



Financial Results Explanatory Material

**Financial Results for the 2nd Quarter of
the Fiscal Year Ending September 30, 2025**

Atrae, Inc. (TSE Prime Market : 6194)

Agenda

- 1. Our View on Shareholder Returns**
- 2. Company Overview**
- 3. Financial Highlights**
- 4. About Business**
- 5. References**

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Our View on Shareholder Returns

- Implement shareholder returns based on high profitability rates while ensuring sufficient funds for growth investments
- Revised dividend forecast upward from 25 yen to 31 yen per share to further enhance shareholder returns

	FY2023 (Actual)	FY2024 (Actual)	FY2025 (Forecast)	Upward revision of dividend forecast
Dividend	-	504 million yen (21 yen per share)	590 million yen (25 yen per share)	732 million yen (31 yen per share)
Dividend payout ratio	-	72.2%	43.8%	54.3%
The acquisition and the cancellation of treasury shares	999 million yen (May 2023)	1,302 million yen (February 2024 486 million yen + August 2024 816 million yen)	459 million yen (February 2025)	-
Total payout ratio	298.9%	246.4%	-	-

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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

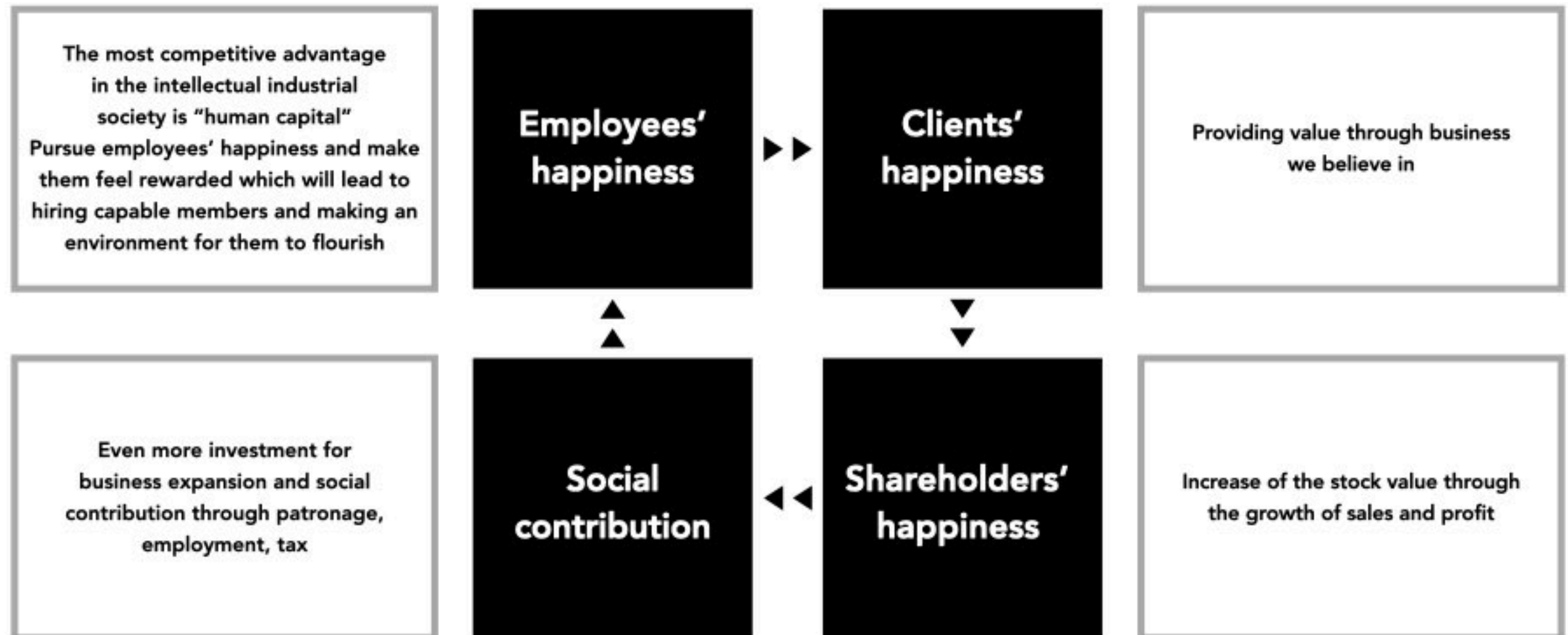


... and Society



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 FY2025 Q2

**FY2025
Q1-Q2**

Sales	3,564 Million yen	YoY	-5.1[*] %	Progress	42.4 %
Operating Profit	686 Million yen	YoY	+25.2[*] %	Progress	32.7 %

^{*} Following the transfer of a portion of the shares of Altiri, Inc. in FY2024, Atræ, Inc. no longer has any consolidated subsidiaries. From FY2025, Atræ, Inc. operates as non-consolidated with People Tech as its sole reportable segment, replacing the previous People Tech and Sports Tech segments. Therefore, net sales YoY compares People Tech between FY2024-FY2025, while operating profit YoY compares FY2024 consolidated figures and FY2025 non-consolidated figures.

Business

Green, which primarily targets Japanese growth companies, is less susceptible to macroeconomic changes.

Green's customers have high technological literacy and are receptive to technological advancements (AI).

As a result, the development of new features centered on Green AI and improvements in the job search and recruiting experience gradually began to show results, and the document screening pass rate began to rise.

In addition to high growth potential, Wevox offers high operating profit margin as a SaaS model.

Aggressive outbound sales by the SMBC Group accelerating customer acquisition on a nationwide scale in Japan

Topics

AI career agent "Quol" under development
Optimal matching through high-quality assessments that go beyond human knowledge

Revised dividend forecast upward from 25 yen to 31 yen per share to further enhance shareholder returns

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

:Atrae

	FY2022	FY2023	FY2024
Long-vacation acquisition rate (including childcare leave and maternity leave)	7.7%	3.2%	4.3%
Turnover rate	4.3%	6.5%	6.4%
Number of nationalities of employees	3	3	3
Mid-term average engagement score	91	89	89
Number of hours spent discussing organization building by all employees	46	48	48

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



Quarterly Financial Highlights

Green sales YoY -19.3%

Pursuing achievement of forecasts for the second half onward through quality improvements, such as increased document screening pass rates.

Wevox grew steadily YoY +21.9%

(Million yen)		YoY			QoQ		YoY		
		FY2025 Q2	FY2024 Q2	%	FY2025 Q1	%	FY2025 Q1-Q2	FY2024 Q1-Q2	%
Sales		-	2,185	-	-	-	-	4,071	-
People Tech		1,822	1,957	-6.9%	1,742	+4.6%	3,564	3,756	-5.1%
Green		1,090	1,350	-19.3%	1,026	+6.2%	2,116	2,562	-17.4%
Wevox		718	589	+21.9%	701	+2.4%	1,419	1,156	+22.8%
Other		14	18	-22.2%	15	-6.7%	29	38	-23.7%
Sports Tech Altiri		-	228	-	-	-	-	315	-
Operating Expenses		-	1,888	-	-	-	-	3,523	-
People Tech		1,503	1,397	+7.6%	1,375	+9.3%	2,878	2,748	+4.7%
Sports Tech		-	491	-	-	-	-	775	-
Operating Profit		319	297	+7.4%	367	-13.1%	686	548	+25.2%
(Operating profit before share-based payment expenses*)		(400)	(376)	(+6.4%)	(452)	(-11.5%)	(852)	(695)	(+22.6%)
Operating Profit Margin		17.5%	13.6%	+3.9pt	21.1%	-3.6pt	19.2%	13.5%	+5.7pt
(Operating profit margin before share-based payment expenses)		(22.0%)	(17.2%)	(+4.8pt)	(25.9%)	(-3.9pt)	(23.9%)	(17.1%)	(+6.8pt)

* Operating profit before share-based payment expenses is the operating profit for financial accounting purposes plus the sum of share-based payment expenses of restricted stock and stock acquisition rights, which are non-cash expenses.

YoY Comparison (sales)

Continuing ROI-conscious advertising investment due to change in Green's strategic policy for advertising investment.

Wevox continues to hire customer success to support clients in boosting their organizational capabilities.

Overall headcount increase limited due to AI-based business execution.

(Million yen)		FY2025	% of	FY2024	YoY		FY2025	% of	FY2024	YoY	
		Q2	Sales	Q2	% of	%	Q1-Q2	Sales	Q1-Q2	% of	%
Sales		-	-	2,185	100.0%	-	-	-	4,071	100.0%	-
People Tech		1,822	100.0%	1,957	89.6%	-6.9%	3,564	100.0%	3,756	92.3%	-5.1%
Sports Tech		-	-	228	10.4%	-	-	-	315	7.7%	-
Operating Expenses		-	-	1,888	86.4%	-	-	-	3,523	86.5%	-
People Tech		1,503	82.5%	1,397	63.9%	+7.6%	2,878	80.8%	2,748	67.5%	+4.7%
Cost of sales		20	1.1%	19	0.9%	+5.3%	41	1.2%	44	1.1%	-6.8%
SG&A	Web Ad	726	39.8%	751	34.4%	-3.3%	1,338	37.5%	1,462	35.9%	-8.5%
	TV Ad and Other	12	0.7%	45	2.1%	-73.3%	25	0.7%	93	2.3%	-73.1%
	Personnel Cost	371	20.4%	318	14.6%	+16.7%	729	20.5%	633	15.5%	+15.2%
	(Share-based payment expenses)	(81)	(4.4%)	(79)	(3.6%)	(+2.5%)	(166)	(4.7%)	(147)	(3.6%)	(+12.9%)
	Other	374	20.5%	264	12.1%	+41.7%	745	20.9%	516	12.7%	+44.4%
Sports Tech		-	-	491	22.5%	-	-	-	775	19.0%	-
Operating Profit		319	17.5%	297	13.6%	+7.4%	686	19.2%	548	13.5%	+25.2%
(Operating profit before share-based payment expenses*)		(400)	(22.0%)	(376)	(17.2%)	(+6.4%)	(852)	(23.9%)	(695)	(17.1%)	(+22.6%)

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For Reference : Quarterly Financial Highlights

