

MEITEC CORPORATION

Results for the 2nd Quarter of the Fiscal Year Ending March 31, 2018

November 7, 2017

President and CEO, COO
MEITEC Group CEO

Hideyo Kokubun

人と技術で次代を拓く

MEITEC
Engineering Firm at The Core

- 1. Results for the 2nd Quarter of the Fiscal Year Ending March 31, 2018**
- 2. Forecast for the Fiscal Year Ending March 31, 2018**
- 3. Reference Materials**

(Note) This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translation and the Japanese original, the original shall prevail.

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- I will now discuss the results for the second quarter of the fiscal year ending March 31, 2018, and forecasts for the fiscal year ending March 31, 2018.
- Please see the Reference Materials later.

1. Results for the 2nd Quarter of the Fiscal Year Ending March 31, 2018

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MEITEC
Engineering Firm at The Core

- I will begin by discussing results for the second quarter of the fiscal year ending March 31, 2018.

Results for the 2nd Quarter of the Fiscal Year Ending March 31, 2018 (Group Consolidated)

- ✓ Net sales rose 4.0% year on year and operating profit was up 7.3%.
- ✓ Profit rose slightly by 1.7% year on year, due mainly to the recording of head office transfer cost (anticipatory expenses) as extraordinary income & loss.

(Fractions of one million yen are rounded down)	2Q ended Sep. 30, 2016	2Q ended Sep. 30, 2017	YoY Amount	% Change	Initial Forecast for 2Q, announced on May 2017	Progress toward the FY forecast
Net sales	44,111	45,867	+ 1,756	+ 4.0%	45,000	+ 867
Cost of sales	32,861	34,049	+ 1,187	+ 3.6%	33,400	+ 649
Cost of sales to Net sales	74.5%	74.2%	(0.3%)			
SG&A Expenses	6,178	6,375	+ 196	+ 3.2%	6,800	(424)
Operating profit	5,071	5,442	+ 371	+ 7.3%	4,800	+ 642
Operating profit margins	11.5%	11.9%	+ 0.4%		10.7%	+ 1.2%
Ordinary profit	5,074	5,447	+ 372	+ 7.3%	4,800	+ 647
Extraordinary income & loss	(0)	(60)	(59)			
Profit before income taxes	5,073	5,386	+ 312	+ 6.2%		
Profit attributable to owners of parent	3,466	3,526	+ 59	+ 1.7%	3,100	+ 426
Profit margins	7.9%	7.7%	(0.2%)			

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- This shows the Group's consolidated results.
- Earnings were driven by the Engineering Solutions Business, which accounts for 90% of consolidated net sales, as a result of continued investment in technological development by major manufacturers, Meitec's main clients.
- Net sales rose 4.0% year on year to ¥ 45,867 million, and operating profit increased 7.3% year on year to ¥ 5,442 million.
- Profit attributable to owners of parent rose 1.7% year on year to ¥3,526 million, due to the recording of head office transfer cost as extraordinary loss. In a moment, I will explain the details of the head office transfer.

Results for the 2nd Quarter of the Fiscal Year Ending March 31, 2018 (Business Domains)

- ✓ The Engineering Solutions Business continued to be the earnings driver. ⇒ Net sales rose 6.0% year on year.
- ✓ Sales declined 3.3% in the Recruiting & Placement Business for Engineers due to the end of service provision by our China (Shanghai) subsidiary, etc., but sales at Meitec Next continued to rise.

(Fractions of one million yen are rounded down)	2Q ended Sep. 30, 2016	2Q ended Sep. 30, 2017	YoY Amount	% Change
Sales of Engineering Solutions Business	42,540	45,100	+ 2,560	+ 6.0%
Component ratio	96.4%	98.3%	+ 1.9%	
Operating profit	4,785	5,163	+ 377	+ 7.9%
Sales of Recruiting & Placement Business for Engineers	846	818	(27)	(3.3%)
Component ratio	1.9%	1.8%	(0.1%)	
Operating profit	299	279	(19)	(6.6%)

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- The results for each of the Group's business domains are as follows.
- In the Engineering Solutions Business, net sales rose 6.0% year on year, and operating profit was up 7.9%. Sales and profits declined in the Recruiting & Placement Business for Engineers. However, this was due to the end of service provision by our China (Shanghai) subsidiary, etc. in the previous fiscal year, and sales increased at Meitec Next.

Results for the 2nd Quarter of the Fiscal Year Ending March 31, 2018 (Meitec)

- ✓ Net sales rose 4.3% year on year, operating profit was up 8.1%, and number of engineers increased 1.7%.
- ✓ The utilization ratio improved 1.5% year on year, mainly due to steady progress in assigning newly graduated engineers.

(Fractions of one million yen are rounded down)	2Q ended Sep. 30, 2016	2Q ended Sep. 30, 2017	YoY Amount	% Change	Initial Forecast for 2Q, announced on May 2017	Progress toward the FY forecast
Net sales	34,073	35,544	+1,471	+4.3%	35,000	+544
Cost of sales	25,545	26,601	+1,055	+4.1%	26,100	+501
Cost of sales to Net sales	75.0%	74.8%	(0.2%)		74.6%	+0.3%
SG&A Expenses	4,426	4,512	+85	+1.9%	4,900	(389)
Operating profit	4,100	4,430	+330	+8.1%	4,000	+430
Operating profit margins	12.0%	12.5%	+0.5%		11.4%	+1.0%
Ordinary profit	4,679	5,179	+500	+10.7%	4,700	+479
Extraordinary income & loss	12	(29)	(41)			
Profit before income taxes	4,691	5,149	+458	+9.8%		
Profit	3,279	3,608	+329	+10.0%	3,200	+408
Utilization ratio (Company-wide)	95.3%	96.8%	+1.5%		95.7%	+1.1%
Working Hours(h/day)	8.74	8.68	(0.06)	(0.7%)	8.74	(0.06)
Number of Engineers	6,735	6,850	+115	+1.7%		

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- This shows results for Meitec.
- Net sales increased 4.3% year on year to ¥35,544 million and operating profit rose 8.1% year on year to ¥4,430 million, mainly reflecting growth in the number of engineers assigned to clients. Profit increased 10% year on year to ¥3,608 million.
- The utilization ratio improved 1.5 percentage points year on year to 96.8%, mainly due to steady progress in assigning newly graduated engineers.
- Working hours declined 0.06 hours per day both year on year and compared to the initial forecasts.
I will discuss this in more detail later on.

Results for the 2nd Quarter of the Fiscal Year Ending March 31, 2018 (Meitec Fielders)

- ✓ Net sales rose 13.1% year on year, operating profit was up 5.6%, and number of engineers increased 14.9%.
- ✓ Profit declined 11.6% year on year, due to no impact from the reduction in the tax burden in the previous fiscal year.

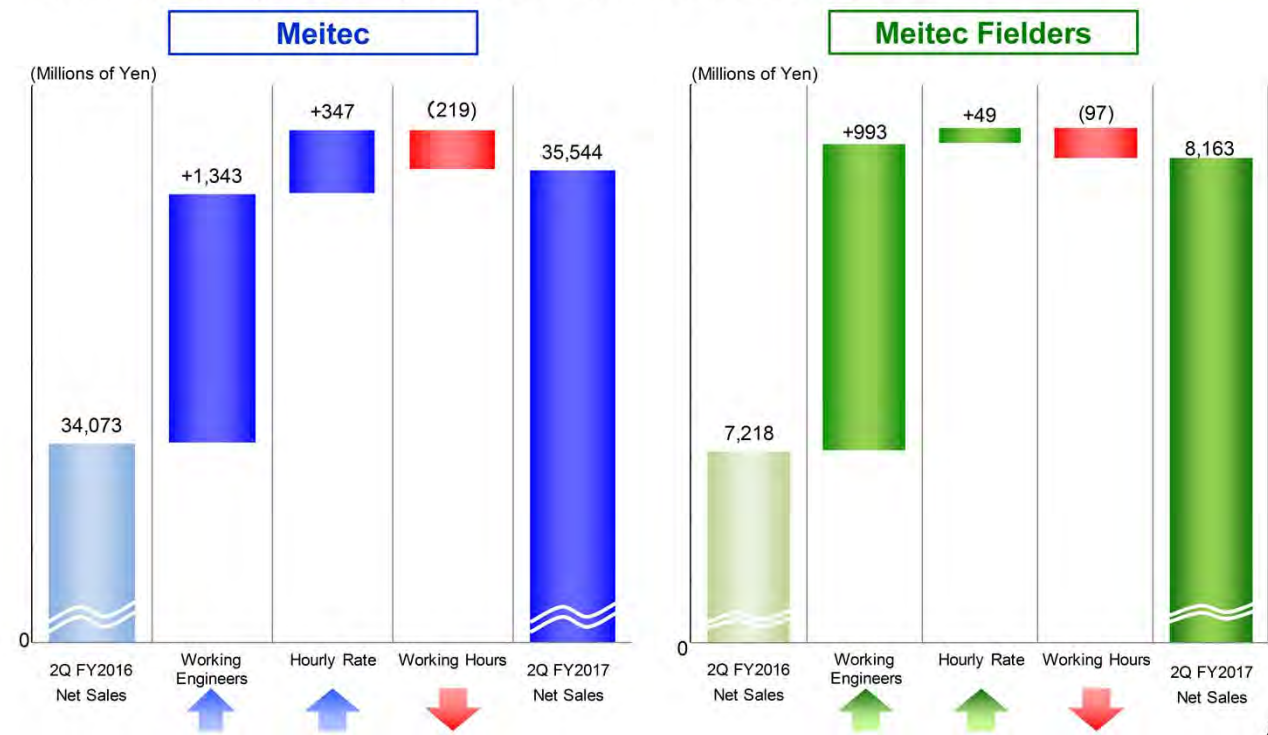
(Fractions of one million yen are rounded down)	2Q ended Sep. 30, 2016	2Q ended Sep. 30, 2017	YoY Amount	% Change	Initial Forecast for 2Q, announced on May 2017	Progress toward the FY forecast
Net sales	7,218	8,163	+ 944	+ 13.1%	7,900	+ 263
Cost of sales	5,637	6,357	+ 719	+ 12.8%	6,200	+ 157
Cost of sales to Net sales	78.1%	77.9%	(0.2%)		78.5%	(0.6%)
SG&A Expenses	939	1,129	+ 189	+ 20.2%	1,100	+ 29
Operating profit	641	677	+ 35	+ 5.6%	600	+ 77
Operating profit margins	8.9%	8.3%	(0.6%)		7.6%	+ 0.7%
Ordinary profit	639	674	+ 34	+ 5.4%	600	+ 74
Extraordinary income & loss	0	0	—			
Profit before income taxes	639	674	+ 34	+ 5.4%		
Profit	523	462	(60)	(11.6%)	400	+ 62
Utilization ratio (Company-wide)	94.5%	94.1%	(0.4%)		93.2%	+ 0.9%
Working Hours (h/day)	8.87	8.75	(0.12)	(1.4%)	8.87	(0.12)
Number of Engineers	1,969	2,262	+ 293	+ 14.9%		

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- This shows results for Meitec Fielders.
- Net sales increased 13.1% year on year to ¥8,163 million and operating profit rose 5.6% year on year to ¥677 million, mainly reflecting an increase in the number of engineers assigned to clients, as with Meitec. Profit declined 11.6% year on year to ¥462 million, partly due to no impact from the reduction in the tax burden in the previous fiscal year.
- The utilization ratio declined 0.4% year on year to 94.1% due to the slightly greater number of newly graduated engineers joining the company in April 2017 than in the previous fiscal year.
- A decline in working hours was also seen, as with Meitec, but I will discuss the details later on.

Comparison of Net Sales

- ✓ For both Meitec and Meitec Fielders, the main factor for the increase in net sales was the “increase in the number of engineers assigned to clients” and “increase in average rate”.

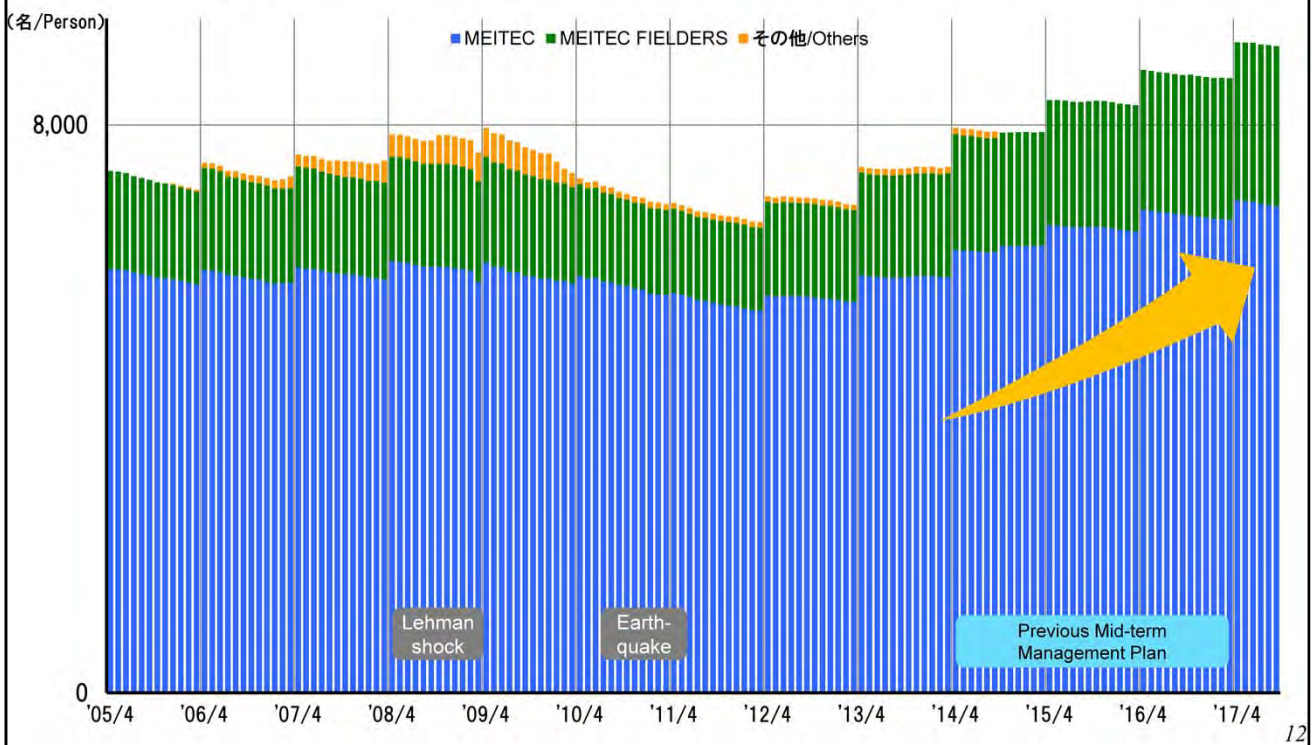


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- This is a breakdown of factors affecting changes in net sales at Meitec and Meitec Fielders.
- The main factors that lifted net sales at both companies were “increase in the number of engineers assigned to clients,” and “increase in average rate” as shown in the graph.

Number of Engineers (Group Consolidated)

✓ The number of engineers as of September 30, 2017 was 9,112, an increase of 408 engineers, or 4.7%, compared to September 30, 2016.

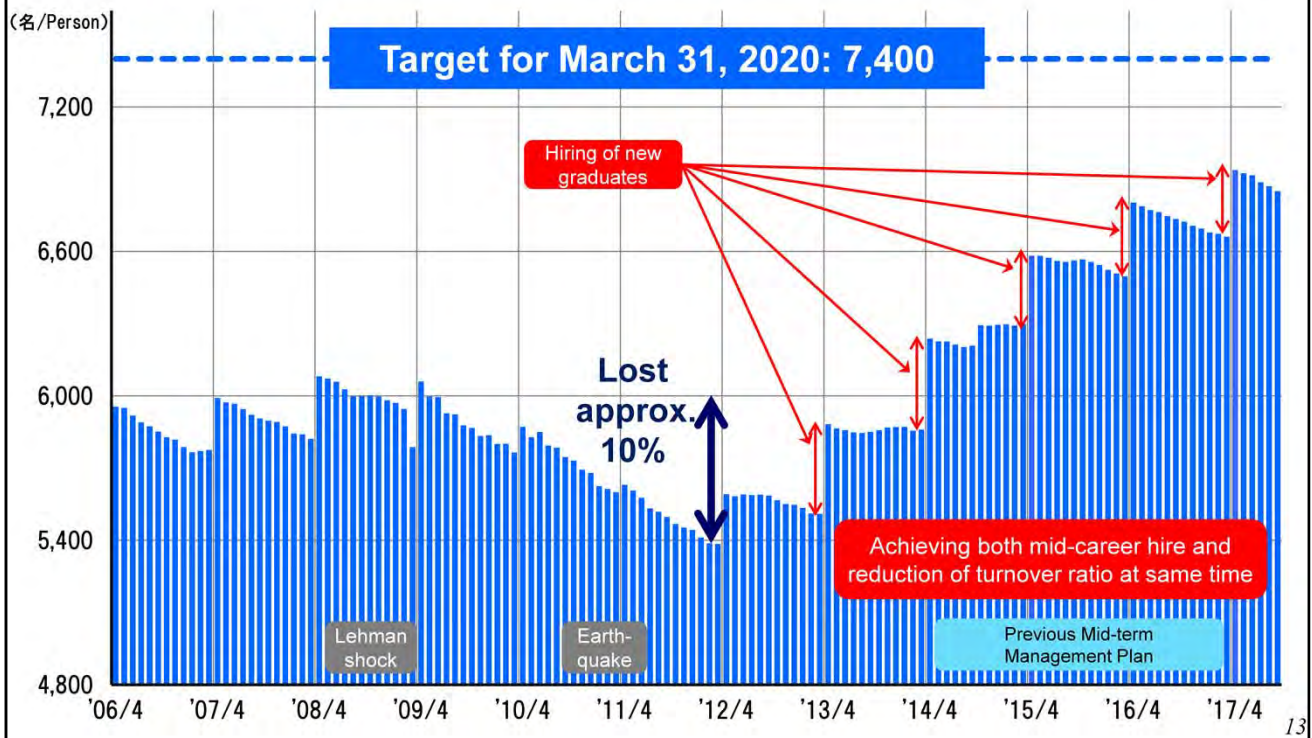


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- This shows the trend in the number of engineers across the Group.
- As of September 30, 2017, the number of engineers was 9,112, increased 408, or 4.7%, compared to September 30, 2016.
- The number of engineers at both Meitec and Meitec Fielders is steadily increasing.

