en Inc.

2nd Quarter (Interim Period) FY March 2027 Earnings Announcement [Japan GAAP] (Consolidated)

November 12, 2026

Company Name	en Inc.	Listing Exchanges	Prime Section of the Tokyo Stock Exchange
Stock Code	4849	URL	https://corp.en-japan.com/
Representative (Title)	Representative Director, Chairman and President	(Name)	Michikatsu Ochi
Contact (Title)	Director and Executive Officer, Head of Corporate Planning Office	(Name)	Jun Nakajima Telephone +81-120-998-930
Scheduled Date for Submission of Semiannual Report		November 12, 2026	
Scheduled Date to Begin Dividend Payments		-	
Preparation of Summary Supplementary Explanatory Materials		Yes	
Earnings Briefing		Yes (for analysts and institutional investors)	

(Figures rounded down to nearest million yen)

1. FY Ending March 2027 First Half (Interim Period) Operating Results (From April 1, 2026 to September 30, 2026)

(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 3/27 Interim Period	26,505	-10.5	2,746	16.0	2,988	25.5	4,574	161.0
FYE 3/26 Interim Period	29,618	-8.9	2,367	-0.5	2,380	11.3	1,752	-66.3

(Note) Comprehensive income FYE 3/27 Interim Period 4,773 million yen (451.8%)
FYE 3/26 Interim Period 865 million yen (-85.4%)

	EPS	Fully Diluted EPS
	Yen	Yen
FYE 3/27 Interim Period	120.98	118.09
FYE 3/26 Interim Period	43.47	42.57

(2) Consolidated Financial Position

	Total Assets	Net Assets	Equity Ratio
	Million yen	Million yen	%
FYE 3/27 Interim Period	52,424	35,063	66.3
FYE 3/2026	49,708	31,824	63.1

(Reference) Equity FYE 3/27 Interim Period 34,736 million yen FYE 3/2026 31,345 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 3/2026	-	0.00	-	32.70	32.70
FYE 3/2027	-	0.00			
FYE 3/2027 (projected)			-	68.30	68.30

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

3. FY Ending March 2027 Projected Consolidated Operating Results (From April 1, 2026 to March 31, 2027)

(Percentages indicate percentage change from the previous fiscal year)

	Net Sales		Operating Income		Ordinary Income		Profit Attributable to Owners of Parent		EPS
	Million yen	%	Million yen	%	Million yen	%	Million yen	%	Yen
Full year	50,000	-15.4	2,800	-29.3	3,406	-18.7	5,464	108.9	138.72

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

*Notes

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

(2) Adoption of special accounting treatment used in preparation of the interim 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 share)

a. Number of shares issued at the end of the period (including treasury shares)
FYE 3/27 Interim Period 49,716,000 shares FYE 3/2026 49,716,000 shares

b. Number of treasury shares at the end of the period
FYE 3/27 Interim Period 11,839,607 shares FYE 3/2026 11,958,507 shares

c. Average number of shares outstanding during the period (interim period)
FYE 3/27 Interim Period 37,815,171 shares FYE 3/26 Interim Period 40,322,643 shares

* The second quarter (interim period) earnings announcement is not within the scope of the review procedure by a certified public accountant or an audit corporation.

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

(Cautionary Notes on Forward-Looking Statements)

Forward-looking statements, including operating results forecasts, contained in this document are based on information currently available to en Inc. (the "Company") and on certain assumptions deemed reasonable, and do not constitute a promise by the Company that such forecasts will be achieved. Actual results may differ significantly from such projections due to various factors.

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* 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 Interim Period under Review

(Million yen)

	Interim period of FY ended March 2026	Interim period of FY ending March 2027	Change	Percent change (%)
Net Sales	29,618	26,505	-3,112	-10.5%
Operating Income	2,367	2,746	379	16.0%
Ordinary Income	2,380	2,988	607	25.5%
Profit Attributable to Owners of Parent	1,752	4,574	2,821	161.0%

The Company group (the "Group") has designated the previous and current fiscal years as a two-year structural reform period, with three top priorities: improving existing businesses, reducing costs, and pursuing new growth strategies.

Net sales increased in Agent due to increased recruitment support in the high-income bracket, led by en world, and in Recruitment Services and Others due to an increase in the number of companies using the reference checking services provided by back check, but decreased overall because of the engage business transfer.

