

Fiscal 2013 Earnings Review



May 10th, 2013
en-japan Inc.

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FY2013
Operating Results Summary
- Company wide -

< Market Environment >

The recruitment environment continued to recover moderately throughout the year with the country's effective job offers-to-applicants ratio for March 2013 returning to the level of August 2008, just before the financial crisis of 2008

< Sales > ¥13.5bn. increase 6.0% Year-on-Year

Significant year-on-year sales growth was achieved by the contingent-fee-type job advertising business of [en] Career Change Info and by subsidiary en world Japan K.K.

< Operating Income > ¥2.8bn. increase 9.5% Year-on-Year

Operating profitability was achieved by all business segments. Operating income grew year on year with rising sales offsetting a headcount-expansion-induced increase in personnel expenses

FY2013 Income Statement (Companywide : Consolidated)



	FY2012 (Jan.11 -Mar.12)		FY2013 (Apr.12-Mar.13) (A)		(Reference):FY2012 (Apr.11-Mar.12) (B)		% YOY change (A)/(B)-1
	(million yen)	% of sales	(million yen)	% of sales	(million yen)	% of sales	
Net Sales	15,687	100.0%	13,563	100.0%	12,790	100.0%	6.0%
Cost of Sales	2,393	15.3%	1,931	14.2%	1,936	15.1%	-0.3%
Personnel	979	6.2%	855	6.3%	804	6.3%	6.4%
Other	1,414	9.0%	1,076	7.9%	1,132	8.9%	-5.0%
Gross Profit	13,294	84.7%	11,631	85.8%	10,854	84.9%	7.2%
SGA(Sales,general &administrative)	10,246	65.3%	8,848	65.2%	8,312	65.0%	6.4%
Personnel	5,670	36.1%	5,028	37.1%	4,571	35.7%	10.0%
Advertising, sales promotion	2,366	15.1%	1,797	13.2%	1,910	14.9%	-5.9%
Other	2,209	14.1%	2,023	14.9%	1,830	14.3%	10.5%
Operating income	3,047	19.4%	2,783	20.5%	2,541	19.9%	9.5%
Ordinary income	2,884	18.4%	2,840	20.9%	2,424	19.0%	17.2%
Net income	1,135	7.2%	1,545	11.4%	963	7.5%	60.4%

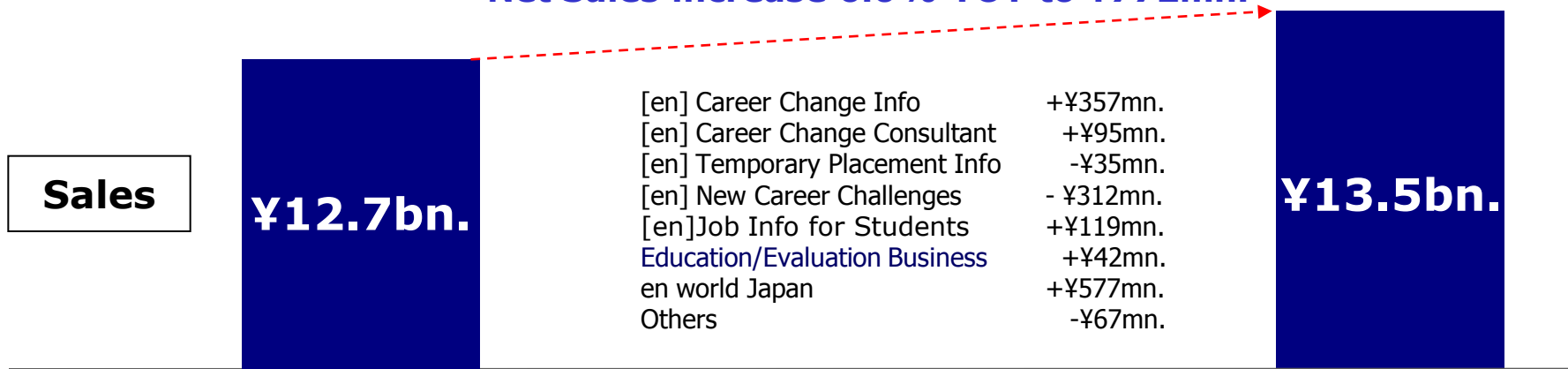
[(Reference)FY2013 Results]Operating Results Changing Factor(Consolidated)



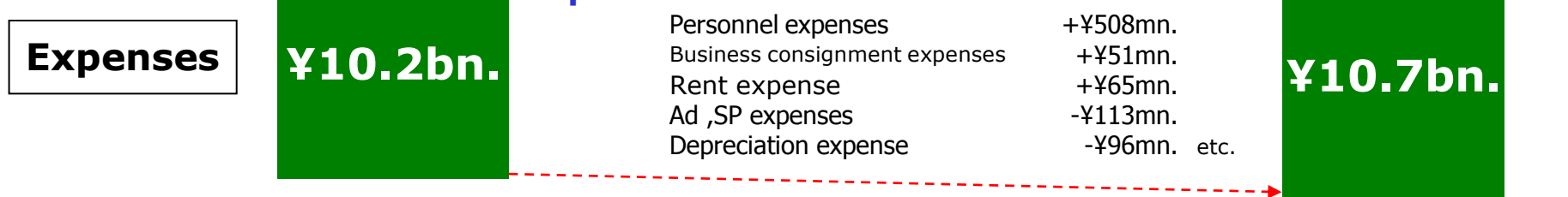
(Apr.11-Mar.12 vs Apr.12-Mar.13)

(Yen)

Net Sales increase 6.0% YOY to ¥772mn.



Expenses increase 5.2%YOY to ¥531mn.



**Operating
Income**

¥2.5bn.

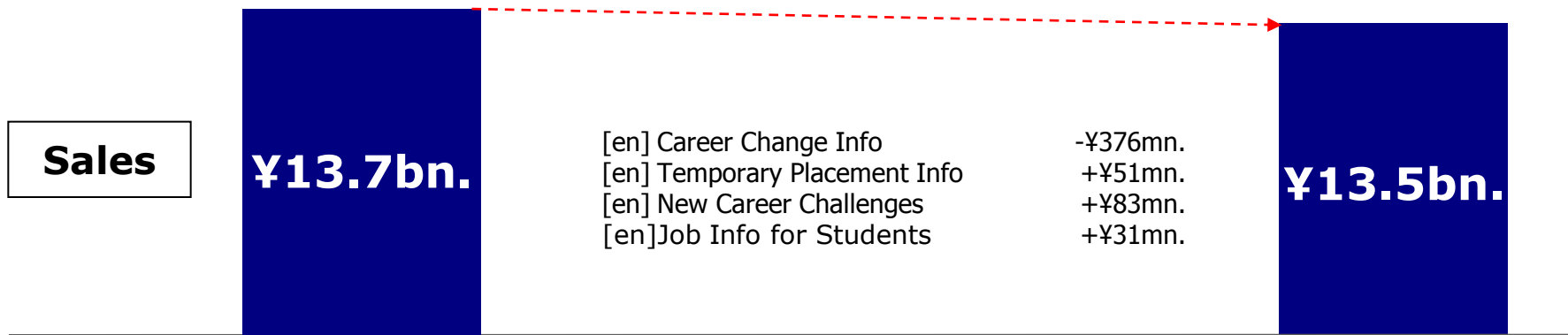
Operating income increase 9.5%YOY to ¥241mn.

¥2.7bn.

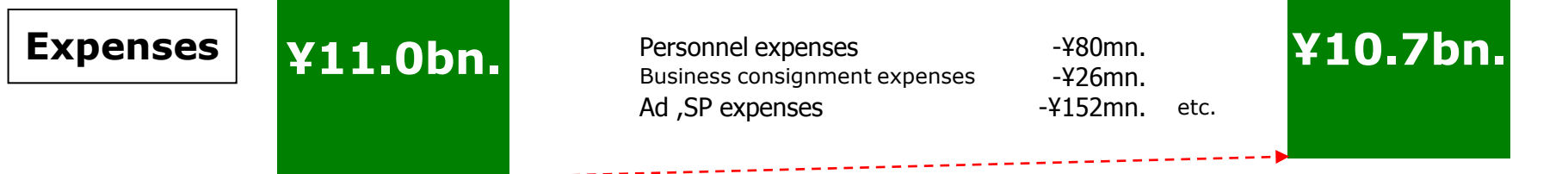
**Reference:
FY2012
(Apr.2011-Mar.2012)**

**FY2013
(Apr.2012-Mar.2013)**

Net Sales ¥206mn. decrease of Plans(1.6%)



Expenses ¥289mn. decrease of Plans(2.6%)



