Turning encounters into innovation



Presentation Materials for FY2023 Q3

Sansan, Inc., April 11, 2024



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Highlights of FY2023 Q3 YTD Results

Sansan Group continued strong growth in both sales and adjusted operating profit (1)

Net sales up 33.3% YoY, adjusted operating profit up 46.5% YoY, and ARR ⁽²⁾ up 33.4% YoY to ¥31,090 million. Both net sales and adjusted operating profit progressed steadily against the median of the disclosed ranges in the full-year earnings forecasts for FY2023.

Sansan, the sales DX solution, continued solid growth

Sansan net sales up 15.2% YoY.

Strengthened sales structure contributed to accelerated growth in new subscriptions.

Bill One, the cloud-based invoice management solution, continued high growth trend

Bill One net sales up 176.6% YoY.

With no major impact after the start of the Invoicing System, the business steadily won new contracts.

(2) Annual recurring revenue

⁽¹⁾ Operating profit + share-based payment expenses + expenses arising from business combinations (amortization of goodwill and amortization of intangible assets)

Overview of Financial Results

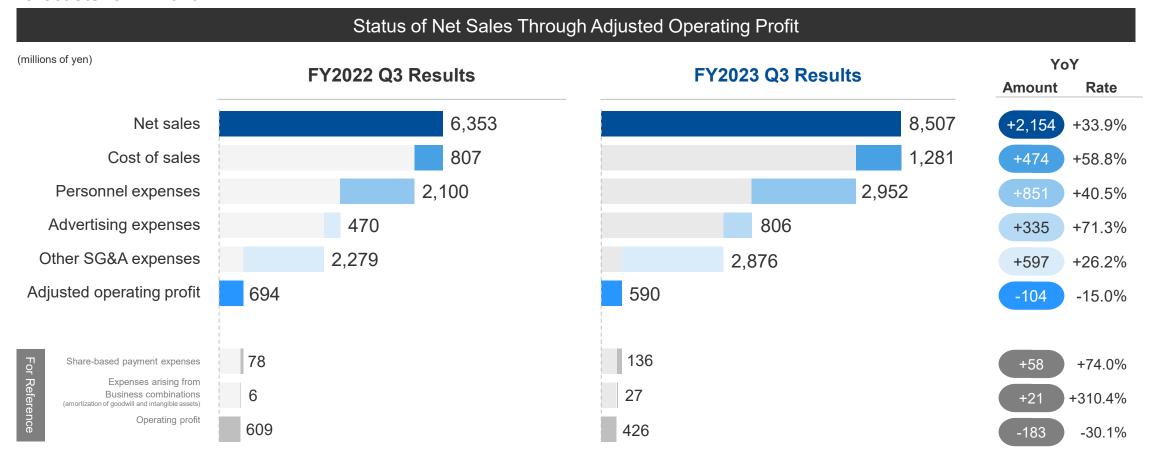
Sansan Group continued its high growth trend with net sales up 33.9% YoY.

The YoY decrease in adjusted operating profit and other line-item profits below it owed to the execution of growth strategies and the absence of extraordinary income recorded in the same period a year ago.

	FY2022	D22 FY2023		(Reference) FY2023	
(millions of yen, except for per share amounts)	Q3 Results	Q3 Results	YoY	Q3 YTD Results	YoY
Net sales	6,353	8,507	+33.9%	24,234	+33.3%
Gross profit	5,546	7,226	+30.3%	20,649	+31.1%
Gross profit margin	87.3%	84.9%	-2.4 pts.	85.2%	-1.4 pts.
Adjusted operating profit	694	590	-15.0%	1,113	+46.5%
Adjusted operating profit margin Adjusted operating profit margin Ordinary profit	10.9%	6.9%	-4.0 pts.	4.6%	+0.4 pts.
Ordinary profit	615	409	-33.4%	677	+35.2%
Profit attributable to owners of parent	587	396	-32.5%	539	-26.9%
EPS	4.69 yen ⁽¹⁾	3.15 yen	-32.8%	4.30 yen	-27.2%

Contributors to Changes in Adjusted Operating Profit

Adjusted operating profit down ¥104 million YoY owing to increases in advertising expenses by ¥335 million and personnel expenses by ¥851 million resulting from execution of growth strategies. Nevertheless, the continued strong sales allowed adjusted operating profit to progress steadily against the median of the disclosed range in the consolidated earnings forecasts for FY2023.



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Results by Segment

Sansan/Bill One Business increased both net sales adjusted operating profit YoY, while Eight Business increased net sales and reduced deficit YoY. The negative YoY increase in adjustments for adjusted operating profit mainly reflects increased headcount associated with the execution of growth strategies.

	FY2022	FY2023		(Reference) FY2023	
(millions of yen)	Q3 Results	Q3 Results	YoY	Q3 YTD Results	YoY
Consolidated	6,353	8,507	+33.9%	24,234	+33.3%
Sansan/Bill One Business	5,715	7,646	+33.8%	21,669	+33.5%
Eight Business Others	613	771	+25.8%	2,280	+23.3%
Others	44	121	+173.9%	379	+160.6%
Adjustments	-19	-30	_	-95	_
Consolidated	694	590	-15.0%	1,113	+46.5%
Sansan/Bill One Business	2,232	2,381	+6.7%	6,289	+21.0%
Eight Business	-57	-12	_	-7	_
Sansan/Bill One Business Eight Business Others Adjustments	-17	-25	_	-61	_
Adjustments	-1,463	-1,752	_	-5,105	_

Sansan/Bill One Business Overview

Sansan showed solid growth and Bill One continued a high growth trend with the segment sales up 33.8% YoY. Adjusted operating profit up 6.7% YoY despite lower profit margin due to recruitment of sales personnel and strengthening of marketing activities.

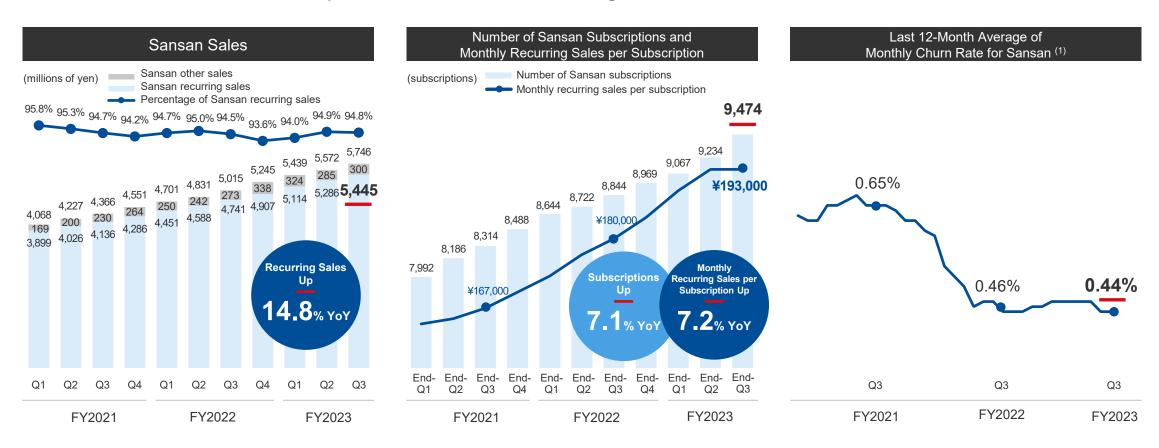
		FY2022	FY2023		(Reference) FY2023	
	(millions of yen)	Q3 Results	Q3 Results	YoY	Q3 YTD Results	YoY
	Net sales	5,715	7,646	+33.8%	21,669	+33.5%
	Sansan	5,015	5,746	+14.6%	16,758	+15.2%
	Sansan recurring sales	4,741	5,445	+14.8%	15,846	+15.0%
Sansan/	Sansan other sales	273	300	+9.9%	911	+18.9%
Bill One Business	Bill One	645	1,680	+160.6%	4,269	+176.6%
	Others	54	218	+302.6%	641	+356.9%
	Adjusted operating profit	2,232	2,381	+6.7%	6,289	+21.0%
	Adjusted operating profit margin	39.1%	31.1%	-8.0 pts.	29.0%	-3.0 pts.

Sansan: Status of Key Indicators

sansan

Steady growth in subscriptions and monthly recurring sales per subscription owing to the strengthened sales structure.

Churn rate down 0.02 points YoY to 0.44%, maintaining a rate as low as below 1%.



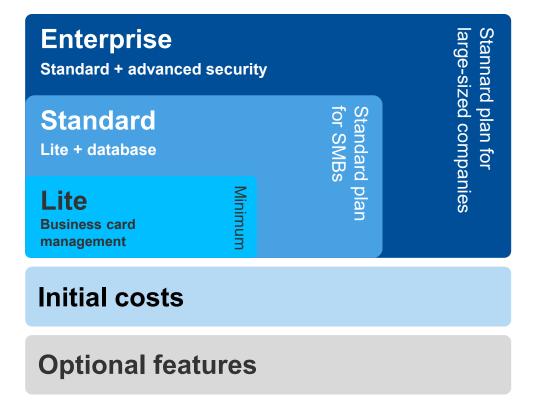
⁽¹⁾ Ratio of decreased MRR associated with contract cancellations to total MRR for existing Sansan contracts.

