

Wantedly, Inc.

FY2026 Financial Results

(Business Plans and Matters Related to High Growth Potential)

October 14, 2026

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01 **Highlights**

Highlights | FY2026 Results & FY2027 Forecast

Results

- Operating revenue was 1,047 million yen for Q4 (QoQ -4%) and 4,477 million yen for Q4 YTD (YoY -9%).
- Operating profit was 34 million yen for Q4 (QoQ -75%) and 735 million yen for Q4 YTD (YoY -55%).

Plan

- Our top priority is halting the revenue decline. We will make growth investments once we have identified promising new businesses.
- We aim to return to revenue growth during the fiscal year. For the full year, however, we expect revenue and profit to decline, forecasting operating revenue of 4,200 million yen (YoY -6%) and operating profit of 460 million yen (YoY -37%).

02 **FY2026 Results**

Operating Revenue YoY -9%

- Main factor behind the revenue decline was a decrease in the number of new deals

Operating Profit YoY -55%

- In addition to the revenue decline, profit decreased 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	FY26	YoY	FY26 (Forecast)
Operating Revenue	4,908	4,477	-9%	4,970
Operating Profit	1,644	735	-55%	1,000
(Margin)	34%	16%	-	20%
Ordinary Profit	1,644	735	-55%	980
(Margin)	33%	16%	-	20%
Net Profit	1,083	1,443	33%	1,540
(Margin)	22%	32%	-	31%

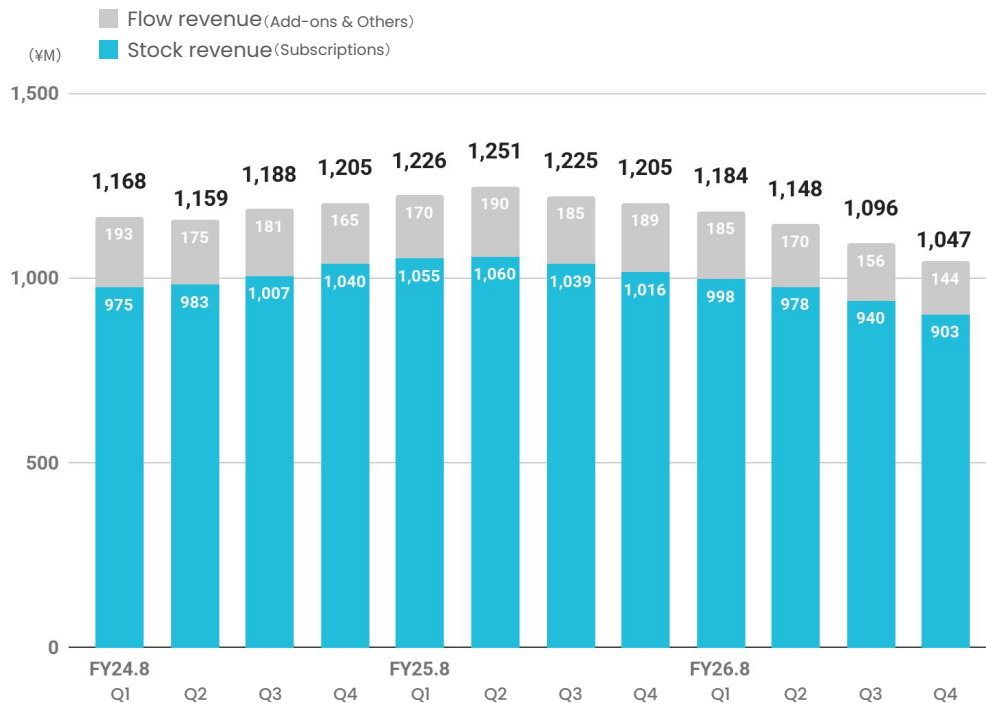
Operating revenue continues to trend downward. Focusing on the turnaround of the Visit business

- Operating revenue decreased by 13% YoY due to a decrease in the number of new orders
- Operating profit decreased by 87% YoY due to upfront investments for revenue growth
- Net profit decreased QoQ due to the impact of recording 1,550 million yen in relocation compensation associated with the head office relocation as extraordinary income in the previous quarter

	(¥M)	FY25 Q4	FY26 Q3	FY26 Q4	YoY	QoQ
Operating Revenue		1,205	1,096	1,047	-13%	-4%
Operating Profit		266	137	34	-87%	-75%
(Margin)		22%	13%	3%	-	-
Ordinary Profit		272	134	41	-85%	-70%
(Margin)		23%	12%	4%	-	-
Net Profit		216	1,033	65	-70%	-94%
(Margin)		18%	94%	6%	-	-

Operating revenue decreased due to a decrease in the number of new deals for the Visit business.

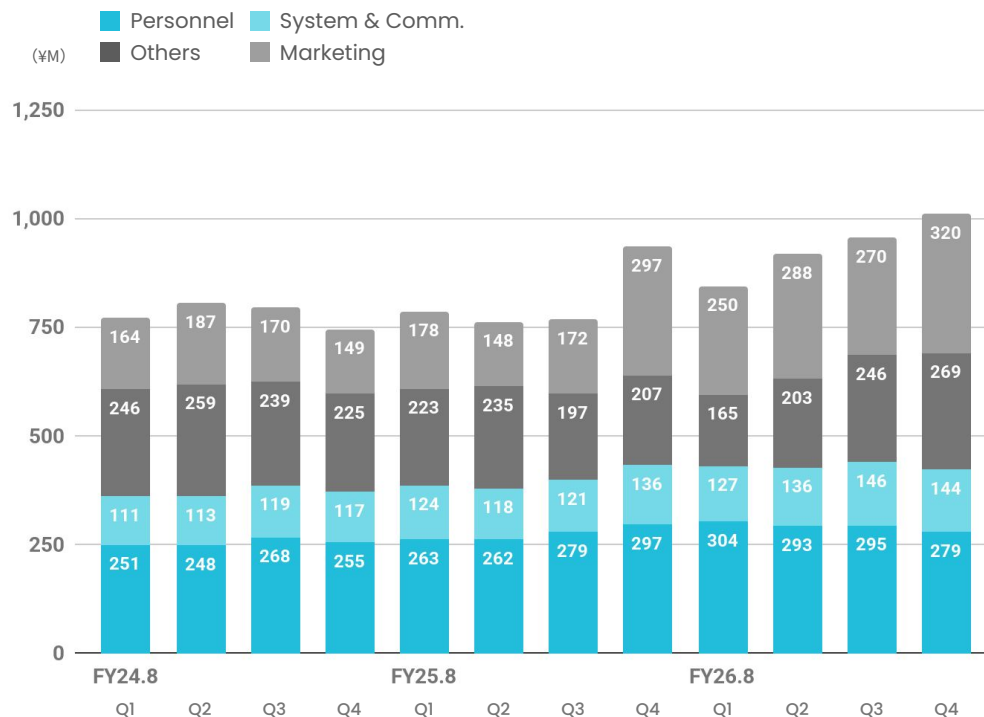
- Strengthening the sales organizational structure through the training of new hires is progressing largely according to plan
- Meanwhile, the decline in the number of sales meetings due to decreased marketing efficiency continues, and we are working to improve existing marketing channels and develop new ones
- Wantedly Hire is growing steadily alongside an increase in the number of client companies, and we will continue to focus on acquiring new customers



※Figures are retroactively adjusted and presented from FY26 Q1 due to a review of the revenue recognition timing and stock/flow classification for the Engagement business.

