

Fiscal Year Ending March 31, 2013

Results for the 2nd Quarter

- For 6 Months Period ended September 30, 2012-

November 8, 2012

Meitec Group

I. Report of Meitec Group <Consolidated>

<Consolidated Results for the 2nd Quarter>
- For 6 months period ended Sept. 30, 2012 -

(Million of Yen)

			Net Sales	Operating Income	Ordinary Income	Net Income
Results for 2nd Quarter	Consolidated	FY2012	34,130	2,891	2,945	1,692
		FY2011	31,937	2,328	2,350	1,295
		Change(%)	6.9%	24.2%	25.3%	30.6%
	Non-Consolidated	FY2012	27,125	2,460	2,739	1,593
		FY2011	25,256	1,944	2,262	1,356
		Change(%)	7.4%	26.5%	21.1%	17.5%

<NOTE: Forecasts for 1st Half of the Fiscal Year Ending March 31, 2013>

(Million of Yen)

			Net Sales	Operating Income	Ordinary Income	Net Income
Initial Forecasts May 10, 2012	Consolidated		33,200	2,100	2,100	1,200
	Non-Consolidated		26,400	1,800	2,100	1,300
Revised Forecast Sept. 25, 2012	Consolidated		33,900	2,750	2,800	1,500
	Non-Consolidated		27,000	2,350	2,650	1,400

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<Overview of the Market for the 2nd Quarter>

- For 6 months period ended Sept. 30, 2012 -

1. Status of Meitec Group's main customer, manufacturers

- Even amid ongoing uncertainty in the business environment, owing to the appreciation of the yen and growing concerns of a worldwide economic slowdown, in part triggered by the European debt crisis, many major Japanese manufacturers, our main customers, continued to invest in technological development.
- Although Japan's power shortage problem has not yet been resolved, many companies have resumed overtime operations this year while not implementing changes in work schedules (e.g., with regard to holidays), as was seen in the previous year.
- In response to the sharp appreciation of the yen, as well as other factors, there has been a strong tendency for Japanese manufacturers to reduce costs, including expenditures for investment in large-scale technological development.

2. Status of our core business, temporary engineers staffing

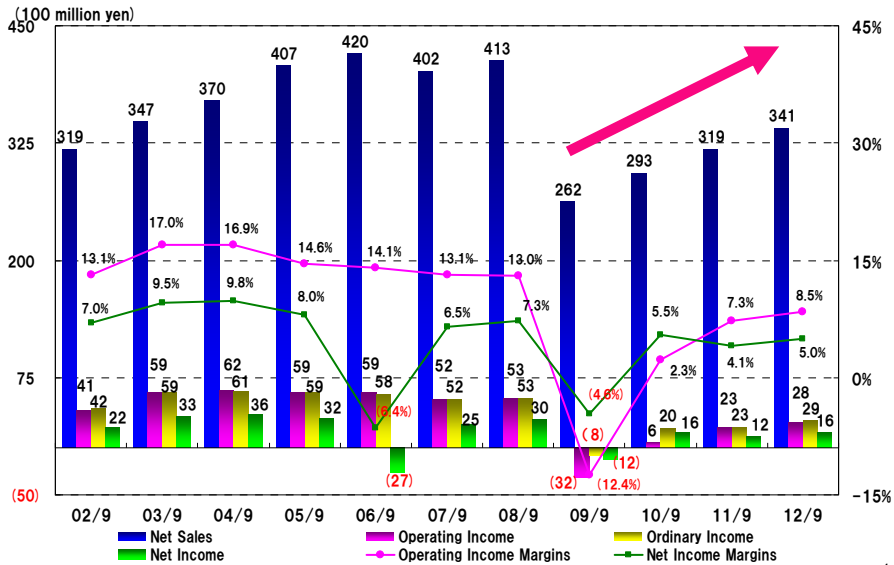
- As many customers sustained in their investments in technological development, the Company was able to continue to land new contracts as the previous fiscal year.

***Completed assignments of new engineers (MT:220, MF:169) who joined us on April 1, 2012.**

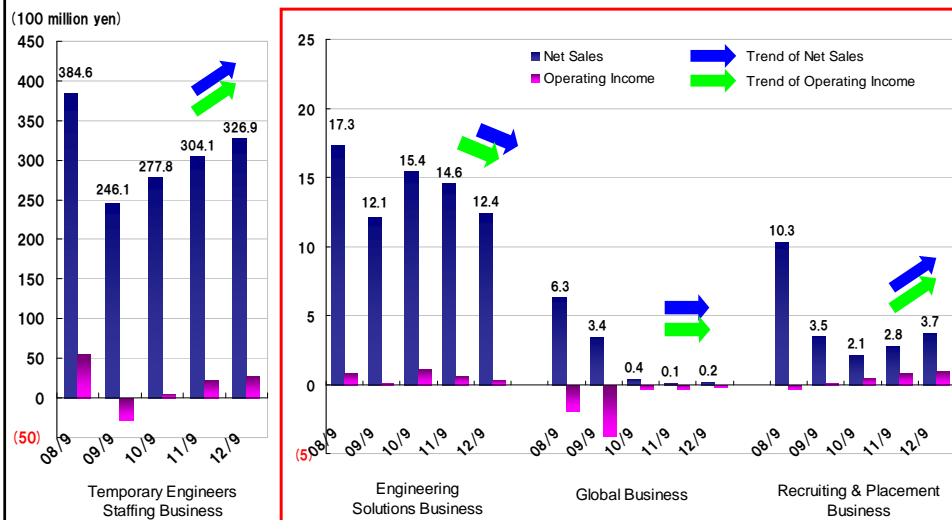
- But due to the stronger cost reduction trend, ended contracts exceeded our forecast.