Sansan: Optimizing Pricing Structure

sansan

Optimized licensing structure and fee settings, reflecting the market environment and the status of service enhancements. Operations under the new structure started from February 2024 with an expectation to contribute primarily to our FY2024 earnings.

License

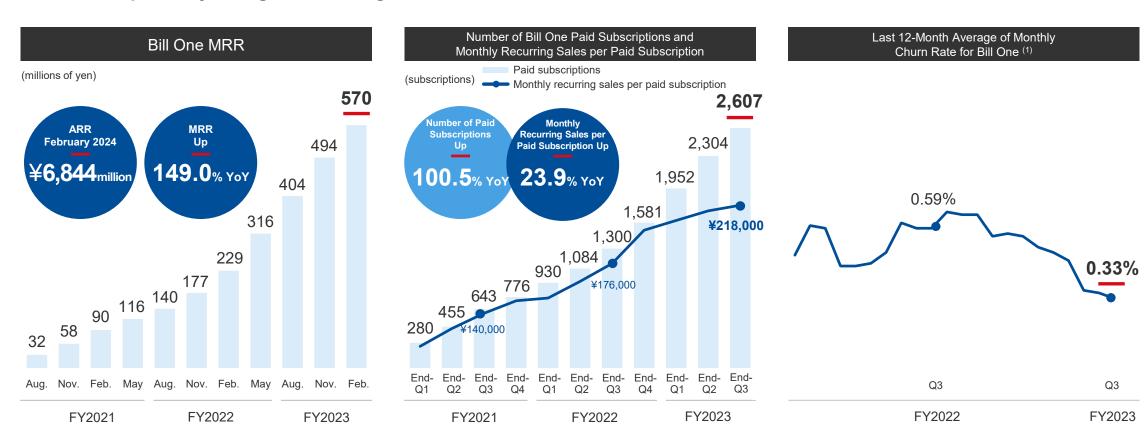


Optimizedfee settings

Bill One: Status of Key Indicators



ARR exceeded ¥6.8 billion as of February 29, 2024, steadily progressing to achieve the fiscal year-end target of ¥7.5 billion. Steady growth in both paid subscriptions and monthly recurring sales per paid subscription, primarily owing to the strengthened sales structure.



⁽¹⁾ Ratio of decreased MRR associated with contract cancellations to total MRR for existing Bill One contracts.

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Bill One: Optimizing Pricing Structure



Enhanced licenses and optimized fee settings, reflecting the market environment and the status of service enhancements. Operations under the new structure started from December 2023 with an expectation to contribute primarily to our earnings for FY2023 Q4 and beyond.

License

Running costs

License fee based on the number of invoices to be digitized

Initial costs

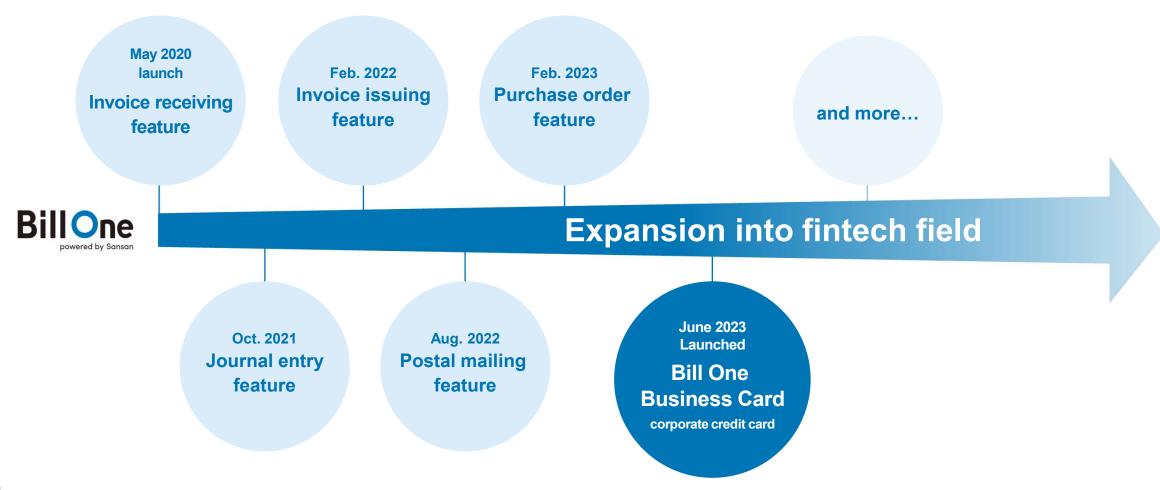
Optional features

Optimizedfee settings

Bill One: Entry into New Business Field with Enhanced Features



In addition to invoice issuing feature, started providing Bill One Business Card from June 2023. Going forward, we will pursue further growth by adding new features and expanding into the fintech arena.



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Eight Business Overview



Eight was up 25.8% YoY in net sales, owing to steady growth of B2B services and solid growth of B2C services. The negative amount of adjusted operating profit was reduced by the profitability-focused business operation as well as sales growth.

	FY2		/2022 FY2023		(Reference) FY2023	
	(millions of yen)	Q3 Results	Q3 Results	YoY	Q3 YTD Results	YoY
	Net sales	613	771	+25.8%	2,280	+23.3%
	B2C services	78	88	+12.4%	255	+13.2%
	B2B services	534	682	+27.8%	2,025	+24.8%
Eight	Adjusted operating profit	-57	-12	_	-7	_
Business						
	Number of Eight users ⁽¹⁾	3.24 million people	3.52 million people	+0.27 million people		
	Number of Eight Team subscriptions	3,398 subscriptions	4,397 subscriptions	+29.4%		

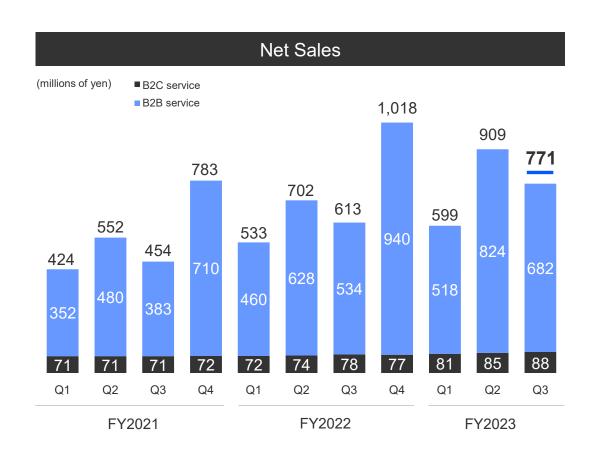
⁽¹⁾ Number of confirmed users who registered their business card to their profile after downloading the app.

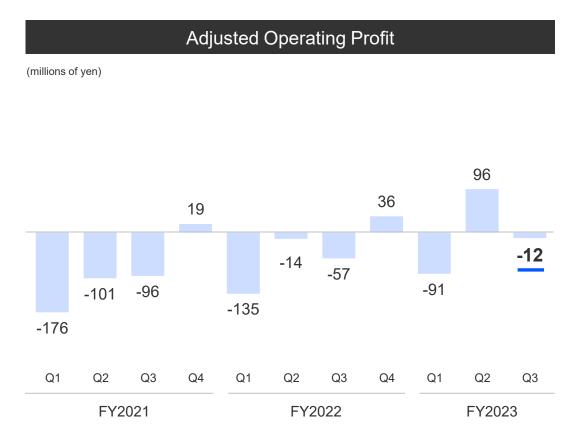
Eight Business: Net Sales and Adjusted Operating Profit



Sales tend to be higher in Q2 and Q4, when we hold large business events.

Adjusted operating profit progressed steadily toward achieving profitability on a full-year basis.





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Financial Results for FY2023 Q3

2 Full-Year Earnings Forecasts for FY2023

Earnings Forecasts

No change to the consolidated earnings forecast as Q3 YTD results progressed steadily against the median of the ranges in the full-year forecasts.

	FY2022	FY2023 ⁽¹⁾			
(millions of yen)	Full-Year Results	Full-Year Forecasts	YoY		
Net sales	25,510	32,653 to 33,674	+28.0% to +32.0%		
മ Sansan/Bill One Business	22,516	29,046 to 29,835	+29.0% to +32.5%		
Sansan	19,793	22,664 to 22,861	+14.5% to +15.5%		
Sansan/Bill One Business Sansan Sansan Bill One Eight Business Adjusted operating profit	2,414	5,673 to 6,156	+135.0% to +155.0%		
Eight Business	2,867	3,153 to 3,354	+10.0% to +17.0%		
Adjusted operating profit	942	1,240 to 1,852	+31.7% to +96.6%		
Adjusted operating profit margin	3.7%	3.8% to 5.5%	+0.1 pts. to +1.8 pts.		

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⁽¹⁾ We do not disclose specific forecast figures for operating profit (loss) and other line-item profits below it as it is difficult to make a reasonable estimate of expenses related to stock-based compensation, which may vary significantly depending on the level of our stock price, and certain non-operating income (expenses) and other items.