	FY2021				FY2022				FY2023				FY2024				FY2025	
(Million yen)	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2
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	2,185	2,271	2,256	-	-
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	1,850	1,742	1,822
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	1,171	1,026	1,090
Wevox	156	176	206	264	298	304	373	435	449	483	491	541	567	589	624	663	701	718
その他	17	20	25	28	26	25	25	29	31	25	22	21	20	18	17	16	15	14
Sports Tech	-	-	-	-	49	74	61	67	55	111	113	179	87	228	235	406	-	-
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	1,888	1,802	1,745	-	-
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	1,367	1,375	1,503
Cost of sales	12	16	20	23	23	25	27	30	25	30	26	29	25	19	24	19	21	20
SG&A	270	287	339	353	278	402	657	765	577	774	705	831	711	751	664	632	612	726
Web Ad	17	56	139	441	201	241	91	89	73	91	64	131	48	45	15	10	13	12
TV Ad and Other	154	172	195	283	206	259	287	371	294	306	315	319	315	318	341	409	358	371
Personnel Cost	(7)	(26)	(35)	(35)	(34)	(61)	(75)	(76)	(74)	(73)	(73)	(74)	(68)	(79)	(87)	(86)	(85)	(81)
(Share-based payment expenses)	143	143	142	171	174	186	176	188	217	246	246	273	252	264	294	297	371	374
Other	12	10	15	41	173	270	201	208	222	368	329	314	284	491	464	378	-	-
Sports Tech	278	314	371	47	449	216	306	89	305	13	464	170	251	297	469	511	367	319
Operating Profit	(285)	(340)	(406)	(82)	(483)	(277)	(381)	(165)	(379)	(86)	(537)	(244)	(319)	(376)	(556)	(597)	(452)	(400)
(Operating profit before share-based payment expenses*)	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	13.6	20.7	22.7	21.1	17.5
Operating Profit Margin(%)	(32.2)	(34.1)	(33.3)	(6.0)	(32.1)	(17.3)	(21.8)	(9.5)	(22.1)	(4.7)	(25.0)	(11.8)	(16.9)	(17.2)	(24.5)	(26.5)	(25.9)	(22.0)
(Operating profit margin before share-based payment expenses)																		

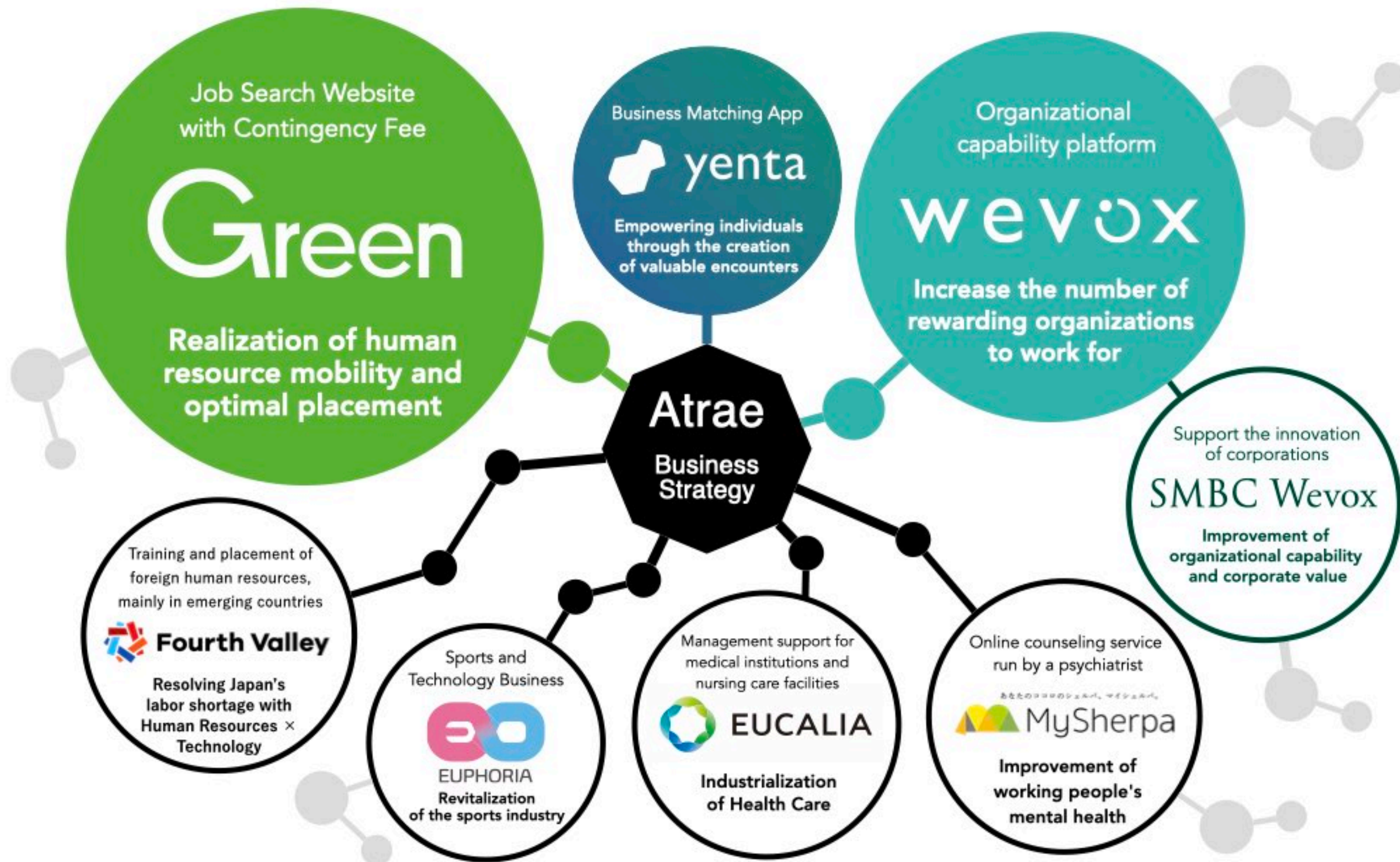
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Our People Tech Business

- 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.

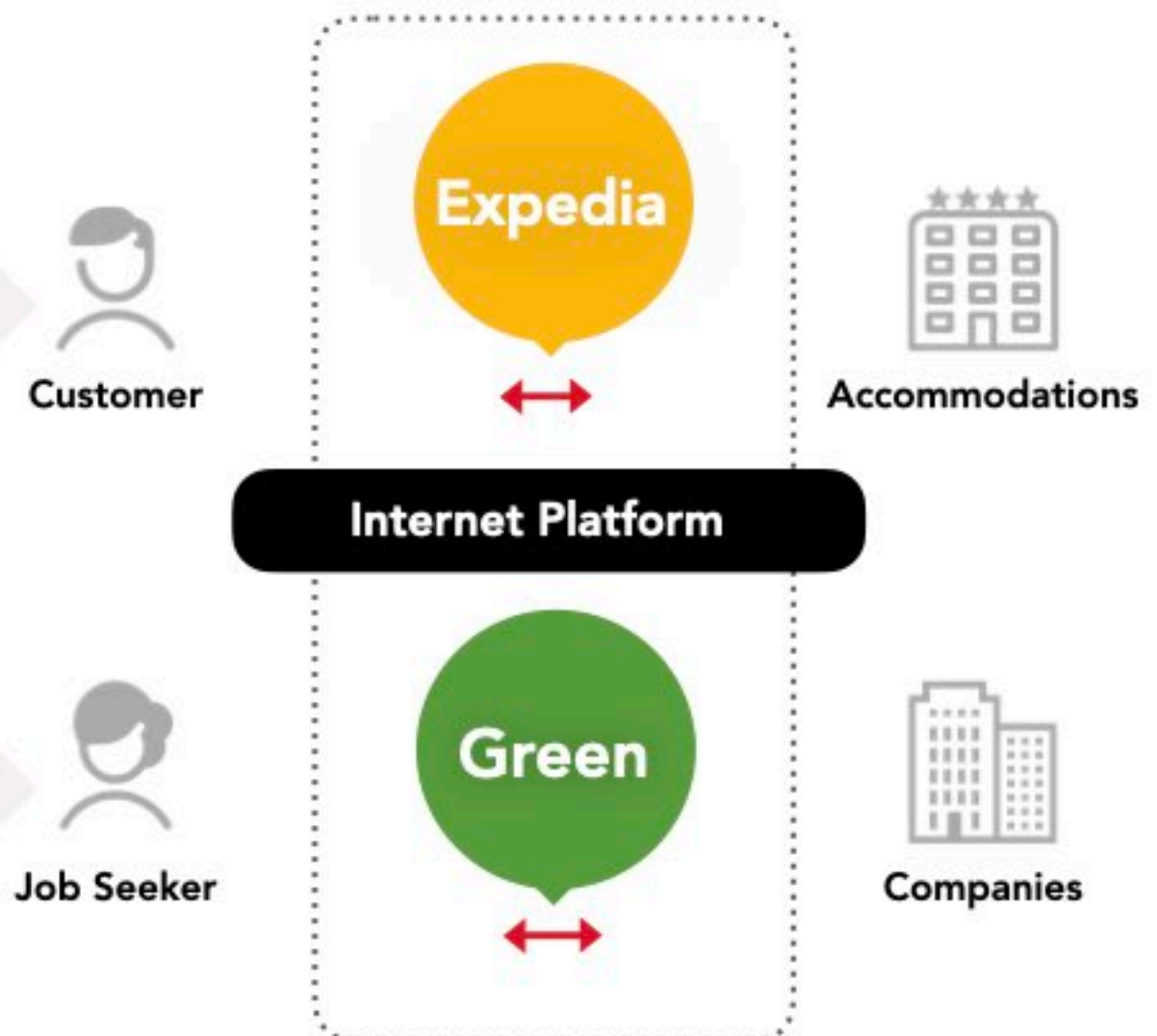
Attain Efficient Matching Via Technology

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

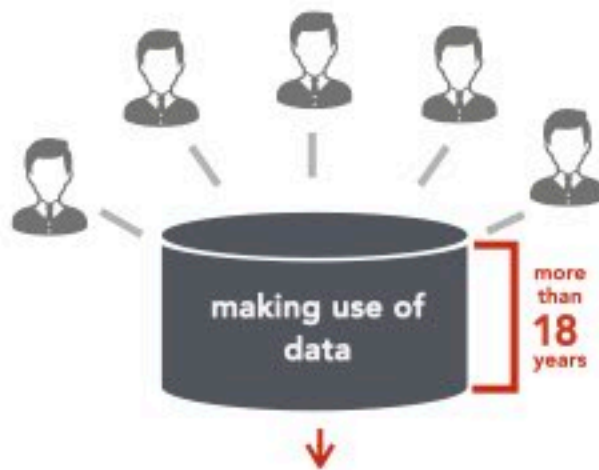


Green Established a Unique Position

Technology × Low Cost × Superiority

Stock and Use of Big Data

Stocking and making use of data via Green ※1



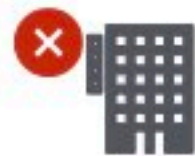
High precision within the use of big data

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 18 years)

Number of Cumulative Registered Company

More than **10,500**

Number of Registered User ID

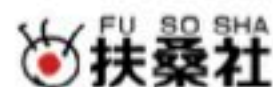
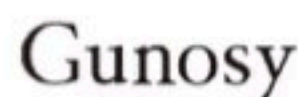
More than **1.44** million

