



en-japan Inc.

1st Quarter of FYE Mar/2019 Earnings Review

August 9, 2018

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Return to Shareholders

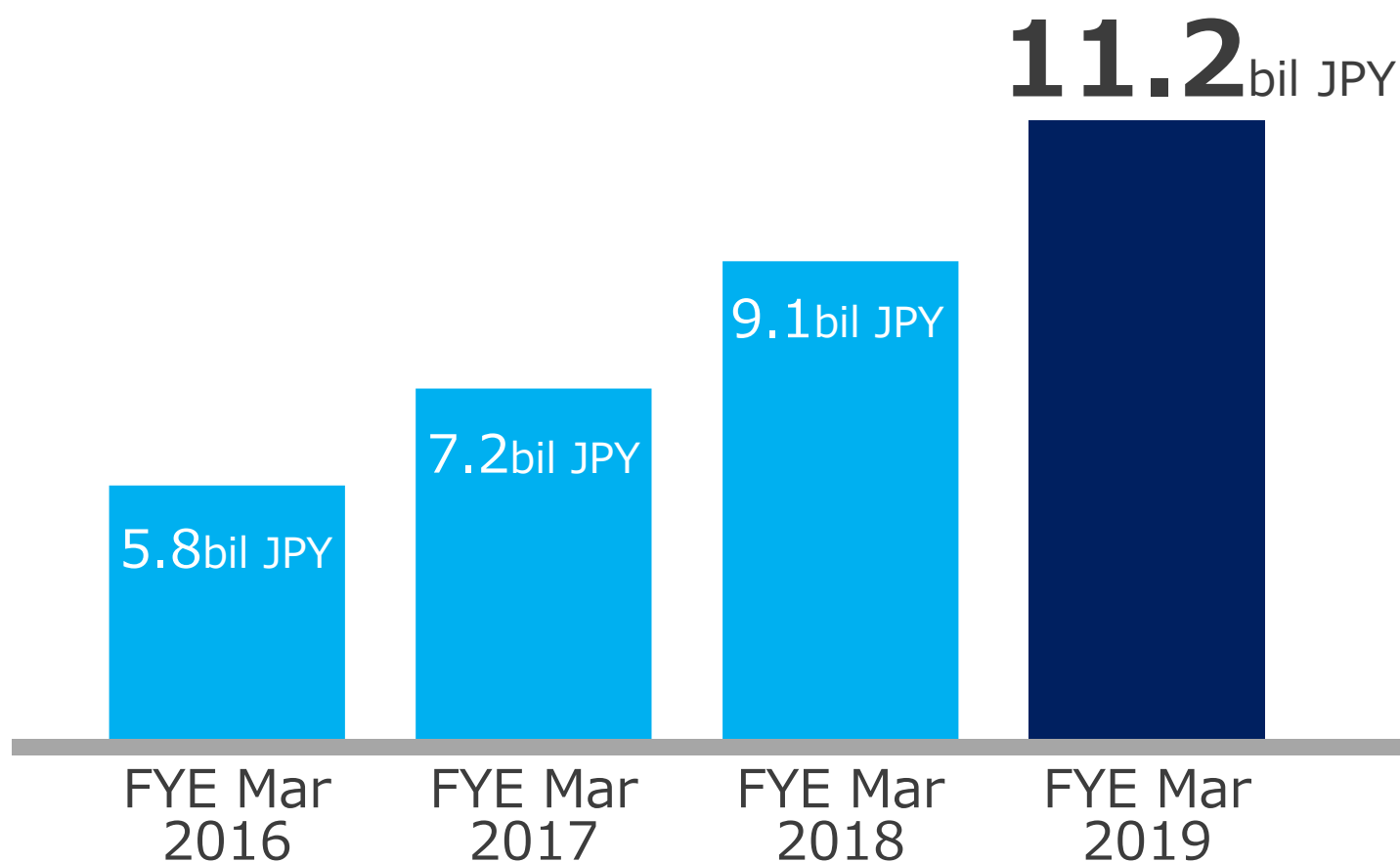
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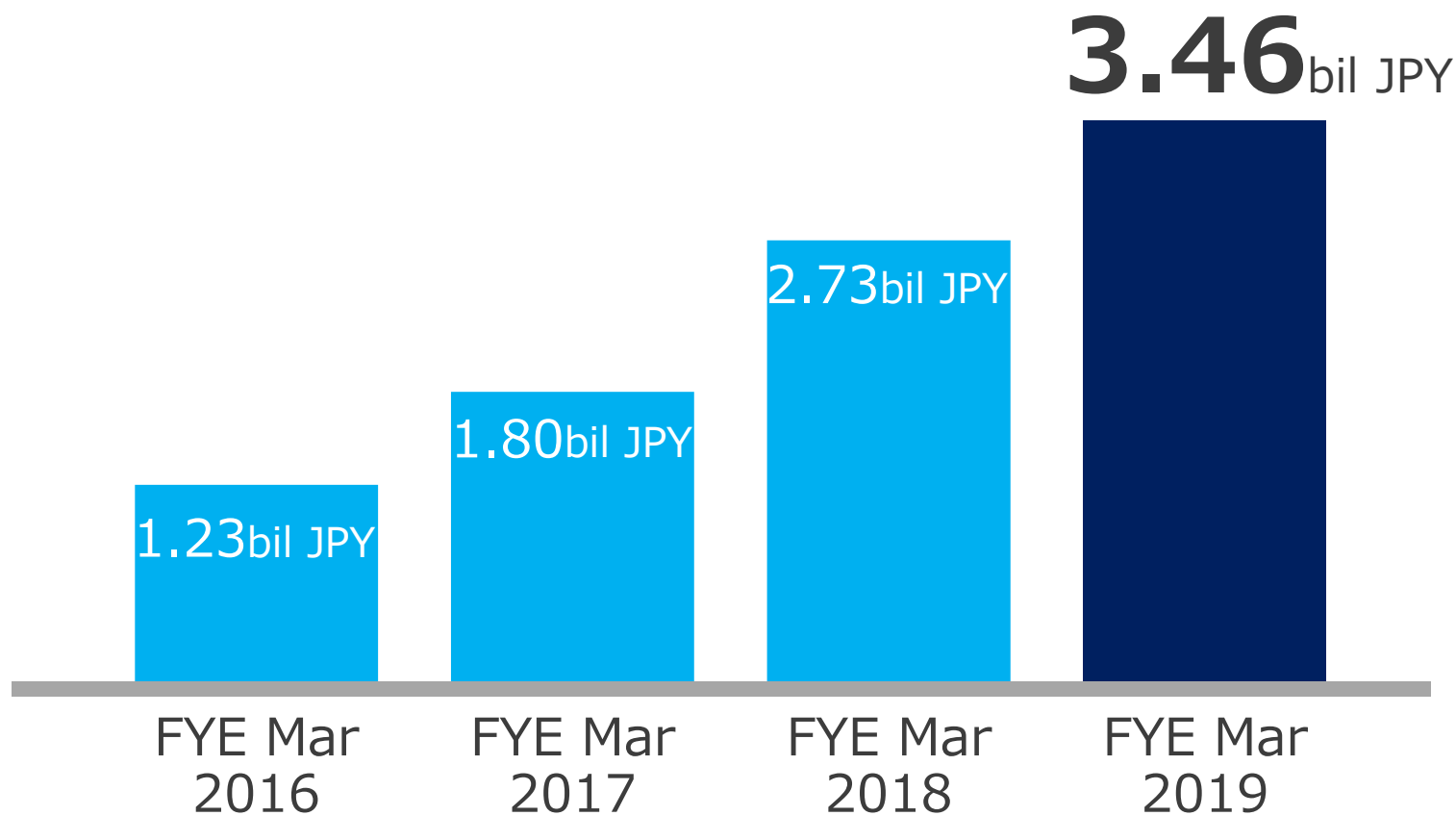
Consolidated Performance Summary for 1st Quarter of FYE Mar/2019

1Q(Apr.–Jun.)
Sales



Increased
22.9%

1Q(Apr.–Jun.)
Operating Income



Increased
26.8%

Job Board

Main Job Board
total
Sales

7,116 M JPY + 25.9% YoY

- While the market growth rate appears to have calmed down slightly, each site continued to maintain higher growth than the market.
- The site for job placement agencies designed by changing a fee-based service model performed steadily.

Job Search

Domestic
total
Sales

2,723 M JPY + 18.3% YoY

- en-japan's job search segment experienced a year of manpower reinforcement in response to the enhanced productivity in the previous period.
- en Agent made progress as expected while subsidiary EWJ performed above expectations.

Expenses, Others

- Total expenses increased 21% YoY, mainly for personnel expenses, advertising expenses and outsourcing expenses associated with enhancing operating efficiency. Advertising expenses were at the expected level while personnel expenses and other expenses fell slightly short of plan.
- In the new HR service, the number of corporate users of "engage" topped 100,000. Active investment will be pursued also going forward.

[1Q FYE Mar/2019 Results] Consolidated Income Statement



	FYE Mar 2018 (Apr.–Jun.2017)		FYE Mar 2019 (Apr.–Jun.2018)		YOY change (million yen)	YOY change	Note
	(million yen)	% of sales	(million yen)	% of sales			
Net Sales	9,126	100.0%	11,213	100.0%	2,087	22.9%	Growth achieved by Job Board sites and by EWJ, including new businesses, etc.
Cost of Sales	826	9.1%	1,143	10.2%	317	38.4%	Increase in production-related personnel and expenses as expected.
Personnel	558	6.1%	746	6.7%	188	33.8%	
Other	268	2.9%	396	3.5%	128	48.0%	
Gross Profit	8,299	90.9%	10,070	89.8%	1,770	21.3%	
SGA (Sales, general & administrative)	5,568	61.0%	6,606	58.9%	1,037	18.6%	
Personnel	2,579	28.3%	2,883	25.7%	303	11.8%	Expenses were slightly below expectation, thanks to enhanced operating efficiency.
Advertising, Sales Promotion	1,323	14.5%	1,733	15.5%	410	31.0%	Increase primarily in online-related expenses as expected.
Other	1,665	18.3%	1,990	17.7%	324	19.5%	
Operating Income	2,731	29.9%	3,464	30.9%	732	26.8%	
Ordinary Income	2,753	30.2%	3,551	31.7%	798	29.0%	Investment income based on the equity method, foreign exchange gains, etc.
Net Income attributable to en-japan	1,907	20.9%	2,464	22.0%	556	29.2%	

Changing Factor of Earnings Year on Year



Year on year

(JPY)

Sales increased **2.08** bil or +22.9% YOY

Sales

9.12bil

[en]Career Change Info +0.98bil
Sites for job search agencies and temporary staffing companies +0.48bil
en Agent and other +0.13bil
EWJ +0.29bil
etc.

11.21bil

Expenses

6.39bil

Cost increased **1.35** bil or +21.2% YOY

Personnel expenses +0.49bil
Advertising, Sales Promotion +0.41bil
Outsourcing expenses +0.12bil
etc.

