



Financial Results Explanatory Material

**Financial Results for the 1st Quarter of
the Fiscal Year Ending September 30, 2024**

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



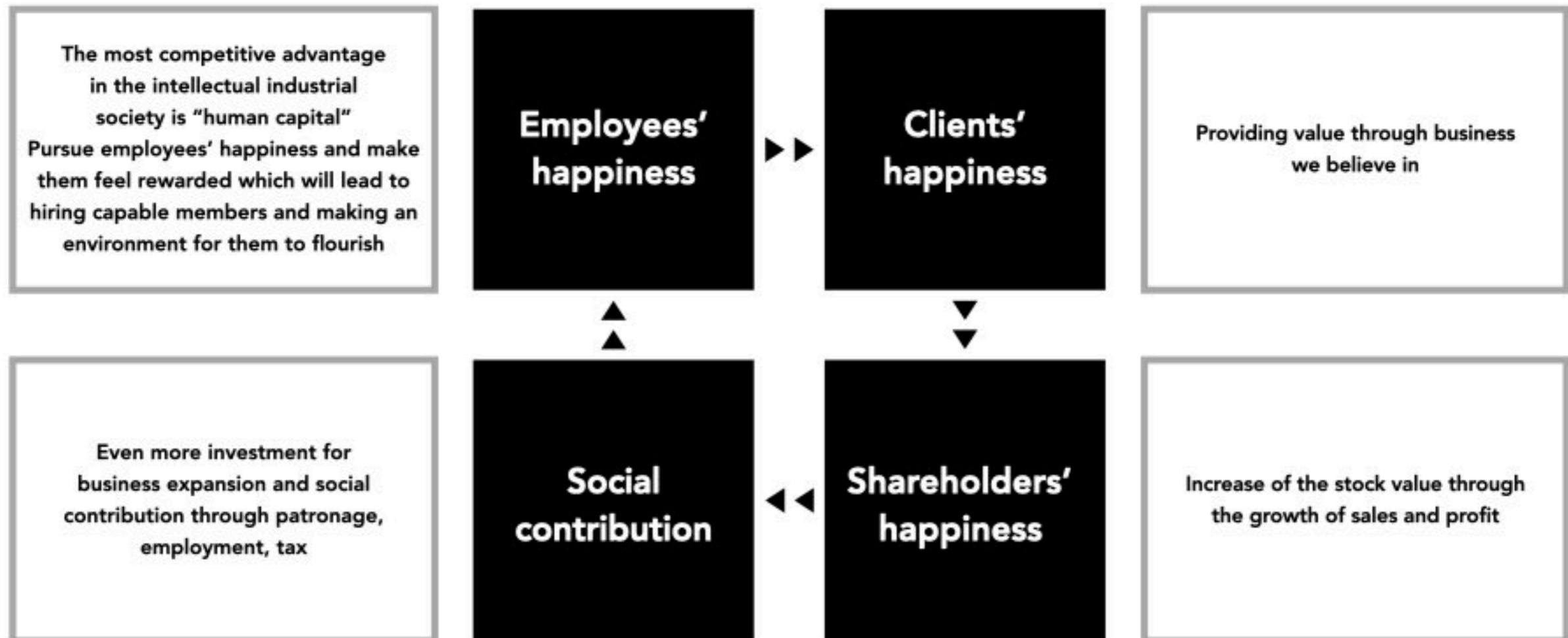
Partners



... 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 FY2024 Q1

FY2024
Q1

Sales	1,886	Million yen	YoY +10.1 %	Progress	19.4 %
Operating Profit	251	Million yen	YoY △17.7 %	Progress	17.9 %

Business

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

On the other hand, the number of hired employees decreased due to decline in the probability of applicants passing the document screening process and beyond

Wevox's sales grew YoY +26.3%, SMBC Wevox's sales contribution is expected in H2 as originally planned

Monthly churn rate for Wevox users remains below 1%

Topics

In February 2024, cancel the shares acquired through the 1 billion yen of share acquisition announced in May 2023

Acquisition of treasury shares amounting to 900 million yen (900,000 shares), the same amount as the forecasted net income for the current fiscal year

Pursue optimal capital structure while securing funds for growth through effective use of debt

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

Growth strategy and capital policy for this fiscal year and beyond

Growth strategy

Green

- Optimize matching efficiency by scoring the characteristics of job seekers and employers to enhance customer experience
- Aiming to improve the document screening pass rate through measures to expand information on job seekers
- Initial sales are on par with previous years due to productivity-conscious inbound sales

wevox

- Increase the number of companies adopting Wevox by improving the added value provided to customers
- Increase demand for use of Wevox engagement scores in human capital disclosure
- Acceleration of sales growth by SMBC Wevox is expected from FY2024 Q3 onward



- 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

Capital policy

Current status

- Net assets have been increasing due to the accumulation of retained earnings, and return on equity is expected to gradually deteriorate in light of future growth strategies
- Further pursuit of financial soundness may lead to deterioration of capital efficiency in the future

Policy

- Target level of ROE/ROIC is 20% or more
 - Pursue optimal capital structure while securing funds for growth through effective use of debt
- Aim to reduce the cost of capital and sustainably improve ROE/ROIC

Initiatives

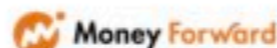
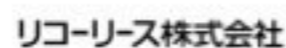
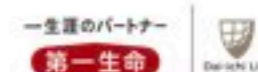
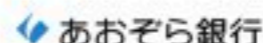
- Cancellation of treasury shares : In February 2024, cancel the shares acquired through the 1 billion yen of share acquisition announced in May 2023
- Acquisition of treasury shares : Acquisition of treasury shares amounting to 900 million yen (900,000 shares), the same amount as the forecasted net income for the current fiscal year

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

Green's sales grew YoY +2.9% due to a decrease in the number of people hired through Green in December

Wevox's sales grew YoY +26.3%, SMBC Wevox's sales contribution is expected in H2 as originally planned

(Million yen)	YoY			QoQ	
	FY2024 Q1	FY2023 Q1	%	FY2023 Q4	%
Sales	1,886	1,713	+10.1%	2,067	△8.8%
Green	1,212	1,178	+2.9%	1,326	△8.6%
Wevox	567	449	+26.3%	541	+4.8%
Other	20	31	△35.5%	21	△4.8%
Sports Tech	87	55	+58.2%	179	△51.4%
Operating Expenses	1,635	1,408	+16.1%	1,897	△13.8%
Operating Profit	251	305	△17.7%	170	47.6%
Operating Profit Margin	13.3%	17.8%	△4.5pt	8.2%	+5.1pt

YoY Comparison (sales)

No significant change in investment policy, continue to focus on web advertising

(Million yen)	FY2024 Q1	% of Sales	FY2023 Q1	YoY % of Sales	%
Sales	1,886	100.0%	1,713	100.0%	+10.1%
People Tech	1,799	95.4%	1,658	96.8%	+8.5%
Sports Tech	87	4.6%	55	3.2%	+58.2%
Operating Expenses	1,635	86.7%	1,408	82.2%	+16.1%
People Tech	1,351	71.6%	1,186	69.2%	+13.9%
Cost of sales	25	1.3%	25	1.5%	+0.0%
SG&A					
Web Ad	711	37.7%	577	33.7%	+23.2%
TV Ad and Other	48	2.5%	73	4.3%	△34.2%
Personnel Cost	315	16.7%	294	17.2%	+7.1%
Other	252	13.4%	217	12.7%	+16.1%
Sports Tech	284	15.1%	222	13.0%	+27.9%
Operating Profit	251	13.3%	305	17.8%	△17.7%

For Reference : Quarterly Financial Highlights

(Million yen)	FY2021				FY2022				FY2023				FY2024
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1
Sales	886	998	1,221	1,359	1,504	1,599	1,745	1,740	1,713	1,828	2,149	2,067	1,886
People Tech	886	998	1,221	1,359	1,455	1,525	1,684	1,673	1,658	1,717	2,036	1,888	1,799
Green	713	802	990	1,067	1,131	1,196	1,286	1,209	1,178	1,209	1,523	1,326	1,212
Wevox	156	176	206	264	298	304	373	435	449	483	491	541	567
Other	17	20	25	28	26	25	25	29	31	25	22	21	20
Sports Tech	-	-	-	-	49	74	61	67	55	111	113	179	87
Operating Expenses	608	684	850	1,312	1,055	1,383	1,439	1,651	1,408	1,815	1,685	1,897	1,635
People Tech	596	674	835	1,271	882	1,113	1,238	1,443	1,186	1,447	1,356	1,583	1,351
Cost of sales	12	16	20	23	23	25	27	30	25	30	26	29	25
SG&A	270	287	339	353	278	402	657	765	577	774	705	831	711
Web Ad	17	56	139	441	201	241	91	89	73	91	64	131	48
TV Ad and Other	154	172	195	283	206	259	287	371	294	306	315	319	315
Personnel Cost	143	143	142	171	174	186	176	188	217	246	246	273	252
Other	12	10	15	41	173	270	201	208	222	368	329	314	284
Sports Tech	12	10	15	41	173	270	201	208	222	368	329	314	284
Operating Profit	278	314	371	47	449	216	306	89	305	13	464	170	251
Operating Profit Margin	31.4%	31.5%	30.4%	3.5%	29.9%	13.5%	17.5%	5.1%	17.8%	0.7%	21.6%	8.2%	13.3%