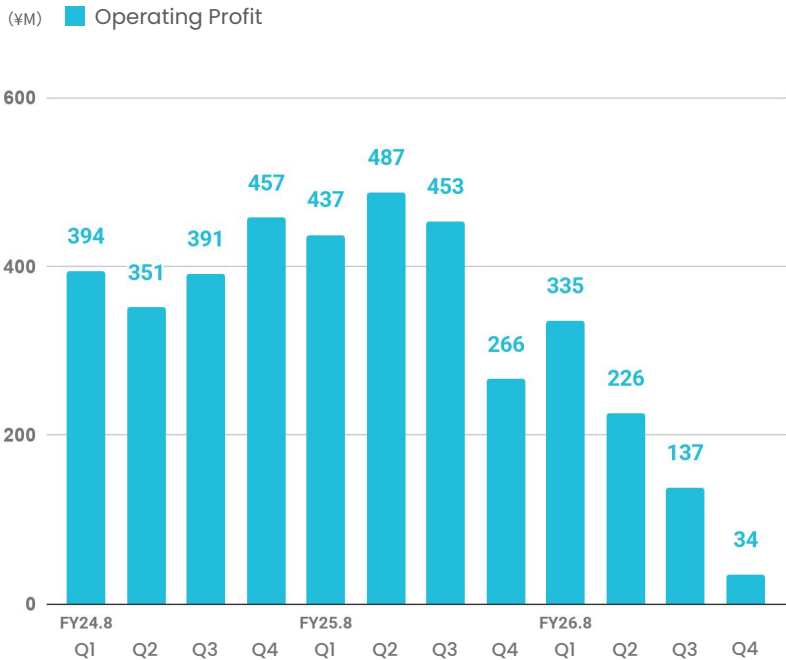
Executing proactive upfront investments

- Advertising expenses increased QoQ due to factors such as running advertising campaigns for Visit
- Personnel expenses decreased QoQ due to a decrease in headcount

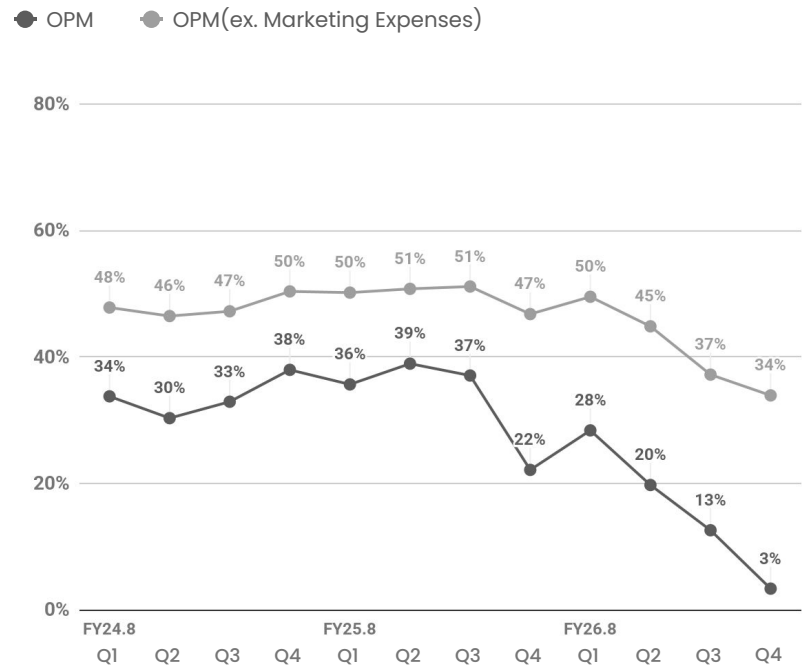


FY2026 Results | Operating Profit / OP Margin: Quarterly Trends

Operating Profit

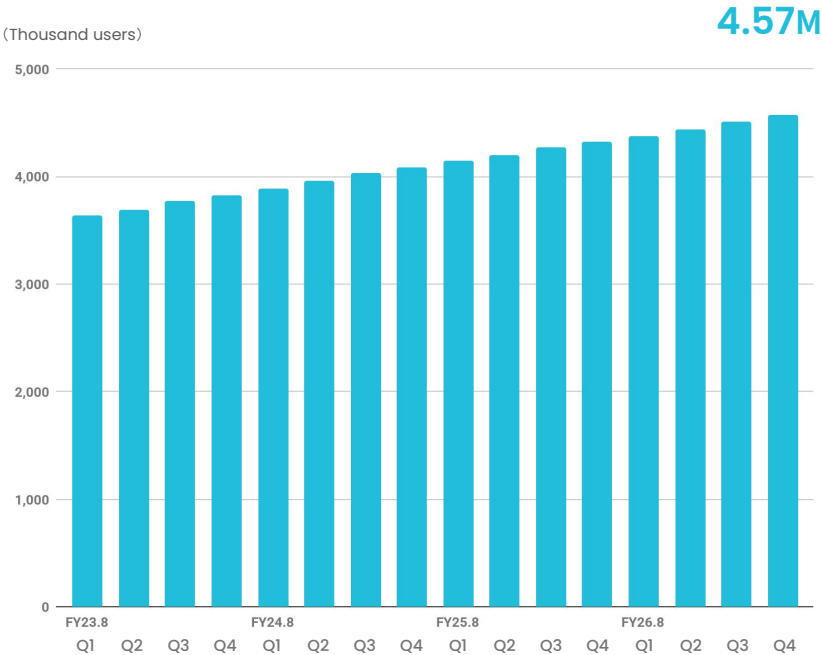


Operating Profit Margin

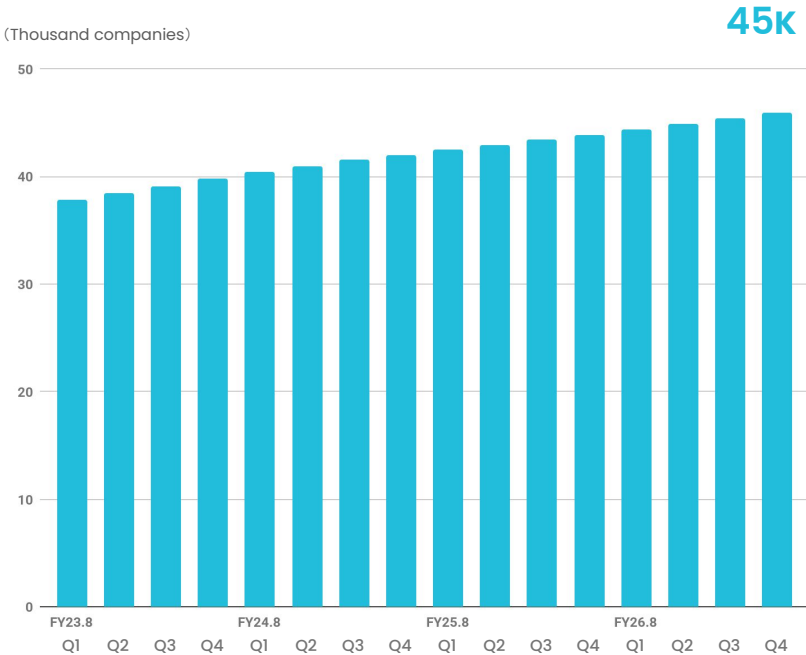


FY2026 Results | Quarterly Trends in Key Service Metrics

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

FY2026 Results | Consolidated Balance Sheets / Statements of Cash Flows

Consolidated Balance Sheets

(¥M)	FY25.8	FY26.8
Current assets	6,675	7,271
Cash and deposits	6,237	6,804
Accounts receivable – trade	276	244
Other	162	222
Non-current assets	482	496
Property, plant and equipment	80	227
Other	401	268
Total assets	7,158	7,767
Current liabilities	2,247	1,588
Liabilities	2,247	1,588
Net assets	4,910	6,179
Shareholders' equity	4,890	6,150
Total liabilities and net assets	7,158	7,767