7.74bil

Operating Income

2.73bil

OP increased **0.73** bil or +26.8% YOY

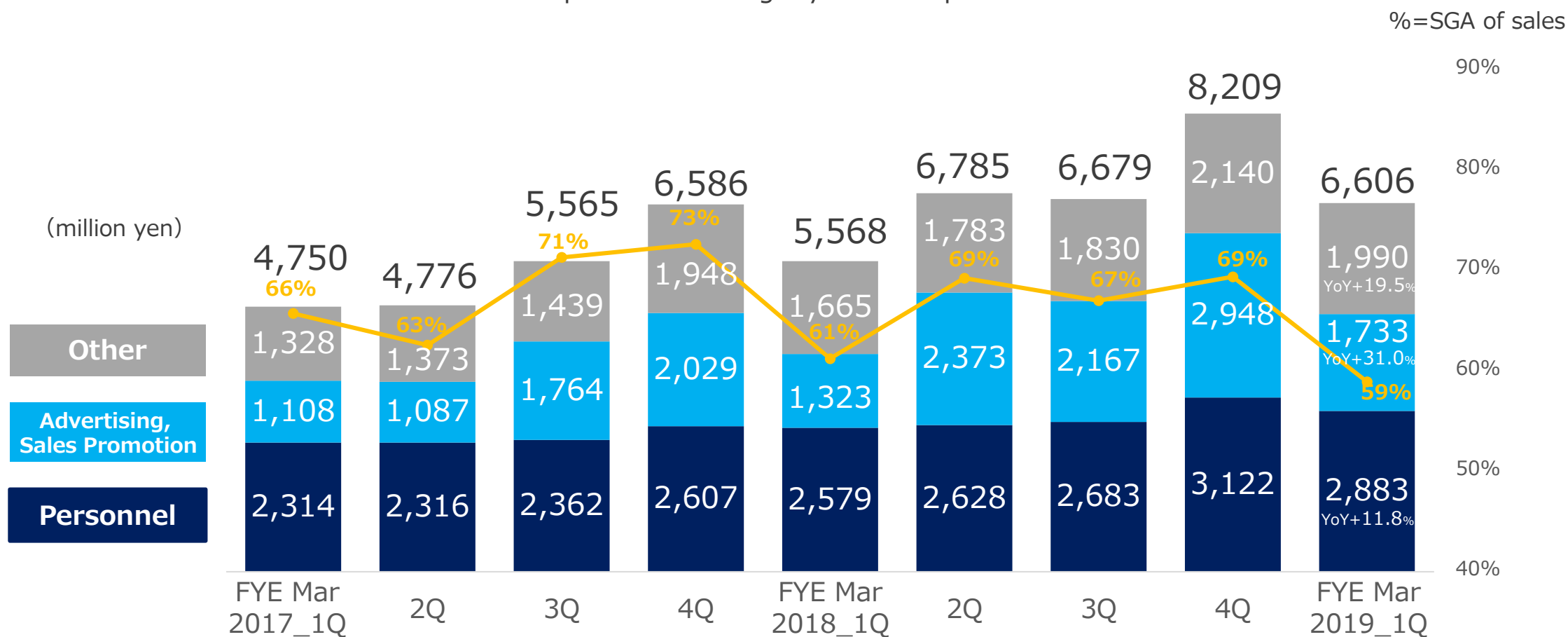
3.46bil

1Q FYE Mar 2018
(Apr-Jun.2017)

1Q FYE Mar 2019
(Apr-Jun.2018)

SGA expenses increased 18.6% YOY in the 1Q.

Advertising expenses were at the expected level. Personnel expenses and other SGA expenses were slightly below expectations.



Market Environment and Topics

Higher recruitment needs due to structural factors

+

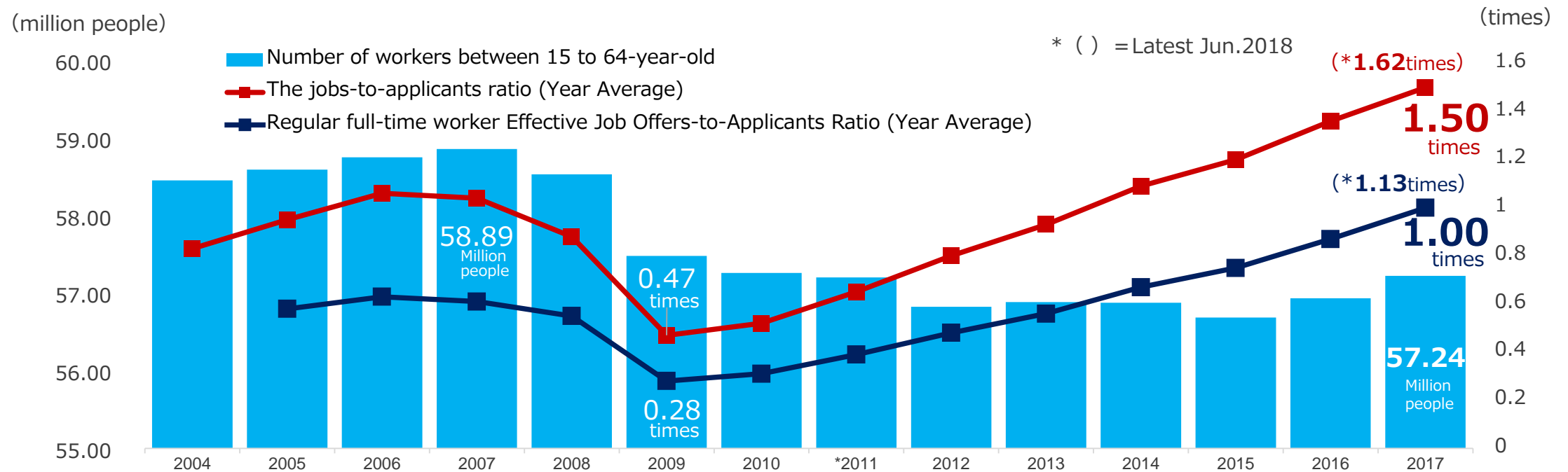
User-first services that offer differentiated features

+

Expansion of user population due to investments in promotional activities

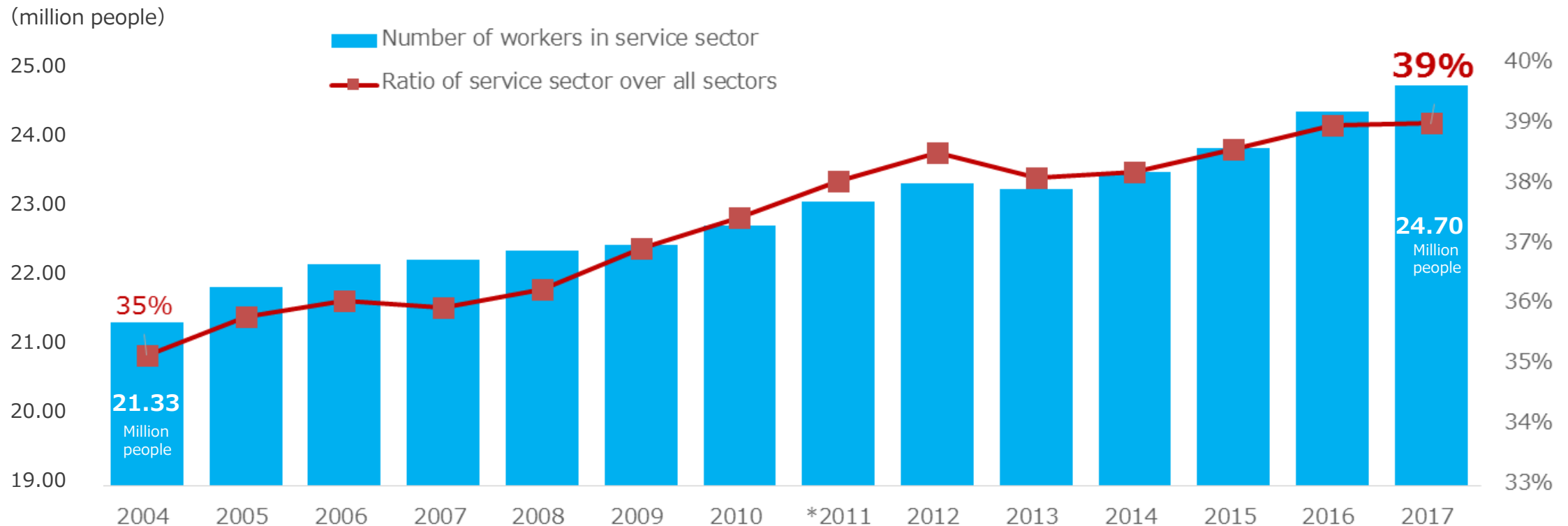
No change in factors underlying growth and basic policies

The working population has recently been on the increase, primarily due to active participation by senior and female workers. Workers in the young and middle-age age groups continue to decline. The jobs-to-applicants ratio for regular full-time employees marked a record high.



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



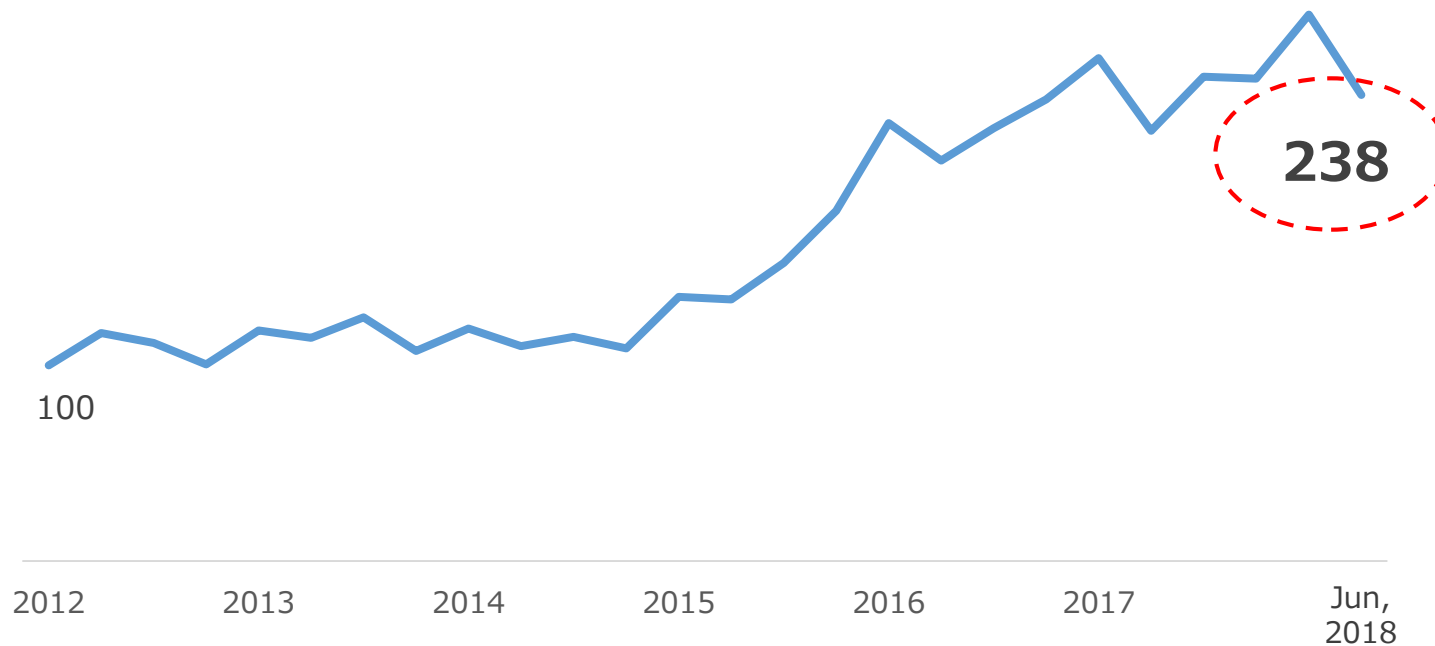
Service sector = sum of "Scientific research, professional and technical services", "Accommodations, eating and drinking services", "Living-related and personal services and amusement services", "Education and learning support", "Medical, health care and welfare", "compound services", and "Services n.e.c."

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.

en 転職 [en] Career Change Info

Indexation of number of inquiries from hiring companies (phone/email)



Inquiries on hiring from companies remain at a high level

number of inquiries from hiring companies (phone/email) / month
Jan.-mar. 2012 average = 100

Complement the country's policy and deploy businesses that contribute to resolving issues of the country.

Issues faced by Japan

Concerns about the worsening of economic and financial conditions due to the decreasing birth rate and aging population

Measure

Realization of dynamic engagement of all citizens

State policy: "Work style reforms"

Quantitative expansion of employment

Ensuring active female & senior workers; promoting employment of young workers; correcting lengthy working hours; promoting side jobs; promoting liquidity of employment; having equal pay for equal work; etc.



