Wantedly

Wantedly, Inc.

FY2026 Q3 Financial Results

July 14, 2026

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01 Highlights

Results

- The challenging environment for new orders continues, with operating revenue at 1,096 million yen for Q3 (QoQ -5%) and 3,429 million yen for Q3 YTD (YoY -7%).
- Operating profit was 137 million yen for Q3 (QoQ -39%) and 700 million yen for Q3 YTD (YoY -49%).

Plan

- Regarding the full-year forecast, progress is at 69% against the operating revenue target of 4,970 million yen, and 70% against the operating profit target of 1,000 million yen.
- Continuing from Q2, we will prioritize upfront investments to rebuild our business foundation for medium- to long-term growth, while striving for the early recovery of our core Visit business.

02 FY2026 Q3 Results

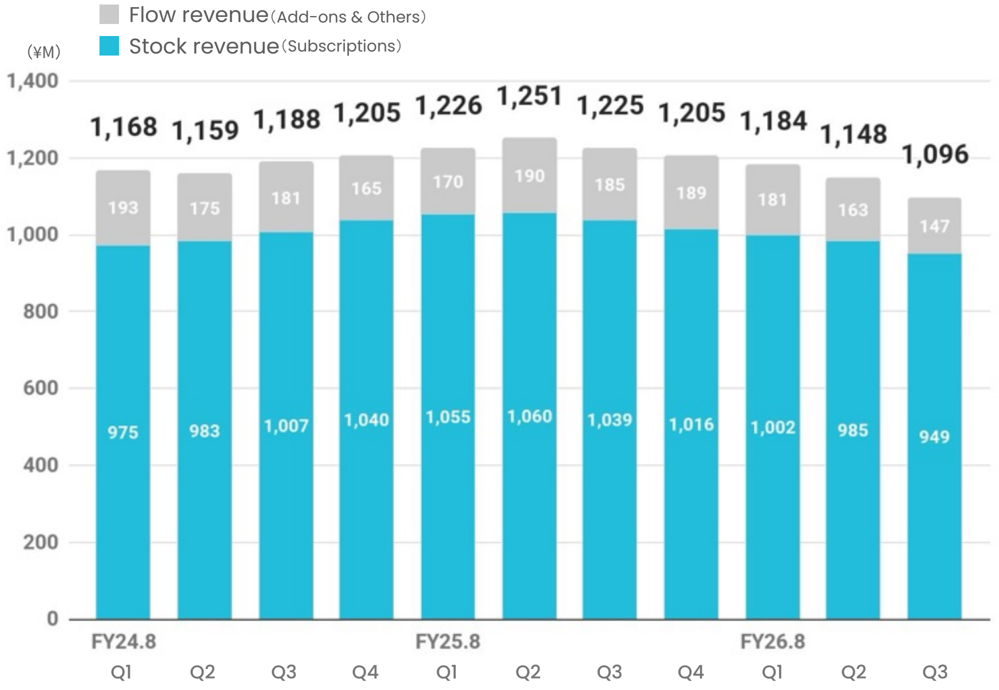
Revenue remains on a downward trend. Focus on turnaround of the Visit business.

- Operating revenue decreased by 10% YoY due to a decrease in the number of new orders.
- Operating profit decreased by 70% YoY due to upfront investments for revenue growth.
- Net income increased YoY due to the impact of recording 1,550 million yen in relocation compensation associated with the head office relocation as extraordinary income.

(¥M)	FY25 Q3	FY26 Q2	FY26 Q3	YoY	QoQ
Operating Revenue	1,225	1,148	**1,096**	-10%	-5%
Operating Profit	453	226	**137**	-70%	-39%
(Margin)	37%	20%	**13%**	-	-
Ordinary Profit	456	227	**134**	-70%	-41%
(Margin)	37%	20%	**12%**	-	-
Net Profit	288	134	**1,033**	259%	671%
(Margin)	24%	12%	**94%**	-	-

