



en-japan Inc.

1st half of FY Mar/2016

Earnings Review

November 11, 2015

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(Announced on Oct.28, 2015)

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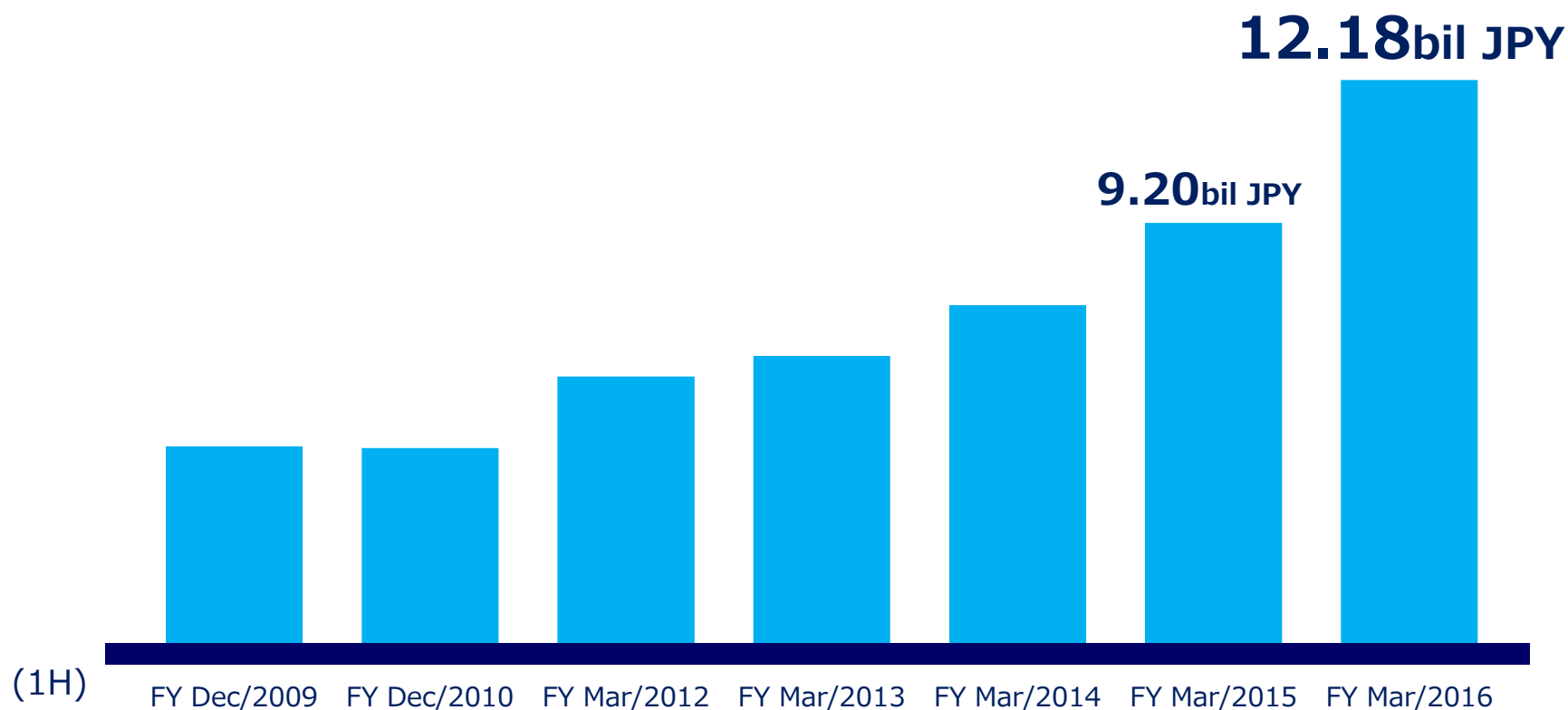
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- Non-consolidated Income statement for the 1st half FY Mar/2016
- Earning Forecast for FY Mar/2016
- Reference materials (Company Overview and Market Data)

Consolidated Performance Summary

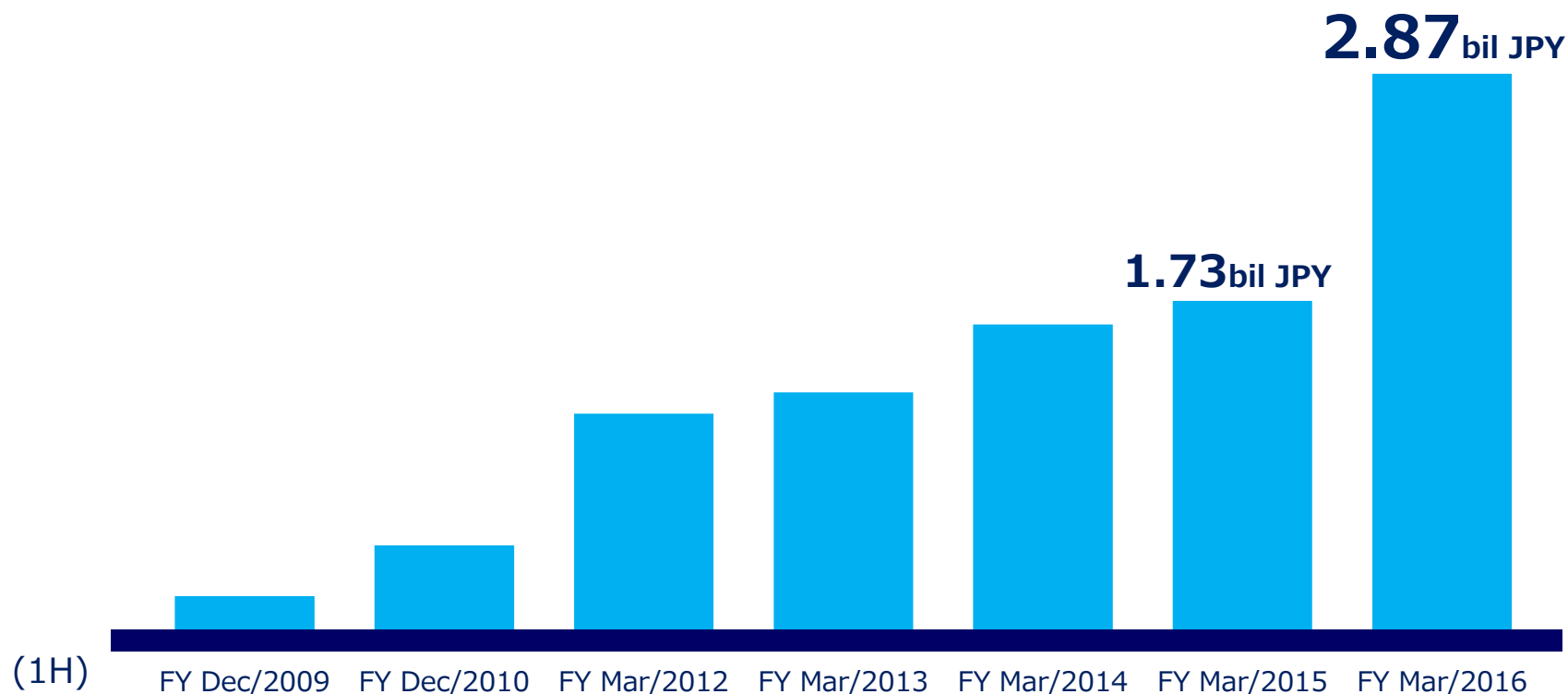
for the 1st half of FY Mar/2016

Increased 32% YOY



* Due to the change of accounting period , the amount before FY Dec/2010 are reference values of the sales from April to September

Increased 65% YOY



* Due to the change of accounting period , the amount before FY Dec/2010 are reference values of the sales from April to September

[en] Career Change Info

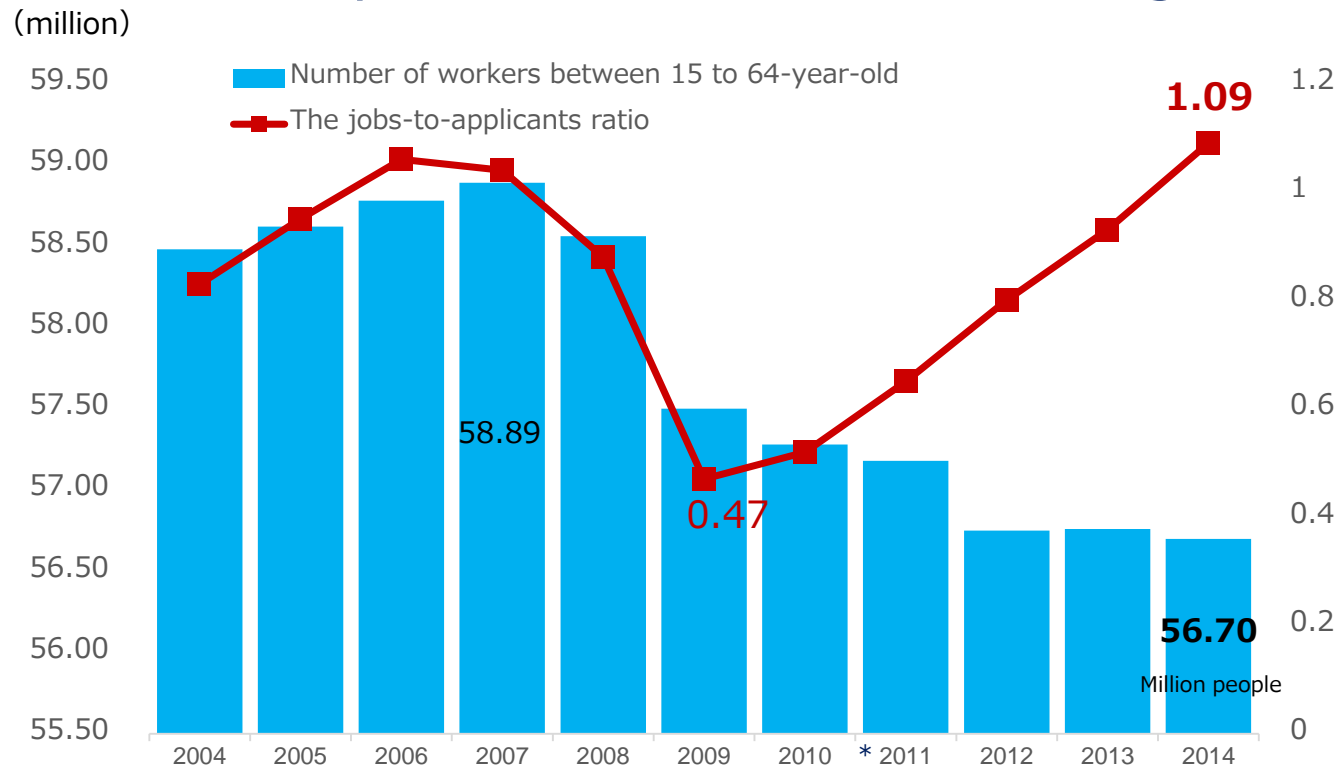
Sales **4,256M JPY**,
Operating profit increased significantly **+51% YOY**

- TV advert campaign was carried out in Jun & July which increased en's visibility. Online campaign retains its effective cost use.
- Our sales are steadily expanded which is lead by favorable result in numbers of applications applied through our websites. Numbers of jobs listed in this quarter recorded the second highest.

Others

- Renewed job boards for recruitment agencies and temp-staff agencies. Got a good start with number of users and applications increased.
- As a result of good performance, upward revision of 1st half and full-year forecasts were disclosed on October 28th.

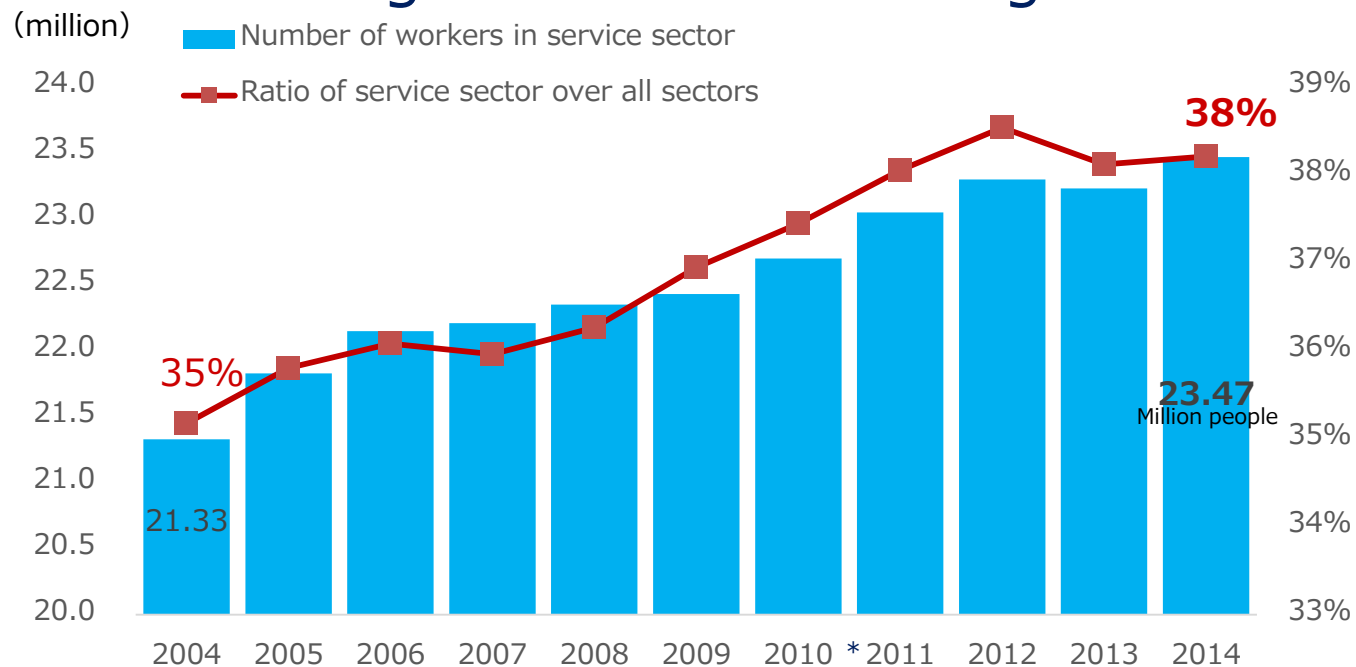
Number of workers who are between 15 to 64 years are decreasing, but supporting companies' demands for hiring



Source : Prepared by en-japan based on materials released by Static Bureau of the Ministry of Internal Affairs and Communications and Ministry of Health and ware

*The number for 2011 is estimated figure for the reference.

