「働く」のすべてを、オープンに。
openwork

Financial Results for the Fiscal Year Ended December 31, 2024

Openwork inc.

2025.2.13

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01 Executive Summary



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Executive Summary

- ✓ Total operating revenue exceeded the initial forecast (+16.7% YoY), achieving +21.2% YoY. Operating revenue reached 354 billion yen, and operating profit was 1.02 billion yen, both marking record highs for the third consecutive year since listing.
- ✓ Operating revenue of OpenWork Recruiting increased 25.4% YoY in 4Q. Strong performances in 2Q and 3Q contributed to full-year operating revenue of 2.42 billion yen (+29.6% YoY, a new record high）.
- ✓ Commenced shareholder returns based on the results of a study of the company's ability to generate sustainable profits in the future. Established a new shareholder benefit plan with the first vesting date as the end of June 2025.
- ✓ For the fiscal year ending December 2025, the company forecasts operating revenue of 4.5 billion yen (+27.0% YoY) and operating profit of 1.13 billion yen (+10.1% YoY), aiming for record-high revenue and profit for the fourth consecutive year since listing.

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Financial Results Summary

FYE Dec. 31, 2024 Full-year results

Operating revenue	Operating profit
¥ 3,542mn	¥ 1,026mn
(+21.2% YoY, Full-year forecast achievement rate 104.6%)	(+19.8% YoY, Full-year forecast achievement rate 102.6%)

OpenWork

Operating revenue	KPIs	
	User numbers	Review numbers
¥ 1,036mn	6.95mn	18.4mn
(+1.8% YoY)	(+14.7% YoY)	(+13.9% YoY)

OpenWork Recruiting

Operating revenue	KPIs		
	Number of registered web resumes	Number of contracted companies	Number of job listings
¥ 2,420mn	1.34mn	3,730	85,000
(+29.6% YoY)	(+32.3% YoY)	(+26.8% YoY)	(+34.8% YoY)

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02 Company Profile



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Company Profile

Company name	OpenWork Inc.
Location	39F, Shibuya Scramble Square, 2-24-12 Shibuya, Shibuya-ku, Tokyo 150-6139 Japan
Business	Working data platform business, including development and operation of "OpenWork," company review platform for changing jobs and finding employment
Establishment	June 2007
Capital stock	1,649 million yen（as of December 31, 2024)
Parent company	Link and Motivation Inc.
Representative	Haruki Ohsawa Chief Executive Officer
Number of employees	129 （as of December 31, 2024)

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Slogan / Mission

CORPORATE SLOGAN

The world we seek to create

Your life, your career, your way.

MISSION

The mission we will fulfill to achieve it

Creating a job market that unleashes the potential of each individual

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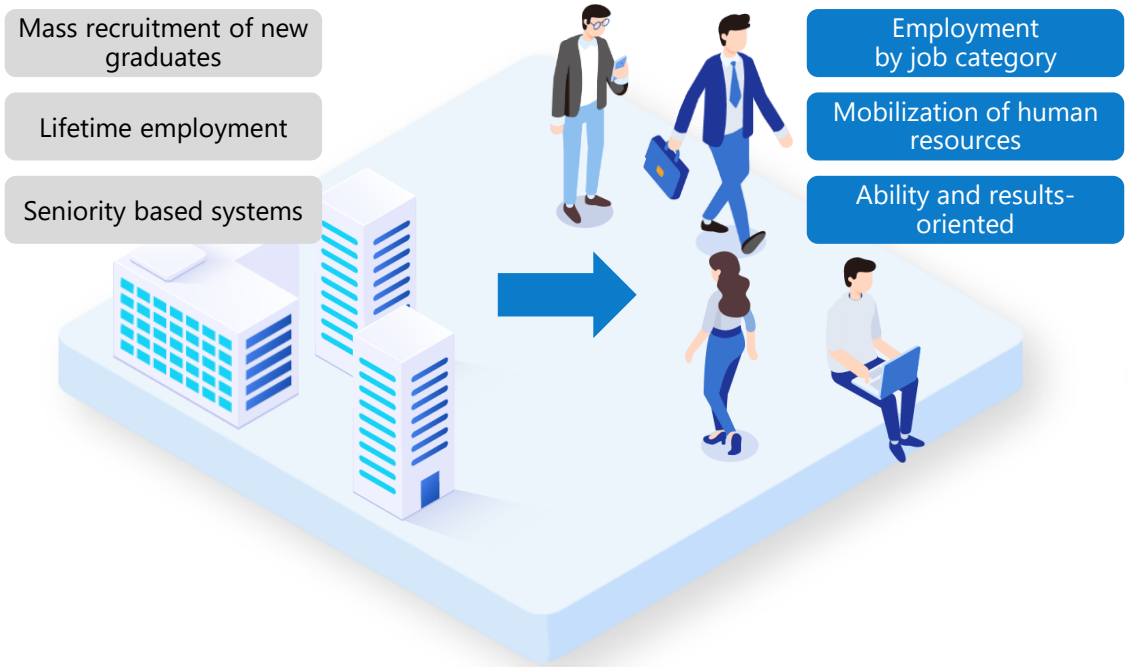
The World OpenWork Seeks to Create

Situation

As society changes, the leading role of working is changing from company to individual.



Issue

There is an inadequate framework for individual decision-making about work.

Advertising portrays images that are out of touch with the reality.

The actual conditions after joining the company are hidden from view.



We believe "transparency of information" is one of the issues.

Because transparency of information is important for the future of the job market, we started OpenWork.

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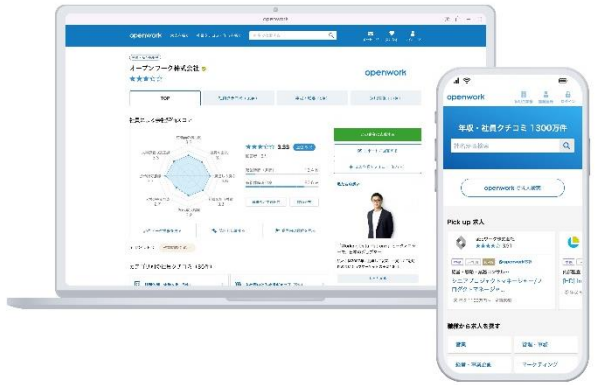
OpenWork and OpenWork Recruiting

openwork



One of the largest company review services in Japan



Number of Users
6.95 million

Number of Registered Web Resumes
1.34mil

Job Seeker Information

Company Information

Job Openings
85,000

openwork Recruiting



Recruitment service that allows you to meet a diverse range of talented people



Number of Contracted Companies
3,730

*As of December 31, 2024

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OpenWork, One of the Largest Company Review Services in Japan

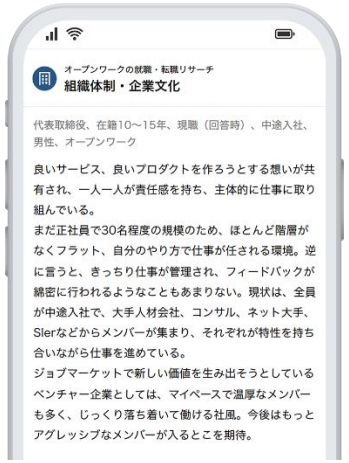
You can browse company data based on company reviews posted by employees and former employees.



Evaluation Score



Company Review



Monthly Overtime Hours / Percentage of Paid Vacation Taken



Total Company Reviews and Evaluation Scores:
18.4 million

Total Registered Users:
6.95 million

*As of December 31, 2024

How to Browse Company Reviews

You can browse company reviews for a certain period of time by doing the following.

Register a web resume	Enables job seeking using OpenWork
Post a review	500 Japanese characters or more
Register with a partner service	Register with a HR service, etc. introduced by OpenWork
Register as a paid member	¥1,800/month (excluding tax)

openwork Recruiting

OpenWork Sources of Revenue

- Referral fee income
- Monthly payments income

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OpenWork Recruiting, a Direct Recruiting Service for Companies

OpenWork Recruiting allows you to meet a diverse range of talented people. It is the recruitment medium for an era of human resource management which converts job satisfaction into hiring power.

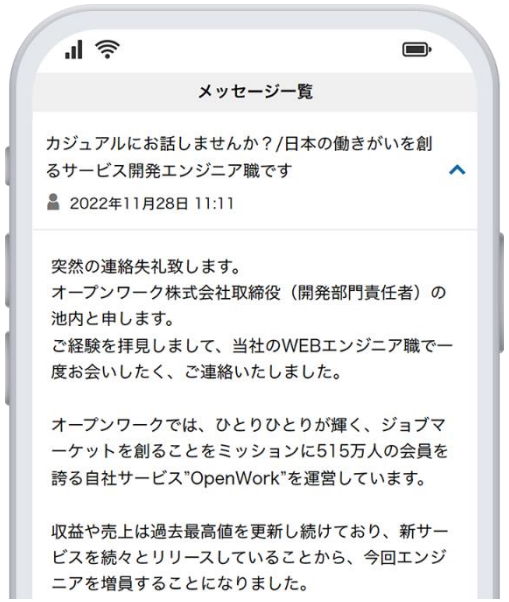
Job Listings

List jobs on your company's page



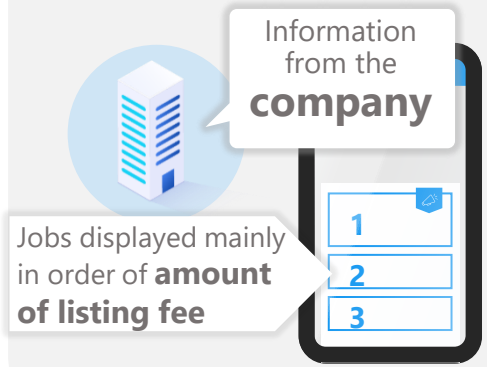
Send Scout Mails

Directly approach users



Conventional Model

Selection of a company based on information from advertisers



openwork Recruiting

Selection of a company based on company reviews



Job Openings	Registered Web Resumes	Number of Contracted Companies
85,000	1.34mil	3,730

*As of December 31, 2024

Service Usage Costs

Initial fee/basic usage fee	Free
Recruitment performance-based fee*	¥800,000/person (excluding tax)

*For direct recruitment of working professionals by companies.
Different plans are available for students and recruitment via recruiting agencies.
*A job listing fee plan is also available besides recruitment performance-based fee.

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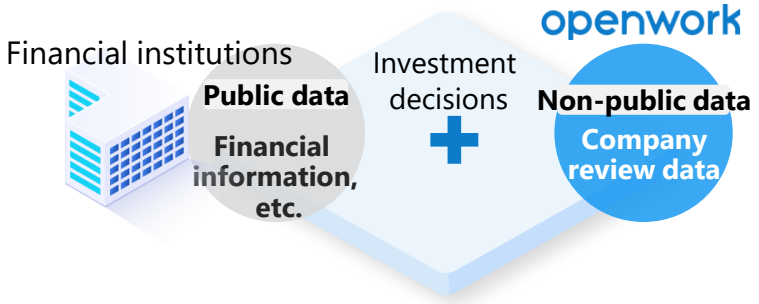
「Alternative data service」using company review data to solve new social issues

We are providing a new service in which our company review data is used to solve the sustainability issues of forecasting capital markets and visibility of organizational problems.