Operating Income



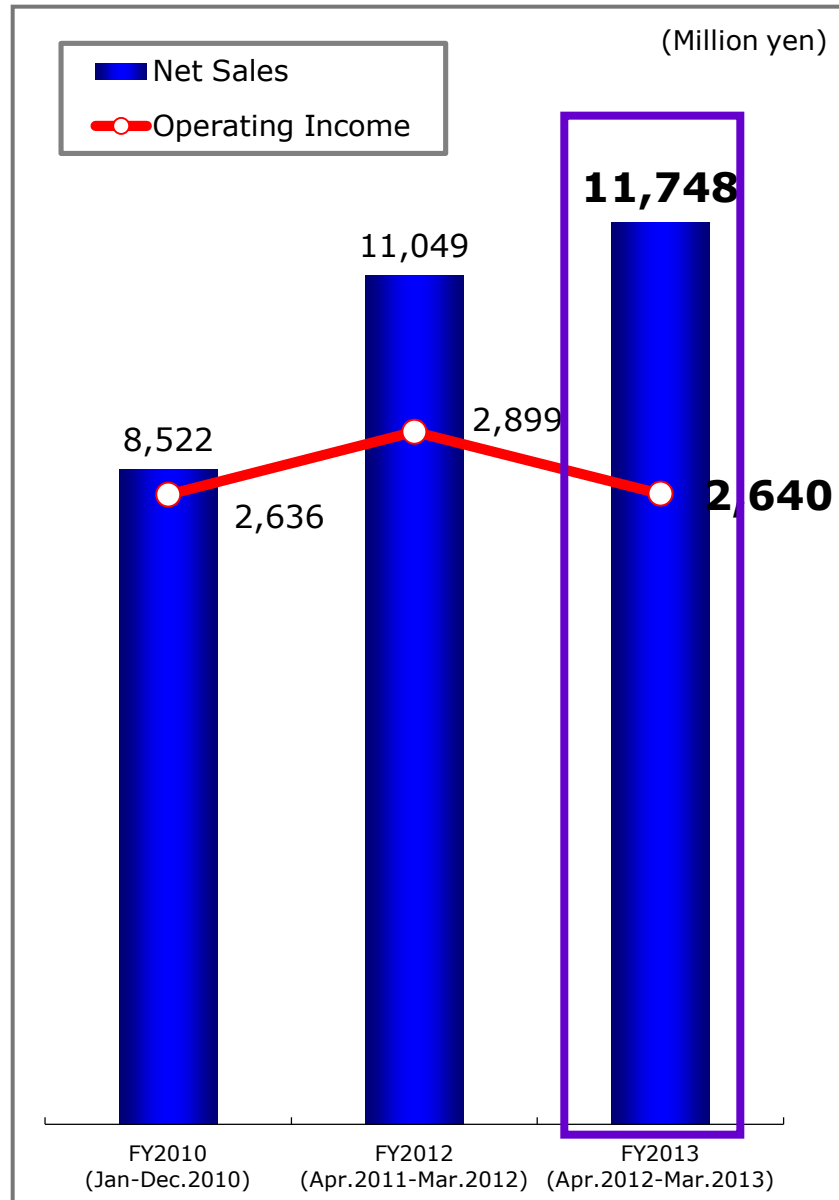
FY2013 Plans

FY2013 Results

FY2013

Operating Results Summary

-Summary of Segment Information -



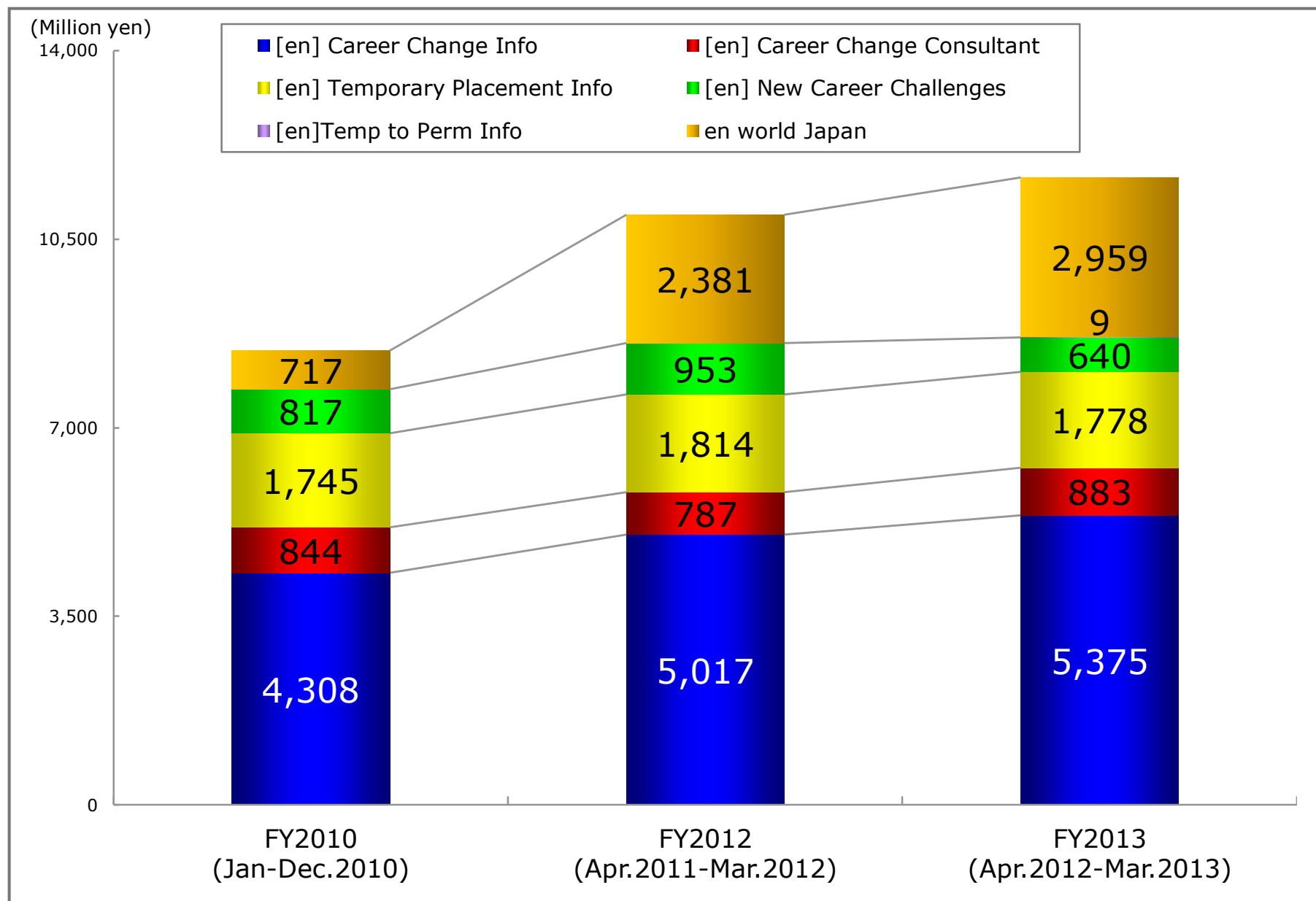
Market Environment

- Companies' hiring needs continued to recover throughout the year
- Global companies' hiring needs generally remained at high levels although occasionally they experienced brief slumps
- The business environment for temporary staffing companies continued to be a challenging one with the country's temporary staffing service market shrinking in size

Overview of FY2013

- In [en] Career Change Info, while the contingent-fee-type job advertising service was more or less in line with the plan, pay-per-listing-type job advertising service fell short of the revised plan
- The number of business office listings on [en] Temporary Placement Info recovered, supported by its successful marketing strategy
- en world Japan K.K. recorded solid operating results, helped by a headcount expansion and increasingly strong contribution from mid-hire staff members

Mid Career Hiring Business –Sales Breakdown by Product–



[FY2013 Results]

Income Statement – Mid-Career Hiring Business



	FY2012 (Jan.11 -Mar.12)		FY2013 (Apr.12-Mar.13) (A)		(Reference):FY2012 (Apr.11-Mar.12) (B)		% YOY change (A)/(B)-1
	(million yen)	% of sales	(million yen)	% of sales	(million yen)	% of sales	
Net Sales	13,617	100.0%	11,748	100.0%	11,049	100.0%	6.3%
Cost of Sales	1,512	11.1%	1,338	11.4%	1,234	11.2%	8.5%
Gross Profit	12,105	88.9%	10,410	88.6%	9,815	88.8%	6.1%
SGA (Sales, general & administrative)	8,467	62.2%	7,769	66.1%	6,915	62.6%	12.3%
Personnel	4,719	34.7%	4,394	37.4%	3,819	34.6%	15.1%
Advertising, sales promotion	1,932	14.2%	1,628	13.9%	1,586	14.4%	2.7%
Other	1,814	13.3%	1,745	14.9%	1,509	13.7%	15.6%
Operating income	3,637	26.7%	2,640	22.5%	2,899	26.2%	-8.9%

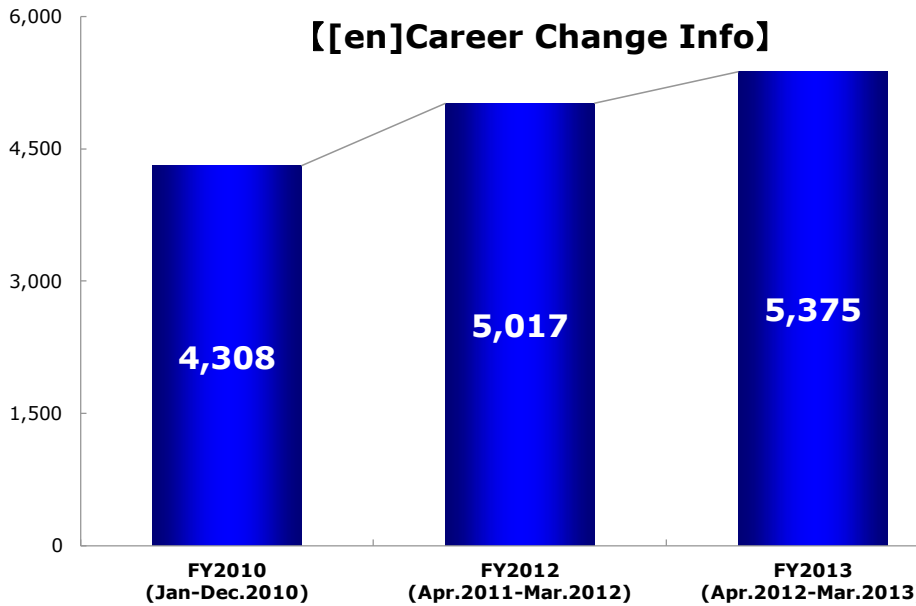
- ◆ Mid-Career Hiring Business: [en] Career Change Info, [en] Career Change Consultant, [en] Temporary Placement Info, [en] New Career Challenges, [en]Temp to Perm Info, en world Japan, other mid-career hiring related

Mid Career Hiring Business -Sales breakdown by Website-

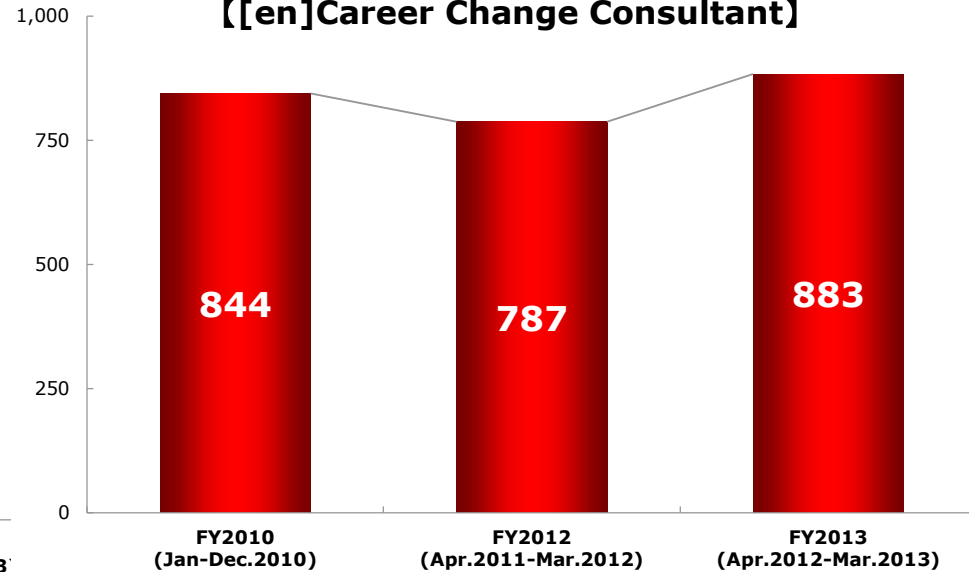


(Million yen)

