

en Japan Inc.



1st Quarter FY Ending March 2026 Earnings Announcement [Japan GAAP] (Consolidated)

August 7, 2025

Company Name	en Japan Inc.	Listing Exchanges	Prime Section of the Tokyo Stock Exchange
Stock Code	4849	URL	https://corp.en-japan.com/
Representative (Title)	Chairman and President	(Name)	Michikatsu Ochi
Contact (Title)	Executive Officer and General Manager, Corporate Strategy Division	(Name)	Jun Nakajima
Scheduled Date to Begin Dividend Payments	-	Telephone	+81-3-3342-4506
Preparation of Summary Supplementary Explanatory Materials	Yes		
Earnings Briefing	Yes		

(Figures rounded down to nearest million yen)

1. FY Ending March 2026 First Quarter Consolidated Operating Results (From April 1, 2025, to June 30, 2025)

(1) Consolidated Operating Results (year to date) (Percentages indicate change from prior fiscal year)

	Net Sales		Operating Income		Ordinary Income		Profit Attributable to Owners of Parent	
	Million yen	%	Million yen	%	Million yen	%	Million yen	%
FYE 3/26 1st Qtrr	14,991	-7.7	1,328	-21.5	1,384	-24.8	948	-21.4
FYE 3/25 1st Qtrr	16,246	-1.5	1,693	124.3	1,841	108.4	1,206	105.9

(Notes) Comprehensive income FYE 3/26 1st Qtrr 369 million yen (-77.0%) FYE 3/25 1st Qtrr 1,609 million yen (151.6 %)

	EPS	Fully Diluted EPS
	Yen	Yen
FYE 3/26 1st Qtrr	23.31	23.07
FYE 3/25 1st Qtrr	29.54	28.99

(2) Consolidated Financial Position

	Total Assets	Net Assets	Equity Ratio
	Million yen	Million yen	%
FYE 3/26 1st Qtrr	50,988	34,050	65.5
FYE 3/2025	56,942	37,618	65.0

(Reference) Equity FYE 3/26 1st Qtrr 33,409 million yen FYE 3/25 37,004 million yen

2. Dividends

	Annual Dividend				
	1st Quarter-end	2nd Quarter-end	3rd Quarter-end	Year End	Full Year
	Yen	Yen	Yen	Yen	Yen
FYE 3/2025	-	0.00	-	70.10	70.10
FYE 3/2026	-				
FYE 3/2026 (projected)		0.00	-	24.00	24.00

(Notes) Revisions to the Company's latest dividend forecast: None

3. FY Ending March 2026 Projected Consolidated Operating Results (From April 1, 2025, to March 31, 2026)

(Percentages indicate percentage change from the previous fiscal year)

	Net Sales		Operating Income		Ordinary Income		Profit Attributable to Owners of Parent		EPS
Full year	Million yen	%	Million yen	%	Million yen	%	Million yen	%	Yen
	62,200	-5.3	2,800	-52.5	2,983	-49.8	2,070	-72.9	50.66

(Notes) Revisions to the Company's latest operating results projections: No

*Notes

- (1) Significant changes in the scope of consolidation during the quarter under review: None
 Newly included None (Name of company) -
 Exclusion None (Name of company) -

- (2) Adoption of special accounting treatment used in preparation of the quarterly consolidated financial statements Yes

- (3) Changes in accounting policy, changes in accounting estimates, or restatement due to correction
 a. Changes in accounting policy accompanying amendment of accounting principles: None
 b. Changes in accounting policy other than "a.": None
 c. Changes in accounting estimates: None
 d. Restatement due to correction: None

- (4) Number of shares issued (common shares)

- a. Number of shares issued at the end of the period (including treasury shares)

FYE 3/26 1st Qtr 49,716,000 shares FYE 3/25 49,716,000 shares

- b. Number of treasury shares at the end of the period

FYE 3/26 1st Qtr 9,413,024 shares FYE 3/25 8,853,024 shares

- c. Average number of shares issued during the period (cumulative from the beginning of the period)

