

Results for the 2nd Quarter
of the Fiscal Year Ending
March 31, 2014

November 7, 2013

Meitec Group

I. Report of Meitec Group
<Consolidated>

Consolidated Results for the 2nd Quarter - For 6 months period ended Sept. 30, 2013 -

(Millions of Yen)

			Net Sales	Operating Income	Ordinary Income	Net Income
Results for 2nd Quarter	Consolidated	FY2013	35,754	2,907	2,931	1,706
		FY2012	34,130	2,891	2,945	1,692
		Change(%)	4.8%	0.5%	(0.5%)	0.8%
	Non- Consolidated	FY2013	28,150	2,392	2,791	1,745
		FY2012	27,125	2,460	2,739	1,593
		Change(%)	3.8%	(2.8%)	1.9%	9.6%

<NOTE: Forecasts for 1st Half of the Fiscal Year Ending March 31, 2014>

(Million of Yen)

			Net Sales	Operating Income	Ordinary Income	Net Income
Initial Forecasts May 9, 2013	Consolidated	35,500	2,600	2,600	1,500	
	Non- Consolidated	28,000	2,200	2,600	1,650	

2

Overview of the Market for the 2nd Quarter - For 6 months period ended Sept. 30, 2013 -

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

- Many leading manufacturers, which are the major customers of the Company, continued steady investments in technological development looking to the next generation despite recent and near-term economic conditions.
- The trend to thoroughly curb costs, which started after the Lehman shock, is continuing.

2. Status of our core business, temporary engineers staffing

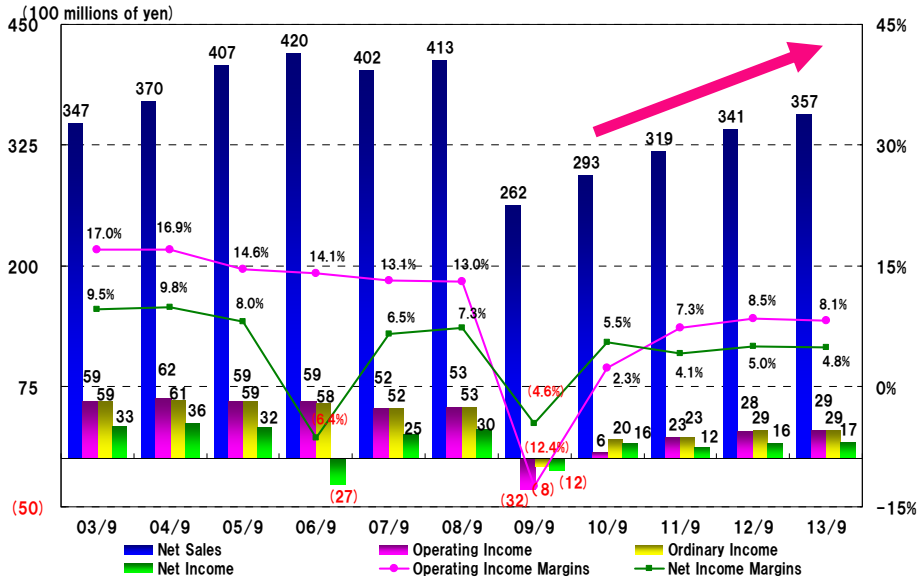
- As many customers continued their investments in technological development, the Company was able to continue to land new contracts on par with the previous fiscal year.

***Engineers who joined in April 2013 (Meitec: 379, Meitec Fielders: 167) have mostly been assigned to customers according to plan.**

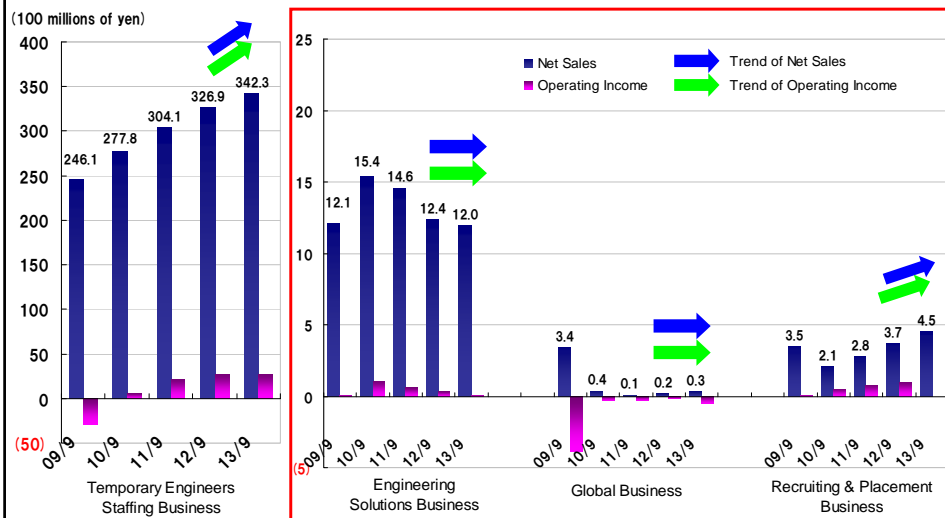
- We achieved our targeted number of recruits (upcoming graduates, who will join the company in April 2014). (see page 22)
- Mid-career recruitment was nearly on a par with our plan despite the stagnant job market.