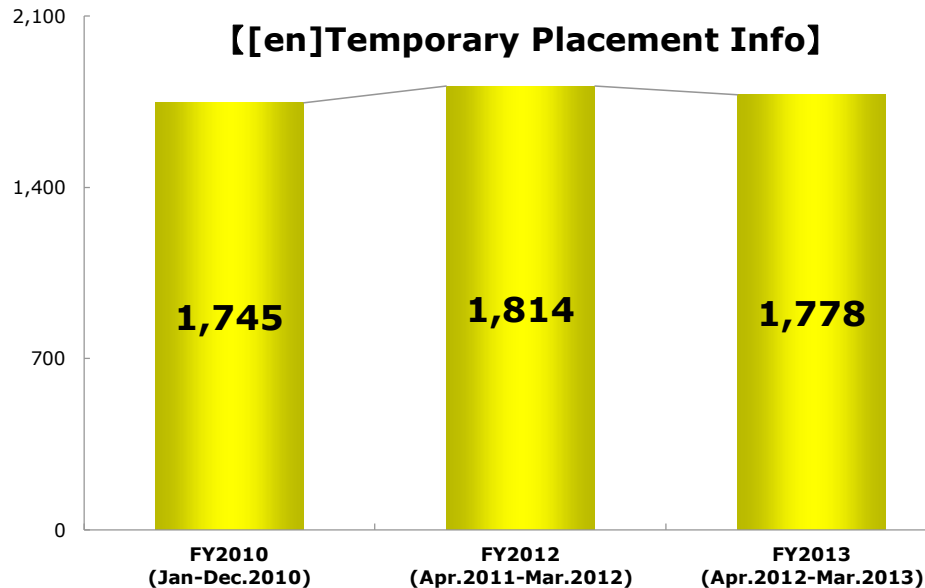
[[en]Career Change Info]



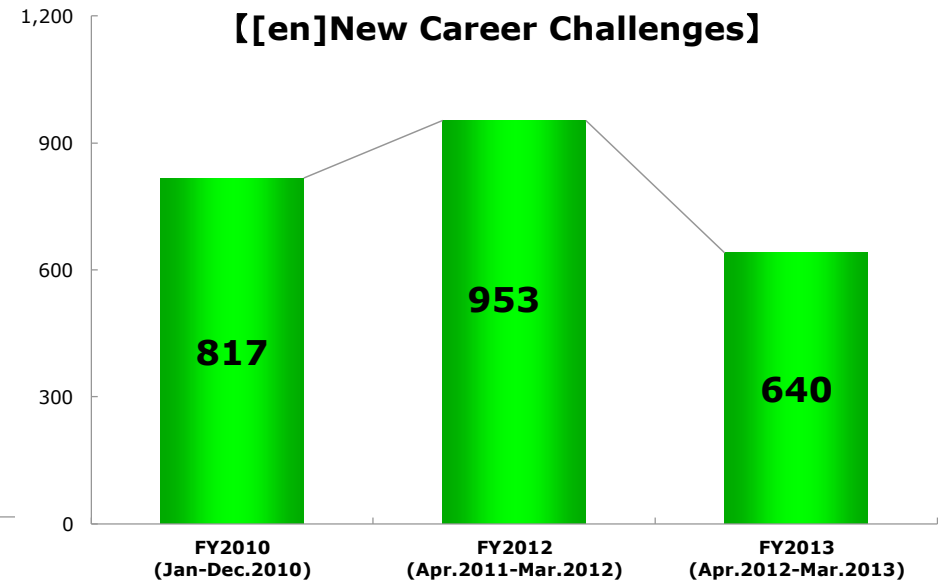
[[en]Career Change Consultant]

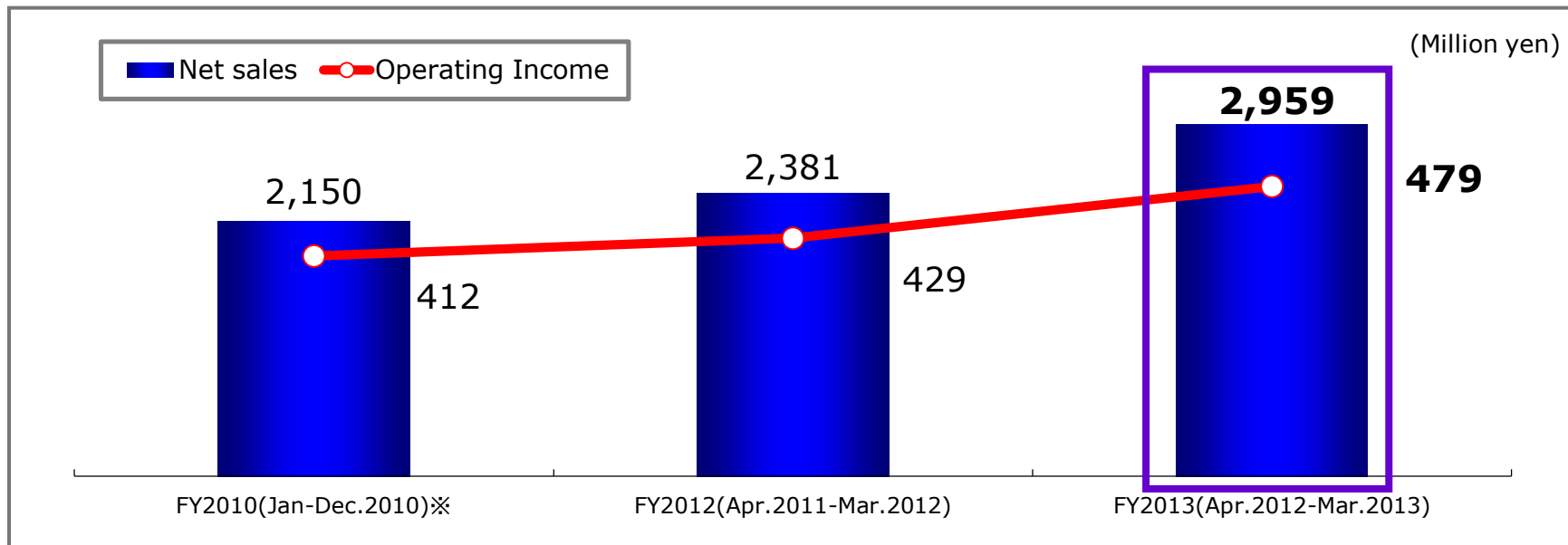


[[en]Temporary Placement Info]



[[en]New Career Challenges]



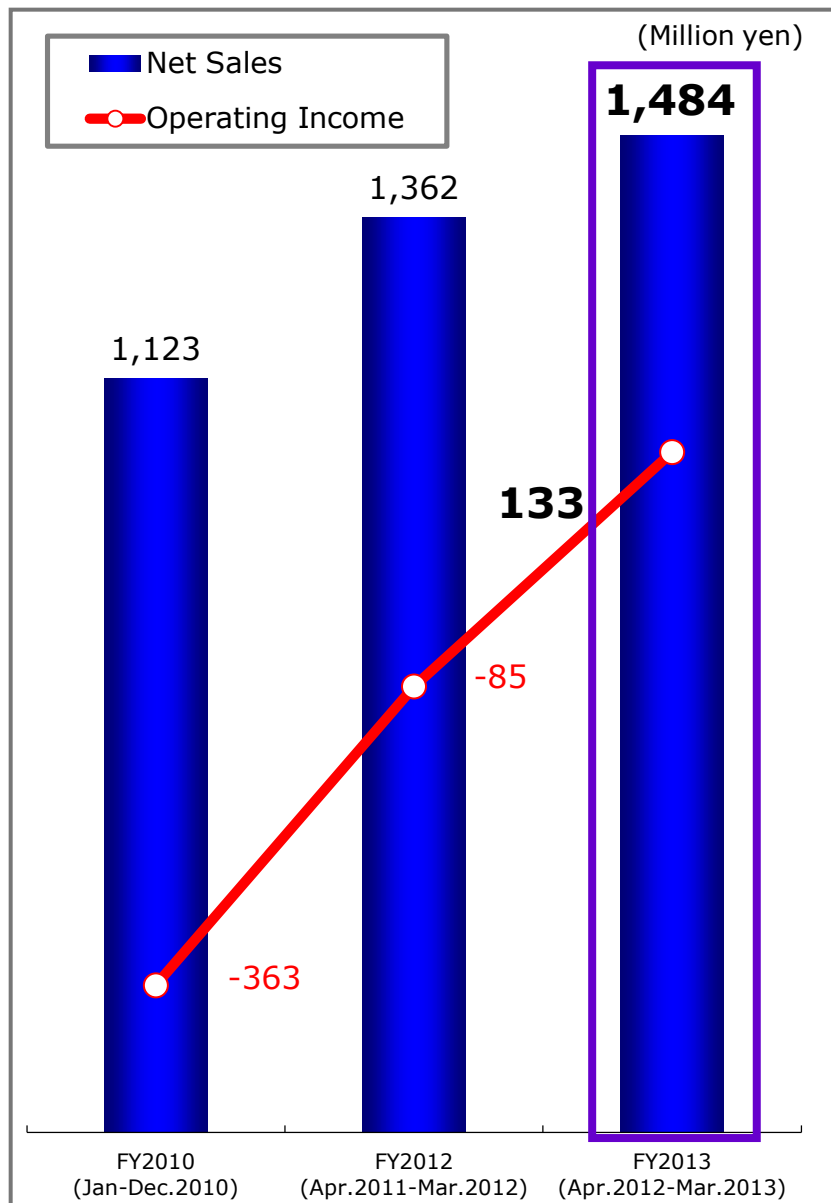


※ Although the company's contributions to the consolidated results are only for four months, the annualized net sales and operating income for the period from January to December 2010 are indicated as a reference.

Sales:¥2,959mn.(up 24.3% year on year)

Operating Income:479mn.(up 11.7% year on year)

- Hiring needs were strong among companies in the consumer goods, IT and medical fields
- As in FY2012, we continued to actively hire new employees, who in turn began to make an increasingly great business contribution in a steady manner
- "en premium" that was launched in August 2012 on a full-scale basis continued to perform well



Market Environment

- As many companies had difficulty securing the target number of hires for FY2013, an increased number of companies are initiating their annual hiring activities for FY2014 earlier than they did before
- Due to their expectation for an economic recovery, more companies expanded their new graduate hiring targets while there was a revival of job-seeking students' strong preference for large-sized companies

Overview of FY2013

- Per-customer order intake unit value rose thanks to the enhanced marketing of our packaged service program composed of service offerings ranging from a site listing service to a post-hiring follow-up service
- Profitability was achieved for the first time in the last four fiscal years owing to the rising order intake unit value and our cost-saving efforts

