

Results for the Fiscal Year Ended March 31, 2015

May 12, 2015

MEITEC CORPORATION

President and CEO, COO

MEITEC Group CEO

Hideyo Kokubun

INDEX

1. Results for the Fiscal Year Ended March 31, 2015
2. Progress on Mid-term Management Plan
3. Forecast for the Fiscal Year Ending March 31, 2016
4. Reference Materials

The Project to Recommend Excellent Dispatch Companies commissioned by the Ministry of Health, Labor and Worker (MHLW).



優良派遣事業者

MEITEC CORPORATION	1402014(01)
Meitec Fielders Inc.	1402015(01)
Meitec Cast Inc.	1402017(01)

Certification of FY2014(Valid Until:March 31, 2018)

3

Certification of “Excellent Dispatch Company”

MEITEC CORPORATION was certified as the “Excellent Dispatch Company” by the Project to Recommend Excellent Dispatch Companies commissioned by the Ministry of Health, Labor and Worker (MHLW).

The Project to Recommend Excellent Dispatch Companies (the Project) certifies the companies who are not just following the compliance with laws and regulations, but those who displayed a permissible level of measures to provide safeness to both workers and clients such as; supporting career advancement of the dispatch worker, ensure a good working environment, prevention of trouble at the work site. The certification would provide an indication of reliability to the workers and the client companies about the dispatch companies to the workers and the client companies, thus it would be merit to the workers, the clients, and the dispatch companies.

And, its group companies, Meitec Fielders, Inc., and Meitec Cast Inc. were also certified.

1. Results for the Fiscal Year Ended March 31, 2015



This page intentionally left blank

Results for the Fiscal Year Ended March 31, 2015 (Group Consolidate)

- ✓ **Leading manufacturers, which represent the Company's major clients, continued R&D investments. As a result, the professional staffing business for engineers drove earnings, and net sales increased 9.7% y-o-y, while operating income jumped 36.7%.**
- ✓ **Net income fell 7.9% y-o-y, due to the posting of about 3.6 billion yen in extraordinary losses and other factors.**

Group Consolidated (Millions of yen)	FY ended March 31, 2014	FY ended March 31, 2015	YoY Amount	% Change	Past Forecasts	% Change
Net sales	74,906	82,136	+ 7,230	+ 9.7%	80,400	+ 1,736
Cost of sales	55,370	60,481	+ 5,110	+ 9.2%	59,300	+ 1,181
Cost of sales to Net sales	73.9%	73.6%	(0.3%)			
SG&A Expenses	12,556	12,114	(441)	(3.5%)	12,600	(485)
Operating income	6,979	9,540	+ 2,561	+ 36.7%	8,500	+ 1,040
Operating income margins	9.3%	11.6%	+ 2.3%		10.6%	(1.0%)
Ordinary income	6,978	9,643	+ 2,664	+ 38.2%	8,600	+ 1,043
Extraordinary income & loss	(145)	(3,601)	(3,456)			
Income before income taxes and minority interests	6,832	6,041	(791)	(11.6%)		
Net income	3,973	3,659	(313)	(7.9%)	3,400	+ 259
Net income margins	5.3%	4.5%	(0.8%)			
Return on Equity (ROE)	10.7%	9.9%	(0.8%)			
Ordinary income to total assets ratio	11.7%	15.2%	+ 3.5%			

7

Results for the Fiscal Year Ended March 31, 2015 (Business Domain)

- ✓ **The Temporary Staffing Business, which accounted for more than 90% of consolidated net sales, continued to be the earnings driver.**
- ✓ **The Recruiting & Placement Business specializing in engineers posted an increase in both net sales and operating income, and the Engineering Solutions Business turned profitable.**

Business Domains (Millions of yen)	FY ended March 31, 2014	FY ended March 31, 2015	YoY Amount	% Change
Sales of Staffing Business	72,486	79,346	+ 6,860	+ 9.5%
Component ratio	96.8%	96.6%	(0.2%)	
Operating income	6,809	9,145	+ 2,336	+ 34.3%
Sales of Recruiting&Placement Business	1,011	1,340	+ 328	+ 32.4%
Component ratio	1.4%	1.6%	+ 0.3%	
Operating income	183	387	+ 203	+ 111.1%
Sales of Engineering Solutions Business	1,563	1,657	+ 94	+ 6.0%
Component ratio	2.1%	2.0%	(0.1%)	
Operating income	(21)	12	+ 33	—

(Note) The Company has changed reportable segments from the first quarter ended June 30, 2014, resulting in the inclusion of the former "Global Business" into the "Recruiting & Placement Business." Also, the Company merged with its consolidated subsidiary Meitec CAE on October 1, 2014. As a result, the operating results of Meitec CAE, which had been included in the Engineering Solutions Business segment were presented within the Temporary Staffing Business.

For the purpose of comparison with the same period of the previous fiscal year, figures for the same period of the previous fiscal year have been reclassified according to the segment after such change.

8

Results for the Fiscal Year Ended March 31, 2015 (Meitec)

- ✓ Net sales increased by 9.8% y-on-y to 64,675 million yen, a record high, and operating income rose 37.8% y-on-y to 7,925 million yen.
- ✓ Extraordinary losses of roughly 3.3 billion yen resulted in a 2.5% y-o-y decline in net income to 3,340 million yen.

Meitec (Millions of yen)	FY ended March 31, 2014	FY ended March 31, 2015	YoY Amount	% Change	Past Forecasts	% Change
Net sales	58,876	64,675	+5,799	+9.8%	63,600	1,075
Cost of sales	43,742	47,857	+4,115	+9.4%	47,300	+557
Cost of sales to net sales	74.3%	74.0%	(0.3%)		74.4%	+0.1%
SG&A Expenses	9,382	8,891	(490)	(5.2%)	9,200	(308)
Operating income	5,751	7,925	+2,173	+37.8%	7,100	+825
Operating income margins	9.8%	12.3%	+2.5%		11.2%	(1.1%)
Ordinary income	6,149	8,438	+2,288	+37.2%	7,600	+838
Extraordinary income & loss	(372)	(3,349)	(2,977)			
Income before income taxes and minority interests	5,776	5,089	(687)	(11.9%)		
Net income	3,425	3,340	(85)	(2.5%)	3,300	+40
Utilization ratio (Company-wide)	94.7%	96.1%	+1.4%		95.4%	+0.7%
Working Hours<h/day>	8.93	8.93	—	—	8.93	—
Number of Recruitment	599	559	(40)	(6.7%)	578	(19)
Newly graduated	379	378	(1)	(0.3%)	378	—
Mid-career	220	181	(39)	(17.7%)	200	(19)
Turnover Ratio	4.0%	3.5%	(0.5%)		4.3%	(0.8%)
Number of Engineers as Period-End	5,860	6,299	+439	+7.5%		

9

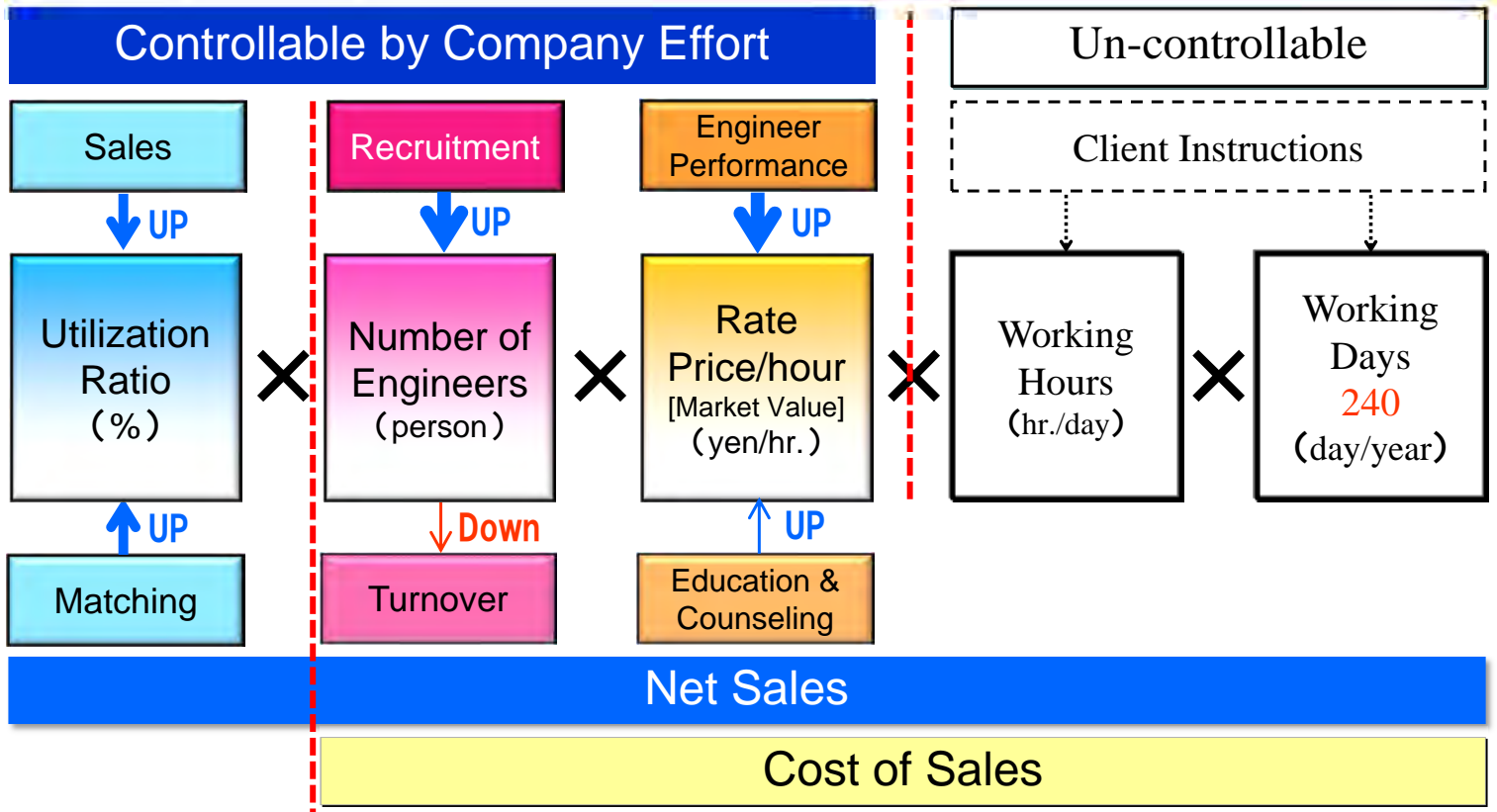
Results for the Fiscal Year Ended March 31, 2015 (Meitec Fielders)

- ✓ Net sales increased by 12.5% y-on-y to 11,911 million yen, a record high, and operating income rose 25.4% y-on-y to 1,073 million yen.
- ✓ The number of engineers as of March 31, 2015 was 1,601 engineers, which was a 9.7% y-o-y increase.

Meitec Fielders (Millions of yen)	FY ended March 31, 2014	FY ended March 31, 2015	YoY Amount	% Change	Past Forecasts	% Change
Net sales	10,587	11,911	+1,323	+12.5%	11,650	261
Cost of sales	8,084	9,154	+1,069	+13.2%	9,000	+154
Cost of sales to net sales	76.4%	76.9%	+0.5%		77.3%	+0.4%
SG&A Expenses	1,646	1,682	+36	+2.2%	1,650	+32
Operating income	856	1,073	+217	+25.4%	1,000	+73
Operating income margins	8.1%	9.0%	+0.9%		8.6%	(0.4%)
Ordinary income	841	1,074	+232	+27.6%	1,000	+74
Extraordinary income & loss	0	(5)	(5)			
Income before income taxes and minority interests	841	1,068	+227	+27.0%		
Net income	483	648	+165	+34.1%	650	(1)
Utilization ratio (Company-wide)	95.2%	96.0%	+0.8%		94.9%	+1.1%
Working Hours<h/day>	9.03	9.04	+0.01	+0.1%	9.03	+0.01
The number of Recruitment	291	282	(9)	(3.1%)	288	(6)
Newly graduated	167	173	+6	+3.6%	173	—
Mid-career	124	109	(15)	(12.1%)	115	(6)
Turnover Ratio	7.8%	8.5%	+0.7%		9.1%	(0.6%)
Number of Engineers as Period-End	1,460	1,601	+141	+9.7%		

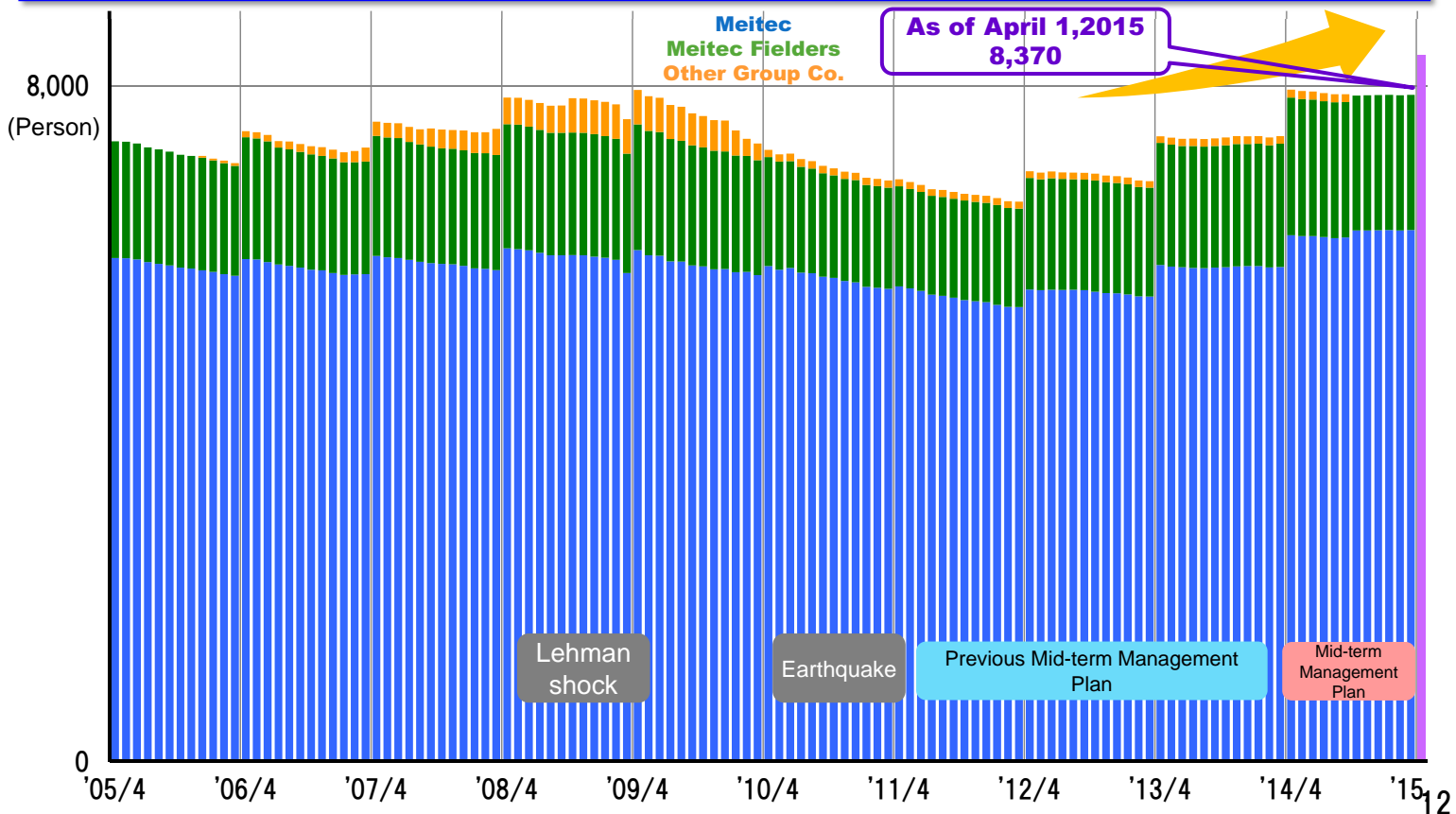
10

✓ Increase the number of engineers and sustain and improve the high "utilization ratio and prices" is the key to a growth in professional staffing business for engineers of indefinite and regular employment



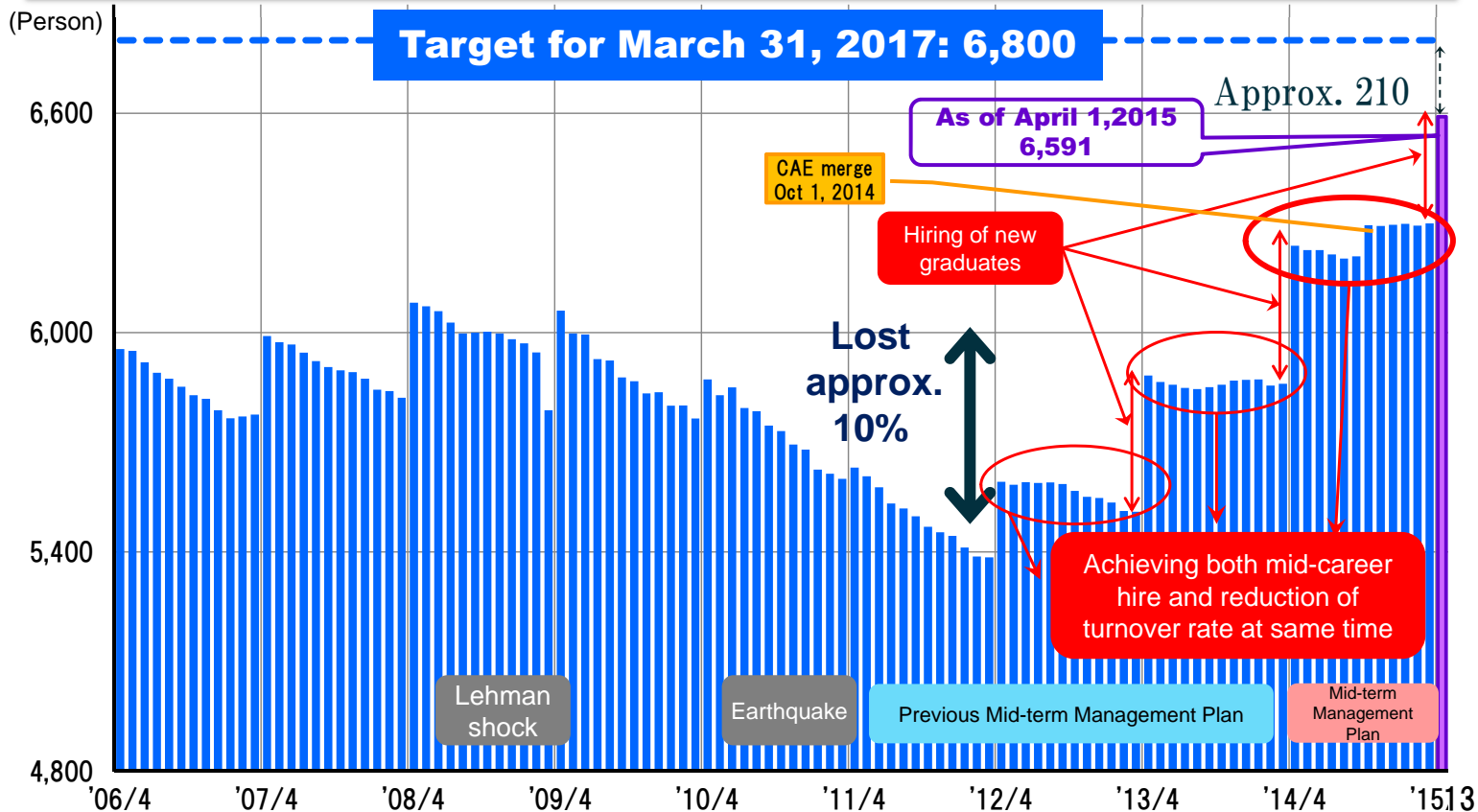
Number of Engineers (Group Consolidated)

✓ The number of engineers as of March 31, 2015 was 7,900, an increase of 488 engineers, or 6.6%, compared to March 31, 2014.
✓ As of April 1, the number of engineers has reached 8,370 engineers, which is a record high.



