

1st Half of Fiscal 2013 Earnings Review



November 12, 2012
en-japan Inc.

• 2Q FY2013 Operating Results Summary ···	P	3
• Forecast for Full-Year-FY2013 ·····	P	19
• Return to Shareholders ·····	P	25
• (Reference) Non-consolidated Financial Statement ·····	P	27
• Appendix ·····	P	33

2Q FY2013

Operating Results

Summary

< Market Environment >

Economic conditions remained uncertain, given the lingering appreciation of the yen, concerns over economic slowdowns in emerging countries and other factors. Although the recruitment environment had been on a recovery track, it began showing signs of instability, with the effective ratio of job offers to job seekers in September falling from the previous month for the first time in three years and two months.

< Sales > 2nd Quarter : ¥3.1bn.
 1st Half : ¥6.4bn.

Net sales were above the plan, driven by the strong performance of the subsidiary en world Japan K.K.

< Operating Income > 2nd Quarter : ¥558mn.
 1st Half : ¥1,281mn.

Operating income exceeded the plan as a result of favorable net sales plus pushing back the use of advertising and publicity expenses caused by the delay in site renewals.

[2Q FY2013 Results]

Consolidated Income Statement



	3Q FY2012 (Jul.-Sep.2011)			2Q FY2013 (Jul.-Sep.2012)		
	(million yen)	% of sales	% YOY change	(million yen)	% of sales	% YOY change
Net Sales	3,162	100.0%	31.2%	3,138	100.0%	-0.8%
Cost of Sales	466	14.8%	22.3%	450	14.4%	-3.4%
Personnel	197	6.3%	102.6%	207	6.6%	4.9%
Other	268	8.5%	-5.3%	243	7.7%	-9.6%
Gross Profit	2,695	85.2%	32.9%	2,687	85.6%	-0.3%
SGA(Sales,general &administrative)	1,978	62.6%	18.9%	2,129	67.8%	7.6%
Personnel	1,135	35.9%	38.7%	1,256	40.0%	10.7%
Advertising, sales promotion	398	12.6%	-13.6%	370	11.8%	-7.0%
Other	445	14.1%	16.2%	502	16.0%	12.8%
Operating income	716	22.7%	96.7%	558	17.8%	-22.1%
Ordinary income	558	17.7%	53.4%	576	18.4%	3.2%
Net income	234	7.4%	28.8%	338	10.8%	44.3%

[2Q FY2013 Results] Operating Results Changing Factor (Consolidated)



(Yen)

Net Sales decrease 0.8% YOY to ¥24mn.

Sales

¥3.1bn.

[en] Career Change Info ... +¥36mn.
 [en] Career Change Consultant ... +¥20mn.
 [en] Temporary Placement Info ... -¥41mn.
 [en] New Career Challenges ... -¥101mn.
 Education/Evaluation Business ... +¥14mn.
 en world japan ... +¥84mn.
 Others ... - ¥31mn.

¥3.1bn.

Expenses

¥2.4bn.

Expenses increase 5.5%YOY to ¥134mn.

Personnel expenses ...+¥130mn.
 Ad ,SP expenses ... -¥27mn. etc.

¥2.5bn.

Operating Income

¥716mn.

Operating income decrease 22.1%YOY to ¥158mn.

¥558mn.

**3Q FY2012
(Jul.-Sep.2011)**

**2Q FY2013
(Jul.-Sep.2012)**

[1st Half FY2013 Results] Consolidated Income Statement



	FY2012 (11.Apr-Sep)		FY2013 (12. Apr-Sep)		
	(million yen)	% of sales	(million yen)	% of sales	% YOY change
Net Sales	6,005	100.0%	6,435	100.0%	7.2%
Cost of Sales	935	15.6%	923	14.4%	-1.3%
Personnel	378	6.3%	416	6.5%	10.2%
Other	557	9.3%	506	7.9%	-9.1%
Gross Profit	5,069	84.4%	5,511	85.6%	8.7%
SGA (Sales, general & administrative)	3,894	64.9%	4,230	65.7%	8.6%
Personnel	2,237	37.3%	2,468	38.4%	10.3%
Advertising, sales promotion	803	13.4%	765	11.9%	-4.8%
Other	853	14.2%	996	15.5%	16.7%
Operating income	1,174	19.6%	1,281	19.9%	9.1%
Ordinary income	1,073	17.9%	1,358	21.1%	26.6%
Net income	514	8.6%	806	12.5%	56.7%

[1st Half FY2013 Results]

Operating Results Changing Factor(Consolidated)



(Yen)

Net Sales increase 7.2% YOY to ¥429mn.

Sales

¥6.0bn.

[en] Career Change Info ... +¥175mn.
 [en] Career Change Consultant ... +¥36mn.
 [en] Temporary Placement Info ... -¥52mn.
 [en] New Career Challenges ... -¥45mn.
 [en] Job Info for Students ... +¥26mn.
 Education/Evaluation Business ... +¥25mn.
 en world japan ... +¥290mn.
 Others ... -¥21mn.

¥6.4bn.

Expenses

¥4.8bn.

Expenses increase 6.7%YOY to ¥322mn.

Personnel expenses ... +¥268mn.
 Business consignment expenses ... +¥51mn.
 Rent expense ... +48mn. etc.

¥5.1bn.

Operating Income

¥1.1bn.

Operating income increase 9.1%YOY to ¥107mn.

¥1.2bn.

**1st Half FY2012
(Apr.-Sep.2011)**

**1st Half FY2013
(Apr.-Sep.2012)**

[1st Half FY2013 Results]

Operating Results Changing Factor of Plans.(Consolidated)



(Yen)

Net Sales ¥85mn increase of Plans(1.4%)

Sales

¥6.3bn.

[en] Career Change Info	...	-¥77mn.
[en] Career Change Consultant	...	+¥12mn.
[en] Temporary Placement Info	...	-¥53mn.
[en] New Career Challenges	...	+¥54mn.
[en] Job Info for Students	...	-¥9mn.
Education/Evaluation Business	...	+¥11mn.
EWJ	...	+¥145mn.

¥6.4bn.

Expenses

¥5.2bn.

Expenses ¥135mn decrease of Plans(2.6%)

Ad ,SP expenses	...	-¥81mn.
Personnel expenses	...	-¥19mn.
Business consignment expenses	...	-¥16mn. etc.

¥5.1bn.

Operating Income

¥1.0bn.

Operating income ¥221mn increase of Plans(20.9%)

¥1.2bn.

1st Half FY2013 Plans

1st Half FY2013 Results

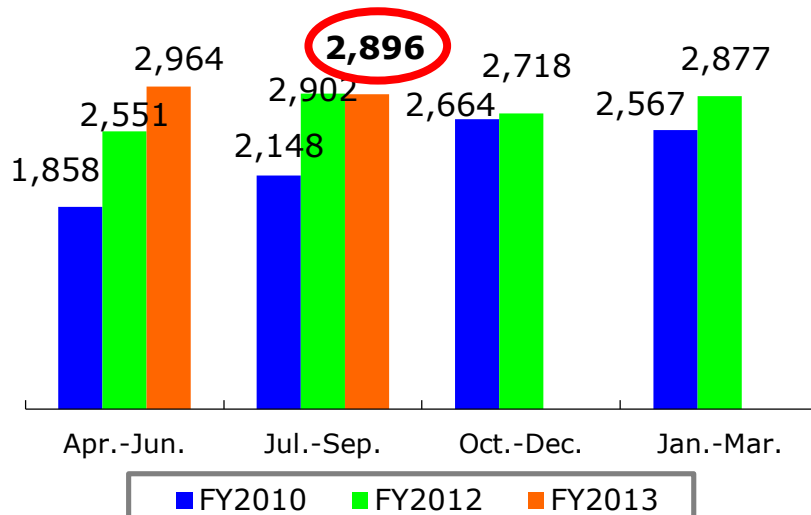
2Q FY2013

Operating Results Summary

-Summary of Segment Information -

Quarterly Sales Trend

(million yen)

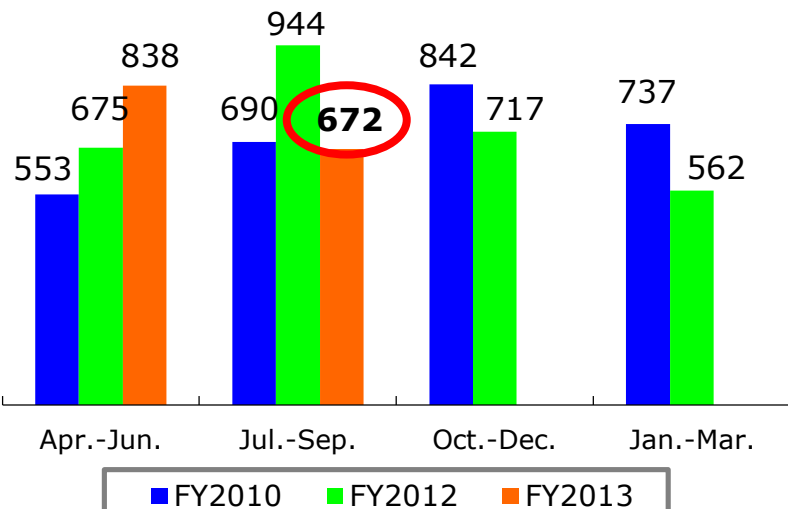


Market Environment

- Companies continued to have strong hiring needs, although some leading firms took a stance of staff reduction, etc.
- While the number of temporary placements continued to rise, leading temporary staffing companies further strengthened their dominance. Needs for temporary-to-permanent placements also increased.
- The hiring needs of global companies remained at a high level.

