

Consolidated Financial Results for the 3rd Quarter Ended December 31, 2014

HEAD OFFICE: 2-1-1 Yoyogi, Shibuya-ku, Tokyo 151-0053, Japan PRESIDENT: Masamichi Mizuta

STOCK EXCHANGE LISTING: Tokyo Stock Exchange (code: 2181) URL: <http://www.temp-holdings.co.jp>

(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)	(%)
FY2015 3Q	291,876	9.7	16,211	29.5	16,424	31.5	8,692	32.3
FY2014 3Q	266,099	44.0	12,514	65.1	12,490	60.6	6,569	42.2

Note: Comprehensive income of FY2015 3Q is 8,473 million yen (9.9%), of FY2014 3Q is 7,713 million yen (63.5%)

Fiscal Year (end)	Net Income per Share	Diluted Net Income per Share
	(Yen)	(Yen)
FY2015 3Q	118.92	110.77
FY2014 3Q	96.22	93.28

(2) Consolidated Financial Positions

Fiscal Year (end)	Total Assets	Net Assets	Equity Ratio
	(Million yen)	(Million yen)	(%)
FY2015 3Q	191,981	95,663	48.6
FY2014	177,433	89,803	49.0

Note: Stockholders' equity as of FY2015 3Q is 93,326 million yen, as of FY2014 is 86,973 million yen

(3) Dividends on Common Stock

Fiscal Year (end)	Dividend per Share (yen)				
	1 st Quarter	2 nd Quarter	3 rd Quarter	Term-End	Full-Year
FY2014	—	10.00	—	14.00	24.00
FY2015	—	14.00	—		
FY2015 (FORECAST)				14.00	28.00

Note: Revision of the forecast in the 3rd quarter of the fiscal year ending March 31, 2015: None

(4) Consolidated Forecast of Results for the Fiscal Year ending 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)	(%)
Full Fiscal Year	396,500	9.4	23,000	23.7	23,200	25.6	13,400	35.9

Net Income per Share (Forecast) is 183.32 Yen

Note: Revision of the forecast in the 3rd quarter of the fiscal year ending March 31, 2015: None

TEMP HOLDINGS

(5) Sales by Segment

We changed segment structure from the present term as followings;

Segment				
	FY2015 3Q	FY2014 3Q	Ratio (%)	YoY (%)
Temporary Staffing	204,052	187,678	69.9%	108.7%
BPO *1	14,464	13,543	5.0%	106.8%
ITO *1	15,745	14,188	5.4%	111.0%
Engineering	17,480	15,634	6.0%	111.8%
Media	14,616	13,204	5.0%	110.7%
Career	23,745	20,739	8.1%	114.5%
NED *1	7,452	5,693	2.5%	130.9%
Adjustments *2	△5,682	△4,583	△1.9%	
TOTAL	291,876	266,099	100.0%	109.7%

Note

*1 BPO: Business Process Outsourcing, ITO: IT Outsourcing, NED: New Employment Development

*2 Adjustments represent eliminations of transactions between segments and the revenues and costs of Temp Holdings.