Due to change of industrial structure, workers in service industry are on the increase, leading high demand for hiring



Service sector = sum of "Scientific research, professional and technical services", "Accommodations, eating and drinking services", "Living-related and personal services and amusement services", "Education and learning support", "Medical, health care and welfare", "compound services", and "Services n.e.c."

Source : Prepared by en-japan based on materials released by Static Bureau of the Ministry of Internal Affairs and Communications

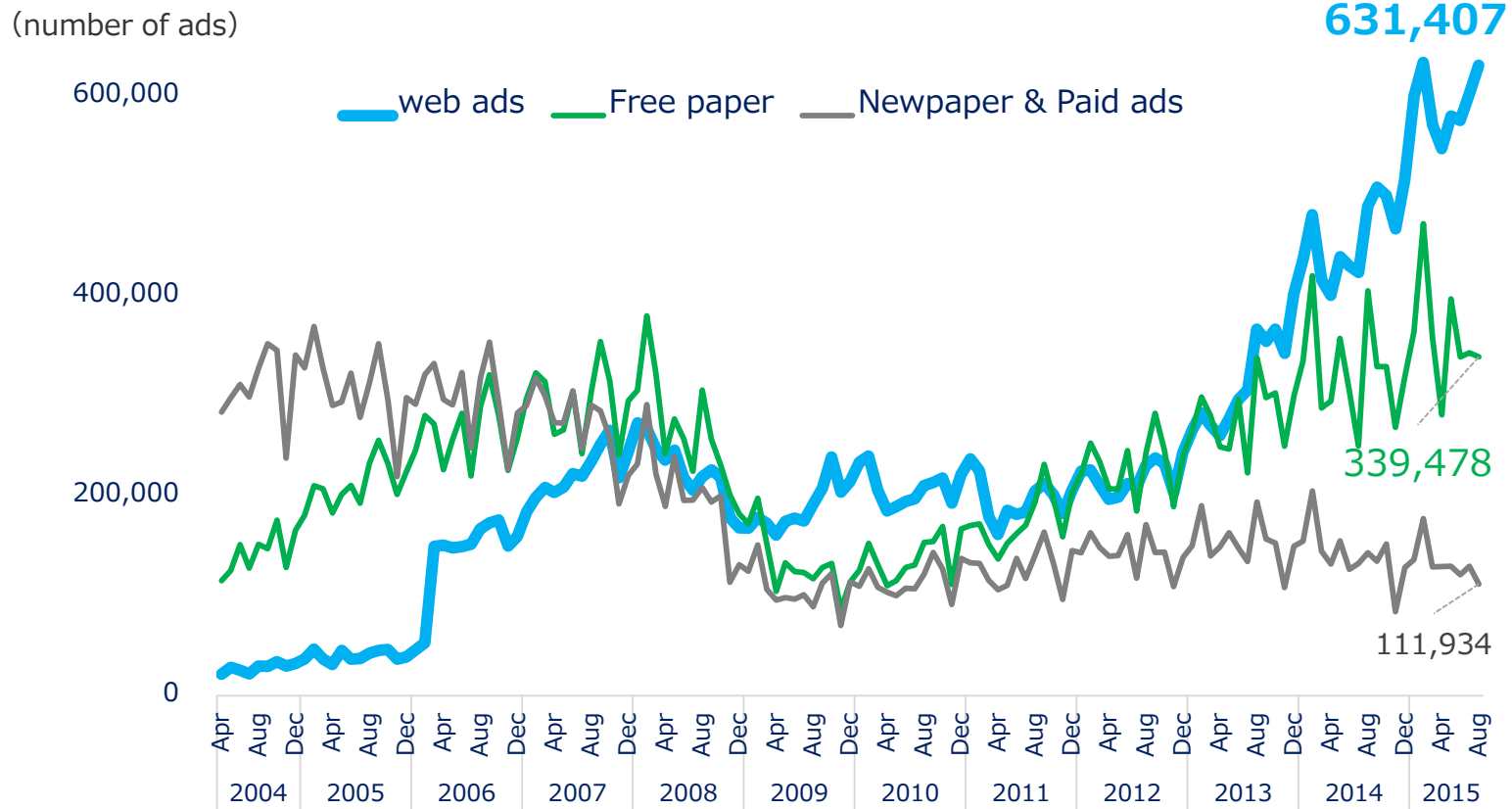
*The number for 2011 is estimated figure for the reference.

The market environment

– Changes in number of ads by media



Among leading job search media,
the one with most growing job
lists is “Job search website”



Source: Prepared by en-japan based on materials released by Association of Job Information of Japan

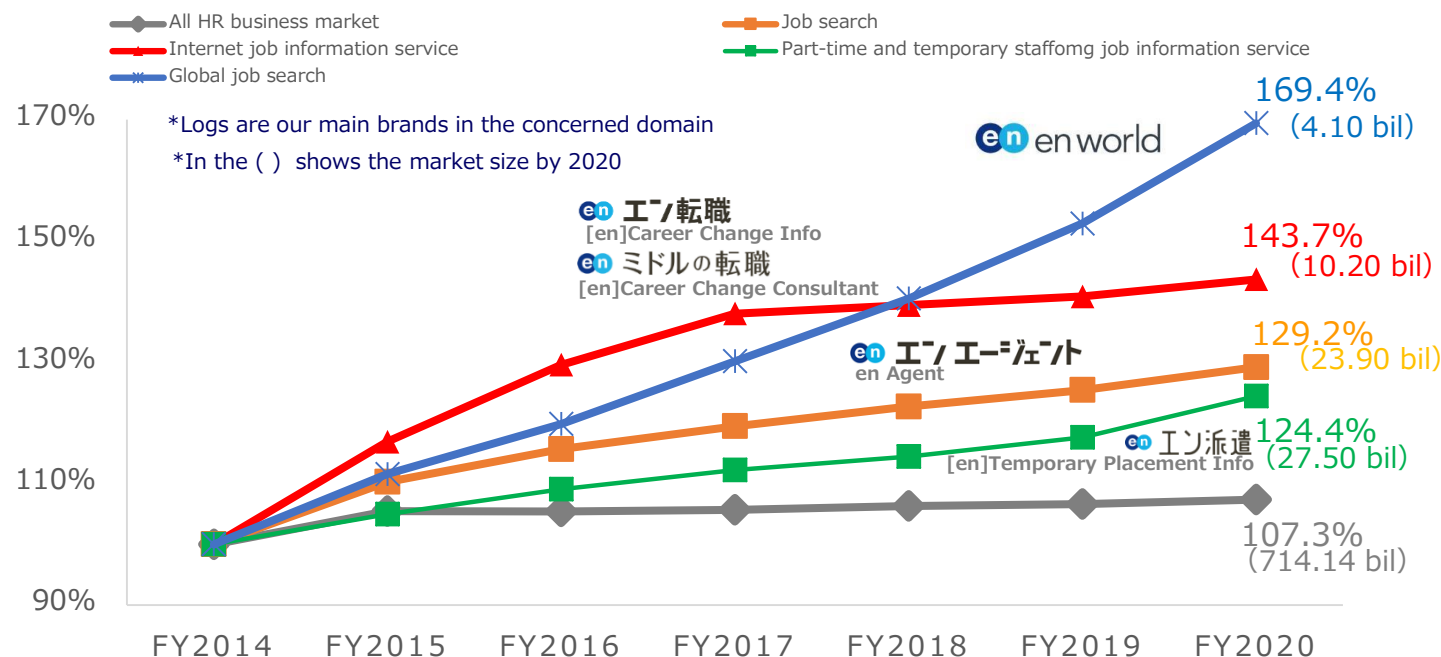
The market environment

– Medium-to-long-term forecast for HR market



Our service is available in the area expected to grow most, among recruitment related business

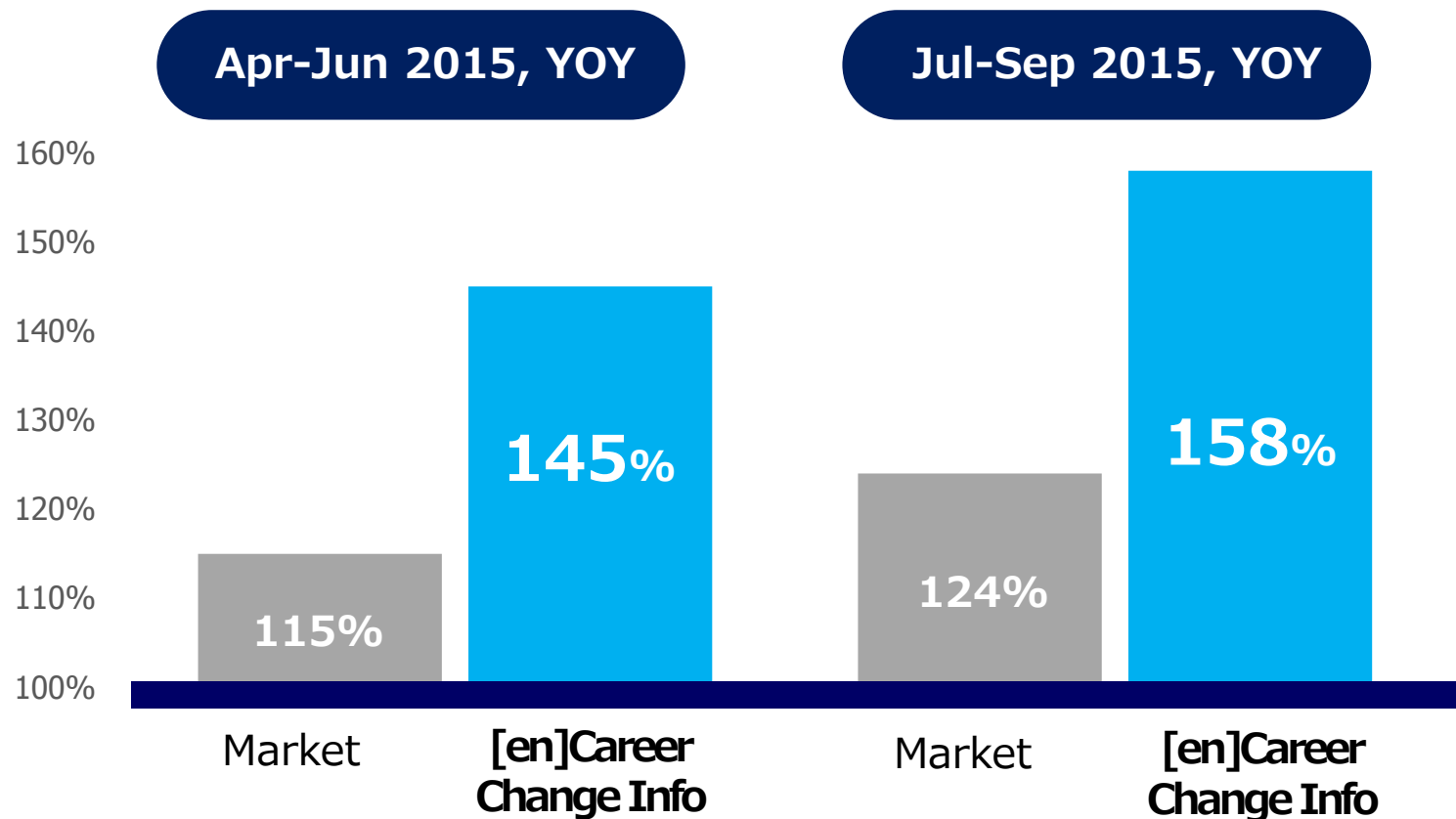
Medium-to-long-term forecast for HR related business market(vs FY2014)



*All HR business market = Temporary staffing service, job search, outplacement, temporary engineer staffing, sales and marketing support personnel, internet job information service, part-time job and temporary staffing job information service, dispatching and outsourcing service in manufacturing, medical staff, global job search

Source: Prepared by en-japan based on "Current Status and Prospects of Human Resources Business 2015" by Yano Research Institute Ltd.

Sales growth exceeding the market significantly



*Market= Major job ads companies for mid-career change, includes mainly full-time and white-color workers. Growth rates are estimated by en-japan.

Successfully clarified its target by renewing website Improved user-friendly website functions

Website renewal on Aug. 2014

エヌ転職 [en]Career Change Info

“Interesting Job List”
encourage applicants to
apply

The industry’s very first
word-of-mouth website
linked with job search ad

Optimized for smartphone,
compatible with app



Etc.