FYE 3/26 1st Qtr 40,693,263 shares FYE 3/25 1st Qtr 40,835,126 shares

- * Review of accompanying quarterly consolidated financial statements by a certified public accountant or an audit corporation: No

- * Explanation regarding appropriate use of operating results projections, other special notes

(Cautionary Notes on Forward-Looking Statements)

Forward-looking statements including projected operating results contained in this report and supplementary materials are based on information currently available to the Company and on certain assumptions deemed as rational, and are not intended to guarantee achievements by the Company. Actual results may differ significantly from such projections due to various factors. For the conditions forming the assumptions for the Company's consolidated operating results projections and the notes on using the projections, see "(3) Explanation of Future Projection Information such as Consolidated Operating Results Projections" in "1. Overview of Operating Results" shown on page 3 of the attached material.

Table of Contents for Attachments

1. Overview of Operating Results	2
(1) Overview of Operating Results for the First Quarter of the Current Fiscal Year	2
(2) Overview of Financial Position for the First Quarter of the Current Fiscal Year	2
(3) Explanation of Future Projection Information Such as Consolidated Operating Results Projections.....	2
2. Quarterly Consolidated Financial Statements and Key Notes	4
(1) Quarterly Consolidated Balance Sheet	4
(2) Quarterly Consolidated Statements of Income and Quarterly Consolidated Statements of Comprehensive Income	6
Quarterly Consolidated Statements of Income.....	6
First Quarter of the Current Fiscal Year.....	6
Quarterly Consolidated Statements of Comprehensive Income.....	7
First Quarter of the Current Fiscal Year.....	7
(3) Notes to the Quarterly Consolidated Financial Statements	8
(Notes Relating to the Going Concern Assumption).....	8
(Adoption of Special Accounting Treatment Used in Preparation of the Quarterly Consolidated Financial Statements)	8
(Changes in Accounting Policy)	8
(Notes on Material Changes in Shareholders' Equity).....	8
(Notes on Segment Information)	8
(Notes on Statements of Cash Flows)	8
(Significant Subsequent Events).....	8

* The Company plans to post supplementary materials to explain its financial results on its website today.

Please refer to the following URL.

<https://corp.en-japan.com/IR/>

1. Overview of Operating Results

(1) Overview of Operating Results for the First Quarter of the Current Fiscal Year

(Million yen)

	First quarter of FY ended March 2025	First quarter of FY ending March 2026	Change	Percent change (%)
Net Sales	16,246	14,991	-1,255	-7.7%
Operating Income	1,693	1,328	-364	-21.5%
Ordinary Income	1,841	1,384	-456	-24.8%
Profit Attributable to Owners of Parent	1,206	948	-257	-21.4%

Due to a change in our business strategy, we have revised our segment classifications this fiscal year to four segments: Media, Agent, HR and DX Solutions, and Global.

a. Net sales

In the Media business, sales decreased due to the continued impact of investment restraints in [en]Career Change Info in the previous fiscal year. Meanwhile, the Agent business saw sales grow due to improved productivity of consultants at en world Japan. In the HR and DX Solutions business, revenue also rose, driven by VOLLECT becoming a subsidiary and growth at ZEKU. In the Global business, although revenue declined, both the IT staffing business in India and operations in Vietnam experienced growth. When factoring in the impact of the shift in revenue recognition from a gross basis to a net basis following a revision of contract structures, the segment effectively achieved a revenue increase.

As a result of the above, net sales amounted to 14,991 million yen, down 7.7% year-on-year.

b. Cost of sales and selling, general and administrative expenses

Cost of sales decreased by 29.6% year on year to 2,277 million yen, mainly due to a reduction in outsourcing expenses following a change in the revenue recognition method from a gross basis to a net basis as a result of a revision to contract structures in the IT staffing business in India.

Selling, general and administrative expenses increased by 0.6% year on year to 11,384 million yen. Although advertising and promotion expenses declined, particularly in relation to engage, this was offset by an increase in personnel expenses in the media segment, mainly due to new graduate hires.

c. Operating income and ordinary income

Operating income increased in the Agent, HR and DX Solutions, and Global businesses; however, it fell in the Media business due to a decrease in net sales of [en]Career Change Info and an increase in the number of new graduate hires.