Appendix

Sansan Group Overview

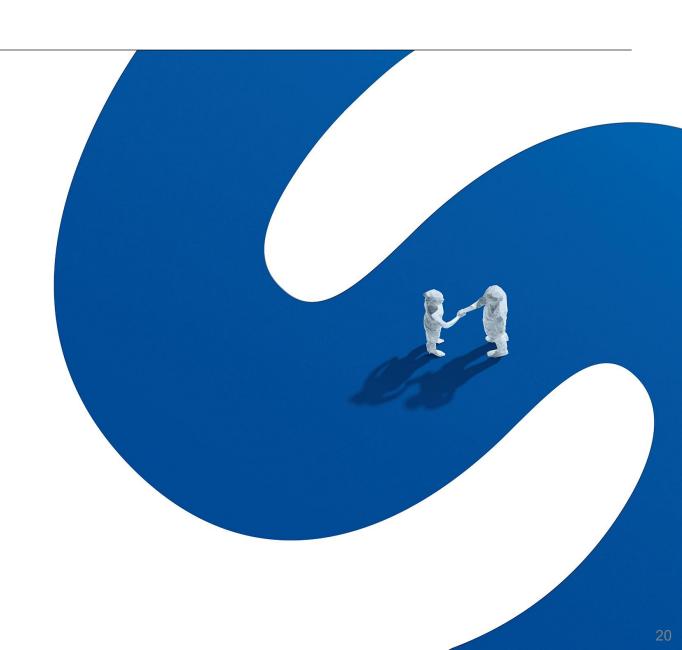
Mission and Vision

Mission

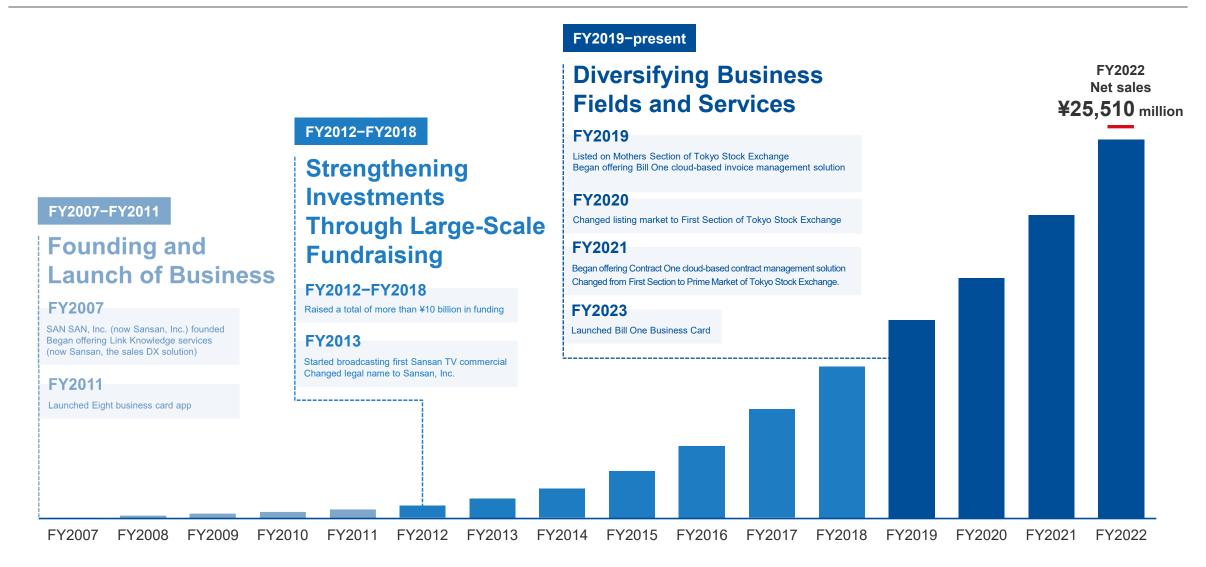
Turning encounters into innovation

Vision

Become business infrastructure



History (1)

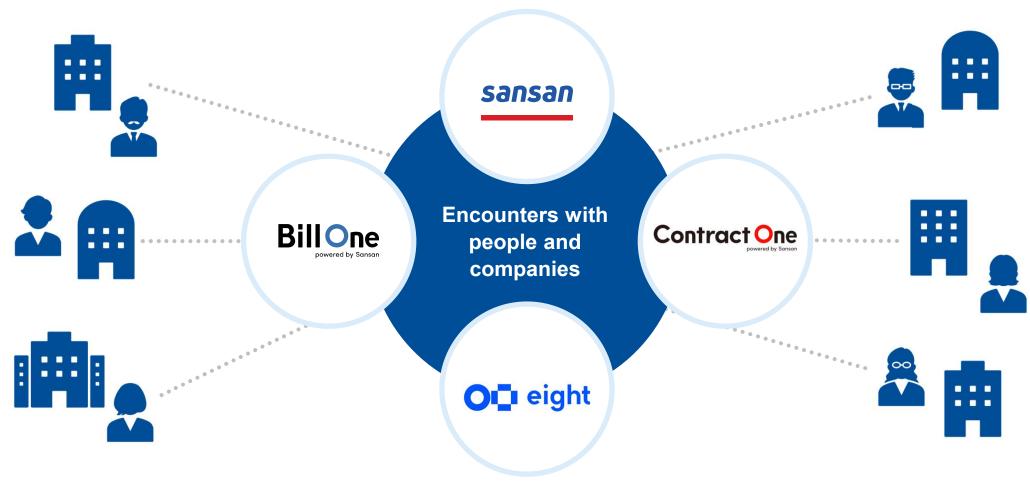


⁽¹⁾ The graph indicates net sales for fiscal years ended May 31 (figures before the fiscal year ended May 31, 2016, are non-consolidated, while subsequent figures are consolidated).

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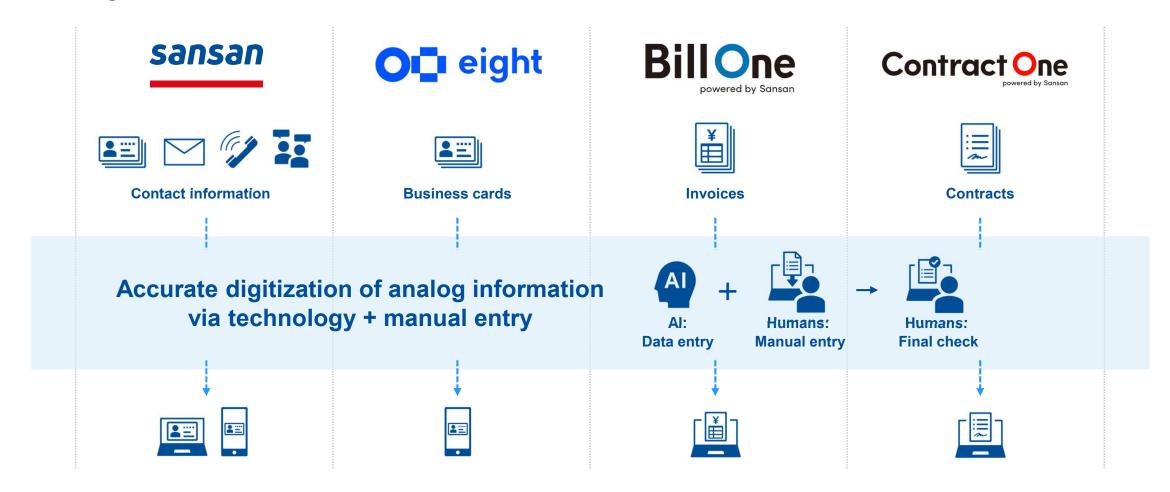
Digitally Transform How You Work

Offering a business database that reshapes how people work and connects encounters with people and companies to business opportunities.



SaaS Focused on Analog-to-Digital

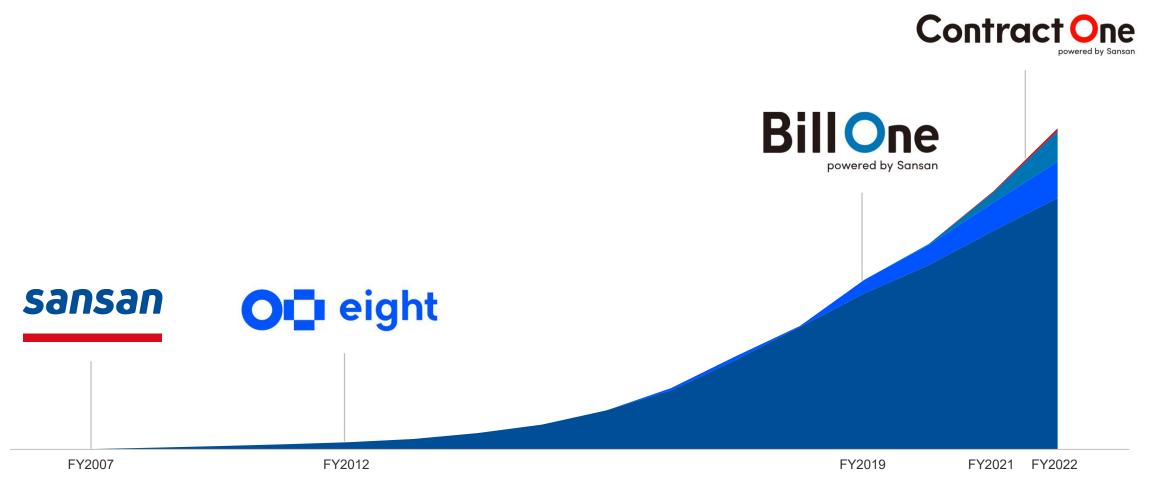
Paper and other analog workflows remain, leaving room for digitization to greatly improve efficiency. Digitizing analog information quickly and accurately to improve business productivity and provide convenience through data usage.



