



Financial Results Explanatory Material

**Financial Results for the 4th Quarter of
Fiscal Year Ended September 30, 2023**

Atrae, Inc. (TSE Prime Market : 6194)

Agenda

- 1. Company Overview**
- 2. FY2023 Financial Highlights**
- 3. FY2024 Guidance**
- 4. About Business**

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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



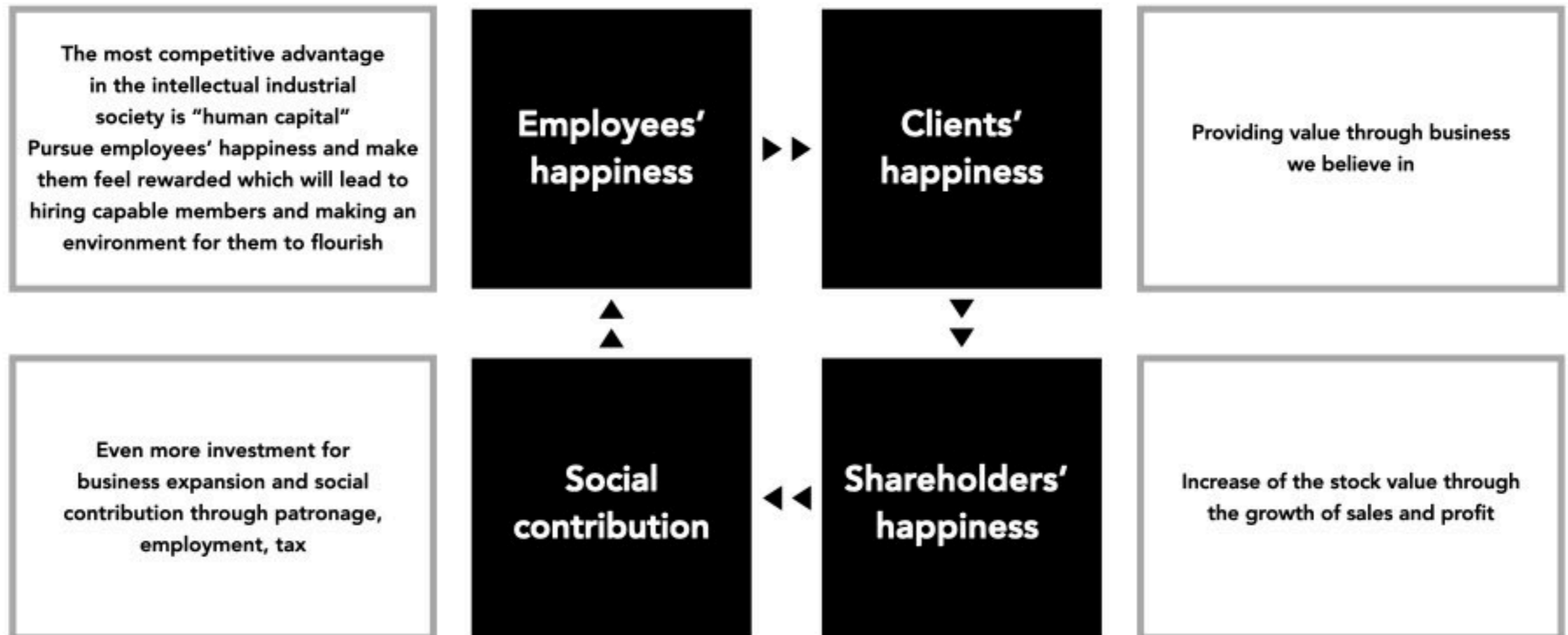
Partners



... 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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FY2023 Full-Year Financial Results

FY2023 Full-Year

Sales	7,757	Million yen	YoY +17.7 %	Progress	103.4 %
Operating Profit	952	Million yen	YoY △10.2 %	Progress	117.5 %

Business

Green's number of applicants reached a record high, and the application rate recovered due to measures taken to improve it

Wevox achieved YoY +39.3% sales growth

Monthly churn rate for Wevox users remains below 1%

Topics

Extraordinary losses of 300 million yen were posted due to the impairment losses of a capital and business alliance partner start-up company

A joint venture with Sumitomo Mitsui Financial Group is now in full-scale operation
Currently putting in efforts to acquire customers, especially major companies

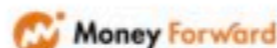
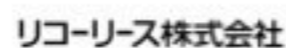
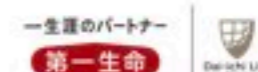
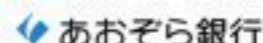
Wevox sales growth target for FY2024 is over 50%
Operating profit margin will enter an upward phase

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

:Atrae

	FY2021	FY2022	FY2023
Long-vacation acquisition rate (including childcare leave and maternity leave)	9.0%	7.7%	3.2%
Turnover rate	2.6%	4.3%	6.5%
Number of nationalities of employees	4	3	3
Mid-term average engagement score	91	91	89
Number of hours spent discussing organization building by all employees	44	46	48

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



Quarterly Financial Highlights

Exceeded revised forecasts, achieved YoY +17.7% full-year sales
Wevox achieved YoY +39.3% sales growth

(Million yen)	FY2023 Q4	YoY		QoQ		FY2023 Full-year	YoY		Actual vs Forecast	
		FY2022 Q4	%	FY2023 Q3	%		FY2022 Full-year	%	FY2023 revised forecast*	Progress
Sales	2,067	1,740	+18.8%	2,149	△3.8%	7,757	6,588	+17.7%	7,500	103.4%
Green	1,326	1,209	+9.7%	1,523	△12.9%	5,236	4,822	+8.6%	5,100	102.7%
Wevox	541	435	+24.4%	491	+10.2%	1,964	1,410	+39.3%	1,900	103.4%
New business	21	29	△27.6%	22	△4.5%	99	105	△5.7%	90	110.0%
Sports Tech	179	67	+167.2%	113	+58.4%	458	251	+82.5%	410	111.7%
Operating Expenses	1,897	1,651	+14.9%	1,685	+12.6%	6,805	5,528	+23.1%	6,690	101.7%
Operating Profit	170	89	+91.0%	464	△63.4%	952	1,060	△10.2%	810	117.5%
Operating Profit Margin	8.2%	5.1%	+3.1pt	21.6%	△13.4pt	12.3%	16.1%	△3.8pt	10.8%	+1.5pt

※Downwardly revised forecast disclosed on May 11, 2023

YoY Comparison (sales)

In FY2023 Q4, invested in advertising to accelerate growth in FY2024
 Due to downward revision of initially disclosed forecast, did not pay bonuses
 to employees for the fiscal year end, resulting in personnel cost decrease

(Million yen)	YoY					YoY				
	FY2023 Q4	% of Sales	FY2022 Q4	% of Sales	%	FY2023 Full-year	% of Sales	FY2022 Full-year	% of Sales	%
Sales	2,067	100.0%	1,740	100.0%	+18.8%	7,757	100.0%	6,588	100.0%	+17.7%
People Tech	1,888	91.3%	1,673	96.1%	+12.9%	7,299	94.1%	6,337	96.2%	+15.2%
Sports Tech	179	8.7%	67	3.9%	+167.2%	458	5.9%	251	3.8%	+82.5%
Operating Expenses	1,897	91.8%	1,651	94.9%	+14.9%	6,805	87.7%	5,528	83.9%	+23.1%
People Tech	1,583	76.6%	1,443	82.9%	+9.7%	5,572	71.8%	4,676	71.0%	+19.2%
Cost of sales	29	1.4%	30	1.7%	△3.3%	110	1.4%	105	1.6%	+4.8%
SG&A										
Web Ad	831	40.2%	765	44.0%	+8.6%	2,887	37.2%	2,102	31.9%	+37.3%
TV Ad and Other	131	6.3%	89	5.1%	+47.2%	359	4.6%	622	9.4%	△42.3%
Personnel Cost	319	15.4%	371	21.3%	△14.0%	1,234	15.9%	1,123	17.0%	+9.9%
Other	273	13.2%	188	10.8%	+45.2%	982	12.7%	724	11.0%	+35.6%
Sports Tech	314	15.2%	208	12.0%	+51.0%	1,233	15.9%	852	12.9%	+44.7%
Operating Profit	170	8.2%	89	5.1%	+91.0%	952	12.3%	1,060	16.1%	△10.2%