Quarterly Operating Income Trend

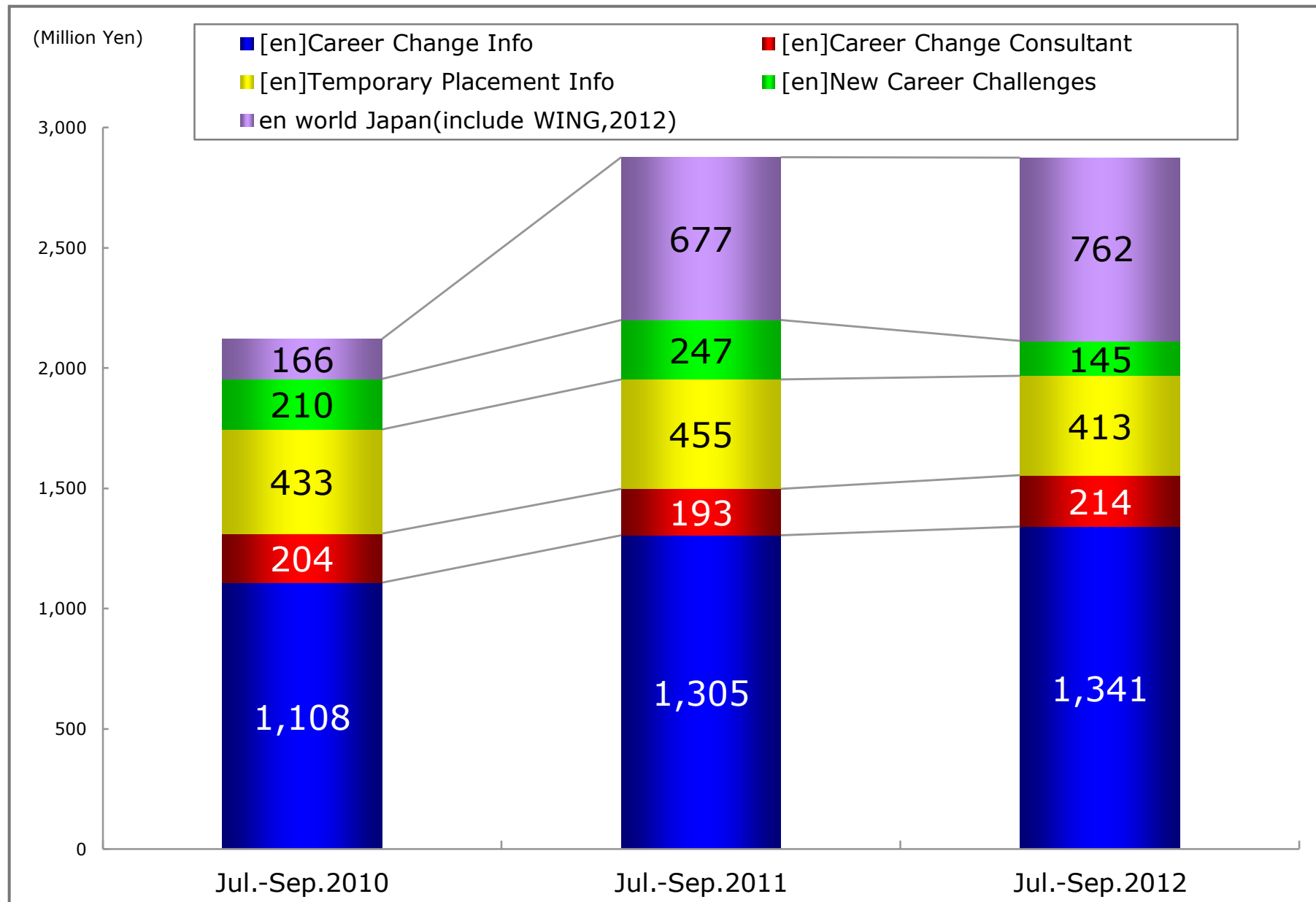
(million yen)



Overview of 2Q FY2013

- The performance of charge-per-listing-type job advertising in [en] Career Change Info was short of the plan as the site placed greater focus on contingent-fee-type job advertising.
- Net sales of [en] Temporary Placement Info fell below the plan, due to the postponement of the site renewal.
- The strong hiring needs of global companies and various measures implemented by en world Japan since the previous period contributed to achieving results above the plan.

Mid Career Hiring Business –Sales Breakdown by Product–



[2Q FY2013 Results]

Income Statement – Mid-Career Hiring Business



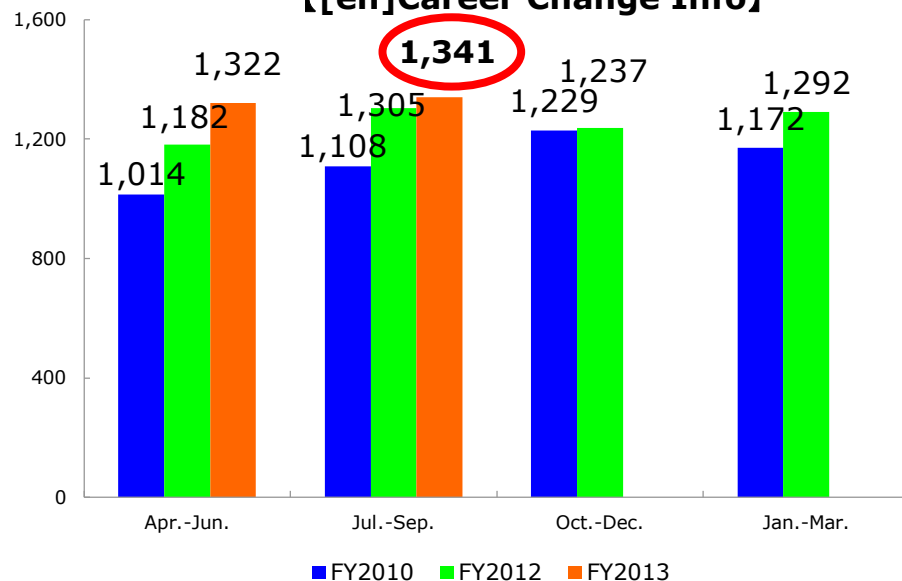
	3Q FY2012 (Apr.-Sep.2011)		2Q FY2013 (Apr.-Sep.2012)		
	(million yen)	% of sales	(million yen)	% of sales	% YOY change
Net Sales	5,454	100.0%	5,861	100.0%	7.5%
Cost of Sales	600	11.0%	640	10.9%	6.7%
Gross Profit	4,853	89.0%	5,220	89.1%	7.6%
SGA (Sales, general & administrative)	3,233	59.3%	3,709	63.3%	14.7%
Personnel	1,856	34.0%	2,140	36.5%	15.3%
Advertising, sales promotion	680	12.5%	714	12.2%	5.0%
Other	697	12.8%	854	14.6%	22.6%
Operating income	1,620	29.7%	1,510	25.8%	-6.7%

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

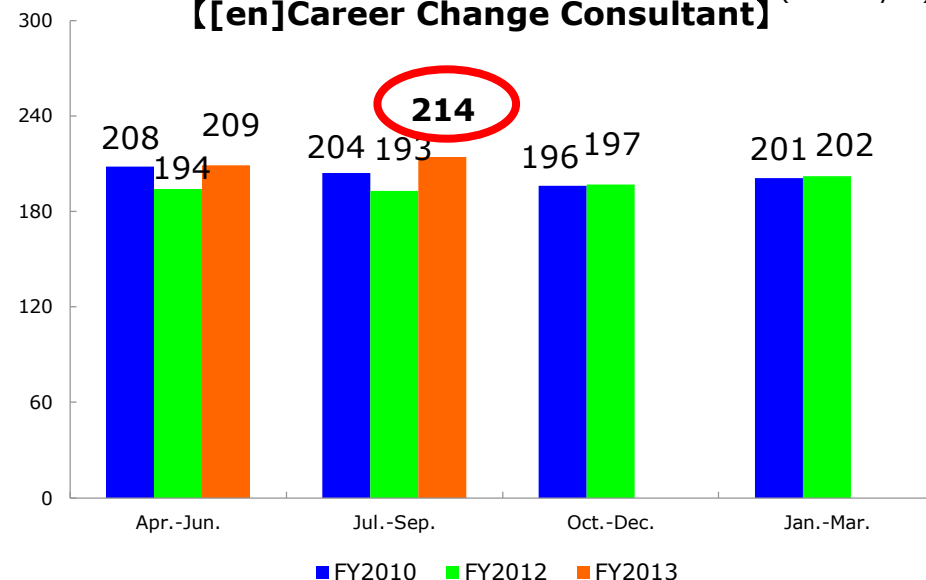
Mid Career Hiring Business -Sales breakdown by Website-



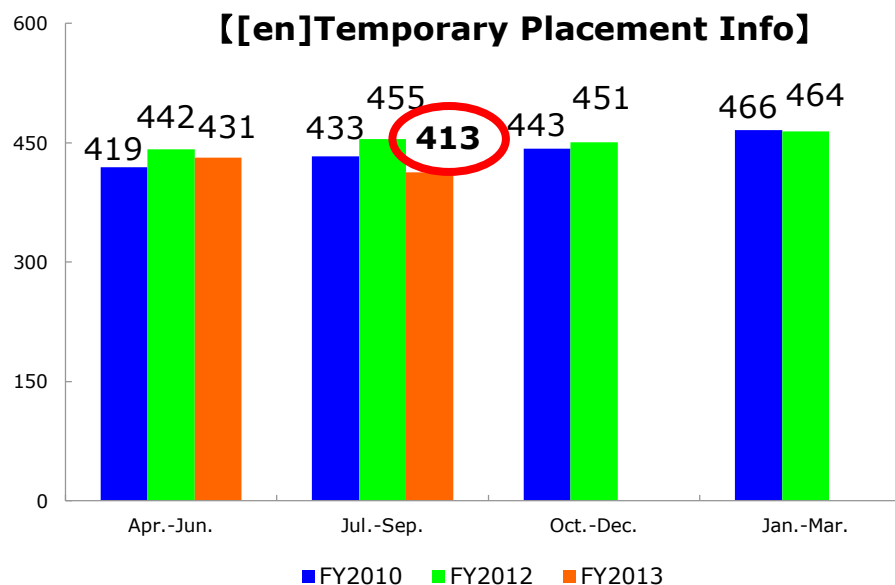
[[en]Career Change Info]



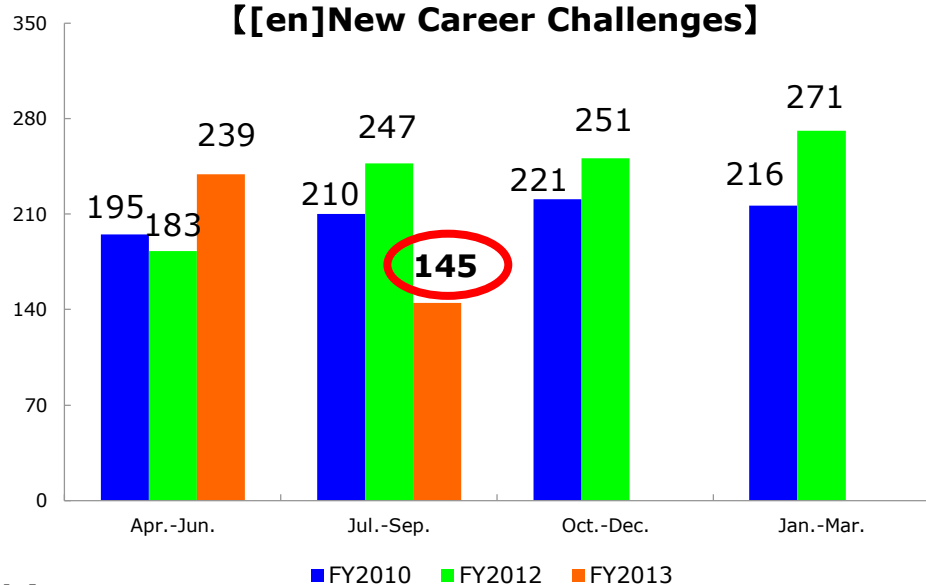
[[en]Career Change Consultant] (million yen)