3

Consolidated Results for the 2nd Quarter - For 6 months period ended Sept. 30, 2013 -



Results of Meitec Group's Four Business Domains for the 2nd Quarter - For 6 months period ended Sept. 30, 2013 -



Meitec Group Results for the 2nd Quarter
- For 6 months period ended Sept. 30, 2013 -

(Millions of Yen)

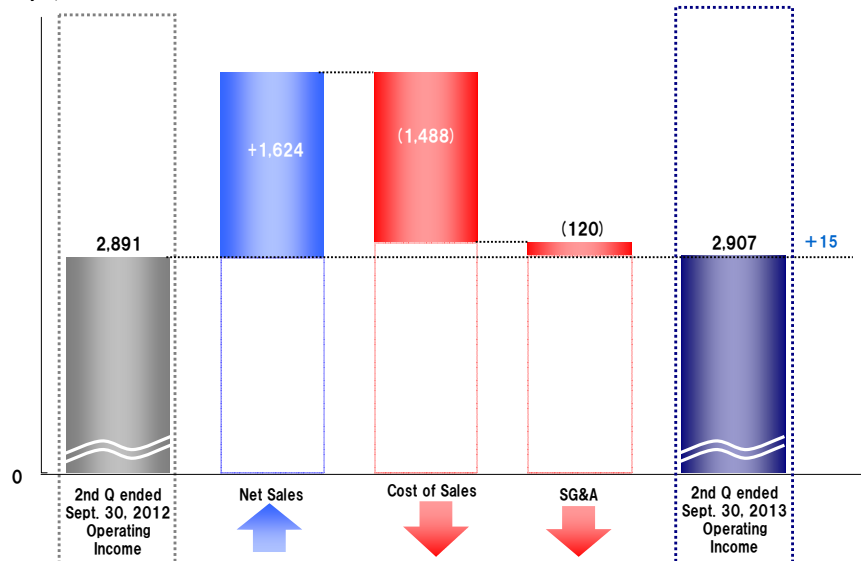
		Net Sales	Operating Income	Ordinary Income	Net Income
Temporary Engineers Staffing Business	Meitec	28,150	2,392	2,791	1,745
	Meitec Fielders	5,037	350	351	217
	Meitec Cast	1,219	55	55	34
	Meitec EX	-	(17)	(17)	(17)
Engineering Solutions Business	Meitec CAE	506	43	43	27
	Apollo Giken Group	693	(27)	(31)	(21)
Global Business	Meitec Shanghai *	29	(43)	(44)	(44)
Recruiting & Placement Business	Meitec Next	447	169	169	114
	all engineer.jp	4	(18)	(19)	(19)
Consolidated **		35,754	2,907	2,931	1,706

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

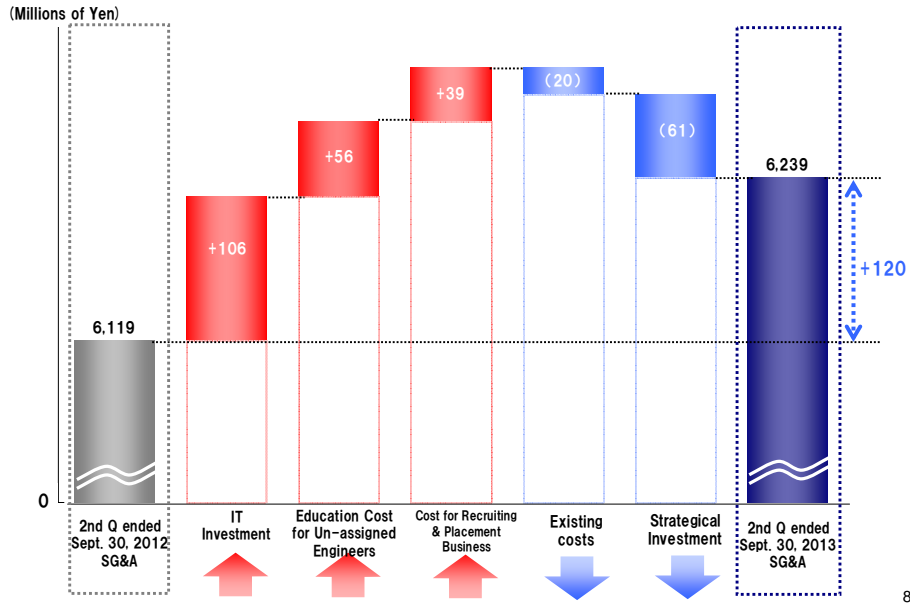
**After Inter-Company Elimination Adjustments

Comparison of Consolidated Operating Income for the 2nd Quarter
- For 6 months period ended Sept. 30 2013 to the same period of previous FY -

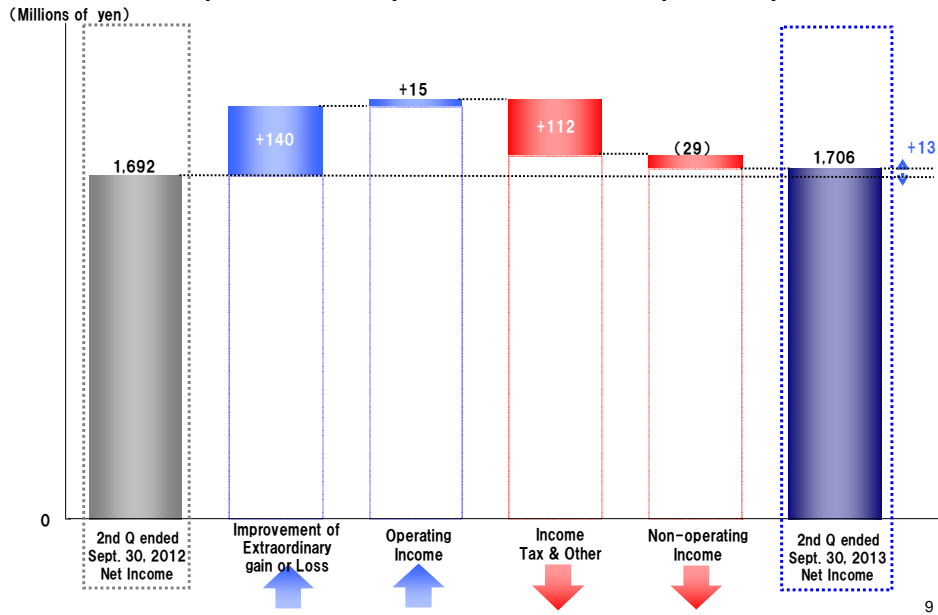
(million yen)