As a result of the above, net sales for the interim period under review amounted to 26,505 million yen (down 10.5% year on year).

On the profit side, the engage business transfer significantly reduced personnel and advertising expenses, and costs were optimized in existing businesses. Consequently, operating income was 2,746 million yen (up 16.0% year on year), and ordinary income was 2,988 million yen (up 25.5% year on year).

Additionally, the Company recognized a gain on sale of shares of subsidiaries and associates of 4,884 million yen related to the engage business transfer, a loss on retirement of non-current assets of 638 million yen due to the write-off of software no longer expected to be used in the future following a thorough review of software usage as part of the structural reform period, and a 235 million yen loss on valuation of investment securities as a result of impairment of some investment securities held by the Company due to a significant decline in actual value compared to acquisition cost. As a result, profit attributable to owners of parent was 4,574 million yen (up 161.0% year on year).

Operating results by services are as follows.

(Media)

Net sales declined, mainly in [en]Career Change Info, as the trend of recovery observed in 1Q did not continue in 2Q due to a slowdown in the job advertising market.

Operating income declined for the Media segment overall due to lower sales despite more efficient use of advertising expenses at [en]Career Change Consultant and AMBI.

As a result, net sales were 14,290 million yen (down 7.5% year on year), and operating income totaled 3,518 million yen (down 15.6% year on year). *Year-on-year comparisons exclude the impact of the engage business transfer.

(Agent)

Net sales increased, mainly for en world, as net sales per consultant increased driven by an increase in recruitment decisions in the high-income bracket.

Operating income increased as sales growth exceeded higher personnel expenses at en world.

As a result, net sales were 6,091 million yen (up 12.2% year on year) and operating income was 1,164 million yen (up 34.4% year on year).

(Recruitment Services and Others)

Net sales increased, supported by growth mainly in the number of companies using back check, a reference check service provider, and ZEKU, which provides recruitment management systems.

Operating income rose supported by a revenue structure with low churn and steadily accumulating recurring use, along with growth in the number of client companies.

As a result, net sales were 1,758 million yen (up 79.2% year on year) and operating income was 645 million yen (up 120.3% year on year).

(Education and Assessment Services)

Net sales increased due to growth in our unique training services that solve organizational issues. Operating income rose as a result of higher sales despite the increase in personnel expenses for business growth.

As a result, net sales were 945 million yen (up 5.7% year on year) and operating income was 262 million yen (up 8.1% year on year).

(Overseas)

Net sales increased as sales of recruitment media remained firm in Vietnam. Operating income decreased because costs were higher in IT Engineering Staffing Services due to changes in the sales mix and advertising expenses were increased in the Media and Agent businesses to capture the recovery in demand.

As a result, net sales were 3,417 million yen (up 9.1% year on year) and operating income was 633 million yen (down 5.2% year on year).

(2) Overview of Financial Position for the Interim Period under Review

a. Assets, liabilities and net assets

Total assets at the end of the interim period under review increased 2,715 million yen compared with the end of the previous fiscal year to 52,424 million yen.

Current assets increased by 4,498 million yen to 31,704 million yen. This was mainly attributable to an increase of 4,641 million yen in cash and deposits due to factors including the sale of shares of engage Inc., which succeeded to the engage business. Non-current assets decreased by 1,782 million yen to 20,720 million yen. This was mainly due to decreases of 1,878 million yen in software and 343 million yen in software in progress, attributable to factors such as the transfer of the engage business and the write-off of assets no longer expected to be used in the future.

Total liabilities were 17,360 million yen, a decrease of 523 million yen from the end of the previous fiscal year.

Current liabilities decreased by 435 million yen to 14,103 million yen. This was mainly due to an increase of 1,587 million yen in income taxes payable, offset by a decrease of 1,415 million yen in accounts payable–other, primarily reflecting a reduction in liabilities associated with the transfer of the engage business, and a decrease of 884 million yen in advances received. Non-current liabilities decreased by 88 million yen to 3,256 million yen.

Total net assets increased by 3,239 million yen from the end of the previous fiscal year to 35,063 million yen. This was mainly due to dividends paid of 1,307 million yen and the recording of profit attributable to owners of parent of 4,574 million yen.

b. Cash flows

(Cash flows from operating activities)

Net cash provided by operating activities during the interim period under review amounted to 3,597 million yen (1,296 million yen provided during the same period of the previous year). This was mainly due to income before income taxes of 6,873 million yen and depreciation of 1,402 million yen which offset an adjustment of 4,884 million yen for the gain on sale of shares of engage Inc. and a 1,214 million yen decrease in accounts payable–other.