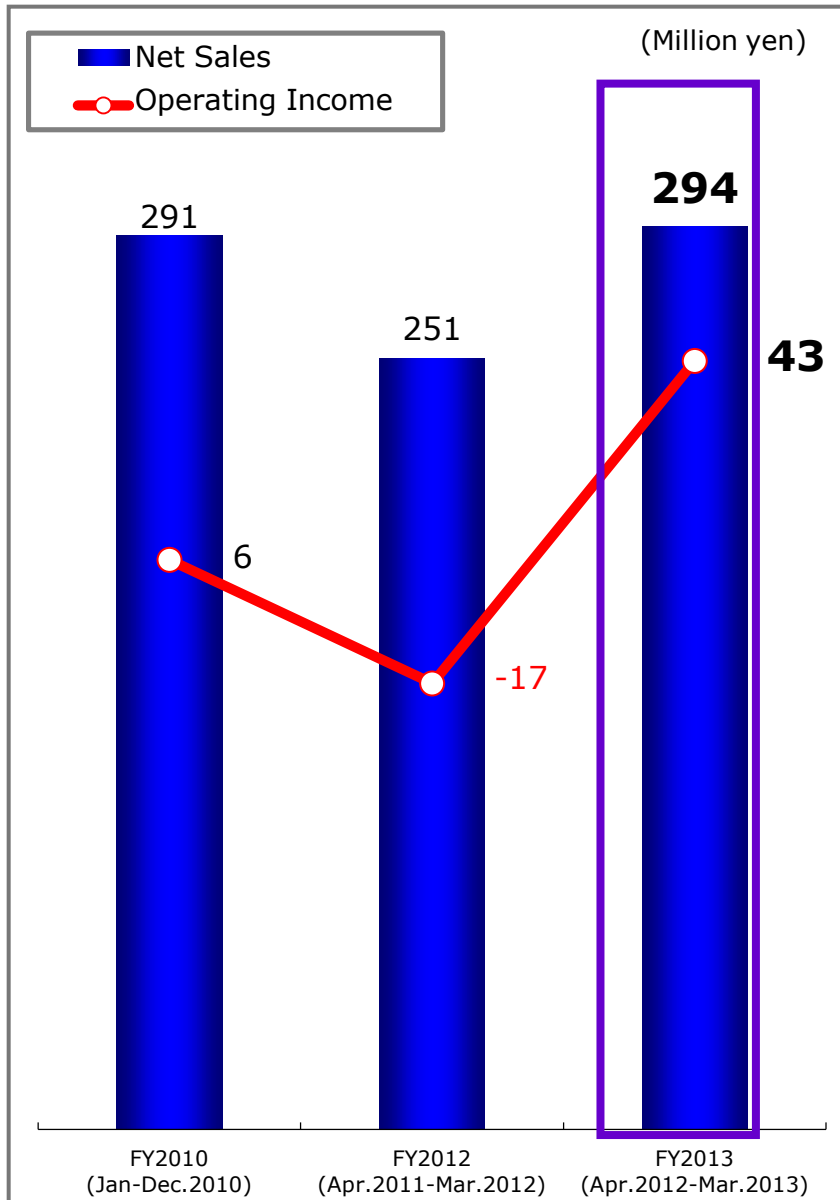
[FY2013 Results]

Income Statement – New Graduate Hiring Business



	FY2012 (Jan.11 -Mar.12)		FY2013 (Apr.12-Mar.13) (A)		(Reference):FY2012 (Apr.11-Mar.12) (B)		% YOY change (A)/(B)-1
	(million yen)	% of sales	(million yen)	% of sales	(million yen)	% of sales	
Net Sales	1,614	100.0%	1,484	100.0%	1,362	100.0%	8.9%
Cost of Sales	621	38.5%	498	33.6%	493	36.2%	1.0%
Gross Profit	993	61.5%	985	66.4%	868	63.8%	13.4%
SGA(Sales,general &administrative)	1,190	73.7%	851	57.4%	954	70.1%	-10.8%
Personnel	680	42.2%	494	33.3%	540	39.6%	-8.4%
Advertising, sales promotion	219	13.6%	139	9.4%	179	13.2%	-22.6%
Other	289	17.9%	217	14.7%	234	17.2%	-7.2%
Operating income	-197	-12.2%	133	9.0%	-85	-6.3%	-

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



Market Environment

- More companies are launching/reinforcing their flat-rate training service due to the sluggish growth of the conventional collective training service
- With companies continuing to be very choosy in their hiring activities as a general trend, their needs for aptitude testing service remained strong

Overview of FY2013

- The flat-rate training service, en-College, attained profitability on a full-fiscal-year basis owing to an increased number of registered user companies
- Expanded sales of multiple testing-based package products caused per-customer unit sales value to rise, resulting in overall sales growing year on year

[FY2013 Results]

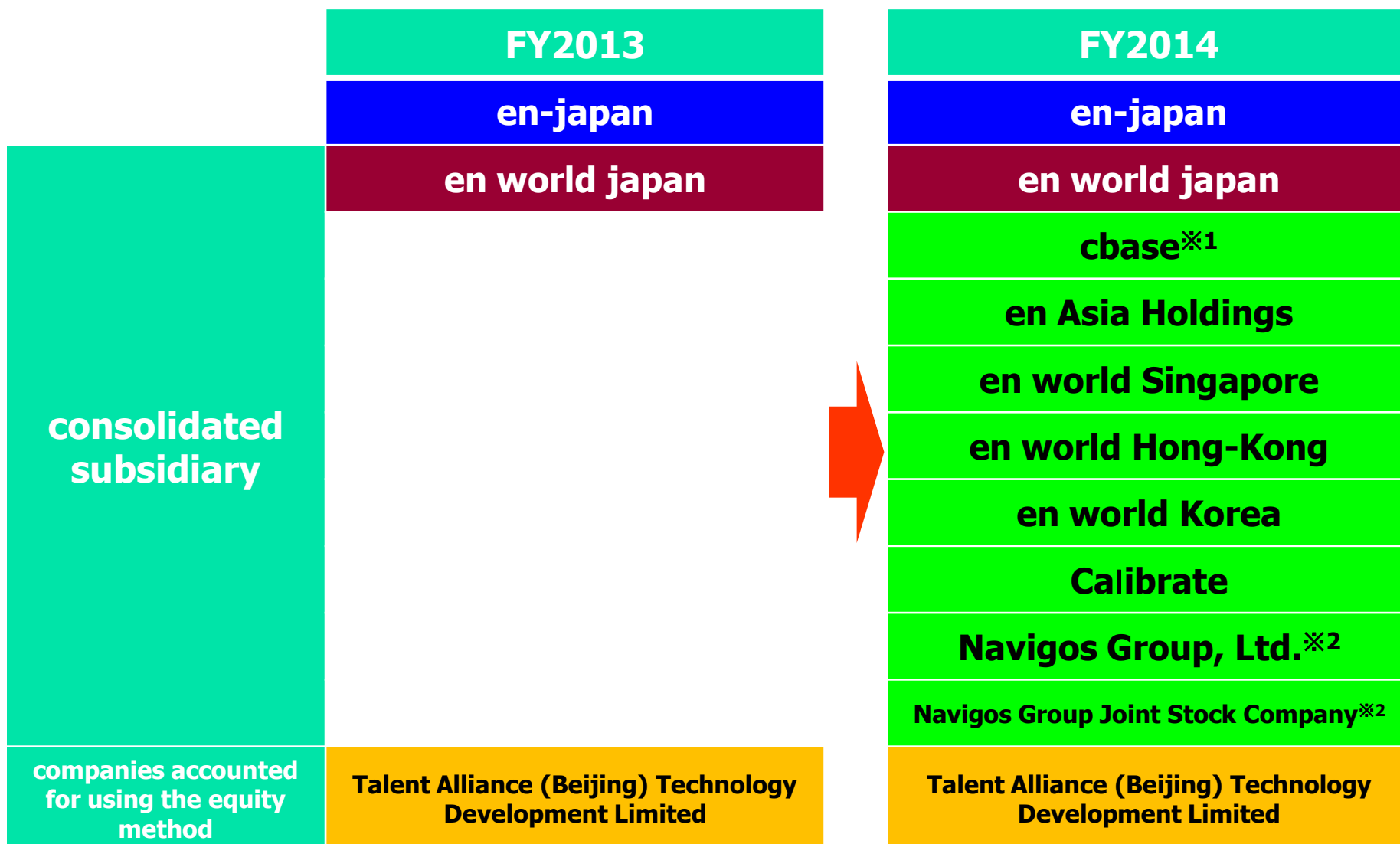
Income Statement – Education/Evaluation Business



	FY2012 (Jan.11 -Mar.12)		FY2013 (Apr.12-Mar.13) (A)		(Reference):FY2012 (Apr.11-Mar.12) (B)		% YOY change (A)/(B)-1
	(million yen)	% of sales	(million yen)	% of sales	(million yen)	% of sales	
Net Sales	303	100.0%	294	100.0%	251	100.0%	17.0%
Cost of Sales	100	33.3%	71	24.3%	78	31.0%	-8.3%
Gross Profit	202	66.7%	223	75.7%	173	69.0%	28.4%
SGA (Sales,general &administrative)	239	79.0%	179	60.9%	191	75.8%	-6.0%
Personnel	174	57.5%	121	41.3%	137	54.8%	-11.8%
Advertising, sales promotion	2	0.9%	5	1.7%	2	0.8%	138.4%
Other	62	20.5%	52	17.9%	50	20.2%	3.6%
Operating income	-37	-12.2%	43	14.8%	-17	-6.9%	-

FY2014 Full year Operating Results Projections

Assumptions on Group Companies for Operating Results Projections for FY2014



*1 Cbase Corp. (made a subsidiary in 2012) is a provider of ASP services such recruitment management, employee evaluation and Web-based research system services

*2 Navigos Group is scheduled to be consolidated starting from the third quarter of FY2013

< Market Environment projection >

Companies' hiring needs are likely to remain strong, driven mainly by IT, real estate and health care sector enterprises. This is because the nation's corporate earnings are anticipated to recover further, on the back of the yen's weakening and rising stock market prices

< Sales projection > Increase 20% YOY to ¥1.6bn.

Aim to achieve better business results mainly through en-japan's mid-career hiring services and en world Japan K.K.'s operations
Intend to consolidate our overseas subsidiaries starting from FY2013

< Operating Income projection > Increase 15% YOY to ¥3.2bn.

Achieve year-on-year profit growth through sales expansion efforts. However, certain types of costs will increase owing to our planned sales promotion program enhancement in the new graduate hiring business and to the expected recording of consolidated subsidiary-related goodwill

FY2014 Full year Operating Results Projections – (companywide : Consolidated)



	FY03/13 (12.Apr-13.Mar)			FY03/14 (13.Apr-14.Mar)		
	(million yen)	% of sales	% YOY change	(million yen)	% of sales	% YOY change
Net Sales	13,563	100.0%	6.0%	16,300	100.0%	20.2%
Cost of Sales	1,931	14.2%	-0.3%	2,078	12.8%	7.6%
Personnel	855	6.3%	6.4%	1,117	6.9%	30.7%
Other	1,076	7.9%	-5.0%	960	5.9%	-10.7%
Gross Profit	11,631	85.8%	7.2%	14,221	87.2%	22.3%
SGA(Sales,general &administrative)	8,848	65.2%	6.4%	11,021	67.6%	24.6%
Personnel	5,028	37.1%	10.0%	6,179	37.9%	22.9%
Advertising, sales promotion	1,797	13.2%	-5.9%	2,168	13.3%	20.7%
Other	2,023	14.9%	10.5%	2,673	16.4%	32.1%
Operating income	2,783	20.5%	9.5%	3,200	19.6%	15.0%
Ordinary income	2,840	20.9%	17.2%	3,280	20.1%	15.5%
Net income	1,545	11.4%	60.4%	1,665	10.2%	7.7%

FY2013 Actual vs. FY2014 Projection



(Yen)

Net Sales increase 20.2%YOY to ¥2.7bn.