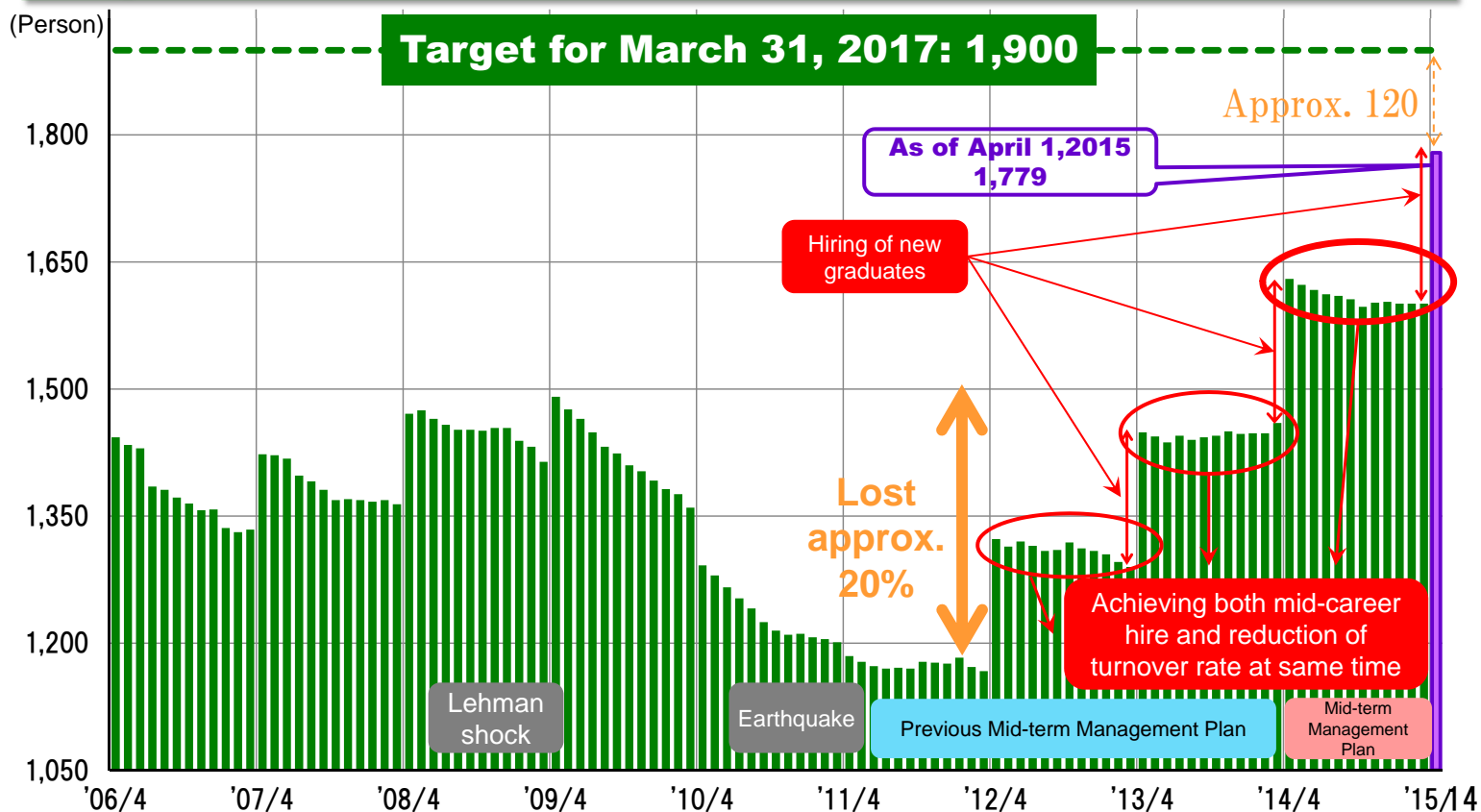
Number of Engineers (Meitec)

- ✓ The number of engineers as of March 31, 2015 was 6,299, an increase of 439 engineers, or 7.5%, compared to March 31, 2014 ※Including CAE merger.
- ✓ 299 new graduates joined the company this April, and we started the new fiscal year with a record high 6,591 engineers.



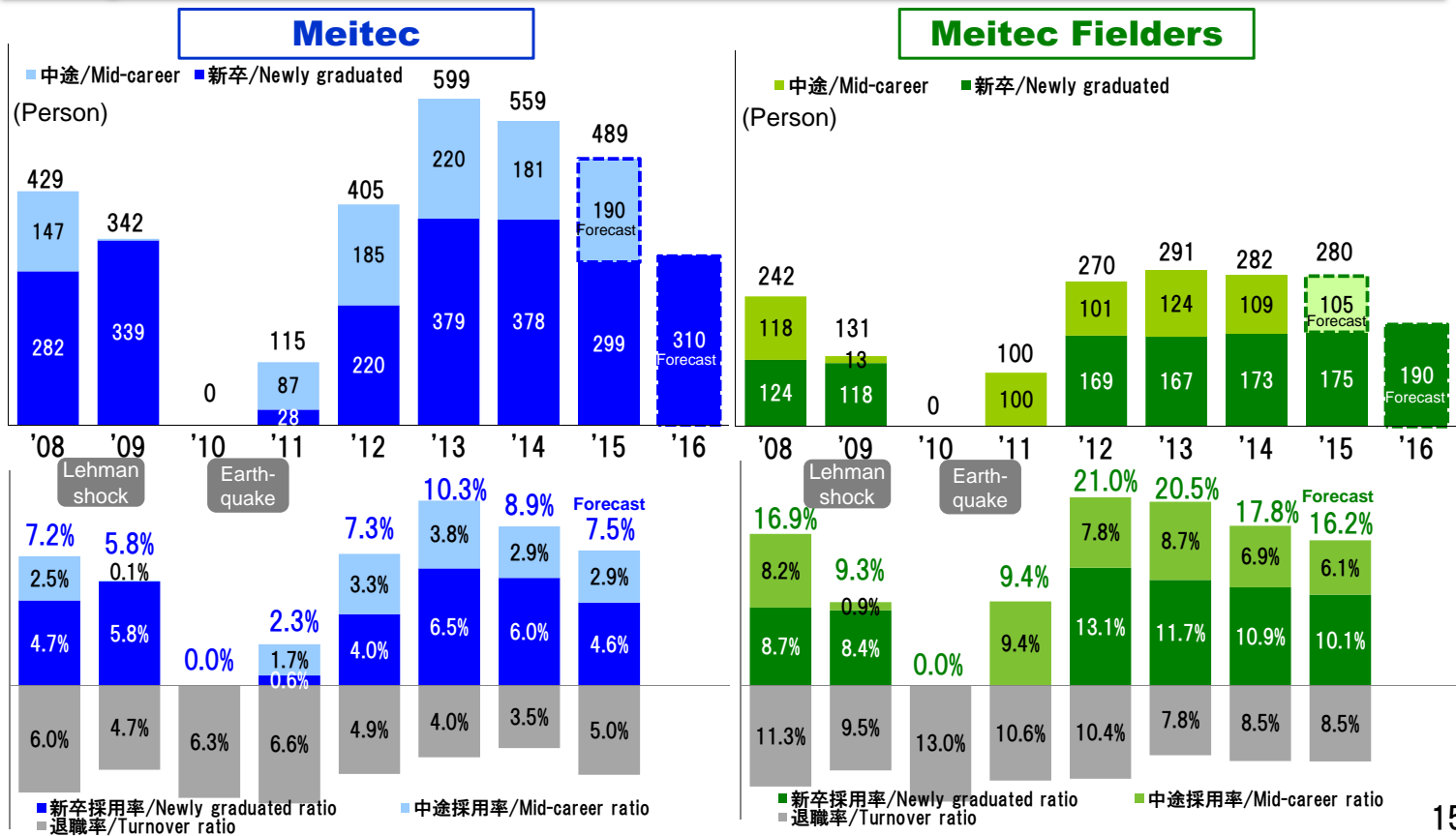
Number of Engineers (Meitec Fielders)

- ✓ The number of engineers as of March 31, 2015 was 1,601, an increase of 141 engineers, or 9.7%, compared to March 31, 2014.
- ✓ 175 new graduates joined the company this April, and we started the new fiscal year with a record high 1,779 engineers.



Recruitment and Turnover

- ✓ The hiring environment is challenging, but we will not lower hiring standards.
- ✓ The turnover ratio has fallen to a record-low level ⇒ Contributing to the increase in engineers.



15

Status of Recruitment for the Fiscal Year Ended Mar. 31, 2015

Mid-career (FY 2015/3)

- ✓ We hired mainly the mechanical and electric/electronics engineers, while maintaining our hiring standards and considering the trend of incoming orders.
- ✓ Due to the hiring environment becoming harder as the eagerness to hire by the manufactures become higher, experienced difficulties in ensuring the applicants.
- ✓ Number of mid-career hire was 181, 49 less the initial forecast, for Meitec. And 109, 16 less the initial forecast, for Meitec Fielders.

New Graduates (Joined April 2015)

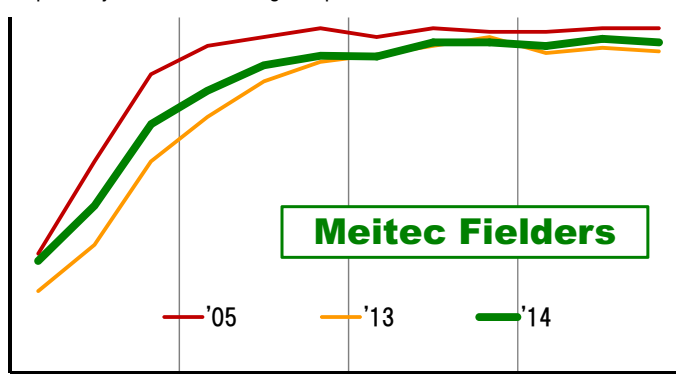
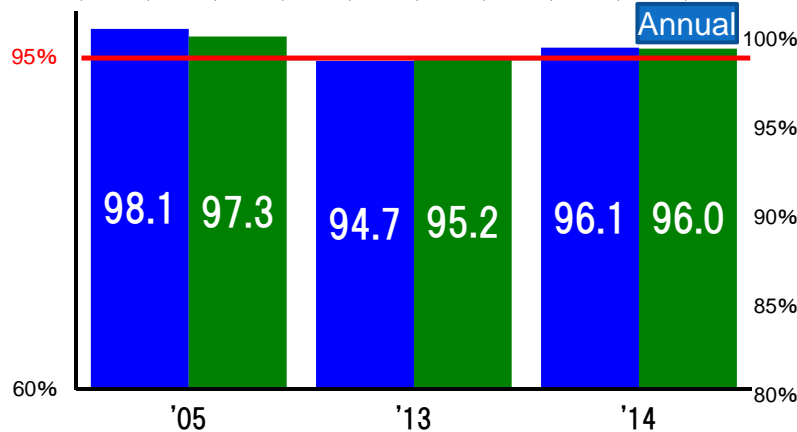
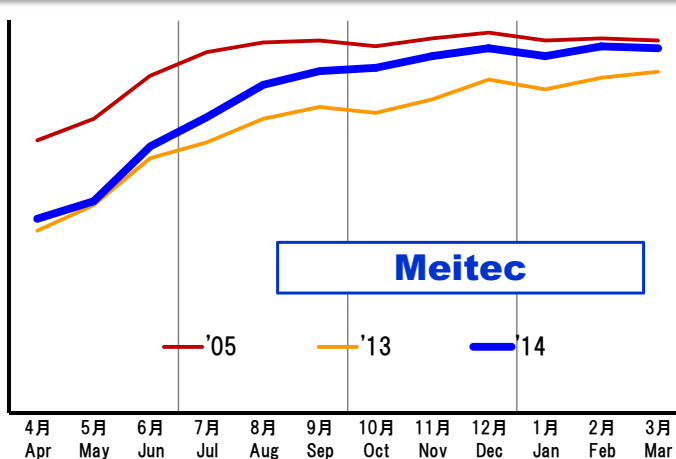
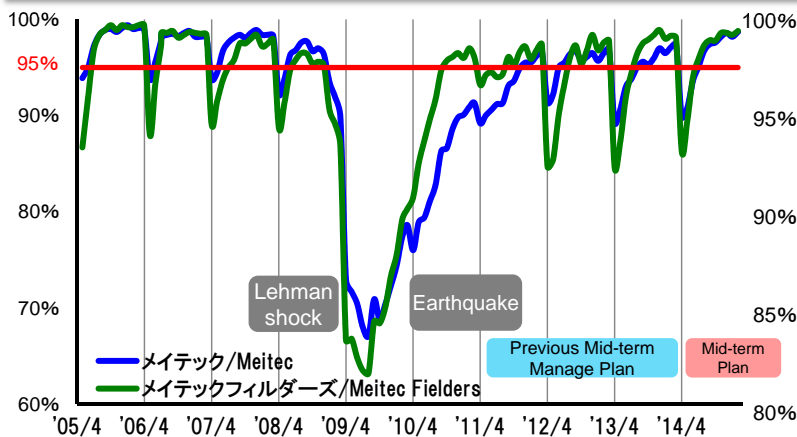
- ✓ Even experiencing the difficulty in ensuring the applicant, we continued our effort while maintaining our hiring standards.
- ✓ Hiring environment was extremely challenging because of earlier recruiting activities and strong local-oriented activities in addition to increasing eagerness to hire resulting more hiring companies and number of hiring.
- ✓ The number of newly graduated hired was 299, 101 less the initial forecast, for Meitec. On the other hand, Meitec Fielders hired 175 which was the target of the initial forecast.

(person)	Fiscal Year Ended March 31, 2015							Fiscal Year Ending March 31, 2016					
	Newly Graduate April 2014	Mid-career				Total	YoY	Newly Graduate April 2015					
		Initial Forecast	14/11/6 Revised Forecast	To Initial Forecast	To 14/11/6 Revised Forecast			Initial Forecast	14/11/6 Expected Number	To Initial Forecast	To 14/11/6 Revised Forecast		
Meitec	378	230	200	181	(49)	(19)	559	(40)	400	309	299	(101)	(10)
Meitec Fielders	173	125	115	109	(16)	(6)	282	(9)	175	176	175	—	(1)
Total	551	355	315	290	(65)	(25)	841	(49)	575	485	474	(101)	(11)
Comparison to previous year	+5	+11	(29)	(54)			(49)						

16

Utilization Ratio

✓ Under a firm environment for order, placements proceeded smoothly and the utilization ratio was high

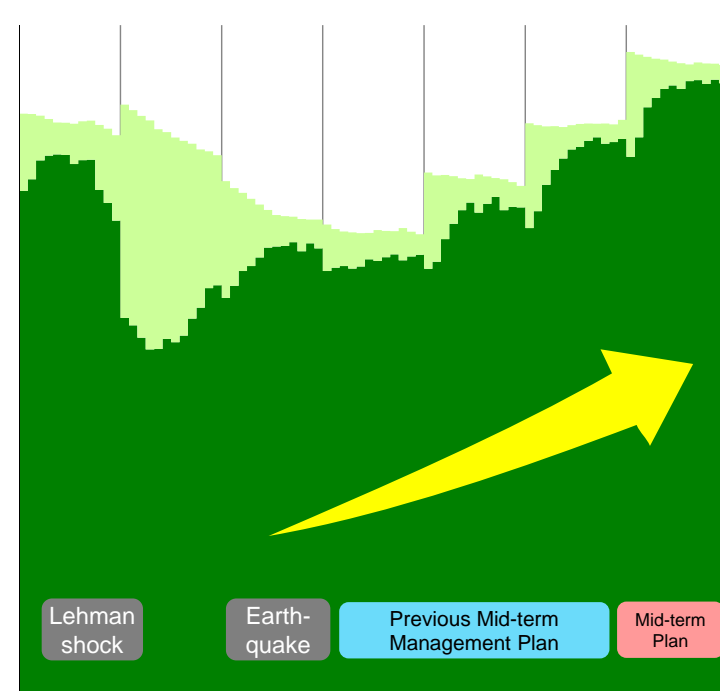
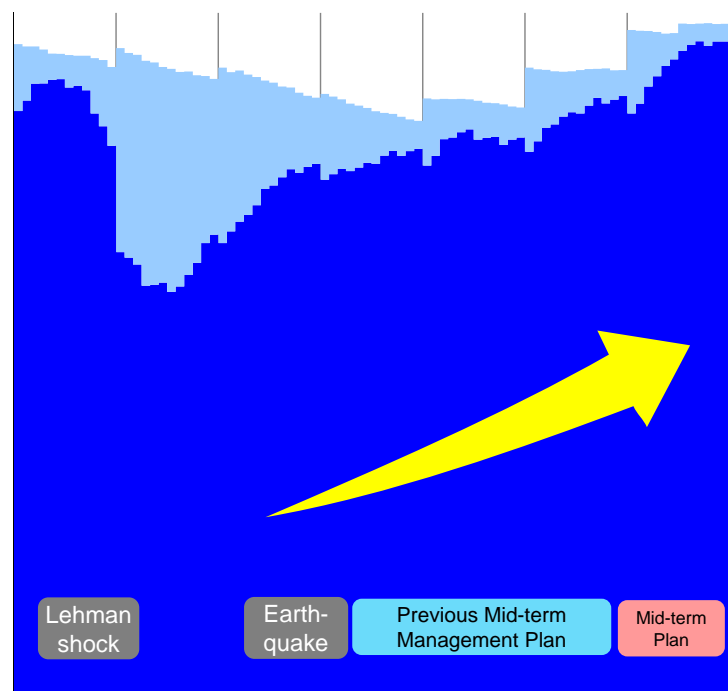


Number of Engineers Assigned to the Clients (Key factor of Sales)

✓ 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.