TV advert for “[en]Career Change Info” was
broadcasted in major areas in Japan
Increased its recognition as the ad campaign was
successful



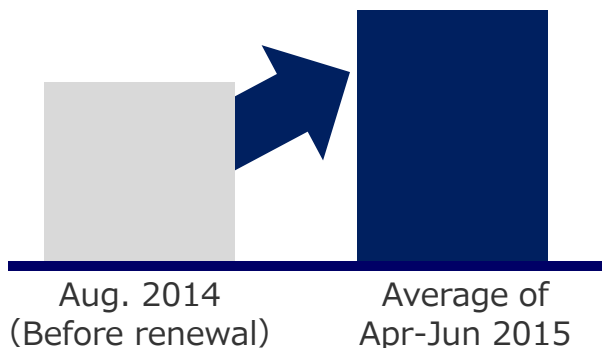
●Period : June-July

●Run by : Major networks in Tokyo, Tokai, Kansai and Fukuoka

Higher application effect and increase of its recognition contributed hugely to numbers of jobs listed

Number of applications per ads remain favorable

Applications **1.4** times

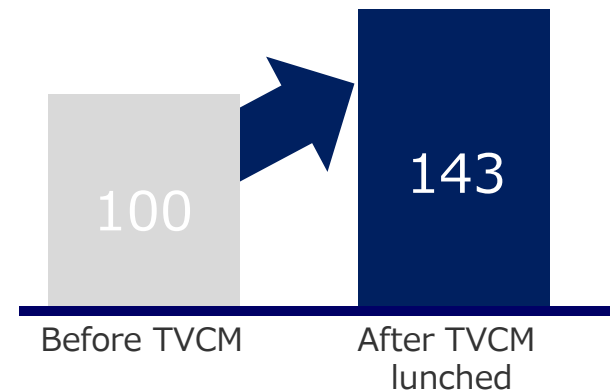


[en]Career Change Info

of website visitors who found the page through word search increased by

1.4 times after the TVCM

Visitors **1.4** times

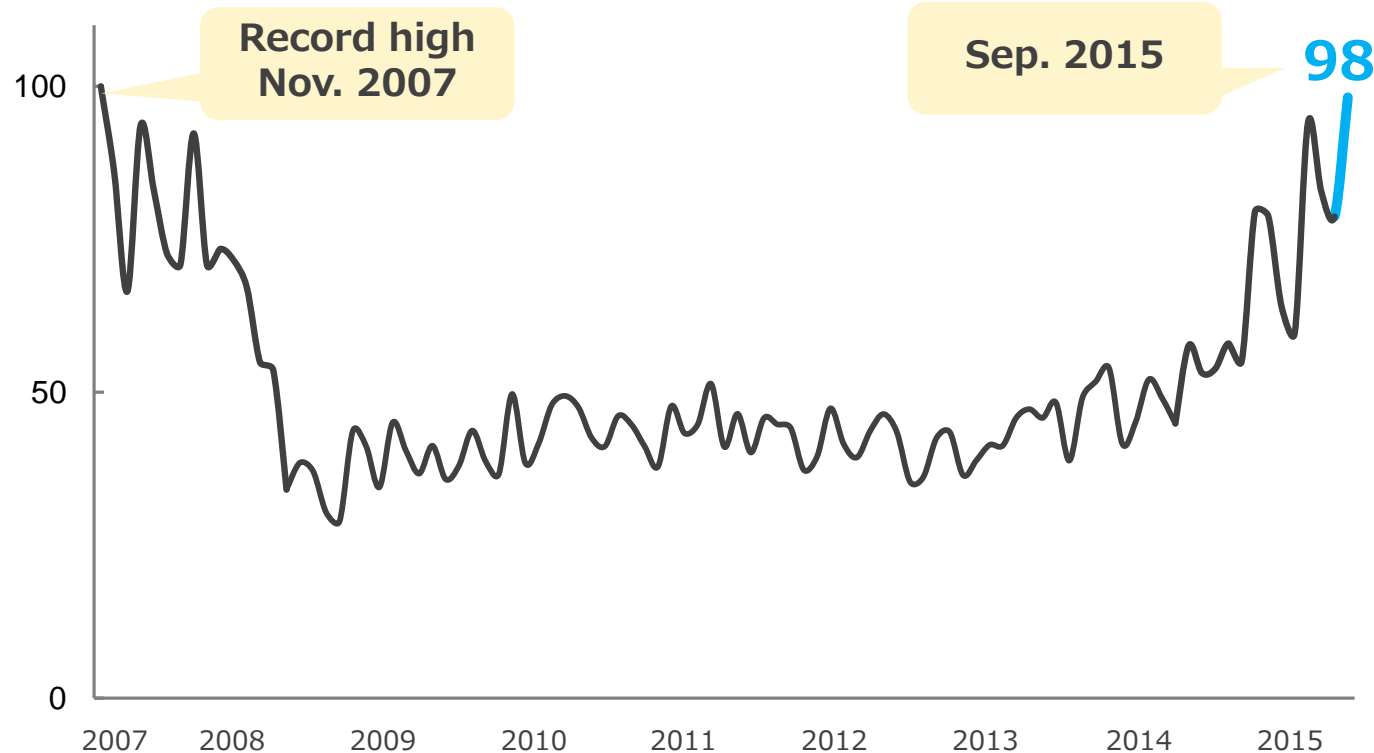


*On the assumption that # of visitors as of before TVCM is 100

Numbers of ads listed in Sep, 2015 are almost reaching our record-high level

Number of ads listed (Index)

*On the assumption that the number of ads listed as of Nov.2007 is 100



“Increase effectiveness → Expand performance” by renewing website method will be taken by other websites, too

Renewal on August 2015

 ミドルの転職

[en]Career Change Consultant

Clarify its position as a website specialized for those in 30's and 40's



Renewal on September 2015

 イン派遣

[en]Temporary Placement Info

Strengthening its search function and recommendation one



[1H FY Mar/2016 Results]

Consolidated Income Statement



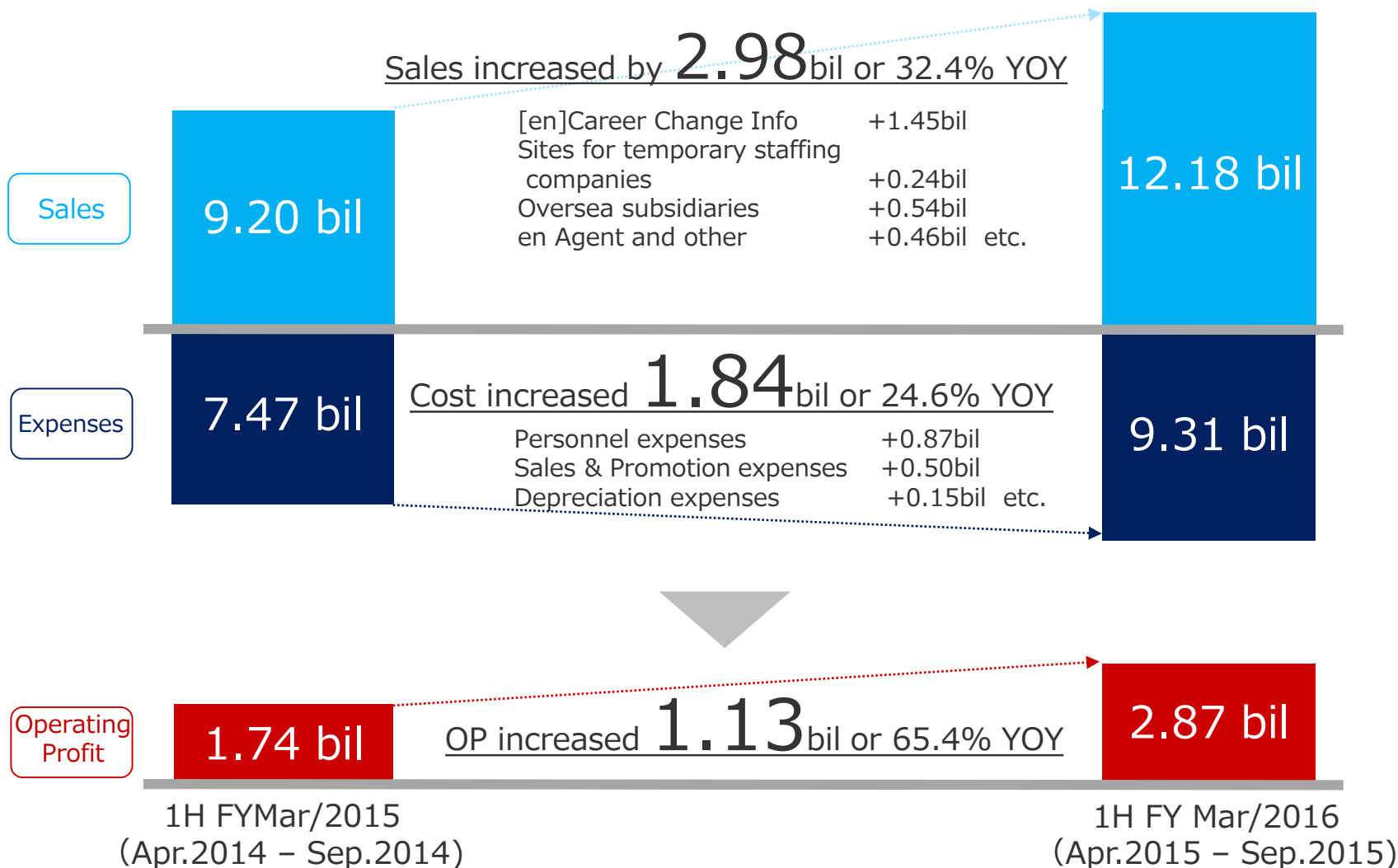
	1H FY2015 (Apr 2014 – Sep 2014)		1H FY2016 (Apr 2015 – Sep 2015)		YOY change (million yen)	YOY change (%)	Note
	(million yen)	% of Sales	(million yen)	% of Sales			
Net Sales	9,205	100.0%	12,184	100.0%	2,979	32.4%	(FY2016) With [en]Career Change Info going strong, job boards are doing good
Cost of Sales	926	10.1%	1,086	8.9%	159	17.2%	
Personnel	617	6.7%	727	6.0%	110	17.9%	
Other	309	3.4%	358	2.9%	49	15.9%	
Gross Profit	8,278	89.9%	11,098	91.1%	2,819	34.1%	
SGA(Sales, general & administrative)	6,540	71.1%	8,223	67.5%	1,682	25.7%	
Personnel	3,592	39.0%	4,355	35.7%	762	21.2%	(FY2016) HC of en-japan and subsidiary in India increased (for FY3/15 1H, non-consolidated on PL), etc.
Advertising, Sales Promotion	1,168	12.7%	1,662	13.6%	494	42.3%	(FY2016) TV ad campaign implemented
Other	1,778	19.3%	2,204	18.1%	426	24.0%	
Operating Profit	1,738	18.9%	2,875	23.6%	1,136	65.4%	(FY2016) Profit increased significantly due to sales growth and effective use of advertisement cost
Ordinary Income	1,921	20.9%	2,927	24.0%	1,006	52.4%	
Net Income attributable to en-japan shareholders	1,177	12.8%	1,844	15.1%	666	56.6%	

Changing Factor of Earnings Year on Year



Year on year

(JPY)



Performance Summary for
the 1st half of FY Mar/2016
by segment
~ Hiring Business ~

[1H FY Mar/2016 Results]

Performance summary of Hiring business



With [en]Career Change Info going strong, job boards are exceeding its plan

On cost side, effective use of advert cost for applicants acquisition pushed the profit up

	1H FY2015 (Apr 2014 – Sep 2014)		1H FY2016 (Apr 2015 – Sep 2015)		YOY change (million yen)	YOY change (%)	Note
	(million yen)	% of Sales	(million yen)	% of Sales			
Net Sales	8,914	100.0%	11,789	100.0%	2,874	33.2%	(FY2016) With [en]Career Change Info going strong, job boards are doing good
Cost of Sales	909	10.2%	1,038	8.8%	129	14.3%	
Gross Profit	8,005	89.8%	10,750	91.2%	2,744	34.3%	
SGA(Sales, general & administrative)	6,245	70.1%	7,798	66.2%	1,553	24.9%	
Personnel	3,402	38.2%	4,082	34.6%	679	20.0%	(FY2016) HC of en-japan and subsidiary in India increased (for FY3/15 1H, non-consolidated on PL), etc.
Advertising, Sales Promotion	1,158	13.0%	1,658	14.1%	500	43.2%	(FY2016) TV ad campaign implemented
Other	1,683	18.9%	2,057	17.5%	373	22.2%	
Operating Profit	1,760	19.7%	2,951	25.0%	1,191	67.7%	(FY2016) Profit increased significantly due to sales growth and effective use of advertisement cost

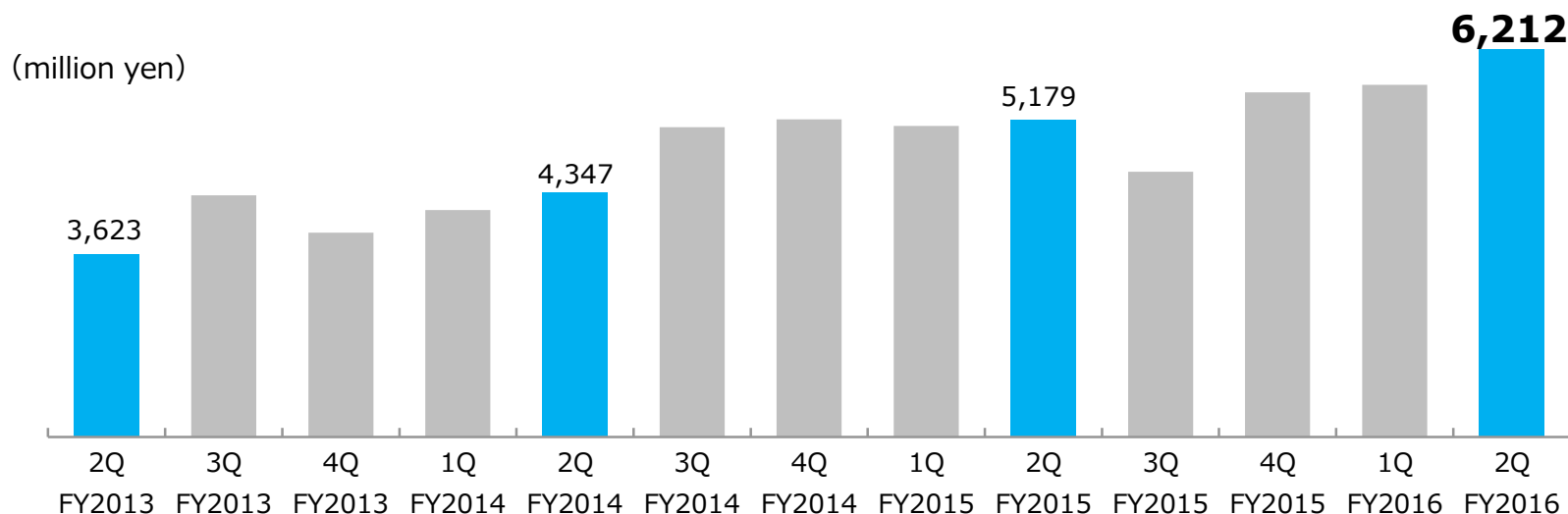
**Hiring
Business**

Job Board
[en]Career Change Info, [en]Career Change Consultant,
[en]Temporary Placement Info,
[en]New Career Challenges, [en]Temp to Perm info,
Overseas subsidiaries etc.