[[en]Temporary Placement Info]

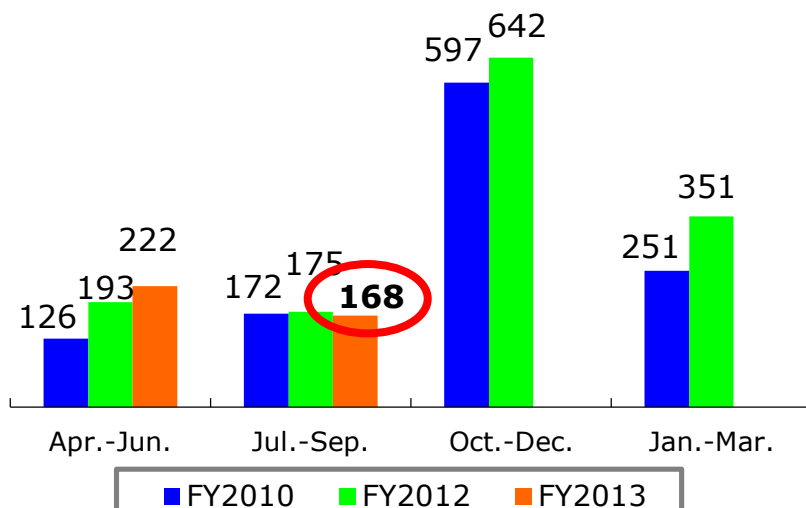


[[en]New Career Challenges]



Quarterly Sales Trend

(million Yen)

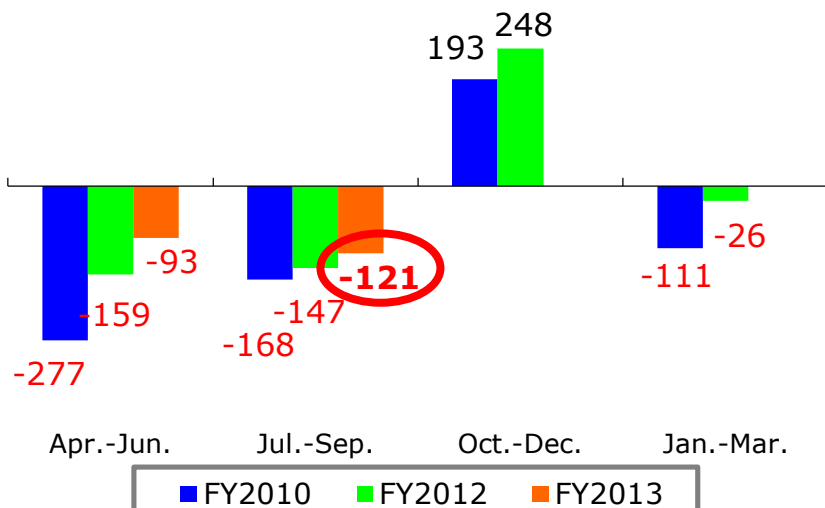


Market Environment

- While the number of companies planning to hire new graduates for FY2013 is close to that of an average year, the planned number of hires is currently increasing slightly.
- As many companies had difficulty securing the target number of hires for FY2013, companies in general are initiating hiring activities for FY2014 earlier than they did for FY2013.
- There is a growing trend among small-size business operators to pursue hiring of new graduates via the job placement model.

Quarterly Operating Income Trend

(million Yen)



Overview of 2Q FY2013

- Although many companies continued hiring activities for FY2013, business was tough with severe competition from other service providers that offered lower prices.
- Orders for the FY2014 edition have been steady and securing of student members has been smooth.

[1st Half of FY2013 Results]

Income Statement – New Graduate Hiring Business

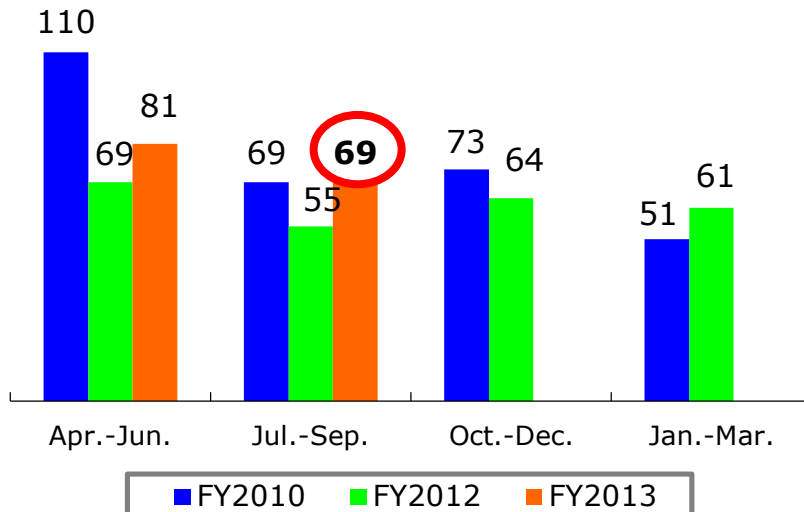


	FY2012 (Apr.-Sep.2011)		FY2013 (Apr.-Sep.2012)		
	(million yen)	% of sales	(million yen)	% of sales	% YOY change
Net Sales	369	100.0%	391	100.0%	6.1%
Cost of Sales	237	64.3%	224	57.4%	-5.2%
Gross Profit	131	35.7%	166	42.6%	26.4%
SGA (Sales, general & administrative)	439	119.0%	381	97.6%	-13.0%
Personnel	275	74.7%	248	63.4%	-10.0%
Advertising, sales promotion	46	12.7%	24	6.3%	-47.8%
Other	175	47.4%	109	27.9%	-37.7%
Operating income	-307	-83.3%	-215	-55.0%	-

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

Quarterly Sales Trend

(million yen)

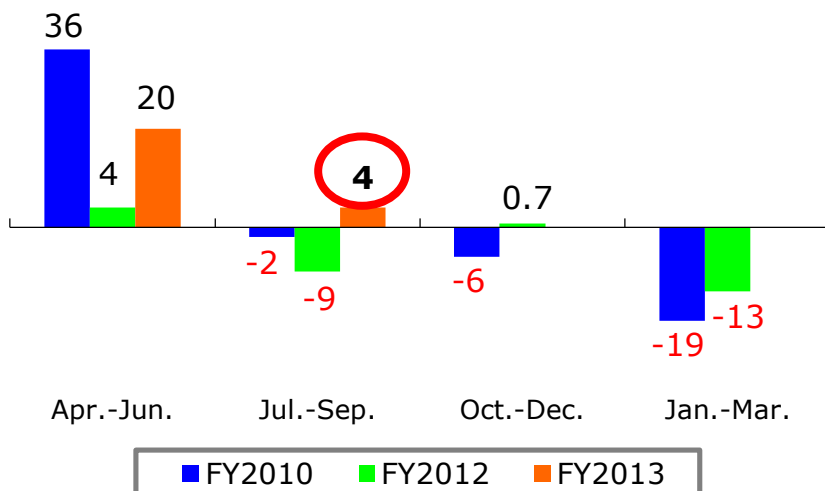


Market Environment

- As companies continue to be heavily occupied with their business activities as in the previous quarter, their eagerness toward investing in employee education is weakening.
- Some companies are considering revising their compensation and personnel systems in order to hold down total labor costs.

Quarterly Operating Income Trend

(million yen)



Overview of 2Q FY2013

- Efforts were made to push forward the development of new programs for en-College, the flat-rate training service.
- Launched the consigned en-College service of providing en-College programs onsite by visiting customers' offices, and received the first order.
- Began sales of new testing products.

[1st Half of FY2013 Results]

Income Statement – Education/Evaluation Business



	FY2012 (Apr.-Sep.2011)		FY2013 (Apr.-Sep.2012)		
	(million yen)	% of sales	(million yen)	% of sales	% YOY change
Net Sales	125	100.0%	151	100.0%	20.6%
Cost of Sales	37	30.0%	36	24.0%	-3.4%
Gross Profit	87	70.0%	114	76.0%	30.9%
SGA (Sales,general &administrative)	92	74.0%	90	59.6%	-2.8%
Personnel	68	54.9%	62	41.2%	-9.4%
Advertising, sales promotion	0.6	0.5%	2	1.5%	272.1%
Other	23	18.6%	25	16.9%	9.6%
Operating income	-4	-4.0%	24	16.4%	-

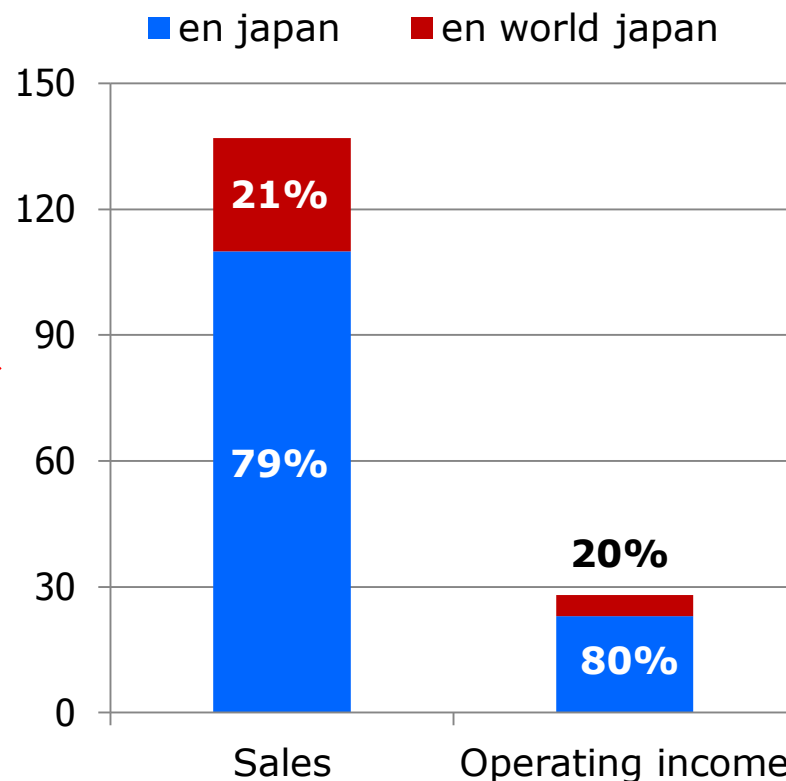
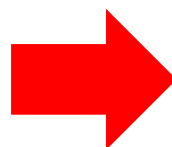
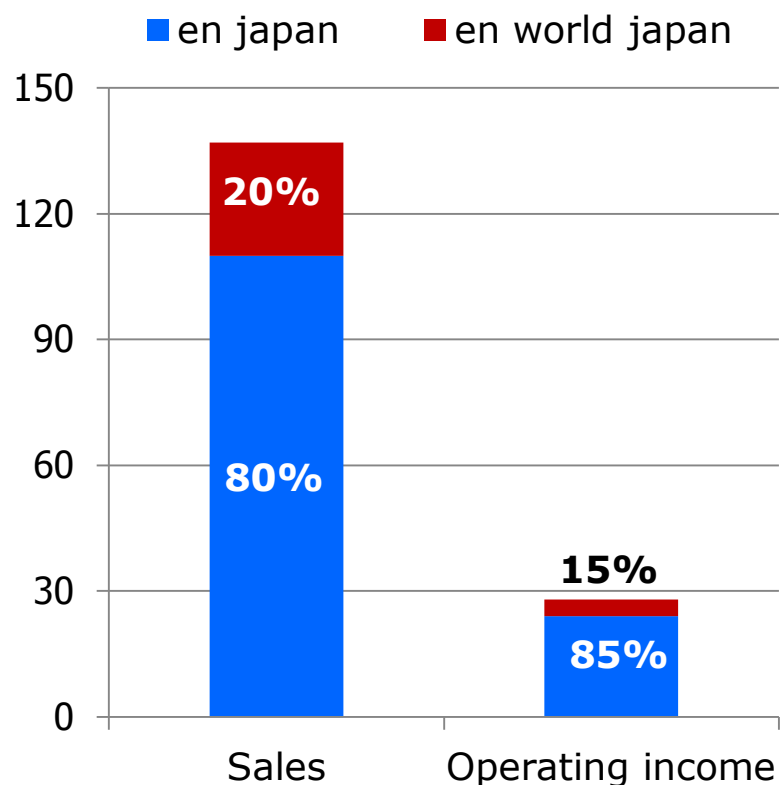
Forecast for Full-Year FY2013

