



Financial Results Explanatory Material

**Financial Results for the 2nd Quarter of
Fiscal Year Ending September 30, 2023**

Atrae, Inc. (TSE Prime Market : 6194)

Agenda

- 1. Acquisition of Treasury Shares
and Downward Revision of Financial Forecast**
- 2. Company Overview**
- 3. Financial Highlights**
- 4. About Business**
- 5. References**

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Downward Revision of FY2023 Full-Year Forecast

Green's sales bottomed out at the end of Q2

Wevox reflects postponement of large deals and churn of some companies
 Performed cost reductions in new businesses to concentrate on Green and Wevox
 and return to a growth trajectory as soon as possible

| (Million yen) | Revised Forecast FY2023 full-year | Previous Forecast (Released on November 11, 2022) | | | Revised Forecast /FY2022 Actual | |
|--------------------------------|---|--|-------------|---------------|------------------------------------|---------------|
| | | FY2023 full-year | Variance | % | FY2022 full-year | % |
| Sales | 7,500 | 8,150 | △650 | △8.0% | 6,588 | +13.8% |
| People Tech Green | 5,100 | 5,625 | △525 | △9.3% | 4,822 | +5.8% |
| Wevox | 1,900 | 2,100 | △200 | △9.5% | 1,410 | +34.8% |
| New business | 90 | 105 | △15 | △14.3% | 105 | △14.3% |
| Sports Tech Altiri | 410 | 320 | +90 | +28.1% | 251 | +63.3% |
| Operating Expenses | 6,690 | 7,030 | △340 | △4.8% | 5,528 | +21.0% |
| People Tech | 5,530 | 5,960 | △430 | △7.2% | 4,676 | +18.3% |
| Share-based payment expenses | 295 | 305 | △10 | △3.3% | 246 | +19.9% |
| New business | 310 | 581 | △271 | △46.6% | 219 | +41.6% |
| Sports Tech | 1,160 | 1,070 | +90 | +8.4% | 852 | +36.2% |
| Operating Profit | 810 | 1,120 | △310 | △27.7% | 1,060 | △23.6% |
| Operating Profit Margin | 10.8% | 13.7% | - | △2.9pt | 16.1% | △5.3pt |

Acquisition of treasury shares up to 1 billion yen

Overview

- Maximum amount of shares to be acquired: 1 billion yen
 - Maximum number of shares to be acquired: 1,400,000 shares (5.2% of total shares outstanding (excluding treasury shares))
 - Period of acquisition: From May 12, 2023 to July 31, 2023
 - Method of acquisition: Market purchase on the Tokyo Stock Exchange through a discretionary trading authorization agreement
-

Purpose

- In order to enhance shareholder returns and improve capital efficiency, and to enable the flexible execution of capital policy in response to changes in the business environment
-

Cash position after acquisition of treasury shares

- No interest-bearing liabilities
 - Commitment line of 600 million yen and overdraft facility of 700 million yen : 0 yen of borrowings outstanding
 - Cash available for investment in future growth even after acquisition of treasury shares
-

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Our Vision

Create the Company that Attracts People in the World.

We stick to creating a company and our services we are proud of to continue being an attractive company that people want to cheer for.

We will become an essential company in the world
as Japan's global company.

Japan's First

People Tech Company

Redefined our company with a hope for
"Creating business that expands people's possibility through technology".

What We Value

Company = Making people who are involved happy



Employees



Clients



Stockholders



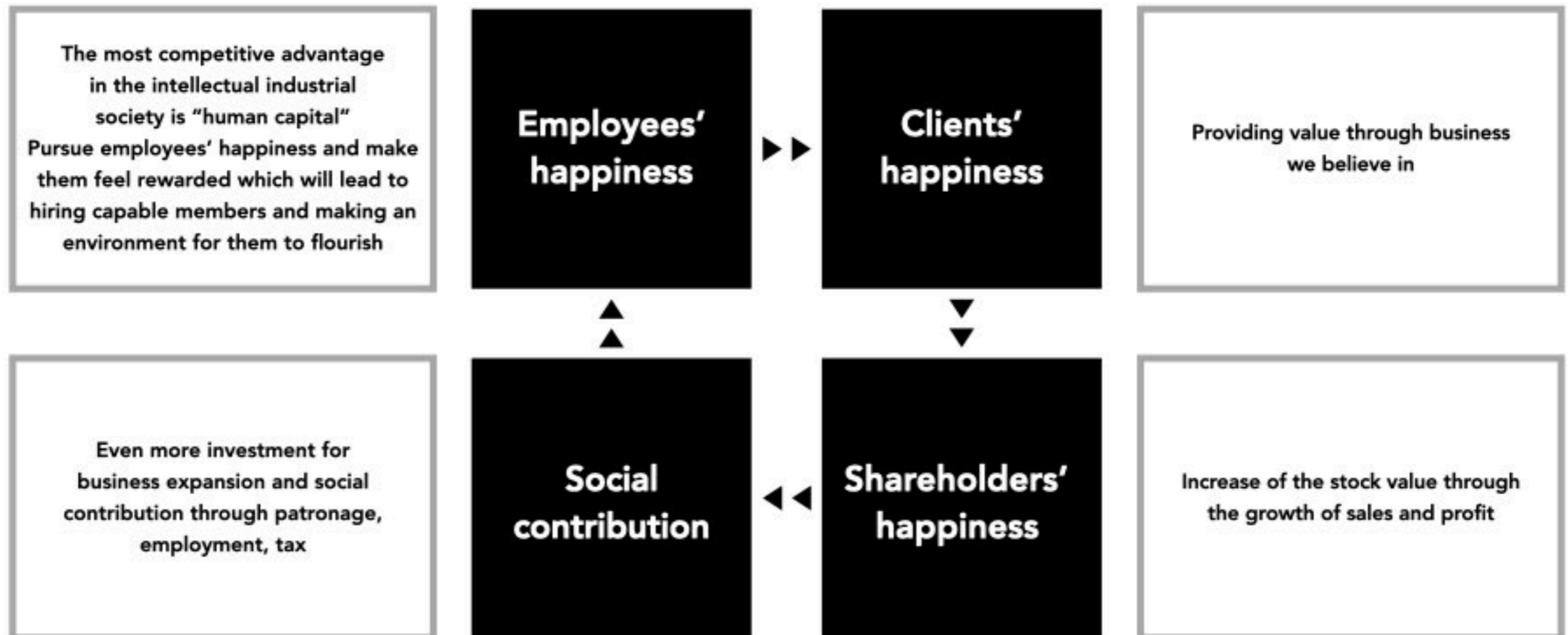
Partners



... and Society

Value Cycle of "Making People Happy"

By keeping this cycle and expanding the circle of people involved,
we will pursue the creation of a sustainable organization and achieve our vision to
"Create the Company that Attracts People in the World".



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Financial Results for FY2023 Q2

FY2023
Q1-Q2

| | | | | | | |
|------------------|--------------|-------------|-----|----------------|----------|---------------|
| Sales | 3,541 | Million yen | YoY | +14.1 % | Progress | 43.4 % |
| Operating Profit | 318 | Million yen | YoY | △52.2 % | Progress | 28.4 % |

Business

Confirmed that Green's sales bottomed out

Number of active users of Green, which we have continuously disclosed, has reached a record high

Newly disclosed number of applicants turned positive compared to the previous year

Wevox achieved YoY +58.9% sales growth

Monthly churn rate for Wevox users remains below 1% (temporary worsening in April)

Topics

Resolved acquisition of treasury shares amounting to 1 billion yen in order to enhance the shareholder returns and to improve capital efficiency, etc.

Downward Revision of FY2023 Full-Year Forecast

Reduced operating expenses for new businesses from 581 million yen to 310 million yen to make disciplined and more effective investments

Reassigned engineers and designers from Yenta and Inow to Green and Wevox

Disclosure of ESG information using Wevox engagement scores as an indicator of human capital

:Atrae

| | FY2020 | FY2021 | FY2022 |
|---|--------|--------|--------|
| Long-vacation acquisition rate (including childcare leave and maternity leave) | 8.9% | 9.0% | 7.7% |
| Turnover rate | 5.9% | 2.6% | 4.3% |
| Number of nationalities of employees | 3 | 4 | 3 |
| Mid-term average engagement score | 90 | 91 | 91 |
| Number of hours spent discussing organization building by all employees | 38 | 44 | 46 |

Increasingly, other listed companies are using Wevox engagement scores for disclosure of human capital



Quarterly Financial Highlights

While Green's sales growth was limited to +1.1% YoY due to a decrease in the number of hired employees, confirmed that the sales bottomed out
Wevox achieved YoY +58.9% sales growth

| (Million yen) | YoY | | | QoQ | | YoY | | |
|--------------------------------|--------------|--------------|----------------|--------------|----------------|-----------------|-----------------|----------------|
| | FY2023 Q2 | FY2022 Q2 | % | FY2023 Q1 | % | FY2023 Q1-Q2 | FY2022 Q1-Q2 | % |
| Sales | 1,828 | 1,599 | +14.3% | 1,713 | +6.7% | 3,541 | 3,103 | +14.1% |
| Green | 1,209 | 1,196 | +1.1% | 1,178 | +2.6% | 2,387 | 2,327 | +2.6% |
| Wevox | 483 | 304 | +58.9% | 449 | +7.6% | 932 | 602 | +54.8% |
| New business | 25 | 25 | +0.0% | 31 | △19.4% | 56 | 51 | +9.8% |
| Sports Tech | 111 | 74 | +50.0% | 55 | +101.8% | 166 | 123 | +35.0% |
| Operating Expenses | 1,815 | 1,383 | +31.2% | 1,408 | +28.9% | 3,223 | 2,438 | +32.2% |
| Operating Profit | 13 | 216 | △94.0% | 305 | △95.7% | 318 | 665 | △52.2% |
| Operating Profit Margin | 0.7% | 13.5% | △12.8pt | 17.8% | △17.1pt | 9.0% | 21.4% | △12.4pt |

YoY Comparison (sales)

Continued to focus on web advertising with an awareness of profitability

| (Million yen) | YoY | | | YoY | | | | | | |
|---------------------------|--------------|---------------|--------------|---------------|---------------|--------------|---------------|--------------|---------------|---------------|
| | FY2023 Q2 | % of Sales | FY2022 Q2 | % of Sales | % | FY2023 Q1-Q2 | % of Sales | FY2022 Q1-Q2 | % of Sales | % |
| Sales | 1,828 | 100.0% | 1,599 | 100.0% | +14.3% | 3,541 | 100.0% | 3,103 | 100.0% | +14.1% |
| People Tech | 1,717 | 93.9% | 1,525 | 95.4% | +12.6% | 3,375 | 95.3% | 2,980 | 96.0% | +13.3% |
| Sports Tech | 111 | 6.1% | 74 | 4.6% | +50.0% | 166 | 4.7% | 123 | 4.0% | +35.0% |
| Operating Expenses | 1,815 | 99.3% | 1,383 | 86.5% | +31.2% | 3,223 | 91.0% | 2,438 | 78.6% | +32.2% |
| People Tech | 1,447 | 79.2% | 1,113 | 69.6% | +30.0% | 2,633 | 74.4% | 1,995 | 64.3% | +32.0% |
| Cost of sales | 30 | 1.6% | 25 | 1.6% | +20.0% | 55 | 1.6% | 48 | 1.5% | +14.6% |
| SG&A | | | | | | | | | | |
| Web Ad | 774 | 42.3% | 402 | 25.1% | +92.5% | 1,351 | 38.2% | 680 | 21.9% | +98.7% |
| TV Ad and Other | 91 | 5.0% | 241 | 15.1% | △62.2% | 164 | 4.6% | 442 | 14.2% | △62.9% |
| Personnel Cost | 306 | 16.7% | 259 | 16.2% | +18.1% | 600 | 16.9% | 465 | 15.0% | +29.0% |
| Other | 246 | 13.5% | 186 | 11.6% | +32.3% | 463 | 13.1% | 360 | 11.6% | +28.6% |
| Sports Tech | 368 | 20.1% | 270 | 16.9% | +36.3% | 590 | 16.7% | 443 | 14.3% | +33.2% |
| Operating Profit | 13 | 0.7% | 216 | 13.5% | △94.0% | 318 | 9.0% | 665 | 21.4% | △52.2% |

