



First Section of the Tokyo Stock Exchange  
May 12, 2022

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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## Overview of the Medium-Term Management Plan

en-Japan inc. has formulated its Medium-Term Management Plan, a five-year plan beginning in the fiscal year ending March31, 2023. Details are as follows.

### 1. Numerical targets under the new medium-term management plan (overview)

(Consolidated)	FYE Mar/2022 (Results)	Medium-Term Management Plan				
		FYE Mar/2023	FYE Mar/2024	FYE Mar/2025	FYE Mar/2026	FYE Mar/2027
Net Sales	(Billion yen) 54.5	(Billion yen) 62.0	(Billion yen) 70.0	(Billion yen) 85.0	(Billion yen) 100.0	(Billion yen) 120.0
Operating Income	9.6	3.1	4.1	9.9	17.5	24.0
Dividend policy	Dividend payout ratio 50%	It will maintain a dividend at a level in the previous term (Fiscal year ended March 31, 2022)			Dividend payout ratio 50%	
	DPS 70.1 yen	DPS 70.1 yen			DPS 128 yen	DPS 176 yen

\*DPS= Dividend per share

### 2. Basic Policy

- Increase the size of investment business to be on a par with existing business over five years.
- Focus investment business on engage and AMBI. engage in proactive up-front investment.
- Invest a certain level in existing business so it continues to be highly profitable business.

### 3. Basic Financial Policy

The Company will consider further reducing the funds it holds such as by acquiring treasury stock depending on the situation while giving priority to growth investment (M&As).

It will maintain a dividend at a level in the previous term (fiscal year ended March 31, 2022) (70.1 yen) over the three years of strengthening up-front investment in the Medium-Term Management Plan. After that, it will return to a dividend payout ratio of 50%.

End