



Briefing on Financial Results for the First Quarter Ended June 30, 2013

TEMP HOLDINGS

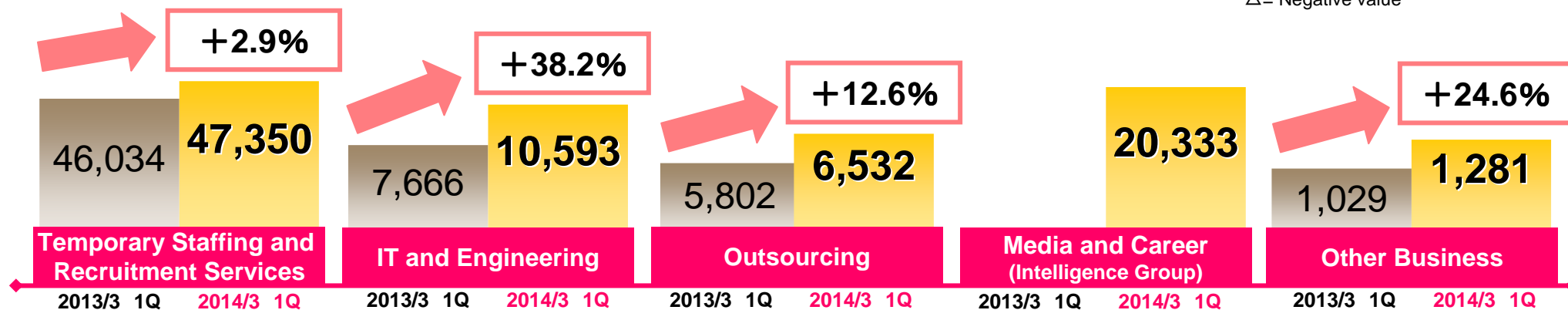
Tokyo Stock Exchange 1st Section (2181)

August 9, 2013

2014/3 1Q: Sales by Segment

*Rounded down. (Units: million yen, %)

*Δ= Negative value



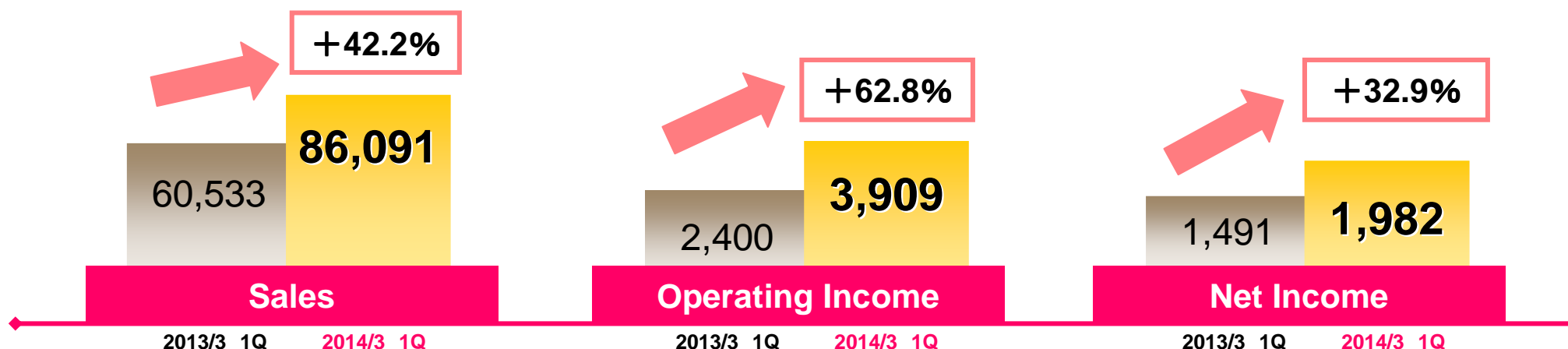
	2013/3 1Q		2014/3 1Q			
	Sales	Ratio	Sales	Ratio	Change	YoY
Temporary Staffing and Recruitment Services	46,034	76.0	47,350	55.0	+1,315	102.9
IT and Engineering	7,666	12.7	10,593	12.3	+2,927	138.2
Outsourcing	5,802	9.6	6,532	7.6	+729	112.6
Media and Career (Intelligence Group)	—	—	20,333	23.6	+20,333	—
Media Div.	—	—	4,182	4.9	+4,182	—
Career Div.	—	—	4,425	5.1	+4,425	—
Temporary staffing Div.	—	—	8,016	9.3	+8,016	—
Outsourcing Div.	—	—	3,148	3.7	+3,148	—
Employment development, new business, overseas Div.	—	—	561	0.6	+561	—
Other Business	1,029	1.7	1,281	1.5	+252	124.6
Total	60,533	100.0	86,091	100.0	+25,558	142.2

