



Financial Results Explanatory Material

**Financial Results for the 3rd Quarter of
Fiscal Year Ending September 30, 2023**

Atrae, Inc. (TSE Prime Market : 6194)

Agenda

- 1. Company Overview**
- 2. Financial Highlights**
- 3. About Business**
- 4. References**

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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



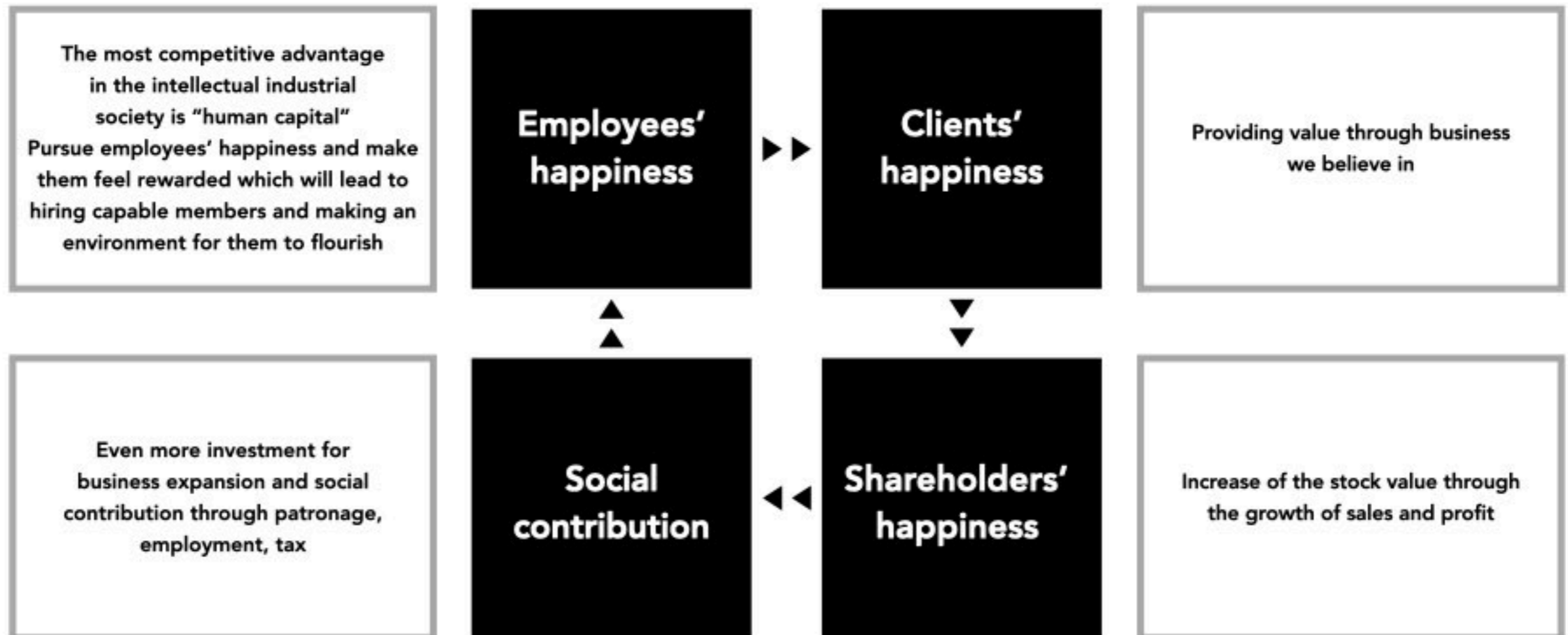
Partners



... 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 Q3

FY2023
Q1-Q3

Sales	5,690	Million yen	YoY	+17.4 %	Progress	75.9 %
Operating Profit	782	Million yen	YoY	△19.5 %	Progress	96.5 %

Business

Green's sales grew YoY +18.4% due to higher contingency fee unit price

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

The number of applicants entered a growth phase again

Wevox achieved YoY +31.6% sales growth

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

Topics

Basic Agreement to Establish a Joint Venture with Sumitomo Mitsui Financial Group, Inc.

Wevox sales growth target for FY2024 is over 50%

Operating profit margin will enter an upward phase in the next fiscal year and beyond

Wevox's growth strategy for FY2024

Wevox sales growth target for FY2024 is over 50%

Operating profit margin will enter an upward phase in the next fiscal year and beyond

Growth Strategy

1. Improving the added value provided to customers

- Increase the number of companies adopting Wevox
 - ARPU increase due to sales increase of Standard Plan and options
-

2. Increase demand for Wevox Engagement Score in human capital disclosure

- Acceleration of adoption by large companies
-

3. Basic Agreement to Establish a Joint Venture with Sumitomo Mitsui Financial Group, Inc.

- "SMBC Wevox", a digital solution for improving organizational capabilities
 - Proposals for solutions to organizational problems, based on organizational capability data such as employee engagement data
 - Advisory services for improving corporate value through correlation analysis between non-financial and financial information, etc.
-

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

Green's sales grew YoY +18.4% due to higher contingency fee unit price
Wevox achieved YoY +31.6% sales growth despite churn at some large companies

(Million yen)	FY2023 Q3	YoY		QoQ		FY2023 Q1-Q3	YoY	
		FY2022 Q3	%	FY2023 Q2	%		FY2022 Q1-Q3	%
Sales	2,149	1,745	+23.2%	1,828	+17.6%	5,690	4,848	+17.4%
Green	1,523	1,286	+18.4%	1,209	+26.0%	3,910	3,613	+8.2%
Wevox	491	373	+31.6%	483	+1.7%	1,423	975	+45.9%
New business	22	25	△12.0%	25	△12.0%	78	76	+2.6%
Sports Tech	113	61	+85.2%	111	+1.8%	279	184	+51.6%
Operating Expenses	1,685	1,439	+17.1%	1,815	△7.2%	4,908	3,877	+26.6%
Operating Profit	464	306	+51.6%	13	+3469.2%	782	971	△19.5%
Operating Profit Margin	21.6%	17.5%	+4.1pt	0.7%	+20.9pt	13.7%	20.0%	△6.3pt

YoY Comparison (sales)

FY2023 Q3 operating profit margin up to 21.6%

(Million yen)	FY2023 Q3			YoY			FY2023 Q1-Q3			YoY		
	FY2023 Q3	% of Sales	FY2022 Q3	% of Sales	%	FY2023 Q1-Q3	% of Sales	FY2022 Q1-Q3	% of Sales	%		
Sales	2,149	100.0%	1,745	100.0%	+23.2%	5,690	100.0%	4,848	100.0%	+17.4%		
People Tech	2,036	94.7%	1,684	96.5%	+20.9%	5,411	95.1%	4,664	96.2%	+16.0%		
Sports Tech	113	5.3%	61	3.5%	+85.2%	279	4.9%	184	3.8%	+51.6%		
Operating Expenses	1,685	78.4%	1,439	82.5%	+17.1%	4,908	86.3%	3,877	80.0%	+26.6%		
People Tech	1,356	63.1%	1,238	70.9%	+9.5%	3,989	70.1%	3,233	66.7%	+23.4%		
Cost of sales	26	1.2%	27	1.5%	△3.7%	81	1.4%	75	1.5%	+8.0%		
SG&A												
Web Ad	705	32.8%	657	37.7%	+7.3%	2,056	36.1%	1,337	27.6%	+53.8%		
TV Ad and Other	64	3.0%	91	5.2%	△29.7%	228	4.0%	533	11.0%	△57.2%		
Personnel Cost	315	14.7%	287	16.4%	+9.8%	915	16.1%	752	15.5%	+21.7%		
Other	246	11.4%	176	10.1%	+39.8%	709	12.5%	536	11.1%	+32.3%		
Sports Tech	329	15.3%	201	11.5%	+63.7%	919	16.2%	644	13.3%	+42.7%		
Operating Profit	464	21.6%	306	17.5%	+51.6%	782	13.7%	971	20.0%	△19.5%		

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	Q3
Sales	842	911	875	802	886	998	1,221	1,359	1,504	1,599	1,745	1,740	1,713	1,828	2,149
People Tech	842	911	875	802	886	998	1,221	1,359	1,455	1,525	1,684	1,673	1,658	1,717	2,036
Green	745	804	758	655	713	802	990	1,067	1,131	1,196	1,286	1,209	1,178	1,209	1,523
Wevox	83	94	107	132	156	176	206	264	298	304	373	435	449	483	491
New business	14	13	10	15	17	20	25	28	26	25	25	29	31	25	22
Sports Tech	-	-	-	-	-	-	-	-	49	74	61	67	55	111	113
Operating Expenses	647	848	565	638	608	684	850	1,312	1,055	1,383	1,439	1,651	1,408	1,815	1,685
People Tech	647	848	565	638	596	674	835	1,271	882	1,113	1,238	1,443	1,186	1,447	1,356
Cost of sales	15	14	10	13	12	16	20	23	23	25	27	30	25	30	26
SG&A	399	461	302	288	270	287	339	353	278	402	657	765	577	774	705
Web Ad	0	138	0	57	17	56	139	441	201	241	91	89	73	91	64
TV Ad and Personnel Cost	137	137	147	145	154	172	195	283	206	259	287	371	294	306	315
Other	96	98	106	135	143	143	142	171	174	186	176	188	217	246	246
Sports Tech	-	-	-	-	12	10	15	41	173	270	201	208	222	368	329
Operating Profit	195	63	310	164	278	314	371	47	449	216	306	89	305	13	464
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%	21.6%

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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

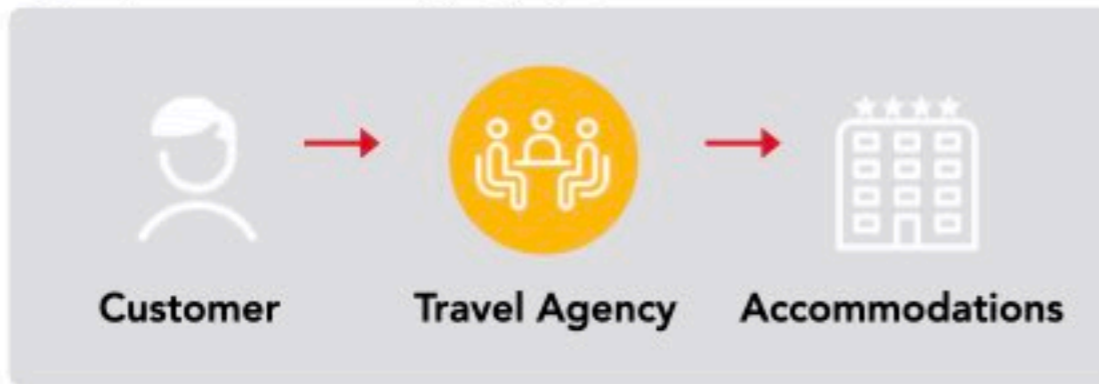
Direct recruiting platform

Job seekers and companies can take action and communicate interactively.