Meitec

Meitec Fielders

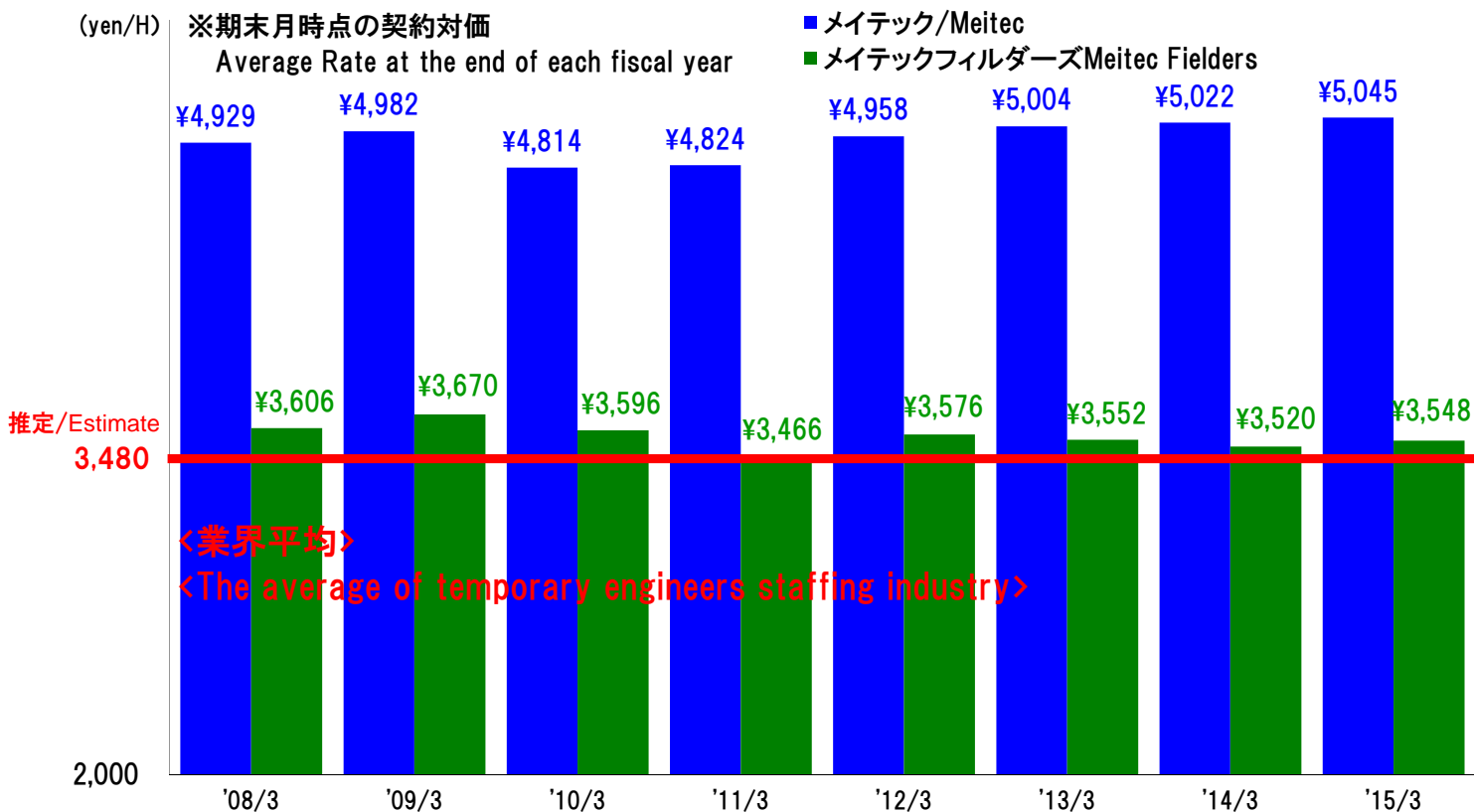


■ 未稼働エンジニア/Unassigned ■ 稼働エンジニア/Number of engineers assigned to the clients

■ 未稼働エンジニア/Unassigned ■ 稼働エンジニア/Number of engineers assigned to the clients

Trend in Average Rate = (Market Value)

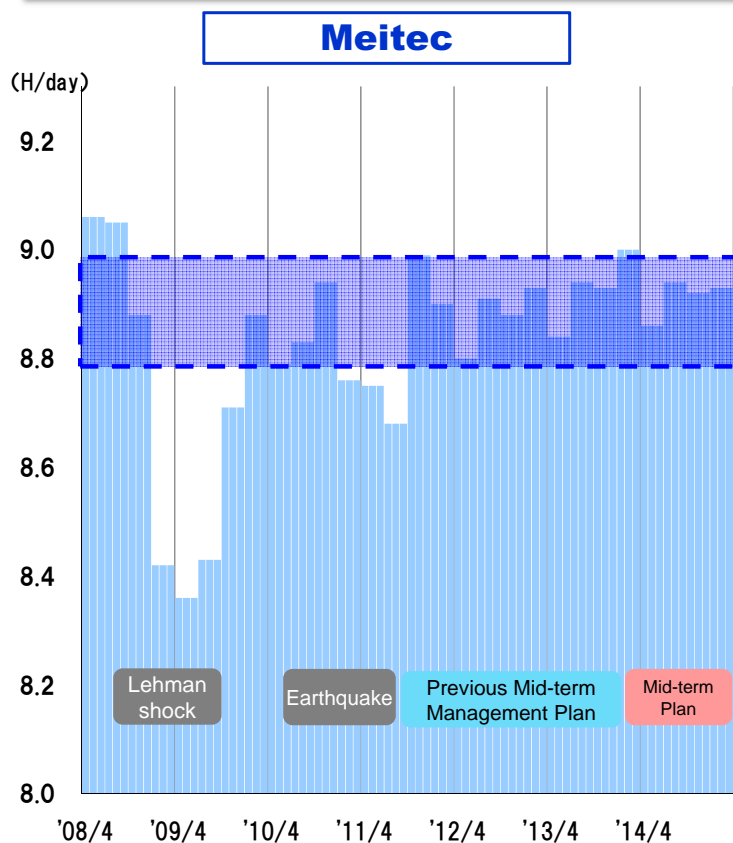
✓ Each engineer raises the value of his/her performances, helping clients' understand the value.
→ We will continue to make efforts to "obtain appropriate compensation" based on market value.



19

Working Hours

✓ Clients' cost control trends have not changed. Working hours of Meitec engineers have remained steady at 8.8–9.0 hours/day. ※Uncontrollable by Meitec



20

Top 10 Clients by Sales

✓ The top 10 clients for Meitec are as below.

※Due to confidentiality reasons we refrain from disclosing specific figures.

(Millions of yen)

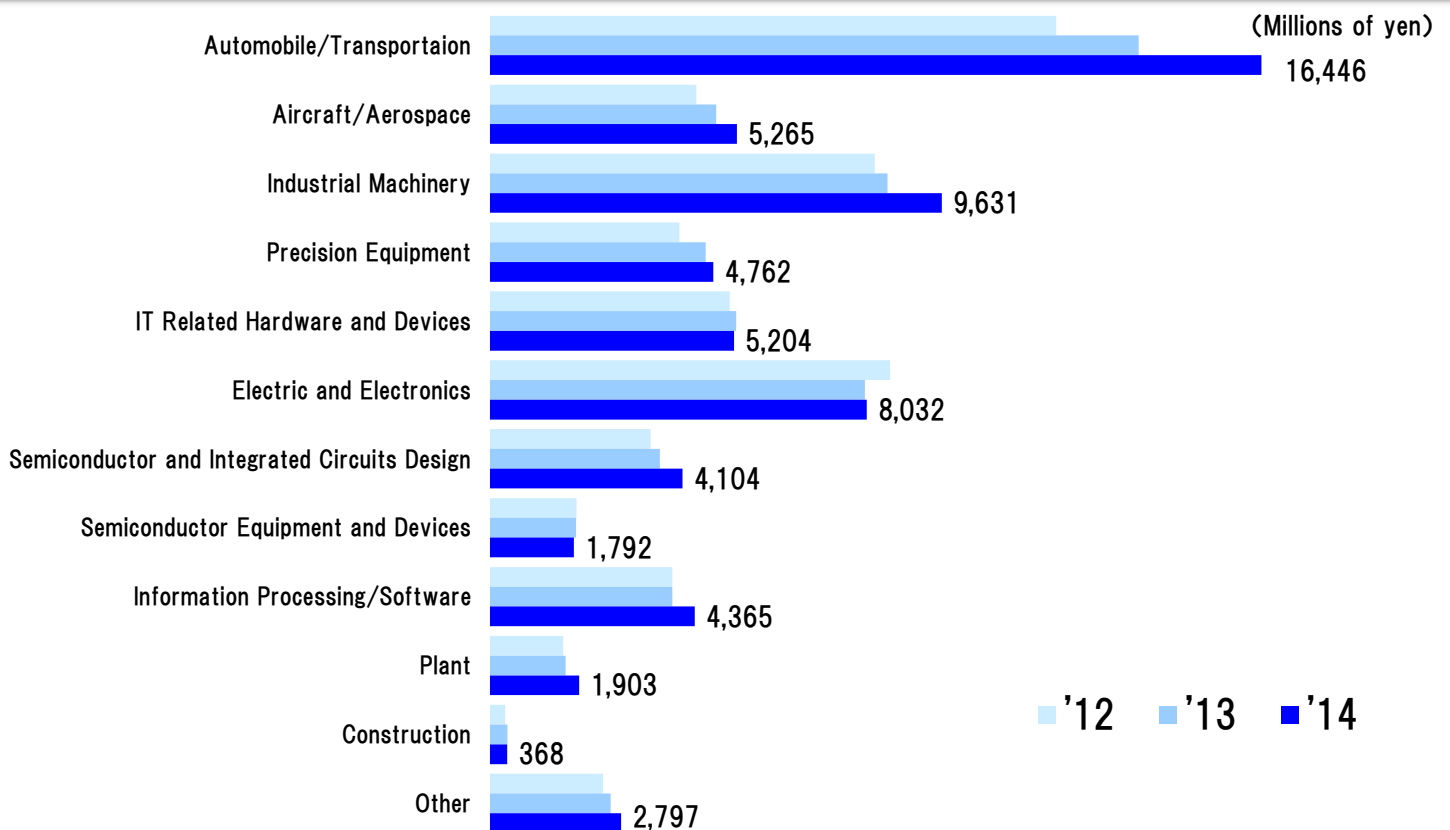
FY 2009			FY 2013			FY 2014		
1	Panasonic		1	Mitsubishi Heavy Industries		1	Mitsubishi Heavy Industries	
2	Mitsubishi Heavy Industries		2	Denso		2	Canon	
3	Canon		3	Canon		3	Denso	
4	Sony		4	Nikon		4	Panasonic	
5	Toyota Motor		5	Panasonic		5	Toyota Motor	
6	Denso		6	Toyota Motor		6	Nikon	
7	Nikon		7	Kawasaki Heavy Industries		7	Kawasaki Heavy Industries	
8	Kawasaki Heavy Industries		8	Sony		8	Omron	
9	Seiko Epson		9	Omron		9	Sony	
10	Omron		10	Toshiba		10	Toshiba	
Top 10 Total	14,826	35.9%	Top 10 Total	16,342	27.8%	Top 10 Total	17,170	26.5%
Top 20 Total	19,281	46.7%	Top 20 Total	22,708	38.6%	Top 20 Total	23,690	36.6%
Others	22,039	53.3%	Others	36,168	61.4%	Others	40,984	63.4%
Total	41,319	100.0%	Total	58,876	100.0%	Total	64,675	100.0%

21

Sales by the Industrial Segments

✓ Sales by the industrial segment for Meitec are as below.

※Figures are stated in Reference Materials. From a confidentiality perspective, we refrain from disclosing the breakdown and outlook by clients.

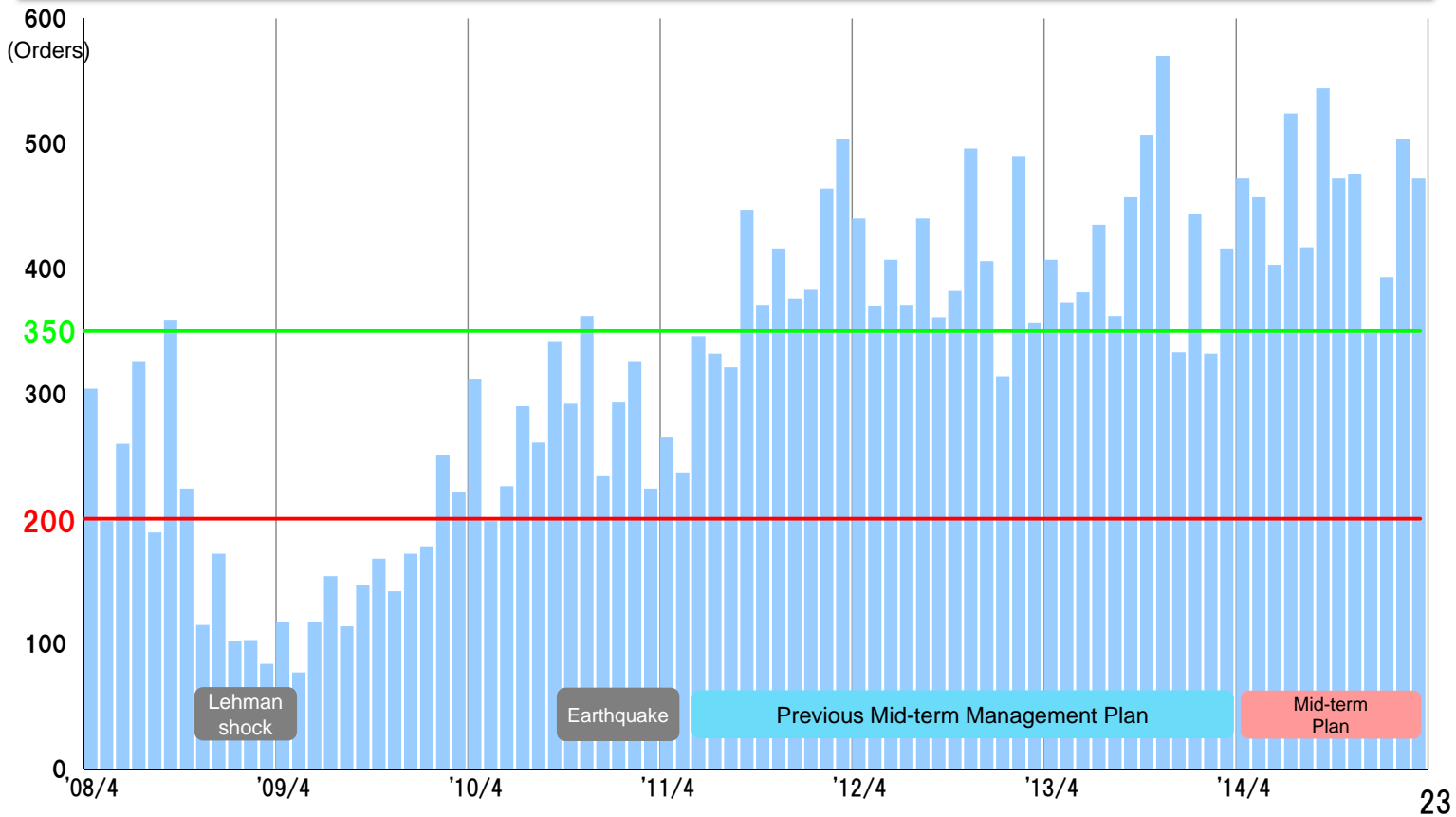


22

Trend in New Orders by Month

✓ Number of new orders for Meitec exceed 350 per month, which we consider robust.

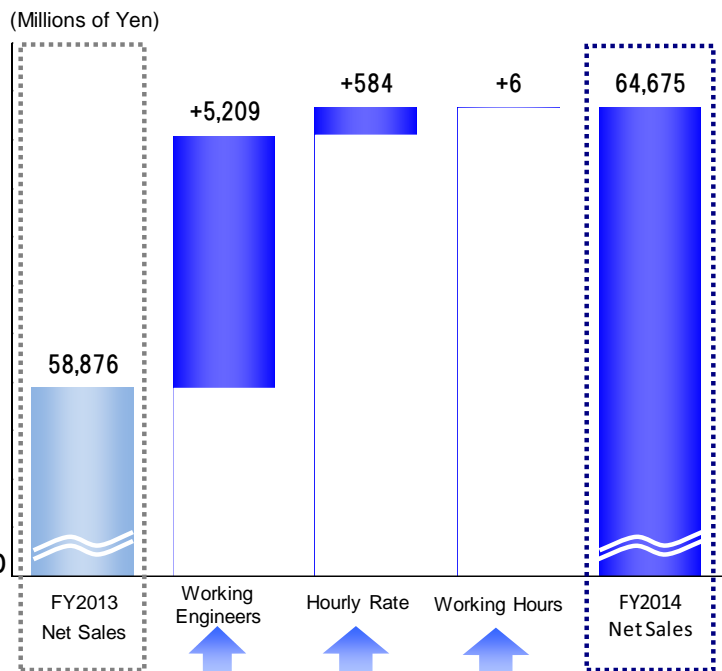
※From a confidentiality perspective, we refrain from disclosing the breakdown of new orders (industry, client, etc.).



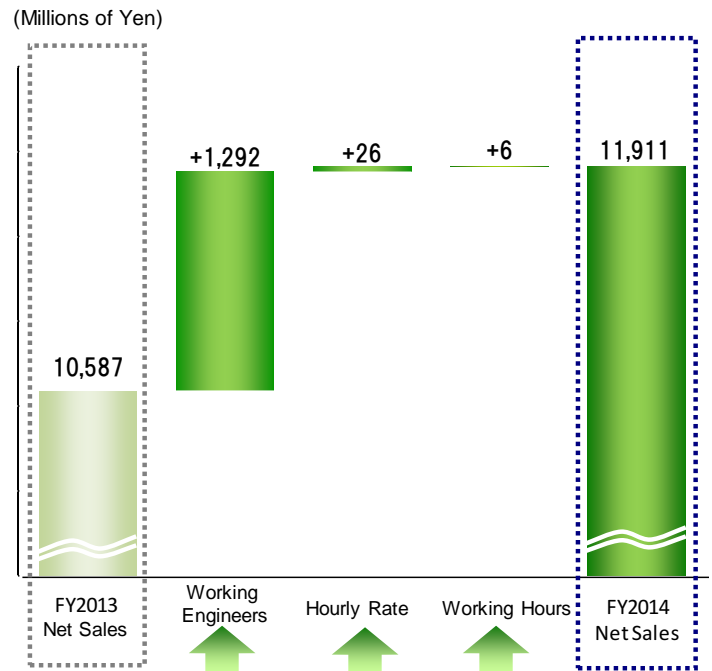
Comparison of Net Income

✓ Main reason for the increase in net sales was the “increase in engineer assigned to clients” for both Meitec and Meitec Fielders.

Meitec



Meitec Fielders



Recording of extraordinary losses

✓ In order to reduce the burden of maintenance cost and lower the risk of future cost increase, in October 2014, the Company had decided to stop usage of some of the training facilities and other facility, and recorded impairment loss in the 2nd quarter of the fiscal year ended March 31, 2015. (Minor modification to the estimate of the impairment loss has been made after further scrutiny.)

Impairment Loss (extraordinary loss)	(3,615) million
About Training facilities	(3,546) million
Tax Expense (tax effect)	1,051 million
Impact on Net Income	(2,564) million

- ❑ Expect approximately 200 million yen per year maximum of reduced expense in comparison with the SG&A planned in the Mid-term Management Plan.
- ❑ Reduce risk of expense increase resulting from sudden and large-scale repair due to aging.
- ❑ The company intends to liquidate these facilities in order to promptly obtain benefit of cost reduction effects.