Consolidated Statements of Cash Flows

(¥M)	FY25.8	FY26.8
Operating cash flows	2,064	778
Profit before income taxes	1,662	2,272
Depreciation	10	30
Relocation compensation	-	-1,550
Amount received from relocation compensation	800	750
Income taxes paid	-595	-609
Other	187	-115
Investing cash flows	-160	-1,524
Payments for time deposits	-	-1,500
Purchase of property, plant and equipment	-20	-225
Security deposit payments	-142	-0
Security deposit refunds	-	152
Other	2	49
Financing cash flows	-189	-190
Cash and cash equivalents	6,237	5,304
Free cash flows	1,903	-745

Plan to implement dividend

- As part of shareholder returns, we plan to issue a dividend of 20 yen per share
- We intend to continue providing consistent dividend payments going forward

	FY25.8	FY26.8
The record date	2025/8/31	2026/8/31
Dividends per share (¥)	20	20
Net income per share (¥)	114	152
Payout ratio (%)	18	13
Total dividend amount (¥M)	190	190

03 **FY2027 Forecast**

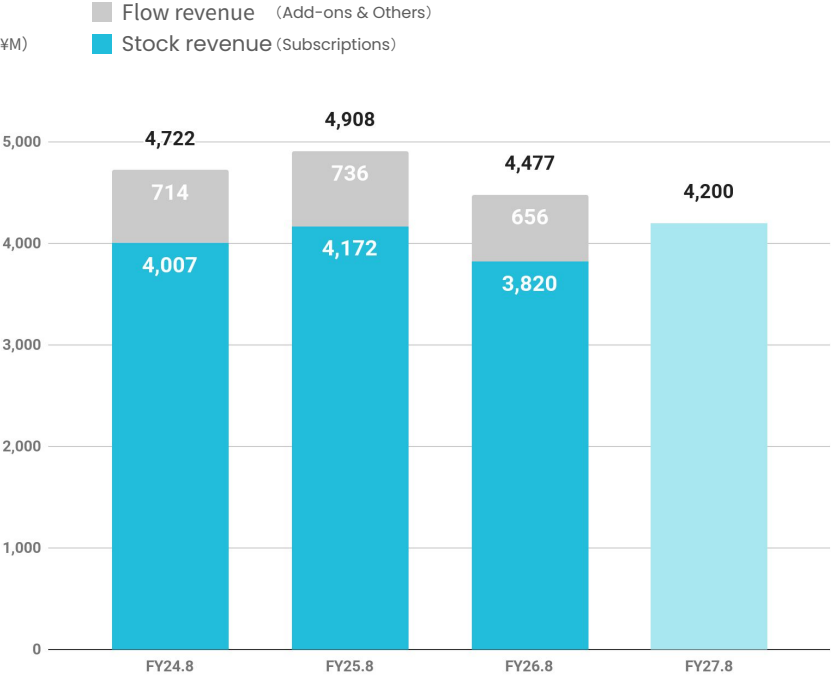
Focusing on the turnaround of Visit toward a shift to revenue growth

- For Visit, while the decline in marketing efficiency continues, we will continue to improve existing channels and develop new channels under a strengthened marketing structure. In addition, we will concentrate sales and marketing resources on high-LTV customer segments.
- For our new businesses, Hire and Engagement, we will strengthen sales and aim to accelerate growth
- Net income expected to decrease in reaction to the relocation compensation (extraordinary income) recorded in the previous period

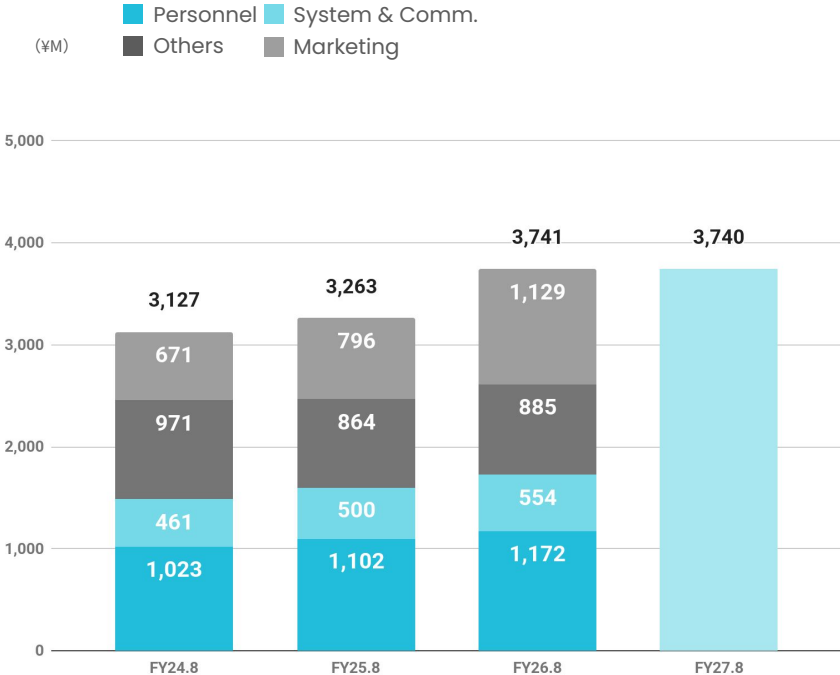
	(¥M)	FY26 (Results)	FY27 (Forecast)	YoY
Operating Revenue		4,477	4,200	-6%
Operating Profit		735	460	-37%
(Margin)		16%	11%	-
Ordinary Profit		735	490	-33%
(Margin)		16%	12%	-
Net Profit		1,443	310	-79%
(Margin)		32%	7%	-