* We renamed the former R&D Outsourcing Segment to IT and Engineering Segment 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.

2014/3 1Q: Consolidated Statements of Income

*Rounded down. (Units: million yen, %)

*Δ= Negative value



	2013/3 1Q	Ratio	2014/3 1Q	Ratio	Change	YoY	2014/3 (forecast)
Sales	60,533	100.0	86,091	100.0	+25,558	142.2	365,000
Cost of Sales	50,856	84.0	66,006	76.7	+15,149	129.8	—
Gross Profit	9,676	16.0	20,085	23.3	+10,409	207.6	—
Selling, General and Administrative Expenses	7,275	12.0	16,176	18.8	+8,900	222.3	—
Operating Income	2,400	4.0	3,909	4.5	+1,508	162.8	18,500
EBITDA	2,734	4.5	5,472	6.4	+2,738	200.1	24,949
Ordinary Income	2,514	4.2	3,933	4.6	+1,419	156.4	18,300
Net Income	1,491	2.5	1,982	2.3	+490	132.9	9,000

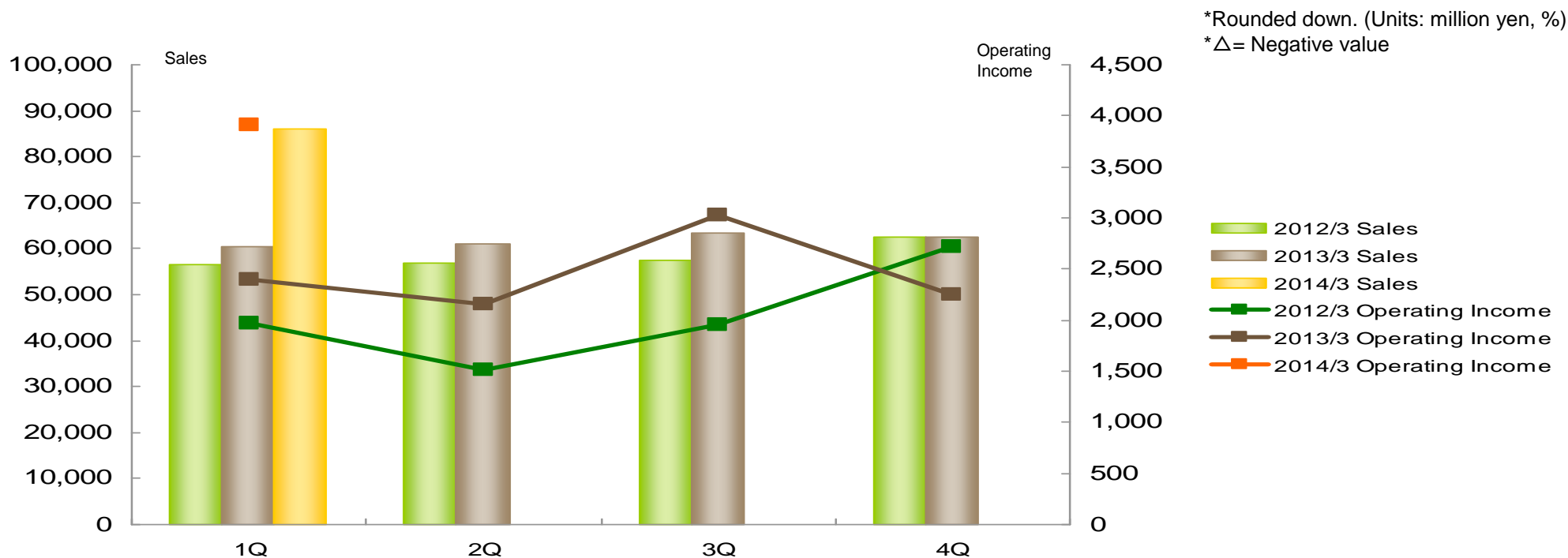
2014/3 1Q: Consolidated Balance Sheets

*Rounded down. (Units: million yen, %)