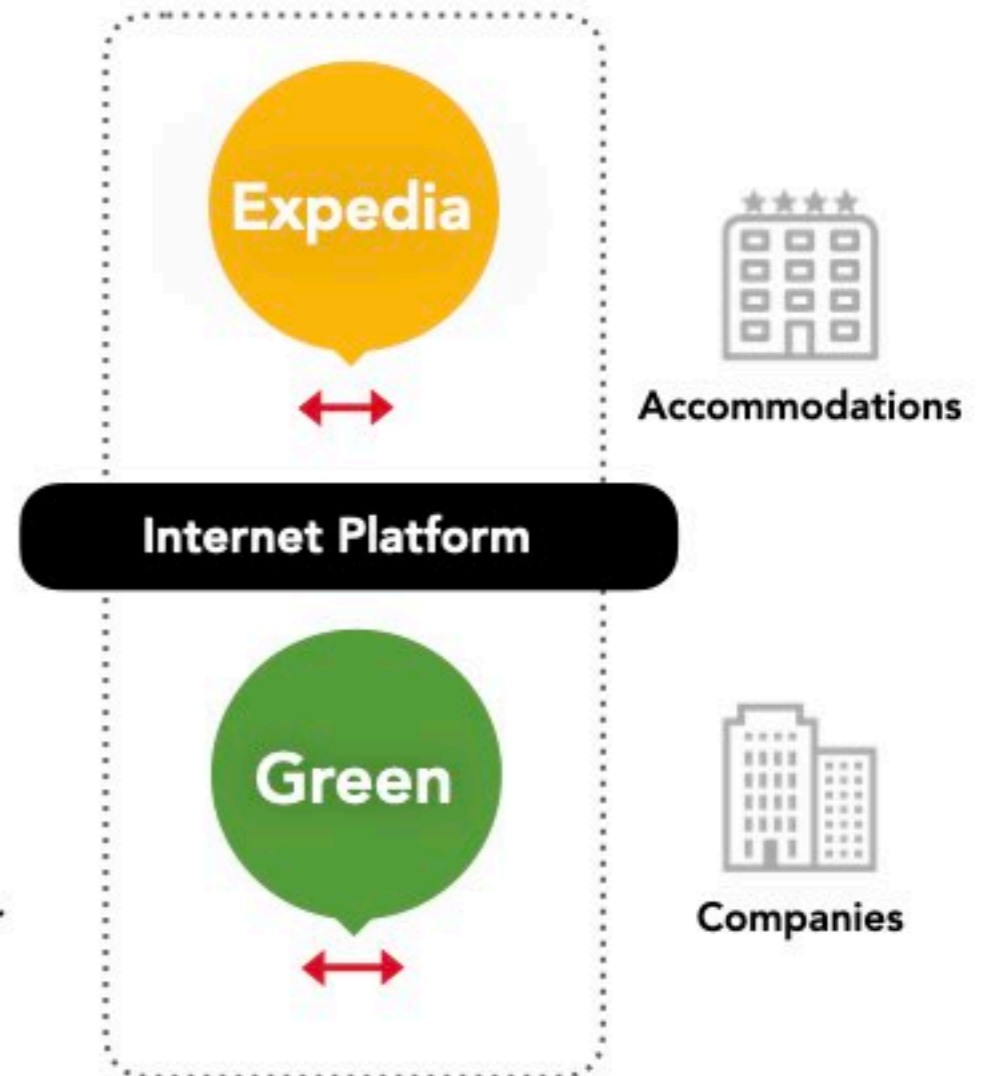
Attain Efficient Matching Via Technology

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

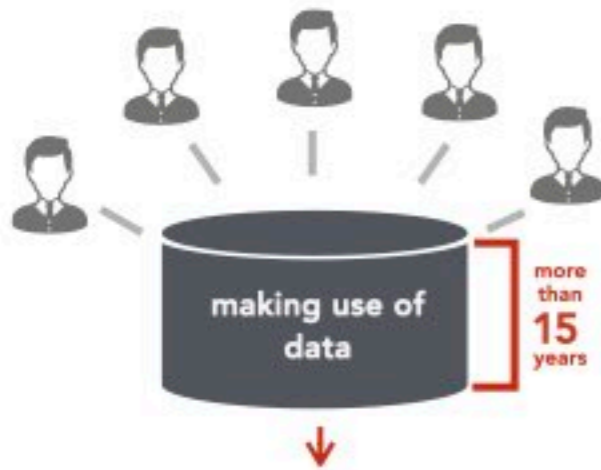


Green Established a Unique Position

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 **9,600**

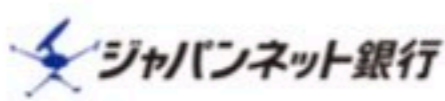
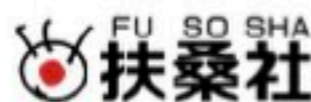
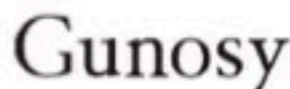
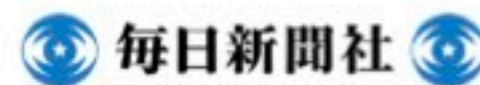
Number of Registered User ID

More than **1.18** 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.



Definition of KPI

KPI	Definition	Period
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 quarterly active users	Job seekers who log in at least once a quarter among job seekers registered with Green	Quarterly (3 months) 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	$\frac{\text{The number of applicants}}{\text{The number of quarterly active users}}$	Quarterly (3 months) unique
Document screening pass rate	$\frac{\text{Number of document screening pass}}{\text{Number of applications}}$	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 +52.0%

(people)



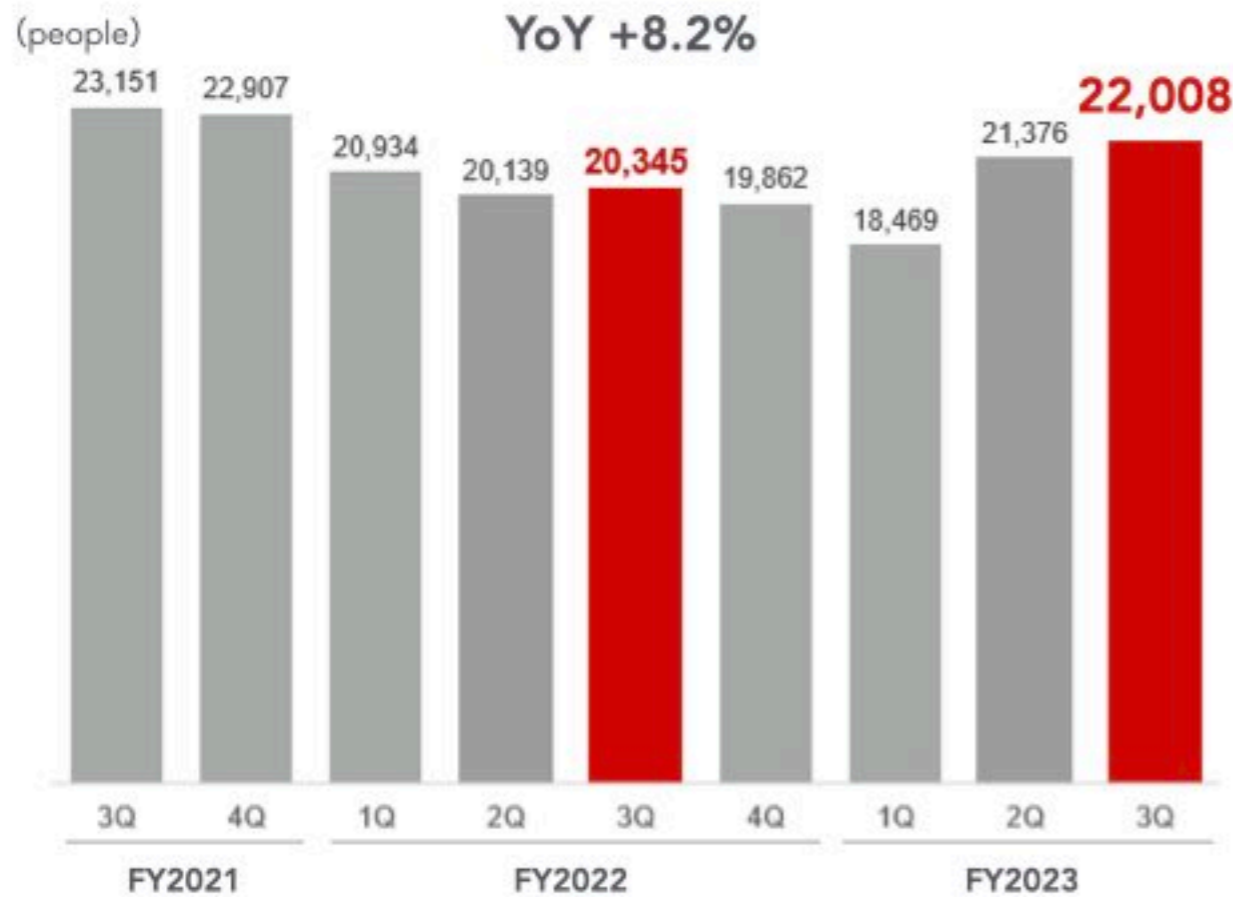
* Active user : Job seekers who log in at least once a month among job seekers who are registered with Green