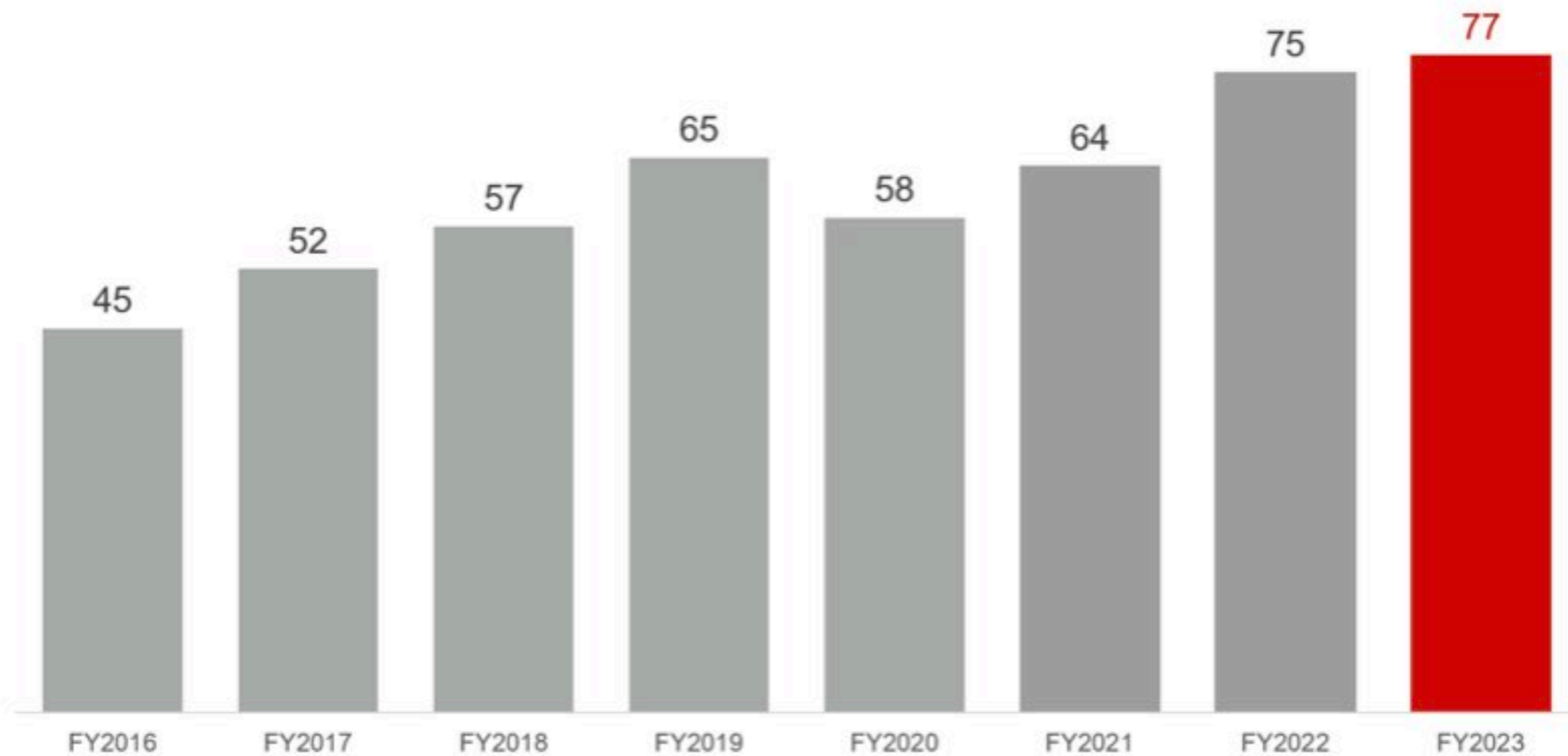
For Reference : Quarterly Financial Highlights

(Million yen)	FY2020				FY2021				FY2022				FY2023			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
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	2,067
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	1,888
Green	745	804	758	655	713	802	990	1,067	1,131	1,196	1,286	1,209	1,178	1,209	1,523	1,326
Wevox	83	94	107	132	156	176	206	264	298	304	373	435	449	483	491	541
New business	14	13	10	15	17	20	25	28	26	25	25	29	31	25	22	21
Sports Tech	-	-	-	-	-	-	-	-	49	74	61	67	55	111	113	179
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	1,897
People Tech	647	848	565	638	596	674	835	1,271	882	1,113	1,238	1,443	1,186	1,447	1,356	1,583
Cost of sales	15	14	10	13	12	16	20	23	23	25	27	30	25	30	26	29
SG&A Web Ad	399	461	302	288	270	287	339	353	278	402	657	765	577	774	705	831
TV Ad and Personnel Cost	0	138	0	57	17	56	139	441	201	241	91	89	73	91	64	131
Other	137	137	147	145	154	172	195	283	206	259	287	371	294	306	315	319
Sports Tech	-	-	-	-	12	10	15	41	173	270	201	208	222	368	329	314
Operating Profit	195	63	310	164	278	314	371	47	449	216	306	89	305	13	464	170
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%	8.2%

Transition of Sales Per Employee

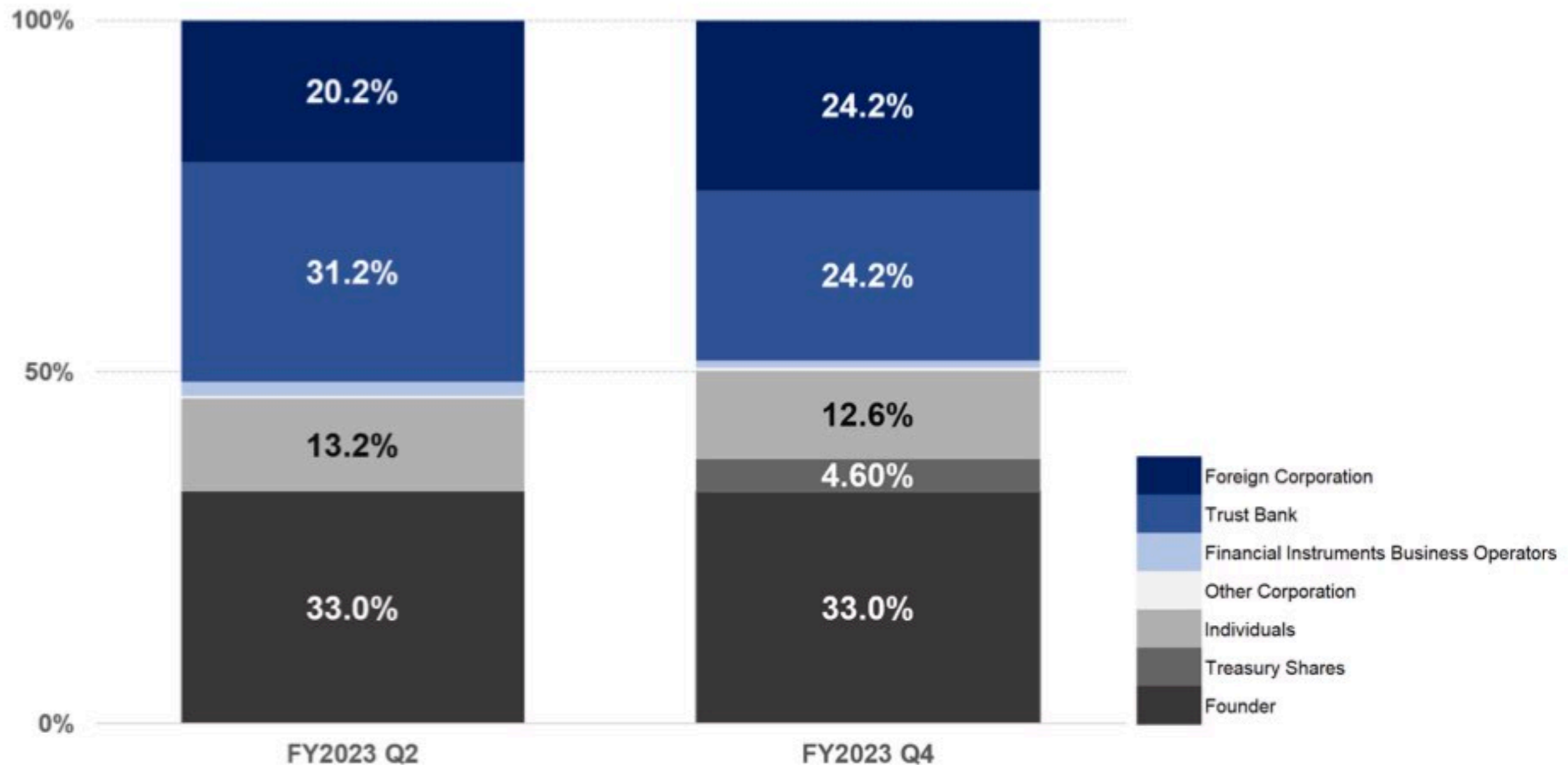
Achieved record productivity while accelerating hiring

(Million yen)