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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

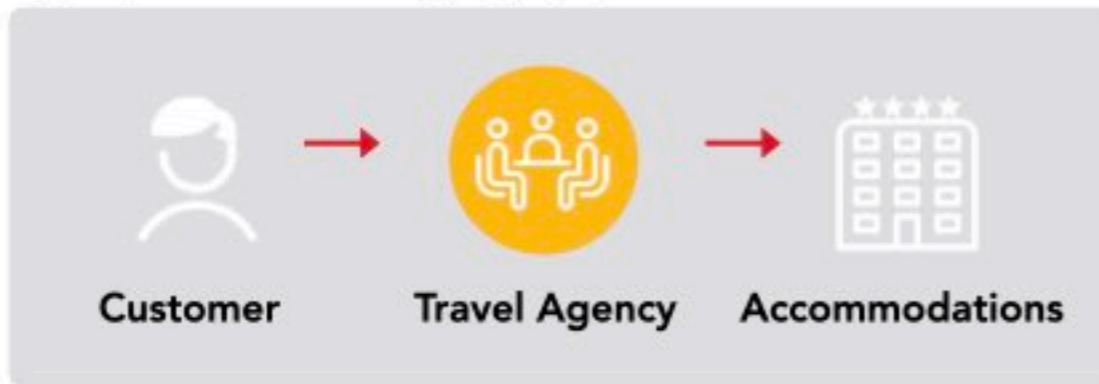
Direct recruiting platform

Job seekers and companies can take action and communicate interactively.

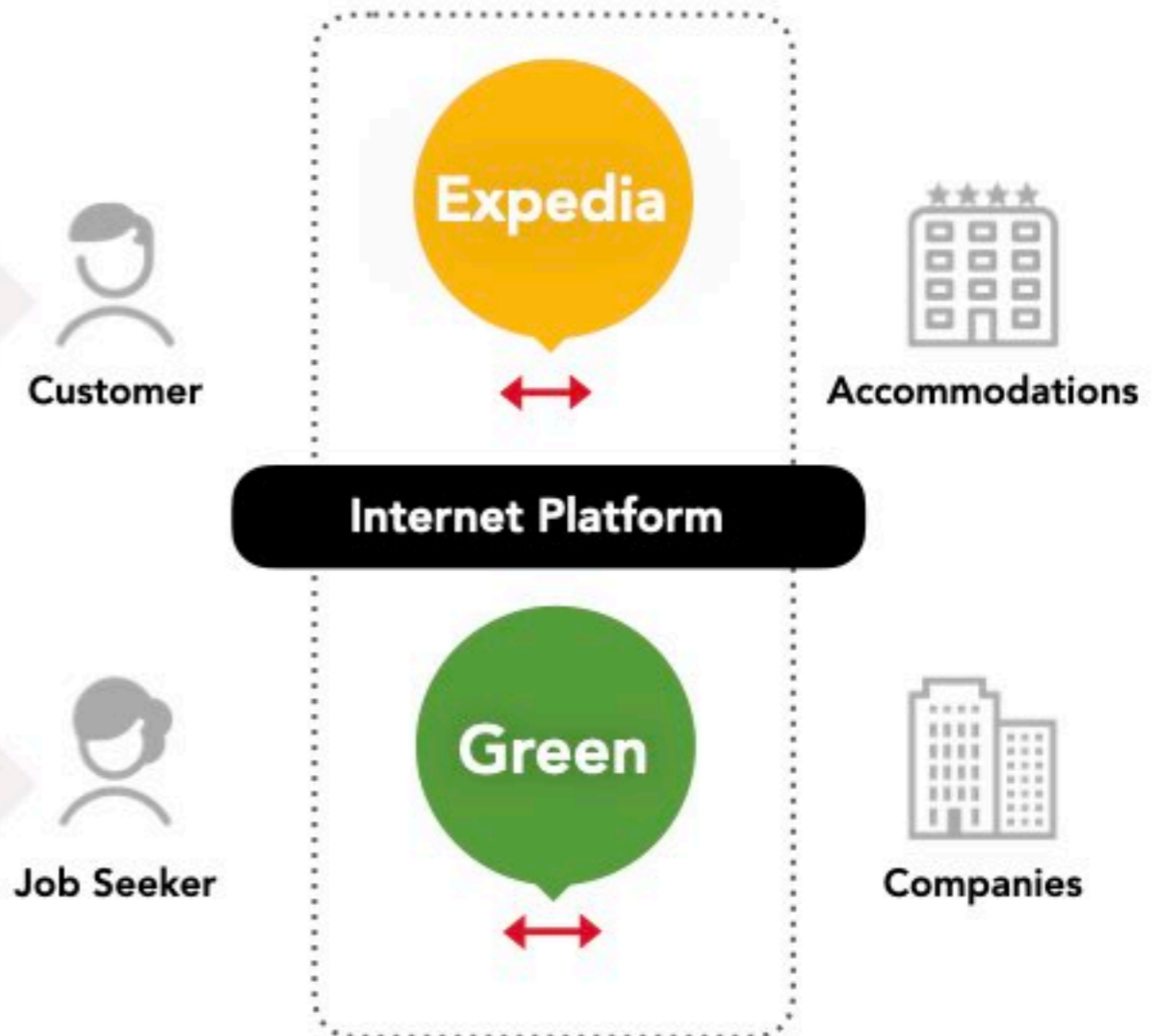
Attain Efficient Matching Via Technology

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

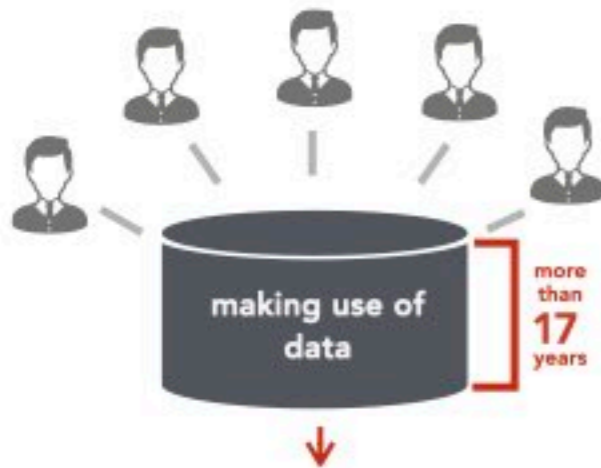


Green Established a Unique Position

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

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 **9,900**

Number of Registered User ID

More than **1.27 million**

High recognition among recruiting companies

※1 Action data, profile data, selection data

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

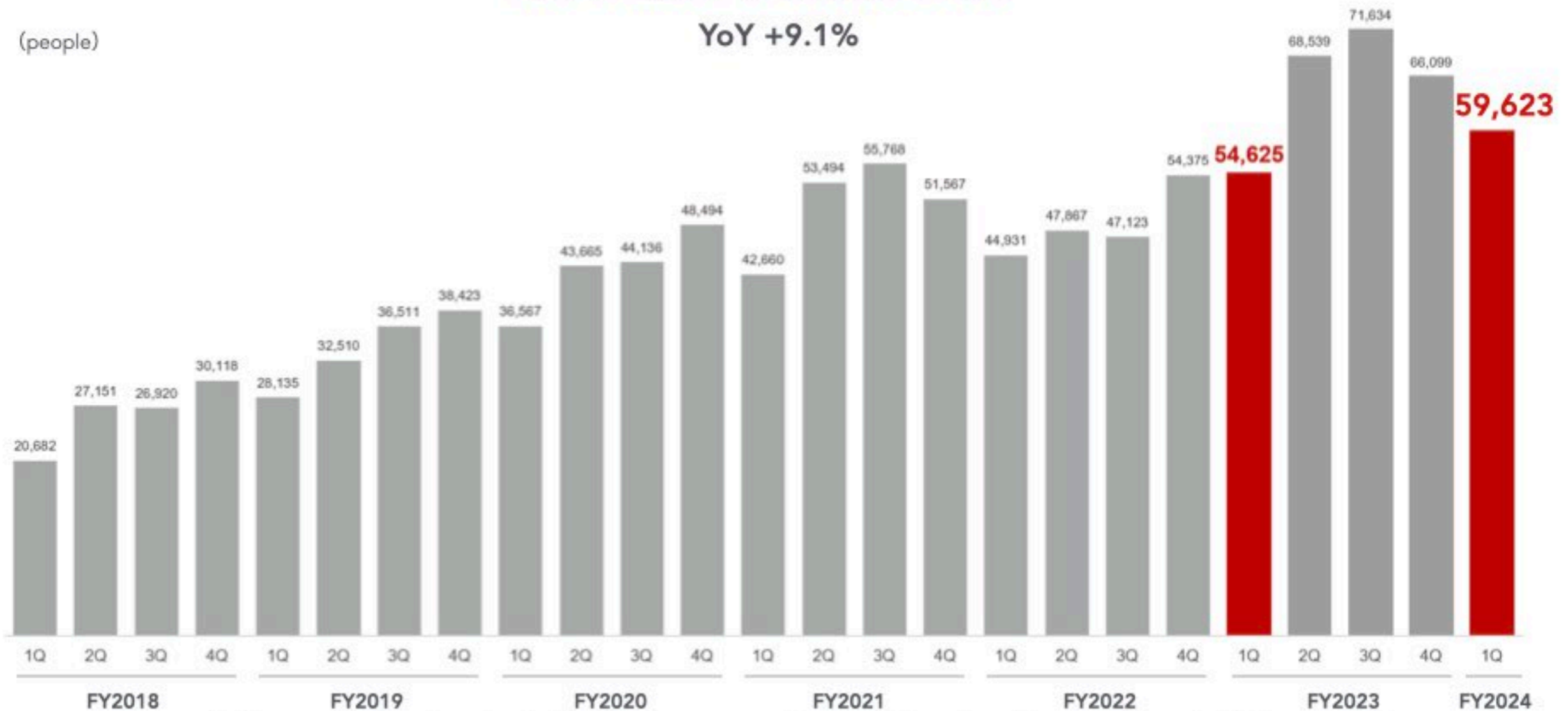
*Explanation of "unique": If one job seeker logs in for each month of the quarter, he/she is counted as one active user in the quarterly active user count