*Δ= Negative value

	2013/3		2014/3 1Q		
	Actual	Ratio	Actual	Ratio	Change
Assets	97,592	100.0	170,984	100.0	+73,392
Current assets	80,606	82.6	78,839	46.1	Δ1,767
(Cash and Deposits)	44,225	45.3	32,565	19.0	Δ11,660
(Notes and accounts receivable-trade)	31,997	32.8	39,131	22.9	+7,133
Non-current assets	16,985	17.4	92,145	53.9	+75,159
(Goodwill)	2,162	2.2	59,630	34.9	+57,468
Liabilities	33,136	34.0	105,084	61.5	+71,948
Current liabilities	29,178	29.9	77,426	45.3	+48,247
(Short-term loans payable)	16	0.0	35,010	20.5	+34,993
(Current portion of long-term loans payable)	—	—	2,404	1.4	+2,404
Non-current liabilities	3,958	4.1	27,658	16.2	+23,700
(Long-term loans payable)	—	—	18,280	10.7	+18,280
Net Assets	64,455	66.0	65,899	38.5	+1,444
Owners' equity	60,830	62.3	62,275	36.4	+1,445
(Treasury stock)	Δ354	Δ0.4	Δ312	Δ0.2	+41
Minority interests	2,556	2.6	2,650	1.6	+93

Transition of Quarterly Business Results



	2012/3				2013/3								2014/3	
	1Q	2Q	3Q	4Q	1Q	YoY(%)	2Q	YoY(%)	3Q	YoY(%)	4Q	YoY(%)	1Q	YoY(%)
Sales	56,520	56,755	57,565	62,354	60,533	107.1	60,966	107.4	63,320	110.0	62,411	100.1	86,091	142.2
Cost of Sales	47,340	48,242	48,640	52,203	50,856	107.4	51,618	107.0	52,915	108.8	52,376	100.3	66,006	129.8
Gross Profit	9,179	8,513	8,925	10,151	9,676	105.4	9,348	109.8	10,404	116.6	10,034	98.9	20,085	207.6
Gross Profit Rate	16.2	15.0	15.5	16.3	16.0	—	15.3	—	16.4	—	16.1	—	23.3	—
Selling, General and Administrative Expenses	7,208	6,997	6,967	7,425	7,275	100.9	7,193	102.8	7,378	105.9	7,784	104.8	16,176	222.3
Operating Income	1,971	1,515	1,957	2,725	2,400	121.8	2,154	142.1	3,025	154.6	2,250	82.6	3,909	162.8
Operating Income Ratio	3.5	2.7	3.4	4.4	4.0	—	3.5	—	4.8	—	3.6	—	4.5	—