Shareholding Structure

Approximately 50% owned by domestic and foreign institutional investors
Acquisition of treasury shares to improve ROE and enhance shareholder returns



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FY2024 Full-Year Forecast

(Million yen)		FY2024 Full-year	FY2023 Full-year	Variance	%
Sales		9,700	7,757	1,943	+25.0%
	People Tech				
	Green	5,700	5,236	464	+8.9%
	Wevox	3,000	1,964	1,036	+52.7%
	Other	50	99	△49	△49.5%
	Sports Tech				
	Altiri	950	458	492	+107.4%
Operating Expenses		8,300	6,805	1,495	+22.0%
	People Tech				
	Share-based payment expenses	6,770	5,572	1,198	+21.5%
	Sports Tech	330	294	36	+12.2%
	Sports Tech				
	Sports Tech	1,530	1,233	297	+24.1%
Operating Profit		1,400	952	448	+47.1%
Operating Profit Margin		14.4%	12.3%	-	+2.1pt

View of FY2024 Forecast

Sales	Green	<ul style="list-style-type: none"> ● YoY positive impact of contingency fee price revision up to H1 ● While the number of applicants has steadily increased, the number of hires is forecast to rise moderately compared to the previous year, due to the need to carefully determine the application-to-hire conversion rate ● Initial sales are on par with previous years due to productivity-conscious inbound sales
	WEVOX	<ul style="list-style-type: none"> ● Sales growth target is over 50% ● Increase demand for use of Wevox engagement scores in human capital disclosure ● Pursue further acceleration of growth by establishing a joint venture with Sumitomo Mitsui Financial Group
	AC	<ul style="list-style-type: none"> ● Growing to the top class of the B.League in terms of ability to attract spectators ● Pursue further growth by combining the management expertise of the People Tech business
Investments	Green	<ul style="list-style-type: none"> ● Continue to invest in advertising to accelerate growth while maintaining profitability ● Putting top priority in product improvement, having increased the number of engineers through internal transfers
	WEVOX	<ul style="list-style-type: none"> ● Pursue higher operating profit margin by focusing on inbound sales ● Continue to invest mainly in hiring customer success roles to convert inquiries from large companies into orders
	AC	<ul style="list-style-type: none"> ● Continue to invest with discipline in order to achieve promotion to the B1 League

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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

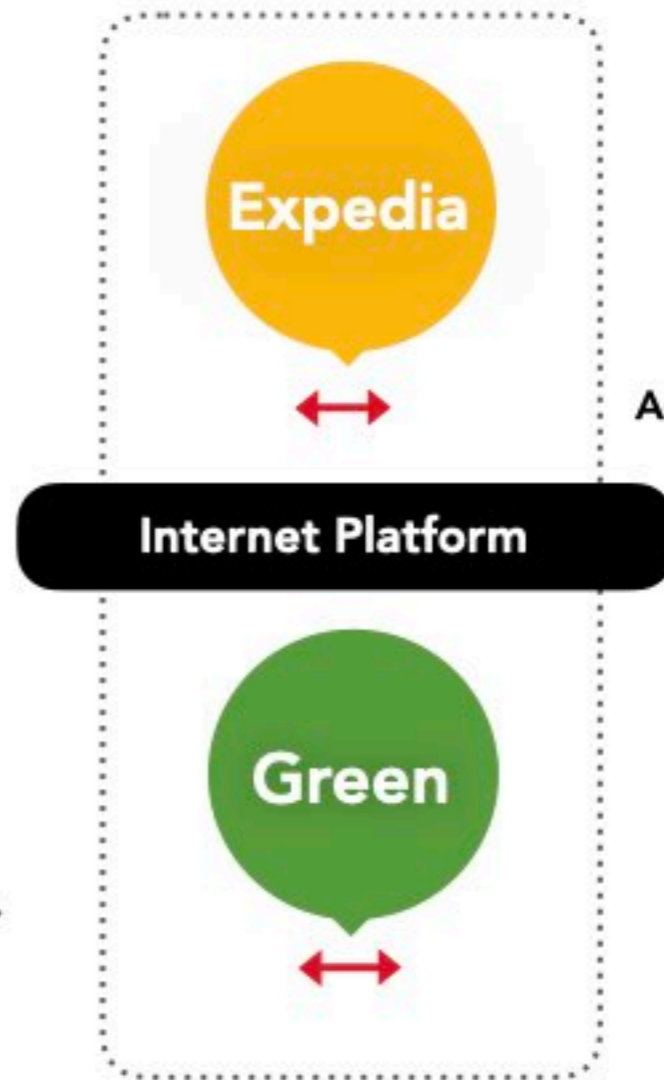
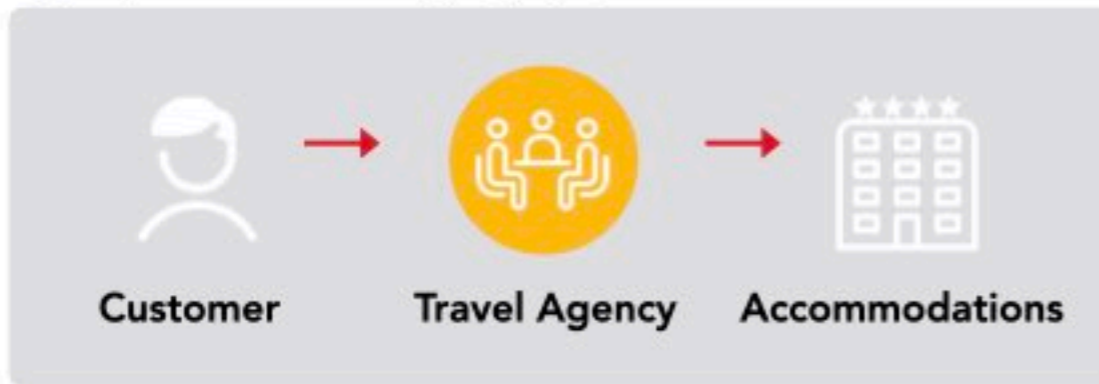
Direct recruiting platform

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

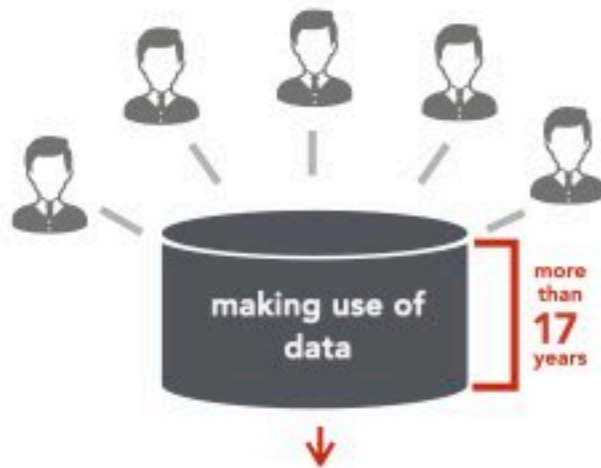


Green Established a Unique Position

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 17 years)