Control web advertising and focus on securing target users due an increase in user acquisition cost

The number of active users

YoY +9.1%

(people)



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

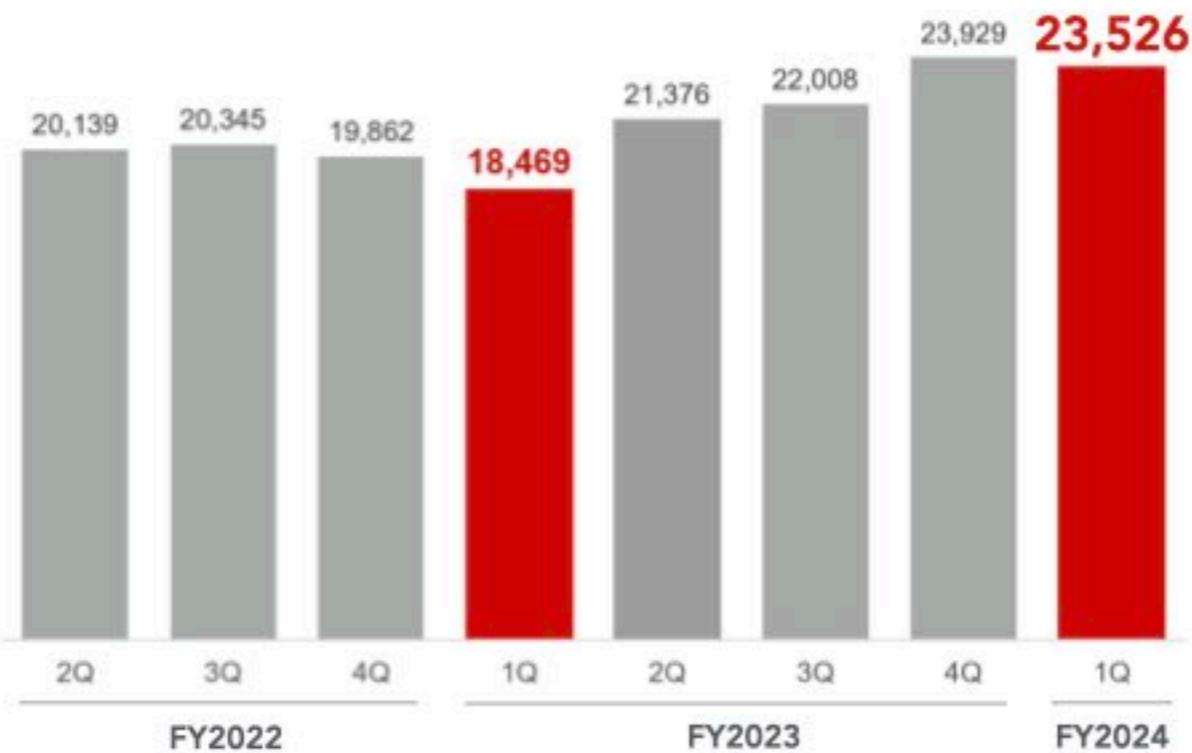
Graph shows the number of active users in the last month of the quarter

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

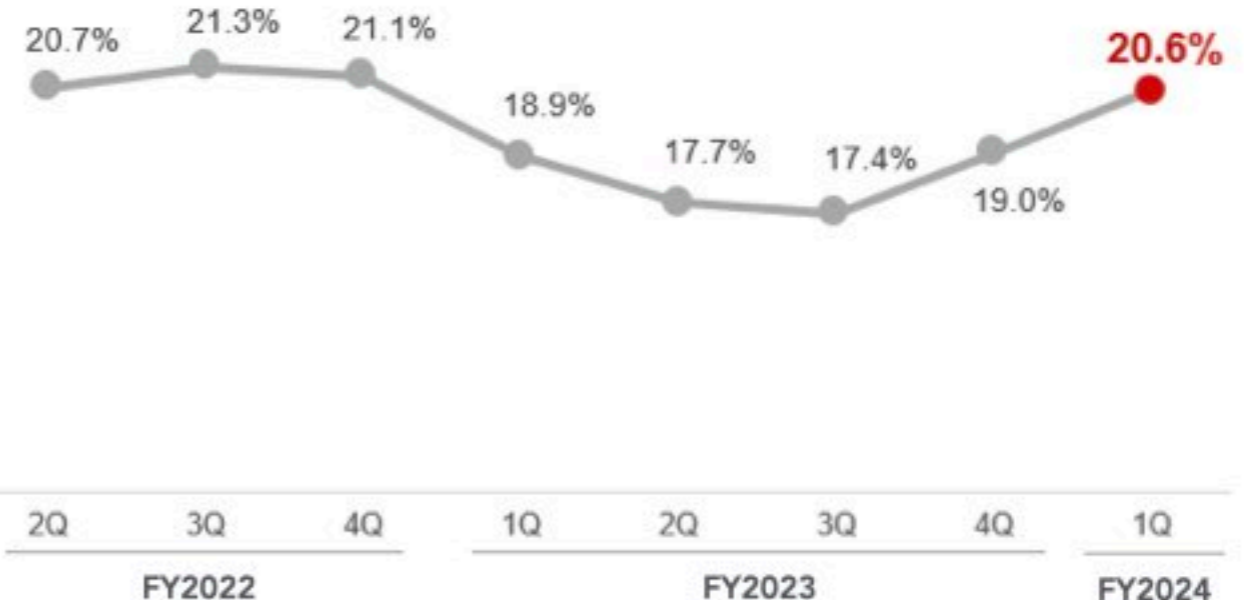
The number of applicants

(people)

