

Wantedly, Inc.

FY2026 Q2 Financial Results

April 14, 2026

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01 **Highlights**

Highlights | FY2026Q2 Results, FY2026 Forecast

Results

- Current new orders have been more challenging than anticipated. Revenue for Q2 was ¥1,148 million (down 3% QoQ), bringing the H1 total to ¥2,332 million (down 6% YoY).
- Operating profit for Q2 was ¥226 million (down 33% QoQ), with the H1 total reaching ¥562 million (down 39% YoY).

Plan

- Full-year plan: 47% progress against the 4,970 million yen revenue target, and 56% progress against the 1,000 million yen operating profit target
- Prioritize upfront investment for business foundation restructuring toward medium- to long-term growth over maintaining short-term profit margins. In addition to the early recovery of the core Visit business, accelerate growth in Perk and Hire to expand recurring revenue.

02 **FY2026 Q2 Results**

Revenue remains on a downward trend. Continuing upfront investment for re-growth

- Revenue decreased 8% YoY due to a decline in orders
- Operating profit decreased 53% YoY due to upfront investment for revenue growth

(¥M)	FY25 Q2	FY26 Q1	FY26 Q2	YoY	QoQ
Operating Revenue	1,251	1,184	1,148	-8%	-3%
Operating Profit	487	335	226	-53%	-33%
(Margin)	39%	28%	20%	-	-
Ordinary Profit	484	332	227	-53%	-32%
(Margin)	39%	28%	20%	-	-
Net Profit	297	211	134	-55%	-37%
(Margin)	24%	18%	12%	-	-

Operating revenue decreased due to a decline in new Visit contracts

- Sales KPIs (leads, opportunities, partner sales) stagnated amidst sales organization restructuring. We are urgently reinforcing team structure.
- Aim for medium- to long-term brand awareness expansion through brand and product marketing initiatives
- Drive revenue contributions from Engagement and Hire to achieve an early transition away from revenue dependency on a single business (Visit)

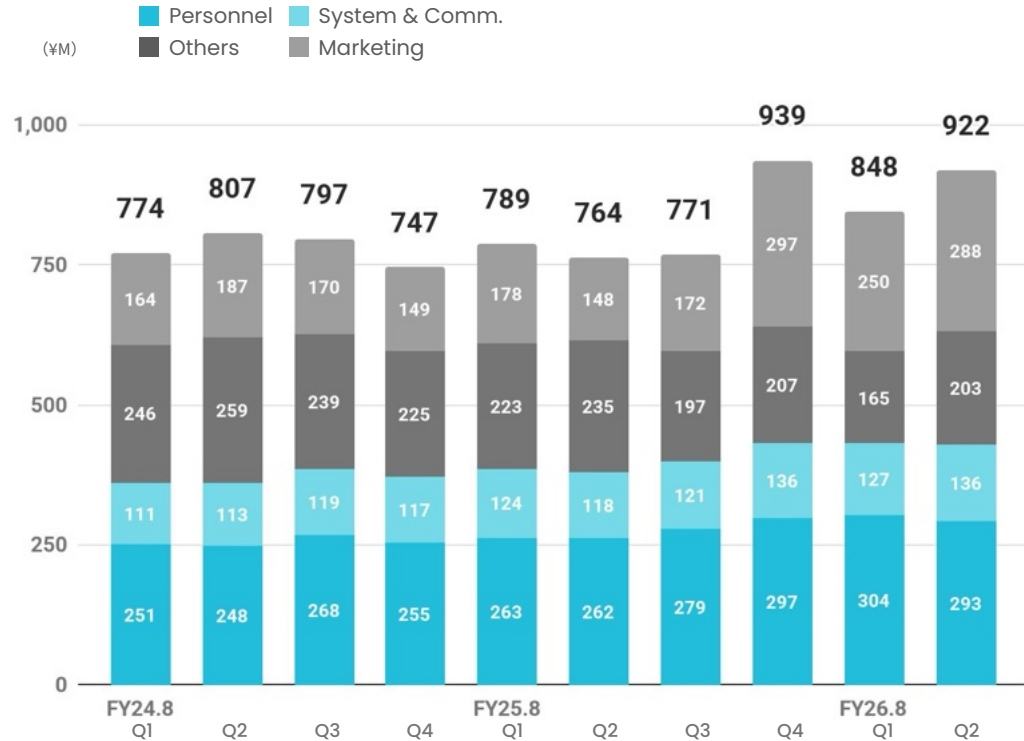
(¥M)

- Flow revenue (Add-ons & Others)
- Stock revenue (Subscriptions)



Continuing aggressive upfront investment

- Following Q1, continuing aggressive upfront investment aimed at revenue growth
- Advertising expenses increased QoQ due to the execution of advertising campaigns for Visit