Number of Cumulative Registered Company

More than **9,800**

Number of Registered User ID

More than **1.23** 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

A summary of each KPI

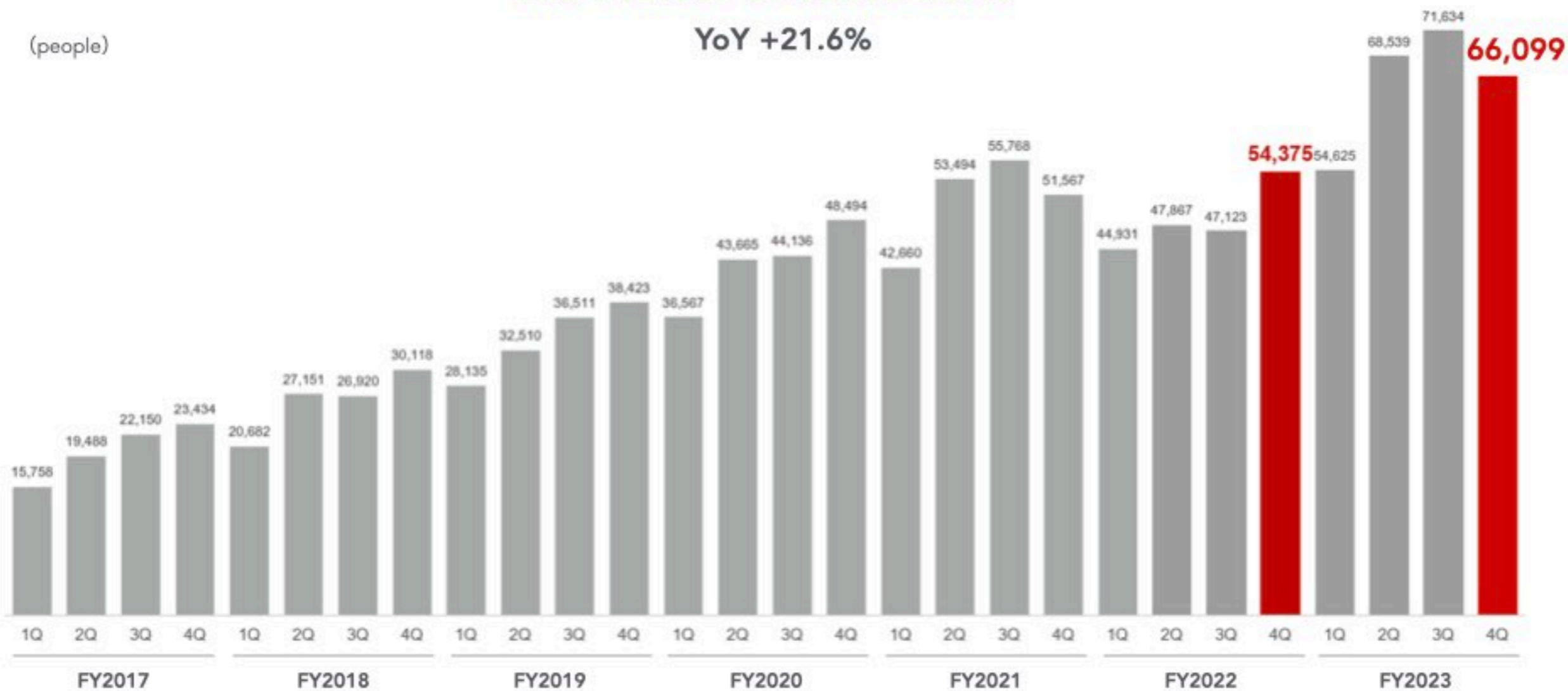
KPI	Past measures and current status	Measures to pursue further growth
The number of active users	<ul style="list-style-type: none"> ● Sustained high level due to optimization of web advertising portfolio 	<ul style="list-style-type: none"> ● Aiming for further growth through continuous pursuit of web advertising portfolio optimization
The number of applicants	<ul style="list-style-type: none"> ● Improved recommendation engine accuracy and UI/UX improvements have resulted in an improved application rate and a record number of applicants 	<ul style="list-style-type: none"> ● Aiming for further growth by continuously improving the accuracy of recommendation engine and UI/UX
Application rate	<ul style="list-style-type: none"> ● The increase in the number of applicants successfully increased the number of document screenings passed. However, the document screening pass rate declined 	<ul style="list-style-type: none"> ● Improvement of matching accuracy through technology such as recommendation engines, etc., to raise the document screening pass rate to an appropriate level
Document screening pass rate	<ul style="list-style-type: none"> ● Succeeded in steadily increase through productivity-conscious inbound sales 	<ul style="list-style-type: none"> ● Aim to continue steady accumulation through productivity-conscious inbound sales ● Seek to strategically acquire companies with attractive job postings
Cumulative Registered Companies	<ul style="list-style-type: none"> ● Bottomed out as the thorough review of job postings to improve the job seeker experience has run its course 	<ul style="list-style-type: none"> ● While it is possible to grow the number of hires even at current levels, we will seek to strategically gain attractive job postings
Jobs Posted	<ul style="list-style-type: none"> ● Successfully achieved a new record high in the number of applicants, but the probability of applicants passing the screening process and beyond declined, resulting in a slight slowdown 	<ul style="list-style-type: none"> ● Aiming for return to growth phase through optimization of web advertising portfolio, improvement of recommendation engine accuracy, UI/UX improvement, and optimization of matching rate through product improvement
Hired Employees (Quarter)		

The number of active users remained at a high level due to improved marketing measures

The number of active users

YoY +21.6%

(people)



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

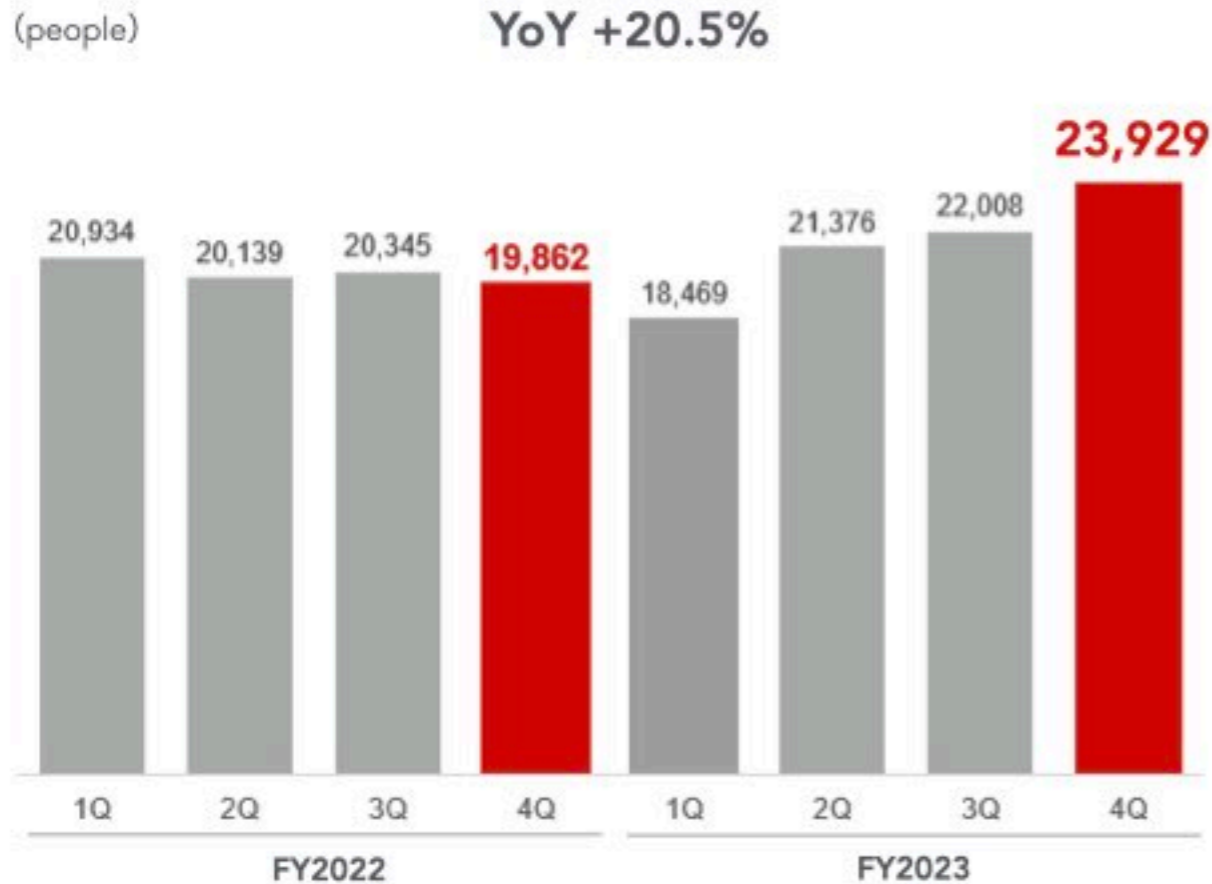
*Quarter transition

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

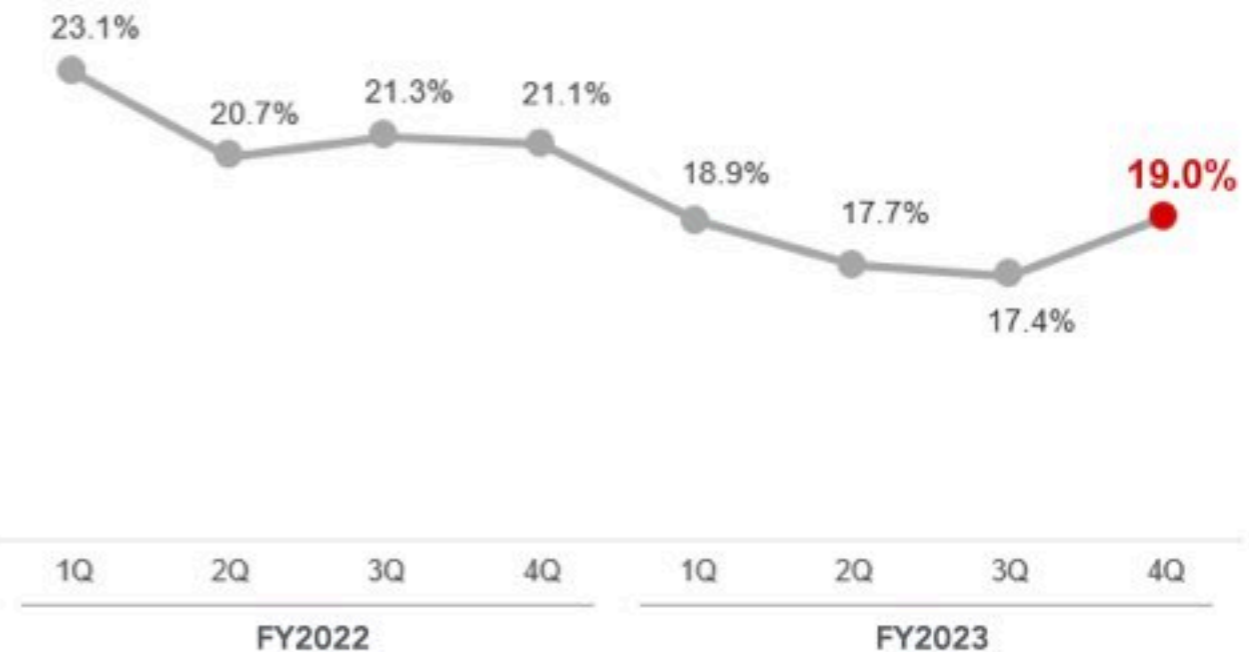
The number of applicants reached a record high Application rate also recovered due to measures to improve it