Launch of Main Solutions

Founded in FY2007 and started offering Sansan.

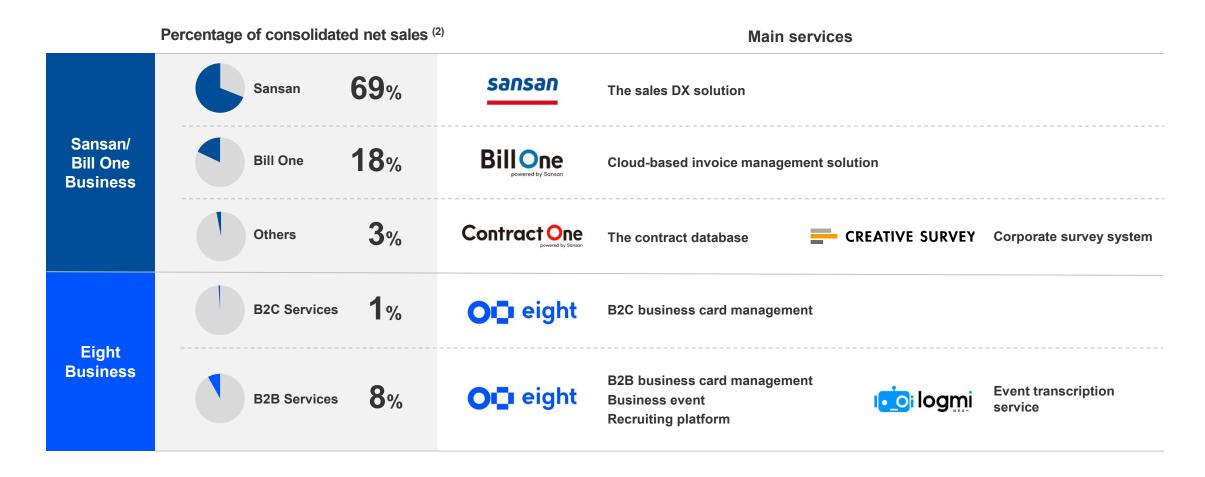
Created multiple solutions since then; Bill One, launched in 2020, has achieved rapid growth.



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Overview of Reportable Segments

Sansan Group comprises two reportable segments (1).

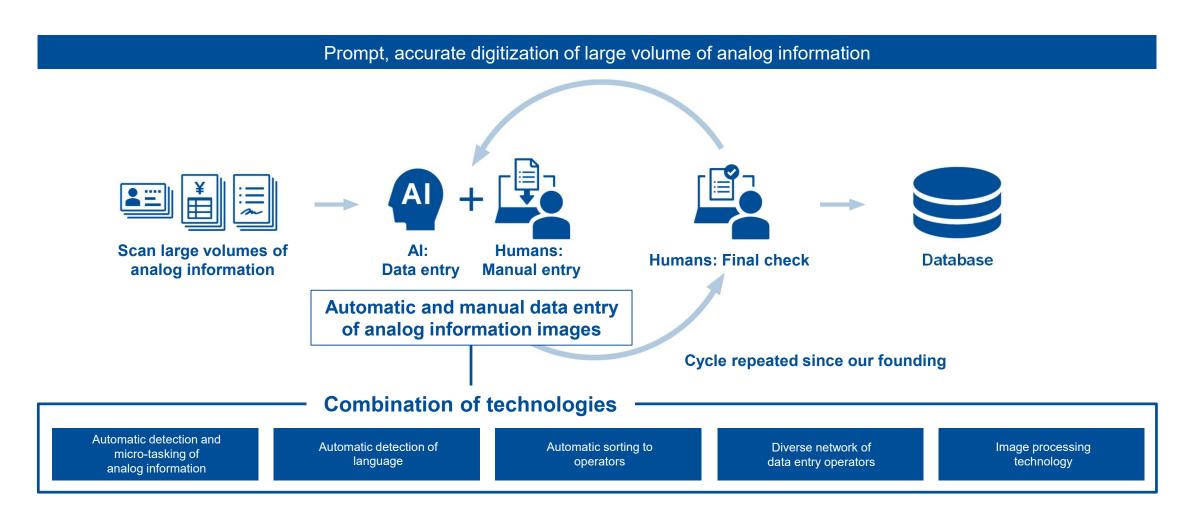


⁽¹⁾ The few other solutions not included in reportable segments are recorded in "Others," while elimination of intra-company transactions (sales) and costs not allocated to segments are recorded in "Adjustments." (2) FY2023 Q3 YTD

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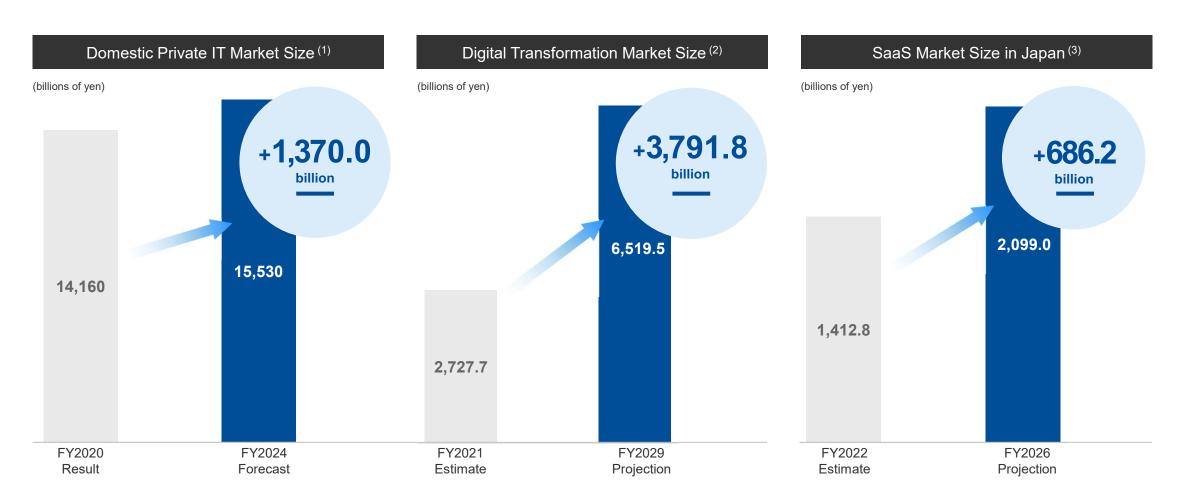
Operation and Technologies for Digitizing Analog Information

Establishment of analog information digitization operation structure unsurpassed by competitors.



Market Environment as a Tailwind

Digital transformation is boosting the need for cloud-based solutions.



⁽¹⁾ Based on 2023 IT Investment by Japanese Companies: Facts and Forecasts, Yano Research Institute Ltd.

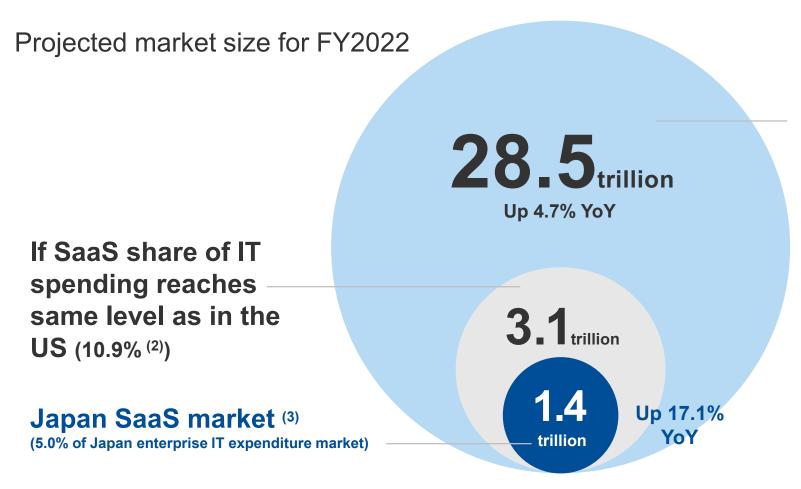
© Sansan, Inc.

⁽²⁾ Based on Market Edition and Vendor Strategy Edition of 2023 Outlook of the Digital Transformation Market by Fuji Chimera Research Institute

⁽³⁾ Based on 2023 New Software Business Markets by Fuji Chimera Research Institute.

Domestic SaaS Market Potential

Japan's SaaS share of the IT spending market is expected to expand considerably.



