

# **First Quarter of Fiscal 2013 Earnings Review**



**August 9, 2012**  
**en-japan Inc.**

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● <b>1Q FY2013 Operating Results Summary.....</b>	<b>P</b>	<b>3</b>
● <b>Forecast for 1H and Full-Year-FY2013.....</b>	<b>P</b>	<b>15</b>
● <b>Return to Shareholders .....</b>	<b>P</b>	<b>20</b>
● <b>(Reference) Non-consolidated Financial Statement .....</b>	<b>P</b>	<b>22</b>
● <b>Appendix .....</b>	<b>P</b>	<b>28</b>

**Notes:**

**FY2010:from January 2010 to December 2010**

**FY2012:from January2011 to March 2012**

**FY2013:from April 2012 to March 2013**

# **1Q FY2013**

## **Operating Results Summary**

## < Market Environment >

**The recruitment market was active with continued improvement in the effective ratio of job offers to job seekers although economic conditions remained unstable.**

## < Sales > ¥3.2bn.

**Net sales increased year on year, thanks to the strong hiring needs of corporations and favorable strategic products in en-japan's major sites.**

## < Operating Income > ¥723mn.

**Operating income expanded, as revenue growth absorbed the rise in costs mainly associated with the increase in headcount.**

# [1Q FY2013 Results]

## Consolidated Income Statement



	2Q FY2012 (Apr.-Jun.2011)			1Q FY2013 (Apr.-Jun.2012)		
	(million yen)	% of sales	% YOY change	(million yen)	% of sales	% YOY change
<b>Net Sales</b>	<b>2,843</b>	100.0%	35.2%	<b>3,297</b>	100.0%	16.0%
<b>Cost of Sales</b>	<b>468</b>	16.5%	28.0%	<b>472</b>	14.3%	0.8%
<b>Personnel</b>	<b>180</b>	6.3%	171.9%	<b>209</b>	6.3%	16.0%
<b>Other</b>	<b>288</b>	10.2%	-3.8%	<b>263</b>	8.0%	-8.6%
<b>Gross Profit</b>	<b>2,374</b>	83.5%	36.7%	<b>2,824</b>	85.7%	19.0%
<b>SGA(Sales,general &amp;administrative)</b>	<b>1,916</b>	67.4%	20.9%	<b>2,100</b>	63.7%	9.6%
<b>Personnel</b>	<b>1,102</b>	38.8%	53.1%	<b>1,211</b>	36.7%	9.9%
<b>Advertising, sales promotion</b>	<b>405</b>	14.3%	-22.5%	<b>395</b>	12.0%	-2.5%
<b>Other</b>	<b>408</b>	14.4%	19.8%	<b>494</b>	15.0%	21.0%
<b>Operating income</b>	<b>457</b>	16.1%	202.1%	<b>723</b>	21.9%	58.0%
<b>Ordinary income</b>	<b>514</b>	18.1%	156.5%	<b>782</b>	23.7%	51.9%
<b>Net income</b>	<b>279</b>	9.8%	255.5%	<b>467</b>	14.2%	67.2%

# [1Q FY2013 Results] Operating Results Changing Factor (Consolidated)



Net Sales increase 16.0% YOY to ¥454mn.

## Sales

¥2.8bn.

[en] Career Change Info ...+¥139mn.  
 [en] Career Change Consultant ... +¥15mn.  
 [en] Temporary Placement Info ... -¥10mn.  
 [en] New Career Challenges ... +¥56mn.  
 [en] Job Info for Students ... +¥27mn.  
 Education/Evaluation Business ... +¥11mn.  
 EWJ ...+¥183mn.  
 Others ... + ¥10mn.

¥3.2bn.

## Expenses

¥2.3bn.

Expenses increase 7.9%YOY to ¥188mn.

Personnel expenses ...+¥138mn.  
 Ad ,SP expenses ... -¥10mn.  
 Rent expense ...+ ¥47mn. etc.

¥2.5bn.

## Operating Income

¥457mn.

Operating income increase 58.0%YOY to ¥265mn.

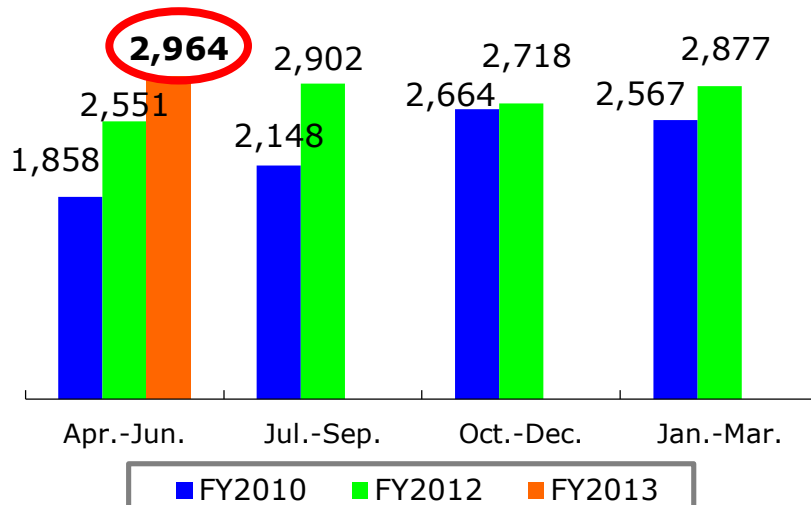
¥723mn.

2Q FY2012  
(Apr.-Jun.2011)

1Q FY2013  
(Apr.-Jun.2012)

## Quarterly Sales Trend

(Million Yen)

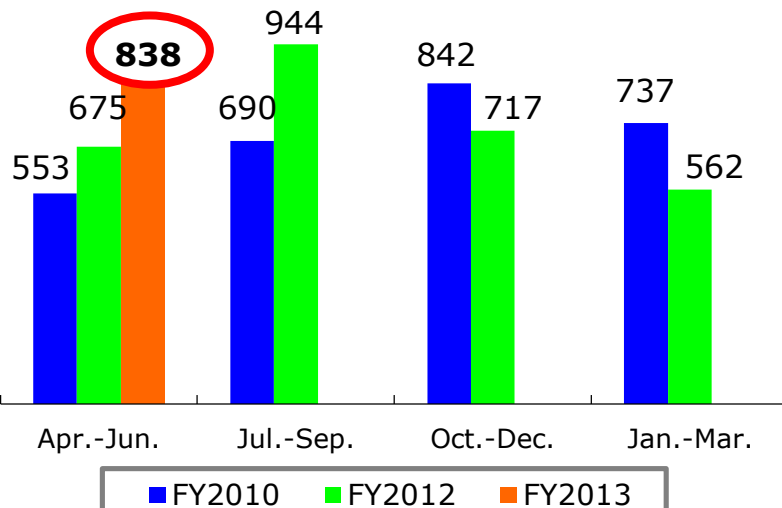


## Market Environment

- Companies continued to have strong hiring needs. In particular, there was growing demand for young workers without experience.
- While needs for temporary workers remained strong, there has been an accelerated shift to job placements and BPO among large temporary staffing companies.
- Hiring needs of global companies remained high.

## Quarterly Operating Income Trend

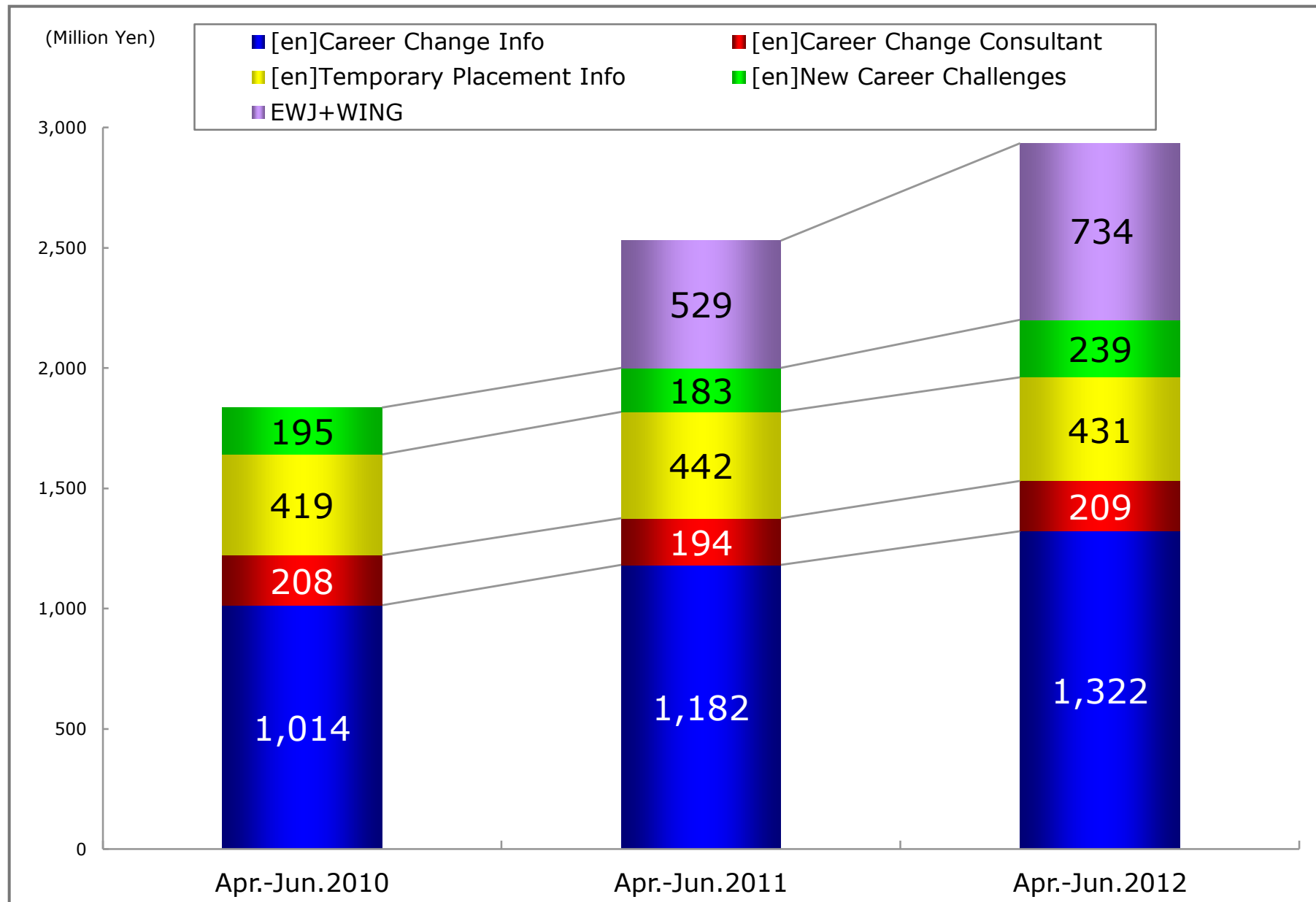
(Million Yen)



## Overview of 1Q FY2013

- [en] Career Change Info saw a considerable rise in the number of persons joining companies under search-based hiring solutions.
- The contingent-fee based service in [en] Career Change Consultant also continued to be favorable.
- There were positive business results, thanks to various efforts undertaken by EWJ since the previous fiscal year on top of strong hiring needs among global companies.

