:Atrae

Financial Results Explanatory Material

Financial Results for the 2nd Quarter of the Fiscal Year Ending September 30, 2024

Atrae,Inc.（TSE Prime Market：6194）

Agenda

1. Company Overview
2. Financial Highlights
3. About Business
4. References

Agenda

1. Company Overview
2. Financial Highlights
3. About Business
4. References

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”.



Agenda

1. Company Overview
2. Financial Highlights
3. About Business
4. References

Financial Results for FY2024 Q2

FY2024 Q1-Q2

Sales	4,071	Million yen	YoY	+15.0 %	Progress	42.0 %
Operating Profit	548	Million yen	YoY	+72.3 %	Progress	39.1 %

Business

Green's number of applicants reached a record high level,
and the application rate recovered due to measures taken to improve it.

Sumitomo Mitsui Financial Group, Inc. introduces Wevox Standard Plan to all of its approximately 100,000 employees.

Wevox's sales grew YoY +21.9%, SMBC Wevox's sales contribution is expected in H2 as originally planned.

Monthly churn rate for Wevox users remains below 1%.

Topics

Removal of Altiri, Inc. from the scope of consolidation as of the end of FY 2024 due to the transfer of a portion of shares from Atrae, Inc. to several angel investors.
Investment from Atrae is expected to be 14%.

Resolution to revise dividend forecast to 15 yen per share (first dividend).
Total payout ratio is 95.6% when combined with share buyback (480 million yen to be implemented in February 2024).
Resolved to cancel 480 million yen of treasury shares acquired in February 2024 on May 14, 2024.

First borrowing since listing of 500 million yen in March 2024.
Pursue optimal capital structure while securing funds for growth through effective use of debt.

Growth strategy and capital policy for this fiscal year and beyond

Growth strategy

Green

- Using proprietary data accumulated over the past 17 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.
- 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.

wevox

- Increase the number of companies adopting Wevox by improving the added value provided to customers
- Increase demand for use of Wevox engagement scores in human capital disclosure
- Acceleration of sales growth by SMBC Wevox is expected from FY2024 Q3 onward

- Growing to the top class of the B.League in terms of ability to attract spectators
- Pursue further growth by combining the management expertise of the People Tech business

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

Capital policy

Current status	● Net assets have been increasing due to the accumulation of retained earnings, and return on equity is expected to gradually deteriorate in light of future growth strategies ● Further pursuit of financial soundness may lead to deterioration of capital efficiency in the future
Policy	● Target level of ROE/ROIC is 20% or more ● 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	● Resolution to revise dividend forecast to 15 yen per share (first dividend) ● Total payout ratio is 95.6% when combined with share buyback (480 million yen to be implemented in February 2024)

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

:Atrae

	FY2021	FY2022	FY2023
Long-vacation acquisition rate (including childcare leave and maternity leave)	9.0%	7.7%	3.2%
Turnover rate	2.6%	4.3%	6.5%
Number of nationalities of employees	4	3	3
Mid-term average engagement score	**91**	**91**	**89**
Number of hours spent discussing organization building by all employees	44	46	48

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

Quarterly Financial Highlights

Green sales recovered to YoY+11.7% in Q2 compared to YoY+2.9% in Q1
Wevox's sales grew YoY +21.9%, SMBC Wevox's sales contribution is expected in H2 as originally planned

(Million yen)	FY2024 Q2	YoY FY2023 Q2	%	QoQ FY2024 Q1	%	FY2024 Q1-Q2	YoY FY2023 Q1-Q2	%
Sales	2,185	1,828	+19.5%	1,886	+15.9%	4,071	3,541	+15.0%
Green	1,350	1,209	+11.7%	1,212	+11.4%	2,562	2,387	+7.3%
Wevox	589	483	+21.9%	567	+3.9%	1,156	932	+24.0%
Other	18	25	△28.0%	20	△10.0%	38	56	△32.1%
Sports Tech	228	111	+105.4%	87	+162.1%	315	166	+89.8%
Operating Expenses	1,888	1,815	+4.0%	1,635	+15.5%	3,523	3,223	+9.3%
Operating Profit	297	13	+2,184.6%	251	+18.3%	548	318	+72.3%
Operating Profit Margin	13.6%	0.7%	+12.9pt	13.3%	+0.3pt	13.5%	9.0%	+4.5pt

YoY Comparison (sales)

Significant increase in profit in YoY due to improved investment efficiency in Green advertising
No significant change in investment policy, continue to focus on web advertising

(Million yen)		FY2024 Q2	% of Sales	FY2023 Q2	% of Sales	YoY %	FY2024 Q1-Q2	% of Sales	FY2023 Q1-Q2	% of Sales	YoY %
Sales		**2,185**	**100.0%**	**1,828**	**100.0%**	**+19.5%**	**4,071**	**100.0%**	**3,541**	**100.0%**	**+15.0%**
People Tech		1,957	89.6%	1,717	93.9%	+14.0%	3,756	92.3%	3,375	95.3%	+11.3%
Sports Tech		228	10.4%	111	6.1%	+105.4%	315	7.7%	166	4.7%	+89.8%
Operating Expenses		**1,888**	**86.4%**	**1,815**	**99.3%**	**+4.0%**	**3,523**	**86.5%**	**3,223**	**91.0%**	**+9.3%**
People Tech		1,397	63.9%	1,447	79.2%	△3.5%	2,748	67.5%	2,633	74.4%	+4.4%
Cost of sales		19	0.9%	30	1.6%	△36.7%	44	1.1%	55	1.6%	△20.0%
SG&A	Web Ad	751	34.4%	774	42.3%	△3.0%	1,462	35.9%	1,351	38.2%	+8.2%
	TV Ad and Other	45	2.1%	91	5.0%	△50.5%	93	2.3%	164	4.6%	△43.3%
	Personnel Cost	318	14.6%	306	16.7%	+3.9%	633	15.5%	600	16.9%	+5.5%
	Other	264	12.1%	246	13.5%	+7.3%	516	12.7%	463	13.1%	+11.4%
Sports Tech		491	22.5%	368	20.1%	+33.4%	775	19.0%	590	16.7%	+31.4%
Operating Profit		**297**	**13.6%**	**13**	**0.7%**	**+2,184.6%**	**548**	**13.5%**	**318**	**9.0%**	**+72.3%**

For Reference：Quarterly Financial Highlights

(Million yen)	FY2021 Q1	FY2021 Q2	FY2021 Q3	FY2021 Q4	FY2022 Q1	FY2022 Q2	FY2022 Q3	FY2022 Q4	FY2023 Q1	FY2023 Q2	FY2023 Q3	FY2023 Q4	FY2024 Q1	FY2024 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**
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
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
Wevox	156	176	206	264	298	304	373	435	449	483	491	541	567	589
Other	17	20	25	28	26	25	25	29	31	25	22	21	20	18
Sports Tech	-	-	-	-	49	74	61	67	55	111	113	179	87	228
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**
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
Cost of sales	12	16	20	23	23	25	27	30	25	30	26	29	25	19
SG&A Web Ad	270	287	339	353	278	402	657	765	577	774	705	831	711	751
TV Ad and Other	17	56	139	441	201	241	91	89	73	91	64	131	48	45
Personnel Cost	154	172	195	283	206	259	287	371	294	306	315	319	315	318
Other	143	143	142	171	174	186	176	188	217	246	246	273	252	264
Sports Tech	12	10	15	41	173	270	201	208	222	368	329	314	284	491
Operating Profit	**278**	**314**	**371**	**47**	**449**	**216**	**306**	**89**	**305**	**13**	**464**	**170**	**251**	**297**
Operating Profit Margin	**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%**

Agenda

1. Company Overview
2. Financial Highlights
3. About Business
4. References

Our People Tech Business

- Creating a sense of purpose in life and work -

Professional Basketball Team

Revitalization of local communities

Business Matching App

yenta

Empowering individuals through the creation of valuable encounters

Job Search Website with Contingency Fee

Green

Realization of human resource mobility and optimal placement

Atrae

Business Strategy

Online counseling service run by a psychiatrist

MySherpa

Improvement of working people's mental health

Management support for medical institutions and nursing care facilities

EUCALIA

Industrialization of Health Care

Sports and Technology Business

EUPHORIA

Revitalization of the sports industry

Support the innovation of corporations

SMBC Wevox

Improvement of organizational capability and corporate value

Organizational capability platform

wevox

Increase the number of rewarding organizations to work for

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

Point1 The first model in this industry

High recognition from both users and clients due to the leading advantage.

Point2 Inexpensive uniform fixed price

Uniform fixed pricing system based on job category. Low cost of hiring excellent talent without risk.

Point3 Direct recruiting platform

Job seekers and companies can take action and communicate interactively.

Attain Efficient Matching Via Technology

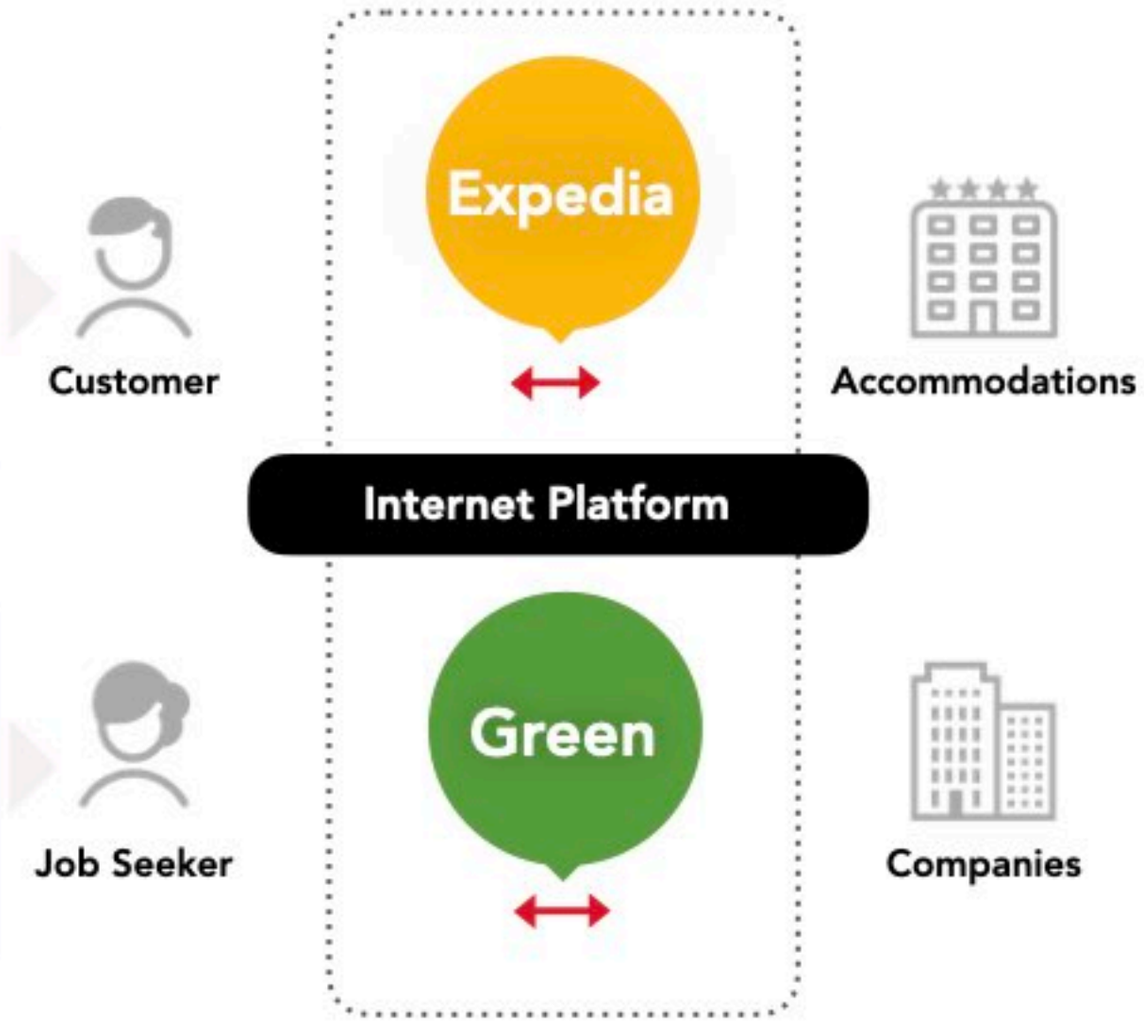
Labor intensive business model is being replaced by IT in many industries.
Green is replacing recruiting agencies by matching job seekers and companies through IT.