Job Search
en Agent, en world Japan,
Overseas subsidiaries, etc.

Others
Aptitude test,
New Businesses
etc.

Sales of Hiring Business (By quarter)



(Million yen)	2Q FY2013	3Q FY2013	4Q FY2013	1Q FY2014	2Q FY2014	3Q FY2014	4Q FY2014	1Q FY2015	2Q FY2015	3Q FY2015	4Q FY2015	1Q FY2016	2Q FY2016
[en]Career Change Info (Job board, SH ads)	986	971	919	1,081	1,306	1,309	1,539	1,364	1,439	1,514	1,926	1,976	2,279
Other sites (Sites for Job search agencies and Temporary staffing companies)	772	803	852	848	907	917	937	934	983	1,005	1,099	1,072	1,186
en world Japan (Job search)	762	807	653	886	859	871	1,037	1,268	1,175	1,075	1,270	1,241	1,417
New Graduates Hiring Business	168	776	316	190	133	687	336	197	44	28	30	-	-
Overseas subsidiaries (EWS,EWKOR,EWAUS,Navigos,EWThai,NewEra) *	-	-	-	81	132	316	306	323	449	510	559	622	695
Other	524	510	650	594	532	502	501	526	567	628	739	684	633
Total	3,623	4,306	3,872	4,136	4,347	5,095	5,188	5,110	5,179	4,578	5,449	5,586	6,212

*In conjunction with the change in segment classifications, the numerical value of past years are reclassified for presentation purposes

*Include a fraction and eliminations

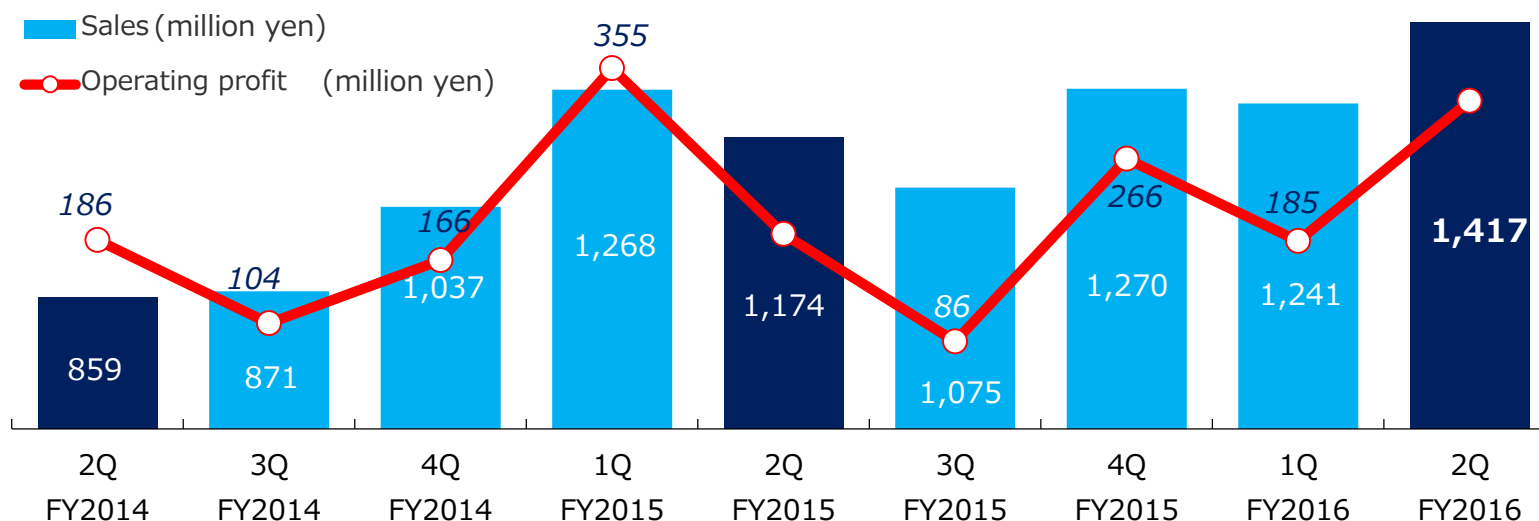
*1 Consolidated in the P/L from 3Q FY2014(Navigos), 1Q FY2015(EWThai), 3Q FY2015(NewEra)

Results of en world Japan for 2Q FY Mar/2016

Sales : **1,417M** JPY (+20.7% YOY)

Operating Profit : **323M** JPY (+68.1% YOY)

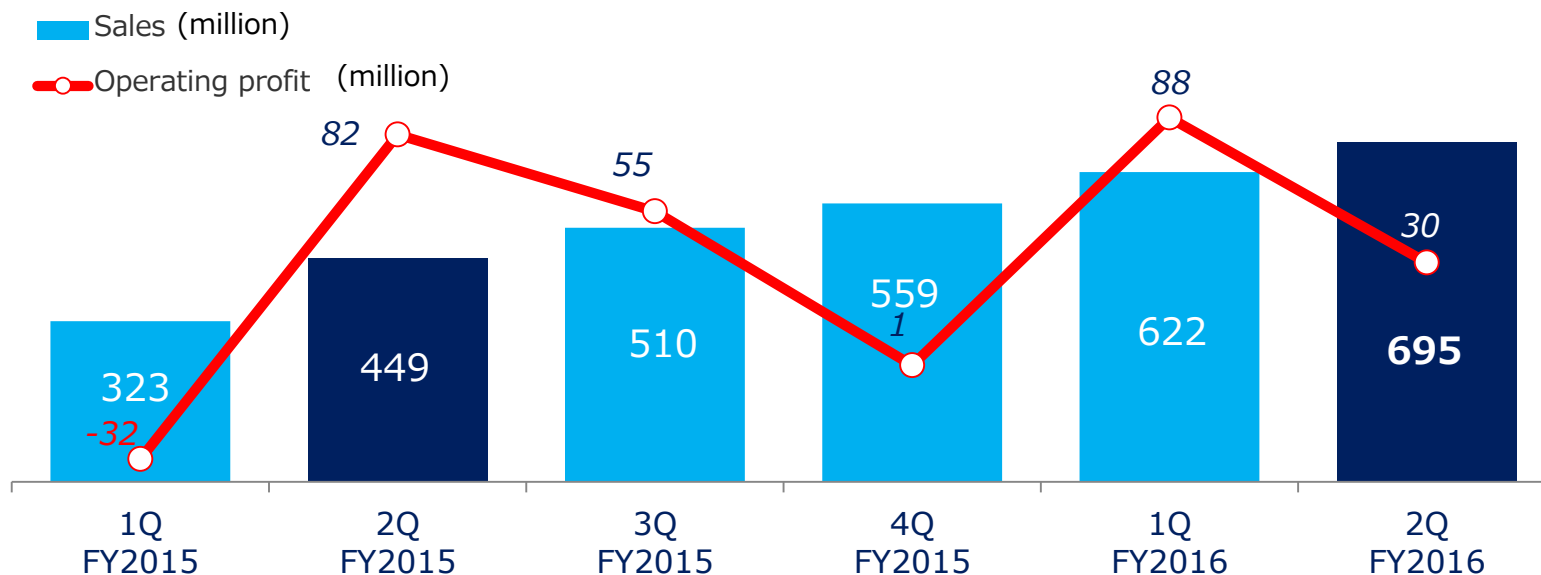
- Record high promised-base sales achieved in 1Q. This resulted good sales in 2Q and record high sales on quarterly base.
- Increase of cost due to increase of headcount, replacement of a system in this quarter
- In addition to foreign companies located in Japan, sales to Japanese global companies are expanding



Results of overseas subsidiaries for 2Q FY Mar/2016

Sales : **695M** JPY (+54.7% YOY)
Operating Profit : **30M** JPY (-63.0% YOY)

- Compared to last year, improved economic environment and stable political regime resulted good business environment
- The sales figure progressing healthily since employees in Vietnam and India are more capable and increased their productivity



Performance Summary for the 1st half of FY Mar/2016 by segment

~ Education/Evaluation and Other business~

[1H FY Mar/2016 Results]

Performance summary of Education/Evaluation & Other business



Both sales and profit of existing services are doing well

Main cause of profit loss is due to prior investment cost for new business

	1H FY2015 (Apr 2014 – Sep 2014)		1H FY2016 (Apr 2015 – Sep 2015)		YOY change (million yen)	YOY change (%)	Ref : w/o new business 1H FY2016 (Apr 2015 – Sep 2015)	YOY change (%)
	(million yen)	% of Sales	(million yen)	% of Sales			(million yen)	
Net Sales	317	100.0%	427	100.0%	110	34.8%	427	34.8%
Cost of Sales	30	9.5%	68	15.9%	37	9.5%	68	124.9%
Gross Profit	287	90.5%	359	84.1%	72	25.3%	359	25.3%
SGA(Sales, general & administrative)	309	97.5%	436	102.1%	127	41.1%	327	5.9%
Personnel	190	59.9%	273	63.9%	83	43.9%	200	5.6%
Advertising, Sales Promotion	9	3.0%	4	0.9%	-5	-57.3%	3	-58.3%
Other	93	29.5%	159	37.2%	65	70.3%	123	31.7%
Operating Profit	-22	-7.1%	-76	-18.0%	-54	---	31	---

Education/
Evaluation &
Other business

Education / Evaluation

en College, Consultation on recruitment , and
Aptitude test development

Subsidiary

Cbase (HR & hiring related system)

Other

New business

Revision of Operating Results Forecast for FY Mar/2016

(Announced on Oct.28. 2015)

- First half
- full-year

Revision of Operating Results Forecast for first half



1H

The plan disclosed on July 27th
was revised upwards further

(2nd time in this fiscal year)

Sales : Job boards are doing well, especially [en]Career Change Info

Cost: Effective cost use for online promotions

	Previous Projection (Announced on Jul. 27)		Revised Projection (Announced on Oct. 28)		YOY change (million yen)	YOY change (%)	(Reference) previous results for 1H	
	(million yen)	% of sales	(million yen)	% of sales			(million yen)	Rate of increase
Net Sales	11,641	100.0%	12,184	100.0%	543	4.7%	9,205	32.4%
Operating profit	2,123	18.2%	2,875	23.6%	751	35.4%	1,738	65.4%
Ordinary income	2,156	18.5%	2,927	24.0%	771	35.8%	1,921	52.4%
Net Income attributable to en-japan shareholders	1,309	11.2%	1,844	15.1%	535	40.9%	1,177	56.6%

