13-Mar-23



(4484 TOKYO) Lancers, Inc.

IR Overall Rating

[Stock Code] [Industry] [Market Division] [Fiscal Year End] Software-Application Mar. 31 TOKYO

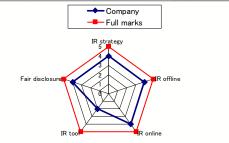
[Zip Code] [Telephone Number] 150-0002 81 3 5774 6086

[Address] 3-10-13 Shibuya Shibuya-ku Yosuke Akiyoshi [Representative]

[Company Features] [Share Price] 273 yen

Lancers, Inc. provides job platform services. It engages in the freelance talent platform business. The company offers Lancers, a freelance starrent platform that matches companies who want to work with individuals and who want to receive work. Lancers Agent, helps companies to seek IT freelancers, Lancers Digital Academy, a digital skills education service that allows students to take courses in a virtual space utilizing video learning materials and receive project information; and MENTA, an online mentoring services to connect people who want to teach with people who want to learn.

nvestor Relations Strategy Analysis	Reference Data	Point		Lar	icers, Inc.	
. IR activities (10 points)						
	89.3%	10				10
. IR system (10 points)						
IR Dedicated department		10				-
General affairs department	24.0%	4				
Planning department	23.0%	8				
Public relations department	17.0%	3				
Finance department		5				
Accounting department		3				
President's office		6				
The others		2				
Management philosophy and operating style (50 points)						
Does top management perform IR activities?	83.6%	50				40
YES		10				1
Activities						
Top management participates in briefing sessions for investors		10				1
Top management gives individual interviews to analysts	67.6%	30				2
IR communication (80 points)		80				5!
Financial settlement briefings	77.7%	10				10
Individual interviews	32.6%	10				
Overseas briefing sessions	15.9%	10				(
For whom the above activities are conducted?						
Analysts and institutional investors	37.7%	10				10
Individual investors	13.4%	10				1
Is disclosure made fairly?	Priority point	20				1
IR roadshows	50.0%	10				į
IR tools (20 points)		30				1!
Stockholder communication materials • Analyst report	89.6%	10				
English materials (annual reports etc.)	42.8%	20				10
TD 1 1 (100 1 1)	07.5%	100				7.
IR website (100 points)	97.5%	100				7:
Is there a web page that clearly states IR?	79.4% 45.9%	10 10				10 10
Top message Annual securities reports	42.0%	10				1
Statement of accounts	41.5%	10				1
Monthly reports,mid-term plan & handouts etc.	36.2%	10				- '
IR calendar	28.5%	10				1
IR videos	23.8%	10				1
E-mail magazines about IR	19.5%	10				
FAQ	14.6%	10				i
English IR web page	19.4%	10				10
ID -fft						
IR effect measurement (10 points) Conducting	84.3%	10				,
Conducting	04.5%	10				,
IR annual expenses (10 points)						(
More than 5 million yen	24.0%	10				
otal		300				210
িচব। ﴿In carrying out this analysis, BIR places importance on fair disclosure	and uses its unique					210
riteria, conducting hearings and objective evaluation.			BIR Average	203.7	Viewpoint	
→ Company	General rating	70.0%	66.4%	Very good 270∼	****	
	10	C 4 On/				



e and uses its unique judgement					
			BIR Average	203.7	Viewpoint
	General rating	70.0%	66.4%	Very good 270∼	****
	IR strategy	64.0%	63.9%	Good 230∼	***
	IR offline	66.7%	66.9%	Standard 180~	***
	IR online	73.0%	67.8%	Below Standard 130~	**
	IR tool	50.0%	45.5%	Inferior 80~	*
	Fair disclosure	83.3%	64.7%	Problematic 0~	_

The BIR IR analysis report analyzes and evaluates IR activities of the company covered from 5 viewpoints: IR offline, IR online, IR tool, IR website and IR strategy. BIR rates the company's IR activities, believing that strategic IR activities have big effects on its stock performance.

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