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 17 years）

Number of Cumulative Registered Company

More than 10,000

Number of Registered User ID

More than 1.31 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.

CyberAgent. Akatsuki MIXI freee LIFULL SoftBank HONDA

SOMPO HOLDINGS Have a good Cashless. SMBC 三井住友カード RESONA SBI SBI証券 TOPPAN ニトリ NITORI NTT Communications NTTコム ソリューションズ

BIGLOBE MYNET CUC 朝日新聞 毎日新聞社 Cygames Gunosy

Mirrativ TikTok LITALICO りたりこ bitkey KATARIBA K KONICA MINOLTA FU SO SHA 扶桑社

Nestlé. Good food, Good life J!NS JCB 世界にひとつ。あなたにひとつ。 HINO セブン銀行 ジャパンネット銀行 Rakuten 楽天銀行

Definition of KPI

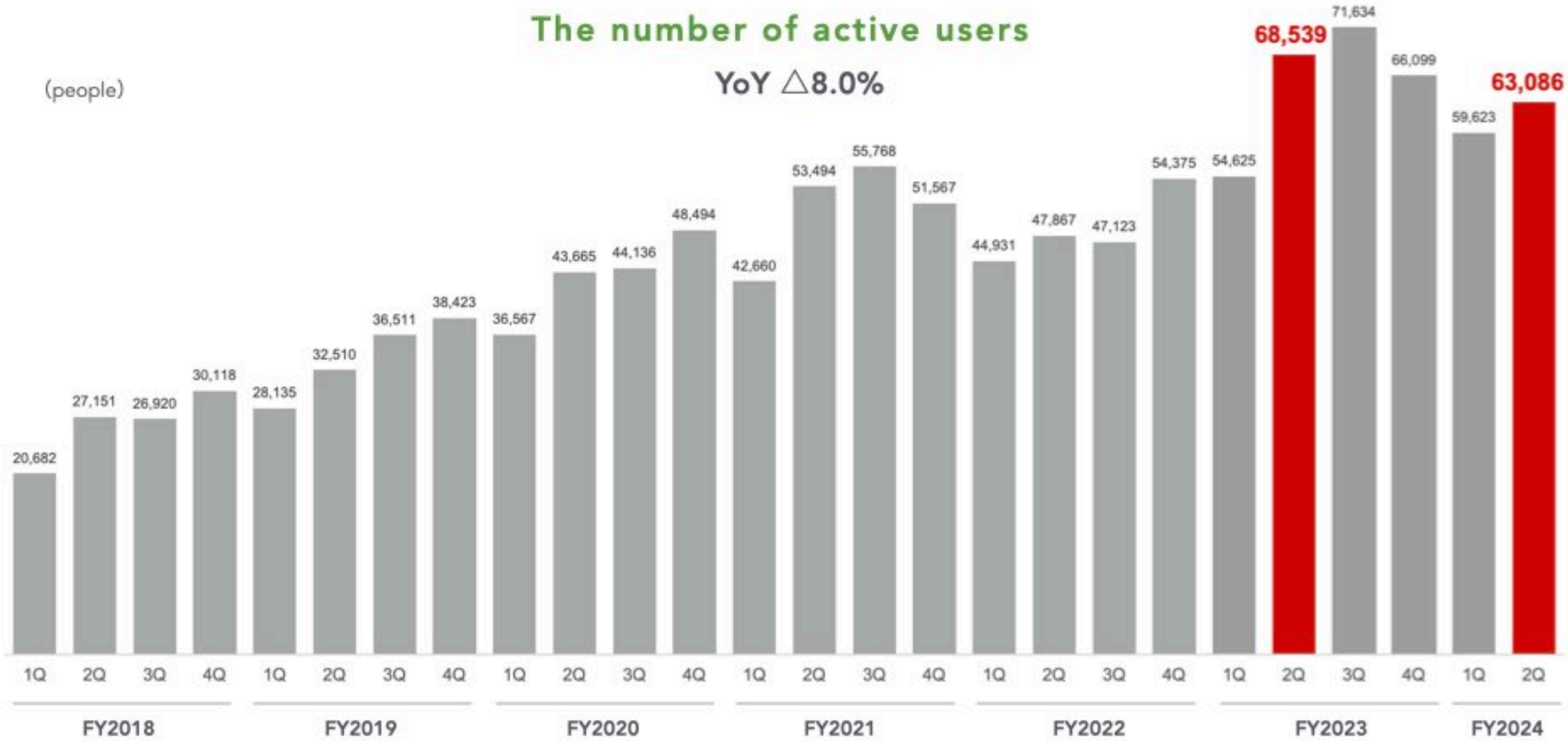
KPI	Definition	Period
The number of active users	Job seekers who log in at least once a month among job seekers who are registered with Green	Monthly (last month of the quarter) unique
The number of quarterly active users	Job seekers who log in at least once a quarter among job seekers registered with 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	The number of applicants ÷ The number of quarterly active users	Quarterly (3 months) unique
Document screening pass rate	Number of document screening pass ÷ 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

Control advertising portfolio and focus on tech sector talent

The number of active users

YoY △8.0%



* Active user : Job seekers who log in at least once a month among job seekers who are registered with Green
Graph shows the number of active users in the last month of the quarter

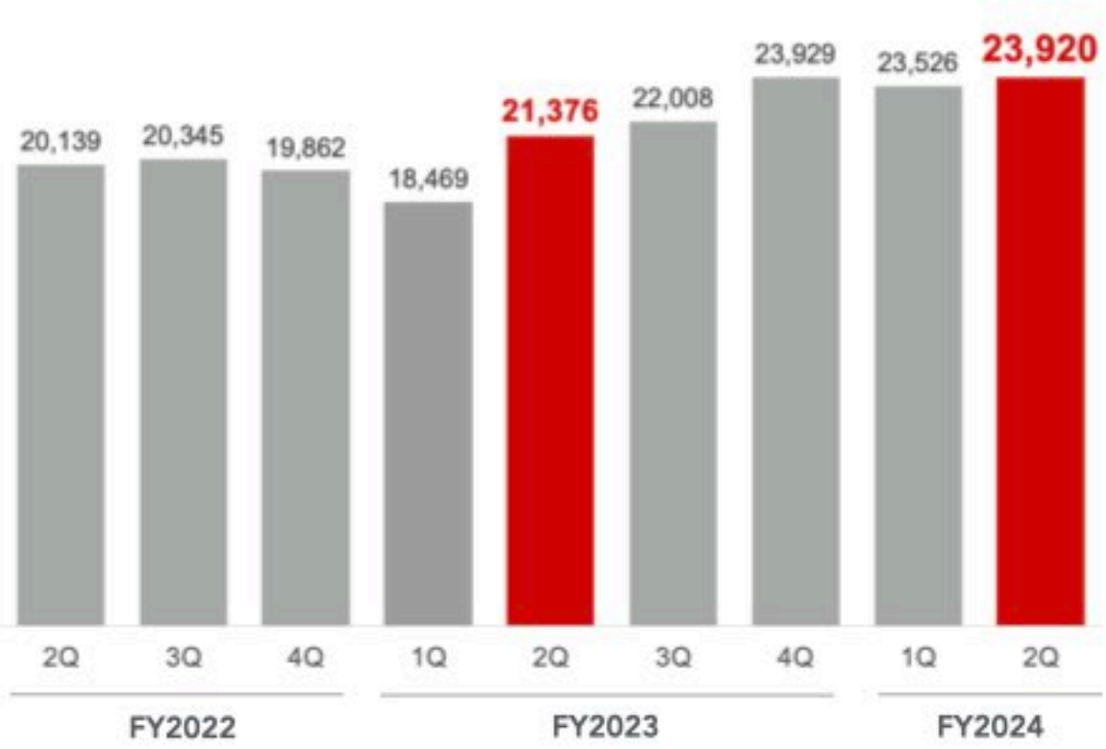
※Quarter transition

The number of applicants reached a record high level Application rate also recovered due to measures to improve it

