

人と技術で次代を拓く

**MEITEC**

メイテックグループ

# **Results for the Fiscal Year Ended March 31, 2015**

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May 12, 2015

**MEITEC CORPORATION**

President and CEO, COO

MEITEC Group CEO

**Hideyo Kokubun**

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

(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 discuss following three subjects.  
The results for the fiscal year ended March 31, 2015  
Progress with the Mid-term Management Plan  
Forecasts for the fiscal year ending March 31, 2016.
- Please see the reference materials later.

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

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- I will begin by discussing results for the fiscal year ended March 31, 2015.

**MEITEC 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.**

<b>Group Consolidated</b> (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%			

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- This is the summary of the Group's consolidated results.
- Earnings were driven by the professional staffing business for engineers, as leading manufacturers, which represent the Company's major clients, continued to invest in technological development.
  - Net sales were ¥82,136 million, up 9.7% year on year.
  - Operating income was ¥9,540 million, up 36.7% year on year.
  - Ordinary income was ¥9,643 million, up 38.2% year on year.
- We have recorded an extraordinary losses of about ¥3.6 billion, mainly due to the decision to suspend the use of aging training facilities and other facility in the 2<sup>nd</sup> quarter.
- In addition, due to the change of the corporate tax rate, impact of the reversal of deferred tax assets was about ¥600 million.
- As a result, net income declined 7.9% year on year to ¥3,659 million.

## 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.

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- This is the results summary by business segment.
- For the staffing business, which accounts for over 90% of consolidated sales;  
Net sales rose 9.5% year on year,  
Operating income increased 34.3% year on year.
- For the recruiting & placement business;  
Net sales increased 32.4% year on year,  
Operating income rose 111.1% year on year.
- The engineering solutions business moved into the profit.



## 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.

<b>Meitec</b> (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%		

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- This is the results summary for Meitec.
- Mainly due to the increase of number of engineers assigned to the client;
  - Net sales were ¥64,675 million, a record high, up 9.8% year on year.
  - Operating income was ¥7,925 million, up 37.8% year on year.
  - Ordinary income was ¥8,438 million, up 37.2% year on year.
- We recorded extraordinary losses of about ¥3.3 billion, mainly comprising impairment losses related to the suspension of the use of training facilities and other facility. In addition, due to an impact from the reversal of deferred tax assets of about ¥600 million, net income declined 2.5% year on year to ¥3,340 million.
- I will explain the other major indicators in the lower columns later on.

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

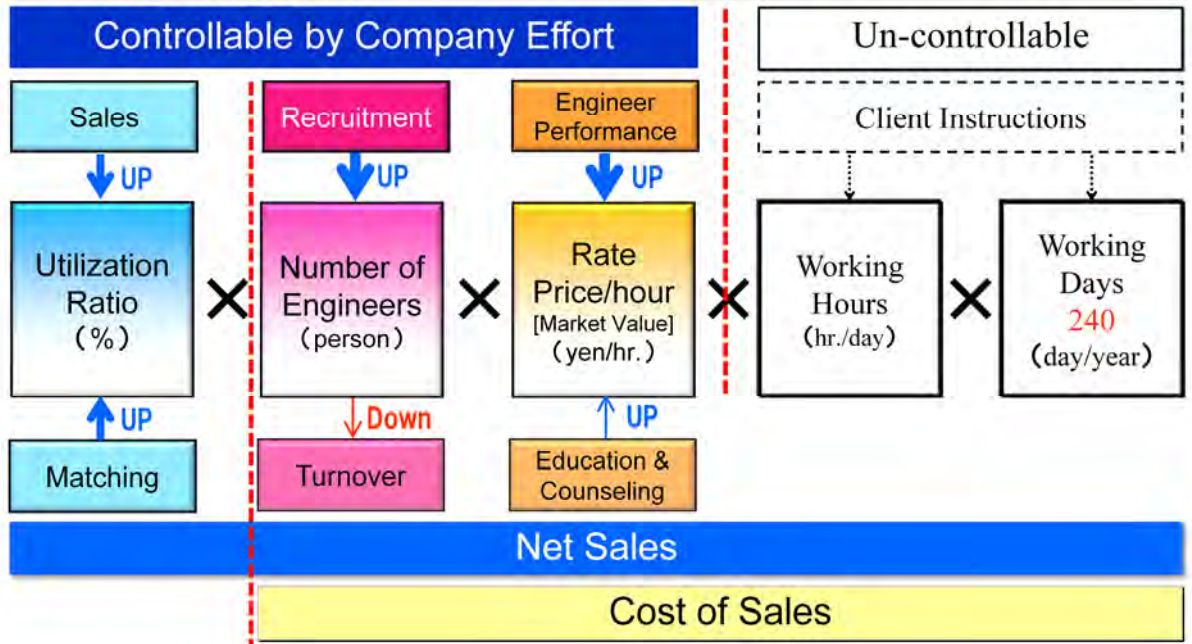
- ✓ Net sales increased by 12.5% y-on-y to 11,911 million yen, a record high, and operating income rose 25.4% y-on-y to 1,073 million yen.
- ✓ The number of engineers as of March 31, 2015 was 1,601 engineers, which was a 9.7% y-o-y increase.