Revision of Operating Results Forecast for full-year



Full-year

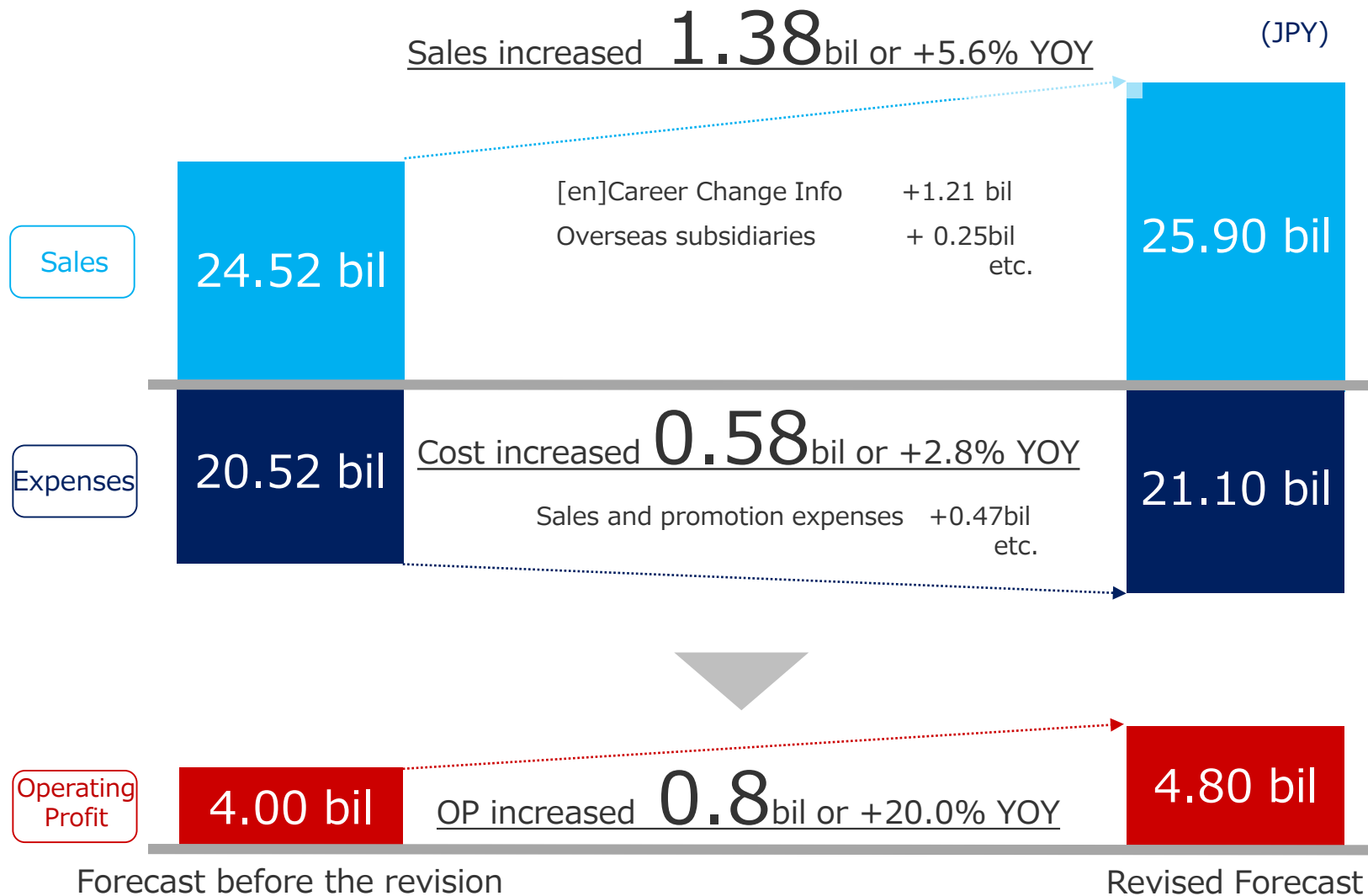
Upward revision of full-year plan based on actual figure in 1st half and forecast of 2nd half

Sales : Forecast good expansion in 2nd half especially for Job boards

Cost: Implement strategic investment in 2nd half, such as campaigns

	Previous Projection (Announced on May. 12) <small>*Not revised on July 27</small>		Revised Projection (Announced on Oct. 28)		YOY change (million yen)	YOY change (%)	(Reference) previous results	
	(million yen)	% of sales	(million yen)	% of sales			(million yen)	Rate of increase
Net Sales	24,520	100.0%	25,900	100.0%	1,380	5.6%	19,623	32.0%
Operating profit	4,000	16.3%	4,800	18.5%	800	20.0%	3,943	21.7%
Ordinary income	4,120	16.8%	4,850	18.7%	730	17.7%	4,259	13.9%
Net Income attributable to en-japan shareholders	2,620	10.7%	3,000	11.6%	380	14.5%	2,531	18.5%

Changing Factor of Earnings Year on year - Consolidated full-year forecast



(Reference) Earnings forecast for 2nd half



2H

Implement of strategic investment mainly on campaign
strengthen website condition foreseeing upcoming years

	Previous Projection (Announced on May. 12)		Revised Projection (Announced on Oct. 28)		YOY change (million yen)	YOY change (%)	(Reference) previous results	
	(million yen)	% of sales	(million yen)	% of sales			(million yen)	Rate of increase
Net sales	13,071	100.0%	13,715	100.0%	644	4.9%	10,418	31.6%
Expenses	10,609	81.2%	11,790	86.0%	1,182	11.1%	8,214	43.5%
Sales & Promotion exp.	2,267	17.3%	3,087	22.5%	820	36.2%	1,401	120.4%
Operating Profit	2,462	18.8%	1,925	14.0%	-537	-21.8%	2,205	-12.7%
Ordinary Income	2,518	19.3%	1,922	14.0%	-596	-23.7%	2,338	-17.8%
Net Income attributable to en-japan shareholders	1,626	12.4%	1,155	8.4%	-471	-29.0%	1,354	-14.7%

(Reference) Summary of Medium-term Management Plan

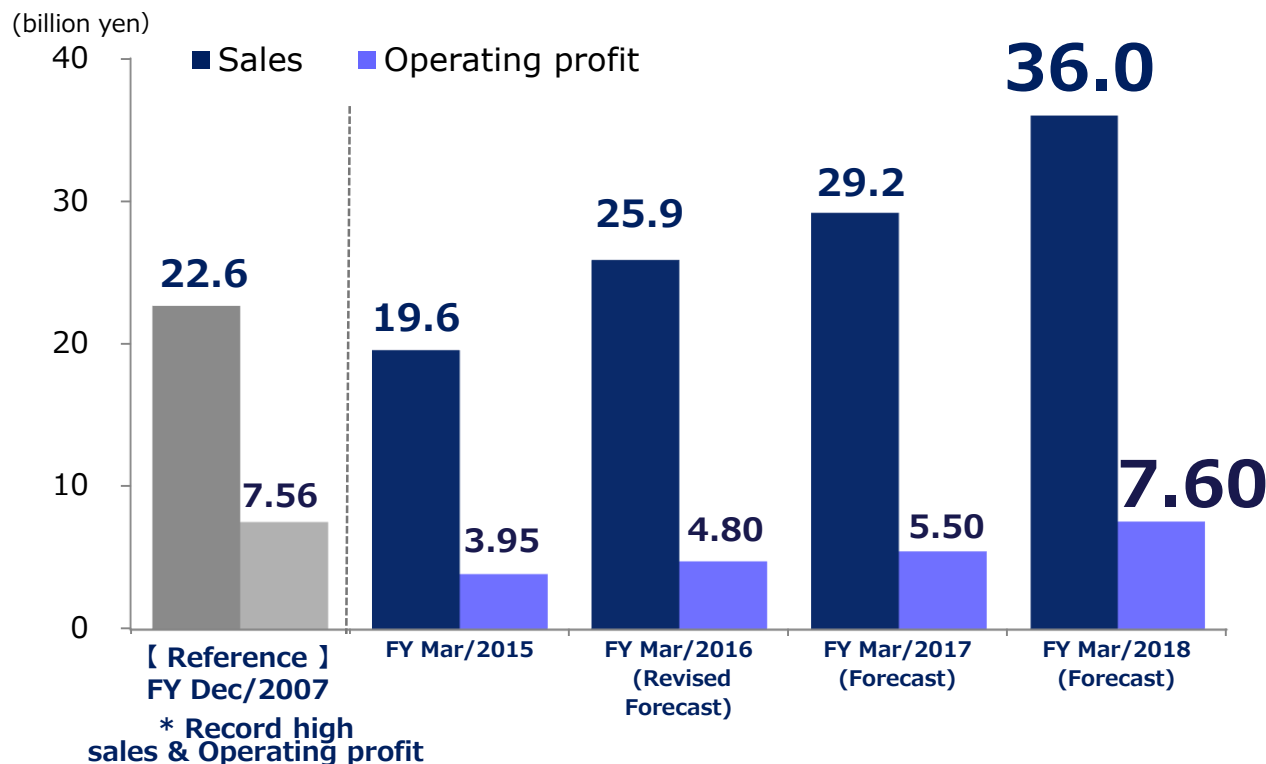


Good start for rewriting record high level of mid-term management plan in final year

Plan for
FY Mar/2018

Sales
Operating Profit

36.0 bil JPY (+84% compared to FY Mar/2015)
7.6 bil JPY (+93% compared to FY Mar/2015)

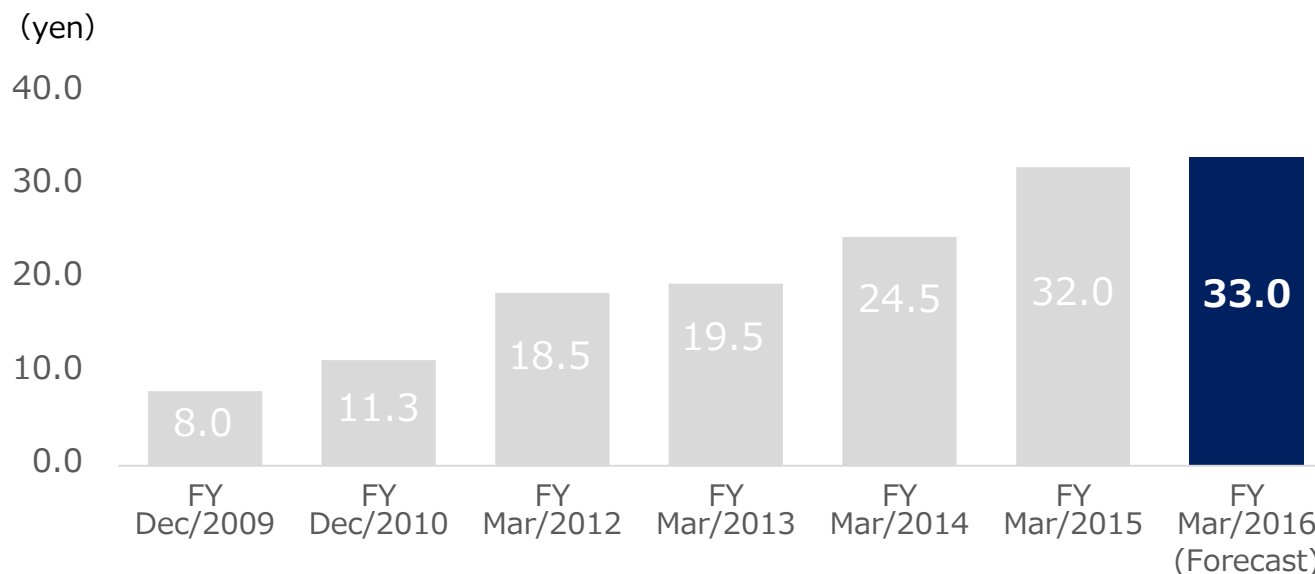


Return to Shareholders

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.

Dividends per share



*As we adopted unit stock system in October 2013 and implemented stock split of 1:100, past dividend amount was calculated on the assumption that stock split had been already implemented.

Appendix

Non-consolidated
Income statement
for the 1st half of FY Mar/2015

[1H FY Mar/2016]

Non-consolidated Income statement



	1H FY2015 (Apr 2014 – Sep 2014)		1H FY2016 (Apr 2015 – Sep 2015)		YOY change (million yen)	YOY change (%)
	(million yen)	% of Sales	(million yen)	% of Sales		
Net Sales	5,918	100.0%	8,094	100.0%	2,176	36.8%
Cost of Sales	475	8.0%	597	7.4%	121	25.5%
Personnel	157	2.7%	251	3.1%	94	8.5%
Other	318	5.4%	345	4.3%	27	25.5%
Gross Profit	5,442	92.0%	7,497	92.6%	2,054	37.8%
SGA (Sales, general & administrative)	4,070	68.8%	5,001	61.8%	931	22.9%
Personnel	1,926	32.5%	2,194	27.1%	268	13.9%
Advertising, Sales Promotion	1,115	18.8%	1,609	19.9%	494	44.4%
Other	1,028	17.4%	1,196	14.8%	167	16.3%
Operating Profit	1,372	23.2%	2,496	30.8%	1,123	81.9%
Ordinary Income	1,851	31.3%	2,627	32.5%	776	41.9%
Net Income attributable to en-japan shareholders	1,320	22.3%	1,792	22.1%	471	35.7%

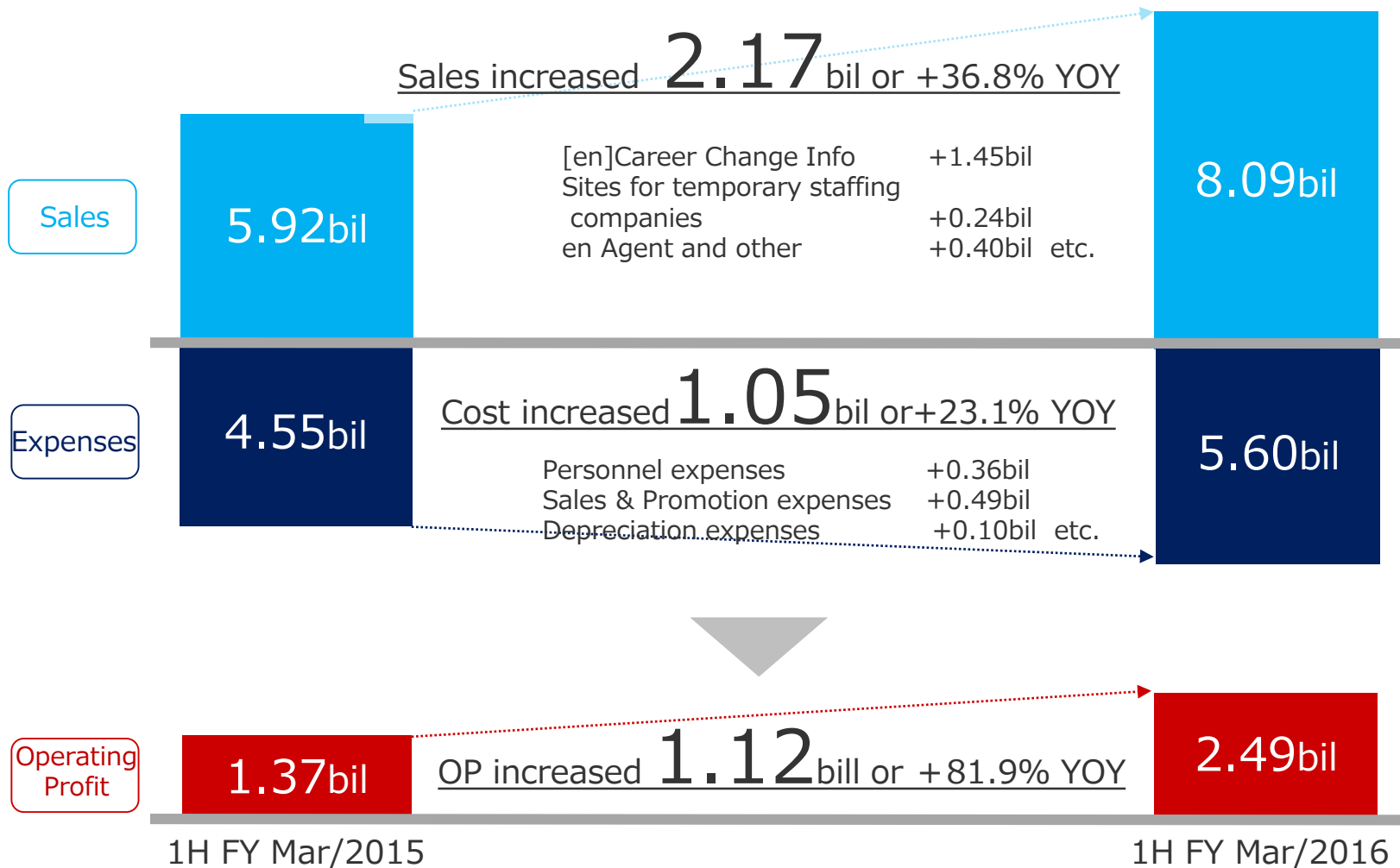
[1H FY Mar/2016]