(Millions of yen)	Impairment Loss
About Training facilities	(3,546)
1 Kobe Techno-Center	(1,906)
2 Atsugi Techno-Center employee dormitory	(799)
3 Nisshin Techno-Center	(589)
4 Of which "Nagoya Techno-Center and Others", Nagoya EOC/ Mechatronics Center	(252)

Some of the facilities will be liquidated during first half of the 2015 fiscal year. (included in the forecast)

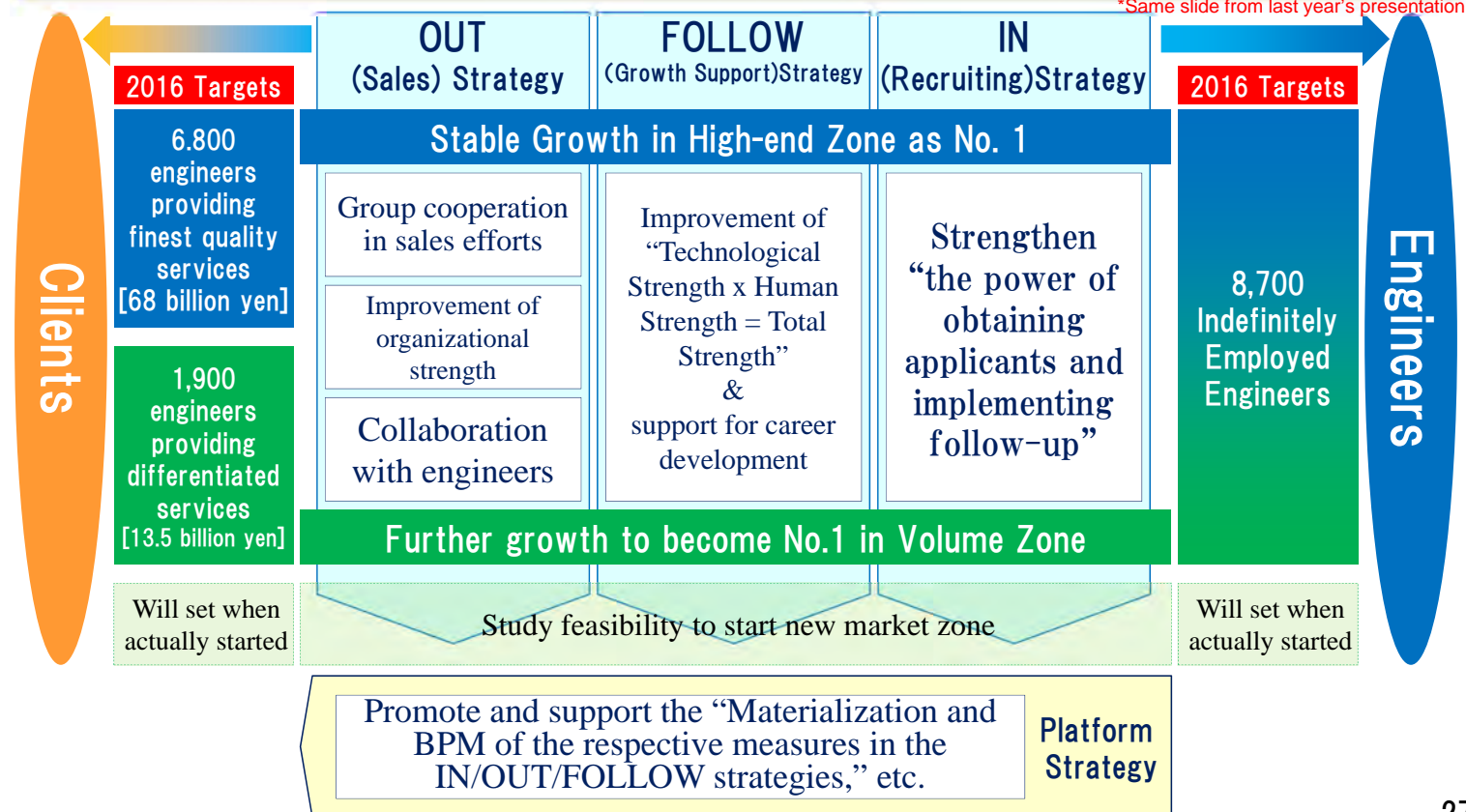


2. Progress on Mid-term Management Plan

✓ We will further expand the “maximum and greatest opportunity and place,” which is our strength, in the Professional Staffing Business for Engineers.

→Four strategies (IN/OUT/FOLLOW/Platform) will work in unison to improve the values provided to the two service users.

*Same slide from last year's presentation



27

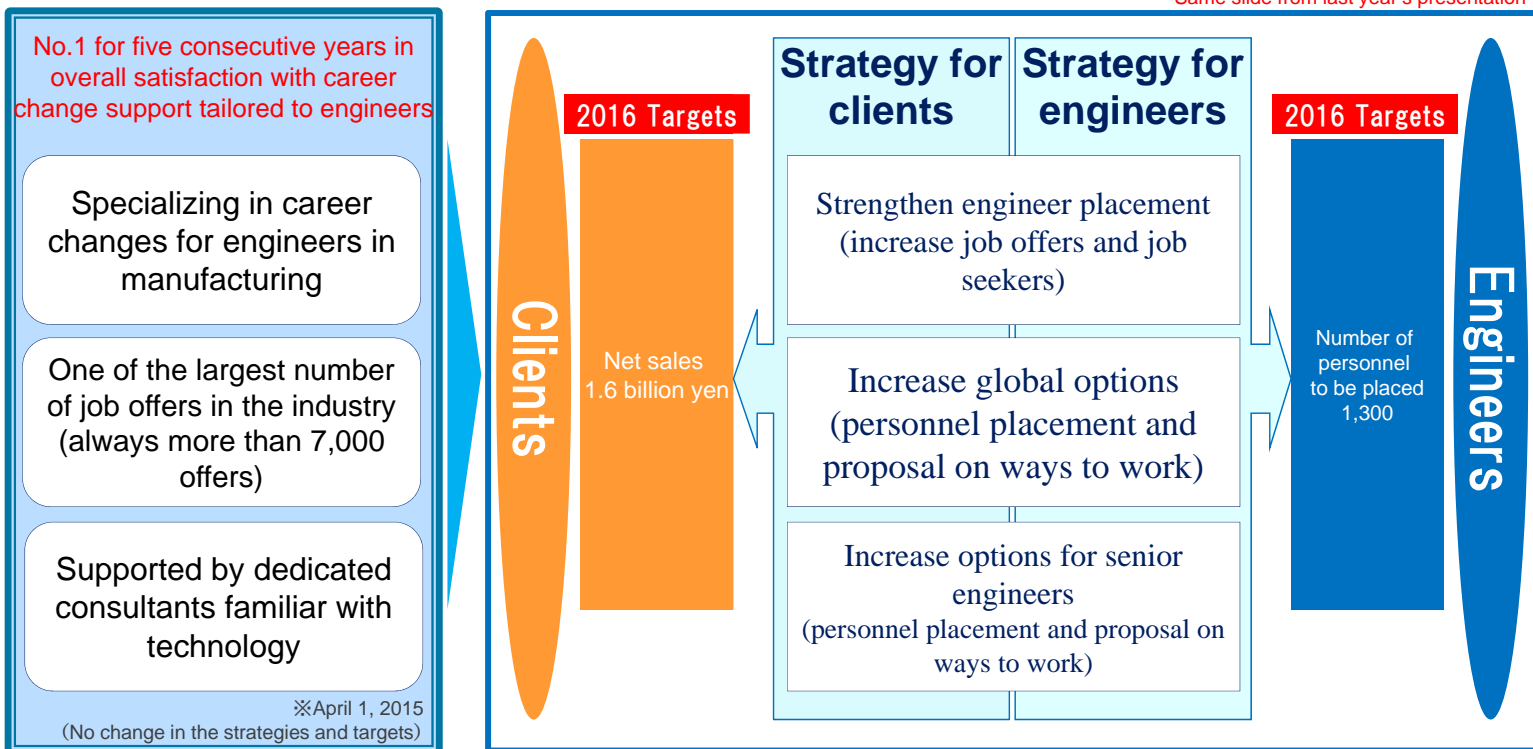
What was done in 1st year

IN (Recruiting) Strategy	Strengthen “the power of obtaining applicants and implementing follow-up”	<ul style="list-style-type: none"> ✓ Strengthen relationship with the school ✓ Strengthen connection with the applicant
OUT (Sales) Strategy	Group cooperation in sales efforts	<ul style="list-style-type: none"> ✓ Promote group-wide cooperation in responding the clients needs.
	Improvement of organizational strength	<ul style="list-style-type: none"> ✓ Build a system for maximizing the use of the accumulated clients' information
	Collaboration with engineers	<ul style="list-style-type: none"> ✓ Share the best practices, and promote the collaboration between sales and engineers
FOLLOW (Growth Support) Strategy	Improvement of “Technological Strength x Human Strength = Total Strength” & support for career development	<ul style="list-style-type: none"> ✓ For the purpose of reinforcing career support to the existing engineers and to support the new employee to make them ready for work early, the career support division was divided in two according to who to support to.

28

- ✓ Hone our “No.1 position for overall satisfaction with career change support tailored to engineers” in the recruiting & placement business focusing on engineers, and achieve further expansion
- ✓ In the new Mid-term Management Plan, global business is considered in the recruiting & placement business

*Same slide from last year's presentation



※Note: The above fiscal 2016 target includes targets of the placement business in Meitec Cast.

What was done in 1st year

Strategy for clients Strategy for engineers	Strengthen engineer placement (increase job offers and job seekers)	✓ Achieved more successful placement by mutually introducing clients and engineer among group companies
Strategy for clients Strategy for engineers	Increase global options (personnel placement and proposal on ways to work)	✓ Achieved successful placement Shanghai by mutually introducing clients and engineer between Meitec Shanghai and Meitec Next
Strategy for clients Strategy for engineers	Increase options for senior engineers (personnel placement and proposal on ways to work)	✓ The number of job offers had significantly increased due to the development of the clients need by assigning specialized adviser

3. Forecast for the Fiscal Year Ending March 31, 2016



人と技術で次代を拓く
MEITEC
メイテックグループ

Forecast for the Fiscal Year Ending March 31, 2016 (Group Consolidated)

- ✓ Forecast for the FY ending March 31, 2016 → ¥86,000 million, a record high, in consolidated net sales (4.7% y-o-y increase), ¥9,800 million in consolidated operating income (2.7% y-o-y increase), ¥9,800 million in consolidated ordinary income (1.6% y-o-y increase).
- ✓ Net income is expected to increase 91.3% y-o-y to approximately 7.0 billion yen (a record high), as we are anticipating a roughly 1.0 billion yen gain on the sale of real estate.

Group Consolidated (Fractions of one million yen are rounded down)	Forecast FY ending March 31, 2016	YoY Amount	% Change	Forecast 1st half ending Sept.30, 2015	YoY Amount	% Change	Forecast 2nd Half
Net sales	86,000	+3,863	+4.7%	41,800	+2,499	+6.4%	44,200
Cost of sales	63,400	+2,918	+4.8%	31,100	+1,733	+5.9%	32,300
SG&A Expenses	12,800	+685	+5.7%	6,400	+458	+7.7%	6,400
Operating income	9,800	+259	+2.7%	4,300	+307	+7.7%	5,500
Operating income margins	11.4%	(0.2%)		10.3%	+0.1%		12.4%
Ordinary income	9,800	+156	+1.6%	4,300	+287	+7.2%	5,500
Net income	7,000	+3,340	+91.3%	3,300	+3,105	+1600.0%	3,700
Net Income per Share	231.14	+111.02		108.96	+102.61		

Forecast for the Fiscal Year Ending March 31, 2016 (Meitec)

✓ Forecast for the FY ending March 31, 2016 → ¥67,800 million, a record high, in consolidated net sales (4.8% y-o-y increase), ¥8,200 million in consolidated operating income (3.5% y-o-y increase), ¥8,700 million in consolidated ordinary income (3.1% y-o-y increase), ¥6,500 million in net income (94.6% y-o-y increase).

Meitec		Forecast FY ending Mar.31, 2016	YoY Amount	% Change	Forecast 1st half ending Sept.30, 2015	YoY Amount	% Change	Forecast 2nd half
(Millions of yen)								
Net sales		67,800	+ 3,124	+ 4.8%	33,000	+ 2,317	+ 7.6%	34,800
Cost of sales		50,300	+ 2,442	+ 5.1%	24,800	+ 1,708	+ 7.4%	25,500
	Cost of sales to Net sales	74.2%	+ 0.2%		75.2%	(0.1%)		73.3%
SG&A Expenses		9,300	+ 408	+ 4.6%	4,600	+ 274	+ 6.4%	4,700
Operating income		8,200	+ 274	+ 3.5%	3,600	+ 334	+ 10.2%	4,600
	Operating income margins	12.1%	(0.2%)		10.9%	+ 0.3%		13.2%
Ordinary income		8,700	+ 261	+ 3.1%	4,100	+ 402	+ 10.9%	4,600
Net income		6,500	+ 3,159	+ 94.6%	3,400	+ 3,227	+ 1870.5%	3,100
Utilization ratio (Company-wide)		96.2%	+ 0.1%		95.2%	+ 1.3%		97.1%
Working Hours<h/day>		8.92	(0.01)		8.90	—		8.93
Number of Recruitment		489	(70)					
	Newly graduated	299	(79)					
	Mid-career	190	+ 9					
Turnover Ratio		5.0%	+ 1.5%					
					Target of Newly Graduates hire for April 2016		To Apr. 2015	
					310		+ 11	

33

Forecast for the Fiscal Year Ending March 31, 2016 (Meitec Fielders)

✓ Forecast for the FY ending March 31, 2016 → ¥12,800 million, a record high, in consolidated net sales (7.5% y-o-y increase), ¥1,100 million in consolidated operating income (2.4% y-o-y increase), ¥700 million in net income (7.9% y-o-y increase).

Meitec Fielders		Forecast FY ending Mar.31, 2016	YoY Amount	% Change	Forecast 1st half ending Sept.30, 2015	YoY Amount	% Change	Forecast 2nd half
(Millions of yen)								
Net sales		12,800	+ 888	+ 7.5%	6,200	+ 446	+ 7.8%	6,600
Cost of sales		9,900	+ 745	+ 8.1%	4,800	+ 346	+ 7.8%	5,100
	Cost of sales to Net sales	77.3%	+ 0.5%		77.4%	+ 0.0%		77.3%
SG&A Expenses		1,800	+ 117	+ 7.0%	900	+ 86	+ 10.6%	900
Operating income		1,100	+ 26	+ 2.4%	500	+ 13	+ 2.8%	600
	Operating income margins	8.6%	(0.4%)		8.1%	(0.4%)		9.1%
Ordinary income		1,100	+ 25	+ 2.4%	500	+ 13	+ 2.7%	600
Net income		700	+ 51	+ 7.9%	300	+ 2	+ 0.8%	400
Utilization ratio (Company-wide)		94.9%	(1.1%)		92.6%	(0.8%)		97.1%
Working Hours<h/day>		9.04	+ 0.00		8.99	+ 0.00		9.09
Number of Recruitment		280	(2)					
	Newly graduated	175	+ 2					
	Mid-career	105	(4)					
Turnover Ratio		8.5%	+ 0.0%					
					Target of Newly Graduates hire for April 2015		To Apr. 2015	
					190		+ 15	

34

Forecast・Progress on Mid-term Management Plan



This page intentionally left blank

- ✓ In fiscal 2014, according to the basic strategy, we built a base platform, and progress was as planned.
- ✓ In fiscal 2015, we will bolster our initiatives for strategies targeting additional growth, and aim to achieve our targets.

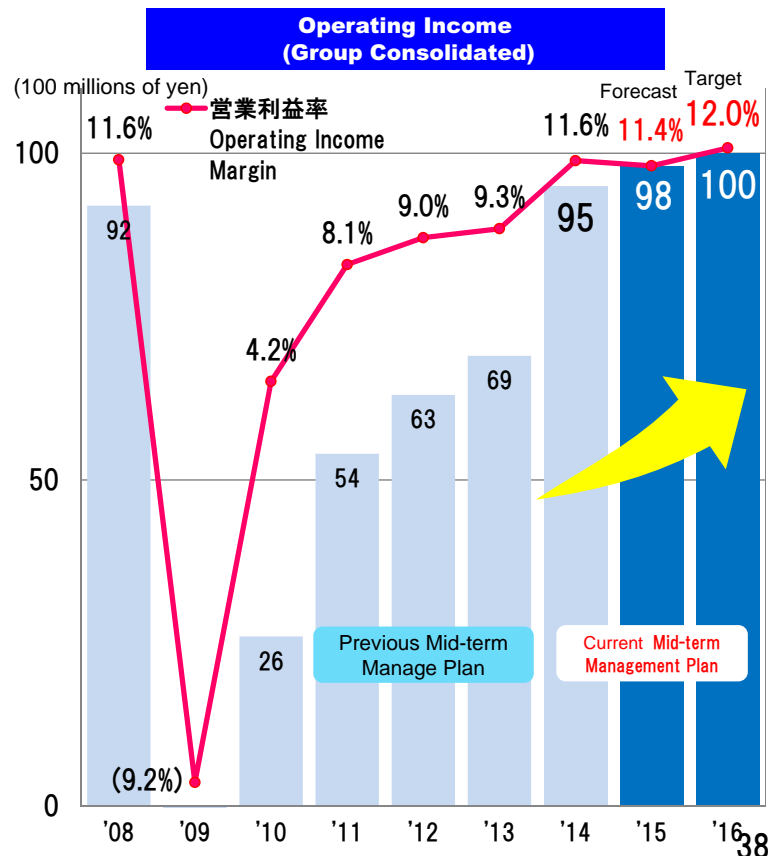
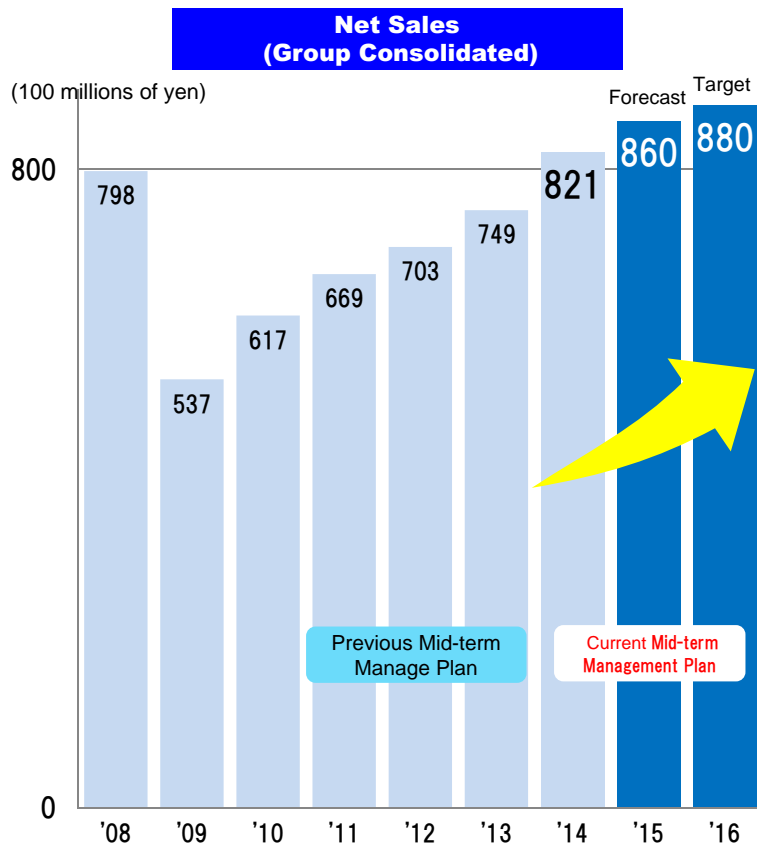
billion yen		FY2014 (Actual)		FY2015(Forecast)		FY2016(Targets)	
Group Consolidated							
Net Sales		(79.0)	82.1		86.0		88.0
Operating Income		(7.7)	9.5		9.8		10.0
Margin		(9.7%)	11.6%		11.4%	equal or more than	12%
Net Income		(4.9)	3.6		7.0		6.0
ROE			9.9%		19%	equal or more than	15%
Meitec							
Net Sales		(61.5)	64.6		67.8		68.0
Operating Income		(6.3)	7.9		8.2		8.5
Margin		(10.2%)	12.3%		12.1%	equal or more than	13%
Meitec Fielders							
Net Sales		(11.4)	11.9		12.8		13.5
Operating Income		(0.9)	1.0		1.1		1.3
Margin		(7.9%)	9.0%		8.6%	equal or more than	9.5%

(Initial Forecast at beginning of the fiscal year)

37

Performance Targets of Mid-term Management Plan of Meitec Group 2014~2016

- ✓ Target record-high net sales of 88 billion yen and a 10 billion yen-level in operating income for the third year of the plan.



