

October 29, 2025

To All Concerned Parties

Company Name	en 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 Division
	(Tel: +81-3-3342-4506)

Notice Concerning Company Split (simple absorption-type company split)

en Inc. (hereinafter the “Company”) hereby announces that its Board of Directors has resolved at a meeting held on October 1, 2025, to have its background check service business, ASHIATO (hereinafter “ASHIATO”) operated by the Company, transferred to back check, Inc. (Head office: Shinjuku-ku, Tokyo; Yoshinori Sudo, Chief Executive Officer), a wholly owned subsidiary of the Company, by way of a company split (simple absorption-type company split) effective as December 2, 2025 (scheduled), as outlined below.

1. Purpose of the Company Split

The Company is engaged in businesses that support “recruitment and active participation after employment,” primarily focusing on the operation of job information websites, permanent recruitment services, and educational evaluation.

back check, Inc. was established through a company split (incorporation-type split) of the “back check” business (hereinafter “back check”), a reference and compliance checking service that had been operated by ROXX, Inc., and the Company acquired all shares of back check, Inc. and made it a wholly owned subsidiary on September 30, 2025.

The market for “back check” 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. The Company anticipates significant synergies between its background check service “ASHIATO” operated by the Company and back check Co., and this will help to further strengthen the profitability and competitiveness of the Company.

The purpose of this absorption-type company split is to further enhance the corporate value of the Group by making it the same legal entity through an absorption-type company split, which will enable faster decision-making and more flexible business operations.

2. Summary of the Company Split

(1) Schedule of the company split

Date of resolution of the Board of Directors of the Company: October 1, 2025

Date of execution of the company split agreement: October 1, 2025

Effective date: December 2, 2025 (scheduled)

As this process falls under the simple absorption-type company split under Article 784, Paragraph 2 of the Companies Act of Japan, the Company will not require a resolution at a general meeting of shareholders.

(2) Method of the company split

An absorption-type company split in which the Company will be the splitting company, and back check, Inc. will be the succeeding company.

(3) Allotment of shares related to the company split

There will be no allotment of shares or other consideration with this company split.

- (4) Handing of subscription rights to shares and bonds with subscription rights to shares associated with the company split
There will be no change in the subscription rights to shares issued by the Company subsequent to the company split. The Company has not issued any bonds with subscription rights to shares.
- (5) Change in capital stock due to the company split
There will be no changes to the Company's capital stock subsequent to the company split.
- (6) Rights and obligations succeeded by the successor company
back check, Inc., the successor company, will succeed the assets, liabilities, contracts, and associated rights and obligations related to the business subject to succession, as stipulated in the absorption-type company split agreement.
- (7) Financial capability to fulfill the obligations
The Company has determined that there are no foreseeable issues regarding the performance of obligations by either the Company or back check, Inc. on and after the effective date.

3. Outline of the Parties of the Company Split

5. Outline of the Parties of the Company Split

	Split company (As of September 30, 2025)	Successor company (As of September 30, 2025)
(1) Company name	en Inc.	back check, Inc.
(2) Address	Shinjuku I-land Tower 6-5-1 Nishi-Shinjuku, Shinjuku-ku, Tokyo	3-6-4 Nishi-Shinjuku, Shinjuku-ku, Tokyo
(3) Name and position of representative	Michikatsu Ochi, President	Yoshinori Sudo, Chief Executive Officer
(4) Main business	Job board operation, recruitment consultancy, and other services	Development and provision of online complete reference and compliance checks
(5) Capital stock	1,194 million yen	1 million yen
(6) Date of establishment	January 2000	September 2025
(7) Number of shares issued	49,716,000 shares	10,000 shares
(8) Fiscal year-end	March 31	March 31
(9) Major shareholders and shareholding ratio	Michikatsu Ochi 10.73% The Master Trust Bank of Japan, Ltd. (Trust account) 9.60% Custody Bank of Japan, Ltd. (Trust account) 8.15% en Human Capital 7.49% Education Association Inc. En-Kikaku Ltd. 5.35%	en Inc.100%
(10) Financial position and operating results for the immediately preceding fiscal year		
Fiscal year	Fiscal Year Ended March 31, 2025	As back check, Inc. is newly established on September 12, 2025, it has not yet completed a fiscal year.
Net Assets	37,618 million yen	
Total Assets	56,942 million yen	
Book Value per Share	905.56 yen	
Net Sales	65,678 million yen	
Operating Income	5,892 million yen	
Ordinary Income	5,943 million yen	
Profit attributable to owners of parent	7,628 million yen	
Earnings per share	186.76 yen	

en Inc.

100%

4. Outline of the Business to be Split

(1) Business to be split

Background check service “ASHIATO”

(2) Operating results of the business to be split

Net Sales: 92 million yen (as of fiscal year ended March 31, 2025)

(3) Items and carrying amounts of assets and liabilities to be split

(Million yen)

Current assets	8	Current liabilities	40
Non-current assets	46	Non-current liabilities	0
Total assets	54	Total liabilities	40

(Note) The amounts of assets and liabilities to be succeeded are shown based on the balance sheet as of September 30, 2025. 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.

5. Status of the Split Company after the Company Split

There will be no changes to the name, location, title or name of representative, business portfolio, capital stock, or fiscal year-end of the Company.

6. Future Outlook

The impact of this company split on the Company’s consolidated earnings is expected to be minimal.

End