FY2027 Forecast | Operating Revenue / SG&A: Annual Trends

Operating Revenue

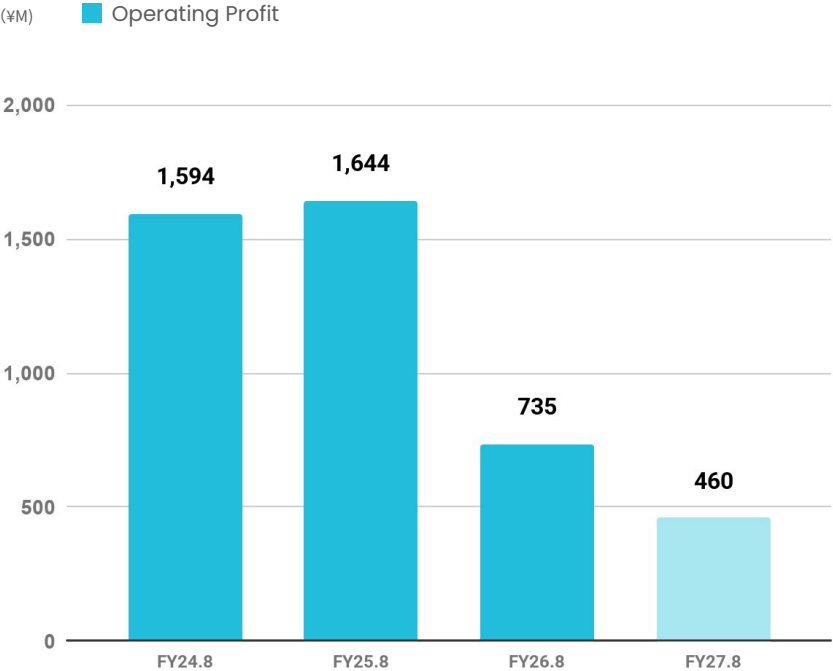


SG&A

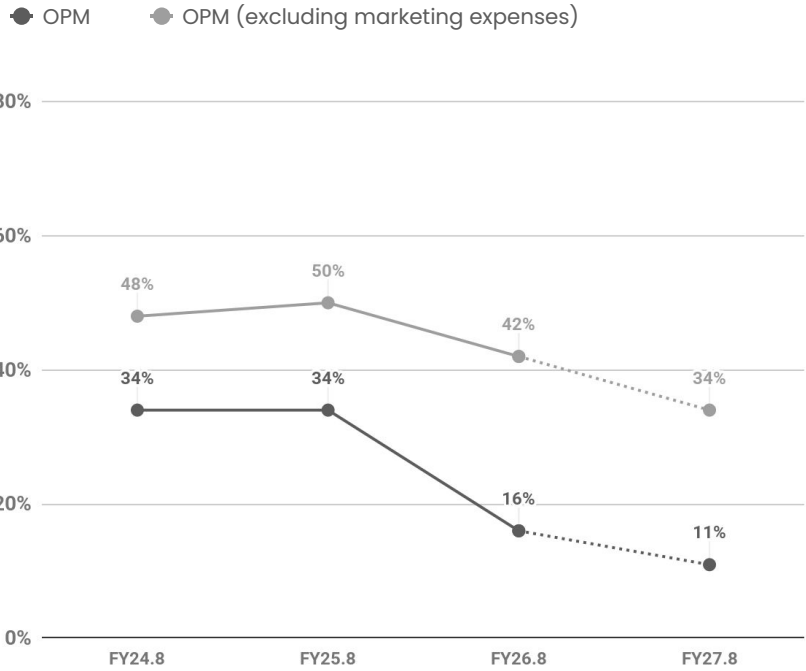


FY2027 Forecast | Operating Profit / OP Margin: Annual Trends

Operating Profit



Operating Profit Margin



Dividends Forecast

- We plan to deliver stable and continuous shareholder returns with a focus on dividend on equity (DOE)

	FY26.8	FY27.8
The record date	2026/8/31	2027/8/31
Dividends per share (¥)	20	20
Net income per share (¥)	152	33
Payout ratio (%)	13	61
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.

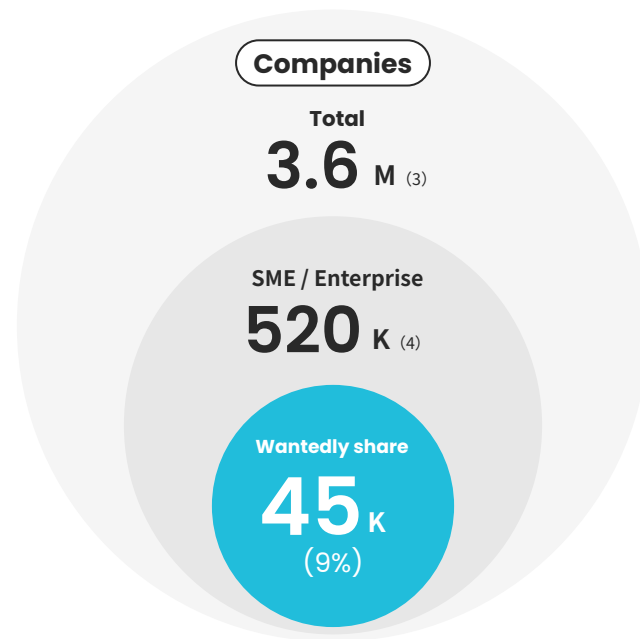
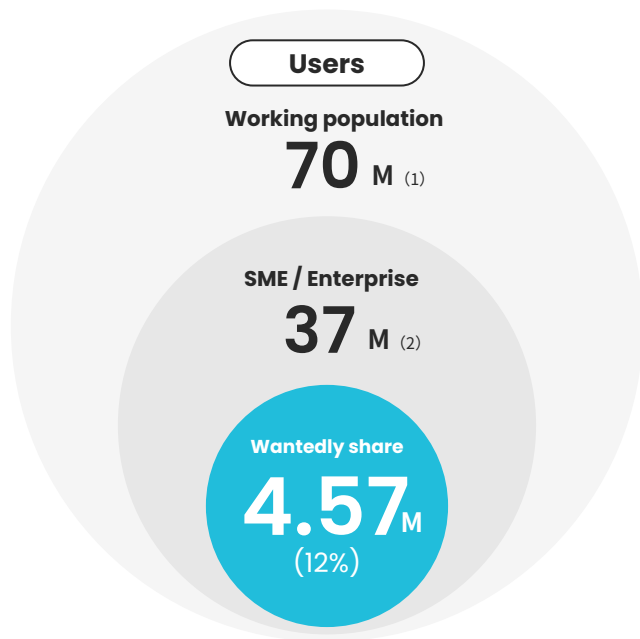


Enable People to be Passionate in their Work



 Product Focus

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

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

Nurturing new businesses and diversifying revenue

- For our new businesses, Hire and Engagement, we will strengthen sales and aim to accelerate growth.
- We will invest in new businesses that address customer needs in the AI era and promote the diversification of our business portfolio.



iOS, Android and Web

Casual Company Visits

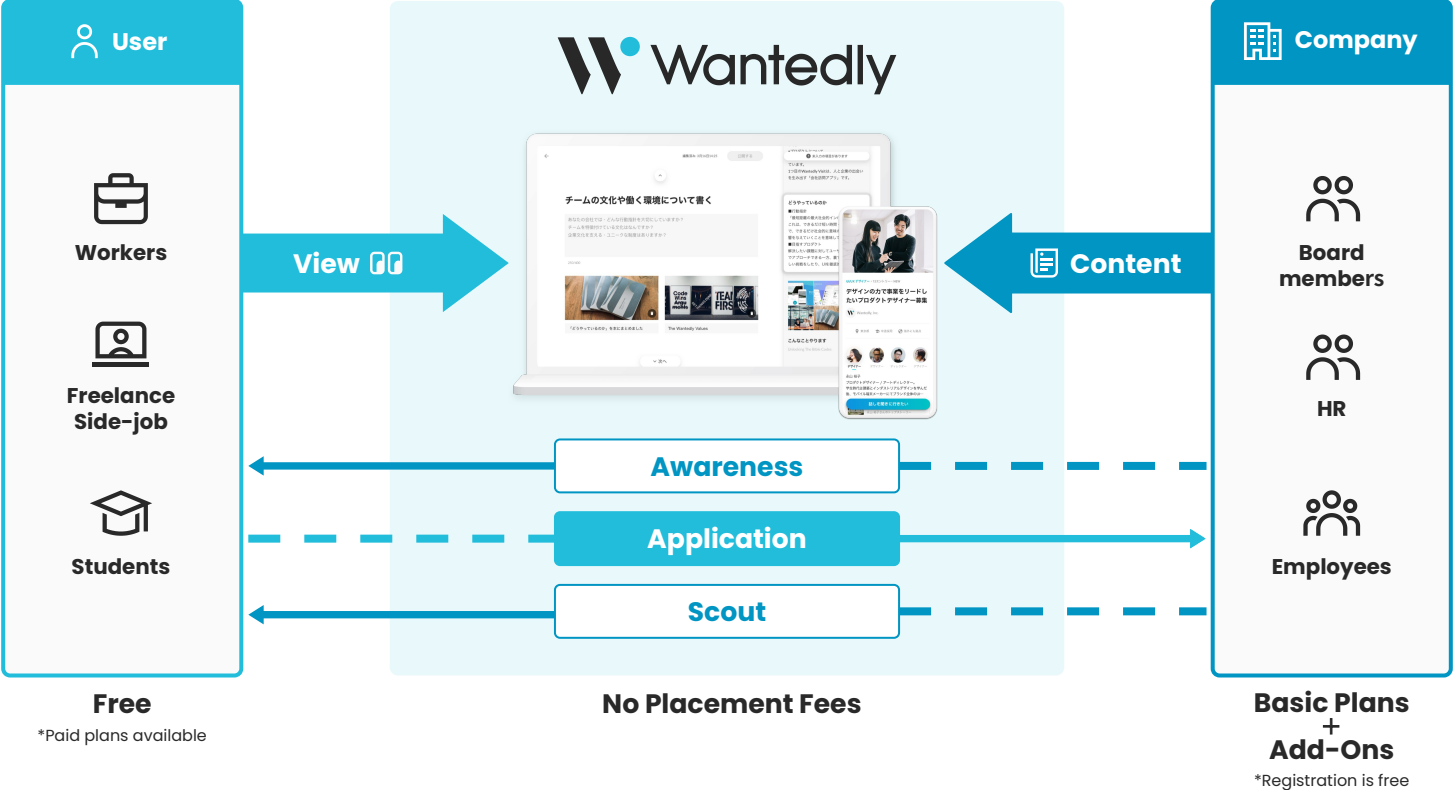
Match based on shared values and mission