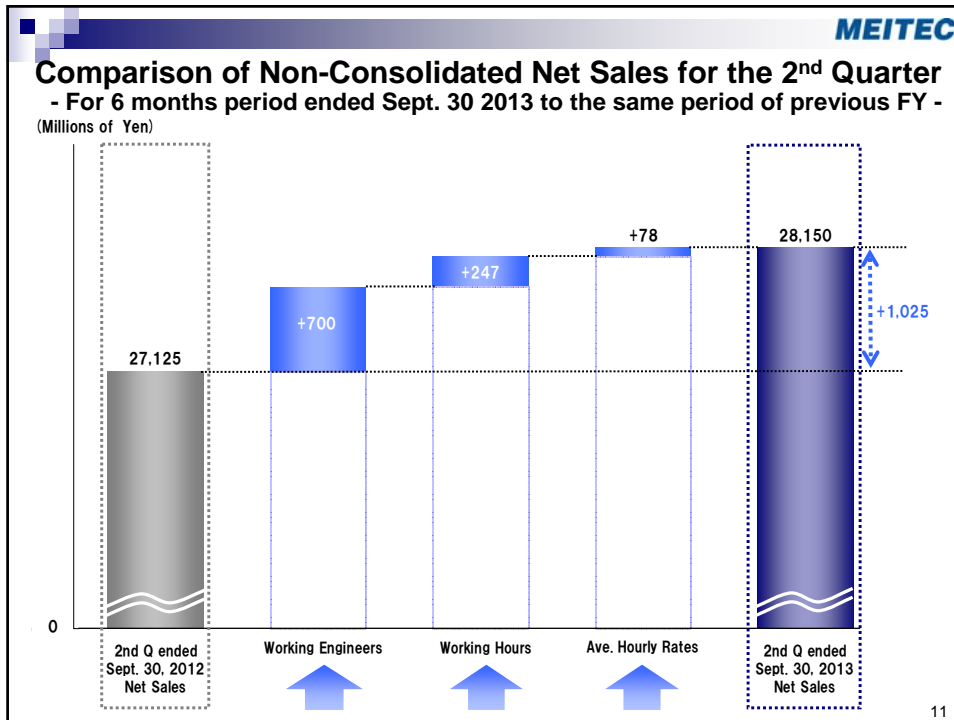
Comparison of Consolidated SG&A for the 2nd Quarter
 - For 6 months period ended Sept. 30 2013 to the same period of previous FY -



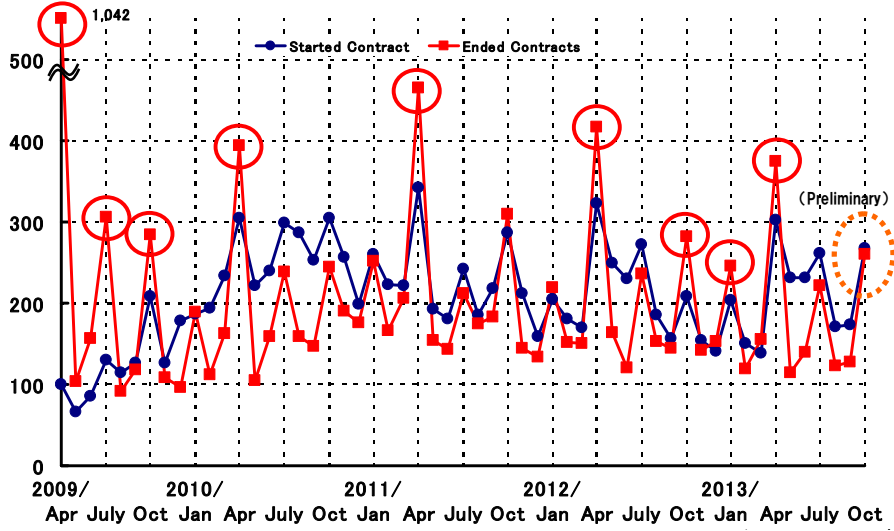
Comparison of Consolidated Net Income for the 2nd Quarter
 - For 6 months period ended Sept. 30 2013 to the same period of previous FY -