Alternative data*service

	FIS (Financial Indicator Service)	DAP (Data Analytics Platform)
Service name	FIS (Financial Indicator Service)	DAP (Data Analytics Platform)
Service details	OpenWork's company review data is supplied for **uses such as company share price forecasting**	AI is used to analyze each company review and **compile a report on organizational problems** such as company culture and job satisfaction
Target clients	**Domestic/overseas asset management companies** *Currently provided to major domestic/overseas hedge funds and asset management companies	**All companies**
Service image	Employee evaluations are analyzed and used in ESG investing 	Supply of reports that visualize organizational problems for use in human capital disclosure, improving HR systems, etc. 

*New data where use cases had so far not developed

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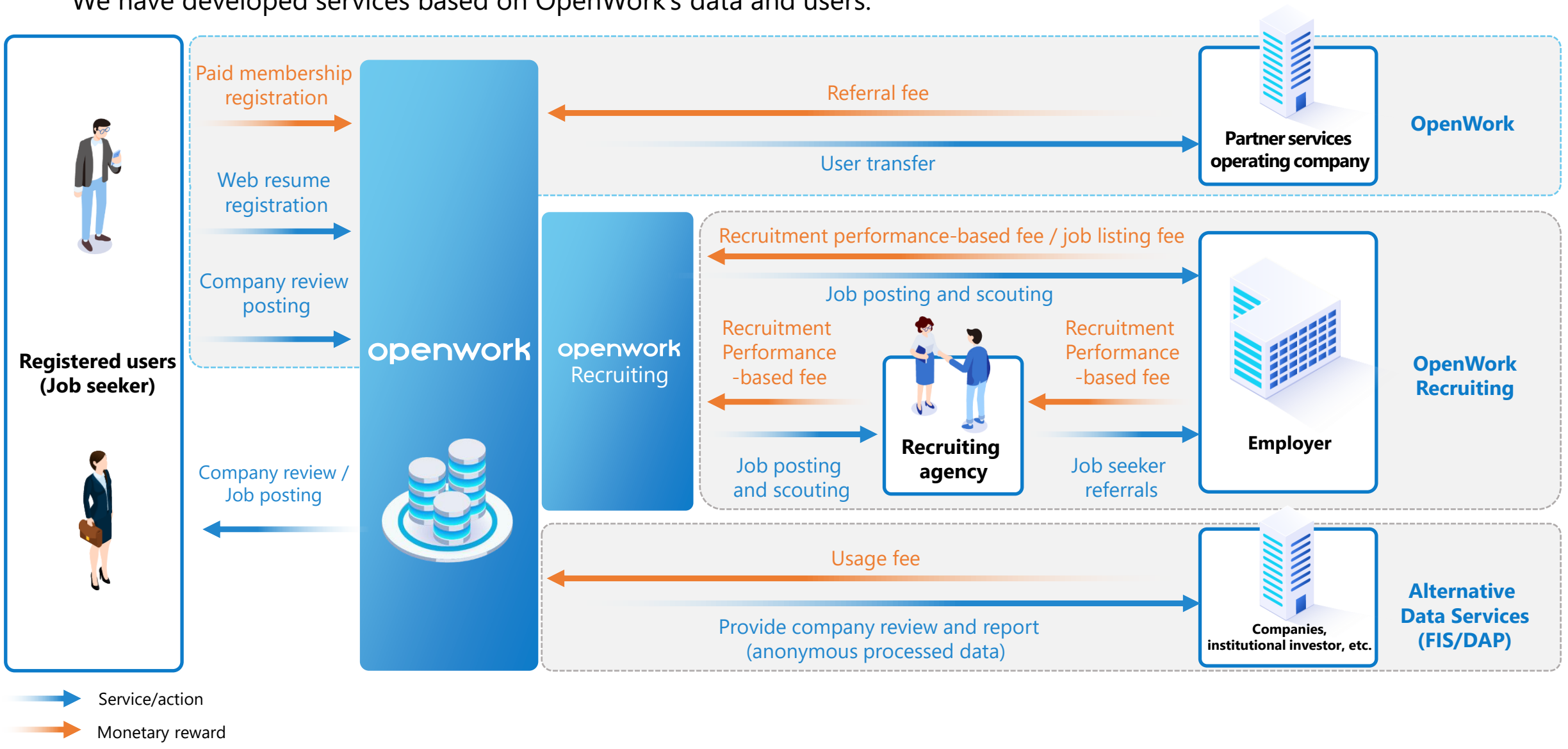
Business Structure

We have developed services based on OpenWork's data and users.



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03 Summary of the Financial Results for the Fiscal Year Ended December 31, 2024, and Business Topics



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Highlights

In addition to operating revenue and operating profit, ordinary profit and net profit also increased approximately 20% from the previous fiscal year. Alternative data services, although small, are also growing with a 134% increase from the previous fiscal year.

(millions of yen)

	FY2023 Full-year result	FY2024 Full-year result	YoY	Full-year forecast achievement rate
Operating revenue	2,922	**3,542**	+21.2%	104.2%
OpenWork	1,018	**1,036**	+1.8%	104.7%
OpenWork Recruiting	1,867	**2,420**	+29.6%	102.5%
Alternative Data Services	36	**85**	+134.6%	171.2%
Operating expenses	2,066	**2,515**	+21.8%	104.8%
Operating profit	856	**1,026**	+19.8%	102.6%
Operating profit margin	29.3%	**29.0%**	▲0.3pt	▲0.4pt
Ordinary profit	854	**1,027**	+20.2%	102.7%
Net profit	613	**757**	+23.4%	110.6%

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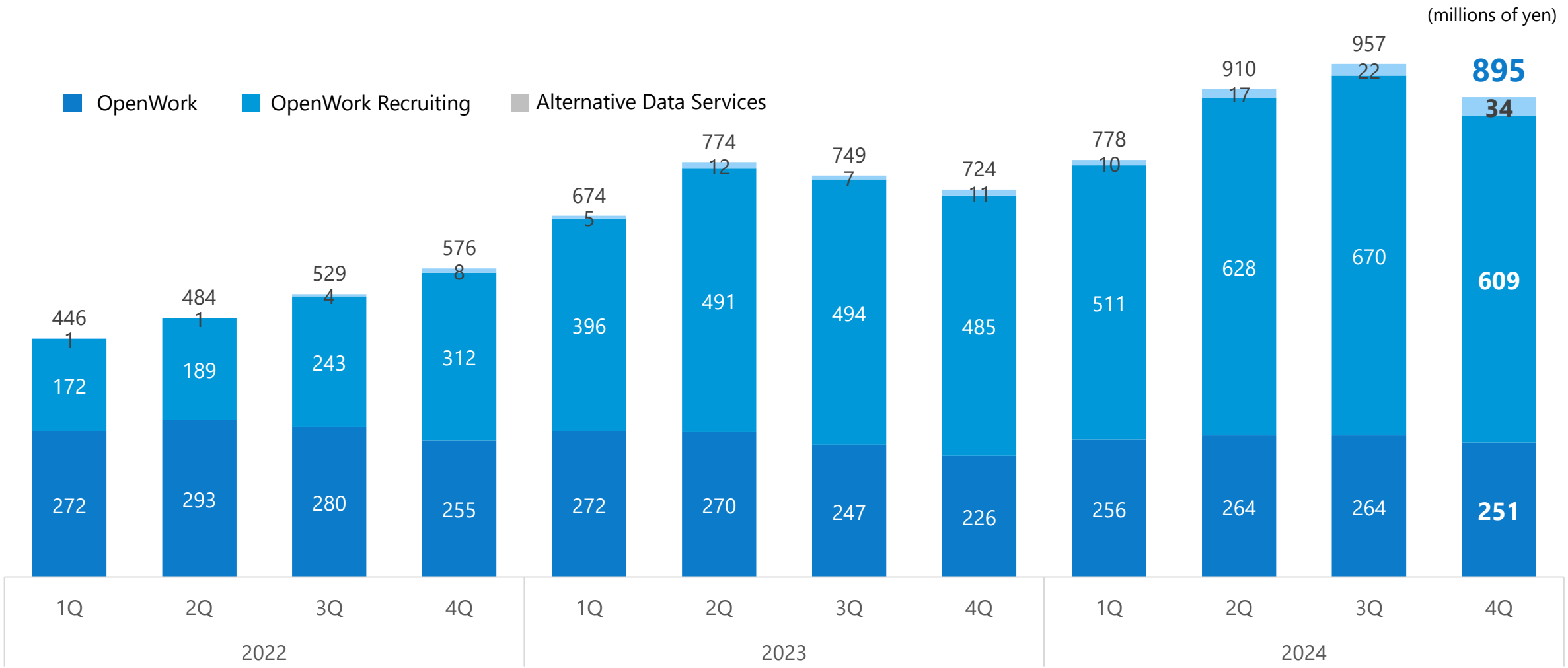
Change in Earnings (change in quarterly operating revenue by service)

OpenWork's revenue is stable at more than 250 million yen each quarter. OpenWork Recruiting's revenue is steadily growing at 25%YoY despite a decline from 3Q due to seasonality.



