



**Financial Results Explanatory Material**

**Financial Results for the 3rd Quarter of  
the Fiscal Year Ending September 30, 2024**

**Atrae, Inc. (TSE Prime Market : 6194)**

# Agenda

- 1. Company Overview**
- 2. Financial Highlights**
- 3. Revision of Financial Forecast**
- 4. About Business**
- 5. 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



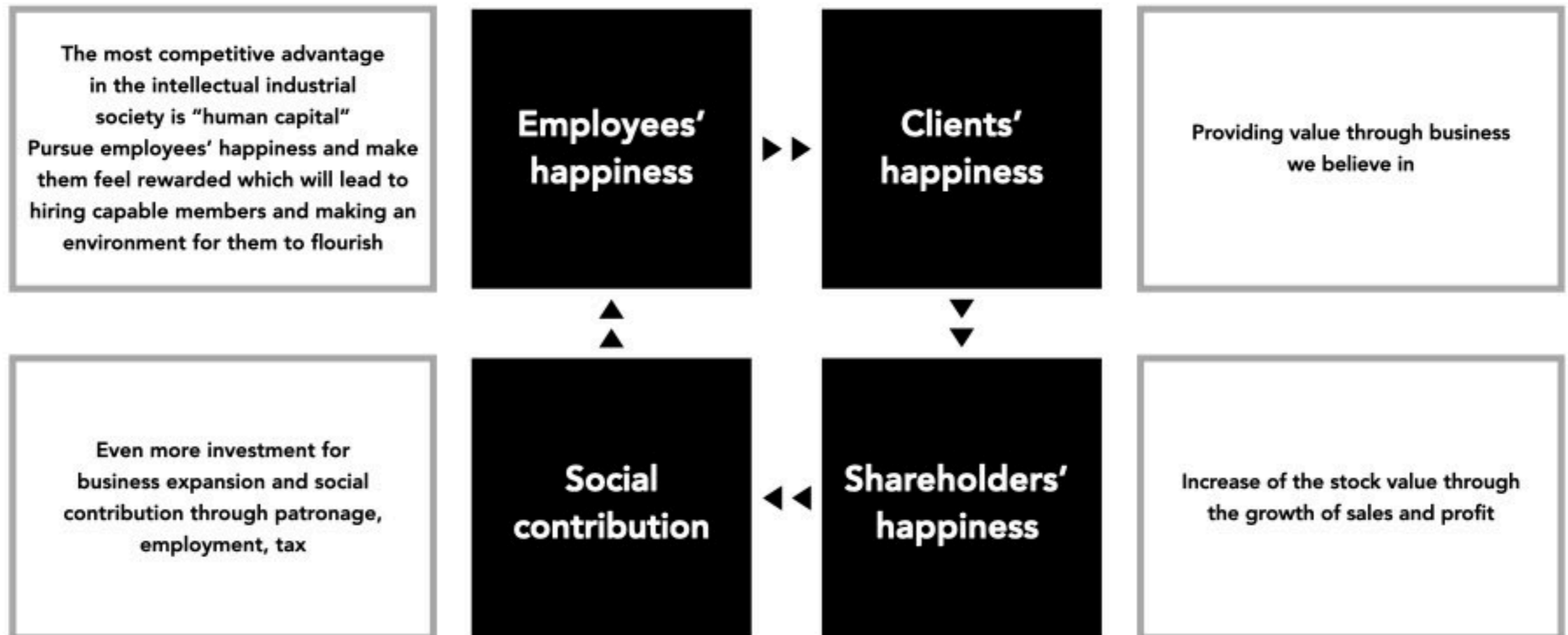
Partners



... 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 Q3

FY2024  
Q1-Q3

Sales	<b>6,342</b>	Million yen	YoY <b>+11.5</b> %	Progress	<b>65.4</b> %
Operating Profit	<b>1,017</b>	Million yen	YoY <b>+30.1</b> %	Progress	<b>72.6</b> %

Business

The development of new features and improvements in the job search and recruiting experience centered on Green AI are gradually beginning to show results, and the document screening pass rate is recovering.

Sumitomo Mitsui Trust Bank, Limited introduced Wevox Standard Plan to 10,000 employees

Altiri will be excluded from the scope of consolidation as of this fiscal year.

Operating loss of 0.67 billion for Altiri in this fiscal year is a factor that will boost operating profit in the next fiscal year.

Monthly churn rate for Wevox users remains below 1%.

Topics

Revised full-year forecasts for the fiscal year ending September 30, 2024.

Sales revised downward due to major system renovation in Green and delay in orders for SMBC Wevox.

Operating profit remains unchanged from initial forecast of 1.4 billion due to improved advertising efficiency at Green and higher margin at Wevox.

After the initial dividend of 15 yen per share (first dividend), the year-end dividend was revised upward to 20 yen per share in order to pursue both investment in growth and enhanced shareholder returns.

Resolved to acquire and cancel treasury shares of 1 billion yen (1 million shares)

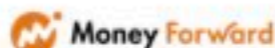
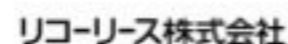
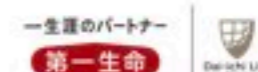
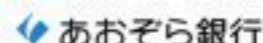
Total payout ratio is 232% when combined with share buyback (480 million yen implemented in February 2024).

# 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
<b>Mid-term average engagement score</b>	<b>91</b>	<b>91</b>	<b>89</b>
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 sales down by YoY 8.4% due to a lapse in the effect of price hikes**  
**Wevox sales up by YoY +27.1% due to delay in SMBC Wevox orders**

(Million yen)	YoY			QoQ		YoY		
	FY2024 Q3	FY2023 Q3	%	FY2024 Q2	%	FY2024 Q1-Q3	FY2023 Q1-Q3	%
<b>Sales</b>	<b>2,271</b>	<b>2,149</b>	<b>+5.7%</b>	<b>2,185</b>	<b>+3.9%</b>	<b>6,342</b>	<b>5,690</b>	<b>+11.5%</b>
Green	<b>1,395</b>	1,523	△8.4%	1,350	+3.3%	<b>3,957</b>	3,910	+1.2%
Wevox	<b>624</b>	491	+27.1%	589	+5.9%	<b>1,780</b>	1,423	+25.1%
Other	<b>17</b>	22	△22.7%	18	△5.6%	<b>55</b>	78	△29.5%
Sports Tech	<b>235</b>	113	+108.0%	228	+3.1%	<b>550</b>	279	+97.1%
<b>Operating Expenses</b>	<b>1,802</b>	<b>1,685</b>	<b>+6.9%</b>	<b>1,888</b>	△4.6%	<b>5,325</b>	<b>4,908</b>	<b>+8.5%</b>
<b>Operating Profit</b>	<b>469</b>	<b>464</b>	<b>+1.1%</b>	<b>297</b>	<b>+57.9%</b>	<b>1,017</b>	<b>782</b>	<b>+30.1%</b>
<b>Operating Profit Margin</b>	<b>20.7%</b>	<b>21.6%</b>	△0.9pt	<b>13.6%</b>	<b>+7.1pt</b>	<b>16.0%</b>	<b>13.7%</b>	<b>+2.3pt</b>

# YoY Comparison (sales)

Pursuing ROI-conscious advertising investment  
through a change in strategic policy for advertising investment  
Consistent increase in operating profit margin

(Million yen)	YoY					YoY				
	FY2024 Q3	% of Sales	FY2023 Q3	% of Sales	%	FY2024 Q1-Q3	% of Sales	FY2023 Q1-Q3	% of Sales	%
<b>Sales</b>	<b>2,271</b>	<b>100.0%</b>	<b>2,149</b>	<b>100.0%</b>	<b>+5.7%</b>	<b>6,342</b>	<b>100.0%</b>	<b>5,690</b>	<b>100.0%</b>	<b>+11.5%</b>
People Tech	2,036	89.7%	2,036	94.7%	+0.0%	5,792	91.3%	5,411	95.1%	+7.0%
Sports Tech	235	10.3%	113	5.3%	+108.0%	550	8.7%	279	4.9%	+97.1%
<b>Operating Expenses</b>	<b>1,802</b>	<b>79.3%</b>	<b>1,685</b>	<b>78.4%</b>	<b>+6.9%</b>	<b>5,325</b>	<b>84.0%</b>	<b>4,908</b>	<b>86.3%</b>	<b>+8.5%</b>
People Tech	1,338	58.9%	1,356	63.1%	△1.3%	4,086	64.4%	3,989	70.1%	+2.4%
Cost of sales	24	1.1%	26	1.2%	△7.7%	68	1.1%	81	1.4%	△16.0%
SG&A										
Web Ad	664	29.2%	705	32.8%	△5.8%	2,126	33.5%	2,056	36.1%	+3.4%
TV Ad and Other	15	0.7%	64	3.0%	△76.6%	108	1.7%	228	4.0%	△52.6%
Personnel Cost	341	15.0%	315	14.7%	+8.3%	974	15.4%	915	16.1%	+6.4%
Other	294	12.9%	246	11.4%	+19.5%	810	12.8%	709	12.5%	+14.2%
Sports Tech	464	20.4%	329	15.3%	+41.0%	1,239	19.5%	919	16.2%	+34.8%
<b>Operating Profit</b>	<b>469</b>	<b>20.7%</b>	<b>464</b>	<b>21.6%</b>	<b>+1.1%</b>	<b>1,017</b>	<b>16.0%</b>	<b>782</b>	<b>13.7%</b>	<b>+30.1%</b>

