



First Section of the Tokyo Stock Exchange
May 13, 2020

To All Concerned Parties

Company Name: en-japan inc. (Code: 4849)
Representative: Takatsugu Suzuki, President
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and Administrative Office Director
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Notice Concerning the Withdrawal of en-japan inc.'s Mid-term Management Plan

en-japan inc. hereby announces that we have decided to withdraw our mid-term management plan (for the fiscal year ended March 31, 2020 to the fiscal year ending March 31, 2022) that we announced on May 14, 2019.

1. Reason for the Withdrawal of the Mid-term Management Plan

We expect there will be a significant impact on the performance of our group in the short term due to the suspension of economic activities, the deterioration in the performance of our clients, the economic recession and stagnation of recruitment activities due to Covid-19. We anticipate that demand for recruitment will gradually recover once the Covid-19 situation is resolved due to factors such as the structural labor shortage. Nevertheless, it is extremely difficult to predict when the Covid-19 situation will be resolved. It is also extremely difficult to reasonably make calculations for our mid-term management plan at the present time.

In light of the above situation, we have temporarily set to pending the figures in our mid-term management plan for which the fiscal year ending March 31, 2022 will serve as the final year. We have not made any major changes to our basic strategy policy. However, it is difficult to calculate figures at the present time. Accordingly, we will make an announcement again when it becomes possible to calculate those figures.

End

Reference: Mid-term Management Plan Announced on May 14, 2019

(Consolidated)	FYE03/2019 (Results) [Billion yen]	FYE03/2020 (Results) [Billion yen]	FYE03/2021 (Projected) [Billion yen]	FYE03/2022 (Projected) [Billion yen]
Net sales	48.73	56.84	70.00	85.00
Operating income	11.66	11.00	16.40	23.00
Dividend payout ratio	37%	50%		