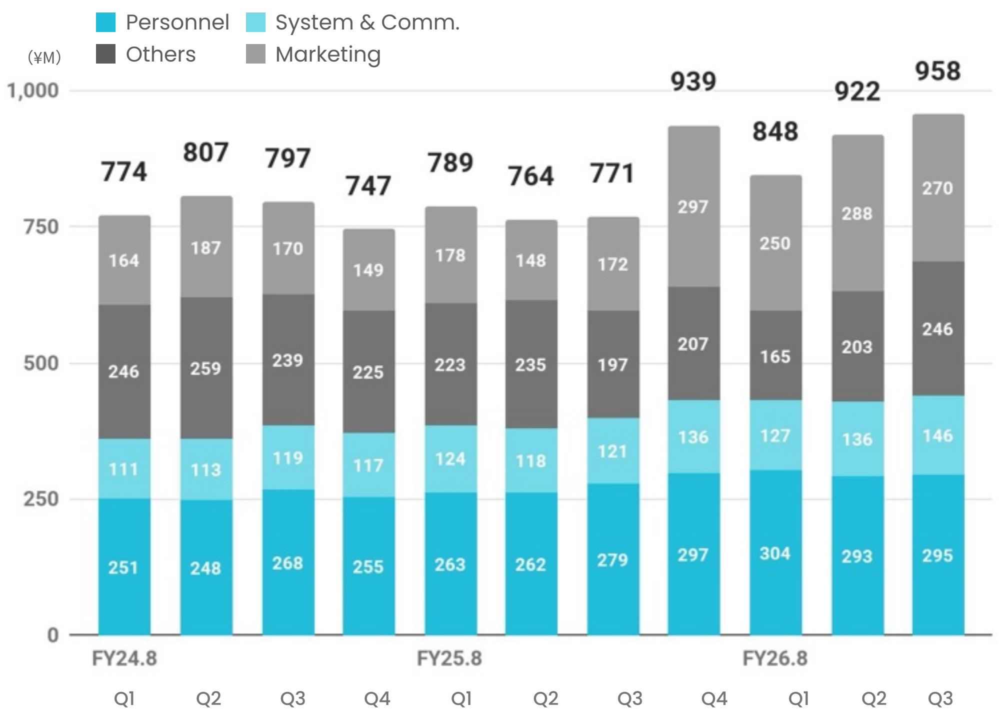
Operating revenue decreased due to a decline in new Visit contracts

- Sales KPIs (number of leads, meetings, agency sales, etc.) have stagnated due to sales staff turnover. We aim to swiftly strengthen our organization by training new hires.
- We will drive the revenue contribution from Engagement and Hire, aiming for a swift departure from our revenue dependence on a single business (Visit).



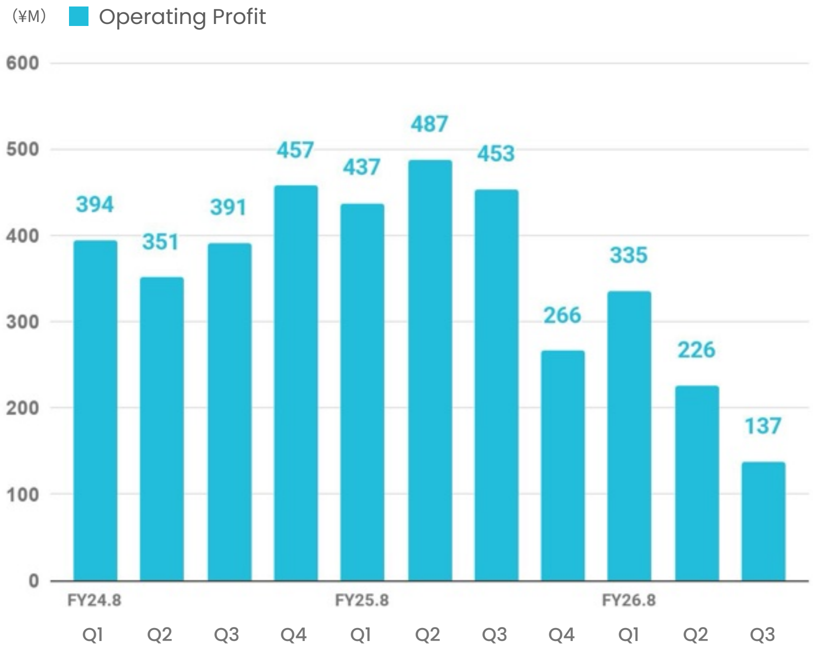
Continuing aggressive upfront investment

- Advertising expenses remained flat QoQ due to factors such as the continued implementation of advertising campaigns.
- Personnel expenses increased only slightly QoQ as sales headcount did not increase as planned.
- Communication expenses increased due to the increased use of generative AI tools.
- Other SG&A expenses increased due to factors such as an increase in depreciation expenses associated with the head office relocation.