II. Report of Meitec <Non-Consolidated>

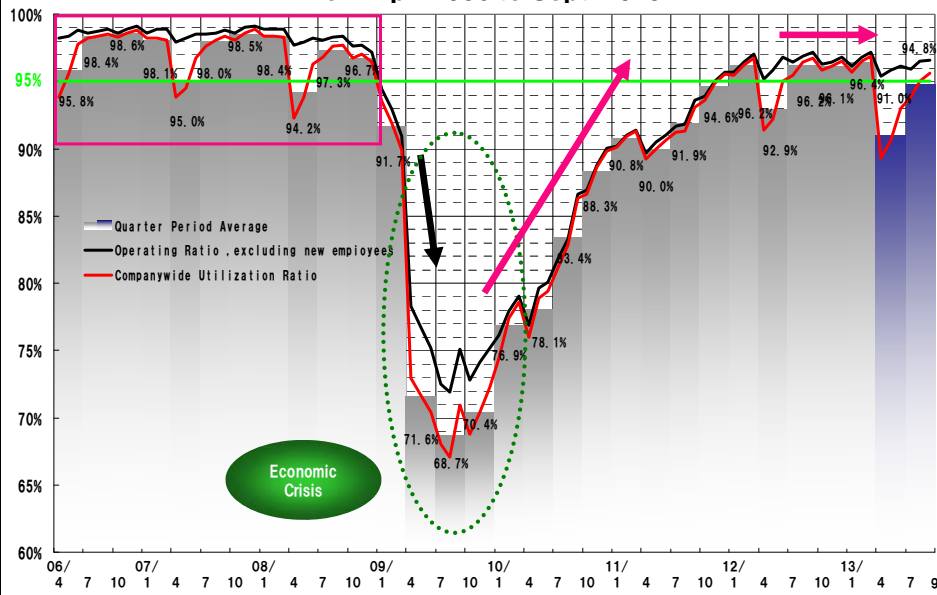


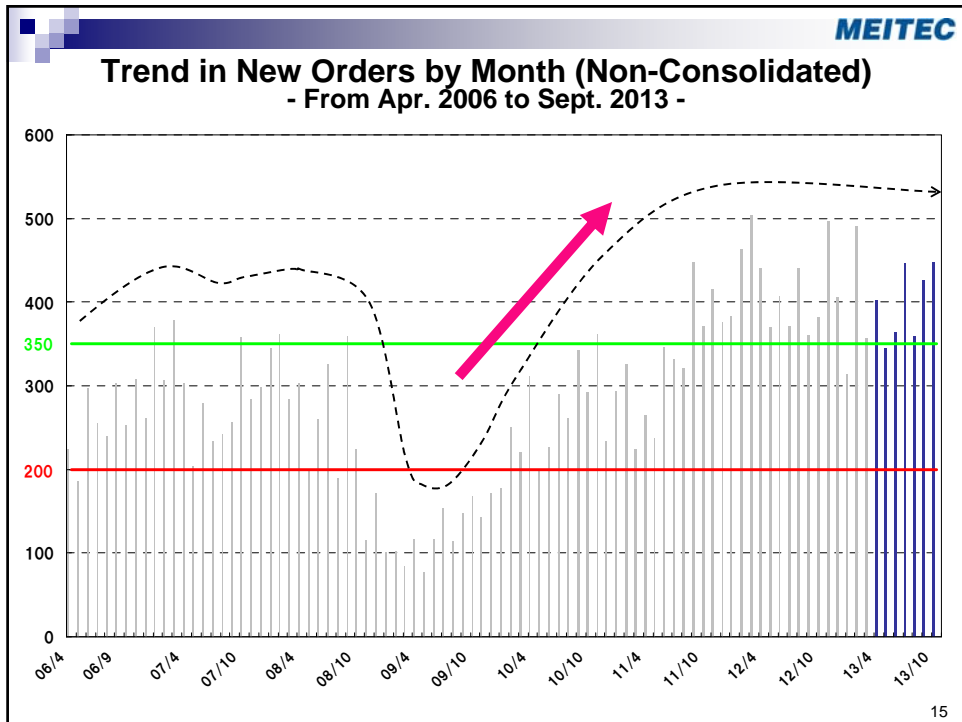
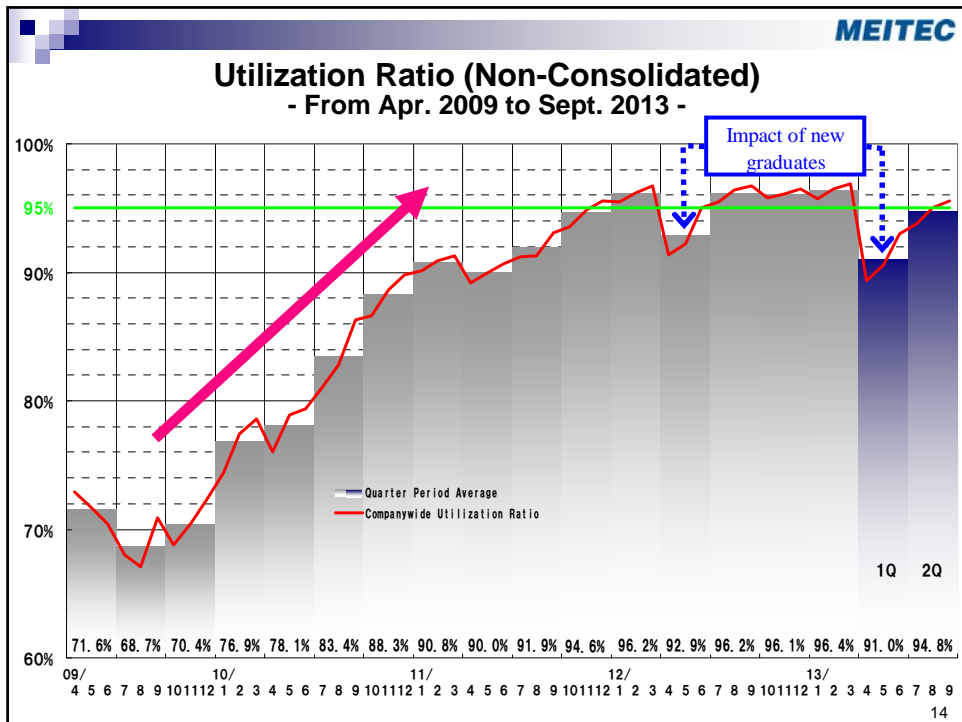
Trend of New Contracts (Non-Consolidated) - From Apr. 2009 to Oct. 2013 -