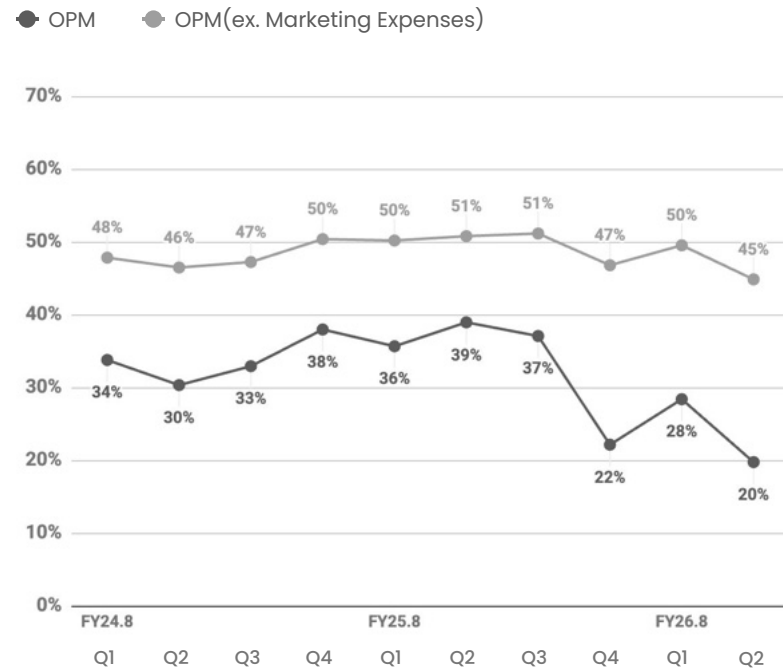


FY2026 Q2 Results | Operating Profit / OP Margin: Quarterly Trends

Operating Profit



Operating Profit Margin

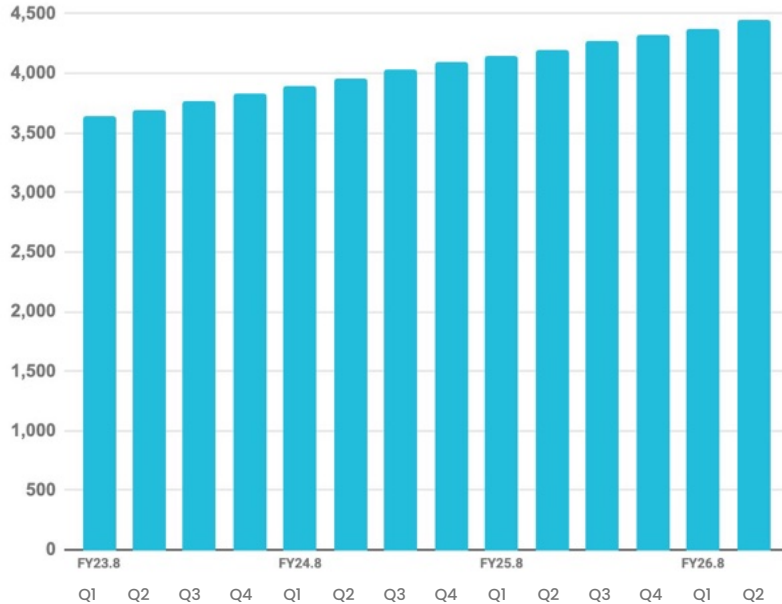


FY2026 Q2 Results | Quarterly Trends in Key Service Metrics

Registered Users

(Thousand users)

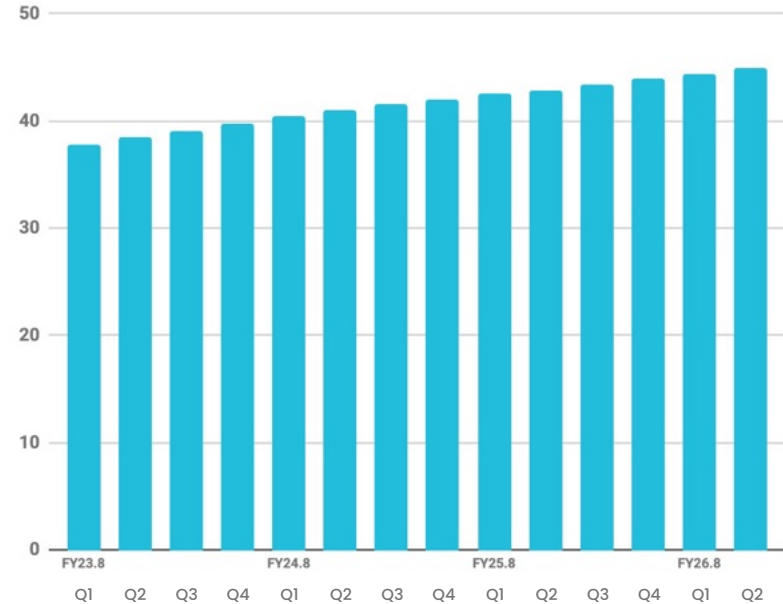
4.44M



Registered Companies

(Thousand companies)

44k



** Registered Users* refers to the total number of accounts shared across Wantedly Visit and People services

*** Registered Users* and *Registered Companies* are figures regarding the service for Japan market

FY2026 Q2 Results | Consolidated Balance Sheets / Statements of Cash Flows

Consolidated Balance Sheets

(¥M)	FY25.8	FY26.8 Q2
Current assets	6,675	6,516
Cash and deposits	6,237	6,116
Accounts receivable - trade	276	254
Other	162	144
Non-current assets	482	576
Property, plant and equipment	80	163
Other	401	413
Total assets	7,158	7,092
Current liabilities	2,247	2,014
Liabilities	2,247	2,014
Net assets	4,910	5,077
Shareholders' equity	4,890	5,052
Total liabilities and net assets	7,158	7,092

Consolidated Statements of Cash Flows

(¥M)	FY25.8 Q2	FY26.8 Q2
Operating cash flows	1,535	157
Profit before income taxes	933	560
Depreciation	4	2
Amount received from relocation compensation	800	-
Income taxes paid	-305	-308
Other	103	-96
Investing cash flows	-151	-90
Purchase of property, plant and equipment	-9	-90
Security deposit payments	-142	-0
Other	-	0
Financing cash flows	-189	-190
Cash and cash equivalents	5,716	6,116
Free cash flows	1,383	67

03 **FY2026 Forecast**

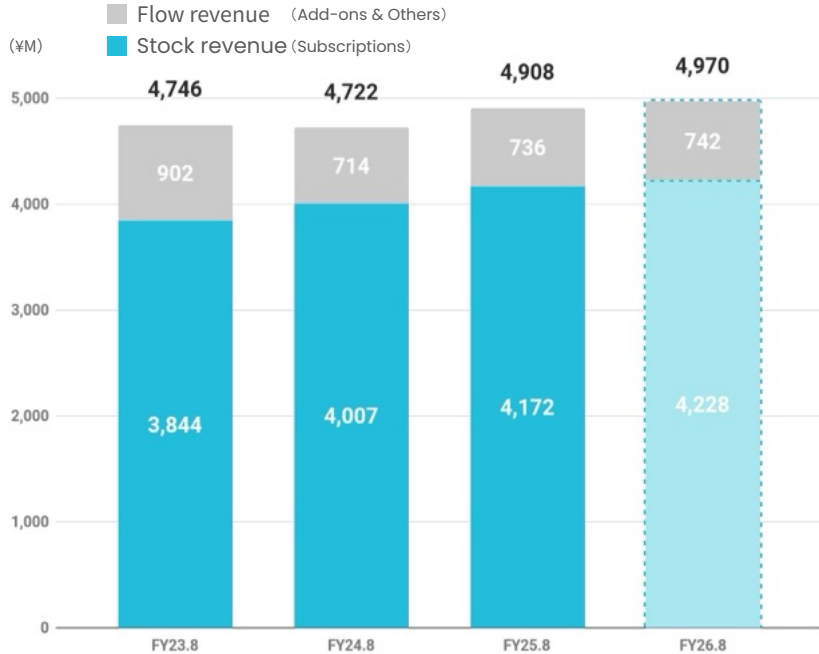
Revenue progress is tracking behind plan, while investment is being executed largely as scheduled