As a result of the above, operating income amounted to 1,328 million yen, down 21.5% year-on-year. Ordinary income was 1,384 million yen, a drop of 24.8% year-on-year, as operating income decreased.

d. Profit attributable to owners of parent

Profit attributable to owners of parent was 948 million yen, a fall of 21.4% year-on-year, as ordinary income decreased.

(2) Overview of Financial Position for the First Quarter of the Current Fiscal Year

Total assets at the end of the first quarter under review decreased 5,954 million yen compared with the end of the previous fiscal year to 50,988 million yen.

Current assets fell 6,319 million yen to 30,769 million yen. This was mainly due to decreases in cash and deposits of 10,130 million yen, and notes and accounts receivable–trade, and contract assets of 585 million yen. Non-current assets increased 365 million yen to 20,218 million yen.

Total liabilities were 16,937 million yen, a decrease of 2,385 million yen from the end of the previous fiscal year.

Current liabilities fell 2,609 million yen to 13,930 million yen. This was mainly due to a decrease of 2,488 million yen in income taxes payable. Non-current liabilities rose 223 million yen to 3,006 million yen.

Total net assets were 34,050 million yen, down 3,568 million yen from the end of the previous fiscal year. This was mainly due to 3,023 million yen in dividends paid, 948 million yen in profit attributable to owners of parent and an increase of 935 million yen in treasury shares, as well as a decrease of 562 million in foreign currency translation adjustment.

(3) Explanation of Future Projection Information Such as Consolidated Operating Results Projections

There are no changes to the operating results projections for the fiscal year ending March 2026 as announced on May 14, 2025

2. Quarterly Consolidated Financial Statements and Key Notes

(1) Quarterly Consolidated Balance Sheet

	(Million yen)	
	Previous Fiscal Year (As of March 31, 2025)	First Quarter of Current Fiscal Year (As of June 30, 2025)
Assets		
Current assets		
Cash and deposits	27,481	17,351
Notes and accounts receivable–trade, and contract assets	6,439	5,853
Securities	2,000	2,000
Other	1,351	5,778
Allowance for doubtful accounts	-183	-214
Total current assets	37,089	30,769
Non-current assets		
Property, plant and equipment	681	713
Intangible assets		
Software	7,427	7,907
Goodwill	1,681	1,518
Other	964	867
Total intangible assets	10,073	10,293
Investments and other assets		
Investment securities	4,661	4,605
Shares of subsidiaries and associates	650	645
Other	4,254	4,428
Allowance for doubtful accounts	-468	-467
Total investments and other assets	9,097	9,211
Total non-current assets	19,853	20,218
Total assets	56,942	50,988
Liabilities		
Current liabilities		
Accounts payable–trade	913	972
Accounts payable–other	4,445	3,583
Income taxes payable	3,070	581
Provision for bonuses	1,292	678
Provision for directors' bonuses	29	38
Advances received	5,010	5,540
Other	1,778	2,534
Total current liabilities	16,540	13,930
Non-current liabilities		
Retirement benefit liability	258	292
Provision for share benefits	610	627
Asset retirement obligations	209	255
Other	1,705	1,831
Total non-current liabilities	2,783	3,006
Total liabilities	19,323	16,937

(Million yen)

	Previous Fiscal Year (As of March 31, 2025)	First Quarter of Current Fiscal Year (As of June 30, 2025)
Net assets		
Shareholders' equity		
Capital stock	1,194	1,194
Capital surplus	488	485
Retained earnings	48,306	46,231
Treasury shares	-14,971	-15,907
Total shareholders' equity	35,019	32,004
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	238	220
Foreign currency translation adjustment	1,746	1,183
Total accumulated other comprehensive income	1,984	1,404
Subscription rights to shares	600	627
Non-controlling interests	14	14
Total net assets	37,618	34,050
Total liabilities and net assets	56,942	50,988

(2) Quarterly Consolidated Statements of Income and Quarterly Consolidated Statements of Comprehensive Income