YoY +27.4%



Application rate



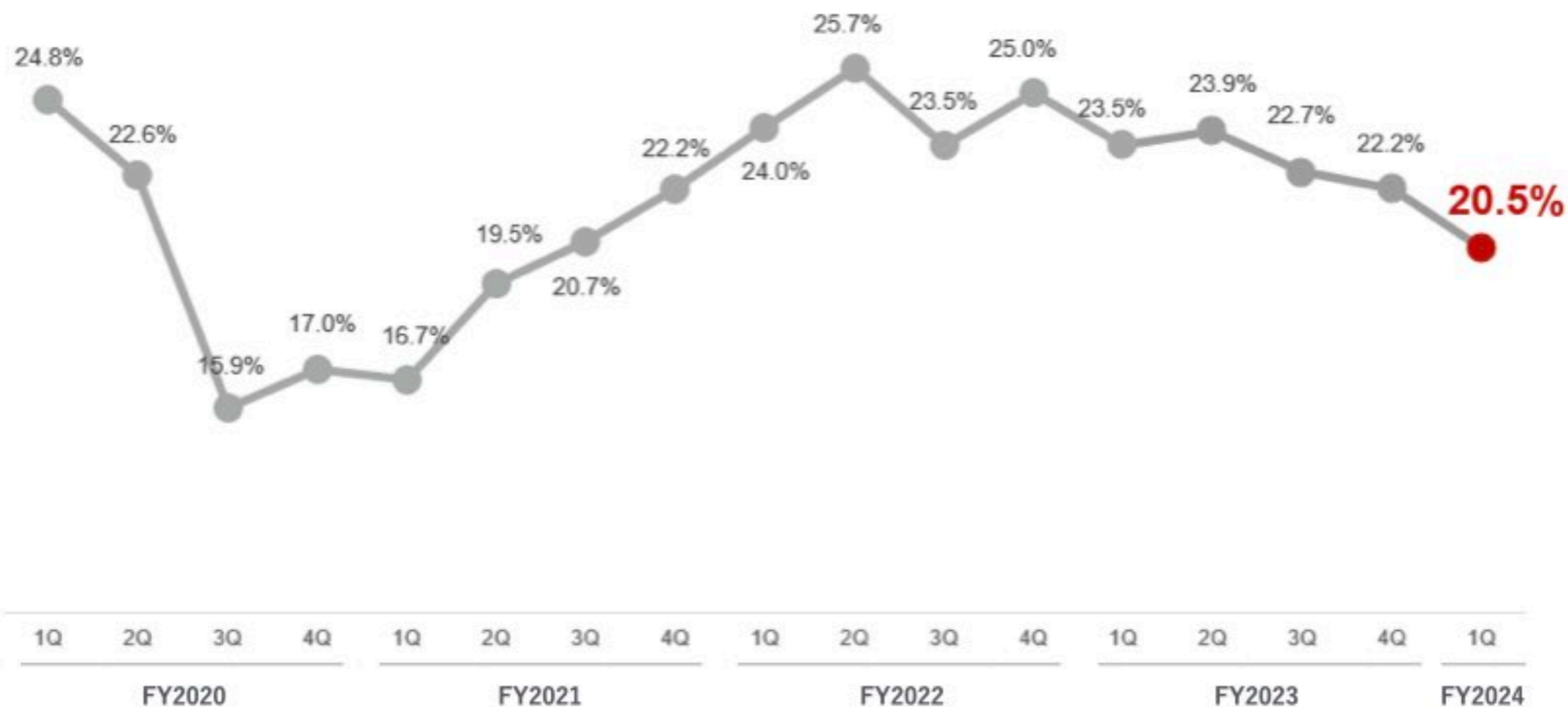
*1 The number of applicants : Job seekers who apply for jobs on Green once or more in a quarter among job seekers registered with Green (unique)

*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)

Improving matching efficiency as a top priority

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

The number of hired employees decreased due to decline in the probability of applicants passing the document screening process and beyond



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

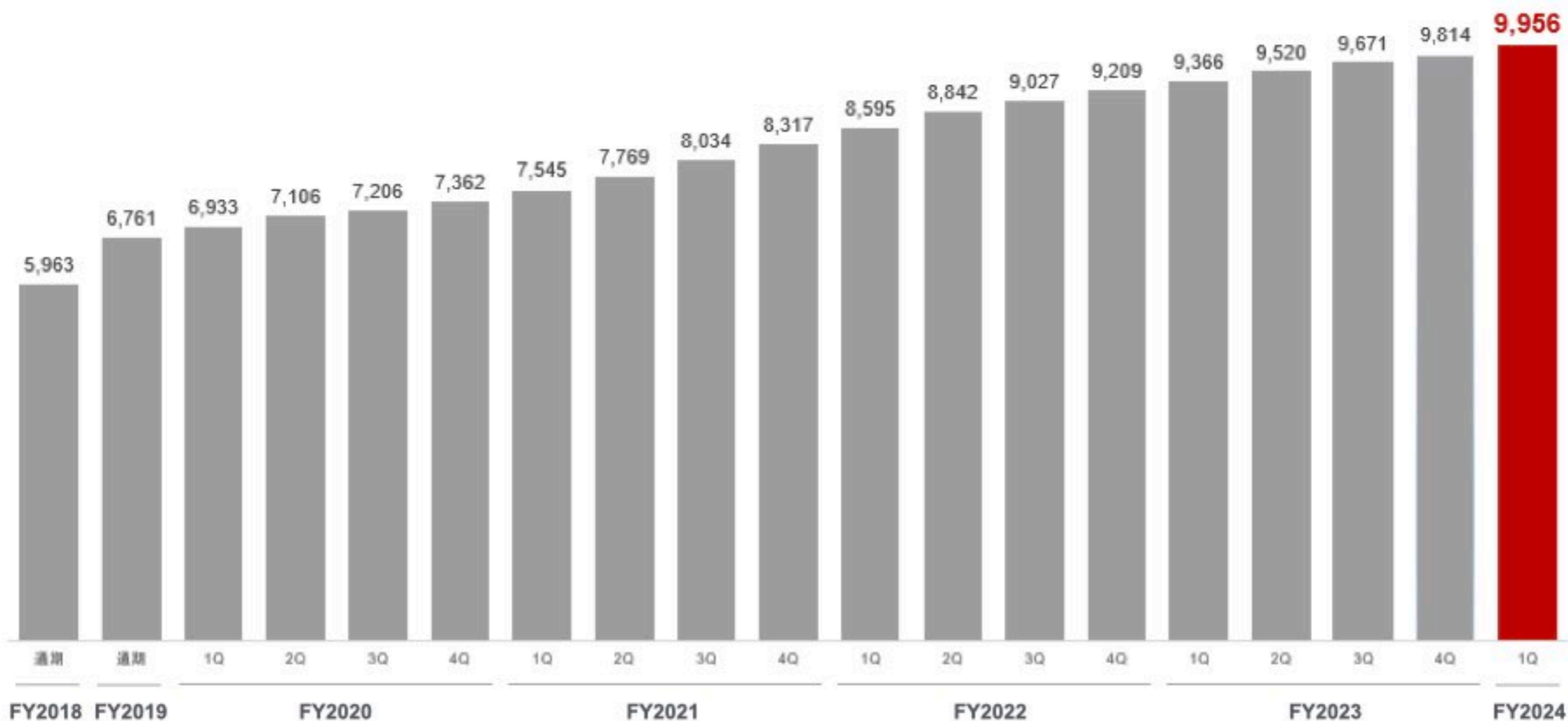
Former contingency fee	Uniform fixed fee per work location	New contingency fee	Uniform fixed fee per job category
	<p>Tokyo • Full remote</p> <p>900,000 yen</p>	<ul style="list-style-type: none"> • Engineer • Technical Positions (Systems/Network) • Management/CXO 	<p>1,200,000 yen</p>
	<p>Saitama • Chiba • Kanagawa Aichi • Osaka • Fukuoka</p> <p>700,000 yen</p>	<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

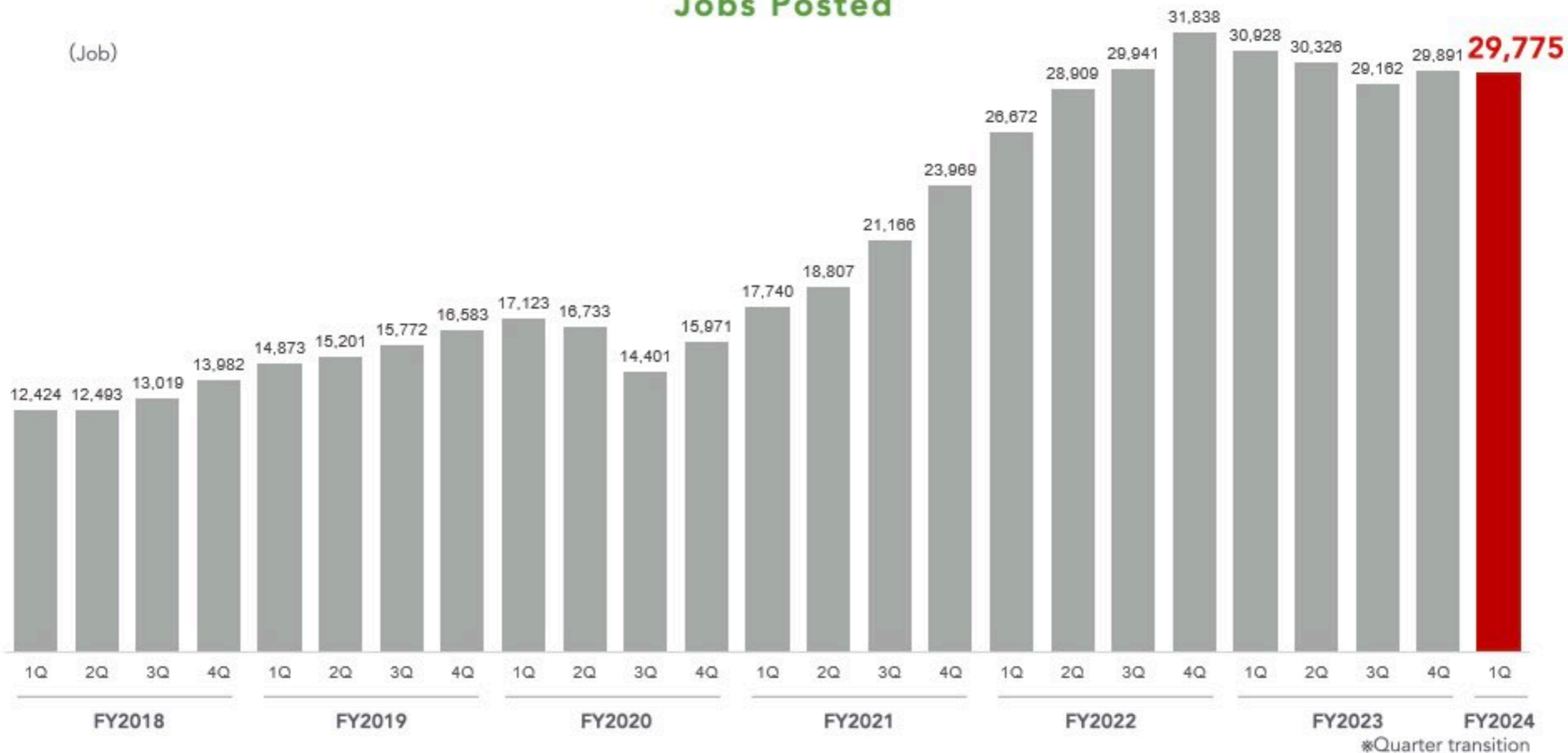
Cumulative Registered Companies

(Company)