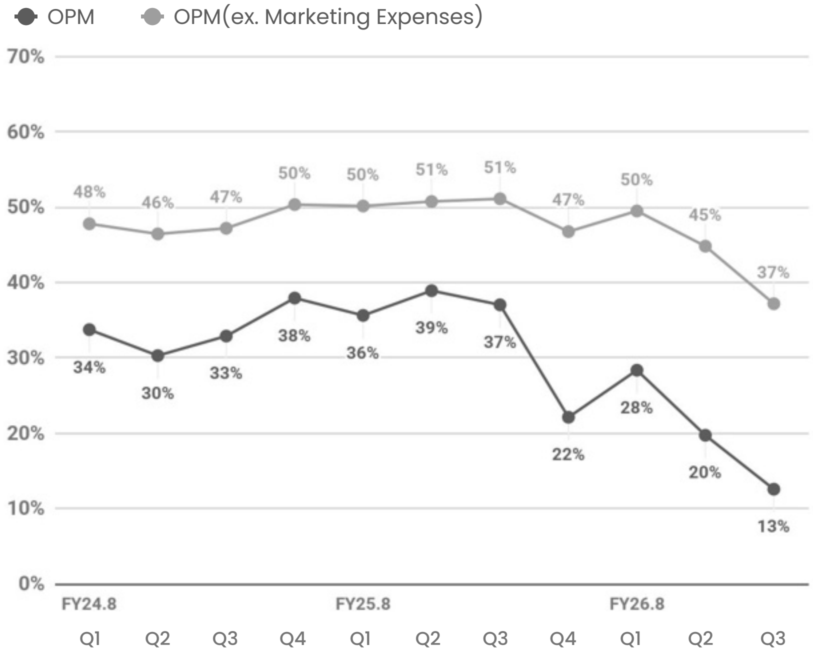


FY2026 Q3 Results | **Operating Profit / OP Margin: Quarterly Trends**

Operating Profit

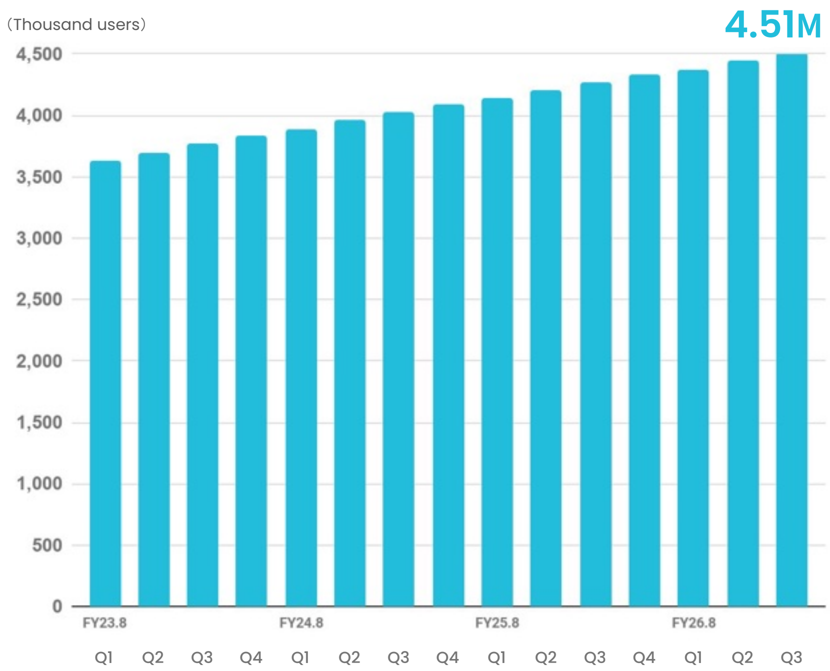


Operating Profit Margin

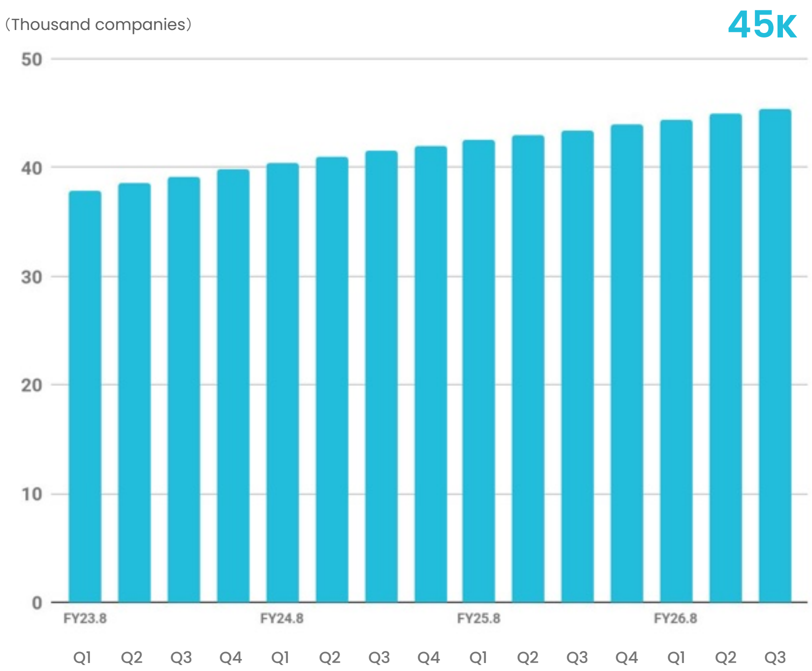


FY2026 Q3 Results| **Quarterly Trends in Key Service Metrics**

Registered Users



Registered Companies



** 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

03 FY2026 Forecast

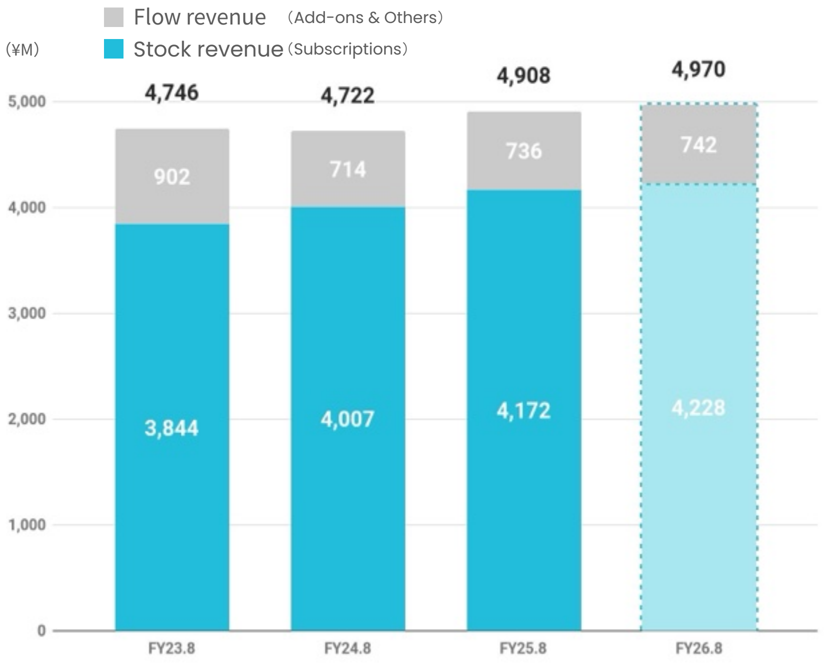
Visit business recovery expected to take some time