The number of applicants

YoY +20.5%



Application rate



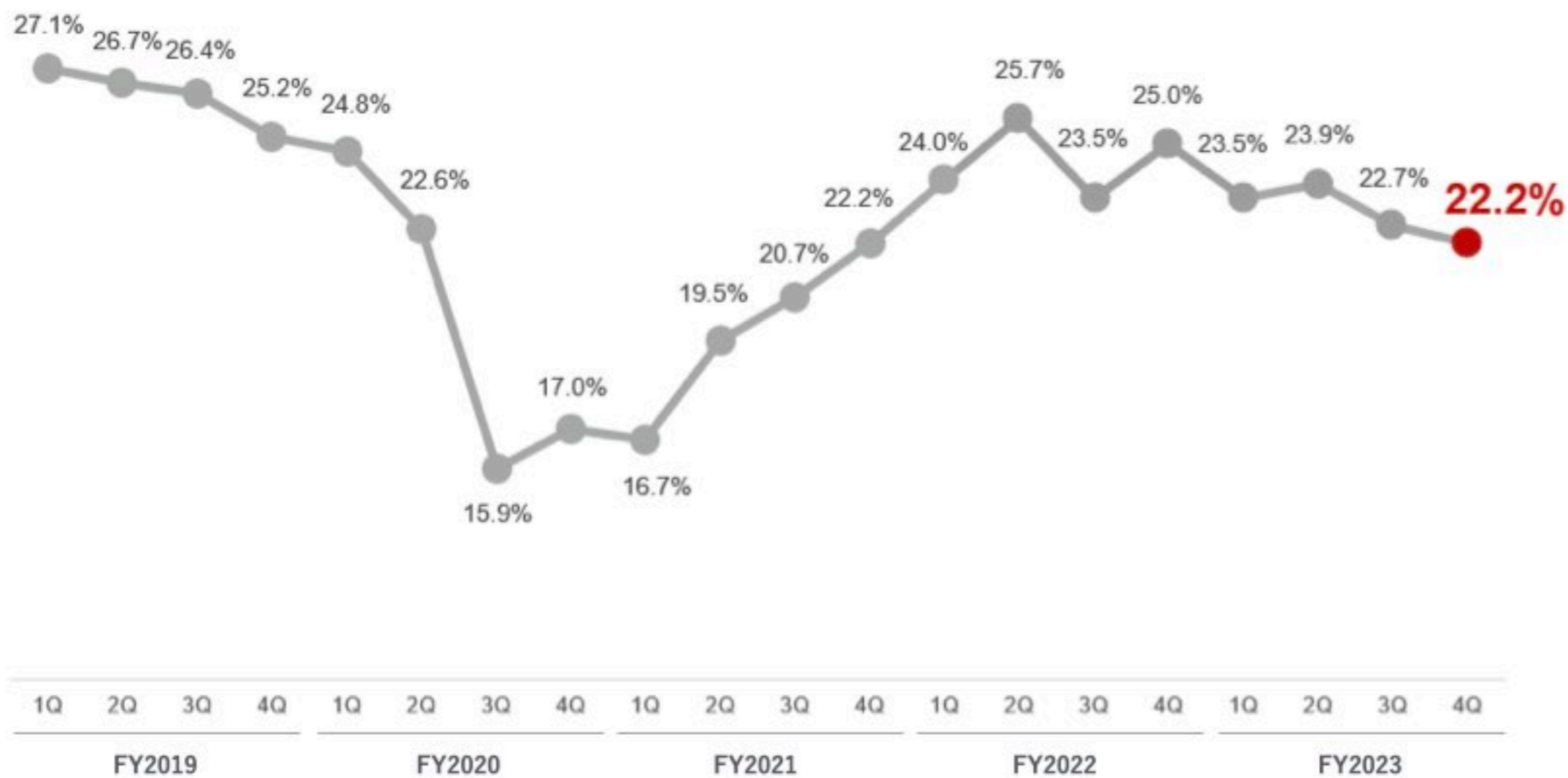
*1 The number of applicants : Job seekers who apply for jobs on Green once or more in a quarter among job seekers registered with Green (unique)

*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)

Increased number of document screening passes, but a decline in the document screening pass rate

Document screening pass rate



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

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

Successfully achieved a new record high in the number of applicants, but the probability of applicants passing the screening process and beyond declined, resulting in a slight slowdown



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>		<p>• Engineer • Technical Positions (Systems/Network)</p> <p>• Management/CXO</p> <p>1,200,000 yen</p>
	<p>Saitama • Chiba • Kanagawa</p> <p>Aichi • Osaka • Fukuoka</p> <p>700,000 yen</p>	<p>▶</p>	<p>• Sales</p> <p>• Planning and Marketing</p> <p>• Management, Administration and Back office</p> <p>• Specialists (Finance/Real estate/Consulting/Lawyer, etc.)</p> <p>• Creative Positions (Web/Gaming/Multimedia)</p> <p>• Engineer/Technical Positions (Electrical/Electronics/Mechanical/Semiconductor)</p> <p>900,000 yen</p>
	<p>Hokkaido • Hyogo • Kyoto • Overseas</p> <p>500,000 yen</p>		
	<p>Other</p> <p>300,000 yen</p>		<p>• Assistant/Clerical/Office Work</p> <p>• Service Positions (Human resources/Stores/Healthcare)</p> <p>• Architectural Design/Civil Engineering/Plant Work</p> <p>600,000 yen</p>

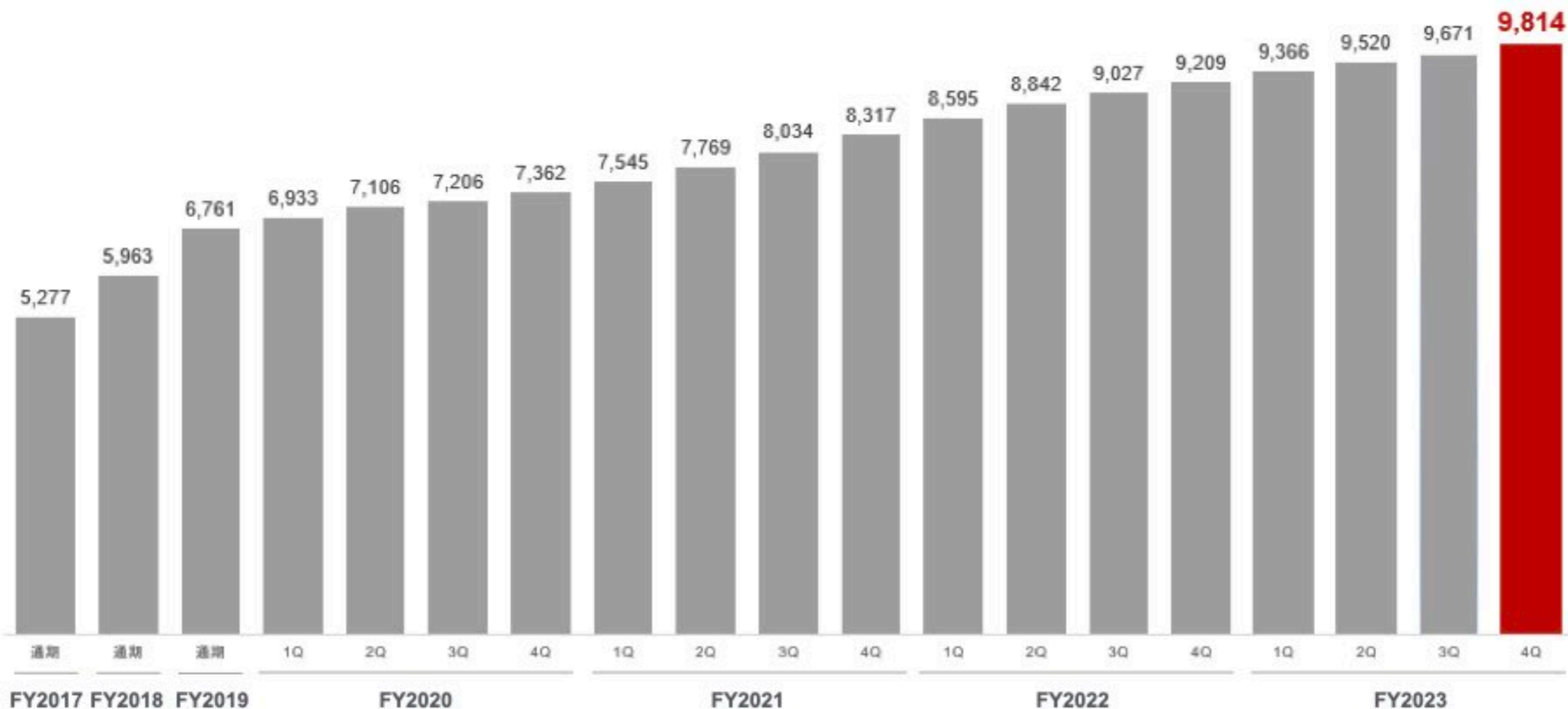
※1 The new fee structure is applied for job seekers who applied later than November 1, 2022