# Mid Career Hiring Business –Sales Breakdown by Product–





# [1Q FY2013 Results]

## Income Statement – Mid-Career Hiring Business



	2Q FY2012 (Apr.-Jun.2011)			1Q FY2013 (Apr.-Jun.2012)		
	(million yen)	% of sales	% YOY change	(million yen)	% of sales	% YOY change
<b>Net Sales</b>	<b>2,551</b>	100.0%	37.3%	<b>2,964</b>	100.0%	16.2%
<b>Cost of Sales</b>	<b>290</b>	11.4%	37.2%	<b>308</b>	10.4%	6.4%
<b>Gross Profit</b>	<b>2,261</b>	88.6%	37.3%	<b>2,655</b>	89.6%	17.4%
<b>SGA</b> (Sales, general & administrative)	<b>1,585</b>	62.1%	44.9%	<b>1,817</b>	61.3%	14.6%
<b>Personnel</b>	<b>912</b>	35.7%	69.1%	<b>1,044</b>	35.2%	14.5%
<b>Advertising, sales promotion</b>	<b>343</b>	13.4%	14.3%	<b>357</b>	12.1%	4.3%
<b>Other</b>	<b>330</b>	13.0%	29.8%	<b>415</b>	14.0%	25.8%
<b>Operating income</b>	<b>675</b>	26.5%	22.2%	<b>838</b>	28.3%	24.1%

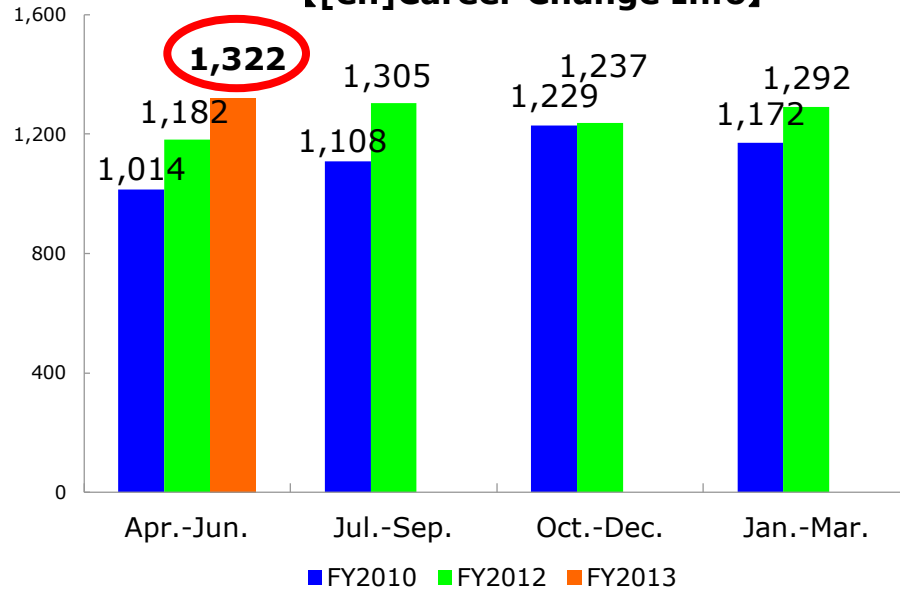
- ◆ Mid-Career Hiring Business: [en] Career Change Info, [en] Career Change Consultant, [en] Temporary Placement Info, [en] New Career Challenges, EWJ(Include WING), other mid-career hiring related

# Mid Career Hiring Business -Sales breakdown by Website-

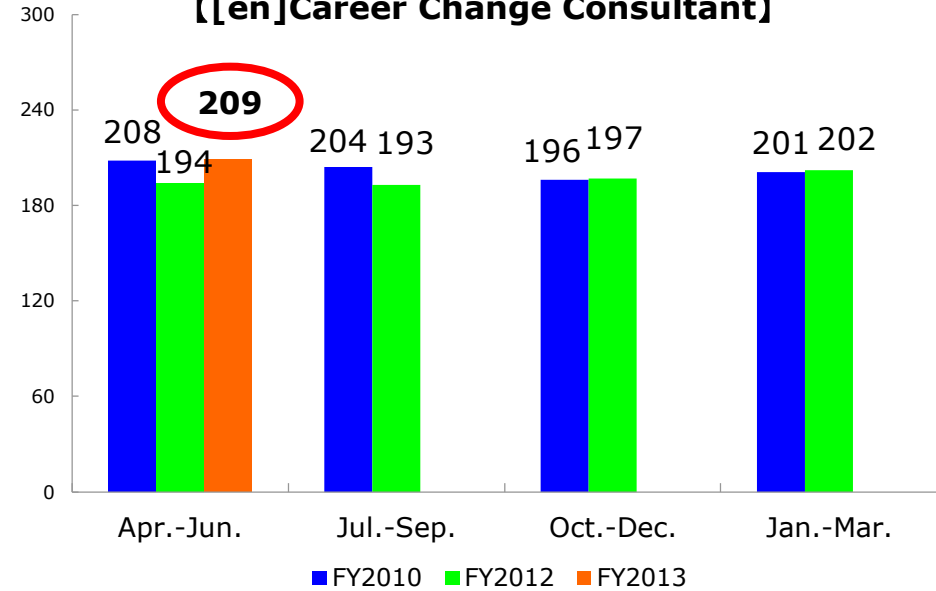


(Million Yen)

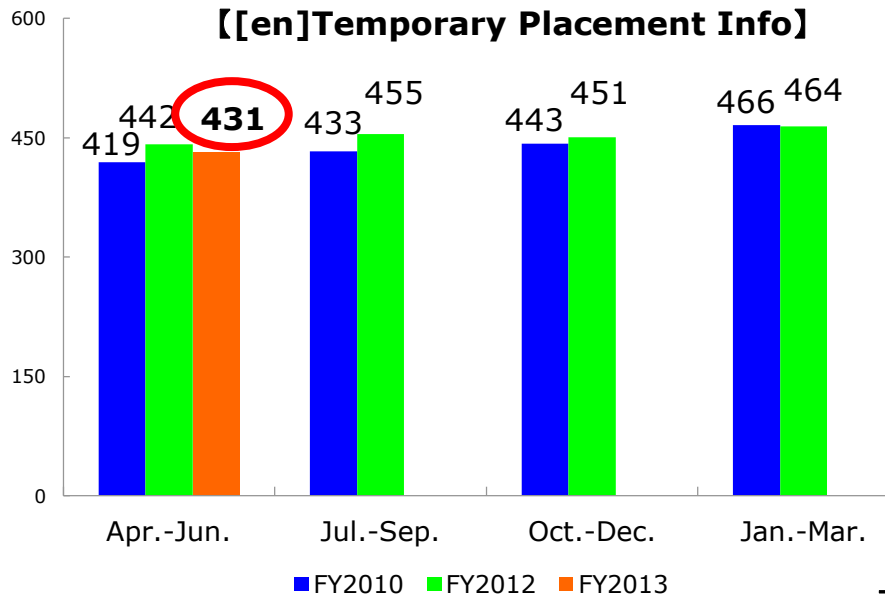
[[en]Career Change Info]



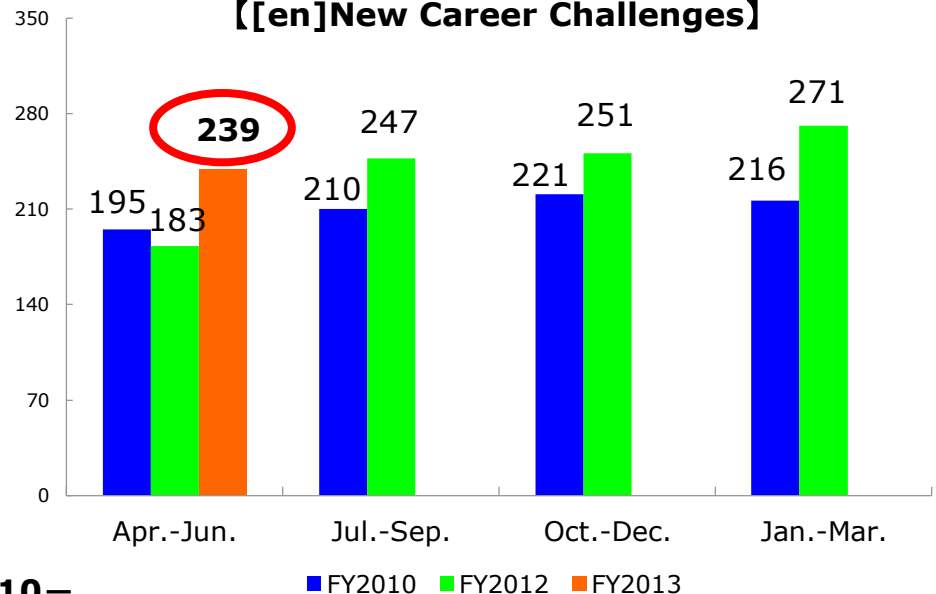
[[en]Career Change Consultant]



[[en]Temporary Placement Info]

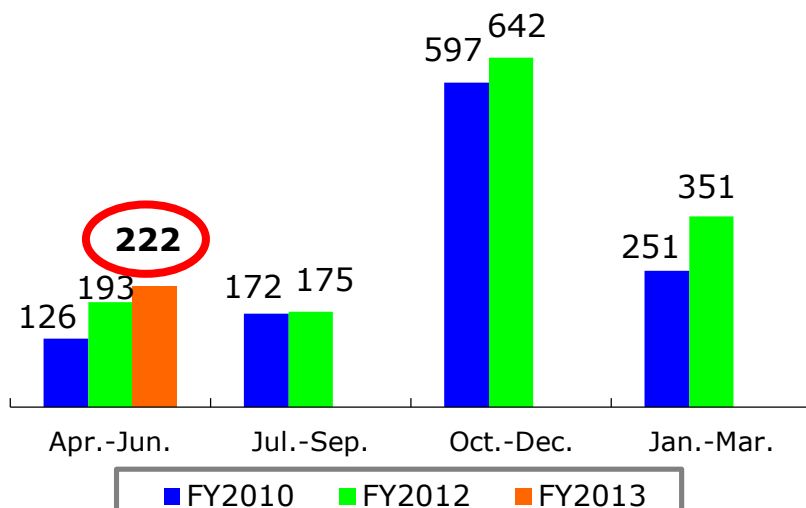


[[en]New Career Challenges]