(Cash flows from investing activities)

Net cash provided by investing activities during the interim period under review amounted to 2,893 million yen (4,150 million yen used during the same period of the previous year). This was mainly due to expenditures of 1,509 million yen for the acquisition of shares of PeopleX Inc. and other companies and 1,574 million yen for the acquisition of intangible assets, offset by proceeds of 5,154 million yen from the sale of shares of subsidiaries and associates in connection with the sale of shares of engage Inc. The main factors contributing to negative cash flow in the same period of the previous fiscal year were expenditures of 1,930 million yen for the acquisition of all shares of back check, Inc. and 2,170 million yen for the acquisition of intangible assets.

(Cash flows from financing activities)

Net cash used in financing activities during the interim period under review amounted to 1,306 million yen (5,108 million yen used during the same period of the previous year). This was mainly due to cash dividends paid of 1,306 million yen.

2. Interim Consolidated Financial Statements and Key Notes

(1) Interim Consolidated Balance Sheet

(Million yen)

	Previous Fiscal Year (As of March 31, 2026)	Interim Period of the Current Fiscal Year (As of September 30, 2026)
Assets		
Current assets		
Cash and deposits	18,524	23,165
Notes and accounts receivable–trade, and contract assets	7,237	7,499
Other	2,176	1,321
Allowance for doubtful accounts	-732	-281
Total current assets	27,205	31,704
Non-current assets		
Property, plant and equipment	597	516
Intangible assets		
Software	8,271	6,393
Goodwill	2,376	2,112
Other	2,042	1,610
Total intangible assets	12,691	10,116
Investments and other assets		
Investment securities	4,472	5,515
Shares of subsidiaries and associates	760	839
Long-term loans receivable	179	188
Other	3,826	3,568
Allowance for doubtful accounts	-24	-24
Total investments and other assets	9,214	10,087
Total non-current assets	22,502	20,720
Total assets	49,708	52,424
Liabilities		
Current liabilities		
Accounts payable–trade	2,627	2,999
Accounts payable–other	3,867	2,452
Income taxes payable	751	2,339
Provision for bonuses	1,390	1,248
Provision for directors' bonuses	28	23
Advances received	4,382	3,498
Other	1,489	1,542
Total current liabilities	14,539	14,103
Non-current liabilities		
Provision for retirement benefits for directors (and other officers)	19	-
Retirement benefit liability	317	353
Provision for share benefits	656	617
Asset retirement obligations	256	256
Other	2,095	2,029
Total non-current liabilities	3,345	3,256
Total liabilities	17,884	17,360

(Million yen)

	Previous Fiscal Year (As of March 31, 2026)	Interim Period of the Current Fiscal Year (As of September 30, 2026)
Net assets		
Shareholders' equity		
Capital stock	1,194	1,194
Capital surplus	479	474
Retained earnings	47,899	51,166
Treasury shares	-19,966	-20,036
Total shareholders' equity	29,606	32,800
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	292	275
Foreign currency translation adjustment	1,445	1,660
Total accumulated other comprehensive income	1,738	1,935
Subscription rights to shares	476	299
Non-controlling interests	2	28
Total net assets	31,824	35,063
Total liabilities and net assets	49,708	52,424

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

Interim Consolidated Statements of Income

(Million yen)