Number of Engineers (Meitec)

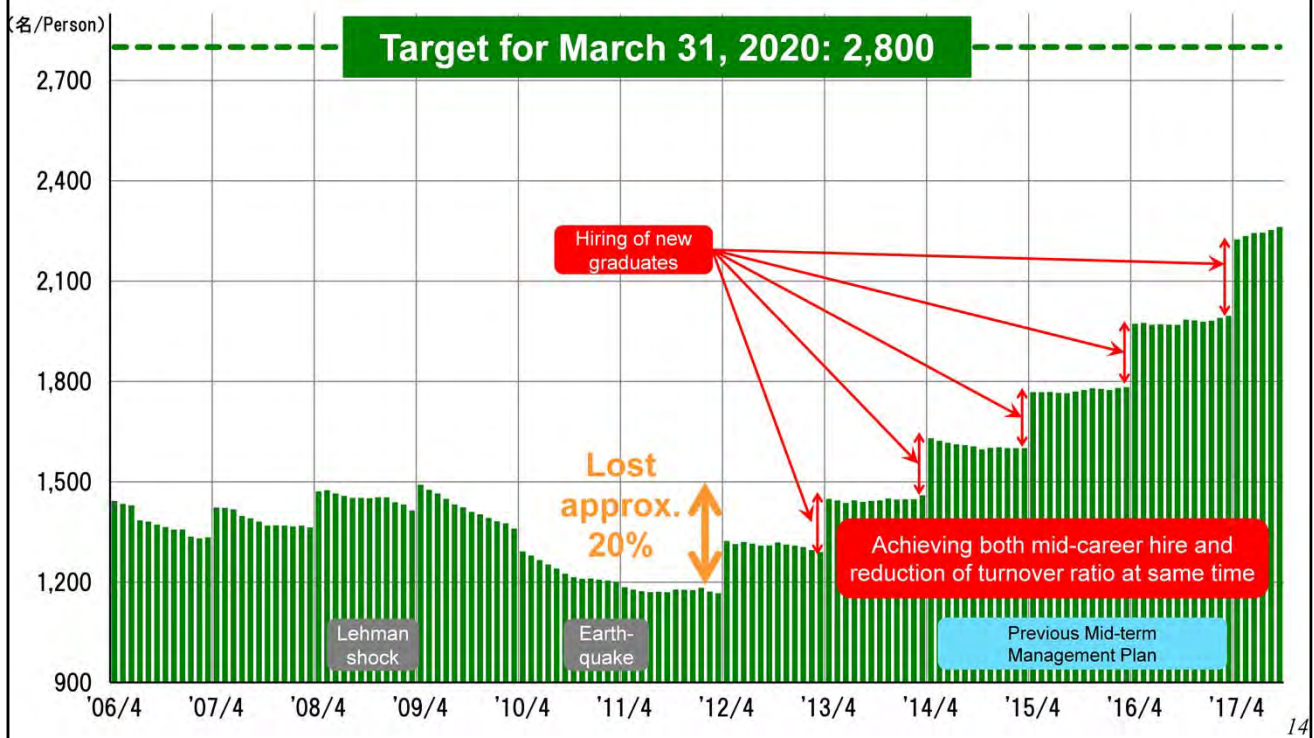
✓ The number of engineers as of September 30, 2017 was 6,850, an increase of 115 engineers, or 1.7%, compared to September 30, 2016.



- This shows the trend in the number of engineers at Meitec.
- As of September 30, 2017, the number of engineers was 6,850, increased 115, or 1.7%, compared to September 30, 2016.
- In the Mid-term Management Plan, we set a target of 7,400 engineers by March 31, 2020, and will continue to work to achieve that target by pushing ahead with both mid-career hires and reduction of the turnover ratio going forward.

Number of Engineers (Meitec Fielders)

✓ The number of engineers as of September 30, 2017 was 2,262, an increase of 293 engineers, or 14.9%, compared to September 30, 2016.



- This shows the trend in the number of engineers at Meitec Fielders.
- As of September 30, 2017, the number of engineers was 2,262, increased 293, or 14.9%, compared to September 30, 2016.
- Like Meitec, we will aim to achieve our Mid-term Management Plan target of 2,800 engineers by March 31, 2020, while we push ahead with both mid-career hires and reduction of the turnover ratio.

Hiring Target for the Fiscal Year Ending March 31, 2018

Mid-career (FY 2018/3)

- ✓ With no end in sight to corporate demand for hiring engineers among manufacturers and others, the hiring environment remains challenging.
- ✓ Under these conditions, Meitec will continue to focus on hiring engineers in line with order trends, mainly in the mechanical and electrical/electronics sectors, by maintaining hiring standards and the assumption of ensuring engineers can be assigned smoothly.
- ✓ The hiring target is unchanged from the initial forecast for Meitec, but increased by 65 from the initial forecast to 280 for Meitec Fielders in order to accelerate "expand growth in a wide range of businesses".

New Graduates (Joined April 2018)

- ✓ The hiring environment remains difficult, and while bearing in mind the inclinations of the new graduates, we continued our efforts without lowering our hiring standards.
- ✓ Applicants are narrowing down the sectors they pursue earlier than before, and people's preference to work locally remains strong. So it has been difficult to secure the number of applicants.
- ✓ The number of the new graduates hired was 369, 9 more than the initial forecast, for Meitec. On the other hand, it was 197, 33 less than the initial forecast, for Meitec Fielders.

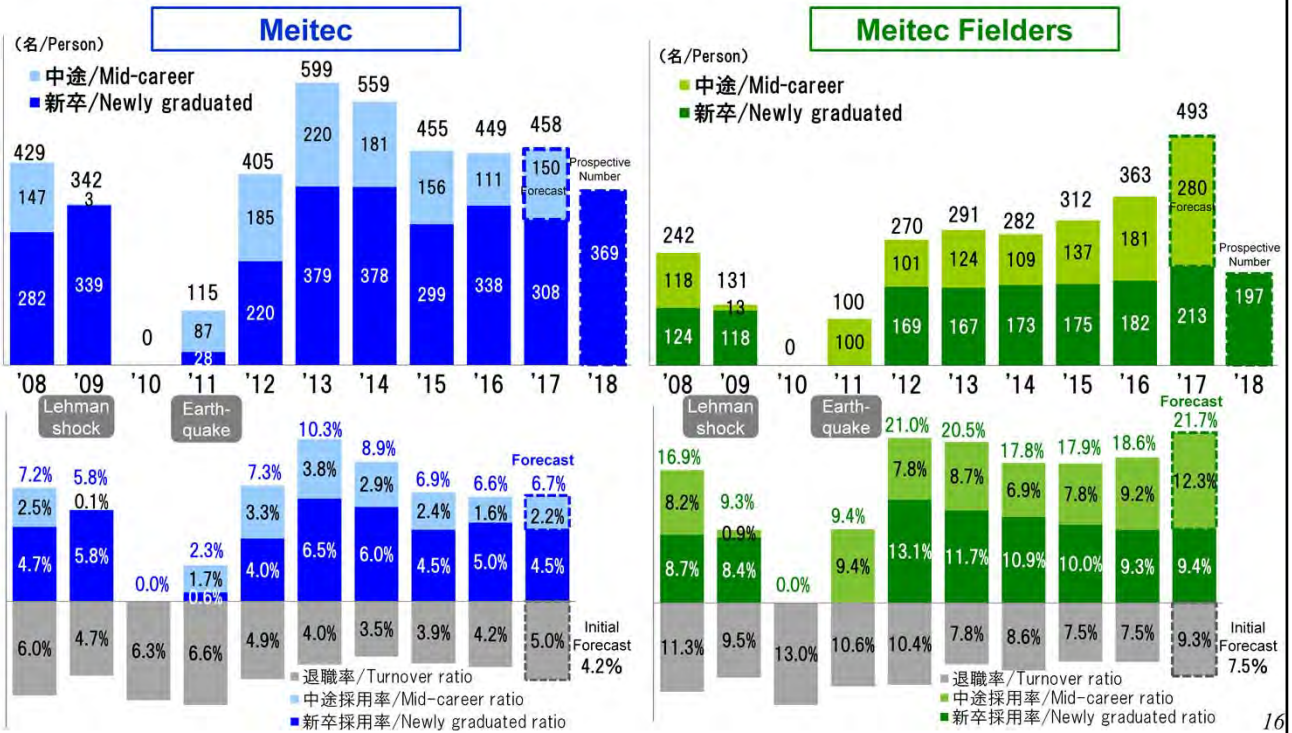
(person)	Fiscal Year Ending March 31, 2018					Fiscal Year Ending March 31, 2019	
	New Graduates April 2017 (Actual)	Mid-career		Total		New Graduates April 2018	
		<Target>	Comparison to Initial Forecast	<Target>	Comparison to Initial Forecast	<Prospective Number as of Oct. 2017>	Comparison to Initial Forecast
Meitec	308	150	—	458	—	369	+9
Meitec Fielders	213	280	+65	493	+65	197	(33)
Total	521	430	+65	951	+65	566	(24)
Comparison to previous year	+1	+138		+139			

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- First, on mid-career hires, there is no end in sight to corporate demand for hiring engineers. We have poured our efforts into recruitment in accordance with order trends, while maintaining our hiring standards focusing on quality. Based on our performance in the first half, our target for mid-career hires for Meitec is unchanged from the initial target, but Meitec Fielders has been revised up by 65.
- Next is the state of newly graduated engineers who will join the Group in April 2018.
- Applicants are narrowing down the sectors they pursue earlier than before, and people's preference to work locally remains strong. So, it has been difficult to secure the number of applicants. While maintaining hiring standards and accurately gauging and bearing in mind the inclinations of the new graduates, we took creative initiatives to secure candidates. As a result, as of October 1, the Group made offers to 566 candidates, 24 short of the initial target.
- According to newspaper reports, the total number of new-hire candidates placed the Meitec Group 21st among Japanese companies, and for the third straight year, 2nd for science and engineering companies. We believe our efforts to promote Meitec as a place where people can build life-long careers as professional engineers is gaining some traction and understanding in the labor market.
- We will continue to further strengthen the Meitec Group's hiring brand while publically promoting a style of career that emphasizes the engineering profession so candidates join the Meitec Group for its professional opportunities rather than for the merits associated with corporate employment.

Recruitment and Turnover

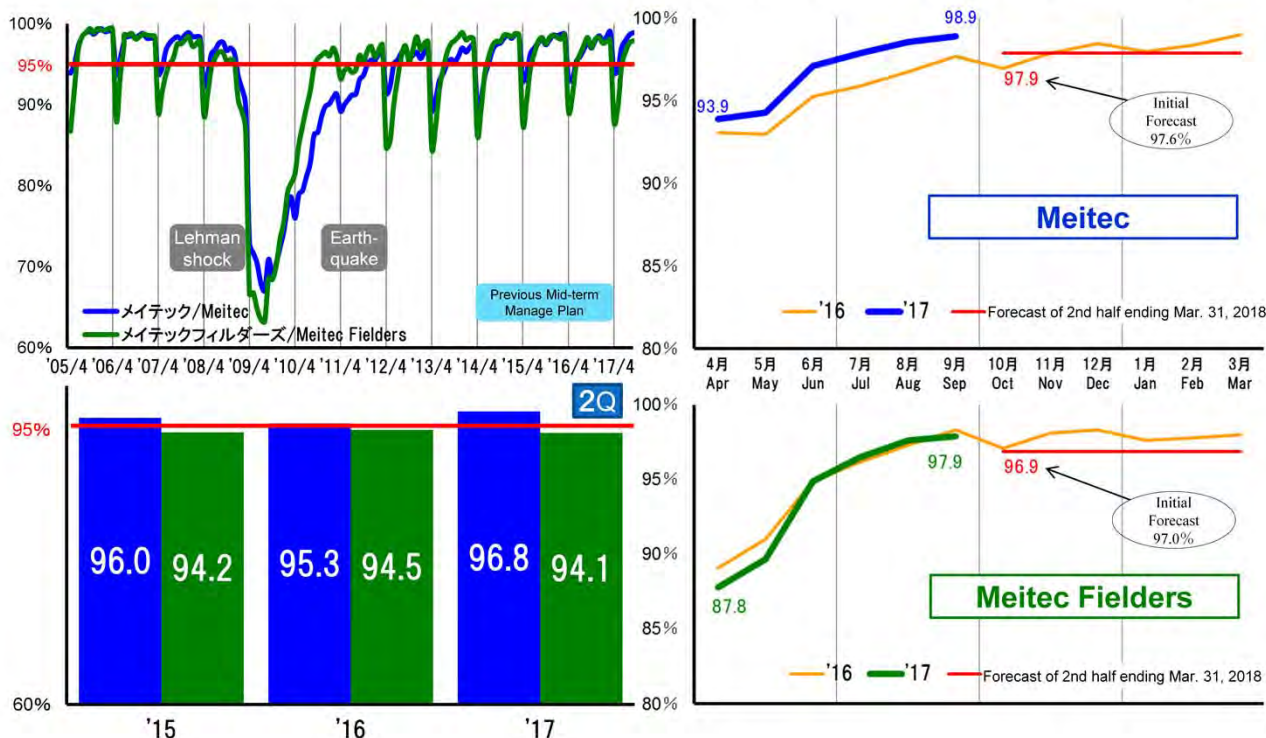
✓ Our forecasts for the number of recruitment and the turnover ratio as of the release of 2Q results are as follows.
※We plan to announce the actual recruitment and turnover ratios in May 2018.



- This shows our forecasts for the number of recruitment and the turnover ratio as of the release of 2Q results.
- In light of first half results, we have revised the turnover ratios from the initial forecast from 4.2% to 5.0 % for Meitec and from 7.5 % to 9.3 % for Meitec Fielders.

Utilization Ratio

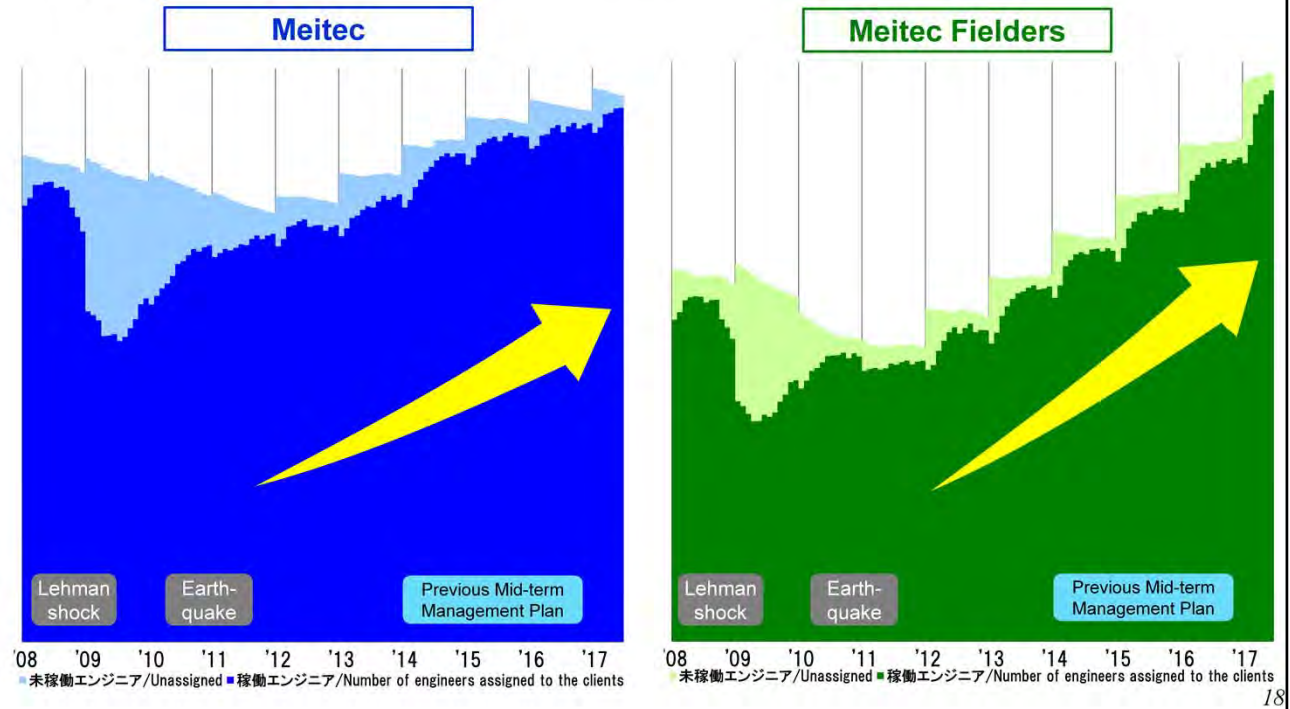
- ✓ Under a firm environment for order, the utilization ratio remained high.
- ✓ The utilization ratio increased year on year, mainly reflecting steady progress in assigning newly graduated engineers.