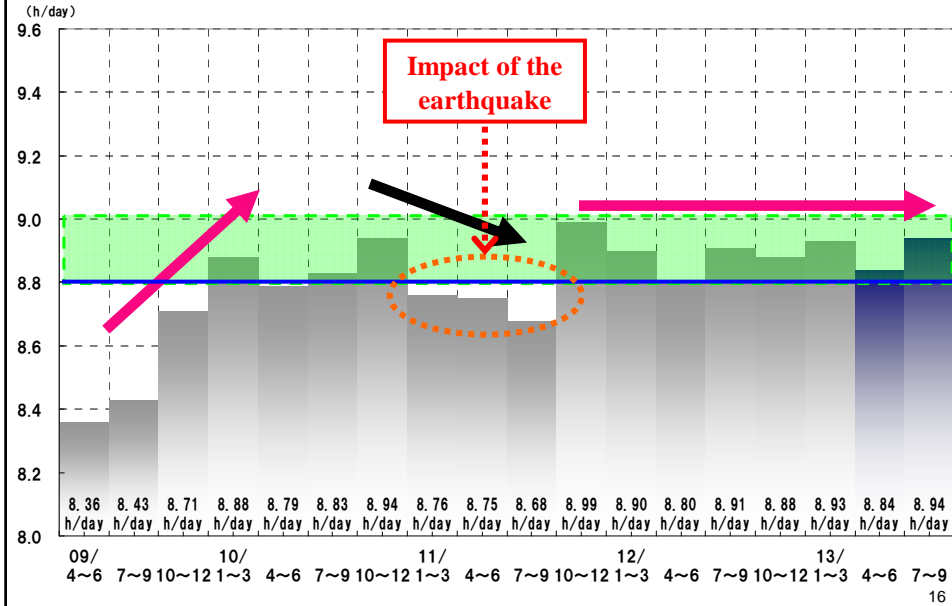
※Including newly graduated engineers

Utilization Ratio (Non-Consolidated) - From Apr. 2006 to Sept. 2013 -

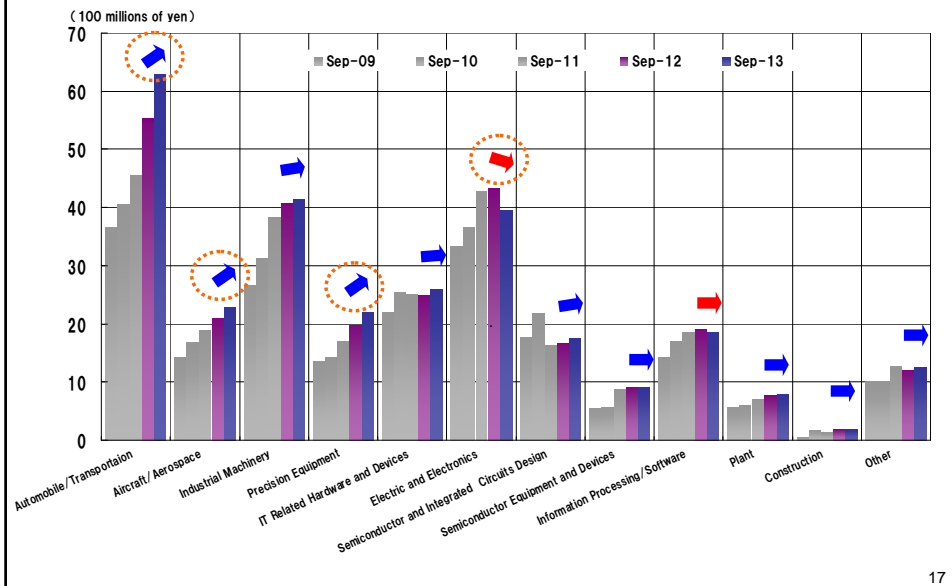




Trend of Working Hours (Non-Consolidated) - Quarterly average from Apr. 2009 to Sept. 2013 -



Comparison of Sales Trend by the Industrial Segments (Non-Consolidated) - From 6 months period ended Sept. 2009 to Sept. 2013 -



III. Performance Forecast

Assumptions of the 2nd Half of the Year - For the fiscal year ending March 31, 2014 -

1. Manufacturers' investment in technological development will remain unchanged.
2. Manufacturers' cost control measures will be continued.
3. Our mid-career recruitment goal will be achieved (Meitec and Meitec Fielders).
4. To attain sustainable growth in the medium- to long-term regardless whether we are in crisis or not, we aim to continue to implement our strategic investment plan (Meitec alone), in order to build a stronger business foundation.
(*Mid-term Management Plan "Co-creation 21")

Forecasts; Fiscal Year Ending March 31, 2014

(Millions of Yen)		Net Sales	Operating Income	Ordinary Income	Net Income
Consolidated	FY2013	73,500	6,400	6,400	4,000
	FY2012	70,330	6,354	6,427	5,993
	Change(%)	4.5%	0.7%	(0.4%)	(33.3%)
Non-consolidated	FY2013	58,000	5,400	5,800	3,600
	FY2012	55,822	5,402	5,698	6,056
	Change(%)	3.9%	△ 0.1%	1.8%	△ 40.6%

※Prerequisites for the forecast have been revised, mainly taking into account our recent estimates for the number of engineers assigned to customers in the temporary engineer staffing business. However, we have not revised the full-year earnings forecasts for the fiscal year ending March 31, 2014, released on May 9, 2013, because the changes in the prerequisites were immaterial.

Prerequisites for the Forecast - (MT·MF) for fiscal year ending March 31, 2014 -

			MT	MF
Utilization ratio	Fiscal Year	Initial Forecast	95.0%	91.4%
		Revised Forecast	94.5% (△)	94.0% (+)
	1st Half	Initial Forecast	93.5%	87.3%
		Actual	92.8% (△)	91.9% (+)
	2nd Half	Initial Forecast	96.6%	95.5%
		Revised Forecast	96.0% (△)	96.0% (+)
Operating Hours	Fiscal Year	Initial Forecast	8.88h/day	8.92h/day
		Revised Forecast	8.90h/day (+)	8.96h/day (+)
	1st Half	Initial Forecast	8.86h/day	8.87h/day
		Actual	8.89h/day (+)	8.97h/day (+)
	2nd Half	Initial Forecast	8.90h/day	8.96h/day
		Revised Forecast	8.90h/day (-)	8.96h/day (-)
Mid carrier (throughout the year)	Initial Forecast	250	125	
	Revised Forecast	250 (-)	125 (-)	
Turnover	Initial Forecast	6.0%	11.0%	
	Revised Forecast	6.0% (-)	11.0% (-)	

Status of Recruiting Newly Graduates (Reference)

		MT	MF	Total
Newly Graduate (April 1, 2014)	Initial Forecast	400	150	550
	Forecast	404	179	583

※Prospective number of newly graduated engineers for April 2014 (As of Oct.1, 2013)

Forecast; Meitec Group
- Fiscal year ending March 31, 2014 - (Millions of Yen)

		Net Sales	Operating Income	Ordinary Income	Net Income	
Mar. 31, 2014	Temporary Engineers Staffing Business	Meitec	58,000	5,400	5,800	3,600
		Meitec Fielders	10,000	750	750	450
		Meitec Cast	2,400	100	100	60
		Meitec EX	10	(40)	(40)	(40)
	Engineering Solutions Business	Meitec CAE	1,100	120	120	70
		Apollo Giken Group	1,500	10	10	5
	Global Business	Meitec Shanghai *	80	(80)	(80)	(80)
	Recruiting & Placement Business	Meitec Next	900	290	290	190
		all engineer.jp	50	(20)	(20)	(20)

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

IV. Shareholder Return

MEITEC					
Dividend Forecast					
- For the fiscal year ending March 31, 2014 -					
	1st Quarter Dividends	2nd Quarter Dividends	3rd Quarter Dividends	Year-end Dividends	Total
Actual FY2012	/	30.00	/	69.00	99.00
Forecast FY2013	/	31.50	/	40.50	72.00

- No revision has been made to the dividend forecasts because the earnings forecasts for the fiscal year have not been revised.
- Dividend forecasts are: 31.50yen per share which is equivalent to consolidated dividend on equity ratio (DOE) of 5% at the end of the 2nd quarter, and 40.50 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 72yen for the fiscal year (27yen decrease compared to that of previous fiscal year). Total dividend is anticipated to be about 2,200 million yen.
- Purchase of treasury stock is planned to be 1,800 million yen according to the principle of total return ratio to be within 100%.