For Reference : Quarterly Financial Highlights

| (Million yen) | FY2020 | | | | FY2021 | | | | FY2022 | | | | FY2023 | |
|--------------------------------|--------------|-------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 |
| Sales | 842 | 911 | 875 | 802 | 886 | 998 | 1,221 | 1,359 | 1,504 | 1,599 | 1,745 | 1,740 | 1,713 | 1,828 |
| People Tech | 842 | 911 | 875 | 802 | 886 | 998 | 1,221 | 1,359 | 1,455 | 1,525 | 1,684 | 1,673 | 1,658 | 1,717 |
| Green | 745 | 804 | 758 | 655 | 713 | 802 | 990 | 1,067 | 1,131 | 1,196 | 1,286 | 1,209 | 1,178 | 1,209 |
| Wevox | 83 | 94 | 107 | 132 | 156 | 176 | 206 | 264 | 298 | 304 | 373 | 435 | 449 | 483 |
| New business | 14 | 13 | 10 | 15 | 17 | 20 | 25 | 28 | 26 | 25 | 25 | 29 | 31 | 25 |
| Sports Tech | - | - | - | - | - | - | - | - | 49 | 74 | 61 | 67 | 55 | 111 |
| Operating Expenses | 647 | 848 | 565 | 638 | 608 | 684 | 850 | 1,312 | 1,055 | 1,383 | 1,439 | 1,651 | 1,408 | 1,815 |
| People Tech | 647 | 848 | 565 | 638 | 596 | 674 | 835 | 1,271 | 882 | 1,113 | 1,238 | 1,443 | 1,186 | 1,447 |
| Cost of sales | 15 | 14 | 10 | 13 | 12 | 16 | 20 | 23 | 23 | 25 | 27 | 30 | 25 | 30 |
| SG&A | 399 | 461 | 302 | 288 | 270 | 287 | 339 | 353 | 278 | 402 | 657 | 765 | 577 | 774 |
| Web Ad | 0 | 138 | 0 | 57 | 17 | 56 | 139 | 441 | 201 | 241 | 91 | 89 | 73 | 91 |
| TV Ad and Other | 137 | 137 | 147 | 145 | 154 | 172 | 195 | 283 | 206 | 259 | 287 | 371 | 294 | 306 |
| Personnel Cost | 96 | 98 | 106 | 135 | 143 | 143 | 142 | 171 | 174 | 186 | 176 | 188 | 217 | 246 |
| Other | - | - | - | - | 12 | 10 | 15 | 41 | 173 | 270 | 201 | 208 | 222 | 368 |
| Sports Tech | - | - | - | - | 12 | 10 | 15 | 41 | 173 | 270 | 201 | 208 | 222 | 368 |
| Operating Profit | 195 | 63 | 310 | 164 | 278 | 314 | 371 | 47 | 449 | 216 | 306 | 89 | 305 | 13 |
| Operating Profit Margin | 23.2% | 6.9% | 35.4% | 20.4% | 31.4% | 31.5% | 30.4% | 3.5% | 29.9% | 13.5% | 17.5% | 5.1% | 17.8% | 0.7% |

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Our People Tech Business

- Creating a sense of purpose in life and work -



Green



The origin of the name "Green"

Traffic light "green light" means that we can go. The site "Green" means that job seekers can find their own "green light".

Job Search Website for IT Industry with Contingency Fee

Point 1

The first model in this industry

High recognition from both users and clients due to the leading advantage.

Point 2

Inexpensive uniform fixed price

Uniform fixed pricing system based on job category. Low cost of hiring excellent talent without risk.

Point 3

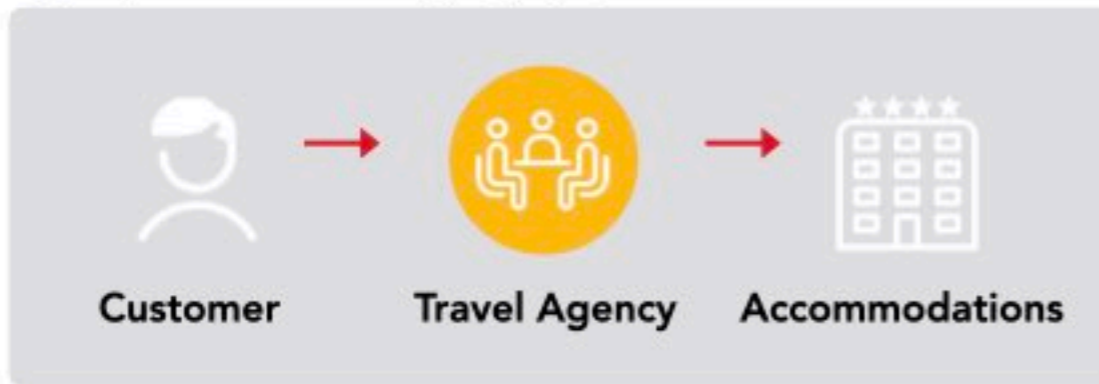
Direct recruiting platform

Job seekers and companies can take action and communicate interactively.

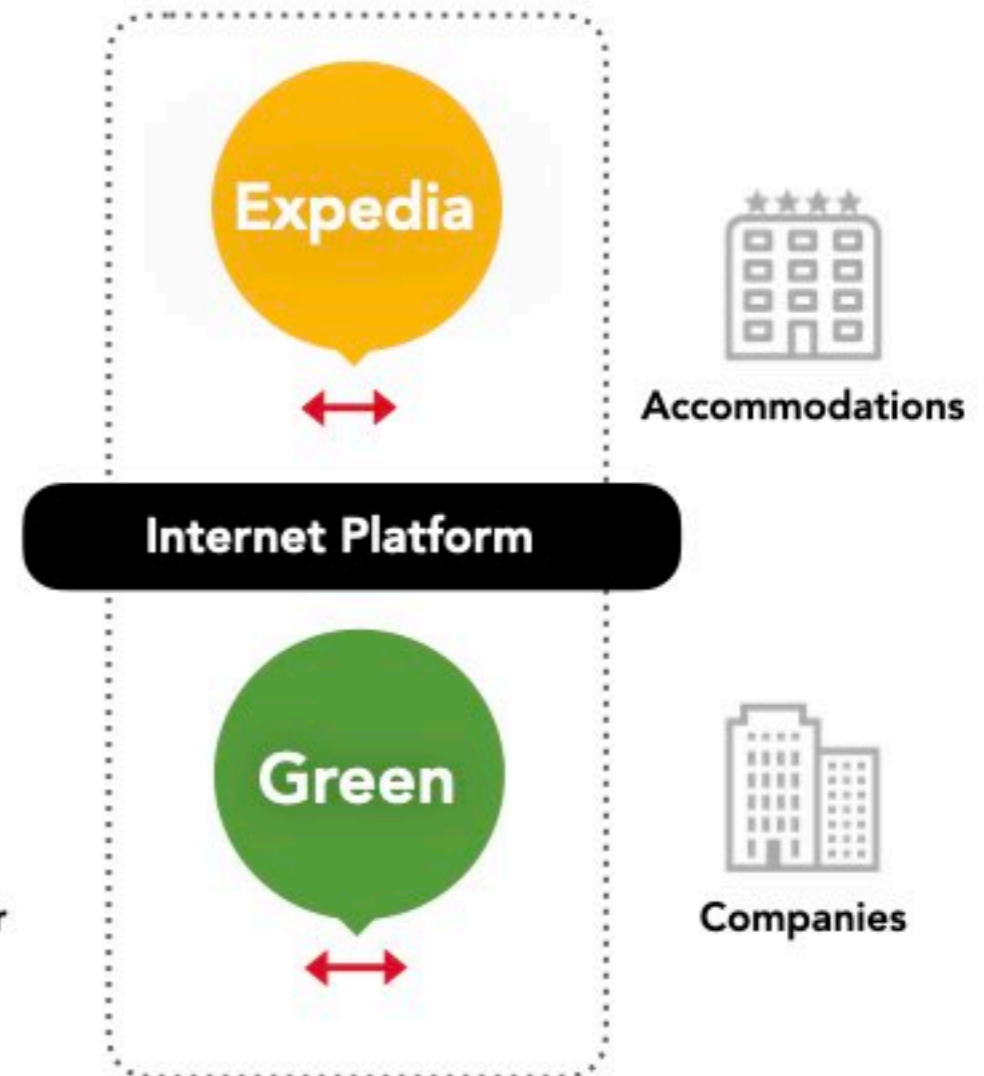
Attain Efficient Matching Via Technology

Labor intensive business model is being replaced by IT in many industries.
Green is replacing recruiting agencies by matching job seekers and companies through IT.

e.g. Replacement of Travel Agency by Expedia



Replacement of Recruiting Agency by Green

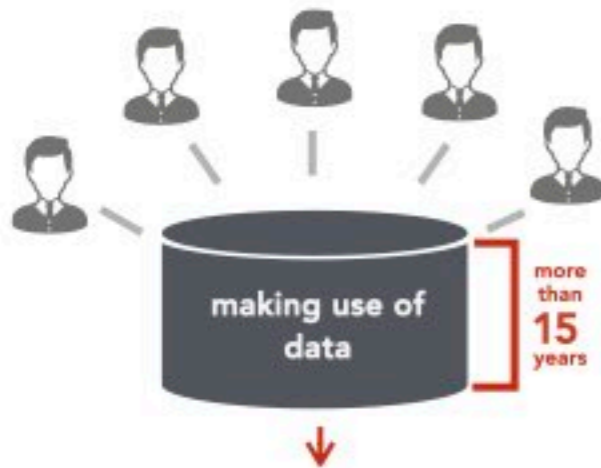


Green Established a Unique Position

Technology × Low Cost × Superiority

Stock and Use of Big Data

Stocking and making use of data via Green ※1



High precision within the use of big data

※1 Action data, profile data, selection data

Price Competitiveness

Low price due to no need of advisers and facility cost



Professional Adviser



Counseling Facility

Business with no fixed cost
High competitiveness in terms of cost

Predominant Superiority

Pioneer of Contingency fee model (over 15 years)

Number of Cumulative Registered Company

More than **9,500**

Number of Registered User ID

More than **1.14** million

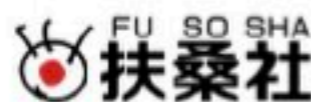
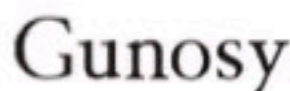
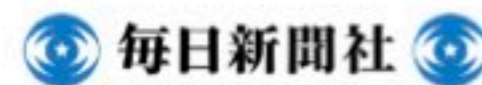
High recognition among recruiting companies

Companies from Various Industries Introduce Green

Though companies adopting Green is mostly in the IT/Web industry, digitalization is taking part in many industries. With the increased credibility and recognition due to being listed on the TSE Prime Market, many prominent companies have introduced Green.