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	$\text{The number of applicants} \div \text{The number of quarterly active users}$	Quarterly (3 months) unique
Document screening pass rate	$\text{Number of document screening pass} \div \text{Number of applications}$	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

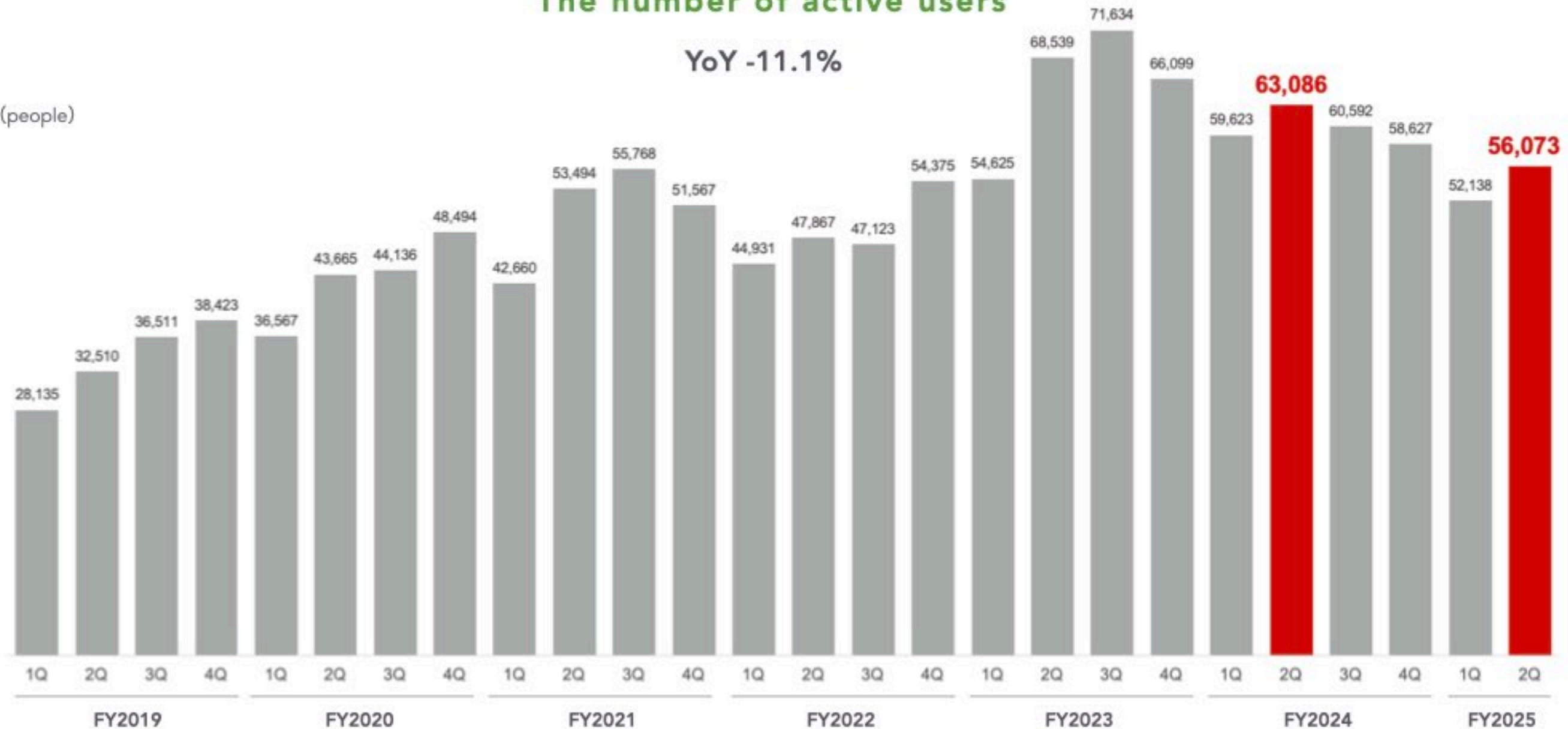
*Explanation of "unique": If one job seeker logs in for each month of the quarter, he/she is counted as one active user in the quarterly active user count

Continuing to acquire targeted talent through a strategy that emphasizes quality over quantity

The number of active users

YoY -11.1%

(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

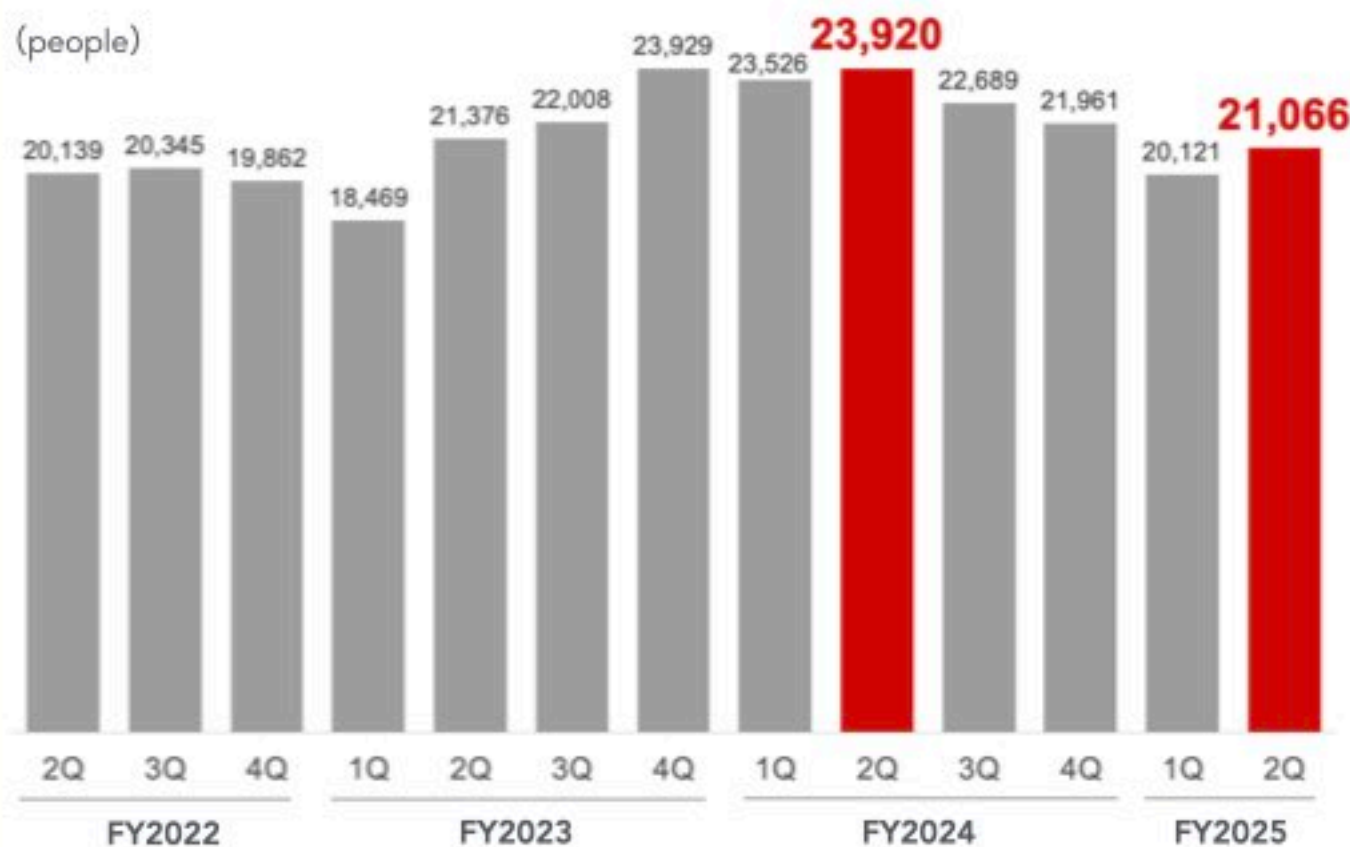
"Green" Job Search Website for IT Industry with Contingency Fee

**Achieved record-high application rate
due to continued acquisition of targeted talent**

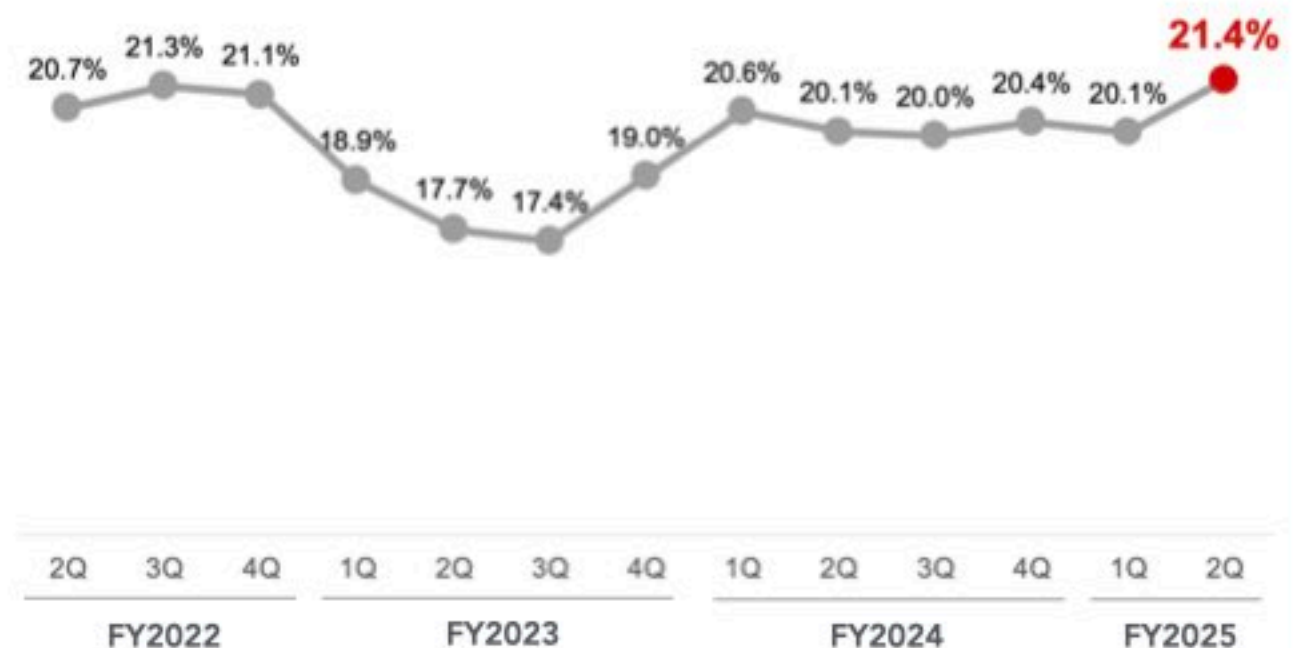
The number of applicants

YoY -11.9%

(people)