# For Reference : Quarterly Financial Highlights

(Million yen)	FY2021				FY2022				FY2023				FY2024		
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3
<b>Sales</b>	<b>886</b>	<b>998</b>	<b>1,221</b>	<b>1,359</b>	<b>1,504</b>	<b>1,599</b>	<b>1,745</b>	<b>1,740</b>	<b>1,713</b>	<b>1,828</b>	<b>2,149</b>	<b>2,067</b>	<b>1,886</b>	<b>2,185</b>	<b>2,271</b>
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	1,957	2,036
Green	713	802	990	1,067	1,131	1,196	1,286	1,209	1,178	1,209	1,523	1,326	1,212	1,350	1,395
Wevox	156	176	206	264	298	304	373	435	449	483	491	541	567	589	624
Other	17	20	25	28	26	25	25	29	31	25	22	21	20	18	17
Sports Tech	-	-	-	-	49	74	61	67	55	111	113	179	87	228	235
<b>Operating Expenses</b>	<b>608</b>	<b>684</b>	<b>850</b>	<b>1,312</b>	<b>1,055</b>	<b>1,383</b>	<b>1,439</b>	<b>1,651</b>	<b>1,408</b>	<b>1,815</b>	<b>1,685</b>	<b>1,897</b>	<b>1,635</b>	<b>1,888</b>	<b>1,802</b>
People Tech	596	674	835	1,271	882	1,113	1,238	1,443	1,186	1,447	1,356	1,583	1,351	1,397	1,338
Cost of sales	12	16	20	23	23	25	27	30	25	30	26	29	25	19	24
SG&A	270	287	339	353	278	402	657	765	577	774	705	831	711	751	664
Web Ad	17	56	139	441	201	241	91	89	73	91	64	131	48	45	15
TV Ad and Other	154	172	195	283	206	259	287	371	294	306	315	319	315	318	341
Personnel Cost	143	143	142	171	174	186	176	188	217	246	246	273	252	264	294
Other	12	10	15	41	173	270	201	208	222	368	329	314	284	491	464
Sports Tech	12	10	15	41	173	270	201	208	222	368	329	314	284	491	464
<b>Operating Profit</b>	<b>278</b>	<b>314</b>	<b>371</b>	<b>47</b>	<b>449</b>	<b>216</b>	<b>306</b>	<b>89</b>	<b>305</b>	<b>13</b>	<b>464</b>	<b>170</b>	<b>251</b>	<b>297</b>	<b>469</b>
<b>Operating Profit Margin</b>	<b>31.4%</b>	<b>31.5%</b>	<b>30.4%</b>	<b>3.5%</b>	<b>29.9%</b>	<b>13.5%</b>	<b>17.5%</b>	<b>5.1%</b>	<b>17.8%</b>	<b>0.7%</b>	<b>21.6%</b>	<b>8.2%</b>	<b>13.3%</b>	<b>13.6%</b>	<b>20.7%</b>

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# Growth strategy and capital policy for this fiscal year and beyond

## Growth strategy



- Using proprietary data accumulated over the past 18 years and Green AI\*, Green recommends jobs with high matching probability to job seekers. By explaining the reasons and background behind the recommendations, Green creates a sense of conviction and encourage job applications.
- Pursuing to improve the probability of passing an interview and joining a company by expanding job seeker information using Green AI and providing associated interview preparation support.

\* Green AI : Functions using machine learning, Generative AI, etc. to support recruitment and job search activities



- 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
- Pursue further acceleration of growth by establishing SMBC Wevox, Inc., a joint venture with Sumitomo Mitsui Financial Group, Inc.
- SMBC Group executives and employees will approach 50,000 clients nationwide based on their experiences as Wevox users. Outbound sales by more than 100 sales offices in Tokyo, Nagoya, and Osaka.

## Capital policy

**Current tatus** ● Sufficient equity capital to realize future growth investments

## Policy

- Balance growth investments that contribute to increasing corporate value with shareholder returns
  - 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

- After the initial dividend of 15 yen per share (first dividend), the year-end dividend was revised upward to 20 yen per share in order to pursue both investment in growth and enhanced shareholder returns.
- Resolved to acquire and cancel treasury shares of 1 billion yen (1 million shares)
- Total payout ratio is 232% when combined with share buyback (480 million yen implemented in February 2024).

# Revision of FY2024 Full-Year Forecast

Sales revised downward due to major system renovation in Green and delay in orders for SMBC Wevox.

Operating profit remains unchanged from initial forecast of 1.4 billion

due to improved advertising efficiency at Green and higher margin at Wevox.

Altiri will be excluded from the scope of consolidation as of this fiscal year. Operating loss of 0.67 billion for Altiri in this fiscal year is a factor that will boost operating profit in the next fiscal year.

(Million yen)	Revised Forecast	Previous Forecast (Released on November 13, 2023)			Revised Forecast / FY2023 Actual		
		FY2024 full-year	FY2024 full-year	Variance	%	FY2023 full-year	Variance
<b>Sales</b>	<b>8,600</b>	<b>9,700</b>	<b>△1,100</b>	<b>△11.3%</b>	<b>7,757</b>	<b>843</b>	<b>+10.9%</b>
People Tech Green	5,140	5,700	△560	△9.8%	5,236	△96	△1.8%
Wevox	2,440	3,000	△560	△18.7%	1,964	476	+24.2%
Other	70	50	20	+40.0%	99	△29	△29.3%
Sports Tech Altiri	950	950	0	+0.0%	458	492	+107.4%
<b>Operating Expenses</b>	<b>7,200</b>	<b>8,300</b>	<b>△1,100</b>	<b>△13.3%</b>	<b>6,805</b>	<b>395</b>	<b>+5.8%</b>
People Tech	5,580	6,770	△1,190	△17.6%	5,572	8	+0.1%
Share-based payment expenses	321	330	△9	△2.7%	294	27	+9.2%
Sports Tech	1,620	1,530	90	+5.9%	1,233	387	+31.4%
<b>Operating Profit</b>	<b>1,400</b>	<b>1,400</b>	<b>0</b>	<b>+0.0%</b>	<b>952</b>	<b>448</b>	<b>+47.1%</b>
<b>Operating Profit Margin</b>	<b>16.3%</b>	<b>14.4%</b>	<b>-</b>	<b>+1.9pt</b>	<b>12.3%</b>	<b>-</b>	<b>+4.0pt</b>



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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

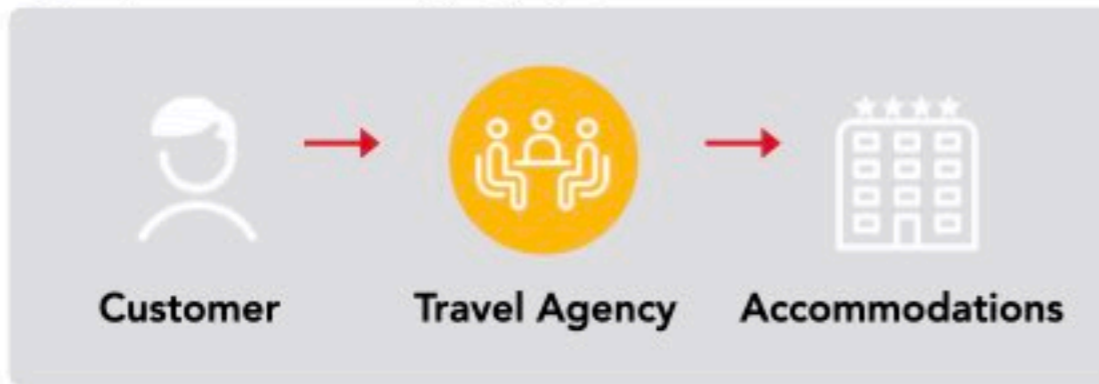
#### Direct recruiting platform

Job seekers and companies can take action and communicate interactively.