38

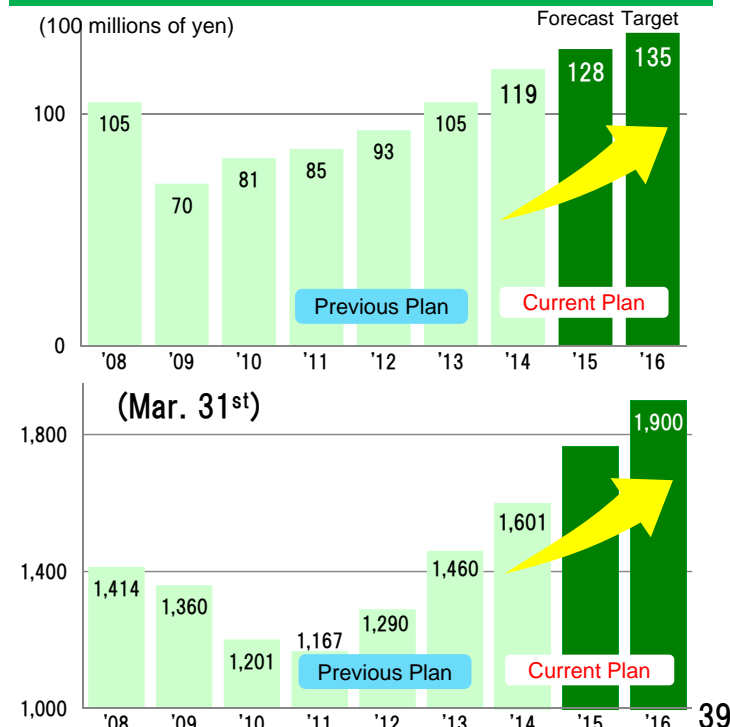
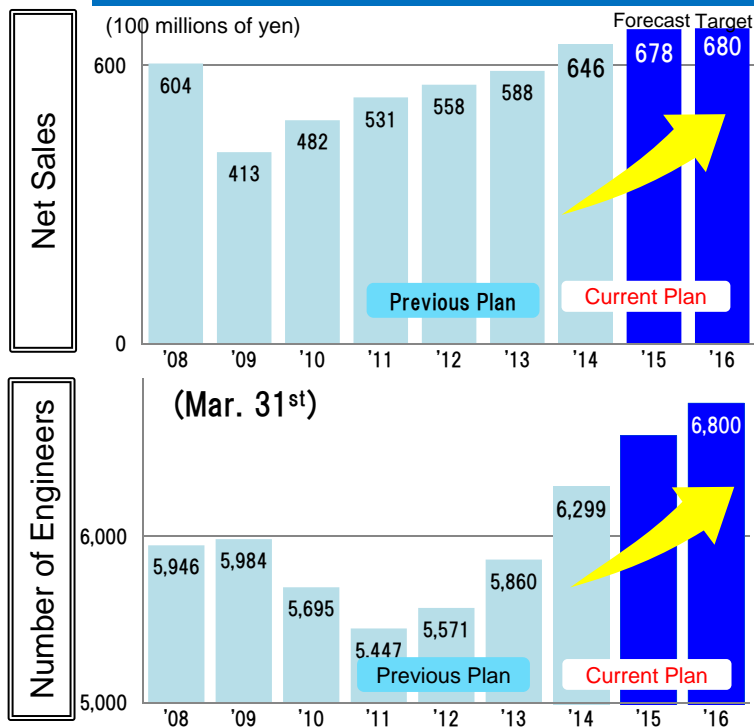
Performance Targets of Mid-term Management Plan of Meitec Group 2014~2016

**Pursuing stable growth
at the top of the high-end zone**

**15% growth in 3 years
(5% per year)**

**Extensive growth toward
the top of the volume zone**

**29% growth in 3 years
(9% per year)**



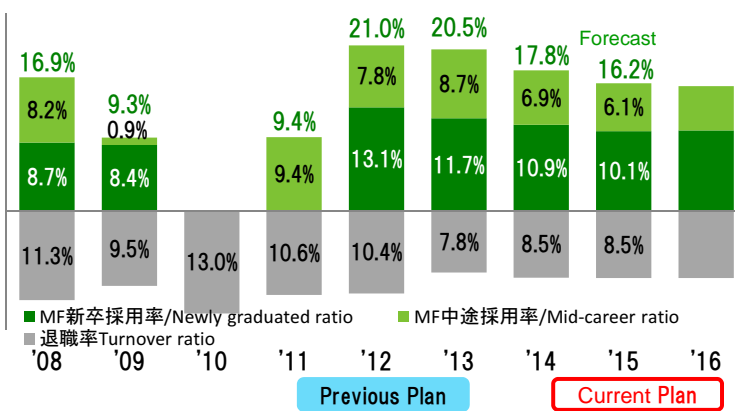
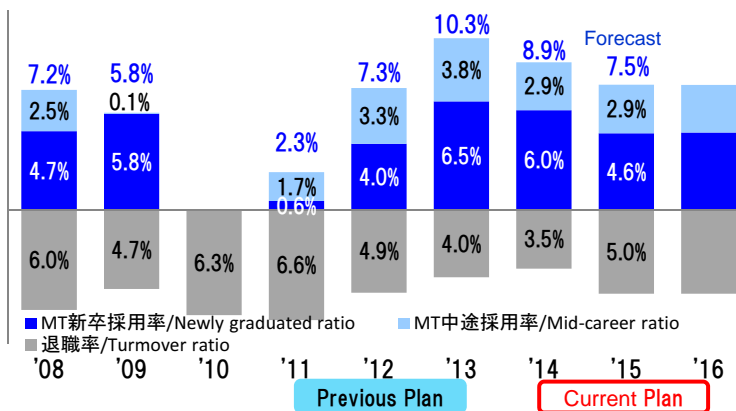
Performance Targets of Mid-term Management Plan of Meitec Group 2014~2016

**Pursuing stable growth
at the top of the high-end zone**

**Continue to hire approx. 630
engineers/year**

**Extensive growth toward
the top of the volume zone**

**Continue to hire approx. 300
engineers/year**



Sustain the current price of 5,000 yen/hr.

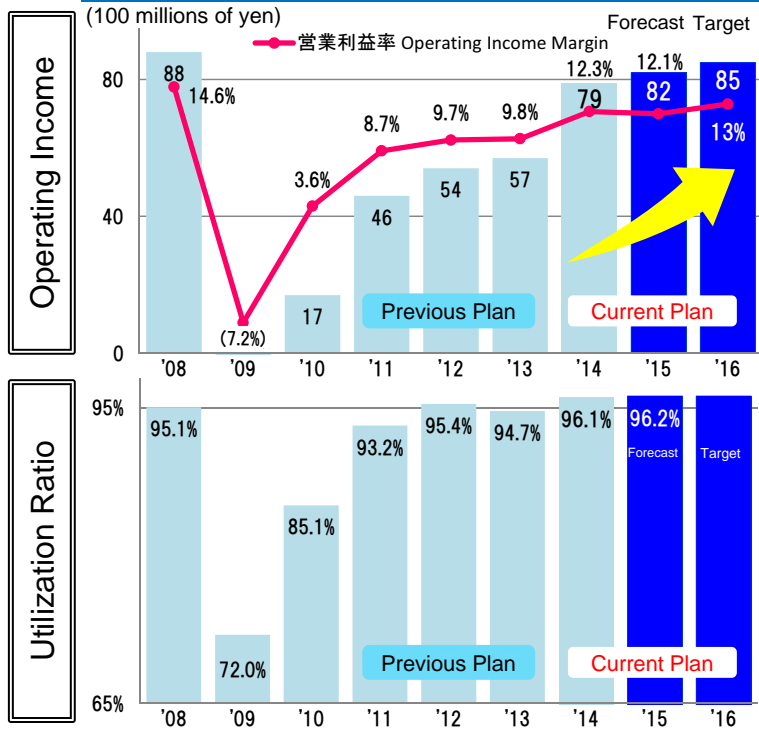
Sustain the current price of 3,500 yen/hr.

Expect working hours to be at current level

Expect working hours to be at current level

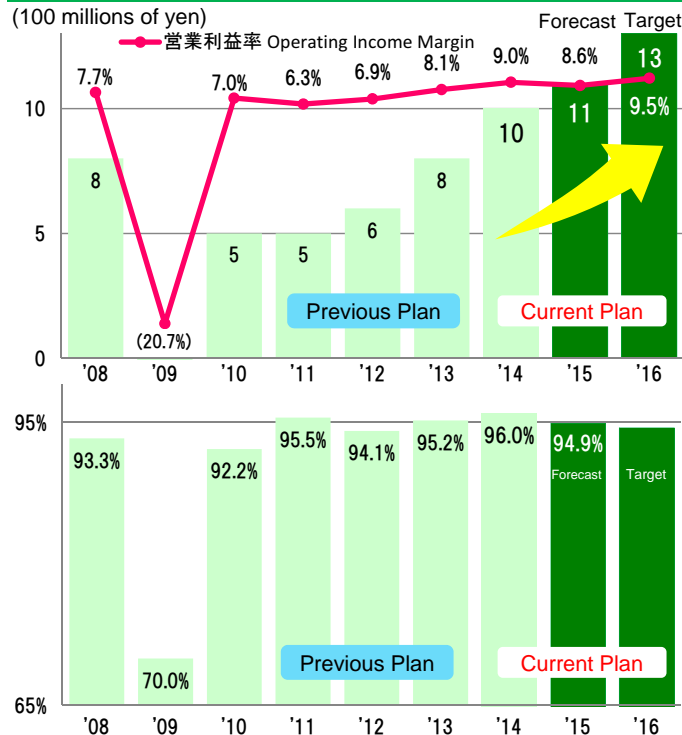
Pursuing stable growth at the top of the high-end zone

Maintain utilization ratio of approx. 95%



Extensive growth toward the top of the volume zone

Utilization ratio would drop to just below 95%,
due to the actively hiring to increase engineers.

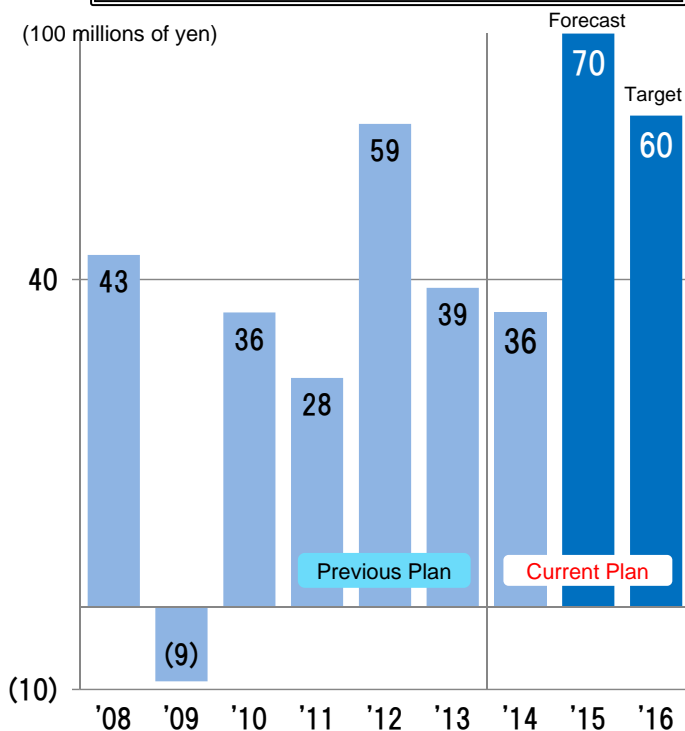


41

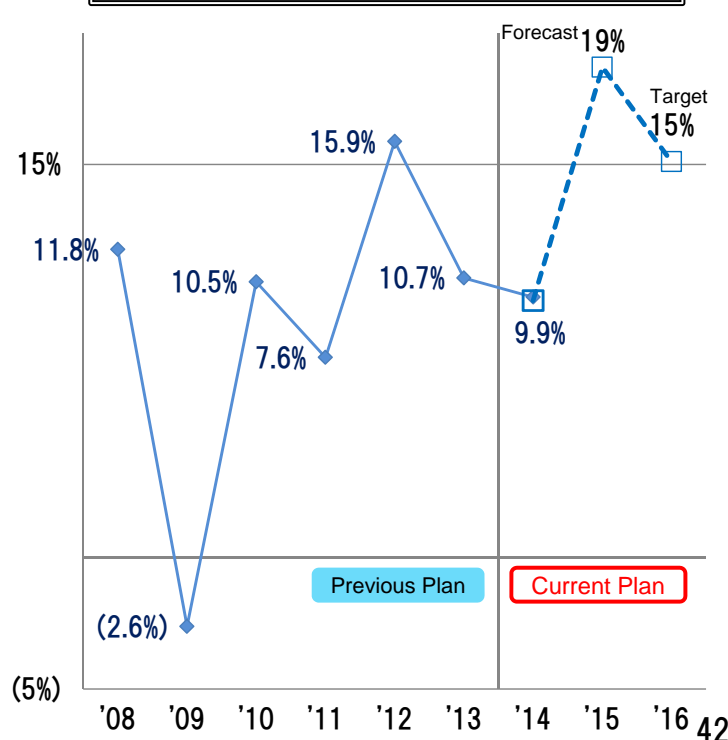
✓ **Target consolidated net income of 6 billion yen and consolidated ROE of equal or more than 15% for the third year of the plan.**

Group Consolidated

Net Income



Return on Equity (ROE)



Hiring Target for Fiscal Year Ending Mar. 2016

Mid-career (FY 2016/3)

- Number of the job change seekers who are looking toward manufacturers are increasing and the market confidence is still at a high level and it does not show any sign of decline.
- ✓ We will improve the efficiency of hiring mainly the mechanical and electric/electronics engineers, while continue to maintain our hiring standards.
 - Strengthen cooperation with placement agency
 - Focus on the growth motivation of applicant, and consider expanding condition of the applicant

New Graduates (Joined April 2016)

- As the number of hiring company and their hiring target is over two digit increase compare to the last year, hiring market continue to be in highly competitive condition.
- Change of schedule for hiring season is causing insecurity.
- ✓ Focus to promote understanding the career path to the lifetime engineer
- ✓ Focus on the growth motivation of applicant, and consider expanding condition of the applicant ⇒ Focus on adding the number of hire
- ※Due to the nature of our engineer's involvement with the state-of-the-art technology and the latest product at the design and development department, hiring standard can not be lowered.

(person)	Fiscal Year Ending March 31, 2016					Fiscal Year Ending March 31, 2017	
	Newly Graduate April 2015 (Actual)	Mid-career		Total		Newly Graduate April 2016	
		<Target>	Comparison to Previous Year	<Target>	Comparison to Previous Year	<Target>	Comparison to Previous Year
Meitec	299	190	+9	489	(70)	310	+11
Meitec Fielders	175	105	(4)	280	(2)	190	+15
Total	474	295	+5	769	(72)	500	+26

43

Basic Policy Regarding Profit Distribution

- ✓ Through the realization of sustained growth, we will aim at the maximization of shareholder return on a medium to long-term basis.
- ✓ The Company's basic concept concerning profit return is achievement return based on performance.

Revised May 2011
Basic Policy
Regarding Profit
distribution

Total Return Ratio

Basically within 100%

Dividend

Dividend related to performances

Equal or more than 50% of consolidated net profit

Minimum Dividend

Equal or more than Dividend on Equity ratio (DOE) 5%

Treasury Stock Acquisition

Acquisition of 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

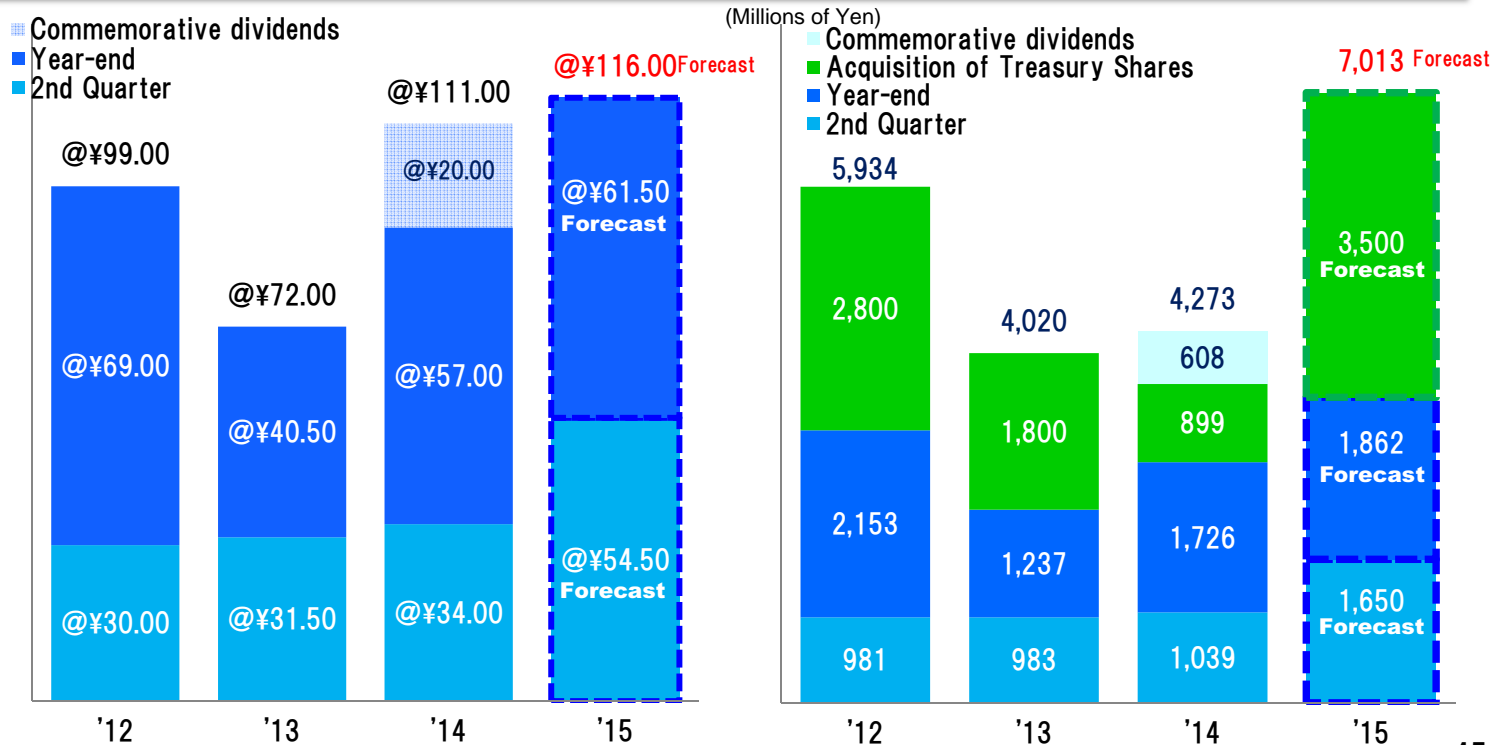
Retired
Excess above maxim to be retired

- Three Months Net Sales = Working capital: Consolidated two months 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
- 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.