## Quarterly Sales Trend

(Million Yen)

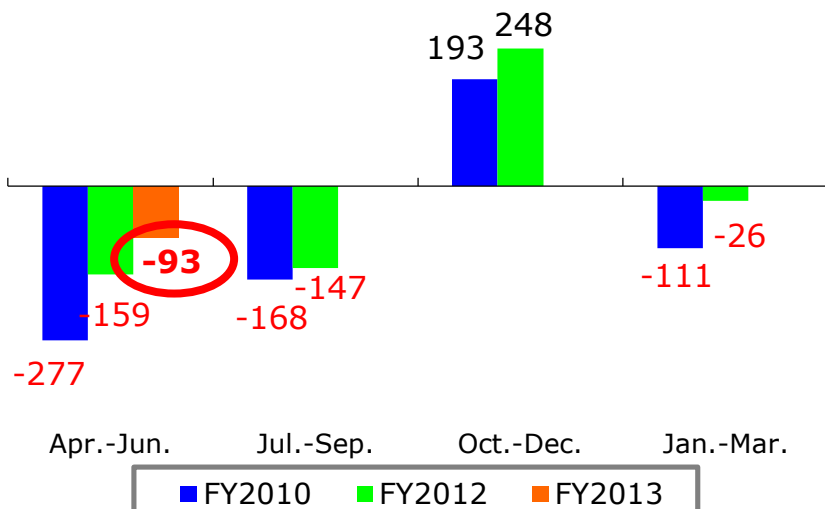


## Market Environment

- The unofficial job offer rate for March-2013 graduates as of June 2012 was 52.7%, which is comparable to the level for March-2011 graduates.
- As companies have yet to fulfill their target number of people to hire, roughly 60% of companies will either continue hiring or consider continuing hiring activities in the summer and thereafter.
- Approximately 70% of companies expect to hire more or about the same number of graduates in the March-2014 period as in FY2013.

## Quarterly Operating Income Trend

(Million Yen)



## Overview of 1Q FY2013

- Given the prolonged hiring activities for FY2013, sales of "[en] Job Info for Students 2013" continued to be strong.
- Orders for the FY2014 edition have also been steady so far.

# [1Q FY2013 Results]

## Income Statement – New Graduate Hiring Business

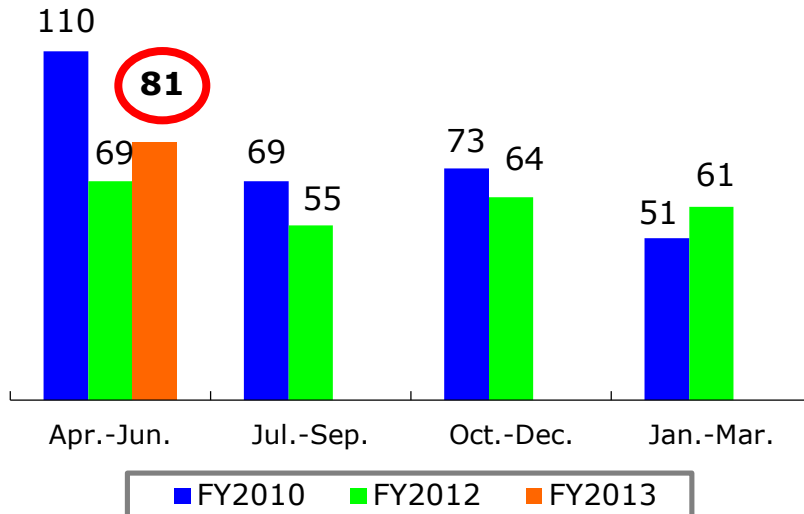


	2Q FY2012 (Apr.-Jun.2011)			1Q FY2013 (Apr.-Jun.2012)		
	(million yen)	% of sales	% YOY change	(million yen)	% of sales	% YOY change
<b>Net Sales</b>	<b>193</b>	100.0%	53.8%	<b>222</b>	100.0%	14.9%
<b>Cost of Sales</b>	<b>129</b>	66.8%	26.2%	<b>122</b>	54.9%	-5.5%
<b>Gross Profit</b>	<b>64</b>	33.2%	173.8%	<b>100</b>	45.1%	55.8%
<b>SGA</b> (Sales, general & administrative)	<b>224</b>	115.6%	-25.5%	<b>193</b>	87.1%	-13.4%
<b>Personnel</b>	<b>137</b>	71.2%	3.0%	<b>122</b>	54.9%	-11.3%
<b>Advertising, sales promotion</b>	<b>27</b>	14.2%	60.6%	<b>12</b>	5.5%	-55.8%
<b>Other</b>	<b>58</b>	30.3%	-60.3%	<b>59</b>	26.7%	1.4%
<b>Operating income</b>	<b>-159</b>	-82.4%	-	<b>-93</b>	-42.1%	-

◆ New Graduate Hiring Business: [en] Job Info for Students, other new graduate hiring related

## Quarterly Sales Trend

(Million Yen)

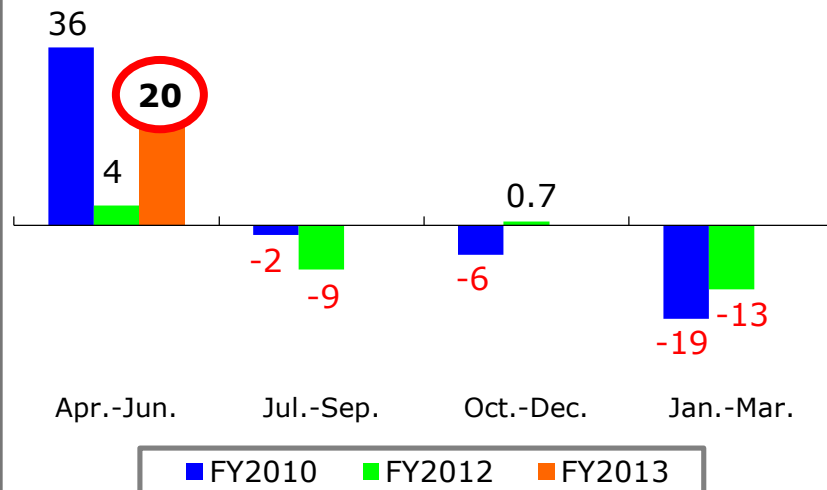


## Market Environment

- As companies became more heavily occupied with their business activities, the priority they placed on employee education fell.
- Competition heightened as some companies newly began offering flat-rate training services.

## Quarterly Operating Income Trend

(Million Yen)



## Overview of 1Q FY2013

- “en-College”, the flat-rate training service, attracted more new corporate members, as sales efforts since the previous fiscal year proved fruitful.
- Efforts were made to push forward the development of new products and services to secure new revenue sources.

# [1Q FY2013 Results]

## Income Statement – Education/Evaluation Business



	2Q FY2012 (Apr.-Jun.2011)			1Q FY2013 (Apr.-Jun.2012)		
	(million yen)	% of sales	% YOY change	(million yen)	% of sales	% YOY change
<b>Net Sales</b>	<b>69</b>	100.0%	-36.7%	<b>81</b>	100.0%	16.5%
<b>Cost of Sales</b>	<b>21</b>	30.4%	-27.0%	<b>19</b>	24.1%	-7.9%
<b>Gross Profit</b>	<b>48</b>	69.6%	-40.2%	<b>61</b>	75.9%	27.2%
<b>SGA</b> (Sales, general & administrative)	<b>44</b>	63.7%	0.2%	<b>41</b>	50.9%	-6.9%
<b>Personnel</b>	<b>33</b>	47.9%	14.7%	<b>28</b>	35.2%	-14.3%
<b>Advertising, sales promotion</b>	<b>0.2</b>	0.4%	65.6.%	<b>1</b>	1.3%	323.9%
<b>Other</b>	<b>10</b>	15.5%	-28.4%	<b>11</b>	14.4%	8.1%
<b>Operating income</b>	<b>4</b>	5.8%	-88.9%	<b>20</b>	25.0%	399.6%

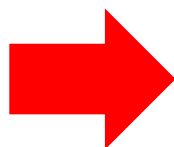
# **Forecast for 1H and Full-Year FY2013**

(million yen)

	Revised Forecast	Initial Forecast	Net Increase- Decrease	Net Increase- Decrease rate	vs. 11.Apr-Sep change (%)
<b>Net Sales</b>	6,349	6,349	0	0.0%	5.7%
<b>SGA</b> (Sales, general & administrative)	4,313	4,459	-146	-3.3%	10.7%
<b>Operating income</b>	1,060	893	166	18.6%	-9.8%
<b>Ordinary income</b>	1,190	1,019	170	16.7%	10.9%
<b>Net income</b>	710	611	98	16.1%	38.0%

**Decrease in personnel expenses, due mainly to the gap between the staff hiring plan and the actual status: Roughly 100 million yen**

