

Consolidated Financial Results for the Fiscal Year Ended March 31, 2014

Head Office: 2-1-1 Yoyogi, Shibuya-ku, Tokyo 151-0053 Japan

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

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

President: Masamichi Mizuta

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, 2014 | 362,489 | 46.6 | 18,597 | 89.2 | 18,470 | 82.8 | 9,857 | 67.4 |
| March 31, 2013 | 247,232 | 6.0 | 9,832 | 21.2 | 10,102 | 20.6 | 5,888 | 69.1 |

Note: Comprehensive income as of March 31, 2014: 10,543 million yen (47.6%), as of March 31, 2013: 7,141 million yen (128.1%)

| 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, 2014 | 142.07 | 136.38 | 13.2 | 13.4 | 5.1 |
| March 31, 2013 | 96.68 | 90.53 | 10.5 | 11.0 | 4.0 |

Note: Equity in earnings / losses of affiliates as of March 31, 2014: 25 million yen, as of March 31, 2013: 29 million yen

(2) Consolidated Financial Positions

| Fiscal Year (end) | Total Assets | Net Assets | Equity Ratio | Net Assets per Share |
|-------------------|---------------|---------------|--------------|----------------------|
| | (million yen) | (million yen) | (%) | (yen) |
| March 31, 2014 | 177,433 | 89,803 | 49.0 | 1,189.88 |
| March 31, 2013 | 97,592 | 64,455 | 63.4 | 951.75 |

Note: Stockholders' equity as of March 31, 2014: 86,973 million yen, as of March 31, 2013: 61,898 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, 2014 | 10,863 | △51,306 | 32,294 | 35,957 |
| March 31, 2013 | 7,787 | △964 | △1,018 | 43,824 |

(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, 2013 | — | 8.00 | — | 10.00 | 18.00 |
| March 31, 2014 | — | 10.00 | — | 14.00 | 24.00 |
| March 31, 2015 (Forecast) | — | 14.00 | — | 14.00 | 28.00 |

| Fiscal Year (end) | Cash dividend paid (total, million yen) | Dividend ratio (%) | DOE (Dividend on equity ratio) (%) |
|---------------------------|--|-----------------------|--|
| March 31, 2013 | 1,133 | 18.6 | 2.0 |
| March 31, 2014 | 1,754 | 16.9 | 2.2 |
| March 31, 2015 (Forecast) | | 17.1 | |

(5) Consolidated Forecast of Results for the Fiscal Year ending March 31, 2015 (from April 1, 2014 to March 31, 2015)

(% 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 | 185,800 | 6.5 | 8,200 | 9.2 | 8,200 | 10.3 | 4,300 | 22.2 |
| Full Fiscal Year | 390,000 | 7.6 | 21,000 | 12.9 | 21,000 | 13.7 | 12,000 | 21.7 |

| | Net Income per Share (yen) |
|------------------|-------------------------------|
| First Six Months | 58.83 |
| Full Fiscal Year | 164.17 |

(6) Sales by Segment

We renamed the former R&D Outsourcing Segment to IT and Engineering Segment and newly established Media and Career Segment (Intelligence Group) from the Fiscal Year ending March 2014. Simultaneously, we changed the allocation of subsidiaries to each segment. Figures for the fiscal year ended March 2013 are recalculated after the change in segment structure.

| Segment | Fiscal Year ended March 31, 2014 | | |
|---|----------------------------------|-----------|------------|
| | Sales (million yen) | Ratio (%) | Change (%) |
| Temporary Staffing and Recruitment Services | 197,418 | 54.5 | 105.7 |
| IT and Engineering | 42,605 | 11.7 | 141.5 |
| Outsourcing | 27,845 | 7.7 | 108.3 |
| Media and Career (Intelligence Group) | 89,272 | 24.6 | — |
| Other Business | 5,347 | 1.5 | 114.8 |
| Total | 362,489 | 100.0 | 146.6 |

Note: Segment sales are those after eliminating internal transactions.

| Media and Career (Intelligence Group) Segment | Fiscal Year ended March 31, 2014 | | |
|---|----------------------------------|-----------|------------|
| | Sales (million yen) | Ratio (%) | Change (%) |
| Media Div. | 18,207 | 20.4 | — |
| Career Div. | 19,393 | 21.7 | — |
| Temporary staffing Div. | 32,027 | 35.9 | — |
| Outsourcing Div. | 13,361 | 15.0 | — |
| Employment development, new business, overseas Div. | 6,282 | 7.0 | — |
| Media and Career (Intelligence Group) Total | 89,272 | 100.0 | — |