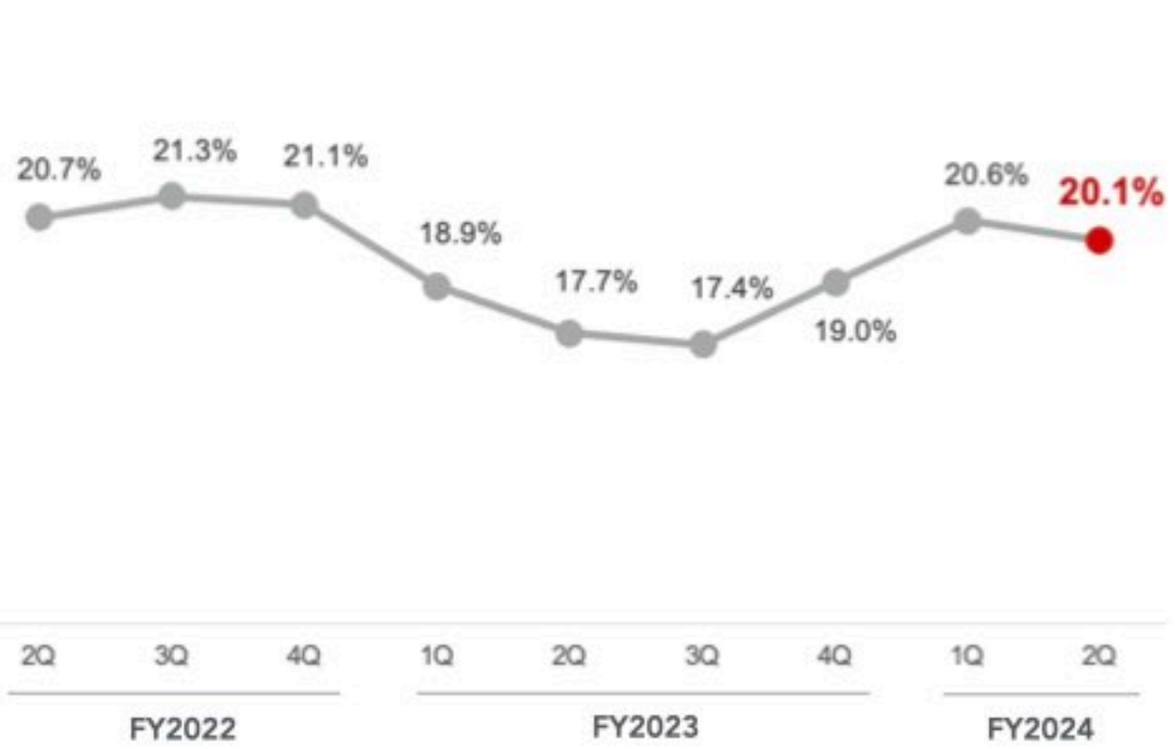
The number of applicants

(people)

YoY +11.9%



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)

Improving matching efficiency as a top priority

Document screening pass rate



※ Document screening pass rate： Number of document screening pass ÷ Number of applications

Improve matching efficiency using 17 years of proprietary data x Green AI

1 Recommends high-match jobs to job seekers

- ✅ Highly accurate matching is achieved by utilizing over 17 years of application and selection result data, which is one of Green's strengths

2 Facilitates applications for high-match jobs

Issue Job seekers are often not convinced when they are recommended high-match jobs because they cannot find a reason for the high match

Solution Utilizing Green AI, present high-match job opportunities and provide tailored explanations based on individuals' data, enhancing job seekers' conviction in their fit and motivating applications

3 Supporting candidates from passing the screening process to receiving a job offer

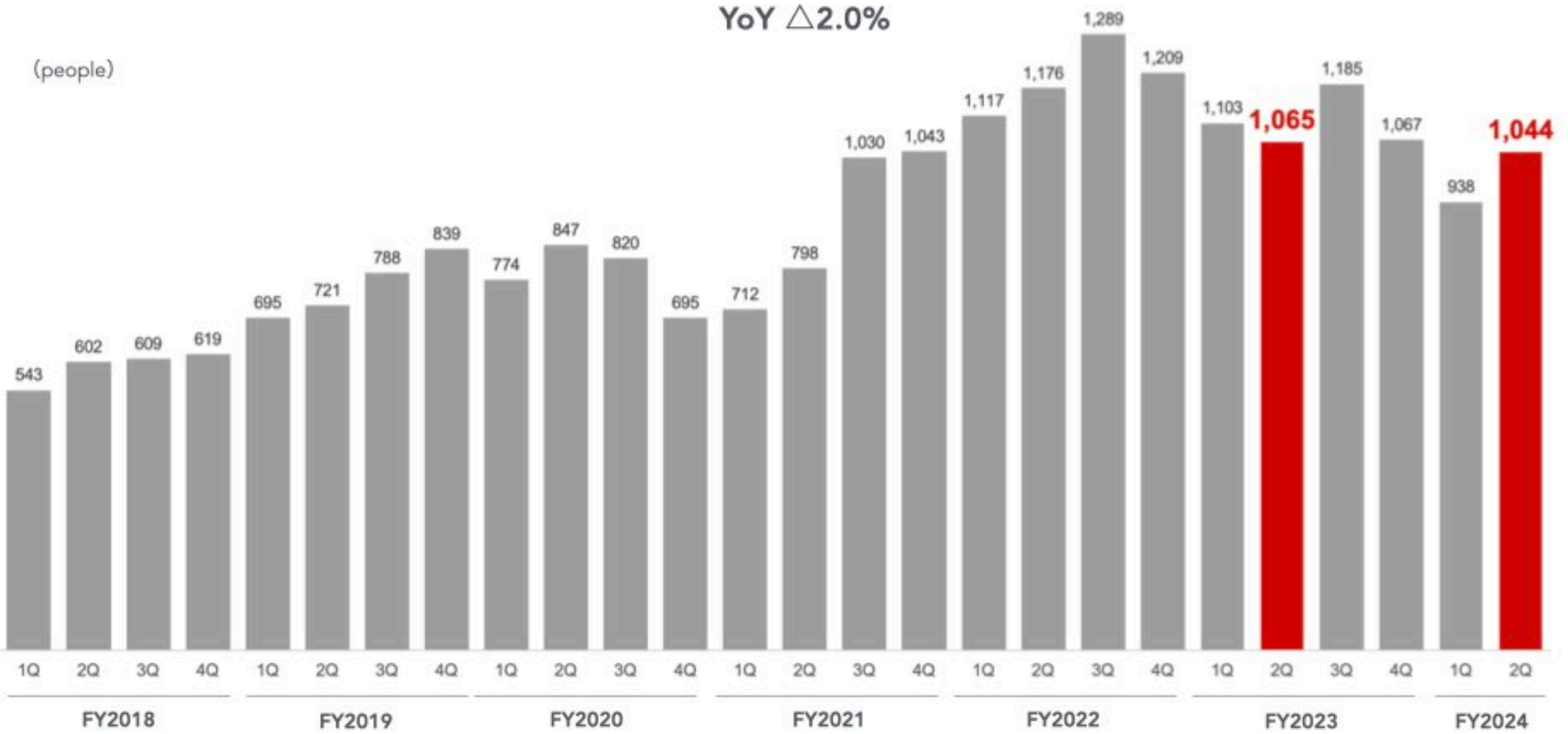
Issue Even if a candidate is a good fit, there are opportunities lost when they are rejected due to lack of profile information on job seekers or inadequate interview responses

Solution Green AI provides comprehensive support for a smooth transition to a new job, including support for expansion of job seeker profile information and preparing for interviews

Become a contingency fee-based recruitment media with a high job offer rate in relation to the number of applications received.

Record-high number of applicants contributed to the number of new hires bottoming out

Hired Employees (Quarter)



※Quarter transition

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

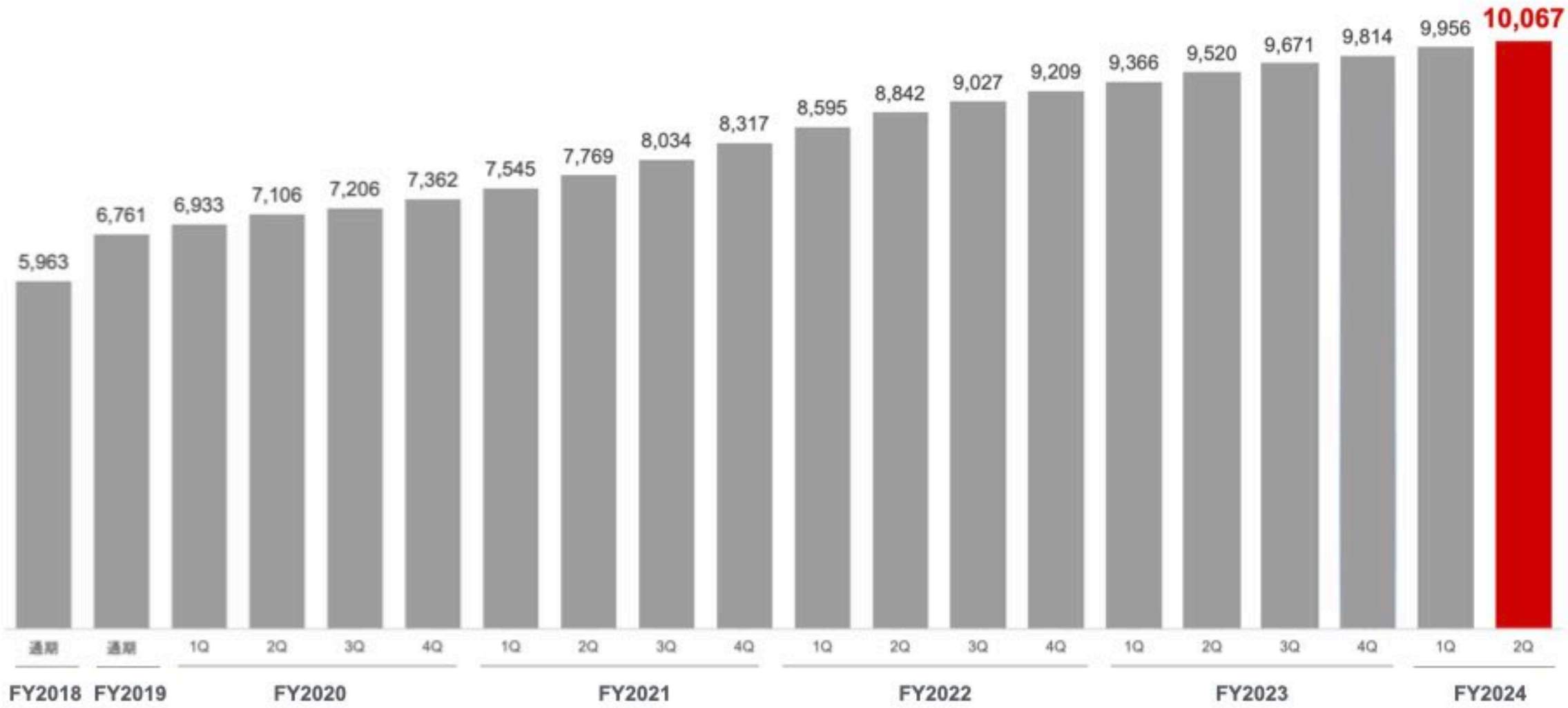
• Engineer • Technical Positions (Systems/Network) • Management/CXO	1,200,000 yen
• Sales • Planning and Marketing • Management, Administration and Back office • Specialists (Finance/Real estate/Consulting/Lawyer, etc.) • Creative Positions (Web/Gaming/Multimedia) • Engineer/Technical Positions (Electrical/Electronics/Mechanical/ 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