Have a good Cashless.



Definition of KPI

| KPI | 定義 | 期間 |
|--------------------------------------|---|--|
| The number of active users | Job seekers who log in at least once a month among job seekers who are registered with Green | Monthly (last month of the quarter) unique |
| The number of applicants | Job seekers who apply for jobs on Green at least once a quarter among job seekers registered with Green | Quarterly (3 months) unique |
| Application rate | $\text{The number of applicants} \div \text{The number of quarterly active users}$ | Quarterly (3 months) unique |
| The number of quarterly active users | Job seekers who log in at least once a quarter among job seekers registered with Green | Quarterly (3 months) unique |
| Document screening pass rate | $\text{Number of document screening pass} \div \text{Number of applications}$ | Quarterly (3 months) total |
| Hired Employees (Quarter) | Job seekers who were hired through Green in a quarter among job seekers registered with Green | Quarterly (3 months) total |

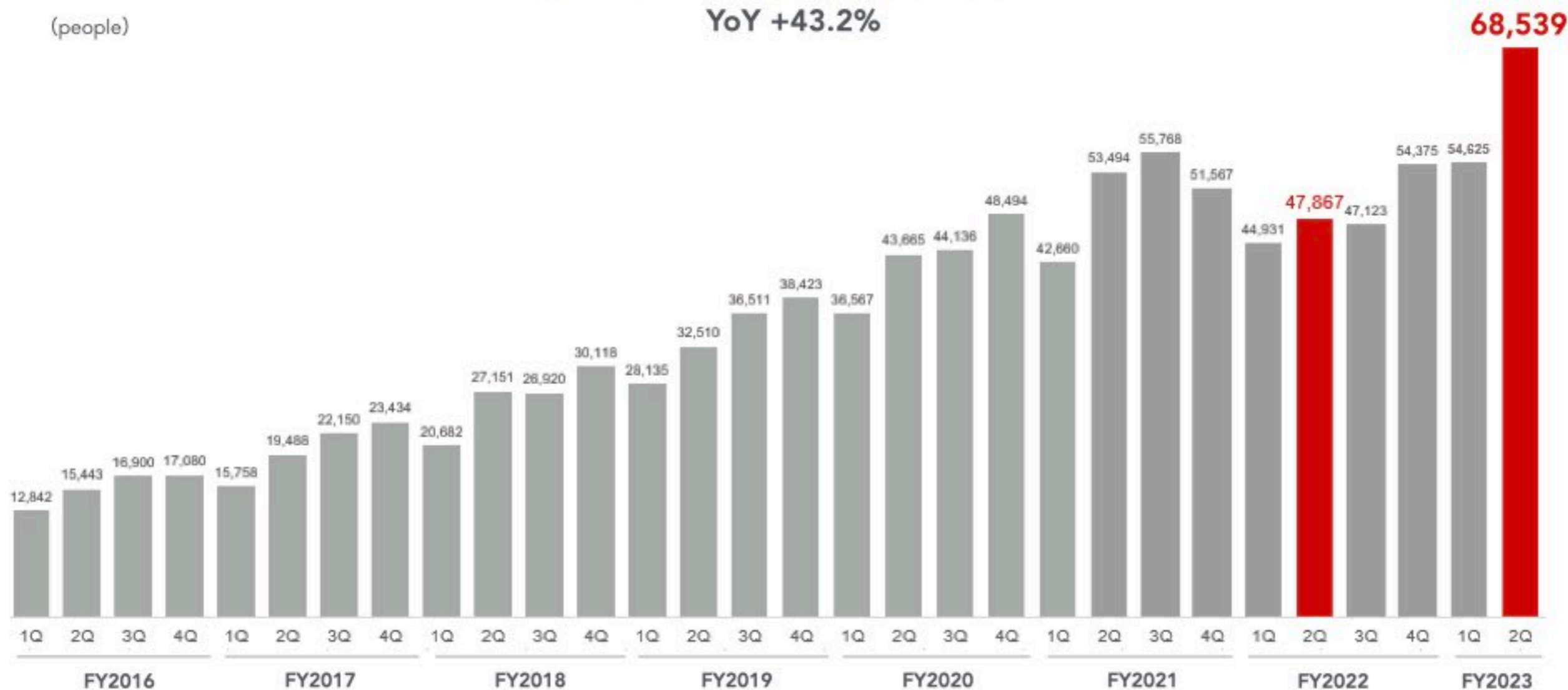
*Explanation of "unique": If one job seeker logs in for each month of the quarter, he/she is counted as one active user in the quarterly active user count

Improved marketing measures have resulted in a record high number of active users

The number of active users

YoY +43.2%

(people)

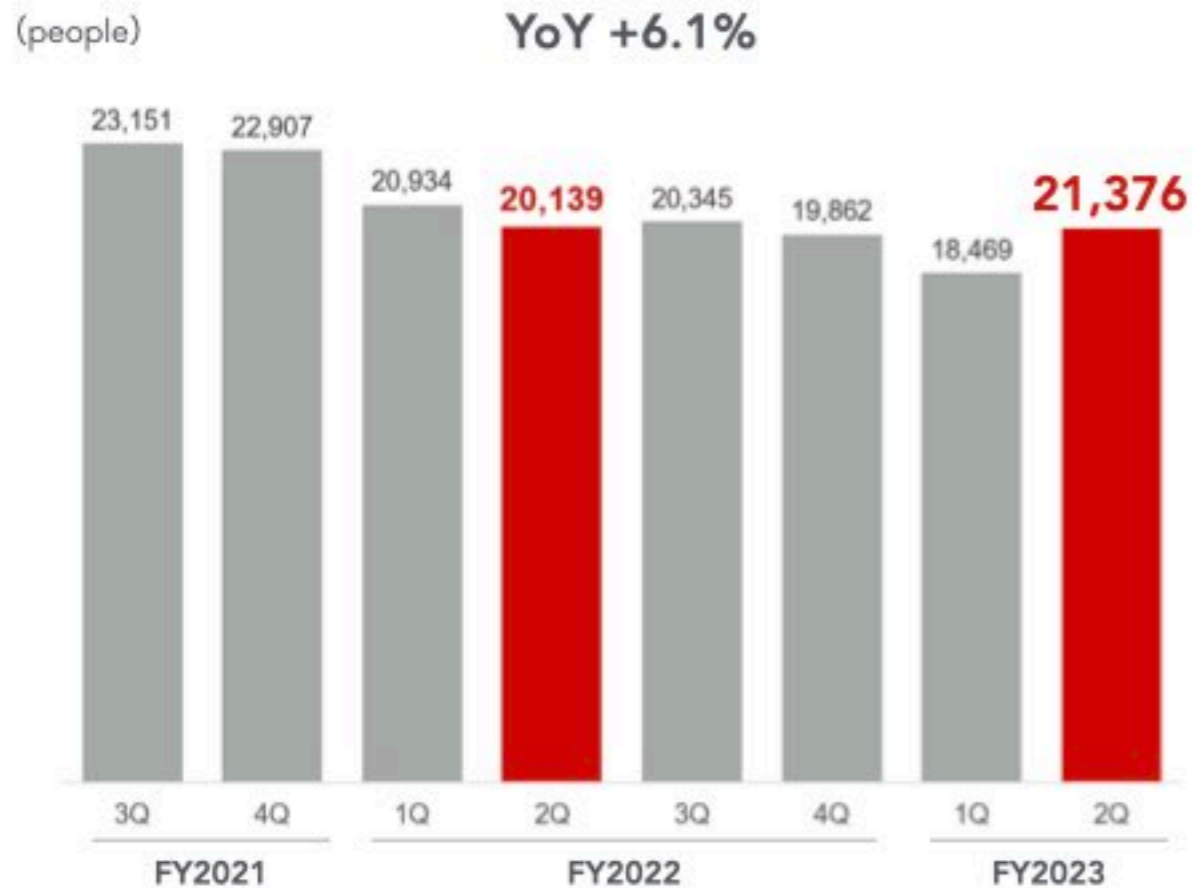


* Active user : Job seekers who log in at least once a month among job seekers who are registered with Green

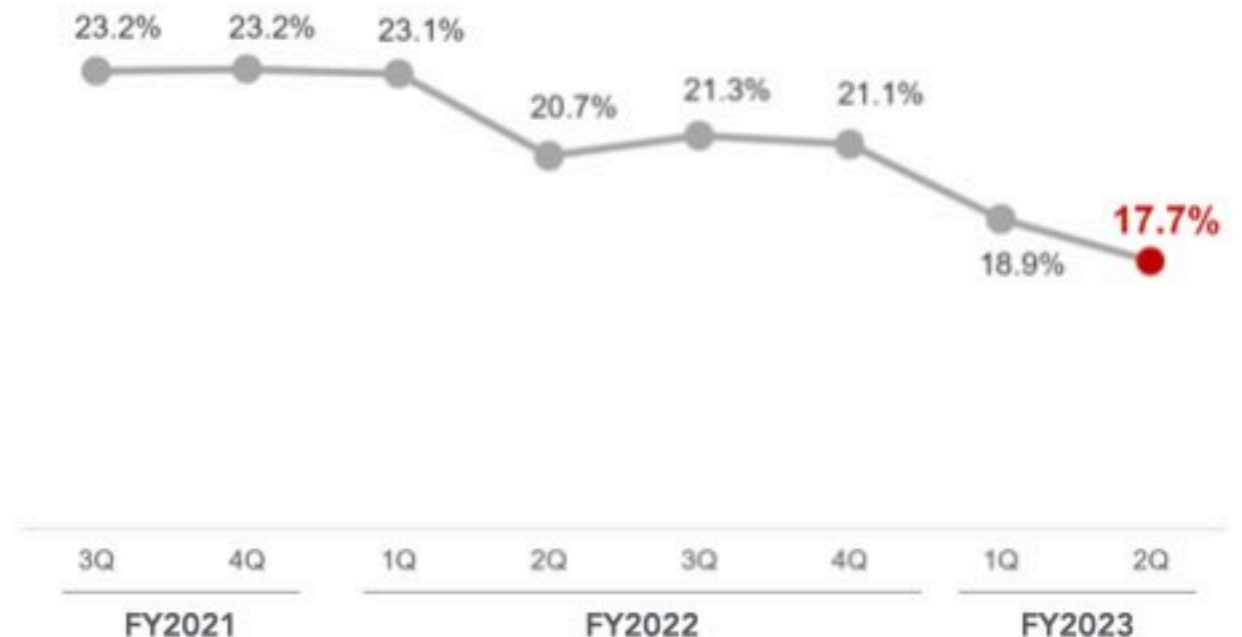
*Quarter transition

The number of applicants turned positive compared to the previous year Strengthening measures to improve the decline in application rate