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

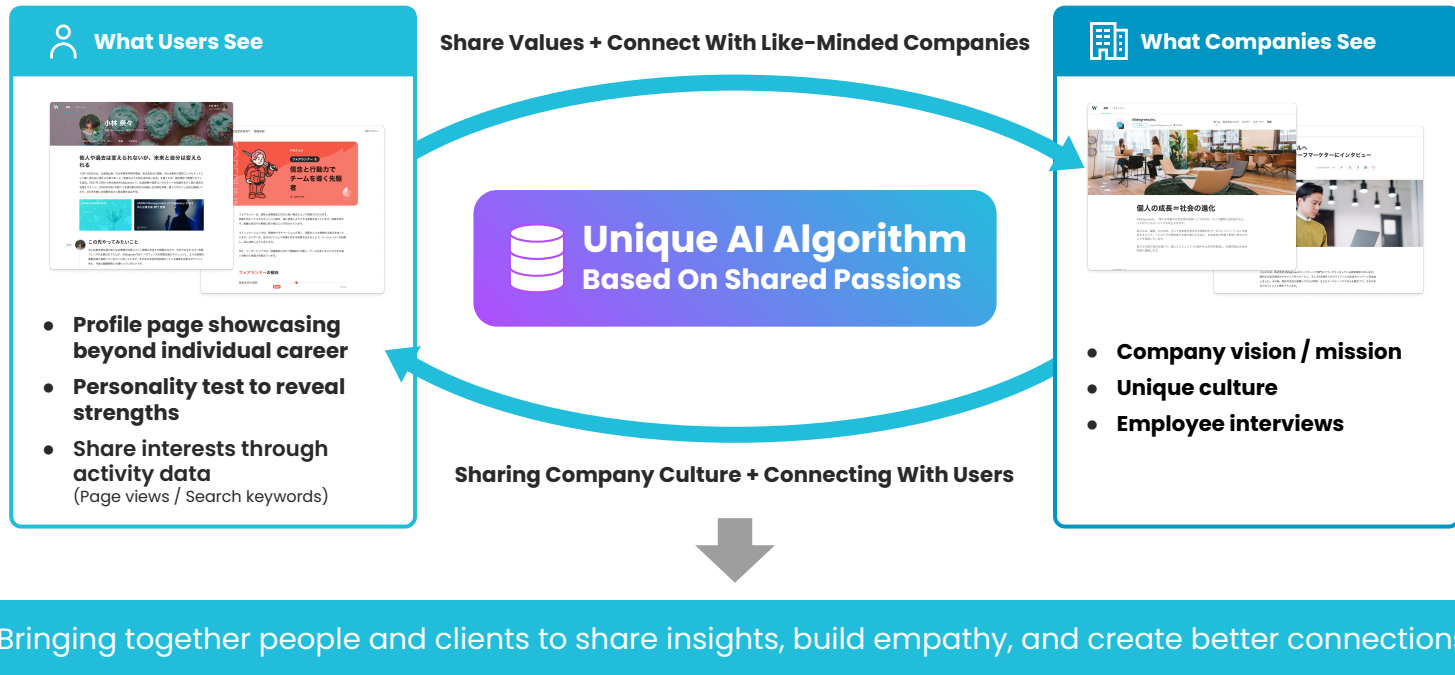
A new and casual hiring experience

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

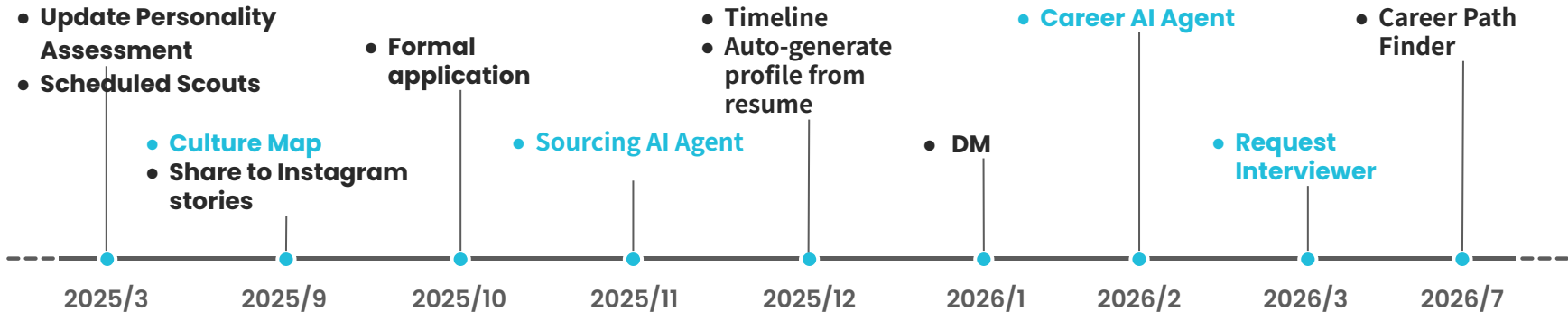
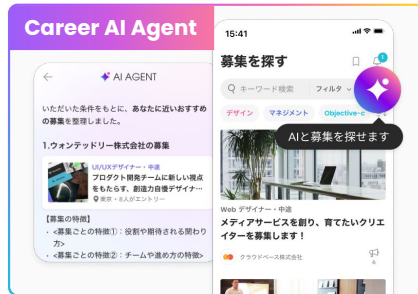
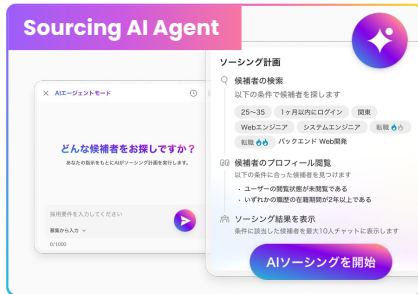
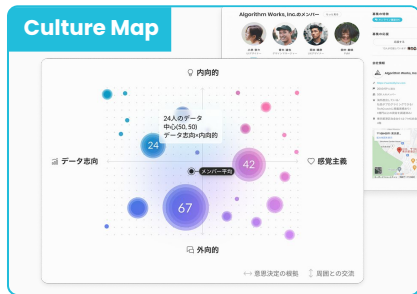
Future Outlook | Wantedly Visit - Business Model



Wantedly's Unique Ecosystem



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



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



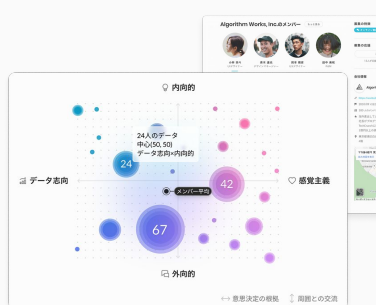
Candidates can chat with AI to find roles that match their criteria, reducing time spent on job research.

