

en Inc.



### 3rd Quarter FY March 2026 Earnings Announcement [Japan GAAP] (Consolidated)

February 12, 2026

Company Name	en Inc.	Listing Exchanges	Prime Section of the Tokyo Stock Exchange
Stock Code	4849	URL	<a href="https://corp.en-japan.com/">https://corp.en-japan.com/</a>
Representative (Title)	Representative Director, Chairman and President	(Name)	Michikatsu Ochi
Contact (Title)	Director, 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 (for analysts and institutional investors)	

(Figures rounded down to nearest million yen)

#### 1. FY Ending March 2026 Operating Results For First Nine Months (From April 1, 2025, to December 31, 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 3rd Qrtr	43,726	-9.7	3,109	-17.8	3,241	-12.2	2,312	-63.1
FYE 3/25 3rd Qrtr	48,425	-2.6	3,782	48.6	3,691	30.8	6,264	168.6

(Note) Comprehensive income FYE 3/26 3rd Qrtr 1,559 million yen (-74.6%)

FYE 3/25 3rd Qrtr 6,130 million yen (93.3%)

	EPS	Fully Diluted EPS
	Yen	Yen
FYE 3/26 3rd Qrtr	58.01	56.77
FYE 3/25 3rd Qrtr	153.38	150.26

#### (2) Consolidated Financial Position

	Total Assets	Net Assets	Equity Ratio
	Million yen	Million yen	%
FYE 3/26 3rd Qrtr	48,373	32,357	65.5
FYE 3/2025	56,942	37,618	65.0

(Reference) Equity FYE 3/26 3rd Qrtr 31,689 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
FYE 3/2025	Yen -	Yen 0.00	Yen -	Yen 70.10	Yen 70.10
FYE 3/2026	Yen -	Yen 0.00	Yen -		
FYE 3/2026 (projected)				24.00	24.00

(Note) 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 percent change from the previous fiscal year)

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

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

\*Notes

- (1) Significant changes in the scope of consolidation during the period under review: Yes
  - Newly included One company (Name of company) back check, Inc.
  - 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 share)
  - a. Number of shares issued at the end of the period (including treasury shares)
 

FYE 3/26 3rd Qtr	49,716,000 shares	FYE 3/2025	49,716,000 shares
------------------	-------------------	------------	-------------------
  - b. Number of treasury shares at the end of the period
 

FYE 3/26 3rd Qtr	11,231,807 shares	FYE 3/2025	8,853,024 shares
------------------	-------------------	------------	------------------
  - c. Average number of shares issued during the period (Quarter Year-to-Date)
 

FYE 3/26 3rd Qtr	39,868,776 shares	FYE 3/25 3rd Qtr	40,845,013 shares
------------------	-------------------	------------------	-------------------

\* Review of the Japanese-language originals of the attached consolidated quarterly financial statements by certified public accountants or an audit firm: 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 4 of the attached material.

## Attachments Table of Contents

1. Overview of Operating Results .....	- 2 -
(1) Overview of Operating Results for the Third Quarter Period under Review.....	- 2 -
(2) Overview of Financial Position for the Third Quarter Period under Review .....	- 3 -
(3) Explanation of Forward-Looking Information, Including Consolidated Financial Forecasts.....	- 3 -
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 -
Cumulative Third Quarter.....	- 6 -
Quarterly Consolidated Statements of Comprehensive Income.....	- 7 -
Cumulative Third Quarter.....	- 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 -
(Notes on Material Changes in Shareholders' Equity).....	- 8 -
(Notes on Segment Information).....	- 8 -
(Notes on Consolidated Statements of Cash Flows) .....	- 8 -
(Significant Subsequent Events) .....	- 9 -

## 1. Overview of Operating Results

### (1) Overview of Operating Results for the Third Quarter Period under Review

	3rd Qtr of FY ended March 2025	3rd Qtr of FY ending March 2026	Change	(Million yen) Percent change (%)
Net Sales	48,425	43,726	-4,698	-9.7%
Operating Income	3,782	3,109	-673	-17.8%
Ordinary Income	3,691	3,241	-449	-12.2%
Profit Attributable to Owners of Parent	6,264	2,312	-3,951	-63.1%

With the next two years that include the third quarter period under review positioned as years for undertaking structural reforms and a shift in strategic policies, en Inc. (the “Company”) has been engaging in business with revision of the business portfolio, cost reduction, and growth investment as its three key strategies.