- Revenue growth is behind initial expectations due to a delay in the accumulation of recurring revenue
- Continuing upfront investment aimed at revenue growth

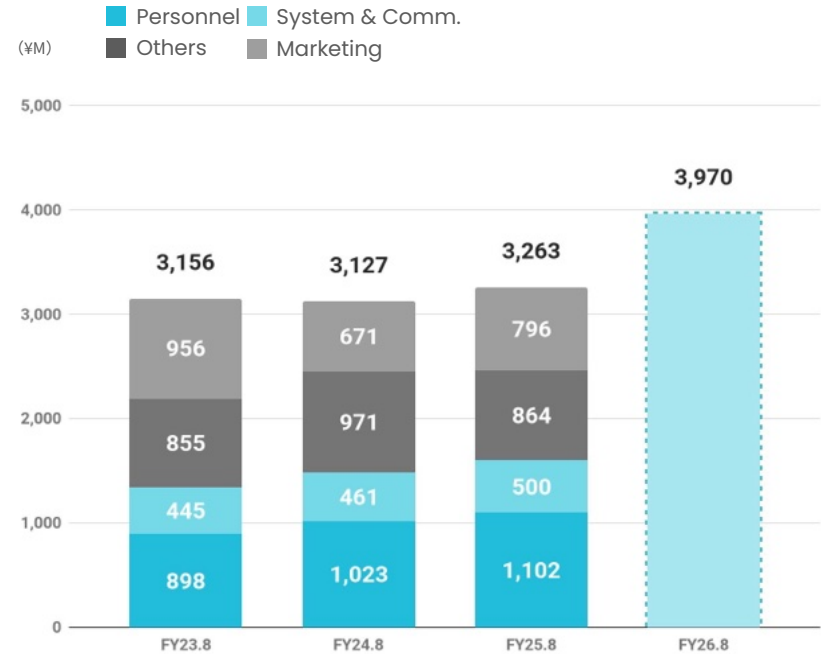
	(¥M)	FY25 (Results)	FY26 (Forecast)	YoY	FY26 Q2	Progress
Operating Revenue		4,908	4,970	1%	2,332	47%
Operating Profit		1,644	1,000	-39%	562	56%
(Margin)		34%	20%	-	24%	-
Ordinary Profit		1,644	980	-40%	560	57%
(Margin)		33%	20%	-	24%	-
Net Profit		1,083	1,540	42%	345	22%
(Margin)		22%	31%	-	15%	-