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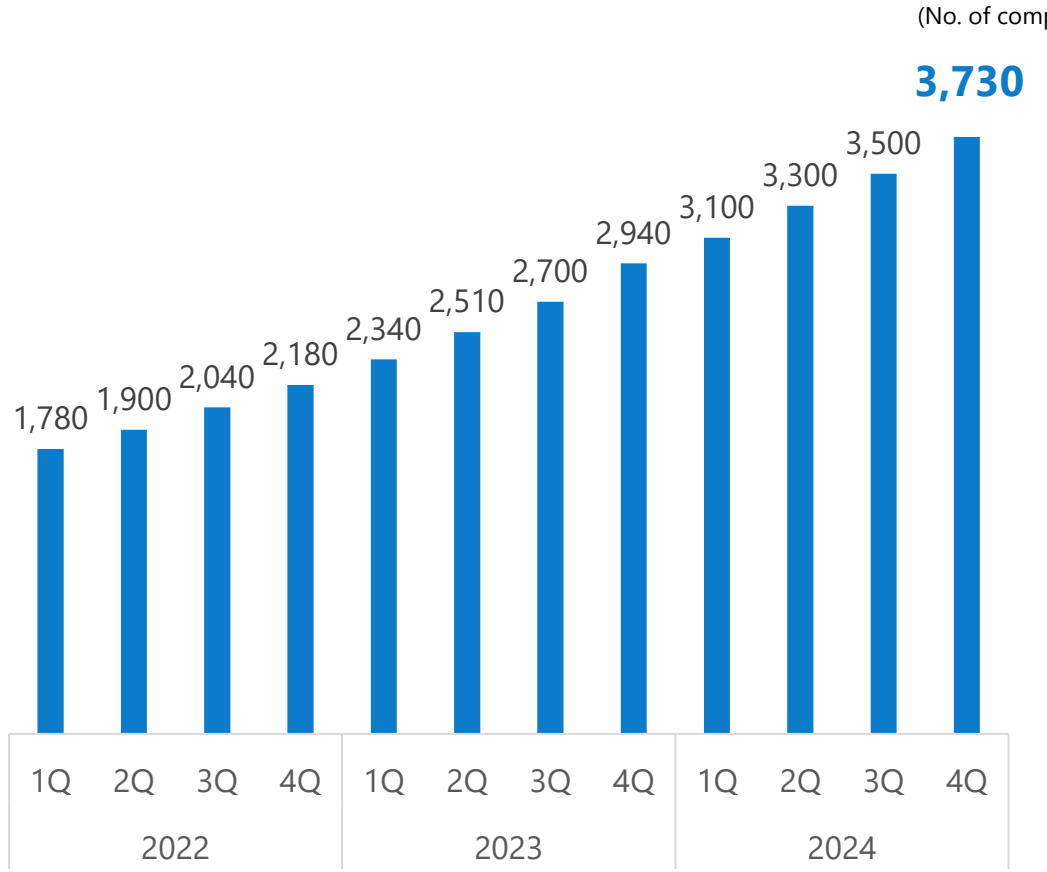
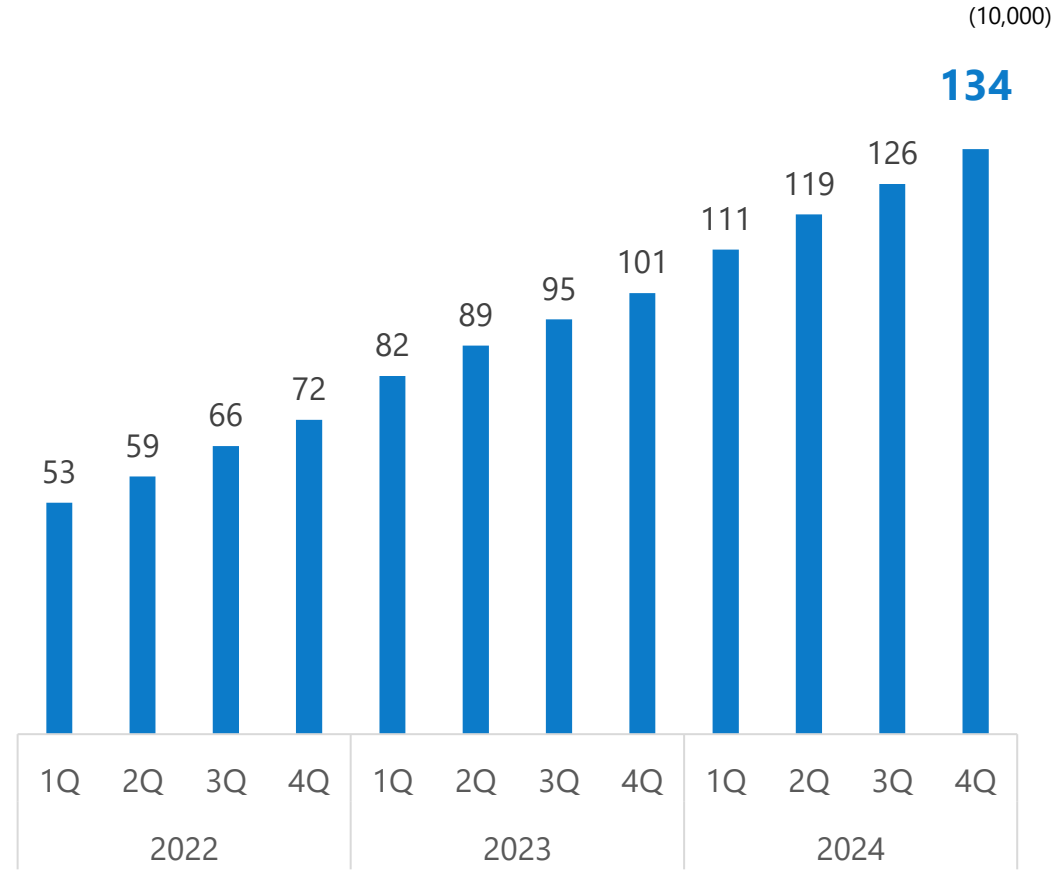
KPIs for OpenWork Recruiting

Solid increases in both number of contracted companies and cumulative number of registered web resumes, surpassing 3,730 and 1.34mn respectively by end of 4Q.

Number of contracted companies



Cumulative number of registered web resumes



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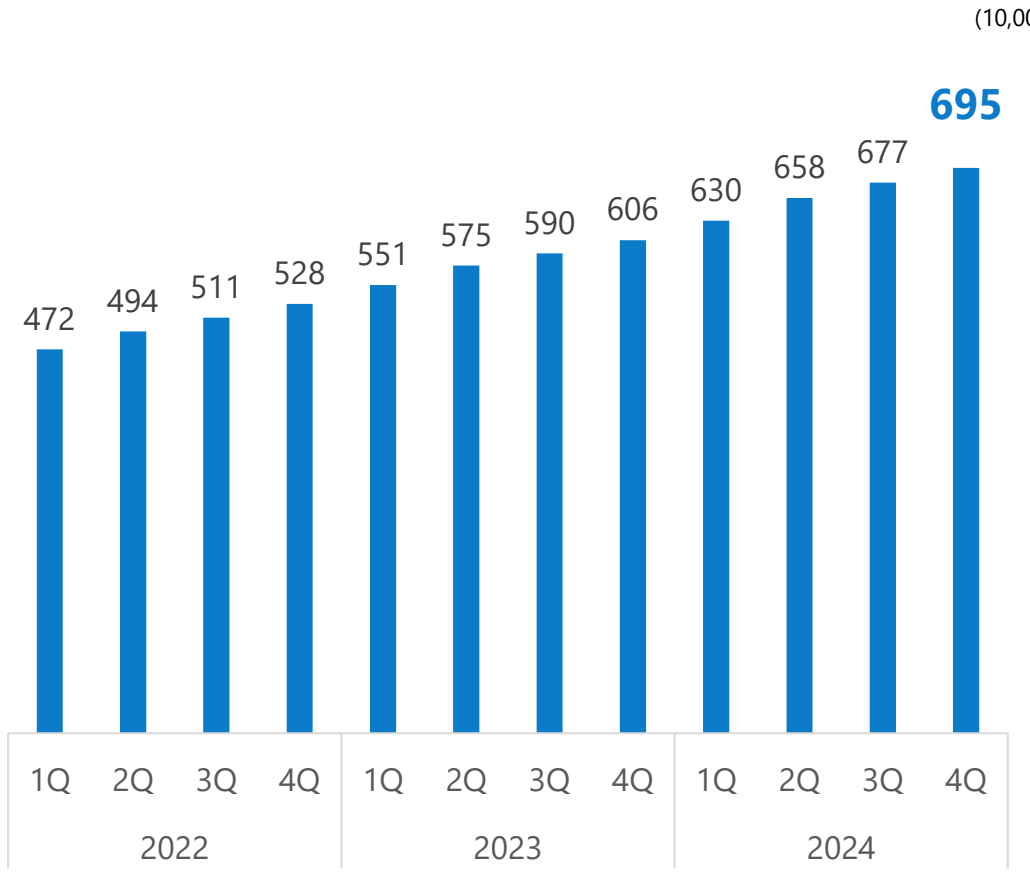
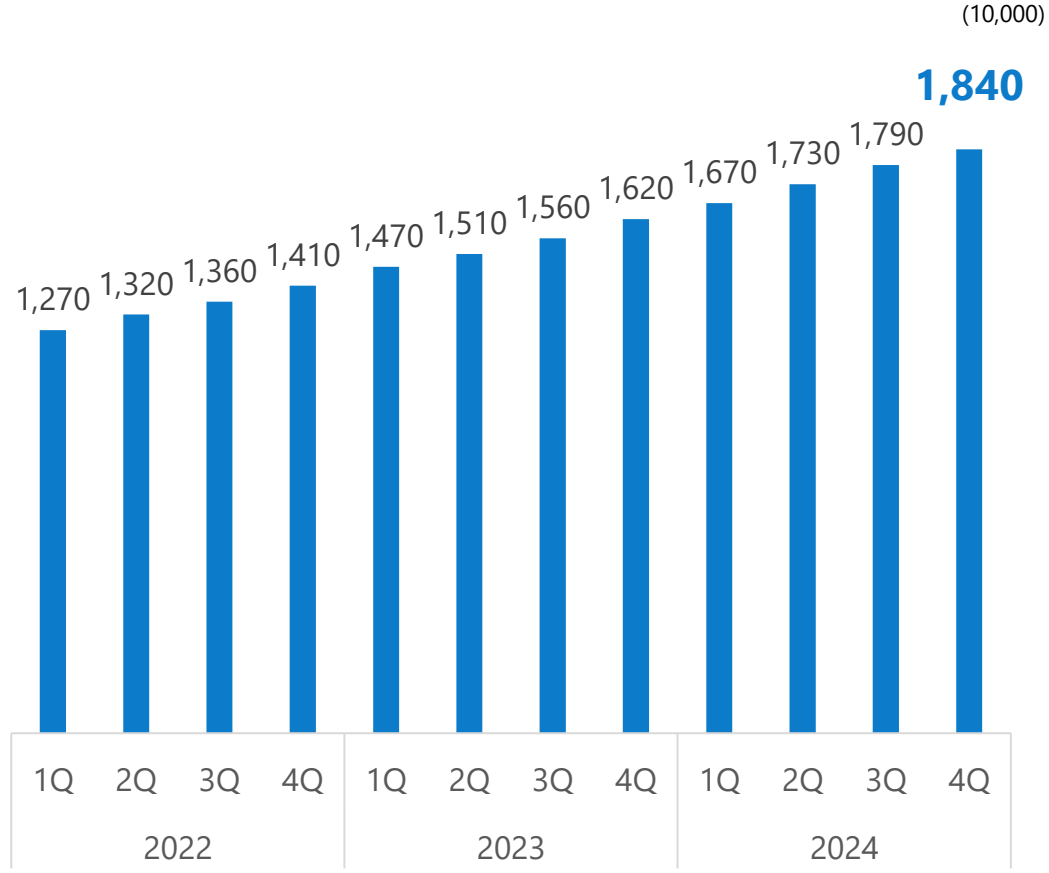
KPIs for OpenWork

Cumulative number of registered users surpasses 6.95mn, cumulative number of employee reviews and evaluation scores surpasses 18.4mn. Steady increase in platform value.