Request Interviewers



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

Culture Map



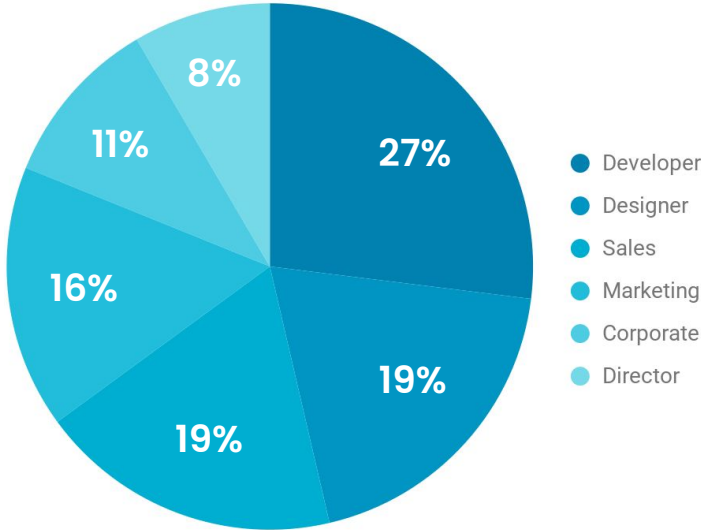
Visualize organizational culture and core values for candidates.

Other Features

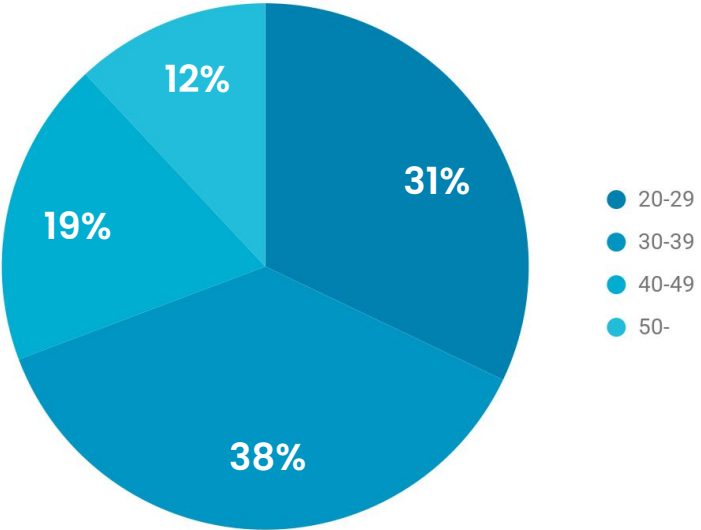
- Update Personality Assessment
- Schedule Scouts
- Share Instagram stories
- Auto-generate profile from resume
- Timeline
- DM
- Official Application
- Career Path Finder

Strong Millennial/Gen Z Talent Network in the Web Industry

Occupations

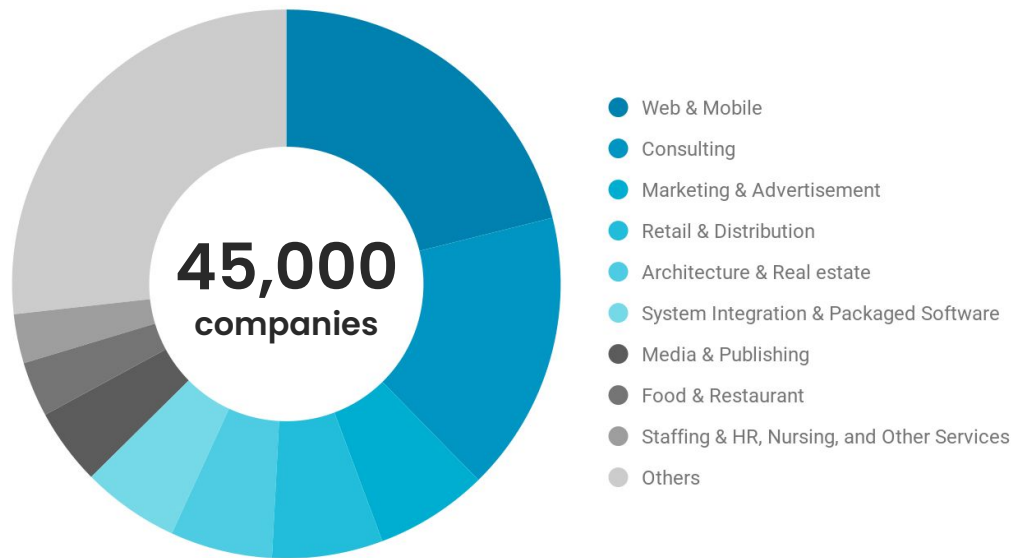


Age



Diversifying around Web and Mobile Industries

Diverse Registered Companies



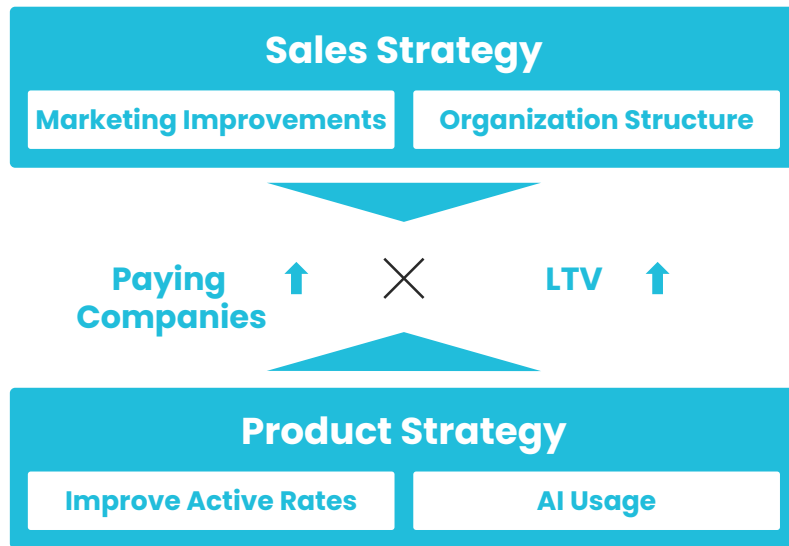
Improve various KPIs through sales and product initiatives

① Sales Strategy

- Aim to increase the number of sales meetings acquired through the expansion and review of 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 employee benefits to their employees

Perk

Employee Perks

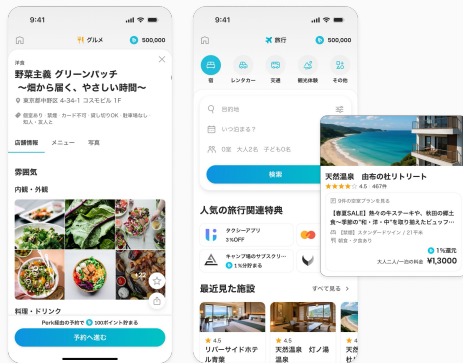
Workplace Benefits with Trending Services