FY2026 Forecast | Operating Revenue / SG&A: Annual Trends

Operating Revenue

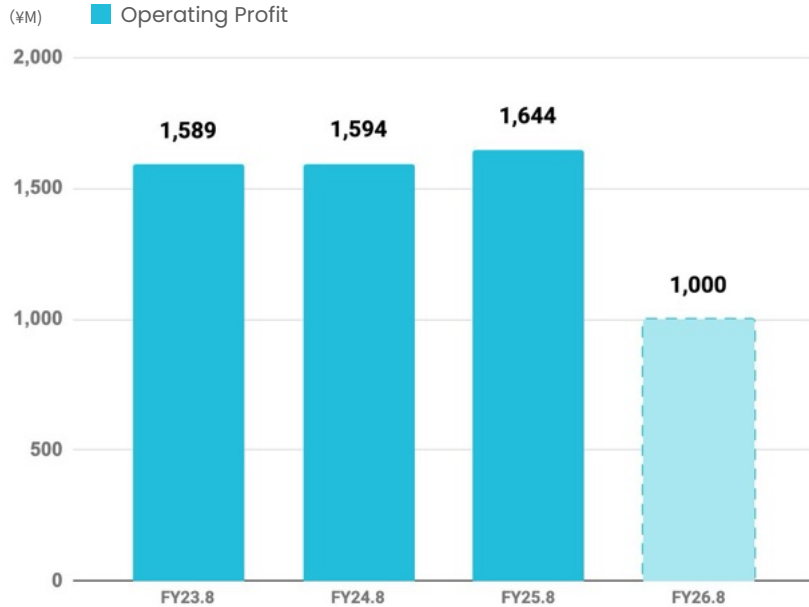


SG&A

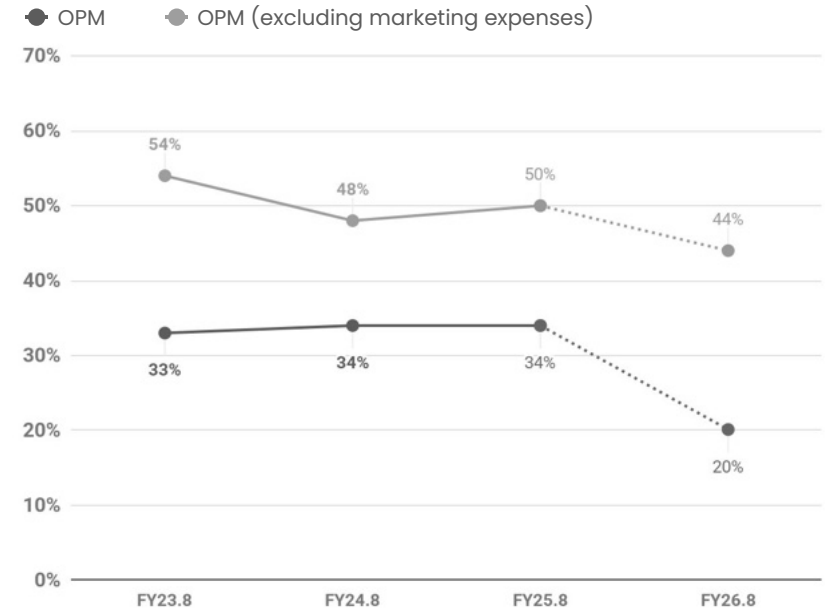


FY2026 Forecast | Operating Profit / OP Margin: Annual Trends

Operating Profit



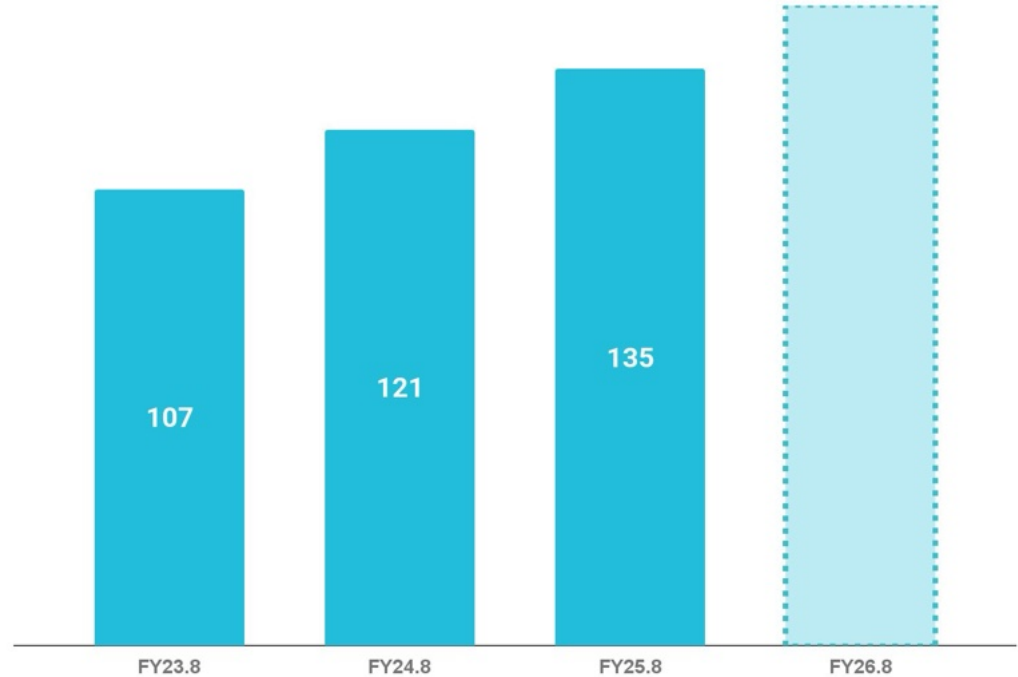
Operating Profit Margin



Systematically strengthening the structure, primarily within the Developers Department

- Headcount increased mainly in sales and development during FY24.8 and FY25.8
- Focusing more on hiring development personnel moving forward to strengthen product development capabilities

(Employees)



Dividends Forecast

- We will prioritize investments for growth while also providing stable and consistent returns to shareholders

	FY25.8	FY26.8
The record date	2025/8/31	2026/8/31
Dividends per share (¥)	20	20
Net income per share (¥)	114	162
Payout ratio (%)	18	12
Total dividend amount (¥M)	190	190

04 **Future Outlook**

To Connect People With The Right Opportunities, Creating a World Where Work Drives Passion

Wantedly is building a foundation that aims to connect people with their best-fit opportunities, empowering them to become fully engaged in their work, fulfill their ambitions, and achieve personal growth.



Enable People to be Passionate in their Work



 Product Focus

**Strengthen value
provided by
Wantedly Visit**

- By leveraging our database and AI technology, we will create new product value centered on culture-fit hiring to expand our active user base.
- Through refinement of marketing strategies and strengthening of our sales team structure, we aim for sustainable growth by increasing the number of paid clients for the mid-term

**Accelerate
investment in new
business areas**

- Reinvest profits from our core Visit business into our Perk and Hire businesses, focusing on marketing and development, to create new growth drivers for the mid-term