※ Total Return Ratio 100% = (total amount of expected dividend: 2,200 million yen + total amount to be used for the acquisition of the treasury stock: 1,800 million yen) / forecasted consolidated net income: 4,000 million yen

Future Transformation of the Labor Market and Outlook of Meitec Businesses

- Coexistence of activation of the industries and stability of employment
- Shift from employment stability to labor fluidity
- To realizing a variety of work style



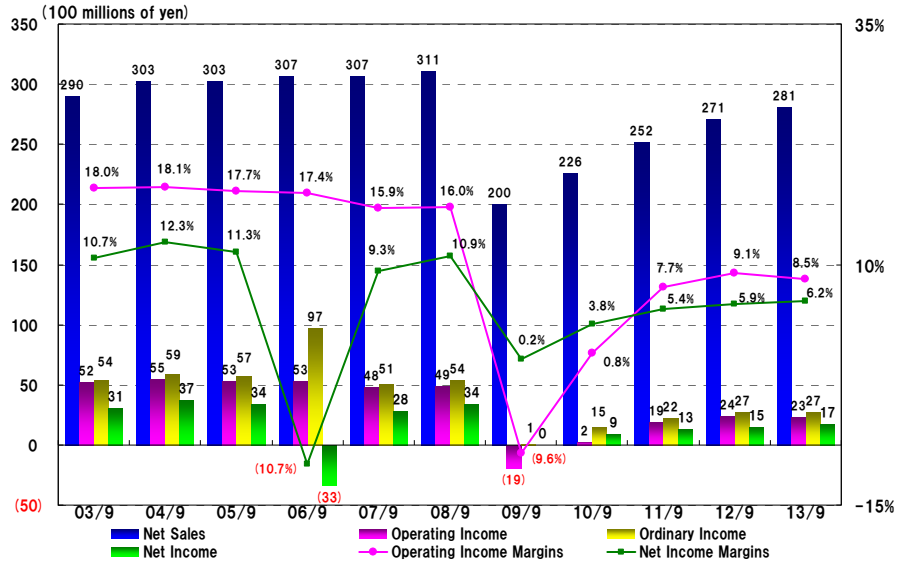
- ・Improvement of recognition of indefinite employment type temporary staffing
- ・Healthy market competition
- ・Superiority of being No.1

人と技術で次代を拓く

MEITEC

メイテックグループ

Trend of the Performance (non-consolidated)
- For the 6 months period ended Sept. 2003 to Sept. 2013 -



Outline of the Core Business
(Temporary Engineer Staffing)

			MT+MF+CAE	MT+MF	MT	MF	CAE
2nd Quarter ended Sept. 30	Utilization Ratio	2013	-	92.7%	92.8%	91.9%	-
		2012	-	93.9%	94.5%	91.1%	-
	Operating Hours	2013	-	-	8.89h/day	8.97h/day	-
		2012	-	-	8.86h/day	8.87h/day	-
	Number of Engineers	2013	7,384	7,294	5,851	1,443	90
		2012	6,976	6,896	5,586	1,310	80

Sales by the Industrial Segments (Non-Consolidated) – For 6 months period ended Sept. 30 -

Millions of Yen

Segment	2009	2010	2011	2012	2013			
	Net Sales				Net Sales	Total Net Sales (%)	Change	Change (%)
Automobile/Transportation	3,650	4,046	4,562	5,529	6,283	22.3%	754	13.6%
Aircraft/Aerospace	1,427	1,685	1,893	2,099	2,276	8.1%	176	8.4%
Industrial Machinery	2,671	3,126	3,834	4,081	4,130	14.7%	49	1.2%
Precision Equipment	1,342	1,430	1,697	1,977	2,194	7.8%	216	11.0%
IT Related Hardware and Devices	2,188	2,544	2,504	2,492	2,588	9.2%	95	3.9%
Electric and Electronics	3,322	3,661	4,268	4,335	3,946	14.0%	(388)	(9.0%)
Semiconductors and Integrated Circuits Design	1,775	2,167	1,632	1,658	1,760	6.3%	101	6.1%
Semiconductor Equipment and Devices	549	574	875	908	920	3.3%	11	1.3%
Information Processing/Software	1,418	1,700	1,862	1,900	1,843	6.5%	(57)	(3.0%)
Plant	564	598	705	769	778	2.8%	8	1.2%
Construction	45	157	141	172	182	0.6%	9	5.6%
Others	1,142	1,006	1,277	1,199	1,246	4.4%	46	3.9%
Total	20,093	22,694	25,250	27,125	28,150	100.0%	1,025	3.8%

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 >

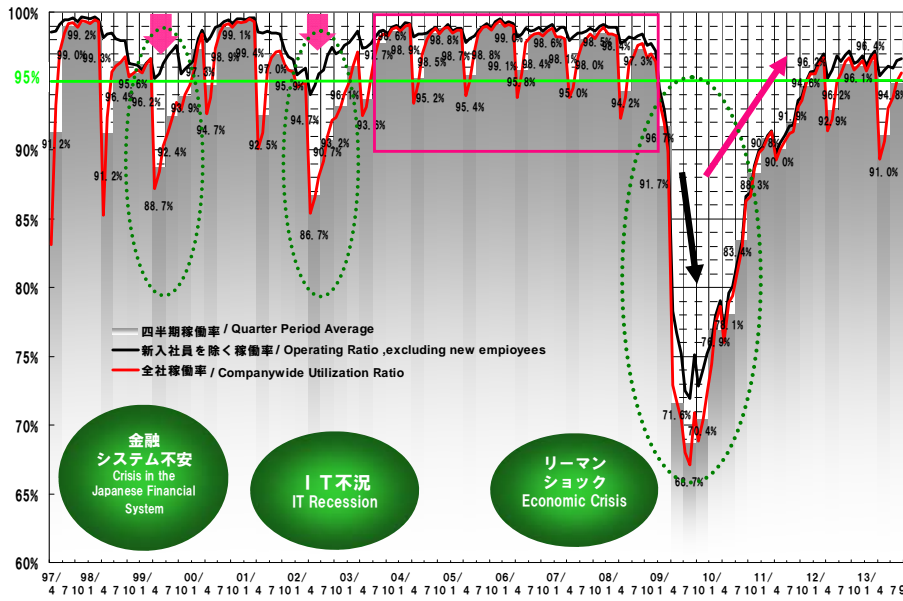
<Current >

(Millions of yen)