※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)



Bottomed out as the thorough review of job postings has run its course

Jobs Posted

(Job)



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 214 million responses to machine learning



4 Academic basis

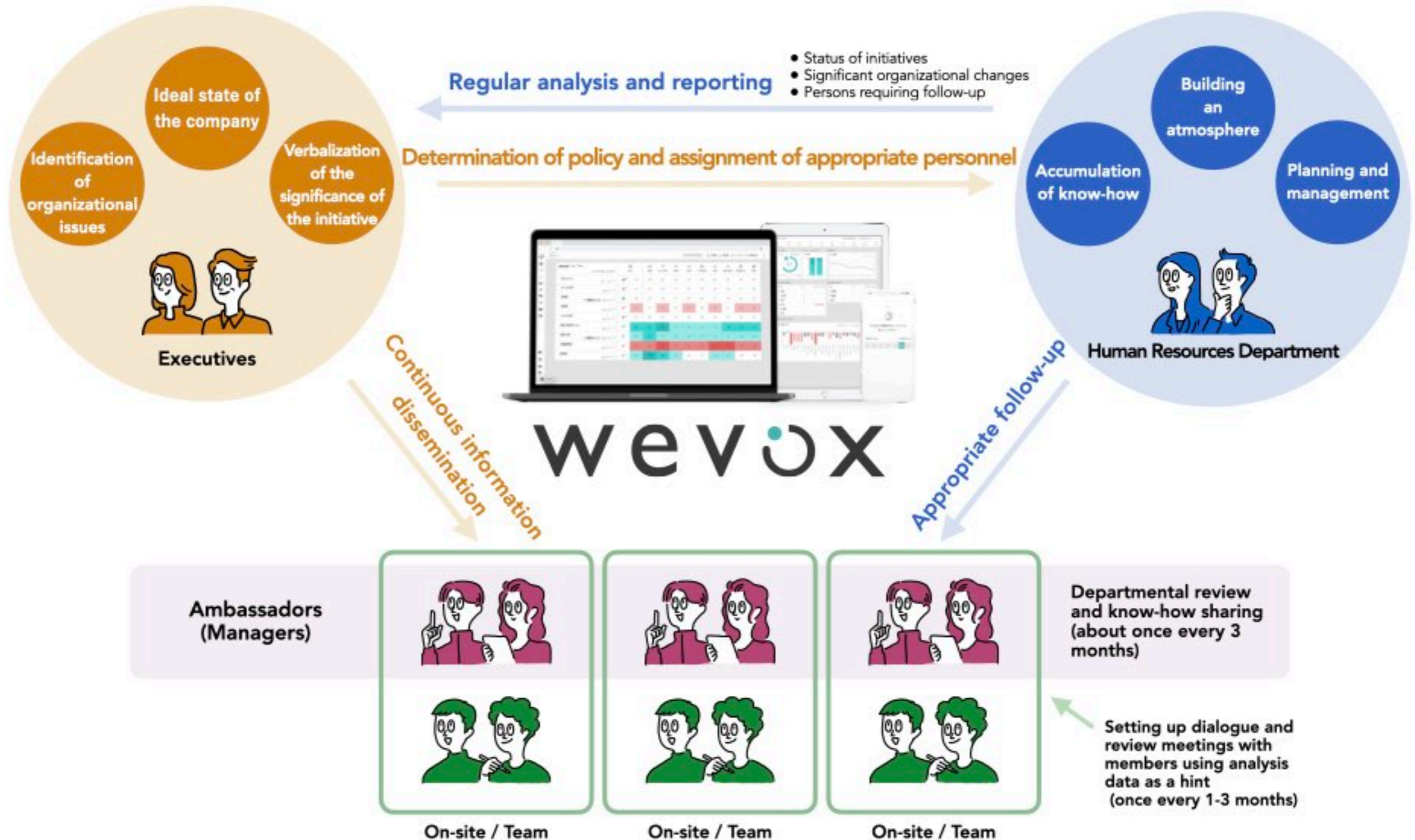
Professor Akito Shimazu, Keio University, a leading expert in the engagement research, joins as an advisor



Professor Mikiharu Noma of Hitotsubashi University Graduate School joins as an advisor



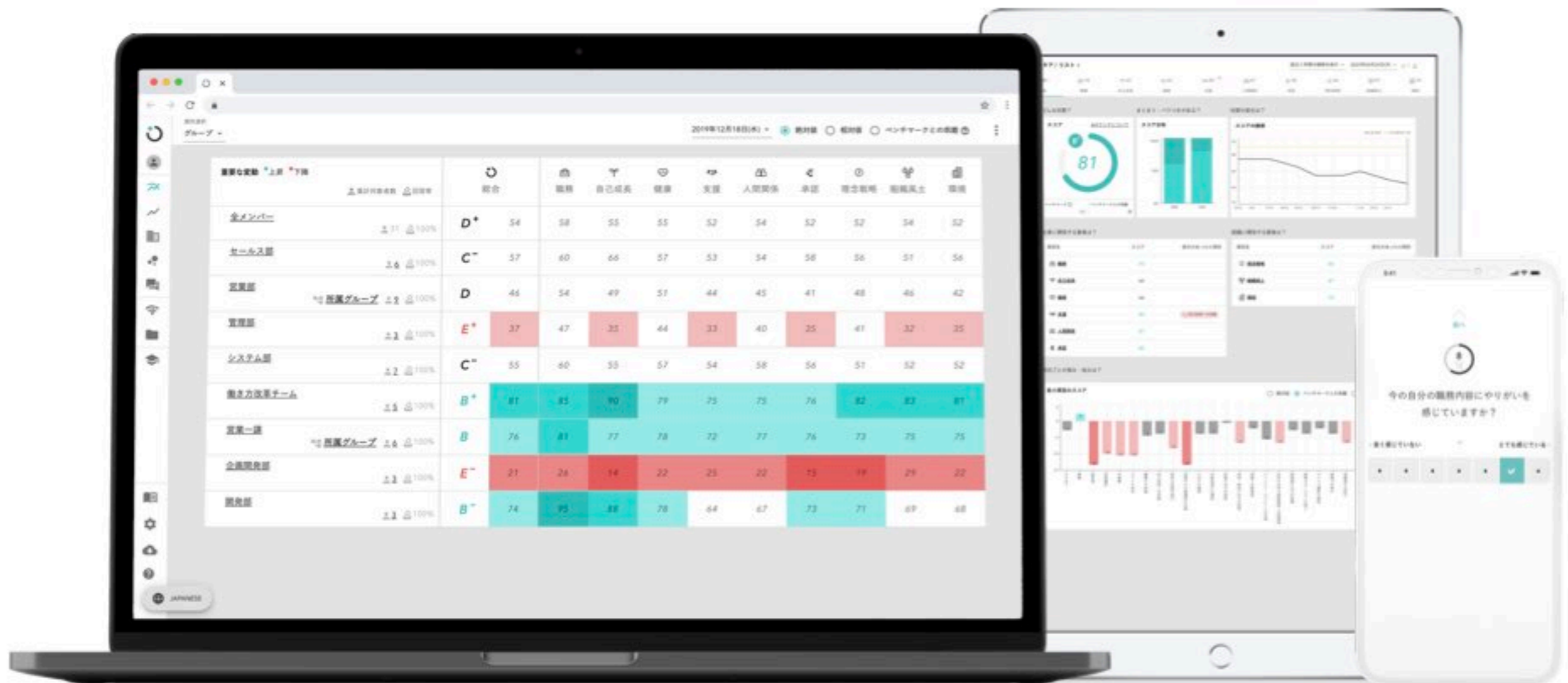
Wevox's model of organizational capability empowerment