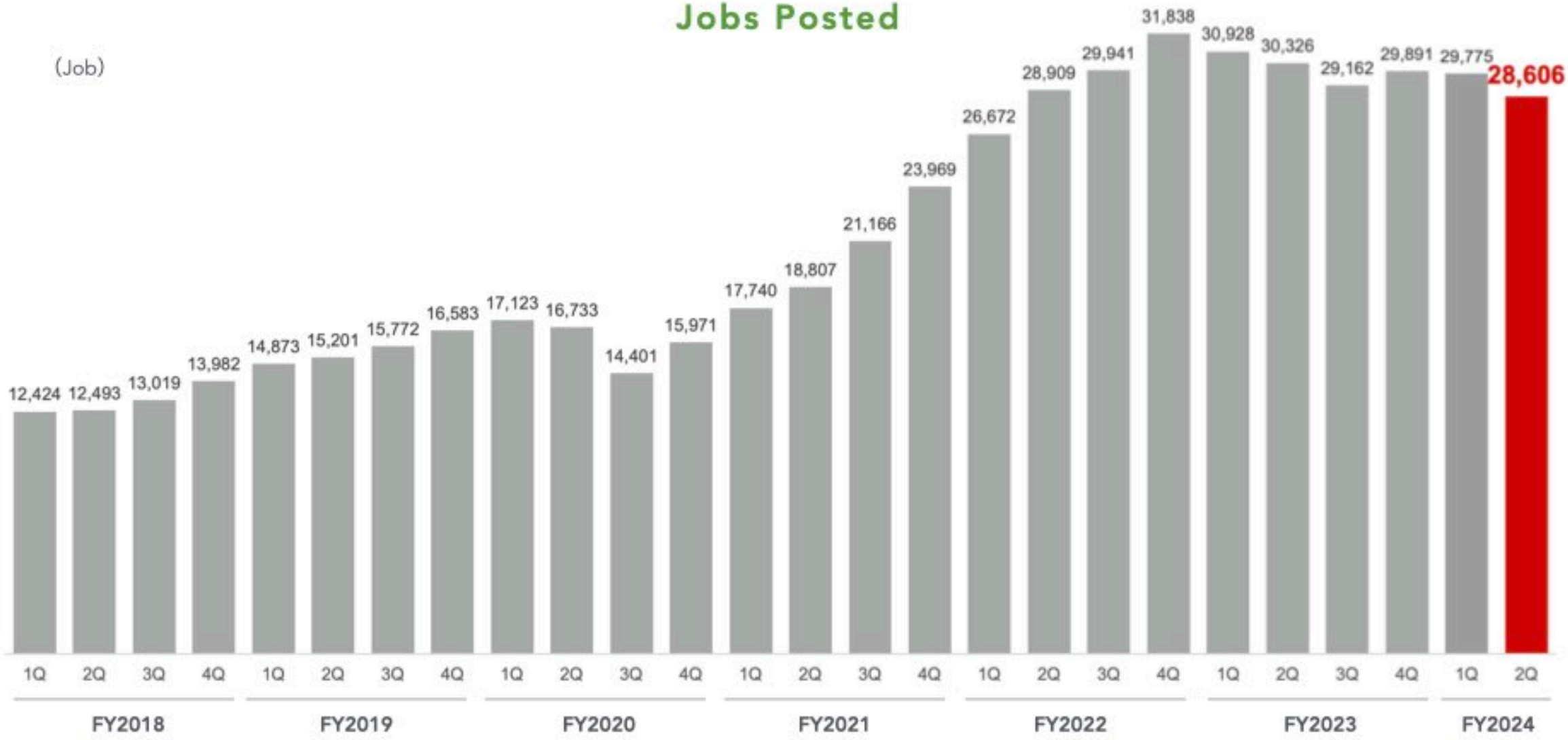
Steady Increase of Newly Registered Companies

Cumulative Registered Companies



The number of jobs posted remained at a level balanced with the number of active users as the review of job postings has run its course

Jobs Posted



※Quarter transition

A summary of each KPI

KPI	Current status	Measures to pursue further growth
The number of active users	○	●Aiming for further growth through continuous pursuit of web advertising portfolio optimization
The number of applicants Application rate	○	●Aiming for further growth by continuously improving the accuracy of recommendation engine and UI/UX
Document screening pass rate	×	●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	○	●Aim to continue steady accumulation through productivity-conscious inbound sales ●Seek to strategically acquire companies with attractive job postings
Jobs Posted	△	●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	× ▶△	●In addition to web advertizing portfolio optimization and UI/UX refinement, score the charactertistics 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

Recruiting market scale exceeds pre-COVID levels and entered a growth phase again
Top priority is to improve matching efficiency, in order to achieve the earnings forecast for this fiscal year and further growth in the next fiscal year and beyond

	Recruitment Market Size	Green's Market Size※1	Green's Occupancy※2
All Industry	351 B yen※3 (296 B yen)※4	210 B yen (177 B yen)	2.1% (2.3%)
IT Industry	105 B yen※5 (88 B yen)	63 B yen (52 B yen)	7.0% (7.7%)

※1 Green is a discounted model of Recruitment Agency by 60%
※2 Green's sales calculated as 4.4 B yen (FY2023 Actual)
※3 Yano Research Institute "Current Status and Future of Human Resource Business 2023 Edition
※4 Figures in brackets indicate previous year results
※5 We estimate that approximately 30% of the total recruitment market is IT industry related

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.

GOOD DESIGN

Organizational Capability Platform utilizing pulse survey and machine learning

Point1 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

Point2 Utilizing technology

Automatically analyze the huge amount of data collected and enables immediate grasp of the organization's issues

Point3 Affordable price with SaaS model

Offer a low price of ¥ 300 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



Wevox's Competitive Advantage

1 Pulse survey

Monthly periodic observation
enables real-time understanding of
organization issues

2 Usability

GOOD DESIGN AWARD 2019

Easy -to-use design for various devices
(PC/tablet-type device/smartphone)



3 Data analysis

Applying over 261 million responses
to machine learning



4 Academic basis

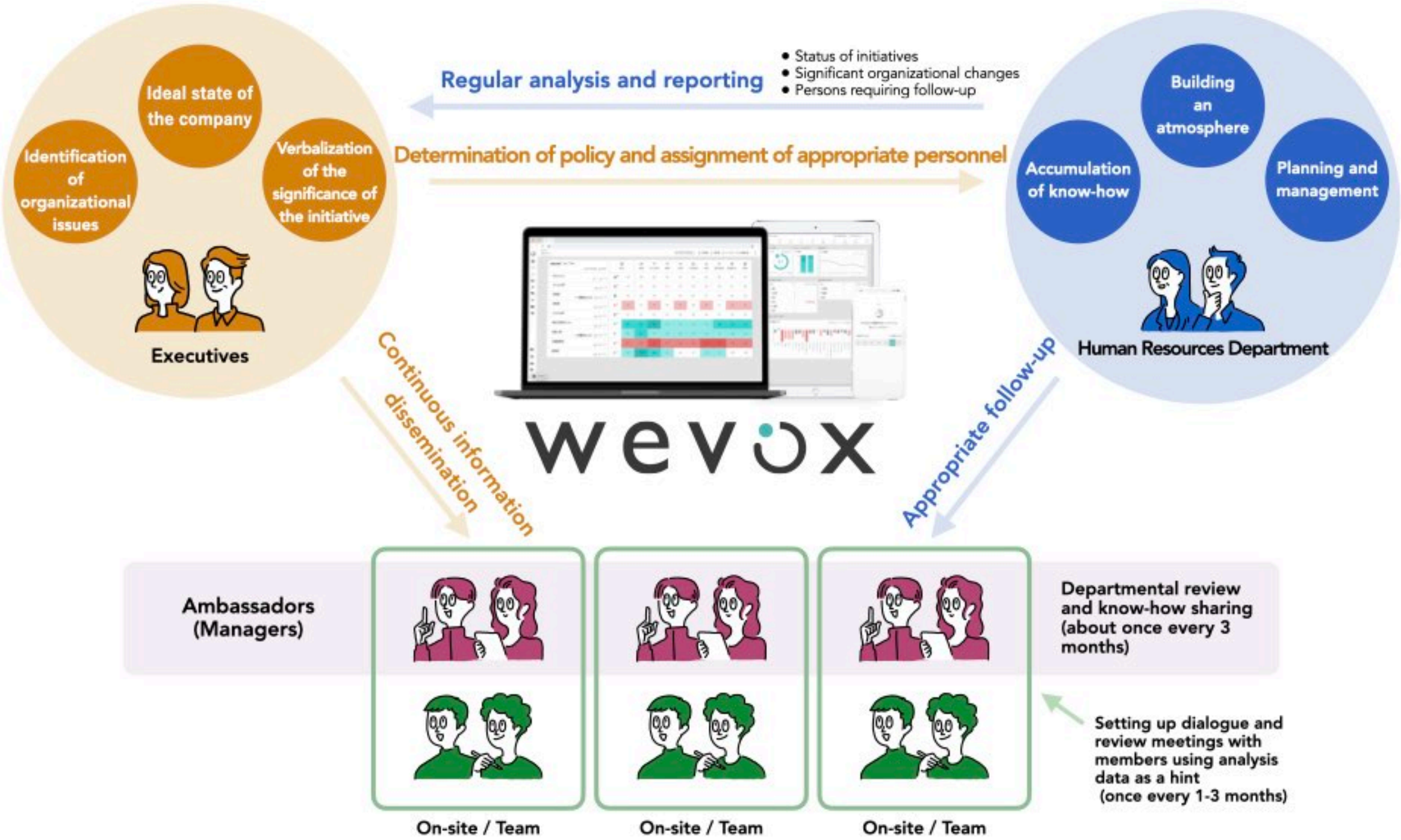
Professor Akito Shimazu, Keio University,
a leading expert in the engagement
research, joins as an advisor