*Quarter transition

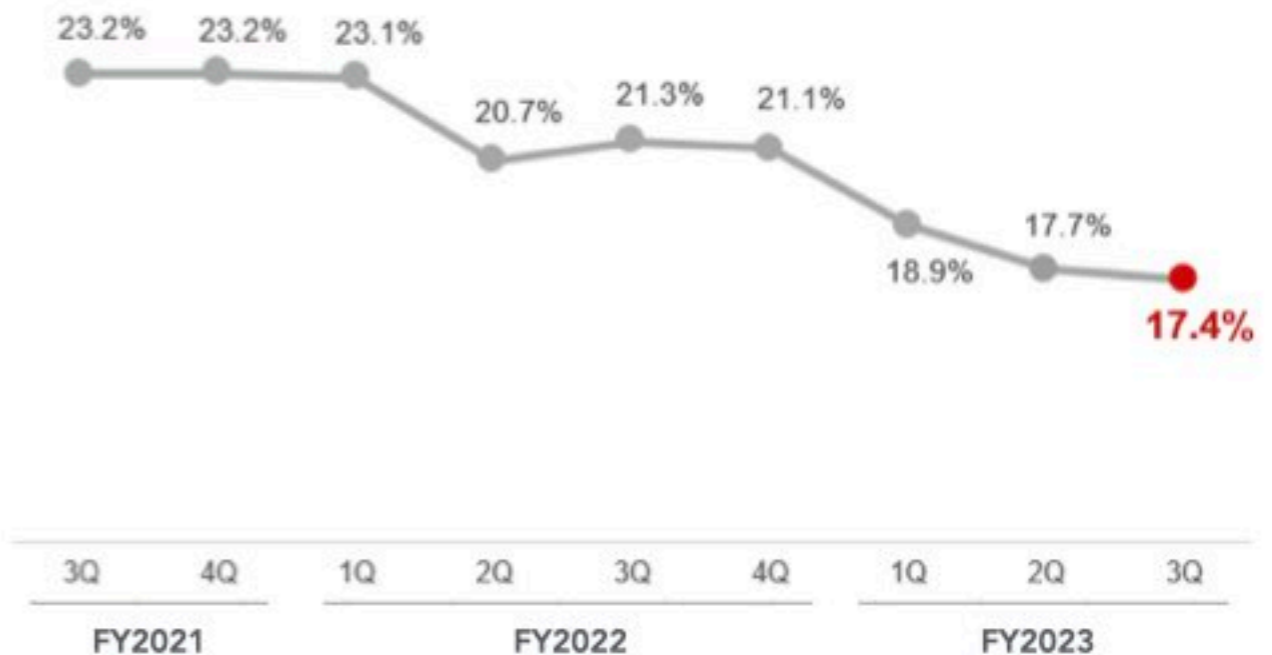
Graph shows the number of active users in the last month of the quarter

The number of applicants entered a growth phase again due to the increase in the number of active users
 Continuing measures to improve the decline in application rate

The number of applicants



Application rate



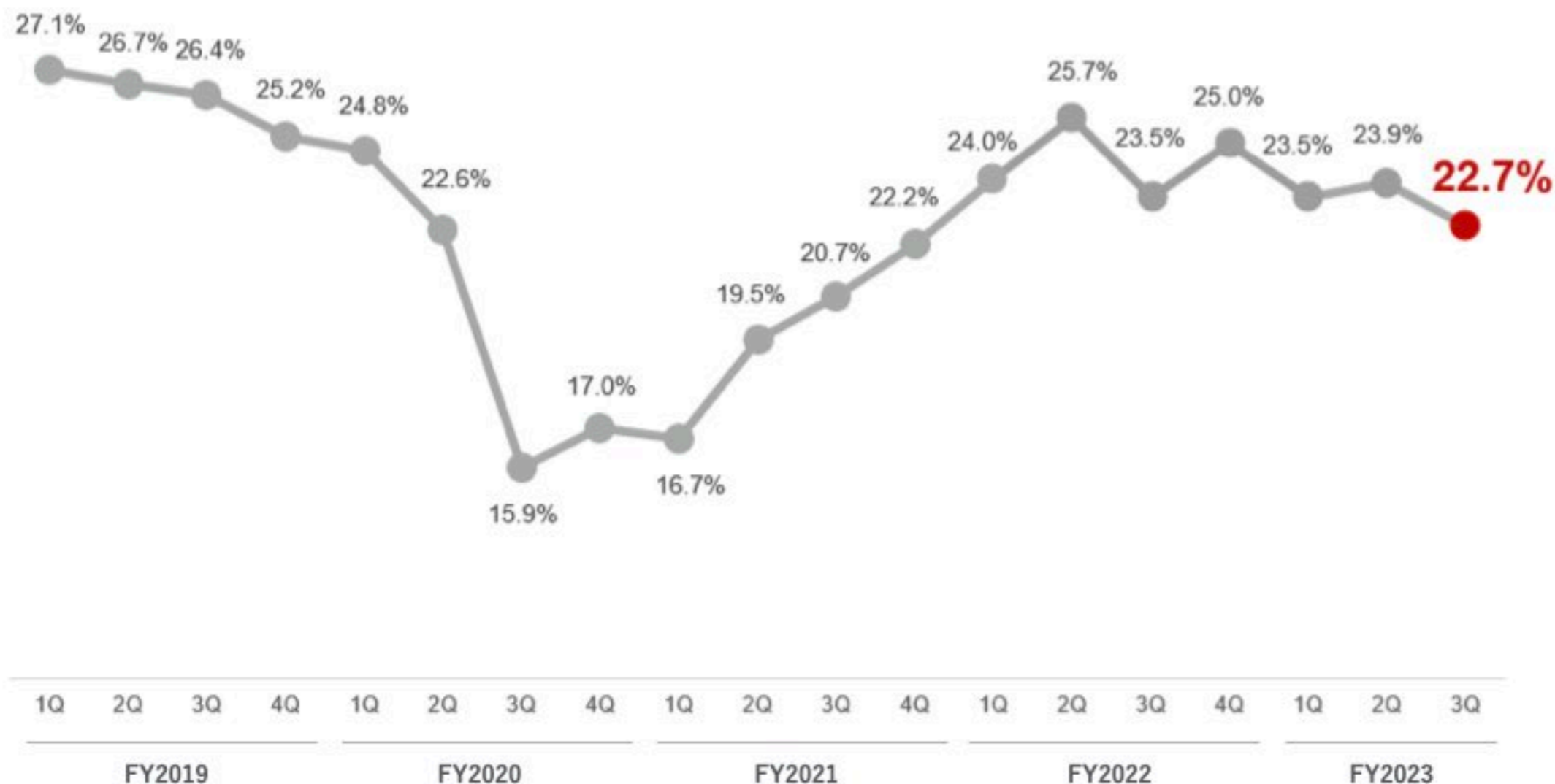
*1 The number of applicants : Job seekers who apply for jobs on Green once or more in a quarter among job seekers registered with Green (unique)

*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)

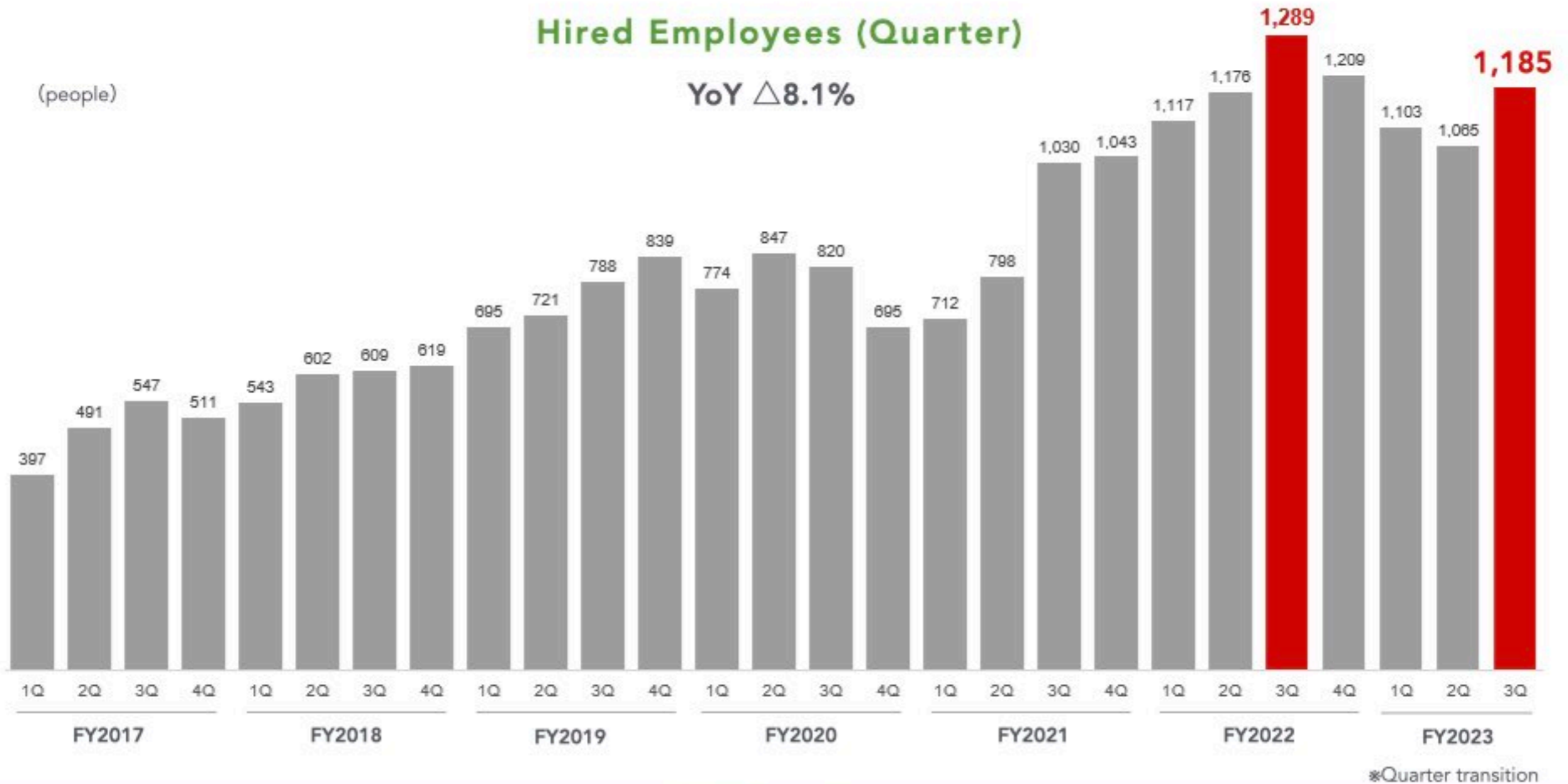
Document screening pass rate remains at pre-COVID-19 normal levels