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	裁量	自己成長	達成感	支援	人間関係	承認	意思決定	組織風土	平均
人事部	B (70)	73	67	65	80	84	81	76	67	75
営業部	B (72)	74	72	63	75	80	72	74	70	73
開発部	C (57)	55	54	52	57	71	65	74	67	63
企画部	C (58)	56	51	57	71	72	67	71	64	65
総務部	C (58)	55	58	61	70	71	65	72	67	62
システム部	C (55)	60	52	62	70	73	64	69	59	60
マーケティング部	C (58)	53	43	67	64	70	64	68	60	61
総務部	C (57)	56	43	63	62	64	58	71	52	52
企画部	C (55)	54	54	64	69	77	62	51	51	59

"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
- 思考力と読解力
- 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タイプの人々は、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。

外向 - 60%	37%	47%
直感 - 12%	34%	42%
感情 - 33%	32%	48%
視覚 - 11%	32%	48%

Courtney Henry 物に夢いでのプレイヤー

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】 効率化上手の戦力家

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】 最新の理想主義者

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】 洞察力に満ちた共感者

距離を近づけられれば学ぶことが多い

【関係関係】 ビジネスに強い実践家

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 **3,040** companies. Increase of users more than the growth of the companies and organizations introduced.

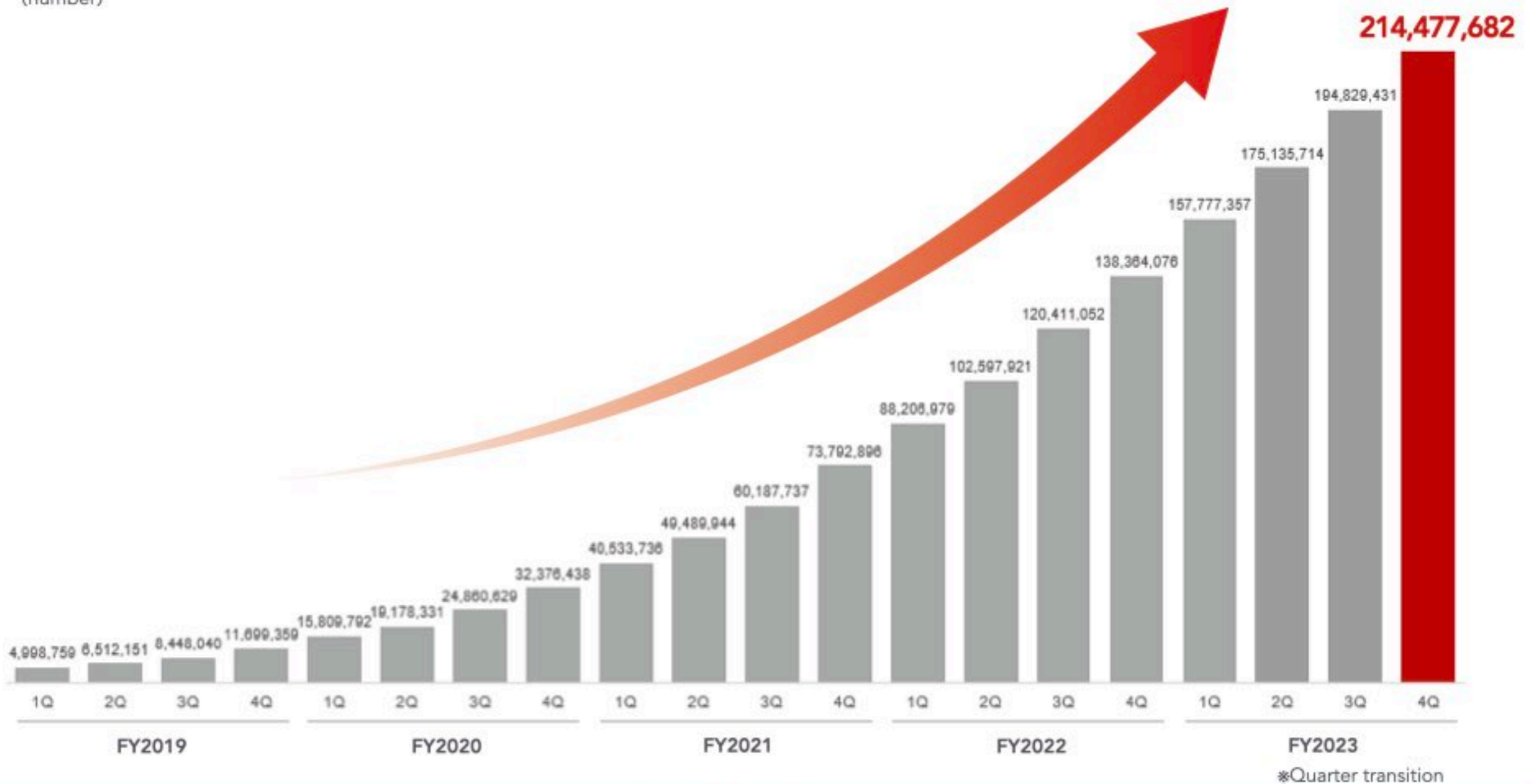


Reference from Wevox Website.

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)

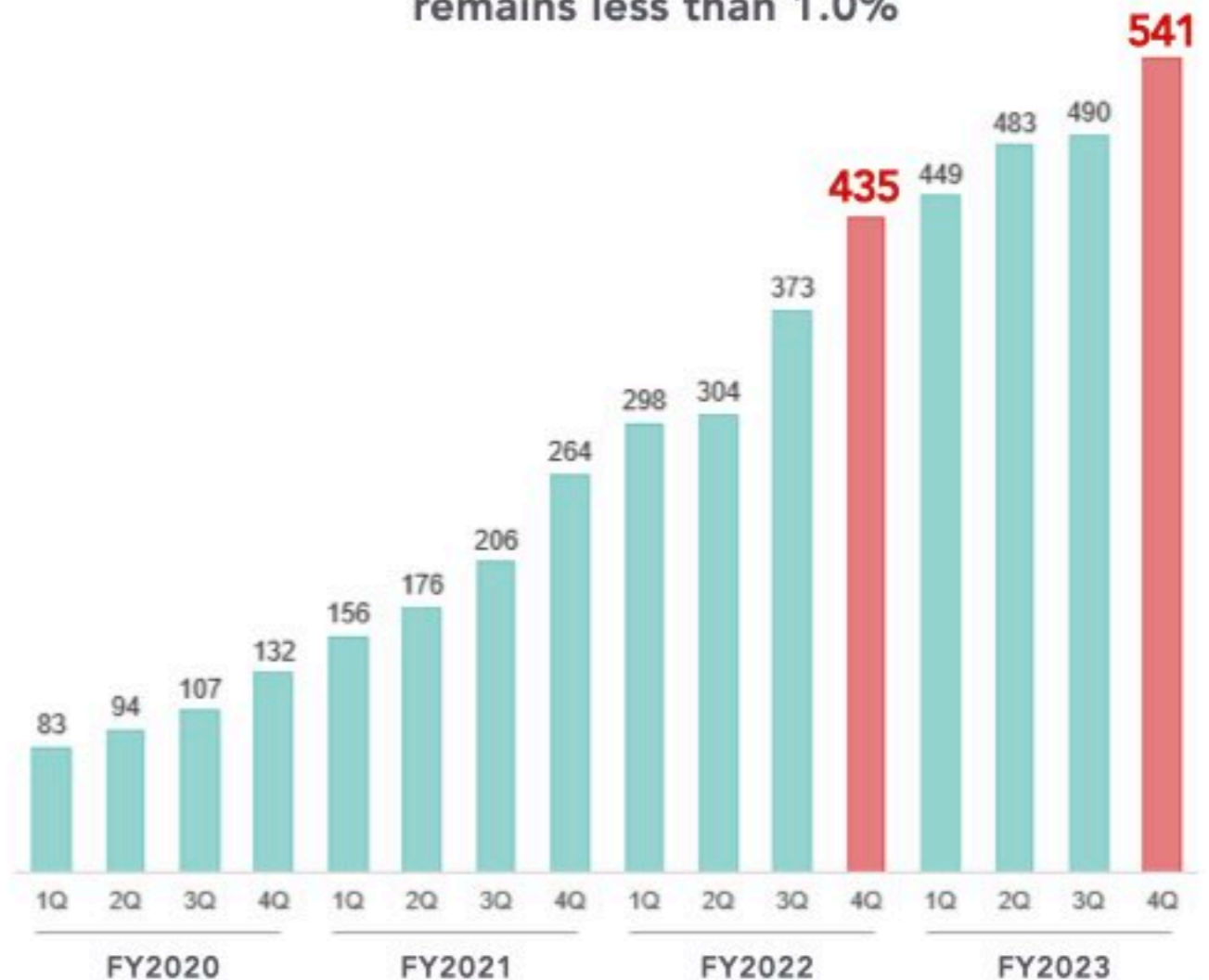


Transition in Sales

YoY +24.4%

Monthly churn rate remains less than 1.0%

(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 ~ ¥600
Per person per month