Application rate

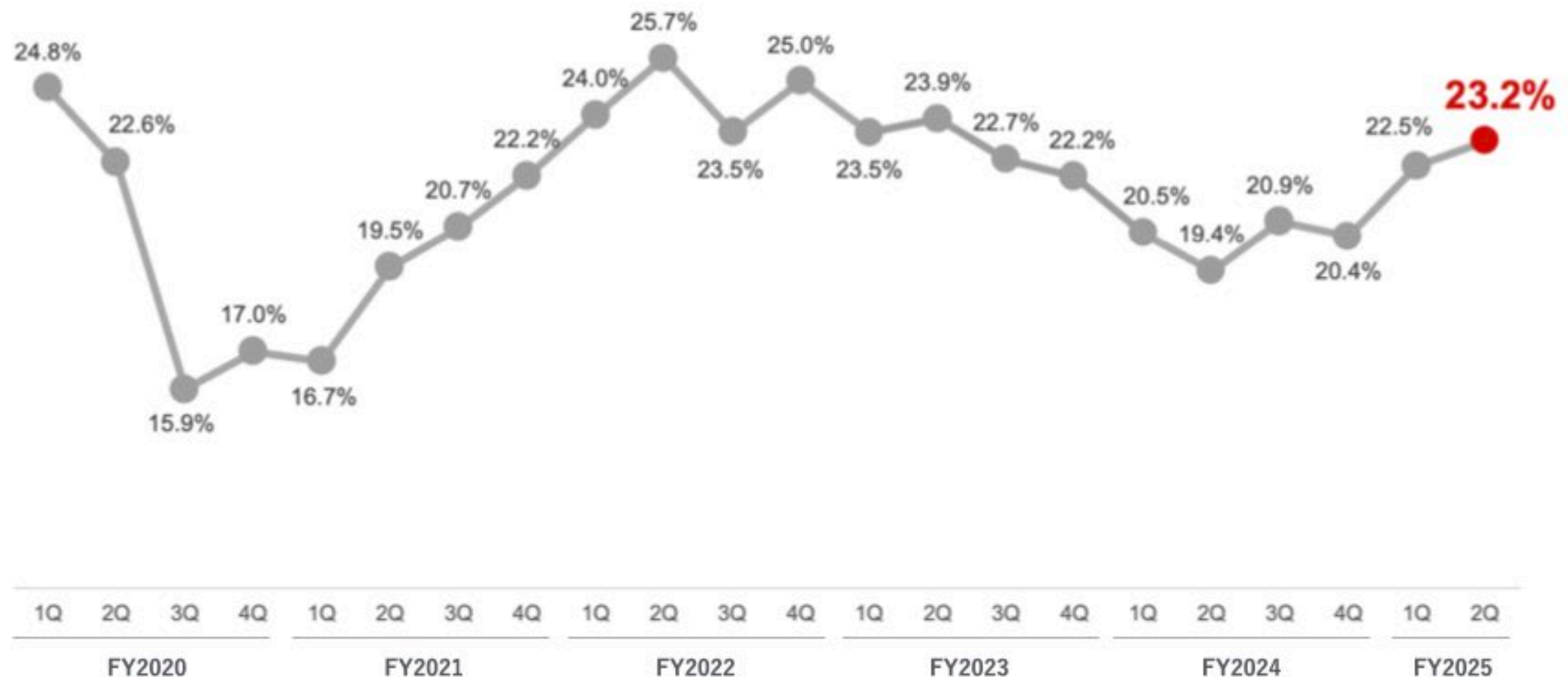


- ※1 The number of applicants : Job seekers who apply for jobs on Green once or more in a quarter among job seekers registered with Green (unique)
- ※2 Application rate : The number of applicants ÷ The number of quarterly active users
- ※3 The number of quarterly active users : Job seekers who log in once or more in a quarter among job seekers registered with Green (unique)

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

The 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 on an upward trend

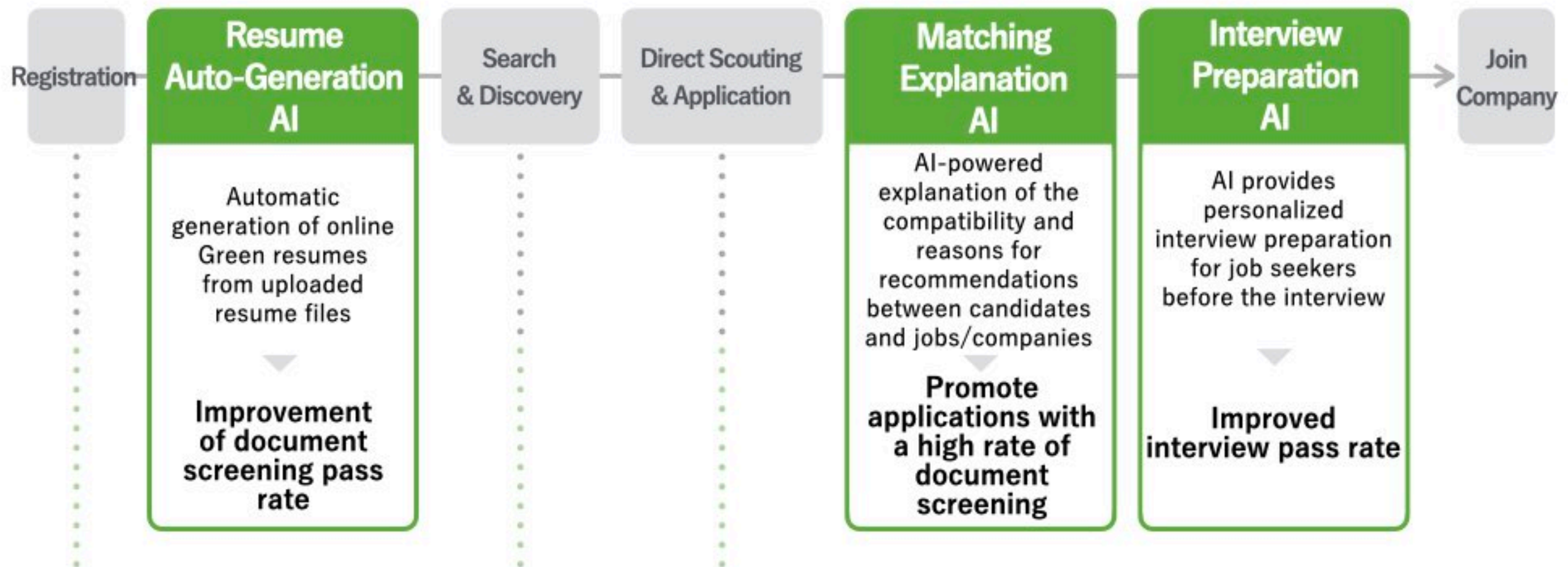
Document screening pass rate



* 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.

User response to Green AI features

Matching Explanation AI

AI-powered explanation of the compatibility and reasons for recommendations between candidates and jobs/companies



The advice was very helpful, accurately pointing out both the matching points and potential concerns based on my preferences!

I was pleasantly surprised to see explanations! When I wondered "why is this suitable for me?" about certain scout messages, reading the explanations cleared my concerns and made me want to respond.



Excellent analysis!
The suggestions were made with my future career in mind, and it was helpful to see the benefits from perspectives different from my initial criteria.

Interview Preparation AI

AI provides personalized interview preparation for job seekers before the interview



The advice felt accurate and showed a thorough understanding of my background. Personally, I think it's better than human recruiters! Thank you.

I really appreciate the opportunity to see possible interview questions compiled before the interview! I feel confident about some of the questions, so I'll do my best to prepare for tomorrow based on the advice.



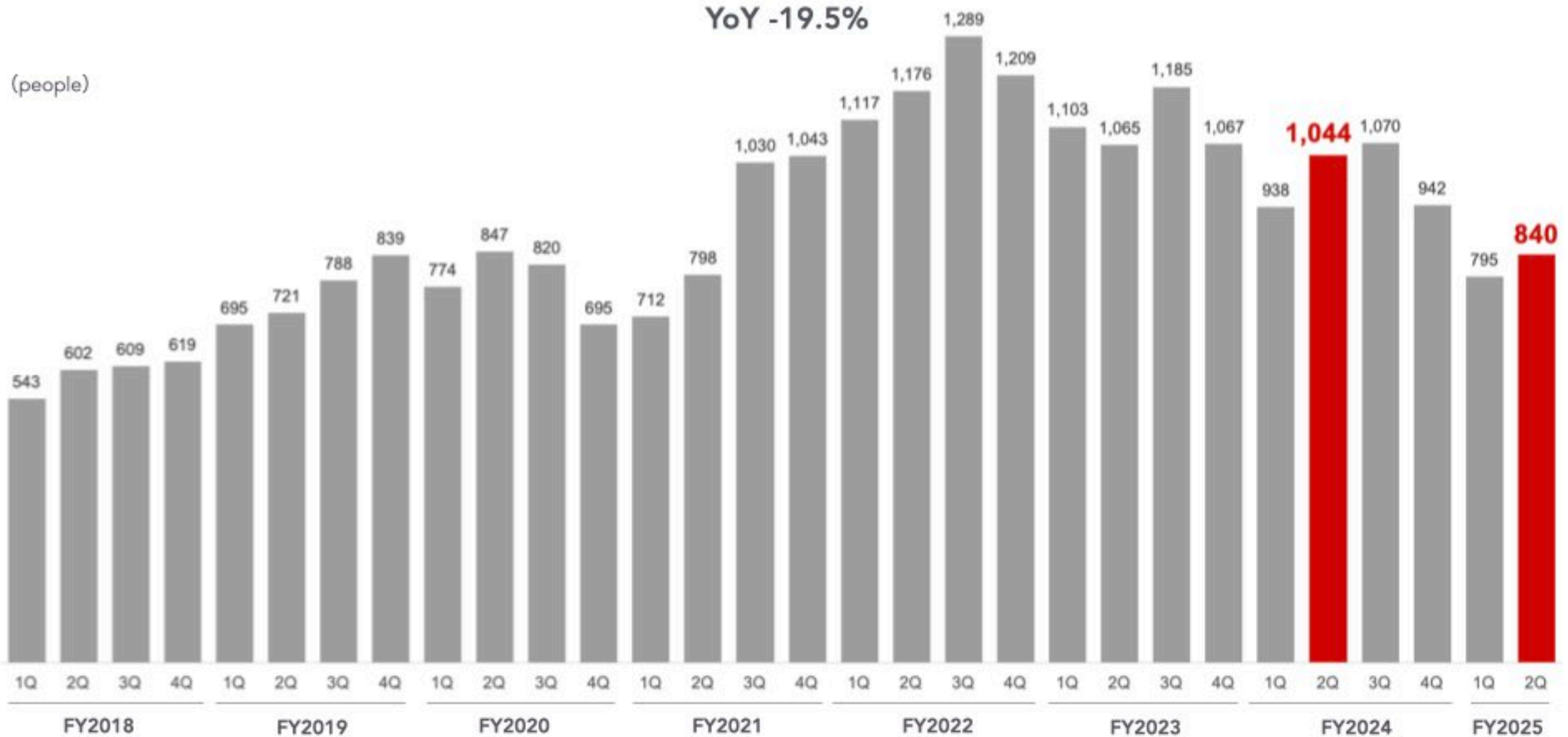
This is the first time I was given advice tailored to both myself and the company I am interviewing with, and it really resonated with me. I was able to organize in advance what points to focus on and what to communicate. I feel more comfortable about the interview.