Quarterly Consolidated Statements of Income

First Quarter of the Current Fiscal Year

	(Million yen)	
	First Quarter of the Previous Fiscal Year (From April 1, 2024, to June 30, 2024)	First Quarter of the Current Fiscal Year (From April 1, 2025, to June 30, 2025)
Net sales	16,246	14,991
Cost of sales	3,234	2,277
Gross profit	13,012	12,713
Selling, general and administrative expenses	11,319	11,384
Operating Income	1,693	1,328
Non-operating income		
Interest income	90	40
Dividend income	-	1
Share of profit of entities accounted for using equity method	22	41
Foreign exchange gains	60	-
Other	3	16
Total non-operating income	176	100
Non-operating expenses		
Interest expenses	5	11
Loss on investments in investment partnerships	19	14
Foreign exchange losses	-	14
Provision of allowance for doubtful accounts	1	-
Other	2	4
Total non-operating expenses	28	44
Ordinary Income	1,841	1,384
Extraordinary income		
Gain on sale of non-current assets	0	-
Gain on sale of investment securities	-	11
Total extraordinary income	0	11
Extraordinary losses		
Loss on sale of non-current assets	5	-
Loss on retirement of non-current assets	2	-
Loss on valuation of investment securities	0	-
Loss on cancellation of leases	35	-
Total extraordinary losses	44	-
Income before income taxes	1,797	1,396
Income taxes—current	590	447
Total income taxes	590	447
Profit	1,207	949
Profit attributable to non-controlling interests	0	0
Profit Attributable to Owners of Parent	1,206	948

Quarterly Consolidated Statements of Comprehensive Income

First Quarter of the Current Fiscal Year

	(Million yen)	
	First Quarter of the Previous Fiscal Year (From April 1, 2024, to June 30, 2024)	First Quarter of the Current Fiscal Year (From April 1, 2025, to June 30, 2025)
Profit	1,207	949
Other comprehensive income		
Valuation difference on available-for-sale securities	55	-17
Foreign currency translation adjustment	347	-562
Total other comprehensive income	402	-579
Comprehensive income	1,609	369
(Breakdown)		
Comprehensive income attributable to owners of parent	1,607	368
Comprehensive income attributable to non-controlling interests	1	1

(3) Notes to the Quarterly Consolidated Financial Statements

(Notes Relating to the Going Concern Assumption)

Not applicable.

(Adoption of Special Accounting Treatment Used in Preparation of the Quarterly Consolidated Financial Statements)

(Calculation of tax expenses)

The Company calculates tax expenses by rationally estimating the effective tax rate after applying tax effect accounting on profit before income taxes on a consolidated basis for the fiscal year including the first quarter under review. It then multiplies the estimated effective tax rate by profit before income taxes for the quarter.

Note, however, that if calculating tax expenses using the estimated effective tax rate produces a result that significantly lacks reasonableness, the statutory tax rate is adopted.

(Changes in Accounting Policy)

Not applicable.

(Notes on Material Changes in Shareholders' Equity)

The Company has decided, through a written resolution on May 14, 2025, of the Board of Directors pursuant to Article 370 of the Companies Act and Article 25 of the Company's Articles of Incorporation, to purchase treasury shares in accordance with Article 156 of the Companies Act, as applied pursuant to Article 165, paragraph 3 of the same act. As a result, treasury shares increased by 945 million yen during the first quarter under review, and were 15,907 million yen at the end of the first quarter under review.

(Notes on Segment Information)

Description is omitted since en Japan Group is formed with only a single segment, human resource services.

(Notes on Statements of Cash Flows)

No quarterly consolidated statements of cash flows were prepared for the quarter under review. Depreciation (including amortization related to intangible assets excluding goodwill) and amortization of goodwill for the quarter under review are as follows.

	First Quarter of the Previous Fiscal Year (From April 1, 2024, to June 30, 2024)	First Quarter of the Current Fiscal Year (From April 1, 2025, to June 30, 2025)
Depreciation	656 million yen	741 million yen
Amortization of goodwill	99 million yen	103 million yen

(Significant Subsequent Events)

Not applicable.