

Consolidated Financial Results

for the Fiscal Year ended March 31, 2013

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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, 2013	247,232	6.0	9,848	20.5	10,119	20.0	5,888	69.1
March 31, 2012	233,195	3.5	8,170	42.1	8,434	35.4	3,482	44.5

Note: Comprehensive income as of March 31, 2013: 7,141 million yen (128.1%), as of March 31, 2012: 3,131 million yen (10.8%)

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, 2013	96.68	90.53	10.5	11.0	4.0
March 31, 2012	59.43	53.63	7.1	10.2	3.5

Note: Equity in earnings / losses of affiliates as of March 31, 2013: 29 million yen, as of March 31, 2012: 20 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, 2013	97,592	64,455	63.4	951.75
March 31, 2012	86,529	52,266	58.7	864.54

Note: Stockholders' equity as of March 31, 2013: 61,898 million yen, as of March 31, 2012: 50,751 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, 2013	7,787	△964	△1,018	43,824
March 31, 2012	10,169	△972	△2,229	37,922

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(4) Dividends on Common Stock

Fiscal Year (end)	Dividend per Share (yen)				
	1 st Quarter	2 nd Quarter	3 rd Quarter	Term-End	Full-Year
March 31, 2012	—	6.00	—	8.00	14.00
March 31, 2013	—	8.00	—	10.00	18.00
March 31, 2014 (Forecast)	—	10.00	—	10.00	20.00

Fiscal Year (end)	Cash dividend paid (total, million yen)	Dividend ratio (%)	DOE (Dividend on equity ratio) (%)
March 31, 2012	827	23.6	1.7
March 31, 2013	1,133	18.6	2.0
March 31, 2014 (Forecast)		14.5	

(5) Consolidated Forecast of Results for the Fiscal Year ending March 31, 2014 (from April 1, 2013 to March 31, 2014)

(% 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	178,500	46.9	7,700	68.8	7,600	62.1	3,500	32.4
Full Fiscal Year	365,000	47.6	18,500	87.8	18,300	80.8	9,000	52.8

	Net Income per Share (yen)
First Six Months	53.82
Full Fiscal Year	138.38

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(6) Sales by Segment

Segment		Fiscal Year ended March 31, 2013		
		Sales (million yen)	Ratio (%)	Change (%)
	Office Clerk	49,747	20.1	△6.3
	Technical Clerk	70,491	28.5	△6.5
	IT Professional	18,952	7.7	2.9
	Sales	7,004	2.8	△10.2
	Other	52,525	21.3	44.4
	Recruitment Services	3,778	1.5	2.3
Temporary Staffing and Recruitment Services		202,500	81.9	4.0
R & D Outsourcing		9,277	3.8	6.6
Outsourcing		30,796	12.4	18.1
Other Business		4,657	1.9	26.9
Total		247,232	100.0	6.0

Note: The segment structure was changed in the first quarter ended June 30, 2012. Figures for the fiscal year ended March 2012 are recalculated after the change in segment structure.