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<Consolidated Results for the 2nd Quarter>
 - For 6 months period ended Sept. 30, 2012 -



<Results of Meitec Group's Four Business Domains for the 2nd Quarter>
 - For 6 months period ended Sept. 30, 2012 -



<Meitec Group Results for the 2nd Quarter>
 - For 6 months period ended Sept. 30, 2012 -

(Millions of Yen)

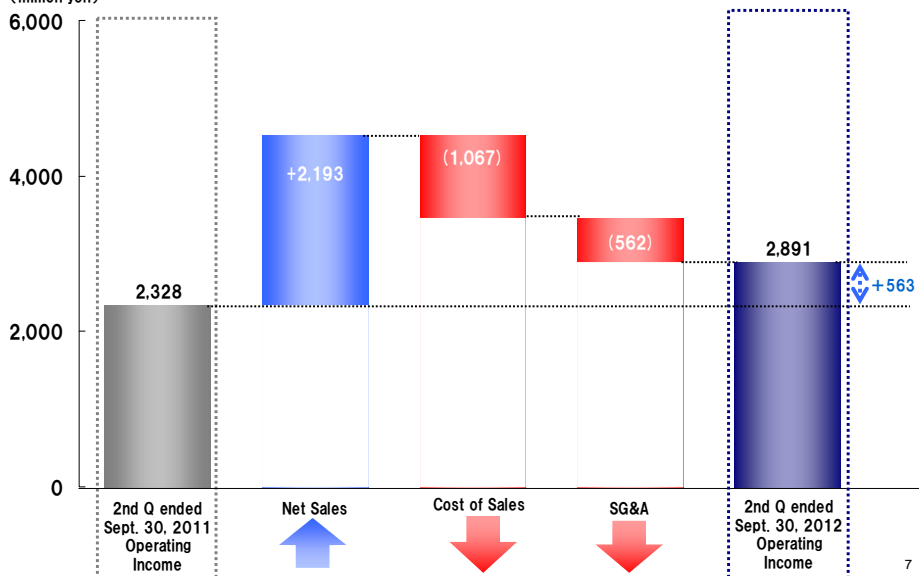
		Net Sales	Operating Income	Ordinary Income	Net Income
Temporary Engineers Staffing Business	Meitec	27,125	2,460	2,739	1,593
	Meitec Fielders	4,513	269	270	167
	Meitec Cast	1,203	44	45	28
Engineering Solutions Business	Meitec CAE	513	71	71	43
	Apollo Giken Group	733	(36)	(34)	(1)
Global Business	Meitec Shanghai *	23	(28)	(28)	(28)
Recruiting & Placement Business	Meitec Next	368	121	121	112
	all engineer.jp	4	(11)	(10)	(10)
Consolidated **		34,130	2,891	2,945	1,692

*Amount for the Global Business is total of Meitec Shanghai, Meitec Xian, Meitec Chengdu and Meitec Shanghai Human Resources.

**After Inter-Company Elimination Adjustments

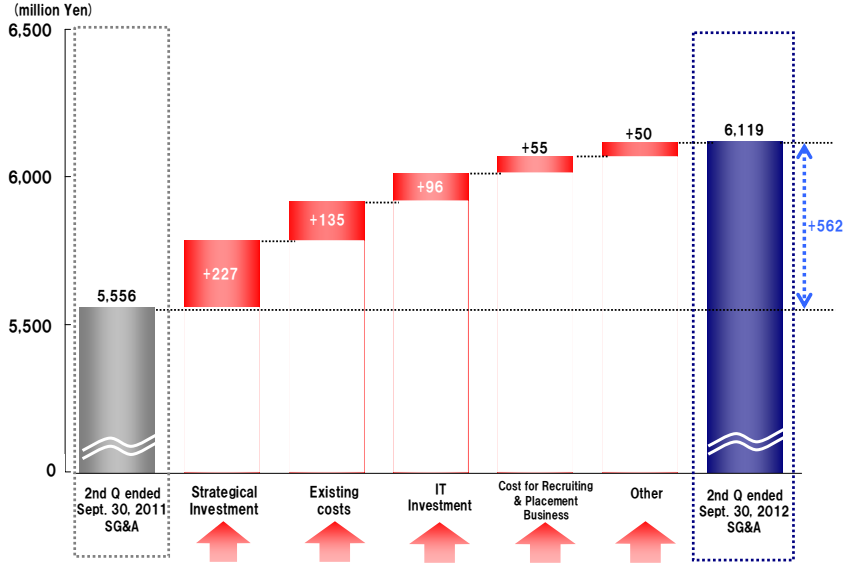
<Comparison of Consolidated Operating Income for the 2nd Quarter>
 - For 6 months period ended Sept. 30 2012 to the same period of previous FY -

(million yen)



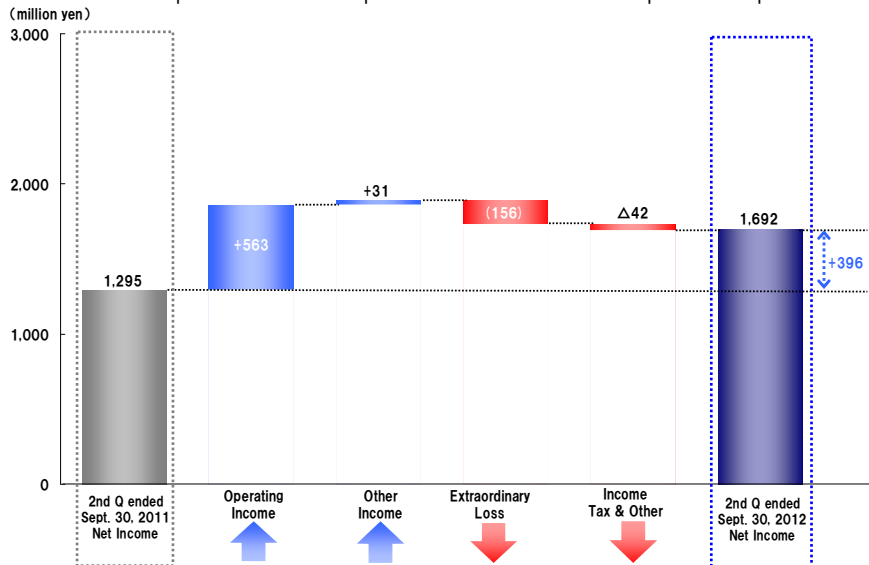
<Comparison of Consolidated SG&A for the 2nd Quarter>