Transition of Business Results by Segment ①

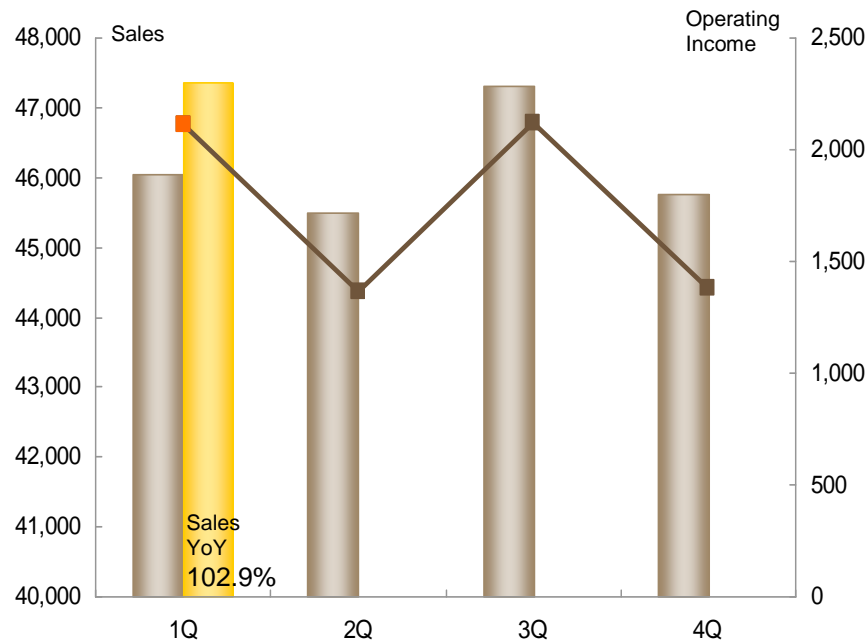
*Rounded down. (Units: million yen, %), Δ= Negative value

*Sales are those after eliminating internal transactions, and operating income is that before eliminating internal transactions.

*We renamed the former R&D Outsourcing Segment to IT and Engineering Segment 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.

1 Temporary Staffing and Recruitment Services

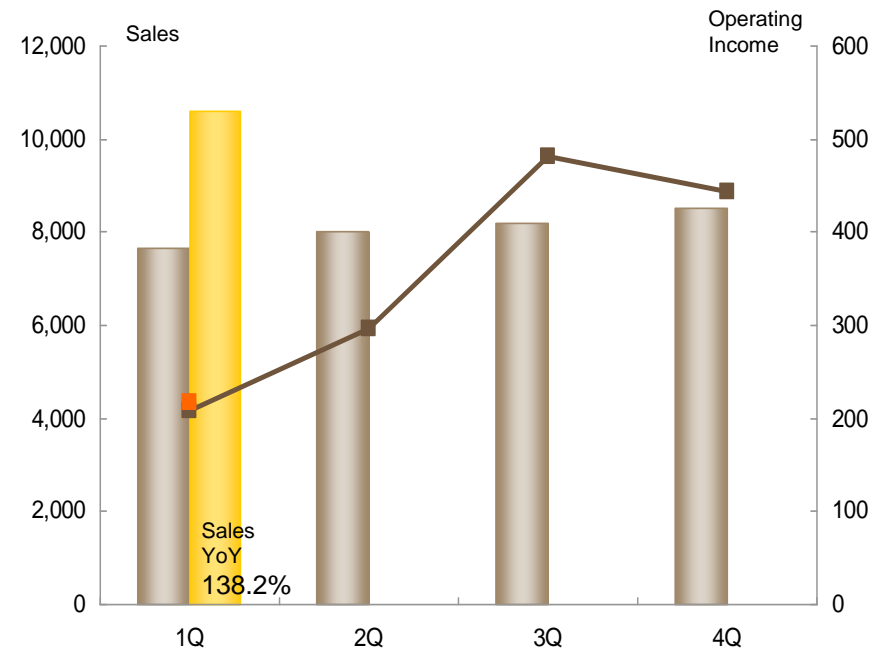
■ Sales of the previous year ■ Sales of the current year
 ■ Operating Income of the previous year ■ Operating Income of the current year



		1Q	2Q	3Q	4Q	Full Year
Sales	2013/3	46,034	45,502	47,302	45,760	184,600
	2014/3	47,350				
Operating Income	2013/3	2,110	1,366	2,118	1,381	6,977
	2014/3	2,112				

2 IT and Engineering

■ Sales of the previous year ■ Sales of the current year
 ■ Operating Income of the previous year ■ Operating Income of the current year



		1Q	2Q	3Q	4Q	Full Year
Sales	2013/3	7,666	8,003	8,191	8,524	32,386
	2014/3	10,593				
Operating Income	2013/3	208	297	482	444	1,432
	2014/3	217				