Provision of
existing & new
services

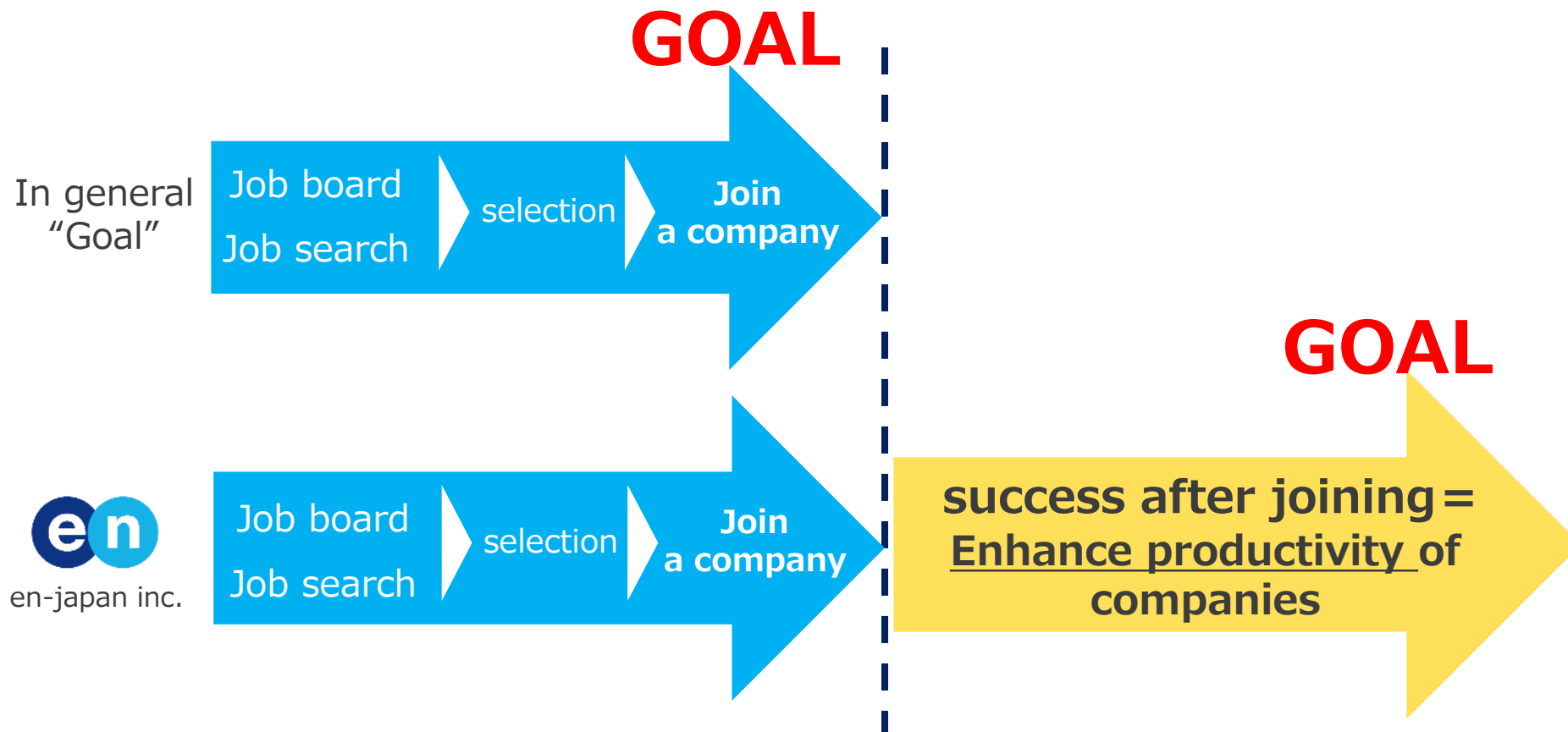


"success after joining"

Quality enhancement of employment ⇒ Productivity enhancement

Reducing mismatching through provision of true information and post-employment support; active demonstration of competence upon joining a company

en-japan's goal is to have workers demonstrate competence upon entering companies. en-japan focuses on recruitment with little mismatches and post-employment support.



Strengths and Differentiated Features of Services



- 100% of job advertisements based on interviews
- (Detailed and objective information, Staff name and photo)



- Places “Worthwhileness-of-working search” on the top page of the site.
- Enables to search for job offerings from the perspectives of “for who’s sake” and “why it is useful.”
- Provides en-japan’s original service for job seekers who have yet to set a clear approach to their career change.



- en “success after joining” support program
 - Provide support via email for three years after joining
 - Provide en College courses free of charge (achieve success quickly after joining)
 - Provide gifts one year after joining etc.

- Industry’s first linkage between word-of mouth sites and recruitment advertisements
- Functions to provide companies’ comments regarding word-of-mouth

[en] Career Change Info

en エン転職

Aired TV commercials in June

Also actively implemented transportation advertising linked to the TV commercials.



- Run by : Major networks in Tokyo, Tokai, Kansai and Fukuoka
Expanded the commercial broadcasting area
(newly covered Hokkaido and Shizuoka)

- Area : The main area stations

Website was renewed to further enhance convenience.

Received the No. 1 ranking in customer satisfaction level from an external research institution for the second* consecutive year.

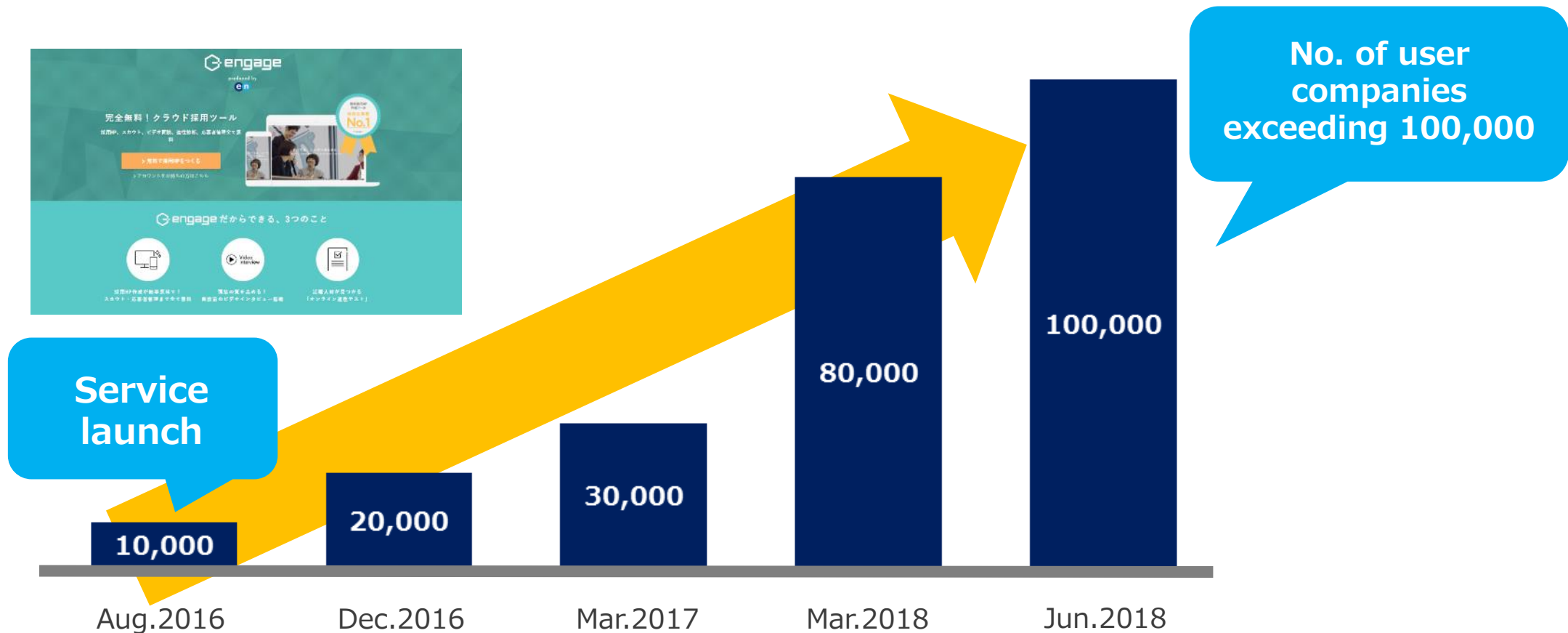


- ✓ Increased convenience in job listing search (UI/UX improvements, GPS linkage)
- ✓ Introduced a new section on workplace atmosphere etc.

“2016, 2017 Oricon Japan CS Ranking
– Temporary staffing placement information website”

The number of companies using “engage” topped **100,000**.

Going forward, the degree of usage by these companies will be improved and also the number of companies using the service will be increased.



New HR service– HR Onboard – Tool to promote employee retention (to prevent early-stage turnover)



December, 2017 release

Quickly identify the employee retention risk and follow up promptly to prevent workers from leaving jobs at an early stage



Received the excellent award in the 7th Japan HR Challenge Awards



Workers joining the company answer a simple questionnaire



The HR Department identifies the state of each worker at fixed points

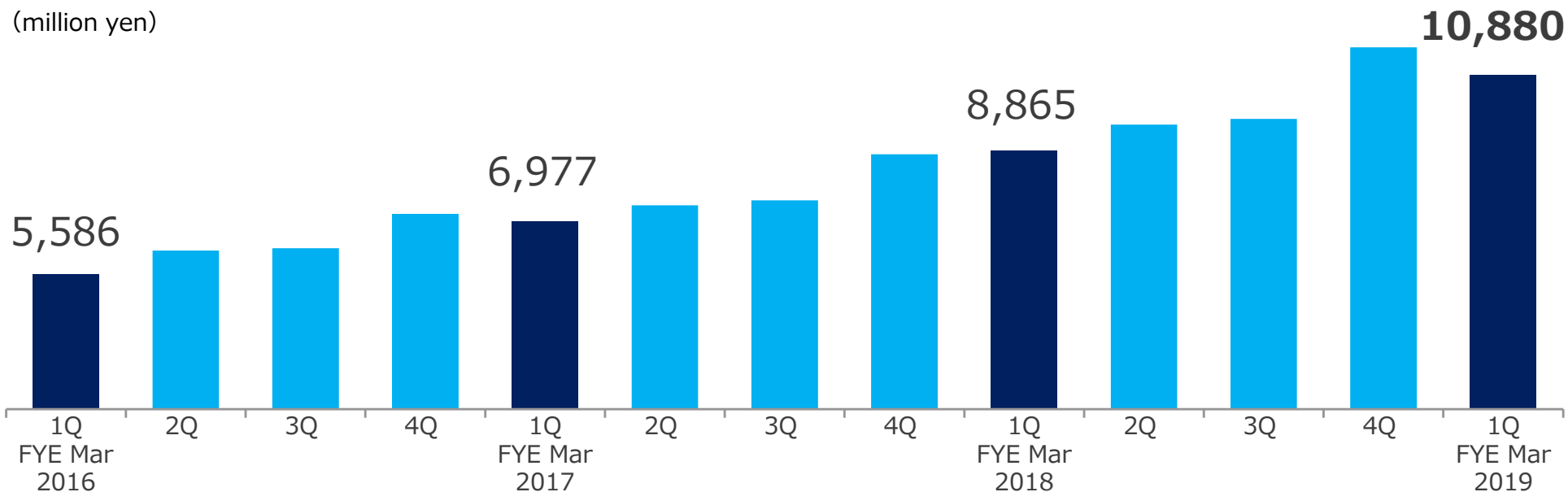


Make improvements

- Posting recommended actions
- Consulting

Performance Summary for 1st Quarter of FYE Mar/2019 by Main Services

Sales of Hiring Business (By quarter)



(Million yen)	1Q FY2016	2Q FY2016	3Q FY2016	4Q FY2016	1Q FY2017	2Q FY2017	3Q FY2017	4Q FY2017	1Q FY2018	2Q FY2018	3Q FY2018	4Q FY2018	1Q FY2019
[en]Career Change Info (Job board, SH ads=Retainer fee+Success fee)	1,976	2,279	2,488	2,927	2,694	3,065	3,296	4,097	3,906	4,405	4,307	5,563	4,887
Other sites (Sites for Job search agencies and Temporary staffing companies)	1,072	1,186	1,225	1,468	1,407	1,493	1,578	1,855	1,747	1,873	2,063	2,416	2,228
en world Japan (Job search)	1,241	1,417	1,103	1,321	1,296	1,285	1,122	1,176	1,295	1,321	1,357	1,519	1,586
Overseas subsidiaries (EWS,EWKOR,EWAUS,Navigos,EWThai,NewEra) *1	622	695	770	655	644	738	730	709	734	849	858	825	768
Other	682	633	697	819	945	841	837	975	1,193	1,139	1,170	1,326	1,467
Total	5,586	6,212	6,276	7,184	6,977	7,413	7,549	8,767	8,865	9,557	9,710	11,606	10,880

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

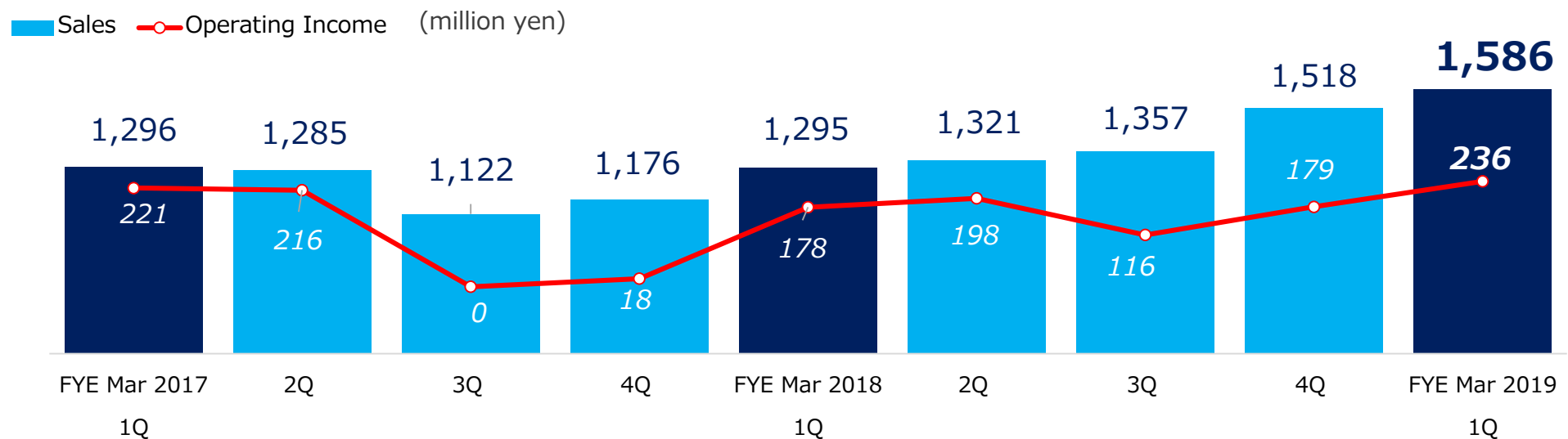
* Amount of New Graduates Hiring Business is included in other from 1Q FY2016

Results of en world Japan

1Q | **1,586M** JPY Sales 22.4% increase vs. YOY | **236M** JPY Operating Income 32.5% increase vs. YOY

- The core job placement business performed favorably, driving the overall performance.
- The new service *RPO began contributing to the performance from the beginning of the period and pushed up net sales YoY.