**Reduction based on efficient use of other expenses: Roughly 50 million yen**



**These funds will be used to strengthen promotion activities in the third quarter and thereafter**



# [Forecast for FY2013] Full-Year FY2013(Consolidated)



	FY2012 (Jan.2011-Mar.2012)		FY2013 (Jan.2012-Mar.2013)			Reference: 12months FY2012 (Apr.2011-Mar.2012)		
	(million yen)	% of sales	(million yen)	% of sales	vs.FY2012 /difference	(million yen)	% of sales	vs.FY2013 /difference
<b>Net Sales</b>	<b>15,687</b>	100.0%	<b>13,770</b>	100.0%	-12.2%	<b>12,790</b>	100.0%	7.7%
<b>Cost of Sales</b>	<b>2,393</b>	15.3%	<b>2,026</b>	14.7%	-15.3%	<b>1,936</b>	15.1%	4.6%
<b>Personnel</b>	<b>979</b>	6.2%	<b>907</b>	6.6%	-7.4%	<b>804</b>	6.3%	12.8%
<b>Other</b>	<b>1,414</b>	9.0%	<b>1,119</b>	8.1%	-20.9%	<b>1,132</b>	8.9%	-1.1%
<b>Gross Profit</b>	<b>13,294</b>	84.7%	<b>11,744</b>	85.3%	-11.7%	<b>10,854</b>	84.9%	8.2%
<b>SGA(Sales,general &amp;administrative)</b>	<b>10,246</b>	65.3%	<b>9,044</b>	65.7%	-11.7%	<b>8,312</b>	65.0%	8.8%
<b>Personnel</b>	<b>5,670</b>	36.1%	<b>5,051</b>	36.7%	-10.9%	<b>4,571</b>	35.7%	10.5%
<b>Advertising, sales promotion</b>	<b>2,366</b>	15.1%	<b>1,945</b>	14.1%	-17.8%	<b>1,910</b>	14.9%	1.8%
<b>Other</b>	<b>2,209</b>	14.1%	<b>2,047</b>	14.9%	-7.3%	<b>1,830</b>	14.3%	11.9%
<b>Operating income</b>	<b>3,047</b>	19.4%	<b>2,700</b>	19.6%	-11.4%	<b>2,541</b>	19.9%	6.3%
<b>Ordinary income</b>	<b>2,884</b>	18.4%	<b>2,800</b>	20.3%	-2.9%	<b>2,424</b>	19.0%	15.5%
<b>Net income</b>	<b>1,135</b>	7.2%	<b>1,530</b>	11.1%	34.8%	<b>963</b>	7.5%	58.9%

# [Forecast for FY2013] Business Segment



(million yen)

Mid Career Hiring Business					
	FY2012 (Jan.2011-Mar.2012) (A)	FY2013 (Apr.2012-Mar.2013) Forecast (B)	(B)/(A)-1	Reference FY2012 (Apr.2011-Mar.2012) (C)	(B)/(C)-1
Net Sales	13,617	11,970	-12.1%	11,049	8.3%
Operating Income	3,637	2,650	-27.1%	2,899	-8.6%
Operating income rate(%)	26.7%	22.1%		26.2%	

New Graduate Hiring Business					
	FY2012 (Jan.2011-Mar.2012) (A)	FY2013 (Apr.2012-Mar.2013) Forecast (B)	(B)/(A)-1	Reference FY2012 (Apr.2011-Mar.2012) (C)	(B)/(C)-1
Net Sales	1,614	1,460	-9.5%	1,362	7.2%
Operating Income	-197	30	-	-85	-
Operating income rate(%)	-12.2%	2.1%		-6.2%	

Education/Evaluation Business					
	FY2012 (Jan.2011-Mar.2012) (A)	FY2013 (Apr.2012-Mar.2013) Forecast (B)	(B)/(A)-1	Reference FY2012 (Apr.2011-Mar.2012) (C)	(B)/(C)-1
Net Sales	303	300	-1.0%	251	19.5%
Operating Income	-37	20	-	-17	-
Operating income rate(%)	-12.2%	6.7%		-6.8%	

(million yen)

Mid Career Hiring Business	Sales				
	FY2012 (Jan.2011-Mar.2012) (A)	FY2013 (Apr.2012-Mar.2013) Forecast (B)	(B)/(A)-1	Reference FY2012 (Apr.2011-Mar.2012) (C)	(B)/(C)-1
<a href="#">[en]Career Change Info</a>	6,190	5,900	-4.7%	5,017	17.6%
<a href="#">[en]Career Change Consultant</a>	989	850	-14.1%	787	8.0%
<a href="#">[en]Temporary Placement Info</a>	2,280	1,820	-20.2%	1,814	0.3%
<a href="#">[en]New Career Challenges</a>	1,170	590	-49.6%	953	-38.1%

New Graduate Hiring Business	Sales				
	FY2012 (Jan.2011-Mar.2012) (A)	FY2013 (Apr.2012-Mar.2013) Forecast (B)	(B)/(A)-1	Reference FY2012 (Apr.2011-Mar.2012) (C)	(B)/(C)-1
<a href="#">[en]Job Info for Students</a>	1,399	1,290	-7.8%	1,204	7.1%

# **Return to Shareholders**

## Basic Policy regarding Profit Distribution

The Company utilizes retained earnings for future growth and to maximize corporate value. Our basic policy is to return profits to our shareholders as appropriate, conducting dividend payouts targeting 30%, depending on fiscal period earnings.

### FY2012

- Dividends (Results) **¥1,850**
- Payment Ratio **38.0%**

### FY2013

- Dividends Projection **¥1,950**
- Payment Ratio **29.8%**

## **(Reference) Non-consolidated financial statements**

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# [1Q FY2013 Results] Non-Consolidated Income Statement



	2Q FY2012 (Apr.-Jun.2011)			1Q FY2013 (Apr.-Jun.2012)		
	(million yen)	% of sales	% YOY change	(million yen)	% of sales	% YOY change
<b>Net Sales</b>	<b>2,316</b>	100.0%	10.2%	<b>2,567</b>	100.0%	10.8%
<b>Cost of Sales</b>	<b>377</b>	16.3%	3.1%	<b>367</b>	14.3%	-2.6%
<b>Personnel</b>	<b>90</b>	3.9%	36.0%	<b>105</b>	4.1%	16.6%
<b>Other</b>	<b>287</b>	12.4%	-4.2%	<b>262</b>	10.2%	-8.7%
<b>Gross Profit</b>	<b>1,938</b>	83.7%	11.7%	<b>2,199</b>	85.7%	13.4%
<b>SGA(Sales,general &amp;administrative)</b>	<b>1,539</b>	66.5%	-2.9%	<b>1,600</b>	62.3%	4.0%
<b>Personnel</b>	<b>815</b>	35.2%	13.2%	<b>829</b>	32.3%	1.7%
<b>Advertising, sales promotion</b>	<b>401</b>	17.3%	-23.3%	<b>392</b>	15.3%	-2.2%
<b>Other</b>	<b>322</b>	13.9%	-5.5%	<b>378</b>	14.7%	17.4%
<b>Operating income</b>	<b>399</b>	17.2%	163.4%	<b>598</b>	23.3%	50.0%
<b>Ordinary income</b>	<b>503</b>	21.7%	150.9%	<b>635</b>	24.8%	26.2%
<b>Net income</b>	<b>318</b>	13.8%	304.8%	<b>399</b>	15.5%	25.2%

# [1Q FY2013 Results] Operating Results Changing Factor (Non-Consolidated)



(Yen)

**Net Sales increase 10.8%YOY to ¥250mn.**

**Net Sales**

**¥2.3bn.**

[en] Career Change Info ... +¥139mn.  
 [en] Career Change Consultant ... +¥15mn.  
 [en] Temporary Placement Info ... -¥10mn.  
 [en] New Career Challenges ... +¥ 56mn.  
 [en] Job Info for Students ... +¥27mn.  
 Education/Evaluation Business ... +¥11mn.  
 Others ... +¥10mn.

**¥2.5bn.**

**Expenses**

**¥1.9bn.**

**Expenses increase 2.7%YOY to ¥51mn.**

Rent expenses ... +¥45mn.  
 Personnel expenses ... +¥29mn.  
 Ad ,SP expenses ... -¥32mn. etc.

**¥1.9bn.**

**Operating  
Income**

**¥399mn.**

**Operating income increase 50.0%YOY to ¥199mn.**

**¥598mn.**

**2Q FY2012**

**(Apr.-Jun.2011)**

**1Q FY2013**

**(Apr.-Jun.2012)**



# [1Q FY2013 Results]Non-Consolidated Income Statement – Mid Career Hiring Business



	2Q FY2012 (Apr.-Jun.2011)			1Q FY2013 (Apr.-Jun.2012)		
	(million yen)	% of sales	% YOY change	(million yen)	% of sales	% YOY change
<b>Net Sales</b>	<b>2,025</b>	100.0%	8.9%	<b>2,233</b>	100.0%	10.3%
<b>Cost of Sales</b>	<b>199</b>	9.8%	-5.9%	<b>203</b>	9.1%	2.4%
<b>Gross Profit</b>	<b>1,826</b>	90.2%	10.9%	<b>2,030</b>	90.9%	11.2%
<b>SGA</b> (Sales,general &administrative)	<b>1,208</b>	59.7%	10.5%	<b>1,317</b>	59.0%	9.0%
<b>Personnel</b>	<b>625</b>	30.9%	15.9%	<b>662</b>	29.6%	5.9%
<b>Advertising, sales promotion</b>	<b>339</b>	16.7%	13.0%	<b>355</b>	15.9%	4.7%
<b>Other</b>	<b>244</b>	12.1%	-4.0%	<b>299</b>	13.4%	22.7%
<b>Operating income</b>	<b>617</b>	30.5%	11.6%	<b>713</b>	31.9%	15.5%

- ◆ Mid-Career Hiring Business: [en] Career Change Info, [en] Career Change Consultant, [en] Temporary Placement Info, [en] New Career Challenges, other mid-career hiring related

# [1Q FY2013 Results]Non-Consolidated Income Statement –New Graduate Hiring Business



	2Q FY2012 (Apr.-Jun.2011)			1Q FY2013 (Apr.-Jun.2012)		
	(million yen)	% of sales	% YOY change	(million yen)	% of sales	% YOY change
<b>Net Sales</b>	<b>193</b>	100.0%	53.8%	<b>222</b>	100.0%	14.9%
<b>Cost of Sales</b>	<b>129</b>	66.8%	26.2%	<b>122</b>	54.9%	-5.5%
<b>Gross Profit</b>	<b>64</b>	33.2%	173.8%	<b>100</b>	45.1%	55.8%
<b>SGA(Sales,general &amp;administrative)</b>	<b>224</b>	115.6%	-25.5%	<b>193</b>	87.1%	-13.4%
<b>Personnel</b>	<b>137</b>	71.2%	3.0%	<b>122</b>	54.9%	-11.3%
<b>Advertising, sales promotion</b>	<b>27</b>	14.2%	-73.4%	<b>12</b>	5.5%	-58.8%
<b>Other</b>	<b>58</b>	30.3%	-7.5%	<b>59</b>	26.7%	1.4%
<b>Operating income</b>	<b>-159</b>	-82.4%	-	<b>-93</b>	-42.1%	-

◆ New Graduate Hiring Business: [en] Job Info for Students,  
other new graduate hiring related