44

Results and Forecast of Profit Distribution 1/2

- ✓ The year-end dividend for fiscal 2014 is 67 yen, comprising a regular dividend of 57 yen and a commemorative dividend of 10 yen. Together with the interim dividend of 44 yen, the annual dividend is 111 yen.
 - ✓ The profit distribution forecast for the fiscal 2015 is the regular dividends at 116 yen per share totaling 3.5 billion yen, and acquisition of treasury shares totaling 3.5 billion yen, in line with our basic policy regarding profit distribution
- * Total return ratio 100% = (ordinary dividends 3.5billion yen + purchase of treasury stock amount 3.5billion yen) ÷ forecast net income 7.0 billion yen



45

Results and Forecast of Profit Distribution 2/2

- ✓ The fiscal 2014 ordinary dividend portion is appropriate for comparison of the fiscal 2015 forecast.
- ✓ The dividend amount will increase by 25 yen, to 116 yen (a record high).

(Millions of Yen, @Yen)		FY ended March 31, 2015 A=B+C	B Regular	C Commemorative	Forecast FY ending March 31, 2016 D	YoY Amount =D-B:Regular
Net income		3,659	3,659		7,000	+3,340
Per Share		@120.12	@120.12		@231.14	+@111.02
Total Shareholders Return		4,273	3,664	608	7,013	+3,348
Annual Dividends	Millions of Yen	3,373	2,765	608	3,513	+747
	Per Share	@111.00	@91.00	@20.00	@116.00	+@25.00
2nd Quarter	Millions of Yen	1,344	1,038	305	1,650	+611
	Per Share	@44.00	@34.00	@10.00	@54.50	+@20.50
Year-end	Millions of Yen	2,029	1,726	302	1,862	+136
	Per Share	@67.00	@57.00	@10.00	@61.50	+@4.50
Acquisition of Treasury Stock	Millions of Yen	899	899	not subject	3,500	+2,600
	shares		268,700		still undecided	
Total Return Ratio		116.8%	100.1%		100.2%	

Excluding Treasury Stock 92.4% 75.8% 50.2% (25.6%)

46

4. Reference Materials



This page intentionally left blank

Features of the Meitec Group

1. The largest in the regular full-time employment engineer staffing industry

〈Largest number of transactions in the industry & the best quality in the industry; a pioneer〉

2. The largest “group of professional engineers” in Japan
〈A platform that produces Lifetime Professional Engineers®〉

3. Clients include approx. 1,000 major manufacturing companies in Japan

〈More than 4,000 companies in total over the 40 years since the company was established〉

49

Cooperation Among Engineers



Results for the Fiscal Year Ended March 31, 2015

- ✓ Previous year's performance by subsidiary
- ✓ Operating income per net sales of Meitec Next (recruiting & placement business) is approx. 30%.

	Temporary Staffing Business				Recruiting & Placement Business			Engineering Solutions Business
	Meitec	Meitec Fielders	Meitec Cast	Meitec EX	Meitec Next	all engineer .jp	Meitec (China)	Apollo Giken Gr.
(Millions of yen)								
Net sales	64,675	11,911	2,524	53	1,131	117	102	1,658
YoY Amount	+ 5,799	+ 1,323	+ 81	+ 38	+ 258	+ 58	+ 18	+ 94
% Change	+ 9.8%	+ 12.5%	+ 3.3%	+ 266.2%	+ 29.7%	+ 100.5%	+ 21.6%	+ 6.1%
Operating income	7,925	1,073	97	(28)	385	25	(54)	11
YoY Amount	+ 2,173	+ 217	(2)	+ 5	+ 90	+ 36	+ 33	+ 33
% Change	+ 37.8%	+ 25.4%	(2.5%)	—	+ 30.5%	—	—	—
Ordinary income	8,438	1,074	98	(27)	385	28	(51)	15
Net income	3,340	648	57	(27)	243	24	(51)	(22)

Because of the Company merged Meitec CAE on October 1, 2014, it is included in Meitec.

51

Forecast for the Fiscal Year Ending March 31, 2016

- ✓ Forecast of performance by subsidiary
- ✓ Meitec Next (recruiting & placement business) plans a net sales increase of +15% year-on-year.

	Temporary Staffing Business				Recruiting & Placement Business			Engineering Solutions Business
	Meitec	Meitec Fielders	Meitec Cast	Meitec EX	Meitec Next	all engineer .jp	Meitec (China)	Apollo Giken Gr.
(Millions of yen)								
Net sales	67,800	12,800	2,600	80	1,300	140	100	1,550
YoY Amount	+ 3,124	+ 888	+ 75	+ 26	+ 168	+ 22	(2)	(108)
% Change	+ 4.8%	+ 7.5%	+ 3.0%	+ 49.5%	+ 14.9%	+ 19.5%	(2.5%)	(6.5%)
Operating income	8,200	1,100	80	(30)	330	30	(10)	30
YoY Amount	+ 274	+ 26	(17)	(1)	(55)	+ 4	+ 44	+ 18
% Change	+ 3.5%	+ 2.4%	(18.2%)	—	(14.4%)	+ 18.6%	—	+ 152.9%
Ordinary income	8,700	1,100	80	(30)	330	30	(15)	30
Net income	6,500	700	50	(30)	220	25	(15)	30

Because of the Company merged Meitec CAE on October 1, 2014, it is included in Meitec.

52

Trend of Utilization Ratio (Monthly)

Formula for Utilization Ratio

Company-wide Engineer's Utilization Ratio = Total hours in utilization / (Total hours in utilization + Total hours of sales division not in utilization + Total hours of support division not in utilization)

Engineer's Utilization Ratio, Excluding New Engineers = Total hours in utilization / (Total hours in utilization + Total hours of sales division not in utilization)

Fiscal Year ending March.2015		2014			1st Q	2014			2nd Q	1st Half	2014			3rd Q	2015			4th Q	2nd Half	Year	
		April	May	June	Ave.	July	Aug.	Sept.	Ave.	Ave.	Oct.	Nov.	Dec.	Ave.	Jan.	Feb.	Mar.	Ave.	Ave.	Ave.	
MT+MF+CAE	Period-End Engineering Staff*1,*3	7,961	7,946	7,939	-	7,920	7,907	7,909	-	-	7,891	7,894	7,898	-	7,899	7,894	7,900	-	-	-	
MT+MF	Utilization ratio (Company-wide)	89.1	90.5	93.7	91.2	95.2	96.9	97.5	96.5	93.8	97.7	98.3	98.6	98.1	98.2	98.7	98.6	98.5	98.3	96.1	
	Utilization ratio (Excluding new hires)*2	96.1	96.3	97.0	96.5	97.2	98.0	98.2	97.8	97.2	98.1	98.6	98.9	98.5	98.7	99.1	99.1	99.0	99.0	98.7	98.0
Meitec (MT)	Period-End Engineering Staff*1,*3	7,868	7,849	7,843	-	7,826	7,813	7,815	-	-	7,891	7,894	7,898	-	7,899	7,894	7,900	-	-	-	
	Utilization ratio (Company-wide)	89.9	90.8	93.6	91.5	95.1	96.7	97.4	96.4	93.9	97.6	98.2	98.6	98.1	98.2	98.7	98.6	98.5	98.3	96.1	
	Utilization ratio (Excluding new hires)*2	95.8	96.0	96.7	96.2	96.9	97.8	98.1	97.6	96.9	98.0	98.5	98.8	98.4	98.6	99.0	99.0	98.9	98.6	97.8	
	Period-End Engineering Staff*1,*3	6,238	6,226	6,226	-	6,214	6,203	6,209	-	-	6,294	6,292	6,295	-	6,298	6,293	6,299	-	-	-	
	Of which assigned to internal engineering projects*1	60	58	58	-	64	63	59	-	-	54	52	48	-	46	48	47	-	-	-	
Meitec Fielders (MF)	Utilization ratio (Company-wide)	86.3	89.4	94.0	90.0	95.9	97.3	97.8	97.0	93.4	97.8	98.6	98.6	98.3	98.4	98.8	98.6	98.6	98.6	98.5	96.0
	Utilization ratio (Excluding new hires)*2	97.5	97.7	98.4	97.9	98.2	98.8	98.8	98.6	98.3	98.4	99.2	99.2	98.9	99.2	99.5	99.3	99.4	99.1	98.7	
	Period-End Engineering Staff	1,630	1,623	1,617	-	1,612	1,610	1,606	-	-	1,597	1,602	1,603	-	1,601	1,601	1,601	-	-	-	
Meitec CAE (CAE)	Period-End Engineering Staff*3	93	97	96	-	94	94	94	-	-	-	-	-	-	-	-	-	-	-	-	

Note 1: Number of engineer for Meitec do not include engineers who are assigned to our internal engineering projects and lecturer for internal training.

Note 2: Engineers who never been assigned to job are excluded.

Note 3: On October 1, 2014, CAE engineers were integrated into Meitec.

Fiscal Year ended March.2014		2013			1st Q	2013			2nd Q	1st Half	2013			3rd Q	2014			4th Q	2nd Half	Year
		April	May	June	Ave.	July	Aug.	Sept.	Ave.	Ave.	Oct.	Nov.	Dec.	Ave.	Jan.	Feb.	Mar.	Ave.	Ave.	Ave.
MT+MF+CAE	Period-End Engineering Staff*1	7,409	7,392	7,380	-	7,381	7,376	7,384	-	-	7,395	7,411	7,409	-	7,411	7,394	7,412	-	-	-
MT+MF	Utilization ratio (Company-wide)	88.4	90.0	92.8	90.4	93.9	95.3	96.0	95.0	92.7	95.8	96.5	97.4	96.5	96.8	97.3	97.5	97.2	96.9	94.8
	Utilization ratio (Excluding new hires)*2	95.5	95.9	96.4	96.0	96.3	96.9	97.0	96.7	96.4	96.7	97.2	97.9	97.2	97.4	97.8	98.1	97.8	97.5	96.9
Meitec (MT)	Period-End Engineering Staff*1	7,332	7,309	7,295	-	7,294	7,286	7,294	-	-	7,303	7,319	7,318	-	7,320	7,303	7,320	-	-	-
	Utilization ratio (Company-wide)	89.3	90.6	93.0	91.0	93.8	95.0	95.6	94.8	92.8	95.3	96.0	97.0	96.1	96.5	97.1	97.4	97.0	96.5	94.7
	Utilization ratio (Excluding new hires)*2	95.4	95.8	96.1	95.8	95.9	96.5	96.6	96.3	96.1	96.1	96.7	97.5	96.7	97.0	97.4	97.8	97.4	97.1	96.6
	Period-End Engineering Staff*1	5,883	5,865	5,858	-	5,849	5,846	5,851	-	-	5,858	5,869	5,871	-	5,872	5,855	5,860	-	-	-
	Of which assigned to internal engineering projects*1	60	60	59	-	63	61	61	-	-	57	58	58	-	58	59	59	-	-	-
Meitec Fielders (MF)	Utilization ratio (Company-wide)	84.6	87.2	91.9	87.9	94.4	96.4	97.5	96.0	91.9	97.9	98.4	98.9	98.4	98.0	98.3	98.1	98.2	98.3	95.2
	Utilization ratio (Excluding new hires)*2	95.8	96.5	97.7	96.7	98.1	98.7	98.7	98.5	97.6	99.1	99.3	99.4	99.2	99.1	99.2	99.3	99.2	99.2	98.4
	Period-End Engineering Staff	1,449	1,444	1,437	-	1,445	1,440	1,443	-	-	1,445	1,450	1,447	-	1,448	1,448	1,460	-	-	-
Meitec CAE (CAE)	Period-End Engineering Staff	77	83	85	-	87	90	90	-	-	92	92	91	-	91	91	92	-	-	-

Note 1: Number of engineer for Meitec do not include engineers who are assigned to our internal engineering projects and lecturer for internal training.

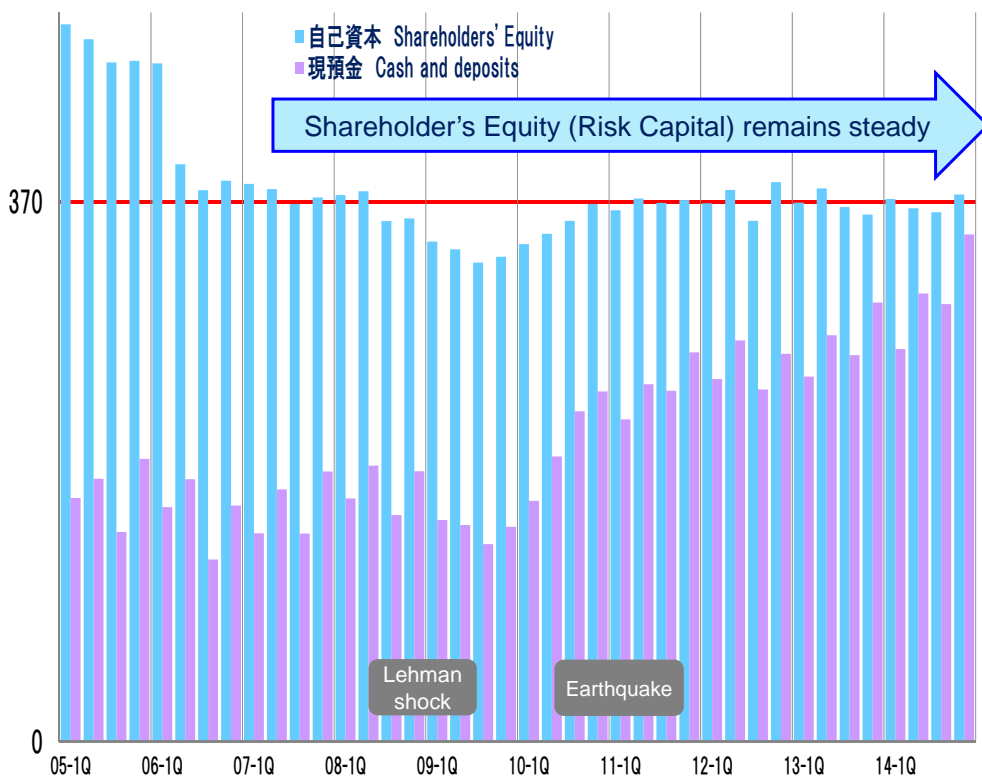
Note 2: Engineers who never been assigned to job are excluded.

53

Shareholder's Equity and Cash and Deposit

- ✓ By continuing the profit distribution according to the current policy, sustain 37 billion yen of shareholder's equity
- ✓ Prioritize the improvement of "quality and quantities" of the current level of shareholder's equity in consideration of future growth target.

(100 millions of yen)



- 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 the shareholders equity" which would lead to the safeness of finance.

54

Sales by the Industrial Segments (Meitec)

Millions of Yen

Meitec	FY2010	FY2011	FY2012	FY2013	FY2014			
	Nete Sales				Net Sales	Total Net Sales(%)	Change	Change (%)
Automobile/Transportation	8,981	10,463	12,069	13,831	16,446	+25.4%	2,615	+18.9%
Aircraft/Aerospace	3,563	4,006	4,402	4,825	5,265	+8.1%	440	+9.1%
Industrial Machinery	6,933	8,073	8,205	8,477	9,631	+14.9%	1,153	+13.6%
Precision Equipment	3,101	3,608	4,041	4,599	4,762	+7.4%	162	+3.5%
IT Related Hardware and Devices	5,021	5,241	5,114	5,248	5,204	+8.0%	(44)	(0.8%)
Electric and Electronics	7,704	8,586	8,532	7,990	8,032	+12.4%	41	+0.5%
Semiconductors and Integrated Circuits Design	4,270	3,197	3,424	3,622	4,104	+6.3%	482	+13.3%
Semiconductor Equipment and Devices	1,310	1,807	1,844	1,837	1,792	+2.8%	(45)	(2.5%)
Information Processing/Software	3,666	3,925	3,886	3,887	4,365	+6.7%	477	+12.3%
Plant	1,280	1,471	1,563	1,611	1,903	+2.9%	292	+18.1%
Construction	284	273	325	371	368	+0.6%	(3)	(1.0%)
Others	2,141	2,531	2,412	2,571	2,797	+4.3%	226	+8.8%
Total	48,260	53,188	55,822	58,876	64,675	+100.0%	5,798	+9.8%

55

Sales by the Industrial Segments (Meitec Fielders)

Millions of Yen

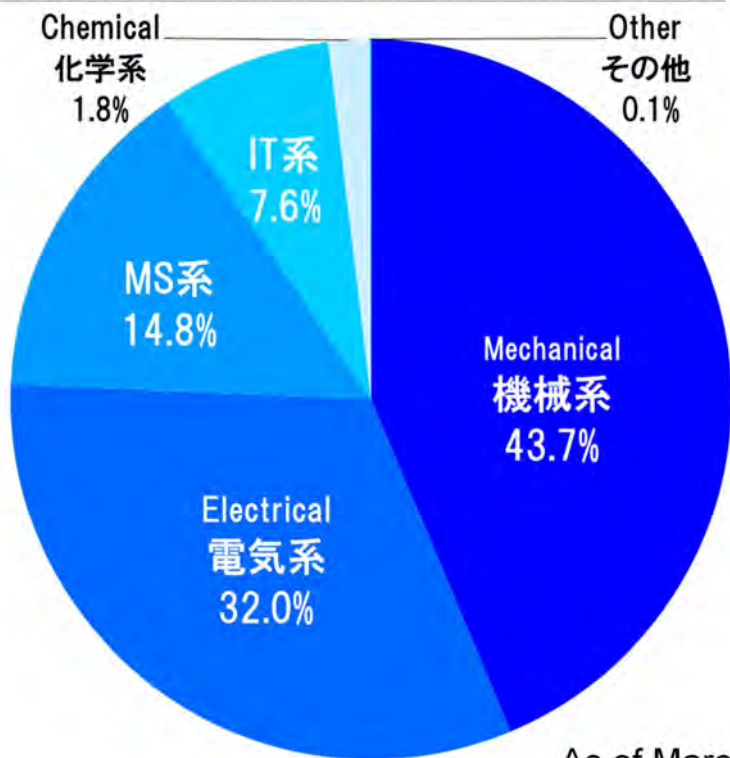
Meitec Fielders	FY2010	FY2011	FY2012	FY2013	FY2014			
	Nete Sales				Net Sales	Total Net Sales(%)	Change	Change (%)
Automobile/Transportation	1,607	2,044	2,662	3,349	4,241	+35.6%	+ 891	+ 26.6%
Aircraft/Aerospace	67	109	152	200	207	+1.7%	+ 7	+ 3.5%
Industrial Machinery	1,132	1,144	1,254	1,509	1,770	+14.9%	+ 260	+ 17.3%
Precision Equipment	1,047	1,141	1,300	1,609	1,625	+13.6%	+ 15	+ 1.0%
IT Related Hardware and Devices	351	324	326	378	397	+3.3%	+ 19	+ 5.1%
Electric and Electronics	1,826	1,764	1,682	1,508	1,568	+13.2%	+ 60	+ 4.0%
Semiconductors and Integrated Circuits Design	989	647	532	437	457	+3.8%	+ 19	+ 4.4%
Semiconductor Equipment and Devices	494	536	414	455	403	+3.4%	(52)	(11.4%)
Information Processing/Software	77	90	166	261	342	+2.9%	+ 80	+ 30.9%
Plant	164	147	225	287	389	+3.3%	+ 102	+ 35.5%
Construction	44	18	97	98	26	+0.2%	(71)	(72.8%)
Others	372	541	534	491	481	+4.0%	(9)	(2.0%)
Total	8,175	8,510	9,349	10,587	11,911	+100.0%	1,323	+12.5%

56

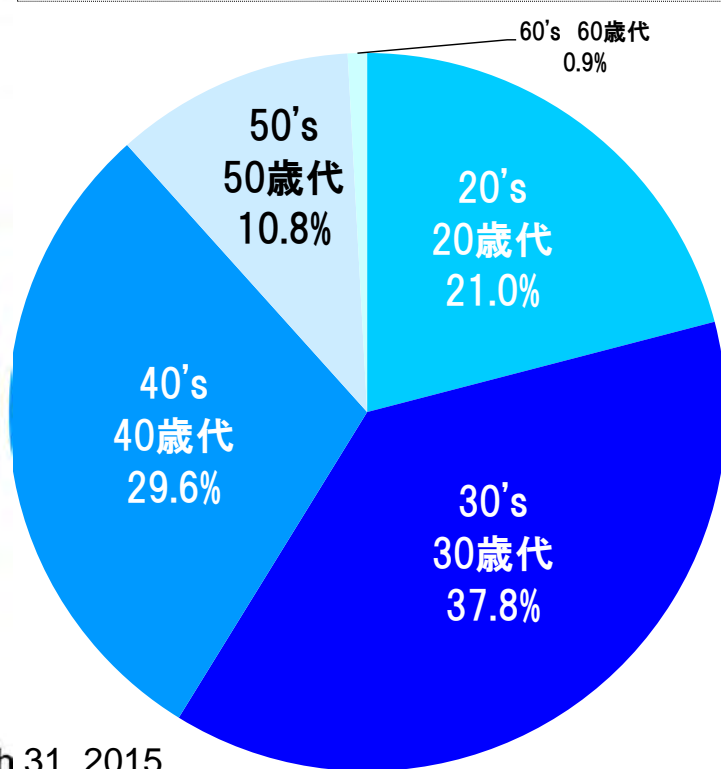
Distribution of Engineers by Technical Fields and Age

- ✓ Mechanical and electrical engineering account for approx. 70% in the technical fields of Meitec engineers.
- ✓ A large percentage of Meitec engineers are in their 30's.

