



Osaka Securities Exchange (Jasdaq)

January 11, 2011

To All Concerned Parties

Company Name: en-japan inc.
(Stock Code: 4849)
Representative: President Takatsugu Suzuki
Contact: Director Mitsuhiro Ohta
(TEL. 03—3342—4506)

Notice Concerning the Establishment of a Joint Venture in China

en-japan Inc. (“en-japan”) and Shen-cai Staffing Service (Representative: Xu Gang, “Shen-cai”), a recruitment consultancy based in China, have worked in partnership to establish a joint-venture company. En-japan is pleased to announce that it has received approvals from the relevant authorities.

Details

1. Purpose of Establishing Joint Venture

As China continues to enjoy rapid economic growth, more companies are expanding into the country, which is broadening the range of recruitment needs. Previously, most recruitment was in the manufacturing sector, but the need to employ sales and managerial staff has been growing in recent years.

The partner company Shen-cai has been operating as a recruitment and headhunting agency since 1997, and has developed extensive expertise in these areas, while building a solid client base.

Operating one of the largest job placement sites in Japan, en-japan has a wealth of experience recruiting staff in all job categories and has extensive recruitment expertise.

en-japan will maximize the strengths of the two companies to ensure growth through business development in China’s growing human resources market.

2. Profile of Joint Venture

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|---------------------------|---|
| (1) Company name | Zhiyuan Human Resource Management Service |
| (2) Head Office | Pudong New Area, Shanghai |
| (3) Chairman | Takatsugu Suzuki |
| (4) Business Description | Recruitment Service, Employment agency |
| (5) Capital | 81 million yen (6.5 million yuan) |
| (6) Foundation | January, 2011 |
| (7) Fiscal Year End | December 31 |
| (8) En-Japan's investment | 46 million yen (3.67 million yuan) |
| (9) Shareholders and | en-japan Inc. 56.5% |

The above operating results projections were prepared based on information available to the Company as of the date this material was released. There is a possibility the Company’s actual operating results will differ from the projected amounts as a result of various future factors.

Investment ratio	Shen-cai	43.5%
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3. Profile of Partner

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|--------------------------|-------------------------------------|
| (1) Company Name | Shen-cai Staffing Service |
| (2) Head Office | Zhongshan Bei Road, Shanghai |
| (3) Representative | Xu Gang |
| (4) Business Description | Recruitment Service |
| (5) Capital | 1.2 million yen (100 thousand yuan) |
| (6) Foundation | May, 1997 |
| (7) Fiscal Year End | December 31 |
| (8) Employees | 26 |

4. Impact on Business Results

The new joint venture will not be included in the consolidated financial statements of en-japan, therefore, there will be no impact on the consolidated results for FY2011 (ending December 31, 2011).

End

The above operating results projections were prepared based on information available to the Company as of the date this material was released. There is a possibility the Company's actual operating results will differ from the projected amounts as a result of various future factors.