# [1Q FY2013 Results]Non-Consolidated Income Statement

## – Education/Evaluation Business

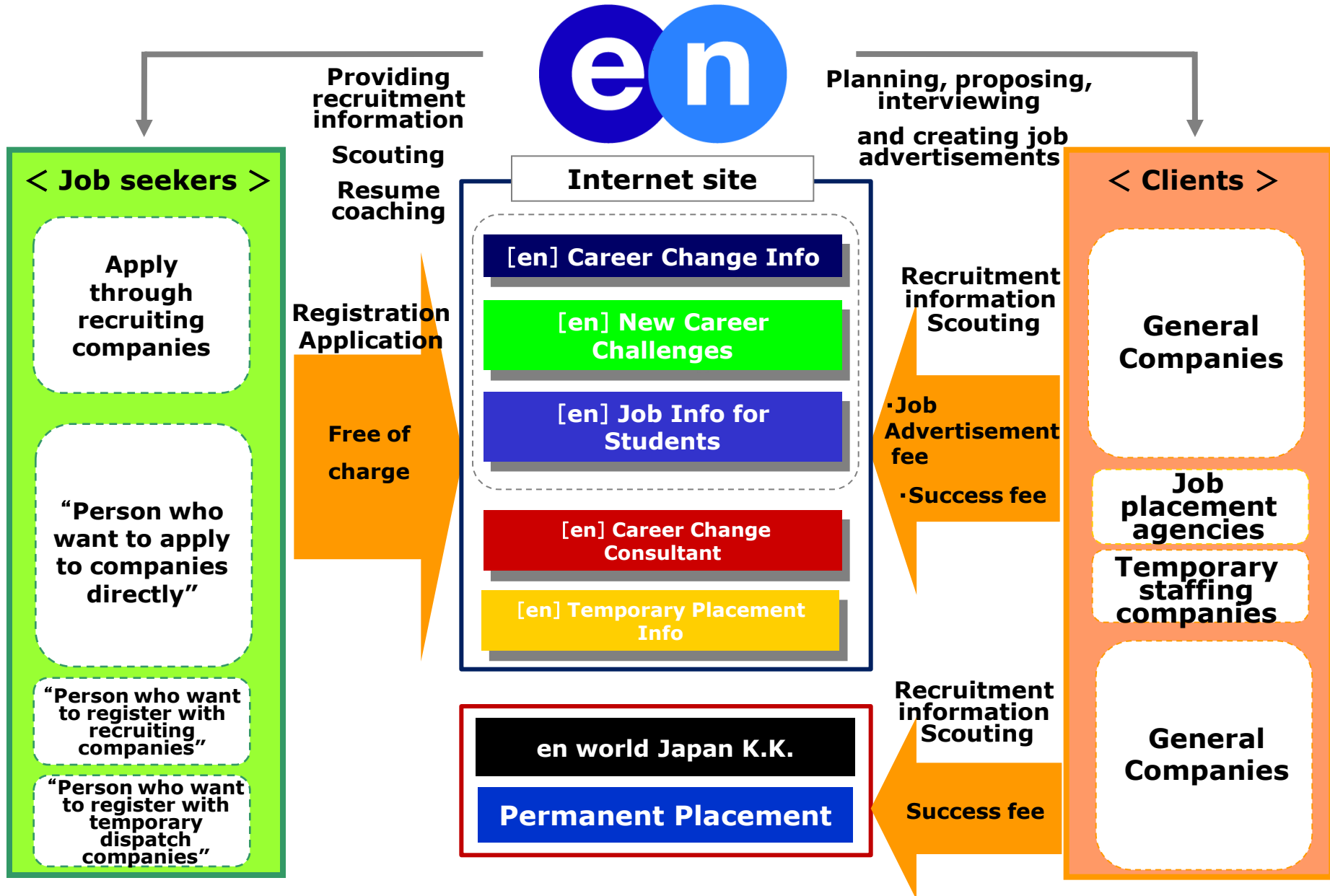


	2Q FY2012 (Apr.-Jun.2011)			1Q FY2013 (Apr.-Jun.2012)		
	(million yen)	% of sales	% YOY change	(million yen)	% of sales	% YOY change
<b>Net Sales</b>	<b>69</b>	100.0%	-36.7%	<b>81</b>	100.0%	16.5%
<b>Cost of Sales</b>	<b>21</b>	30.4%	-27.0%	<b>19</b>	24.1%	-7.9%
<b>Gross Profit</b>	<b>48</b>	69.6%	-40.2%	<b>61</b>	75.9%	27.2%
<b>SGA</b> (Sales,general &administrative)	<b>44</b>	63.7%	0.2%	<b>41</b>	50.9%	-6.9%
<b>Personnel</b>	<b>33</b>	47.9%	14.7%	<b>28</b>	35.2%	-14.3%
<b>Advertising,     sales promotion</b>	<b>0.2</b>	0.4%	65.6%	<b>1</b>	1.3%	323.9%
<b>Other</b>	<b>10</b>	15.5%	-28.4%	<b>11</b>	14.4%	8.1%
<b>Operating income</b>	<b>4</b>	5.8%	-88.9%	<b>20</b>	25.0%	399.6%


## **en** Appendix

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<b>【 Name 】</b>	<b>en-japan inc.</b>
<b>【 Establishment 】</b>	<b>January 14, 2000</b>
<b>【 Representatives 】</b>	<b>Michikatsu Ochi (Chairman) / Takatsugu Suzuki ( President )</b>
<b>【 Headquarters 】</b>	<b>Shinjuku I-land Tower, 6-5-1 Nishi-Shinjuku, Shinjuku-ku, Tokyo</b>
<b>【 Total Stockholder's Equity 】</b>	<b>JPY 13,126million (as of end of Jun. 2012)</b>
<b>【Stock Listing 】</b>	<b>Jasdaq</b>
<b>【Fiscal Year 】</b>	<b>April 1 – March 31</b>
<b>【 Number of Employees 】</b>	<b>Consolidated 860, Non-consolidated 717 (as of end of Jun. 2012)</b>
<b>【 Number of Outstanding Shares】</b>	<b>246,142(as of end of Jun. 2012)</b>
<b>【 Business Description 】</b>	<b>(1) Internet job recruitment service</b> <b>(2) Job Placement</b> <b>(3) Implementation of training, seminars</b> <b>(4) Consultation on recruitment , Aptitude test development</b>



## < Mid Career Hiring Business >

Service	Share	Contents	Characteristics	Users	Clients
[en] Career Change Info [en]社会人の転職情報	39.5 %	Site for Comprehensive Career Change Info	<ul style="list-style-type: none"> <li>All information is provided through our reporting and photographing of each company</li> <li>Straightforward, detailed Career Change Info from perspective of job seekers</li> <li>All information has video(only en-japan)</li> </ul>	<ul style="list-style-type: none"> <li>70% are in their 20s-mid-30s</li> <li>70% are male</li> <li>All occupations</li> </ul>	General Companies
[en] Career Change Consultant [en]転職コンサルタント	6.3 %	Collective site for job placement agencies	<ul style="list-style-type: none"> <li>Information on job placement agencies and their Career Change Info</li> <li>5-level evaluation of job placement agencies(first in industry)</li> <li>High End Job Corner opened</li> </ul>	<ul style="list-style-type: none"> <li>60% are in their late 26-40</li> <li>80% are male</li> </ul>	Job placement agencies
[en] Temporary Placement Info [en]派遣のお仕事情報	14.5 %	Collective site for temporary staffing companies	<ul style="list-style-type: none"> <li>Temporary staffing company information and their Career Change Info</li> <li>Unique search category "Insistence INDEX"</li> </ul>	<ul style="list-style-type: none"> <li>80% are in their 20s-mid 30s</li> <li>80% are female</li> </ul>	Temporary staffing companies
[en] New Career Challenges [en]チャレンジ! はた★らく	7.5 %	Collective site for recruiting information	<u>Information site for users to search part-time positions, temporary placements and full-time careers</u> <ul style="list-style-type: none"> <li>Recruiting site with the theme of "challenge" and "re-challenge"</li> <li>Job seekers can search by employment type: part-time, temporary placement, and full-time career</li> <li>A special section available to support females and graduates without jobs</li> </ul>	<ul style="list-style-type: none"> <li>University students</li> <li>Graduates without jobs</li> <li>Housewives</li> <li>Permanent part-timers</li> </ul>	General Companies Temporary staffing companies
	18.3 %	Job placement agencies	<u>Job placement agencies specializing in globally operating companies</u> <ul style="list-style-type: none"> <li>Clients are foreign companies with sales, service, production and other sites in Japan and Japanese companies with global operations</li> <li>Handling Japanese-English bilingual middle management to executive level positions</li> </ul>		Foreign companies Japanese companies