Japan enterprise IT spending market (1)

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⁽¹⁾ Based on Enterprise IT expenditure forecast by Japanese industry by Gartner Japan

⁽²⁾ Prepared by Sansan, Inc. from United States IT Spending Market Outlook by EMR and Software as a Service – United States by Statista Market Forecast

⁽³⁾ Based on 2023 New Software Business Markets by Fuji Chimera Research Institute

Sansan Group Overview

Company Overview (1)

Company name Sansan, Inc.

Founded June 11, 2007

Head office Aoyama Oval Building 13F, 5-52-2 Jingumae, Shibuya-ku, Tokyo, Japan

Other locations

Branch offices: Tokyo, Osaka, Fukuoka, Aichi
Satellite offices: Tokushima, Kyoto, Niigata

Group companies Sansan Global Pte. Ltd. (Singapore)

Sansan Global Development Center, Inc. (Philippines)

Sansan Global (Thailand) Co., Ltd. (Thailand) (Established April 1, 2024)

logmi, Inc.

Diamond Corporate Data Services, Inc.

CREATIVE SURVEY INC.

Institute of Language Understanding Inc.

Representative Chika Terada

Employees 1,698

Share capital ¥6,748 million

Net sales ¥25,510 million (FY2022)

Classification by shareholder type

Individuals and others: 43.25%; foreign financial institutions and individuals: 32.84%;

domestic financial institutions: 14.86%; other domestic corporations: 6.36%;

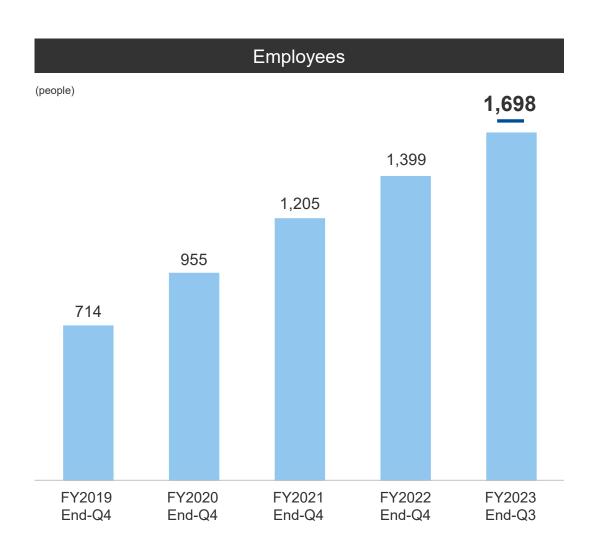
security firms: 2.69% (As of November 30,2023)



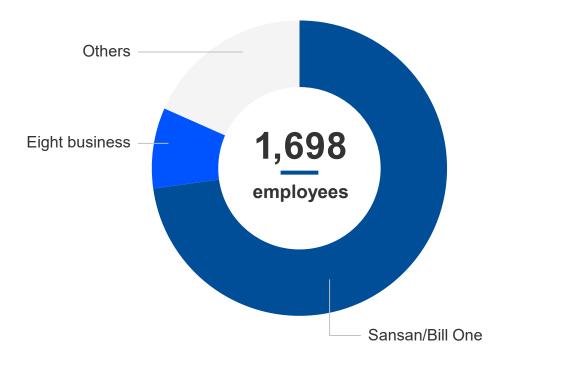




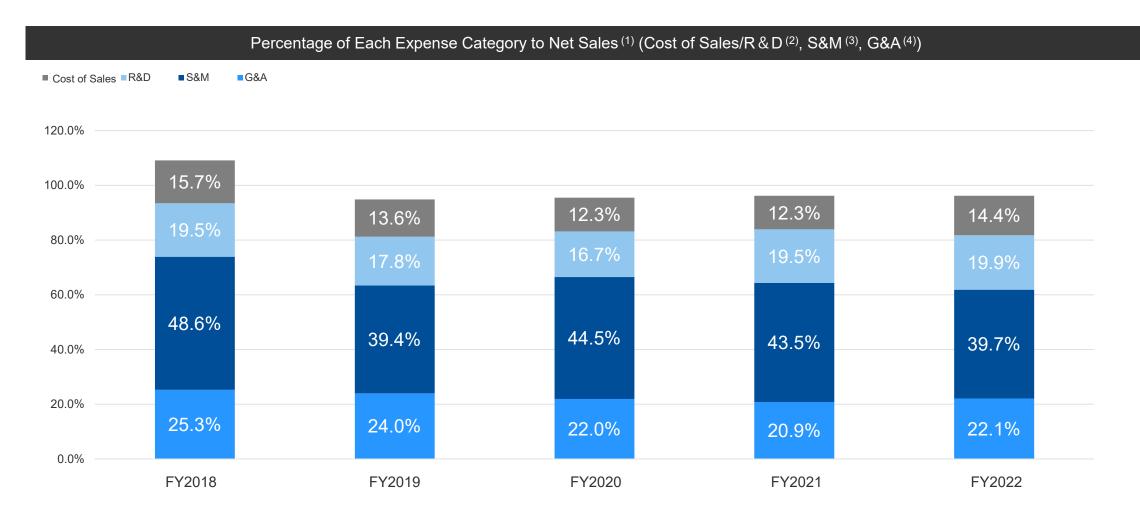
About Employees



Breakdown by Organization (1)



Percentage of Each Expense Category to Net Sales



⁽¹⁾ Unaudited

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⁽²⁾ Research and development (total personnel costs, server costs, common costs, etc., related to research and development)

⁽³⁾ Sales and marketing (total advertising costs and personnel costs, common costs related to advertising and sales promotion)

⁽⁴⁾ General and administrative (total personnel costs and common costs related to corporate departments)

Breakdown of Expenses in Adjustments (1)

		FY2022	FY2022 FY2023		(Reference	(Reference) FY2023	
	(millions of yen)	Q3 Results	Q3 Results	YoY	Q3 YTD Results	YoY	
Advertising	gexpenses	19	19	+1.8%	50	+3.4%	
Personnel	expenses	331	490	+48.2%	1,367	+38.0%	
Server and expenses Rent	I PC	139	205	+47.1%	556	+35.9%	
Rent		258	266	+3.0%	766	+3.9%	
Recruiting Others	expenses	67	100	+50.4%	260	+37.1%	
		647	669	+3.4%	2,105	+15.3%	
Personnel expenses	-related	174	234	+34.0%	695	+29.2%	
expenses Office-rela expenses	ted	211	118	-44.0%	497	-11.3%	
র্ট Others		260	316	+21.4%	912	+25.6%	
Total		1,463	1,752	+19.8%	5,105	+21.5%	

⁽¹⁾ Adjustments are the amounts of corporate expenses not attributable to any reportable segment and mostly consist of general and administrative expenses.

Track Record of Company Consolidation

To achieve discontinuous growth, we implement investment strategies primarily by promoting company consolidation.

Track Record of Company Consolidation						
	logmi, Inc.	夢 タイヤモンド企業情報編集社 Diamond Corporate Data Services, Inc. Diamond Corporate Data Services, Inc. Data Services, Inc. Data Services Se	CREATIVE SURVEY CREATIVE SURVEY INC.	Institute of Language Understanding Institute of Language Understanding Inc.		
Period of Consolidation	August 2020	August 2021	March 2023	June 2023		
FY of consolidation	FY2020 Q2	FY2021 Q1	FY2022 Q4	FY2023 Q1		
Business segment	Eight Business B2B services	Others	Sansan/Bill One Business Others	Others		

Medium-Term Financial Targets (FY2022–FY2024)

We aim for solid sales growth and stable profit growth.

Important management indicators

Continued consolidated net sales growth of mid-20% range or higher

Improvement of adjusted consolidated profit margin in each fiscal year

Sansan/Bill One business

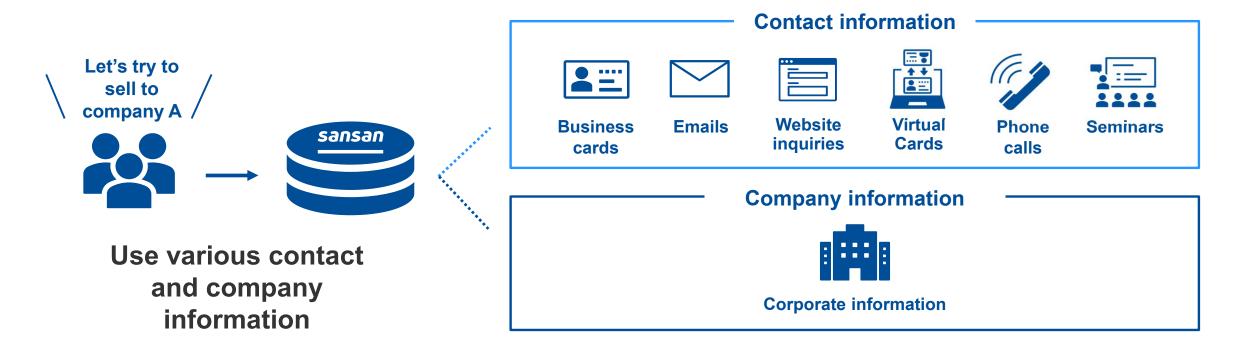
Recording adjusted operating profit of ¥10 billion+ for Sansan and Bill One in FY2024 (excluding Others in Sansan/Bill One business segment) **Eight business**

Recording stable adjusted operating profit on a full-year basis

Sansan/Bill One Business

Sansan: Service Outline

Improving productivity and strengthening the sales force by using various contact and company information.