Cumulative number of registered users at OpenWork



Cumulative number of employee reviews and evaluation scores at OpenWork



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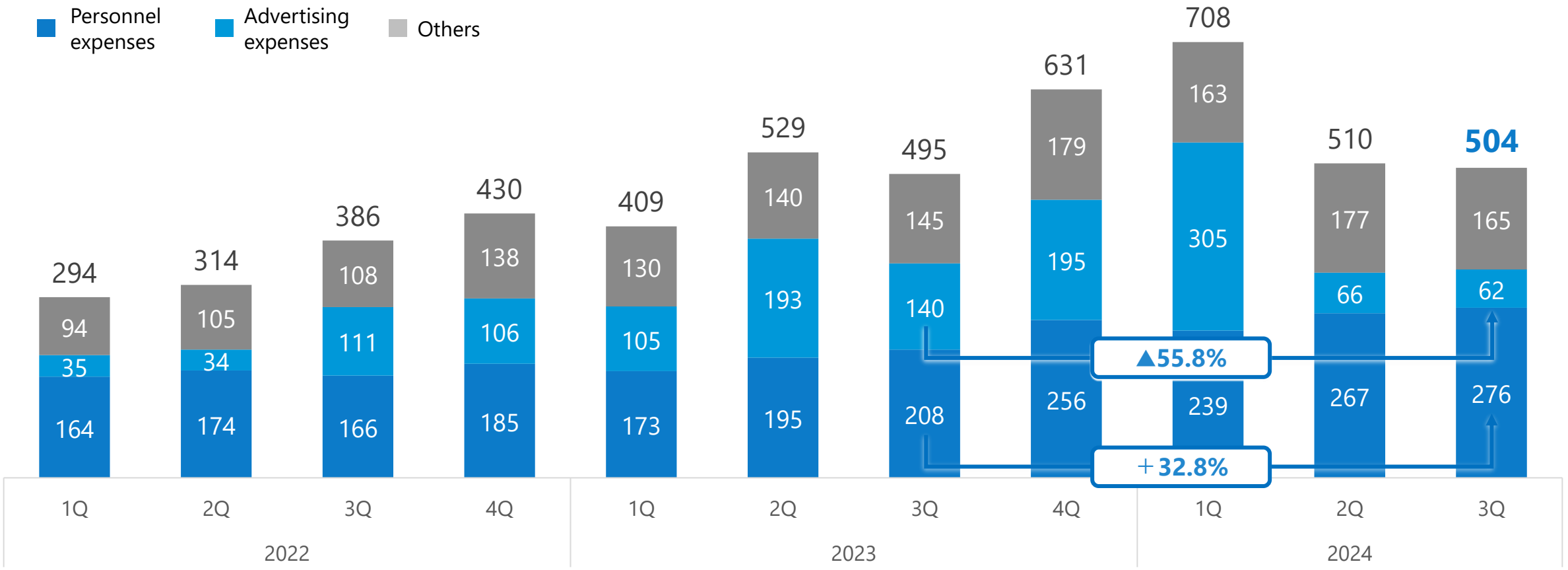
Change in Operating Expenses

In 4Q, investment in advertising increased again, including TV commercials in the west-Japan(Kansai) region.

Personnel expenses increased due to the progress of hiring as planned. Net increase in headcount for the year was about 30.

(millions of yen)



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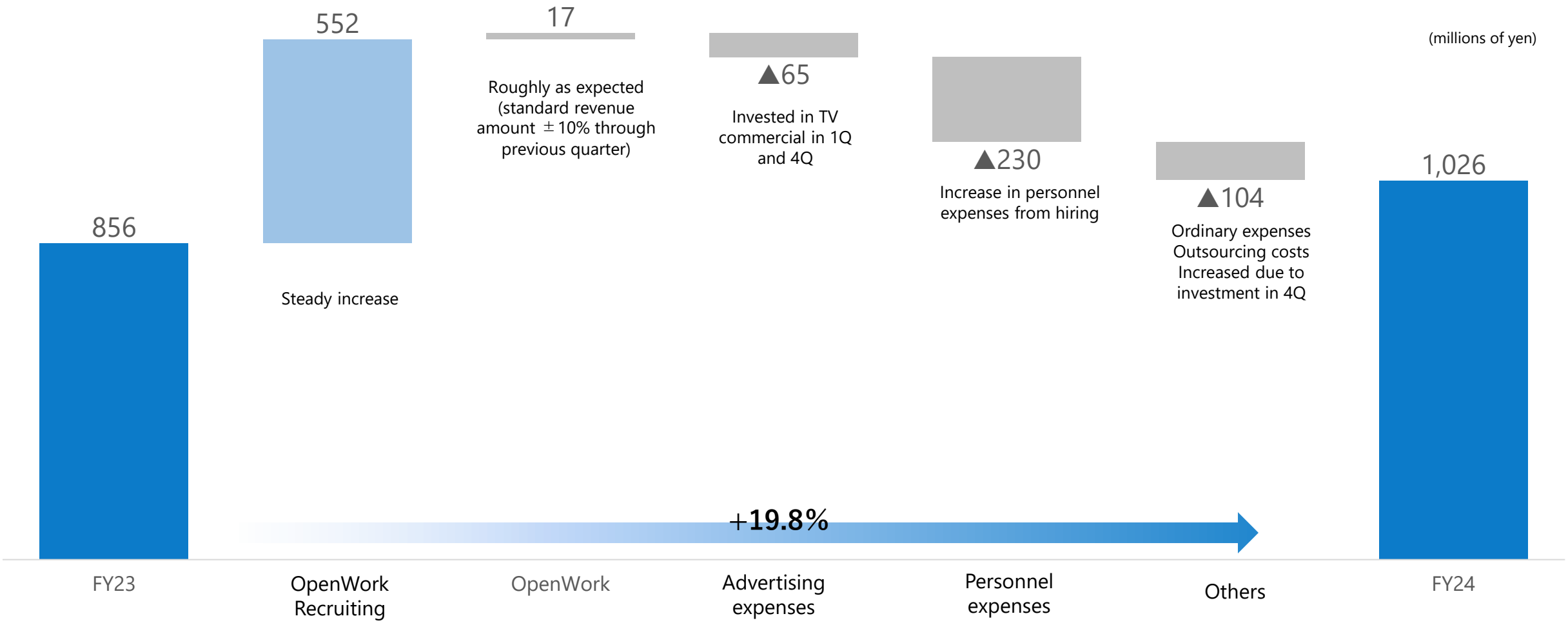
Factors for Change in Operating Profit

Advertising expenses at the end of 3Q was same as last 3Q. Managing the increase rate of other costs against the growth of Revenue in Openwork Recruiting, Growth ratio of operating profit reached over 20%.



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Business Topics – New services（openwork career）

The beta version of the community service **“openwork career”** was released, enabling users to exchange career-related information. Despite being in the beta stage, the platform has already surpassed 100,000 page views per month.

“openwork career” Site image



Services



- ✓ Users can register information such as age, annual income, and career summary.
- ✓ Through features like following and mutual questioning, Users can collect and exchange career information
- ✓ users can consider their careers not only based on annual income but also around the sense of fulfillment for each job type.

Service status / KPI



- ✓ The beta version was released in July 2024. After additional features, user surveys, and test promotions, the official release is planned for March 2025.
- ✓ The monthly page views reached 130,000 (as of January 2025).

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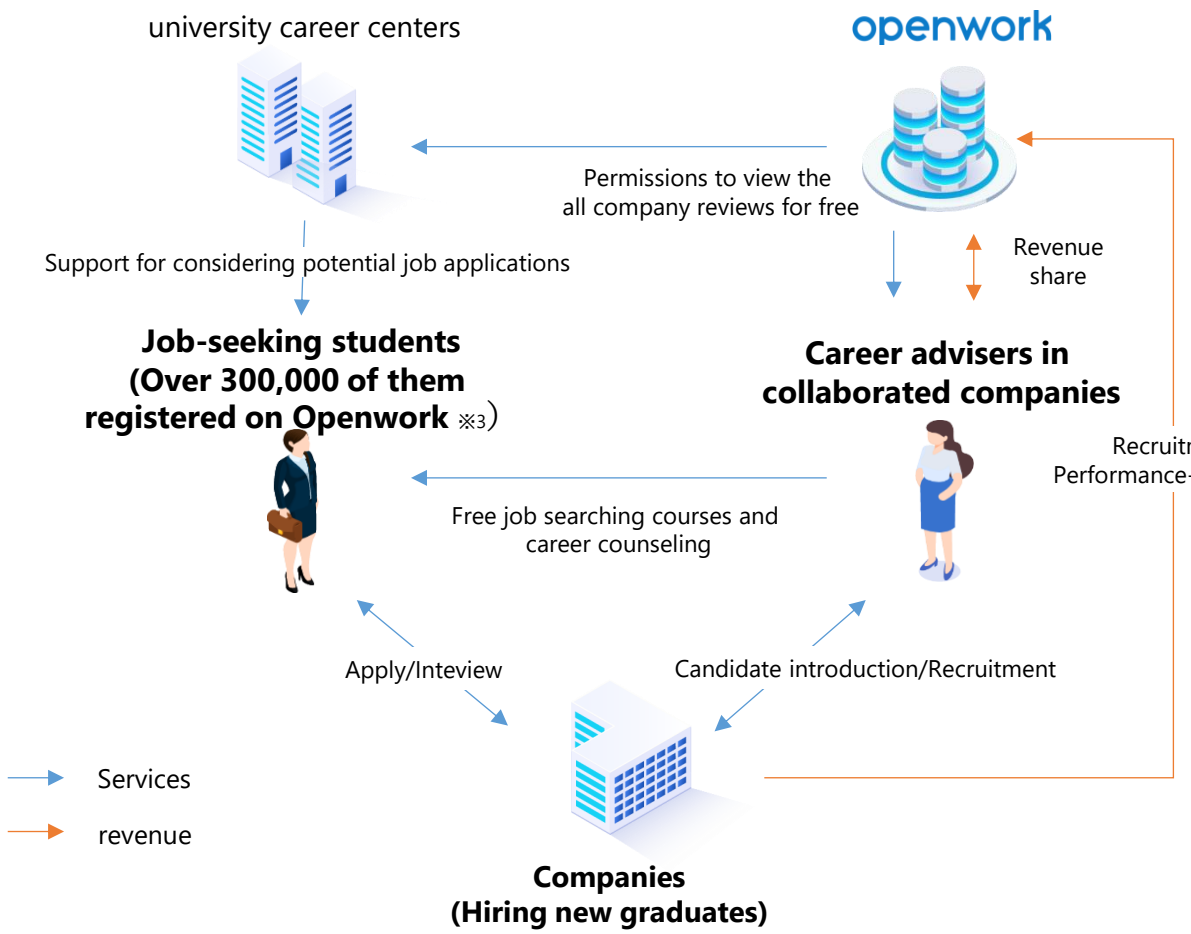
Business Topics – New services（Job searching project using company reviews）

Through collaboration with recruitment agencies and university career centers, the project supports students in conducting job search that allow them to find meaningful work and a sense of fulfillment. And the monetization of OpenWork's 300,000+ student job-seeking users will be actively promoted.

Overview of Job searching project using company reviews



Growth possibility of the business

The market size for new graduate recruitment support services
approximately 146 billion yen (forecast for FY 2024) *1

Company A - new graduate recruitment support segment revenue:
Over 5 billion yen *2
(With a similar scale of new graduate job-seeking users as openwork, and primarily focused on the new graduate recruitment support business)

Openwork's revenue (New graduate recruitment support services)

The new graduate recruitment support services market is forecasted to reach 146 billion yen in FY 2024. The CAGR (2019–2024) is projected at 2.6%, indicating stable growth.
Considering the number of new graduate job searching users, growth potential is high, and aim for substantial growth, with this project serving as a catalyst for that growth.

*1: Source: Yano Economic Research Institute, "Survey on the New Graduate Recruitment Support Services Market (2024)" (Published April 26, 2024). Note: The market covers seven sectors: job information sites, events and seminars, new graduate recruitment services, new graduate recruitment outsourcing, new graduate recruitment assessment tools, follow-up services for job offers, and direct recruiting services. Calculations are based on the revenue of service providers in these sectors. The CAGR is calculated based on the same press release.
*2: Company disclosure information.
*3: The number of student users scheduled to graduate in 2025 is the highest ever, with 310,421 users as of January 20, 2025.