Technical field



According to age



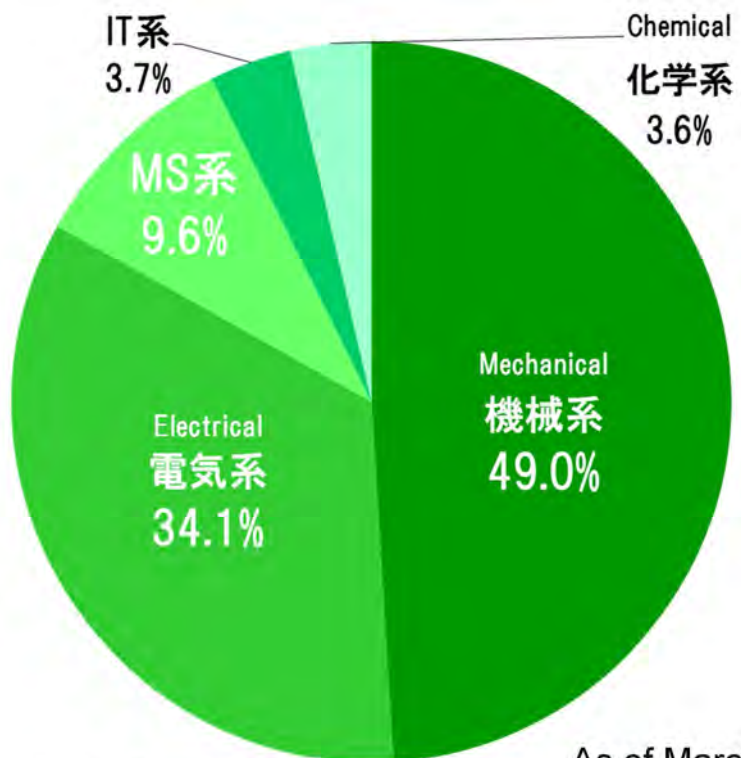
As of March 31, 2015

MS: Micro Computer System

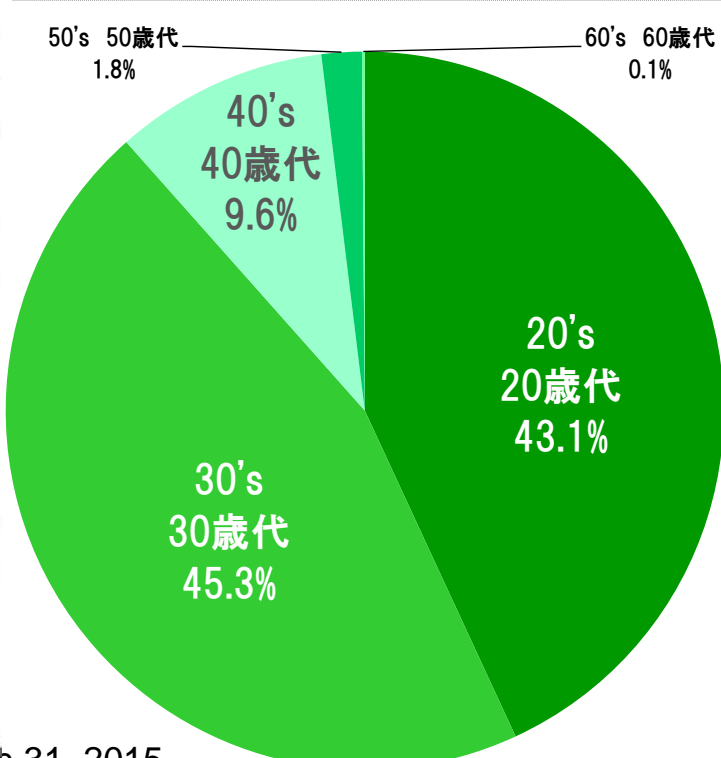
Distribution of Engineers by Technical Fields and Age

- ✓ Mechanical and electrical engineering account for approx. 80% in the technical fields of Meitec Fielders engineers.
- ✓ A large percentage of Meitec Fielders engineers are in their 20's, 30's.

技術分野/Technical field



年齢/According to age

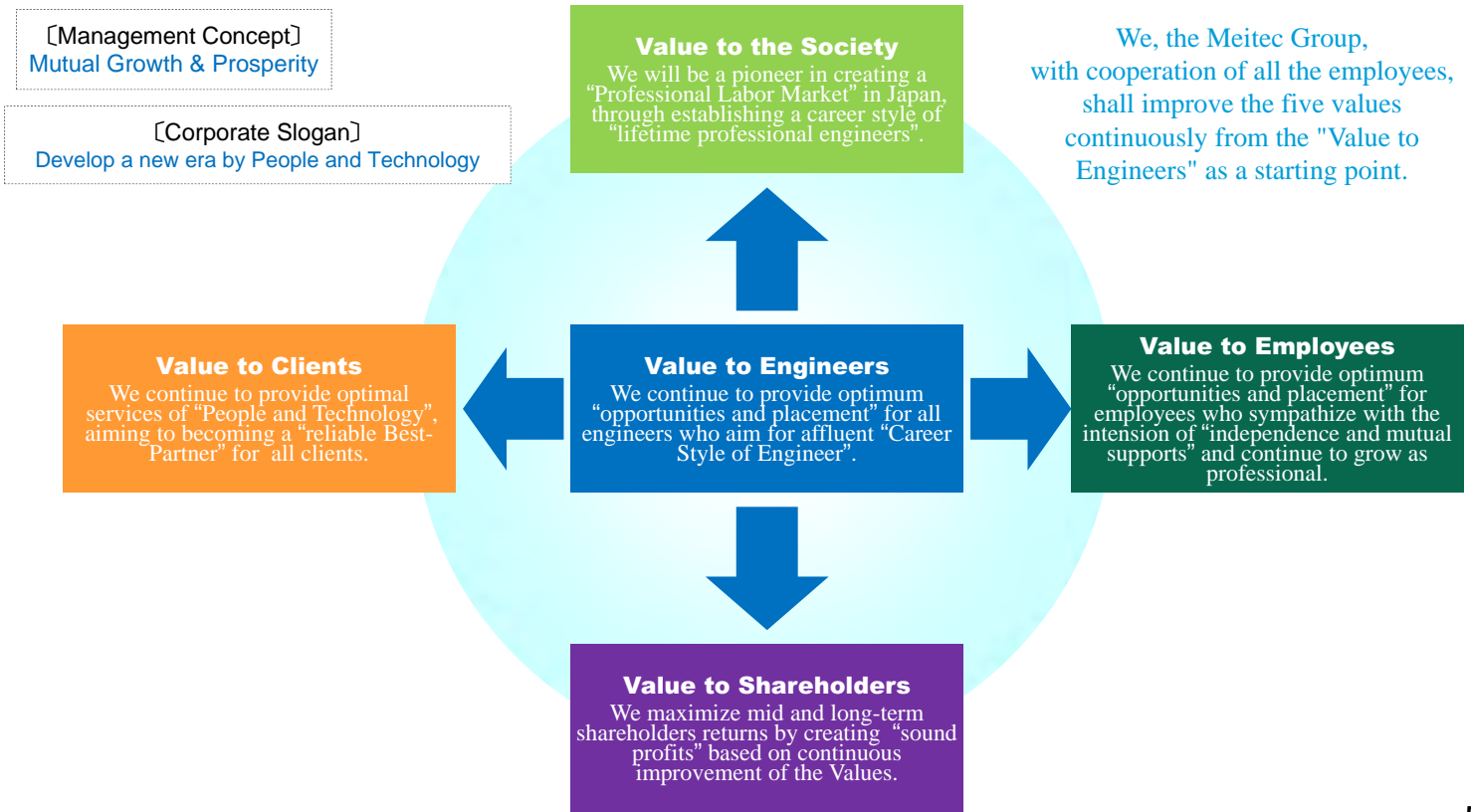


As of March 31, 2015

MS: Micro Computer System

“Ideal State of the Meitec Group”

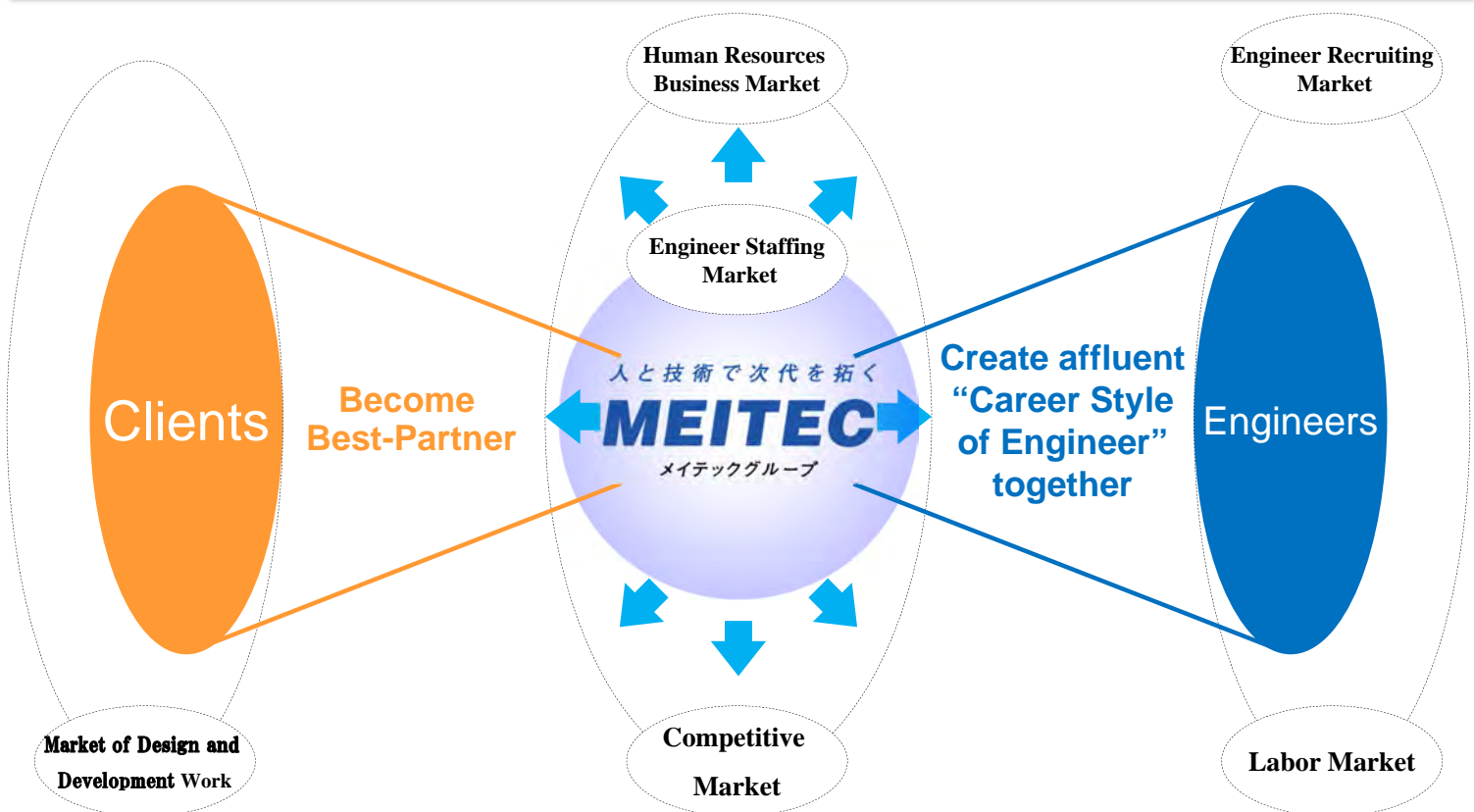
- ✓ Prior to the start of the mid-term management plan, we have reviewed the “ideal state of the Group” (visions).
- ✓ The previous four values (employees, clients, shareholders, and society) have been amended to following five values



59

“Business Policy of the Meitec Group”

- ✓ We have set a business policy that clearly states the values provided by the Group to service users, through a review of our management concept and corporate slogan as well as our “ideal state.”

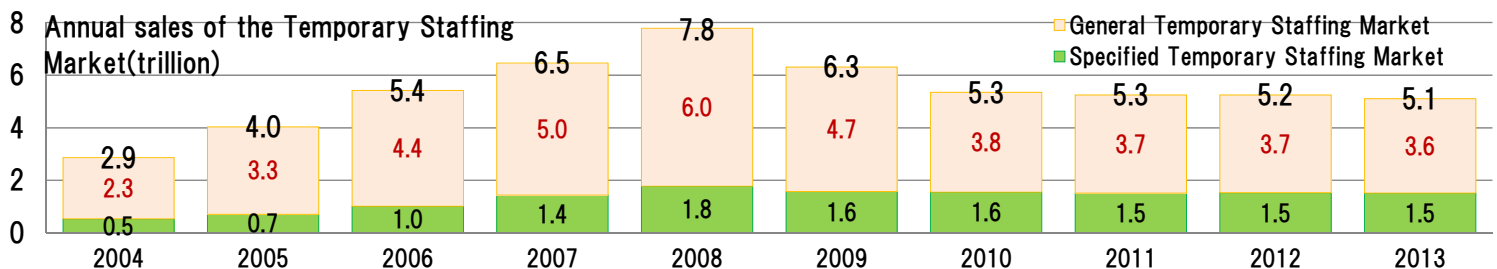
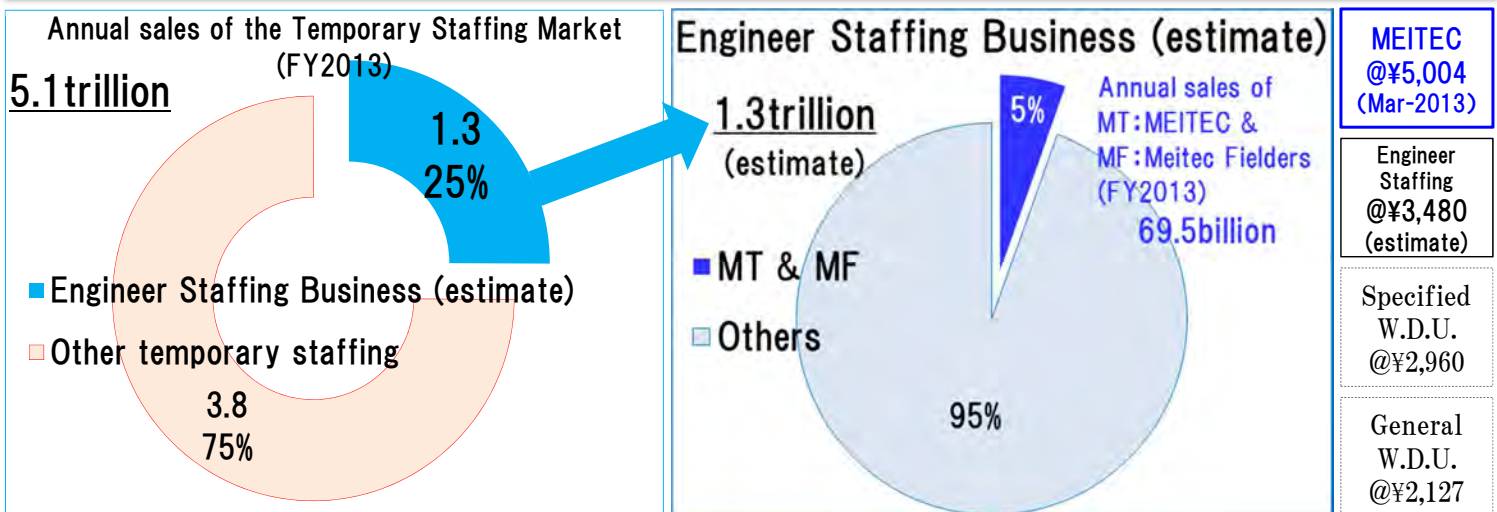


60



Market of Engineer Staffing Business (estimate)

- ✓ Meitec Group hold over 5% share(estimate) of Engineer Staffing Business Market.
- ✓ Meitec's high average price per hour is prominent. It proves our engineer's high value in "Technological Strength X Human Strength".