Changing Factor of Earnings(Non-consolidated)



Year on year

(JPY)



[1H FY Mar/2016]

Non-consolidated Income statement of Hiring Business



	1H FY2015 (Apr 2014 – Sep 2014)		1H FY2016 (Apr 2015 – Sep 2015)		YOY change (million yen)	YOY change (%)
	(million yen)	% of Sales	(million yen)	% of Sales		
Net Sales	5,719	100.0%	7,834	100.0%	2,114	37.0%
Cost of Sales	447	7.8%	552	7.1%	105	23.5%
Gross Profit	5,272	92.2%	7,281	92.9%	2,008	38.1%
SGA(Sales, general & administrative)	3,923	68.6%	4,738	60.5%	814	20.8%
Personnel	1,833	32.0%	2,021	25.8%	188	10.3%
Advertising, Sales Promotion	1,112	19.5%	1,608	20.5%	496	44.6%
Other	977	17.1%	1,108	14.1%	130	13.3%
Operating Profit	1,348	23.6%	2,542	32.5%	1,193	88.5%

**Hiring
Business**
(Non-
consolidated)

Job Board
[en]Career Change Info, [en]Career Change Consultant,
[en]Temporary Placement Info,
[en]New Career Challenges, [en]Temp to Perm info,
etc.

Job Search
en Agent, etc.

Others
Aptitude test,
New Businesses,
etc.

[1H FY Mar/2016]

Non-consolidated Income statement of Education/Evaluation and other businesses



	1H FY2015 (Apr 2014 – Sep 2014)		1H FY2016 (Apr 2015 – Sep 2015)		YOY change (million yen)	YOY change (%)	Ref : w/o new business 1H FY2016 (Apr 2015 – Sep 2015)	YOY change (%)
	(million yen)	% of Sales	(million yen)	% of Sales			(million yen)	
Net Sales	198	100.0%	260	100.0%	61	31.2%	260	31.2%
Cost of Sales	28	14.4%	44	17.1%	15	55.5%	44	55.5%
Gross Profit	170	85.6%	216	82.9%	46	27.1%	215	27.0%
SGA(Sales, general & administrative)	146	73.7%	262	100.7%	116	79.3%	156	7.2%
Personnel	93	46.9%	173	66.5%	80	86.0%	102	10.4%
Advertising, Sales Promotion	2	1.2%	0.8	0.3%	-1	-63.2%	0.7	-67.8%
Other	51	25.6%	88	33.9%	37	73.6%	53	4.7%
Operating Profit	23	11.9%	-46	-17.8%	-70	-296.8%	59	150.4%

**Education/
Evaluation &
Other business**
(Non-consolidated)

Education / Evaluation

en College, Consultation on recruitment , and
Aptitude test development, etc.

Other

New business

FY Mar/2016

Earnings Forecast

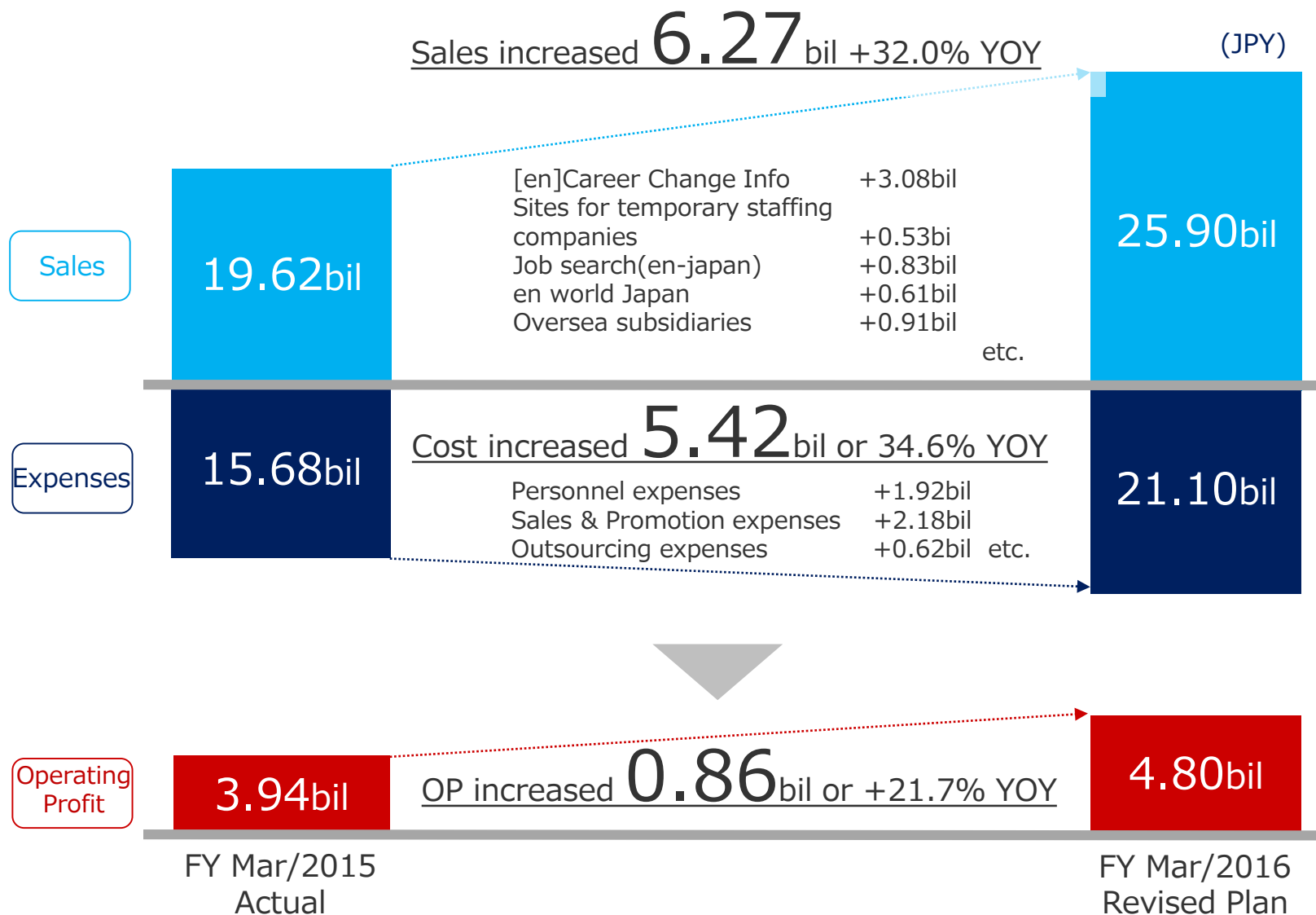
[FY Mar/2016]
Consolidated Financial Forecast
 (Amended on Oct. 28)



	FY2015 (Apr 2014 – Mar2015)		FY2016 (Apr 2015 – Mar 2016)		YOY change (million yen)	YOY change (%)	Note
	(million yen)	% of Sales	(million yen)	% of Sales			
Net Sales	19,623	100.0%	25,900	100.0%	6,276	32.0%	(FY2016) Growth of Job Board, especially [en]Career Change Info
Cost of Sales	1,931	9.8%	2,385	9.2%	454	23.5%	
Personnel	1,295	6.6%	1,593	6.2%	297	22.9%	
Other	635	3.2%	792	3.1%	157	24.8%	
Gross Profit	17,692	90.2%	23,514	90.8%	5,821	32.9%	
SGA(Sales, general & administrative)	13,749	70.1%	18,714	72.3%	4,964	36.1%	
Personnel	7,460	38.0%	9,081	35.1%	1,621	21.7%	(FY2016) Head count of en japan and a subsidiary in India (Non-consolidated for FY3/15) increased.
Advertising, Sales Promotion	2,570	13.1%	4,750	18.3%	2,180	84.8%	(FY2016) Strengthen online campaign, such as commercial advertisement
Other	3,719	19.0%	4,882	18.9%	1,162	31.3%	(FY2016) New business investment related, and increase of outsourcing expense due to replacement of system
Operating Profit	3,943	20.1%	4,800	18.5%	856	21.7%	
Ordinary Income	4,259	21.7%	4,850	18.7%	590	13.9%	(FY2015) Temporary profit from exchange rate
Net Income attributable to en-japan shareholders	2,531	12.9%	3,000	11.6%	468	18.5%	

[FY Mar/2016]

Changing factors of consolidated performance (Amendment plan for FY3/15 vs FY3/16)



[FY Mar/2016]

Performance forecast of each company (Amendment plan for FY3/15 vs FY3/16)



(million yen)

		FY Mar/2015 Actual	FY Mar/2016 Revised plan	YoY change
en-japan	Sales	12,725	17,310	36.0%
	Operating Profit	3,319	4,000	20.5%
	Operating profit ratio(%)	26.1%	23.1%	
en world Japan	Sales	4,788	5,400	12.8%
	Operating Profit	899	840	-6.6%
	Operating profit ratio(%)	18.8%	15.6%	
Overseas Subsidiaries	Sales	1,842	2,750	49.3%
	Operating Profit	106	370	249.1%
	Operating profit ratio(%)	5.8%	13.5%	
Other Subsidiaries	Sales	371	540	45.6%
	Operating Profit	34	40	17.6%
	Operating profit ratio(%)	9.2%	7.4%	
Company-wide ajustments	Sales	-104	-100	—
	Operating Profit	-416	-450	—

[FY Mar/2016]

Performance forecast of per segments (Amendment plan for FY3/15 vs FY3/16)



(million yen)

		FY Mar/2015 Actual	FY Mar/2016 Revised plan	YoY change
Hiring Business	Sales	18,942	25,000	32.0%
	Operating Profit	3,953	5,250	32.8%
	Operating profit ratio(%)	20.9%	21.0%	
Education and Evaluation	Sales	747	975	30.5%
	Operating Profit	-9	-120	—
	Operating profit ratio(%)	-1.2%	-12.3%	
Company-wide adjustments	Sales	-66	-75	—
	Operating Profit	-1	-330	—

[FY Mar/2016]

Performance forecast of each service (Amendment plan for FY3/15 vs FY3/16)



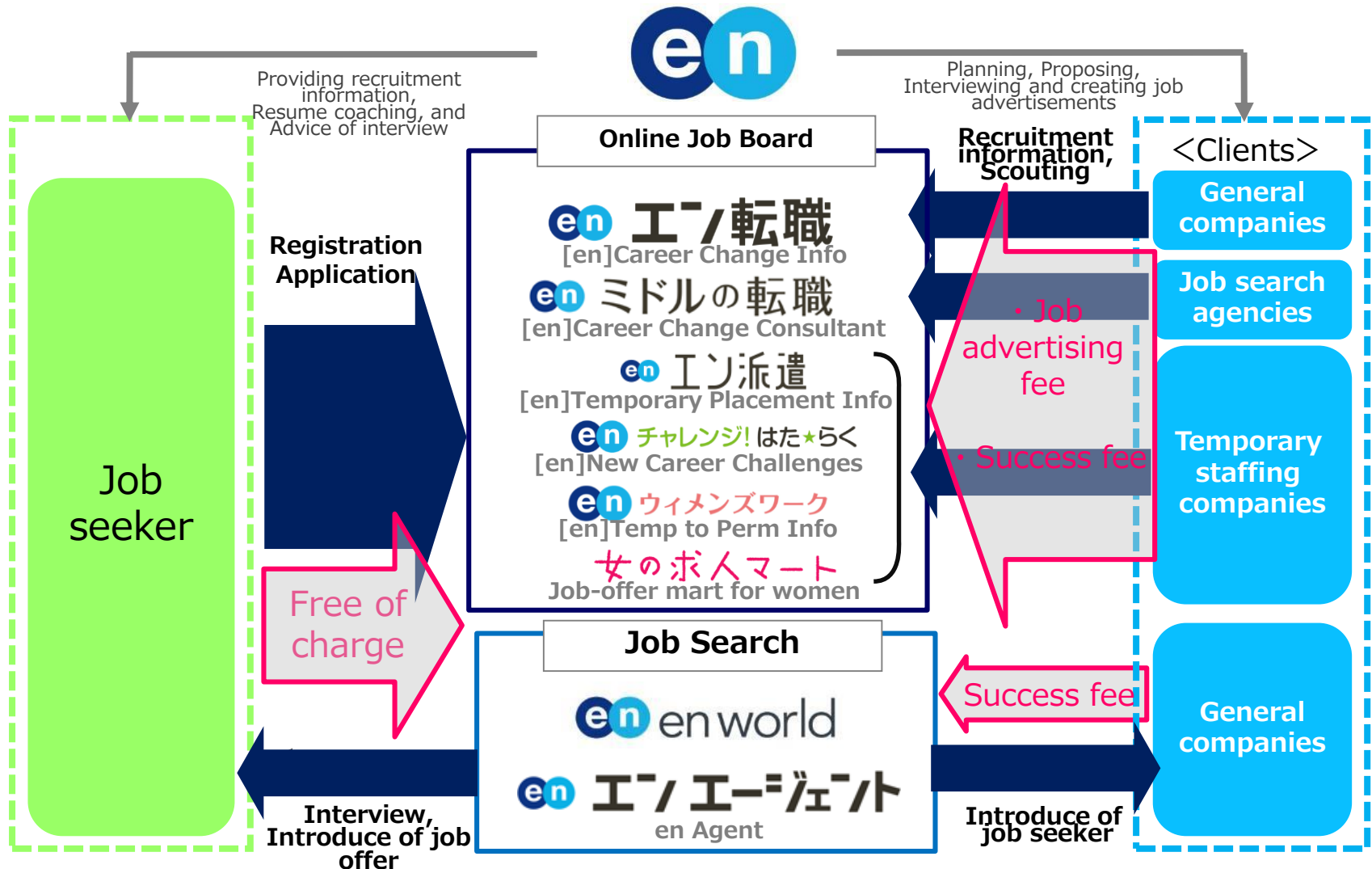
(million yen)