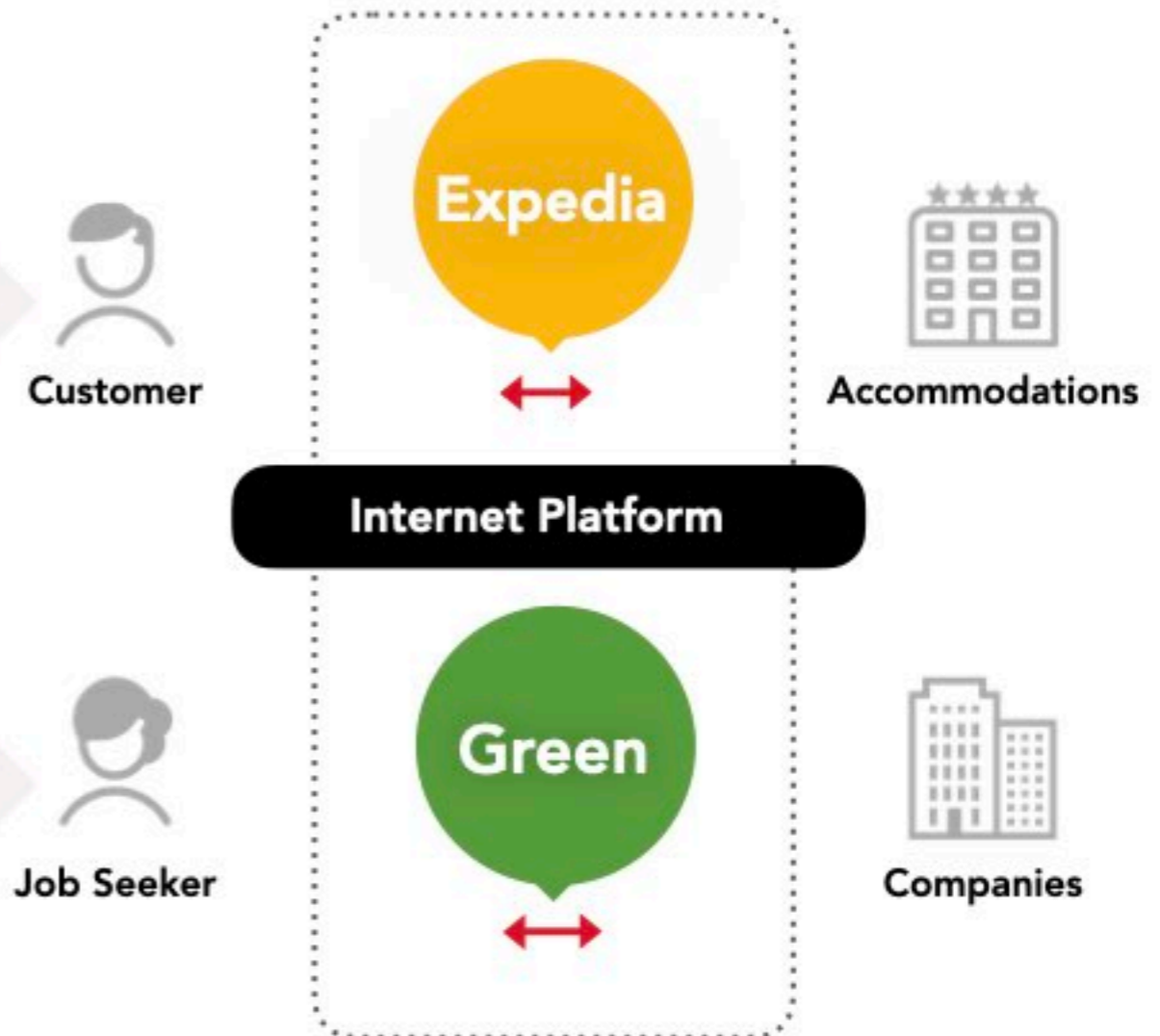
# Attain Efficient Matching Via Technology

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

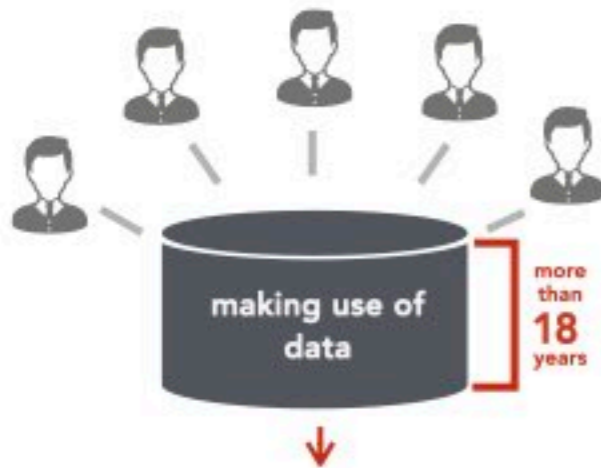


# Green Established a Unique Position

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 18 years)

Number of Cumulative Registered Company

More than **10,100**

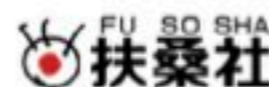
Number of Registered User ID

More than **1.35 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.



世界にひとつ。あなたにひとつ。

## 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

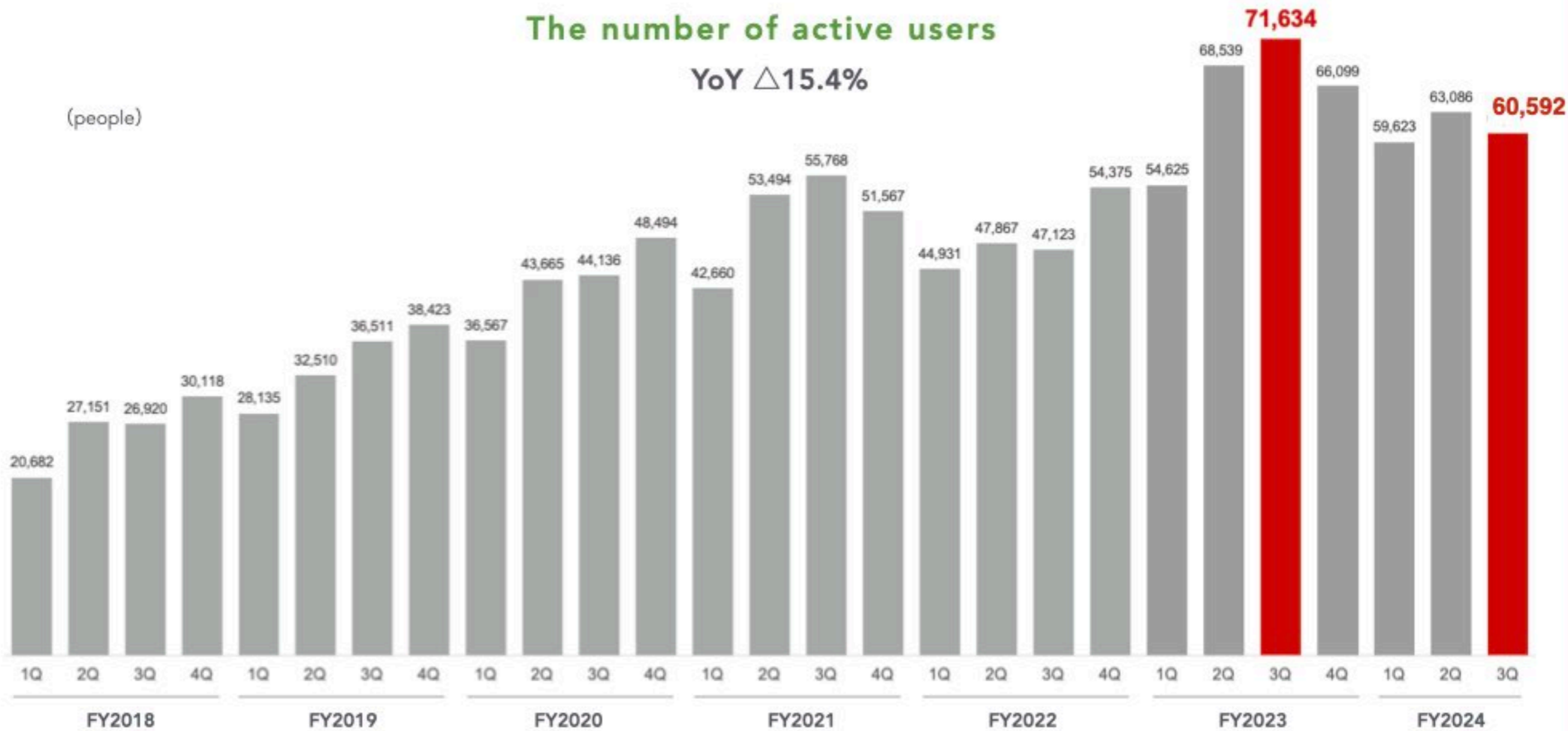
\*Explanation of "unique": If one job seeker logs in for each month of the quarter, he/she is counted as one active user in the quarterly active user count