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



Further expanding Perk's convenience through expanded benefits and AI recommendations

Dining Integration (Map Search), Travel Integration



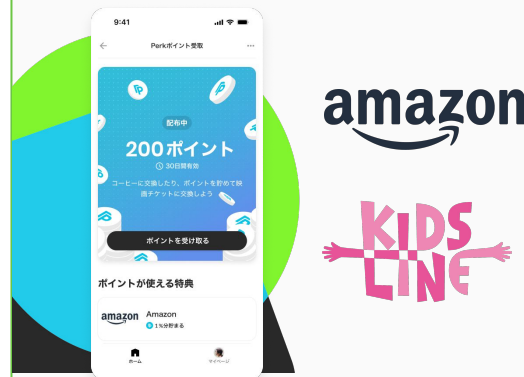
Search and reservations for restaurants and domestic accommodations are now available on Perk. In addition, map search functionality for the dining feature was added to facilitate daily use, significantly expanding the benefit lineup.

AI Recommendations



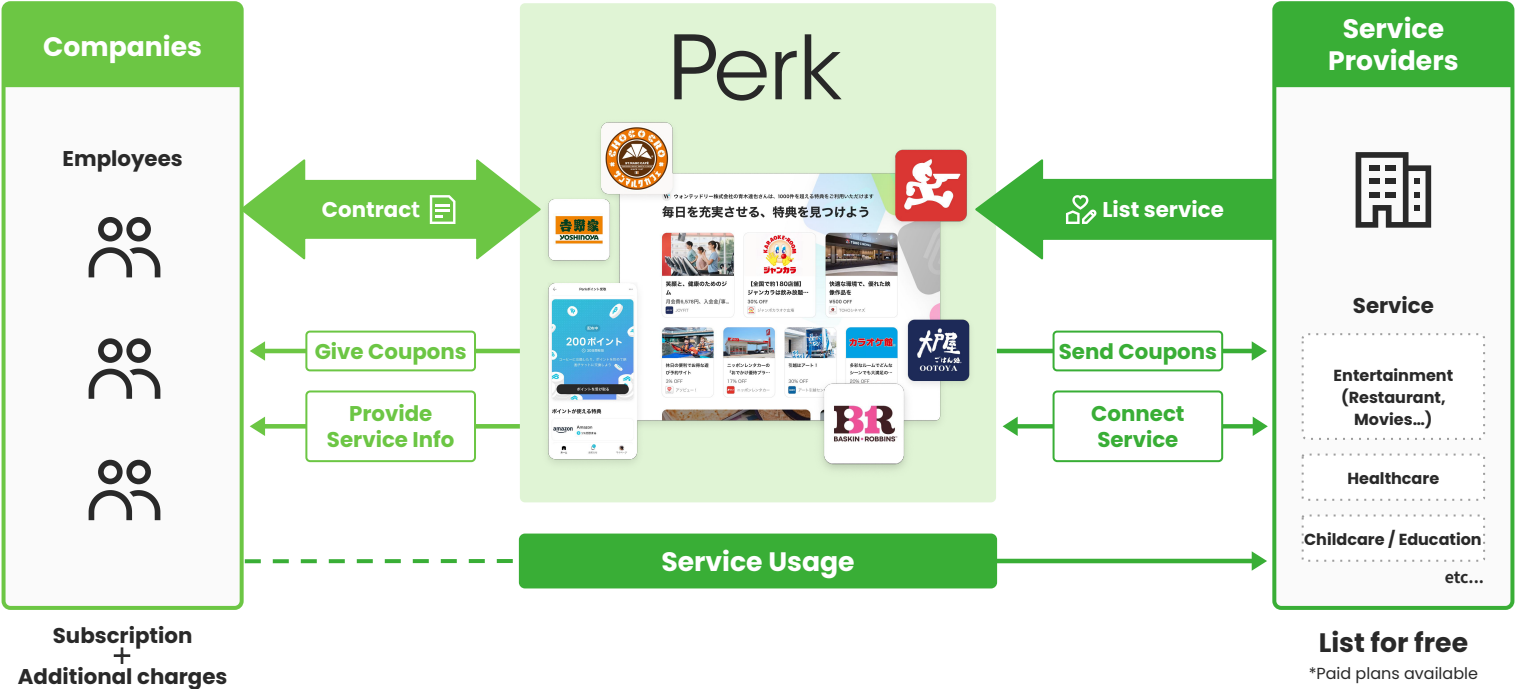
AI features now allow optimal benefit categories and benefits to be recommended based on user attributes and usage status, enhancing user convenience through recommendation functionality.

KidsLine Exchange Amazon Gift Card Exchange



KidsLine and Amazon Gift Cards added as Perk point exchange options.

Future Outlook | Perk - Business Model



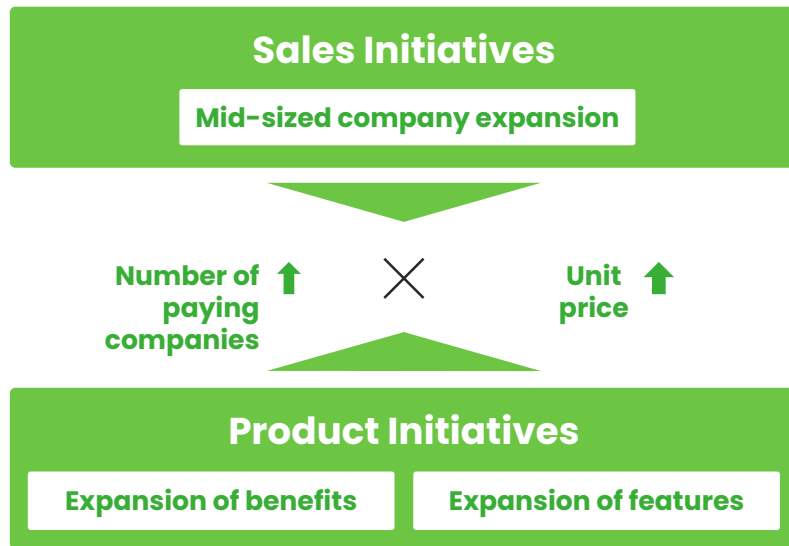
Accelerate sales to mid-sized and larger companies to drive business growth