- This shows the trend in utilization ratios.
- Amid a firm order environment, the utilization ratio for both Meitec and Meitec Fielders was stable.

Number of Engineers Assigned to the Clients (Key factor of Sales)

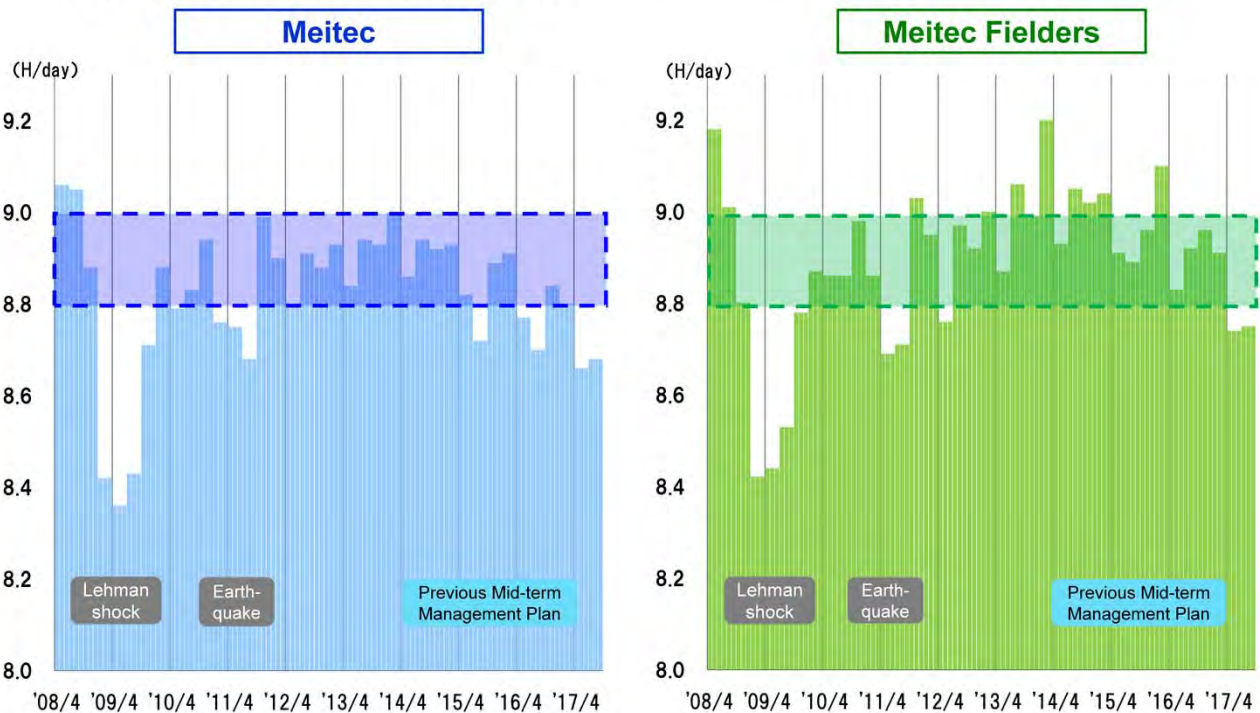
- ✓ The number of engineers assigned to clients has steadily risen due to the combination of an “increase in the number of engineer” by aggressive recruitment and the “maintenance of high utilization ratio” by obtaining orders and early assignment.



- This shows the trend in number of engineers assigned to clients.
- The number of engineers assigned to clients, which is the “number of engineers” multiplied by the “utilization ratio,” is growing steadily, as the number of engineers increased and the utilization ratio remained high.

Working Hours

- ✓ Working hours declined year on year due to reductions in overtime hours from our response to the recent work style reforms and other factors.

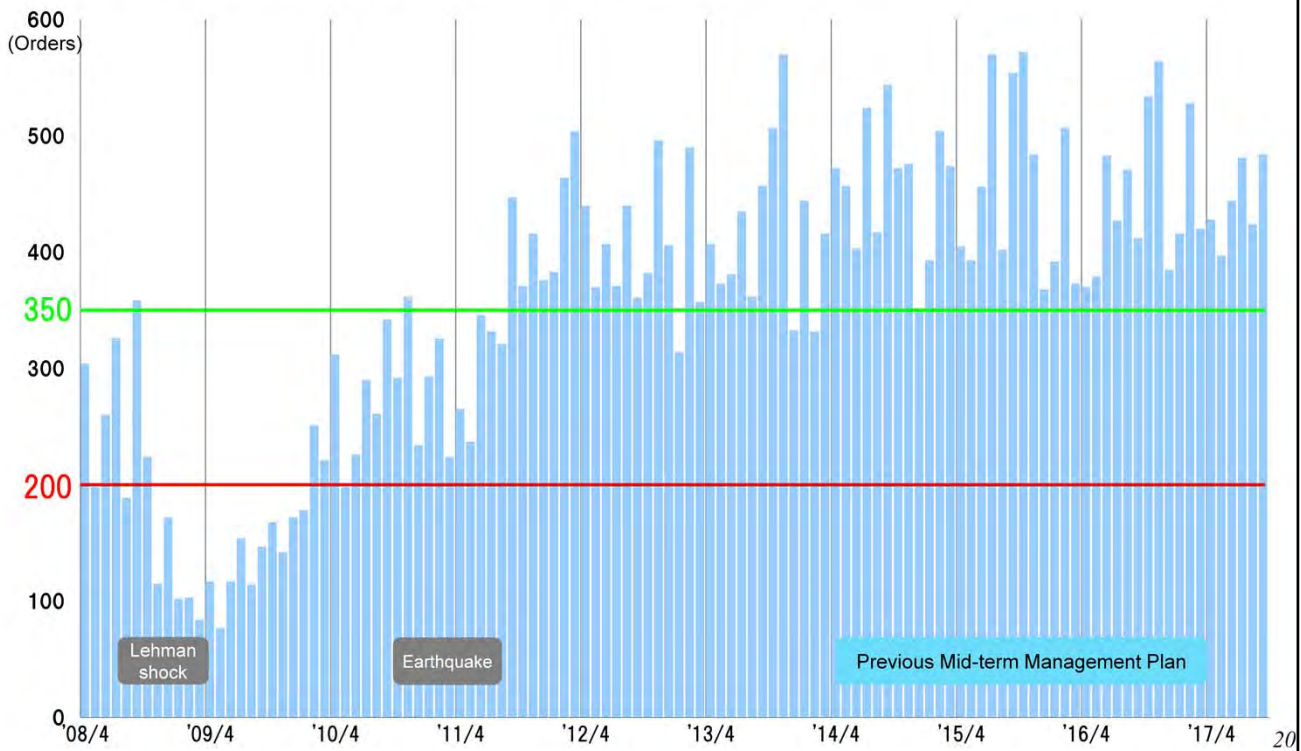


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- This shows the trend in working hours.
- Working hours declined year on year due to reductions in overtime hours from our response to the recent work style reforms and other factors.
- The number of working hours is determined by our clients and is not something we can control. As a fluctuation in working hours of 0.1 hours equates to a fluctuation of 1% of total net sales, this is one indicator that has a significant impact on earnings, and, accordingly, it is one on which we will continue to focus attention.

Trend in New Orders by Month (Meitec)

✓ New orders at Meitec remain at a level above 350 orders per month.



- This shows the trend in new monthly orders.
- The number of monthly new orders is firm when it exceeds 350 orders and we are at risk when the number falls below 200.
- Recently, as a result of clients in the manufacturing industry investing in technological development based on a long-term outlook, we are experiencing a trend of new orders.

Top 10 Clients by Sales (Meitec)

- ✓ Due to confidentiality reasons we refrain from disclosing matters and specific figures related to clients (individual companies)

(Millions of yen)

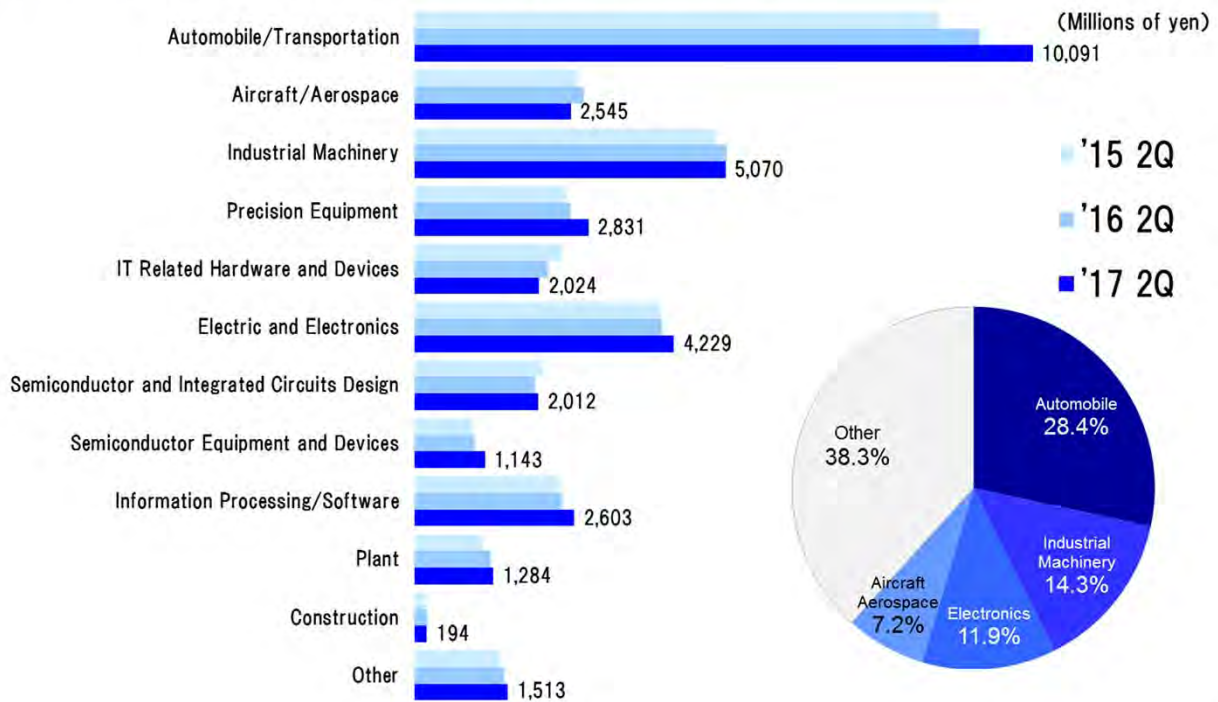
2nd Q FY2012			2nd Q FY2016			2nd Q FY2017		
1	Mitsubishi Heavy Industries		1	Mitsubishi Heavy Industries		1	Mitsubishi Heavy Industries	
2	Panasonic		2	Denso		2	Denso	
3	Nikon		3	Canon		3	Canon	
4	Canon		4	Panasonic		4	Panasonic	
5	Denso		5	Nikon		5	Sony Semiconductor Solutions	
6	Sony		6	Sony Semiconductor Solutions		6	Nikon	
7	Kawasaki Heavy Industries		7	Toyota Motor		7	Toyota Motor	
8	Toyota Motor		8	Kawasaki Heavy Industries		8	Kawasaki Heavy Industries	
9	Daikin Industries		9	Mitsubishi Aircraft		9	Autoliv	
10	Omron		10	Omron		10	Omron	
Top 10 Total	7,737	28.5%	Top 10 Total	8,428	24.7%	Top 10 Total	8,501	23.9%
Top 20 Total	10,680	39.4%	Top 20 Total	11,885	34.9%	Top 20 Total	12,263	34.5%
Others	16,445	60.6%	Others	22,188	65.1%	Others	23,281	65.5%
Total	27,125	100.0%	Total	34,073	100.0%	Total	35,544	100.0%

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- This shows Meitec's top 10 clients by sales.
- There have been some changes in the order but there have been no major changes in the clients making up the top 10.
- While continuing to intentionally rotate engineers to growth sectors, fields, and new technological areas based on the new projects and new development themes of our clients, we are continuously working on initiatives to increase both the skills of our engineers and added value for our clients.
- Offering a wide range of services without depending on certain clients is one of the strengths of Meitec that we will continue to enhance going forward.

Sales by the Industrial Segments (Meitec)

- ✓ Due to confidentiality reasons we refrain from disclosing the breakdown and outlook for specific clients (individual companies) (figures are stated in Reference Materials)



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- This shows sales trends by industrial segment.
- Sales growth in the automobile/transportation segment remained pronounced.

We conduct business with clients in a wide range of fields and industries, which allows us to intentionally shift engineers to other sectors or fields if sales are sluggish in a specific field or industry.

2. Forecast for the Fiscal Year

Ending March 31, 2018

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Engineering Firm at The Core

- In light of recent trends, we have revised our forecasts for the fiscal year ending March 31, 2018. I will now discuss a summary of our forecasts.

Forecasts for the Fiscal Year Ending March 31, 2018 (Group Consolidated) Comparison to the Initial Forecasts at the beginning of the Fiscal Year

- ✓ We have raised our full-year forecast for net sales by 1.0 billion yen (+1.1%) as we expect the increase in the number of engineers assigned to clients, etc.
- ✓ We have raised our full-year forecast for operating profit by 0.5 billion yen (+4.8%), comprising an upward revision of 0.6 billion yen for 1H and a downward revision of 0.1 billion yen for 2H.
⇒The downward revise for 2H mainly reflects a change in the timing of SG&A expenses to 2H.
- ✓ Profit attributable to owners of parent: We have raised our full-year forecast by 0.4 billion yen (+5.7%), comprising an upward revision of roughly 0.4 billion yen for 1H and almost ±0 billion yen for 2H.

(Fractions of one million yen are rounded down)	Forecast FY ending March 31, 2018	Comparison to Initial Forecast	% Change	2Q ended	Forecast	Comparison to Initial Forecast	% Change
				Sept. 30, 2017	2nd Half		
Net sales	93,000	+ 1,000	+ 1.1%	45,867	47,132	+ 132	+ 0.3%
Cost of sales	68,700	+ 800	+ 1.2%	34,049	34,650	+ 150	+ 0.4%
SG&A Expenses	13,400	(300)	(2.2%)	6,375	7,024	+ 124	+ 1.8%
Operating profit	10,900	+ 500	+ 4.8%	5,442	5,457	(142)	(2.6%)
Operating profit margins	11.7%	+ 0.4%		11.9%	11.6%	(0.3%)	
Ordinary profit	10,900	+ 500	+ 4.8%	5,447	5,452	(147)	(2.6%)
Profit attributable to owners of parent	7,400	+ 400	+ 5.7%	3,526	3,873	(26)	(0.7%)
Earnings per Share	260.14	+ 14.07		123.96			

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- This shows a comparison between our new consolidated forecasts for the fiscal year ending March 31, 2018 and our initial forecasts.
- We have raised our full-year forecast for net sales by ¥1.0 billion to ¥93.0 billion as the performance in the first half exceeded initial forecasts and because we expect the increase in the number of engineers assigned to clients, etc. Our full-year forecast for operating profit comprises an upward revision of ¥0.6 billion for the first half and a downward revision of ¥0.1 billion for the second half. This mainly reflects a change in the timing of SG&A expenses from the first half to the second half.
- We have raised our full-year forecast for profit attributable to owners of parent by ¥0.4 billion to ¥7.4 billion.

Forecasts for the Fiscal Year Ending March 31, 2018 (Group Consolidated) Comparison to the Previous Fiscal Year

- ✓ Net sales is expected to rise 3.4% year on year to 93.0 billion yen, while operating profit and ordinary profit are expected to decline 2.2% year on year to 10.9 billion yen, respectively.
- ✓ Decline in operating profit reflects higher SG&A expenses initially planned.
- ✓ Profit attributable to owners of parent is expected to decline 6.8% year on year to 7.4 billion yen.