Transition of Business Results by Segment ②

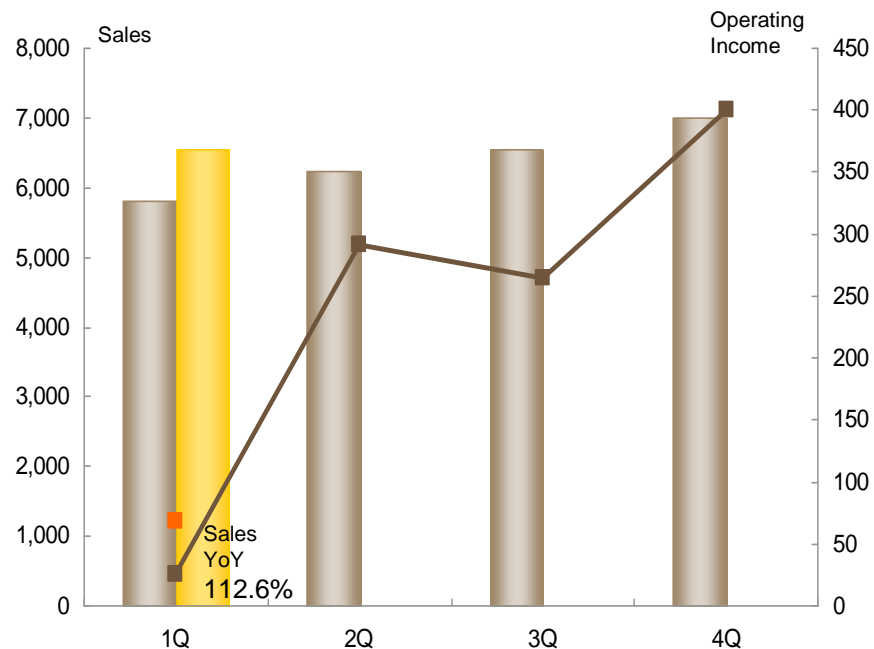
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3 Outsourcing

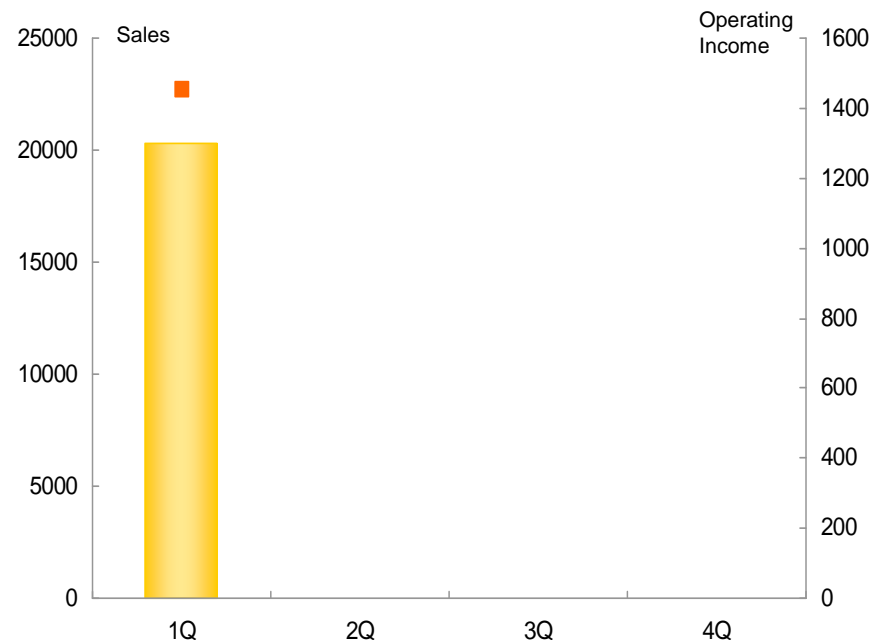
■ Sales of the previous year ■ Sales of the current year
 ■ Operating Income of the previous year ■ Operating Income of the current year



		1Q	2Q	3Q	4Q	Full Year
Sales	2013/3	5,802	6,242	6,541	7,000	25,587
	2014/3	6,532				
Operating Income	2013/3	26	292	265	400	984
	2014/3	68				