Forecast for Full-year FY2013 (Consolidated)



	FY2012 (Jan.2011-Mar.2012)		FY2013 (Apr.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
Net Sales	15,687	100.0%	13,770	100.0%	-12.2%	12,790	100.0%	7.7%
Cost of Sales	2,393	15.3%	2,034	14.8%	-15.0%	1,936	15.1%	5.0%
Personnel	979	6.2%	913	6.6%	-6.8%	804	6.3%	13.6%
Other	1,414	9.0%	1,121	8.1%	-20.7%	1,132	8.9%	-1.0%
Gross Profit	13,294	84.7%	11,735	85.2%	-11.7%	10,854	84.9%	8.1%
SGA(Sales,general &administrative)	10,246	65.3%	9,035	65.6%	-11.8%	8,312	65.0%	8.7%
Personnel	5,670	36.1%	5,051	36.7%	-10.9%	4,571	35.7%	10.5%
Advertising, sales promotion	2,366	15.1%	1,949	14.2%	-17.6%	1,910	14.9%	2.0%
Other	2,209	14.1%	2,035	14.8%	-7.9%	1,830	14.3%	11.2%
Operating income	3,047	19.4%	2,700	19.6%	-11.4%	2,541	19.9%	6.2%
Ordinary income	2,884	18.4%	2,800	20.3%	-2.9%	2,424	19.0%	15.5%
Net income	1,135	7.2%	1,530	11.1%	34.7%	963	7.5%	58.8%

While there are no revisions to the full-year forecast, contribution ratios have been adjusted.



Forecast for Full-year FY2013 (Consolidated)

-Mid Career Hiring Business -



(million yen)

	Previous Forecast (A)	Revised Forecast (B)	(B)-(A)
(1) [en] Career Change Info	5,900	5,750	▲2.5%
[en] Career Change Consultant	850	880	+3.5%
(2) [en] Temporary Placement Info	1,820	1,720	▲5.5%
[en] New Career Challenges	510	560	+9.8%
[en] Women's Work	80	20	▲75.0%
(3) en world Japan	2,730	2,950	+8.1%
Total amount※	11,970	11,970	0.0%

※include other mid-career hiring related

(1) [en] Career Change Info:

While efforts are being made to shift to contingent-fee-type job advertising, further focus beyond the initial estimate is required to achieve growth. Having determined the difficulty in achieving the target for charge-per-listing-type job advertising, revisions were made.

(2) [en] Women's Work, a site for women wishing to work as permanent employees:

Although [en] Women's Work, a site for listing mainly temporary-to-permanent placement jobs, was scheduled to launch at the end of August 2012, this was postponed until early December. Although recovery efforts were made in [en] Temporary Placement Info and [en] New Career Challenges, achieving the initial target was judged to be difficult.

(3) en world Japan:

Business continued to be favorable, thanks to the robust hiring needs of global companies and organizational expansion.

Forecast for Full-year FY2013 (Consolidated)

-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%	

Forecast for Full-year FY2013 (Consolidated) –Website–



(million yen)

	Sales						
Mid Career Hiring Business	FY2012 (Jan.2011-Mar.2012) (A)	FY2013 (Apr.2012-Mar.2013) Revised Forecast (B)	(B)/(A)-1	FY2013 (Apr.2012-Mar.2013) Previous Forecast (C)	(B)/(C)-1	Reference FY2012 (Apr.2011-Mar.2012) (D)	(B)/(D)-1
[en]Career Change Info	6,190	5,750	-7.1%	5,900	-2.5%	5,017	14.6%
[en]Career Change Consultant	989	880	-11.0%	850	3.5%	787	11.8%
[en]Temporary Placement Info	2,280	1,720	-24.6%	1,820	-5.5%	1,814	-5.2%
[en]New Career Challenges	1,170	560	-52.1%	510	9.8%	953	-41.2%
[en]Women's Work	-	20		80	-75.0%	-	

	Sales						
New Graduate Hiring Business	FY2012 (Jan.2011-Mar.2012) (A)	FY2013 (Apr.2012-Mar.2013) Forecast (B)	(B)/(A)-1	FY2013 (Apr.2012-Mar.2013) Previous Forecast (C)	(B)/(C)-1	Reference FY2012 (Apr.2011-Mar.2012) (D)	(B)/(D)-1
[en]Job Info for Students	1,399	1,290	-7.8%	1,290	0.0%	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

[1st Half of FY2013 Results]

Non-Consolidated Income Statement



	FY2012 (Apr.-Sep.2011)		FY2013 (Apr.-Sep.2012)		
	(million yen)	% of sales	(million yen)	% of sales	% YOY change
Net Sales	4,803	100.0%	4,947	100.0%	3.0%
Cost of Sales	743	15.5%	711	14.4%	-4.3%
Personnel	188	3.9%	209	4.2%	11.1%
Other	554	11.6%	501	10.1%	-9.6%
Gross Profit	4,059	84.5%	4,236	85.6%	4.3%
SGA (Sales, general & administrative)	3,113	64.8%	3,200	64.7%	2.8%
Personnel	1,647	34.3%	1,694	34.3%	2.9%
Advertising, sales promotion	797	16.6%	758	15.3%	-4.8%
Other	668	13.9%	747	15.1%	11.8%
Operating income	946	19.7%	1,035	20.9%	9.4%
Ordinary income	896	18.7%	1,127	22.8%	25.8%
Net income	501	10.4%	695	14.1%	38.7%

[1st Half of FY2013 Results] Operating Results Changing Factor(Non-Consolidated)



(Yen)

Net Sales increase 3.0%YOY to ¥144mn.

Net Sales

¥4.8bn.

[en] Career Change Info ... +¥175mn.
[en] Career Change Consultant ... +¥36mn.
[en] Temporary Placement Info ... -¥52mn.
[en] New Career Challenges ... -¥45mn.
[en] Job Info for Students ... +¥26mn.
Education/Evaluation Business ... +¥25mn.
Others ... -¥21mn.

¥4.9bn.

Expenses

¥3.8bn

Expenses increase 1.4%YOY to ¥55mn.

Personnel expenses ... +¥68mn.
depreciation expense ... -¥64mn.
Rent expenses ... +¥43mn.
Business consignment expenses ... +¥41mn. etc.

¥3.9bn.

**Operating
Income**

¥946mn.

Operating income increase 9.4%YOY to ¥88mn.

¥1,035mn.

**1st Half FY2012
(Apr.-Sep.2011)**

**1st Half FY2013
(Apr.-Sep.2012)**

[1st Half of FY2013 Results]Non-Consolidated Income Statement —Mid Career Hiring Business



	FY2012 (Apr.-Sep.2011)		FY2013 (Apr.-Sep.2012)		
	(million yen)	% of sales	(million yen)	% of sales	% YOY change
Net Sales	4,251	100.0%	4,372	100.0%	2.8%
Cost of Sales	408	9.6%	428	9.8%	4.9%
Gross Profit	3,843	90.4%	3,944	90.2%	2.6%
SGA (Sales, general & administrative)	2,452	57.7%	2,680	61.3%	9.3%
Personnel	1,265	29.8%	1,367	31.3%	8.0%
Advertising, sales promotion	674	15.9%	707	16.2%	5.0%
Other	512	12.0%	605	13.8%	18.2%
Operating income	1,391	32.7%	1,264	28.9%	-9.2%

- ◆ 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

[1st Half of FY2013 Results]Non-Consolidated Income Statement —New Graduate Hiring Business



	FY2012 (Apr.-Sep.2011)		FY2013 (Apr.-Sep.2012)		
	(million yen)	% of sales	(million yen)	% of sales	% YOY change
Net Sales	369	100.0%	391	100.0%	6.1%
Cost of Sales	237	64.3%	224	57.4%	-5.2%
Gross Profit	131	35.7%	166	42.6%	26.4%
SGA (Sales,general &administrative)	439	119.0%	381	97.6%	-13.0%
Personnel	275	74.7%	248	63.4%	-10.0%
Advertising, sales promotion	46	12.7%	24	6.3%	-47.8%
Other	116	31.6%	109	27.9%	-6.3%
Operating income	-307	-83.3%	-215	-55.0%	-