Document screening pass rate



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

Successfully improved marketing measures have resulted in a bottomed out in the number of hired employees



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
Tokyo • Full remote	900,000 yen	<ul style="list-style-type: none"> • Engineer • Technical Positions (Systems/Network) • Management/CXO 	1,200,000 yen
Saitama • Chiba • Kanagawa Aichi • Osaka • Fukuoka	700,000 yen	<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) 	900,000 yen
Hokkaido • Hyogo • Kyoto • Overseas	500,000 yen	<ul style="list-style-type: none"> • Assistant/Clerical/Office Work 	600,000 yen
Other	300,000 yen	<ul style="list-style-type: none"> • Service Positions (Human resources/Stores/Healthcare) • Architectural Design/Civil Engineering/Plant Work 	

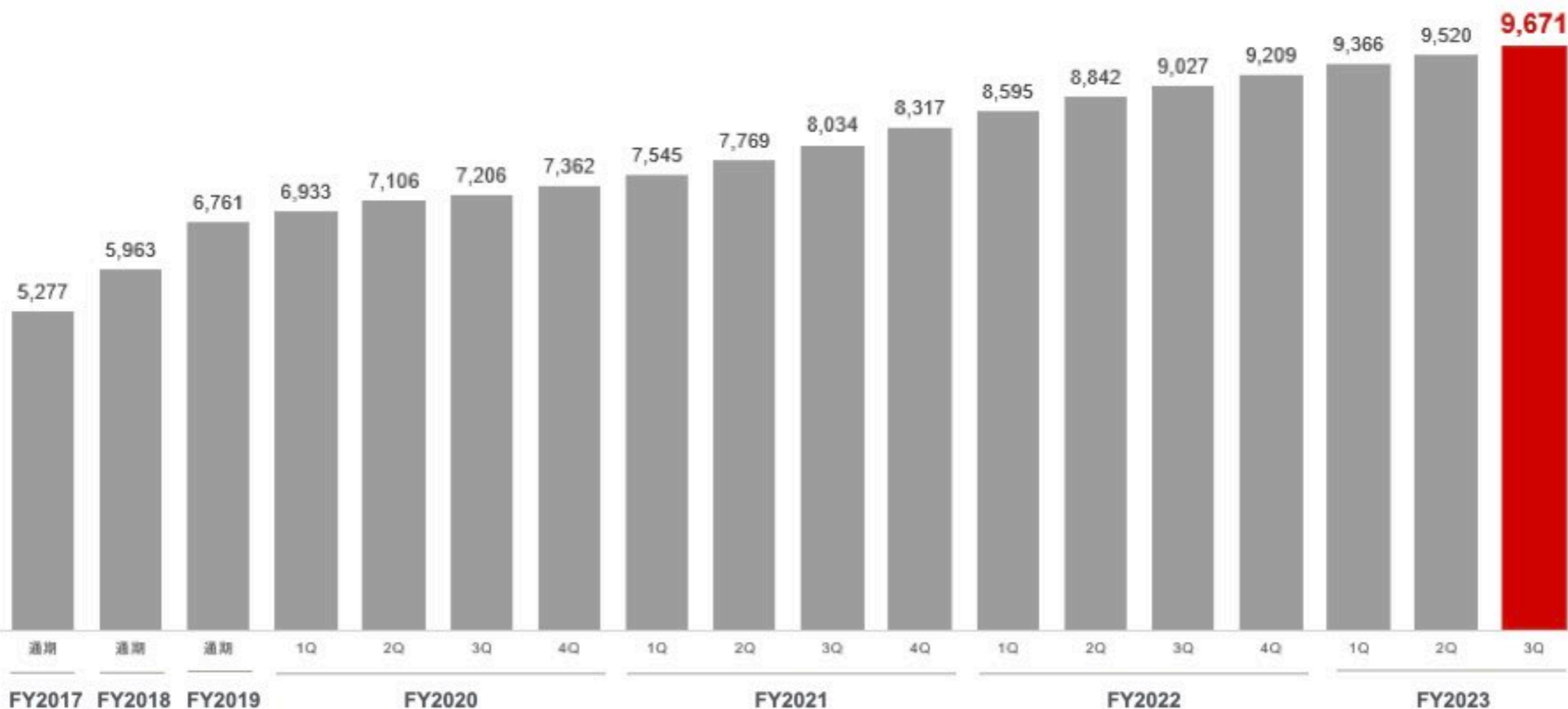
※1 The new fee structure is applied for job seekers who applied later than November 1, 2022

※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

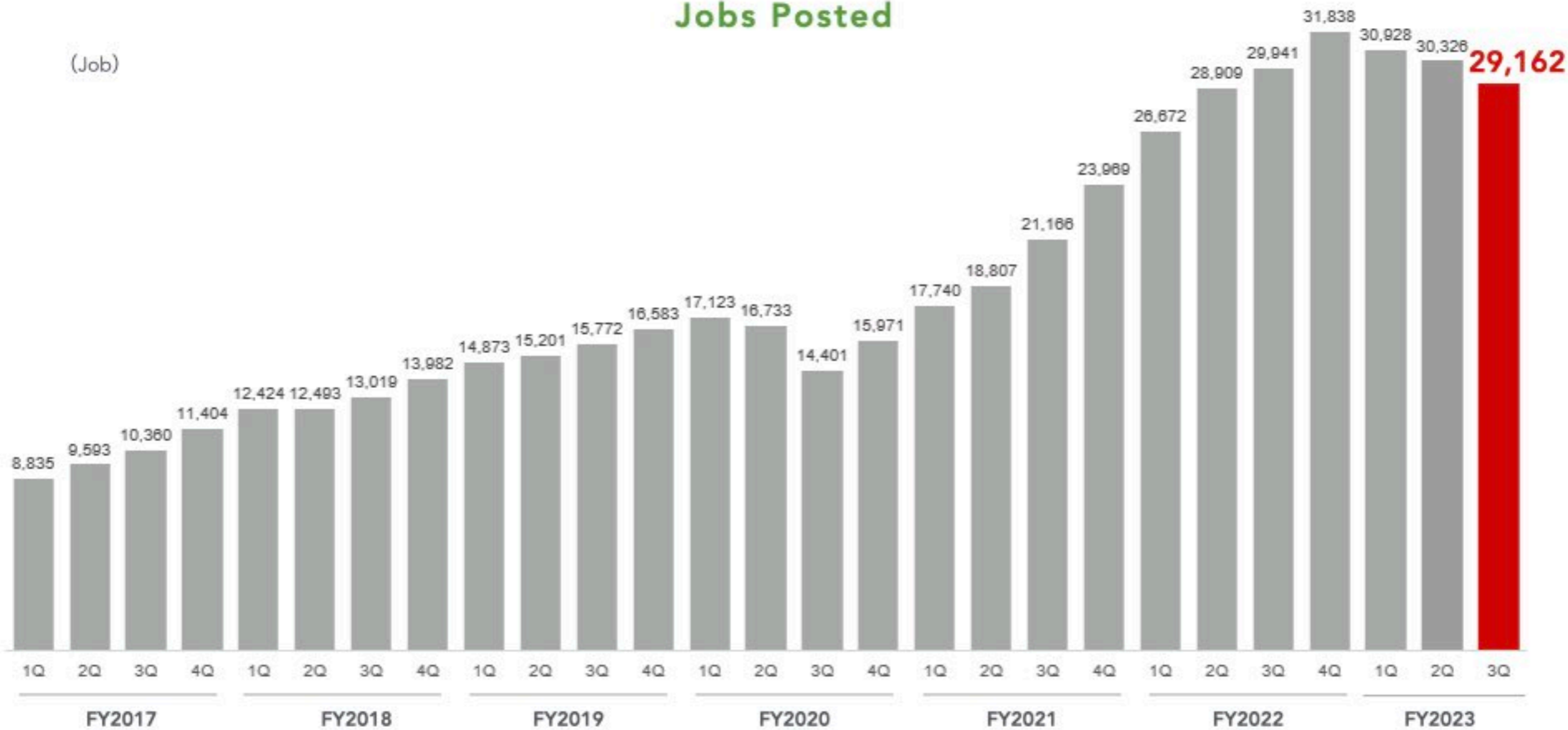
Cumulative Registered Companies

(Company)



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

What is Organizational Capability

The ability of an organization to realize its vision and strategy, consisting of factors such as the psychological state and characteristics of employees, their compatibility, and organizational culture

Values, characteristics, and compatibility
(Strengths of each individual)

Engagement
(Energy of each individual)

Purpose and strategy
(Organizational banner)