Resolve Issues in Sales Activities

Missing sales opportunities because of lack of correct customer information





Inefficiencies from analog work



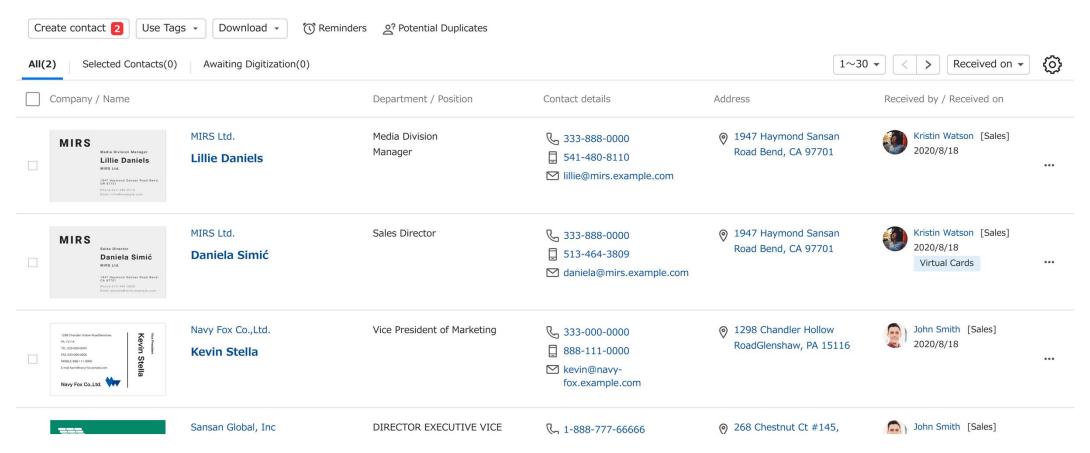
Sansan: Integrating a Range of Corporate Data



Company Details

Sansan: Digitizing Contact Information to Visualize Internal Human Networks

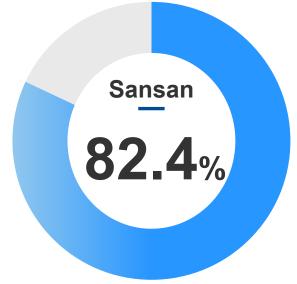
Contact Management



Sansan: Overwhelming Market Share and Solid Customer Base

Has gained high level of brand recognition among B2B services and established an overwhelming market share. Built a solid customer base backed by Japan's highest level of SaaS management expertise, cultivated since we began.

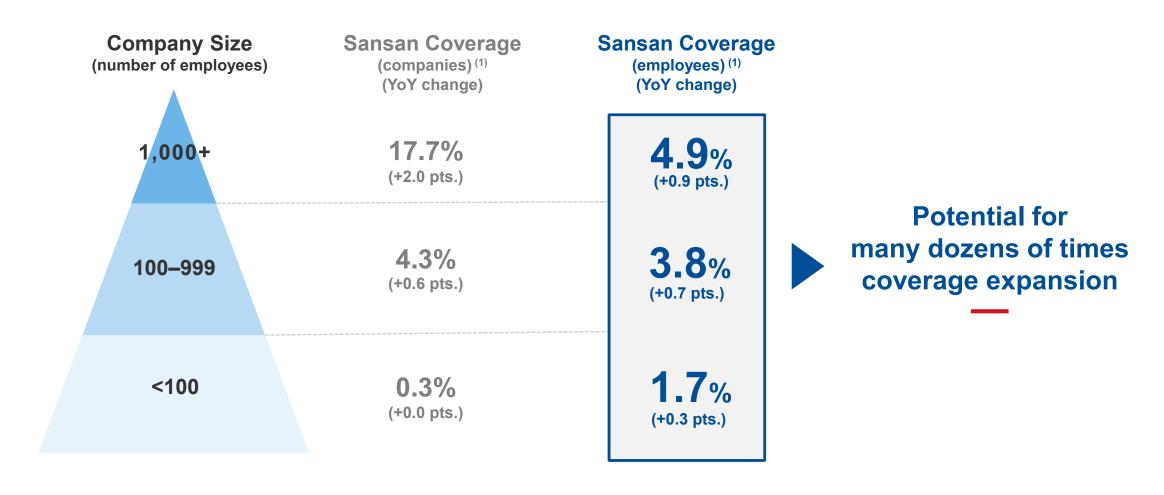
Overwhelming Brand Recognition and Market Share in B2B Sales share in 2022 (1)



Strong Sales Organization and Solid Customer Base SaaS expertise cultivated over the 16 years since our founding **MIZUHO NOMURA** METI Marubeni **ITOCHW** AGC **TOYOTA DENSO Panasonic SoftBank** O NTT NEC KIRIN **KOBELCO** T=PCO dentsu

Sansan: Potential Market Size of Sansan in Japan (TAM)

Number of users within current customers is limited, and there is room for many dozens of times more coverage expansion.



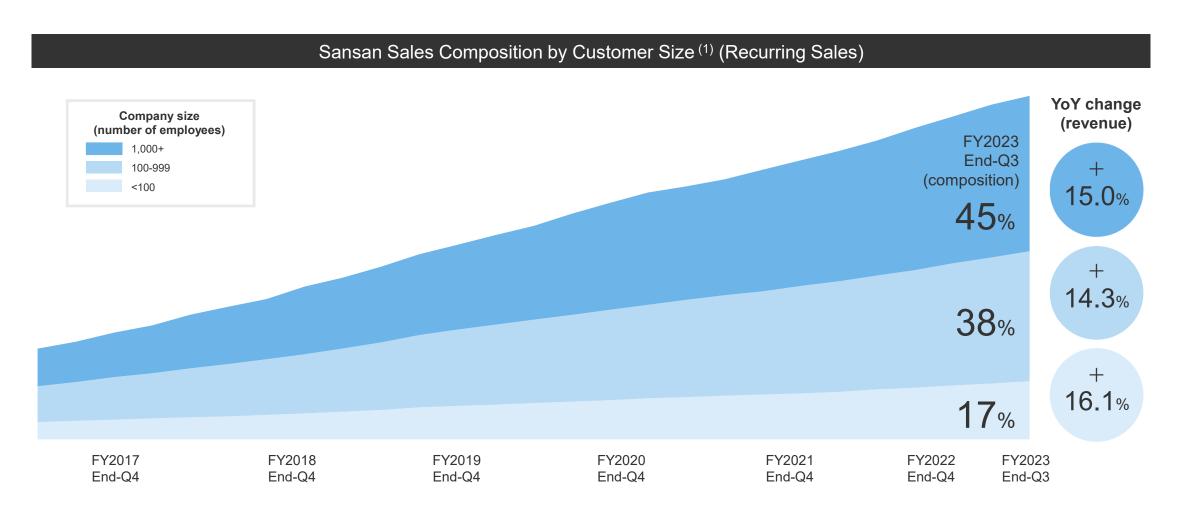
(1) Sansan coverage is calculated with the number of subscriptions and total number of IDs in Sansan as of FY2023 Q3 end as the numerator and the number based on Economic Census for Business Activity in 2021 issued by the Statistics Bureau as the denominator.

Sansan: Service Plans

A. Basic company-wide use plan B. Previous plan (ID subscription) Timing of payment -Cost by number of contract IDs 12 months' license cost Initial cost At start of Digitization costs for business cards already held contract Cost for digitizing existing business cards (initial costs) (upper limit placed on number of business cards) 2 Customer Offer introduction support plans with individual quotation At start of Success Plan contract Costs for implementation and operational support of Sansan services (initial costs) 3 At start or Monthly ¥10,000/scanner Scanner renewal of Rent scanners and tablets to customers based on number of office floors and/or branches (running costs) contract **Determined according to company** Setting by number of contract IDs At start or (annual subscriptions) License cost size and usage (annual subscriptions) renewal of (running costs) Fixed billing for each ID (upper limit placed on Tens of thousands to millions of yen per subscription contract number of business cards digitized)

Sansan: Sales Composition by Customer Size (Recurring Sales)

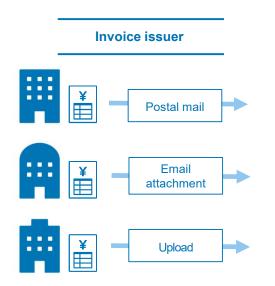
No significant change in the revenue composition ratio by customer size.



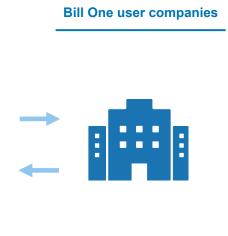
⁽¹⁾ Prepared based on Sansan MRR (unaudited). Company size is based on corporate information as of the most recent quarter end.

Bill One: Service Outline

Making all forms of invoices receivable online, while promoting DX of invoice operations through accurate digitization. Following Bill One's introduction, customers can smoothly handle various legal amendments and fast monthly closing of financial accounts.