4 Media and Career (Intelligence Group)

■ Sales of the current year ■ Operating Income of the current year



		1Q	2Q	3Q	4Q	Full Year
Sales	2013/3	-	-	-	-	-
	2014/3	20,333				
Operating Income	2013/3	-	-	-	-	-
	2014/3	1,451				

Transition of Business Results by Segment ③

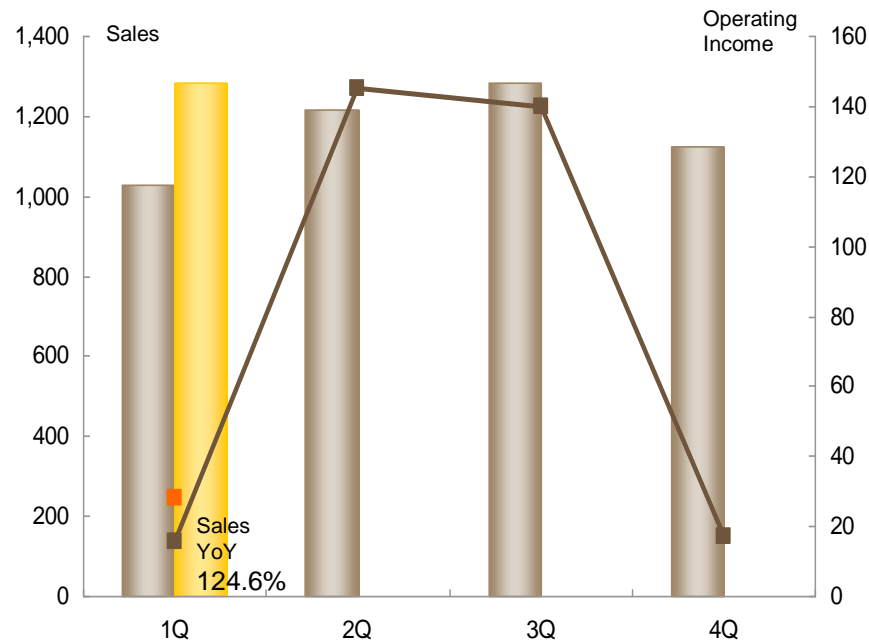
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5 Other Business

■ Sales of the previous year ■ Sales of the current year
 ■ Operating Income of the previous year ■ Operating Income of the current year



		1Q	2Q	3Q	4Q	Full Year
Sales	2013/3	1,029	1,217	1,285	1,125	4,657
	2014/3	1,281				
Operating Income	2013/3	16	145	140	17	320
	2014/3	28				

FY March 2014: Consolidated Forecast of Results

*Rounded down. (Units: million yen, %)

*Sales by segment are those after eliminating internal transactions.

	2014/3 (actual)		2014/3 (forecast)						
	1Q	Progress	1 st Half		2 nd Half		Full Year		
				YoY		YoY		Ratio	YoY
Sales	86,091	48.2	178,500	146.9	186,500	148.3	365,000	100.0	147.6
Temporary Staffing and Recruitment Services	47,350	49.8	95,150	103.9	98,050	105.4	193,200	52.9	104.7
IT and Engineering	10,593	46.7	22,700	144.9	23,900	143.0	46,600	12.8	143.9
Outsourcing	6,532	45.7	14,300	118.7	15,700	115.9	30,000	8.2	117.2
Media and Career (Intelligence Group)	20,333	46.4	43,850	-	46,150	-	90,000	24.7	-
Other Business	1,281	51.3	2,500	111.3	2,700	112.0	5,200	1.4	111.6
Operating Income	3,909	50.8	7,700	168.8	10,800	204.3	18,500	5.1	187.8
Ordinary Income	3,933	51.8	7,600	162.1	10,700	197.0	18,300	5.0	180.8
Net Income	1,982	56.6	3,500	132.4	5,500	169.5	9,000	2.5	152.8

Disclaimer



The statements concerning the Company's future business performances in this material such as earnings forecasts are based on information available as of August 9, 2013 to and certain assumptions deemed to be reasonable by the Company, and do not mean that we promise to achieve these figures. Actual earnings may differ materially from the statements due to a variety of factors.