	Interim Period of the Previous Fiscal Year (From April 1, 2025 to September 30, 2025)	Interim Period of the Current Fiscal Year (From April 1, 2026 to September 30, 2026)
Net Sales	29,618	26,505
Cost of sales	4,612	4,668
Gross profit	25,005	21,837
Selling, general and administrative expenses	22,637	19,090
Operating Income	2,367	2,746
Non-operating income		
Interest income	77	76
Dividend income	1	1
Share of profit of entities accounted for using equity method	74	131
Gain on investments in investment partnerships	-	10
Other	45	77
Total non-operating income	198	297
Non-operating expenses		
Interest expenses	23	14
Commission expenses	4	-
Loss on investments in investment partnerships	79	-
Foreign exchange losses	28	29
Provision of allowance for doubtful accounts	5	-
Provision for loss on liquidation of subsidiaries and associates	44	-
Other	0	11
Total non-operating expenses	184	55
Ordinary Income	2,380	2,988
Extraordinary income		
Gain on sale of non-current assets	-	0
Gain on sale of investment securities	11	80
Gain on sale of shares of subsidiaries and associates	-	4,884
Total extraordinary income	11	4,964
Extraordinary losses		
Loss on sale of non-current assets	-	0
Loss on retirement of non-current assets	1	638
Loss on valuation of investment securities	-	420
Other	-	20
Total extraordinary losses	1	1,080
Income before income taxes	2,391	6,873
Income taxes–current	636	2,297
Total income taxes	636	2,297
Profit	1,755	4,576
Profit attributable to non-controlling interests	2	1
Profit attributable to owners of parent	1,752	4,574

Interim Consolidated Statements of Comprehensive Income

(Million yen)

	Interim Period of the Previous Fiscal Year (From April 1, 2025 to September 30, 2025)	Interim Period of the Current Fiscal Year (From April 1, 2026 to September 30, 2026)
Profit	1,755	4,576
Other comprehensive income		
Valuation difference on available-for-sale securities	4	-17
Foreign currency translation adjustment	-894	215
Total other comprehensive income	-890	197
Comprehensive income	865	4,773
(Breakdown)		
Comprehensive income attributable to owners of parent	861	4,772
Comprehensive income attributable to non-controlling interests	3	1

(3) Interim Consolidated Statements of Cash Flows

(Million yen)

	Interim Period of the Previous Fiscal Year (From April 1, 2025 to September 30, 2025)	Interim Period of the Current Fiscal Year (From April 1, 2026 to September 30, 2026)
Cash flows from operating activities		
Income before income taxes	2,391	6,873
Depreciation	1,500	1,402
Amortization of goodwill	203	273
Bad debts expenses	35	9
Increase (decrease) in allowance for doubtful accounts	34	96
Increase (decrease) in provision for loss on liquidation of subsidiaries and associates	44	-
Increase (decrease) in provision for bonuses	20	-142
Increase (decrease) in provision for directors' bonuses	4	-4
Interest and dividend income	-78	-78
Interest expenses	23	14
Foreign exchange losses (gains)	1	3
Share of (profit) loss of entities accounted for using equity method	-74	-131
Loss (gain) on investments in investment partnerships	79	-10
Loss (gain) on sale of investment securities	-11	-80
Loss (gain) on valuation of investment securities	-	420
Loss (gain) on sale of shares of subsidiaries and associates	-	-4,884
Loss (gain) on sale of non-current assets	-	0
Loss on retirement of non-current assets	1	638
Decrease (increase) in notes and accounts receivable–trade	320	-307
Increase (decrease) in notes and accounts payable–trade	275	416
Increase (decrease) in accounts payable–other	-536	-1,214
Increase (decrease) in advances received	94	644
Other	-526	237
Subtotal	3,804	4,178
Interest and dividend income received	148	152
Interest expenses paid	-23	-14
Income taxes paid	-2,633	-718
Net cash provided by (used in) operating activities	1,296	3,597

(Million yen)

	Interim Period of the Previous Fiscal Year (From April 1, 2025 to September 30, 2025)	Interim Period of the Current Fiscal Year (From April 1, 2026 to September 30, 2026)
Cash flows from investing activities		
Proceeds from cancellation of insurance funds	36	-
Payments into time deposits	-1,498	-1,013
Proceeds from withdrawal of time deposits	1,507	1,701
Purchase of property, plant and equipment	-87	-41
Proceeds from sale of property, plant and equipment	-	0
Purchase of intangible assets	-2,170	-1,574
Purchase of investment securities	-	-1,509
Proceeds from sale and redemption of investment securities	29	116
Proceeds from sale of shares of subsidiaries and associates	-	5,154
Payment for lease and guarantee deposits	-47	-1
Proceeds from collection of lease and guarantee deposits	7	73
Purchase of insurance funds	-3	-3
Purchase of shares of subsidiaries resulting in change in scope of consolidation	-1,930	-
Other payments	-	-9
Other proceeds	4	-
Net cash provided by (used in) investing activities	-4,150	2,893
Cash flows from financing activities		
Purchase of treasury shares	-2,073	-
Cash dividends paid	-3,018	-1,306
Purchase of shares of subsidiaries that do not result in change in scope of consolidation	-15	-
Other payments	-1	-0
Other proceeds	0	-
Net cash provided by (used in) financing activities	-5,108	-1,306
Effect of exchange rate change on cash and cash equivalents	-155	6
Net increase (decrease) in cash and cash equivalents	-8,118	5,190
Cash and cash equivalents at beginning of period	23,584	12,480
Cash and cash equivalents at end of period	15,466	17,670

(4) Notes to the Interim Consolidated Financial Statements

(Notes Relating to the Going Concern Assumption)

Not applicable.