Number of new hires YoY -19.5% despite an upward trend in the document screening pass rate

Hired Employees (Quarter)

YoY -19.5%

(people)



*Quarter transition

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

**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**

Tokyo • Full remote	900,000 yen
Saitama • Chiba • Kanagawa Aichi • Osaka • Fukuoka	700,000 yen
Hokkaido • Hyogo • Kyoto • Overseas	500,000 yen
Other	300,000 yen

New
contingency fee

**Uniform fixed fee per
job category**

• Engineer • Technical Positions (Systems/Network) • Management/CXO	1,200,000 yen
• Sales • Planning and Marketing • Management, Administration and Back office • Specialists (Finance/Real estate/Consulting/Lawyer, etc.) • Creative Positions (Web/Gaming/Multimedia) • Engineer/Technical Positions (Electrical/Electronics/Mechanical/ Semiconductor)	900,000 yen
• Assistant/Clerical/Office Work • Service Positions (Human resources/Stores/Healthcare) • Architectural Design/Civil Engineering/Plant Work	600,000 yen

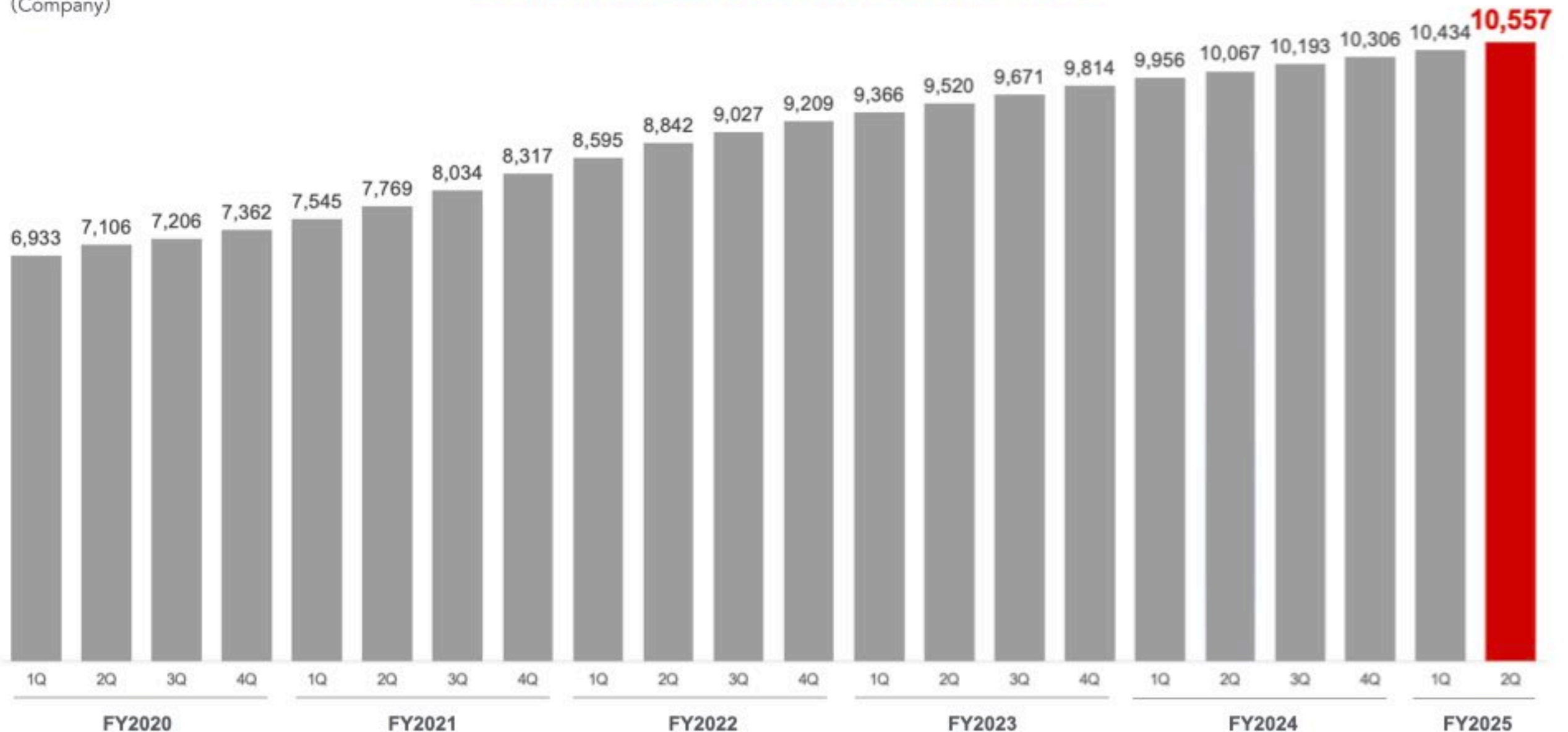
※1 The new fee structure is applied for job seekers who applied later than November 1, 2022

※2 Discounted contingency fee is applied if the annual salary of the job seeker at their new position is less than 3 million yen

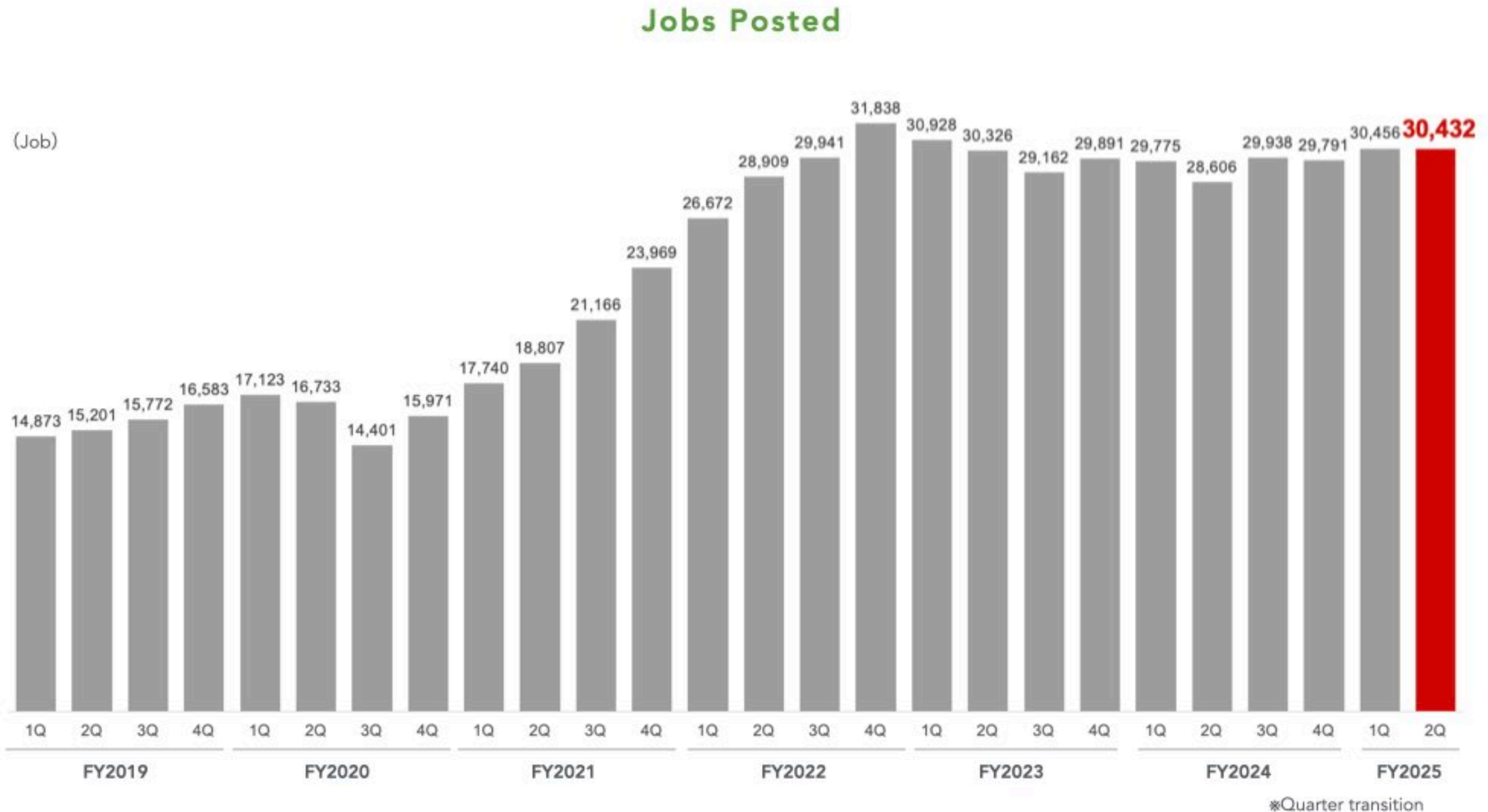
Steady Increase of Newly Registered Companies

Cumulative Registered Companies

(Company)



Number of jobs posted remained at the same level as in Q1



"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"> Continuous pursuit of web advertising portfolio optimization Continuing to acquire targeted talent through a strategy that emphasizes quality over quantity
The number of applicants & Application rate	△	<ul style="list-style-type: none"> 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. Aiming for further growth by continuously improving the accuracy of recommendation engine and UI/UX
Document screening pass rate	○	<ul style="list-style-type: none"> The 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 on an upward trend 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	○	<ul style="list-style-type: none"> While it is possible to grow the number of hires even at current levels, we will seek to strategically gain attractive job postings
Hired Employees	×	<ul style="list-style-type: none"> 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. 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

The recruitment market continues to expand, but Green's share is declining due to delays in improving the document screening pass rate.

Return to a growth trajectory as soon as possible by developing new features centered on Green AI, while at the same time pursuing market share gains.