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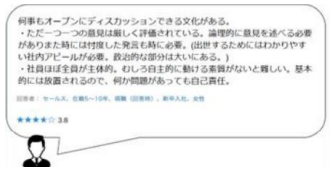
Business Topics – New services（Employee review analysis report）

Alternative Data Services for Businesses (DAP) provides a “Employee review analysis report” that uses natural language processing to analyze Openwork's corporate reviews and analyze the organizational status of companies.

Text data of company reviews

- 働きがい・成長
- 入社理由と入社後ギャップ
- 組織体制・企業文化
- 女性の働きやすさ
- 企業分析［強み・弱み・展望］
- 退職検討理由
- ワーク・ライフ・バランス
- 経営者への提言

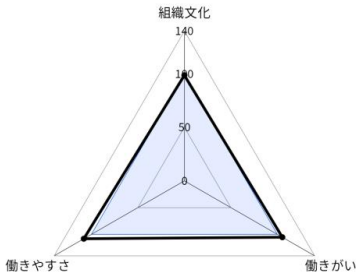


All review data of the target company is classified into 3 domains by natural language processing and scored.

Employee review analysis report

“Organizational Culture” Score	“Job Satisfaction” Score	“Ease Of Work” Score
Evaluate the positives and negatives of the environment, atmosphere, and system that are embedded throughout the entire company.	Evaluate whether employees feel motivated and perceive growth opportunities.	Evaluate work-life balance, ease of working for women, and similar factors.

Summary Information

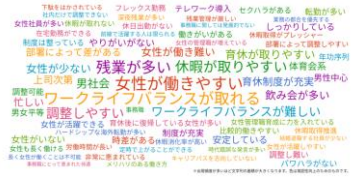


Total score



Work style diagnosis

Analyzing report of each domain



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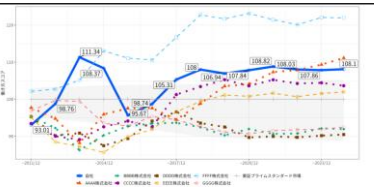
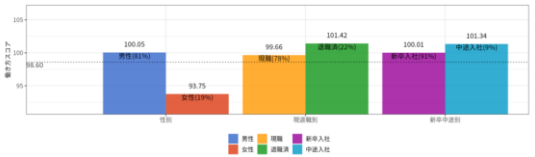


Historical analysis



Distribution by Attribute

	働きやすさ	スコア
1	比較会社	123.47
2	FFFF 株式会社	121.95
3	比較会社	119.77
4	比較会社	118.68
5	比較会社	111.51
6	AAAA 株式会社	111.14
7	比較会社	109.39
8	比較会社	108.95
9	自社	108.10
10	比較会社	106.11

Ranking (Competitor Comparison)

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Business Topics – New services（Employee review analysis report）

In the first year of offering, received both the "HR Challenge Grand Prize" and the "HR Award."

60% of the adopting companies are listed on the Tokyo Stock Exchange Prime, and over 80% are large enterprises with more than 1,000 employees, receiving high praise mainly from large companies.

Awards (for the year ended December 31, 2024)

HR Challenge Grand Prize (Excellence Award, Human Resource Management Category)

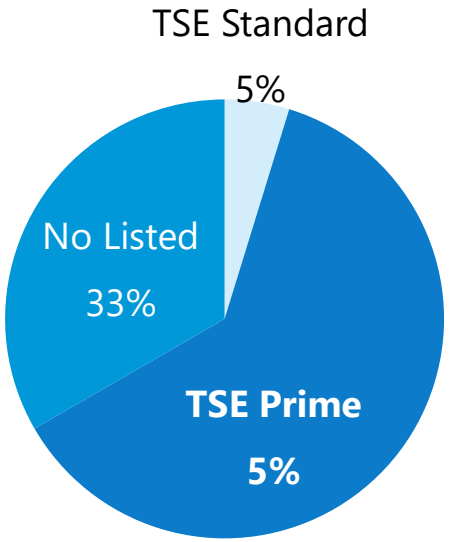


HR Award（Grand Prize, Organizational Change and Development Category）



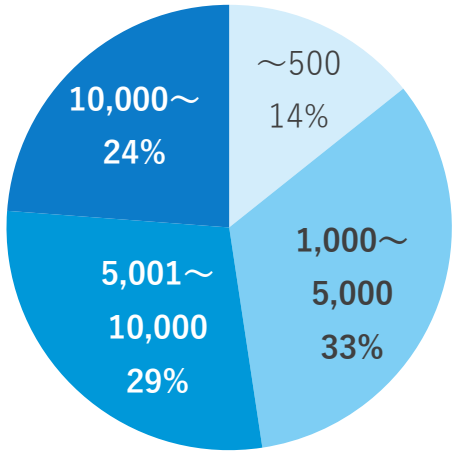
Profile of adopted company

Listing Category



Number of employees

(more than 1 person to less than 1 person)



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Progress of acquisition of treasury shares

The acquisition of treasury shares began in November 2024. As of the end of January 2025, 23.1% of the planned shares have been acquired.

Progression

Total number of acquired shares (shares)	Total acquisition cost of acquired shares (yen)	Maximum number of shares (shares)	Maximum acquisition cost (yen)	Progress rate (number of shares)	Progress rate (acquisition cost)
208,100	154,117,200	900,000	550,000,000	23.12%	28.02%

(Reference) Board Resolution on This Acquisition

Actions	Detail	Resolution Date	Repurchase period
Share Repurchase	Repurchase shares in preparation for a flexible capital strategy in the future （Number of shares to be repurchased：900,000 shares／Total amount：550 million yen）	2024/11/13	2024/11/14～2025/7/31

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04 Establishment of a Shareholder Benefits Program



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Establishment of a Shareholder Benefits Program

Based on the evaluation of our ability to generate sustainable profits, we are introducing our first shareholder benefits program to enhance interest in our stock. The initial record date is set for the end of June 2025, and thereafter, shareholder benefits will be provided twice ab year.

■ Record Dates

End of June and December each year

■ Eligibility

Shareholders who hold at least one unit (100 shares) of the company's stock as recorded in the shareholder registry as of the record date

■ Shareholder Benefit

QUO Card (conditions based on the number of shares held, as detailed below)

Number of shares held	Continuous holding period（※）		
	More than 6 month Less than 24 month	More than 25 month Less than 48 month	More than 49 month
100 shares – 999 shares	Worth 500 yen per time （Worth 1,000 yen per year）	Worth 1,000 yen per time （Worth 2,000 yen per year）	Worth 2,000 yen per time （Worth 4,000 yen per year）
1000 shares - 4999 shares	Worth 5,000 yen per time （Worth 10,000 yen per year）	Worth 10,000 yen per time （Worth 20,000 yen per year）	Worth 20,000 yen per time （Worth 40,000 yen per year）
5000 shares or more	Worth 25,000 yen per time （Worth 50,000 yen per year）	Worth 50,000 yen per time （Worth 100,000 yen per year）	Worth 100,000 yen per time （Worth 200,000 yen per year）

(*) Continuous holding period: Based on the number of consecutive times the same shareholder number is recorded in the shareholder registry as of the last day of June and the last day of December of each year.　(In the case of a 6-month holding period, twice consecutively)

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05 Earnings Forecasts for the Fiscal Year Ending December 31, 2025



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FY2025 Full-Year Earnings Forecasts

Growth in OpenWork Recruiting is expected to re-accelerate. Other services are also performing well, and the growth rate of operating revenue has increased from the previous fiscal year (approx. 20%). Due to prior investment in human resources and training for mid- to long-term growth, the operating margin is expected to be around 25%.

	FY2024 Result	FY2025 Forecast	YoY
Operating revenue	3,542	**4,500**	+27.0%
OpenWork	1,036	**1,177**	+13.6%
OpenWork Recruiting	2,420	**3,172**	+31.1%
Others	85	**150**	+75.3%
Operating expenses	2,516	**3,369**	+33.9%
Operating profit	1,026	**1,130**	+10.1%
Operating profit margin	29.0%	**25.1%**	▲3.9pt
Ordinary profit	1,027	**1,122**	+9.2%
Net profit	757	**778**	+2.7%

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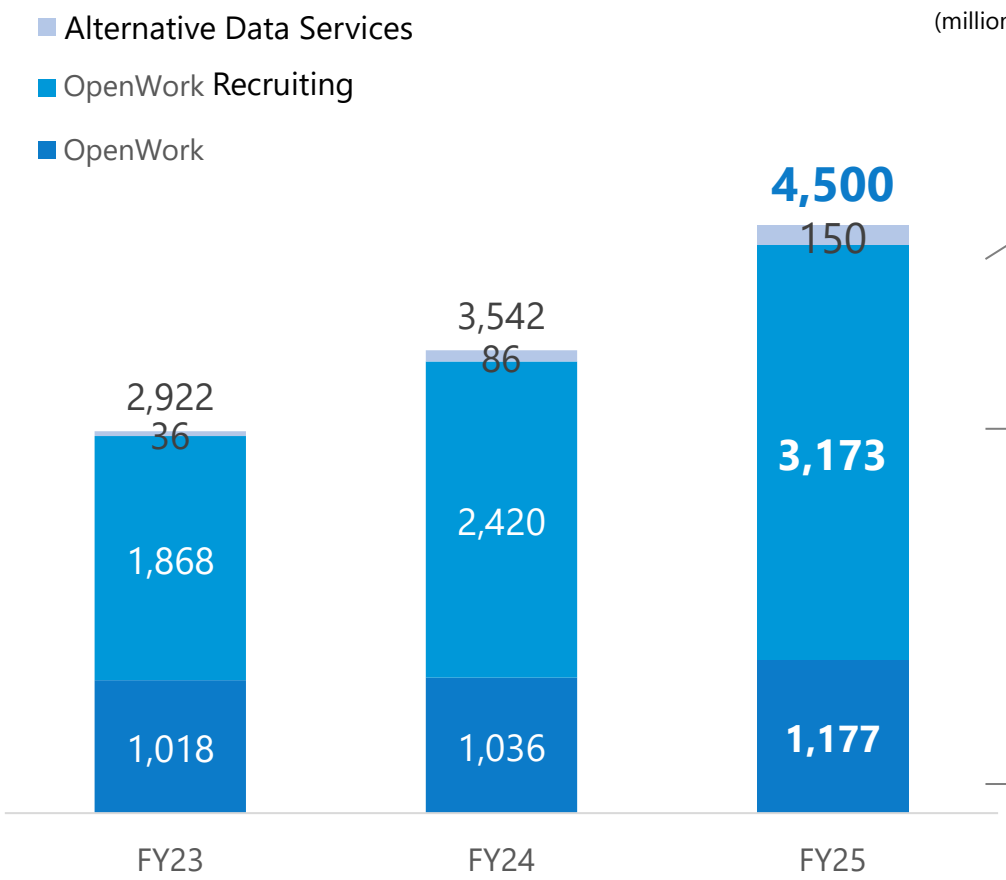
FY2025 Operating Revenue Forecasts by Service

OpenWork Recruiting's revenue share is expected to grow to about 70%; OpenWork's revenue is expected to grow slightly, mainly due to higher unit prices, and Alternative Data Services is expected to grow by about 2x due to strong performance in corporate reporting (DAP).