The number of applicants



Application rate



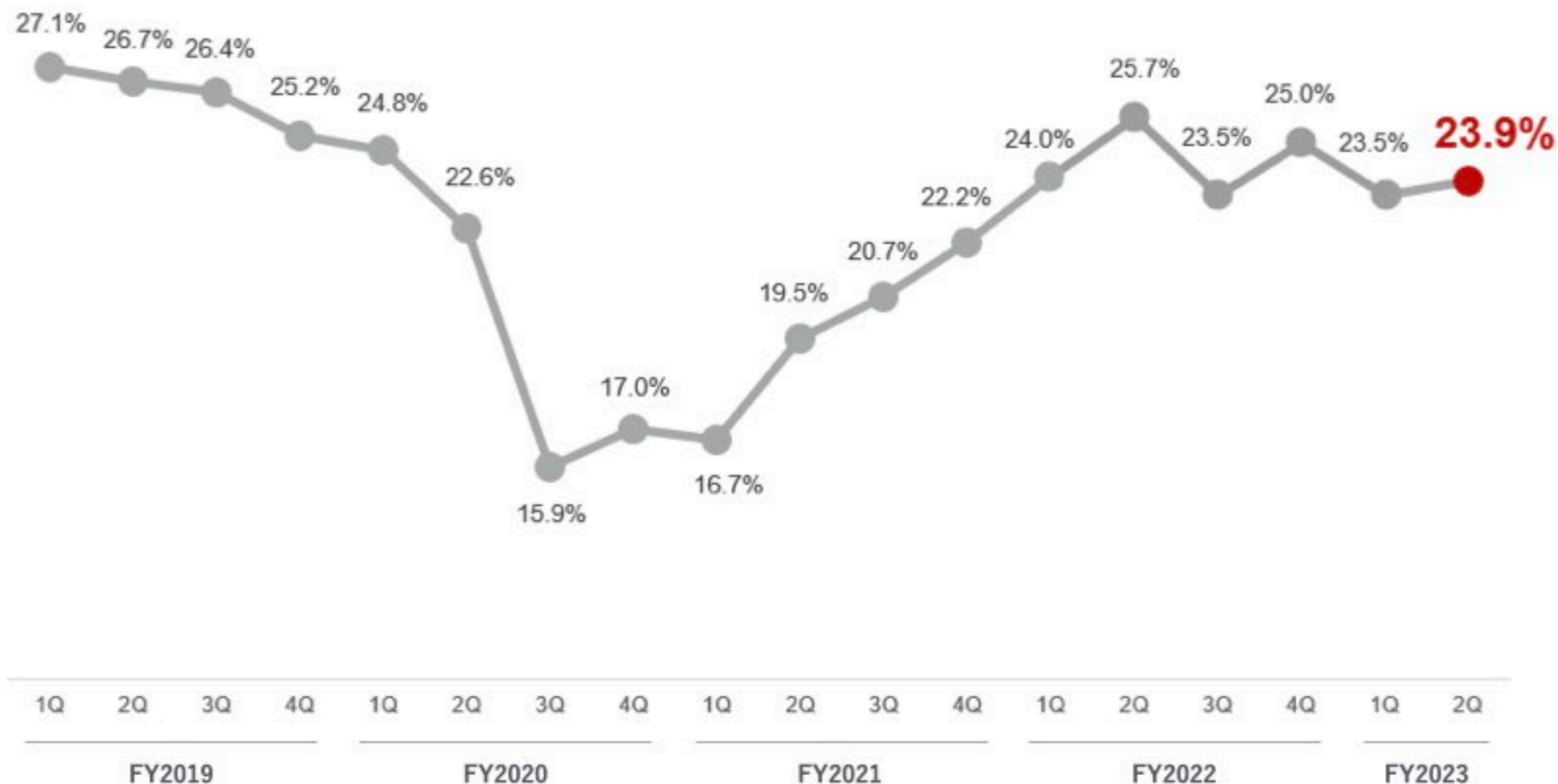
*1 The number of applicants : Job seekers who apply for jobs on Green once or more in a quarter among job seekers registered with Green (unique)

*2 Application rate : The number of applicants ÷ The number of quarterly active users

*3 The number of quarterly active users : Job seekers who log in once or more in a quarter among job seekers registered with Green (unique)

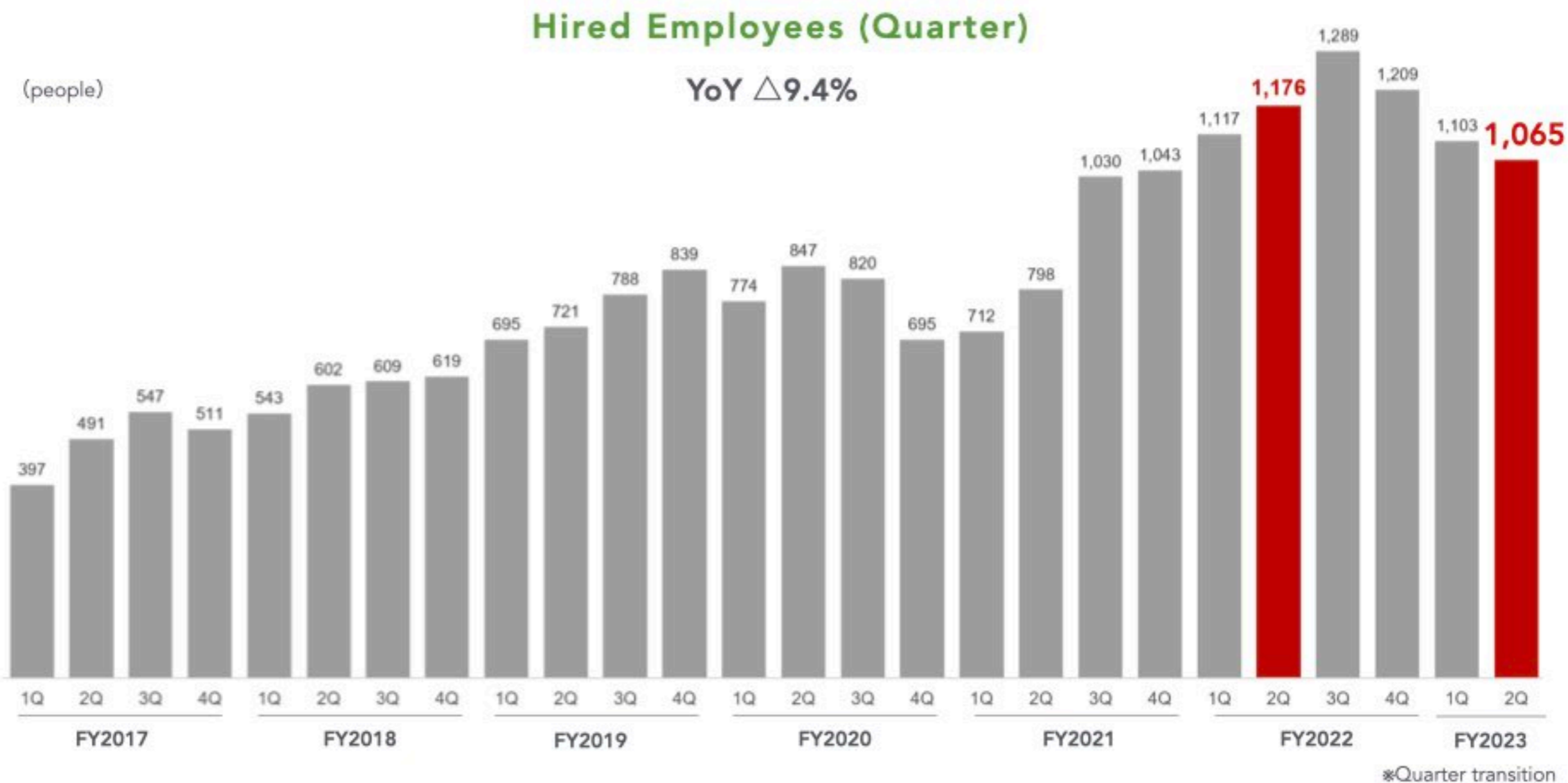
Document screening pass rate remains at pre-COVID-19 normal levels

Document screening pass rate



* Document screening pass rate : Number of document screening pass ÷ Number of applications

Decrease in the number of hired employees due to inefficient advertising investment in Q4 FY2022



Average unit price of contingency fee is expected to increase from approx. 830,000 yen to approx. 1,000,000 yen

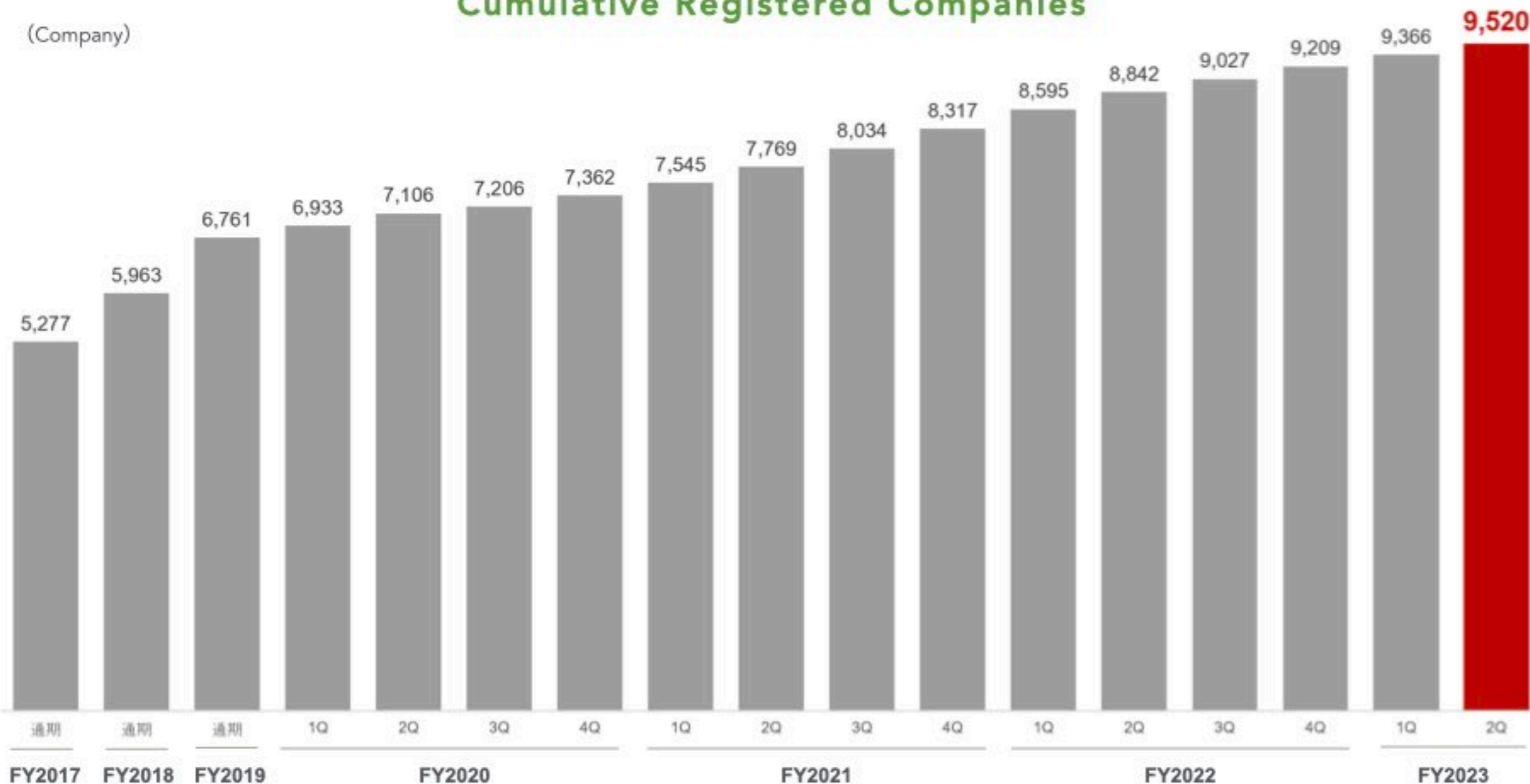
| Former contingency fee | Uniform fixed fee per work location | New contingency fee | Uniform fixed fee per job category |
|------------------------|---|---|------------------------------------|
| | <p>Tokyo • Full remote</p> <p>900,000 yen</p> | <ul style="list-style-type: none"> • Engineer • Technical Positions (Systems/Network) • Management/CXO | <p>1,200,000 yen</p> |
| | <p>Saitama • Chiba • Kanagawa Aichi • Osaka • Fukuoka</p> <p>700,000 yen</p> | <p>▶</p> <ul style="list-style-type: none"> • Sales • Planning and Marketing • Management, Administration and Back office • Specialists (Finance/Real estate/Consulting/Lawyer, etc.) • Creative Positions (Web/Gaming/Multimedia) • Engineer/Technical Positions (Electrical/Electronics/Mechanical/Semiconductor) | <p>900,000 yen</p> |
| | <p>Hokkaido • Hyogo • Kyoto • Overseas</p> <p>500,000 yen</p> | | |
| | <p>Other</p> <p>300,000 yen</p> | <ul style="list-style-type: none"> • Assistant/Clerical/Office Work • Service Positions (Human resources/Stores/Healthcare) • Architectural Design/Civil Engineering/Plant Work | <p>600,000 yen</p> |