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

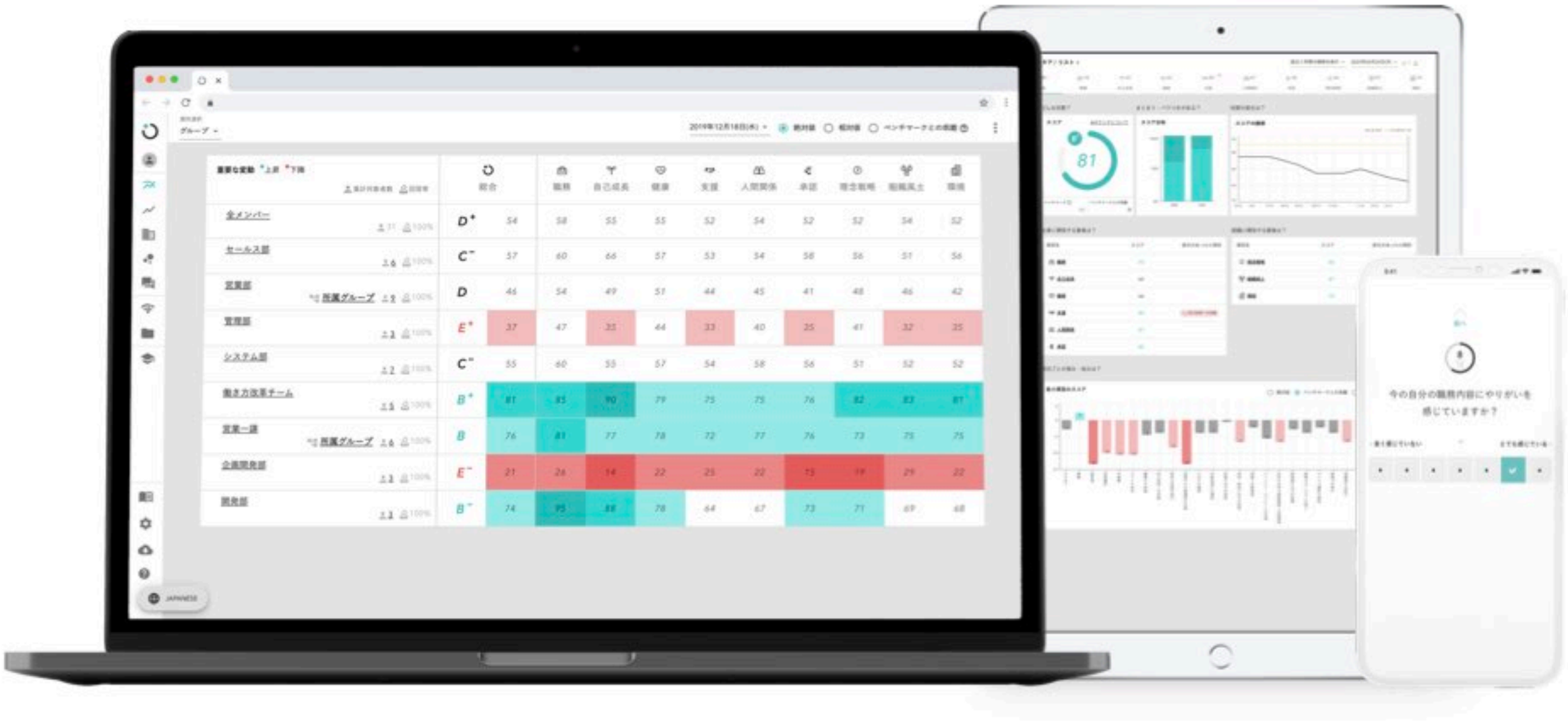


Wevox's model of organizational capability empowerment



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
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

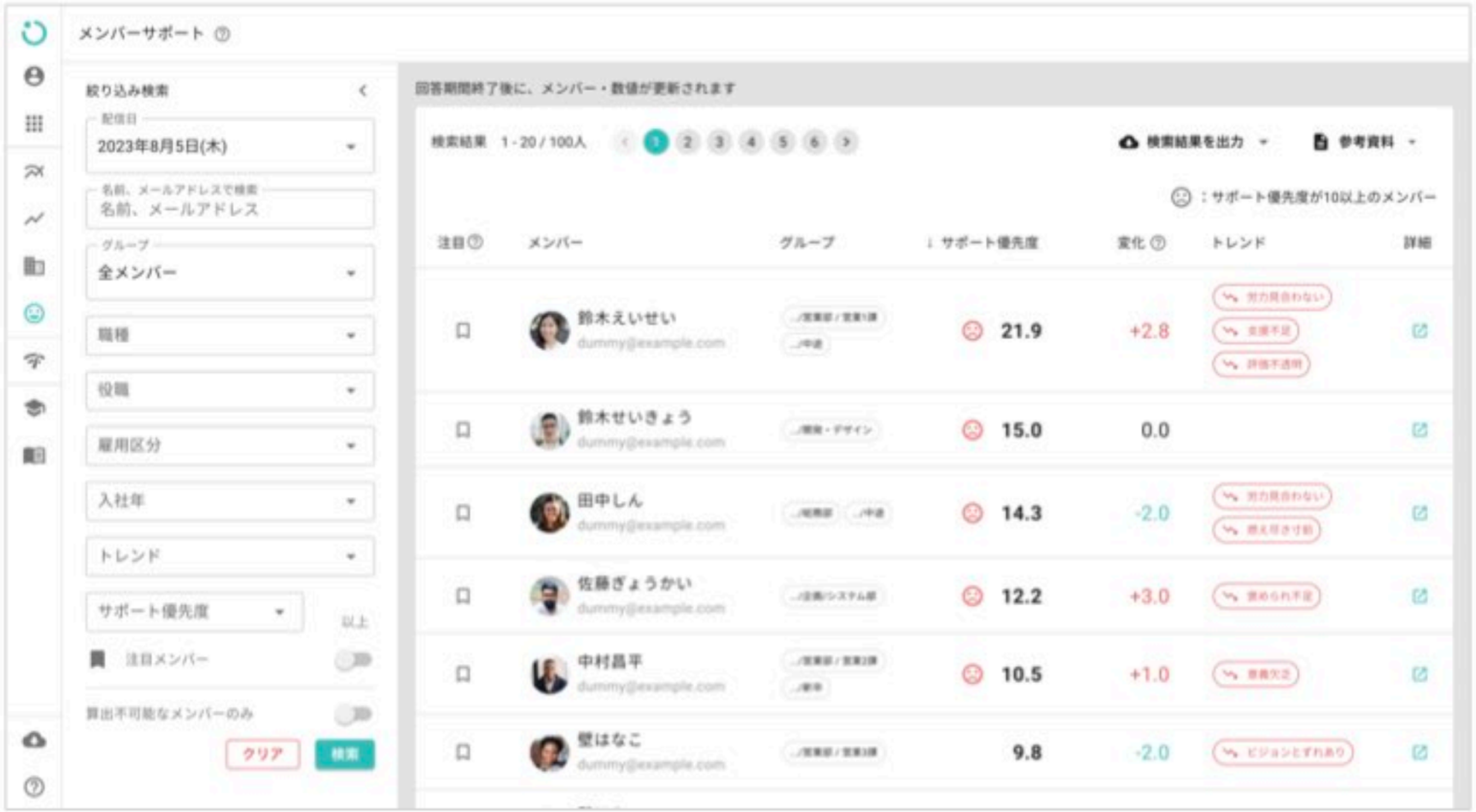
3.上司との関係構築の重要性
上司との関係に関するスコアは前回結果と比較して、良好な関係が築け
ん。上司との関係が良好であることは、仕事の生産性を高める上で非常
ドバックを積極的に求めることが、関係構築につながると考えられます





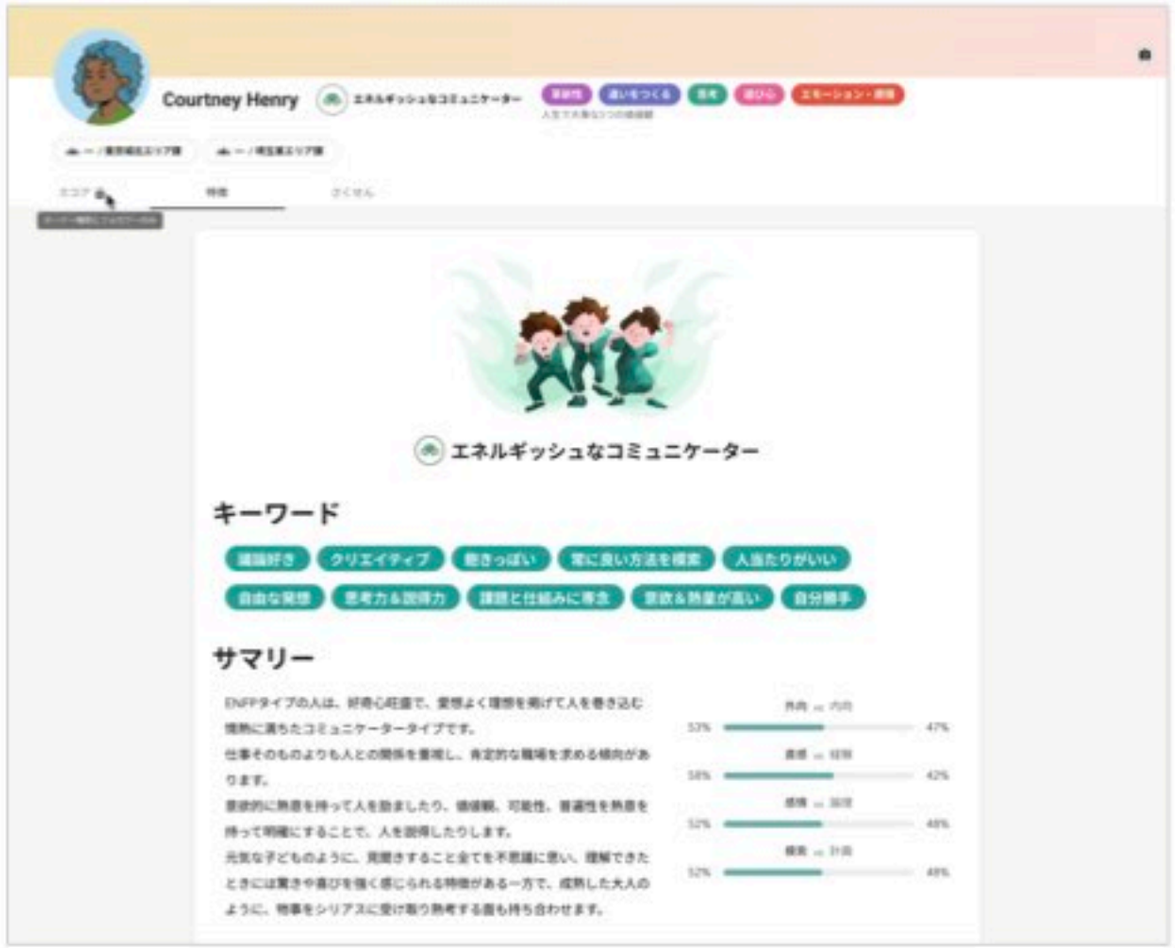
Member support analysis feature encourages individual performance improvement and supports the prevention of employee turnover