	Recruitment Market Size	Green's Market Size ^{※1}	Green's Occupancy ^{※2}
All Industry	411 B yen ^{※3} (351 B yen) ^{※4}	246 B yen (210 B yen)	1.7% (2.1%)
IT Industry	123 B yen ^{※5} (105 B yen)	73 B yen (63 B yen)	5.9% (7.0%)

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

※2 Green's sales calculated as 4.3 B yen (FY2024 Actual)

※3 Yano Research Institute "Current Status and Future of Human Resource Business 2024 Edition

※4 Figures in brackets indicate previous year results

※5 We estimate that approximately 30% of the total recruitment market is IT industry related



AI Career Agent

Quol

**Achieve matching
beyond human knowledge
in just 10 minutes of conversation.**

High-precision, high-dimensional talent assessment through just 10 minutes of conversation.

Combining Green's data and HR business expertise with AI, we are developing an AI career agent that goes beyond human knowledge. We will connect individuals to diverse career opportunities.

Memory/Knowledge

Converting vast industry and career-specific knowledge into a RAG-based system

Conversational Ability

Uncovering a person's strengths, traits, and values through minimal conversation.

Assessment Ability

Performing high-dimensional assessment of talent's abilities and traits from unstructured data.

Driving discontinuous growth through high added value, strong profitability, and a high-quality customer base.

01 **High added value beyond human knowledge**

Delivering greater value than traditional recruiting through proprietary expertise and technology.

02 **A business model with strong profitability**

- Fully contingent fee model (30% of theoretical annual salary)
- A non-labor-intensive model that doesn't require numerous employees for operations

03 **Leveraging a high-quality customer base**

In addition to Green's 10,000+ existing clients, we will build a customer base centered on Japan's top emerging enterprises.



Green

**Leveraging Quol as a strategic asset
to generate strong synergies and
accelerate market share acquisition.**

Quol

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 ~ ¥ 600 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 350 million responses to machine learning



4 Academic basis

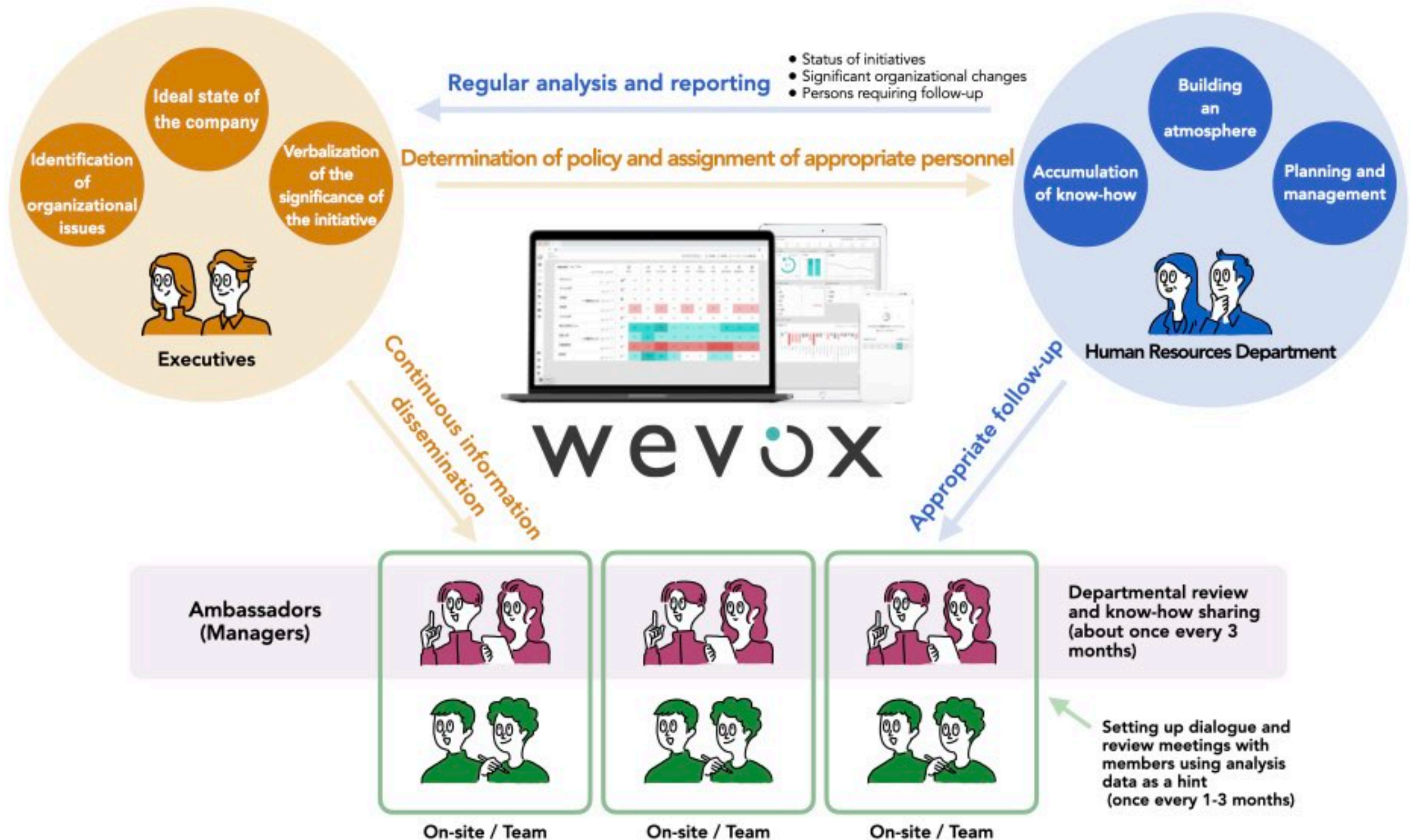
Professor Akito Shimazu, Keio University, a leading expert in the engagement research, joins as an advisor



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



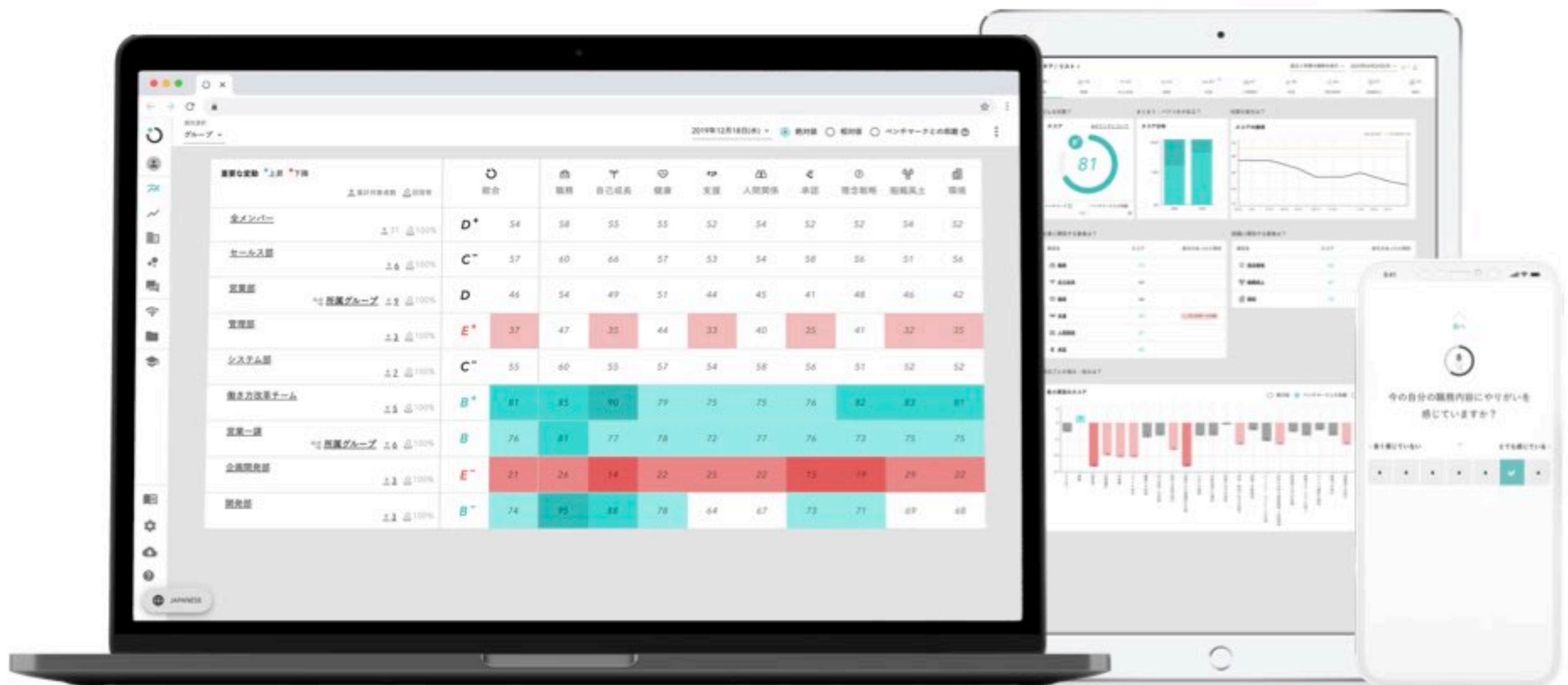
Wevox's model of organizational capability empowerment



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があります。

部門名	エンゲージメント	自己成長	裁量	承認	人間関係	承認	成長	成長	成長
人事部	80 (80)	73	67	65	80	84	81	76	67
営業部	80 (72)	74	72	63	76	80	72	74	70
営業部	80 (80)	86	84	83	77	73	86	74	67
営業部	80 (80)	86	81	82	77	73	67	71	64
営業部	80 (80)	85	84	81	70	71	65	72	67
営業部	80 (80)	84	81	80	76	79	85	82	85
営業部	80 (80)	80	82	82	70	73	84	89	88
営業部	80 (80)	83	83	87	84	70	84	88	80
営業部	80 (80)	86	83	83	82	84	88	71	82
営業部	80 (80)	84	84	84	89	77	82	81	81

各部門によるスコア一覧

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 ⑦

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 中級	☹️ 21.9	+2.8	対応具合が悪い 改善不足 評価不透明	詳細
<input type="checkbox"/>	鈴木せいしょう dummy@example.com	開発部 / デザイン	☹️ 15.0	0.0		詳細
<input type="checkbox"/>	田中しん dummy@example.com	開発部 中級	☹️ 14.3	-2.0	対応具合が悪い 改善不足	詳細
<input type="checkbox"/>	佐藤ぎょうかい dummy@example.com	開発部 / システム部	☹️ 12.2	+3.0	改善不足	詳細
<input type="checkbox"/>	中村昌平 dummy@example.com	開発部 / 営業2課 中級	☹️ 10.5	+1.0	改善不足	詳細
<input type="checkbox"/>	壁はなこ dummy@example.com	開発部 / 営業3課	9.8	-2.0	ビジョンとずれあり	詳細

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

Facilitates communication by promoting self-understanding and mutual understanding

The screenshot shows the profile of Courtney Henry, a "熱意あるリーダー" (Enthusiastic Leader). The profile includes a header with her name and role, a central illustration of a person with a red flower on their head, and a section titled "熱意あるチームプレーヤー" (Enthusiastic Team Player). Below this, there are keywords and a summary section. The summary text describes her as a team player who is enthusiastic about her work and team, and who is committed to achieving the team's goals. The "パラメータ" (Parameters) section shows three bars representing different metrics: 55%, 40%, and 30%.