(Adoption of Special Accounting Treatment Used in Preparation of the Interim 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 interim period under review. It then multiplies the estimated effective tax rate by profit before income taxes for the interim period.

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.

(Notes on Material Changes in Shareholders' Equity)

Not applicable.

(Segment Information)

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

(Business Combinations, etc.)

Common control transactions, etc.

(Absorption-type Company Split)

The Company implemented an absorption-type company split on April 1, 2026, with the Company as the splitting company and its subsidiary, engage Inc., as the succeeding company.

(1) Transaction overview

a. The name of the target business and details of the relevant business

Business name: engage business

Business description: Job information service business providing the job information website "engage" and the recruitment support tool "engage" (excluding "en KAISHA NO HYOBAN")

b. Business combination date

April 1, 2026

c. Legal form of the business combination

This was an absorption-type company split (a simplified absorption-type company split and short-form absorption-type company split) in which the Company was the splitting company and engage Inc., a wholly owned subsidiary established by the Company in January 2026 (the establishment of which was resolved at the Board of Directors meeting held on January 23, 2026), was the succeeding company.

d. Name of the company after the business combination

engage Inc.

e. Purpose of the transaction

The Company has designated the period from the fiscal year ended March 2026 through the fiscal year ending March 2027 as a structural reform period aimed at renewed growth and has been reviewing its business portfolio, reducing costs, and making growth investments. In light of the diversification of the recruitment market and intensifying competition, the Company determined that it would be difficult to grow the engage business independently as planned. Accordingly, the Company separated the engage business and transferred it to a newly established company, and carried out this absorption-type company split to achieve the business's sustainable growth and enhance its corporate value through collaboration with Kakaku.com, Inc., a third party.

(2) Overview of accounting treatment

Since this absorption-type company split is a transaction under common control with engage Inc., a new company established with 100% investment by the Company, it is accounted for as a transaction under common control, etc. in accordance with the "Accounting Standard for Business Combinations" (ASBJ Statement No. 21, January 16, 2019) and the "Implementation Guidance

on Accounting Standard for Business Combinations and Business Divestitures" (ASBJ Guidance No. 10, September 13, 2024).

(Sale of Shares of Significant Subsidiaries, etc.)

The Company transferred a portion of the issued shares of engage Inc., its subsidiary, to Kakaku.com, Inc. on April 1, 2026.

(1) Details and reasons

The purpose of said share transfer is to strengthen collaboration with Kakaku.com, Inc., which intends to make growth investments in the engage business in order to realize continuous growth and enhance corporate value of the business, and to promote the business portfolio optimization of the Group and the focused allocation of management resources.

(2) Name of the purchasing company

Kakaku.com, Inc.

(3) Timing of the sale

April 1, 2026

(4) Matters concerning the outline of other transactions, including legal form

Share transfer in which the consideration received consists solely of cash or other assets

(5) Relevant subsidiary's name, business description, and transaction details with the Company

Name: engage Inc.

Business description: engage business (operation of the job information website "engage" and the recruitment support tool "engage")

Transaction details with the Company: The Company holds shares in the subsidiary and operates the engage business as part of the Group operations, also providing personnel, know-how, and other resources within the Group.

(6) Number of shares to be sold, sale price, gain or loss on sale, and ownership ratio after sale

Number of shares to be sold: 851 shares (85.1% of 1,000 total shares issued)

Sale price: 5,149 million yen

Gain on sale: 4,884 million yen

Ownership ratio after sale: 14.9%

(7) Other important special provisions, if any, and their details

Regarding the gain or loss on the sale of shares under this share transfer agreement, the Company recorded a gain on sale of shares of subsidiaries and associates of 4,884 million yen for the interim period under review.