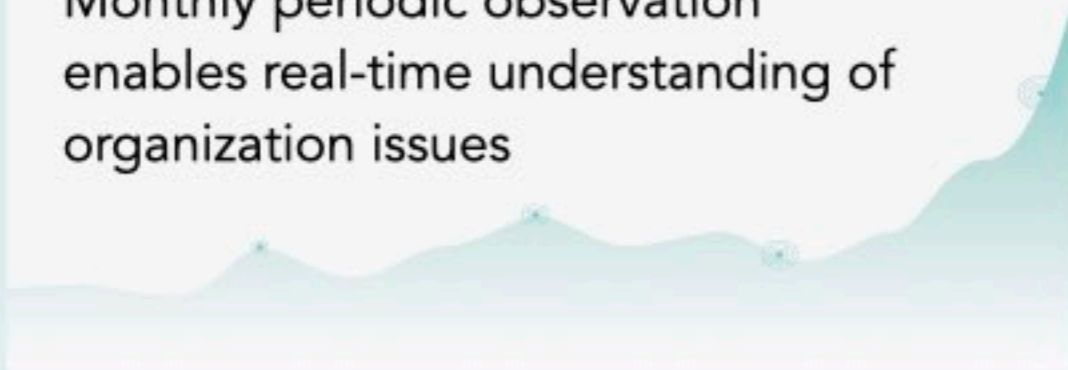
Organizational Culture
(Consistent code of conduct)



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 194 million responses to machine learning

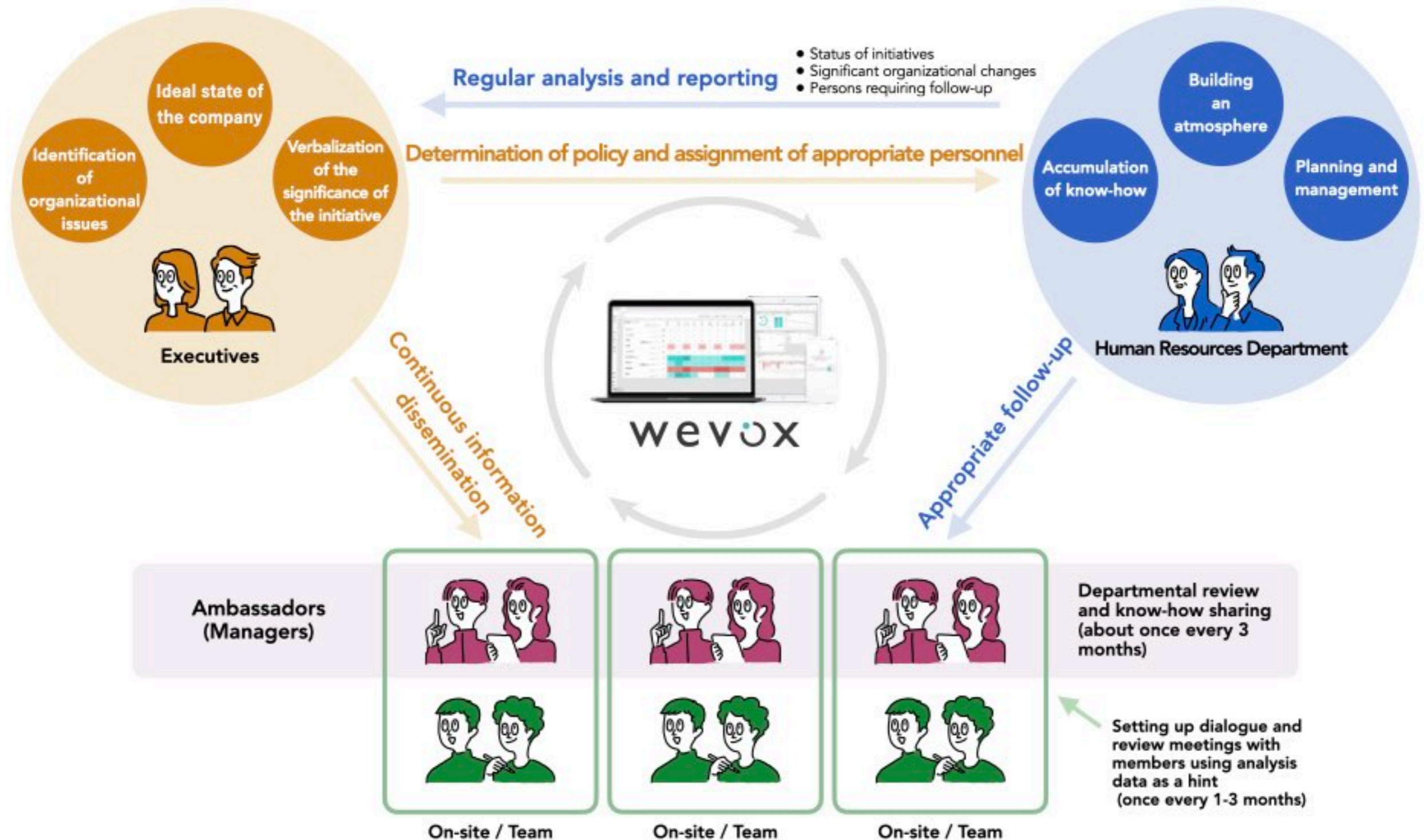


4 Academic basis

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



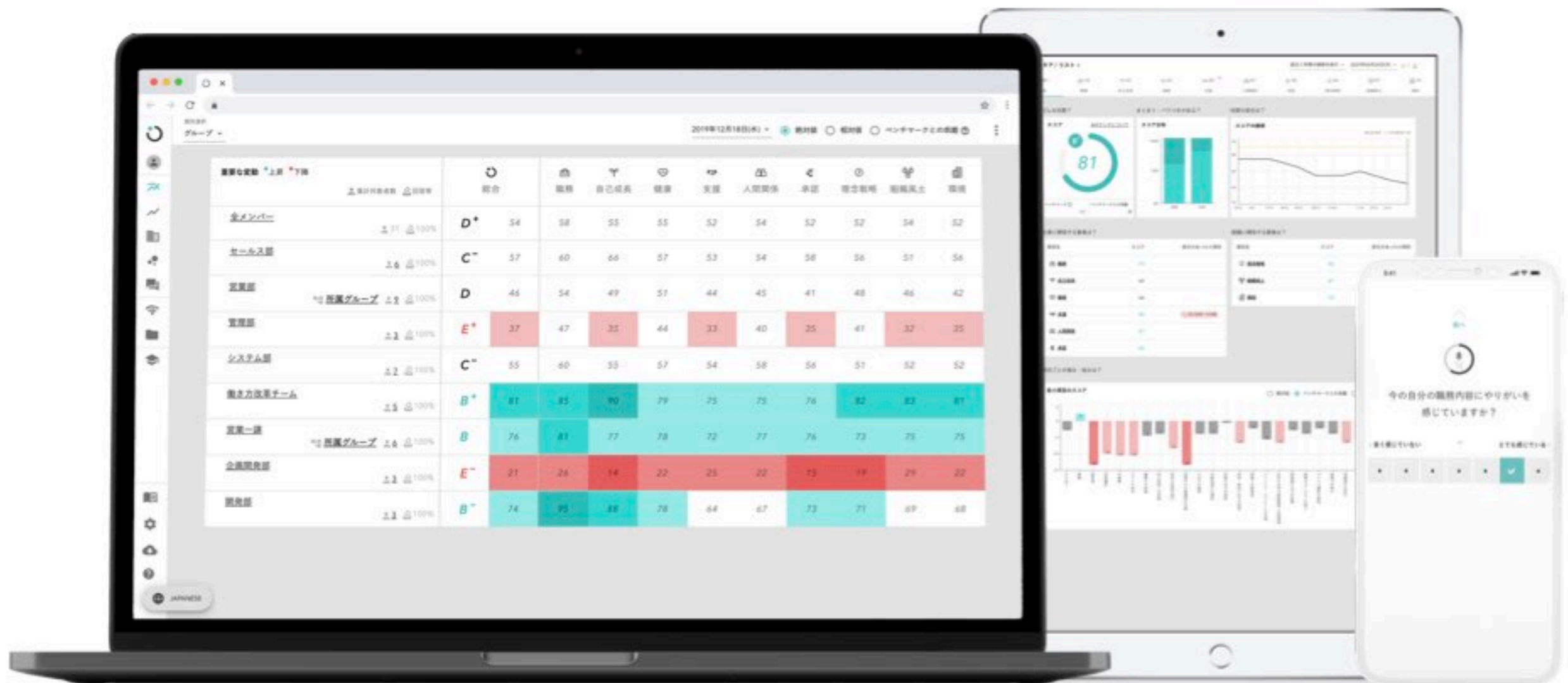
Wevox's cycle of organizational capability empowerment



Visualize engagement score with pulse survey

Achieve real-time aggregation and analysis of results

Enable a more detailed understanding of the state of the organization by comparing with past trends



AI analysis and summary of organizational issues

AI support features facilitate regular analysis and reporting

スコアから読み取れることは？

1.自己成長における達成感の向上

自己成長に関するスコアは前回結果と比較して、達成感が7ポイントも向上しています。これはあなげていることを示しています。この成果を更に伸ばすためには、目標を定め、達成感を得られるようす。目標は力量に合わせて設定し、達成感を得られるようにサポートしてもらうことが必要です。

2.裁量に関する課題への取り組み

裁量に関するスコアは前回結果と比較して、大きく下がっています。このことから、適切な裁量を持のような課題に取り組むためには、裁量を持てるような環境づくりや、するガイドラインの整備や、上司とのコミュニケーションの改善も必要

3.上司との関係構築の重要性

上司との関係に関するスコアは前回結果と比較して、良好な関係が築けん。上司との関係が良好であることは、仕事の生産性を高める上で非常ドバックを積極的に求めることが、関係構築につながると考えられます



各部門でのスコア分析 (第一階層)

部門別にエンゲージメントスコアを分析すると、部門により傾向が大きく異なるようです。エンゲージメントを改善していくためには、部門別に最適な改善策を実施していく必要性がございます。

部門名	エンゲージメント	業務	自己成長	裁量	支障	人間関係	承認	働き易さ	組織風土	その他
人事部	B (70)	73	67	65	80	84	81	76	67	78
営業部	B (72)	74	72	63	75	80	72	74	70	57
開発部	C (57)	66	64	52	71	71	66	74	67	61
企画部	C (56)	66	61	57	71	71	67	71	64	58
総務部	C (56)	65	58	61	70	71	65	72	67	62
システム部	C (55)	60	62	62	70	73	64	69	59	60
マーケティング部	C (56)	53	43	67	64	70	64	68	60	61
生産部	C (57)	56	43	63	62	64	58	71	52	52
品質管理部	C (55)	54	54	64	69	77	62	51	51	58