- We are working on revising marketing initiatives and strengthening the sales organization structure. While some initiatives are showing results, recovery is expected to take some time.
- We will continue upfront investments for revenue growth in Q4.

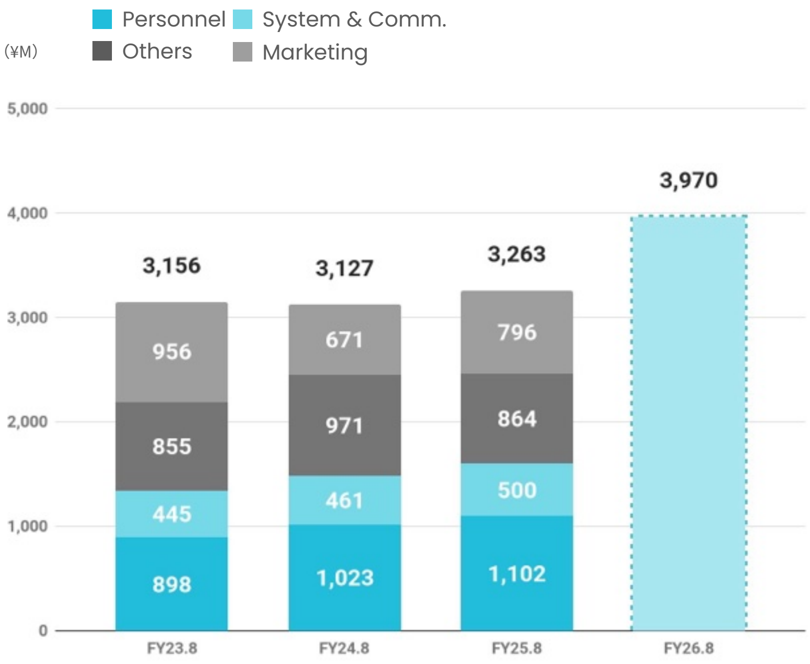
(¥M)	FY25 (Results)	FY26 (Forecast)	YoY	FY26 Q3	Progress
Operating Revenue	4,908	4,970	1%	3,429	69%
Operating Profit	1,644	1,000	-39%	700	70%
(Margin)	34%	20%	-	20%	-
Ordinary Profit	1,644	980	-40%	694	71%
(Margin)	33%	20%	-	20%	-
Net Profit	1,083	1,540	42%	1,378	90%
(Margin)	22%	31%	-	40%	-