- For 6 months period ended Sept. 30 2012 to the same period of previous FY -

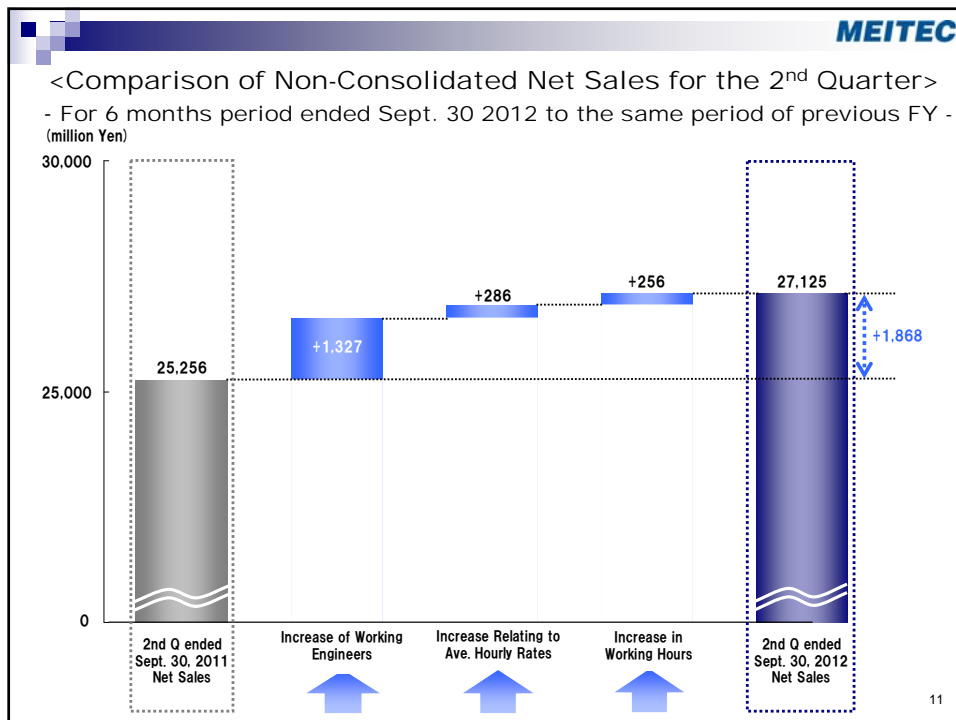


<Comparison of Consolidated Net Income for the 2nd Quarter>

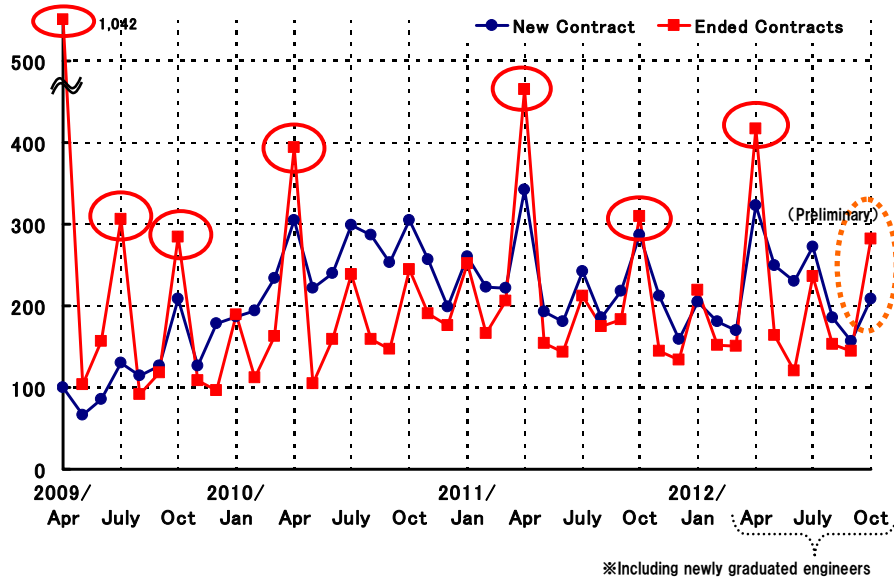
- For 6 months period ended Sept. 30 2012 to the same period of previous FY -