※1 The new fee structure is applied for job seekers who applied later than November 1, 2022
 ※2 Discounted contingency fee is applied if the annual salary of the job seeker at their new position is less than 3 million yen

Steady Increase of Newly Registered Companies

Cumulative Registered Companies

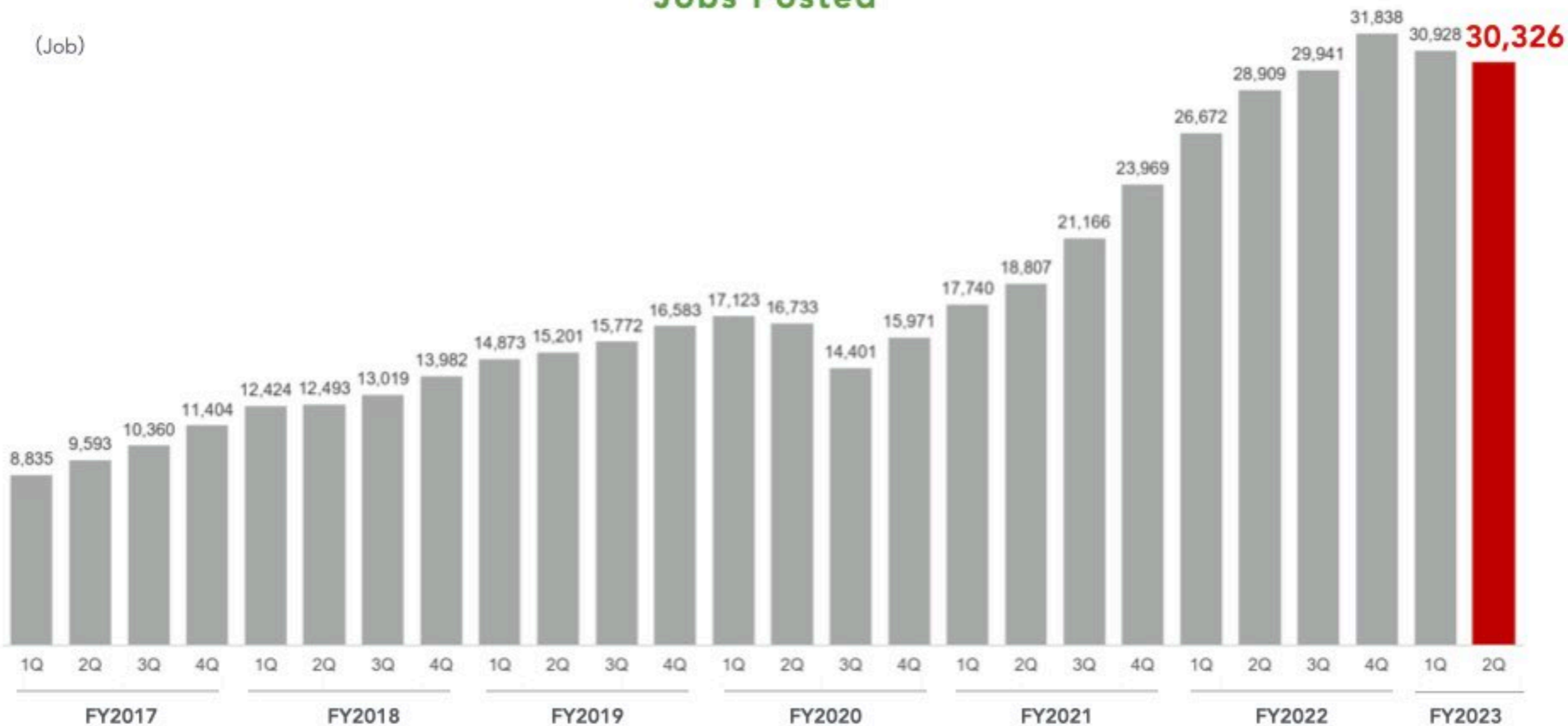
(Company)



"Green" Job Search Website for IT Industry with Contingency Fee

To improve the user experience of job seekers, we have conducted a thorough review of job postings. As a result, the number of jobs posted decreased

Jobs Posted



*Quarter transition

Potential Growth of Green

Recruitment market recovered to pre-COVID levels and entered a growth phase again
Green's sales bottomed out in Q2, and the market share is on an upward again

| | Recruitment Market Size | Green's Market Size ^{*1} | Green's Occupancy ^{*2} |
|--------------|---|-----------------------------------|---------------------------------|
| All Industry | 296 B yen ^{*3} (252 B yen) ^{*4} | 177 B yen (151 B yen) | 2.3% (1.9%) |
| IT Industry | 88 B yen ^{*5} (75 B yen) | 52 B yen (45 B yen) | 7.7% (6.4%) |

*1 Green is a discounted model of Recruitment Agency by 60%

*2 Green's sales calculated as 4.0 B yen (FY2022 Actual)

*3 Yano Research Institute "Current Status and Future of Human Resource Business 2022 Edition

*4 Figures in brackets indicate previous year results

*5 We estimate that approximately 30% of the total recruitment market is IT industry related

wevox



Engagement

Index to measure the understanding and contribution of each employees for the company's strategy or goal.
Causal relationship with performance is academically proven.



Organizational Capability Platform utilizing pulse survey and machine learning

Point 1

Visualization of engagement score

The first platform to visualize engagement in Japan, supervised by professor Shimazu of Keio University, a leading expert in the country

Point 2

Utilizing technology

Automatically analyze the huge amount of data collected and enables immediate grasp of the organization's issues

Point 3

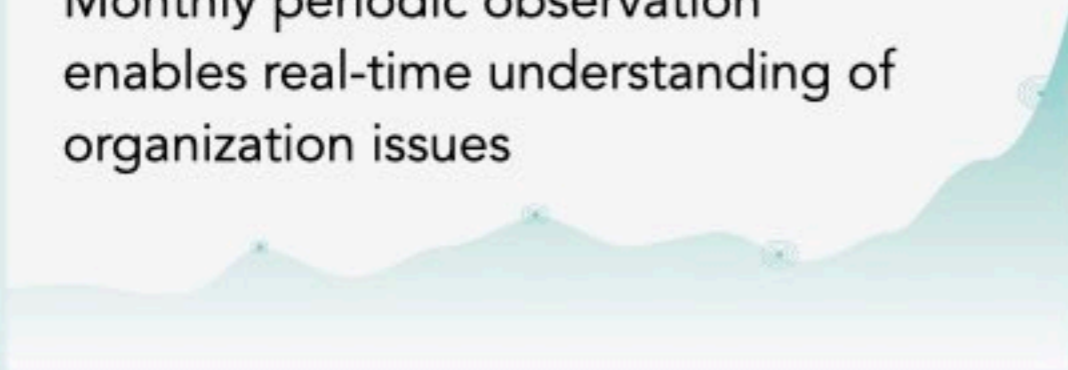
Affordable price with SaaS model

Offer a low price of ¥ 300 per employee per month

Wevox's Competitive Advantage

1 Pulse survey

Monthly periodic observation enables real-time understanding of organization issues



2 Usability

Easy -to-use design for various devices (PC/tablet-type device/smartphone)



3 Data analysis

Applying over 175 million responses to machine learning

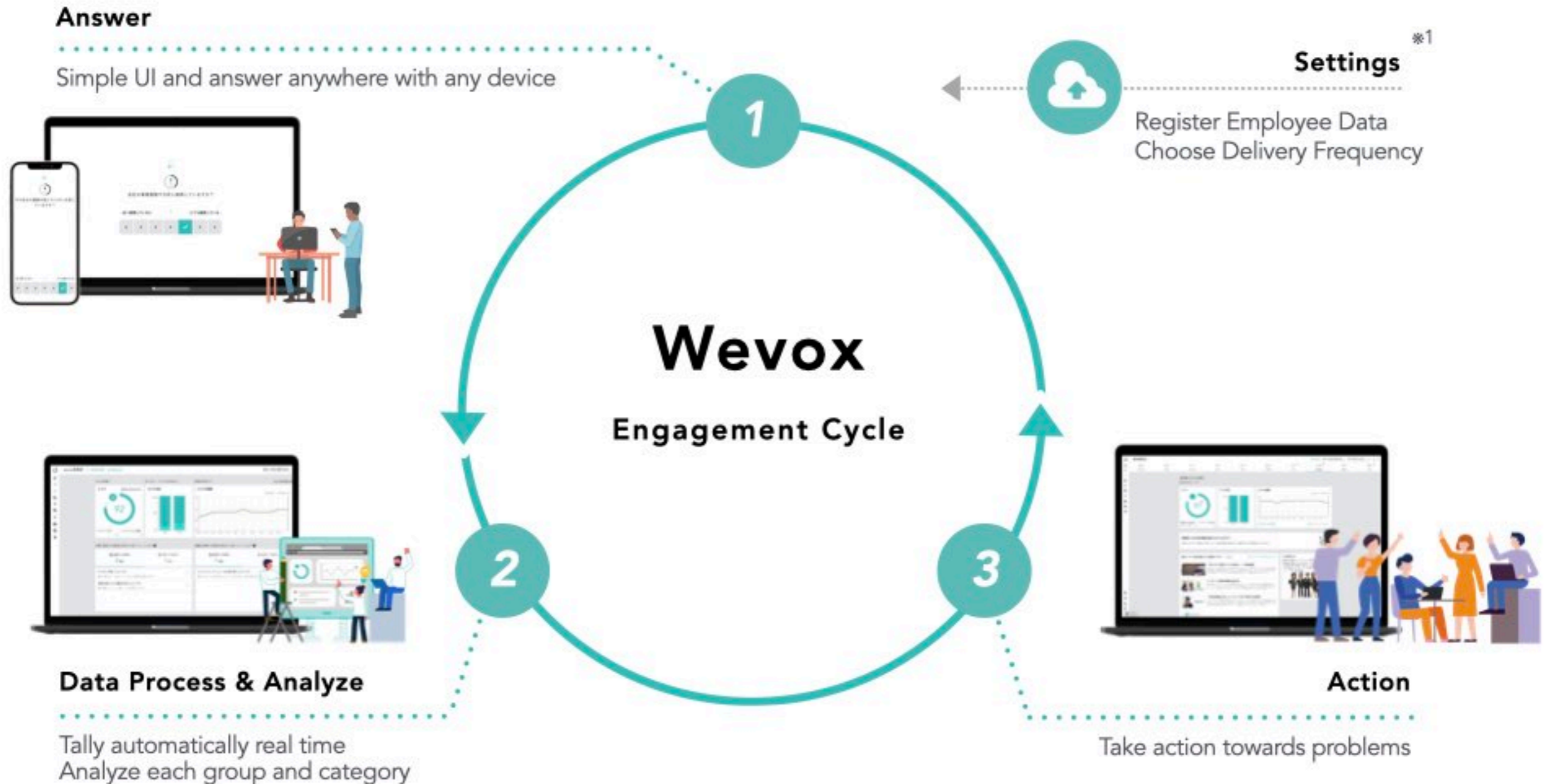


4 Academic basis

Professor Akito Shimazu, Keio University, a leading expert in the engagement research, joins as an advisor