Hiring Business	Sales			
	FY Mar/2015 Actual	FY Mar/2016 Revised plan	YoY change	Note
Job Board	10,270	14,010	36.4%	[en]Career Change Info, [en]Career Change Consultant, and sites for temporary staffing companies, etc.
Job Search	6,268	7,790	24.3%	Total of domestic job search services
Overseas Subsidiaries	1,842	2,750	49.3%	Mainly job search. Navigos operates job board also.






Company Overview and Market data

【 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 1,194million (as of Sep. 2015)
【 Stock Listing 】	Jasdaq/ (code : 4849)
【 Fiscal Year 】	April 1 – March 31
【 Number of Employees 】	Consolidated 1,997, Non-consolidated 941 (as of Sep. 2015)
【 Number of Outstanding Shares 】	24,858,000 (as of Sep. 2015)
【 Business Description 】	(1) Internet job recruitment service (2) Job Search (3) Implementation of training, seminars (4) Consultation on recruitment , Aptitude test development

Business model of Hiring Business



<Hiring Business · Job Board (Domestic) >




	Contents	Characteristics	Users	Clients
[en]Career Change Info  エ/転職 ^{*1}	Site for Comprehensive Career Change Info	<ul style="list-style-type: none"> Companies which put their recruitment ads on the job board are carefully researched and taken pictures by en-japan. Honest and detailed recruitment information developed by en-japan from the perspective of job seekers. 	<ul style="list-style-type: none"> 20s to mid-30s 	<ul style="list-style-type: none"> General Companies Job search agencies
[en]Career Change Consultant  ミドルの転職 ^{*2}	Collective site for job search agencies	<ul style="list-style-type: none"> Over 300 recruitment companies whose specialties are career change for job seekers in 30's and 40's, and job information are available Disclose consultants specialty areas, their achievements, together with evaluations by users 	<ul style="list-style-type: none"> 30s to 40s 	<ul style="list-style-type: none"> Job search agencies
[en]Temporary Placement Info  エ/派遣 ^{*3}	Collective site for temporary staffing companies	<ul style="list-style-type: none"> Temp agencies reputations and job information are available User friendly search function which does not require complicated user guide 	<ul style="list-style-type: none"> Females in their 20s to mid-40s 	<ul style="list-style-type: none"> Temporary staffing companies
[en]New Career Challenges  チャレンジ! はた★らく	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 	<ul style="list-style-type: none"> Temporary staffing companies
[en]Temp to Perm Info  ウィメンズワーク	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"> Females in their 20s to 30s 	<ul style="list-style-type: none"> Temporary staffing companies
Job-offer mart for women 女の求人マート	Recruitment information site for females	<ul style="list-style-type: none"> Comprehensive job board for women Targeting women in their 30's to mid 40's, the age group with high unemployment rate Covers wide variety of jobs regardless of employment contract of each area 	<ul style="list-style-type: none"> Females in their 20s to 40s 	<ul style="list-style-type: none"> Temporary staffing companies

※1 Renewed on Aug. 2014, and its Japanese name was changed





※2 Renewed on Aug. 2015, and its Japanese name was changed

※3 Renewed on Sep. 2015, and its Japanese name was changed

<Hiring Business • Job Search (Domestic) >


	Contents	Characteristics	Clients
	Job search 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 	<ul style="list-style-type: none"> • Foreign companies • Japanese companies
	Job search agencies	<ul style="list-style-type: none"> • Job search services that leverage en Japan's job-seeker database and the track record of its past business transactions with corporate clients 	Japanese companies
	Job search agencies	<ul style="list-style-type: none"> • Through 10 day job search seminar, assist career development of semi-recent collage graduates and part-time workers who want to become full-time workers • Flat-rate job search service for young candidates seeking for career change 	Japanese companies

<Hiring Business (Overseas) >

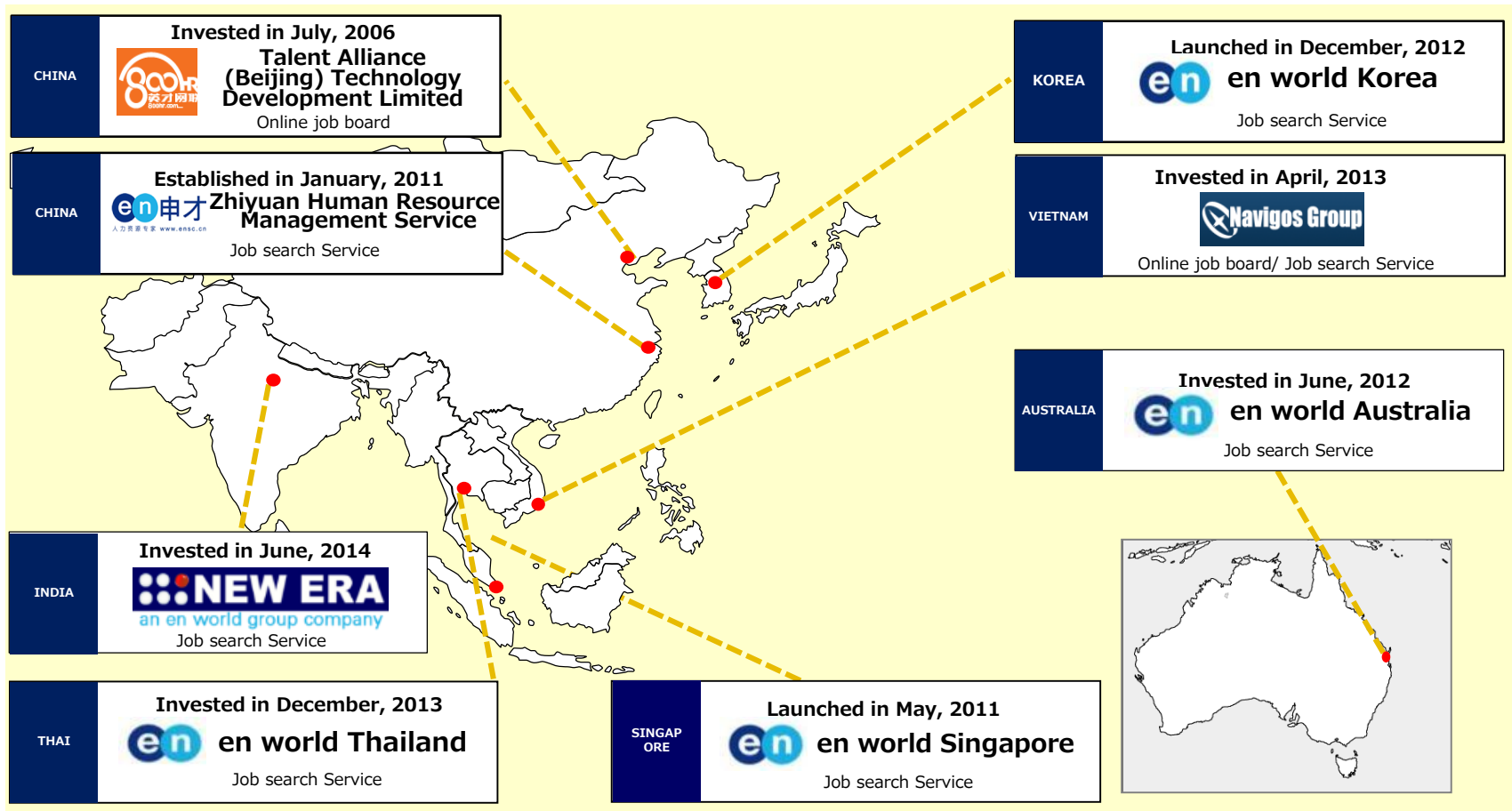
	country	Contents	Characteristics	Clients
	Singapore	Job search agencies	<ul style="list-style-type: none"> • Clients are local business companies and global business companies operating in Singapore. • Engages mainly in placing local and global individuals. 	<ul style="list-style-type: none"> • Local Companies • Global Companies
	Korea	Job search agencies	<ul style="list-style-type: none"> • Clients are local business companies and global business companies operating in Korea. • Engages mainly in placing local and global individuals. 	<ul style="list-style-type: none"> • Local Companies • Global Companies
	Thailand	Job search agencies	<ul style="list-style-type: none"> • Offers job search services under the TOP TALENT ASIA brand. • Mainly places management-level individuals. Strong in high income-earning zone. 	<ul style="list-style-type: none"> • Local Companies • Global Companies
	Australia	Job search agencies	<ul style="list-style-type: none"> • Clients are local business companies and global business companies operating in Australia. • Particularly strong in placing engineers. 	<ul style="list-style-type: none"> • Local Companies • Global Companies
	Vietnam	Job search agencies	<ul style="list-style-type: none"> • No. 1 job search service in Vietnam. • Engages in placing management-level individuals in local and global business companies. 	<ul style="list-style-type: none"> • Local Companies • Global Companies
		Job board	<ul style="list-style-type: none"> • No. 1 recruiting website in Vietnam. • Clients are local individuals and local and global business companies. 	<ul style="list-style-type: none"> • Local Companies • Global Companies
	India*	Job search agencies	<ul style="list-style-type: none"> • Clients are local business companies and global business companies operating in India. • Mainly places high income-earning zone. Particularly strong in IT field. 	<ul style="list-style-type: none"> • Local Companies • Global Companies

* The company joined en world group from June 2014

< Education / Evaluation Business >

	Contents	Characteristics	Users
	<ul style="list-style-type: none"> • 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
Cbase Corp.	ASP services such <ul style="list-style-type: none"> • recruitment management • employee evaluation • Web-based research system services. 	<ul style="list-style-type: none"> • Provides systems for corporate hiring activities and personnel evaluation activities, etc. via ASP. • Provides a questionnaire survey system that can be used internally and externally without expert knowledge via ASP. 	<ul style="list-style-type: none"> • General Companies • Temporary staffing companies

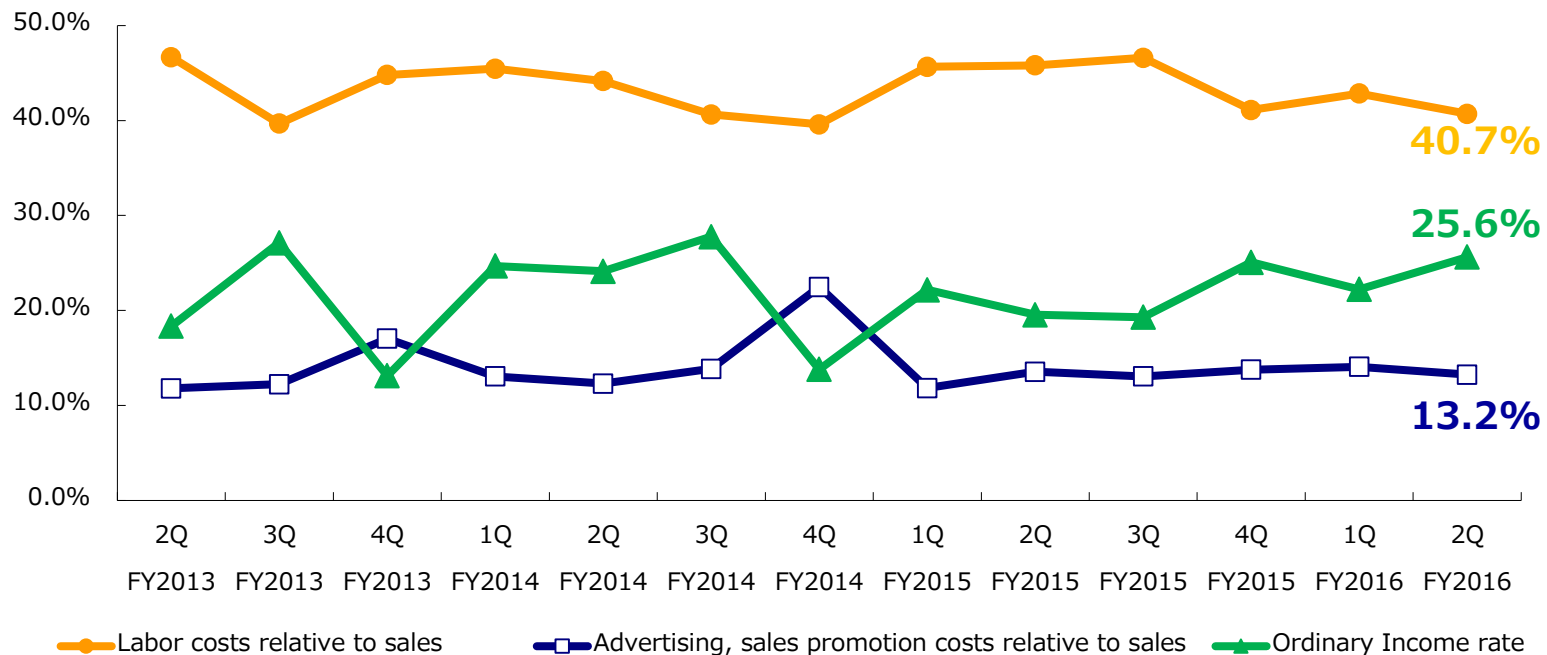
Entered into 7 countries mainly in Asia



*Talent Alliance (Beijing) Technology Development Limited is equity method affiliated company