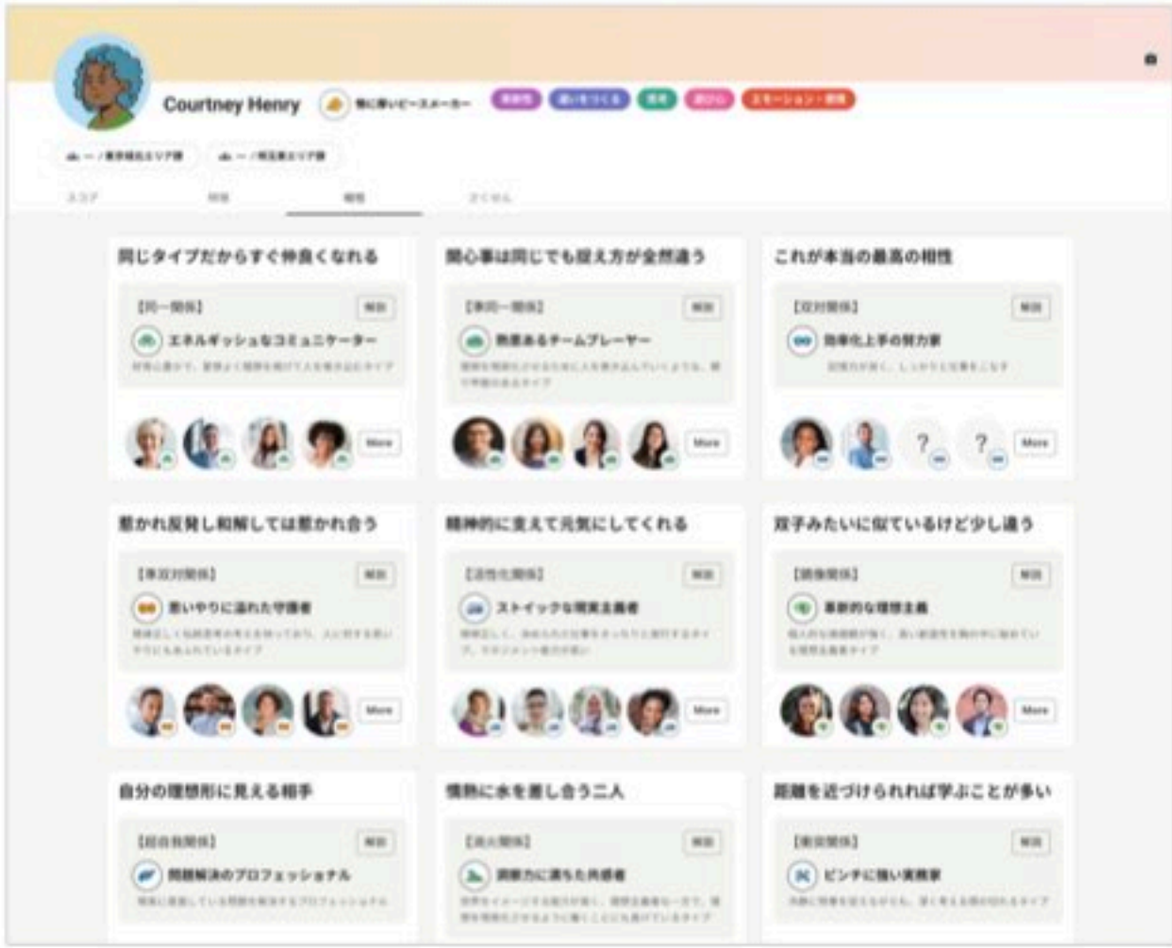
Extracts members to be prioritized for support by using a machine learning model specialized for future prediction based on accumulated user response data



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

Facilitates communication by promoting self-understanding and mutual understanding





Improving the added value provided to customers

Higher-end plans launched
Optional menus tailored to customer needs are also available

	Basic Pulse survey to analyze organizational to team level engagement	Standard 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	○	○
API Use		○
Engagement	○	○
Organizational Culture		○
Personal Analysis		○
Custom	○	○
Organizational Analysis	○	○
Member Support		○
Team improvement support by AI		○

+

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

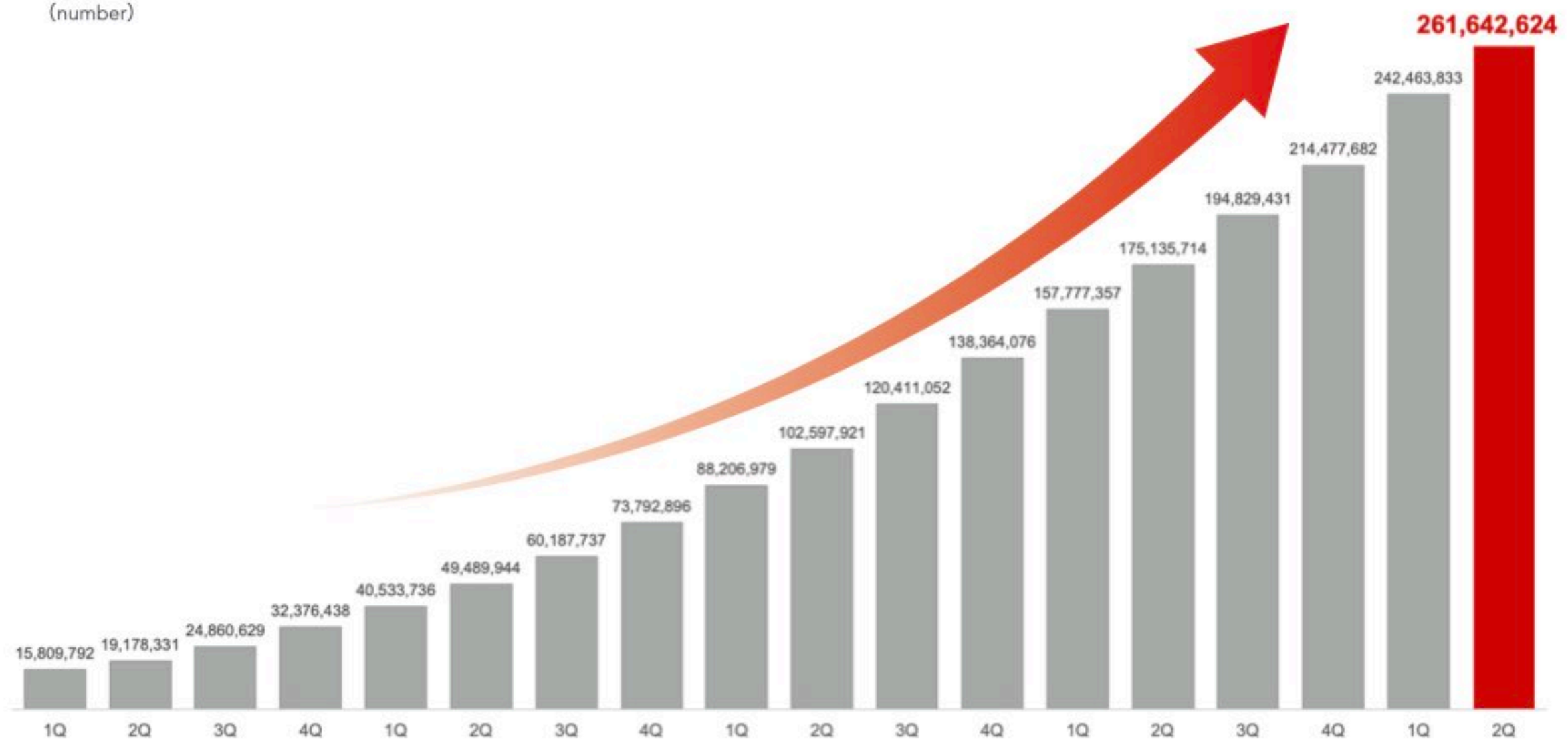
Companies adopting Wevox cover many different industries and sectors such as IT, securities, bank, medical, food, sports teams. Currently, Wevox is adopted by more than 3,260 companies. Increase of users more than the growth of the companies and organizations introduced.

SMBC 三井住友銀行
一生涯のパートナー 第一生命
KDDI
BRIDGESTONE
DNP 大日本印刷
清水建設
NRI 野村総合研究所
Eisai
muRata
LINEヤフー
ZOZO
KOKUYO
三菱マテリアル
Canon
MUFG 三菱UFJ信託銀行
三井住友信託銀行
ニッセイ・キャピタル株式会社 NCC
あおぞら銀行
株式会社大塚商会
HOSHIZAKI
自然を、おいしく、楽しく。 KAGOME
TOSHIBA
Money Forward
sansan
滋賀銀行
SgH
東映
PIGEON HOME PRODUCTS
Fujikura
MABUCHI MOTOR
三井倉庫ホールディングス
NECネッツエスアイ
LAWSON
雪印メグミルク
J!NS
ひと、まち、笑顔に。 Joshin
DAISO ダイソー
新しい幸せを、わかすこと。 NORITZ
Daiichi-Sankyo
trans cosmos
NICIGAS
Hollylock
大崎市 Osaki City, Miyagi
LifeNet
BIGLOBE
INTERSPACE Interspace Co.,Ltd.
GEECHS
BEENOS
GMOペパボ