"Wevox" Organizational capability platform

Member support analysis feature encourages individual performance improvement and supports the prevention of employee turnover

Extracts members to be prioritized for support by using a machine learning model specialized for future prediction based on accumulated user response data

メンバーサポート

絞り込み検索

配信日
2023年8月5日(木)

名前、メールアドレスで検索
名前、メールアドレス

グループ
全メンバー

職種

役職

雇用区分

入社年

トレンド

サポート優先度
以上

注目メンバー

算出不可能なメンバーのみ

クリア 検索

回答期間終了後に、メンバー・数値が更新されます

検索結果 1 - 20 / 100人

検索結果を出力 参考資料

☹️ : サポート優先度が10以上のメンバー

注目	メンバー	グループ	サポート優先度	変化	トレンド	詳細
<input type="checkbox"/>	鈴木えいせい dummy@example.com	開発部 / 営業1課 中速	☹️ 21.9	+2.8	努力見合わない 実働不足 評価不透明	🔗
<input type="checkbox"/>	鈴木せいきょう dummy@example.com	開発 / デザイン	☹️ 15.0	0.0		🔗
<input type="checkbox"/>	田中しん dummy@example.com	開発部 中速	☹️ 14.3	-2.0	努力見合わない 働き過ぎ状態	🔗
<input type="checkbox"/>	佐藤ぎょうかい dummy@example.com	企画システム部	☹️ 12.2	+3.0	認められ不足	🔗
<input type="checkbox"/>	中村昌平 dummy@example.com	開発部 / 営業2課 中速	☹️ 10.5	+1.0	実働不足	🔗
<input type="checkbox"/>	壁はなこ dummy@example.com	開発部 / 営業1課	9.8	-2.0	ビジョンとずれあり	🔗

Supports effective team formation by analyzing individual characteristics, values, and compatibility

Facilitates communication by promoting self-understanding and mutual understanding

Courtney Henry エネルギッシュなコミュニケーター

キーワード

- 議論好き
- クリエイティブ
- 動きっぱい
- 常に良い方法を模索
- 人当たりがいい
- 自由な発想
- 思考力と記憶力
- 課題と仕組みに専念
- 意欲と熱量が高い
- 自分勝手

サマリー

ENFPタイプの方は、好奇心旺盛で、愛想よく理想を抱けて人を巻き込む情熱に満ちたコミュニケータータイプです。仕事そのものよりも人との関係を重視し、肯定的な職場を求める傾向があります。意欲的に熱意を持って人を助ましたり、積極的、可能性、普遍性を熱意を持って明確にすることで、人を説得したりします。元氣な子どものように、見聞すること全てを不思議に思い、理解できたときには驚きや喜びを強く感じられる特徴がある一方で、成熟した大人のように、物事をシリアスに受け取り熟考する面も持ち合わせます。

項目	割合
外向	60%
感情	47%
直感	38%
感情	42%
理想	32%
感情	48%
理想	32%
感情	48%

Courtney Henry 常に新しいアイデア

同じタイプだからすぐ仲良くなれる

- 【同一関係】 エネルギッシュなコミュニケーター

関心事は同じでも捉え方が全然違う

- 【事同一関係】 熱意あるチームプレーヤー

これが本当の最高の相性

- 【反対関係】 効率化上手の實力家

懸かれ反発し和解しては懸かれ合う

- 【事反対関係】 思いやりと温れた守護者

精神的に支えて元気にしてくれる

- 【対立関係】 ストイックな現実主義者

双子みたいに似ているけど少し違う

- 【関係関係】 革新的な理想主義者

自分の理想形に見える相手

- 【自分対関係】 問題解決のプロフェッショナル

情熱に水を差し合う二人

- 【対立関係】 実力者に落ちた共感者

距離を近づけられれば学ぶことが多い

- 【関係関係】 ビジネスに強い実務家

Improving the added value provided to customers

Higher-end plans launched

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"/>	<input type="radio"/>
Engagement	<input type="radio"/>	<input type="radio"/>
Organizational Culture	<input type="radio"/>	<input type="radio"/>
Personal Analysis	<input type="radio"/>	<input type="radio"/>
Custom	<input type="radio"/>	<input type="radio"/>
Organizational Analysis	<input type="radio"/>	<input type="radio"/>
Member Support	<input type="radio"/>	<input type="radio"/>
Team improvement support by AI	<input type="radio"/>	<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

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 **2,940** companies. Increase of users more than the growth of the companies and organizations introduced.

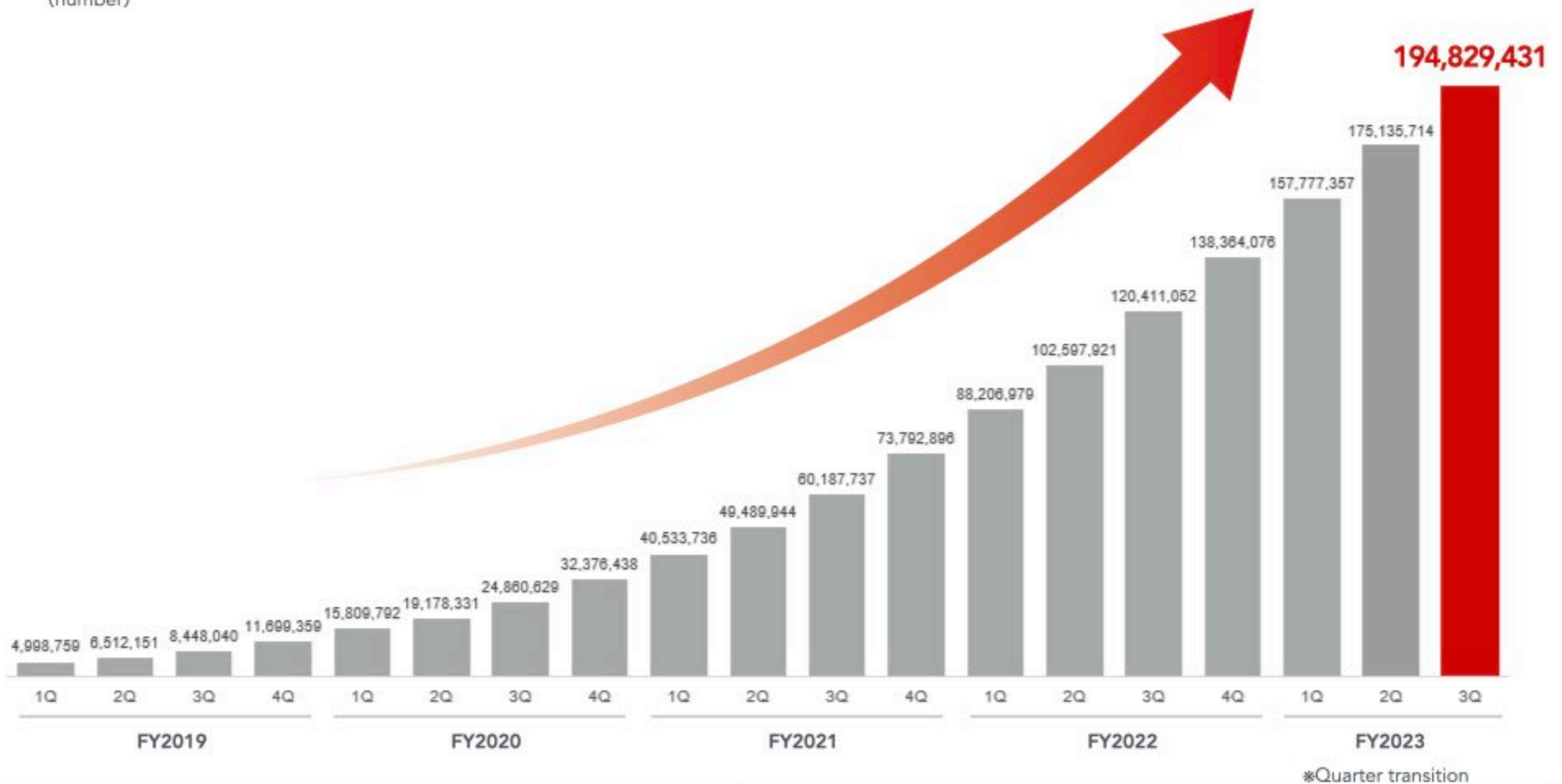


Reference from Wevox Website.