The screenshot shows the profile of Eleanor Pena, an "エネルギッシュなコミュニケーター" (Energetic Communicator). The profile includes a header with her name and role, a central illustration of a person with a red flower on their head, and a section titled "熱意あるチームプレーヤー" (Enthusiastic Team Player). Below this, there are keywords and a summary section. The summary text describes her as a team player who is enthusiastic about her work and team, and who is committed to achieving the team's goals. The "パラメータ" (Parameters) section shows three bars representing different metrics: 55%, 40%, and 30%.

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



Options

Security Option

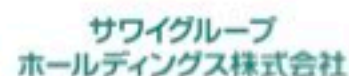
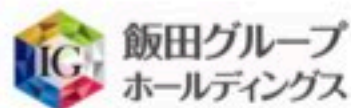
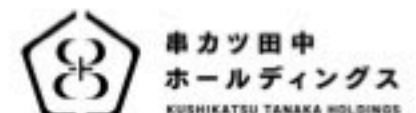
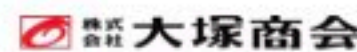
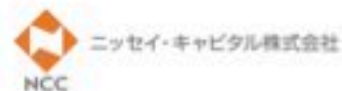
Provides a more advanced security environment

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

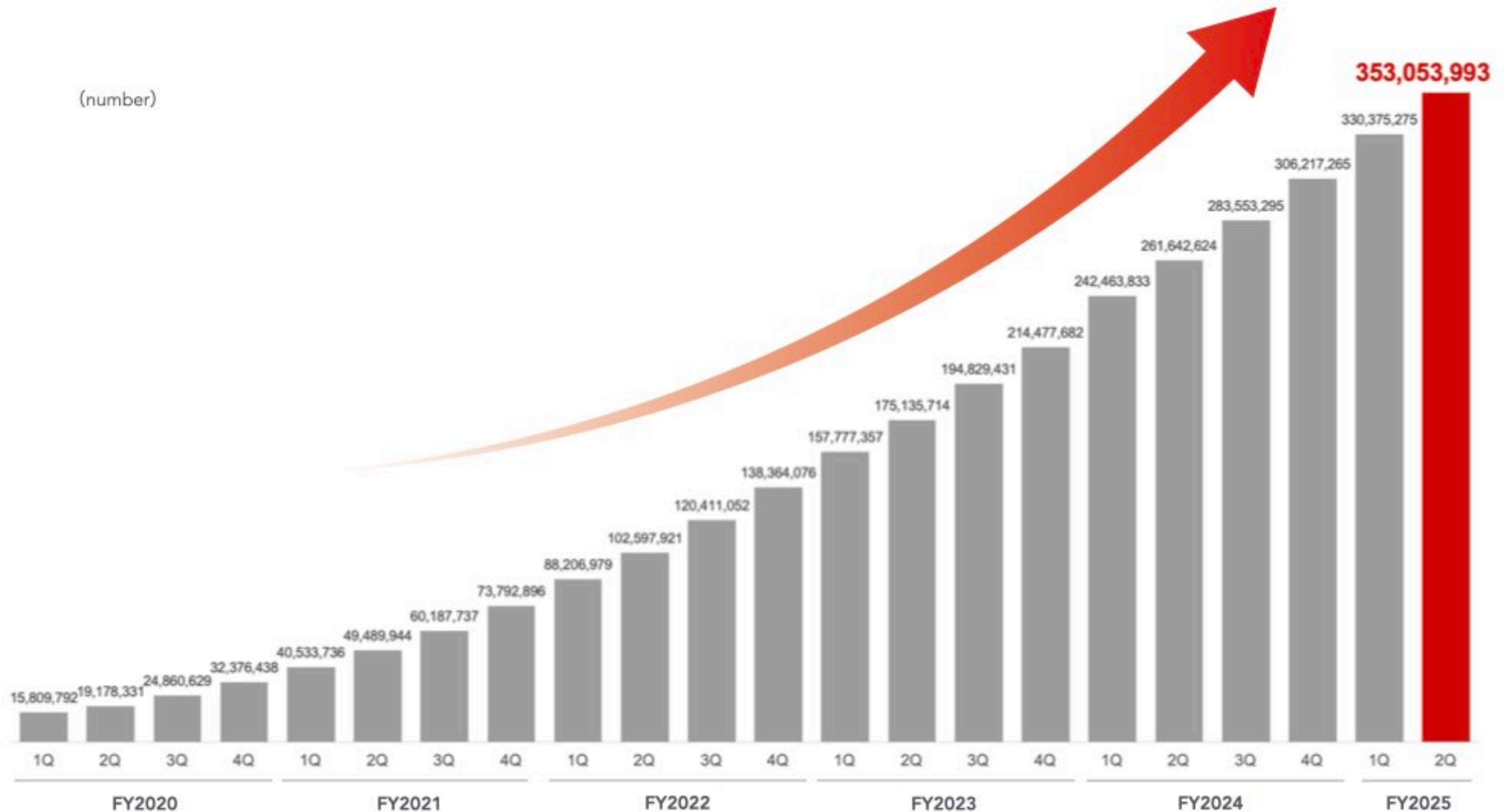
Companies adopting Wevox cover many different industries and sectors such as IT, securities, bank, medical, food, sports teams. Currently, Wevox is adopted by more than **3,810** companies. Increase of users more than the growth of the companies and organizations introduced.



Reference from Wevox Website.

Increase of Answer Data

Continuously developing new features using response data to take competitive advantage



*Quarter transition

Realize a subscription model with high growth potential

Transition in the number
of companies adopted

(Company)

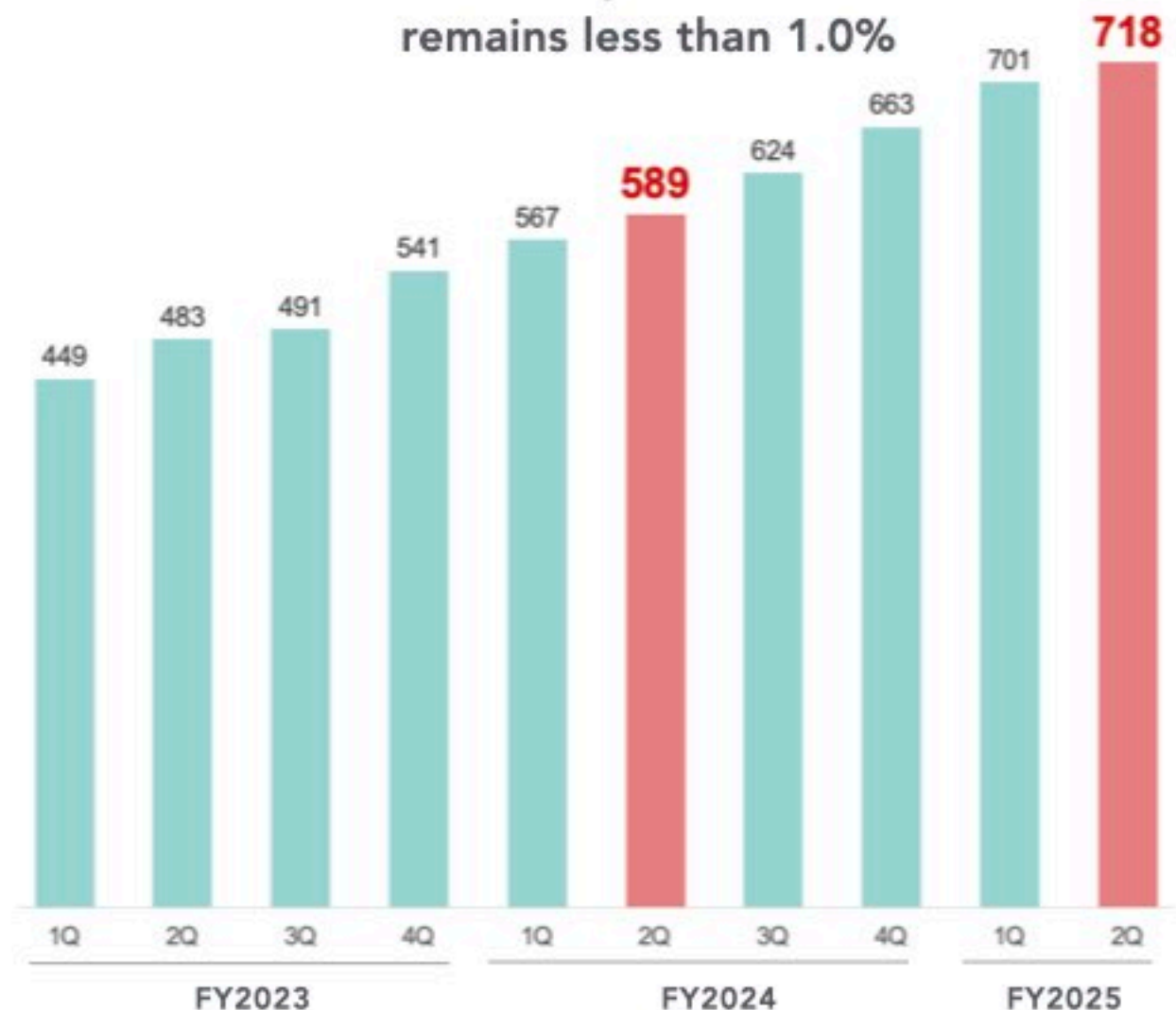


Transition in Sales

YoY +21.9%

(Million yen)

Monthly churn rate
remains less than 1.0%



Pursue further acceleration of growth through sales contribution from 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



"Wevox" Organizational capability platform

Aggressive outbound sales
by the SMBC Group
accelerating customer acquisition
on a nationwide scale in Japan



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

Agenda

1. Our View on Shareholder Returns
2. Company Overview
3. Financial Highlights
4. About Business
- 5. References**

Growth strategy and capital policy for this fiscal year and beyond

Growth strategy

We focus on Green and Wevox for FY2025

Concentrate management resources in the People Tech domain as a technology company over the medium to long term

Green

- Using 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.