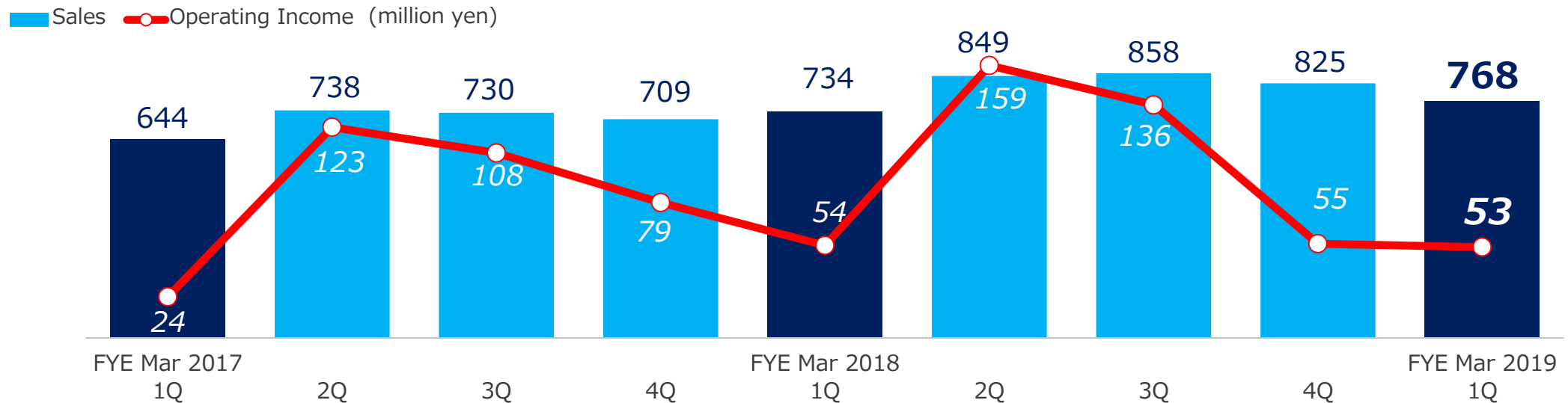
*Recruitment Process Outsourcing



Results of overseas subsidiaries

1Q | **768M** JPY Sales 4.5% increase vs. YOY | **53M** JPY Operating Income 2.8% decrease vs. YOY

- Vietnam, a priority country, posted favorable results YoY, but the 1Q was seasonally a slow period when growth in performance could not be expected.
- While the focus will continue to be placed on India, the aim is to reconstruct the business structure.



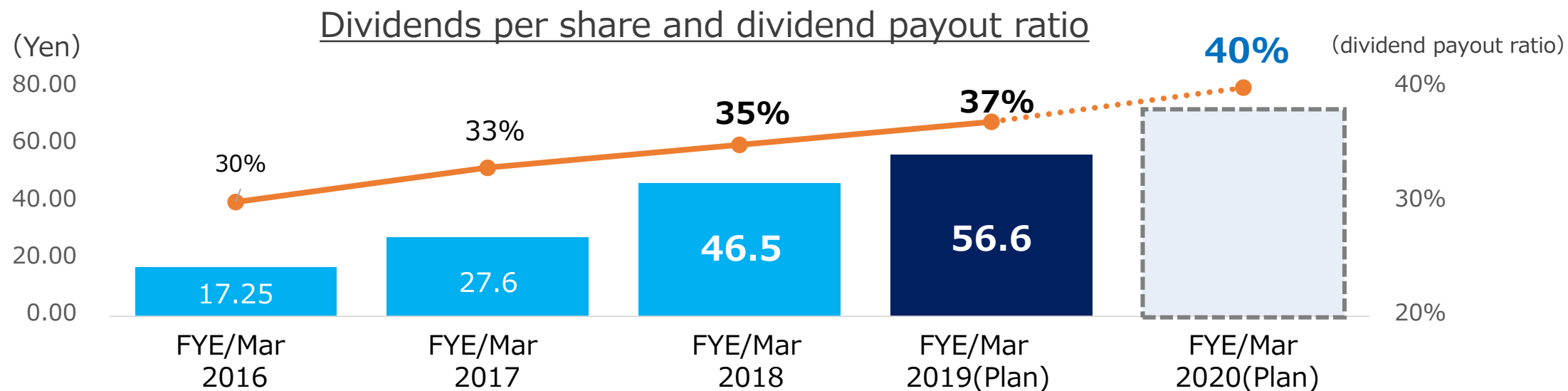
Return to Shareholders

Basic policy

The company targets a dividend payout ratio of over 30% and will decide the specific dividend payout ratio in consideration of business performance, financial conditions, investment plans, and other factors each fiscal year. **In the medium-term, the company aims to achieve a dividend payout ratio of 40% for the fiscal year ending March 31, 2020.**

FYE Mar/2019

The dividend payout ratio plan: **37%**, ¥**56.6**



Appendix

[1Q FYE Mar/2019 Results]

Income statement of Hiring Business Earnings (Consolidated)



*Effective the 1st quarter of FYE Mar/2019, net sales of aptitude tests in the hiring business are transferred to the education and evaluation business.
Figures for the corresponding period of the previous fiscal year have been adjusted to reflect this change.

	1Q FYE Mar 2018 (Apr.–Jun.2017)		1Q FYE Mar 2019 (Apr.–Jun.2018)		YOY change (million yen)	YOY change (%)
	(million yen)	% of Sales	(million yen)	% of Sales		
Net Sales	8,815	100.0%	10,880	100.0%	2,065	23.4%
Cost of Sales	794	9.0%	1,103	10.1%	309	38.9%
Gross Profit	8,020	91.0%	9,777	89.9%	1,756	21.9%
SGA(Sales, general & administrative)	5,319	60.3%	6,373	58.6%	1,053	19.8%
Personnel	2,434	27.6%	2,736	25.1%	301	12.4%
Advertising, Sales Promotion	1,317	14.9%	1,722	15.8%	404	30.7%
Other	1,567	17.8%	1,914	17.6%	347	22.2%
Operating Income	2,701	30.6%	3,404	31.3%	702	26.0%

**Hiring
Business**

Job Board

[en]Career Change Info, [en]Career Change Consultant,
AMBI, [en]Temporary Placement Info, en BAITO,
i-tank japan, Overseas subsidiaries, etc.

Job Search

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

Others

Hiring related system,
Zeku,
New Businesses, etc.

[1Q FYE Mar/2019 Results]

Income statement of Education/Evaluation & Other business (Consolidated)



*Effective the 1st quarter of FYE Mar/2019, net sales of aptitude tests in the hiring business are transferred to the education and evaluation business.
Figures for the corresponding period of the previous fiscal year have been adjusted to reflect this change.

	1Q FYE Mar 2018 (Apr.–Jun.2017)		1Q FYE Mar 2019 (Apr.–Jun.2018)		YOY change (million yen)	YOY change (%)
	(million yen)	% of Sales	(million yen)	% of Sales		
Net Sales	330	100.0%	359	100.0%	28	8.6%
Cost of Sales	50	15.3%	59	16.7%	9	18.2%
Gross Profit	279	84.7%	299	83.3%	19	6.9%
SGA(Sales, general & administrative)	251	76.0%	238	66.4%	-12	-5.2%
Personnel	145	44.0%	144	40.2%	-0.9	-0.7%
Advertising, Sales Promotion	5	1.6%	10	3.0%	5	104.1%
Other	100	30.4%	83	23.1%	-17	-17.4%
Operating Income	28	8.6%	60	16.9%	32	113.5%

**Education/Evaluation
& Other business**

Education / Evaluation

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

Subsidiary

Cbase (HR related system)

Other

New business

Non-consolidated Income Statement for 1Q FYE Mar/2019

[1Q FYE Mar/2019 Results] Non-consolidated Income Statement



	1Q FYE2018 (Apr.–Jun. Mar 2017)		1Q FYE Mar 2019 (Apr.–Jun.2018)		YOY change (million yen)	YOY change (%)
	(million yen)	% of Sales	(million yen)	% of Sales		
Net Sales	6,992	100.0%	8,672	100.0%	1,680	24.0%
Cost of Sales	482	6.9%	674	7.8%	191	39.7%
Personnel	213	3.0%	317	3.7%	104	49.1%
Other	269	3.9%	356	4.1%	87	32.3%
Gross Profit	6,509	93.1%	7,998	92.2%	1,488	22.9%
SGA(Sales, general & administrative)	3,936	56.3%	4,778	55.1%	842	21.4%
Personnel	1,456	20.8%	1,667	19.2%	211	14.5%
Advertising, Sales Promotion	1,291	18.5%	1,698	19.6%	407	31.5%
Other	1,188	17.0%	1,412	16.3%	224	18.9%
Operating Income	2,573	36.8%	3,219	37.1%	646	25.1%
Ordinary Income	2,603	37.2%	3,336	38.5%	732	28.1%
Net Income	1,851	26.5%	2,359	27.2%	507	27.4%

Changing Factor of Earnings (Non-consolidated)



Year on year

(JPY)

Sales

6.99bil

Sales increased **1.68** bil or 24.0% YOY

[en]Career Change Info +0.98bil
Sites for job search agencies and temporary staffing companies +0.48bil
en Agent and other +0.13bil
etc

8.67bil

Expenses

4.41bil

Cost increased **1.03** bil or 23.4% YOY

Personnel expenses +0.31bil
Advertising, Sales Promotion +0.40bil
Outsourcing expenses +0.12bil
etc

5.45bil

Operating Income

2.57bil

OP increased **0.64** bil or 25.1% YOY

3.22bil

1Q FYE Mar 2018
(Apr-Jun.2017)

1Q FYE Mar 2019
(Apr-Jun.2018)

[1Q FYE Mar/2019 Results]

Non-consolidated Income Statement of Hiring Business Earnings



*Effective the 1st quarter of FYE Mar/2019, net sales of aptitude tests in the hiring business are transferred to the education and evaluation business.
Figures for the corresponding period of the previous fiscal year have been adjusted to reflect this change.

	1Q FYE Mar 2018 (Apr.–Jun.2017)		1Q FYE Mar 2019 (Apr.–Jun.2018)		YOY change (million yen)	YOY change (%)
	(million yen)	% of Sales	(million yen)	% of Sales		
Net Sales	6,738	100.0%	8,389	100.0%	1,651	24.5%
Cost of Sales	433	6.4%	616	7.3%	182	42.1%
Gross Profit	6,304	93.6%	7,773	92.7%	1,469	23.3%
SGA(Sales, general & administrative)	3,787	56.2%	4,606	54.9%	818	21.6%
Personnel	1,364	20.3%	1,561	18.6%	197	14.4%
Advertising, Sales Promotion	1,289	19.1%	1,687	20.1%	398	30.9%
Other	1,132	16.8%	1,356	16.2%	223	19.7%
Operating Income	2,517	37.4%	3,167	37.8%	650	25.8%

Hiring Business

(Non-consolidated)

Job Board

[en]Career Change Info, [en]Career Change Consultant,
AMBI, [en]Temporary Placement Info, en BAITO, etc.