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

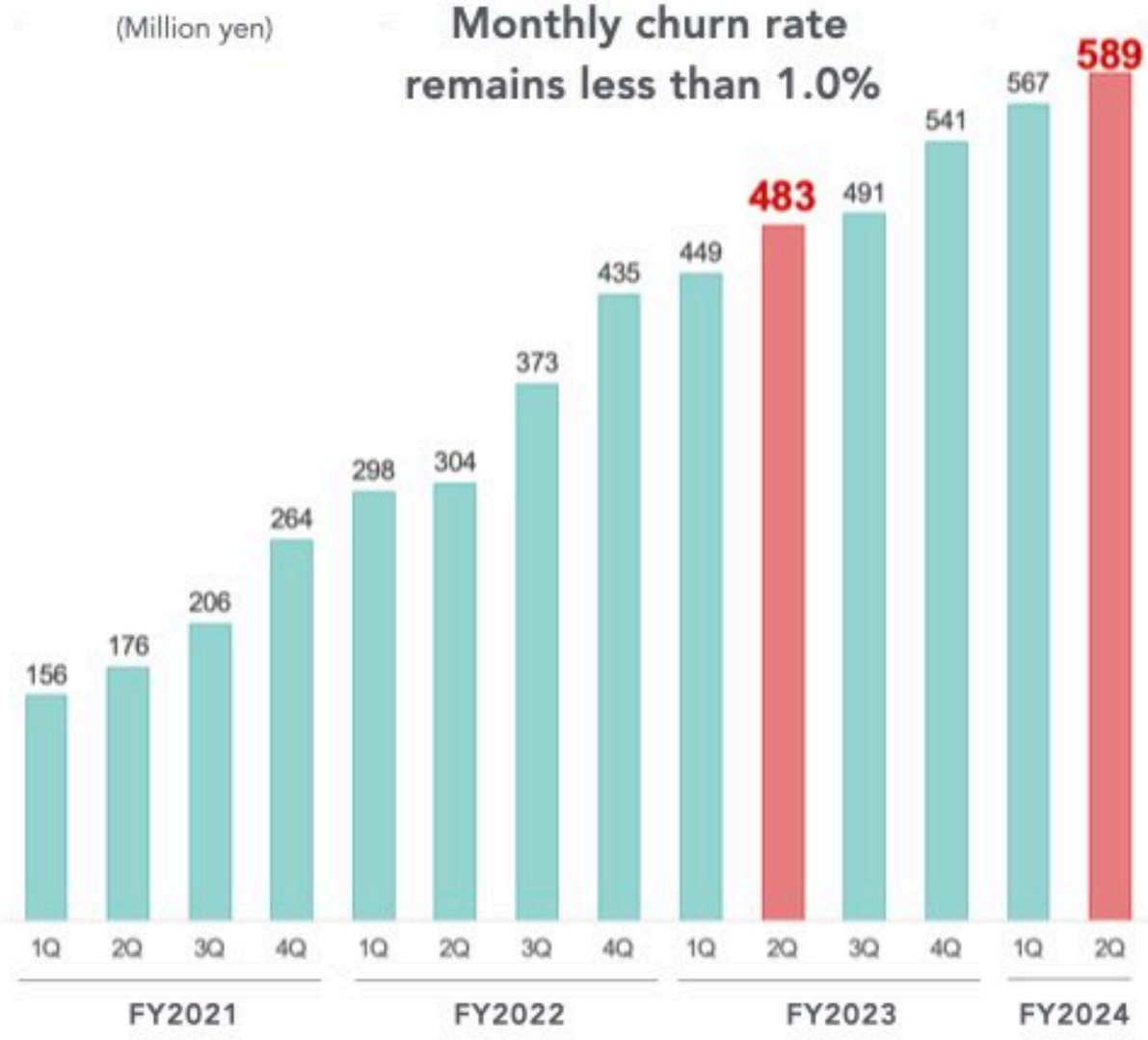
Transition in the number of companies adopted



Transition in Sales

YoY +21.9%

Monthly churn rate remains less than 1.0%



Potential Growth of Wevox

Potential target	Price Competitiveness	Potential Market size
All Employed Persons 67.2M※1 People	¥300～¥600 Per person per month	More than ¥240B～¥480B※2 yearly
Wide range of industries including sports and educational organizations	Targeting wide range of clients via SaaS model	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

"Create a sports team that attracts people all over the world"

Professional Basketball Team ALTIRI CHIBA



Founded the professional basketball team "ALTIRI CHIBA"

Joined the B3 League from the 2021-22 season, based in Chiba City, Chiba Prefecture

Growing to the overwhelming top in the B2 League in terms of strength and ability to attract audience

B2 League Rankings

2023-24 B2 League regular season

1st in the East District

West District

Rank	Team	Wins	Losses	Winning percentage
1	SHIGA	44	16	.733
2	FUKUOKA	36	24	.600
3	KUMAMOTO	33	27	.550
4	SHIZUOKA	29	31	.483
5	KOBE	29	31	.483
6	NARA	24	36	.400
7	EHIME	23	37	.383

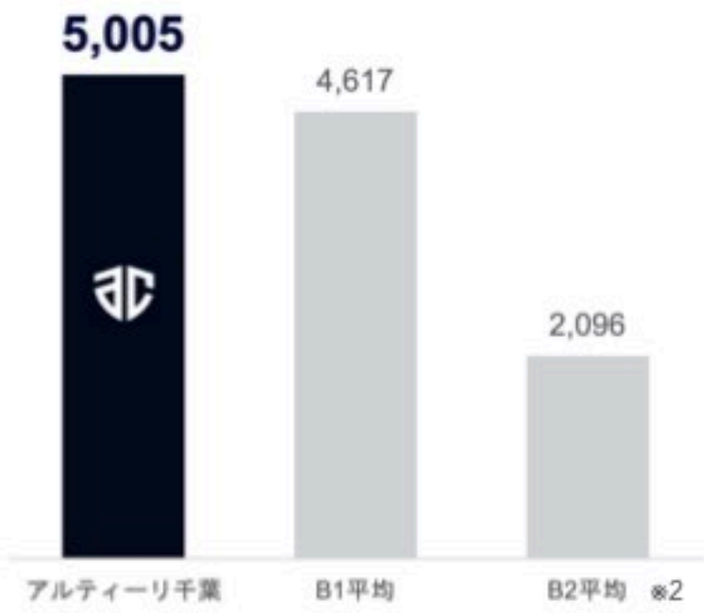
East District

Rank	Team	Wins	Losses	Winning percentage
1	Altiri Chiba	56	4	.933
2	KOSHIGAYA	35	25	.583
3	YAMAGATA	31	29	.517
4	AOMORI	29	31	.483
5	FUKUSHIMA	24	36	.400
6	IWATE	20	40	.333
7	NIIGATA	7	53	.117

Audience Turnout at Each Home Games for 2023-24 Season※1

Audience turnout for the home games are above the B1 League average and 6th in the combined B1 and B2 League rankings, boasting a B.League leading audience

Average Audience Turnout for the Home Games Per League (persons)



※1 Data published by the B-League as of May 8, 2024
※2 Average for B2 League excluding Altiri Chiba

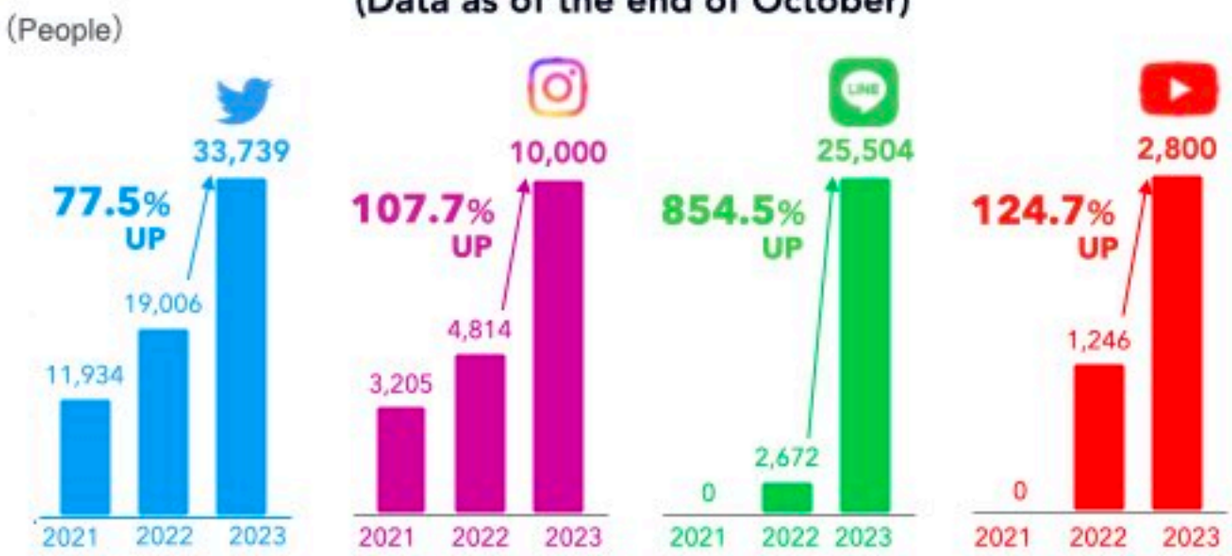
Audience Turnout Ranking for Home Games

League	Team	Average
B1	RYUKYU	7,746
B1	A.TOKYO	6,012
B1	GUNMA	5,244
B1	NAGOYA.D	5,190
B1	SAGA	5,061
B2	Altiri Chiba	5,005
B1	YOKOHAMA	4,799
B1	UTSUNOMIYA	4,742
B1	OSAKA	4,716
B1	CHIBA.J	4,634
B1	IBARAKI	4,619
B1	HIROSHIMA	4,618
B1	HOKKAIDO	4,617
B1	KAWASAKI	4,559
B1	SR.SHIBUYA	4,456
B1	SENDAI	4,373
B1	KYOTO	4,345
B1	AKITA	4,342
B1	SHINSHU	4,291
B2	SAN-EN	4,236

Steadily expanding circle of fans

Expanding number of followers/ registered users on social media

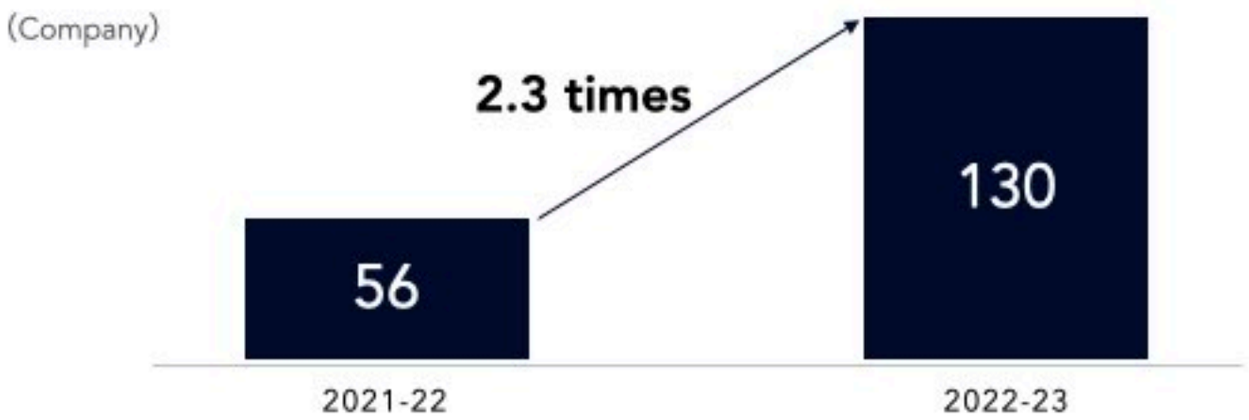
(Data as of the end of October)