In terms of net sales, the Media services saw a decline in revenue for its core business, [en]Career Change Info, due to the impact of restrained investment up to the previous fiscal year. Meanwhile, en world Japan (EWJ), which operates a global recruitment consulting within the Agent services, saw increased revenue, partly due to an increase in the number of consultants. Additionally, in the Overseas, which includes the IT engineer staffing services and the Media-Agent, sales increased substantially, excluding the impact of the shift in revenue recognition from a gross basis to a net basis following a revision of contract structures for IT engineer staffing services.

As a result of the above, net sales amounted to 43,726 million yen, down 9.7% year on year.

On the profit side, while cost efficiency measures including advertising expenses at engage led to reductions, these were not sufficient to offset the decline in sales, resulting in an operating income of 3,109 million yen (down 17.8% year on year). Ordinary income decreased 12.2% year on year to 3,241 million yen due to the decrease in operating income. In the previous fiscal year, a gain on sale of investment securities was recorded as extraordinary income due to the sale of the shares of Timee, Inc. However, as no significant extraordinary income or loss was recorded in the third quarter of the current fiscal year, profit attributable to owners of parent was 2,312 million yen (down 63.1% year on year).

Operating results by services are as follows. (Note: Service classification has been changed from the third quarter period under review. Operating income/loss is stated before allocation of indirect expenses.)

#### (Media)

In the Media business, despite the gradual recovery of [en]Career Change Info due to the increase in the number of companies using the service, the decline in sales continued. For engage, sales decreased due to initiatives to optimize investment to achieve profitability since the beginning of the fiscal period.

Operating income declined significantly despite improved cost efficiency at engage due to a large drop in sales.

As a result, net sales were 28,032 million yen (down 11.1% year on year) with operating income of 5,514 million yen (down 16.4% year on year).

#### (Agent)

Sales increased at EWJ, which operates a global recruitment consultancy business, due to factors such as an increase in the number of consultants.

Operating income increased at EWJ, while en Agent saw a decrease in profit due to lower sales.

As a result, net sales were 7,958 million yen (up 7.6% year on year) with operating income of 1,029 million yen (up 12.4% year on year).

#### (Recruitment Services and Others)

Net sales increased mainly due to improvements in unit price per transaction handled in ZEKU, which provides recruitment management systems mainly to temporary staffing companies, and the consolidation of back check, that provides reference checking services, which became a consolidated subsidiary in October.

Operating income increased due to higher sales at ZEKU.

As a result, net sales were 1,732 million yen (up 33.5% year on year) with operating income of 477 million yen (up 41.5% year on year).

#### (Education and Assessment Services)

Net sales increased due to increased use of the talent management system and aptitude tests.

Operating income decreased due to increased costs related to site development.

As a result, net sales were 1,338 million yen (up 10.5% year on year) with operating income of 359 million yen (down 2.7% year on year).

#### (Overseas)

Excluding the impact of the shift in revenue recognition from a gross basis to a net basis following a revision of contract structures for IT engineer staffing services, net sales increased due to the growth in the U.S. business for IT engineer staffing services.

Operating income increased due to increased sales from the IT engineer staffing services business and continued cost control in the Media-Agent business.

As a result, net sales were 4,625 million yen (up 5.2% year on year) with operating income of 889 million yen (up 104.5% year on year).

### (2) Overview of Financial Position for the Third Quarter Period under Review

Total assets at the end of the third quarter period under review decreased 8,569 million yen compared with the end of the previous fiscal year to 48,373 million yen.

Current assets fell 11,276 million yen to 25,813 million yen. This was mainly due to a decrease of 9,847 million yen in cash and deposits, a decrease of 2,000 million yen in securities, and an increase of 1,113 million yen in deposits paid which is included in other. Non-current assets increased 2,706 million yen to 22,559 million yen. This was mainly due to an increase of 1,917 million yen in goodwill resulting from the acquisition of shares in back check, Inc.

Total liabilities were 16,015 million yen, a decrease of 3,308 million yen from the end of the previous fiscal year.

Current liabilities fell 3,498 million yen to 13,041 million yen. This was mainly due to decreases of 2,591 million yen in income taxes payable and 828 million yen in accounts payable-other. Non-current liabilities rose 190 million yen to 2,973 million yen.