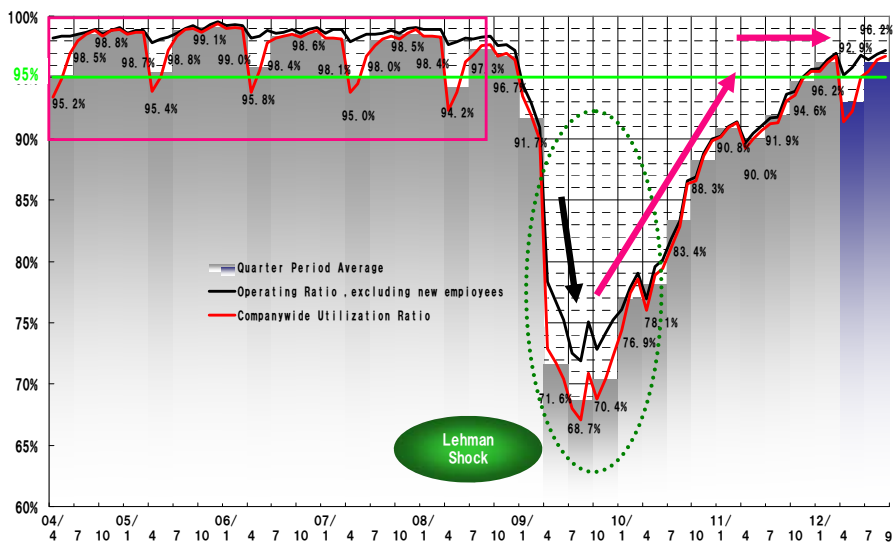
II. Report of Meitec <Non-Consolidated>

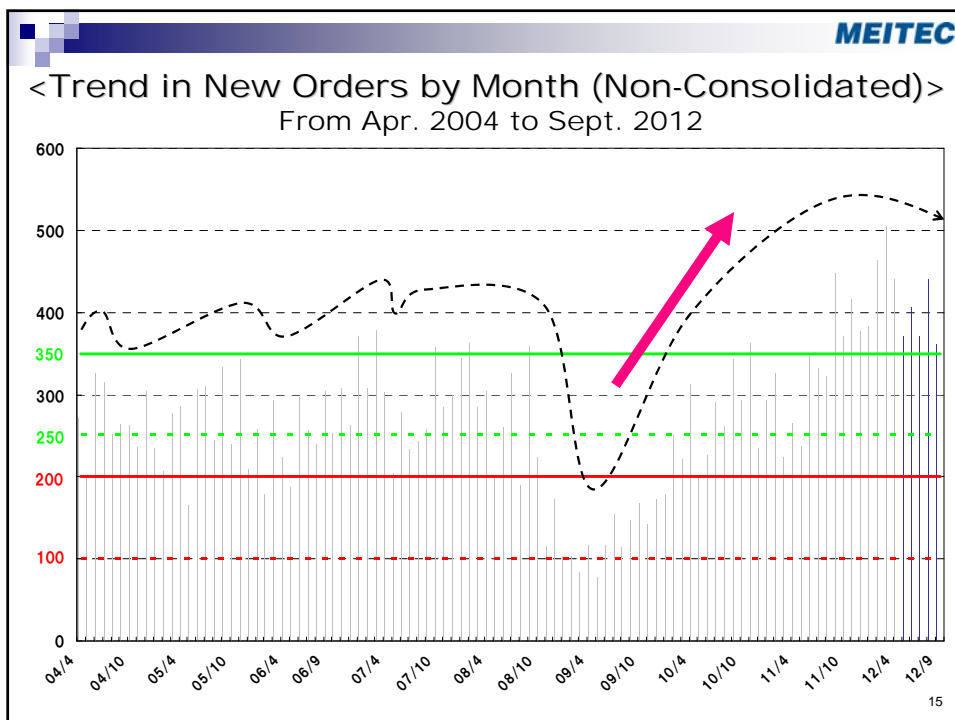
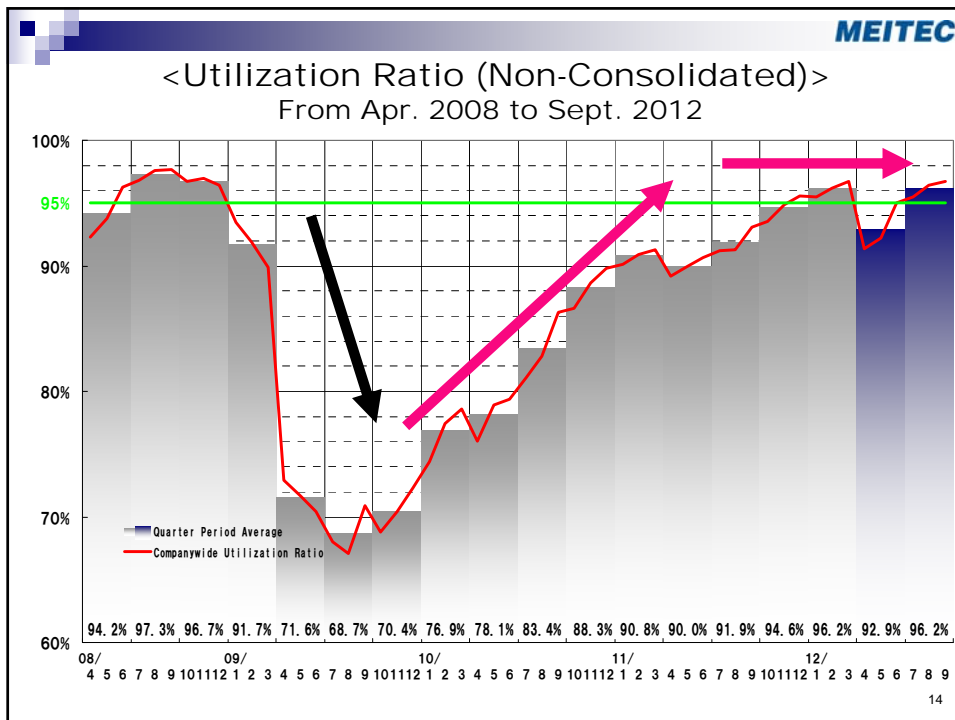


<Trend of New Contracts (Non-Consolidated)> - From Apr. 2009 to Oct. 2012 -

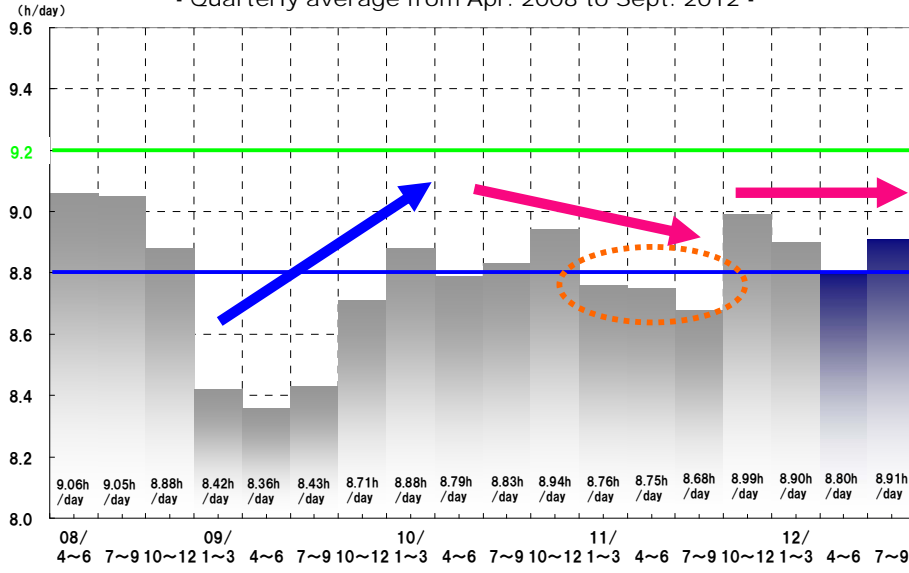


<Utilization Ratio (Non-Consolidated)> From Apr. 2004 to Sept. 2012

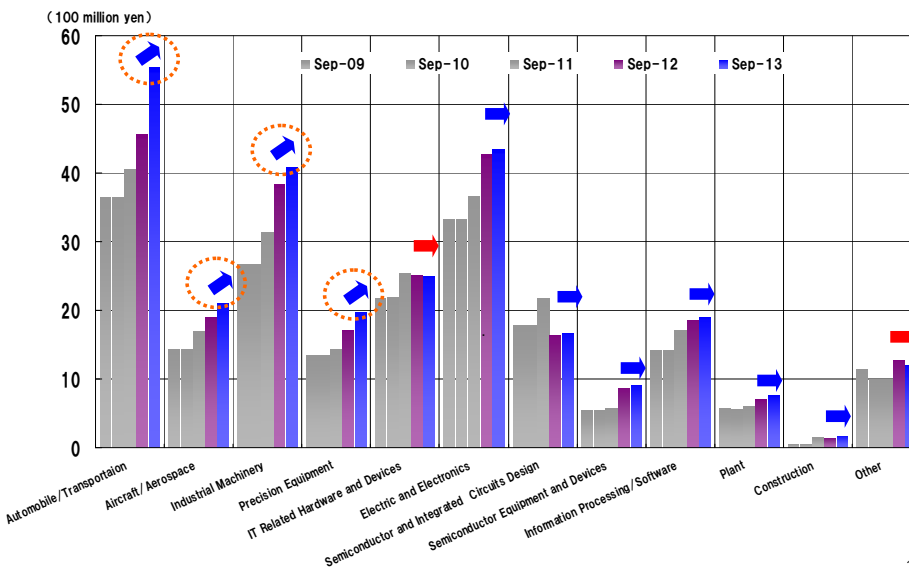




<Trend of Working Hours (Non-Consolidated)>
 - Quarterly average from Apr. 2008 to Sept. 2012 -



<Comparison of Sales Trend by the Industrial Segments (Non-Consolidated)>
 - From 6 months period ended Sept. 2009 to Sept. 2012



III. Performance Forecast

<Assumptions of the Market in the 2nd Half of the Year>
- For the fiscal year ending March 31, 2013 -

1. **Manufacturers' investment in technological development will remain unchanged from the first half of fiscal year.**
2. **But due to continuing and stronger cost reduction trend, number of ended contracts will exceed our initial forecast (for Meitec and Meitec Fielders).**
3. **The revised target (see page 21) for mid-career recruitments will be reached (by Meitec and Meitec Fielders).**

[Undermined Conditions]

As many of our customers are revising their forecast for the fiscal year downward, their impact to our future orders is not certain.