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

Operating Revenue

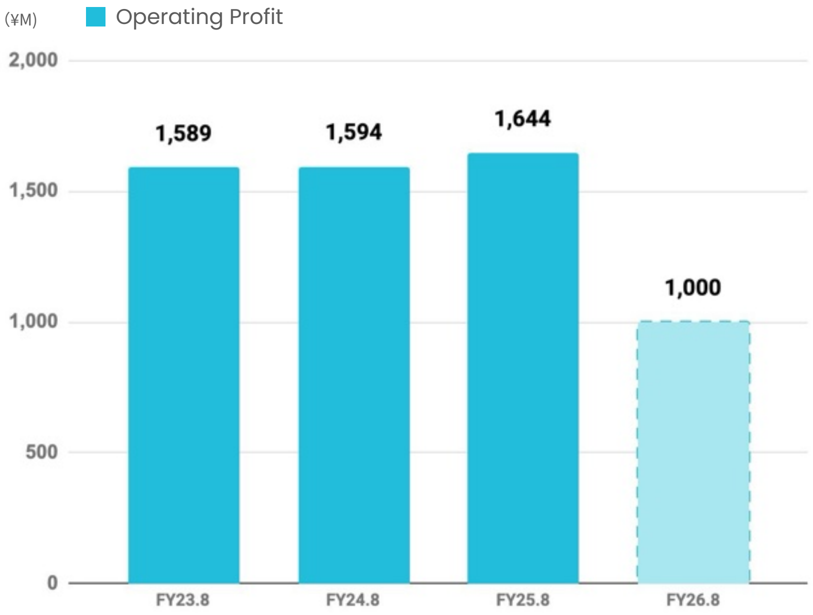


SG&A

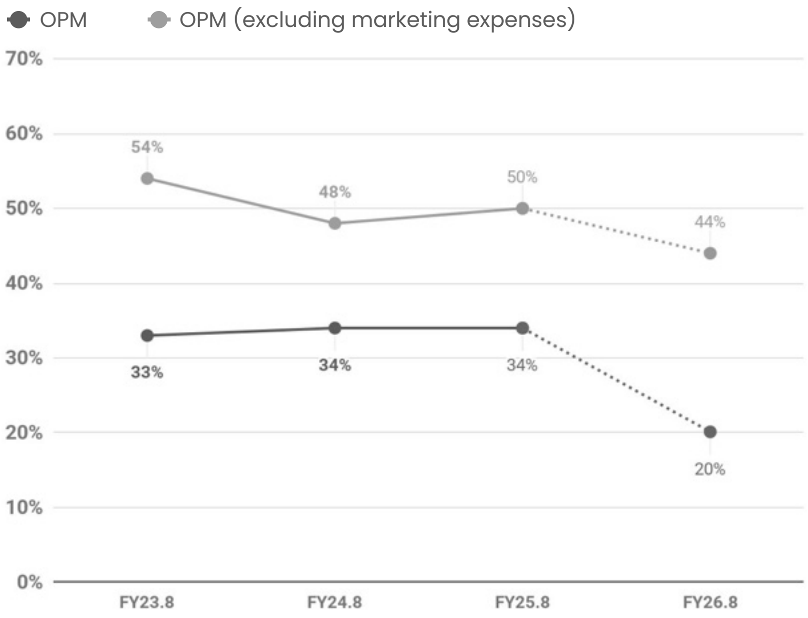


FY2026 Forecast | **Operating Profit / OP Margin: Annual Trends**

Operating Profit



Operating Profit Margin



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

RECRUIT MARKETING	RECRUITING	EMPLOYEE ENGAGEMENT
Awareness, Interest, Applications	**Selection, Offers, Closing**	**Retention, Performance**
Blogs, Social, Videos, PR, General Information, Events	Scheduling, Candidate Management, Progress Reports, Data Analysis	Communication, Team Management, Welfare Benefits

Wantedly

Wantedly Hire

ENGAGEMENT SUITE

Perk Story Pulse

Product Focus

Wantedly

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

Wantedly

iOS, Android and Web

Casual Company Visits

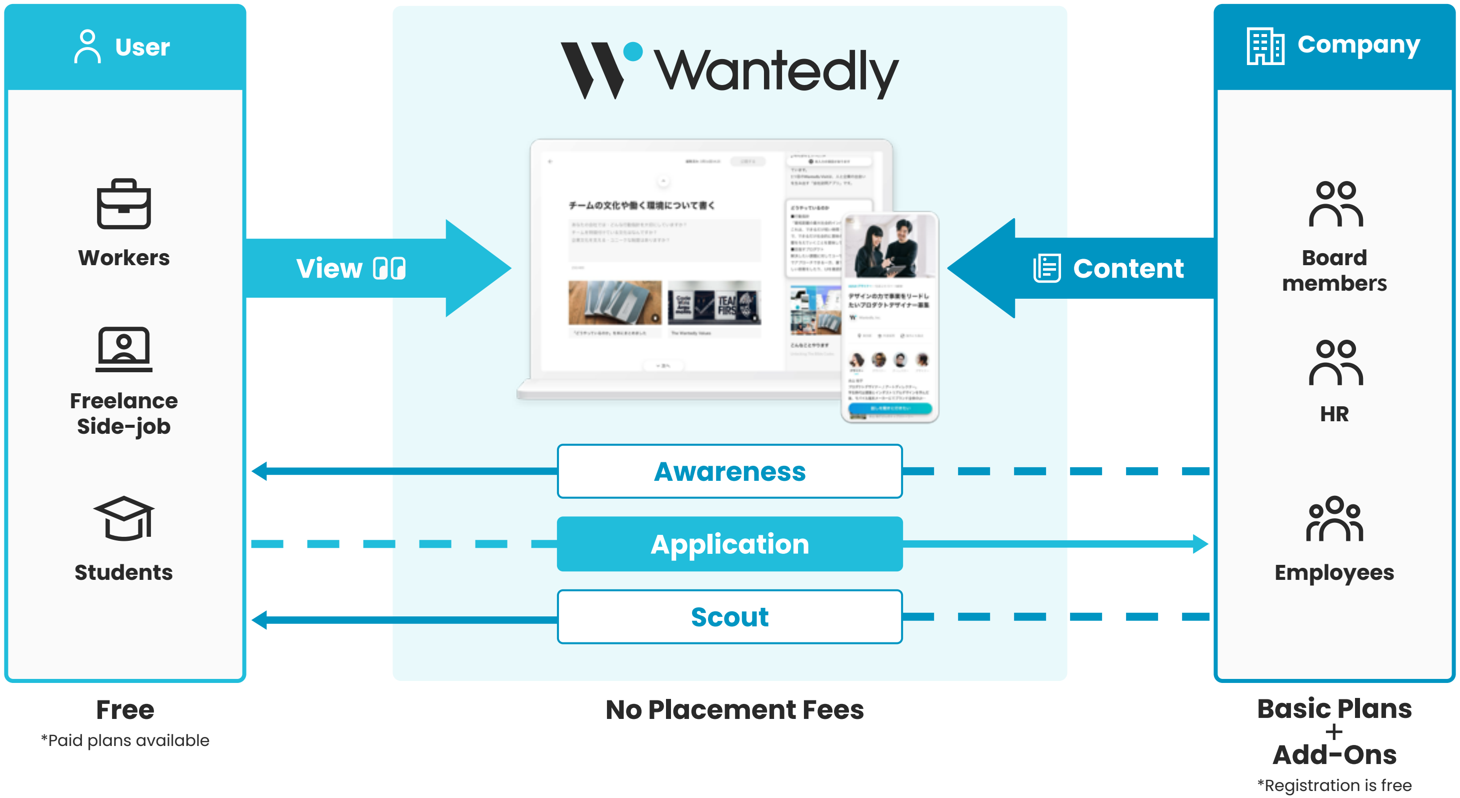
Match based on shared values and mission