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

Jobs Posted



A summary of each KPI

KPI	Current status	Measures to pursue further growth
The number of active users	○	● Aiming for further growth through continuous pursuit of web advertising portfolio optimization
The number of applicants	○	● Aiming for further growth by continuously improving the accuracy of recommendation engine and UI/UX
Application rate	○	
Document screening pass rate	✕	<ul style="list-style-type: none"> ● Optimize matching efficiency by scoring the characteristics of job seekers and employers ● Aiming to improve the document screening pass rate through measures to expand information on job seekers
Cumulative Registered Companies	○	<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
Jobs Posted	△	● While it is possible to grow the number of hires even at current levels, we will seek to strategically gain attractive job postings
Hired Employees	✕	● In addition to web advertizing portfolio optimization and UI/UX refinement, score the characteristics of job seekers and employers in order to optimize matching efficiency. Improve the customer experience value and aim to enter a growth phase again

Potential Growth of Green

Recruiting market scale exceeds pre-COVID levels and entered a growth phase again
 Top priority is to improve matching efficiency, in order to achieve the earnings forecast
 for this fiscal year and further growth in the next fiscal year and beyond

	Recruitment Market Size	Green's Market Size ^{*1}	Green's Occupancy ^{*2}
All Industry	351 B yen ^{*3} (296 B yen) ^{*4}	210 B yen (177 B yen)	2.1% (2.3%)
IT Industry	105 B yen ^{*5} (88 B yen)	63 B yen (52 B yen)	7.0% (7.7%)

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

*2 Green's sales calculated as 4.4 B yen (FY2023 Actual)

*3 Yano Research Institute "Current Status and Future of Human Resource Business 2023 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 242 million responses to machine learning



4 Academic basis

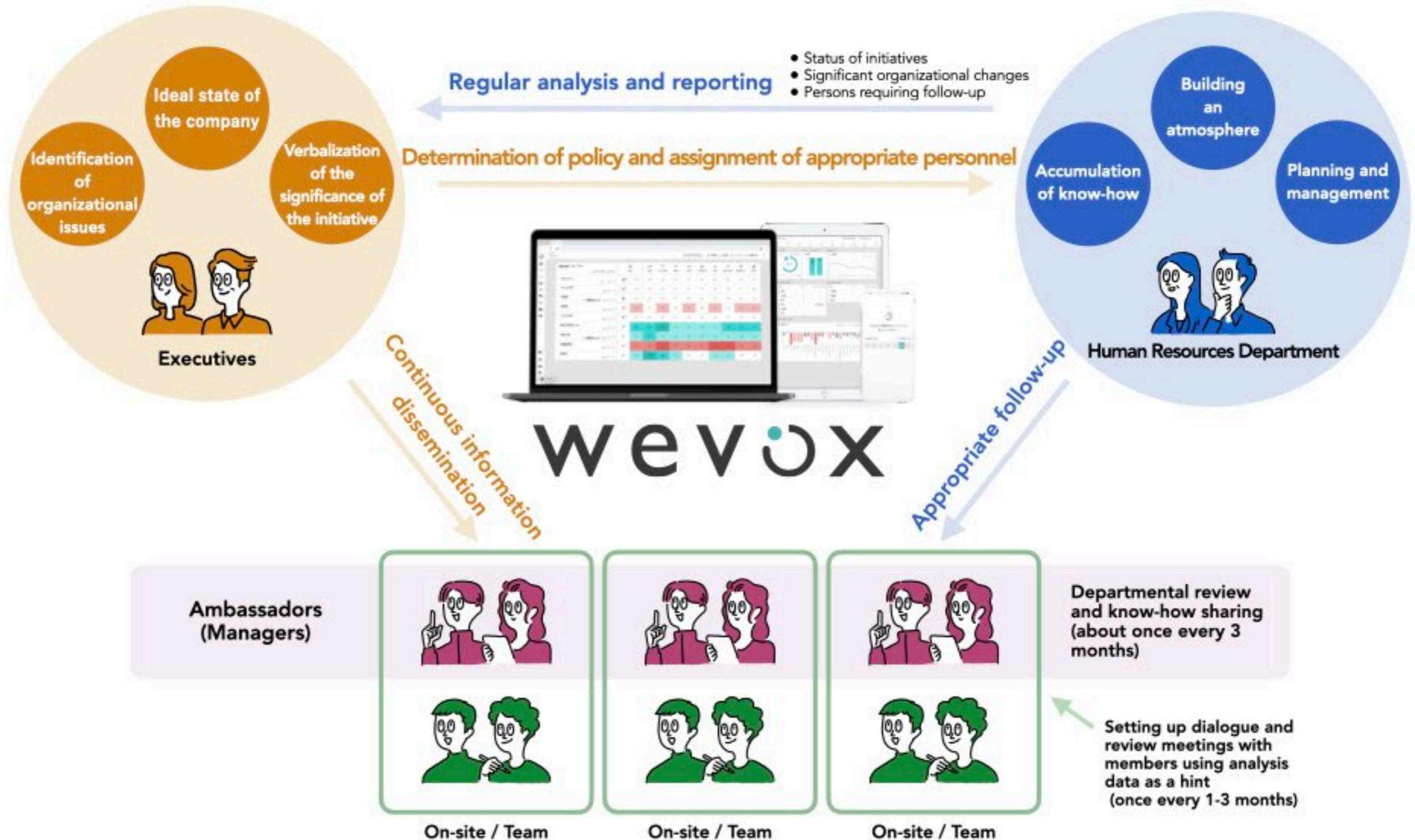
Professor Akito Shimazu, Keio University, a leading expert in the engagement research, joins as an advisor



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



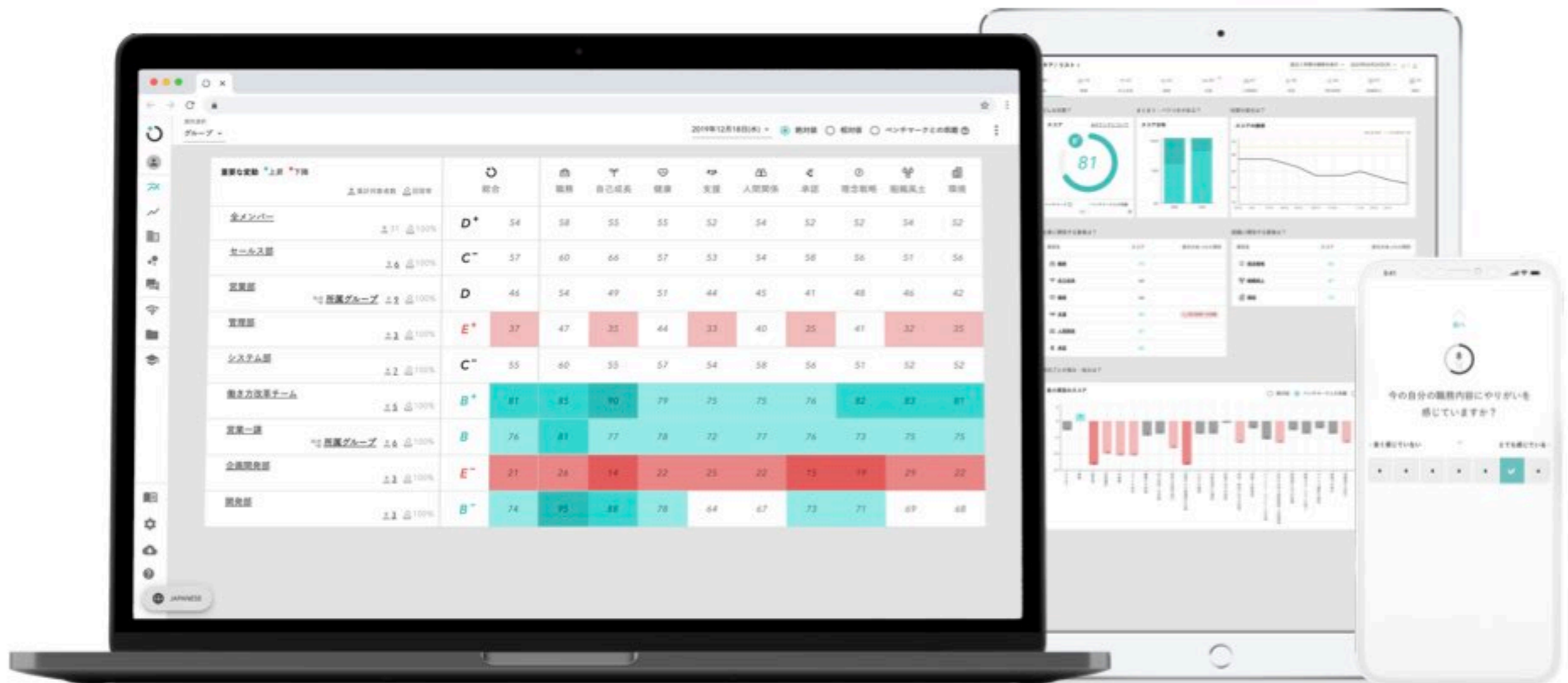
Wevox's model of organizational capability empowerment