Alternative Data Service (FIS/DAP)

DAP inquiries from major companies are increasing due to the focus on human capital management, and although small in scale, a high growth rate is expected.

OpenWork Recruiting

The market for mid-career and new graduate hiring is expected to remain stable in terms of both market growth and our growth rate, and is forecast to grow by over 30%.

OpenWork

Continued to adjust the balance with sending users to OpenWork Recruiting. Expect a slight increase due to the impact of raising the unit prices.

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Business Update Policy

Maximize the speed of growth over the medium term by focusing on two central themes: 1) maximizing the profitability and efficiency of OpenWork recruiting, and 2) differentiating itself from competitors by utilizing company reviews and other working data.

	Policy	Expectation
Expansion of coverage areas	Currently, 90% of service revenue comes from Tokyo-based companies. Planning to expand into regions with lower advertising costs and greater market entry opportunities.	Raise revenues by establishing a presence in the direct recruiting market outside of the Kanto region, which is expected to grow in earnest in the future.
Revise pricing model	Revise current pricing model to make OpenWork Recruiting more available and improve revenue efficiency and customer LTV.	Generate stock revenue, increase customer LTV by recommending the use of Openwork recruiting for both new graduates and mid-career hires, and promote monetization of unprofitable customers.
Expansion of agent functions	Launched “OpenWork Agent,” an agent service for new graduates. Promoted “Job searching project using company reviews” by sharing data with universities.	Launching an agent service for new graduates will grow the growing business for new graduate recruiting and increase awareness of the usefulness of company review data.
Full-scale utilization of company reviews x AI	Enhanced function development and analysis utilizing AI and data from over 18 million company reviews, company scores, etc., to provide our unique matching experience and data services.	Improve the efficiency and accuracy of matching companies and job seekers in OpenWork Recruiting to increase revenue efficiency. Further add value to the Employee review analysis report and increase revenue from it.

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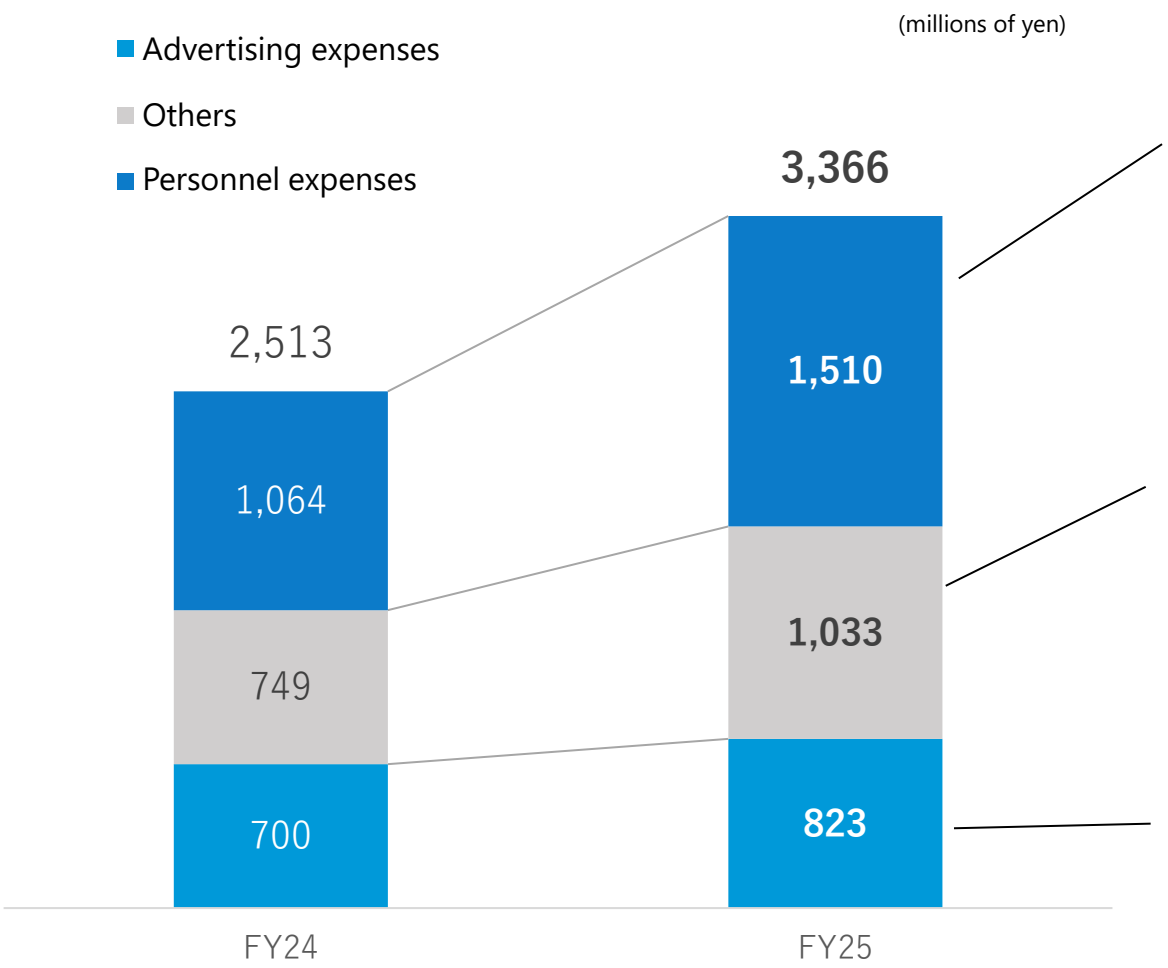
The upfront Investment and Impact on Operating Expenses for FY25

The upfront investments mainly focus on increasing the sales personnel for the expansion of OpenWork Recruiting's service areas and offerings, as well as the internal and external engineering labor (personnel costs and outsourcing fees) for the development of the “Company reviews × AI" technology.



Employee personnel expenses（YoY＋42%）

Expecting an increase of about 200 million yen compared to the previous pace of increase. Because of the plans to hire about 50 people, mainly in sales, to expand service areas, increase sales of new plans, provide customer support, and manage its own agent service.

Others（YoY＋38%）

Expecting an increase of about 100 million yen compared to the previous year, mainly due to development costs (outsourcing expenses). Proactively develop new functions using corporate reviews x AI and plan to release them sequentially.

Advertising expenses（YoY＋17%）

An increase in promotion costs aligned with new services and the expansion of service areas. The total amount will be kept within the scope of operating revenue growth.

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OpenWork's Human Capital Disclosure Policy for Long-term Growth

Utilize non-financial information as a management indicator to help build the organization

Indicator ① openwork

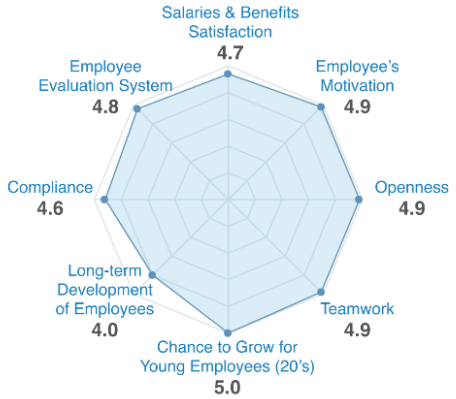
Proven correlation between OpenWork's company review information and share prices

8 quantitative ratings

Satisfaction with salaries & benefits, employee morale, etc.

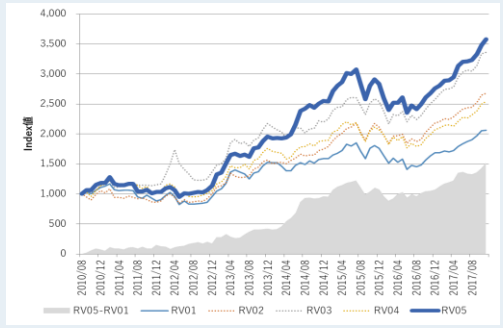
8 qualitative ratings

Organizational structure and culture, gap between reasons for joining the company and reality after joining, etc.



Correlation between VCPC Culture Analytics Score and Stock Performance

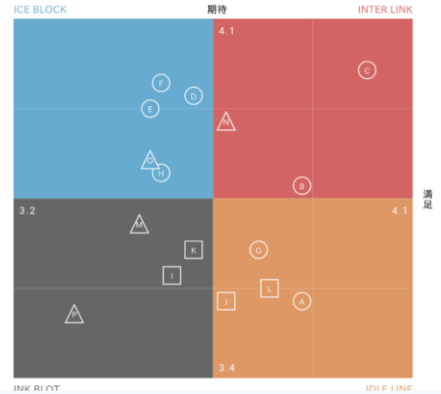
A paper demonstrating the correlation between the VCPC Culture Analytics Score generated from OpenWork reviews and stock performance was awarded the 2018 Securities Analyst Journal Prize. ※



Indicator ② MOTIVATION CLOUD

Surveys used in research on "engagement and corporate performance"

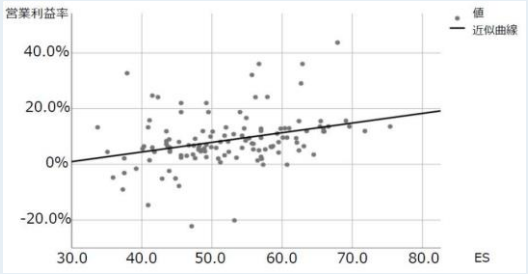
エンゲージメントスコア	エンゲージメント・レーティング
67以上	AAA
67未満	AA
61未満	A
58未満	BBB
55未満	BB
52未満	B
48未満	CCC
45未満	CC
42未満	C
39未満	DDD
33未満	DD

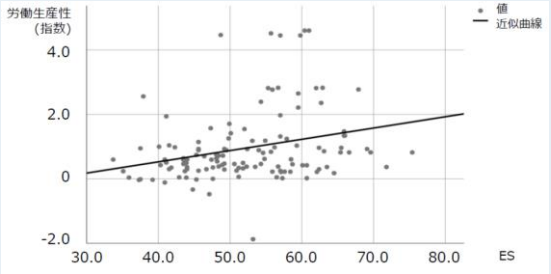


"Engagement Score" as a new management indicator

Results of joint research between Link and Motivation Inc. and Keio University※

Improvement in employee engagement has a positive impact on operating profit margin and labor productivity





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※ "Analysis of the relationship between corporate organizational culture and financial performance using company employee reviews" by Hironori Nishie and Hiroshi Tsuda

※ Research on "Engagement and Corporate Performance"

OpenWork's Human Capital Information and its Challenges

Engagement score improved, reaching a record high.The company shifted its focus from improving management capabilities to improving the organizational culture.

	openwork	MOTIVATION CLOUD
Target	**Overall rating** **3.5 (top 3%)**	**ES（engagement score）** **AAA (highest ranking)**
Result	**February 2024→February 2025** **3.33 → 3.14 （top 17%）**	**February 2024→February 2025** ES　AA → AA ES (GM)　A → AA

Reflection and Planning

The ES of GMs (section managers), which was an issue in the previous fiscal year, improved in terms of engagement rate through training measures, etc. Since the importance of ES is high as the organization expands, we will continue to implement measures in the current fiscal year.