- 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

Users Companies See

- **Profile page showcasing beyond individual career**
- **Personality test to reveal strenghts**
- **Share interests through activity data**
  (Page views / Search keywords)

Share Values + Connect With Like-Minded Companies

Unique AI Algorithm
Based On Shared Passions

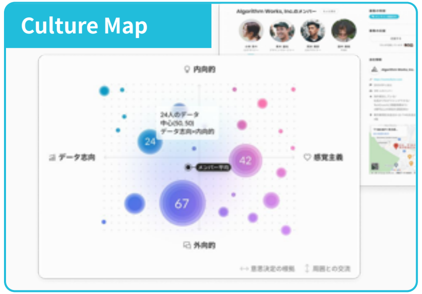
Sharing Company Culture + Connecting With Users

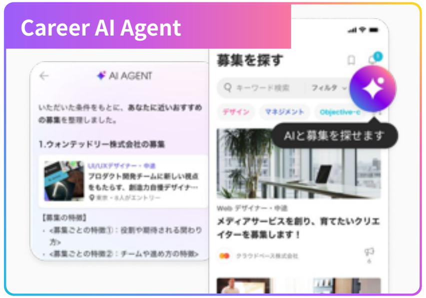
Companies Users See

- **Company vision / mission**
- **Unique culture**
- **Employee interviews**

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

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





2025/3
- Update Personality Assessment
- Scheduled Scouts

2025/9
- Culture Map
- Share to Instagram stories

2025/10
- Formal application

2025/11
- Sourcing AI Agent

2025/12
- Timeline
- Auto-generate profile from resume

2026/1
- DM

2026/2
- Career AI Agent

2026/3
- Request Interviewer

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.

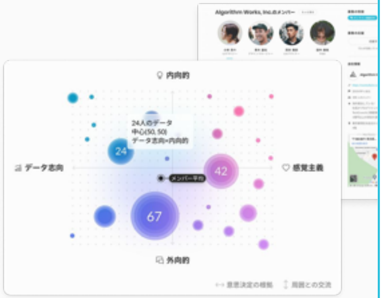
Career AI Agent

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.