Job Search

en Agent, etc.

Others

Hiring related system
New Businesses, etc.

[1Q FYE Mar/2019 Results] Non-consolidated Income Statement of Education/Evaluation and other businesses



*Effective the 1st quarter of FYE Mar/2019, net sales of aptitude tests in the hiring business are transferred to the education and evaluation business.
Figures for the corresponding period of the previous fiscal year have been adjusted to reflect this change.

	1Q FYE Mar 2018 (Apr.–Jun.2017)		1Q FYE Mar 2019 (Apr.–Jun.2018)		YOY change (million yen)	YOY change (%)
	(million yen)	% of Sales	(million yen)	% of Sales		
Net Sales	254	100.0%	283	100.0%	28	11.4%
Cost of Sales	49	19.3%	58	20.6%	9	18.6%
Gross Profit	204	80.7%	224	79.4%	19	9.6%
SGA(Sales, general & administrative)	148	58.6%	172	61.0%	23	16.0%
Personnel	91	36.1%	103	36.6%	11	13.1%
Advertising, Sales Promotion	1	0.7%	10	3.8%	8	510.2%
Other	55	21.8%	58	20.6%	2	5.1%
Operating Income	56	22.1%	52	18.4%	-4	-7.2%

**Education/Evaluation
& Other business**

(Non-consolidated)

Education / Evaluation

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

Other

New business

FYE Mar/2019

Earnings Forecast

- Consolidated , Company , Segment , Main Services -

FYE Mar/2019 Earnings Forecast (Consolidated)



	FYE Mar 2018 (Apr.2017–Mar.2018)		FYE Mar 2019 Forecast (Apr.2018–Mar.2019)		YOY change (million yen)	YOY change	Note
	(million yen)	% of Sales	(million yen)	% of Sales			
Net Sales	40,710	100.0%	48,550	100.0%	7,839	19.3%	Growth achieved mainly by en-japan and EWJ
Cost of Sales	3,835	9.4%	5,278	10.9%	1,442	37.6%	
Personnel	2,615	6.4%	3,584	7.4%	968	37.1%	Strengthening of investment in script production-related expenses Manpower reinforcement at EWJ
Other	1,220	3.0%	1,694	3.5%	473	38.8%	
Gross Profit	36,875	90.6%	43,272	89.1%	6,396	17.3%	
SGA (Sales, general & administrative)	27,243	66.9%	32,572	67.1%	5,328	19.6%	
Personnel	11,012	27.1%	13,057	26.9%	2,044	18.6%	Increase due to hiring of new graduates and mid-career hires by en-japan
Advertising, Sales Promotion	8,811	21.6%	10,448	21.5%	1,636	18.6%	Primarily online advertisements linked to sales
Other	7,419	18.2%	9,067	18.7%	1,647	22.2%	Necessary outsourcing expenses associated with the enhancement of operating efficiency
Operating Income	9,631	23.7%	10,700	22.0%	1,068	11.1%	
Ordinary Income	9,736	23.9%	10,720	22.1%	983	10.1%	
Net Income attributable to en-japan	6,368	15.6%	7,330	15.1%	961	15.1%	

[FYE March 2019 Forecast] Changing Factor of Earnings (Consolidated)



Year on year

(JPY)

Sales

40.71bil

Sales increased by **7.84** bil or +19.3% YoY

[en]Career Change Info	+3.9bil
Sites for job search agencies and temporary staffing companies	+1.33bil
Overseas subsidiaries	+0.58bil
en Agent and other	+0.44bil
EWJ	+1.1bil
Etc.	

48.55bil

Expenses

31.08bil

Cost increased **6.77** bil or +21.8% YoY

Personnel expenses	+3.01bil
Advertising, Sales Promotion	+1.64bil
Outsourcing expenses	+0.5bil
Etc.	

37.85bil

Operating Income

9.63bil

OP increased **1.07** bil or +11.1% YoY

10.70bil

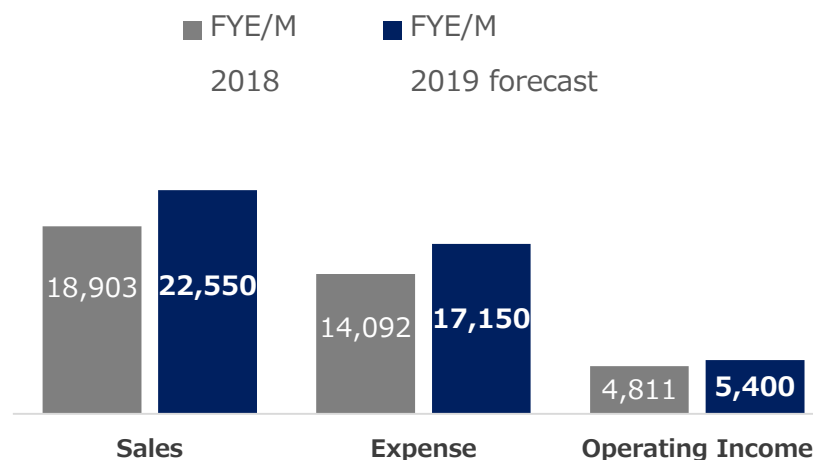
FYE Mar 2018
Actual

FYE Mar 2019
Forecast

Normalize (YoY) ratio of operating profit between the first half and second half of the year and YoY change in profit

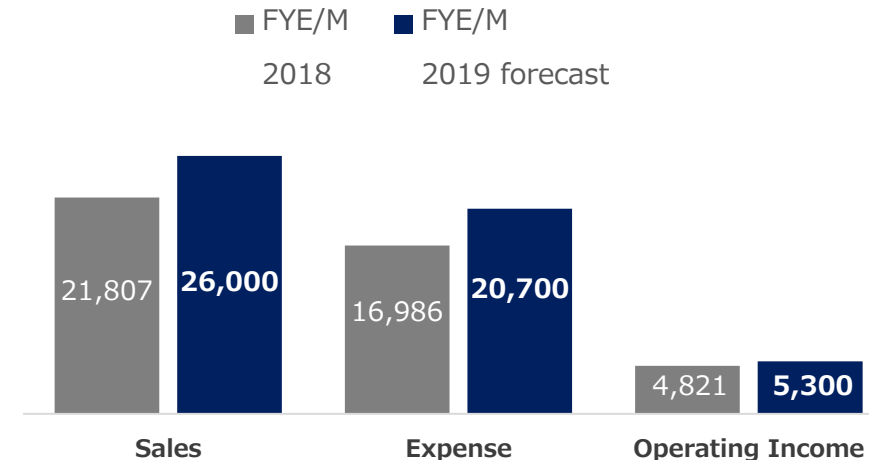
First half

(Million yen)



Second half

(Million yen)



YOY (million yen)	First half				Second half				(Reference) FYE/M 2019 full year forecast
	FYE/M 2019 forecast	FYE/M 2018	YOY change	% of YOY change	FYE/M 2019 forecast	FYE/M 2018	YOY change	% of YOY change	
Sales	22,550	18,903	3,647	19.3%	26,000	21,807	4,193	19.2%	48,550
Expense	17,150	14,092	3,058	21.7%	20,700	16,986	3,714	21.9%	37,850
Operating Income	5,400	4,811	589	12.2%	5,300	4,821	479	9.9%	10,700

[FYE Mar/2019] Performance forecast by company



(Million yen)

		FYE Mar/2018 Actual	FYE Mar/2019 Forecast	YoY change	Note
en-japan	Sales	31,437	37,100	18.0%	
	Operating Income	9,029	9,602	6.3%	
	Operating Income ratio(%)	28.7%	25.9%		
en world Japan	Sales	5,493	6,600	20.2%	RPO. Advance investment in expenses associated with the strengthening of the specialist dispatch service
	Operating Income	672	720	7.1%	
	Operating Income ratio(%)	12.2%	10.9%		
Overseas Subsidiaries	Sales	3,261	3,849	18.0%	
	Operating Income	407	519	27.5%	
	Operating Income ratio(%)	12.5%	13.5%		
Other Subsidiaries	Sales	776	1,252	61.3%	Full consolidation of a new consolidated subsidiary ZEKU
	Operating Income	-8	257	—	
	Operating Income ratio(%)	-1.0%	20.5%		
Company-wide adjustments	Sales	-257	-251	—	
	Operating Income	-469	-398	—	

[FYE Mar/2019] Performance forecast by segments



*Effective the 1st quarter of FYE Mar/2019, net sales of aptitude tests in the hiring business are transferred to the education and evaluation business.
Figures for the corresponding period of the previous fiscal year have been adjusted to reflect this change.

(Million yen)

		FYE Mar/2018 Actual	FYE Mar/2019 Forecast	YoY change
Hiring Business	Sales	39,485	47,191	19.5%
	Operating Income	9,652	10,606	9.9%
	Operating Income ratio(%)	24.4%	22.5%	
Education and Evaluation	Sales	1,337	1,358	1.6%
	Operating Income	69	93	34.8%
	Operating Income ratio(%)	5.2%	6.8%	
Company-wide adjustments	Sales	-112	0	—
	Operating Income	-90	0	—

(Million yen)

	Sales				
	FYE Mar/2018 Actual	YoY change (vs FYE Mar/2017)	FYE Mar/2019 Forecast	YoY change	Note
Hiring Business					
Job Board	26,291	79.8%	31,520	19.9%	[en]Career Change Info, [en]Career Change Consultant, and sites for temporary staffing companies, etc.
Job Search	9,279	26.9%	10,830	16.7%	Total of domestic job search services
Overseas Subsidiaries	3,267	19.1%	3,849	17.8%	Mainly job search. Navigos operates job board also.

Medium-Term Management Plan

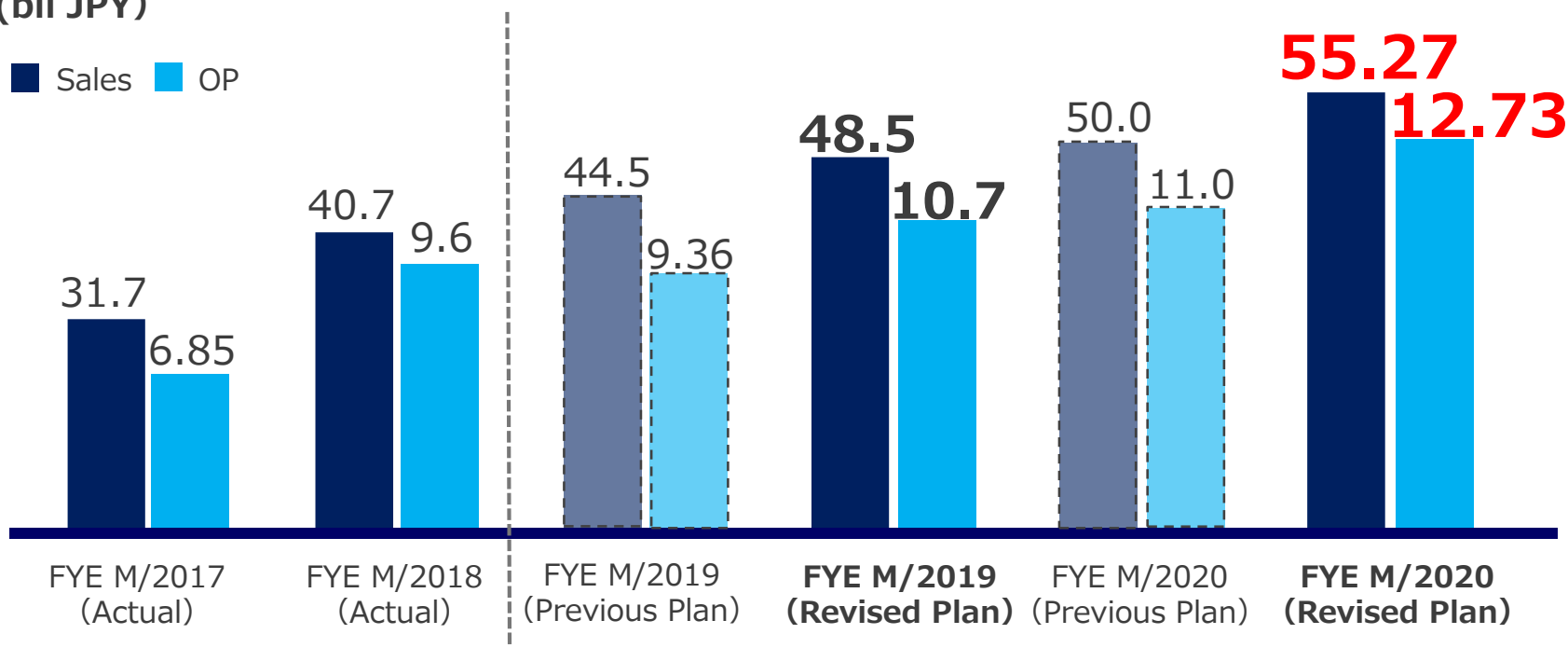
- Revised May,2018 -

Plan for
FYE Mar/2020

Sales **55.3** bil JPY (vs. previous Plan + **5.3bil**)
Operating Income **12.7** bil JPY (vs. previous Plan + **1.7bil**)

(bil JPY)

■ Sales ■ OP



The area of recruiting services

Existing Services

 **エヌ転職**

[en]Career Change Info

 **ミドルの転職**

[en]Career Change Consultant

 **エヌ派遣**

[en]Temporary Placement Info

 **エヌエージェント**

en Agent

 **enworld**

Overseas subsidiaries

etc.