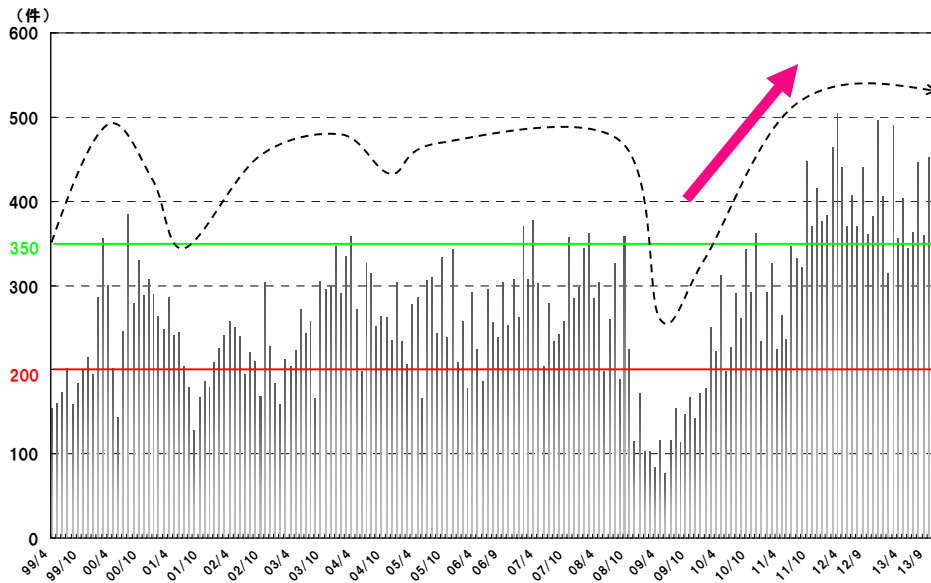
2008			2012			2013		
Companies Name			Companies Name			Companies Name		
1	Panasonic		1	Mitsubishi Heavy Industries		1	Mitsubishi Heavy Industries	
2	Canon		2	Panasonic		2	Denso	
3	Sony		3	Nikon		3	Nikon	
4	Omron		4	Canon		4	Canon	
5	Denso		5	Denso		5	Panasonic	
6	Mitsubishi Heavy Industries		6	Sony		6	Kawasaki Heavy Industries	
7	Nikon		7	Kawasaki Heavy Industries		7	Sony	
8	Toyota Motor		8	Toyota Motor		8	Toyota Motor	
9	Seiko Epson		9	Daikin Industries		9	Toshiba	
10	Yazaki Parts		10	Omron		10	Omron	
Top 10 Total	10,310	33.1%	Top 10 Total	7,737	28.5%	Top 10 Total	7,697	27.3%
Top 20 Total	13,637	43.8%	Top 20 Total	10,680	39.4%	Top 20 Total	10,862	38.6%
Others	17,526	56.2%	Others	16,445	60.6%	Others	17,287	61.4%
Total	31,163	100.0%	Total	27,125	100.0%	Total	28,150	100.0%

Appendix-4

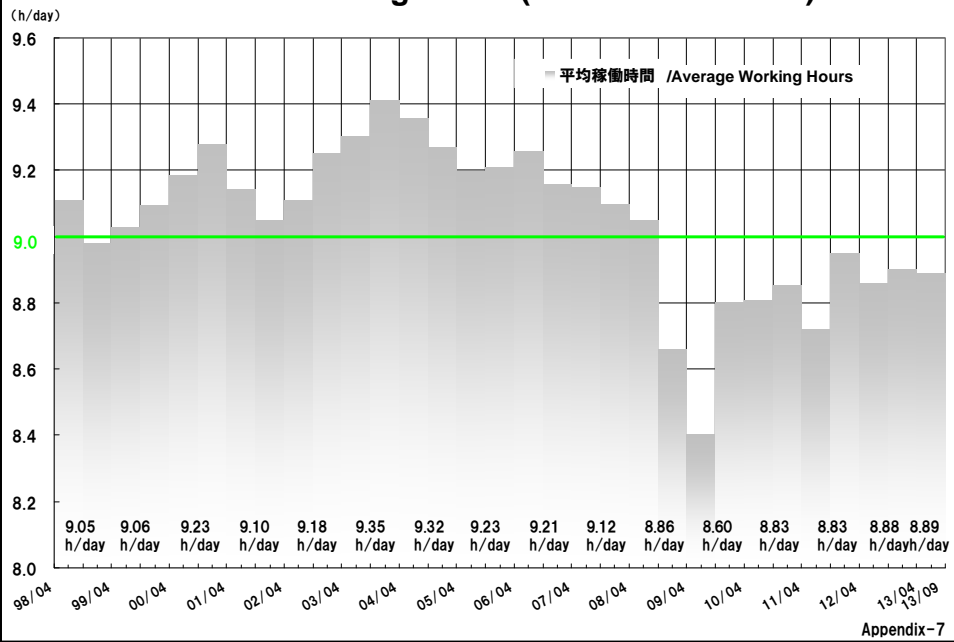
Utilization Ratio (Non-Consolidated)



