



First Section of the Tokyo Stock Exchange

Mar. 25, 2022

To All Concerned Parties

Company Name: en Japan Inc. (Code: 4849)  
Representative: Takatsugu Suzuki, President  
Contact: Toshio Hijikata,  
Administrative Office Director  
(Tel: +81-3-3342-4506)

## Notice Regarding a Change in the Representative Directors of en Japan Inc.

en Japan Inc. (hereinafter “en Japan”) hereby announces it resolved as follows to make a change to its representative directors at a meeting of its Board of Directors held on March 25, 2022. **Michikatsu Ochi, the founder of en Japan, will remain as Chairman and Takatsugu Suzuki, the current President, will continue to serve as Representative Director.**

### 1. Change in the Representative Directors of en Japan (Dated March 31, 2022)

Name	New Job Title	Current Job Title
Michikatsu Ochi	Chairman and Executive Officer (In Japanese: Chairman and Executive Officer) *There is no change to the title in English	Chairman and Executive Officer (In Japanese: Representative Director, Chairman and Executive Officer)

### Comment by Michikatsu Ochi, Founder

I founded Nihon Brain Center, the predecessor to en Japan, in 1983. We started operating the first Internet job information site in Japan in 1995. After that, we established en Japan Inc. in 2000. We were able to contribute to the expansion in the online job advertisement market with unique services based on our management philosophy. We grew from net sales of 1.8 billion yen and operating income of 900 million yen when we listed on the stock exchange to net sales of 22.6 billion yen and operating income of 7.5 billion yen in FYE Dec 2007 prior to the 2008 financial crisis.

We appointed Takatsugu Suzuki as President in June 2008. I then became Chairman and Executive Officer. We managed en Japan under a dual representative director system. Our business struggled due to the impact of the 2008 financial crisis. Nevertheless, we overcame the crisis with President Suzuki playing a central role. We recorded record high net sales and operating income in FYE Mar 2018 due to an expansion in our business portfolio and regrowth of our core business of job boards. President Suzuki has continued to make a great contribution to our corporate value leading up to the present day.

Moreover, I feel there have been good changes for the future. We have strengthened our structure of internal directors over the last few years. In addition, the participation of outside officers with various areas of knowledge has led to active discussions in meetings of our Board of Directors and has strengthened our governance structure.

The personnel industry is expected to enter a major period of change in the future. I think there will be a further progress made on the adoption of technologies. Under these circumstances, we have decided it is the appropriate time to shift from a dual representative director system to a management structure led by President Suzuki.

I will continue to make efforts to improve the corporate value of en Japan as Chairman and Executive Officer in the future. Therefore, I ask for the continued support of our shareholders and all our other stakeholders.

Mar. 25, 2022

Michikatsu Ochi

end