

## Consolidated Financial Results for the 2nd Quarter Ended September 30, 2015

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)	(%)
FY2016 2Q	246,106	28.0	13,298	29.9	13,355	28.1	8,104	41.4
FY2015 2Q	192,273	10.2	10,234	36.3	10,424	40.2	5,730	62.8

Note: Comprehensive income of FY2016 2Q is 8,170 million yen(62.6%), of FY2015 2Q is 5,025 million yen(33.2%)

Fiscal Year (end)	Net Income per Share	Diluted Net Income per Share
	(Yen)	(Yen)
FY2016 2Q	36.10	34.43
FY2015 2Q	26.13	24.34

Note: The company conducted a 3-for-1 stock split for shares of common stock of the Company with October 29, 2015 as the effective date. Accordingly, the amount of net income per share is calculated based on the assumption that the share split was conducted at the beginning of the previous fiscal year(FY2015).

### (2) Consolidated Financial Positions

Fiscal Year (end)	Total Assets	Net Assets	Equity Ratio
	(Million yen)	(Million yen)	(%)
FY2016 2Q	219,969	124,308	53.8
FY2015	228,663	103,969	43.1

Note: Stockholders' equity as of FY2016 2Q is 118,314 million yen, as of FY2015 is 98,562 million yen

### (3) Dividends on Common Stock

Fiscal Year (end)	Dividend per Share (yen)				
	1 <sup>st</sup> Quarter	2 <sup>nd</sup> Quarter	3 <sup>rd</sup> Quarter	Year-End	Full-Year
FY2015	—	14.00	—	18.00	32.00
FY2016	—	18.00			
FY2016 (FORECAST)			—	6.00	—

Note: \*Revision of the forecast in the fiscal year ending March 31, 2016: None

\* The company conducted a 3-for-1 stock split for shares of common stock of the Company with October 29, 2015 as the effective date. Accordingly, the amounts calculated after the share split are stated for the Year-End dividend per share for FY2016(forecast).

\* The Year-End dividend per share for FY2016(forecast), calculated without considering the share split, are 18 yen which is the same amount with the previous forecast on May 12, 2015

# TEMP HOLDINGS

## (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		Net income per share
	(Million yen)	(%)	(Million yen)	(%)	(Million yen)	(%)	(Million yen)	(%)	(yen)
FY2016	515,000	28.4	26,000	10.8	26,200	10.2	15,250	13.6	66.60

Note: Revision of the forecast in the fiscal year ending March 31, 2016: None

\* The company conducted the 3-for-1 stock split for shares of common stock of the Company with October 29, 2015 as the effective date. Net income per share is calculated based on the assumption that the share split was conducted at the beginning of the fiscal year(FY2016).

## (5) Sales and OP income by Segment

We changed segment structure from the present term as followings;

### (A) Sales

Segment				
	FY2015 2Q	FY2016 2Q	Ratio (%)	YoY (%)
Temporary staffing ・ BPO*1	143,710	192,846	78.4	134.2
ITO *1	10,661	11,208	4.5	105.1
Engineering	11,520	11,322	4.6	98.3
Recruiting	27,927	32,236	13.1	115.4
Other businesses	1,498	1,963	0.8	131.0
Adjustments *2	-3,044	-3,470	-1.4	-
<b>TOTAL</b>	192,273	246,106	100.0	128.0

### (B) OP income

Segment				
	FY2015 2Q	FY2016 2Q	Ratio (%)	YoY (%)
Temporary staffing ・ BPO*1	6,061	8,236	62.0	135.9
ITO *1	732	559	4.2	76.4
Engineering	614	499	3.8	81.3
Recruiting	2,029	3,089	23.2	152.2
Other businesses	93	84	0.6	90.2
Adjustments *2	702	829	6.2	118.0
<b>TOTAL</b>	10,234	13,298	100.0	129.9

### Note

\*1 BPO: Business Process Outsourcing, ITO: IT Outsourcing

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