(Fractions of one million yen are rounded down)	Forecast FY ending March 31, 2018	YoY Amount	% Change	2Q ended Sept. 30, 2017	Forecast 2nd Half	YoY Amount	% Change
Net sales	93,000	+3,020	+3.4%	45,867	47,132	+1,264	+2.8%
Cost of sales	68,700	+2,282	+3.4%	34,049	34,650	+1,095	+3.3%
SG&A Expenses	13,400	+981	+7.9%	6,375	7,024	+784	+12.6%
Operating profit	10,900	(242)	(2.2%)	5,442	5,457	(614)	(10.1%)
Operating profit margins	11.7%	(0.7%)		11.9%	11.6%	(1.6%)	
Ordinary profit	10,900	(245)	(2.2%)	5,447	5,452	(618)	(10.2%)
Profit attributable to owners of parent	7,400	(537)	(6.8%)	3,526	3,873	(597)	(13.4%)
Earnings per Share	260.14	(14.19)		123.96			

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- Next we have a comparison between our new forecasts and performance in the previous fiscal year. Net sales is expected to rise 3.4 % year on year or ¥3.0 billion, while operating profit is forecast to decline 2.2% year on year or ¥0.2 billion. We have planned for lower profit due to investment to strengthen competitiveness in the new Mid-term Management Plan that began in April.
- Profit attributable to owners of parent is expected to decline 6.8% year on year or ¥0.5 billion, and I will explain the background of the decline in the individual company forecasts later.

Forecasts for the Fiscal Year Ending March 31, 2018 (Meitec) Comparison to the Initial Forecasts at the beginning of the Fiscal Year

- ✓ We have raised our full-year forecast for net sales by 0.5 billion yen (+0.7%), comprising an upward revision of 0.5 billion yen for 1H and almost ±0 billion yen for 2H.
- ✓ We have raised our full-year forecast for operating profit by 0.4 billion yen (+4.7%), comprising an upward revision of roughly 0.4 billion yen for 1H and almost ±0 billion yen for 2H.

(Fractions of one million yen are rounded down)	Forecast FY ending March 31, 2018	Comparison to Initial Forecast	% Change	2Q ended Sept. 30, 2017	Forecast 2nd Half	Comparison to Initial Forecast	% Change
Net sales	72,000	+ 500	+ 0.7%	35,544	36,455	(44)	(0.1%)
Cost of sales	53,500	+ 400	+ 0.8%	26,601	26,898	(101)	(0.4%)
Cost of sales to Net sales	74.3%	—		74.8%	73.8%	(0.2%)	
SG&A Expenses	9,500	(300)	(3.1%)	4,512	4,987	+ 87	+ 1.8%
Operating profit	9,000	+ 400	+ 4.7%	4,430	4,569	(30)	(0.7%)
Operating profit margins	12.5%	+ 0.5%		12.5%	12.5%	(0.1%)	
Ordinary profit	9,700	+ 400	+ 4.3%	5,179	4,520	(79)	(1.7%)
Profit	6,800	+ 300	+ 4.6%	3,608	3,191	(108)	(3.3%)
Utilization ratio (Company-wide)	97.3%	+ 0.7%	Comparison to Initial Forecast + 1.1%	96.8%	97.9%	+ 0.3%	
Working Hours〈h/day〉	8.72	(0.06)		8.68	8.76	(0.06)	
Number of Recruitment	458	—		Expected New Graduates for April 2018		Comparison to Initial Forecast	
Newly graduated	308	—		369		+ 9	
Mid-career	150	—					
Turnover Ratio	5.1%	+ 0.9%					

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- This shows a comparison between our new forecasts and our initial forecasts for Meitec.
- As the performance in the first half exceeded the initial forecast, we have raised our full-year forecast for net sales by ¥0.5 billion, comprising an upward revision of ¥0.5 billion for the first half and almost ±¥0 for the second half.
We have raised our full-year forecast for operating profit by ¥0.4 billion, comprising an upward revision of roughly ¥0.4 billion for the first half and almost ±¥0 for the second half.
The second-half forecast for net sales is mostly unchanged from our initial forecast, as the expected reduction in working hours should be offset by the increase in the utilization ratio, etc.
We expect a ¥0.3 billion decline in SG&A expenses from our initial forecast, due to a slight reduction in system costs.

Forecasts for the Fiscal Year Ending March 31, 2018 (Meitec) Comparison to the Previous Fiscal Year

- ✓ Net sales is expected to rise 2.7% year on year to 72.0 billion yen, while operating profit is expected to decline 2.3% year on year to 9.0 billion yen.
- ✓ The increase in SG&A expenses reflects higher hiring costs and system costs initially planned.

(Fractions of one million yen are rounded down)	Forecast FY ending March 31, 2018	YoY Amount	% Change	2Q ended Sept. 30, 2017	Forecast 2nd Half	YoY Amount	% Change
Net sales	72,000	+1,916	+2.7%	35,544	36,455	+444	+1.2%
Cost of sales	53,500	+1,486	+2.9%	26,601	26,898	+430	+1.6%
Cost of sales to Net sales	74.3%	+0.1%		74.8%	73.8%	+0.3%	
SG&A Expenses	9,500	+643	+7.3%	4,512	4,987	+557	+12.6%
Operating profit	9,000	(213)	(2.3%)	4,430	4,569	(543)	(10.6%)
Operating profit margins	12.5%	(0.6%)		12.5%	12.5%	(1.7%)	
Ordinary profit	9,700	(98)	(1.0%)	5,179	4,520	(598)	(11.7%)
Profit	6,800	(273)	(3.9%)	3,608	3,191	(603)	(15.9%)
Utilization ratio (Company-wide)	97.3%	0.6%		96.8%	97.9%	(0.3%)	
Working Hours<h/day>	8.72	(0.06)		8.68	8.76	(0.06)	
Number of Recruitment	458	+9					
Newly graduated	308	(30)		Expected New Graduates for April 2018		To Apr. 2017	
Mid-career	150	+39		369		61	
Turnover Ratio	5.1%	+0.9%					

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- Next we have a comparison between our new forecasts and performance in the previous fiscal year.
- Net sales has been revised to ¥72.0 billion, up 2.7% year on year.
- Operating profit has been revised to ¥9.0 billion, down 2.3% year on year.
- Decline in operating profit reflects higher SG&A expenses such as hiring costs and system costs initially planned.
- As a result, we forecast profit of ¥6.8 billion, down 3.9% year on year.

Forecasts for the Fiscal Year Ending March 31, 2018 (Meitec Fielders) Comparison to the Initial Forecasts at the beginning of the Fiscal Year

- ✓ We have raised our full-year forecast for net sales by 0.3 billion yen (+1.8%), comprising an upward revision of 0.3 billion yen for 1H and almost ±0 billion yen for 2H.
- ✓ We have raised our full-year forecast for operating profit by 0.1 billion yen (+7.7%), comprising an upward revision of 0.1 billion yen for 1H and almost ±0 billion yen for 2H.

(Fractions of one million yen are rounded down)	Forecast FY ending March 31, 2018	Comparison to Initial Forecast	% Change	2Q ended Sept. 30, 2017	Forecast 2nd Half	Comparison to Initial Forecast	% Change
Net sales	16,700	+300	+1.8%	8,163	8,536	+36	+0.4%
Cost of sales	12,900	+100	+0.8%	6,357	6,542	(57)	(0.9%)
Cost of sales to Net sales	77.2%	(0.8%)		77.9%	76.6%	(1.0%)	
SG&A Expenses	2,400	+100	+4.3%	1,129	1,270	+70	+5.9%
Operating profit	1,400	+100	+7.7%	677	722	+22	+3.3%
Operating profit margins	8.4%	+0.5%		8.3%	8.5%	+0.3%	
Ordinary profit	1,400	+100	+7.7%	674	725	+25	+3.6%
Profit	900	—	—	462	437	(62)	(12.6%)
Utilization ratio (Company-wide)	95.5%	+0.4%	Comparison to Initial Forecast +0.9%	94.1%	96.9%	(0.1%)	
Working Hours (h/day)	8.79	(0.12)		8.75	8.82	(0.12)	
Number of Recruitment	493	+65		Expected New Graduates for April 2018		Comparison to Initial Forecast	
Newly graduated	213	—		197		(33)	
Mid-career	280	+65					
Turnover Ratio	9.3%	+1.8%					

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- This shows a comparison between our new forecasts and our initial forecasts for Meitec Fielders.
- Meitec Fielders' actual performance, just as for Meitec's, exceeded the initial forecast in the first half.
- Accordingly, we have raised our full-year forecast for net sales by ¥0.3 billion, comprising an upward revision of ¥0.3 billion for the first half and almost ±¥0 for the second half. We have raised our full-year forecast for operating profit by ¥0.1 billion, comprising an upward revision of ¥0.1 billion for the first half and almost ±¥0 for the second half.
- The second-half forecast for net sales is mostly unchanged from our initial forecast, as the expected reduction in working hours should be offset by the increase in the number of engineers assigned to clients, etc. due to our increased target for mid-career hires (+65).
- The second-half forecast for SG&A expenses includes the increased target for mid-career hires.

Forecasts for the Fiscal Year Ending March 31, 2018 (Meitec Fielders) Comparison to the Previous Fiscal Year

- ✓ Net sales is expected to rise 12.3% year on year to 16.7 billion yen, while operating profit is expected to increase 4.0% year on year to 1.4 billion yen.
- ✓ The increase in SG&A expenses reflects higher hiring costs and system costs initially planned.

(Fractions of one million yen are rounded down)	Forecast FY ending March 31, 2018	YoY Amount	% Change	2Q ended Sept. 30, 2017	Forecast 2nd Half	YoY Amount	% Change
Net sales	16,700	+1,834	+12.3%	8,163	8,536	+889	+11.6%
Cost of sales	12,900	+1,359	+11.8%	6,357	6,542	+640	+10.9%
Cost of sales to Net sales	77.2%	(0.4%)		77.9%	76.6%	(0.6%)	
SG&A Expenses	2,400	+421	+21.3%	1,129	1,270	+231	+22.3%
Operating profit	1,400	+53	+4.0%	677	722	+17	+2.5%
Operating profit margins	8.4%	(0.7%)		8.3%	8.5%	(0.7%)	
Ordinary profit	1,400	+53	+3.9%	674	725	+18	+2.6%
Profit	900	(145)	(13.9%)	462	437	(85)	(16.3%)
Utilization ratio (Company-wide)	95.5%	(0.7%)		94.1%	96.9%	(0.9%)	
Working Hours<h/day>	8.79	(0.12)		8.75	8.82	(0.12)	
Number of Recruitment	493	+130					
Newly graduated	213	+31					
Mid-career	280	+99					
Turnover Ratio	9.3%	+1.8%					
				Expected New Graduates for April 2018	To Apr. 2017		
				197	(16)		

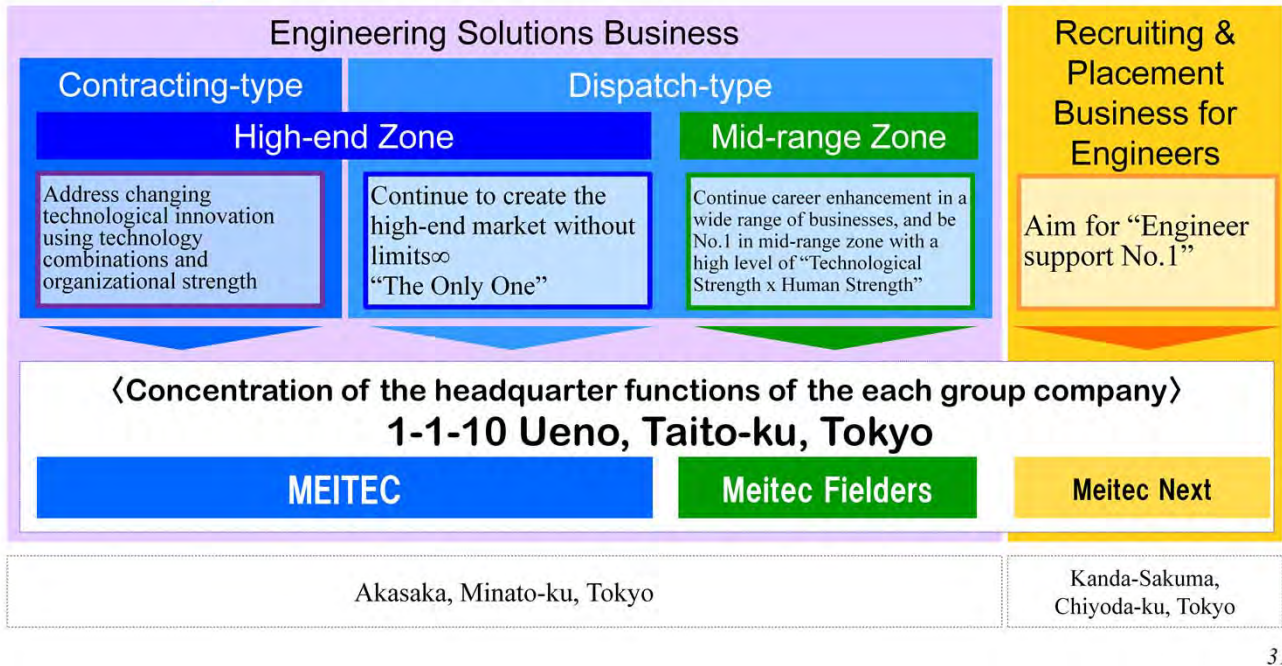
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- This shows a comparison between our new forecasts and our performance in the previous fiscal. Net sales is expected to rise 12.3%, or ¥1.8 billion, year on year to ¥16.7 billion.
- Operating profit is expected to increase 4.0% year on year to ¥1.4 billion.
- SG&A expenses is expected to increase 21.3% year on year. This increase in SG&A expenses reflects higher hiring costs and system costs.
- We are assuming the utilization ratio in the second half will be down by 0.9% year on year to 96.9%, reflecting an expected increase in the number of engineers due to our revised target for mid-career hires. As a result we expect our full-year utilization ratio to be down 0.7% year on year to 95.5%.
- Due to these factors, profit declined 13.9% year on year by around ¥0.1 billion to ¥0.9 billion, due to no impact from the reduction in the tax burden from the previous fiscal year.

Relocation of a headquarter of Tokyo

- ✓ We have estimated transfer cost, etc. associated with moving our head office December 2017 and revised our earnings forecast.

Next Stage 1 Strategies by Each Businesses -Goals for the future of the business-



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- Next, I would like to explain the relocation of Tokyo head office.
- Because the Mid-term Management Plan calls for the consolidation of the headquarters functions in one location, we are relocating our head office to Taito-ku, Tokyo.
- We have recorded head office relocation cost as extraordinary loss in the form of anticipatory expenses. We expect the impact of this on results in the second half to be immaterial after taking into account the receipt of compensation matching the anticipatory expenses.
- The decision to relocate was made from the standpoint of hiring convenience and economic management.

Basic Policy Regarding Profit Distribution

Revised May 2017
Revised May 2011
**Profit
distribution
policy**

1. Enhance “quality and quantity” of the shareholders’ equity
2. Balance of funds exceeds the funds necessary for business operations* (*3 months consolidated net sales)

**Total Return
Ratio**

Basically within 100%

Dividend

Dividend related to performances

Equal or more than 50% of consolidated profit

Minimum Dividend

Consolidated Dividend on Equity ratio (DOE) 5%

Treasury shares acquisition, possession and retirement

Purchase of treasury Shares

Carry out as appropriate, taking the total return ratio and dividend payout ratio levels into consideration

**Retain
Maximum of 2 million shares**

**Retired
Excess above maximum to be retired**

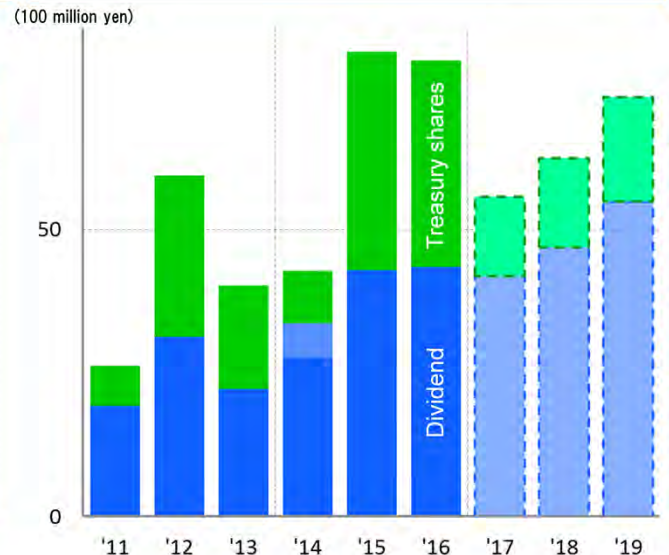
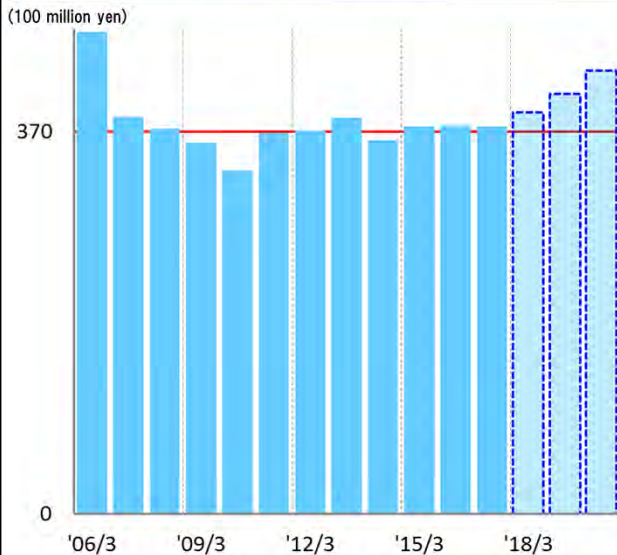
- ✓ To realize the flexible financial position, for the implementation of future growth strategies and response to the risk associated in achieving the goals of the management plan, treasury shares will be held by the company.