Resolve Issues in Invoicing Work

Receiving and managing paper invoices is time-consuming and labor-intensive

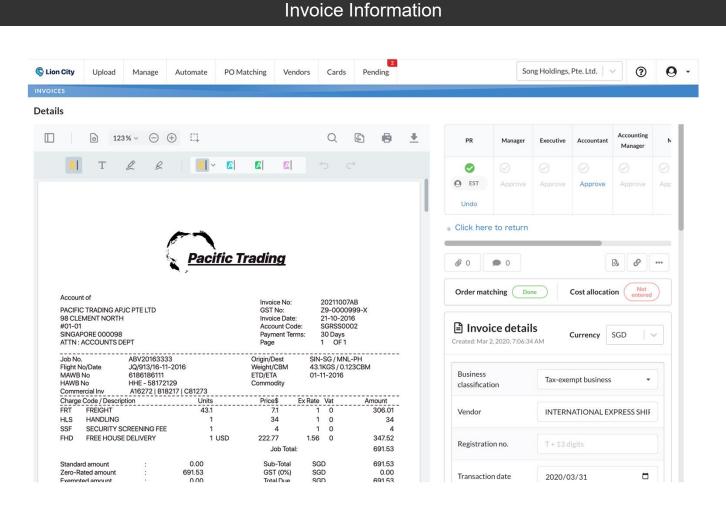


Personnel forced to come to the workplace to process paper invoices



⁽¹⁾ Digitization accuracy when conditions specified by Sansan, Inc., are met.

Bill One: Accurately Digitizing Paper, PDF, and Other Invoices



Bill One: Customer Base and Positioning

Regardless of industry or business type, acquiring various customers. Achieved #1 sales in cloud invoice receiving service market.

Market Share in Cloud Invoice Receiving Services (1)





Customers Running Bill One



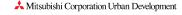












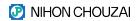






















Bill One: External Environment after Japan's Invoicing System started

Japan's Invoicing System entered into effect in October 2023 and the grace period for the Electronic Bookkeeping Act concluded at the end of December 2024. Various changes are expected to occur in the environment surrounding invoices, such as end of transitional measures of the Invoicing System.

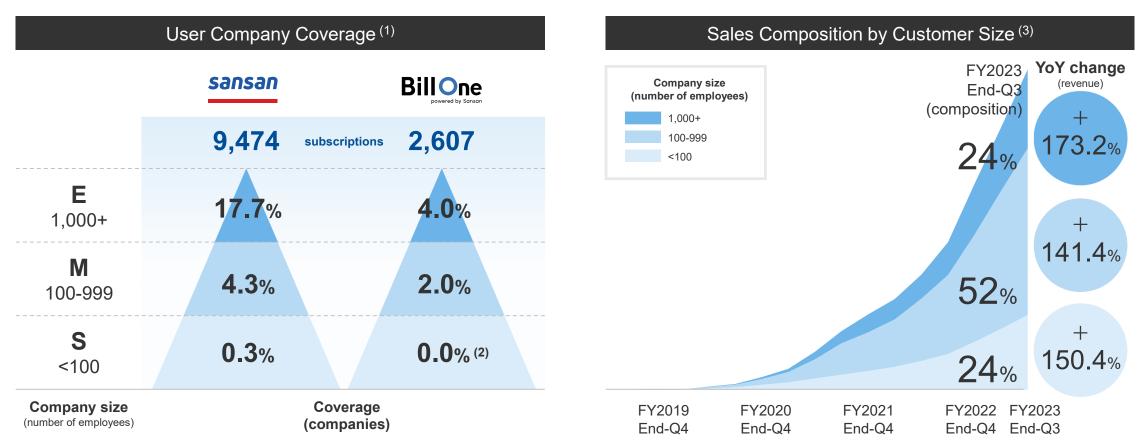


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Bill One: Room for Expanded Medium- and Large-Sized Company Coverage

Strong brand recognition of Sansan and robust customer base centered on medium- and large-sized companies making significant contribution to Bill One's gaining credibility.

Income from medium- and large-sized companies continuing to expand, bringing expectations of coverage expansion.



⁽¹⁾ The coverage is calculated with the number of subscriptions for each solution for FY2023 Q3 end as the numerator and the number based on Economic Census for Business Activity in 2021 issued by the Statistics Bureau as the denominator.

© Sansan, Inc.

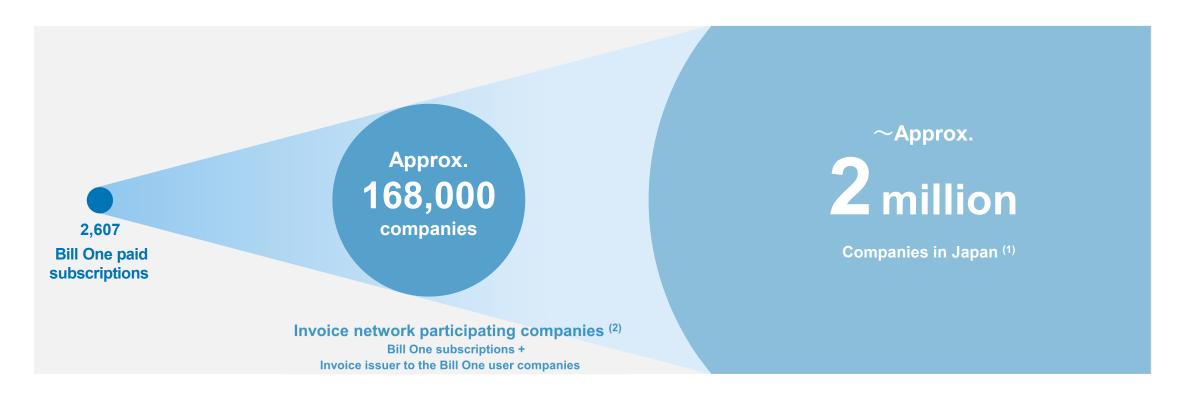
⁽²⁾ Paid subscriptions only.

⁽³⁾ Prepared based on Bill One MRR (unaudited).

Expansion of Bill One Invoice Network

Approx. 168,000 companies in the Bill One invoice network as of FY2023 Q3 end. Total invoices in invoice network accounts for ¥34.8 trillion annualized as of February 2024.

Potential Market Size of Bill One



⁽¹⁾ Based on Economic Census for Business Activity in 2021 issued by the Statistics Bureau

⁽²⁾ Paid subscriptions + free subscriptions + companies that send invoices to paid and free subscriptions

Bill One: Bill One Business Card Function Overview

The Bill One Business Card, a corporate credit card optionally available with Bill One, boosts efficiency in corporate credit card payments, contributing to even faster monthly closing.

Users can effectively adapt to the Invoicing System and Electronic Bookkeeping Act, while reducing fraud risk.



Issue cards and process payments on Bill One

Instantly reflect transaction details

Request receipt submission after usage automatically





Digitize receipts and reconcile automatically



1. Centralized control

- Card issuance is available on Bill One.
- Reduces the workload for lending and managing cards.

2. Security measures

- Limits and restrictions on usage amount and purposes.
- Minimizes fraud risk.

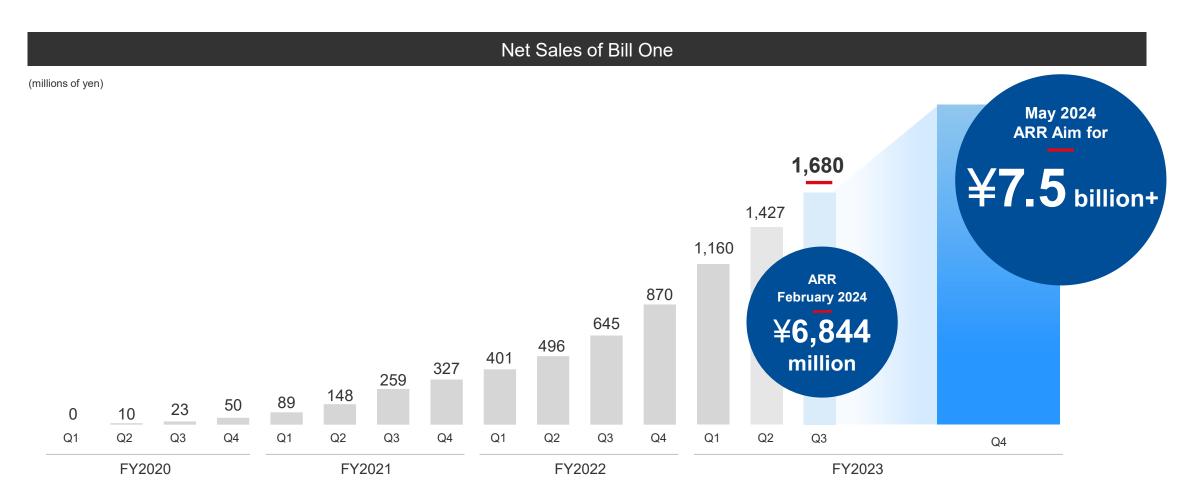
3. Automatic reconciliation of transaction details and receipt

- Receipts are digitized at 99.9% ⁽¹⁾ accuracy by the end of the next business day.
- Transaction details and receipts are automatically matched.

