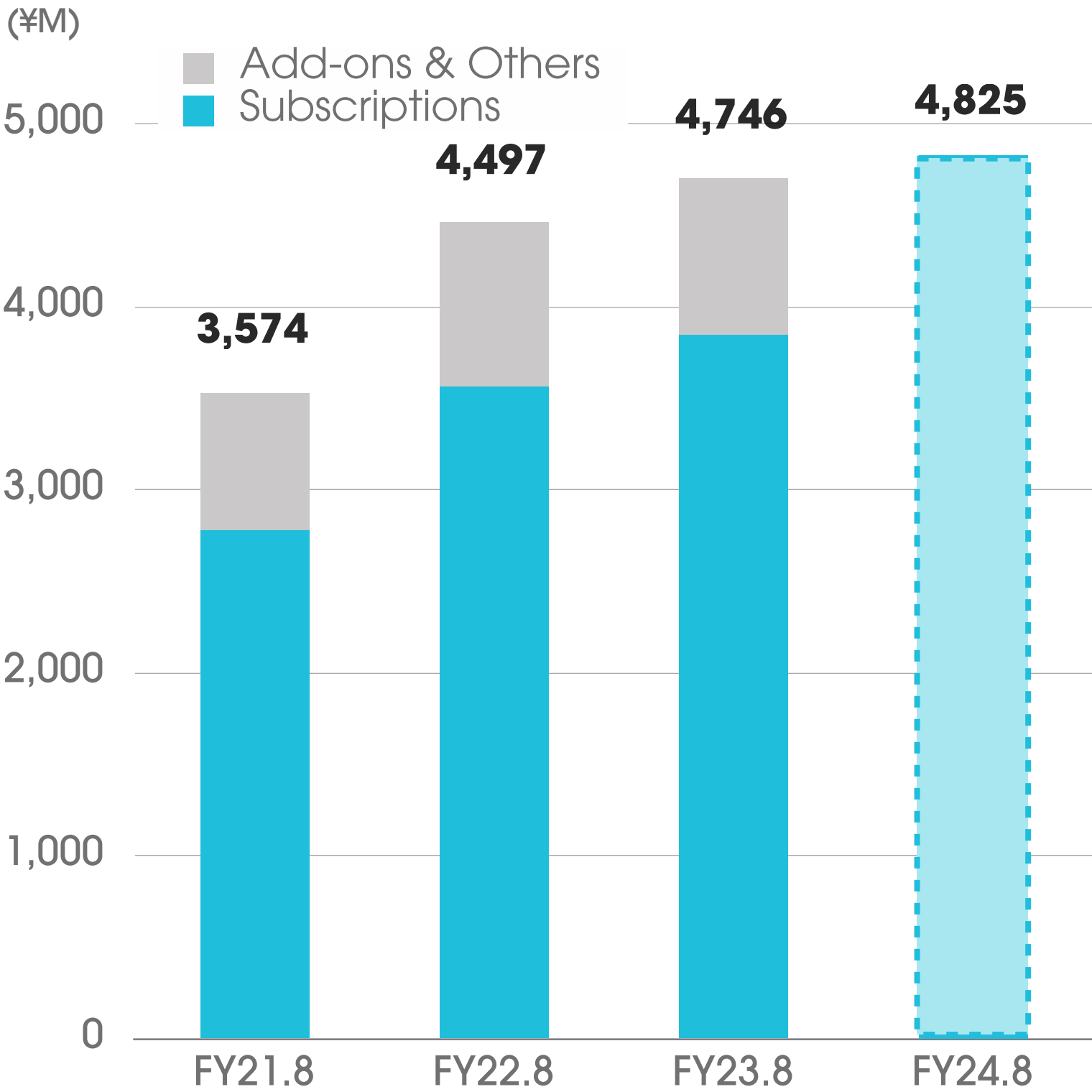
- Each product is 600 yen/user
- Fees charged when free use limits are exceeded
- Licenses purchased in groups of 10 users

Basic plan

- 6K to 220K yen/month(Higher tier plans bundle talent scouting)
- Contract periods of 6, 12, and 24 months
- Unlimited job postings and contact with applicants
- Limited free use of engagement depending on the plan

Add-ons

Subscriptions



\*Figures are rounded down to the nearest unit

We support the Sustainable Development Goals

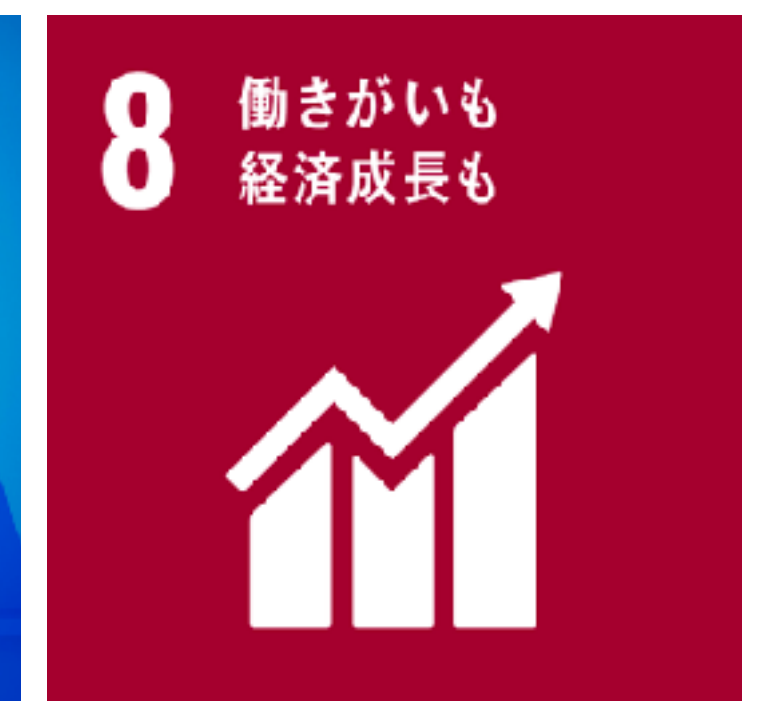
## Supporting Student Career Development

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



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.