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

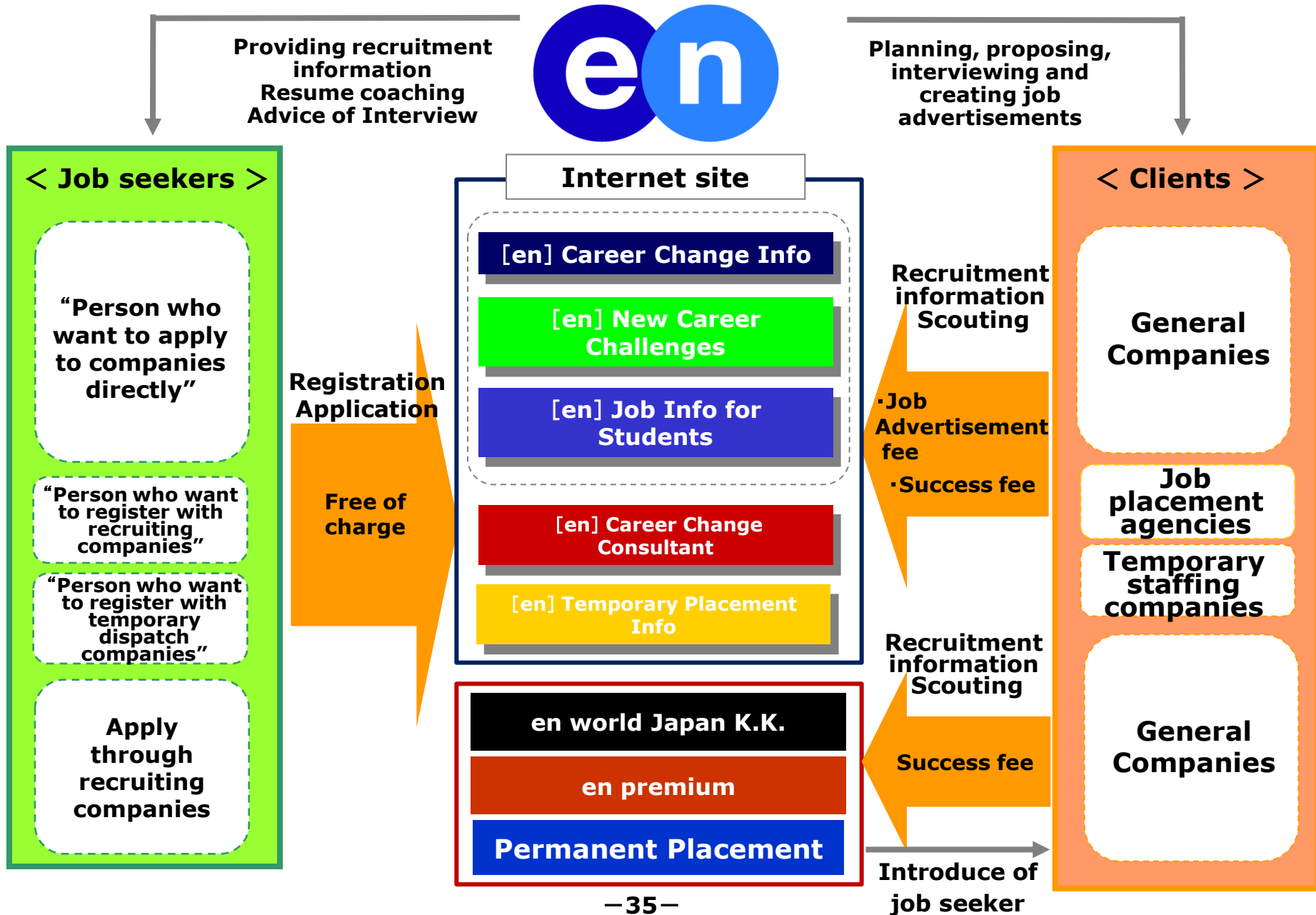
[1st Half of FY2013 Results]Non-Consolidated Income Statement — Education/Evaluation Business




	FY2012 (Apr.-Sep.2011)		FY2013 (Apr.-Sep.2012)		
	(million yen)	% of sales	(million yen)	% of sales	% YOY change
Net Sales	125	100.0%	151	100.0%	20.6%
Cost of Sales	37	30.0%	36	24.0%	-3.4%
Gross Profit	87	70.0%	114	76.0%	30.9%
SGA (Sales, general & administrative)	92	74.0%	90	59.6%	-2.8%
Personnel	68	54.9%	62	41.2%	-9.4%
Advertising, sales promotion	0.6	0.5%	2	1.5%	272.1%
Other	23	18.6%	25	16.9%	9.6%
Operating income	-4	-4.0%	24	16.4%	-

en Appendix


【 Name 】	en-japan inc.
【 Establishment 】	January 14, 2000
【 Representatives 】	Michikatsu Ochi (Chairman) / Takatsugu Suzuki (President)
【 Headquarters 】	Shinjuku I-land Tower, 6-5-1 Nishi-Shinjuku, Shinjuku-ku, Tokyo
【 Total Stockholder's Equity 】	JPY 13,464million (as of end of Sep. 2012)
【Stock Listing 】	Jasdaq
【Fiscal Year 】	April 1 – March 31
【 Number of Employees 】	Consolidated 856, Non-consolidated 693 (as of end of Sep. 2012)
【 Number of Outstanding Shares】	246,142(as of end of Sep. 2012)
【 Business Description 】	(1) Internet job recruitment service (2) Job Placement (3) Implementation of training, seminars (4) Consultation on recruitment , Aptitude test development



< Mid Career Hiring Business >

Service	Share	Contents	Characteristics	Users	Clients
[en] Career Change Info [en]社会人の転職情報	40%	Site for Comprehensive Career Change Info	<ul style="list-style-type: none"> All information is provided through our reporting and photographing of each company Straightforward, detailed Career Change Info from perspective of job seekers 	<ul style="list-style-type: none"> 70% are in their 20s-mid-30s 70% are male All occupations 	General Companies Job placement agencies
[en] Career Change Consultant [en]転職コンサルタント	6%	Collective site for job placement agencies	<ul style="list-style-type: none"> Information on job placement agencies and their Career Change Info 5-level evaluation of job placement agencies(first in industry) High End Job Corner opened 	<ul style="list-style-type: none"> 60% are in their late 26-40 80% are male 	Job placement agencies
[en] Temporary Placement Info [en]派遣のお仕事情報	15%	Collective site for temporary staffing companies	<ul style="list-style-type: none"> Temporary staffing company information and their Career Change Info Unique search category "Insistence INDEX" 	<ul style="list-style-type: none"> 80% are in their 20s-mid 30s 80% are female 	Temporary staffing companies
[en] New Career Challenges [en]チャレンジ! はた★らく	8%	Collective site for recruiting information	Information site for users to search part-time positions, temporary placements and full-time careers <ul style="list-style-type: none"> Recruiting site with the theme of "challenge" and "re-challenge" Job seekers can search by employment type: part-time, temporary placement, and full-time career A special section available to support females and graduates without jobs 	<ul style="list-style-type: none"> University students Graduates without jobs Housewives Permanent part-timers 	Temporary staffing companies
	18%	Job placement agencies	Job placement agencies specializing in globally operating companies <ul style="list-style-type: none"> Clients are foreign companies with sales, service, production and other sites in Japan and Japanese companies with global operations Handling Japanese-English bilingual middle management to executive level positions 		Foreign companies Japanese companies

< New Graduate Hiring Business >

Service	Share	Contents	Characteristics	Users	Clients
[en] Job Info for Students 	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"> • Presents the strengths of companies in five perspectives • Detailed recruiting information based on own interviews and photo shooting • En-japan's unique planning: "Research on Jobs of Professionals" 	<ul style="list-style-type: none"> • University students • Graduate students • Junior college students 	General Companies

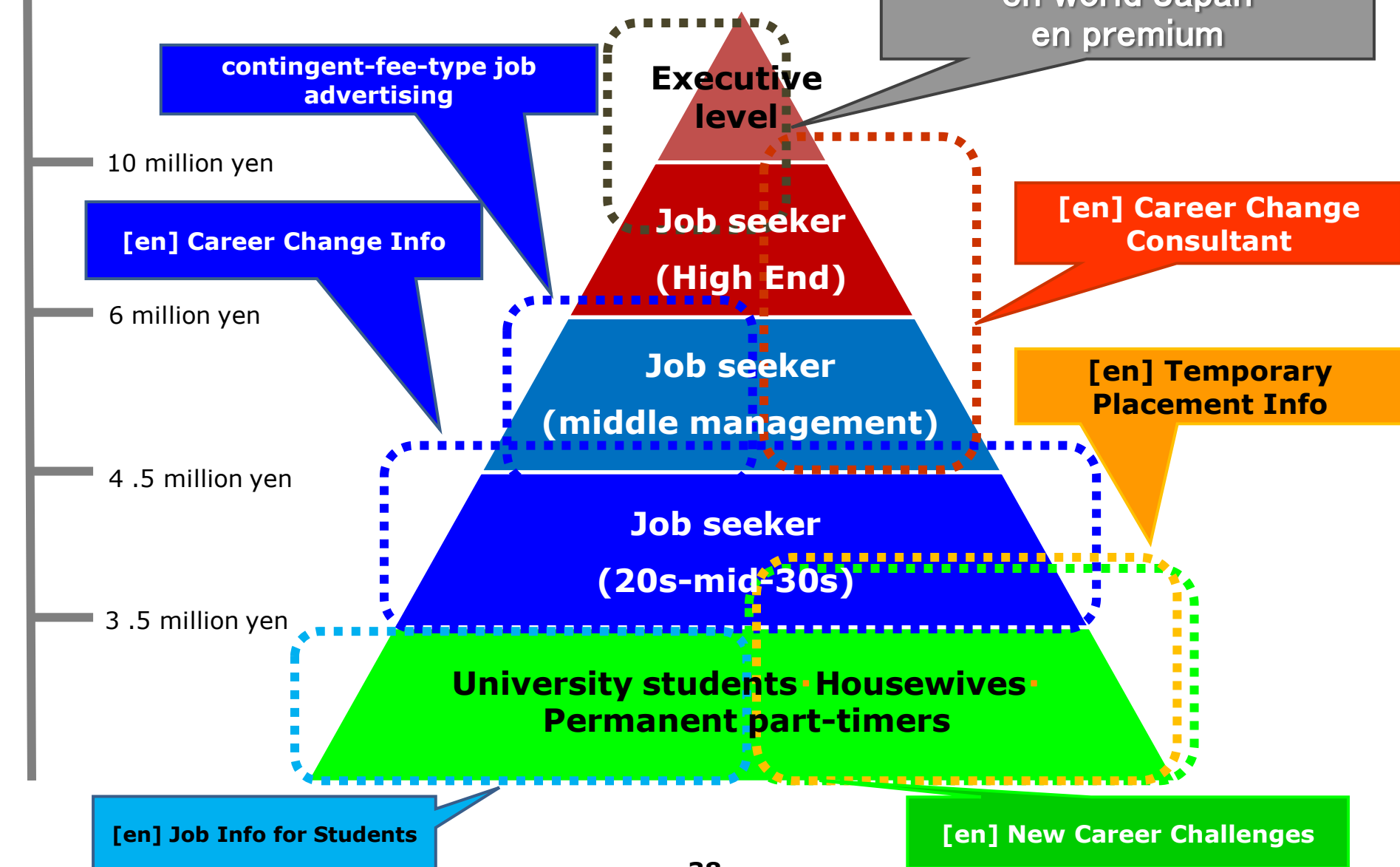
< Education/Evaluation Business >

Service	Share	Contents	Characteristics	Users
—	2%	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"> • Skill-enhancement training for personnel in charge of recruiting, and development and sales of screening tests • Operation of En-College, a fixed-fee education service • Development of personnel evaluation system aimed at maximizing competence of individuals 	General Companies