⁽¹⁾ Digitization accuracy when conditions specified by Sansan, Inc., are met.

Bill One: ARR Targets for Bill One

Aiming for ARR of ¥7.5 billion+ by end of May 2024.

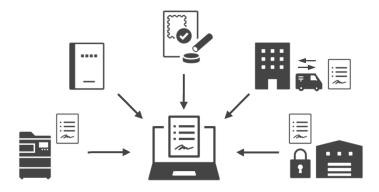


© Sansan, Inc.

Contract One: Service Outline

The Contract One contract database accurately digitizes all contracts a company signs, building a comprehensive internal database and enabling organization-wide use of the information. Along with features for summarizing contract provisions via GPT and linking with Sansan, we added features to visualize contract information and automatically analyze contract status

Service Outline





Accurately digitize contracts, which are an integral corporate asset, to create a comprehensive database of transaction terms and conditions. The ability to automatically associate related contracts enables organization-wide management of contracts from a high-level perspective, thereby helping to maximize corporate profits.

Function Enhancement Contract One Provered by Sansan After

Evolved into a database that manages contracts from a high-level perspective

Digitized contracts' relevance is visualized as a tree diagram by auto-identifying master agreements as parent contracts and individual agreements as child contracts and linking them. From contract information in the database, Contract One automatically picks up on information such as contract expiration, automatic renewal clauses, and contract duration, and then automatically classifies contract status, whether active or expired.

Eight Business

Eight: Service Outline

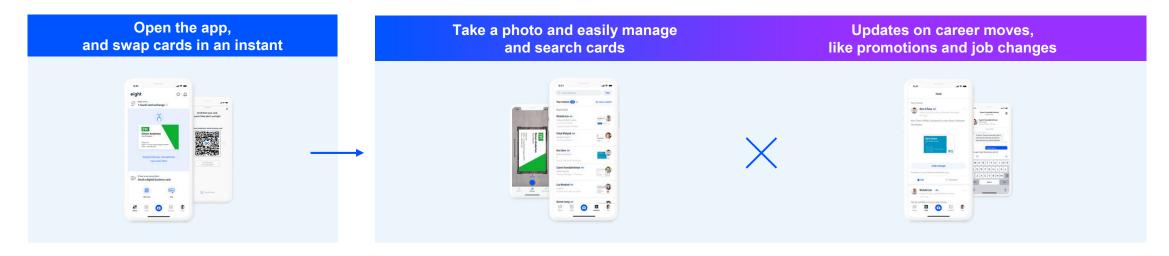
Business card app used by 3.5 million+ professionals; enables one-touch business card exchange and smart contract management.

One-touch business card exchange, smart contact management

Eight- Business card app



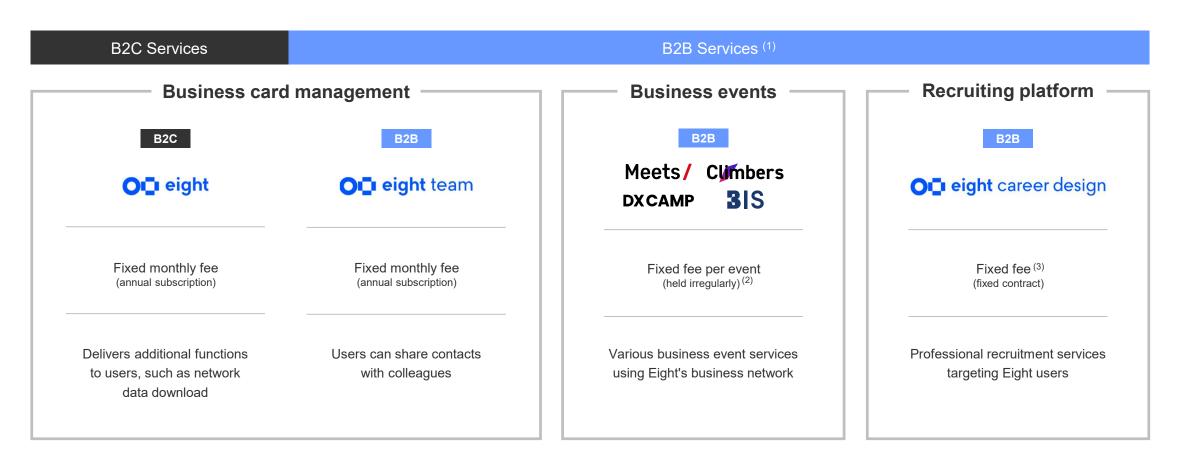
Business card app for turning all your encounters into contacts and opportunities, at a touch



Offering apps for potential opportunities though business card exchange and management

Eight: Monetization Plans

Monetization by strengthening corporate solutions that leverage network of 3.5 million+ users.



⁽¹⁾ B2B services in the Eight business include event transcription services for the media logmi Biz, logmi Finance and logmi Tech provided by logmi, Inc.

© Sansan, Inc.

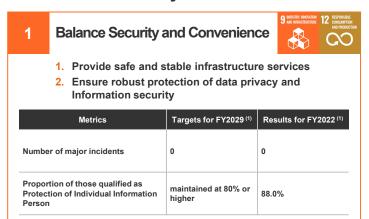
⁽²⁾ There are multiple fee settings depending on the type of event held, etc.

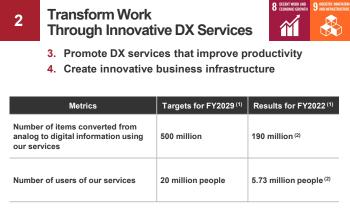
⁽³⁾ There is an additional charge when a decision to hire is made.

Initiatives for Sustainability

Material Issues (Priority Issues)

Identified key material issues (priority issues) relating to environment, society, and governance and set long-term quantitative targets. Working to resolve these issues through our core business, we aim to contribute to achieving the SDGs and building a sustainable society.

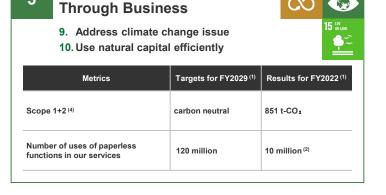






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Conserve the Environment

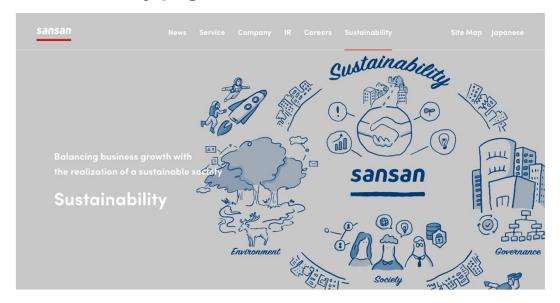
- (1) Results and targets presented here are for the Company on a non-consolidated basis.
- (2) Results for the Company's services are aggregated for Sansan, Bill One, Contract One and Eight.
- (3) Unipos is a service centered on the peer bonus system provided by Unipos, Inc.

⁽⁴⁾ Scope 1 is calculated by aggregating direct GHG emissions from our own offices and facilities. Scope 2 is calculated by aggregating by indirect GHG emissions from the use of purchased electricity and thermal energy in each office

Expansion and Upgrading of Sustainability Information

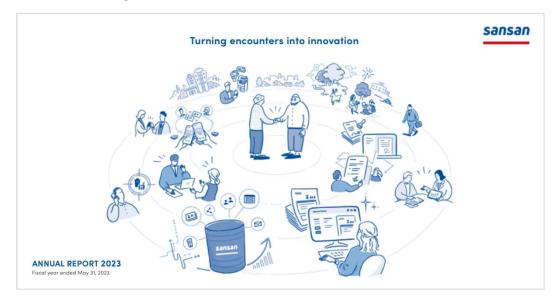
ESG data expanded on sustainability page of our corporate website. Published Annual Report 2023, expanding sustainability information.

Sustainability page



Japanese: https://jp.corp-sansan.com/sustainability English: https://www.corp-sansan.com/sustainability

Annual Report



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Japanese: https://ir.corp-sansan.com/ja/ir/library/report.html English: https://ir.corp-sansan.com/en/ir/library/report.html

External Evaluations

Acquired various external evaluations regarding ESG Rating, Annual Report and IR activities.

ESG Rating/ESG Index

MerComm, Inc. 「International ARC Awards」

Bronze

Nikko Investor Relations Co., Ltd.

IR Website

All Markets Ranking in Japan Corporate Websites AAA



MSCI (1)

MSCI ESG rating of "A"



FTSE

FTSE Blossom Japan Sector Relative Index



Government Pension Investment Fund

PDF version of Annual Report

Excellent Integrated Report
Most-Improved Integrated Report

Annual Report 2023

Daiwa Investor Relations

Commendation Award 2023 Bronze



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⁽¹⁾ The use by Sansan, Inc., of any MSCI ESG Research LLC or its affiliates (MSCI) data, and the use of MSCI logos, trademarks, service marks, or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of Sansan, Inc., by MSCI. MSCI services and data are the property of MSCI or its information provider and are provided "as-is" and without warranty. MSCI names and logos are trademarks or service marks of MSCI.

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