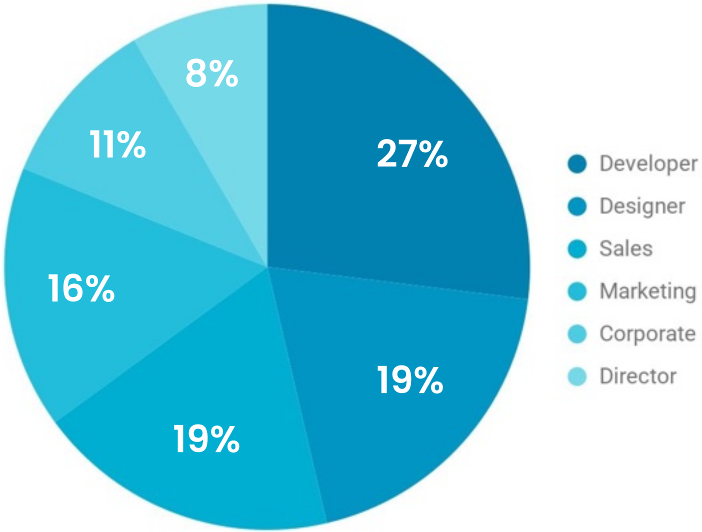
Other Features

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

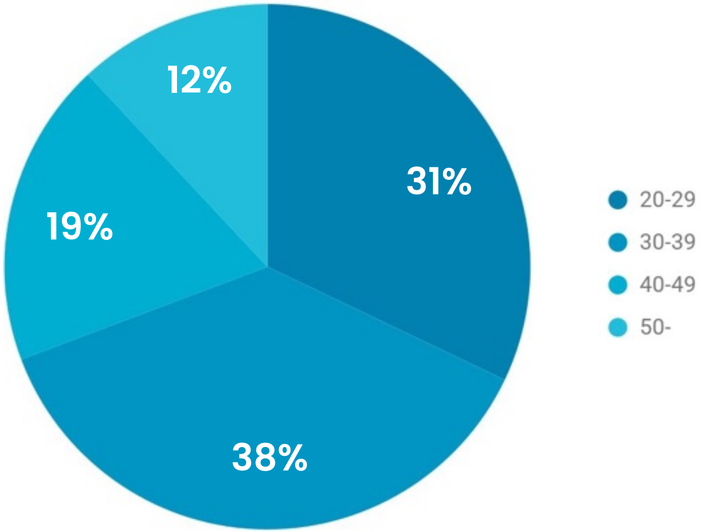
Wantedly

Strong Millenial/Gen Z Talent Network in the Web Industry

Occupations

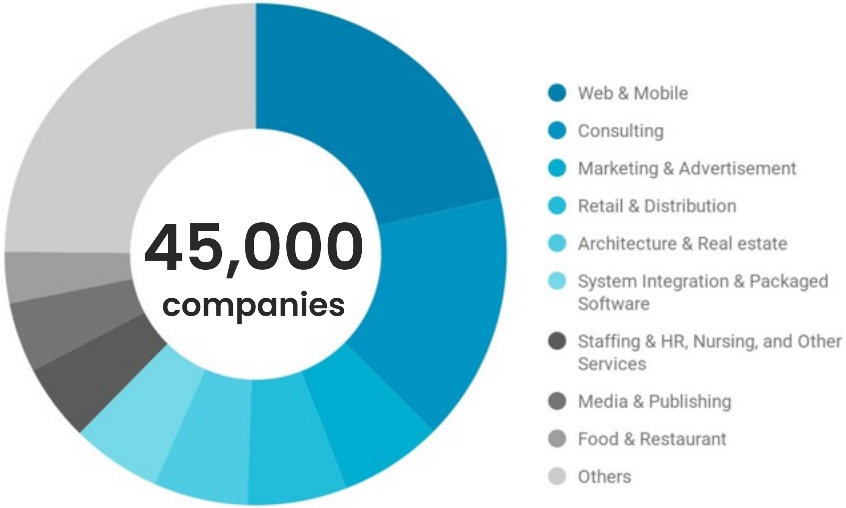


Age



Diversifying around Web and Mobile Industries

Diverse Registered Companies



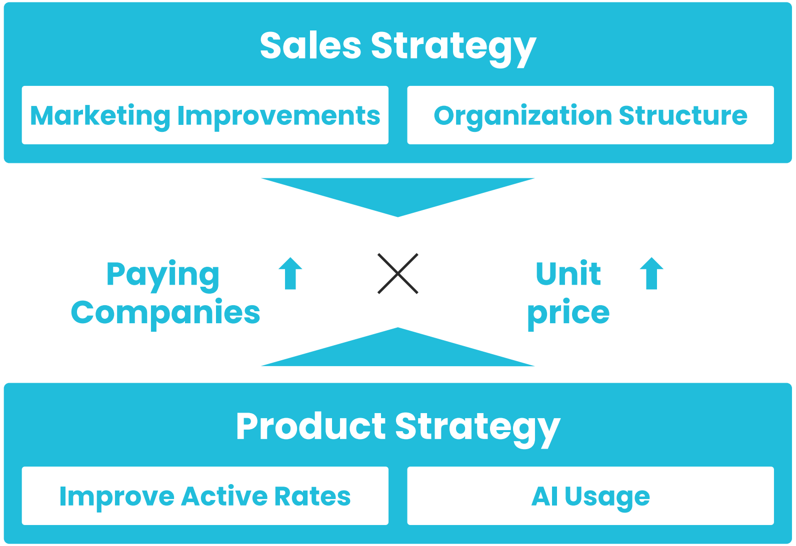
Improve various KPIs through sales and product initiatives