# Success in acquiring target users by shifting strategy to prioritize quality over quantity

The number of active users

YoY  $\Delta$  15.4%

(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



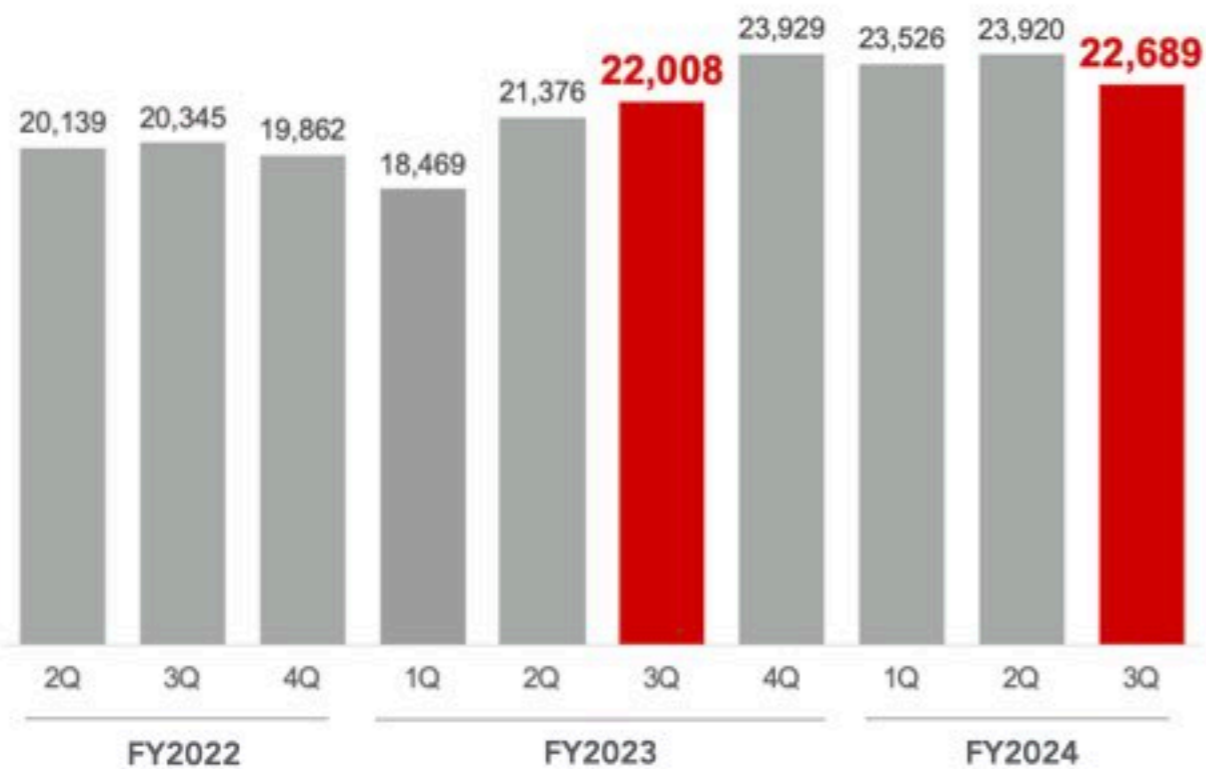
# "Green" Job Search Website for IT Industry with Contingency Fee

**Steady progress in both the number of applicants and application rate**  
**Success in acquiring job seekers**  
**who are highly motivated to change jobs**

### The number of applicants

YoY +3.1%

(people)



### 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)

The development of new features and improvements in the job search and recruiting experience centered on Green AI are gradually beginning to show results, and the document screening pass rate is recovering.

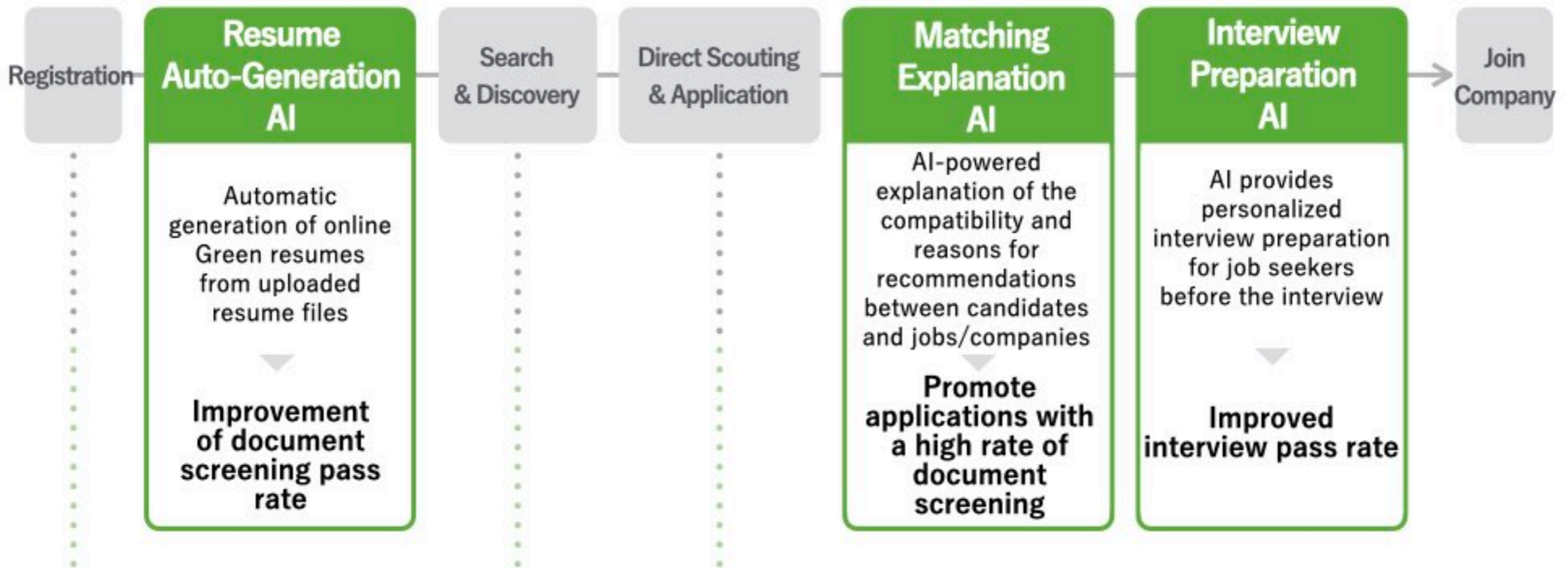
### Document screening pass rate



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

## Green AI brings a whole new job-search experience

Three AI features have already improved the job search experience and increased the document screening pass rate.



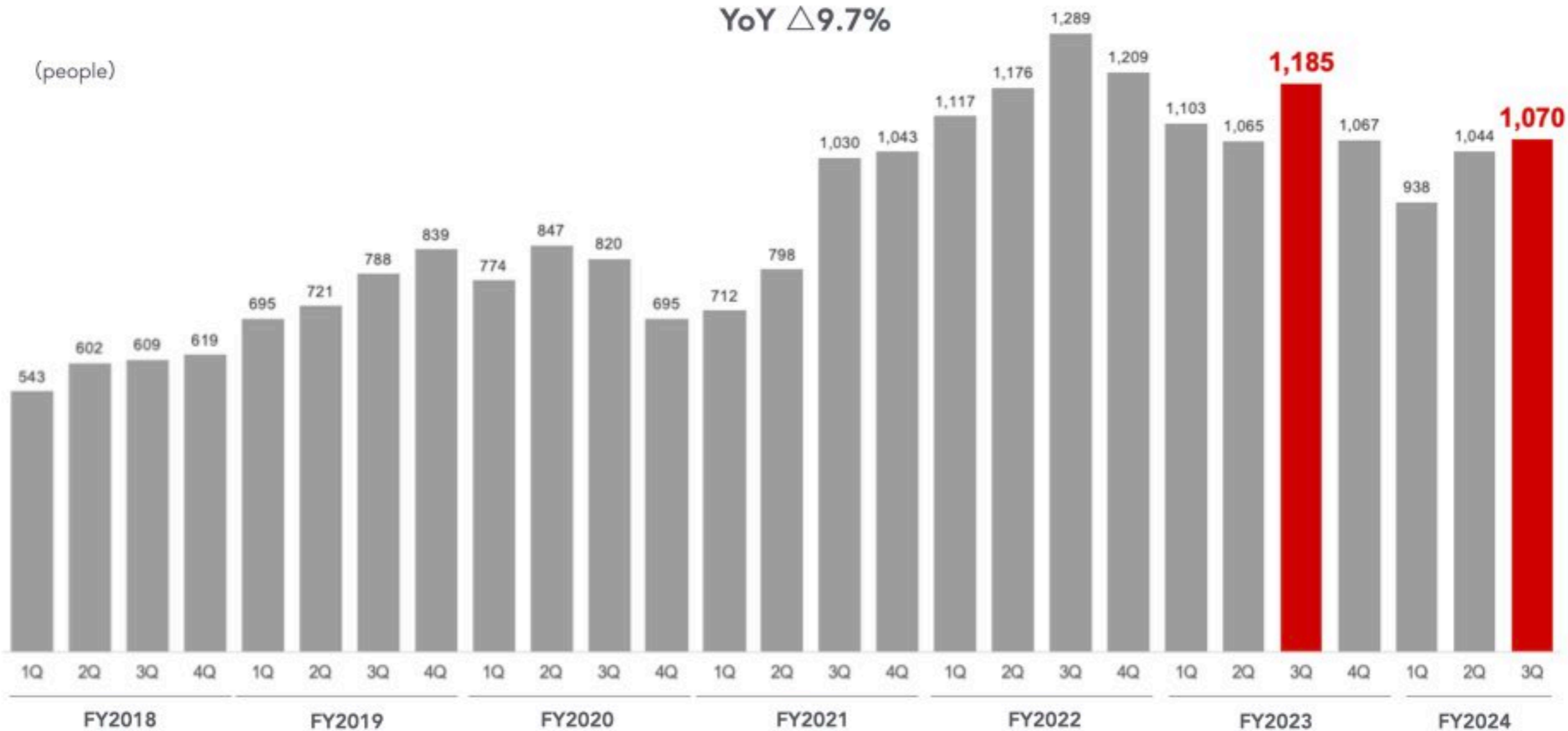
In addition, Green AI will transform the previously taken-for-granted actions of searching, scouting, and applying for jobs into a completely new experience.