<Forecasts; Fiscal Year Ending March 31, 2013>

(Millions of Yen)		Net Sales	Operating Income	Ordinary Income	Net Income
Consolidated	FY2012	70,300	6,000	6,100	5,800
	FY2011	66,955	5,450	5,531	2,827
	Change(%)	5.0%	10.1%	10.3%	105.1%
Non-consolidated	FY2012	55,800	5,200	5,500	5,900
	FY2011	53,188	4,613	4,988	2,590
	Change(%)	4.9%	12.7%	10.3%	127.8%

(Millions of Yen)		Net Sales	Operating Income	Ordinary Income	Net Income
Initial Forecasts May 10, 2012	Consolidated	69,500	5,500	5,500	5,500
	Non-Consolidated	55,200	4,700	5,000	5,700

<Prerequisites for the Forecast>

- (MT+MF) for fiscal year ending March 31, 2013 -

			MT	MF
Utilization ratio	Fiscal Year	Initial Forecast	94.8%	89.9%
		Revised Forecast	95.4% (+)	92.5% (+)
	1st Half	Initial Forecast	92.9%	86.5%
		Actual	94.5% (+)	91.1% (+)
	2nd Half	Initial Forecast	96.5%	93.2%
		Revised Forecast	96.2% (Δ)	94.0% (+)
Operating Hours	Fiscal Year	Initial Forecast	8.81h/day	8.85h/day
		Revised Forecast	8.89h/day (+)	8.92h/day (+)
	1st Half	Initial Forecast	8.69h/day	8.72h/day
		Actual	8.86h/day (+)	8.87h/day (+)
	2nd Half	Initial Forecast	8.93h/day	8.97h/day
		Revised Forecast	8.93h/day (-)	8.97h/day (-)
Mid carrier (throughout the year)	Initial Forecast	240	180	
	Revised Forecast	240 (-)	125 (Δ)	

<Status of Recruiting Newly Graduates (Reference)>

		MT	MF	Total
Newly Graduate (April 1, 2013)	Initial Forecast	400	150	550
	Forecast	385	165	550

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<Forecast; Meitec Group>
- Fiscal year ending March 31, 2013 -

(Millions of Yen)

		Net Sales	Operating Income	Ordinary Income	Net Income	
Mar. 31, 2013	Temporary Engineers Staffing Business	Meitec	55,800	5,200	5,500	5,900
		Meitec Fielders	9,100	520	520	320
		Meitec Cast	2,400	70	70	40
	Engineering Solutions Business	Meitec CAE	1,100	130	130	80
		Apollo Giken Group	1,600	(5)	(5)	20
	Global Business	Meitec Shanghai *	65	(60)	(60)	(60)
	Recruiting & Placement Business	Meitec Next	760	210	210	190
		all engineer.jp	10	(50)	(50)	(50)

*Amount for the Global Business is total of Meitec Shanghai, Meitec Xian, Meitec Chengdu and Meitec Shanghai Human Resources.

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<Anticipated Effects of Dissolving a Subsidiary (BMOA) to the Performances>

Forecast for Fiscal Year Ending March 31, 2013

(100Million of Yen)	Consolidated	Non-consolidated
Ordinary Income	61	55
Impairment loss, etc.	(3)	(3)
Effect from liquidation of subsidiary		+ 4.5
Income before income taxes	58	57
Tax Expenses	(0)	+ 3
Regular tax expenses	(22)	(19)
Effect from liquidation of subsidiary	+ 22	+ 22
Net Income	58	59

- Effect of dissolution of a subsidiary (BMOA) to the consolidated performance is anticipated to be 2,200 million yen decrease of tax expenses as initial forecast.
- Also, effect to the non-consolidated performance is anticipated to be gain of 450 million yen from dissolution of subsidiary, in addition to above tax expense decrease.

IV. Shareholder Return

<Dividend Forecast>

- For the fiscal year ending March 31, 2013 -

	1st Quarter Dividends	2nd Quarter Dividends	3rd Quarter Dividends	Year-end Dividends	Total
Actual FY2011		29.00		29.50	58.50
Forecast FY2012		30.00		66.00	96.00

- Dividend is determined according to the dividend policy with consideration of the performance forecast.
 - Dividend forecasts are: 30yen* per share which is equivalent to consolidated dividend on equity ratio (DOE) of 5% at the end of the 2nd quarter, and 66 yen per share which is equivalent to payout ratio of 50% of consolidated net income for the 2nd half of the fiscal year at the year-end, total of 96 yen for the fiscal year (37.5 yen increase compared to that of previous fiscal year). Total dividend is anticipated to be about 3,000 million yen. *50% of Net Income (forecast) < 5% of DOE
 - Purchase of treasury stock is planned to be 2,800 million yen according to the principle of total return ratio to be within 100%.
- ※ Total Return Ratio 100% = (total amount of expected dividend: 3,000 million yen + total amount to be used for the acquisition of the treasury stock: 2,800 million yen) / forecasted consolidated net income: 5,800 million yen