❶ Sales Strategy

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

❷ 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

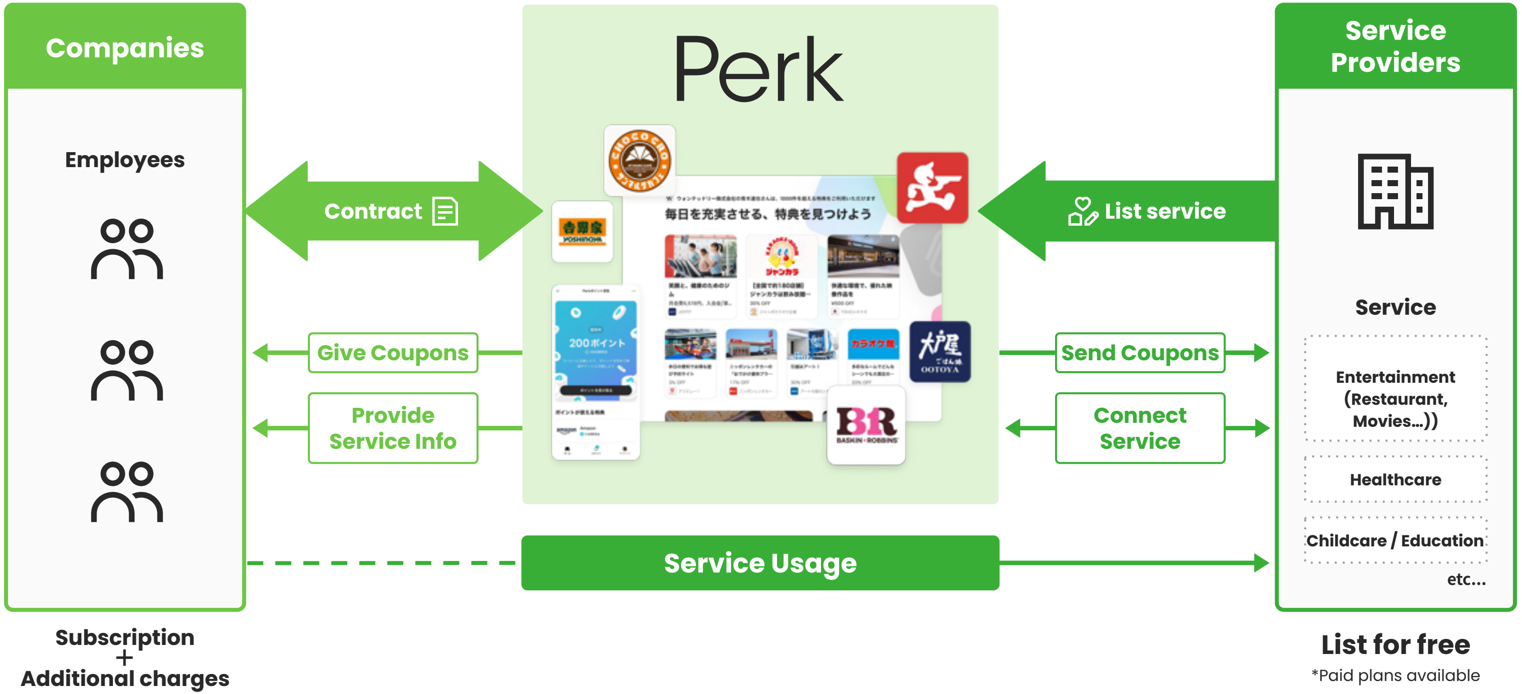
Employee Perks

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

Wantedly

Future Outlook | **Perk - Business Model**



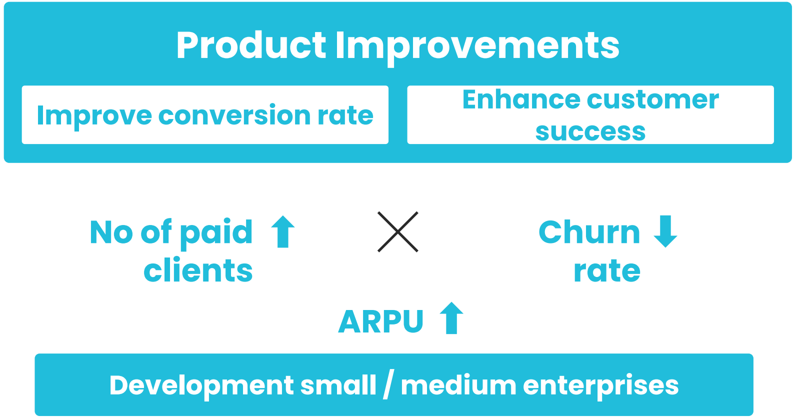
Continue to expand function and increase value provided

❶ Product Strategy

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

❷ 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

Users

Working population
70 M (1)

SME / Enterprise
37 M (2)

Wantedly share
4.51 M
(12%)

Companies

Total
3.6 M (3)

SME / Enterprise
520 K (4)

Wantedly share
45 K
(9%)

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	• 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	• 12 month subscription • Higher tier plans come with the Report Builder feature	• 27K yen/month • Contract periods of 12 or 24 months • Each product 350 yen~/person • Purchase licenses in units of 1
Add-ons	• From 100,000 yen per item • Mainly "Talent Scouting" • Advertising and content creation	• Other options	• 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.

Appendix | **Company Overview and History**

Wantedly, Inc.

5F Ebisu Garden Place Tower, 20-3
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.