# Record-high number of applicants contributed to the number of hired employees bottoming out

Hired Employees (Quarter)

YoY  $\Delta$  9.7%

(people)



\*Quarter transition

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

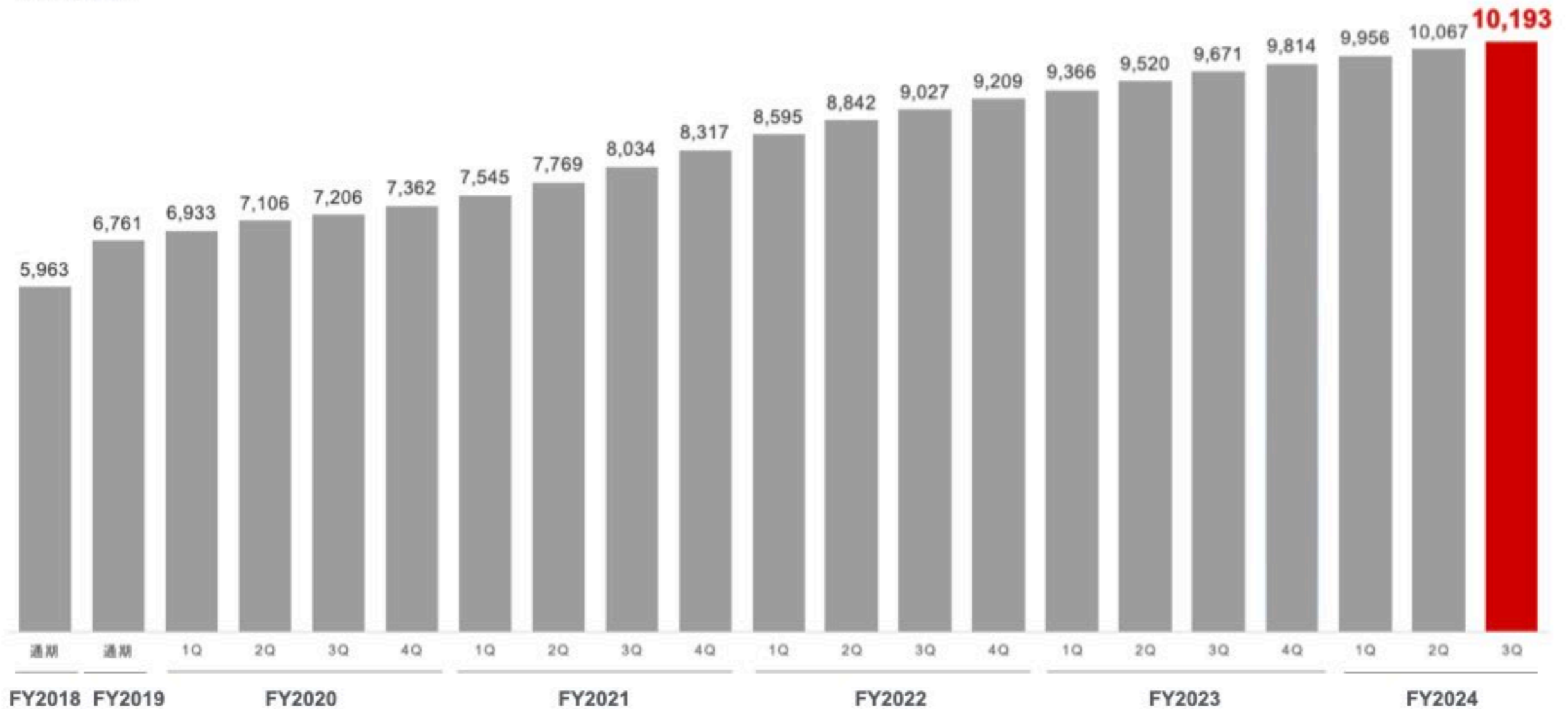
Former contingency fee	Uniform fixed fee per work location	New contingency fee	Uniform fixed fee per job category
	<p>Tokyo • Full remote</p> <p><b>900,000 yen</b></p>	<ul style="list-style-type: none"> <li>• Engineer • Technical Positions (Systems/Network)</li> <li>• Management/CXO</li> </ul>	<p><b>1,200,000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

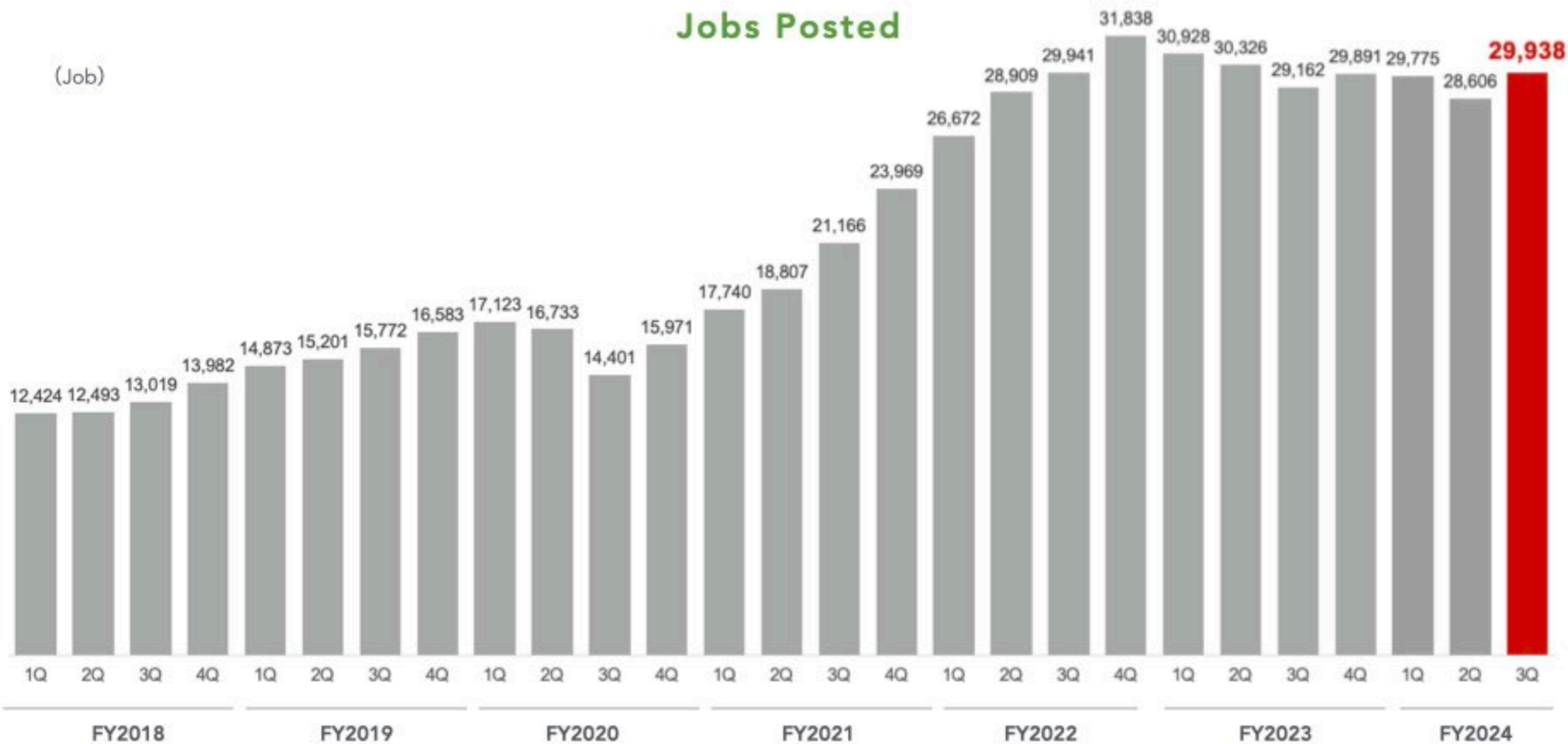
### Cumulative Registered Companies

(Company)



## The number of jobs posted increased

### Jobs Posted



\*Quarter transition

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

○ : Good  
 △ : Moderate  
 × : Bad

## A summary of each KPI

KPI	Current status	Measures to pursue further growth
The number of active users	○	<ul style="list-style-type: none"> <li>● Aiming for further growth through continuous pursuit of web advertising portfolio optimization</li> </ul>
The number of applicants & Application rate	○	<ul style="list-style-type: none"> <li>● Using proprietary data accumulated over the past 18 years and Green AI, Green recommends jobs with high matching probability to job seekers. By explaining the reasons and background behind the recommendations, Green creates a sense of conviction and encourage job applications.</li> <li>● Aiming for further growth by continuously improving the accuracy of recommendation engine and UI/UX</li> </ul>
Document screening pass rate	× ▶ △	<ul style="list-style-type: none"> <li>● Although the effects of improvement by Green AI are gradually beginning to emerge, we are still in the early phase of improving the document screening pass rate, and development of new features centered on Green AI will be continued.</li> <li>● Optimize matching efficiency by scoring the characteristics of job seekers and employers</li> <li>● Aiming to improve the document screening pass rate through measures to expand information on job seekers</li> </ul>
Cumulative Registered Companies	○	<ul style="list-style-type: none"> <li>● Aim to continue steady accumulation through productivity-conscious inbound sales</li> <li>● Seek to strategically acquire companies with attractive job postings</li> </ul>
Jobs Posted	△ ▶ ○	<ul style="list-style-type: none"> <li>● While it is possible to grow the number of hires even at current levels, we will seek to strategically gain attractive job postings</li> </ul>
Hired Employees	× ▶ △	<ul style="list-style-type: none"> <li>● Pursuing to improve the probability of passing an interview and joining a company by expanding job seeker information using Green AI and providing associated interview preparation support.</li> <li>● 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</li> </ul>



