December 18, 2023

ExaWizards Inc. (TSE 4259)

New recruitment work efficiency service using generative AI;

"exaBase Recruiting Assistant" beta version is now available for reservation.

We hereby announce that ExaWizards (“the Company”) decided at today’s Management Meeting to enter the business of streamlining recruiting operations with generative AI. Our first initiative will be to launch the beta version of "exaBase Recruiting Assistant," a service for streamlining recruiting operations, by the end of this year. “exaBase Recruiting Assistant” will combine our generative AI service development capabilities with our accumulated HR Tech knowledge and data.

This service is the second in a series of AI assistants that supports and improves the efficiency of corporate operations. Our goal is to solve social issues by providing AI services and products to improve the productivity of Japanese companies.

1. Purpose and details of the new business

To improve corporate productivity through business process reforms centered on generative AI, our group developed "exaBase Generative AI powered by GPT-4," a ChatGPT-based service for corporate clients, and "exaBase IR Assistant powered by ChatGPT API" (hereinafter referred to as "exaBase IR Assistant"), a service to support IR operational efficiency.

"exaBase Recruiting Assistant," our first entry into recruitment work efficiency services, is the second service in the "AI Assistant Series" (following "exaBase IR Assistant”). A beta version of the service will be available by the end of this year, with a commercial version scheduled for launch in April 2024.

■ Features of “exaBase Recruiting Assistant” beta

Recruitment operations range widely from catching up with the company's business and strategy to accurately understanding needs and meticulously scrutinizing application requirements, often consuming much time and effort. The creation of job postings, a crucial process, frequently takes several hours to be completed. Our service offers the resolution of these issues through capability to automatically generate attractive job postings (*), combined with generative AI, our proprietary database and individual company requirements; further, features for automatically generating scout emails and aiding in document screening are also planned for future addition. Recruiters can drastically cut down on the time spent on creating job postings, which traditionally took several hours, to just a few minutes with our service, therefore allowing the savings in time to be devoted to communication with job seekers, ultimately enabling a recruitment approach that caters to each individual.

Feature 1: Quick and efficient job posting

The AI automatically generates job postings with minimal information, such as simple keywords about the position and the type of person you are looking for. The AI considers company information such as your website and mid-term management plan, allowing recruitment personnel to create attractive job postings in a short period of time.

Feature 2: Our proprietary database insures job posting quality

Our proprietary database of skills and required experience allows the AI to select items that are appropriate to the job type and position. This allows us to generate quality job postings without relying on the skills and experience of a person in charge. The database also avoids strange AI phrases and automatically generates natural Japanese.

Feature 3: Utilizes information on high performers to set requirements for individual job postings

The system extracts the skills and experience required for the position based on the characteristics of high performers already working at the user company, the tasks they perform, and the results they have achieved. This makes it easy to create job postings for “the kind of person you want to hire.”

■ Future developments

In addition to automatically generating scouting e-mails and document screening, this service will be linked to our DX human resource development platform "exaBase DX Assessment & Learning." This multi-function platform has been used by 1,400 companies and major corporations to test over 150,000 examinees and provide seamless support from hiring to training.

(*) This service generates job post items (business overview, job description, desired personality, application requirements, and position attractiveness).

2. Business commencement and sales segmentation

The business will begin providing the beta version by the end of 2023. Sales from this business will be recorded in the AI Products business.

3. Details on special expenditures to start this business

There are no plans at this time for special expenditures to start this business. It will be conducted as part of the normal course of business operations.

4. Schedule of business entry

(1)	Date of business meeting resolution	December 18, 2023
(2)	Date of business commencement	Within 2023 (scheduled)

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5. Future Outlook

The impact of this service on our business performance is currently under scrutiny, but we believe it will improve our corporate value in the medium- to long-term. When a reasonable calculation becomes possible and it is determined that there will be a significant impact on our business performance, we will promptly disclose relevant information.

(Reference) Consolidated earnings forecast for the current fiscal year (announced on August 14, 2023) and consolidated results for the previous fiscal year.

(Millions of Yen)

	Consolidated Sales	Consolidated Operating Income	EBITDA
Consolidated Earnings Forecast for the Current Fiscal Year (Year ending March 31, 2024)	8,500	-290	600
Consolidated Results for the Previous Fiscal Year (Year ending March 31, 2023)	5,591	-378	72

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