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	関係構築	生産性	モチベーション	チームワーク	顧客満足	業務効率	イノベーション	リスク管理	環境対応	社会貢献	経営戦略	財務管理	人事管理	総務管理	IT管理	セキュリティ	コンプライアンス	品質管理	安全管理	環境管理	
人事部	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80
営業部	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75
開発部	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85
マーケティング	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80
サポート	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80
総務	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80
IT	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80
セキュリティ	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80
コンプライアンス	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80
品質管理	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80
安全管理	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80
環境管理	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80

"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 実力不足 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 考え付きすぎ	🔗
<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	実力不足	🔗
<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 謙遜と仕組みに専念 意欲と熱量が高い 自分勝手

サマリー

ENFPタイプの人には、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。 32% 外向 → 60% 47%

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。 38% 直感 → 42% 42%

直感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。 32% 感情 → 30% 48%

元気な子どものように、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。 32% 現実 → 10% 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
【対人関係】 熱意あるチームプレーヤー
【対人関係】 物事化上手の執力家

型が反発し和訳しては型が合う
【対人関係】 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
【対人関係】 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
【対人関係】 最新の理想主義者

自分の理想形に見える相手
【対人関係】 問題解決のプロフェッショナル
情熱に水を差さし合う二人
【対人関係】 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
【対人関係】 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 **3,140** companies. Increase of users more than the growth of the companies and organizations introduced.

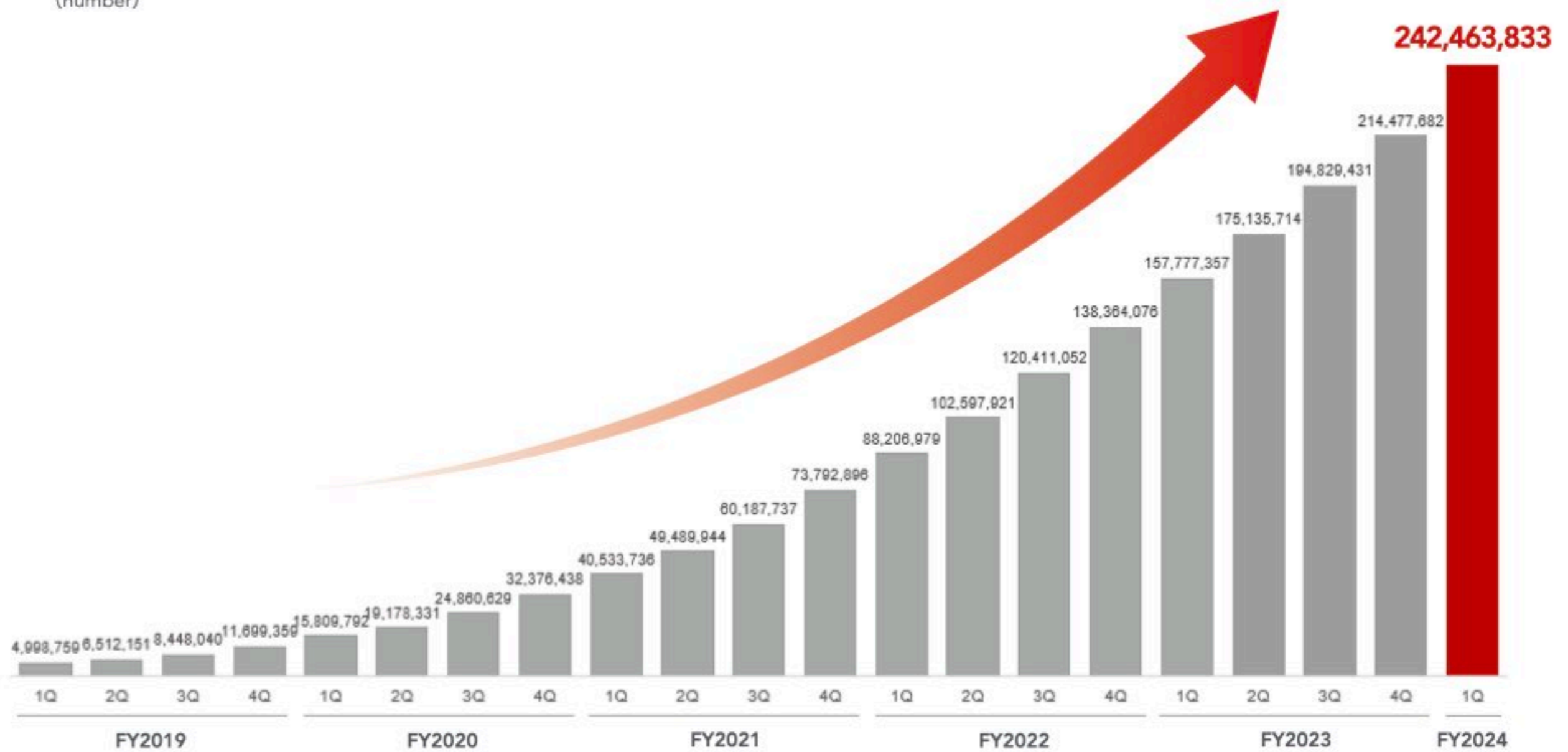


Reference from Wevox Website.

Increase of Answer Data

Continuously developing new features using response data to take competitive advantage

(number)



*Quarter transition

Realize a subscription model with high growth potential

Transition in the number of companies adopted

(Company)