Net Sales

¥13.5bn.

[en] Career Change Info	+¥838mn.
[en] Career Change Consultant	+¥220mn.
[en] Temporary Placement Info	+¥81mn.
[en] New Career Challenges	-¥166mn.
[en]Temp to Perm Info	+¥82mn.
EWJ	+¥440mn.
New consolidated subsidiary	+¥1.2bn.

¥16.3bn.

Expenses increase 21.5%YOY to ¥2.3bn.

Expenses

¥10.7bn.

Personnel expenses	+¥1.4bn.
Ad ,PR expenses	+¥371mn.
Commission Paid	+¥182mn.
goodwill amortization	+¥134mn.

¥13.1bn.

Operating Income

¥2.8bn.

Operating income increase 15.0%YOY to ¥420mn.

¥3.2bn.

FY2013

**FY2014
Projection**

FY2014 Full year Operating Results Projections-(Company)



(Million yen)

		FY2013	FY2014 Projection	% YOY change
en-japan	Net Sales	10,631	11,700	10.1%
	Operating Income	2,473	2,800	13.2%
	Operating income rate(%)	23.3%	23.9%	
en world japan	Net Sales	2,959	3,400	14.9%
	Operating Income	479	640	33.6%
	Operating income rate(%)	16.2%	18.8%	
Other consolidated subsidiary	Net Sales	-	1,240	-
	Operating Income	-	20	-
	Operating income rate(%)	-	1.6%	

※ goodwill amortization en world japan ¥170mn.
 cbase ¥16mn.
 Calibrate ¥10mn.
 Navigos Group ¥108mn.

(Navigos Group, Ltd. and Navigos Group Joint Stock Company will be included in the scope of en-japan inc.'s consolidated accounting, starting from the third quarter of the fiscal year ending March 31, 2014.)

FY2014 Full year Operating Results Projections-(Segment)



(Million yen)

		FY2013	FY2014 Projection	% YOY change	Note
Mid Career Hiring Business	Net Sales	11,748	14,200	20.9%	Overseas subsidiaries were included
	Operating Income	2,640	3,050	15.5%	
	Operating income rate(%)	22.5%	21.5%		
New Graduate Hiring Business	Net Sales	1,484	1,500	1.1%	Expand the level of our advertising and sales promotion expenses from that of the previous year in order to step up our sales promotion efforts
	Operating Income	133	90	-32.3%	
	Operating income rate(%)	9.0%	6.0%		
Education/ Evaluation Business	Net Sales	294	600	104.1%	Cbase Corp. was included
	Operating Income	43	60	39.5%	
	Operating income rate(%)	14.6%	10.0%		

(Million Yen)

Mid Career Hiring Business	Sales		
	FY2013	FY2014 Projection	% YOY change
[en]Career Change Info	5,375	6,200	15.3%
[en]Career Change Consultant	883	1,100	24.6%
[en]Temporary Placement Info	1,778	1,860	4.6%
[en]New Career Challenges	640	470	-26.6%
[en]Temp to Perm Info	9	90	900.0%

New Graduate Hiring Business	Sales		
	FY2013	FY2014 Projection	% YOY change
[en]Job Info for Students	1,323	1,320	-0.2%

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.

FY2013

- Dividends(projection)
¥1,950
- Payment Ratio (Projection)
29.8%

FY2014

- Dividends(projection)
¥2,150
- Payment Ratio (Projection)
30.2%

(Reference) Non-consolidated financial statements

FY2013 Income Statement (Companywide : Non-Consolidated)



	FY2012 (Jan.11 -Mar.12)		FY2013 (Apr.12-Mar.13) (A)		(Reference):FY2012 (Apr.11-Mar.12) (B)		% YOY change (A)/(B)-1
	(million yen)	% of sales	(million yen)	% of sales	(million yen)	% of sales	
Net Sales	12,843	100.0%	10,631	100.0%	10,426	100.0%	2.0%
Cost of Sales	1,921	15.0%	1,511	14.2%	1,545	14.8%	-2.2%
Personnel	513	4.0%	442	4.2%	418	4.0%	5.8%
Other	1,407	11.0%	1,069	10.1%	1,127	10.8%	-5.1%
Gross Profit	10,921	85.0%	9,119	85.8%	8,881	85.2%	2.7%
SGA(Sales,general &administrative)	8,142	63.4%	6,646	62.5%	6,614	63.4%	0.5%
Personnel	4,099	31.9%	3,374	31.7%	3,321	31.9%	1.6%
Advertising, sales promotion	2,350	18.3%	1,777	16.7%	1,897	18.2%	-6.3%
Other	1,693	13.2%	1,494	14.1%	1,395	13.4%	7.1%
Operating income	2,779	21.6%	2,473	23.3%	2,266	21.7%	9.1%
Ordinary income	2,664	20.7%	2,871	27.0%	2,197	21.1%	30.6%
Net income	1,117	8.7%	1,695	15.9%	926	8.9%	83.0%

[Reference] FY2013 Operating Results Changing Factor

(Companywide : Non-Consolidated) <Apr.11-Mar.12 vs Apr.12-Mar.13>



(Yen)

Net Sales increase 2.0%YOY to ¥204mn.

Net Sales

¥10.4bn.

[en] Career Change Info	+¥357mn.
[en] Career Change Consultant	+¥95mn.
[en] Temporary Placement Info	-¥35mn.
[en] New Career Challenges	-¥303mn.
[en] Job Info for Students	+¥119mn.
Education/Evaluation Business	+¥42mn.
Others	-¥72mn.

¥10.6bn.

Expenses

¥8.1bn.

Expense is sidewise crawl.

Personnel expenses	+¥77mn.
Business consignment expenses	+¥49mn.
Ad ,SP expenses	-¥120mn.
Depreciation expense	-¥104mn. etc.

¥8.1bn.

Operating Income

¥2.2bn.

Operating income increase 9.1%YOY to ¥206mn.

¥2.4bn.

**Reference:
FY2012**

(Apr.2011-Mar.2012)

FY2013

(Apr.2012-Mar.2013)

[FY2013 Results] Non-Consolidated Income Statement

— Mid Career Hiring Business



	FY2012 (Jan.11 -Mar.12)		FY2013 (Apr.12-Mar.13) (A)		(Reference):FY2012 (Apr.11-Mar.12) (B)		% YOY change (A)/(B)-1
	(million yen)	% of sales	(million yen)	% of sales	(million yen)	% of sales	
Net Sales	10,768	100.0%	8,816	100.0%	8,680	100.0%	1.6%
Cost of Sales	1,040	9.7%	919	10.4%	843	9.7%	9.0%
Gross Profit	9,728	90.3%	7,897	89.6%	7,837	90.3%	0.8%
SGA(Sales, general & administrative)	6,363	59.1%	5,567	63.1%	5,217	60.1%	6.7%
Personnel	3,148	29.2%	2,741	31.1%	2,569	29.6%	6.7%
Advertising, sales promotion	1,916	17.8%	1,608	18.2%	1,573	18.1%	2.3%
Other	1,298	12.1%	1,216	13.8%	1,074	12.4%	13.2%
Operating income	3,364	31.2%	2,329	26.4%	2,620	30.2%	-11.1%

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

[FY2013 Results] Non-Consolidated Income Statement

— New Graduate Hiring Business



	FY2012 (Jan.11 -Mar.12)		FY2013 (Apr.12-Mar.13) (A)		(Reference):FY2012 (Apr.11-Mar.12) (B)		% YOY change (A)/(B)-1
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Net Sales	1,614	100.0%	1,484	100.0%	1,362	100.0%	8.9%
Cost of Sales	621	38.5%	498	33.6%	493	36.2%	1.0%
Gross Profit	993	61.5%	985	66.4%	868	63.8%	13.4%
SGA (Sales, general & administrative)	1,190	73.7%	851	57.4%	954	70.1%	-10.8%
Personnel	680	42.2%	494	33.3%	540	39.6%	-8.4%
Advertising, sales promotion	219	13.6%	139	9.4%	179	13.2%	-22.6%
Other	289	17.9%	217	14.7%	234	17.2%	-7.2%
Operating income	-197	-12.2%	133	9.0%	-85	-6.3%	-

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

[FY2013 Results]Non-Consolidated Income Statement – Education/Evaluation Business



	FY2012 (Jan.11 -Mar.12)		FY2013 (Apr.12-Mar.13) (A)		(Reference):FY2012 (Apr.11-Mar.12) (B)		% YOY change (A)/(B)-1
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Net Sales	303	100.0%	294	100.0%	251	100.0%	17.0%
Cost of Sales	100	33.3%	71	24.3%	78	31.0%	-8.3%
Gross Profit	202	66.7%	223	75.7%	173	69.0%	28.4%
SGA (Sales,general &administrative)	239	79.0%	179	60.9%	191	75.8%	-6.0%
Personnel	174	57.5%	121	41.3%	137	54.8%	-11.8%
Advertising, sales promotion	2	0.9%	5	1.7%	2	0.8%	138.4%
Other	62	20.5%	52	17.9%	50	20.2%	3.6%
Operating income	-37	-12.2%	43	14.8%	-17	-6.9%	-

Appendix

【 Company 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 14,219million (as of end of Mar. 2013)
【Stock Listing 】	Jasdaq
【Fiscal Year 】	April 1 – March 31
【 Number of Employees 】	Consolidated 850, Non-consolidated 677 (as of end of Mar. 2013)
【 Number of Outstanding Shares】	246,418(as of end of Mar. 2013)
【 Business Description 】	(1) Internet job recruitment service (2) Job Placement (3) Implementation of training, seminars (4) Consultation on recruitment , Aptitude test development

Providing recruitment information
Resume coaching
Advice of Interview



Planning, proposing,
interviewing and
creating job
advertisements

< Job seekers >

“Person who want to apply to companies directly”

“Person who want to register with recruiting companies”

“Person who want to register with temporary dispatch companies”

Apply through recruiting companies

Registration Application

Free of charge

Internet site

[en] Career Change Info

[en] Job Info for Students

[en] Career Change Consultant

[en] Temp to Perm Info

[en] Temporary Placement Info

[en] New Career Challenges

Recruitment information Scouting

• Job Advertisement fee
• Success fee

Recruitment information Scouting

Success fee

Introduce of job seeker

< Clients >

General Companies

Job placement agencies

Temporary staffing companies






General Companies

en world Japan K.K.