Quol

- AI career agent "Quol" under development. Optimal matching through high-quality assessments that go beyond human knowledge

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

Wevox

- Increase demand for use of Wevox engagement scores in human capital disclosure
- 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.
- Strengthening customer acquisition through web advertising in anticipation of further growth acceleration.

Capital policy

Current status ● Sufficient equity capital to realize future growth investments

- Balance growth investments that contribute to increasing corporate value with shareholder returns
- Target level of ROE/ROIC is 20% or more

Policy

FY2024: ROE 15.0%, ROIC 20.7% (actual), FY2025: ROE 26.6%, ROIC 26.1% (forecast)

- 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

- The year-end dividend in FY2024 is 21 yen per share (first dividend) to pursue both investment in growth and enhanced shareholder returns. Total payout ratio in FY2024 is 246.4% when combined with share buyback
- **Year-end dividend for FY2025 revised upward from 25 yen to 31 yen per share**

* ROE: profit attributable to owners of the parent ÷ equity * ROIC: NOPAT(operating profit × (1 – effective tax rate 30.62%)) ÷ (equity + interest-bearing debt)

(*1) equity: net assets – share acquisition rights (*2) equity and interest-bearing debt: average at the beginning and end of the period (*3) FY2025 equity: FY2024 net assets – FY2024 share acquisition rights + FY2025 profit attributable to owners of the parent – FY2024 total cash dividends

Revision of FY2025 Full-Year Forecast

New features developed around AI to create a completely new job search experience
Pursue further growth acceleration through aggressive outbound sales by the SMBC Group
Altiri, Inc. is excluded from the scope of consolidation from FY2025 onward

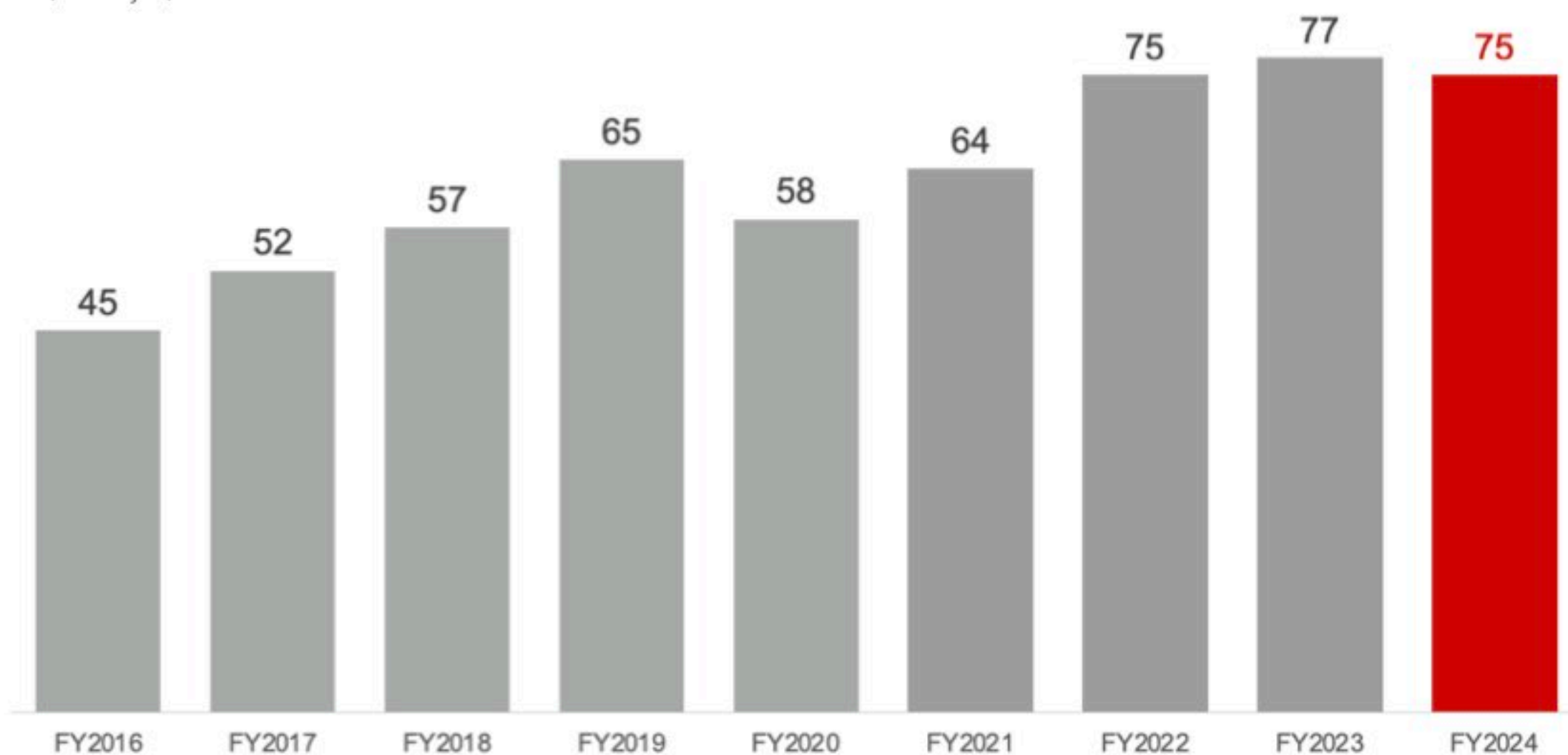
		non-consolidated	consolidated		
(Million yen)		FY2025 Full-year	FY2025 Full-year	Variance	%
Sales		-	8,598	-	-
	People Tech	8,410	7,642	768	+10.0%
	Green	5,170	5,128	42	+0.8%
	Wevox	3,170	2,443	727	+29.8%
	Other	70	71	-1	-1.4%
	Sports Tech Altiri	-	956	-	-
Operating Expenses		-	7,070	-	-
	People Tech	6,310	5,453	857	+15.7%
	Share-based payment expenses	351	320	31	+9.7%
	Sports Tech	-	1,617	-	-
Operating Profit		2,100	1,528	572	+37.4%
(Operating profit before share-based payment expenses*)		(2,451)	(1,848)	(603)	(+32.6%)
Operating Profit Margin		25.0%	17.8%	-	+7.2pt
(Operating profit margin before share-based payment expenses)		(29.1%)	(21.5%)	(-)	(+7.6pt)
Dividend Forecast (per share)		31 yen	21 yen	10 yen	+47.6%

* Operating profit before share-based payment expenses is the operating profit for financial accounting purposes plus the sum of share-based payment expenses of restricted stock and stock acquisition rights, which are non-cash expenses.

Transition of Sales Per Employee

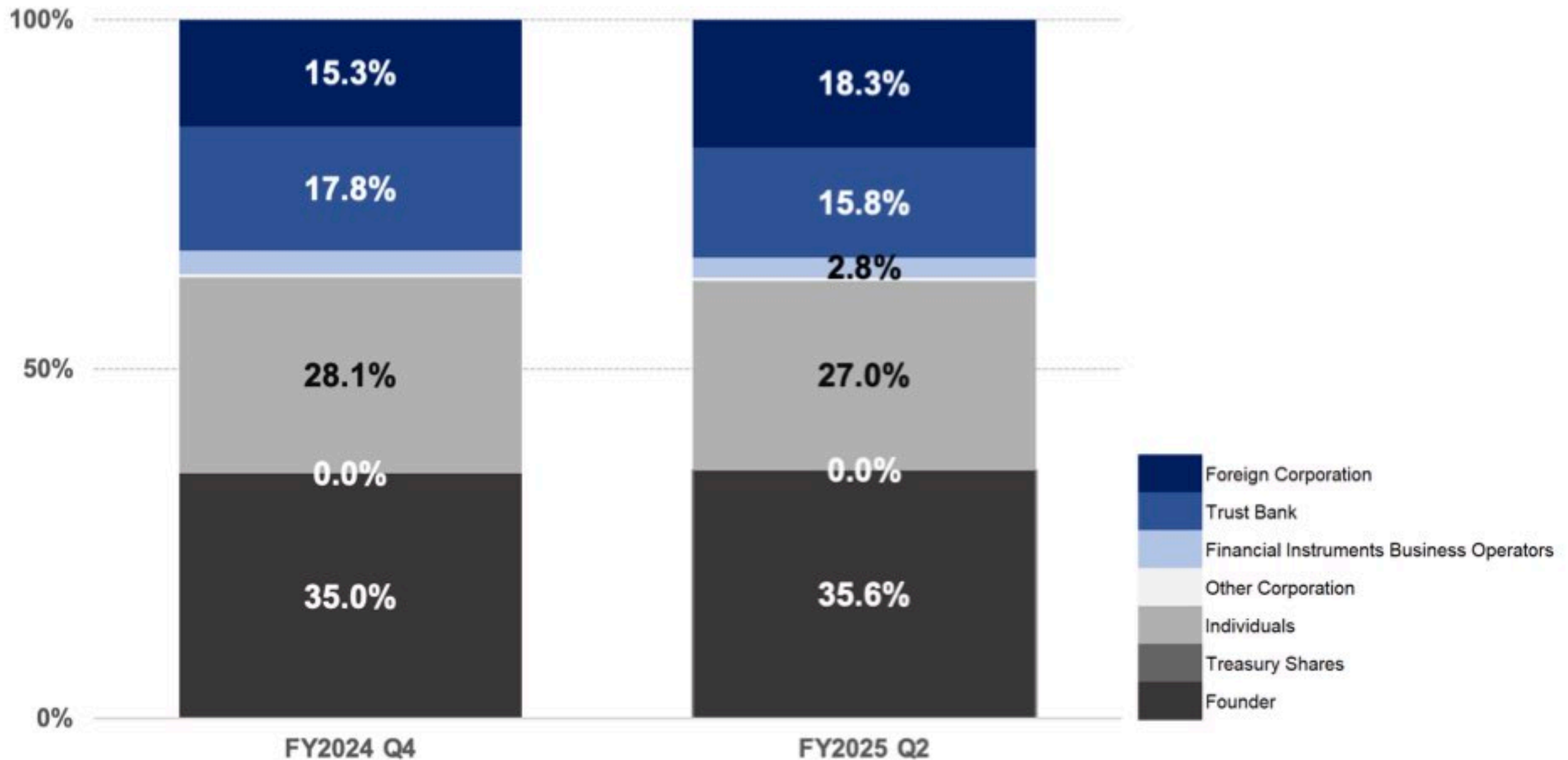
75 million yen while accelerating recruitment

(Million yen)



Shareholding Structure

Ratio of foreign institutional investors rose +3.0 pt



: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	115 (As of March, 2025)
Capital Stock	1,396 million yen (As of March, 2025)
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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:Atræe