New Services

*Services started after 2015

 **インバイト** en BAITO

- Expansion of scope of the site for temporary staffing companies

A M B I

- Recruitment site specializing in high achievers in their 20s

 **ミドルの転職** 

- Introduction of direct recruiting



- Free-of-charge cloud-type hiring support system

 **ZEKU** 株式会社ゼクウ


- Hiring & employment management services for temporary staffing companies

- LINE Career

etc.

Fields other than the job placement field


Insight Tech

 **エヌ婚活**
エージェント

en KONKATSU Agent Inc.

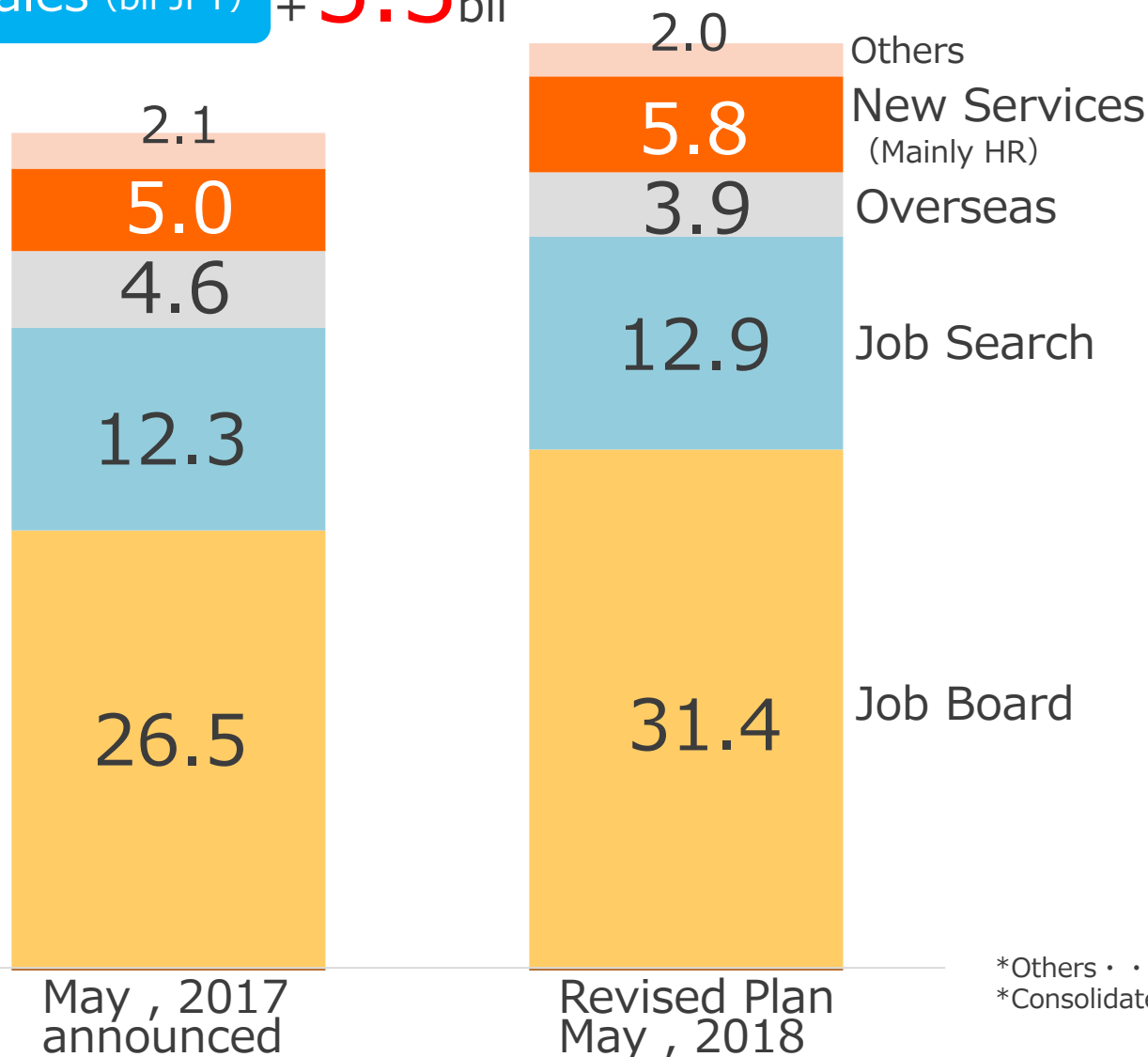
•
•
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etc.

FYE Mar/2020 Sales plan by service (VS May , 2017 announced)



Sales (bil JPY) + **5.3** bil



Increase by approximately
¥ **5.0** billion in existing
job board sites

Increase by approximately
¥ **1.4** billion in Job Search
and new HR services

*Others . . . Education and Evaluation service, Aptitude test development etc.

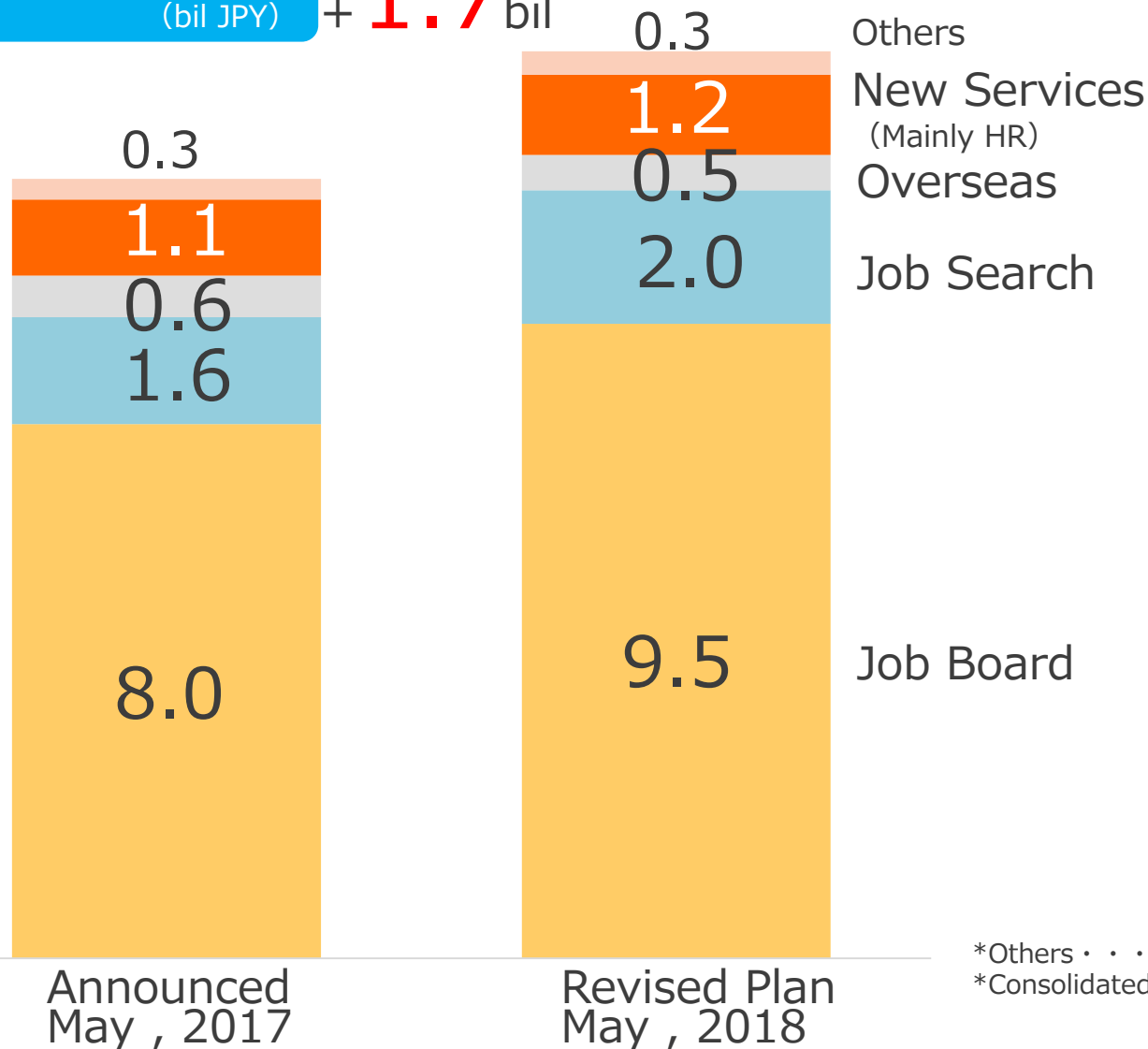
*Consolidated adjustment values, etc. FYE Mar/2020 -0.7bil

FYE Mar/2020 Operating Income Plan by Service (VS May , 2017 announced)



Operating Income
(bil JPY)

+ **1.7** bil



Increase by approximately
¥ **1.5** billion in existing
job board sites

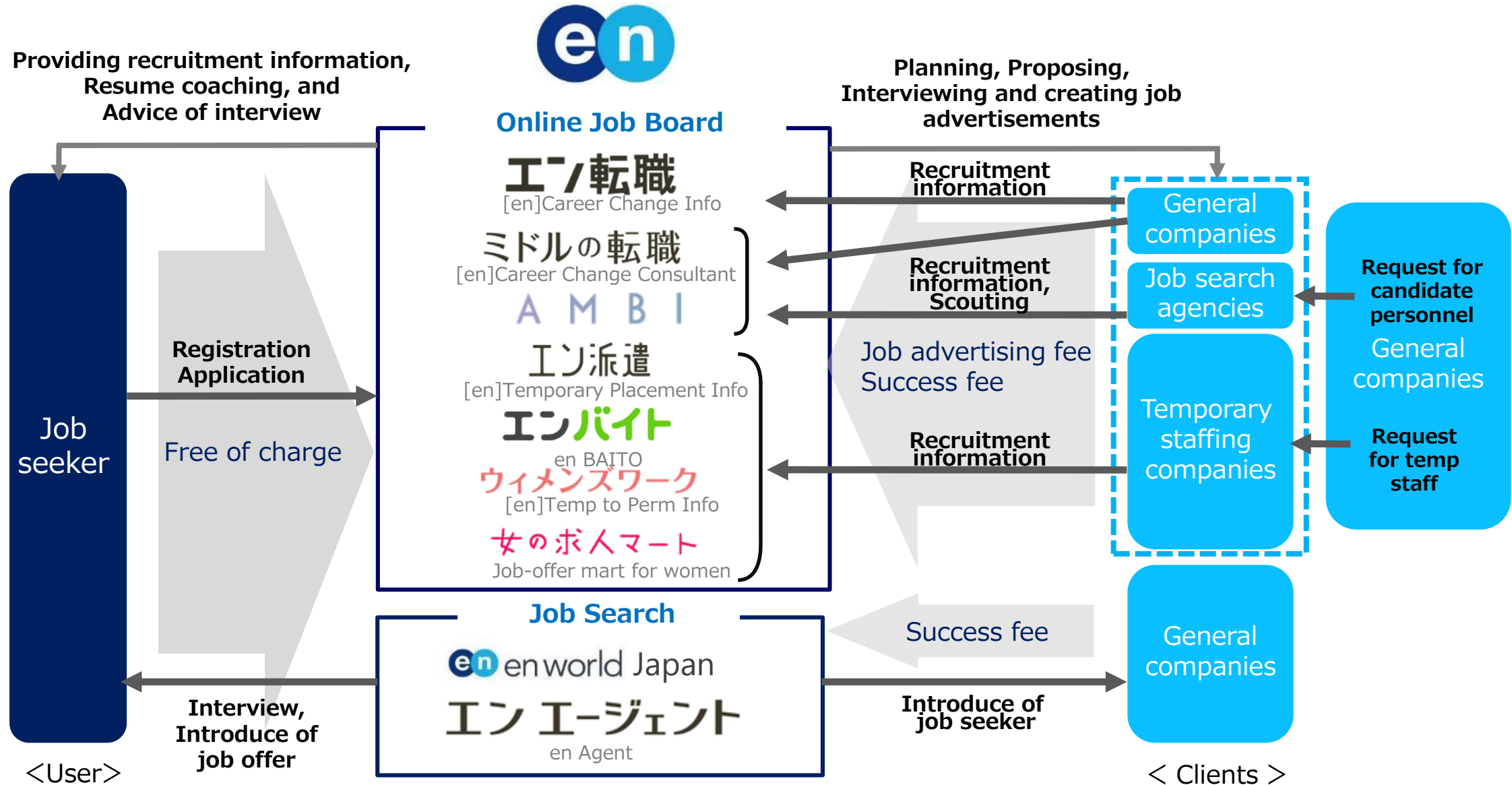
Increase by approximately
¥ **0.5** billion in Job search
and new HR services

*Others . . . Education and Evaluation service ,Aptitude test development etc.