## < New Graduate Hiring Business >

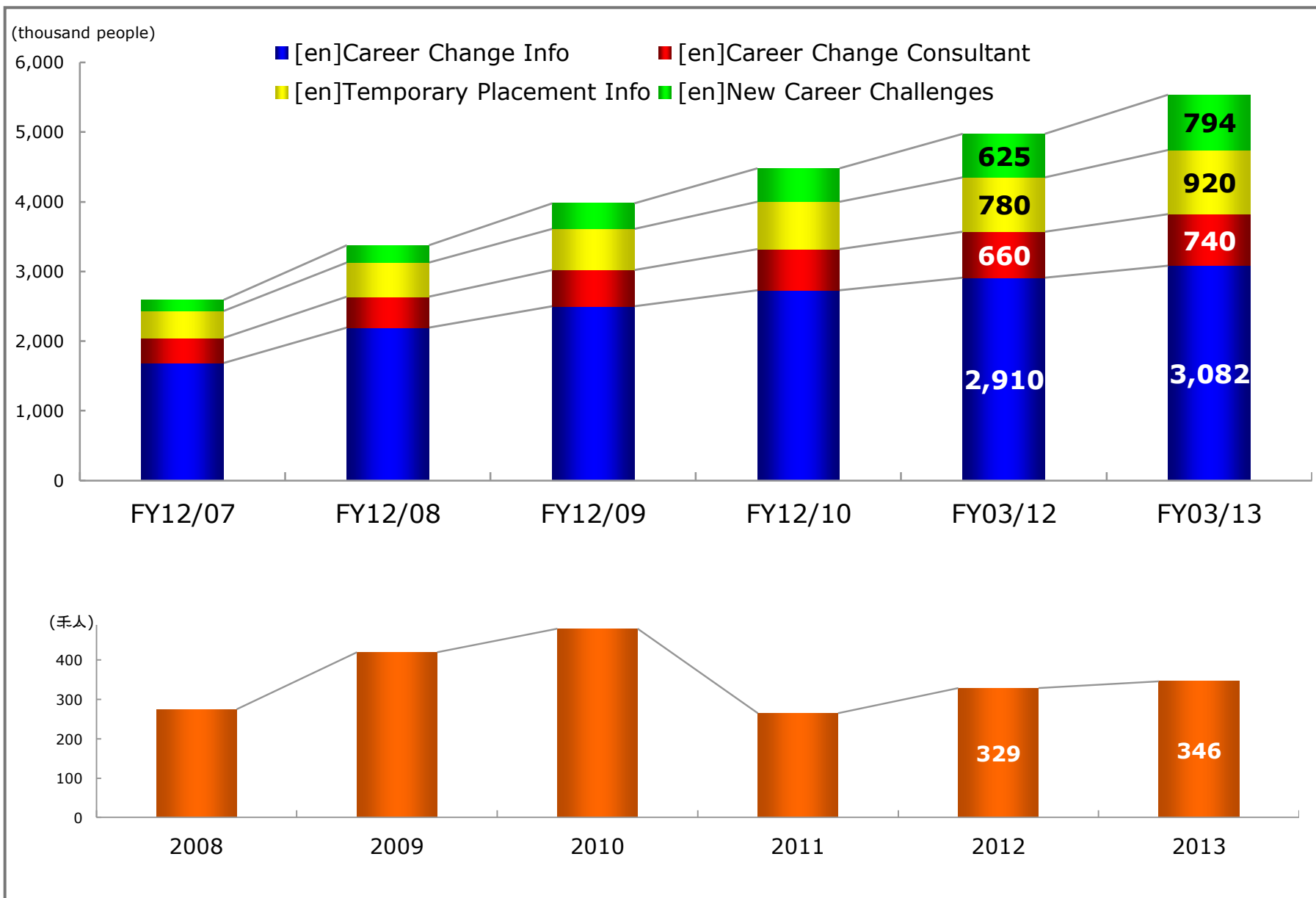
Service	Share	Contents	Characteristics	Users	Clients
[en] Job Info for Students 	8.9 %	Site for student employment information	<u>Specializing in career information relating to strong medium-level, small-to-mid size and venture companies</u> <ul style="list-style-type: none"> <li>• Presents the strengths of companies in five perspectives</li> <li>• Detailed recruiting information based on own interviews and photo shooting</li> <li>• En-japan's unique planning: "Research on Jobs of Professionals"</li> </ul>	<ul style="list-style-type: none"> <li>• University students</li> <li>• Graduate students</li> <li>• Junior college students</li> </ul>	General Companies

## < Education/Evaluation Business >

Service	Share	Contents	Characteristics	Users
—	1.9 %	Employee training Aptitude test development Personnel system development	<u>Support to help companies strengthen their recruitment capability and for employed individuals to demonstrate their competence</u> <ul style="list-style-type: none"> <li>• Skill-enhancement training for personnel in charge of recruiting, and development and sales of screening tests</li> <li>• Operation of En-College, a fixed-fee education service</li> <li>• Development of personnel evaluation system aimed at maximizing competence of individuals</li> </ul>	General Companies



# The number of registered users (At the end of Jun, 2012)



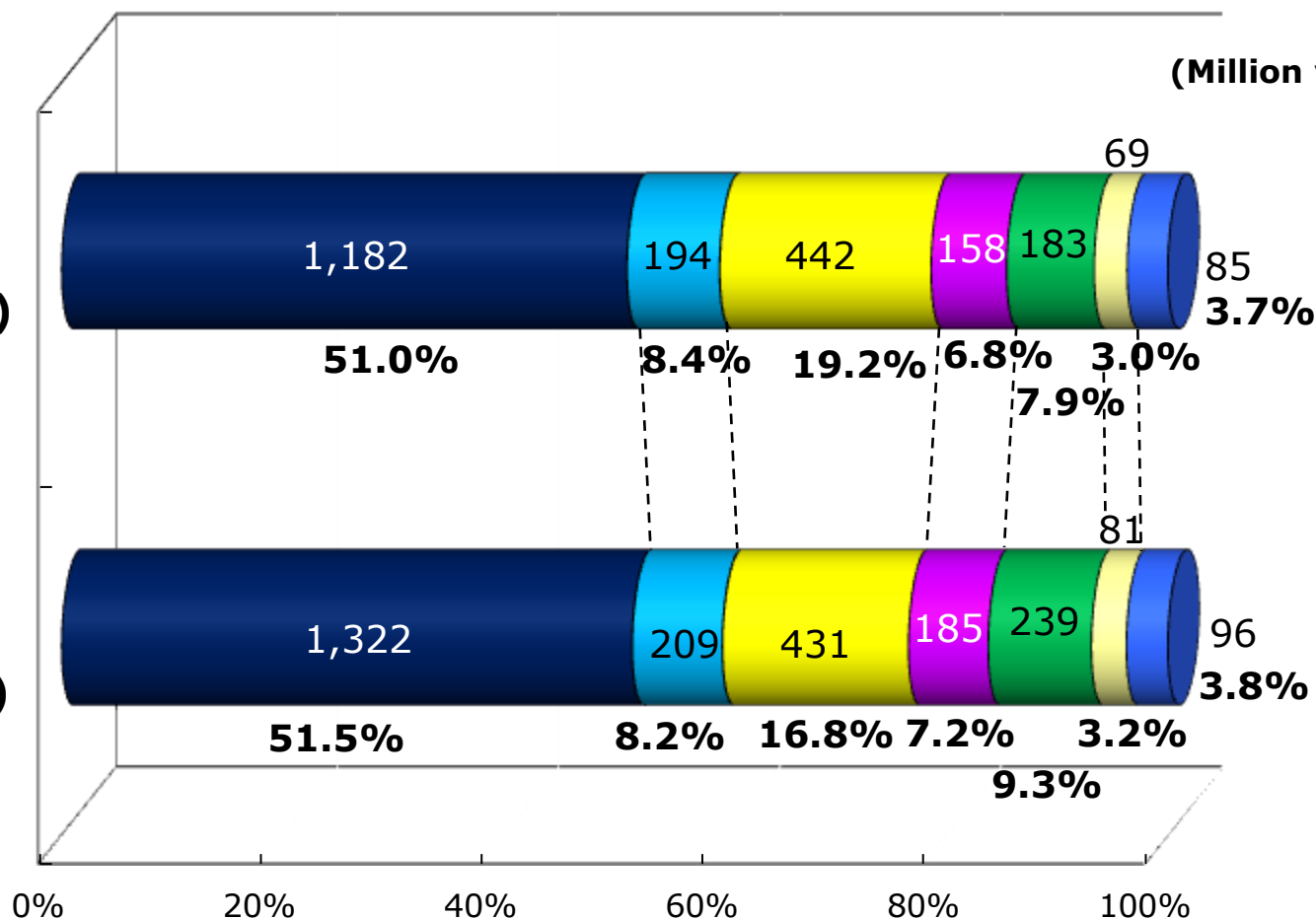
# Sales Breakdown by Product (Non-consolidated)



(Million yen)

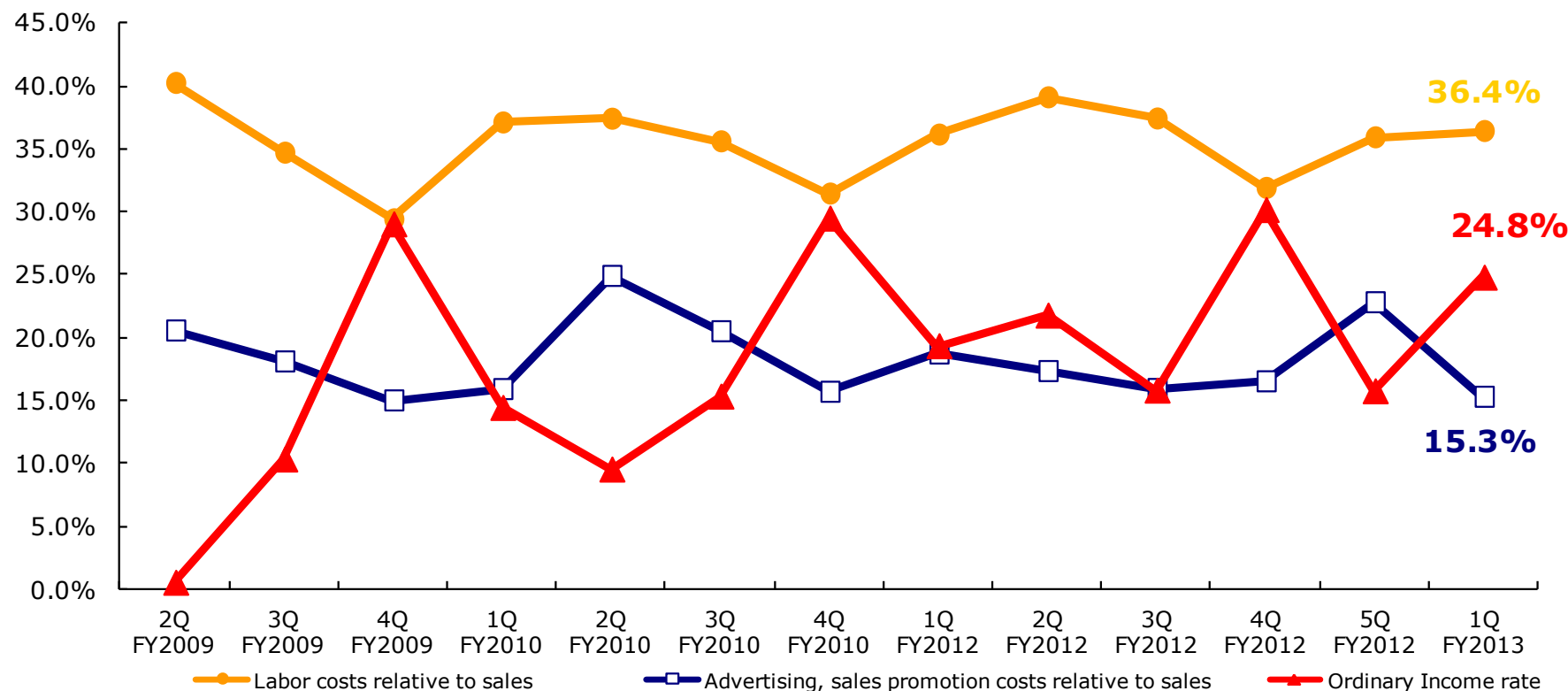
**2Q FY2012**  
**(Apr.-Jun.2011)**

**1Q FY2013**  
**(Apr.-Jun.2012)**



- [en]Career Change Info
- [en]Career Change Consultant
- [en]Temporary Placement Info
- [en]Job Info for Students
- [en]New Career Challenges
- Education/Evaluation Business
- other mid-career hiring related ,other new graduated hiring related, other business

