

To All Concerned Parties

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Overview of the Medium-Term Management Plan

en-japan, Inc. has formulated a medium-term management plan, a three-year plan beginning in the fiscal year ending March 31, 2018.

We are pleased to release an overview of the plan as of this date. Details of the plan will be provided at the medium-term management plan briefing scheduled on May 31.

1. Numerical targets under the new medium-term management plan (overview)

	FYE03/2017 (Results)	FYE03/2018 (projected)	FYE03/2019 (projected)	FYE03/2020 (projected)
	(Billion yen)	(Billion yen)	(Billion yen)	(Billion yen)
Sales	31.72	37.4	44.5	50.0
Operating profit	68.5	7.7	9.36	11.0
Dividend Payout Ratio	Basic Policy: Over 30% , FYE 03/2020 target 40% * FYE03/2017 and FYE03/2018 = 33%			

2. Basic Policy

- In the domestic recruitment business, establish a strong presence in the market in terms of both quality and quantity.
- In the overseas business, promote concentration in core competence to achieve constant growth at core locations.
- In new business activities, achieve a certain degree of scale primarily in the human resources field.

3. Change to basic policy regarding profit distribution

To increase returns to shareholders and further expand the shareholder population, the Company will revise its conventional basic policy of distributing dividends at a payout ratio of 30% to distributing dividends at a payout ratio of no less than 30%. The specific payout ratio will be determined by taking into account operating results, financial standing, investment plans, and other factors each year. In the medium term, the Company aims to achieve a payout ratio of 40% in the fiscal year ending March 31, 2020 which is the final year of the medium-term management plan.

Details of the medium-term management plan will be released separately at the end of May.

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.