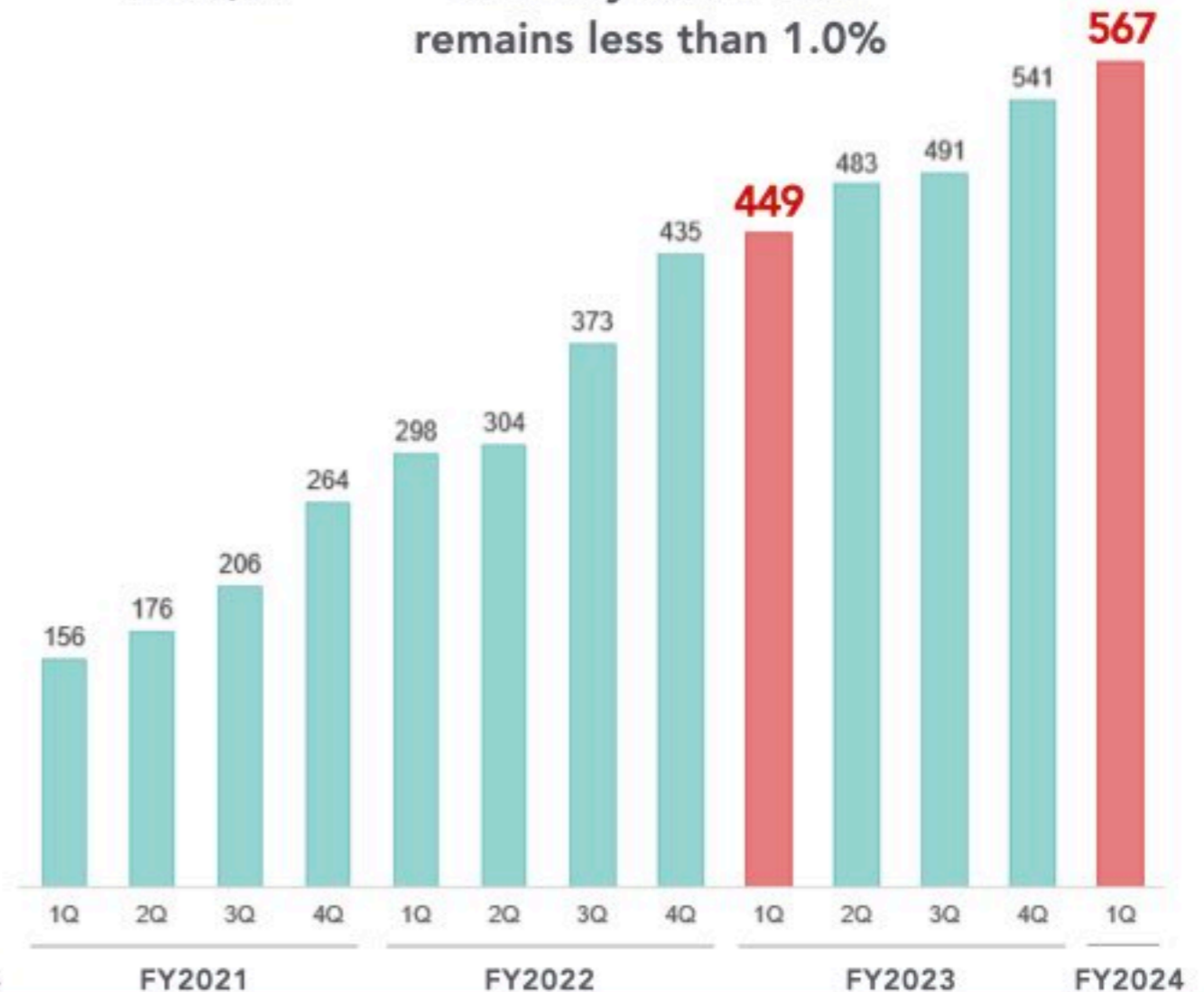


Transition in Sales

YoY +26.3%

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 overwhelming top in the B2 League in terms of strength and ability to attract audience

B2 League Rankings

2023-24 B2 League regular season

1st in the East District

(February 4, 2024)

West District

Rank	Team	Wins	Losses	Winning percentage
1	KUMAMOTO	26	11	.703
2	FUKUOKA	25	12	.676
3	SHIGA	25	12	.676
4	KOBE	18	19	.486
5	SHIZUOKA	16	21	.432
6	NARA	14	23	.378
7	EHIME	11	26	.297

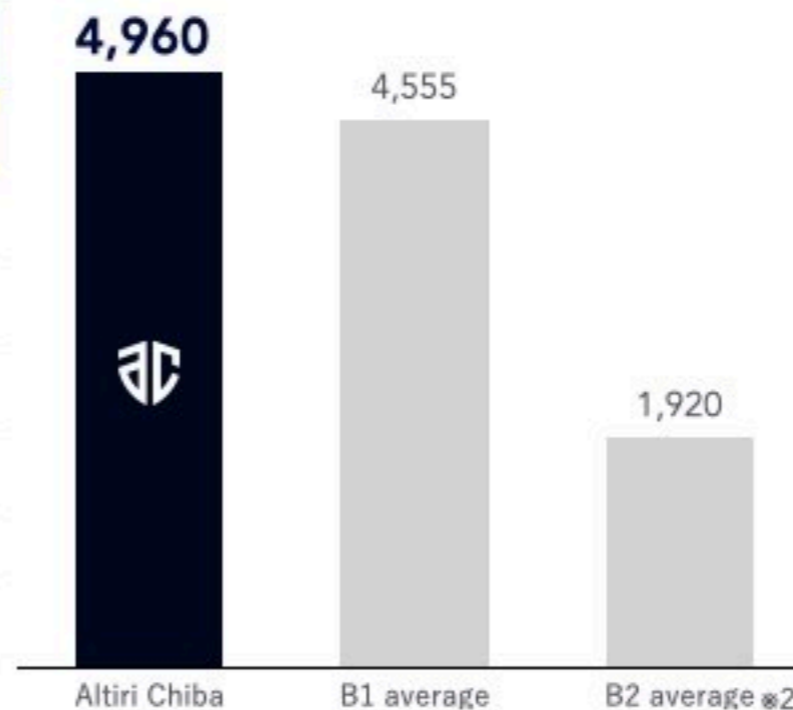
East District

Rank	Team	Wins	Losses	Winning percentage
1	Altiri Chiba	34	3	.919
2	KOSHIGAYA	22	15	.595
3	YAMAGATA	20	17	.541
4	AOMORI	19	18	.514
5	FUKUSHIMA	14	23	.378
6	IWATE	10	27	.270
7	NIIGATA	5	32	.135

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

Audience turnout for the home games are above the B1 League average and 7th in the combined B1 and B2 League rankings, boasting a B.League leading audience

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



Audience Turnout Ranking for Home Games

League	Team	Average
B1	RYUKYU	7,784
B1	A.TOKYO	5,807
B1	NAGOYA.D	5,271
B1	GUNMA	5,059
B1	SAGA	5,032
B1	YOKOHAMA	5,020
B2	Altiri Chiba	4,960
B1	UTSUNOMIYA	4,803
B1	KAWASAKI	4,595
B1	HOKKAIDO	4,543
B1	OSAKA	4,503
B1	CHIBA.J	4,490
B1	AKITA	4,439
B1	SENDAI	4,405
B1	IBARAKI	4,398
B1	SHINSHU	4,333
B1	SR.SHIBUYA	4,315
B1	HIROSHIMA	4,290
B1	SHIMANE	4,174
B2	KYOTO	4,127

※1 Data published by the B-League as of January 25, 2024

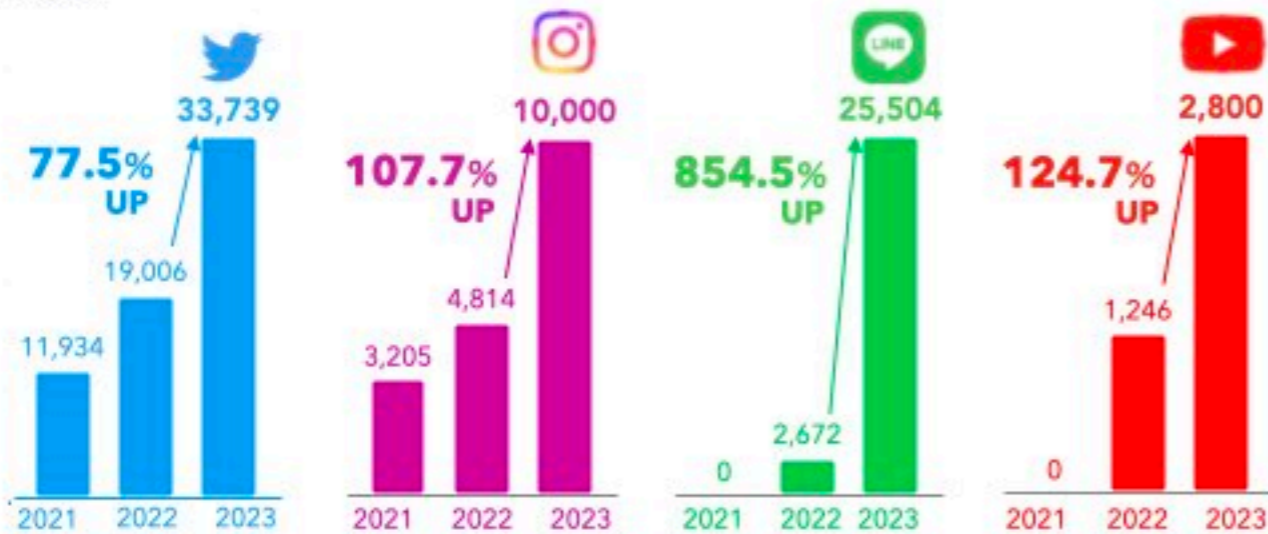
※2 Average for B2 League excluding Altiri Chiba

Steadily expanding circle of fans

Expanding number of followers/
registered users on social media

(Data as of the end of October)

(People)