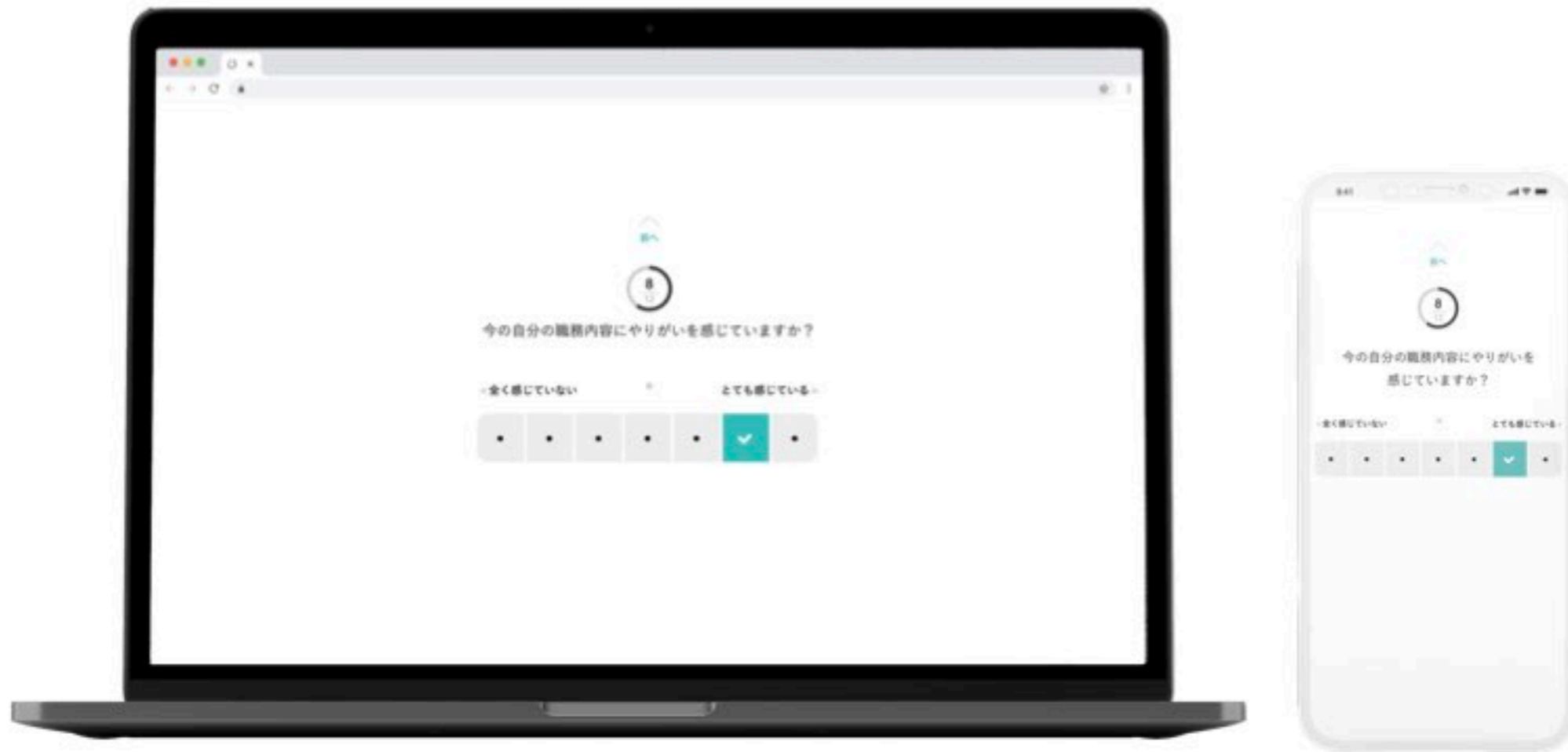
Wevox Use Case



※1 Wevox introduces "pulse survey" that is a simple questionnaire which repeats every 1-2 months

Continuous improvement of UI/UX including multi-language support

Built an algorithm based on the user's response record and provides high usability
High response rate by easy user interface

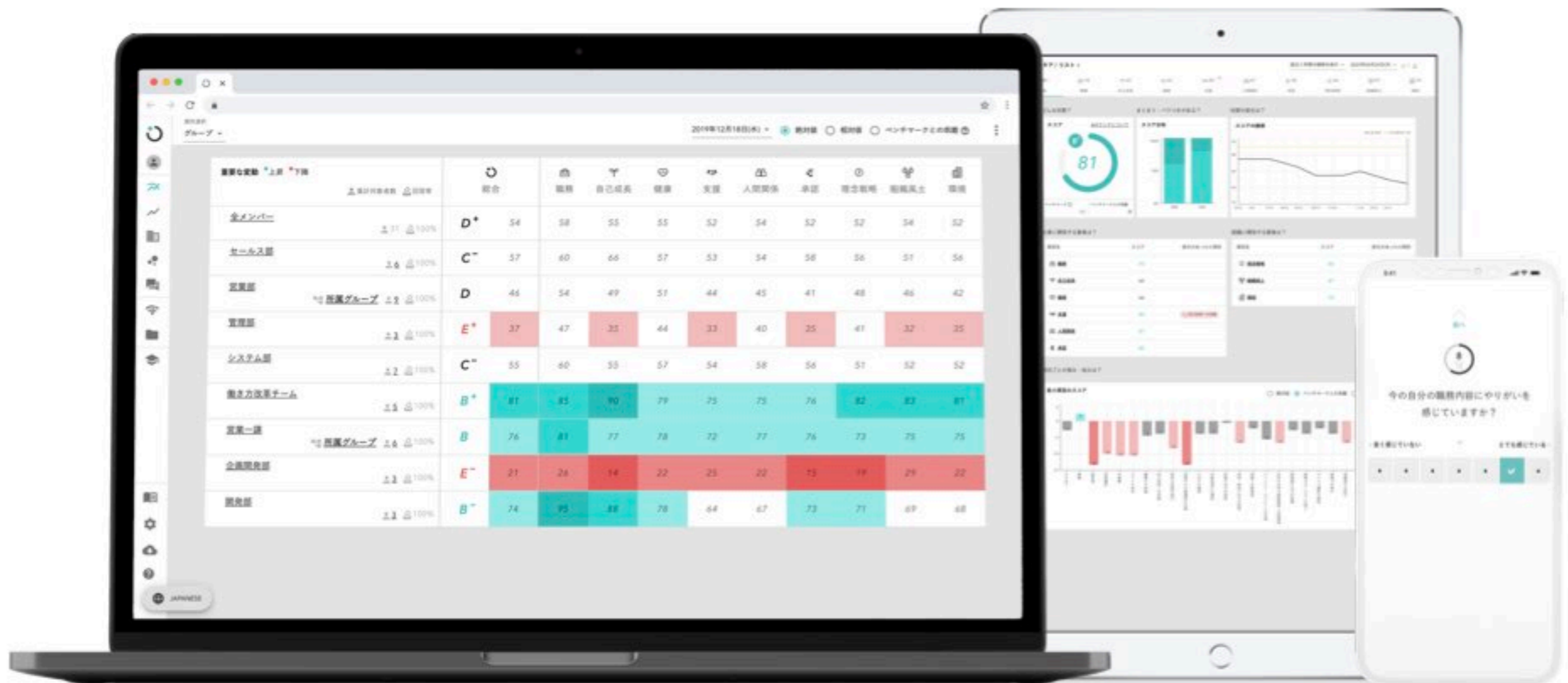


(e-mail • Slack • LINE WORKS • Workplace • Teams)

Periodic observation by pulse survey

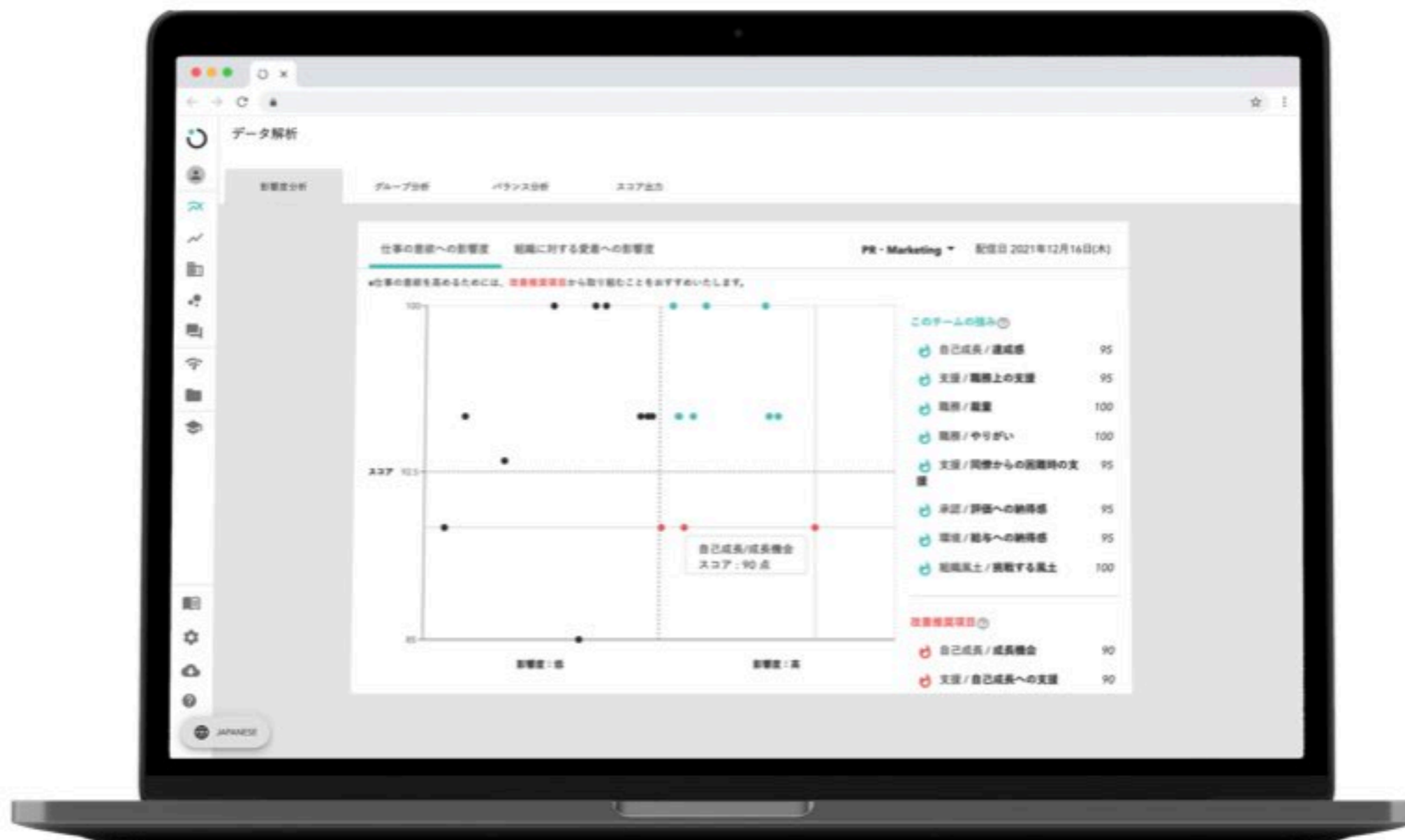
View results in real time

Enables detailed analysis through comparing with the past data



Improvement of additional value through the accumulation and analysis of data

Visualize the degree of influence of each factor on engagement by analyzing accumulated data. Enables effective organizational improvements based on data