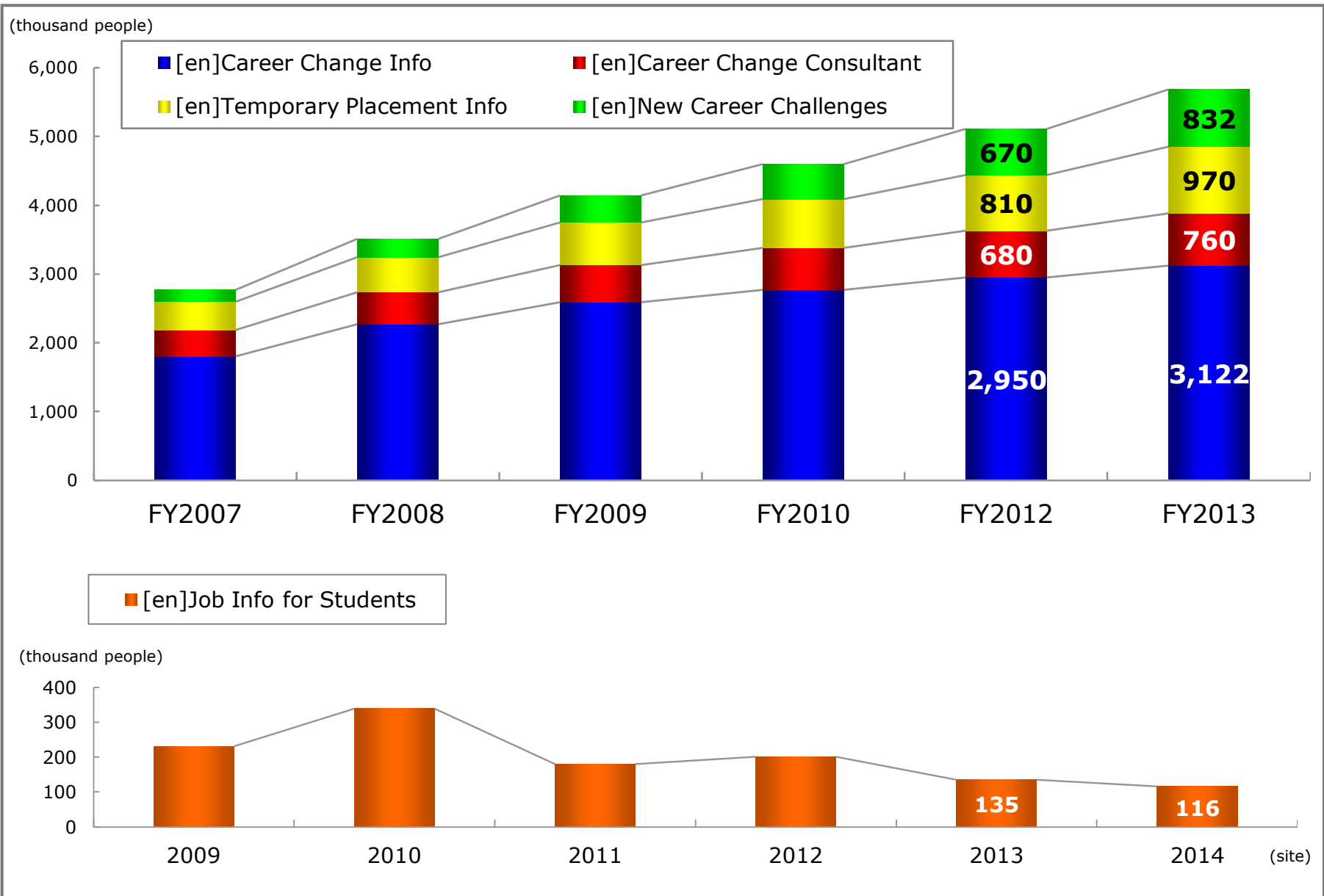
Hiring service area of en japan group



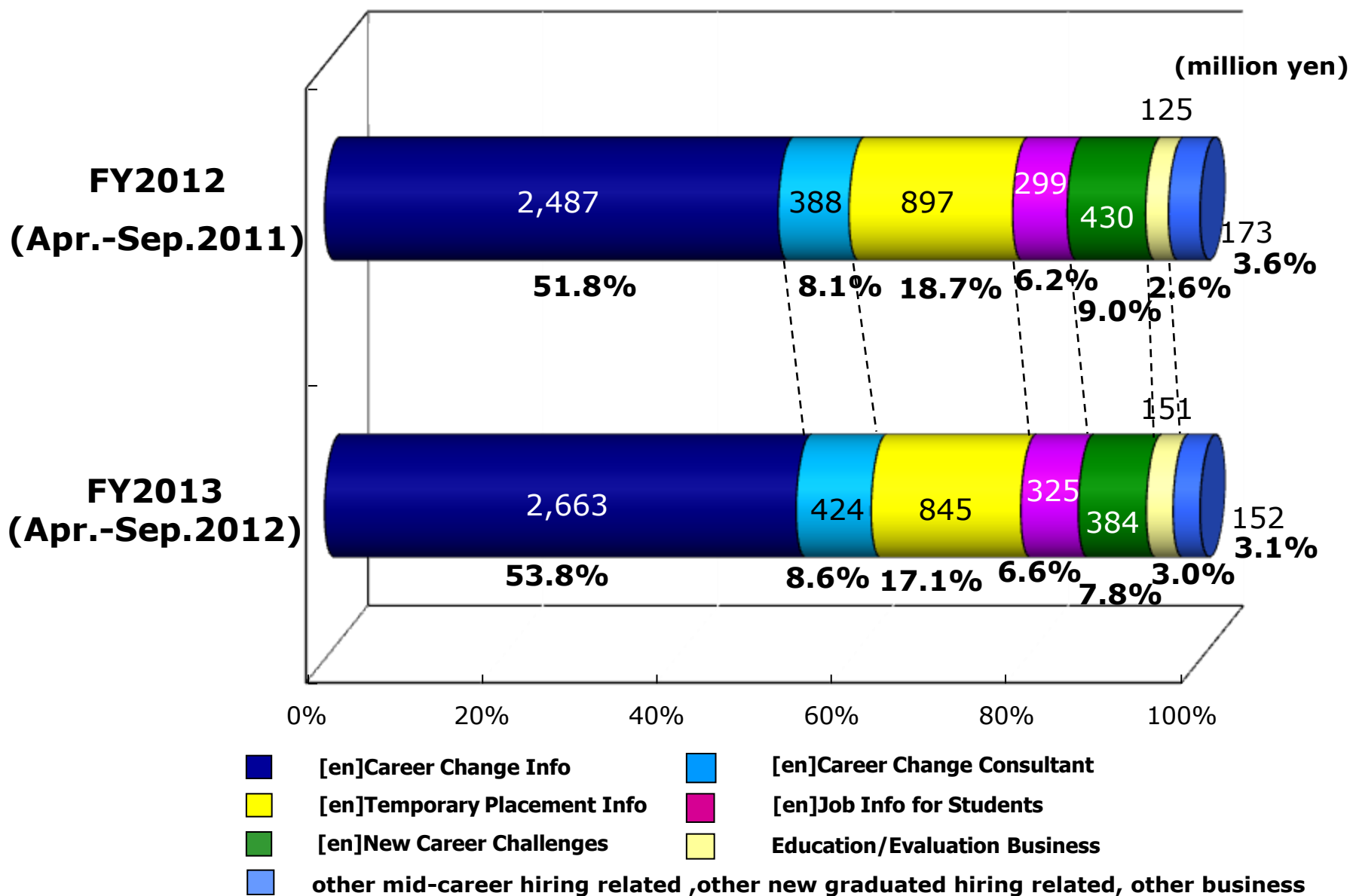
(Annual income)



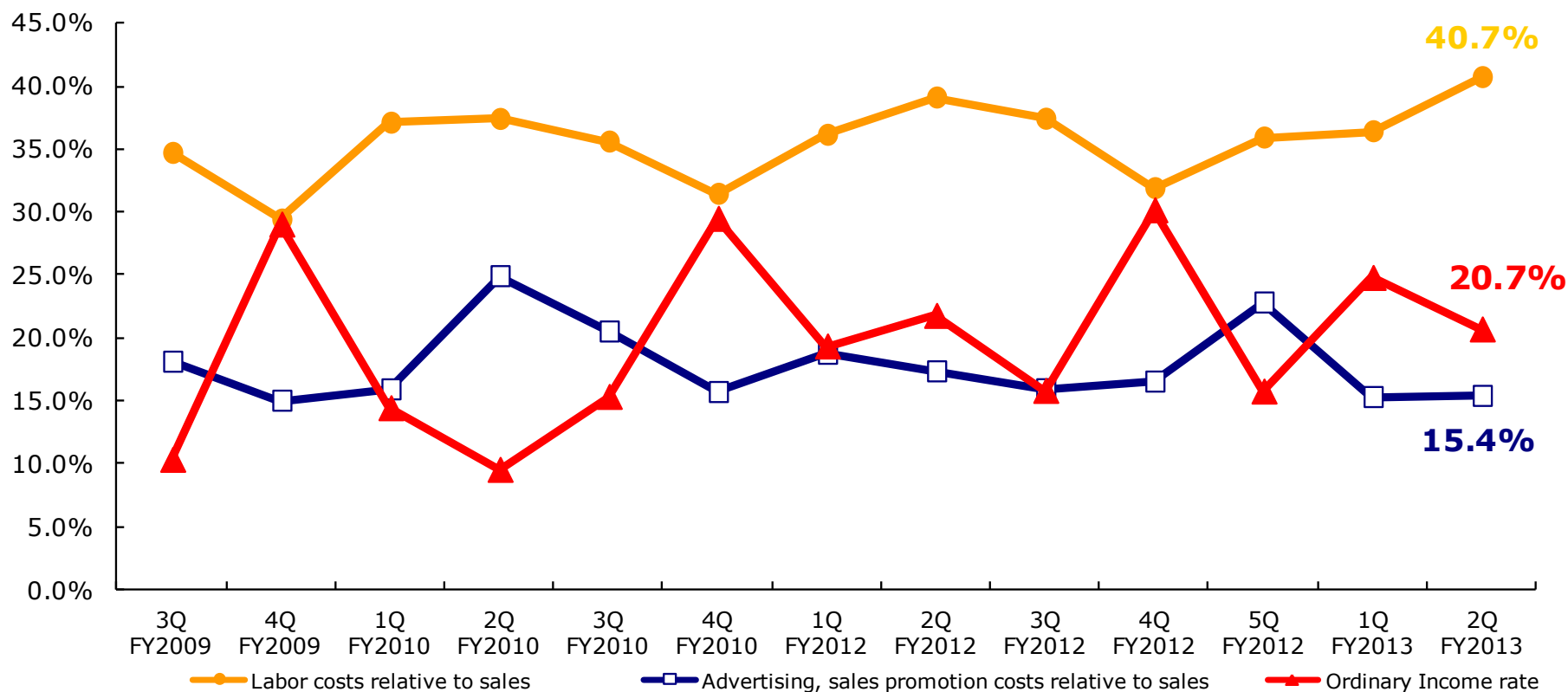
The number of registered users (At the end of Sep, 2012)