iOS, Android and Web

Casual Company Visits

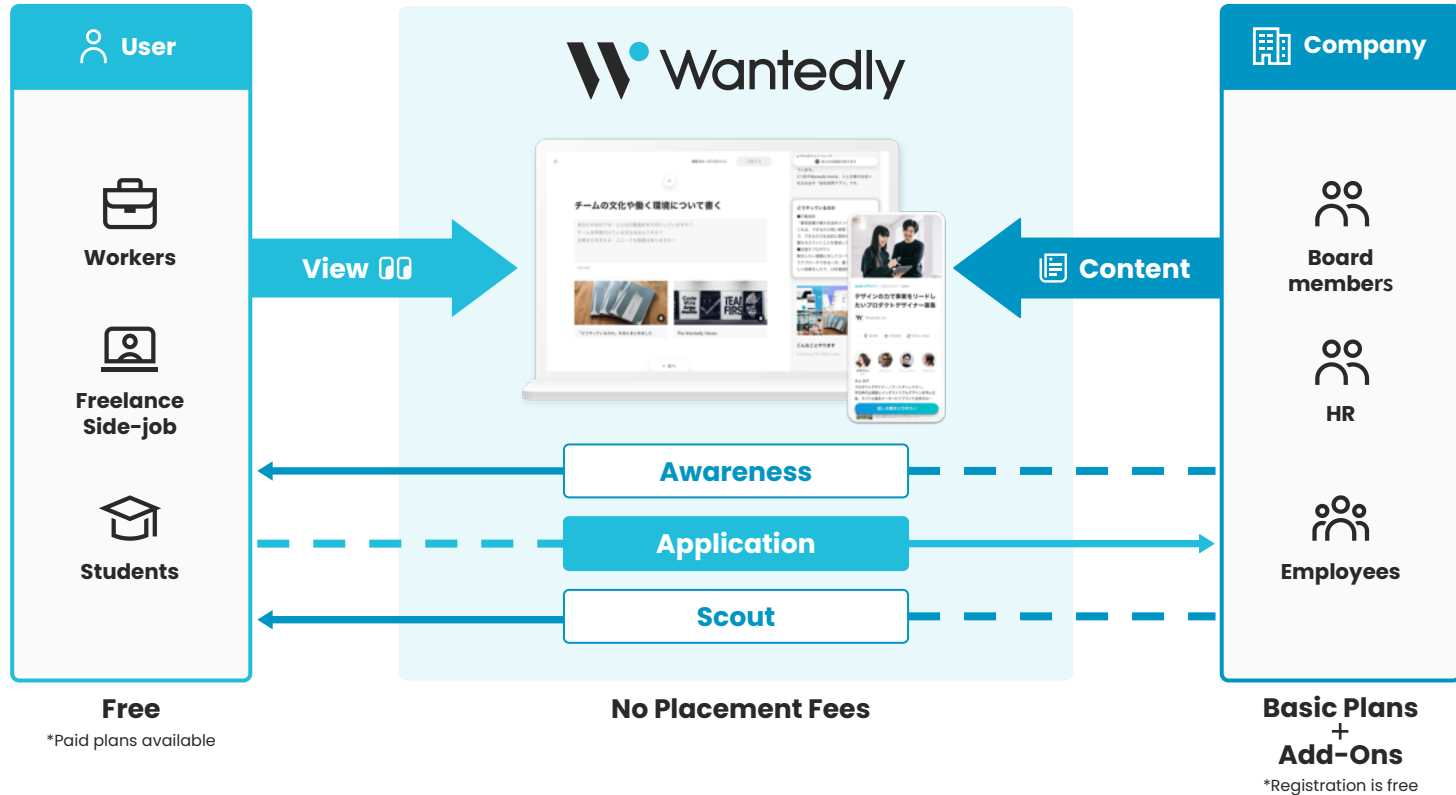
Match based on shared values and mission

- Connect people with companies based on shared values, regardless of conditions such as salaries, benefits, and company size

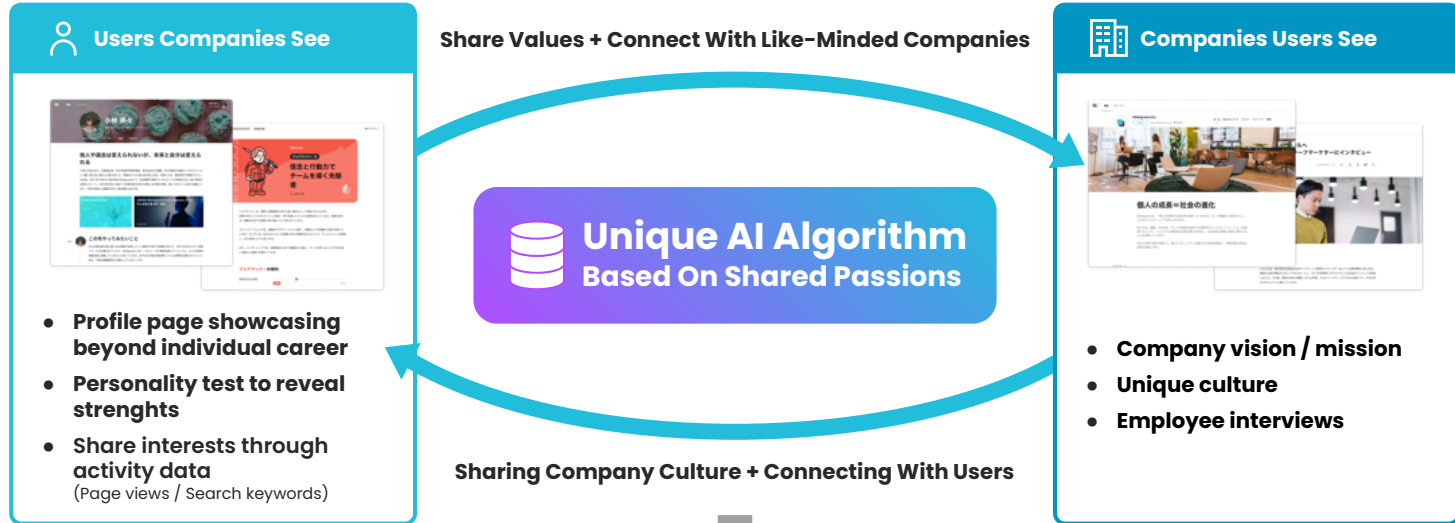
A new and casual hiring experience

- Enable individuals and companies to meet casually and find their best fit

Future Outlook | Wantedly Visit - Business Model

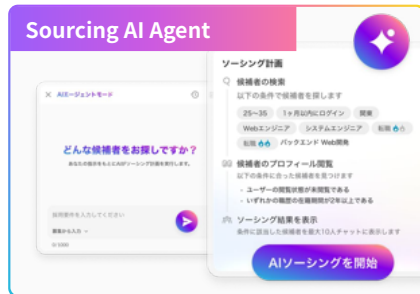
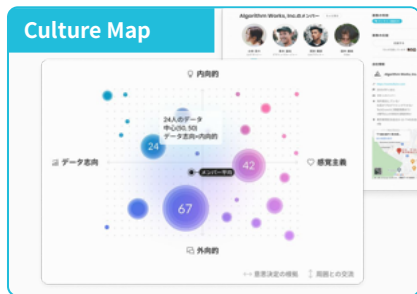


Wantedly's Unique Ecosystem



Bringing together people and clients to share insights, build empathy, and create better connections

Redefining 'Culture-Fit' with AI Agents and New Matchmaking Tools



- Update Personality Assessment
- Scheduled Scouts

- Formal application

- Timeline
- Auto-generate profile from resume

- Career AI Agent

- Culture Map
- Share to Instagram stories

- Sourcing AI Agent

- DM

- Request Interviewer

2025/3

2025/9

2025/10

2025/11

2025/12


2026/1

2026/2

2026/3


Redefining 'Culture-Fit' with AI Agents and New Matchmaking Tools

Sourcing AI Agent




AI builds and proposes candidate lists, automating the sourcing process to save you valuable time.