*Consolidated adjustment values, etc. ,FY Mar/2020 -0.8bil JPY

Company Overview



【 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 Jun. 2018)
【Stock Listing 】	The First Section of the Tokyo Stock Exchange / (code : 4849)
【Fiscal Year 】	April 1 – March 31
【 Number of Employees 】	Consolidated 2,704, Non-consolidated 1,494 (as of Jun. 2018)
【 Number of Outstanding Shares 】	49,716,000 (as of Jun. 2018)
【 Business Description 】	(1) Internet job recruitment service (2) Job Search (3) Implementation of training, seminars (4) Consultation on recruitment , Aptitude test development



<Hiring Business・Job Board (Domestic) >

	Contents	Characteristics	Users	Clients
[en]Career Change Info エン転職	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"> Mainly 20s 	General Companies
[en]Career Change Consultant ミドルの転職	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 	Job search agencies General Companies
	Recruitment site specializing in high achievers in their 20s	<ul style="list-style-type: none"> Mainly listing information for users in their 20s with yearly income of 5 million yen or more The site is designed to focus on headhunting from companies and job placement agencies 	<ul style="list-style-type: none"> Mainly 20s 	Job search agencies General Companies
[en]Temporary Placement Info イン派遣	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 	Temporary staffing companies
en BAITO インバイト	Part-time job information site	<ul style="list-style-type: none"> Part-time job information mostly owned by temporary staffing companies User friendly functions such as job-recommendation based on their search history 	<ul style="list-style-type: none"> University students Graduates without jobs Housewives Permanent part-timers 	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 	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 Covers wide variety of jobs regardless of employment contract of each area 	<ul style="list-style-type: none"> Females in their 20s to 40s 	Temporary staffing companies
Career BAITO キャリアバイト	Internship information sites for university students	<ul style="list-style-type: none"> Targeting university students who look for "paid internship jobs that can foster their abilities," rather than seeking those jobs purely for money The pioneer site for internship jobs which is the best in the country in terms of both performance and the number of jobs 	<ul style="list-style-type: none"> University students 	General Companies


<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 	<ul style="list-style-type: none"> • 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
	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. Enhancing Japanese companies in Vietnam. 	<ul style="list-style-type: none"> • Local Companies • Global Companies • Japanese 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. Enhancing Japanese companies in Vietnam. 	<ul style="list-style-type: none"> • Local Companies • Global Companies • Japanese 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



<Hiring Business・Others>

	Contents	Characteristics	Users
 ZEKU 株式会社ゼクウ	Hiring management system Operation management system	<ul style="list-style-type: none"> Uniform management of various data and functions, e.g. hiring information, interviewers, response to applications, and effectiveness measurement. Uniform management of hired staff and job listings. 	Temporary staffing companies General Companies

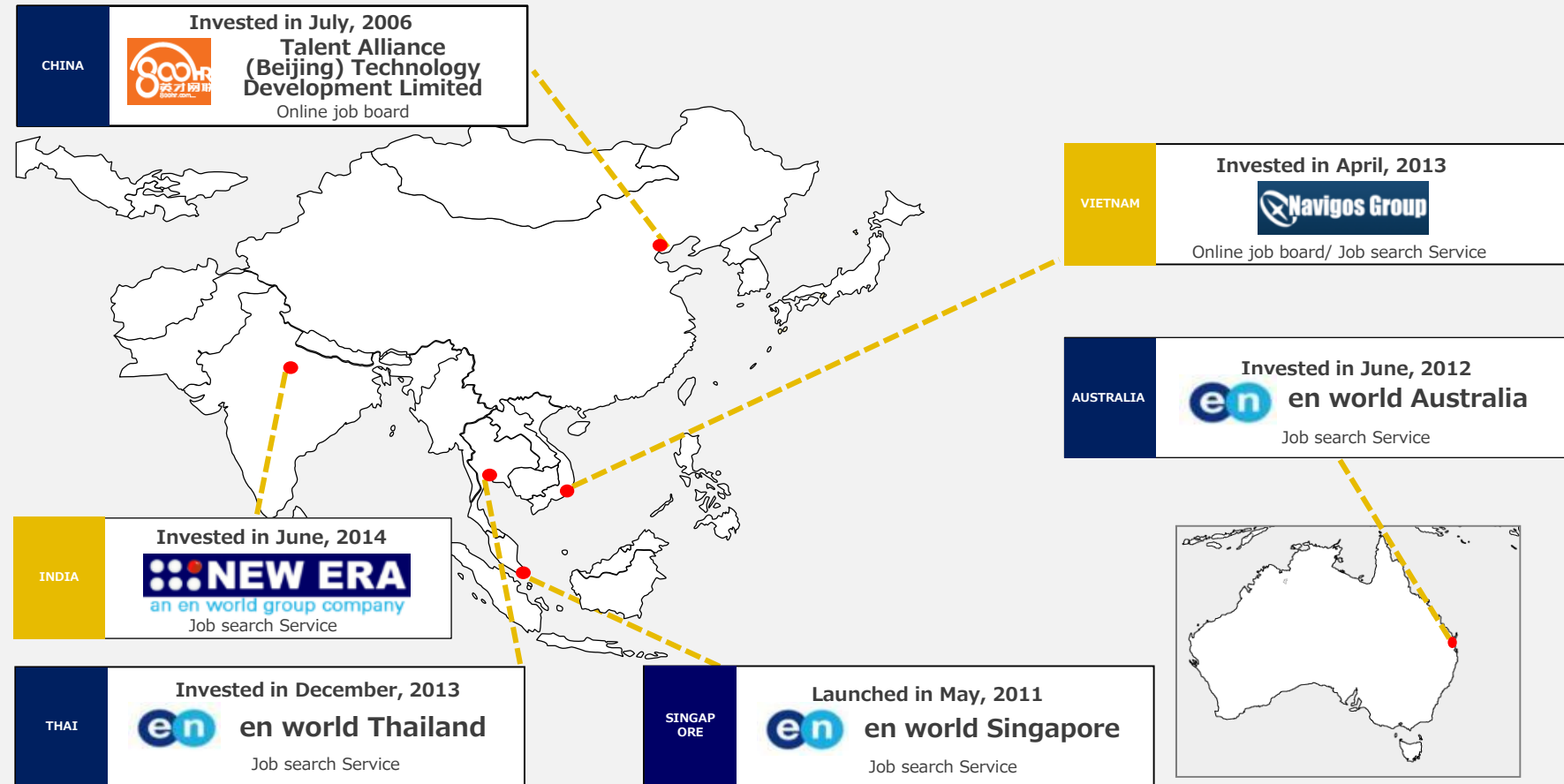
< Education / Evaluation Business >

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

<Other New Business *Unconsolidated subsidiary >

	Contents	Characteristics	Users
 InsightTech	Marketing research Data analysis using AI	<ul style="list-style-type: none"> Creates a database of and analyzes complaints acquired from consumers and sells the database/analysis as a product that contributes to product development to companies. Analyzes data owned by companies using sophisticated data analysis technologies. Provides issue-solving solutions. 	General Companies
 エン婚活 エージェント en KONKATSU Agent Inc.	Online service to support those looking for a marriage partner	<ul style="list-style-type: none"> Service to support people looking for a husband or wife with the new concept of seeking happiness after marriage 	General users

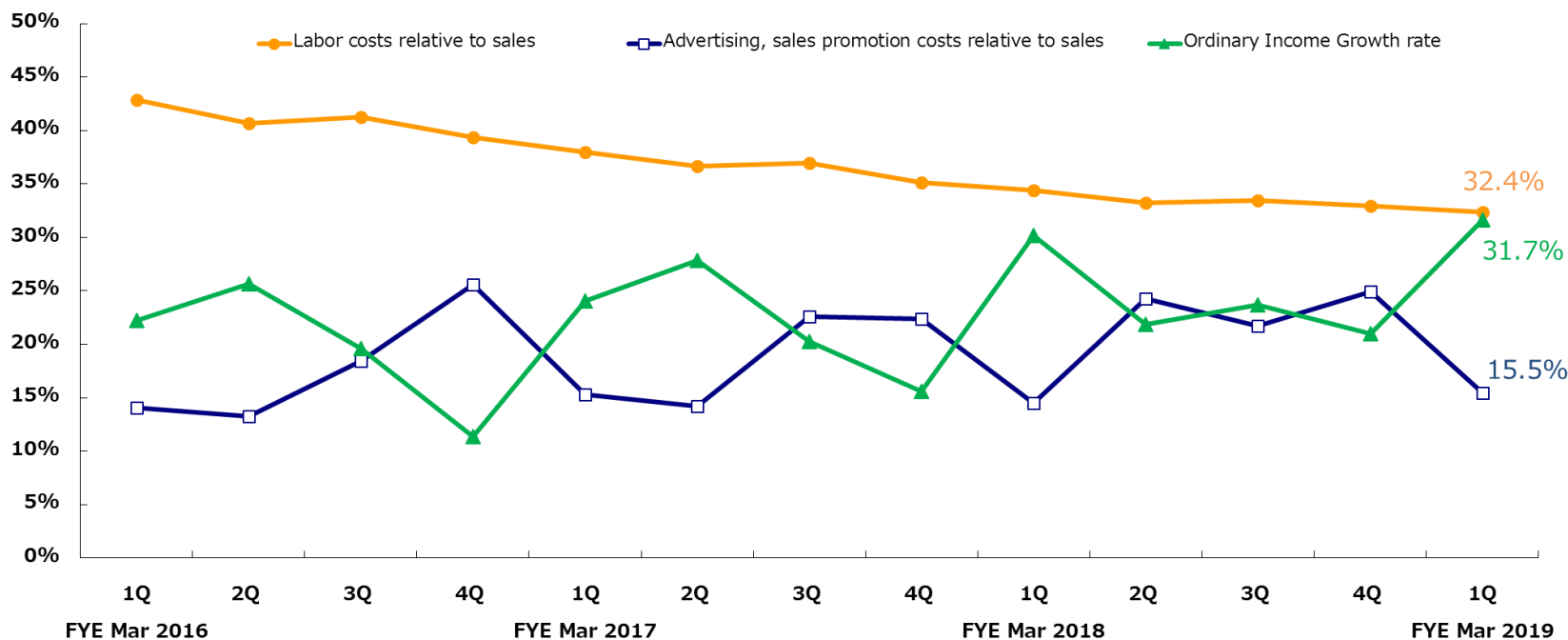
Concentrating resources in Vietnam and India based on a mid-to-long-term perspective



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

Cost relative to sales

- Labor cost and Sales & Promotion cost (consolidated)