Targeting wide range of clients via SaaS model

Potential Market size

More than

¥240B ~ ¥480B^{*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×Basic plan ¥300 per person×12months=¥242B

Number of Employed Person 67.25M people×Standard plan ¥600 per person×12months=¥484B



“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 audience

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

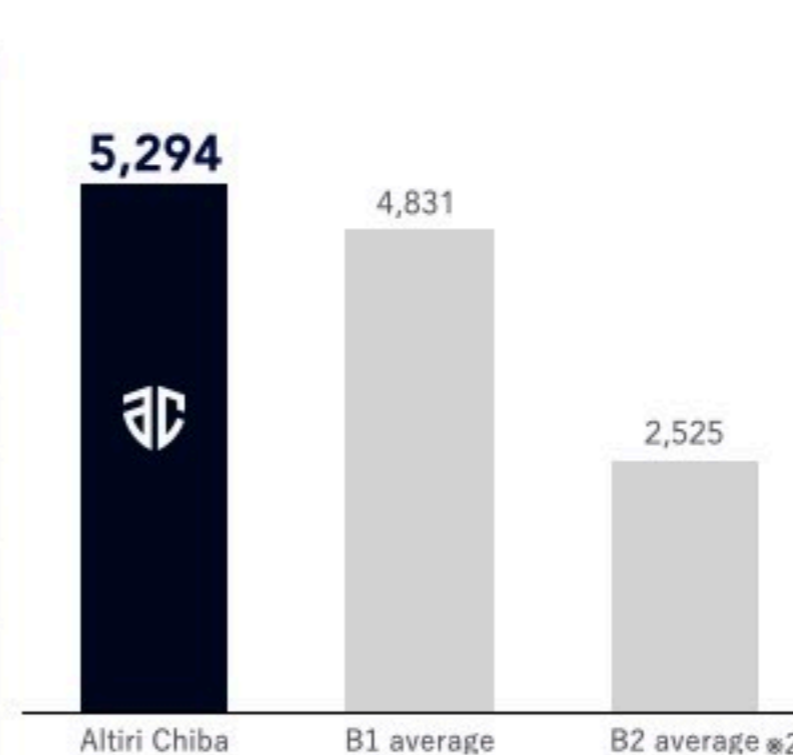
Eastern Conference

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

Audience Turnout at Each Home Opener for 2023-24 Season^{※1}

Audience turnout for the home opener games are above the B1 League average and 6th in the combined B1 and B2 League rankings, boasting a B.League leading audience

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



Audience Turnout Ranking for Home Opener Games

League	Team	Total
B1	A.TOKYO	10,133
B1	SAGA	6,270
B1	UTSUNOMIYA	5,640
B1	NAGOYA.D	5,486
B1	GUNMA	5,438
B2	Altiri Chiba	5,294
B1	IBARAKI	5,003
B1	YOKOHAMA	4,980
B1	SHINSHU	4,857
B1	OSAKA	4,658
B1	HOKKAIDO	4,617
B1	KAWASAKI	4,614
B1	TOYAMA	4,593
B1	HIROSHIMA	4,587
B1	CHIBA	4,553
B1	SAN-EN	4,458
B1	SHIMANE	4,358
B1	KYOTO	4,319
B1	SENDAI	4,311
B2	KOSHIGAYA	4,068

^{※1} Data published by the B-League as of November 8, 2023

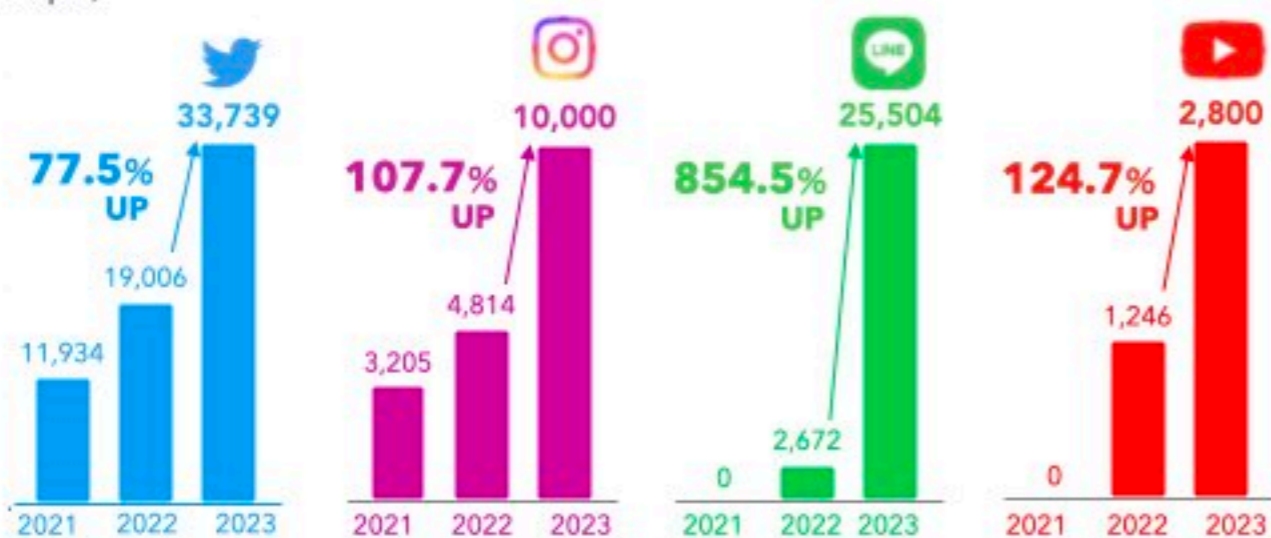
^{※2} Average for B2 League excluding Altiri Chiba

Steadily expanding circle of fans

Expanding number of followers/
registered users on social media

(Data as of the end of October)

(People)

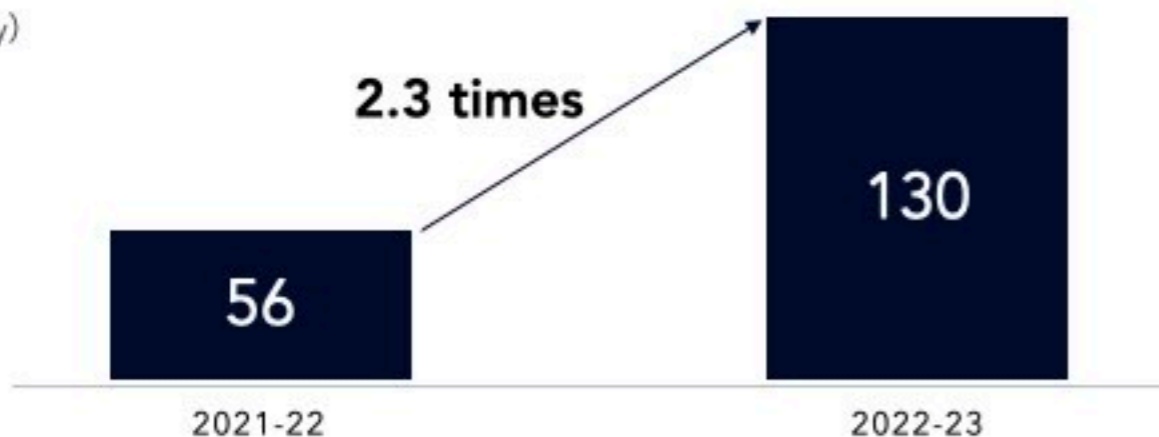


Heightened presence in Chiba City



Partner companies have more than
doubled compared to last season

(Company)



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



: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
Foundation	October, 2003
Management	Yoshihide Arai, President & CEO
Employee	104 (As of September, 2023)
Capital Stock	1,268 (in JPY MM)
Location	Minato-ku, Tokyo, Japan

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:Atrae

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