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- Lastly, I will discuss our results and forecast of profit distribution.
- Our Basic Policy Regarding Profit Distribution, revised in May 2017, remains unchanged.

1. Enhance shareholders' equity in conjunction with the rise in the number of engineers, and increase shareholders' equity to roughly ¥40 billion* at the end of March 2020, the final year of the Mid-term Management Plan
(*After deduction of year-end dividends)

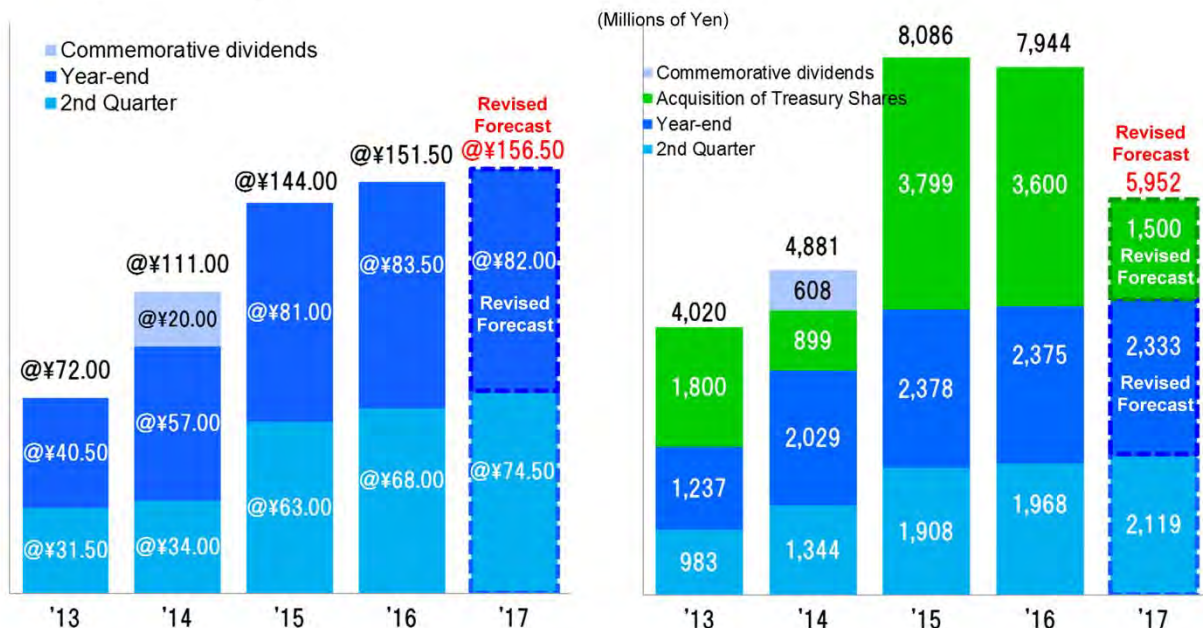
2. Total return ratio for 3 years is roughly 80%
(1) Dividend payout ratio: 60%
(2) Purchase of treasury shares: 20%
(The breakdown reflects the dialogue with shareholders and investors)



- We have made no changes to the plan of profit distribution for three years in the Medium-term Management Plan presented at the results presentation on May 11, 2017.

Results and Forecast of Profit Distribution

- ✓ Following the revisions in our earnings forecast, in line with the 80% total return ratio in our profit distribution plan in the Mid-term Management Plan (60% dividend payout ratio, 20% purchase of treasury shares), we are revising our profit distribution.
- ✓ Total return ratio 80% = (ordinary dividends 4.4 billion yen + purchase of treasury shares amount 1.5 billion yen) ÷ forecast profit 7.4 billion yen



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- Following the revisions in our earnings forecast, in line with the 80% total return ratio in our profit distribution plan for three years in the Mid-term Management Plan (60% dividend payout ratio, 20% purchase of treasury shares), we are revising our profit distribution.
- As profit in the first half exceeded our initial forecasts, we have revised up the interim dividend by ¥9 from our initial forecast to ¥74.50 per share.
- Although we have increased our full-year profit forecast to ¥7.4 billion, based on our 60% dividend payout ratio, we have lowered the year-end dividend from our initial forecast of ¥82.50 by ¥0.50 to ¥82, setting an annual dividend at ¥156.50, and resulting in total dividends of ¥4.45 billion.
- Furthermore, we have upwardly revised our initial forecast for purchase of treasury shares from ¥1.4 billion to ¥1.5 billion.
- That ends my presentation today.
- To achieve our goal in the Mid-term Management Plan to strengthen competitiveness for aggressive growth, while coming together as a Group to realize sustainable growth, we will work to hire employees, provide value to our clients, and return profits to our shareholders.
- We ask for an even greater level of your understanding and support for the Group.
- Thank you for listening.

3. Reference Materials

The Meitec Group aims to cater to as many corporate clients and engineers as possible to realize more inspiring and enjoyable job opportunities and placements.

In fiscal 2017, the Meitec Group launched its new Mid-term Management Plan "Next Stage 1" toward further growth. The Group will aim to become "The Only One" corporate group of professional engineers that plays a core role in the labor market through both people and technology.

Hideyo Kokubun
President and CEO, COO,
MEITEC Group CEO

國分 秀世



Results for the 2nd Quarter of the Fiscal Year Ending March 31, 2018 (Group Companies)

- ✓ From April 1, 2017, we changed the Group segment name.
- ✓ Operating profit margins of Meitec Next (recruiting & placement business for engineers) is approx.30%.

(Millions of yen)	Engineering Solutions Business				Recruiting & Placement Business for Engineers
	Meitec	Meitec Fielders	Meitec Cast	Meitec EX	Meitec Next
Net sales	35,544	8,163	1,441	55	818
YoY Amount	+1,471	+944	+100	+9	+60
% Change	+4.3%	+13.1%	+7.5%	+21.1%	+7.9%
Operating profit	4,430	677	60	(12)	279
YoY Amount	+330	+35	+11	+1	(3)
% Change	+8.1%	+5.6%	+23.8%	—	(1.4%)
Ordinary profit	5,179	674	60	(12)	279
Profit	3,608	462	41	(12)	191

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Forecast for the Fiscal Year Ending March 31, 2018 (Group Companies)

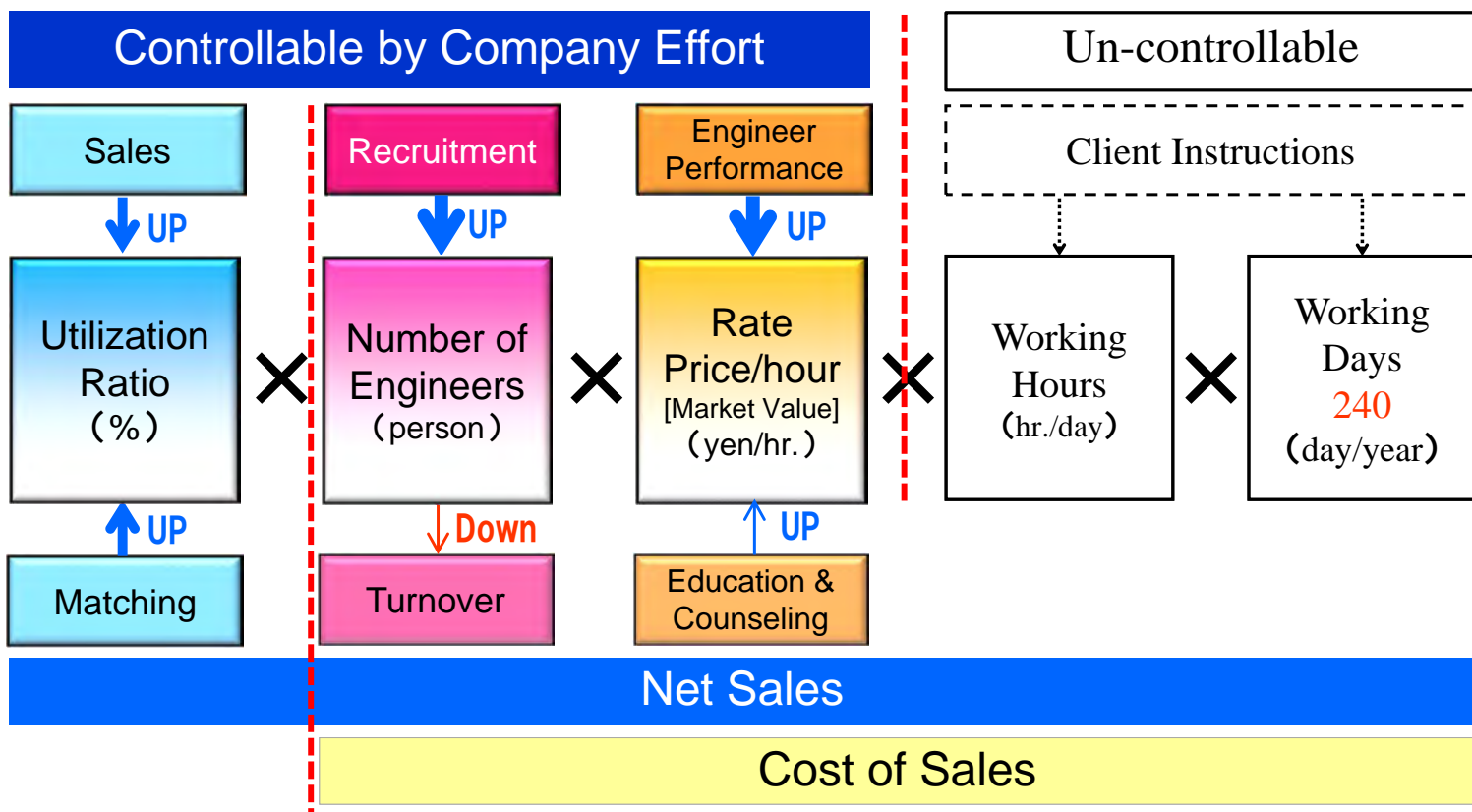
- ✓ Expecting increases in net sales in all companies, but declines in operating profit due to an increase in system costs and other factors.

(Millions of yen)	Engineering Solutions Business				Recruiting & Placement Business for Engineers
	Meitec	Meitec Fielders	Meitec Cast	Meitec EX	Meitec Next
Net sales	72,000	16,700	2,900	125	1,650
YoY Amount	+1,916	+1,834	+160	+29	+166
% Change	+2.7%	+12.3%	+5.9%	+30.8%	+11.2%
Operating profit	9,000	1,400	110	(20)	500
YoY Amount	(213)	+53	(3)	+9	(17)
% Change	(2.3%)	+4.0%	(2.8%)	—	(3.3%)
Ordinary profit	9,700	1,400	110	(20)	500
Profit	6,800	900	70	(20)	300

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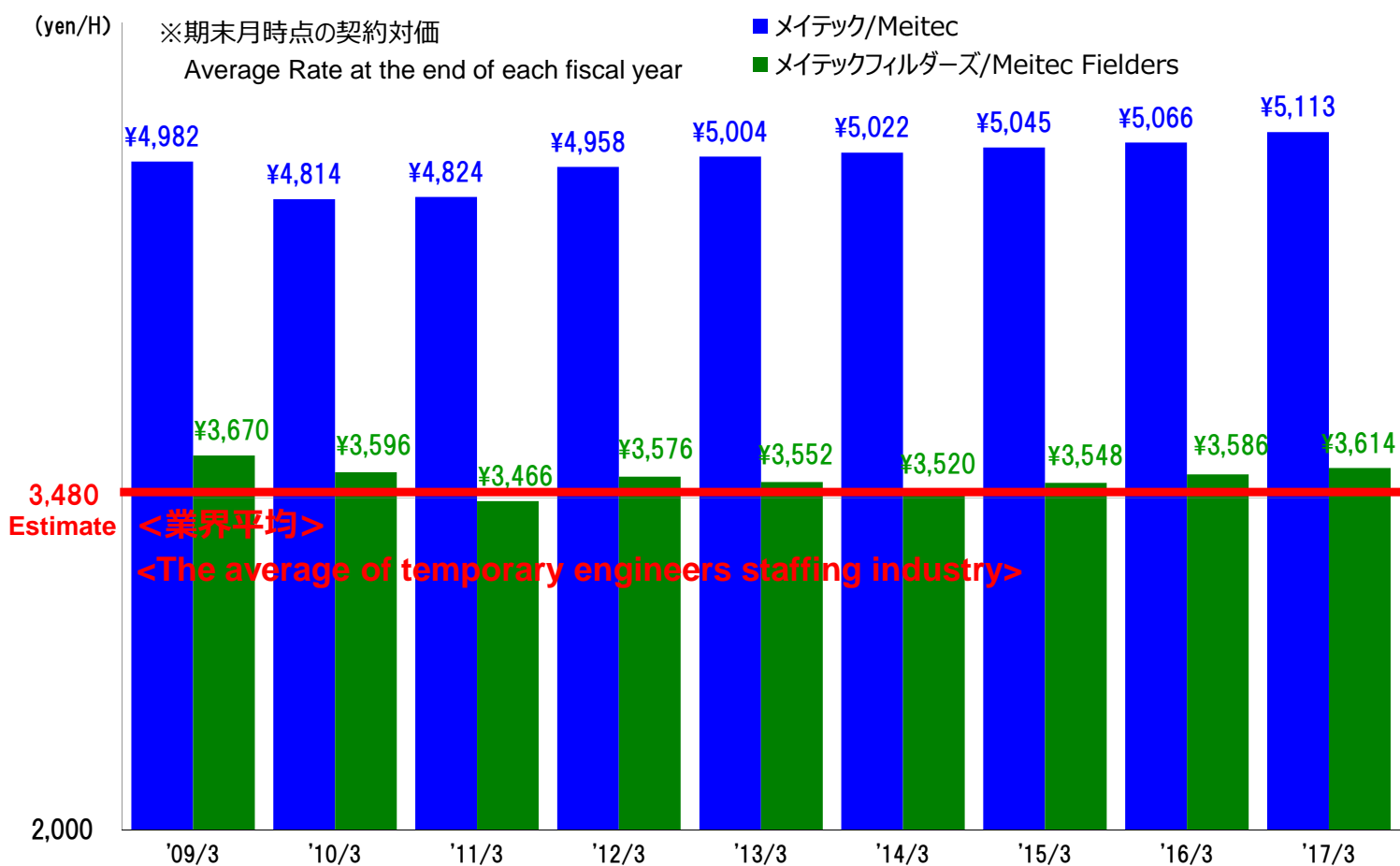
Sales and Cost (Dispatch-type)

- ✓ Increasing the number of engineers and sustaining and improving the high "utilization ratio and prices" are the key to a growth.