Sales Breakdown by Product (Non-consolidated)



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

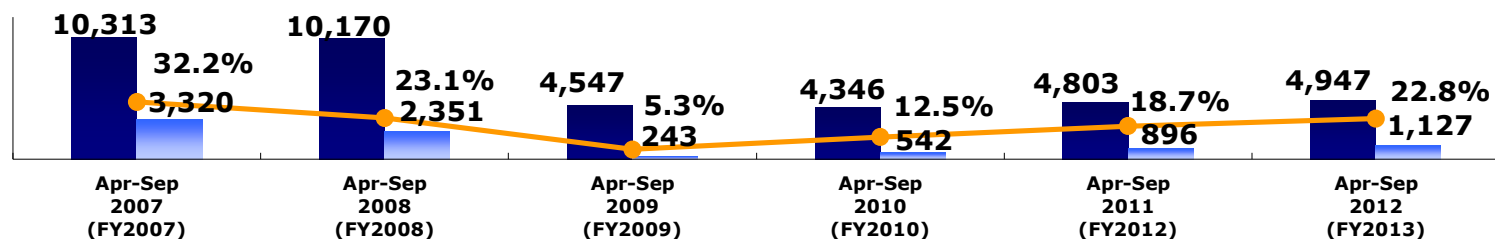


	3Q FY2009	4Q FY2009	1Q FY2010	2Q FY2010	3Q FY2010	4Q FY2010	1Q FY2012	2Q FY2012	3Q FY2012	4Q FY2012	5Q FY2012	1Q FY2013	2Q FY2013
Ordinary Income (million yen)	232	782	304	200	342	828	466	503	392	873	428	635	492
Ordinary Income rate	10.3%	29.0%	14.4%	9.5%	15.3%	29.5%	19.3%	21.7%	15.8%	30.1%	15.7%	24.8%	20.7%
Labor costs (million yen)	783	793	786	786	799	884	873	905	930	924	979	934	969
Labor costs relative to sales	34.7%	29.4%	37.1%	37.4%	35.6%	31.4%	36.1%	39.1%	37.4%	31.9%	35.9%	36.4%	40.7%
Ad, SP costs (million yen)	408	404	336	523	460	441	452	401	395	478	621	392	366
Ad, SP costs relative to sales	18.1%	15.0%	15.9%	24.9%	20.5%	15.7%	18.7%	17.3%	15.9%	16.5%	22.8%	15.3%	15.4%

Segment performance (Non-consolidated)

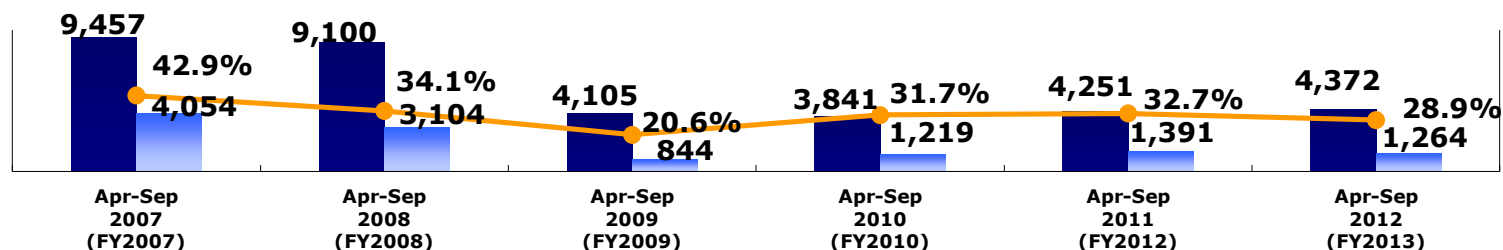


Company-wide



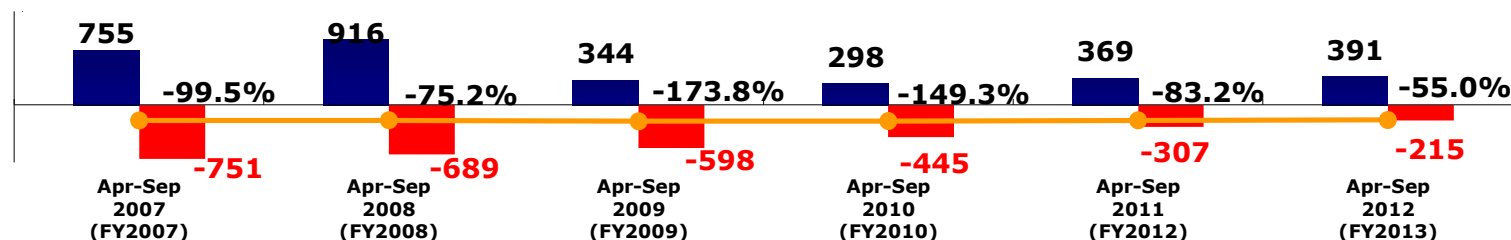
Net Sales
(million yen)

Mid-career hiring business



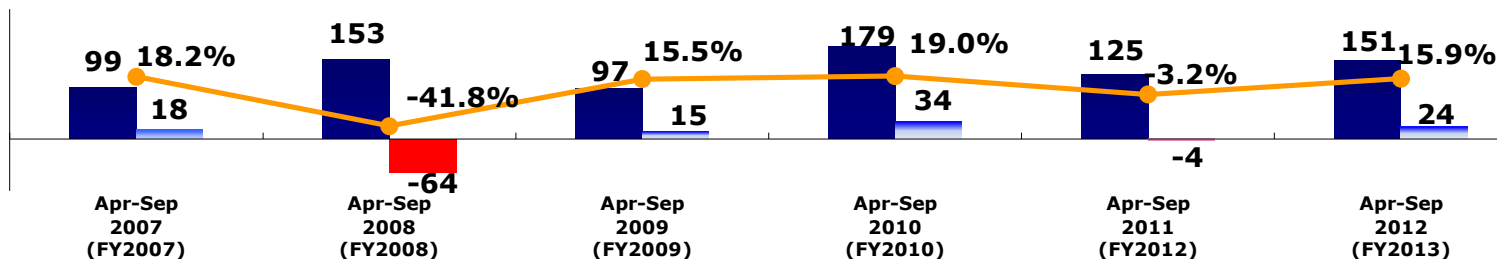
Ordinary Income
(million yen)

New graduate hiring business



Ordinary Income Rate

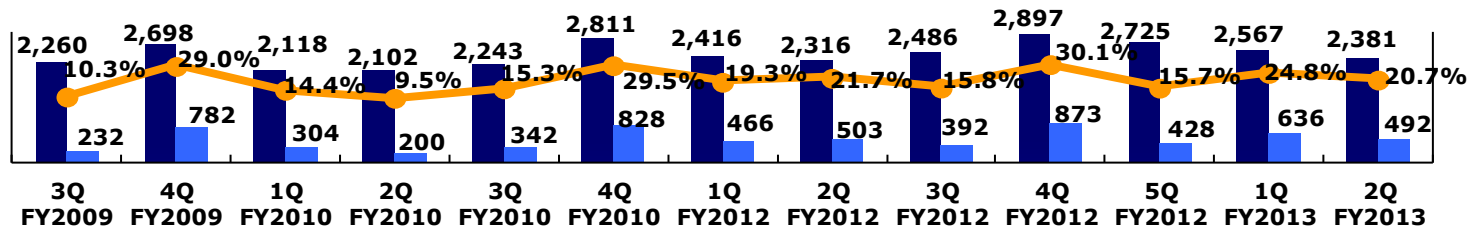
Education/Evaluation business



Transition of Quarter Segment Performance (Non-consolidated)

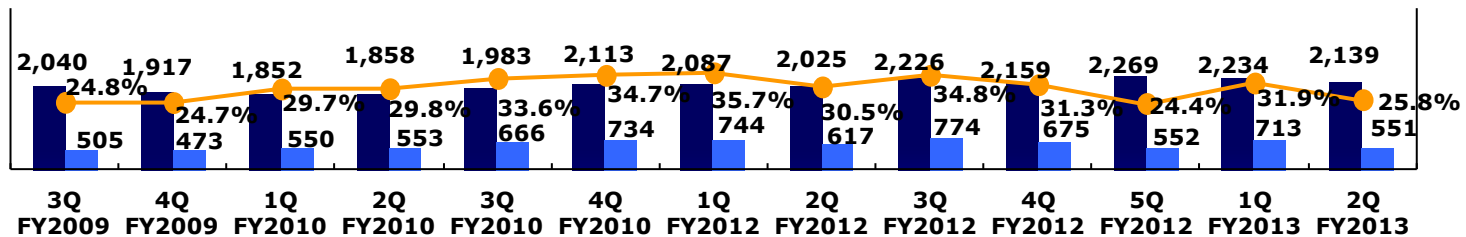


Company-wide



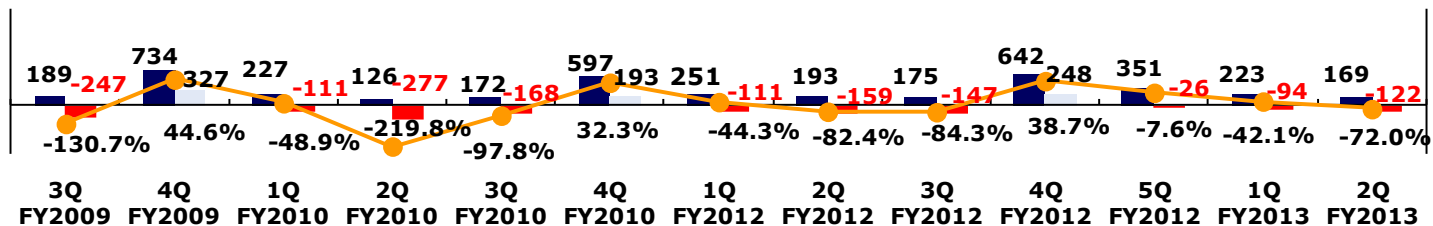
Net Sales
(million yen)