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

Trend of Performances (Consolidated)

(Millions of Yen)	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Net sales	71,255	79,120	83,223	82,229	82,102	79,898	53,776	61,790	66,955	70,330	74,906	82,136
Cost of sales	49,648	54,460	56,685	57,701	57,777	57,177	46,765	48,832	49,875	51,639	55,370	60,481
Cost of sales to Net sales	69.7%	68.8%	68.1%	70.2%	70.4%	71.6%	87.0%	79.0%	74.5%	73.4%	73.9%	73.6%
Gross profit	21,606	24,660	26,538	24,528	24,324	22,720	7,010	12,957	17,079	18,691	19,536	21,655
Selling, general and administrative expenses	9,339	12,371	14,053	12,946	12,959	13,439	11,939	10,337	11,629	12,337	12,556	12,114
SG&A expenses to Net sales	13.1%	15.6%	16.9%	15.7%	15.8%	16.8%	22.2%	16.7%	17.4%	17.5%	16.8%	14.7%
Operating income	12,267	12,289	12,485	11,581	11,365	9,280	(4,928)	2,620	5,450	6,354	6,979	9,540
Operating income margins	17.2%	15.5%	15.0%	14.1%	13.8%	11.6%	(9.2%)	4.2%	8.1%	9.0%	9.3%	11.6%
Non-operating income	106	87	137	74	84	87	4,729	2,146	114	97	50	113
Non-operating expenses	90	185	59	169	115	107	77	178	32	24	51	10
Ordinary income	12,283	12,190	12,562	11,487	11,334	9,260	(276)	4,588	5,531	6,427	6,978	9,643
Ordinary income margins	17.2%	15.4%	15.1%	14.0%	13.8%	11.6%	(0.5%)	7.4%	8.3%	9.1%	9.3%	11.7%
Extraordinary income	149	393	538	5	6	13	32	378	—	58	—	20
Extraordinary loss	477	2,682	2,235	5,092	1,826	1,094	130	234	4	215	146	3,621
Income before income taxes and minority interests	11,955	9,900	10,866	6,400	9,514	8,178	(374)	4,732	5,526	6,270	6,832	6,041
Total income taxes and Minority interests in income (loss)	5,246	5,192	5,563	6,105	4,556	3,875	530	1,041	2,699	277	2,858	2,381
Net income	6,709	4,707	5,302	295	4,958	4,303	(904)	3,690	2,827	5,993	3,973	3,659
Net income margins	9.4%	6.0%	6.4%	0.4%	6.0%	5.4%	(1.7%)	6.0%	4.2%	8.5%	5.3%	4.5%

63

Trend of Performances (Meitec)

(Millions of Yen)	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Net sales	59,518	61,109	61,425	61,795	62,956	60,457	41,319	48,260	53,188	55,822	58,876	64,675
Cost of sales	40,927	42,087	42,380	43,134	43,875	43,109	36,074	38,777	39,987	41,240	43,742	47,857
Cost of sales to Net sales	68.8%	68.9%	69.0%	69.8%	69.7%	71.3%	87.3%	80.4%	75.2%	73.9%	74.3%	74.0%
Gross profit	18,591	19,021	19,045	18,660	19,081	17,348	5,245	9,482	13,200	14,582	15,134	16,818
Selling, general and administrative expenses	7,833	7,802	7,913	8,039	8,620	8,540	8,210	7,758	8,587	9,179	9,382	8,891
SG&A expenses to Net sales	13.2%	12.8%	12.9%	13.0%	13.7%	14.1%	19.9%	16.1%	16.1%	16.4%	15.9%	13.7%
Operating income	10,757	11,219	11,131	10,621	10,460	8,807	(2,964)	1,724	4,613	5,402	5,751	7,925
Operating income margins	18.1%	18.4%	18.1%	17.2%	16.6%	14.6%	(7.2%)	3.6%	8.7%	9.7%	9.8%	12.3%
Non-operating income	324	530	458	4,988	356	564	3,840	1,976	389	314	426	523
Non-operating expenses	90	35	33	109	48	76	53	150	14	19	426	10
Ordinary income	10,991	11,714	11,556	15,500	10,768	9,294	822	3,550	4,988	5,698	6,149	8,438
Ordinary income margins	18.5%	19.2%	18.8%	25.1%	17.1%	15.4%	2.0%	7.4%	9.4%	10.2%	10.4%	13.0%
Extraordinary income	61	525	102	5	3	7	2	3	—	462	—	324
Extraordinary loss	412	800	132	10,202	2,084	2,912	626	318	66	228	372	3,673
Income before income taxes and minority interests	10,641	11,439	11,526	5,304	8,687	6,389	197	3,236	4,921	5,932	5,776	5,089
Total income taxes and Minority interests in income (loss)	4,597	4,586	4,706	5,388	3,749	3,391	144	1,094	2,331	(124)	2,352	1,749
Net income	6,044	6,853	6,820	(83)	4,938	2,998	53	2,141	2,590	6,056	3,425	3,340
Net income margins	10.2%	11.2%	11.1%	(0.1%)	7.8%	5.0%	0.1%	4.4%	4.9%	10.8%	5.8%	5.2%

64

Trend of Performances (Meitec Fielders)

(Millions of Yen)	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Net sales	8,692	9,729	10,382	10,748	10,747	10,582	7,050	8,175	8,510	9,349	10,587	11,911
Cost of sales	6,428	7,234	7,655	7,888	7,759	7,744	6,621	6,361	6,387	7,061	8,084	9,154
Cost of sales to Net sales	74.0%	74.4%	73.7%	73.4%	72.2%	73.2%	93.9%	77.8%	75.1%	75.5%	76.4%	76.9%
Gross profit	2,264	2,495	2,727	2,859	2,987	2,837	429	1,814	2,122	2,287	2,502	2,757
Selling, general and administrative expenses	989	1,174	1,357	1,551	1,677	2,018	1,890	1,238	1,585	1,639	1,646	1,682
SG&A expenses to Net sales	11.4%	12.1%	13.1%	14.4%	15.6%	19.1%	26.8%	15.1%	18.6%	17.5%	15.5%	14.1%
Operating income	1,275	1,321	1,369	1,308	1,310	819	(1,461)	575	537	648	856	1,073
Operating income margins	14.7%	13.6%	13.2%	12.2%	12.2%	7.7%	(20.7%)	7.0%	6.3%	6.9%	8.1%	9.0%
Non-operating income	5	6	3	3	10	6	848	182	3	3	1	—
Non-operating expenses	—	—	—	1	1	—	5	1	—	—	15	—
Ordinary income	1,280	1,328	1,373	1,310	1,319	825	(618)	757	540	651	841	1,074
Ordinary income margins	14.7%	13.6%	13.2%	12.2%	12.3%	7.8%	(8.8%)	9.3%	6.3%	7.0%	7.9%	9.0%
Extraordinary income	88	5	6	—	—	—	—	1	—	—	—	—
Extraordinary loss	64	—	3	4	5	13	2	1	—	—	—	5
Income before income taxes and minority interests	1,304	1,333	1,376	1,306	1,314	811	(620)	756	540	651	841	1,068
Total income taxes and Minority interests in income (loss)	562	544	560	537	544	344	313	(187)	264	272	358	420
Net income	742	789	816	768	769	467	(933)	943	275	378	483	648
Net income margins	8.5%	8.1%	7.9%	7.1%	7.2%	4.4%	(13.2%)	11.5%	3.2%	4.0%	4.6%	5.4%

65

Trend of Performances (Meitec NEXT)

(Millions of Yen)	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Net sales				8	252	480	334	438	593	734	872	1,131
Cost of sales												
Cost of sales to Net sales												
Gross profit				8	252	480	334	438	593	734	872	1,131
Selling, general and administrative expenses				207	470	559	349	333	446	512	577	746
SG&A expenses to Net sales				2,587.5%	186.5%	116.5%	104.5%	76.0%	75.2%	69.8%	66.2%	66.0%
Operating income				(198)	(217)	(78)	(14)	104	147	221	295	385
Operating income margins				(2,475.0%)	(86.1%)	(16.3%)	(4.2%)	23.7%	24.8%	30.1%	33.8%	34.0%
Non-operating income				—	—	—	2	2	—	—	—	—
Non-operating expenses				—	—	—	—	—	—	—	—	—
Ordinary income				(198)	(217)	(78)	(12)	106	147	221	295	385
Ordinary income margins				(2,475.0%)	(86.1%)	(16.3%)	(3.6%)	24.2%	24.8%	30.1%	33.8%	34.0%
Extraordinary income				—	—	—	—	—	—	—	—	—
Extraordinary loss				—	—	—	—	—	—	—	—	—
Income before income taxes and minority interests				(198)	(217)	(78)	(13)	106	147	221	295	385
Total income taxes and Minority interests in income (loss)				—	—	1	—	—	—	19	95	141
Net income				(199)	(217)	(79)	(14)	105	147	201	200	243
Net income margins				(2,487.5%)	(86.1%)	(16.5%)	(4.2%)	24.0%	24.8%	27.4%	22.9%	21.5%

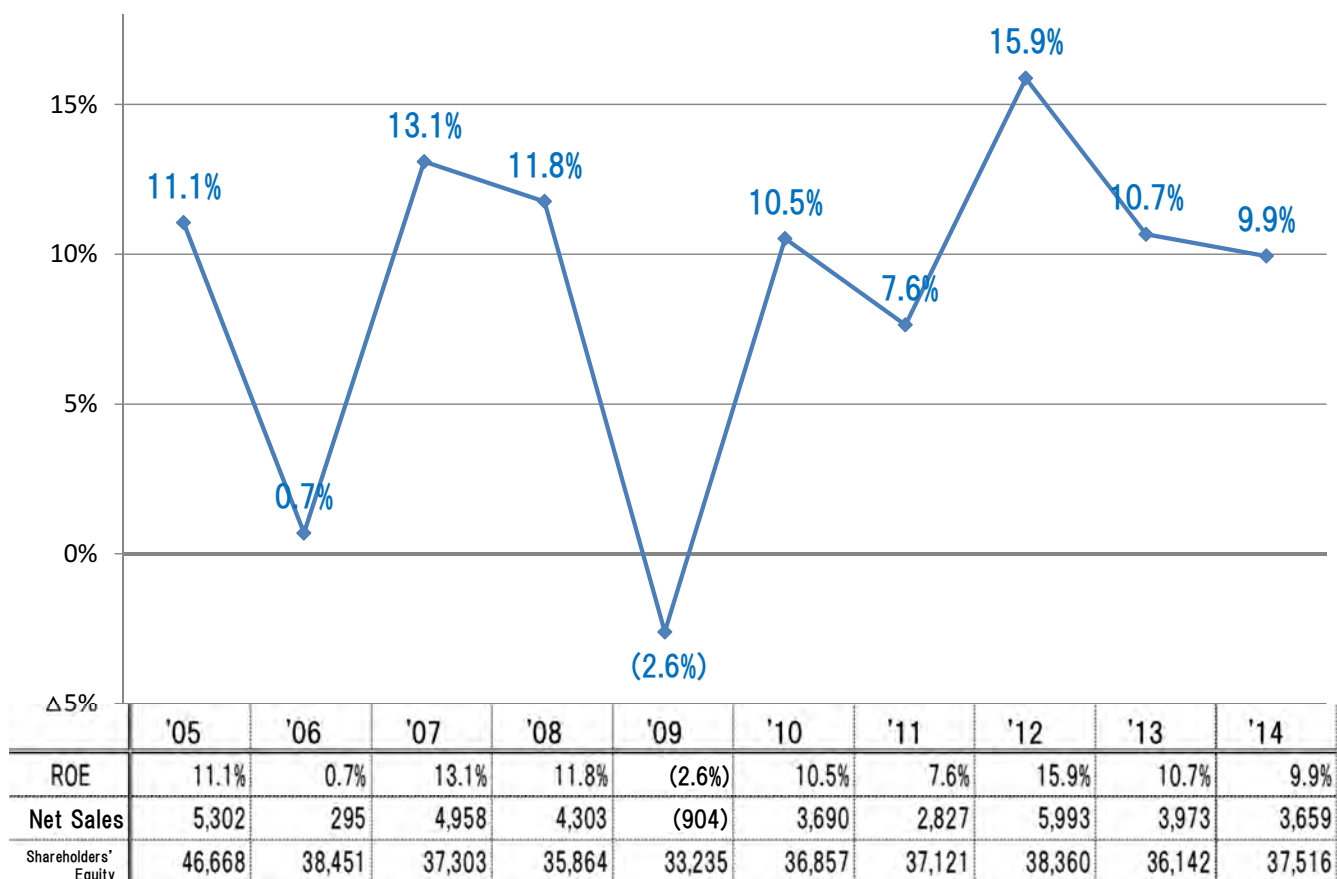
66

Trend of Profit Distributions and Forecast

										Actual	Forecast	
										FY2014	FY2015	
	FY2005	FY2006	FY2007	FY2008	FY2009	FY2010	FY2011	FY2012	FY2013			
Dividend Payout ratio	65.1%	1,085.7%	50.5%	58.9%	—	24.7%	68.5%	53.2%	56.1%	92.4%	50.2%	
Dividend on Equity	7.1%	7.4%	6.5%	6.9%	2.4%	2.6%	5.2%	8.4%	6.0%	9.2%		
Annual Dividends	Per Share	@¥90.50	@¥89.00	@¥72.00	@¥75.00	@¥24.50	@¥27.50	@¥58.50	@¥99.00	@¥72.00	@¥111.00	@¥116.00
	Millions of Yen	3,329	3,162	2,488	2,518	812	911	1,925	3,134	2,220	3,373	3,513
2nd Quarter	Per Share	@¥44.00	@¥44.00	@¥37.50	@¥47.00	@¥24.50		@¥29.00	@¥30.00	@¥31.50	@¥44.00	@¥54.50
	Millions of Yen	1,630	1,579	1,304	1,590	812		961	981	983	1,344	1,650
Year-end	Per Share	@¥46.50	@¥45.00	@¥34.50	@¥28.00		@¥27.50	@¥29.50	@¥69.00	@¥40.50	@¥67.00	@¥61.50
	Millions of Yen	1,699	1,583	1,184	928		911	965	2,153	1,237	2,029	1,862
Acquisition of Treasury Shares	Thousands of shares	1,405	1,353	857	1,174			421	1,506	641	269	
	Millions of Yen	5,100	5,099	3,100	2,800			700	2,800	1,800	899	3,500
Total Shareholders Return	Millions of Yen	8,429	8,261	5,588	5,318	812	911	2,625	5,934	4,020	4,273	7,013
Retirement of Treasury Stock	Thousands of shares	1,562	1,400		342			400	1,700	500	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
	As of March 31	¥3,870	¥3,800	¥3,020	¥1,216	¥1,831	¥1,664	¥1,669	¥2,343	¥2,930	¥4,025	
Net Income per Share		@¥138.93	@¥8.20	@¥142.64	@¥127.31	@¥(27.30)	@¥111.33	@¥85.45	@¥186.08	@¥128.30	@¥120.12	@¥231.14
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	

67

Trend of ROE



68

Corporate Governance

✓ As of May 12, 2015, committees unique to Meitec, five independent directors, clear director compensation calculations, etc.

※Please refer to the securities report and the report submitted to the Tokyo Stock Exchange

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.

(1) Corporate Governance Committee

Purpose: Strengthening the corporate governance and CSR

(2) The CEO Nominating Committee

Purpose: Objectively debate and select the ideal candidate for CEO

II. Executives

	Number	of which Outside	of which Independent	Articles of incorporation
Directors	9	2	2	22
Audit & Supervisory Board Members	3	3	3	4
Total	12	5	5	26

	Number	of which also Serves as Director	Male	Female
Executive officers	12	5	11	1

Note: Include President and CEO, COO

III. Calculation Method of Executive Remuneration

- ✓ Transparency of management is enhanced by disclosing the decision process
- ✓ Raise the performance link rate of the director's remuneration

1. Remuneration Amounts to Individual Executives

CEO	Monthly payment	3,000,000 yen or less
COO	Monthly payment	2,500,000 yen or less
Director	Monthly payment	2,000,000 yen or less
Outside Director	Monthly payment	500,000 yen or less
Standing audit & supervisory board member	Monthly payment	2,000,000 yen or less
Audit & supervisory board member	Monthly payment	500,000 yen or less

2. Performance-Linked Directors' Remuneration

An amount equal to 2% of consolidated net income (not including performance-linked directors' remuneration), with fractions of 1 million yen and less discarded, and shall be the total amount of performance-linked directors' remuneration. This amount shall be distributed among directors based on the individual performance of each director (provided, however, that the maximum amount that can be allocated to an outside director shall be limited to 6 million yen).

- The retirement bonus system for executives had been abolished.
- Audit & supervisory board members are not given performance-linked remuneration.
- Please see the Company's securities reports, etc. for other conditions.

IV. Others

◆ Company has not introduced the measure for the defense from hostile TOB

- Please see the Company's securities reports, etc. for other matters, such as shareholders' meeting resolution matters, that can be resolved by the Board of Directors.

69

Shareholders by Business Segments

Shareholder Segment	(As of the Fiscal year ended March 31, 2015)			
	Shareholders	%	Shares Held	%
Banks	5	0.1%	933,501	2.9%
Trust Banks	17	0.3%	8,834,500	27.5%
Life and nonlife insurance companies	18	0.3%	3,635,483	11.3%
Securities financing and other financial companies	4	0.1%	12,960	0.1%
Securities companies	30	0.5%	350,819	1.1%
Business concerns and other companies	96	1.6%	256,672	0.8%
Overseas companies and investors	180	3.0%	12,847,484	39.9%
Individuals and others	5,591	94.1%	5,328,581	16.6%
Total	5,941	100%	32,200,000	100%

70

Company Information

Tokyo Headquarters	Akasaka, Minato-ku, Tokyo				
Nagoya Headquarters	Nishi-ku Nagoya				
Stock listings	Tokyo Stock Exchange, 1st Section (No. 9744)				
Incorporated	July 17, 1974				
C l i e n t s	Approximately 1,000 blue-chip companies, mostly listed in the first and second sections of Tokyo Stock Exchange				
B r a n c h e s	34 Sales offices, including Tokyo, Osaka, Nagoya, and other major Japanese cities				
Group Companies	<table border="0"> <tr> <td style="vertical-align: top;"> [Temporary Staffing Business] ■ MEITEC FIELDERS INC. ■ MEITEC CAST INC. ■ MEITEC EX CORPORATION </td> <td style="vertical-align: top;"> [Recruiting & Placement Business] ■ MEITEC NEXT CORPORATION ■ all engineer.jp CORPORATION ■ Meitec Shanghai ■ MEITEC Shanghai Human Resources Co. Ltd. </td> </tr> <tr> <td colspan="2"> [Engineering Solutions Business] ■ APOLLO GIKEN CO., LTD. </td> </tr> </table>	[Temporary Staffing Business] ■ MEITEC FIELDERS INC. ■ MEITEC CAST INC. ■ MEITEC EX CORPORATION	[Recruiting & Placement Business] ■ MEITEC NEXT CORPORATION ■ all engineer.jp CORPORATION ■ Meitec Shanghai ■ MEITEC Shanghai Human Resources Co. Ltd.	[Engineering Solutions Business] ■ APOLLO GIKEN CO., LTD.	
[Temporary Staffing Business] ■ MEITEC FIELDERS INC. ■ MEITEC CAST INC. ■ MEITEC EX CORPORATION	[Recruiting & Placement Business] ■ MEITEC NEXT CORPORATION ■ all engineer.jp CORPORATION ■ Meitec Shanghai ■ MEITEC Shanghai Human Resources Co. Ltd.				
[Engineering Solutions Business] ■ APOLLO GIKEN CO., LTD.					

Develop a New Era by People and Technology

人と技術で次代を拓く

MEITEC

メイテックグループ

MEITEC GROUP

For inquiry regarding investor relations:

Phone: +81-03-5413-0131 e-mail: ir@meitec.com

URL: <http://www.meitec.co.jp>

〈Note〉

Earnings forecasts and other forward-looking statements in this release are based on data currently available to management and certain assumptions that management believes are reasonable. Actual results may therefore differ materially from these statements for various reasons.

Some important factors that might have an effect on business performance pertain to Business Risks stated in the Company's annual securities report and other information already released, but factors influencing business performance are not limited to those released.