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Trend in Average Rate = (Market Value)



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Sales by the Industrial Segments (Meitec)

Millions of Yen

Meitec	2Q FY2013	2Q FY2014	2Q FY2015	2Q FY2016	2Q FY2017			
	Net Sales				Net Sales	Total Net Sales(%)	Change	Change (%)
Automobile/Transportation	6,283	7,517	8,574	9,221	10,091	28.4%	+870	+9.4%
Aircraft/Aerospace	2,276	2,492	2,669	2,764	2,545	7.2%	(219)	(7.9%)
Industrial Machinery	4,130	4,611	4,908	5,083	5,070	14.3%	(13)	(0.3%)
Precision Equipment	2,194	2,335	2,468	2,553	2,831	8.0%	+277	+10.9%
IT Related Hardware and Devices	2,588	2,618	2,406	2,162	2,024	5.7%	(137)	(6.3%)
Electric and Electronics	3,946	3,886	4,016	4,045	4,229	11.9%	+184	+ 4.6%
Semiconductors and Integrated Circuits Design	1,760	1,949	2,095	1,965	2,012	5.7%	+46	+ 2.4%
Semiconductor Equipment and Devices	920	865	949	974	1,143	3.2%	+169	+ 17.4%
Information Processing/Software	1,843	2,036	2,357	2,400	2,603	7.3%	+203	+8.5%
Plant	778	888	1,103	1,238	1,284	3.6%	+46	+3.7%
Construction	182	187	181	199	194	0.5%	(4)	(2.3%)
Others	1,246	1,293	1,399	1,464	1,513	4.3%	+49	+3.4%
Total	28,150	30,681	33,131	34,073	35,544	100.0%	+1,471	+4.3%

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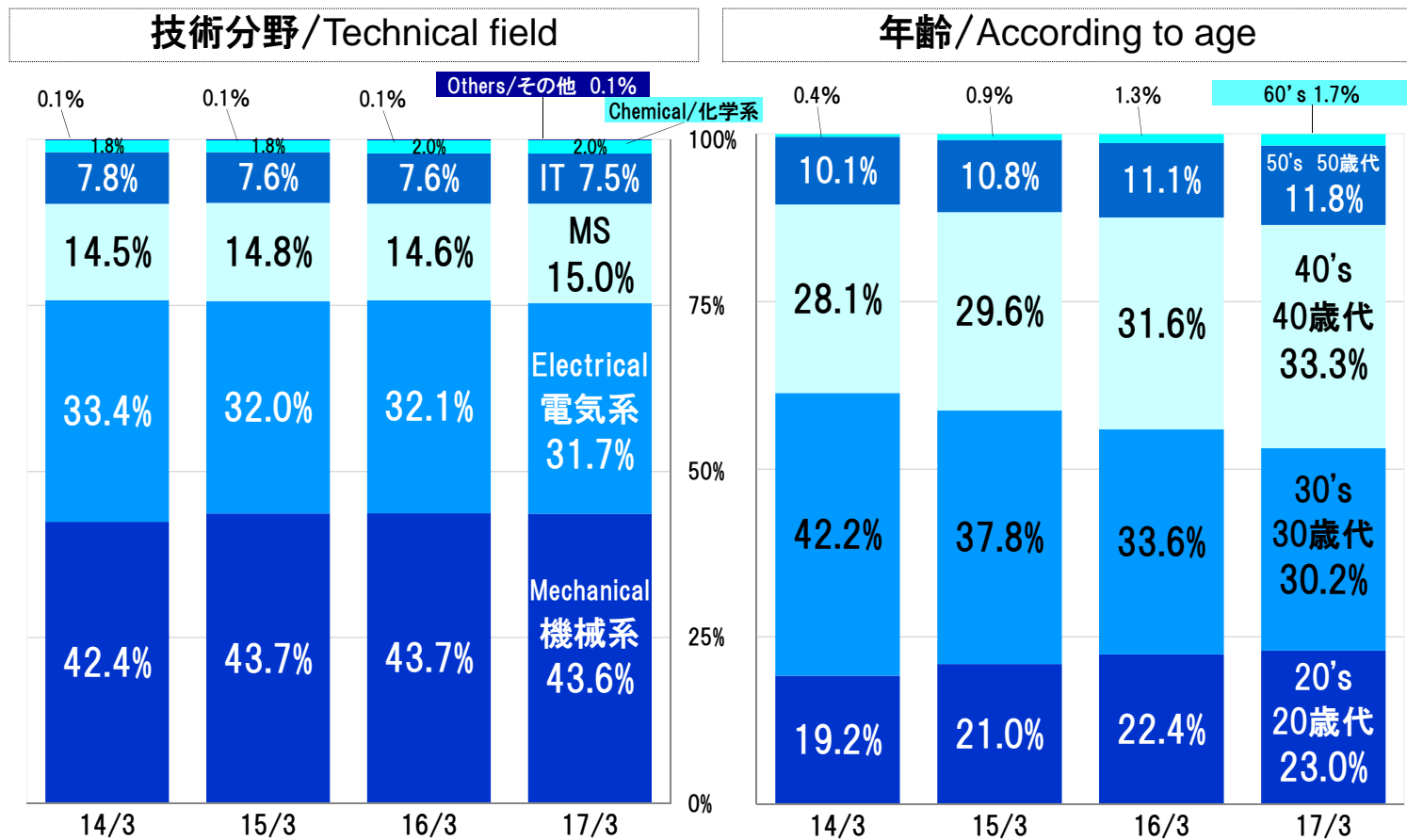
Sales by the Industrial Segments (Meitec Fielders)

Millions of Yen

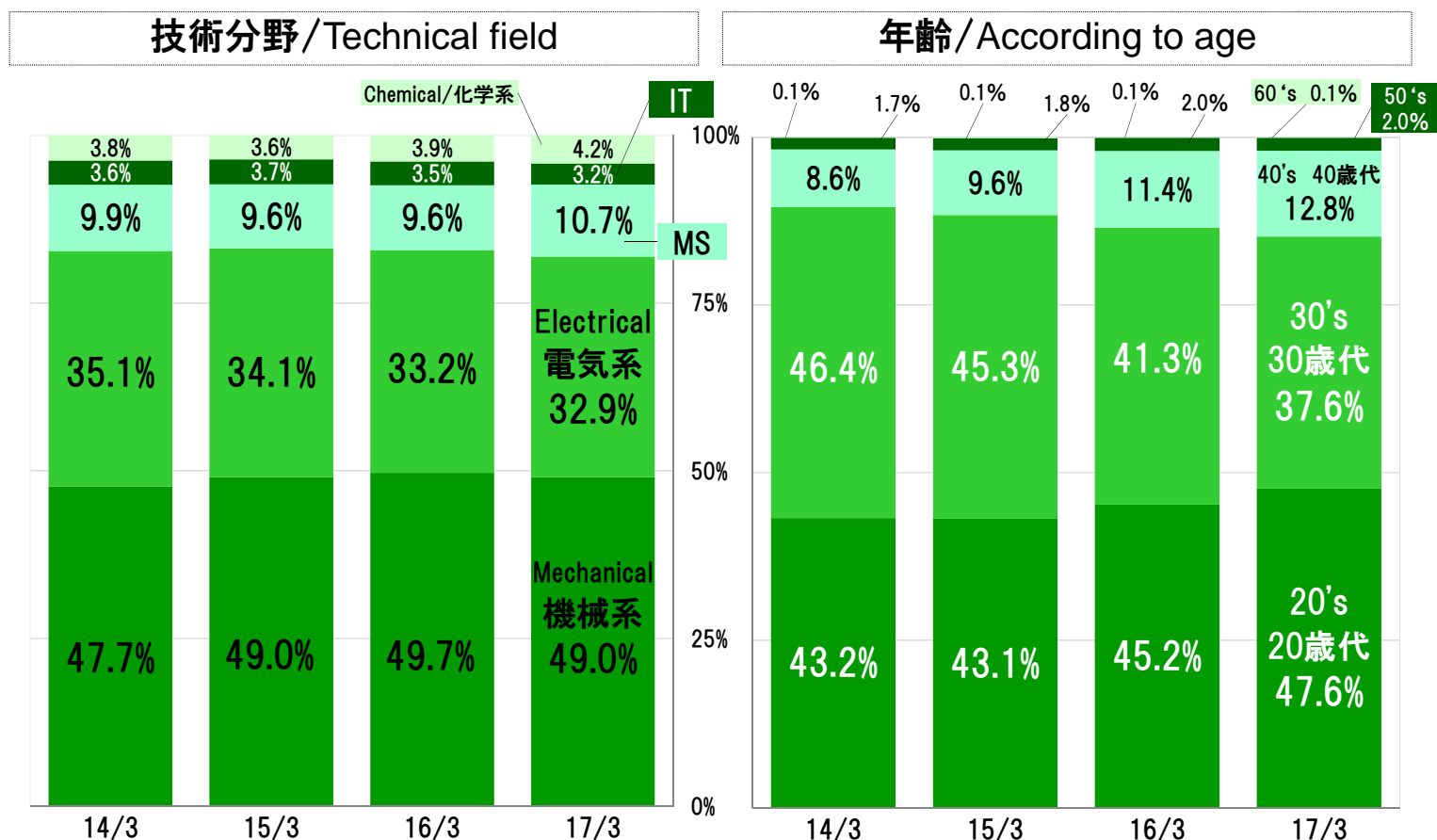
Meitec Fielders	2Q FY2013	2Q FY2014	2Q FY2015	2Q FY2016	2Q FY2017			
	Net Sales				Net Sales	Total Net Sales(%)	Change	Change (%)
Automobile/Transportation	1,551	1,981	2,385	2,682	2,861	35.0%	+178	+ 6.7%
Aircraft/Aerospace	91	95	115	173	193	2.4%	+19	+ 11.5%
Industrial Machinery	715	862	941	1,036	1,234	15.1%	+198	+ 19.1%
Precision Equipment	763	820	808	836	1,014	12.4%	+177	+ 21.2%
IT Related Hardware and Devices	169	201	209	263	314	3.9%	+51	+ 19.6%
Electric and Electronics	735	768	819	874	978	12.0%	+104	+ 11.9%
Semiconductors and Integrated Circuits Design	234	226	233	264	293	3.6%	+29	+ 11.1%
Semiconductor Equipment and Devices	234	196	230	341	399	4.9%	+58	+ 17.1%
Information Processing/Software	111	164	168	164	219	2.7%	+55	+ 33.8%
Plant	132	183	225	263	298	3.7%	+35	+ 13.5%
Construction	46	12	7	10	36	0.4%	+26	+ 263.5%
Others	249	241	242	307	317	3.9%	+10	+ 3.3%
Total	5,037	5,753	6,386	7,218	8,163	100.0%	+944	+13.1%

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Distribution of Engineers by Technical Fields and Age (Meitec)



Distribution of Engineers by Technical Fields and Age (Meitec Fielders)



Trend of Performances (Consolidated)

(Millions of Yen)	2008-2Q	2009-2Q	2010-2Q	2011-2Q	2012-2Q	2013-2Q	2014-2Q	2015-2Q	2016-2Q	2017-2Q
Net sales	41,396	26,203	29,357	31,937	34,130	35,754	39,300	42,143	44,111	45,867
Cost of sales	29,429	23,478	23,628	24,052	25,119	26,607	29,366	31,321	32,861	34,049
Cost of sales to Net sales	71.1%	89.6%	80.5%	75.3%	73.6%	74.4%	74.7%	74.3%	74.5%	74.2%
Gross profit	11,966	2,724	5,728	7,885	9,010	9,146	9,934	10,822	11,249	11,817
Selling, general and administrative expenses	6,591	5,973	5,065	5,556	6,119	6,239	5,941	6,077	6,178	6,375
SG&A expenses to Net sales	15.9%	22.8%	17.3%	17.4%	17.9%	17.4%	15.1%	14.4%	14.0%	13.9%
Operating profit	5,375	(3,248)	662	2,328	2,891	2,907	3,992	4,744	5,071	5,442
Operating profit margins	13.0%	(12.4%)	2.3%	7.3%	8.5%	8.1%	10.2%	11.3%	11.5%	11.9%
Non-operating profit	53	2,456	1,468	46	74	33	24	14	11	9
Non-operating expenses	33	58	43	24	20	9	3	35	7	5
Ordinary profit	5,395	(850)	2,087	2,350	2,945	2,931	4,012	4,723	5,074	5,447
Ordinary profit margins	13.0%	(3.2%)	7.1%	7.4%	8.6%	8.2%	10.2%	11.2%	11.5%	11.9%
Extraordinary income	10	26	297	—	47	—	7	1,084	2	—
Extraordinary loss	60	26	83	2	206	18	3,464	30	3	60
Profit before income taxes	5,345	(850)	2,302	2,347	2,786	2,913	555	5,777	5,073	5,386
Total income taxes	2,305	364	686	1,051	1,094	1,207	361	1,979	1,607	1,860
Profit attributable to owners of parent	3,039	(1,214)	1,615	1,295	1,692	1,706	194	3,798	3,466	3,526
Profit margins	7.3%	(4.6%)	5.5%	4.1%	5.0%	4.8%	0.5%	9.0%	7.9%	7.7%

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Trend of Performances (Meitec)

(Millions of Yen)	2008-2Q	2009-2Q	2010-2Q	2011-2Q	2012-2Q	2013-2Q	2014-2Q	2015-2Q	2016-2Q	2017-2Q
Net sales	31,163	20,097	22,698	25,256	27,125	28,150	30,682	33,131	34,073	35,544
Cost of sales	22,095	18,015	18,629	19,180	20,081	21,094	23,091	24,758	25,545	26,601
Cost of sales to Net sales	70.9%	89.6%	82.1%	75.9%	74.0%	74.9%	75.3%	74.7%	75.0%	74.8%
Gross profit	9,067	2,082	4,069	6,075	7,043	7,056	7,590	8,372	8,527	8,942
Selling, general and administrative expenses	4,082	4,013	3,829	4,131	4,583	4,664	4,325	4,444	4,426	4,512
SG&A expenses to Net sales	13.1%	20.0%	16.9%	16.4%	16.9%	16.6%	14.1%	13.4%	13.0%	12.7%
Operating profit	4,985	(1,931)	239	1,944	2,460	2,392	3,265	3,927	4,100	4,430
Operating profit margins	16.0%	(9.6%)	1.1%	7.7%	9.1%	8.5%	10.6%	11.9%	12.0%	12.5%
Non-operating profit	510	2,070	1,350	337	291	403	435	497	585	751
Non-operating expenses	24	28	16	19	11	4	3	30	6	2
Ordinary profit	5,471	109	1,573	2,262	2,739	2,791	3,697	4,395	4,679	5,179
Ordinary profit margins	17.6%	0.5%	6.9%	9.0%	10.1%	9.9%	12.0%	13.3%	13.7%	14.6%
Extraordinary income	5	1	1	—	—	—	8	1,084	15	30
Extraordinary loss	56	15	73	2	210	43	3,463	43	3	60
Profit before income taxes	5,420	95	1,501	2,260	2,528	2,748	242	5,437	4,691	5,149
Total income taxes	2,018	64	600	904	935	1,003	69	1,687	1,411	1,541
Profit	3,402	31	900	1,356	1,593	1,745	172	3,749	3,279	3,608
Profit margins	10.9%	0.2%	4.0%	5.4%	5.9%	6.2%	0.6%	11.3%	9.6%	10.2%

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Trend of Performances (Meitec Fielders)

(Millions of Yen)	2008-2Q	2009-2Q	2010-2Q	2011-2Q	2012-2Q	2013-2Q	2014-2Q	2015-2Q	2016-2Q	2017-2Q
Net sales	5,531	3,402	3,942	4,113	4,513	5,037	5,753	6,386	7,218	8,163
Cost of sales	4,029	3,372	3,138	3,134	3,436	3,879	4,453	4,965	5,637	6,357
Cost of sales to Net sales	72.8%	99.1%	79.6%	76.2%	76.1%	77.0%	77.4%	77.7%	78.1%	77.9%
Gross profit	1,502	30	804	978	1,076	1,157	1,300	1,421	1,580	1,806
Selling, general and administrative expenses	1,032	990	549	738	807	806	813	873	939	1,129
SG&A expenses to Net sales	18.7%	29.1%	13.9%	17.9%	17.9%	16.0%	14.1%	13.7%	13.0%	13.8%
Operating profit	469	(960)	254	240	269	351	486	547	641	677
Operating profit margins	8.5%	(28.2%)	6.4%	5.8%	6.0%	7.0%	8.5%	8.6%	8.9%	8.3%
Non-operating profit	4	455	136	2	1	1	—	—	—	—
Non-operating expenses	—	1	—	—	—	—	—	—	1	2
Ordinary profit	474	(506)	389	242	270	352	486	548	639	674
Ordinary profit margins	8.6%	(14.9%)	9.9%	5.9%	6.0%	7.0%	8.5%	8.6%	8.9%	8.3%
Extraordinary income	—	—	—	—	—	—	—	—	—	—
Extraordinary loss	—	—	1	—	—	—	—	—	—	—
Profit before income taxes	473	(507)	389	242	270	352	486	548	639	674
Total income taxes	197	277	15	96	102	133	189	198	116	211
Profit	276	(785)	373	145	167	218	297	349	523	462
Profit margins	5.0%	(23.1%)	9.5%	3.5%	3.7%	4.3%	5.2%	5.5%	7.3%	5.7%

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Trend of Performances (Meitec Next)

