

Consolidated Financial Results for the Fiscal Year Ended March 31, 2015

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(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	401,056	10.6	23,470	26.2	23,769	28.7	13,424	36.2
FY2014	362,489	46.6	18,597	89.2	18,470	82.8	9,857	67.4

Note: Comprehensive income of FY2015 is 13,508 million yen (28.1%), of FY2014 is 10,543 million yen (47.6%)

Fiscal Year (end)	Net Income per Share	Diluted Net Income per Share
	(Yen)	(Yen)
FY2015	183.63	171.07
FY2014	142.07	136.38

(2) Consolidated Financial Positions

Fiscal Year (end)	Total Assets	Net Assets	Equity Ratio
	(Million yen)	(Million yen)	(%)
FY2015	228,663	103,969	43.1
FY2014	177,433	89,803	49.0

Note: Stockholders' equity as of FY2015 is 98,562 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	—	18.00	32.00
FY2016 (FORECAST)	—	18.00	—	18.00	36.00

(4) Consolidated Forecast of Results for the Fiscal Year ending March 31, 2016

(% 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)	(%)
FY2016 2Q	240,000	24.8	10,000	△2.3	10,100	△3.1	5,880	2.6
FY2016	500,000	24.7	26,000	10.8	26,200	10.2	15,250	13.6

Net Income per Share (Forecast) of FY2016 2Q is 80.36 Yen, FY2016 full-year is 208.43Yen.

TEMP HOLDINGS

(5) Sales by Segment

We changed segment structure from the present term as followings;

Segment				
	FY2015	FY2014	Ratio	YoY
Temporary Staffing	276,164	251,660	68.9%	109.7%
BPO *1	20,196	18,485	5.0%	109.3%
ITO *1	22,142	19,988	5.5%	110.8%
Engineering	23,897	21,476	6.0%	111.3%
Media	20,262	18,235	5.0%	111.1%
Career	33,509	28,415	8.4%	117.9%
NED *1	12,983	11,015	3.2%	117.9%
Adjustments *2	Δ8,101	Δ6,787	Δ2.0%	
TOTAL	401,056	362,489	100.0%	110.6%

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.