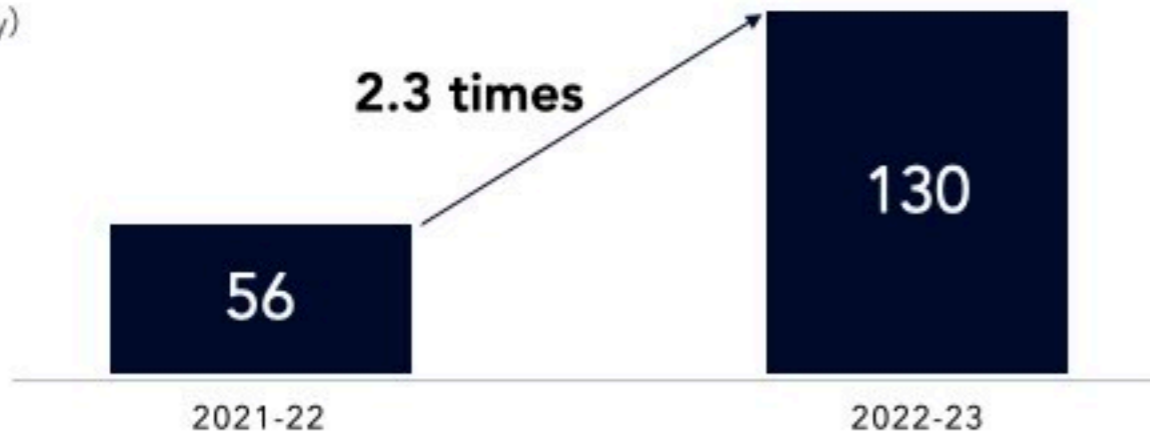


Heightened presence in Chiba City



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



Agenda

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

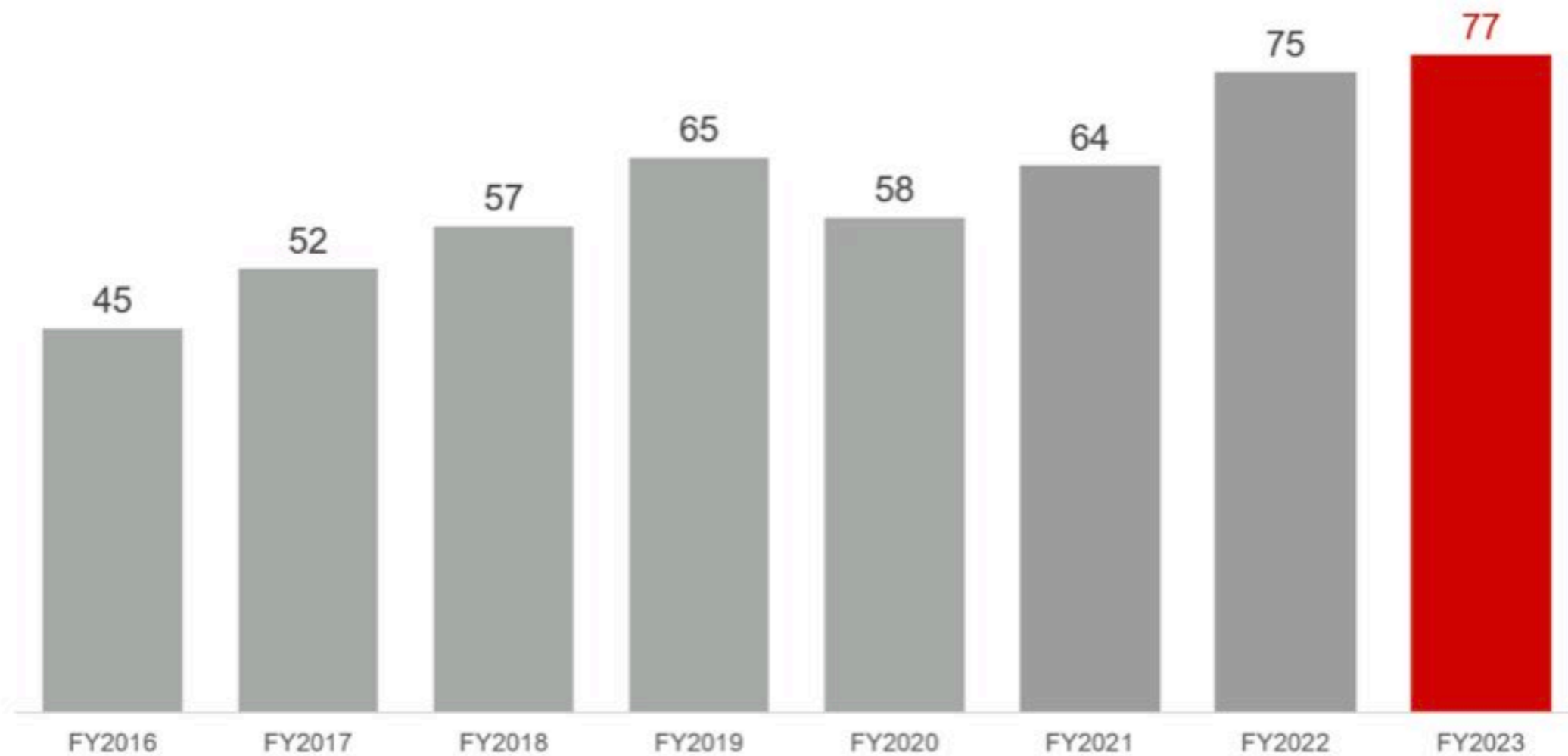
FY2024 Full-Year Forecast

(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		6,770	5,572	1,198	+21.5%
	Share-based payment expenses	330	294	36	+12.2%
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

Transition of Sales Per Employee

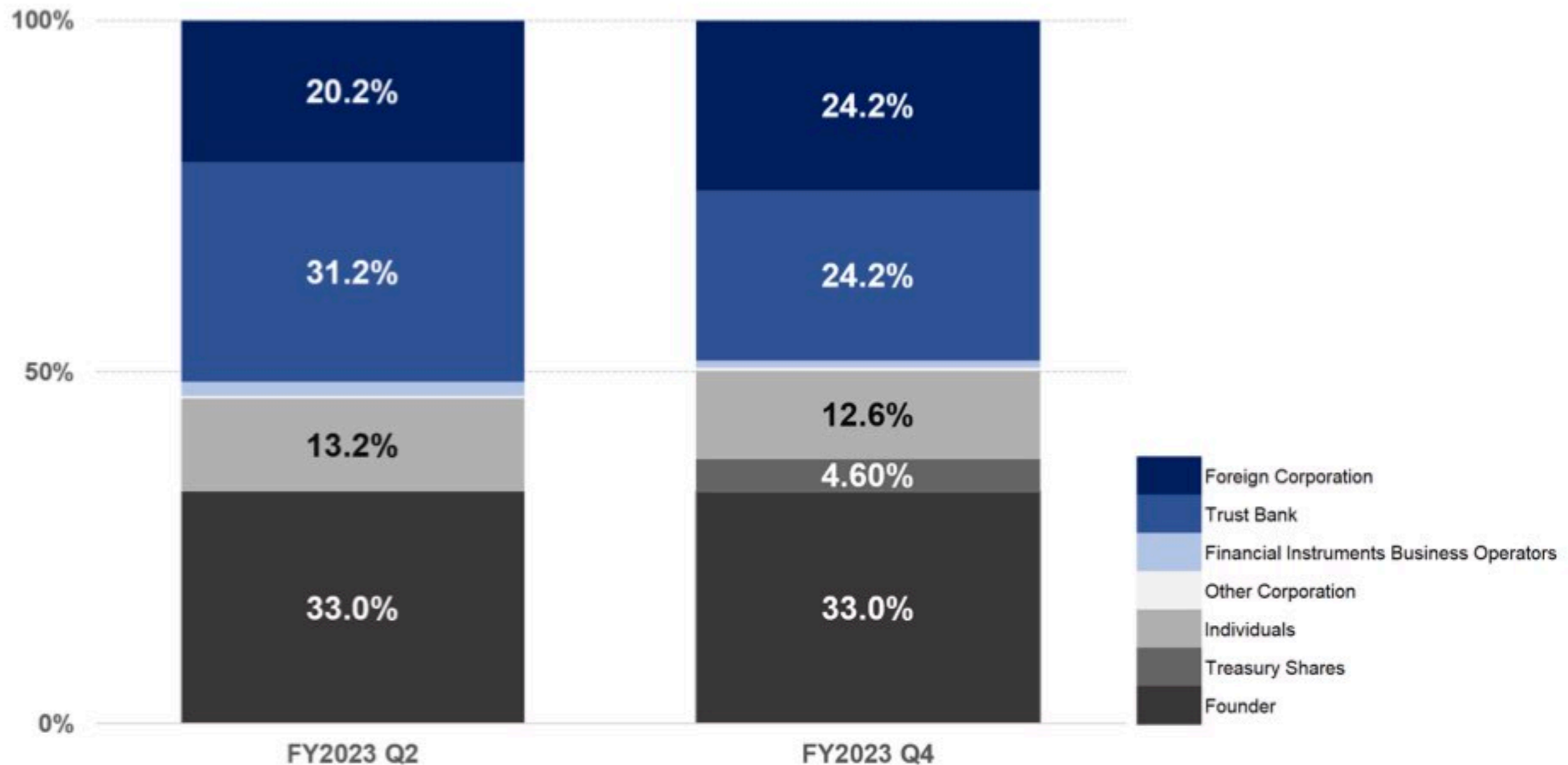
Achieved record productivity while accelerating hiring

(Million yen)



Shareholding Structure

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



: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	108 (As of December, 2023)
Capital Stock	1,268 (in JPY MM)
Location	Minato-ku, Tokyo, Japan

This material has been prepared based on information gathered at the time of its preparation and is not in any way intended as a commitment to future implementation. Also note that information contained herein has not been audited by an independent certified public accountant or audit corporation, and includes financial information based on past financial statements or accounting documents as well as management figures not based on financial statements or accounting documents.

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:Atrae