en premium

[en]PARTNER


< Mid Career Hiring Business (Website) >

Service	Share	Contents	Characteristics	Users	Clients
[en] Career Change Info  社会人の転職情報®	39.6%	Site for Comprehensive Career Change Info	<ul style="list-style-type: none"> 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  転職コンサルタント	6.5%	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] Temp to Perm Info  ウィメンズワーク	0.9%	Recruitment information site for females	<ul style="list-style-type: none"> A recruitment information site for females wishing to work as full-time regular employees. The site lists only such openings for “full-time employees or possible upgrade to full-time employee”. Offers a number of listings for office-work posts. 	<ul style="list-style-type: none"> 70% are in their late 20s-mid-30s 	Temporary staffing companies
[en] Temporary Placement Info  派遣のお仕事情報	13.1%	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  チャレンジ! はた★らく	4.7%	Collective site for recruiting information	<ul style="list-style-type: none"> Recruiting site with the theme of “challenge” and “re-challenge” Put in place a site section for assisting job seekers without any employer industry experience and graduates without any previous work experience 	<ul style="list-style-type: none"> University students Graduates without jobs Housewives Permanent part-timers 	Temporary staffing companies


< Mid Career Hiring Business (Job placement agencies)>

Service	Share	Contents	Characteristics	Clients
	21.8%	Job placement agencies	<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
		Job placement agencies	<ul style="list-style-type: none"> • Clients are Japanese companies • Specialized in mid- to senior-level manager/specialist position professionals 	Japanese companies
	-	Job placement agencies	<ul style="list-style-type: none"> • Job placement services that leverage en-japan's job-seeker database and the track record of its past business transactions with corporate clients 	Japanese companies

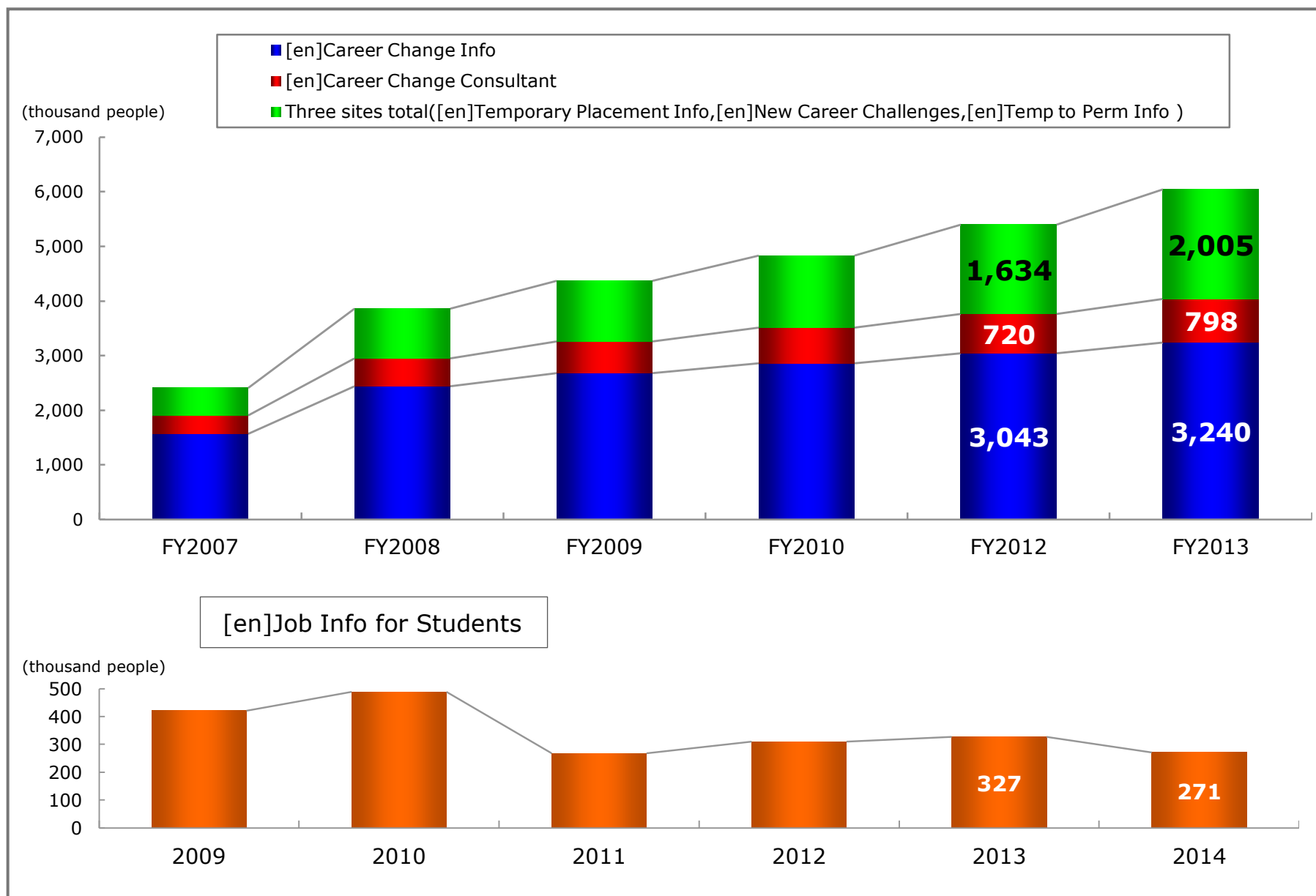
< New Graduate Hiring Business >

Service	Share	Contents	Characteristics	Users	Clients
 [en] Job Info for Students 「力」のある中堅・中小・ベンチャー企業 学生の就職情報	10.9%	Site for student employment information	<ul style="list-style-type: none"> • Specializing in career information relating to strong medium-level, small-to-mid size and venture companies • 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
	2.2%	Employee training Aptitude test development Personnel system development	<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

The number of registered users (At the end of Mar, 2013)



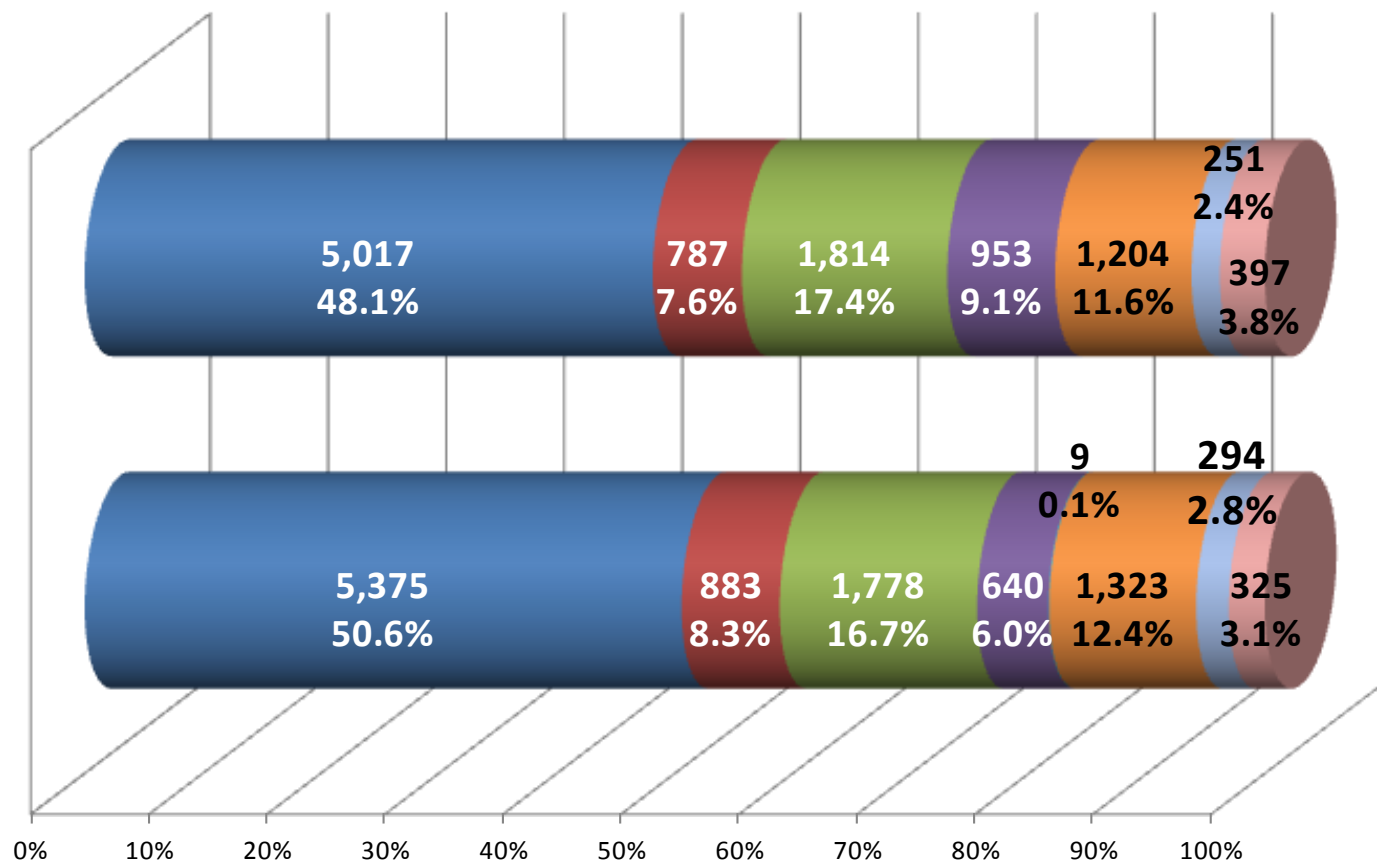
Sales Breakdown by Product (Non-consolidated)



(Million yen)