## Potential Growth of Green

Recruiting market scale exceeds pre-COVID levels

Aiming to accelerate growth in the next fiscal year and beyond through major system renovations, maintaining growth by improving matching efficiency

	Recruitment Market Size	Green's Market Size <sup>*1</sup>	Green's Occupancy <sup>*2</sup>
All Industry	<b>351 B yen</b> <sup>*3</sup> (296 B yen) <sup>*4</sup>	<b>210 B yen</b> (177 B yen)	<b>2.1%</b> (2.3%)
IT Industry	<b>105 B yen</b> <sup>*5</sup> (88 B yen)	<b>63 B yen</b> (52 B yen)	<b>7.0%</b> (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 283 million responses to machine learning



## 4 Academic basis

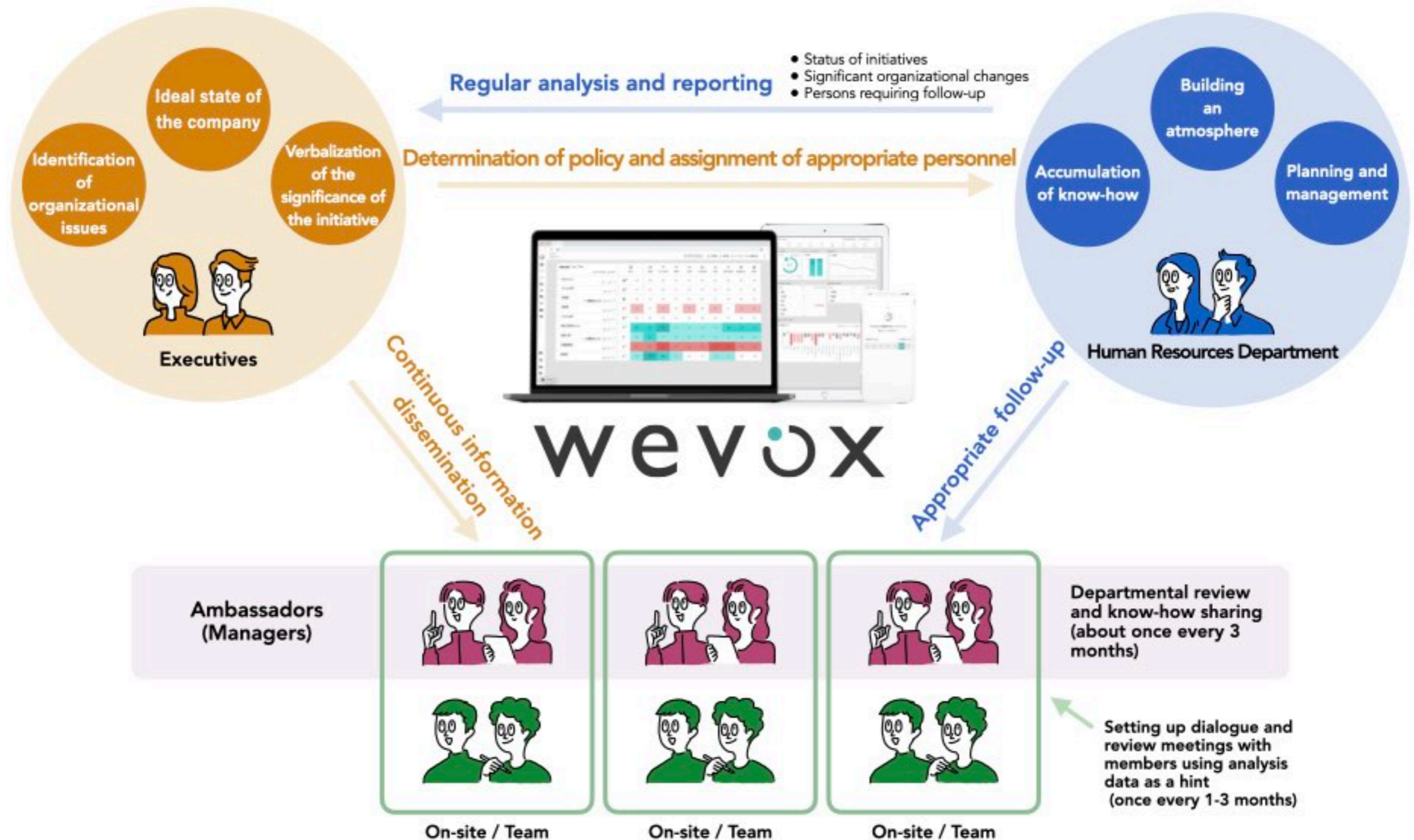
Professor Akito Shimazu, Keio University, a leading expert in the engagement research, joins as an advisor



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



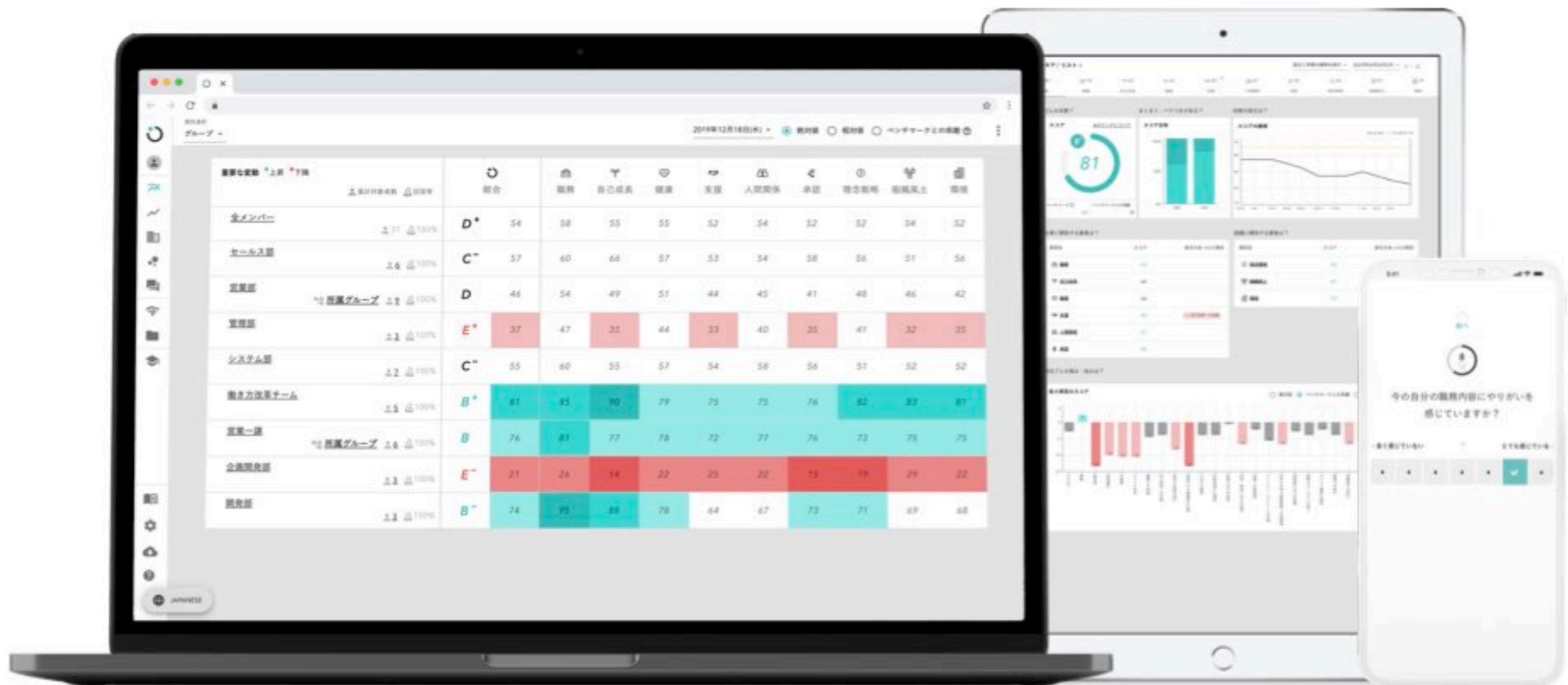
## Wevox's model of organizational capability empowerment



## 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為には、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	意思疎通	組織風土	総平均
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	77
開発部	C (57)	66	64	52	71	71	66	74	67	63
企画部	C (58)	66	61	57	71	73	67	71	64	65
総務部	C (58)	65	58	61	70	71	65	72	67	62
システム部	C (63)	64	61	59	76	79	65	62	55	64
マーケティング部	C (63)	60	52	62	70	73	64	69	58	60
総務部	C (60)	53	43	67	64	70	64	68	60	61
営業部	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 実績不足 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 控えめすぎる	🔗
<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	実績不足	🔗
<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

エネルギッシュなコミュニケーター

キーワード

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

サマリー

ENFPタイプの方は、好奇心旺盛で、愛想よく理想を抱けて人を巻き込む情熱に満ちたコミュニケータータイプです。仕事そのものよりも人との関係を重視し、肯定的な職場を求める傾向があります。意欲的に熱意を持って人を助ましたり、積極的、可能性、普遍性を熱意を持って明確にすることで、人を説得したりします。元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。