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)



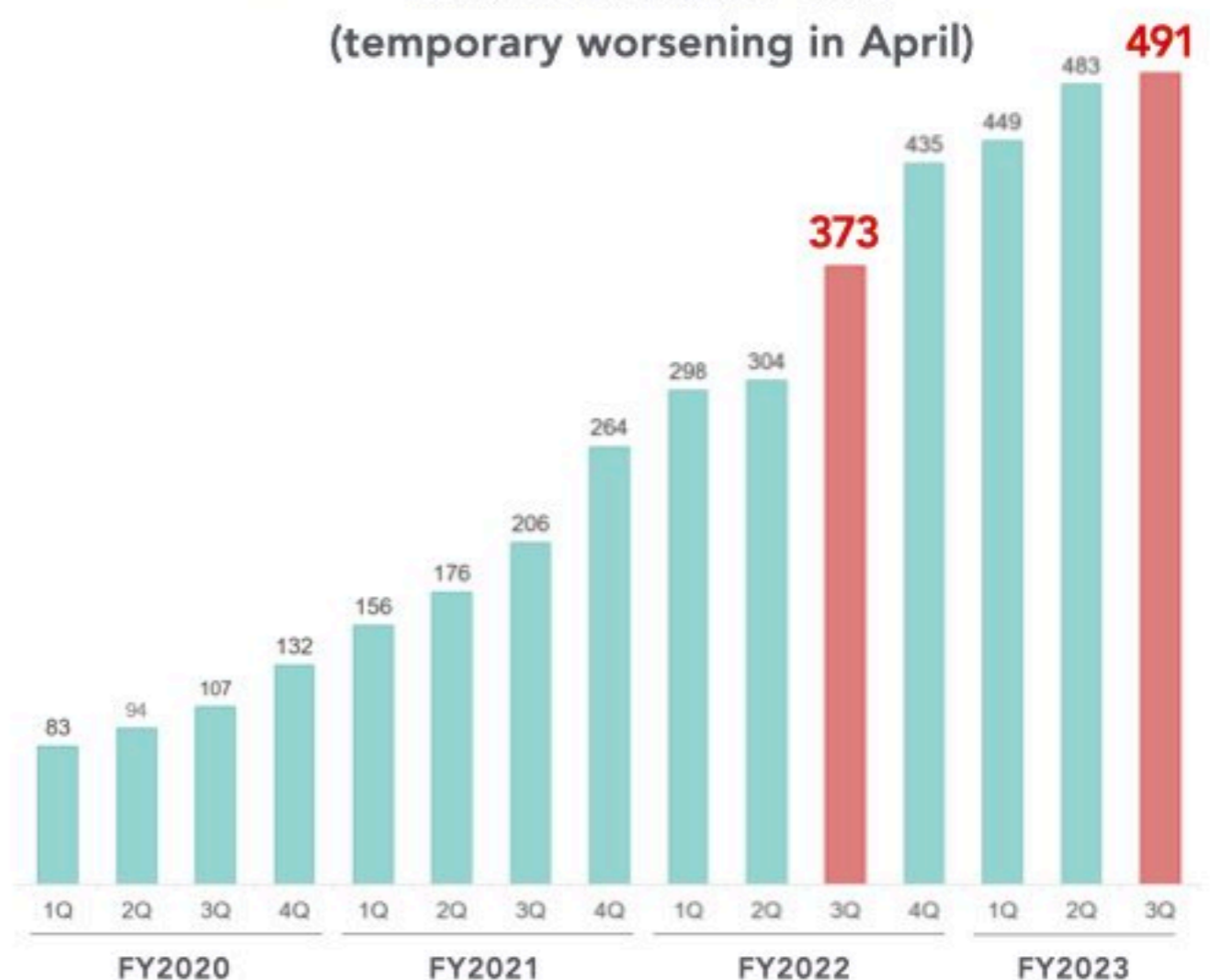
Transition in Sales

YoY +31.6%

Monthly churn rate remains less than 1.0%

(temporary worsening in April)

(Million yen)



Potential Growth of Wevox

Potential target

Price
Competitiveness

Potential
Market size

All Employed Persons

67.2M^{*1}
People

¥ **300** per month

More than

240B^{*2}
yearly

Wide range of industries
including sports and
educational organizations

Targeting wide range of
clients via SaaS model

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 × ¥300 per person × 12 months = ¥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

Growing to the top class of the B2 League in terms of strength and ability to attract spectators

B2 League Results

2022-23 B2 League regular season

Final regular season standings 1st / 14th	Number of games	Winning percentage	Wins	Losses
	60	.783	47	13
	Average score	Average opponent points	Percentage of home wins	Percentage of away wins
	86.4	79.2	.800	.766

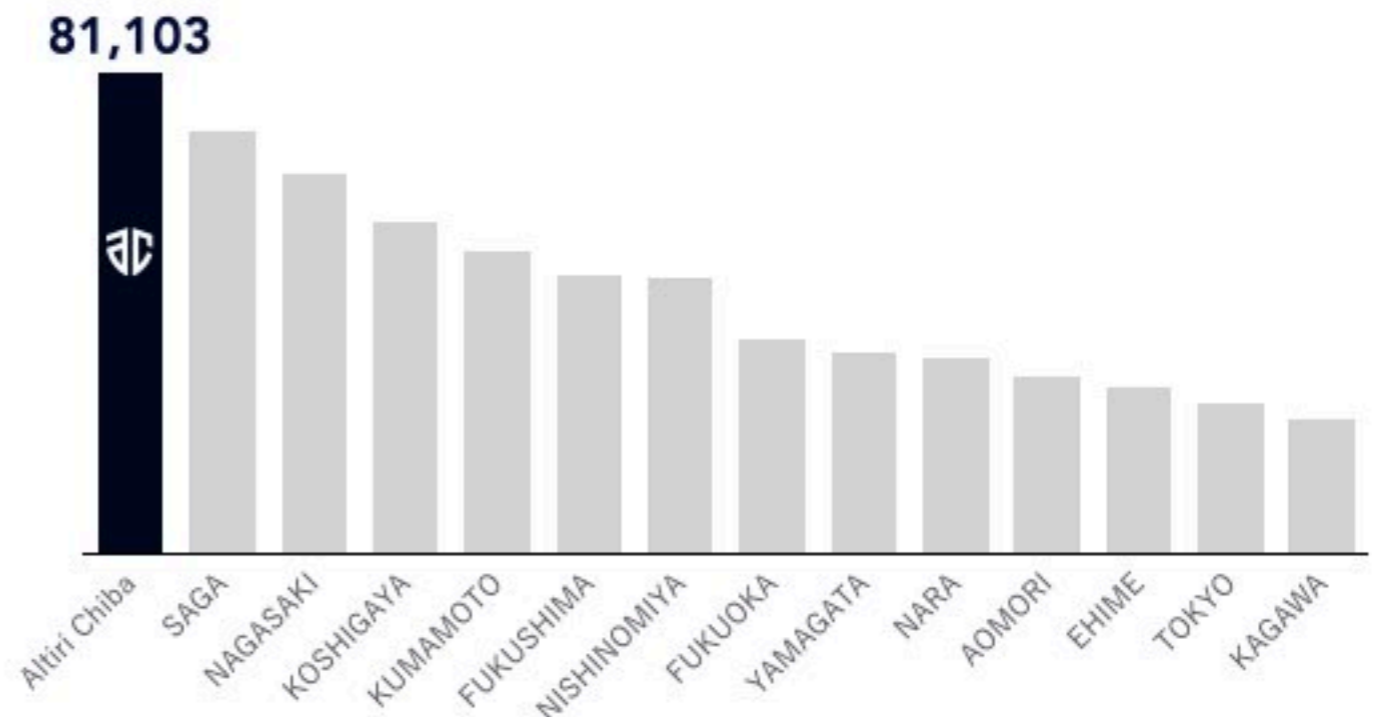
Eastern Conference

Rank	Team name	Number of games	Winning percentage	Wins	Losses	Game difference	Score	Opponent points	Goal difference
1	Altiri Chiba	60	0.78	47	13	-	5,182	4,752	430
2	KOSHIGAYA	60	0.75	45	15	2	4,857	4,388	469
3	NISHINOMIYA	60	0.48	29	31	18	4,830	4,712	118
4	FUKUSHIMA	60	0.47	28	32	19	4,694	4,577	117
5	AOMORI	60	0.47	28	32	19	4,583	4,693	-110
6	YAMAGATA	60	0.43	26	34	21	4,621	4,754	-133
7	TOKYO	60	0.23	14	46	33	4,260	5,110	-850

2022-23 SEASON B2 League Total Audience Turnout

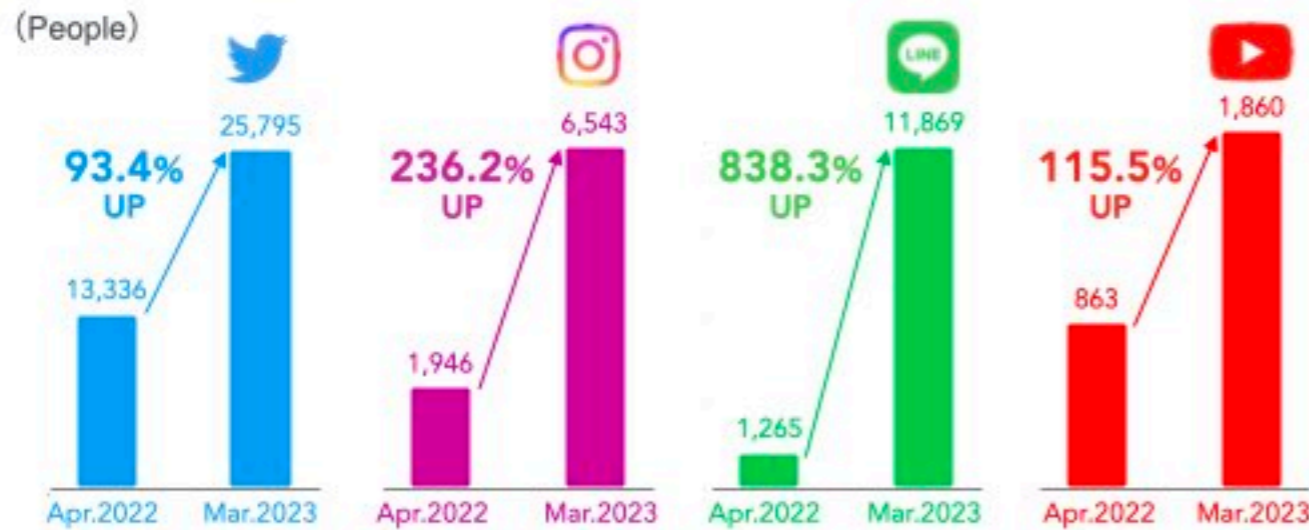
- 2022-23 season total audience turnout was the top in the B2 League (including playoff attendance)
- Audience turnout for the playoff semifinals against Nagasaki Velca for promotion to B1 was 11,607 (1st game: 3,368, 2nd game: 4,092, 3rd game: 4,147, average for 3 games: 3,869)

2022-23 SEASON B2 League Total Audience Turnout (persons)