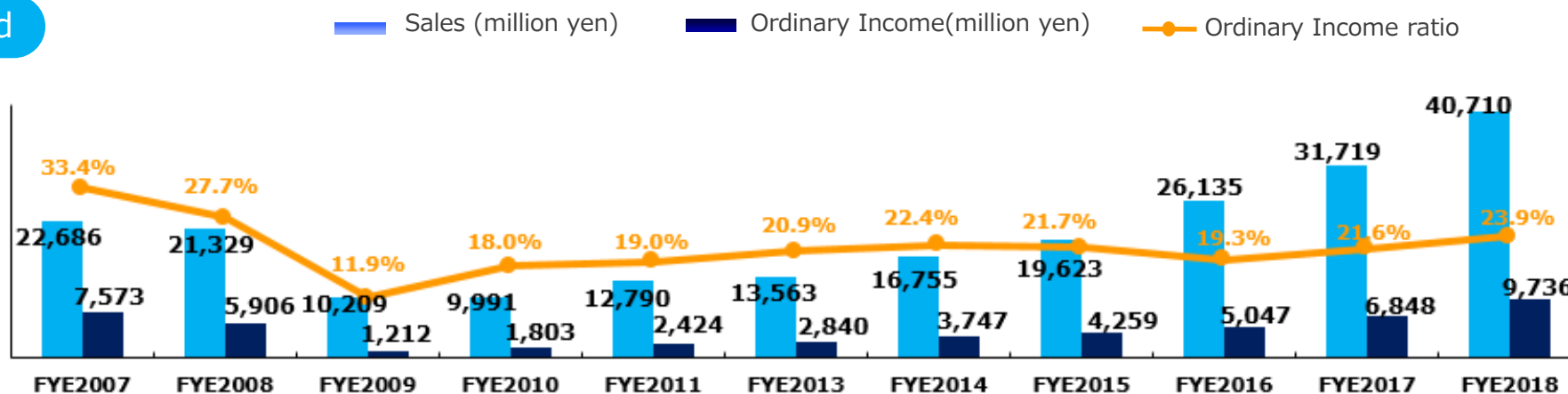


	1Q FYE Mar 2016	2Q	3Q	4Q	1Q FYE Mar 2017	2Q	3Q	4Q	1Q FYE Mar 2018	2Q	3Q	4Q	1Q FYE Mar 2019
Ordinary Income (million yen)	1,287	1,639	1,274	845	1,738	2,125	1,583	1,411	2,753	2,134	2,364	2,484	3,551
Ordinary Income rate	22.2%	25.6%	19.6%	11.4%	24.0%	27.8%	20.3%	15.6%	30.2%	21.8%	23.7%	21.0%	31.7%
Labor costs (million yen)	2,480	2,603	2,684	2,931	2,743	2,797	2,885	3,185	3,137	3,250	3,336	3,901	3,629
Labor costs relative to sales	42.8%	40.7%	41.2%	39.4%	37.9%	36.7%	37.0%	35.2%	34.4%	33.2%	33.5%	33.0%	32.4%
sales promotion costs (million yen)	815	847	1,200	1,906	1,108	1,086	1,764	2,028	1,323	2,373	2,166	2,947	1,733
sales promotion costs relative to sales	14.1%	13.2%	18.4%	25.6%	15.3%	14.2%	22.6%	22.4%	14.5%	24.3%	21.7%	24.9%	15.5%

Earnings for Fiscal year end and each quarter

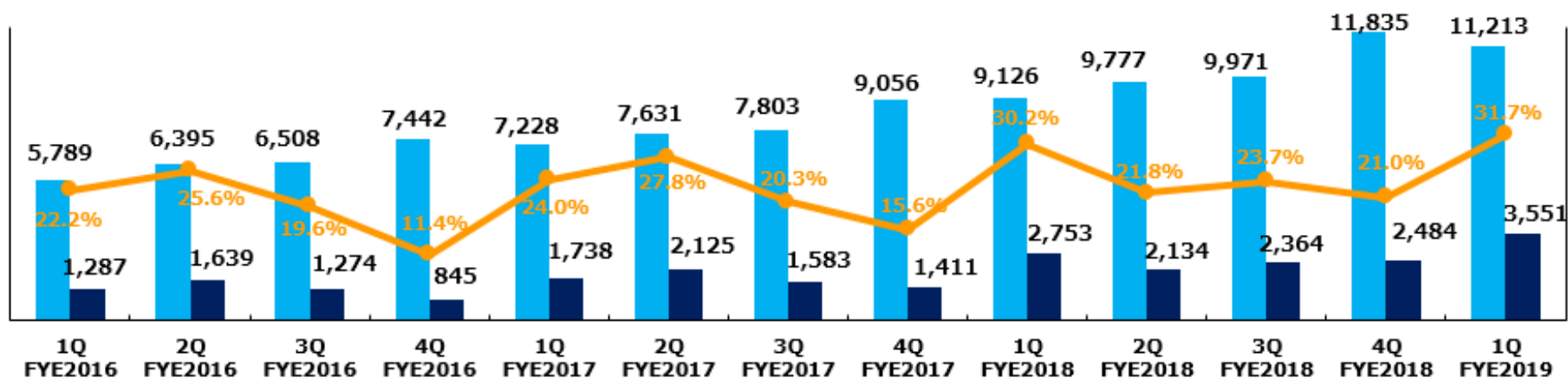


Fiscal year end



*FY2011 converted 15 months to 12 months due to the change of accounting period (Change from December to March)

Quarter

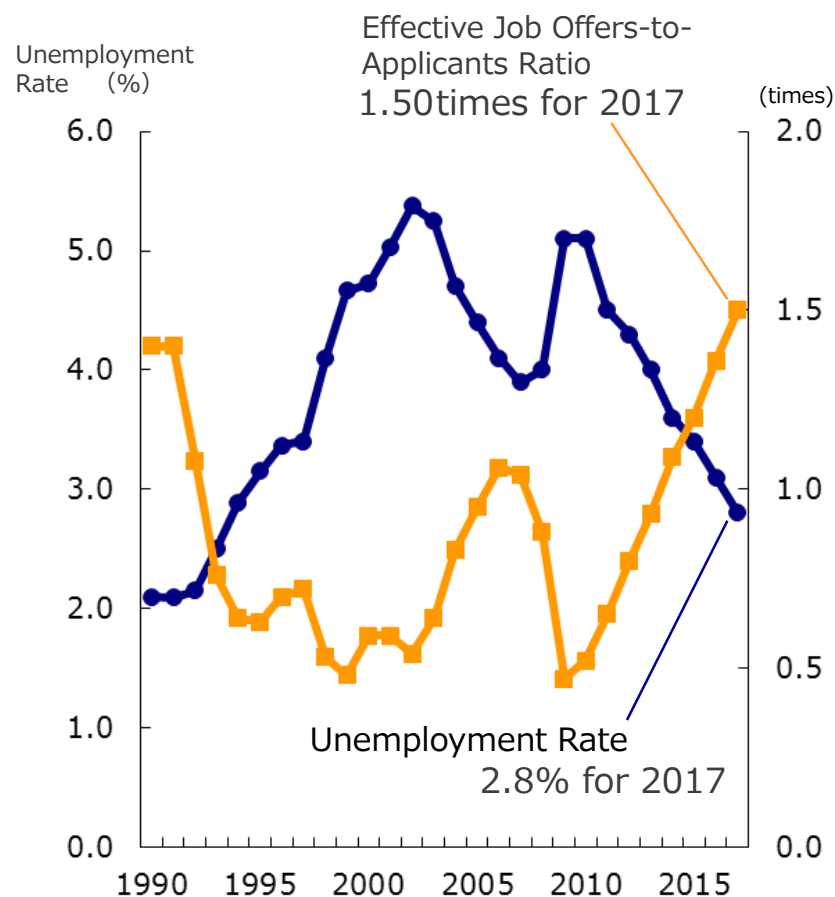


The market environment

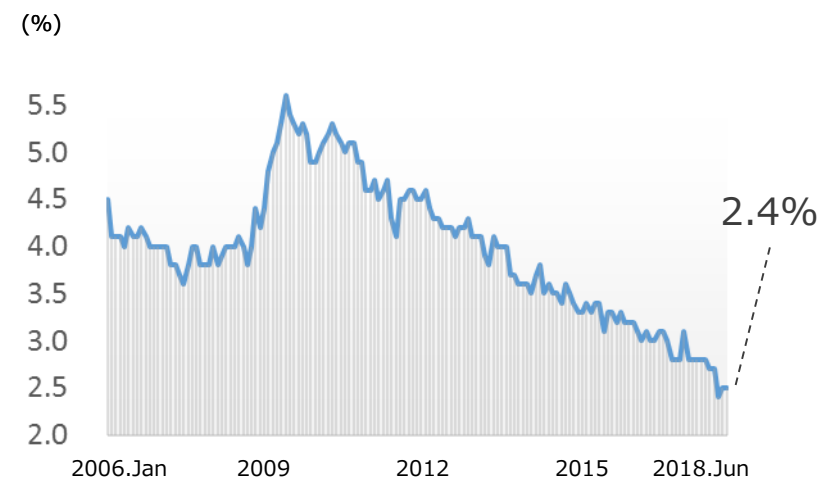
- Trends in Unemployment Rate & Effective Job Offers-to-Applicants Ratio



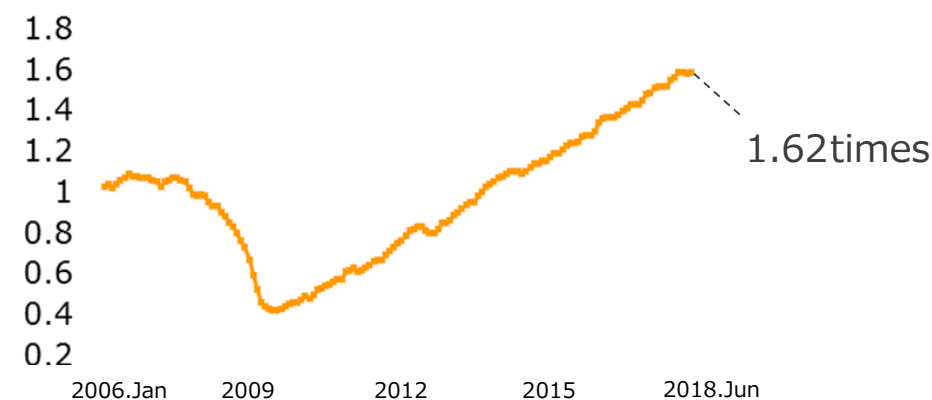
<Year Average>



< Latest Unemployment Rate >



(times) < Latest Effective Job Offers-to-Applicants Ratio >

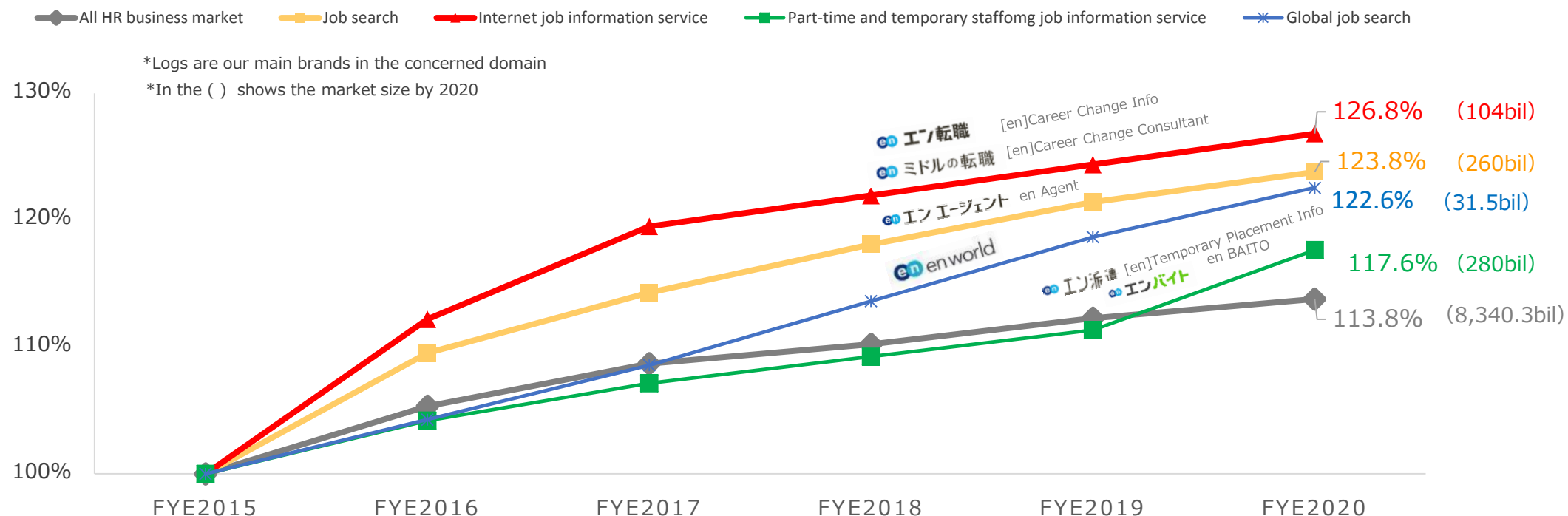


Source : Ministry of Health, Labor and Welfare ,
the Statistics Bureau, Ministry of Internal Affairs and Communications

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 FYE2015)

(JPY)



*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.



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