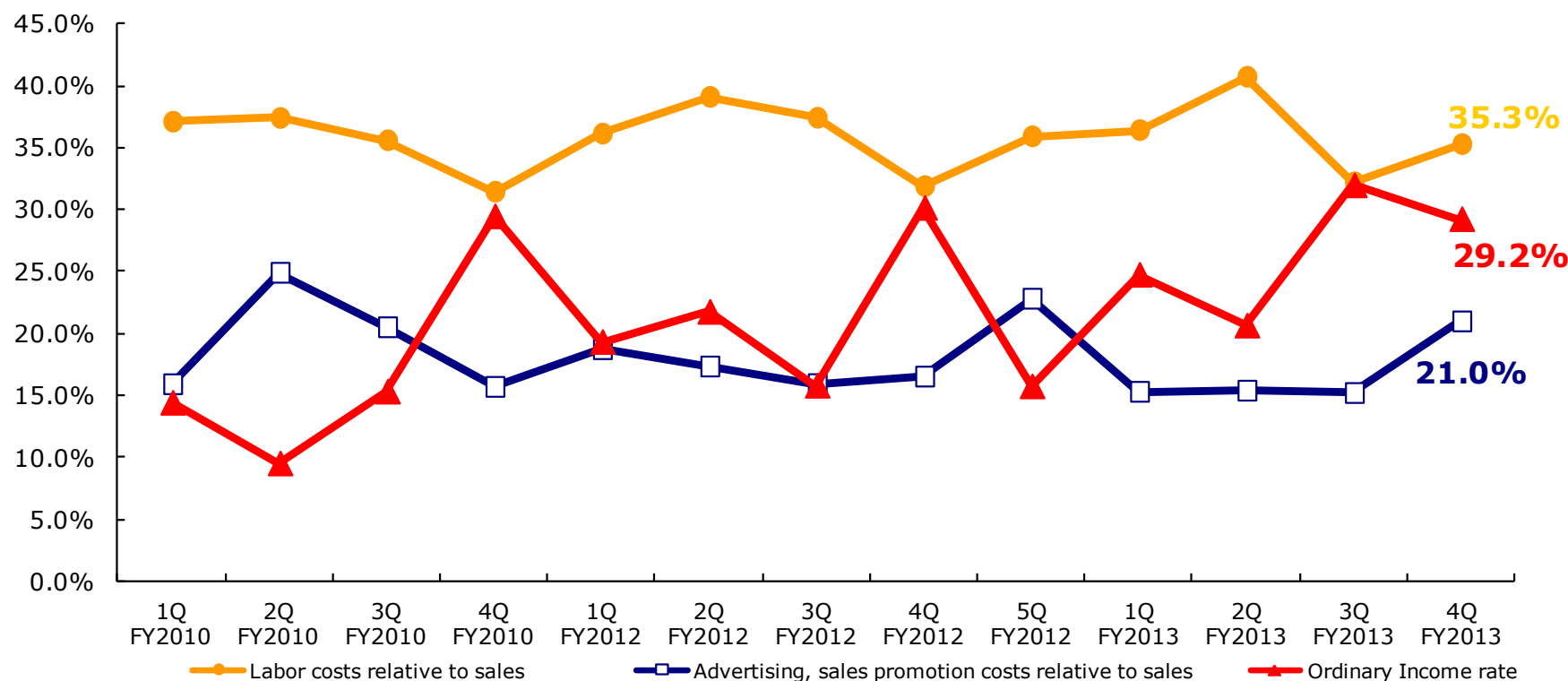
**Reference:
FY2012
(Apr.2011-
Mar.2012)**

**FY2013
(Apr.2012-
Mar.2013)**



- [en]Career Change Info
- [en]Career Change Consultant
- [en]Temporary Placement Info
- [en]New Career Challenges
- [en]Temp to Perm Info
- [en]Job Info for Students
- 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)

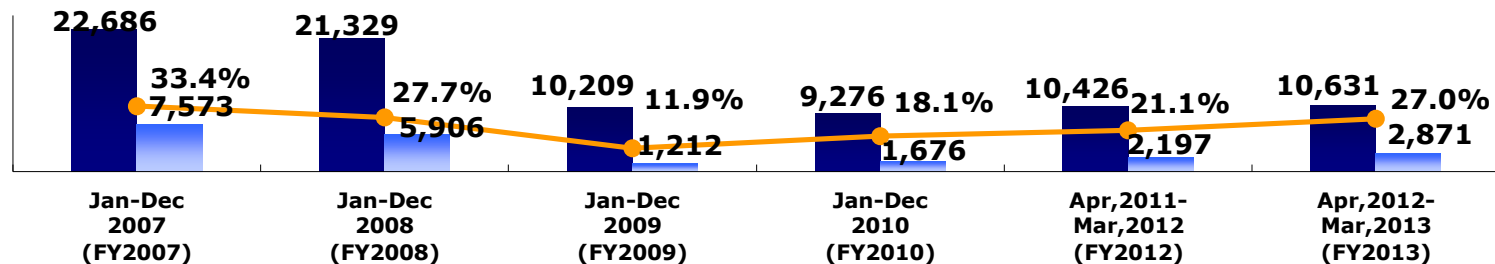


	1Q FY2010	2Q FY2010	3Q FY2010	4Q FY2010	1Q FY2012	2Q FY2012	3Q FY2012	4Q FY2012	5Q FY2012	1Q FY2013	2Q FY2013	3Q FY2013	4Q FY2013
Ordinary Income (million yen)	304	200	342	828	466	503	392	873	428	635	491	959	784
Ordinary Income rate	14.4%	9.5%	15.3%	29.5%	19.3%	21.7%	15.8%	30.1%	15.7%	24.8%	20.7%	32.0%	29.2%
Labor costs (million yen)	786	786	799	884	873	905	930	924	979	934	969	966	947
Labor costs relative to sales	37.1%	37.4%	35.6%	31.4%	36.1%	39.1%	37.4%	31.9%	35.9%	36.4%	40.7%	32.2%	35.3%
Ad, SP costs (million yen)	336	523	460	441	452	401	395	478	621	392	366	455	563
Ad, SP costs relative to sales	15.9%	24.9%	20.5%	15.7%	18.7%	17.3%	15.9%	16.5%	22.8%	15.3%	15.4%	15.2%	21.0%

Reference: Segment performance (Non-consolidated)

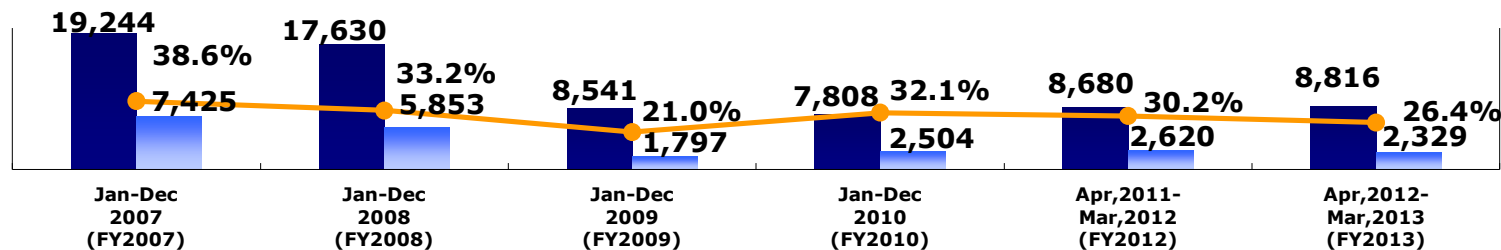


Company-wide



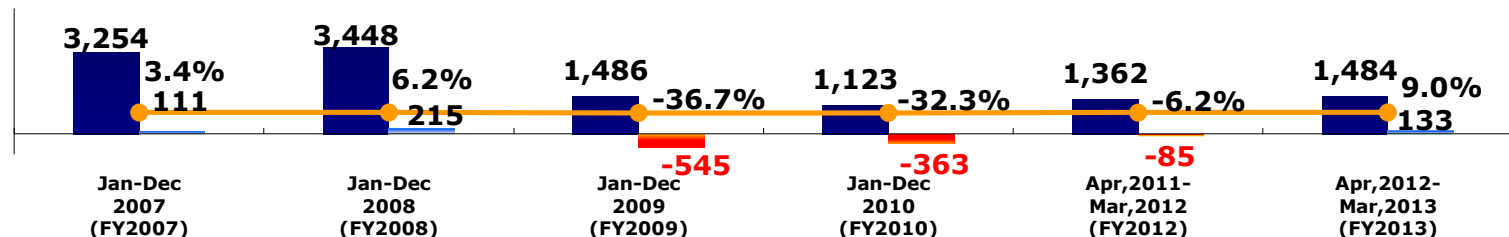
Net Sales
(million yen)

Mid-career hiring business



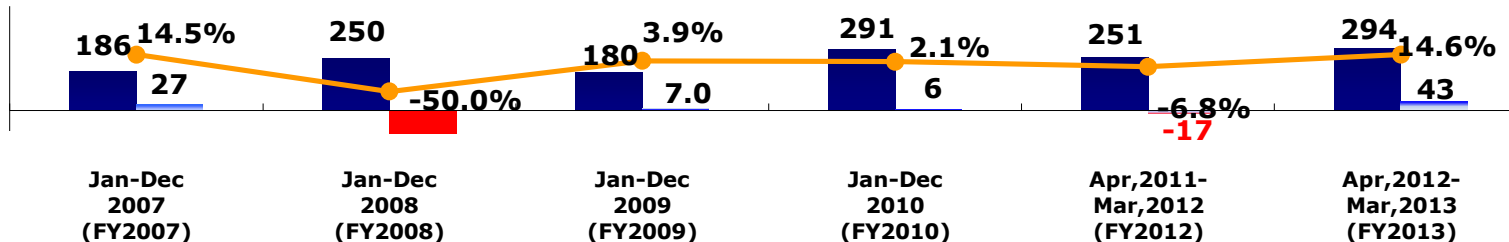
Ordinary Income
(million yen)

New graduate hiring business



Ordinary Income Rate

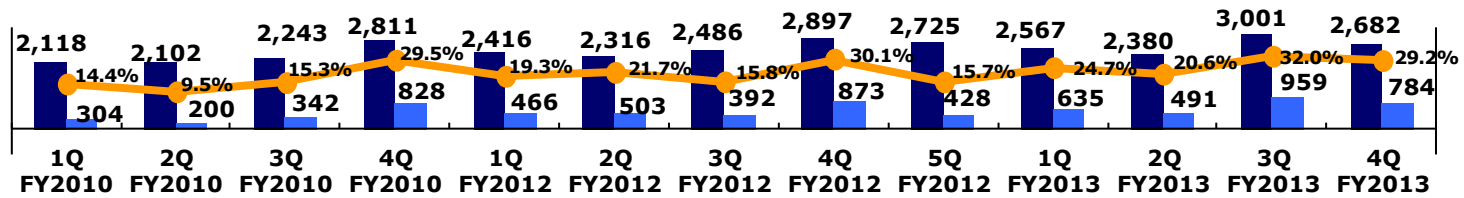
Education/Evaluation business



Transition of Quarter Segment Performance (Non-consolidated)

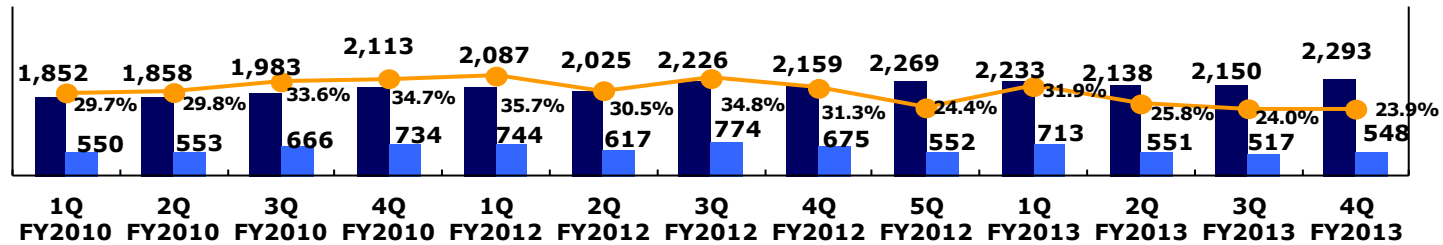


Company-wide



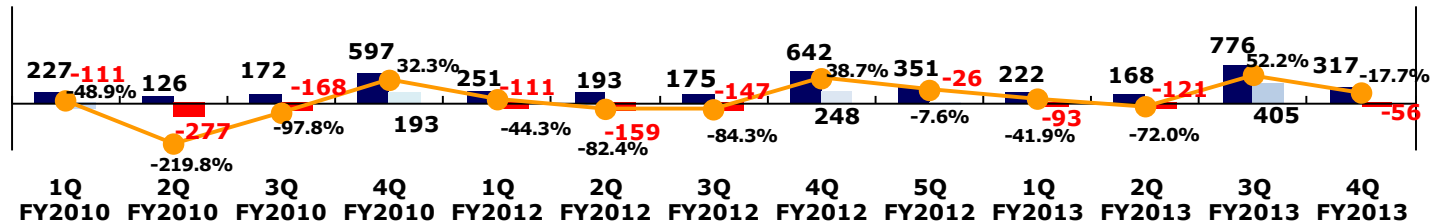
Net Sales
(million yen)

