

Consolidated Financial Results for the Fiscal Year ended March 31, 2012

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Stock Exchange Listing: Tokyo Stock Exchange (code: 2181)

URL: <http://www.temp-holdings.co.jp/>

Chairman & President: Yoshiko Shinohara

Note: Amounts below one million yen are rounded down.

(1) Consolidated Operating Results (Accumulated Total)

Fiscal Year (end)	Sales		Operating Income		Ordinary Income		Net Income	
	(million yen)	(%)	(million yen)	(%)	(million yen)	(%)	(million yen)	(%)
March 31, 2012	233,195	3.5	8,170	42.1	8,434	35.4	3,482	44.5
March 31, 2011	225,273	0.3	5,748	△9.4	6,231	△7.5	2,410	△18.3

Note: Comprehensive income as of March 31, 2012: 3,131 million yen (10.8%), as of March 31, 2011: 2,825 million yen (△8.2%)

Fiscal Year (end)	Net Income per Share	Diluted Net Income per Share	ROE (Return on Equity)	ROA (Return on Asset)	OPM (Operating Margin)
	(yen)	(yen)	(%)	(%)	(%)
March 31, 2012	59.43	53.63	7.1	10.2	3.5
March 31, 2011	41.69	37.57	5.2	8.0	2.6

Note: Equity in earnings / losses of affiliates as of March 31, 2012: 20 million yen, as of March 31, 2011: 21 million yen

(2) Consolidated Financial Positions

Fiscal Year (end)	Total Assets	Net Assets	Equity Ratio	Net Assets per Share (yen)
	(million yen)	(million yen)	(%)	
March 31, 2012	86,529	52,266	58.7	864.54
March 31, 2011	79,336	50,320	60.2	826.55

Note: Stockholders' equity as of March 31, 2012: 50,751 million yen, as of March 31, 2011: 47,792 million yen

(3) Consolidated Cash Flows

Fiscal Year (end)	Cash Flows from Operating Activities	Cash Flows from Investment Activities	Cash Flows from Financing Activities	Cash and Cash Equivalents
	(million yen)	(million yen)	(million yen)	(million yen)
March 31, 2012	10,169	△972	△2,229	37,922
March 31, 2011	8,131	△4,188	△1,055	30,970

(4) Dividends on Common Stock

Fiscal Year (end)	Dividend per Share				
	1 st Quarter	2 nd Quarter	3 rd Quarter	Term-End	Full-Year
March 31, 2011	—	6.00	—	6.00	12.00
March 31, 2012	—	6.00	—	8.00	14.00
March 31, 2013 (Forecast)	—	8.00	—	8.00	16.00

Fiscal Year (end)	Cash dividend paid (total, million yen)	Dividend ratio (%)	DOE (Dividend on equity ratio) (%)
March 31, 2011	693	28.8	1.5
March 31, 2012	827	23.6	1.7
March 31, 2013 (Forecast)		22.4	

(5) Consolidated Forecast of Results for the Fiscal Year ending March 31, 2013

(% represents the change from the same period in the previous fiscal year)

	Sales		Operating Income		Ordinary Income		Net Income	
	(million yen)	(%)	(million yen)	(%)	(million yen)	(%)	(million yen)	(%)
First Six Months	119,500	5.5	3,780	8.4	3,900	7.8	1,700	32.5
Full Fiscal Year	245,200	5.1	9,000	10.2	9,200	9.1	4,200	20.6

	Net Income per Share (yen)
First Six Months	28.96
Full Fiscal Year	71.55

(6) Sales by Segment

Segment		Fiscal Year ended March 31, 2012			Fiscal Year ended March 31, 2011		
		Sales (million yen)	Ratio (%)	Change (%)	Sales (million yen)	Ratio (%)	Change (%)
	Office Clerk	53,082	22.8	85.3	62,194	27.6	—
	Technical Clerk	75,389	32.3	94.8	79,515	35.3	—
	IT Professional	18,420	7.9	105.8	17,404	7.7	—
	Sales	7,804	3.4	101.9	7,662	3.4	—
	Other	37,868	16.2	158.7	23,861	10.6	—
	Recruitment Services	3,694	1.6	116.4	3,172	1.4	—
Temporary Staffing and Recruitment Services		196,258	84.2	101.3	193,810	86.0	—
R & D Outsourcing		8,702	3.7	98.0	8,883	3.9	—
Outsourcing		24,564	10.5	131.9	18,624	8.3	—
Other Business		3,671	1.6	92.8	3,955	1.8	—
Total		233,195	100.0	103.5	225,273	100.0	—