With the expansion of business and organization, the gap between expected value and satisfaction level for items related to organizational climate is larger than for other items. Aim to achieve the same goal as last year by improving communication between departments and hierarchies.

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Appendix



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Facilitation of Labor Mobility：Transition to a Society Based on Mutual Choice

We anticipate progress in the transition from the conventional era, in which individuals and companies are “bound” to each other and changing jobs is prone to risk , to the era of “choosing” each other with a mutually open attitude.

Society based on mutual constraints

Ultra & long-term employment based on the premise of “serving out one’s time”



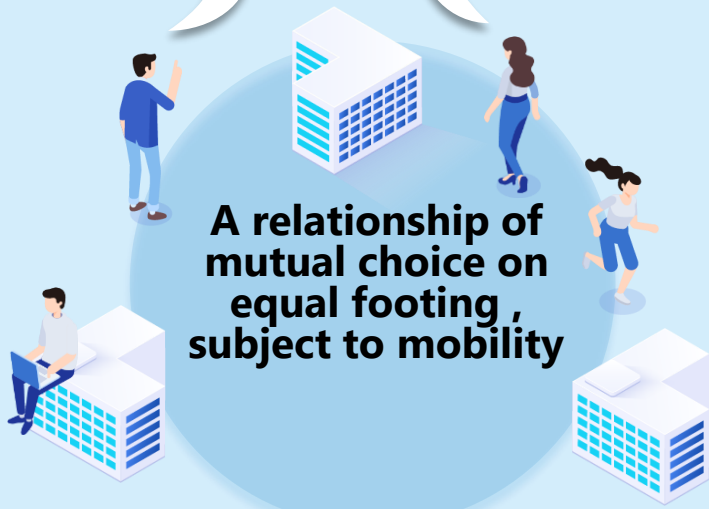
Interdependency



Guarantee of status represented by systems such as lifetime employment and seniority

Society based on mutual choice

Choice can be made according to the skills required by the company based on open information and the individual’s preferred career



A relationship of mutual choice on equal footing , subject to mobility

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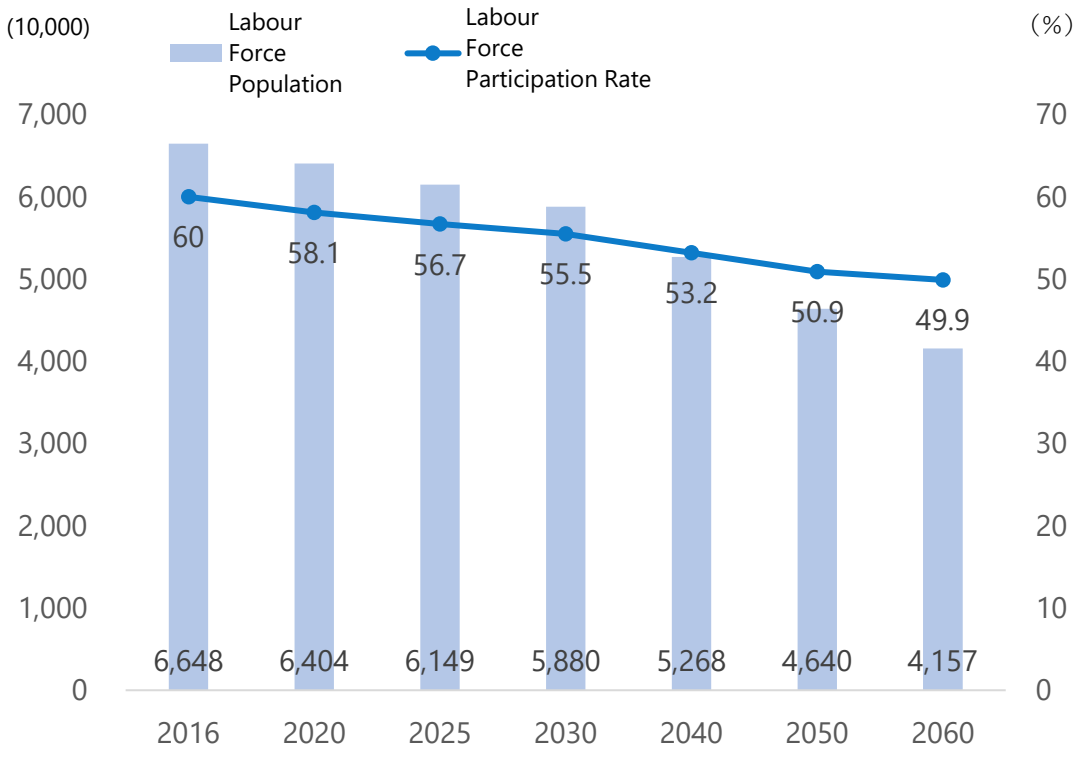
（Supplement）Macro Environment Promotes a Society Based on Mutual Choice

Macro environmental factors such as the declining domestic labor force and sluggish wage growth also drive the transition to a society based on mutual choice.

Declining labor force

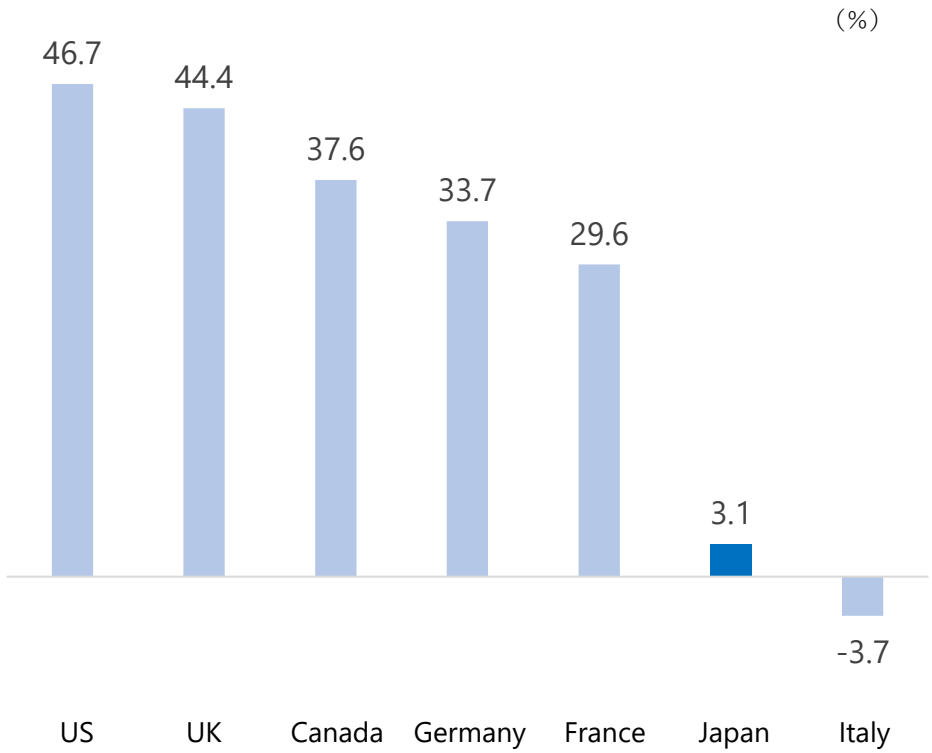
Domestic labor force



Source：Compiled by the Company based on the Ministry of Internal Affairs and Communications' "Labor Force Survey Annual Report" (2016) and the National Institute of Population and Social Security Research's "Population Projections for Japan" (2017).

Sluggish wage growth

Wage growth rates in G7 countries 1991~ 2020



Source: Compiled by the Company based on the Ministry of Health, Labour and Welfare's "Labour Economic Analysis, 2022 Edition . 1991 ~ 2020, with 1991 as 0.

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Facilitation of Labor Mobility：OpenWork's Initiatives for a Society Based on Mutual Choice

The 3 key points for the attainment of a society based on mutual choice are individuals, labor markets, and companies. So far, we have taken an approach to labor markets and companies- based on extensive working data. And now we have begun to take a new approach to the individual market.

Individual transformation	Labor market transformation	Company transformation
		
Willingness to actively develop a career	**Job market which ensures information transparency**	**Company of choice for job seekers with job satisfaction as a growth engine**
Started exchanging career information and supporting career review between individuals through "openwork career".	Promotion of market transparency through company reviews and healthy human resource mobility via OpenWork Recruiting	Support for transformation by providing visualization and data through company reviews (a work in progress)

Working Data Platform

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Direction of OpenWork's Business Development

OpenWork's services are broken down and redefined into four domains according to their respective roles, in order to drive the attainment of a society based on mutual choice.

The review platform that is the basis of each service = openwork

"Individual transformation"

openwork career



New services to support individuals' long-term career development

"Labor market transformation"

OpenWork Recruiting



Facilitation of human resources movement through OpenWork Recruiting

"Company transformation"

Alternative data service



Promotion of company self-transformation by providing working data

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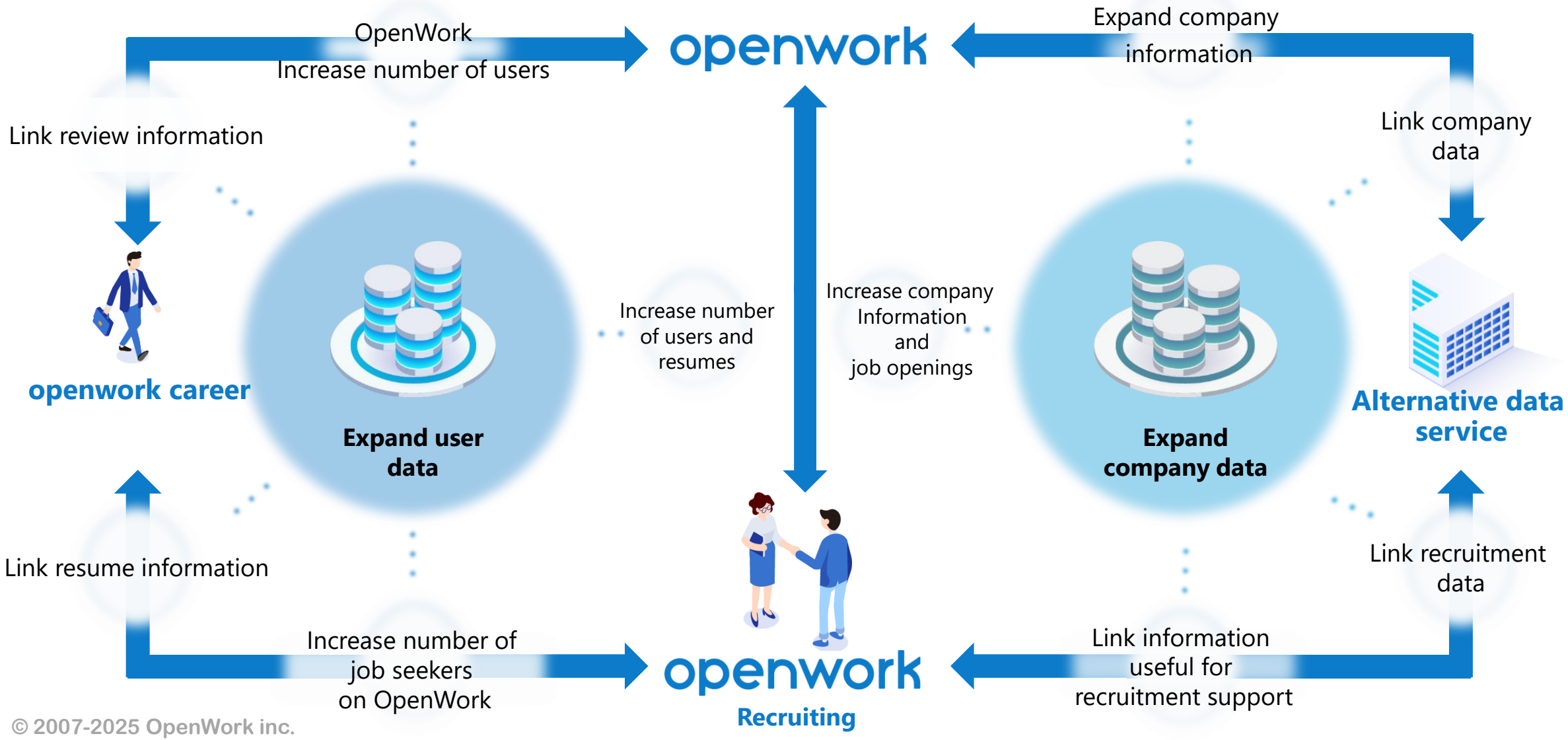
(Supplement) Collaboration among the four domains

Data collaboration with each of the 4 core domains to enhance the Working Data Platform, the Company's core domain.