Career AI Agent



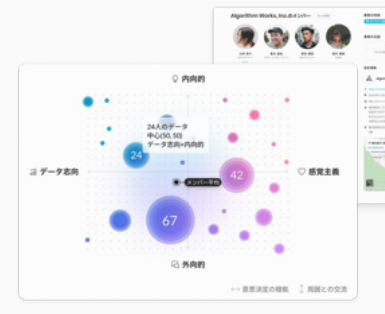
Candidates can chat with AI to find roles that match their criteria, reducing time spent on job research.

Request Interviewers



Candidates can request a specific team member to chat with and apply for a casual interview.

Culture Map

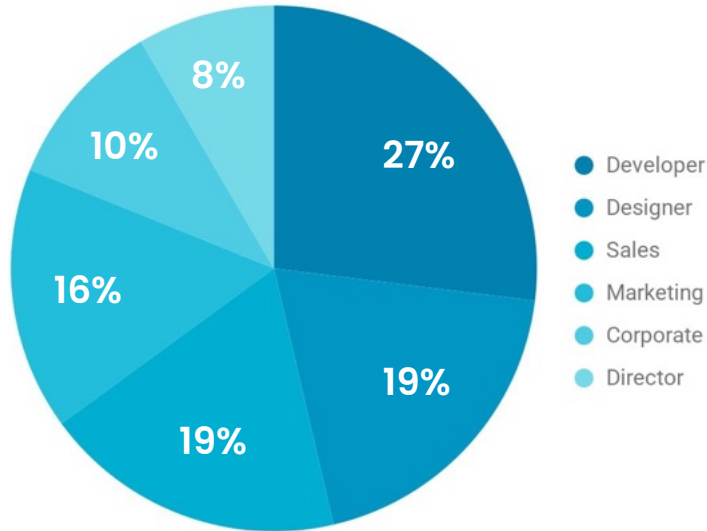


Visualize organizational culture and core values for candidates.

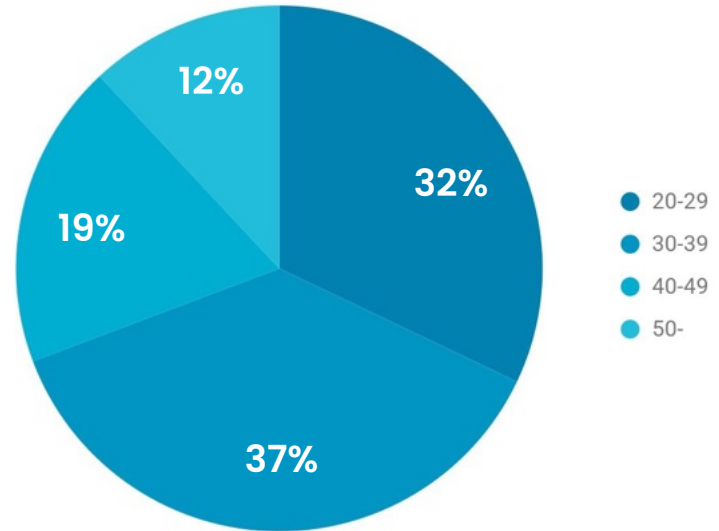
- Other Features**
- Update Personality Assessment
 - Schedule Scouts
 - Share Instagram stories
 - Auto-generate profile from resume
 - Timeline
 - DM
 - Official Application

Strong Millennial/Gen Z Talent Network in the Web Industry

Occupations

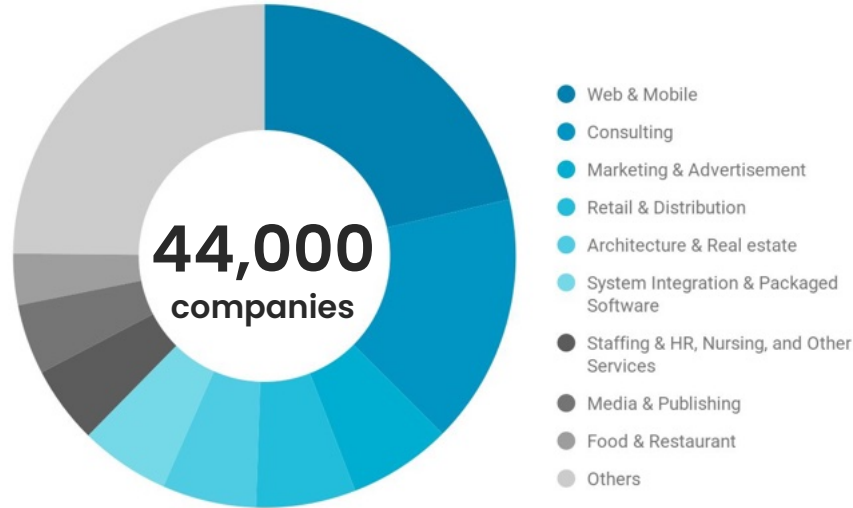


Age



Diversifying around Web and Mobile Industries

Diverse Registered Companies



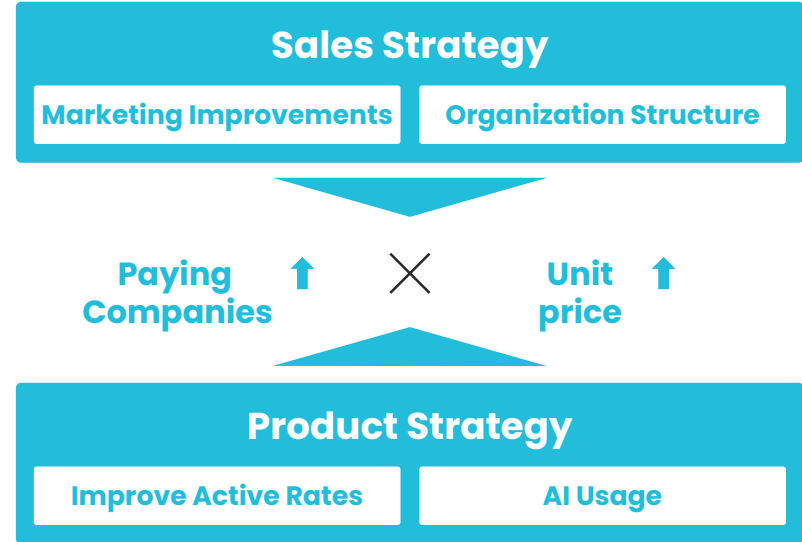
Improve various KPIs through sales and product initiatives