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人と技術で次代を拓く

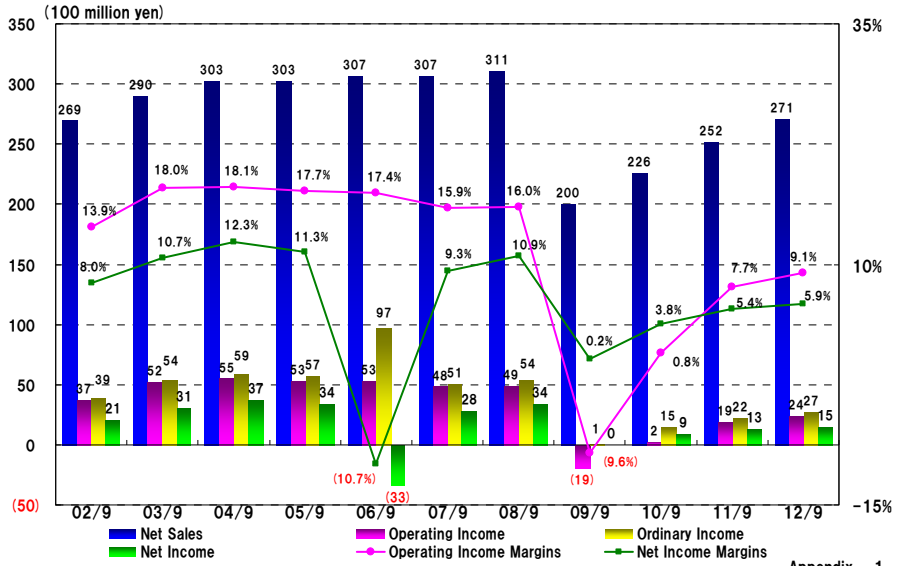
MEITEC

メイテックグループ

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<Trend of the Performance (non-consolidated)>

- from FY ended March 2001 to FY ended March 2013 -



<Outline of the Core Business
(Temporary Engineer Staffing)>

			MT+MF+CAE	MT+MF	MT	MF	CAE
2nd Quarter ended Sept. 30	Utilization Ratio	2012	-	93.9%	94.5%	91.1%	-
		2011	-	91.5%	90.9%	94.4%	-
	Operating Hours	2012	-	-	8.86h/day	8.87h/day	-
		2011	-	-	8.72h/day	8.70h/day	-
	Number of Engineers	2012	6,976	6,896	5,586	1,310	80
		2011	6,750	6,668	5,498	1,170	82

<Sales by the Industrial Segments (Non-Consolidated)>

- For 6 months period ended Sept. 30 -

Millions of Yen

Segment	2008	2009	2010	2011	2012			
	Net Sales				Net Sales	Total Net Sales (%)	Change	Change (%)
Automobile/Transportation	6,357	3,650	4,046	4,562	5,529	20.4%	966	21.2%
Aircraft/Aerospace	1,484	1,427	1,685	1,893	2,099	7.7%	205	10.8%
Industrial Machinery	4,135	2,671	3,126	3,834	4,081	15.0%	246	6.4%
Precision Equipment	1,670	1,342	1,430	1,697	1,977	7.3%	280	16.5%
IT Related Hardware and Devices	3,320	2,188	2,544	2,504	2,492	9.2%	(11)	(0.5%)
Electric and Electronics	5,029	3,322	3,661	4,268	4,335	16.0%	67	1.6%
Semiconductors and Integrated Circuits Design	4,248	1,775	2,167	1,632	1,658	6.1%	25	1.6%
Semiconductor Equipment and Devices	1,474	549	574	875	908	3.4%	33	3.8%
Information Processing/Software	1,665	1,418	1,700	1,862	1,900	7.0%	37	2.0%
Plant	577	564	598	705	769	2.8%	63	9.0%
Construction	97	45	157	141	172	0.6%	31	22.0%
Others	1,103	1,142	1,006	1,277	1,199	4.4%	(77)	(6.1%)
Total	31,163	20,097	22,698	25,256	27,125	100.0%	1,868	7.4%

Appendix-3

<Top 10 Clients by Sales and Shares of Net Sales> (Non-consolidated)

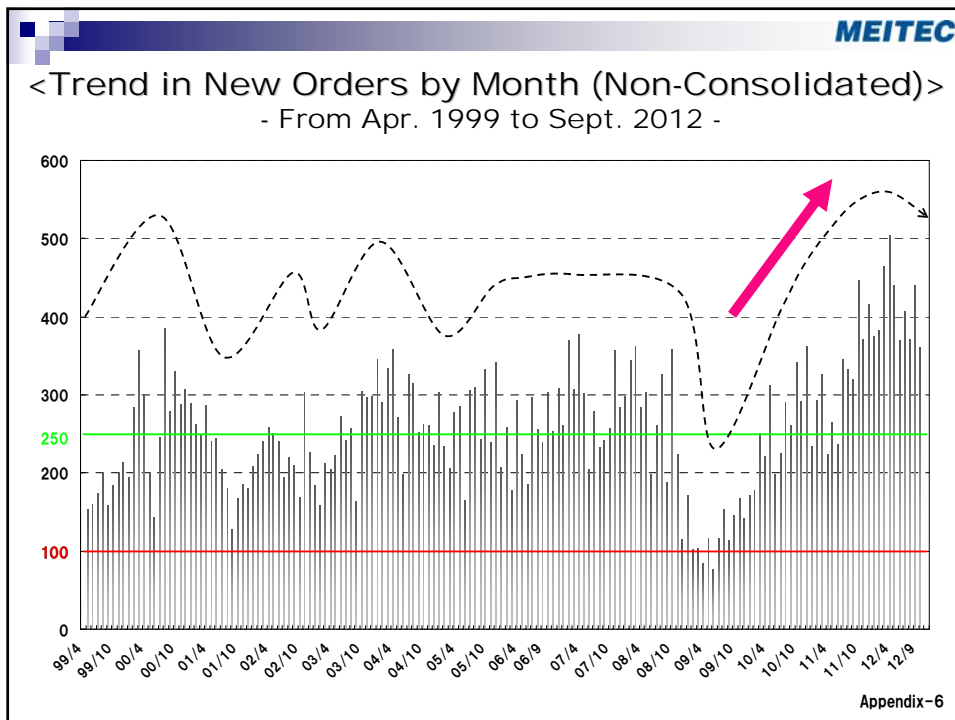
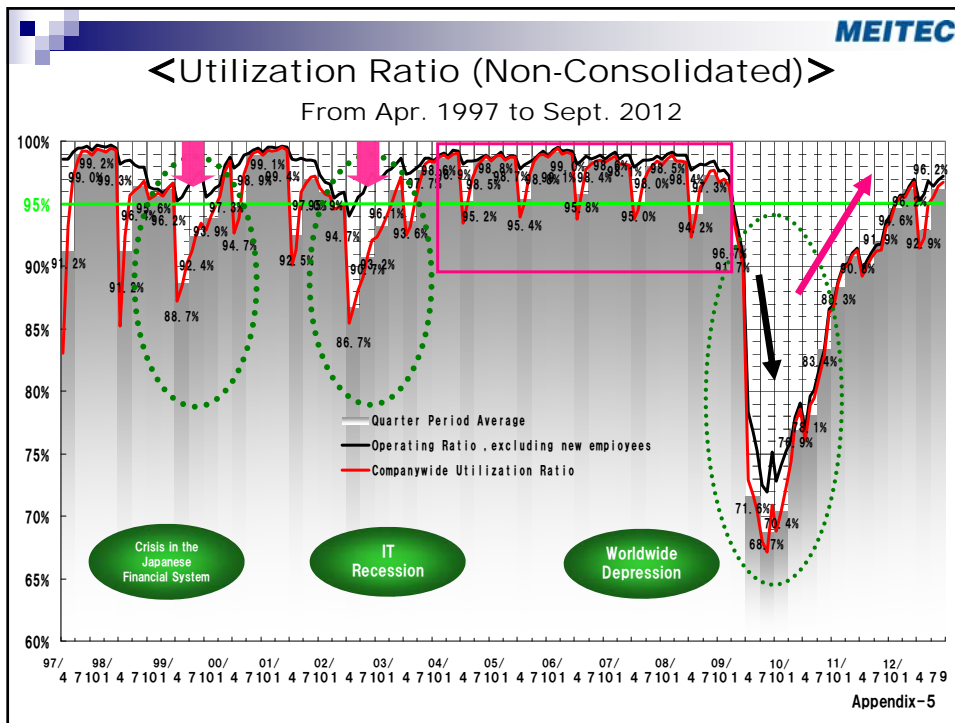
For the 6 months period ended Sept. 30