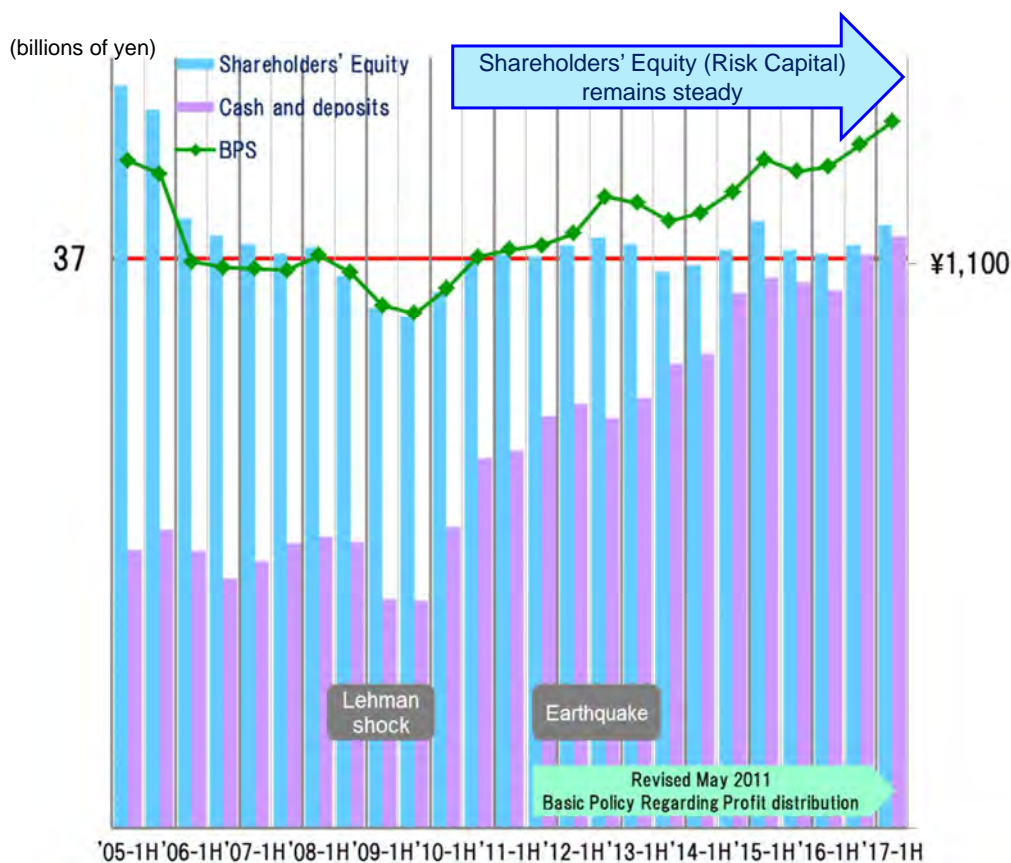
(Millions of Yen)	2008-2Q	2009-2Q	2010-2Q	2011-2Q	2012-2Q	2013-2Q	2014-2Q	2015-2Q	2016-2Q	2017-2Q
Net sales	275	173	215	283	368	447	536	639	758	818
Cost of sales										
Cost of sales to Net sales										
Gross profit	275	173	215	283	368	447	536	639	758	818
Selling, general and administrative expenses	289	180	162	203	246	278	355	435	475	539
SG&A expenses to Net sales	105.2%	104.0%	75.1%	71.7%	67.0%	62.2%	66.3%	68.0%	62.6%	65.9%
Operating profit	(14)	(6)	53	80	121	169	180	204	283	279
Operating profit margins	(5.2%)	(4.0%)	24.9%	28.3%	33.0%	37.8%	33.7%	32.0%	37.4%	34.1%
Non-operating profit	—	—	1	—	—	—	—	—	—	—
Non-operating expenses	—	—	—	—	—	—	—	—	—	—
Ordinary profit	(14)	(6)	55	80	121	169	180	204	283	279
Ordinary profit margins	(5.2%)	(3.9%)	25.5%	28.4%	33.0%	37.9%	33.7%	32.0%	37.4%	34.1%
Extraordinary income	—	—	—	—	—	—	—	—	—	—
Extraordinary loss	—	—	—	—	—	—	—	—	—	—
Profit before income taxes	(14)	(6)	54	80	121	169	180	204	283	278
Total income taxes	—	—	—	—	9	55	64	67	90	87
Profit	(14)	(7)	54	80	112	114	116	136	193	191
Profit margins	(5.3%)	(4.1%)	25.1%	28.4%	30.5%	25.5%	21.6%	21.4%	25.5%	23.4%

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(Millions of Yen)	2007/9/30	2008/9/30	2009/9/30	2010/9/30	2011/9/30	2012/9/30	2013/9/30	2014/9/30	2015/9/30	2016/9/30	2017/9/30
Cash and deposits	17,295	18,925	14,851	19,548	24,504	27,506	27,866	30,719	35,716	34,954	38,425
Notes and accounts receivable - trade	12,687	12,395	8,016	9,389	9,391	10,036	10,070	11,680	12,048	12,695	13,354
Total current assets	36,141	35,285	27,391	32,210	37,128	40,935	42,090	46,427	52,071	52,568	55,645
Property, plant and equipment	13,873	13,093	12,390	11,986	11,465	10,920	10,785	7,333	5,980	5,632	5,498
Total non-current assets	22,004	22,280	19,823	18,600	17,494	16,215	15,799	12,393	12,271	11,183	11,743
Total assets	58,146	57,565	47,214	50,811	54,623	57,150	57,890	58,821	64,343	63,752	67,389
Total current liabilities	13,363	12,807	5,762	7,488	8,409	9,760	9,642	11,351	12,850	12,923	14,119
Total non-current liabilities	6,634	6,708	7,423	8,271	8,890	9,496	10,256	10,857	12,046	13,555	14,133
Total liabilities	19,997	19,516	13,185	15,760	17,299	19,257	19,898	22,209	24,897	26,478	28,252
Total shareholders' equity	38,541	38,474	34,604	35,716	38,146	38,744	38,816	38,401	41,387	39,570	41,118
Other net assets	(393)	(424)	(575)	(666)	(822)	(851)	(824)	(1,789)	(1,941)	(2,296)	(1,981)
Total net assets	38,148	38,049	34,028	35,050	37,324	37,893	37,991	36,612	39,445	37,273	39,136

Shareholders' Equity and Cash and Deposit

- ✓ Prioritize the improvement of “quality and quantities” of the current level of shareholders' equity in consideration of future growth target.



- Protecting employment of engineers under economic crisis is essential for sustainable growth for indefinite employment engineer staffing business.
→ Engineers can continue to concentrate on brushing up their own career under assumption of stable employment.
- With consideration of remaining fund, prioritize the “improvement of “quality and quantity” of shareholders' equity” which would lead to the safeness of finance.

Trend of Profit Distributions and Forecast

(Fractions of one million yen are rounded)		FY2005	FY2006	FY2007	FY2008	FY2009	FY2010	FY2011	FY2012	FY2013	FY2014	FY2015	Actual FY2016	Forecast FY2017
		Total Return Ratio	159.0%	2,800.4%	112.7%	123.6%	—	24.7%	92.9%	99.0%	101.2%	116.8%	100.0%	100.1%
Dividend Payout ratio	65.1%	1,085.7%	50.5%	58.9%	—	24.7%	68.5%	53.2%	56.1%	92.4%	53.5%	55.2%	60.2%	
Dividend on Equity	7.1%	7.4%	6.5%	6.9%	2.4%	2.6%	5.2%	8.4%	6.0%	9.2%	11.4%	11.6%		
Annual Dividends	Per Share	@¥90.50	@¥89.00	@¥72.00	@¥75.00	@¥24.50	@¥27.50	@¥58.50	@¥99.00	@¥72.00	@¥111.00	@¥144.00	@¥151.50	@¥156.50
	Millions of Yen	3,329	3,162	2,488	2,518	812	911	1,925	3,134	2,220	3,373	4,286	4,344	4,452
2nd Quarter	Per Share	@¥44.00	@¥44.00	@¥37.50	@¥47.00	@¥24.50		@¥29.00	@¥30.00	@¥31.50	@¥44.00	@¥63.00	@¥68.00	@¥74.50
	Millions of Yen	1,630	1,579	1,304	1,590	812		961	981	983	1,344	1,908	1,968	2,119
Year-end	Per Share	@¥46.50	@¥45.00	@¥34.50	@¥28.00		@¥27.50	@¥29.50	@¥69.00	@¥40.50	@¥67.00	@¥81.00	@¥83.50	@¥82.00
	Millions of Yen	1,699	1,583	1,184	928		911	965	2,153	1,237	2,029	2,378	2,375	2,333
Acquisition of Treasury Shares	Thousands of shares	1,405	1,353	857	1,174			421	1,506	641	269	921	915	
	Millions of Yen	5,100	5,099	3,100	2,800			700	2,800	1,800	899	3,799	3,600	1,500
Total Shareholders Return	Millions of Yen	8,429	8,261	5,588	5,318	812	911	2,625	5,934	4,020	4,273	8,086	7,944	5,952
Retirement of Treasury Stock	Thousands of shares	1,562	1,400		342			400	1,700	500	300	900	1,300	
Stock Price TSE#9744	As of April 1	¥3,830	¥3,870	¥3,860	¥3,040	¥1,242	¥1,893	¥1,621	¥1,681	¥2,193	¥2,857	¥3,965	¥3,865	¥4,505
	As of March 31	¥3,870	¥3,800	¥3,020	¥1,216	¥1,831	¥1,664	¥1,669	¥2,343	¥2,930	¥4,025	¥3,935	¥4,520	
Earnings per Share		@¥138.93	@¥8.20	@¥142.64	@¥127.31	@¥(27.30)	@¥111.33	@¥85.45	@¥186.08	@¥128.30	@¥120.12	@¥269.24	@¥274.32	@¥260.14
Net Assets per Share		@¥1,274.10	@¥1,092.80	@¥1,086.71	@¥1,081.85	@¥1,002.58	@¥1,112.69	@¥1,135.10	@¥1,229.62	@¥1,182.85	@¥1,238.78	@¥1,278.59	@¥1,330.57	

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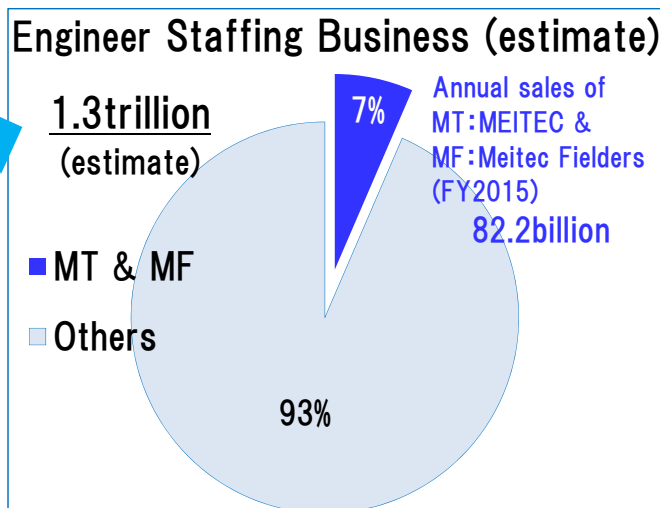
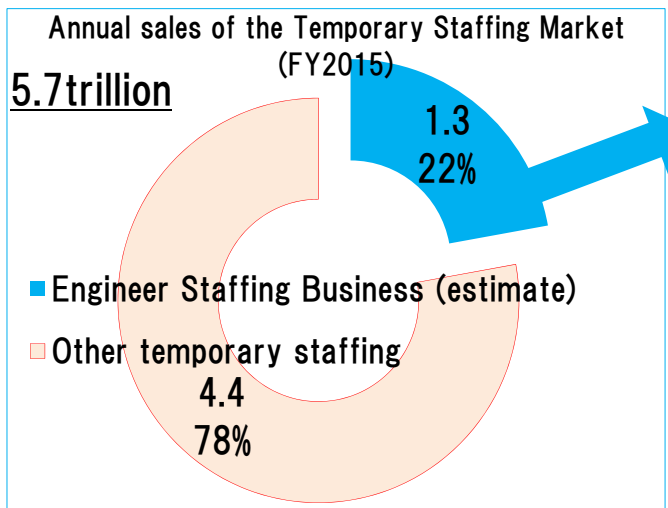
Shareholders by Business Segments

Shareholder Segment	As of September 30, 2017			
	Shareholders	%	Shares Held	%
Banks	10	0.2%	706,601	2.4%
Trust Banks	18	0.4%	7,912,200	26.4%
Life and nonlife insurance companies	21	0.4%	4,193,283	14.0%
Securities financing and other financial companies	7	0.1%	16,260	0.1%
Securities companies	34	0.7%	384,873	1.3%
Business concerns and other companies	81	1.6%	188,127	0.6%
Overseas companies and investors	237	4.7%	12,187,316	40.6%
Individuals and others	4,654	91.9%	4,411,340	14.7%
Total	5,062	100.0%	30,000,000	100.0%

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Market of Engineer Staffing Business (estimate)

- ✓ FY2015 temporary staffing rates are the average of values from April 1, 2015 through September 29, 2015, prior to the legal amendment.

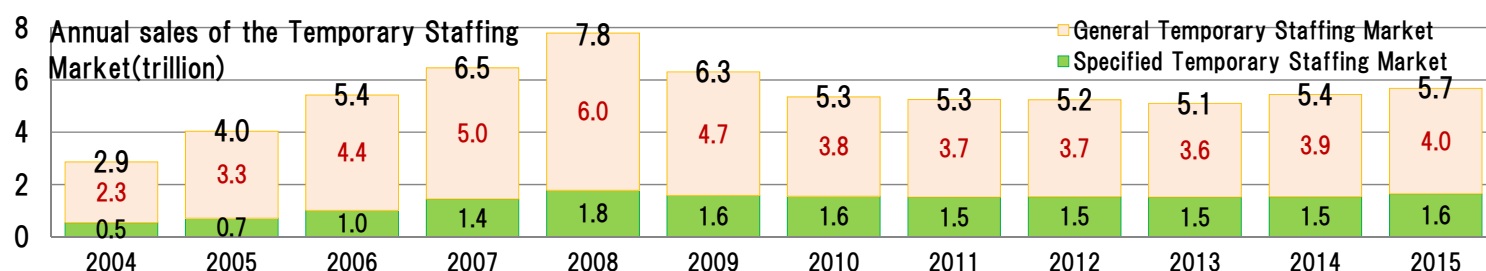


MEITEC
@¥5,045
(Mar-2015)

Engineer Staffing
@¥3,380
(estimate)

Specified W.D.U.
@¥2,978

General W.D.U.
@¥2,081



Original source: 2013 MHLW statistics . We calculated the estimate originally. * We assume no responsibility for our estimation.

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Corporate Governance

I. Organization of the Company

1. Type of organization

Corporation with audit & supervisory board

2. The Company established following two distinctive committee chaired by an outside director.

i . Corporate Governance Committee

Chairman: Outside Director; Members: All Directors

- Evaluation and analysis of effectiveness of Board of Directors
- Discussion of basic matters of governance and other issues

ii . Officer Appointment Advisory Committee

Chairman: Outside Director;

Members: CEO and Outside Directors

Evaluating appropriateness of processes

- Appointment/dismissal of Representative Director & CEO
- Performance evaluation of inside executive directors
- Nomination of directors and audit & supervisory board member candidates
- Remuneration of inside executive directors

CEO Candidates Screening Council

II. Executives(As of June 22, 2017)

- Directors 8 (of which outside 2 , independent 2)
- Audit & supervisory board members 4 (of which outside 4 , independent 4)

*The Company designates all the outside directors/audit & supervisory board members (executives) who satisfy the qualification for independent executives as independent executives.