① Sales Strategy

- Aim to increase lead acquisition by expanding and reviewing marketing methods
- Aim to increase win rates by strengthening the sales organizational structure

② Product Strategy

- Improve active user rates by enhancing products with an emphasis on empathy and culture-fit hiring
- Accelerate feature development using generative AI technology





ENGAGEMENT SUITE

Perk, Pulse, Story

Supporting Self-Sustaining Organizations

Improve Employee Engagement

- Our service is comprised of three products: Perk for employee benefits, Story for internal newsletters, and Pulse for employee management. These three services help to create a workplace where employees thrive

Provide Ideal Benefits Package

- Perk offers a wide range of perks that can be easily used in everyday life, supporting companies in providing effective welfare benefits to their employees

Perk

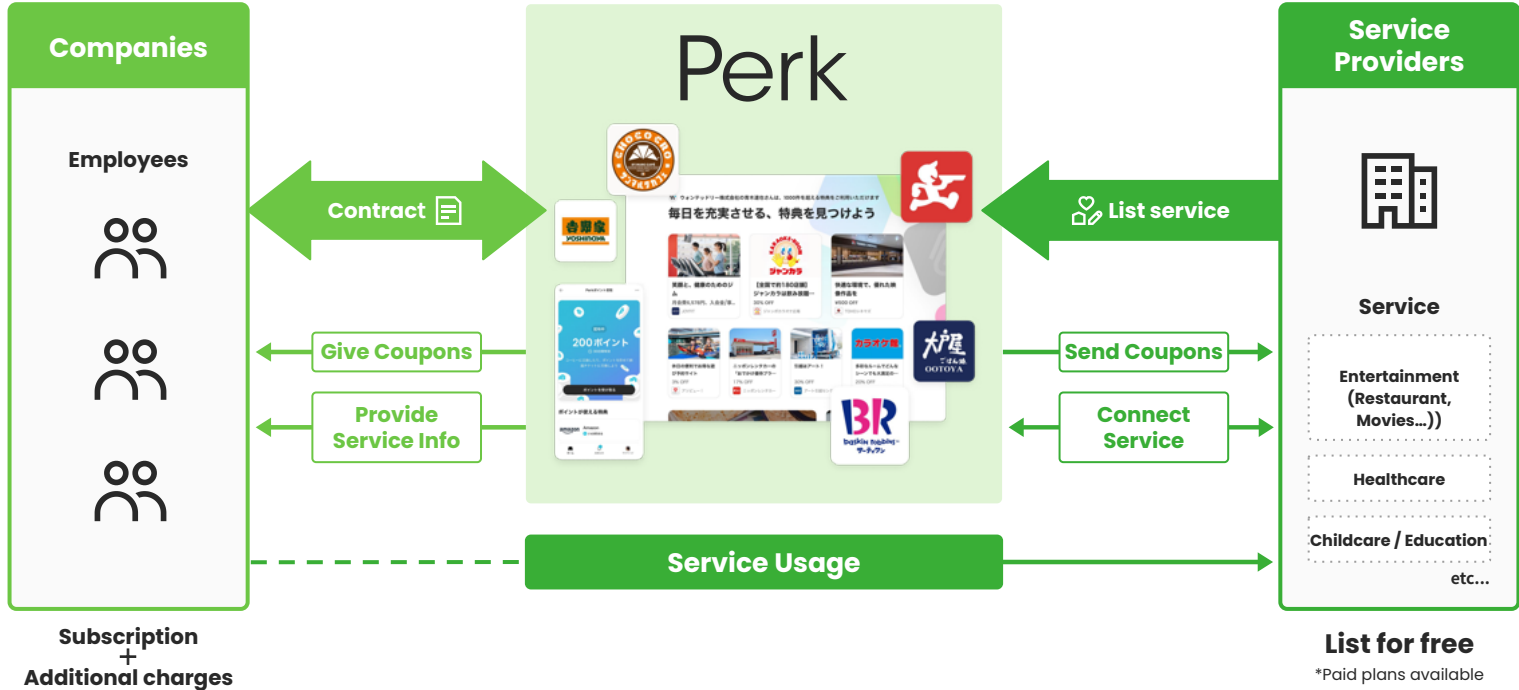
Employee Perks

Workplace Benefits with Trending Services

- Planning to expand the variety of listed Perks
- Introducing Perk Points to help companies offer benefits and represent their unique company culture



Future Outlook | Perk - Business Model



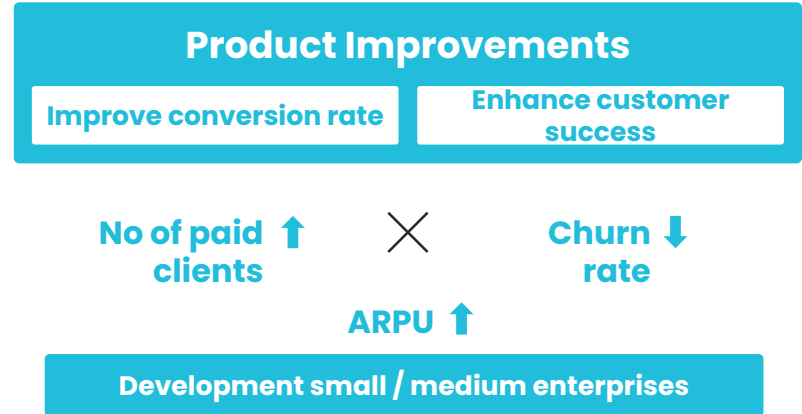
Continue to expand function and increase value provided