Mid-career hiring business



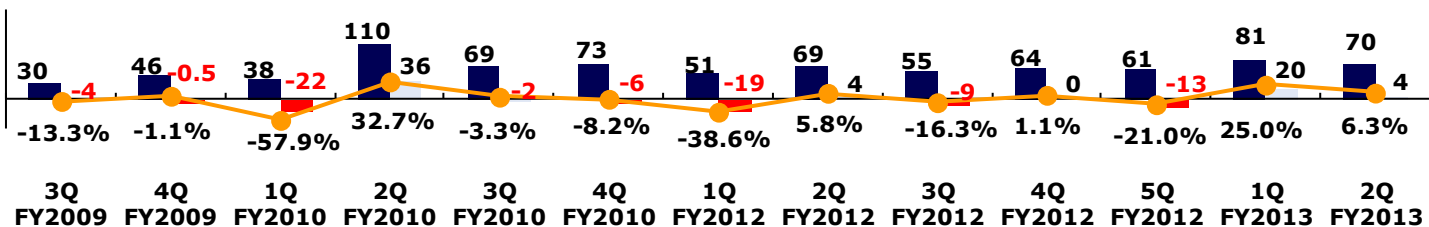
Ordinary Income
(million yen)

New graduate hiring business

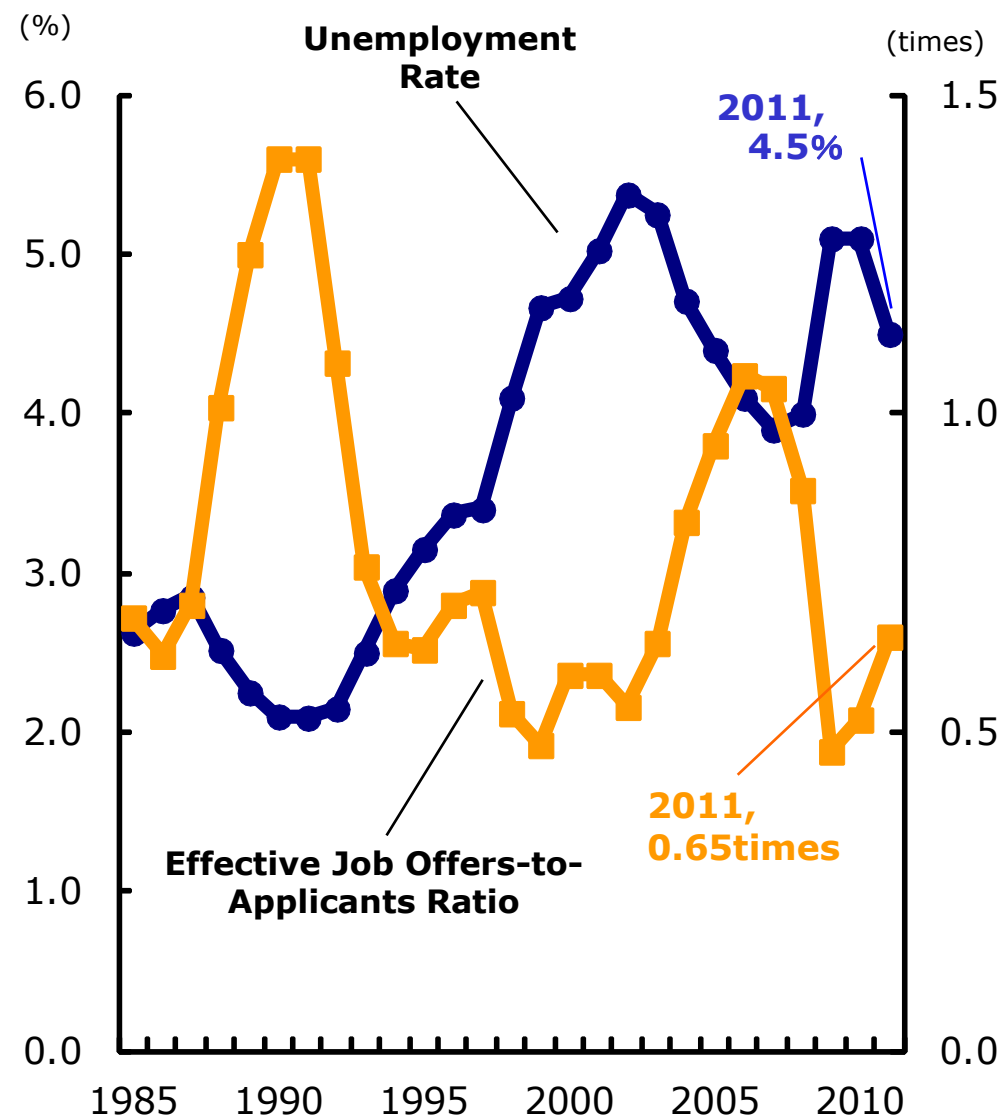


Ordinary Income Rate

Education/Evaluation business



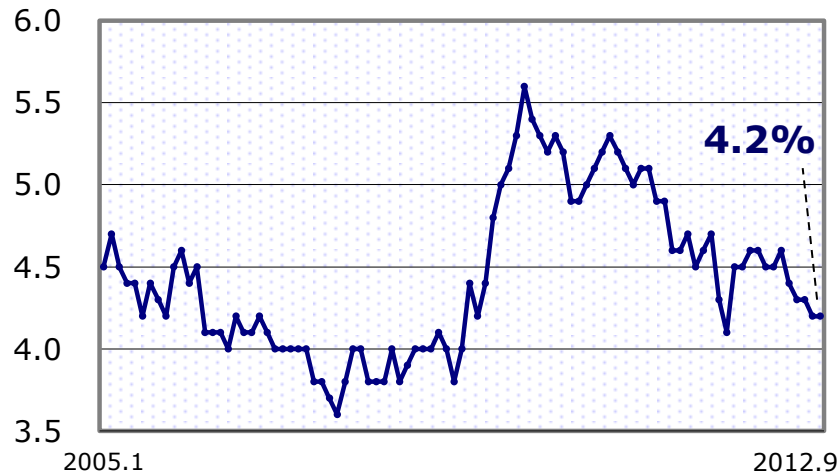
Effective Job Offers-to-Applicants Ratio ,Unemployment Rate



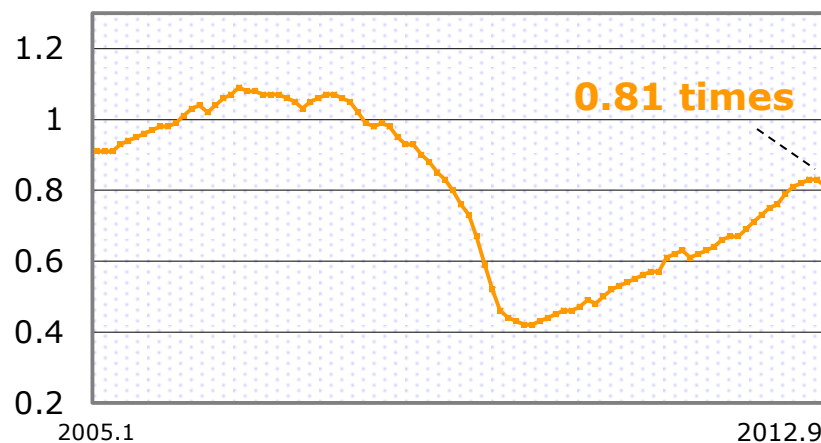
•Figures represent average yearly figures

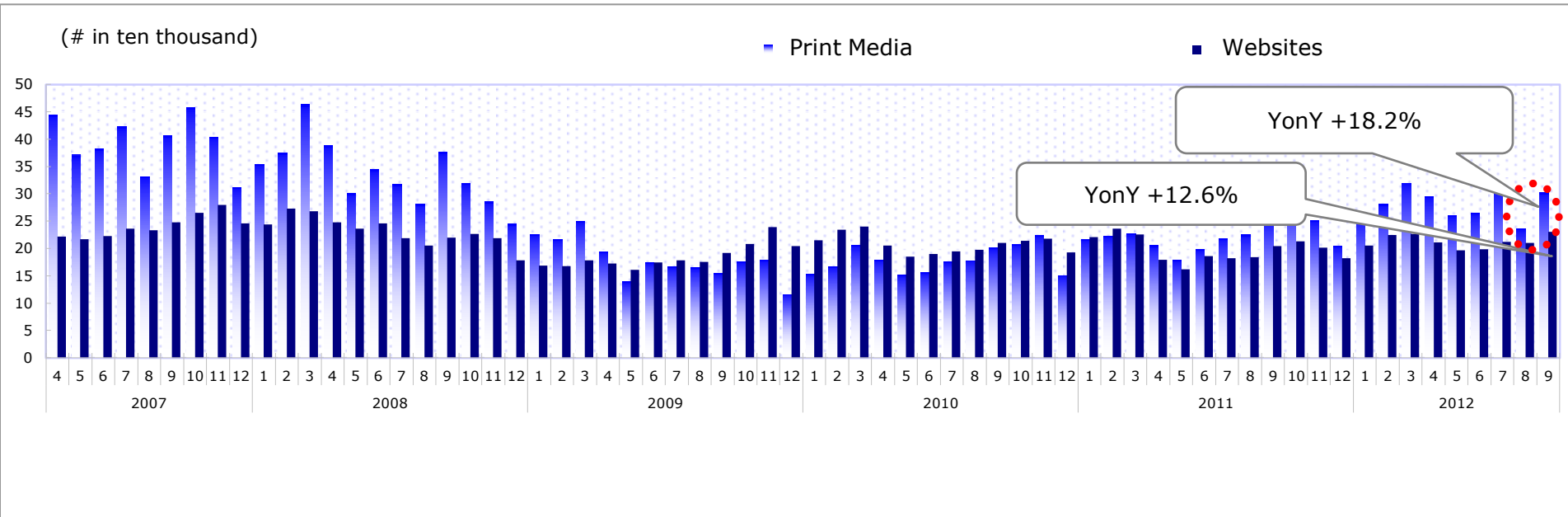
•Source: Health, Labor and Welfare Ministry , Ministry of Public Management, Home Affairs, Posts and Telecommunications Statistics Bureau

<Latest Unemployment Rate>



<Latest Effective Job Offers-to-Applicants Ratio>





Source: Association of Job Information of Japan "Job Advertisement Numbers" (Sep.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, Apr 2012~, survey of 50 companies)



■ en-japan inc. IR Corporate Planning Department

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