Total net assets were 32,357 million yen, down 5,261 million yen from the end of the previous fiscal year. This was mainly due to 3,023 million yen in dividends paid, 2,312 million yen in profit attributable to owners of parent, an increase of 3,838 million yen in treasury shares, and a decrease of 800 million yen in foreign currency translation adjustment.

### (3) Explanation of Forward-Looking Information, Including Consolidated Financial Forecasts

For the fiscal year ending March 31, 2026, cumulative results through the third quarter have already exceeded the full-year profit forecast. However, as we plan to increase advertising and promotional expenses in the fourth quarter, our full-year earnings forecast remains unchanged from the figures 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)	Third Quarter of Current Fiscal Year (As of December 31, 2025)
<b>Assets</b>		
<b>Current assets</b>		
Cash and deposits	27,481	17,634
Notes and accounts receivable—trade, and contract assets	6,439	5,714
Securities	2,000	-
Other	1,351	3,238
Allowance for doubtful accounts	-183	-773
<b>Total current assets</b>	<b>37,089</b>	<b>25,813</b>
<b>Non-current assets</b>		
Property, plant and equipment	681	624
Intangible assets		
Software	7,427	8,169
Goodwill	1,681	3,256
Other	964	1,072
Total intangible assets	10,073	12,497
Investments and other assets		
Investment securities	4,661	4,633
Shares of subsidiaries and associates	650	717
Long-term loans receivable	816	368
Other	3,437	3,740
Allowance for doubtful accounts	-468	-21
Total investments and other assets	9,097	9,437
<b>Total non-current assets</b>	<b>19,853</b>	<b>22,559</b>
<b>Total assets</b>	<b>56,942</b>	<b>48,373</b>
<b>Liabilities</b>		
<b>Current liabilities</b>		
Accounts payable—trade	913	1,453
Accounts payable—other	4,445	3,616
Income taxes payable	3,070	479
Provision for bonuses	1,292	816
Provision for directors' bonuses	29	50
Advances received	5,010	4,716
Other	1,778	1,908
<b>Total current liabilities</b>	<b>16,540</b>	<b>13,041</b>
<b>Non-current liabilities</b>		
Provision for directors' retirement benefits	2	15
Retirement benefit liability	258	303
Provision for share benefits	610	661
Asset retirement obligations	209	255
Other	1,703	1,737
<b>Total non-current liabilities</b>	<b>2,783</b>	<b>2,973</b>
<b>Total liabilities</b>	<b>19,323</b>	<b>16,015</b>

	Previous Fiscal Year (As of March 31, 2025)	Third Quarter of Current Fiscal Year (As of December 31, 2025)
Net assets		
Shareholders' equity		
Capital stock	1,194	1,194
Capital surplus	488	480
Retained earnings	48,306	47,595
Treasury shares	-14,971	-18,809
Total shareholders' equity	35,019	30,461
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	238	281
Foreign currency translation adjustment	1,746	946
Total accumulated other comprehensive income	1,984	1,227
Subscription rights to shares	600	665
Non-controlling interests	14	2
Total net assets	37,618	32,357
Total liabilities and net assets	56,942	48,373

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

Quarterly Consolidated Statements of Income

Cumulative Third Quarter

		(Million yen)
	First Nine Months of the Previous Fiscal Year (From April 1, 2024, to December 31, 2024)	First Nine Months of the Current Fiscal Year (From April 1, 2025, to December 31, 2025)
Net Sales	48,425	43,726
Cost of sales	9,761	7,051
Gross profit	38,663	36,675
Selling, general and administrative expenses	34,880	33,566
Operating Income	3,782	3,109
Non-operating income		
Interest income	198	145
Dividend income	2	1
Share of profit of entities accounted for using equity method	63	111
Foreign exchange gains	20	20
Other	33	55
Total non-operating income	318	335
Non-operating expenses		
Interest expenses	25	31
Commission expenses	332	4
Loss on investments in investment partnerships	46	78
Provision of allowance for doubtful accounts	1	87
Other	3	0
Total non-operating expenses	409	202
Ordinary Income	3,691	3,241
Extraordinary income		
Gain on sale of non-current assets	0	-
Gain on sale of investment securities	5,437	11
Total extraordinary income	5,437	11
Extraordinary losses		
Loss on sale of non-current assets	5	-
Loss on retirement of non-current assets	7	1
Loss on valuation of investment securities	0	-
Loss on cancellation of leases	36	-
Total extraordinary losses	50	1
Profit before income taxes	9,078	3,251
Income taxes-current	2,811	936
Total income taxes	2,811	936
Profit	6,266	2,315
Profit attributable to non-controlling interests	1	2
Profit Attributable to Owners of Parent	6,264	2,312