① Sales Strategy

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

② Product Strategy

- Expand benefits and features to enhance provided value





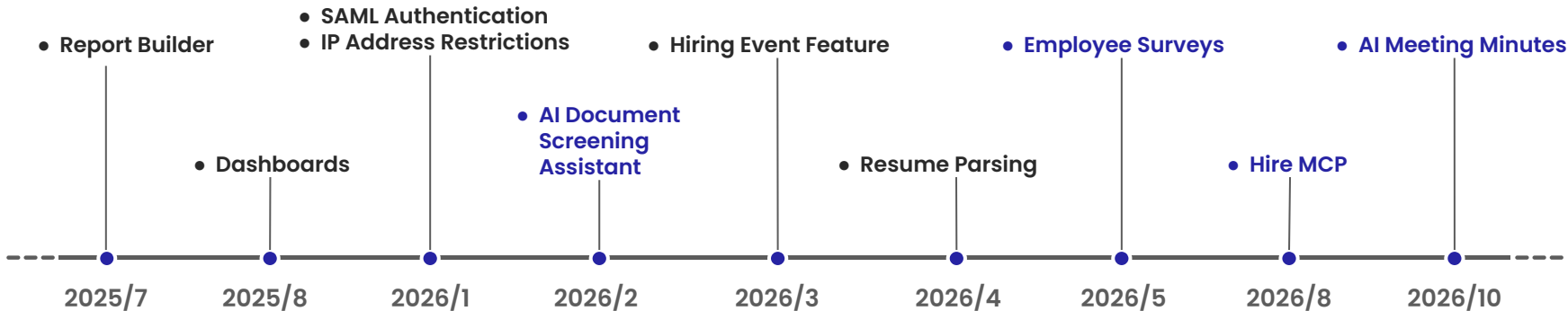
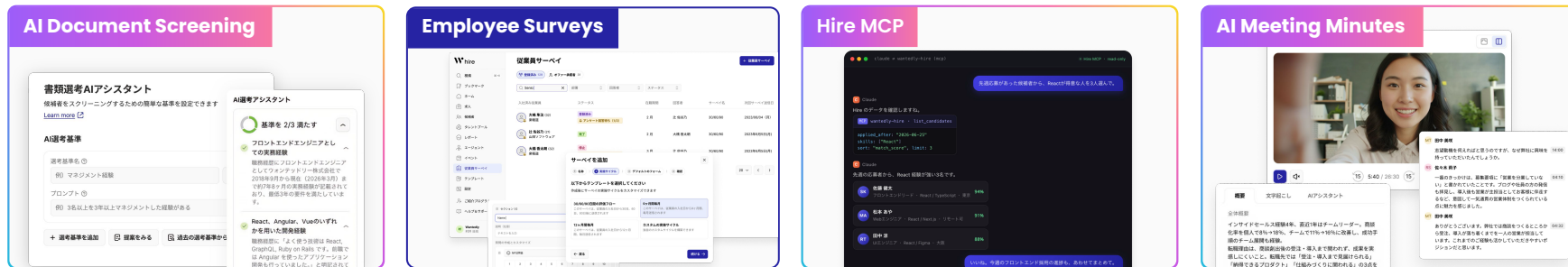
Wantedly Hire

Next Generation Applicant Tracking System

Identify top talent An ATS that learns

- Significantly reduces screening workload for HR and interviewers through AI document screening, resume parsing, and automated interview scheduling
- Connects with AI agents such as Claude via MCP server, enabling progress tracking and recruitment analytics without opening the ATS
- Feeds post-hire performance data back into hiring criteria, evolving into an ATS that continuously learns company-specific success criteria the more it is used

New features that make hiring decision-making smarter with AI and data



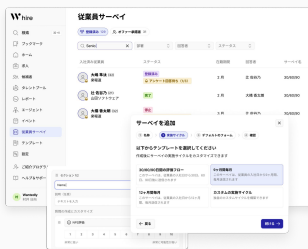
New features that make hiring decision-making smarter with AI and data

AI Document Screening



Based on screening criteria set for each job opening, AI reviews documents and automatically determines whether criteria are met.

Employee Surveys



Connects evaluation data from screening through post-hire to improve hiring quality. Visualizes commonalities among top performers through periodic surveys and AI analysis.

Hire MCP



Enables direct access to and interaction with internal Hire resources in natural language from external generative AI tools such as Claude.

AI Meeting Minutes



When conducting meetings and interviews, enables recording on Wantedly Hire as well as AI-generated summaries and transcriptions based on recorded data.

Other features

- Report Builder
- Dashboards
- SAML Authentication
- IP Address Restrictions
- Hiring Event Feature
- Resume Parser

Future Outlook | **Wantedly Hire** Business Model



Accelerate the creation of new products through a "build small and fast, evaluate, and invest" cycle

Ex | Released Sept 2026

Mendy

by Wantedly

Personalized AI job search agent

iOS / Android app · Available for free

Main features

- Centralized management of emails from recruitment agents
- AI generates and suggests reply drafts
- AI evaluates scout match levels with supporting rationale

Future plans

Sequentially expanding features, including "next action proposals" based on user behavior learning



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 include AI-related features, report builder functionality, employee survey features, and more	• 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	• Security features	• 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 | Risks and Countermeasures

Risk	Countermeasure
Revenue concentration in specific services	- The Wantedly Group's main revenue source is service fees for managing job postings on "Wantedly Visit," resulting in a high level of revenue concentration. If revenue from this service declines due to factors such as intensified competition with other job media, the Group's business results may be significantly affected. - In light of these risks, the Group aims to reduce its dependence on this service by diversifying its revenue sources through new businesses and other initiatives.
Investment in new businesses	- The Group considers investments in new businesses as needed to enhance corporate value. Investments are made after careful review of business plans, but because these plans rely partly on forecasts and assumptions made at the time of planning, they may not progress as expected. In that case, the Group's business and results may be affected. - In light of these risks, the Group regularly reviews the progress of its business plans and revises them as necessary.
Competition	"Wantedly Visit," the Group's main service, competes with job information media, recruitment agencies and others. Many companies already operate in this field, barriers to entry are low, and competition is intense. If the Group fails to differentiate itself sufficiently, or if competition intensifies due to new entrants, the Group's business and results may be affected. - In light of these risks, the service differentiates itself at its core by matching people and companies based on shared vision and values rather than salary or other conditions.
Response to technological innovation such as AI	- The Group provides internet-based services and operates in a business environment highly susceptible to technological innovation, including generative AI. Advances in AI may significantly change how companies recruit and how people look for jobs. If the Group cannot respond to these changes in a timely and appropriate manner, its services may become less competitive, which may affect the Group's business and results. - In light of these risks, the Group continuously monitors technology trends and is advancing AI-powered feature development and service improvements.
Information security	- The Group acquires personal information from job seeker applications and business cards, and is therefore subject to the obligations of a "personal information handling business operator" under Japan's Act on the Protection of Personal Information. Cyberattacks have become more advanced and sophisticated in recent years, partly due to advances in AI, and large-scale personal data breaches have occurred repeatedly. If unauthorized access, cyberattacks or improper handling by employees result in system failures or the leakage or alteration of personal information, the Group's business and results may be materially affected by response costs, damage claims or loss of trust. - In light of these risks, the Group treats the management of personal information as a critical business matter. It limits which employees can access such data, has established "Regulations for the Proper Management of Personal Information," and provides thorough training for all employees. The Group has also obtained ISMS (Information Security Management System) certification, operates it internally and repeatedly conducts employee training to ensure strict information management.
Display of job postings	- Because companies post their own job listings on "Wantedly Visit," illegal, false or inappropriate listings may be posted. If such listings cause harm to job seekers, or if the Group's compliance with the Employment Security Act and other related laws is deemed insufficient, the Group's business and results may be materially affected, including through damage to its reputation. - In light of these risks, the Group publishes its "Posting Rules" and "Content Quality Guidelines" for job postings on "Wantedly Visit" and requires compliance with them. Through strict operational rules such as checklists, the Group works to ensure legal compliance and uphold public order and morals.
Organizational structure and securing and developing human resources	- The Group's policy is to train and hire employees and strengthen its business execution structure in line with future business development. However, if the Group cannot secure talented people as planned, or if these measures do not progress as planned due to employee turnover or other reasons, the Group's business and results may be affected. - In light of these risks, the Group will continue to build an attractive HR system and create an environment where employees can take on challenges and grow with the business, so that they can work comfortably and find their work rewarding.

※ The above lists the major risks recognized by the Group. For other risks, please refer to "Business Risks" in the Annual Securities Report for the fiscal year ended August 2026 (scheduled to be filed in November 2026).

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.