Improving the added value provided to customers

Plans to begin offering higher-end plans
Optional menus tailored to customer needs are also available

| | Basic | Standard |
|--------------------------------|---|---|
| | Pulse survey to analyze organizational to team level engagement | Continued implementation of high quality engagement improvement activities at the organizational, team and individual level |
| Monthly Fee/User | 300yen/month | 600yen/month |
| Employee Data Management | <input type="radio"/> | <input type="radio"/> |
| API Use | | <input type="radio"/> |
| Engagement | <input type="radio"/> | <input type="radio"/> |
| Organizational Culture | | <input type="radio"/> |
| Personal Analysis | | <input type="radio"/> |
| Custom | <input type="radio"/> | <input type="radio"/> |
| Organizational Analysis | <input type="radio"/> | <input type="radio"/> |
| Member Support | | <input type="radio"/> |
| Team improvement support by AI | | <input type="radio"/> |



Options

Security Option

Provides a more advanced security environment

Professional Support Option

Training and project promotion support to maximize the effects of Wevox implementation and improve organizational capabilities

Challenge for improving further added value

A new function Wevox Organizational Culture launched

Wevox Engagement

Are individual employees working proactively and enthusiastically?



Wevox Organizational Culture

Are all members of the organization acting with the same discipline and standards of behavior?



Wevox has been introduced in many industries

Companies adopting Wevox cover many different industries and sectors such as IT, securities, bank, medical, food, sports teams. Currently, Wevox is adopted by more than **2,810** companies. Increase of users more than the growth of the companies and organizations introduced.

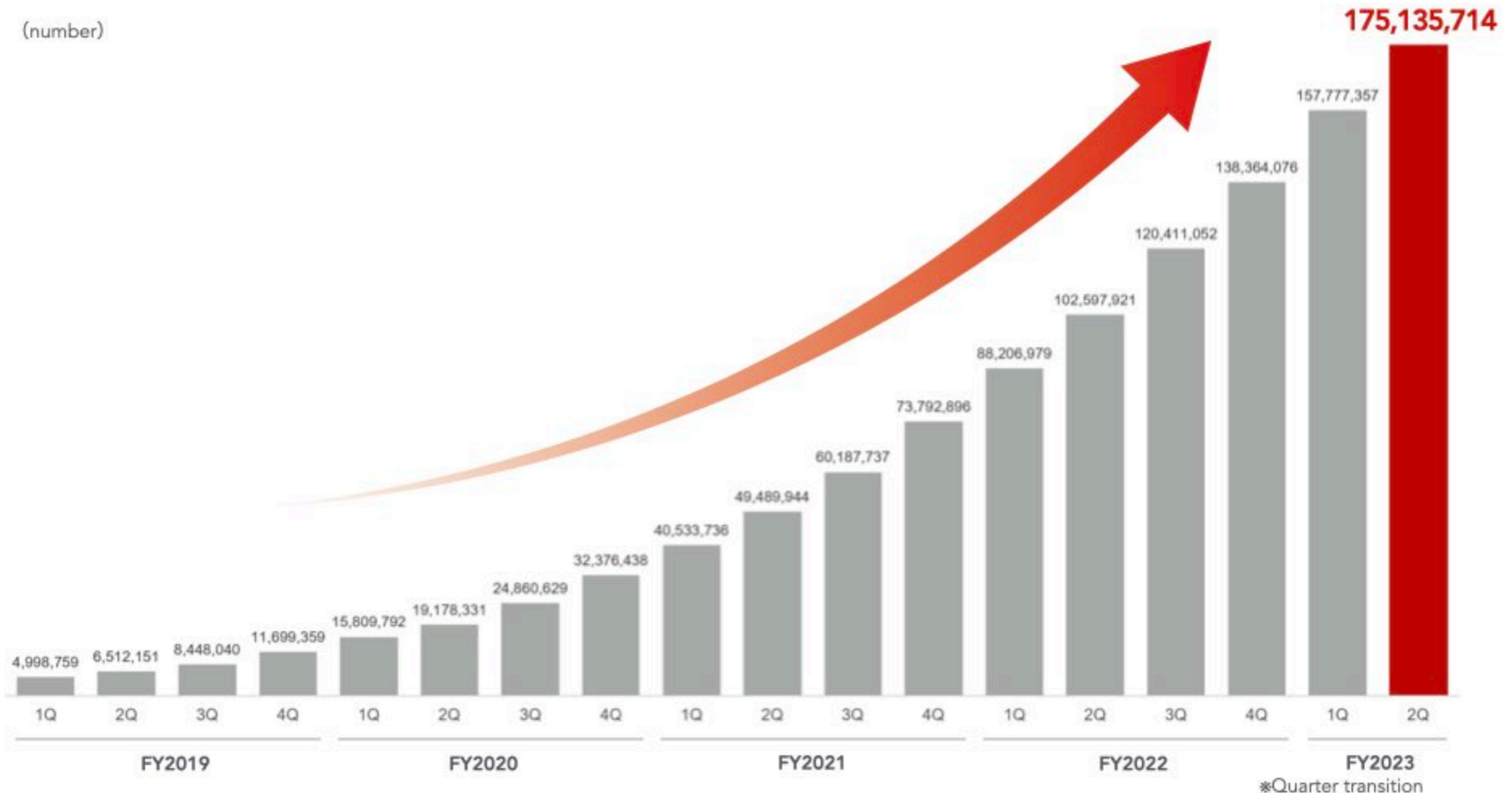


Reference from Wevox Website.

Increase of Answer Data

Continuously developing new features using response data to take competitive advantage

(number)



Realize a subscription model with high growth potential

Transition in the number of companies adopted

(Company)

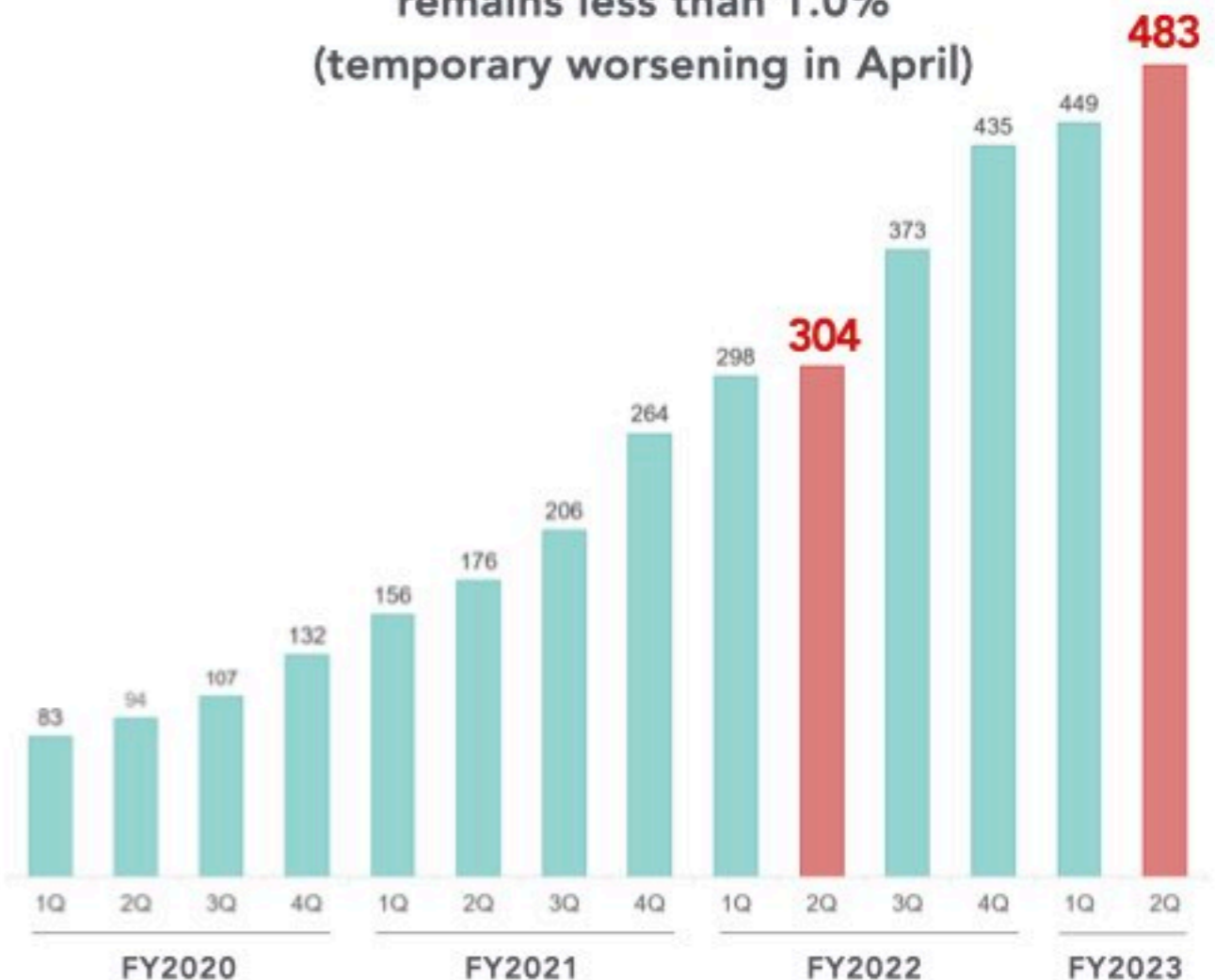


Transition in Sales

YoY +58.9%

Monthly churn rate remains less than 1.0% (temporary worsening in April)

(Million yen)



Potential Growth of Wevox

Potential target

All Employed Persons

67.2M^{※1} People

Wide range of industries including sports and educational organizations

Price Competitiveness

¥ **300** per month

Targeting wide range of clients via SaaS model

Potential Market size

More than

240B^{※2} yearly

Pursuit the expansion of the market size by rising Wevox's pricing

※1 Ministry of Internal Affairs and Communications Statistics Bureau

※2 Calculation : Number of Employed Person 67.25M people×¥300per person×12months=¥242B



“Create a sports team that attracts people all over the world”

Professional Basketball Team ALTIRI CHIBA



Founded the professional basketball team "ALTIRI CHIBA"

Joined the B3 League from the 2021-22 season, based in Chiba

City, Chiba Prefecture

Aiming to be promoted to the B1 League in the shortest possible time since the team's founding