Heightened presence in Chiba City



Partner companies have more than doubled compared to last season





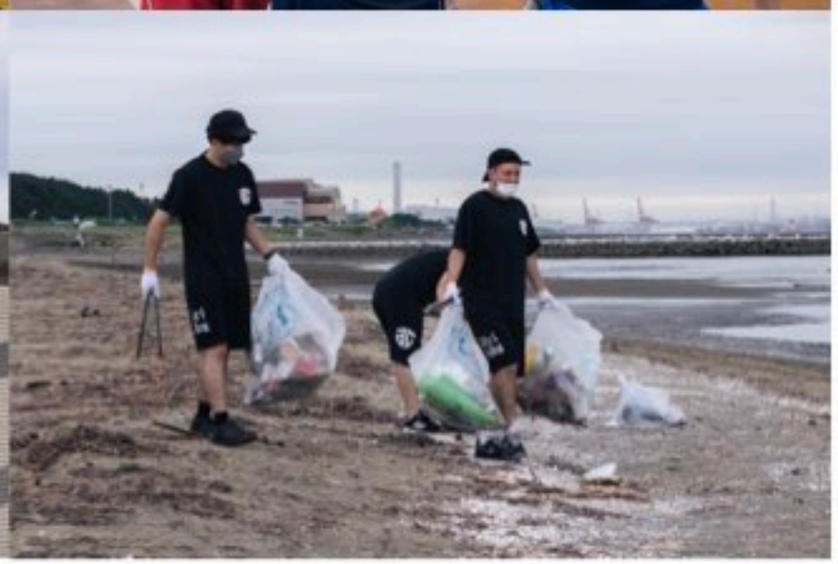
Solving social issues through sports

Aiming to develop youth through sports and contribute to the local community, we actively participate in community contribution activities such as basketball classes for children and clean-up activities









Agenda

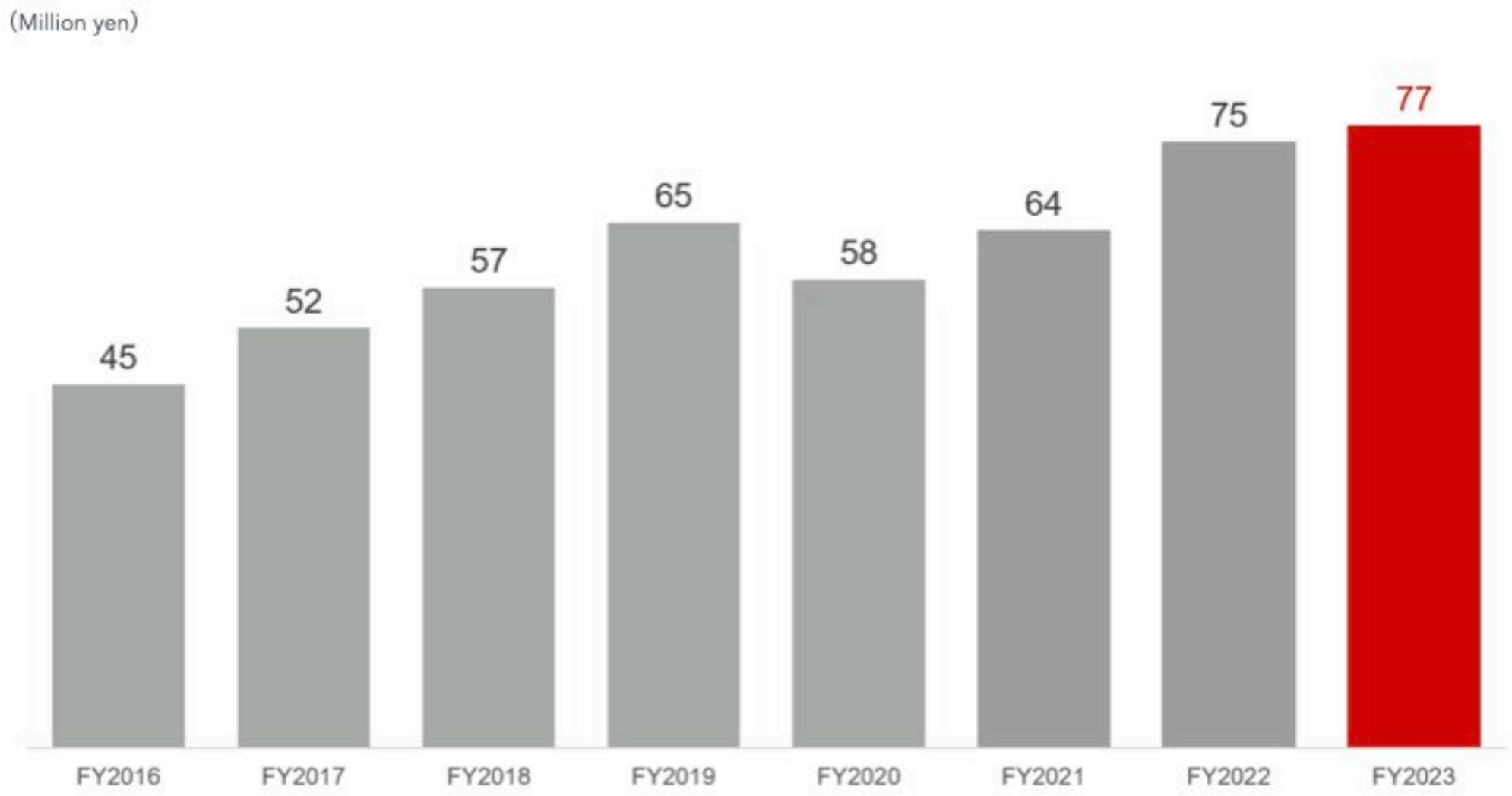
1. Company Overview
2. Financial Highlights
3. About Business
4. References

FY2024 Full-Year Forecast

(Million yen)			FY2024 Full-year	FY2023 Full-year	Variance	%
Sales			**9,700**	**7,757**	**1,943**	**+25.0%**
	People Tech	Green	5,700	5,236	464	+8.9%
		Wevox	3,000	1,964	1,036	+52.7%
		Other	50	99	△49	△49.5%
	Sports Tech	Altiri	950	458	492	+107.4%
Operating Expenses			**8,300**	**6,805**	**1,495**	**+22.0%**
	People Tech		6,770	5,572	1,198	+21.5%
		Share-based payment expenses	330	294	36	+12.2%
	Sports Tech		1,530	1,233	297	+24.1%
Operating Profit			**1,400**	**952**	**448**	**+47.1%**
Operating Profit Margin			**14.4%**	**12.3%**	**-**	**+2.1pt**

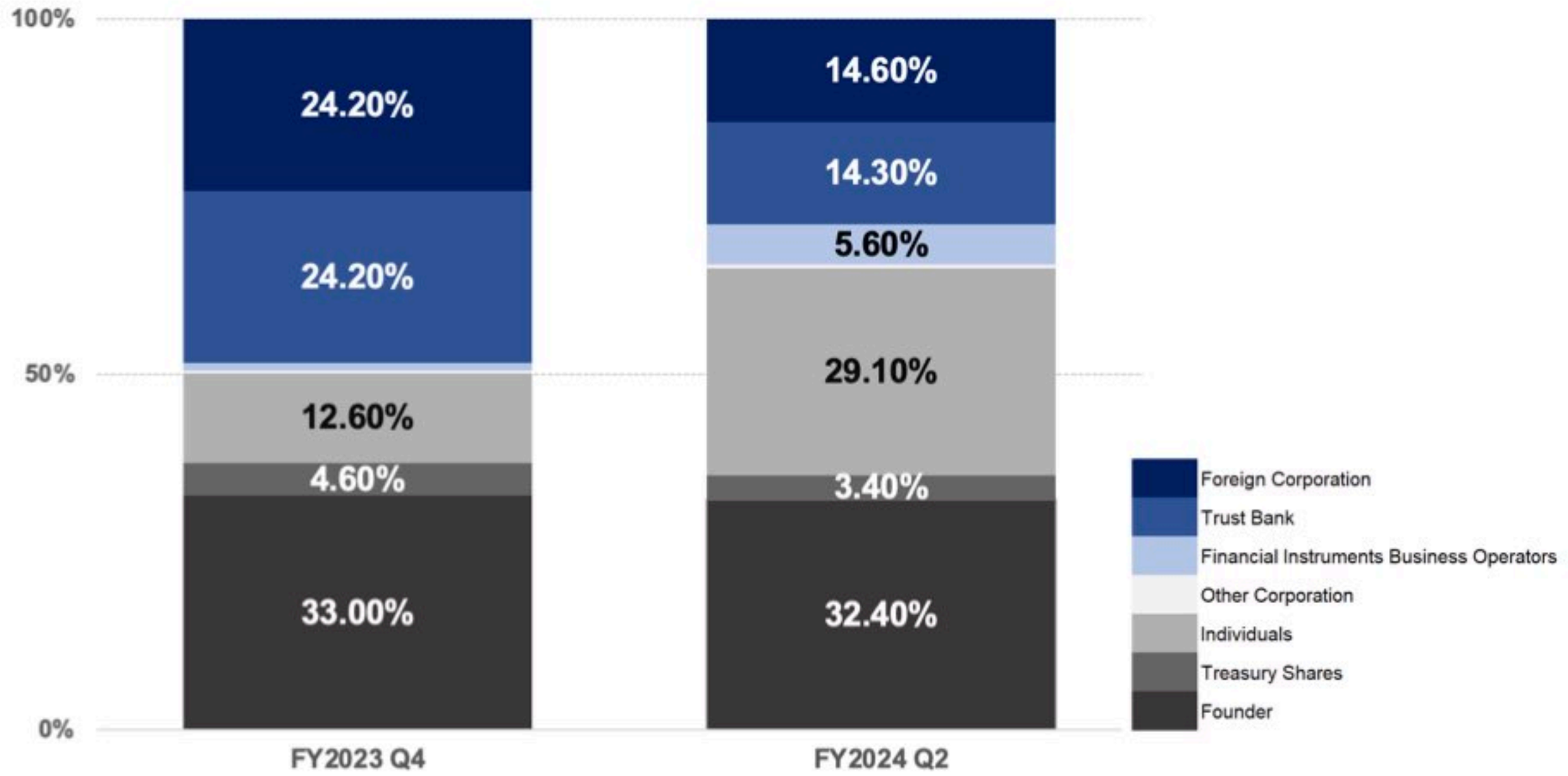
Transition of Sales Per Employee

Achieved record productivity while accelerating hiring



Shareholding Structure

Approximately 30% held by domestic and foreign institutional investors and 30% by individual investors



: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	111 (As of March, 2024)
Capital Stock	1,331 (in JPY MM)
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.

This material is an English translation of the original Japanese language document and has been prepared solely for reference purposes. No warranties or assurances are given regarding the accuracy or completeness of this English translation. In the event of any discrepancy between this English translation and the original Japanese language document, the original Japanese language document shall prevail in all respects.

:Atrae