



August 13, 2025

To All Concerned Parties

Company Name: en Japan Inc.  
(Code: 4849, TSE Prime Market)  
Representative: Michikatsu Ochi,  
Representative Director,  
Chairman and President  
Contact: Jun Nakajima,  
Director and Executive Officer, Head of  
Corporate Strategy  
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### Notice Concerning Share Acquisition in an Incorporation-type Split Company by ROXX, Inc. (Subsidiarization)

en Japan Inc. (hereinafter the “Company”) hereby announces that its Board of Directors has resolved at a meeting held today to acquire all shares of back check, inc., a reference and compliance checking service business (hereinafter "back check") operated by ROXX, Inc. (hereinafter "ROXX"), which is scheduled to be established through a company split (incorporation-type split), and make back check, inc. a 100% subsidiary, as outlined below.

#### 1. Reason for share acquisition

The Company primarily operates job information websites, human resource placement services and educational evaluations, and is engaged in businesses that support the recruitment and promotion of new employees. In addition to strengthening existing businesses, the Company is expanding profit opportunities through M&A to further enhance corporate value.

The market for “back check,” a reference check service, is expanding against the backdrop of an increase in mid-career hires and heightened awareness of compliance, and it has a high share in Japan, with more than 10,000 cases implemented annually.

The Company has decided to acquire the shares based on the high synergies expected between "back check" and "ASHIATO," a reference check service owned by the Company, and the belief that this will contribute to further strengthening the Company's profitability and competitiveness.

#### 2. Overview of the subsidiary to be transferred (scheduled)

(1) Name	back check, Inc.
(2) Address	3-6-4 Nishi-Shinjuku, Shinjuku-ku, Tokyo
(3) Title and name of representative	Yoshinori Sudo, Representative Director
(4) Business	Development and provision of online complete reference and compliance checks
(5) Share capital	1 million yen
(6) Date of establishment	September 12, 2025 (scheduled)
(7) Major shareholders and shareholding ratio	ROXX, Inc. (split company): 100%
(8) Relationship between the listed company and the company concerned	There are no capital, personnel or business relationships to be stated. The Company is also not a related party.

\*As the company concerned is scheduled to be established through an incorporation-type company split, the financial position and operating results for the most recent fiscal year are not available.

3. Outline of the business to be succeeded by the transferred subsidiary through the incorporation-type company split

(1) Business of the division to be succeeded

Development and provision of online complete reference and compliance check services

(2) Operating results of the division to be succeeded (fiscal year ended September 30, 2024)

Net sales: 579 million yen

(3) Items and carrying amounts of assets and liabilities to be split (as of April 30, 2025)

Assets		Liabilities	
Current assets	97 million yen	Current liabilities	95 million yen
Non-current assets	- million yen	Non-current liabilities	- million yen
Total	97 million yen	Total	95 million yen

\*1 The actual amounts of assets and liabilities to be succeeded to will be determined after adjusting the above amounts for changes up to the effective date of this company split.

\*2 The contents of this report are based on the information disclosed by ROXX on July 7, 2025.

4. Outline of the counterparty to the share acquisition

(1) Name	ROXX, Inc.		
(2) Address	6-27-30, Shinjuku, Shinjuku-ku, Tokyo		
(3) Title and name of representative	Taro Nakajima, Representative Director and Chief Executive Officer		
(4) Business	z career / back check		
(5) Share capital	644 million yen		
(6) Date of establishment	November 2013		
(7) Net assets	103 million yen (as of March 31, 2025)		
(8) Total assets	2,633 million yen (as of March 31, 2025)		
(9) Number of shares issued	7,273,170 shares		
(10) Fiscal year-end	September		
(11) Major shareholders and shareholding ratio	Taro Nakajima		16.63%
	Custody Bank of Japan, Ltd. (Trust Account)		10.36%
	PERSOL CAREER CO., LTD.		6.05%
	Hiroki Yamada		4.88%
	KxShareHW Investment Limited Partnership		4.28%
(12) Relationship between the listed company and the company concerned	There are no capital, personnel or business relationships to be stated. The Company is also not a related party.		

5. Number of shares acquired and status of shares held before and after acquisition

(1) Number of shares held before transfer	0 shares (Number of voting rights: 0) (Percentage of voting rights held: 0.00%)
(2) Number of shares acquired	10,000 shares (Number of voting rights: 10,000)
(3) Number of shares held after transfer	10,000 shares (Number of voting rights: 10,000) (Percentage of voting rights held: 100.00%)
(4) Acquisition cost (estimated amount)	1,950 million yen

\*Payment will be made from own funds.

#### 6. Schedule

(1) Date of resolution of the Board of Directors	August 13, 2025
(2) Date of share transfer agreement	August 13, 2025
(3) Date of incorporation of the newly incorporated company through the company split	September 12, 2025 (scheduled)
(4) Date of execution of share transfer	September 30, 2025 (scheduled)

#### 7. Future outlook

Although back check, Inc. is scheduled to become a consolidated subsidiary of the Company as of September 30, 2025, as a result of this share acquisition, the impact on the consolidated business results of the Company for the fiscal year ending March 31, 2026, is expected to be minimal.