外向 - 60%	47%
直感 - 42%	42%
感情 - 30%	48%
理想 - 19%	48%

**Courtney Henry** 物に夢いでのスプレーヤー

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  
好奇心旺盛で、仕事に没頭し、常に良い方法を模索する人との関係が理想です。

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  
仕事に没頭し、常に良い方法を模索する人との関係が理想です。仕事に没頭し、常に良い方法を模索する人との関係が理想です。

これが本当の最高の相性

【反対関係】  
効率化上手の執力家  
効率化上手で、仕事を早く終わらせる人との関係が理想です。

惹かれ反発し和解しては惹かれ合う

【事反対関係】  
思いやりと温かさの持ち主  
仕事に没頭し、常に良い方法を模索する人との関係が理想です。思いやりと温かさの持ち主との関係が理想です。

精神的に支えて元気してくれる

【生活化関係】  
ストイックな現実主義者  
仕事に没頭し、常に良い方法を模索する人との関係が理想です。ストイックな現実主義者との関係が理想です。

双子みたいに似ているけど少し違う

【類似関係】  
最新の理想主義者  
仕事に没頭し、常に良い方法を模索する人との関係が理想です。最新の理想主義者との関係が理想です。

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  
仕事に没頭し、常に良い方法を模索する人との関係が理想です。問題解決のプロフェッショナルとの関係が理想です。

情熱に水を差さし合う二人

【対立関係】  
現実的に落ちた共感者  
仕事に没頭し、常に良い方法を模索する人との関係が理想です。現実的に落ちた共感者との関係が理想です。

距離を近づけられれば学ぶことが多い

【両対関係】  
ピンチに強い実践家  
仕事に没頭し、常に良い方法を模索する人との関係が理想です。ピンチに強い実践家との関係が理想です。

# 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 **3,390** companies. Increase of users more than the growth of the companies and organizations introduced.

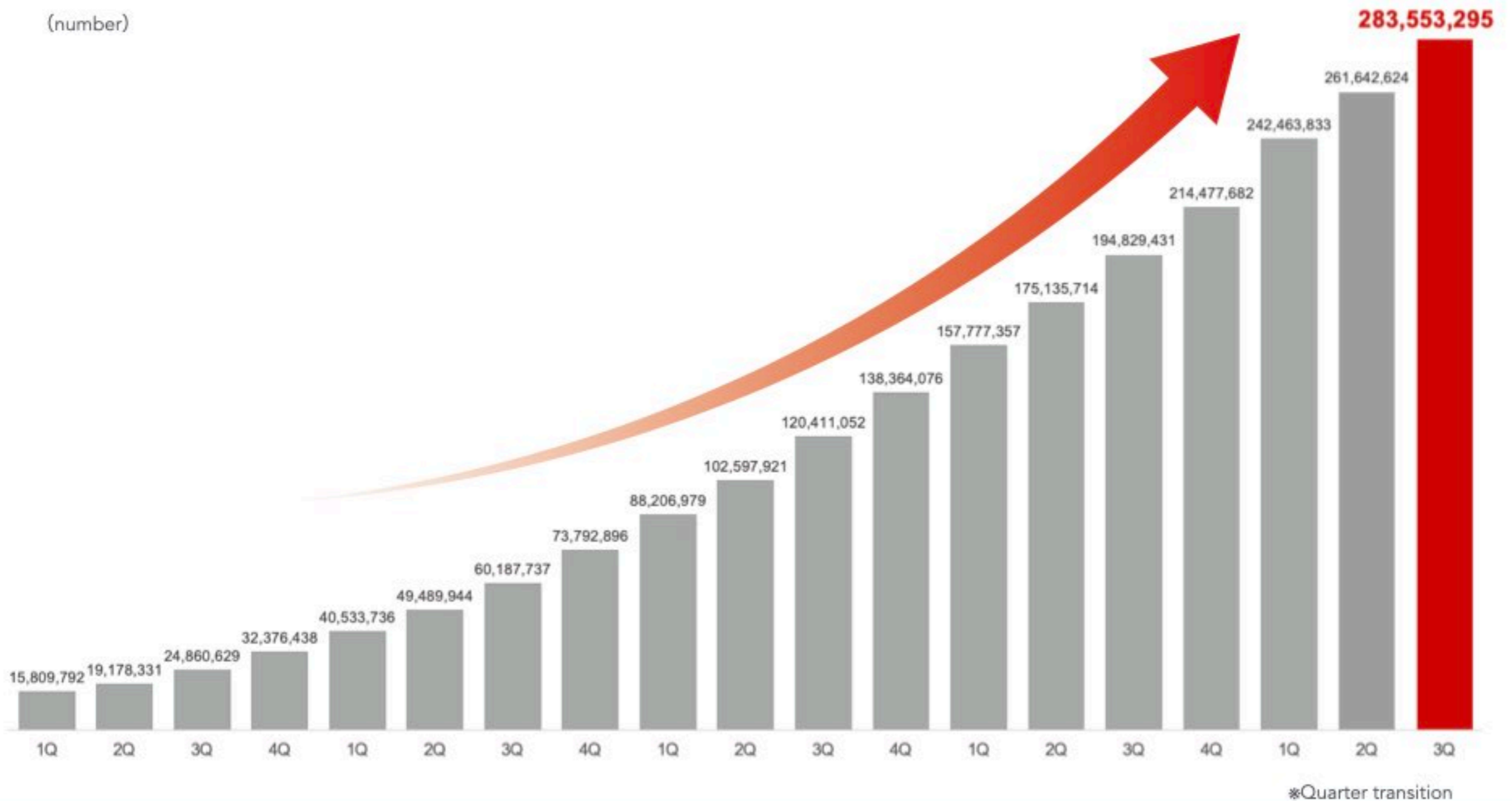


Reference from Wevox Website.

## Increase of Answer Data

Continuously developing new features using response data to take competitive advantage

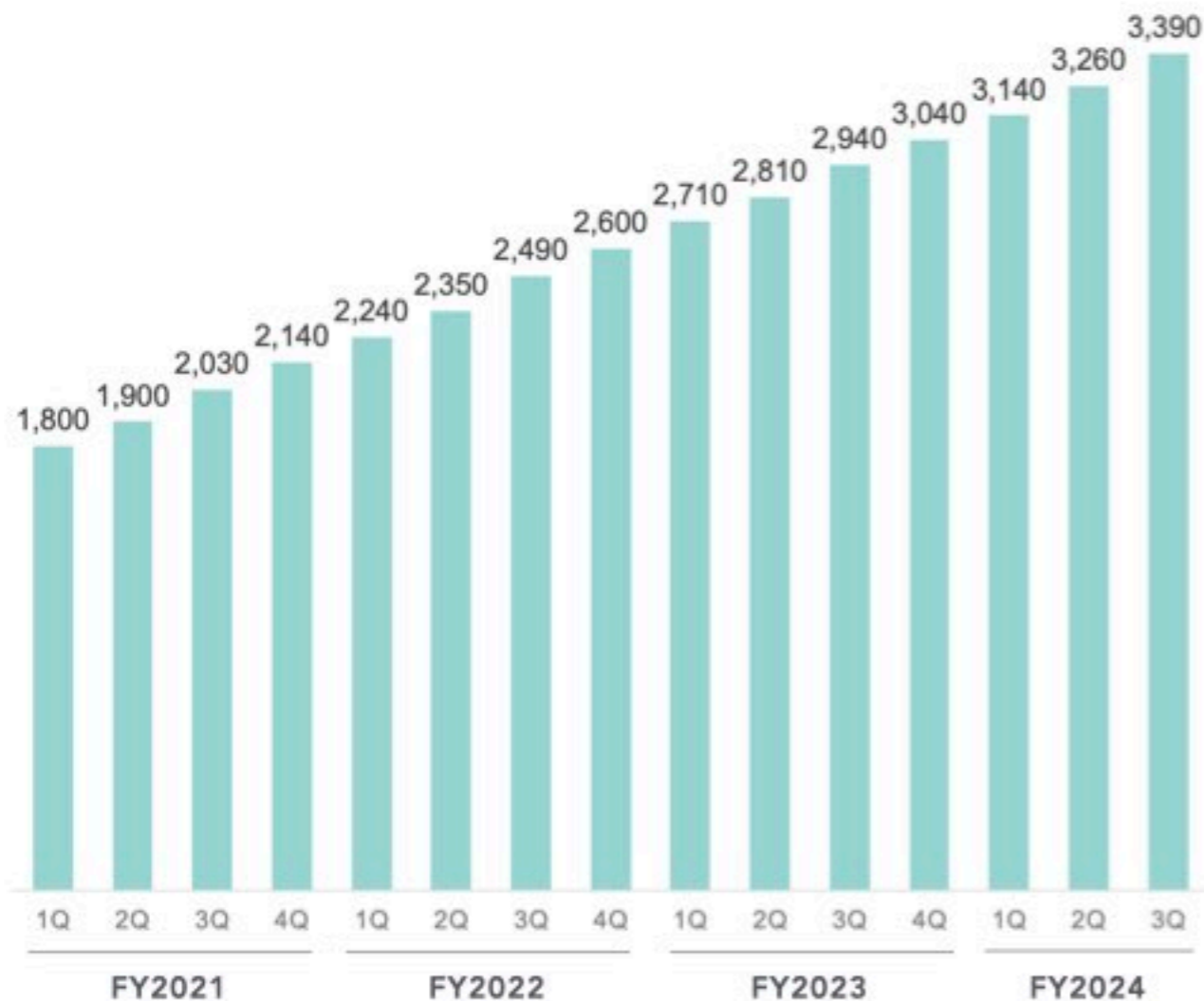
(number)



# Realize a subscription model with high growth potential

Transition in the number of companies adopted

(Company)



Transition in Sales

YoY +27.1%

Monthly churn rate remains less than 1.0%

(Million yen)



Pursue further acceleration of growth by establishing SMBC Wevox, Inc., a joint venture with Sumitomo Mitsui Financial Group, Inc.