Quarterly Consolidated Statements of Comprehensive Income

Cumulative Third Quarter

		(Million yen)	
	First Nine Months of the Previous Fiscal Year (From April 1, 2024, to December 31, 2024)	First Nine Months of the Current Fiscal Year (From April 1, 2025, to December 31, 2025)	
Profit	6,266	2,315	
Other comprehensive income			
Valuation difference on available-for-sale securities	42	43	
Foreign currency translation adjustment	-178	-798	
Total other comprehensive income	-135	-755	
Comprehensive income	6,130	1,559	
(Breakdown)			
Comprehensive income attributable to owners of parent	6,128	1,555	
Comprehensive income attributable to non-controlling interests	1	3	

### (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 third quarter of the period 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.

#### (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 3,885 million yen during the third quarter under review, and were 18,809 million yen at the end of the third quarter under review.

#### (Notes on Segment Information)

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

#### (Notes on Consolidated Statements of Cash Flows)

The Company has not prepared quarterly consolidated statements of cash flows for the first nine months of the current fiscal year. Depreciation (including amortization related to intangible assets excluding goodwill) and amortization of goodwill for nine-month periods ended December 31, 2024 and December 31, 2025 are as follows.

	First Nine Months of the Previous Fiscal Year (From April 1, 2024, to December 31, 2024)	First Nine Months of the Current Fiscal Year (From April 1, 2025, to December 31, 2025)
Depreciation	2,048 million yen	2,291 million yen
Amortization of goodwill	303 million yen	352 million yen

(Significant Subsequent Events)

1. Transactions under common control, etc.

(Absorption-type company split)

(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 career platform "engage" and recruiting support tool "engage" (excluding "en KAISHA NO HYOBAN")

b. Date of corporate merger

April 1, 2026 (tentative)

c. Legal form of corporate merger

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

d. Name of the entity after absorption

engage Inc.

ee. Purpose of the transaction

The Company has positioned the period from the fiscal year ending March 2026 to the fiscal year ending March 2027 as a structural reform period aimed at renewed growth and has been advancing the revision of its business portfolio, cost reductions, and growth investments. During such period, we have determined that it will be difficult to grow the engage business independently as planned in light of the diversification of the recruitment market as well as the intensified competitive environment. Therefore, the Company has decided to carry out the absorption-type company split with the aim of promoting continuous growth of the business and enhancing its corporate value through collaboration with Kakaku.com, Inc., a third party.

(2) Overview of accounting treatment

This absorption-type company split constitutes a transaction under common control with engage Inc., a new company established with 100% investment by the Company. Therefore, it will be accounted for as a transaction under common control 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 Accounting Standards for Business Divestitures" (ASBJ Guidance No. 10, September 13, 2024).2.Sale of shares of major subsidiaries, etc.

2. Sale of shares of major subsidiaries, etc.

(1) Details and reasons

Based on the resolution of the Board of Directors meeting held on January 23, 2026, the Company implemented the absorption-type split (transaction under common control) described in Section 1 above and transferred the engage business to the succeeding company through the absorption-type company split. The Board of Directors also resolved to transfer a portion of the issued shares of engage, Inc., a wholly owned subsidiary of the Company, to Kakaku. com, Inc. (the "Share Transfer")and executed the absorption-type company split agreement as well as the share transfer agreement on the same date.

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

(2) Name of the purchasing company

Kakaku.com, Inc.

(3) Timing of the purchase

April 1, 2026 (tentative)

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

Name: engage Inc.

Business description: engage business (operation of the career platform "engage" and the recruiting 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.

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

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

Sale price: To be determined

Income/loss on sale: In connection with this share transfer, the Company anticipates extraordinary income in the first quarter of the fiscal year ending March 2027. However, the amount is currently under review.

Ownership ratio after sale: 14.9%

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

The final transfer price under this share transfer agreement is expected to be the price adjusted pursuant to the price adjustment provisions set forth in this share transfer agreement.

In addition, the Company expects to record extraordinary income in the first quarter of the fiscal year ending March 2027 in connection with this share transfer. Meanwhile, there are no changes to the full-year consolidated earnings forecast for the fiscal year ending March 2026 from the details announced on May 14, 2025.

We will promptly announce matters that require disclosure in the future.