<Five years ago > <Previous Year > <Current>

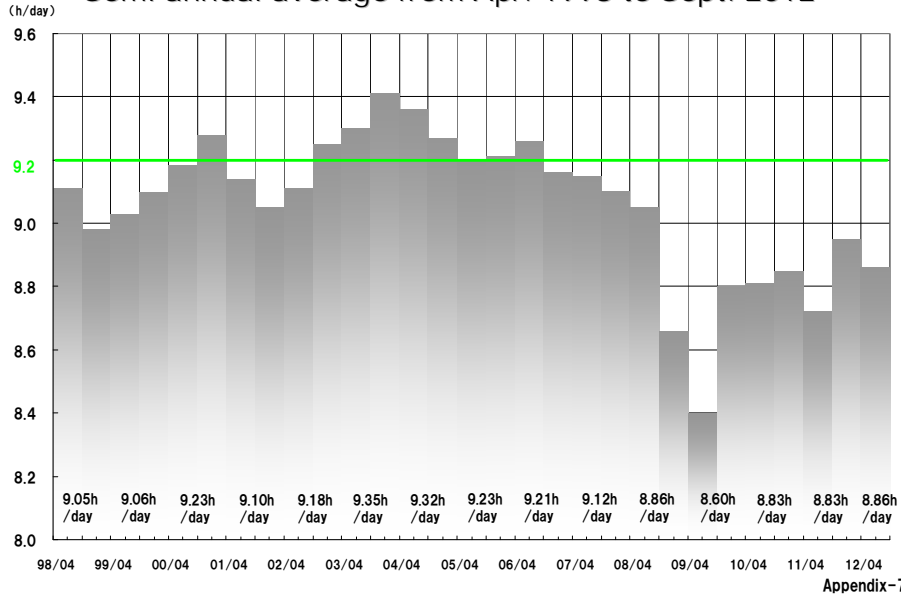
(millions of yen)

2007			2011			2012		
Companies Name			Companies Name			Companies Name		
1	Panasonic		1	Mitsubishi Heavy		1	Mitsubishi Heavy	
2	Canon Inc.		2	Panasonic		2	Panasonic	
3	Sony Corp.		3	Nikon Corp.		3	Nikon Corp.	
4	Mitsubishi Heavy		4	Canon Inc.		4	Canon Inc.	
5	Omron Corp.		5	Denso Corporation		5	Denso Corporation	
6	Nikon Corp.		6	Sony Corp.		6	Sony Corp.	
7	Denso Corporation		7	Kawasaki Heavy		7	Kawasaki Heavy	
8	Toyota Motor		8	Daikin Industries		8	Toyota Motor	
9	Seiko Epson		9	Toyota Motor		9	Daikin Industries	
10	Yazaki Corp.		10	Mitsubishi Electric Corp.		10	Omron Corp.	
Top 10 Total	9,989	32.5%	Top 10 Total	7,203	28.5%	Top 10 Total	7,737	28.5%
Top 20 Total	13,280	43.2%	Top 20 Total	9,737	38.6%	Top 20 Total	10,680	39.4%
Others	17,473	56.8%	Others	15,519	61.4%	Others	16,445	60.6%
Total	30,753	100.0%	Total	25,256	100.0%	Total	27,125	100.0%

Appendix-4



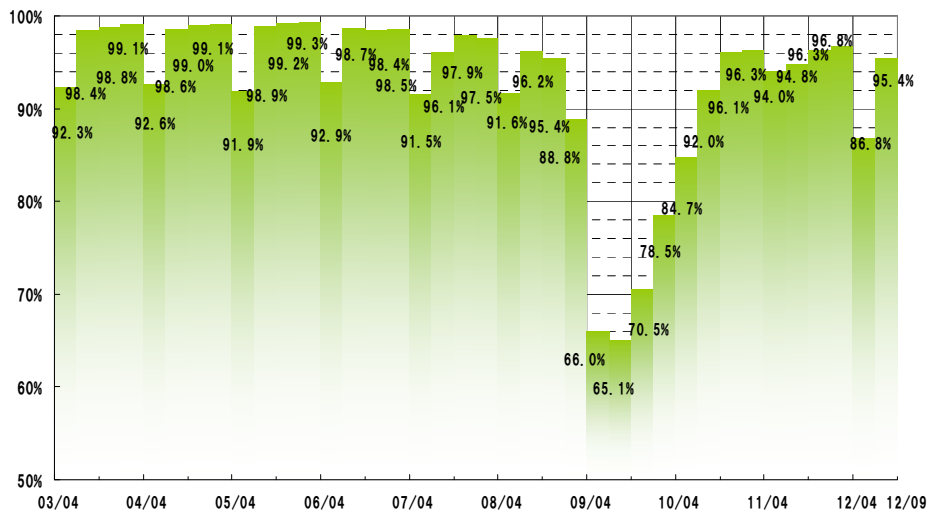
<Trend of Working Hours (Non-Consolidated)>
 - Semi-annual average from Apr. 1998 to Sept. 2012 -