# Labor costs relative sales and Advertising, sales promotion costs (Non-consolidated)

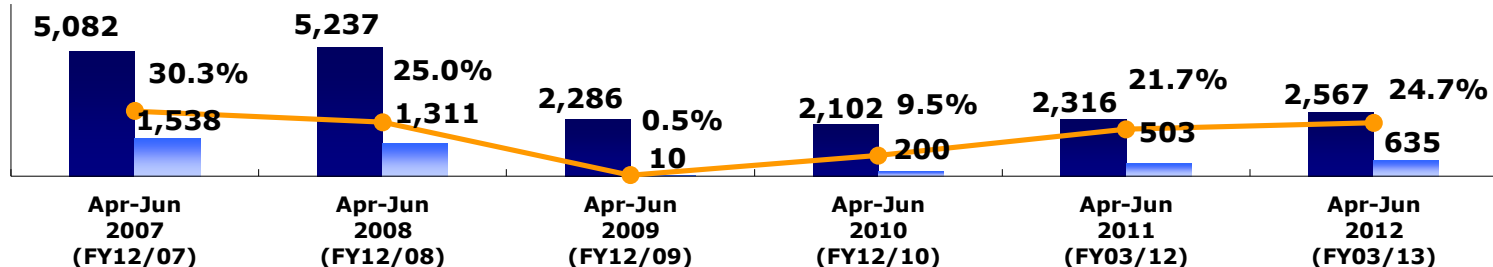


	2Q FY2009	3Q FY2009	4Q FY2009	1Q FY2010	2Q FY2010	3Q FY2010	4Q FY2010	1Q FY2012	2Q FY2012	3Q FY2012	4Q FY2012	5Q FY2012	1Q FY2013
Ordinary Income (million yen)	10	232	782	304	200	342	828	466	503	392	873	428	635
Ordinary Income rate	0.5%	10.3%	29.0%	14.4%	9.5%	15.3%	29.5%	19.3%	21.7%	15.8%	30.1%	15.7%	24.8%
Labor costs (million yen)	920	783	793	786	786	799	884	873	905	930	924	979	934
Labor costs relative to sales	40.2%	34.7%	29.4%	37.1%	37.4%	35.6%	31.4%	36.1%	39.1%	37.4%	31.9%	35.9%	36.4%
Ad, SP costs (million yen)	470	408	404	336	523	460	441	452	401	395	478	621	392
Ad, SP costs relative to sales	20.6%	18.1%	15.0%	15.9%	24.9%	20.5%	15.7%	18.7%	17.3%	15.9%	16.5%	22.8%	15.3%

# Segment performance (Non-consolidated)

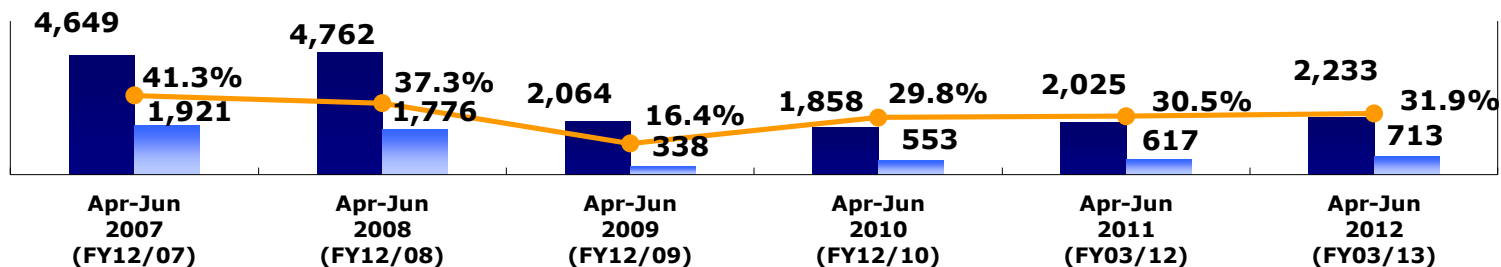


## Company-wide



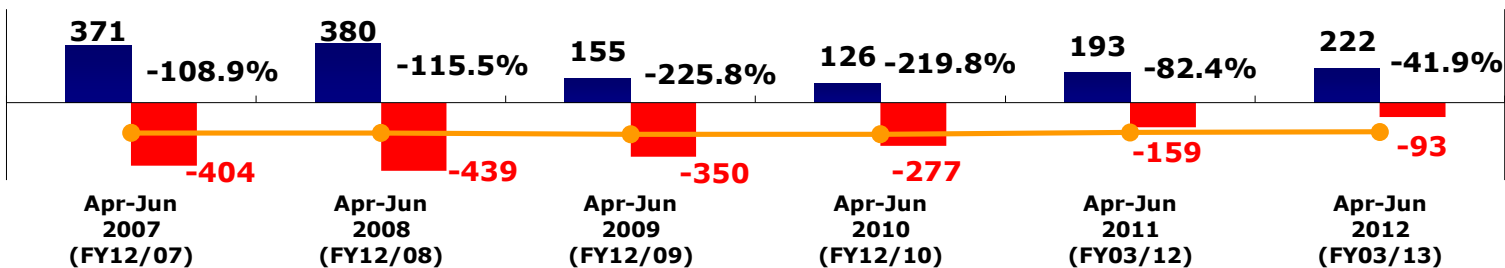
Net Sales  
(million yen)

## Mid-career hiring business



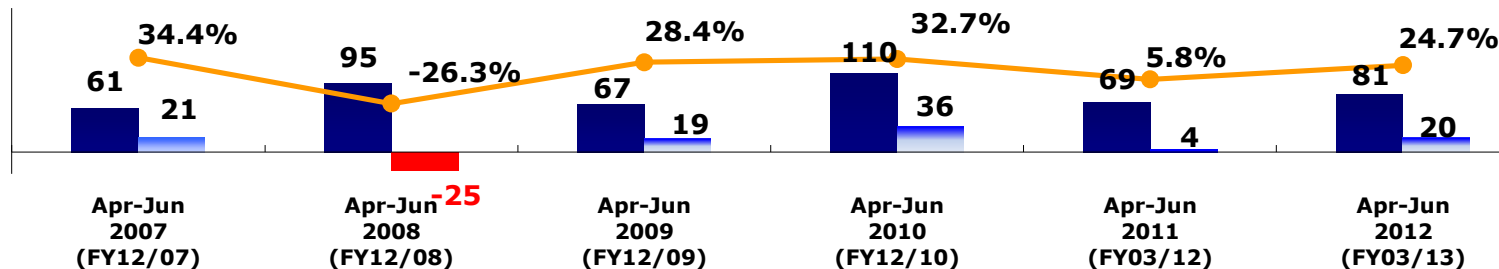
Ordinary Income  
(million yen)

## New graduate hiring business



Ordinary Income Rate

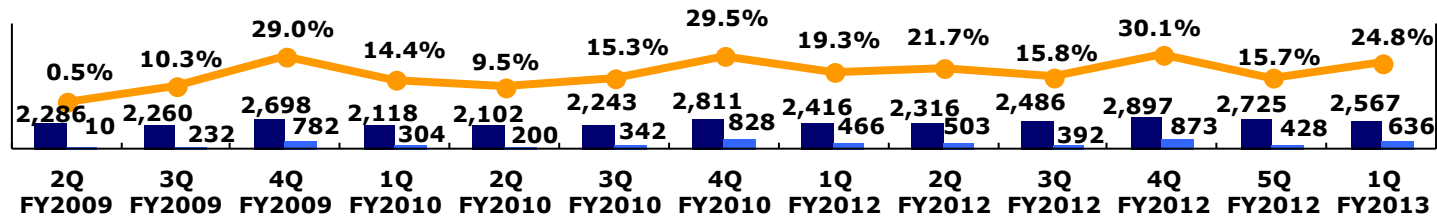
## Education/Evaluation business



# Transition of Quarter Segment Performance (Non-consolidated)

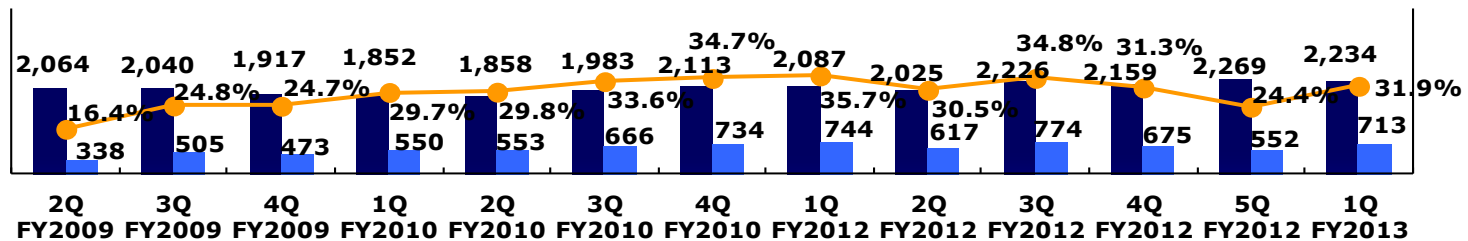


## Company-wide



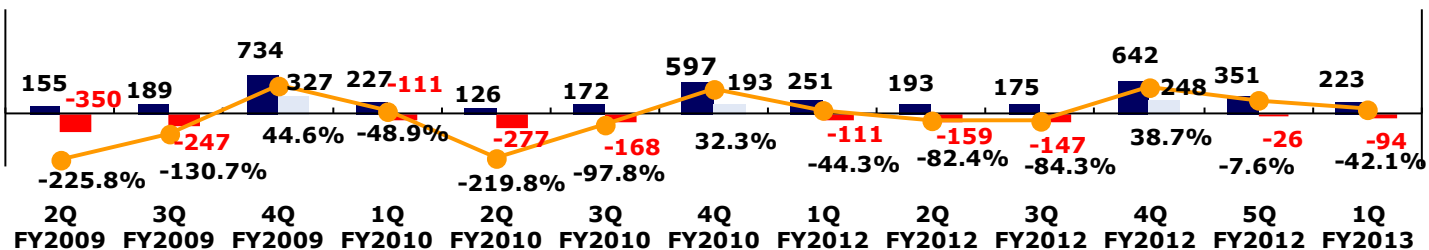
Net Sales  
(million yen)