SMBC Group executives and employees to approach 50,000 clients nationwide based on their experiences as Wevox users



## Potential Growth of Wevox

### Potential target

All Employed Persons

**67.2M**<sup>\*1</sup>

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**<sup>\*2</sup>  
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

# Agenda

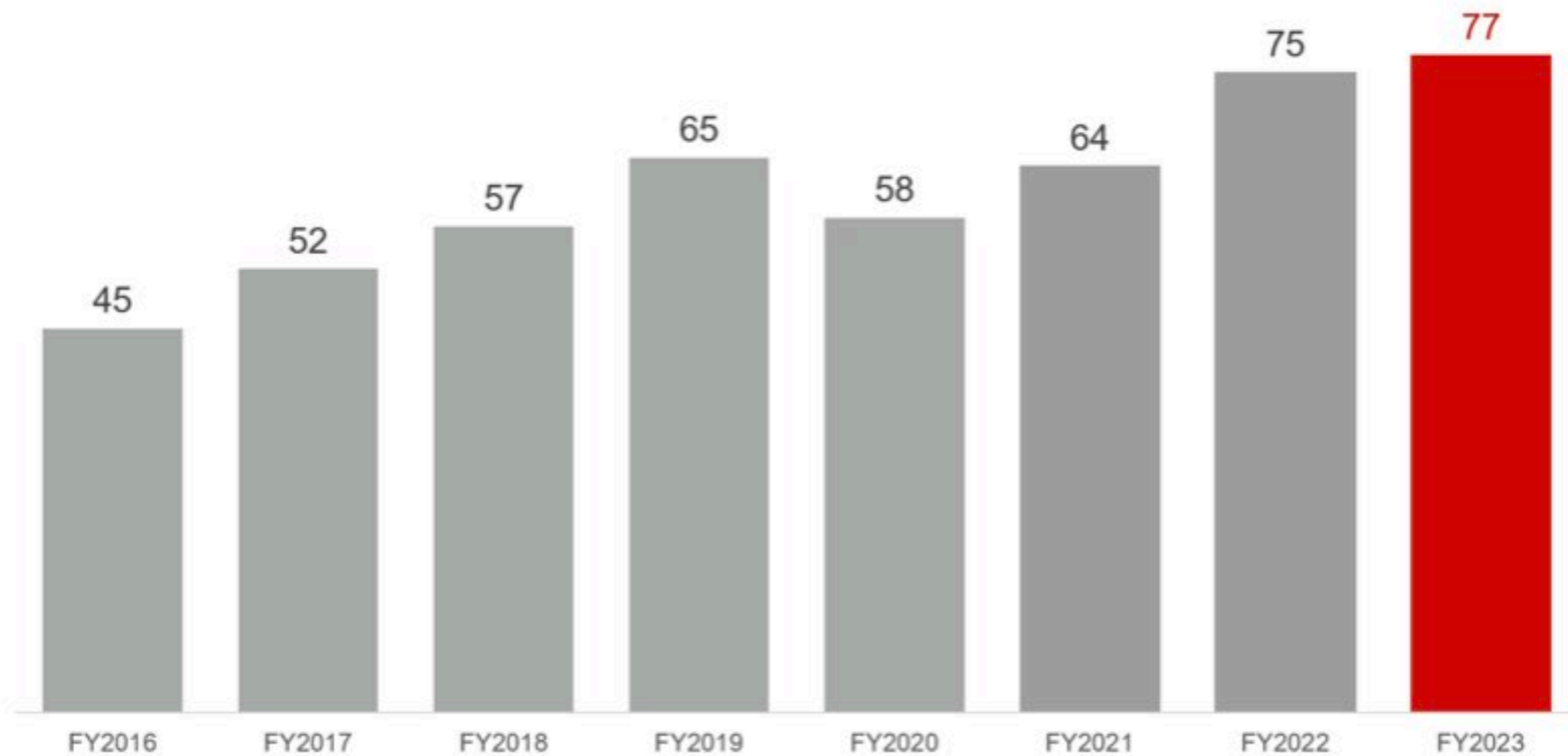
1. Company Overview
2. Financial Highlights
3. Revision of Financial Forecast
4. About Business
- 5. References**



# Transition of Sales Per Employee

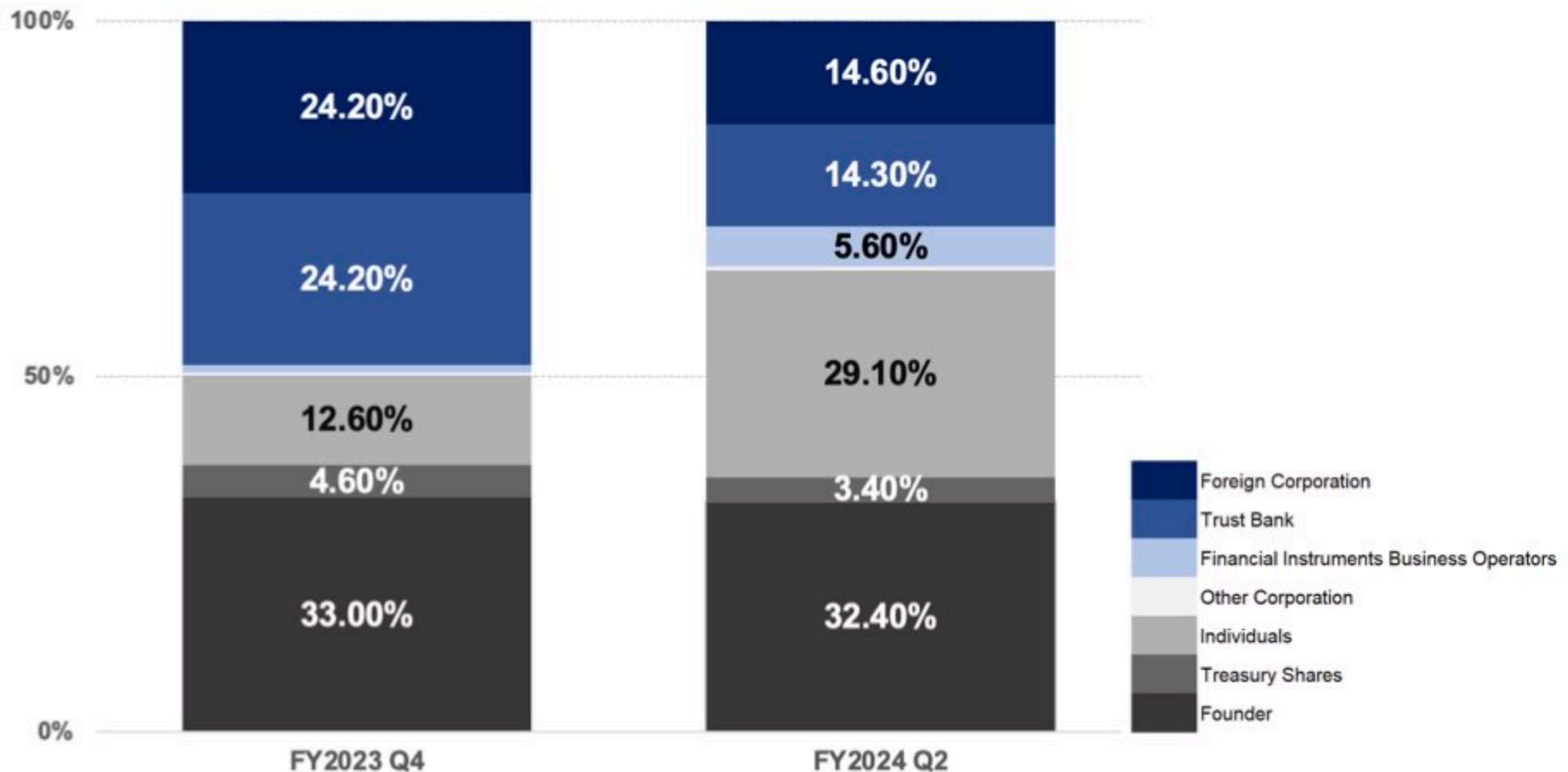
Achieved record productivity while accelerating hiring

(Million yen)



# Shareholding Structure

Approximately 30% held by domestic and foreign institutional investors and 30% by individual investors



# :Atrae

<b>Name</b>	Atrae, Inc.
<b>Business Outline</b>	Green : a contingency fee basis job site Wevox : a organizational capability platform Yenta : a matching app for business professionals
<b>Foundation</b>	October, 2003
<b>Management</b>	Yoshihide Arai, President & CEO
<b>Employee</b>	119 (As of June, 2024)
<b>Capital Stock</b>	1,331 (in JPY MM)
<b>Location</b>	Minato-ku, Tokyo, Japan

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:Atrae