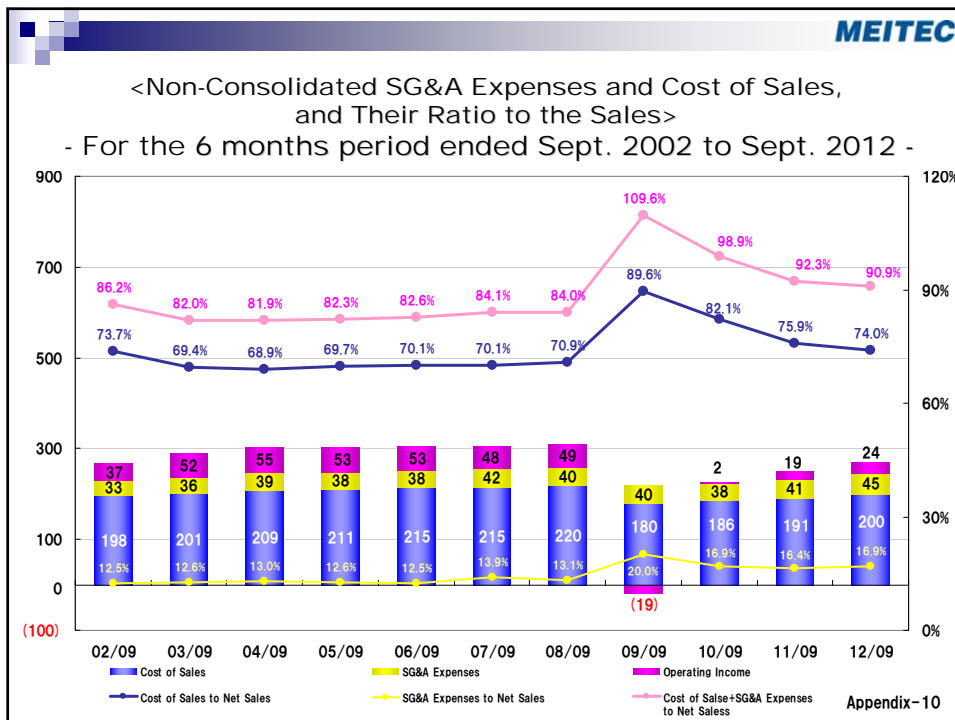
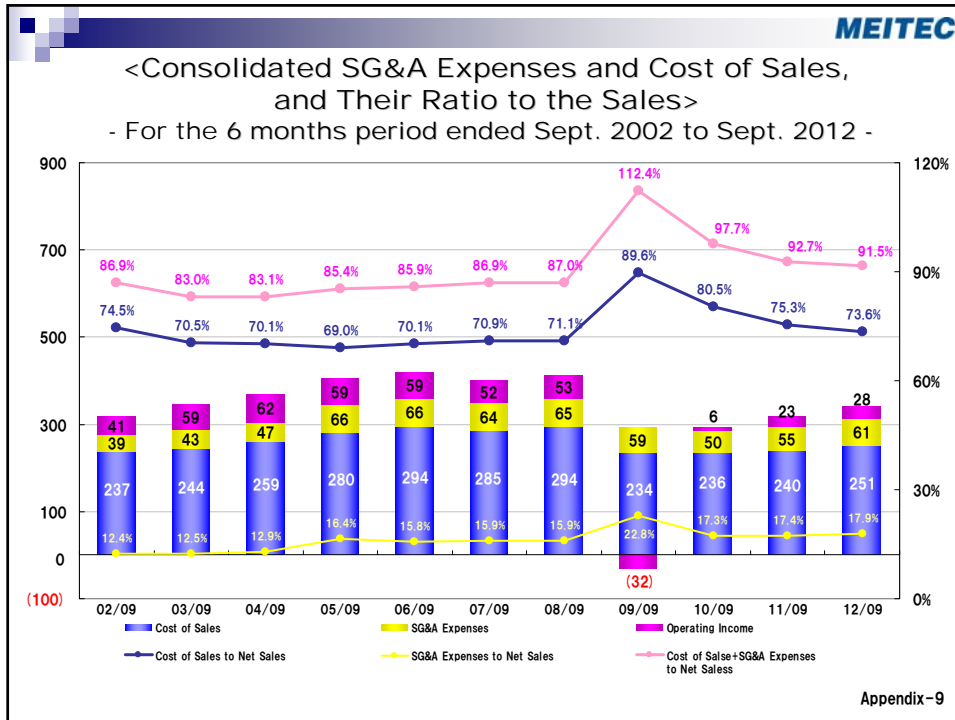
Appendix-7

<Utilization Ratio (Meitec Fielders)>

- Quarterly average from Apr. 2003 to Sept. 2012 -



Appendix-8



<Policy for Profit Return: revised May 2011>

	Before	After Change	
Shareholders Return		Total Return Ratio Basically within 100%	Changed
Dividend	Dividend related to performances	Equal or more than 50% of consolidated net profit	Not Changed
	Minimum Dividend	Equal or more than Dividend on Equity ratio (DOE) 5%	
Treasury Stock Acquisition	Acquisition of treasury stock <small>Cash excess of working capital (2 months of net sales) to be applied to the acquisition of the treasury stock</small>	Acquisition of treasury stock <small>Consolidated cash position excess of 3 months net sales to be planned for acquisition of the treasury stock</small>	Changed
	Retain Maximum of 2 million shares	Retired Excess above maxim to be retired	Not Changed

- In view of maximizing shareholder's return in mid- to long-term, unless major capital demands are expected, total return ratio to be within 100% for the total shareholders return by dividend and purchase of treasury shares.
- Three Month Net Sales = Working capital : Consolidated two month net sales + Fund for strengthening the financial base (a fund to sustain the business operation in the event of a crisis equivalent to that of fiscal year ended March 2010) : consolidated one month net sales

<Shareholders by Business Segments (Meitec)>

Shareholder Segment	(As of the 2nd Quarter Ended Sept. 30, 2012)			
	Shareholders	%	Shares Held	%
Banks	4	0.06%	882,401	2.54%
Trust Banks	19	0.27%	6,346,000	18.29%
Life and nonlife insurance companies	23	0.32%	4,215,883	12.15%
Securities financing and other financial companies	3	0.04%	17,860	0.05%
Securities companies	33	0.46%	222,882	0.64%
Business concerns and other companies	116	1.63%	284,992	0.82%
Overseas companies and investors	150	2.11%	16,773,318	48.34%
Individuals and others	6,767	95.11%	5,956,664	17.17%
Total	7,115	100.0%	34,700,000	100.0%