*Zhiyuan Human Resource Management Service is unconsolidated subsidiary

Cost relative to sales - Labor cost and Sales & Promotion cost (consolidated)



	2Q FY2013	3Q FY2013	4Q FY2013	1Q FY2014	2Q FY2014	3Q FY2014	4Q FY2014	1Q FY2015	2Q FY2015	3Q FY2015	4Q FY2015	1Q FY2016	2Q FY2016
Ordinary Income (million yen)	576	1,031	437	901	925	1,275	645	1,018	902	921	1,416	1,287	1,639
Ordinary Income rate	18.4%	27.1%	13.1%	24.7%	24.1%	27.8%	13.8%	22.2%	19.5%	19.3%	25.1%	22.2%	25.6%
Labor costs (million yen)	1,464	1,508	1,490	1,660	1,693	1,866	1,850	2,096	2,114	2,224	2,321	2,480	2,603
Labor costs relative to sales	46.7%	39.7%	44.8%	45.5%	44.2%	40.6%	39.6%	45.7%	45.8%	46.6%	41.1%	42.8%	40.7%
Advertising, sales promotion costs (million yen)	370	465	567	477	472	637	1,051	543	625	623	777	815	847
Advertising, sales promotion costs relative to sales	11.8%	12.2%	17.0%	13.1%	12.3%	13.9%	22.5%	11.8%	13.5%	13.1%	13.8%	14.1%	13.2%

Earnings for Fiscal year end and each quarter

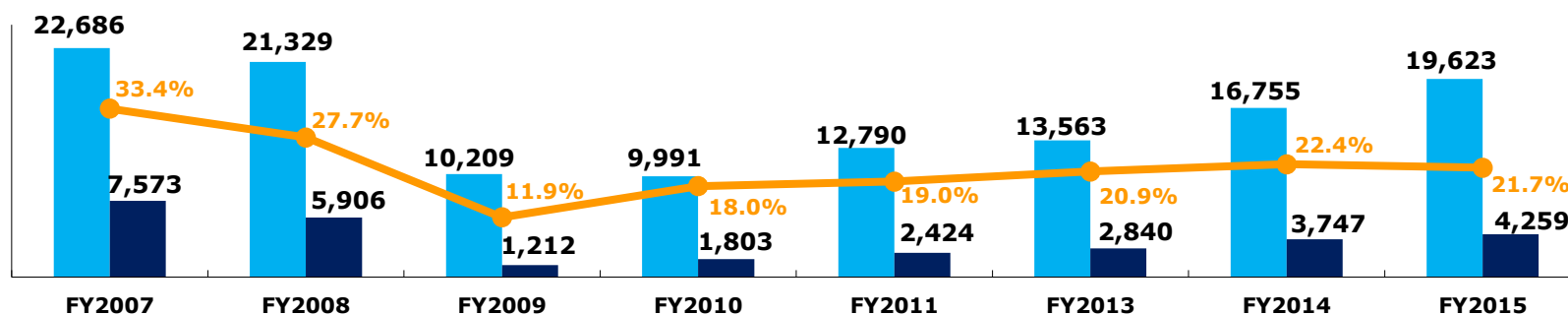


■ Sales (million yen)

■ Ordinary Income(million yen)

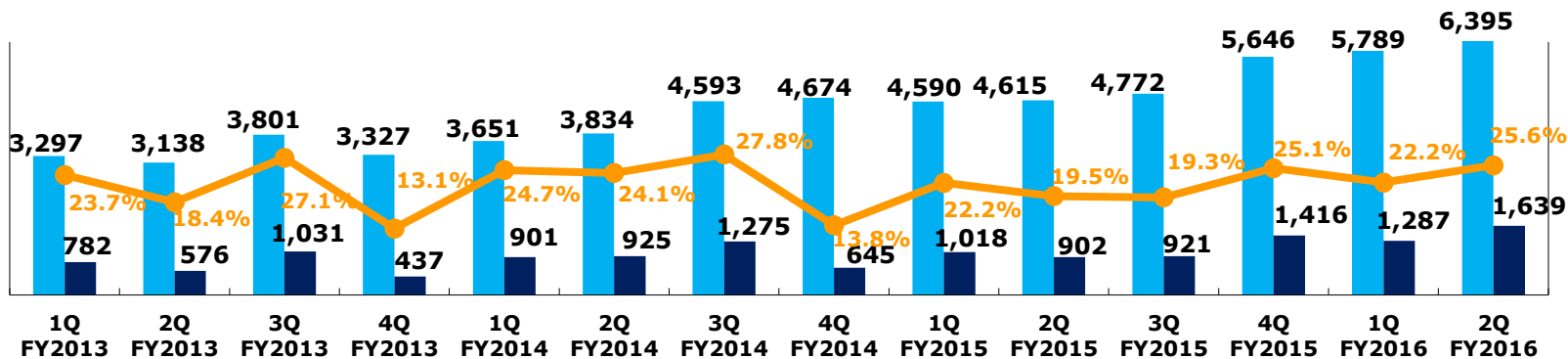
—○— Ordinary Income ratio

Fiscal year end



*FY2011 converted 15 months to 12 months due to the change of accounting period

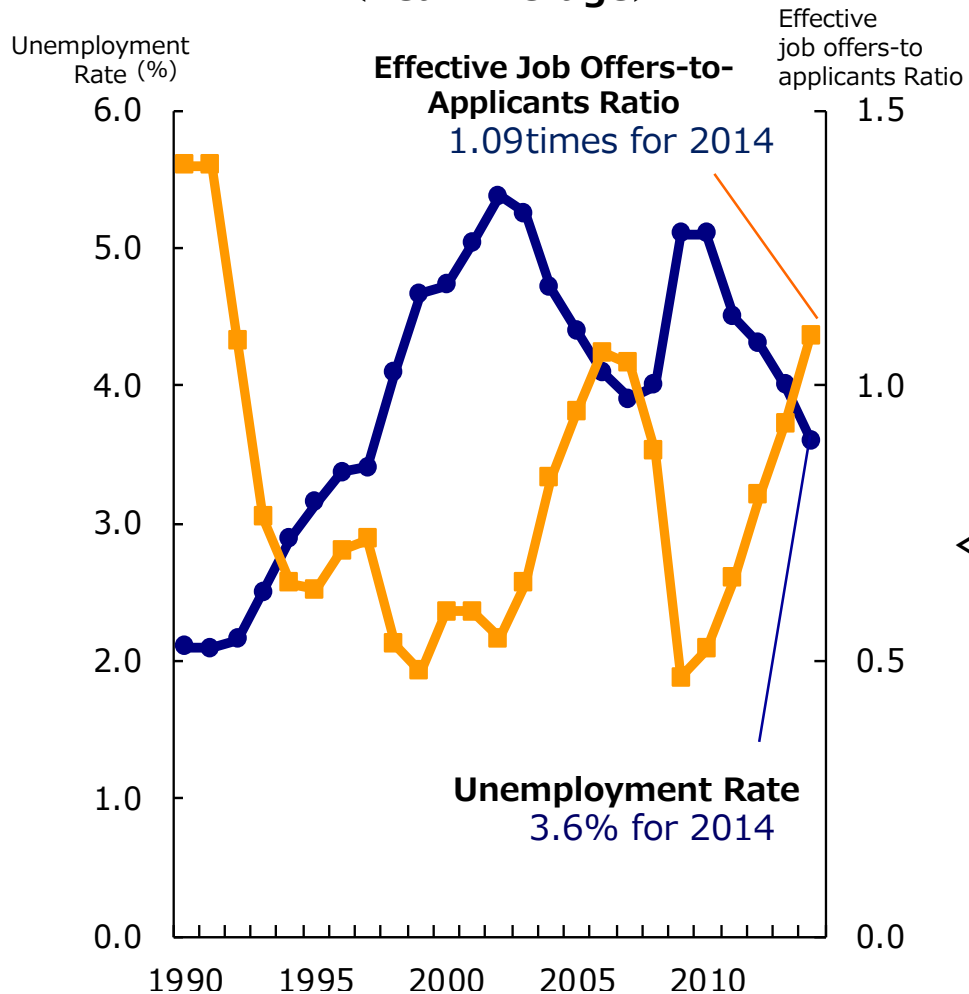
Quarter



Trends in Unemployment Rate & Effective Job Offers-to-Applicants Ratio



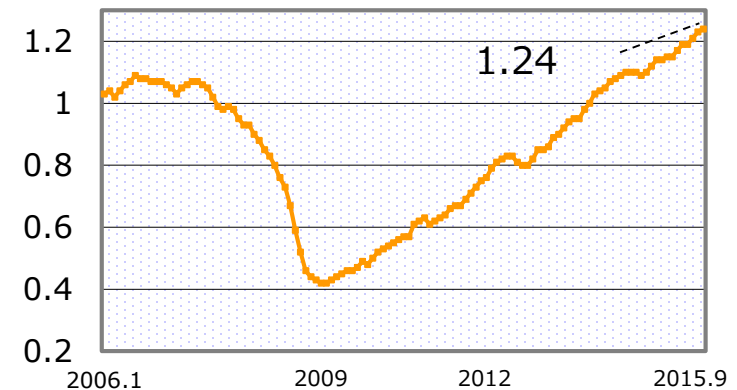
<Year Average>



< Latest Unemployment Rate >

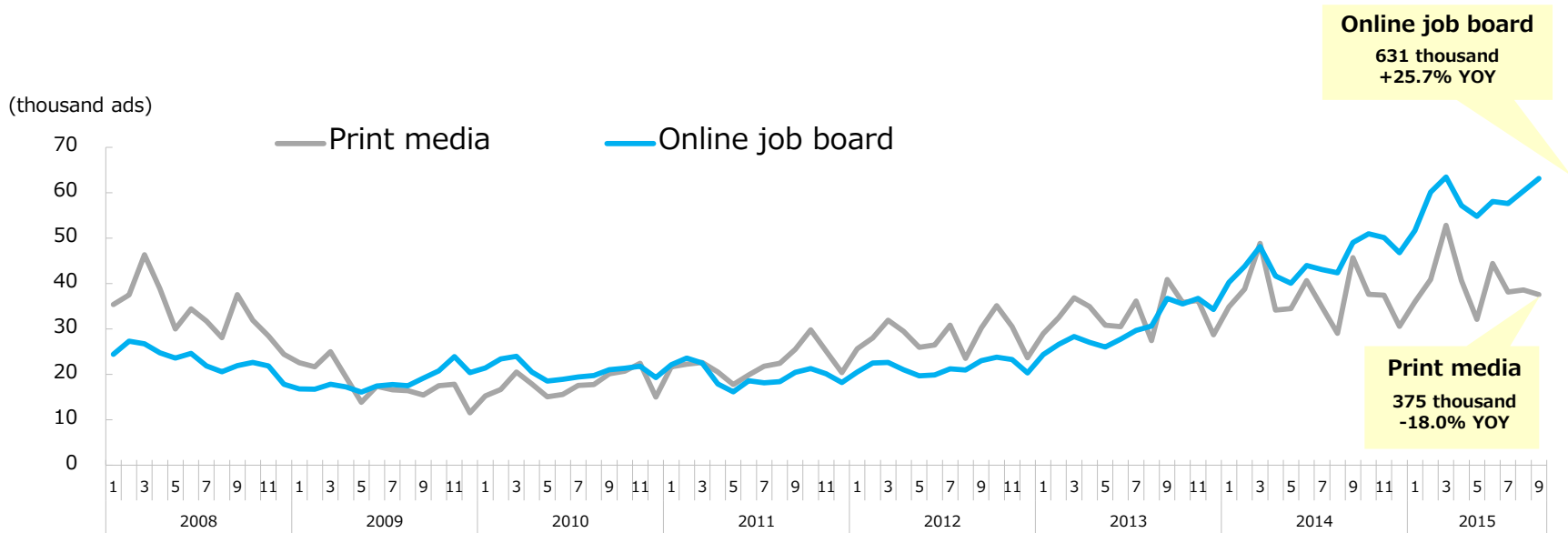


<Latest Effective Job Offers-to-Applicants Ratio>



Source : Ministry of Health, Labor and Welfare ,
the Statistics Bureau, Ministry of Internal Affairs and Communications

Trends in number of job advertisement



Source: Association of Job Information of Japan “Job Advertisement Numbers” (September 2015)

*Survey of 56 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 to Mar 2013, survey of 50 companies, Apr 2013 to Mar 2015, survey of 51 companies Apr 2015~, survey of 56 companies)



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