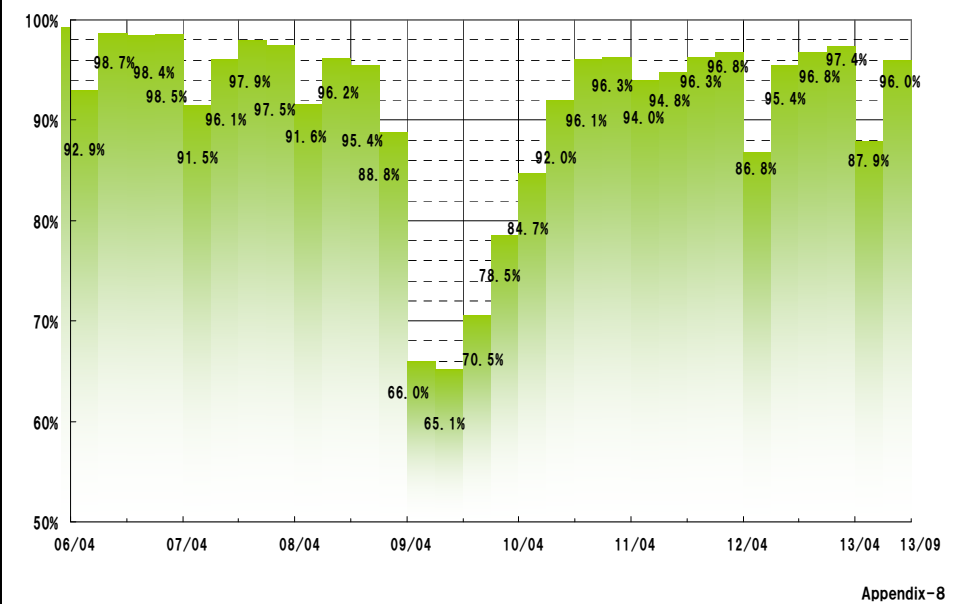
Trend in New Orders by Month (Non-Consolidated)



Trend of Working Hours (Non-Consolidated)

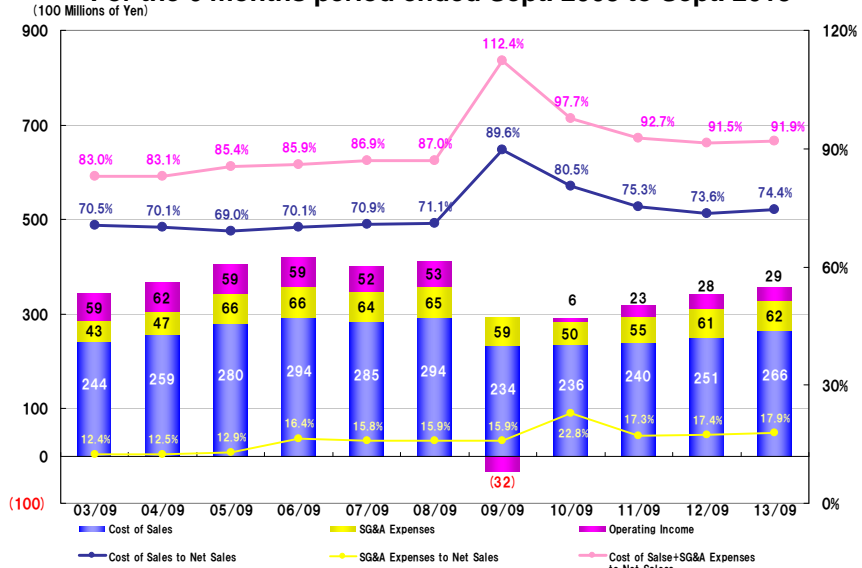


Utilization Ratio (Meitec Fielders) - Quarterly average from Apr. 2006 to Sept. 2013 -



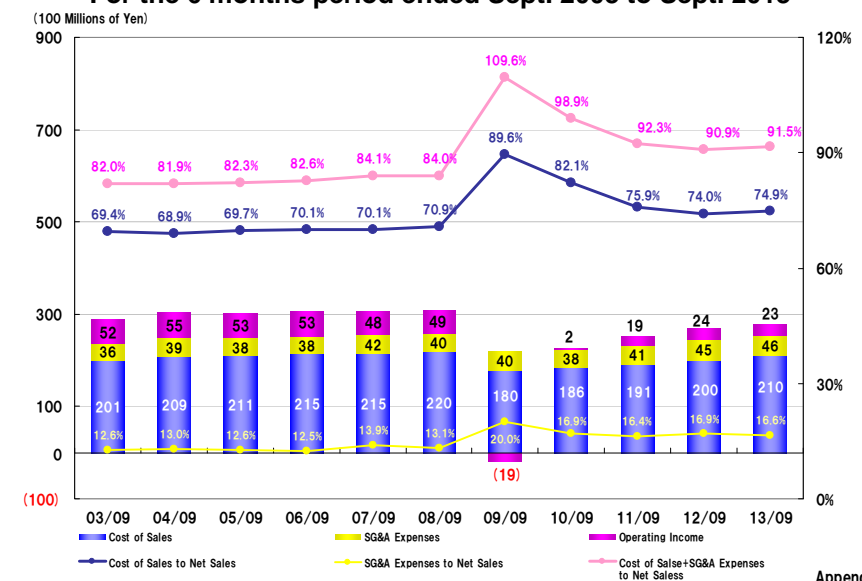
Consolidated SG&A Expenses and Cost of Sales, and Their Ratio to the Sales

- For the 6 months period ended Sept. 2003 to Sept. 2013 -



Non-Consolidated SG&A Expenses and Cost of Sales, and Their Ratio to the Sales

- For the 6 months period ended Sept. 2003 to Sept. 2013 -



Basic Policy Regarding Profit distribution: revised May 2011

	Before	After Change	
Shareholders Return		Total Return Ratio	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	Acquisition of treasury stock	Changed
	Cash excess of working capital (2 months of net sales) to be applied to the acquisition of the treasury stock	Consolidated cash position excess of 3 months net sales to be planned for acquisition of the treasury stock	
	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

Appendix-11

Shareholders by Business Segments (Meitec)

Shareholder Segment	(As of the 2nd Quarter Ended Sept. 30, 2013)			
	Shareholders	%	Shares Held	%
Banks	3	0.04%	875,501	2.65%
Trust Banks	19	0.28%	6,602,700	20.01%
Life and nonlife insurance companies	18	0.27%	3,814,283	11.56%
Securities financing and other financial companies	3	0.04%	27,060	0.08%
Securities companies	32	0.47%	221,139	0.67%
Business concerns and other companies	102	1.51%	500,512	1.52%
Overseas companies and investors	170	2.51%	15,273,415	46.28%
Individuals and others	6,422	94.87%	5,685,390	17.23%
Total	6,769	100.0%	33,000,000	100.0%

Appendix-12