



February 28, 2025

To All Concerned Parties

Company Name: en Japan Inc.  
(Code: 4849, TSE Prime Market)  
Representative: Takatsugu Suzuki, President  
Contact: Yasumasa Takahashi,  
Administrative Office Director  
(Tel: +81-3-3342-4506)

## Notice Regarding Transition to a New Management Structure and Appointment of Candidates for Director

en Japan Inc (hereinafter “en Japan”) hereby announces the approval of a resolution regarding the transition to a new management structure at a meeting of its Board of Directors held today.

The appointment of directors will be formally approved through a resolution at the 25th Ordinary General Meeting of Shareholders scheduled to be held on June 24, 2025.

### 1. Purpose of Transition to New Management Structure

The Company formulated a five-year Medium-Term Management Plan ending in the fiscal year ending March 31, 2027 and has been working to expand earnings. In the meantime, the business environment has changed rapidly and a review of management policies and business strategies became an urgent management issue.

Under these circumstances, the Company will restructure its business portfolio on the business front and work to further strengthen corporate governance and accelerate management decision-making on the organizational front.

### 2. Candidates for Directors (to be decided at the Ordinary General Meeting of Shareholders scheduled to be held on June 24, 2025)

Name	New Job Title (tentative*)	Current Job Title	New appointment Reappointment
Michikatsu Ochi	Representative Director, Chairman and President	Chairman of the Board	Reappointment
Teruyuki Terada	Director, Senior Executive Officer General Manager of the Digital Product Development Division	Director, Executive Officer General Manager of the Digital Product Development Division	Reappointment
Takuo Iwasaki	Director, Senior Executive Officer General Manager of the HR Media & Technology Recruitment Support Division	Director, Executive Officer General Manager of the HR Media & Technology Recruitment Support Division	Reappointment
Jun Nakajima	Director, Senior Executive Officer General Manager of the Corporate Strategy Division	Executive Officer, General Manager of the Corporate Strategy Division	New appointment
Yuri Hayashi	Outside Director	As on the left	Reappointment
Taisuke Igaki	Outside Director serving on the Audit and Supervisory Committee	As on the left	—
Toshihiko Ishikawa	Outside Director serving on the Audit and Supervisory Committee	As on the left	—
Takeshi Nishikawa	Outside Director serving on the Audit and Supervisory Committee	As on the left	—

\* Please refer to “Notice Regarding a Change in the Representative Director and President of en Japan Inc.” released on the same date (February 28, 2025).

\* New job titles will be resolved at the meeting of the Board of Directors following the Ordinary General Meeting of Shareholders.

(Reference) Brief Profile of Candidate for Newly Appointed Director

Jun Nakajima	Apr. 2006	Joined the Company
	Aug. 2012	Manager of the Metropolitan 1st Sales Group of Mid-Career Recruitment Support Division of the Company
	Jan. 2019	General Manager of the Temporary Staffing Agency Support Division of the Company
	Apr. 2021	Executive Officer of the Company (incumbent)
	Oct. 2021	President and Representative Director of ZEKU Corporation
Apr. 2024	General Manager of the Corporate Strategy Division (incumbent)	

3. Retiring Directors

Name	Current Job Title
Takatsugu Suzuki	Representative Director, President and Chief Executive Officer
Megumi Kawai	Managing Director and Executive Officer (to be appointed Senior Executive Officer on June 24)
Yasushi Numayama	Director and Executive Officer (to be appointed Senior Executive Officer on June 24)
Wataru Sakakura	Outside Director

\* Plan to retire as Directors at the conclusion of the Ordinary General Meeting of Shareholders scheduled to be held on June 24, 2025.

End