B2 League Rankings

2022-23 B2 League regular season

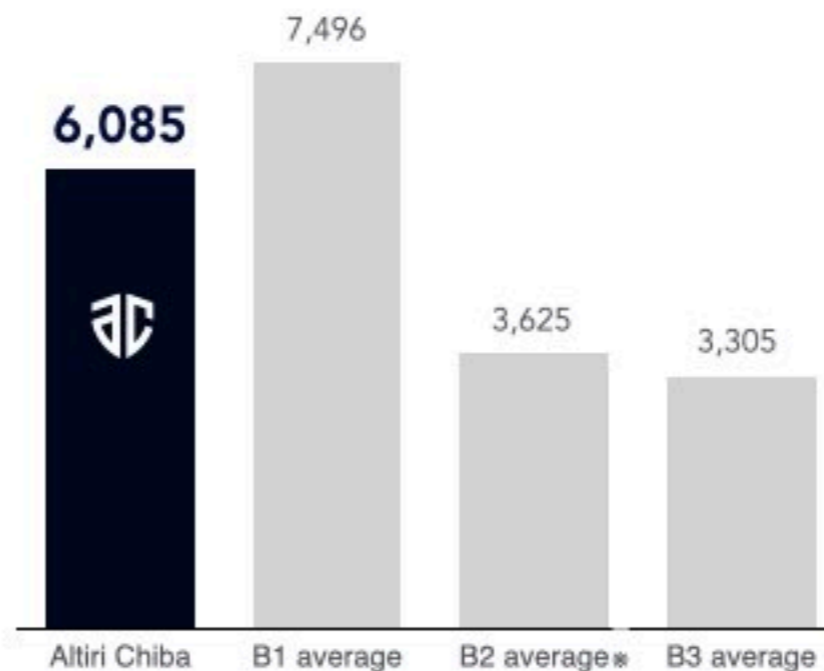
Winner in the East District



Audience Turnout at Each Home Opener for 2022-23 Season

Audience at the opening home game was near the B1 League average and ranked 18th in the combined B1 to B3 League rankings, boasting a B1-level audience

Average Audience Turnout for the Home Opener Games Per League (persons)



*Average for B2 League excluding Altiri Chiba

Audience Turnout Ranking for Home Opener

| League | Team | Total |
|-----------|---------------------|--------------|
| B1 | A.TOKYO | 18,086 |
| B3 | TOKYO.U | 17,415 |
| B1 | RYUKYU | 14,532 |
| B1 | KAWASAKI | 9,535 |
| B1 | UTSUNOMIYA | 8,741 |
| B1 | AKITA | 8,707 |
| B1 | CHIBA | 8,677 |
| B1 | SAN-EN | 8,649 |
| B1 | SENDAI | 8,136 |
| B1 | YOKOHAMA | 8,113 |
| B1 | IBARAKI | 7,440 |
| B1 | NAGOYA.D | 7,271 |
| B1 | OSAKA | 6,951 |
| B1 | HOKKAIDO | 6,779 |
| B1 | SHINSHU | 6,700 |
| B1 | HIROSHIMA | 6,390 |
| B1 | SHIMANE | 6,244 |
| B2 | Altiri Chiba | 6,085 |
| B1 | SR.SHIBUYA | 6,056 |
| B2 | NAGASAKI | 5,693 |

Solving social issues through sports

Aiming to develop youth through sports and contribute to the local community, we actively participate in community contribution activities such as basketball classes for children and clean-up activities



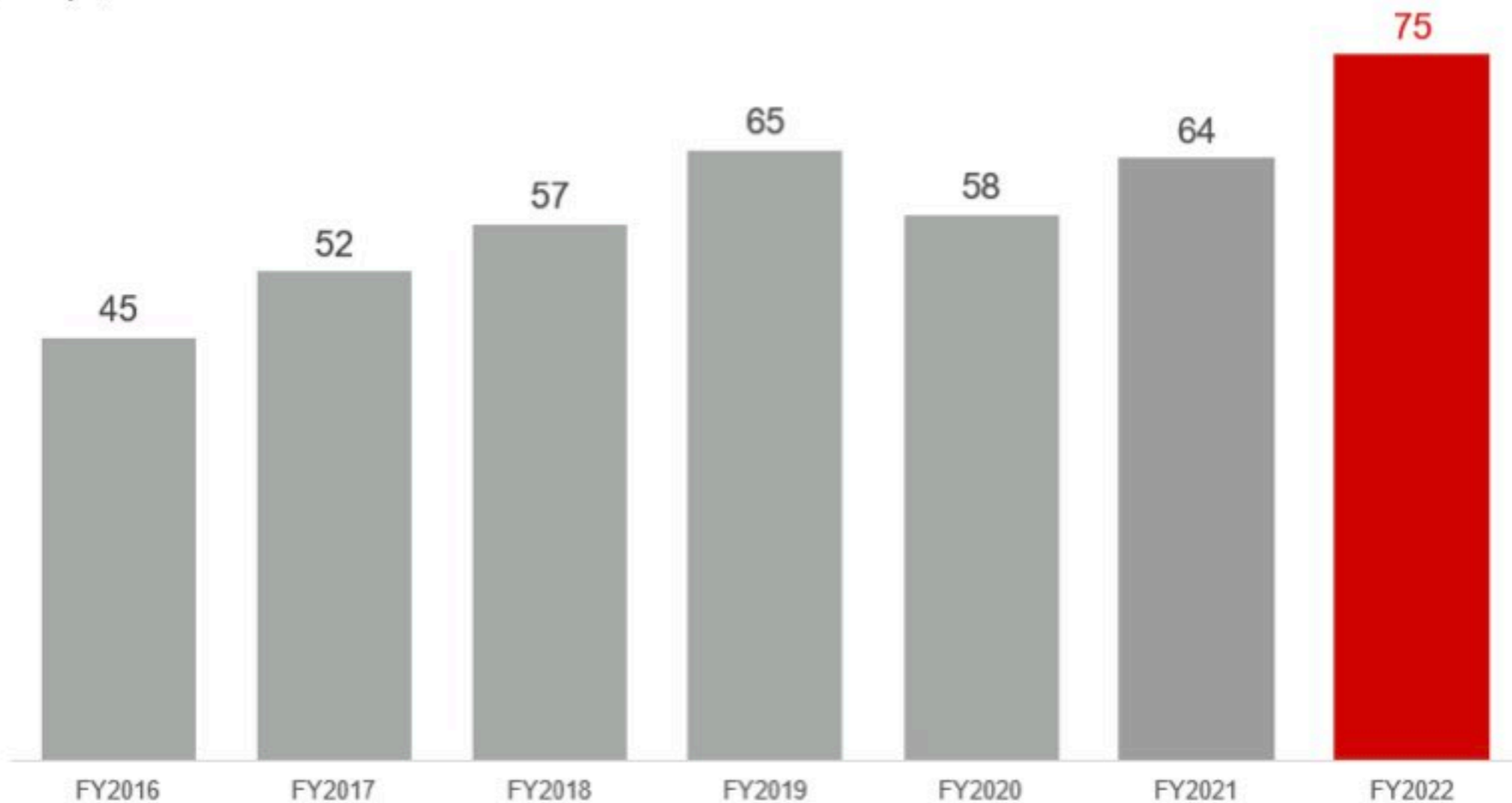
Agenda

1. Acquisition of Treasury Shares
and Downward Revision of Financial Forecast
2. Company Overview
3. Financial Highlights
4. About Business
5. References

Transition of Sales Per Employee

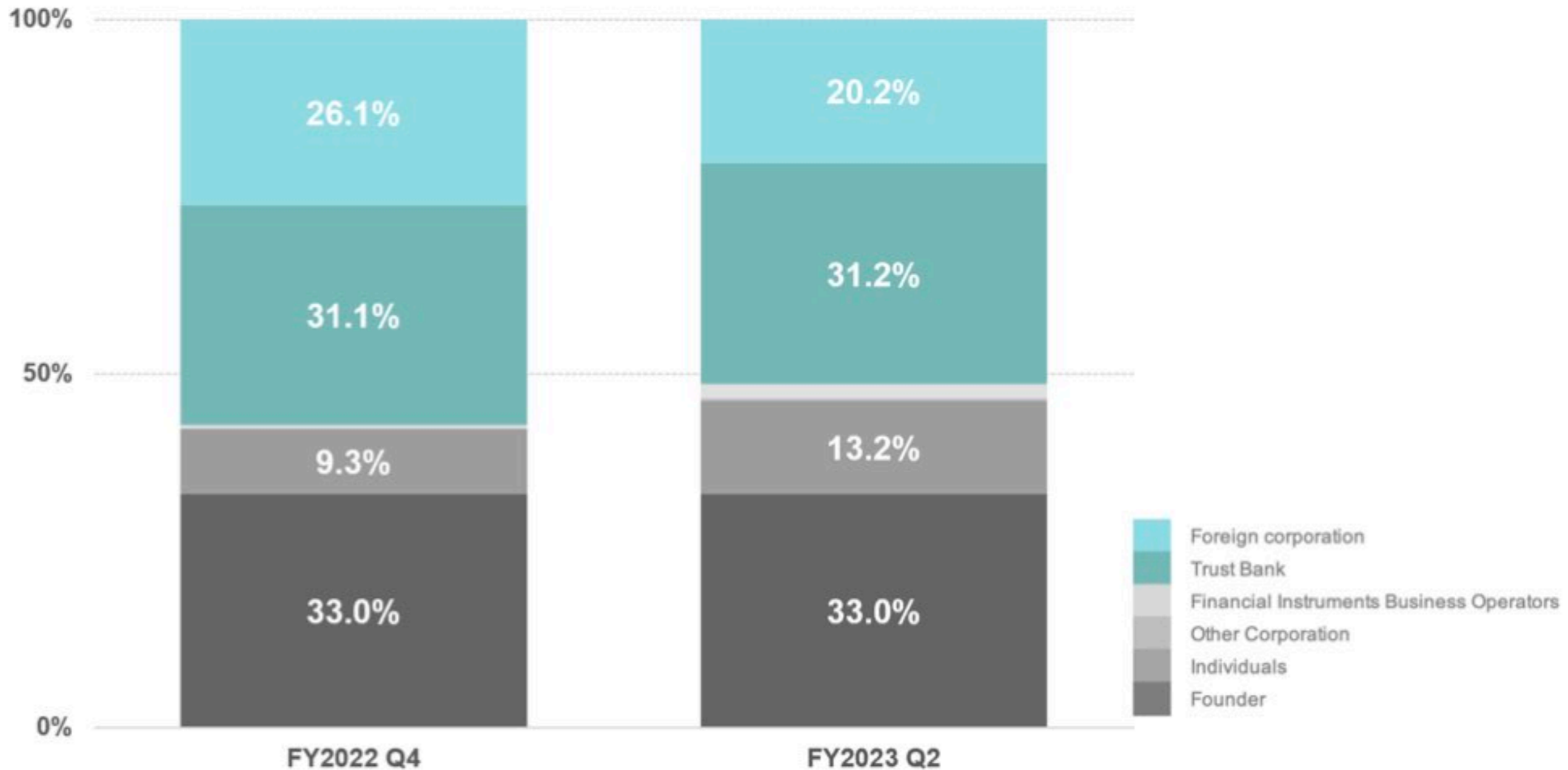
Achieved record productivity despite active investment in new businesses

(Million yen)



Shareholding Structure

More than 50% owned by domestic and foreign institutional investors



:Atrae

| | |
|-------------------------|---|
| Name | Atrae, Inc. |
| Business Outline | Green : a contingency fee basis job site Wevox : a organizational capability platform Yenta : a matching app for business professionals Inow : a job-based matching platform for professionals |
| Foundation | October, 2003 |
| Management | Yoshihide Arai, President & CEO |
| Employee | 95 (As of March, 2023) |
| Capital Stock | 1,268 (in JPY MM) |
| Location | Minato-ku, Tokyo, Japan |

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:Atrae

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