1 Product Strategy

- To expand the number of incentives and aim for an improved conversion rate

2 Sales Strategy

- Aiming to increase unit price by cultivating mid-size companies
- Review marketing strategy to broaden awareness of services to targeted customer segments





Wantedly Hire

All-in-one Hiring Platform

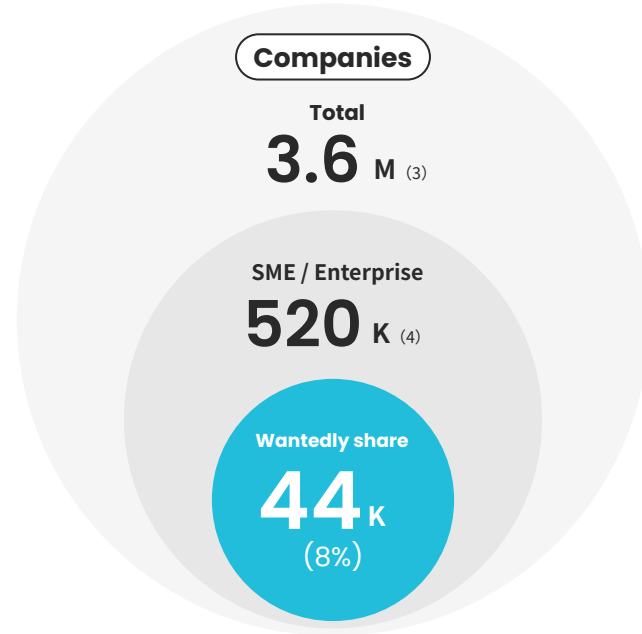
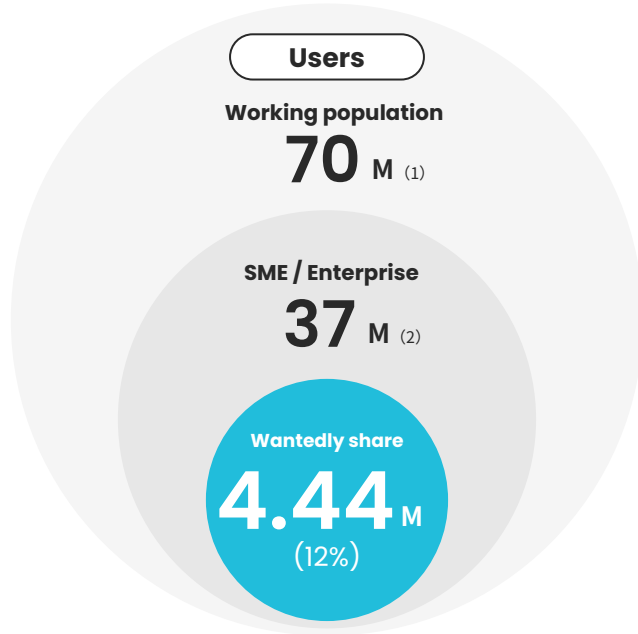
A Modern Hiring Platform That Drives Hiring Success

- Stay on top of every step with automatic task creation, alerts, and smart scheduling that help your team respond in real time
- Customize each job's hiring flow to match your organization's needs and adapt easily to diverse recruitment styles
- Gain powerful insights through data analysis that makes it easy for anyone to improve hiring flow.

Future Outlook | Wantedly Hire Business Model



Maximize User/Customer Base



Source: (1) Ministry of Internal Affairs and Communications, Labour Force Survey
(2) (4) Small and Medium Enterprise Agency, Number of SMEs and Business Establishments (figures exclude micro enterprises)
(3) Ministry of Internal Affairs and Communications, Economic Census for Business Activity

Hybrid Model: Subscription and Usage-based Billing

	Visit	Hire	Engagement
Subscriptions	<ul style="list-style-type: none"> • 60K to 220K yen/month (Higher tier plans bundle talent scouting) • Contract periods of 6, 12, and 24 months • Unlimited job postings and contact with applicants 	<ul style="list-style-type: none"> • 12 month subscription • Higher tier plans come with the Report Builder feature 	<ul style="list-style-type: none"> • 27K yen/month • Contract periods of 12 or 24 months • Each product 350 yen~/person • Purchase licenses in units of 1
Add-ons	<ul style="list-style-type: none"> • From 100,000 yen per item • Mainly “Talent Scouting” • Advertising and content creation 	<ul style="list-style-type: none"> • Other options 	<ul style="list-style-type: none"> • Perk Point



Wantedly Supports Sustainable Development Goals

Supporting Student Career Development



We implement initiatives to achieve our mission, to create a world where work drives passion. By offering internship opportunities to high school and university students, we help expand their future career options, nurture entrepreneurial mindsets, and cultivate talent ready to thrive in the business world.

Promoting Independence Through Work



As work increasingly becomes a means of self-fulfillment rather than solely a source of income, we provide the self-assessment tool Wantedly Assessment to help individuals deepen self-understanding and develop their strengths. Wantedly builds a foundation for all who work to realize sustainable economic and personal independence for people everywhere.



Wantedly, Inc.

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Ebisu 4-chome, Shibuya-ku, Tokyo**

Akiko Naka, CEO

Securities code: 3991 (TSE Growth)

History

- 2010.09 ● Fuel, Inc. founded
- 2012.02 ● Released Wantedly (Currently "Wantedly Visit")
- 2016.11 ● Released Wantedly People
- 2017.03 ● Expanded services to Singapore
- 2017.09 ● Listed on TSE Mothers
- 2021.09 ● Released Engagement Suite
Story - Company Newsletters
Pulse - Team Management
Perk - Employee Perks
- 2022.04 ● Transitioned to Growth due to market restructuring
- 2024.11 ● Released Wantedly Hire

Appendix | **Disclaimer**

This material contains forward-looking statements that reflect views and assumptions of management at Wantedly, Inc., in light of information currently available with respect to certain future events, including, but not limited to financial projections and business strategies. These forward-looking statements are subject to certain risks and uncertainties, and may differ from actual business performance or results. These results of such forward looking assumptions cannot be assured. This material does not intend to solicit the sale or purchase of the shares of the company. Your investment decisions should be made at your discretion.