Steadily expanding circle of fans

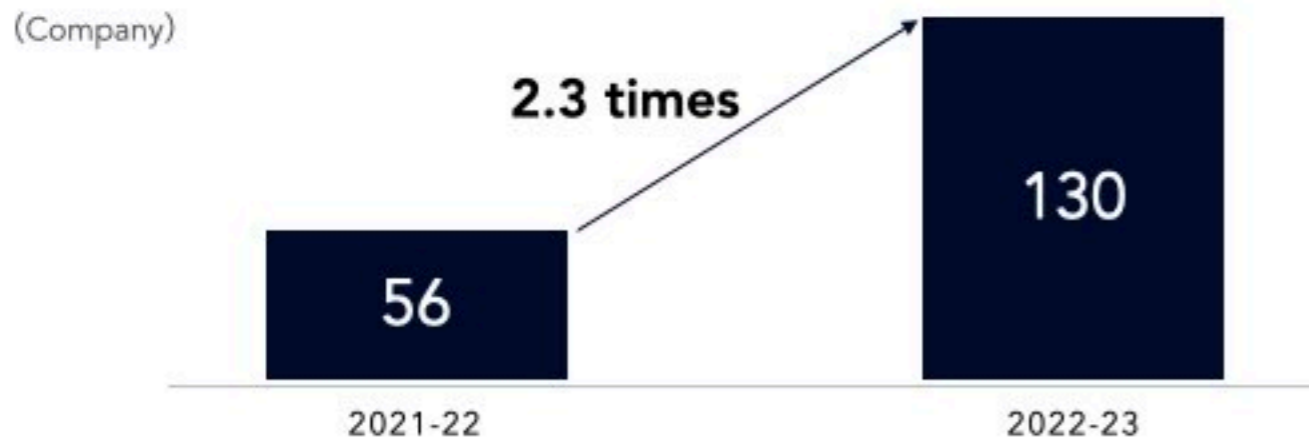
Expanding number of followers/
registered users on social media



Heightened presence in Chiba City



Partner companies have more than
doubled compared to last season



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. Company Overview
2. Financial Highlights
3. About Business
- 4. References**

Downward Revision of FY2023 Full-Year Forecast

Green's sales bottomed out at the end of Q2

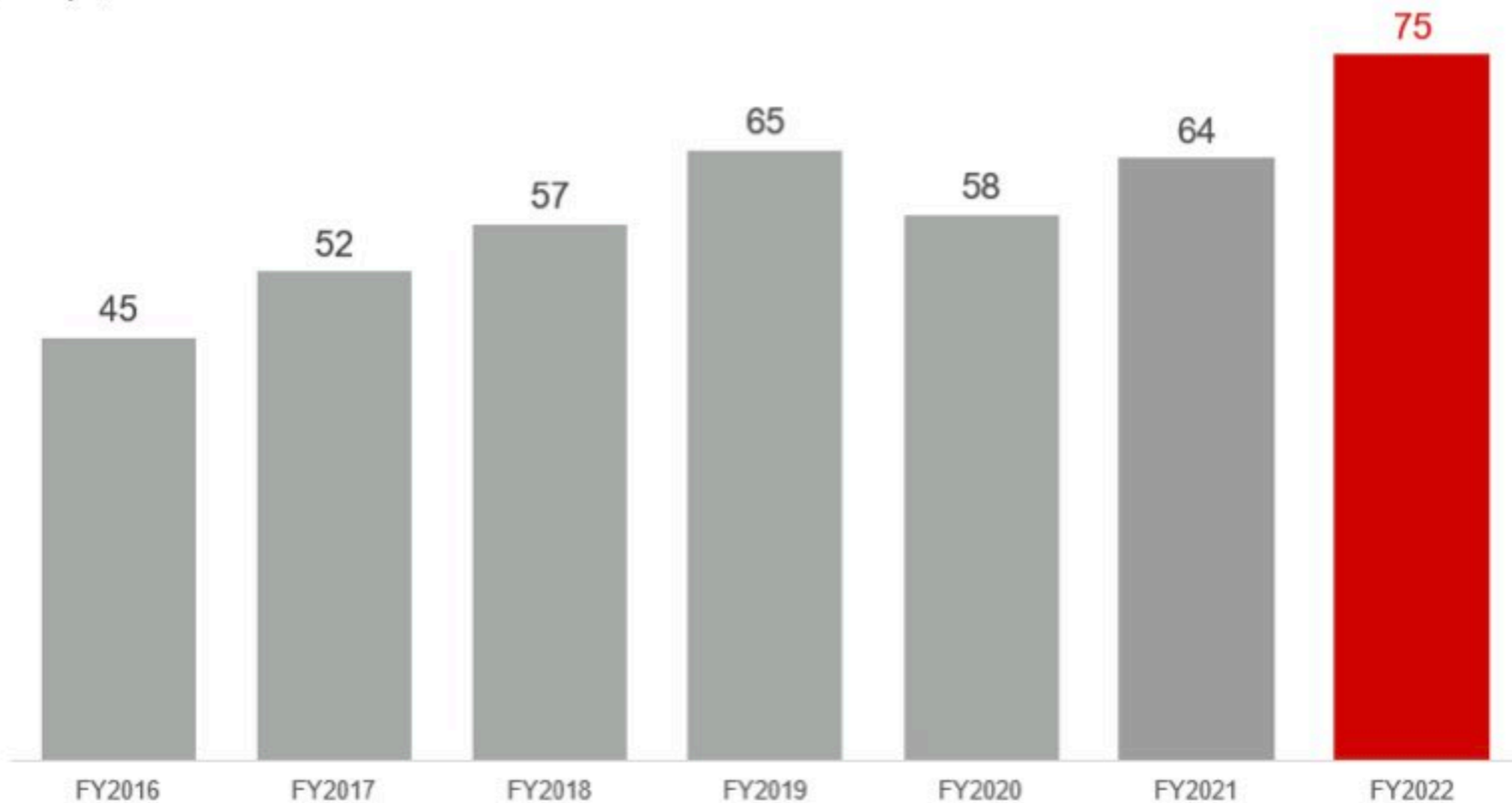
Wevox reflects postponement of large deals and churn of some companies
 Performed cost reductions in new businesses to concentrate on Green and Wevox
 and return to a growth trajectory as soon as possible

(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

Transition of Sales Per Employee

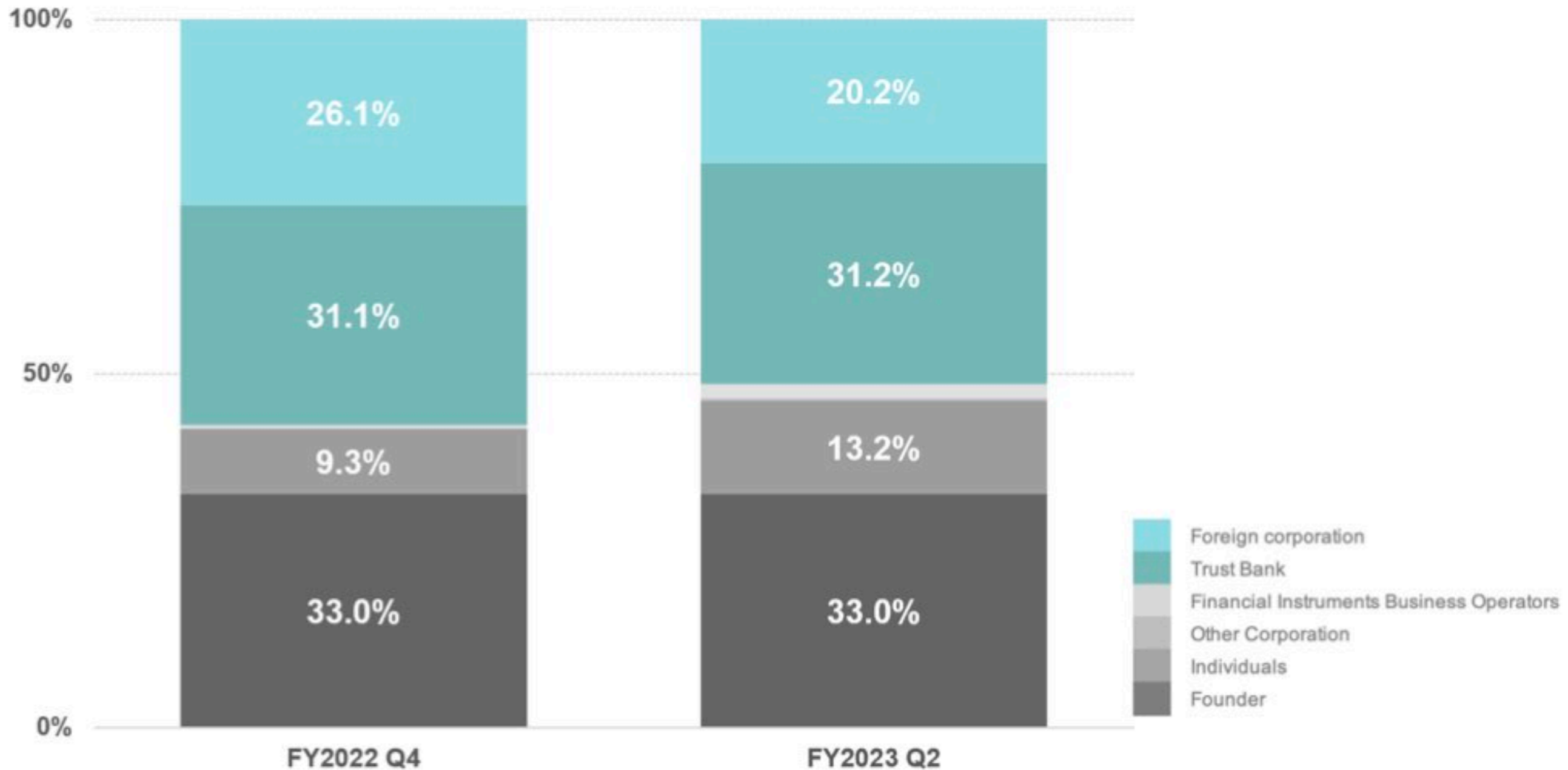
Achieved record productivity despite active investment in new businesses

(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	102 (As of June, 2023)
Capital Stock	1,268 (in JPY MM)
Location	Minato-ku, Tokyo, Japan

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:Atrae

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