## Mid-career hiring business



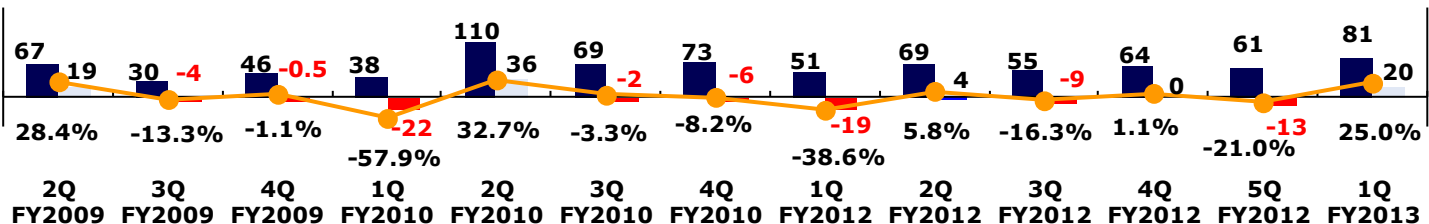
Ordinary Income  
(million yen)

## New graduate hiring business

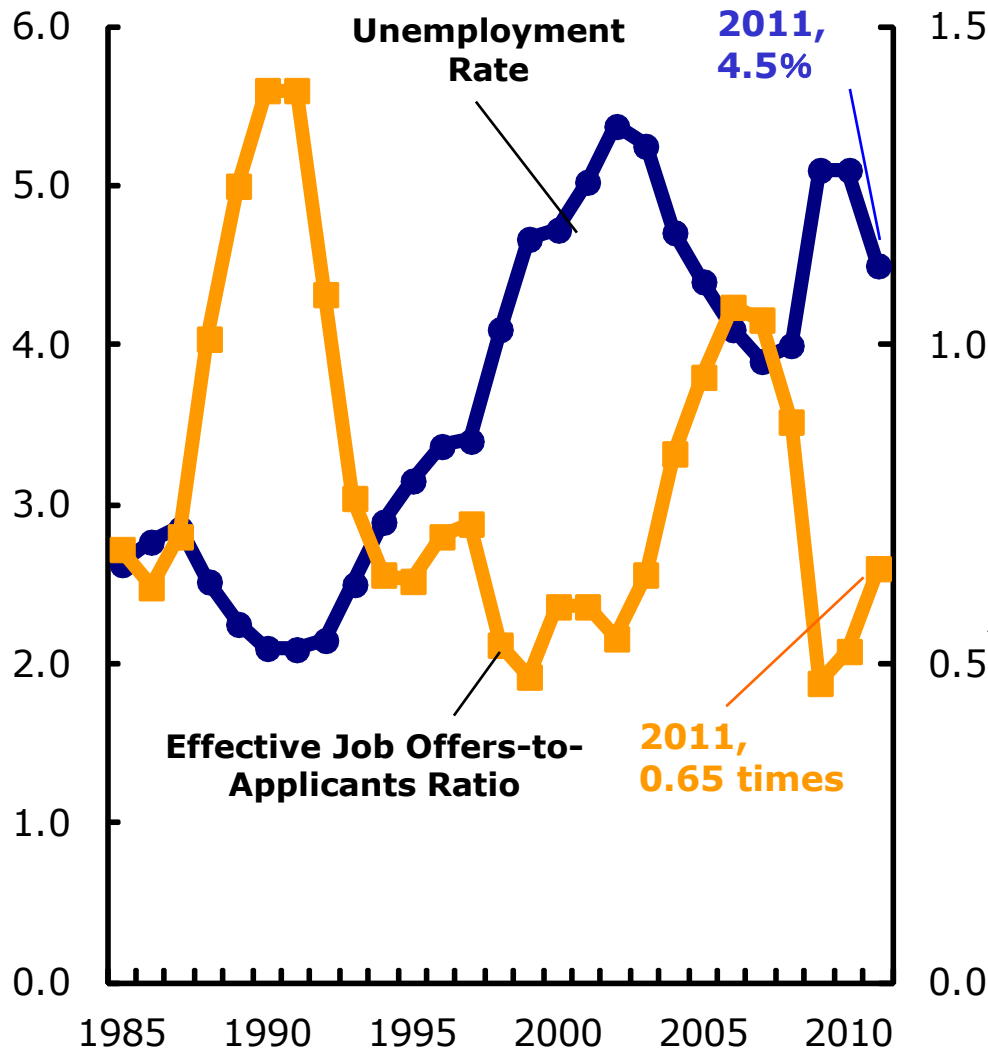


Ordinary Income Rate

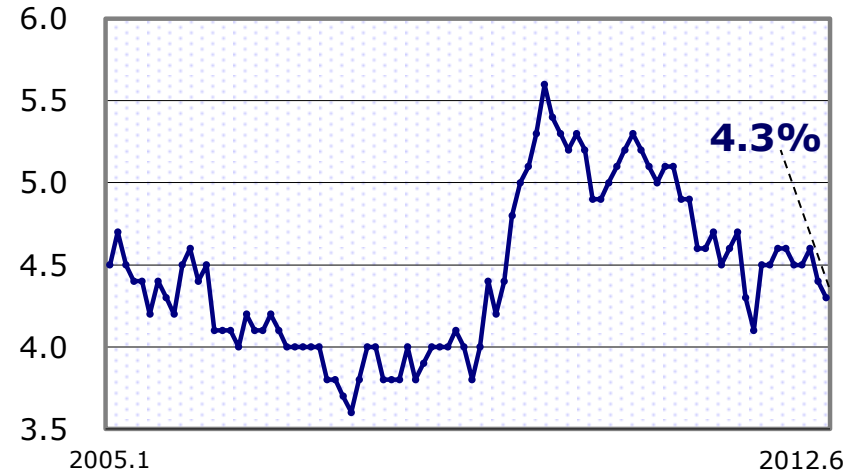
## Education/Evaluation business



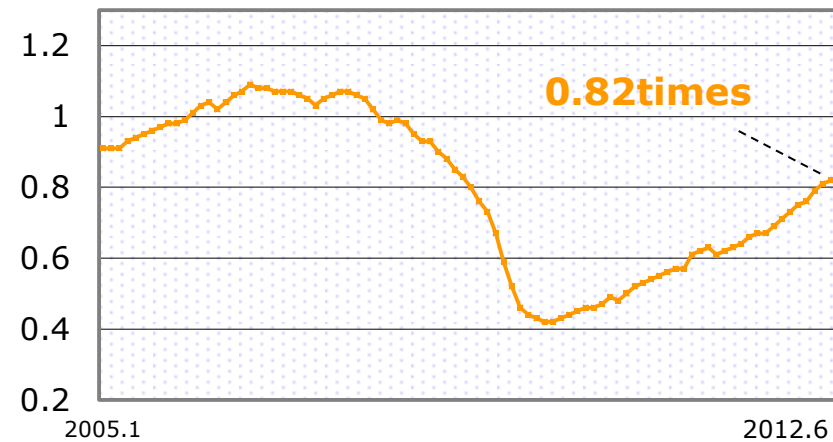
# Effective Job Offers-to-Aplicants Ratio ,Unemployment Rate



<Latest Unemployment Rate>

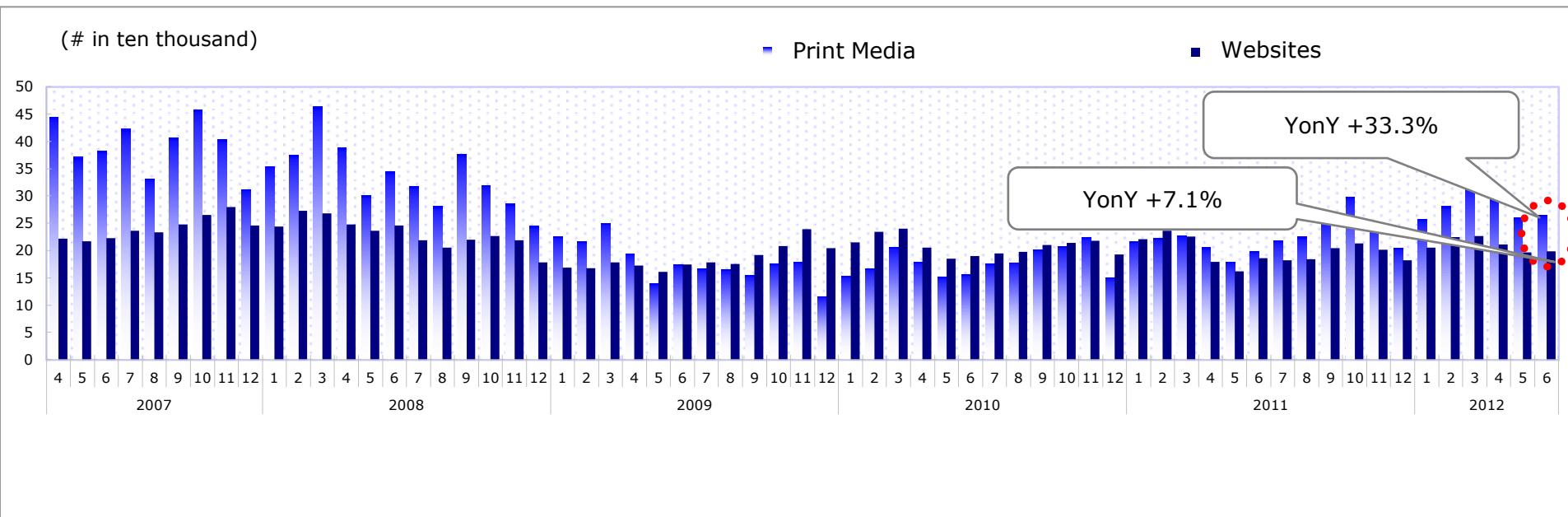


<Latest Effective Job Offers-to-Aplicants Ratio>



•Figures represent average yearly figures

•Source: Health, Labor and Welfare Ministry , Ministry of Public Management, Home Affairs, Posts and Telecommunications Statistics Bureau



Source: Association of Job Information of Japan "Job Advertisement Numbers" (Jun. 2012)

\* Survey of 50 domestic companies

(Prior to March 2007, survey of 64 companies,

Apr 2007 to Mar 2008, survey of 66 companies,

Apr 2008 to Mar 2009, survey of 64 companies,

Apr 2009 to Mar 2010, survey of 62 companies,

Apr 2010 to Mar 2011, survey of 59 companies,

Apr 2011 to Mar 2012, survey of 52 companies)



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