



Prime Section of the Tokyo Stock Exchange
February 13, 2025

To All Concerned Parties

Company Name: en Japan Inc. (Code: 4849)
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Notice Concerning Revision of Operating Results Projections

In light of recent performance trends and other factors, en-Japan Inc. announces that it has revised its operating results projections released on July 18, 2024, as follows.

Details

1. Revision of full-year operating results projections

Revision of consolidated operating results projections for the fiscal year ending March 31, 2025 (April 1, 2024 - March 31, 2025)

(In millions of yen)

	Net sales	Operating income	Ordinary income	Profit attributable to owners of parent	Net income per share (Yen)
Previous forecast (A)	73,000	8,100	8,011	9,330	228.50
Revised forecast (B)	65,800	5,200	5,200	7,350	179.33
Change (B-A)	-7,200	-2,900	-2,811	-1,980	
Change (%)	-9.8	-35.8	-35.0	-21.2	
Results for the previous year (Ended March 2024)	67,661	5,161	5,369	4,196	102.38

2. Reasons

In May 2022, we formulated a five-year medium-term management plan ending in the fiscal year ending March 31, 2027. We have positioned HR-Tech engage and Human Capital Platform as investment businesses, and have aggressively made upfront investments to grow the business at a pace exceeding our initial plan.

During the fiscal year ending March 31, 2025, we conducted extensive structural integration to strengthen the foundations of our businesses with the aim for further revenue growth. However, it took longer than expected to restructure sales strategies and integrate and adjust operational tasks, and both sales and operating income are now expected to fall short of the plan's targets, mainly for engage and [en] Career Change Info services.

In this third quarter, we were not able to make up for the delay that occurred in the previous two quarters (April 1, 2024 to September 30, 2024). As a result, the consolidated operating results projections for the fiscal year ending March 31, 2025 have been revised downward: net sales of ¥65,800 million (down 9.8% from the previous forecast), operating income of ¥5,200 million (down 35.8% from the previous forecast), ordinary income of ¥5,200 million

(down 35.0% from the previous forecast), and profit attributable to owners of parent of ¥7,350 million (down 21.2% from the previous forecast).

3. Dividend forecast

There is no revision to the dividend forecast accompanying the revision of operating results projections.

(Notes on the business outlook)

The above forecasts are based on information currently available to the Company as of the date of this announcement, and actual results may differ from these projections due to various factors.

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