III. Calculation Method of Executive Remuneration

Remuneration Amounts to Individual Executives

¥1K=JPY1,000-	Revised: April 1, 2016	
CEO, MEITEC Group President and CEO, COO (COO)	Yearly payment	¥28,800K (Monthly ¥2,400K)
Director	Yearly payment	¥19,200K (Monthly ¥1,600K)
Outside Director	Yearly payment	¥9,000K (Monthly ¥750K)
Standing audit & supervisory board member	Yearly payment	¥24,000K (Monthly ¥2,000K)
Audit & supervisory board member	Yearly payment	¥7,800K (Monthly ¥650K)

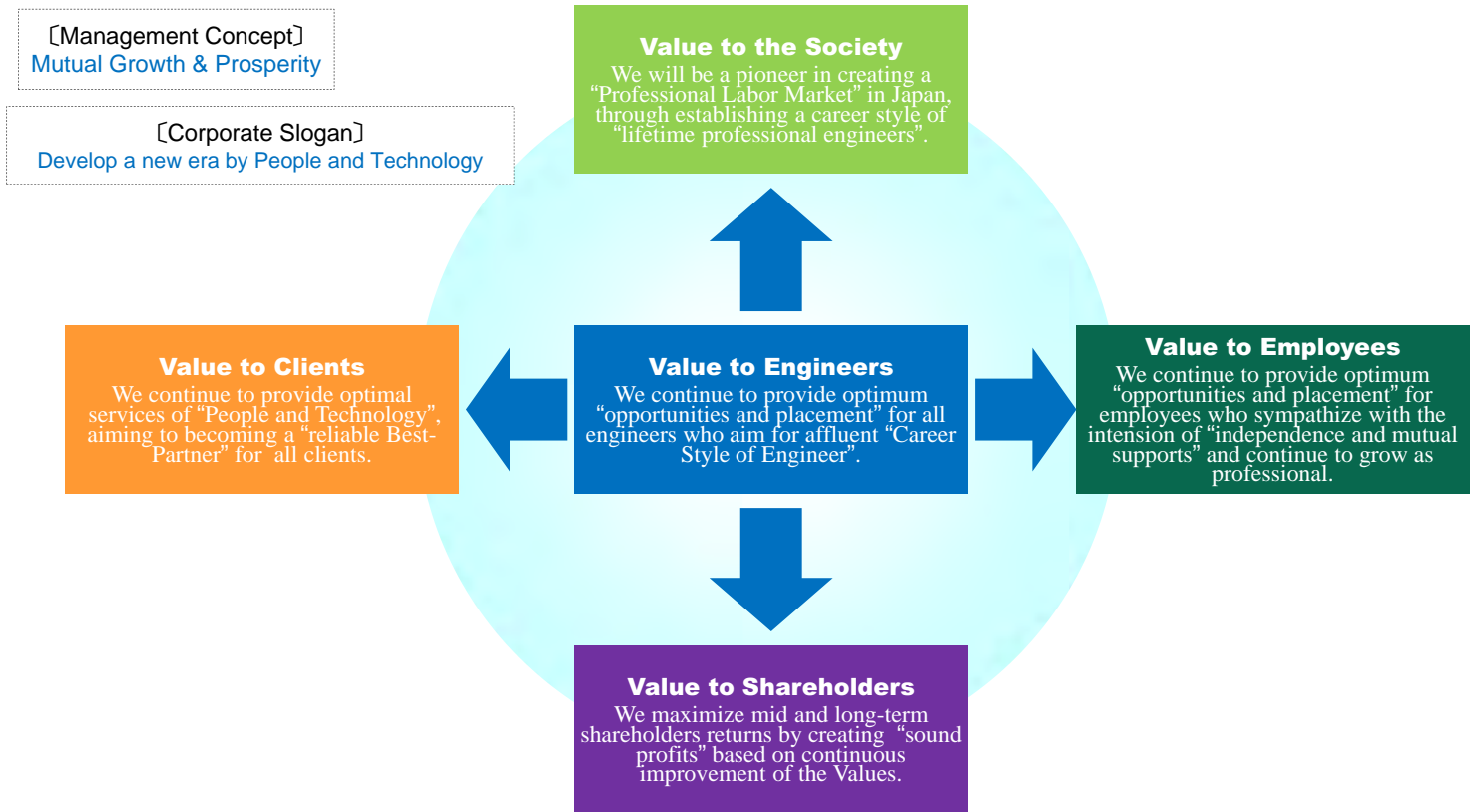
Performance-linked remuneration etc.

	Revised: April 1, 2016
Consolidated profit (not including performance-linked directors' remuneration)	x 2.5% Upper limit: 250 million yen annually
Of which Outside Directors	Not eligible for allocation
Of which the equivalent to 20% of post-tax value	Allocated for purchase of treasury shares (Directors shareholding association method)

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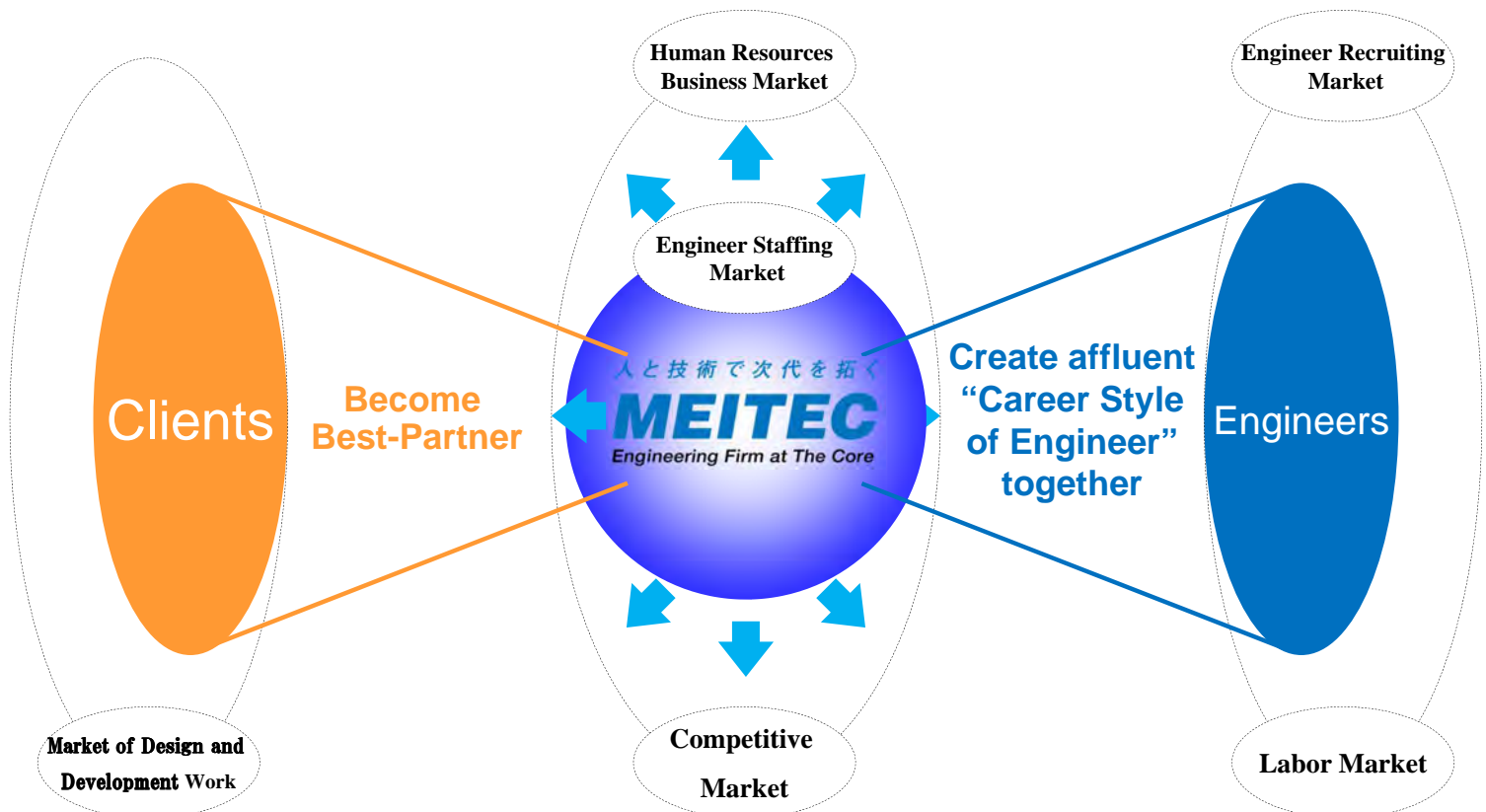
“Ideal State of the Meitec Group”

We, the Meitec Group, with cooperation of all the employees, shall improve the five values continuously from the "Value to Engineers" as a starting point.



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Target of Providing the Value



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Engineering Firm at The Core

We are a group of engineers that plays a core role in manufacturing through its “People and Technology.”

We would like to be a group that creates affluent “Career Style of Engineer” to engineers, reaching the stage where our clients call us their truly, indispensable “Best Partner.”

We have developed a new era by people and technology up until now. Taking pride in that achievement, we will remain a group that plays a core role in both the engineer recruiting market, labor market and the market of design and development operations.



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Engineering Firm

“Engineering Firm” in our description means that all the members of the Meitec Group belong to a group of engineering professionals who improve each other and keep growing with the spirit of “independence and mutual support.”

The Core

The Core in how we see ourselves means that we are a group of companies that produces “important and indispensable” value for the technological innovation of manufacturers.

The Core in how we see ourselves also means that we are a group of companies that is able to offer an “important and indispensable” way of working, as engineers who consider their profession as the core of society.

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Mid-term Management Plan of Meitec Group 2017-2019

Next Stage 1

Next Stage 1

Performance Targets for the Fiscal Year

Re-posted

人と技術で次代を拓く
MEITEC
Engineering Firm at The Core

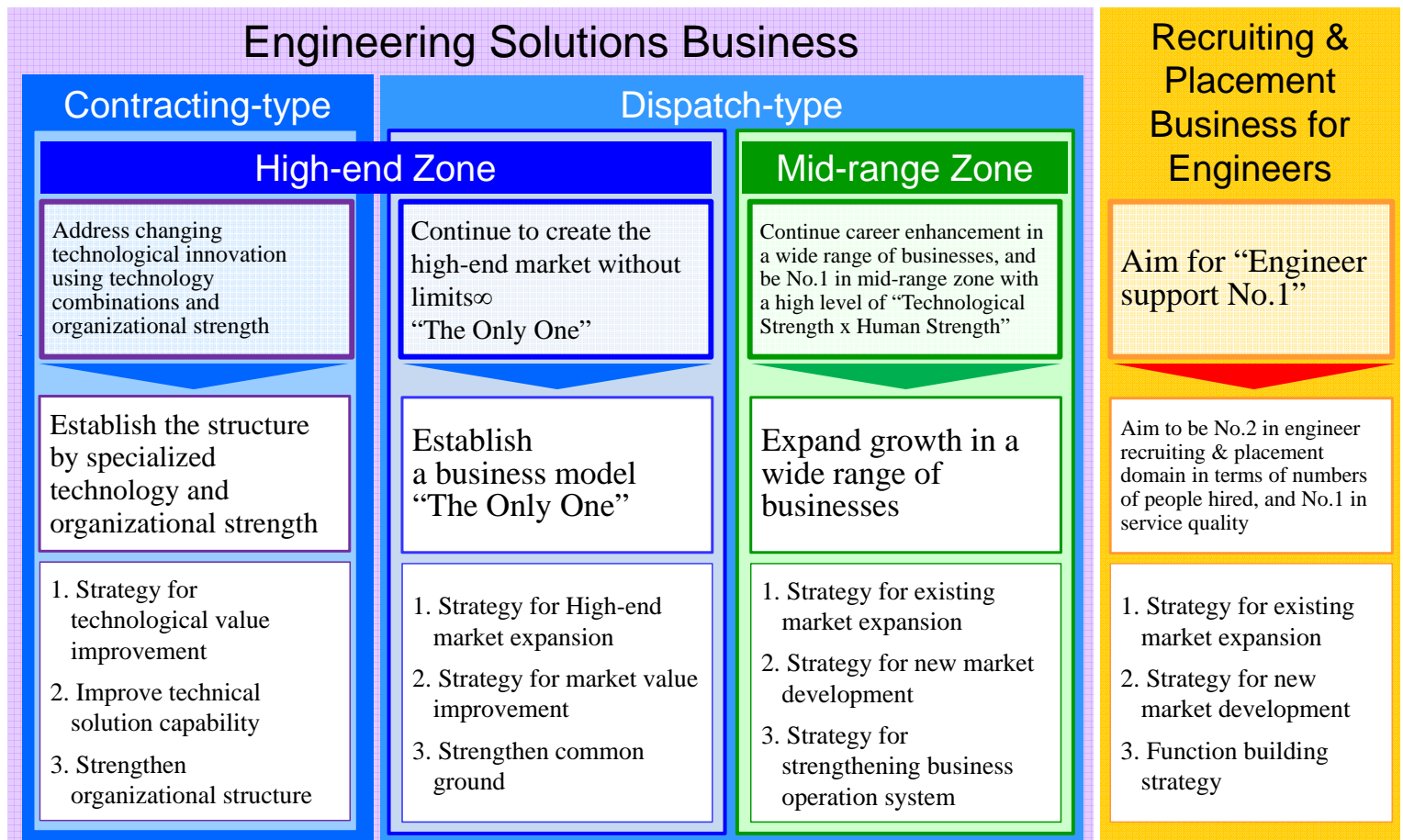
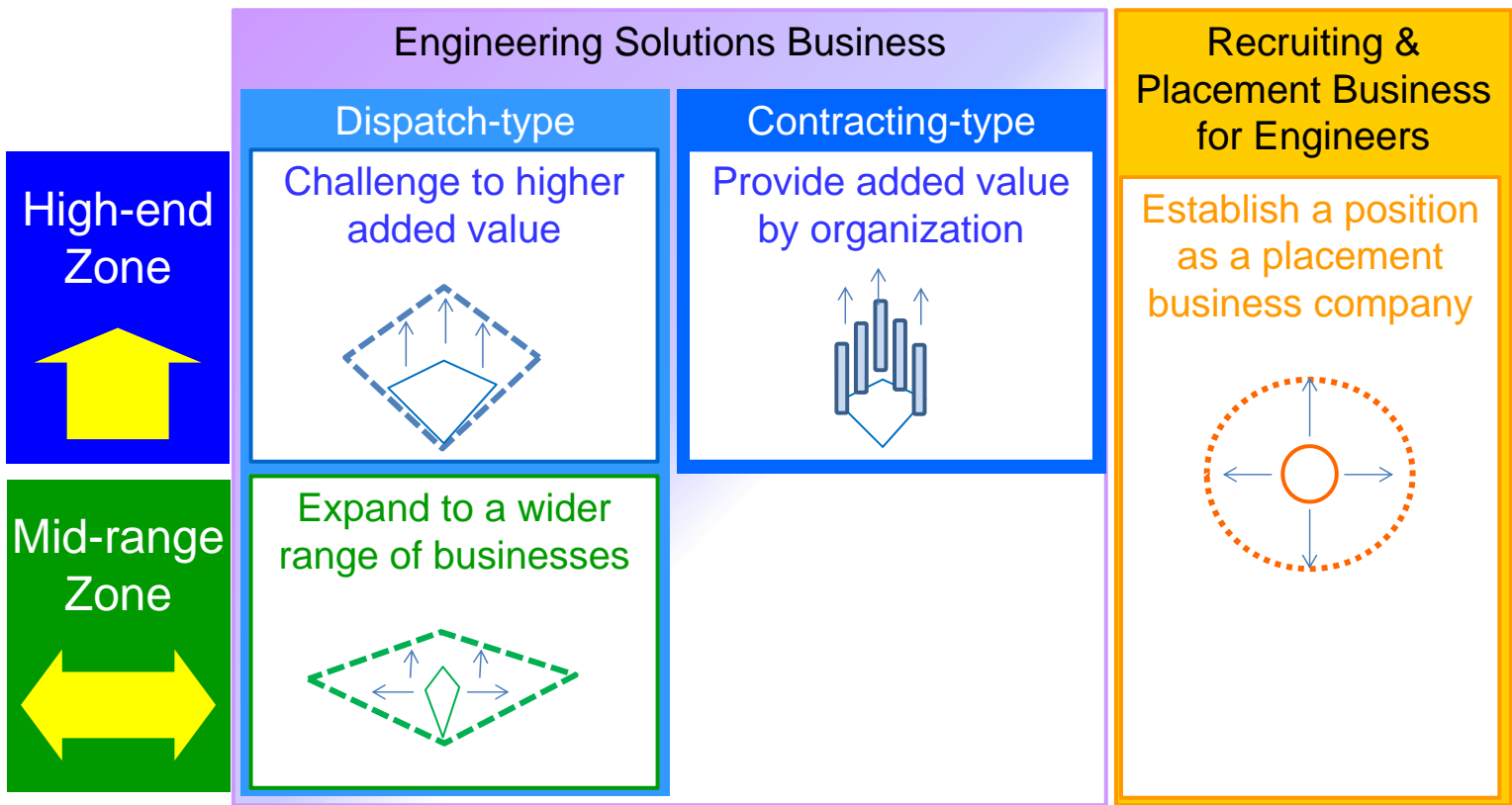
Ending March 31, 2020

Strengthen competitiveness for aggressive growth

FY2019 Mid-term Management Plan	Group Consolidated	billion yen		
		Engineering Solutions Business		Recruiting&Placement Business for Engineers
		Meitec	Meitec Fielders	
Net Sales	100.0	78.0	20.0	2.4
Operating Profit	13.0	10.0	1.7	0.6
Margin	13%	13%	9%	25%
Profit	9.0			
ROE	20%			

✓ We have slightly revised the Basic Policy Regarding Profit Distribution, and have formulated a 3-year profit distribution plan.

Strengthen competitiveness for aggressive growth



Tokyo Headquarters	Akasaka, Minato-ku, Tokyo [Relocate to Ueno, Taito-ku, Tokyo on Dec. 2017]
Nagoya Headquarters	Nishi-ku, Nagoya
Stock listings	Tokyo Stock Exchange, 1st Section (No. 9744)
Incorporated	July 17, 1974
Clients	Approximately 1,000 blue-chip companies, mostly listed in the first and second sections of Tokyo Stock Exchange
Branches	34 Sales offices, including Tokyo, Osaka, Nagoya, and other major Japanese cities
Group Companies	<p>[Engineering Solutions Business]</p> <ul style="list-style-type: none">■ MEITEC FIELDERS INC.■ MEITEC CAST INC.■ MEITEC EX CORPORATION■ MEITEC BUSINESS SERVICE CORPORATION <p>[Recruiting & Placement Business for engineers]</p> <ul style="list-style-type: none">■ MEITEC NEXT CORPORATION

人と技術で次代を拓く

MEITEC

Engineering Firm at The Core