Mid-career hiring business



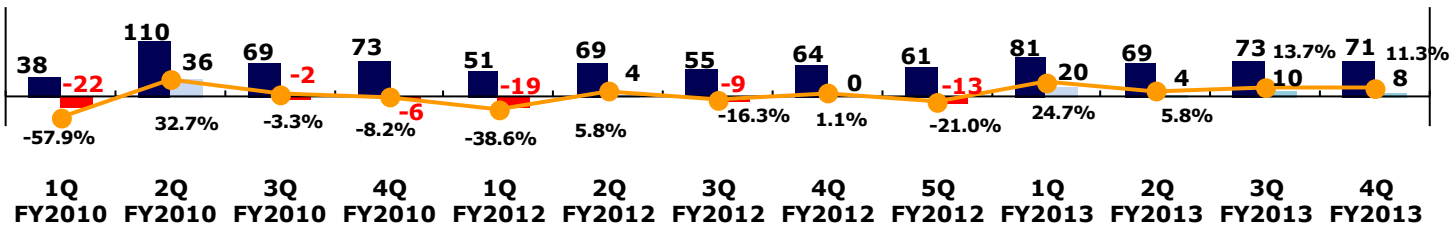
Ordinary Income
(million yen)

New graduate hiring business

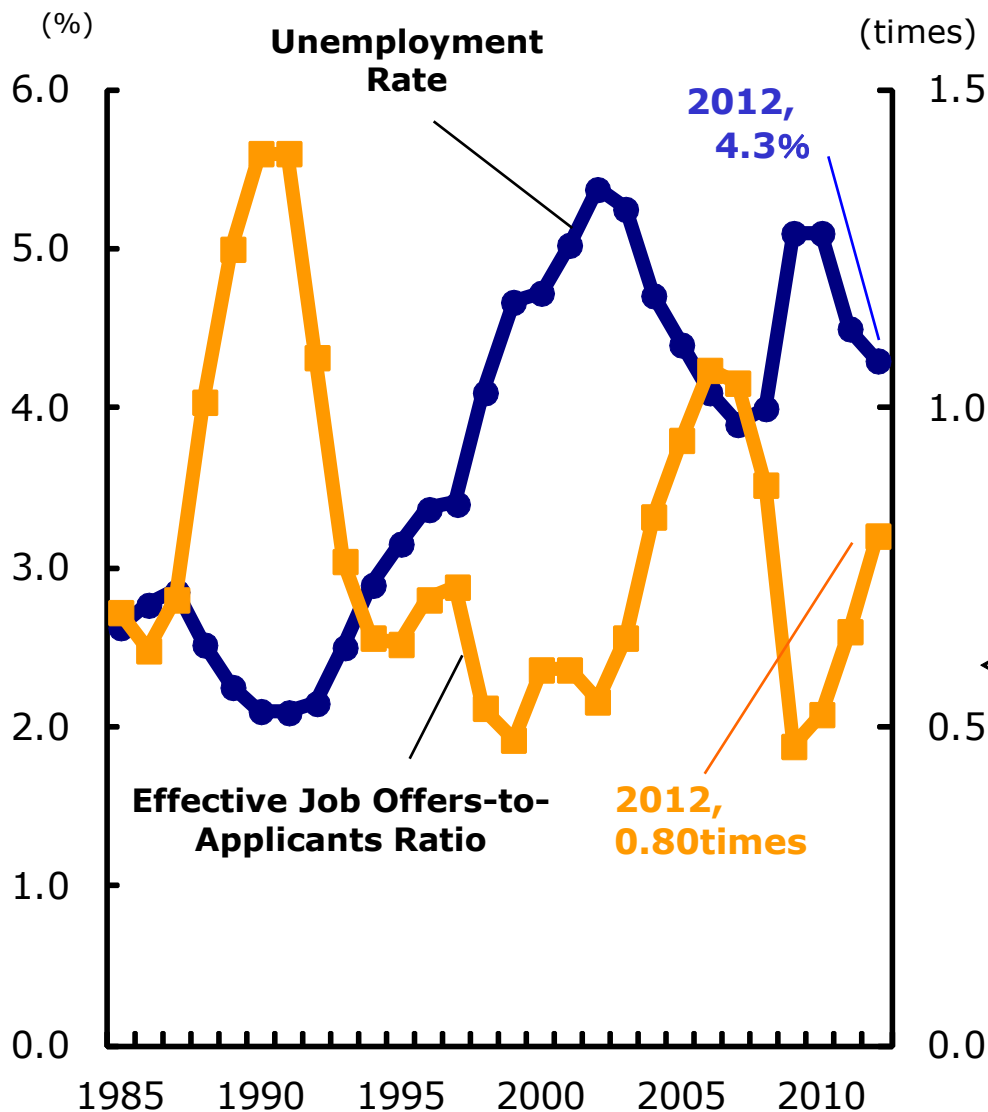


Ordinary Income Rate

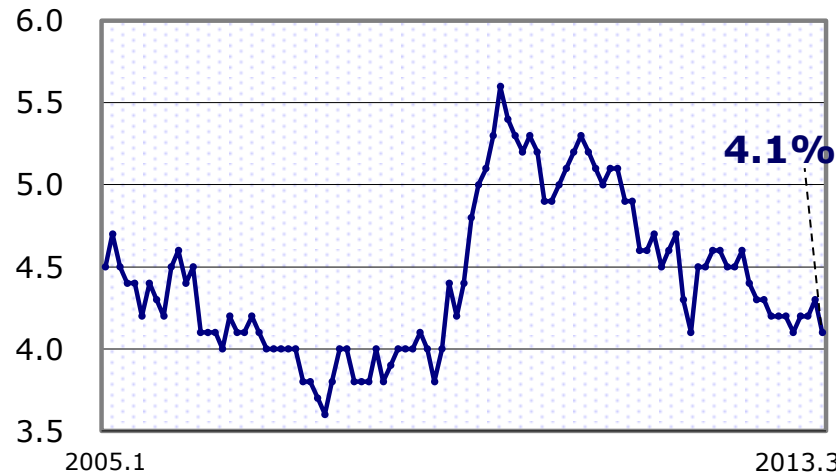
Education/Evaluation business



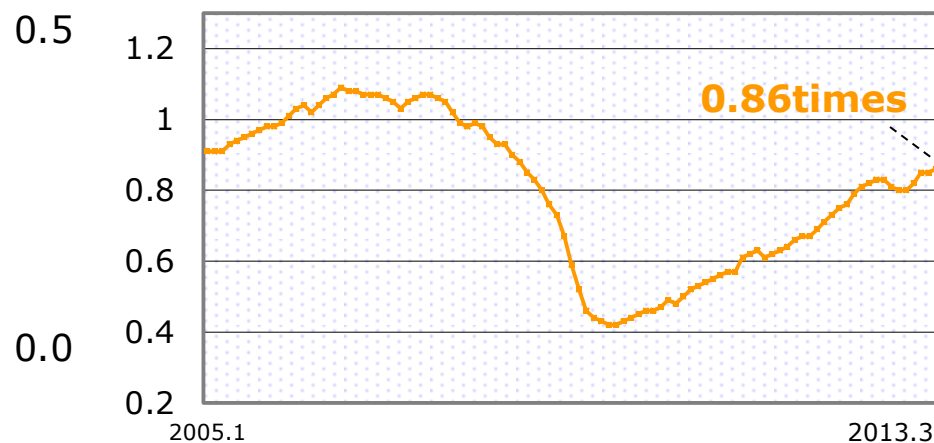
Effective Job Offers-to-Applicants Ratio ,Unemployment Rate



<Latest Unemployment Rate>

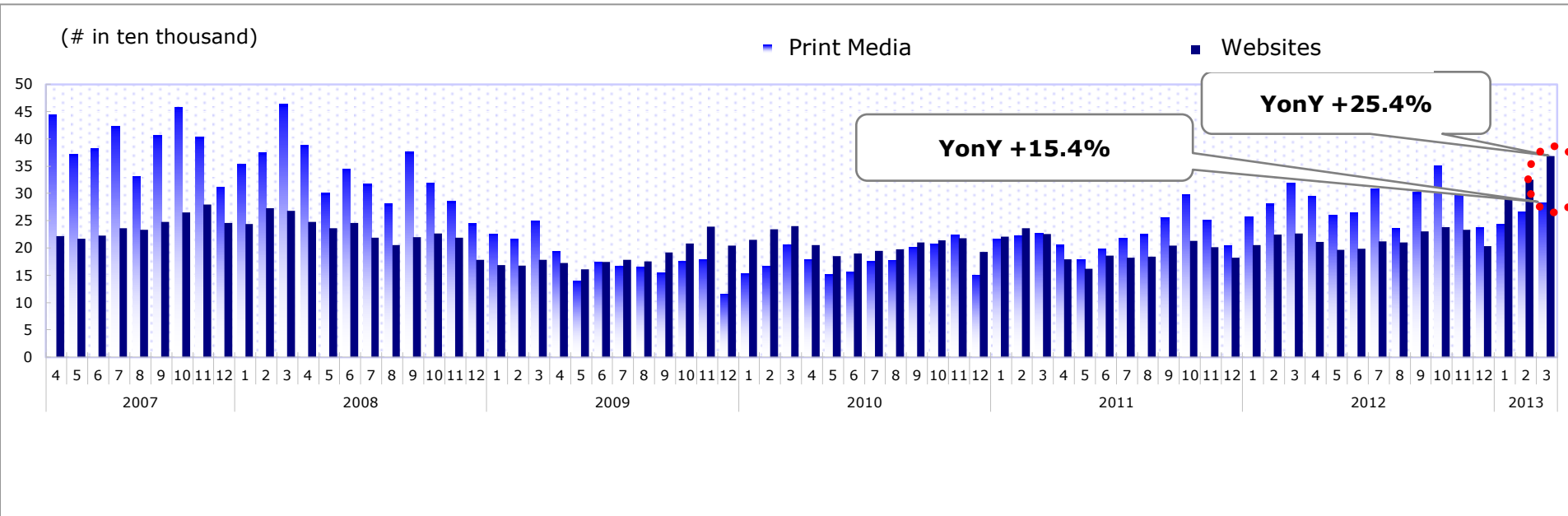


<Latest Effective Job Offers-to-Applicants Ratio>



•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" (Mar.2013)

* 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)



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