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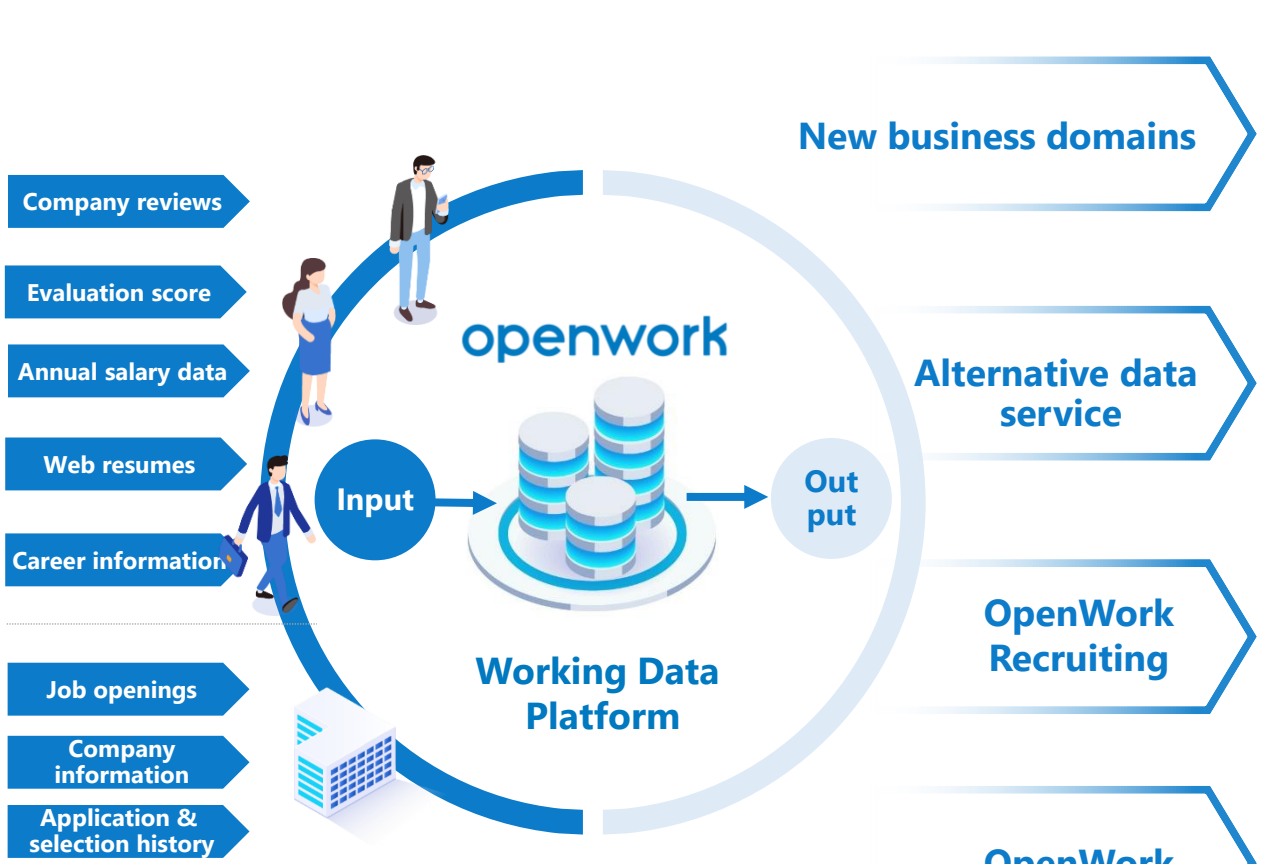
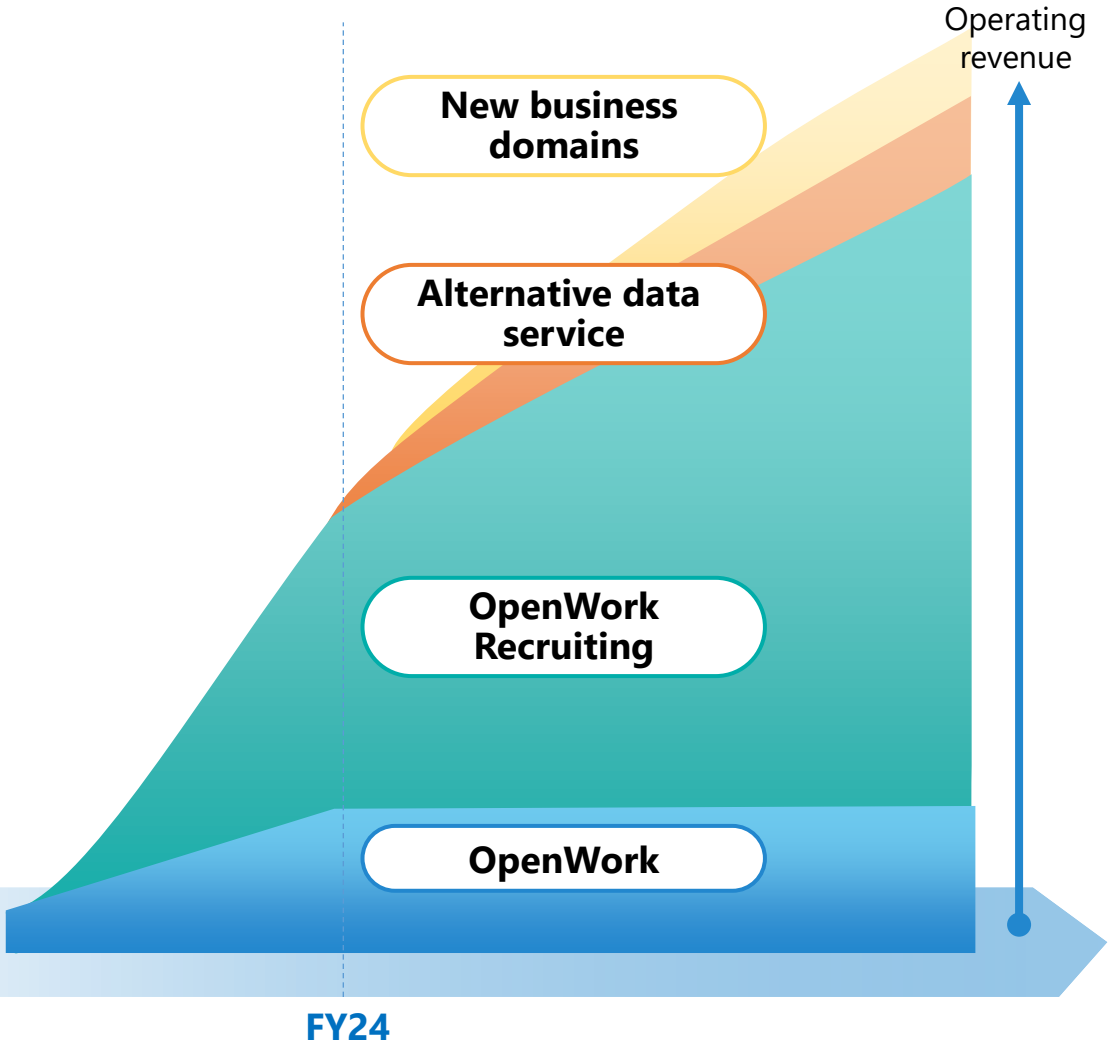
Concept of Future Growth

With OpenWork and OpenWork Recruiting as stable revenue sources, grow revenue by developing services that utilize existing working data and services in new domains based on expansion of working data.





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Balance Sheet

Equity ratio around 90% and financial position solid. Abundant cash-on-hand of over ¥6bn.

Assets

(millions of yen)	End-FY2023	End-FY2024
Current assets	6,231	**7,047**
Cash and deposits	5,954	**6,621**
Accounts receivables *1	253	**323**
Others ※1	24	**102**
Fixed assets	157	**196**
Tangible fixed assets	22	**28**
Investments and other assets	135	**167**
Total assets	6,389	**7,243**

*1 Advance payment of expenses + others

Liabilities and net assets

(millions of yen)	End-FY2023	End-FY2024
Current liabilities	665	**783**
Accounts payable	227	**290**
Income taxes payable	167	**174**
Contract liabilities	102	**149**
Provision for bonuses ※2 *2	70	**41**
Others	97	**127**
Total liabilities	665	**783**
Total net assets	5,724	**6,460**
Total liabilities and net assets	6,389	**7,243**

*2 Expenses payable + provision for directors' bonuses + others

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Message from the CEO

We would like to accelerate transformation in the Japanese labor market through OpenWork.



Haruki Ohsawa

Chief Executive Officer

I feel that Japan's biggest social issue is a job market that is not evolving.

There have been reports that individual labor productivity and engagement are low even in comparison with other countries. One cause of this is the mutually binding relationships between companies and individuals as symbolized by seniority based systems, mass recruitment of new graduates, and lifelong employment.

Through the ever-evolving power of technology, we hope to create a highly transparent job market that enables individuals to set themselves challenges with peace of mind.

We want to contribute to solving this problem which is unique to Japan.

OpenWork will accelerate transformation in the Japanese jobs market.

Haruki Ohsawa joined Link and Motivation, Inc. after graduating from The University of Tokyo Graduate School.
After serving as manager of the organizational HR consulting business for small- and medium-sized venture companies, he was appointed as General Manager of the Planning Department. He was responsible for new business establishment, business management, and human resources.
He assumed the position of Director and Vice President of OpenWork Inc. in November 2019 and the position of Representative Director and President in April 2020.

Authored work：Excellent companies based on 13 million company reviews, Toyo Keizai Inc.

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「働く」のすべてを、オープンに。

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The factors affecting the aforementioned actual performance include general industry and market conditions, as well as general conditions in the domestic and international economies, such as interest rate and foreign exchange fluctuations.

As stated above, the forward-looking statements in this document are current as of when the document was prepared, and the Company has no obligation or policy to update the content to the latest information at any time.