<b>Meitec Fielders</b> (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%		

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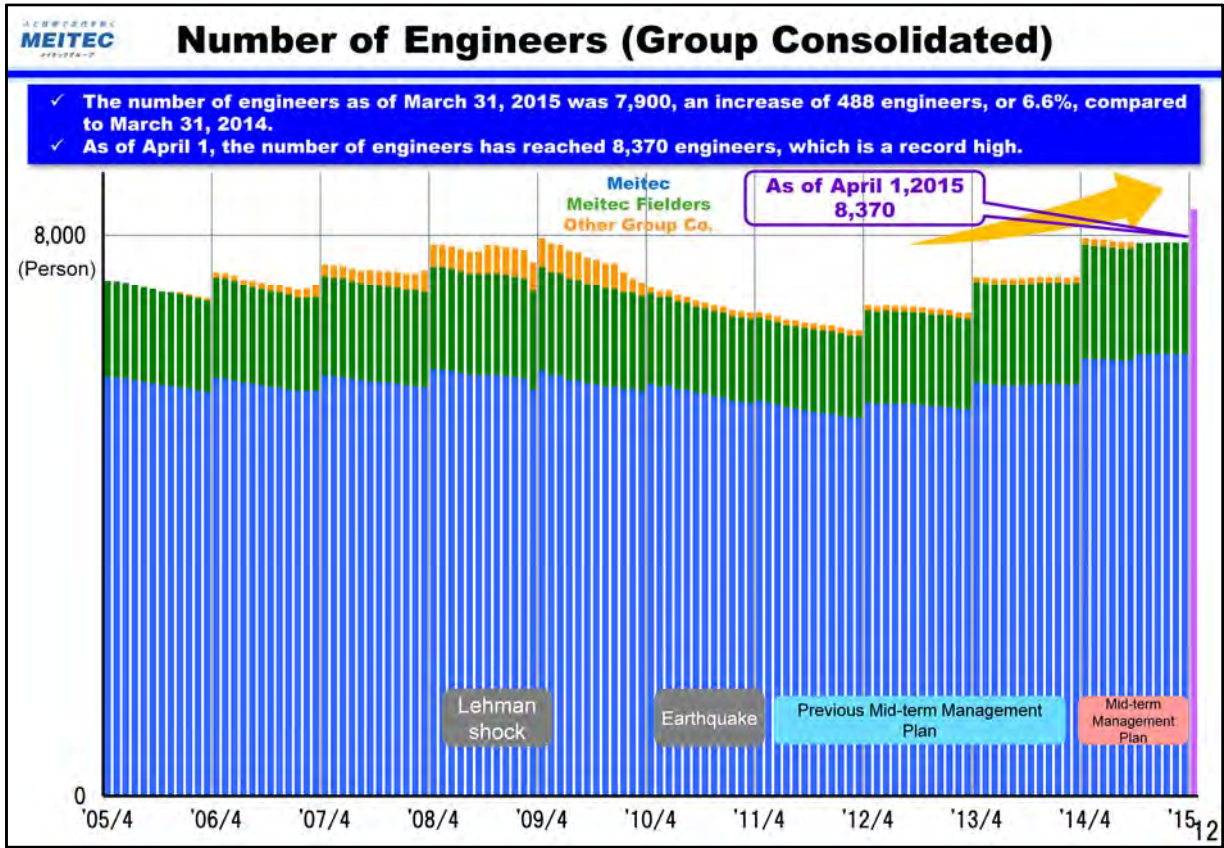
- This is the results summary for Meitec Fielders.
- Mainly due to the increase of number of engineers assigned to the client;  
Net sales rose 12.5% year on year to ¥11,911 million, a record high,  
Operating income increased 25.4% to ¥1,073 million,  
Net income increased 34.1% to ¥648 million.
- I will explain the other major indicators in the lower columns later on.

✓ 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

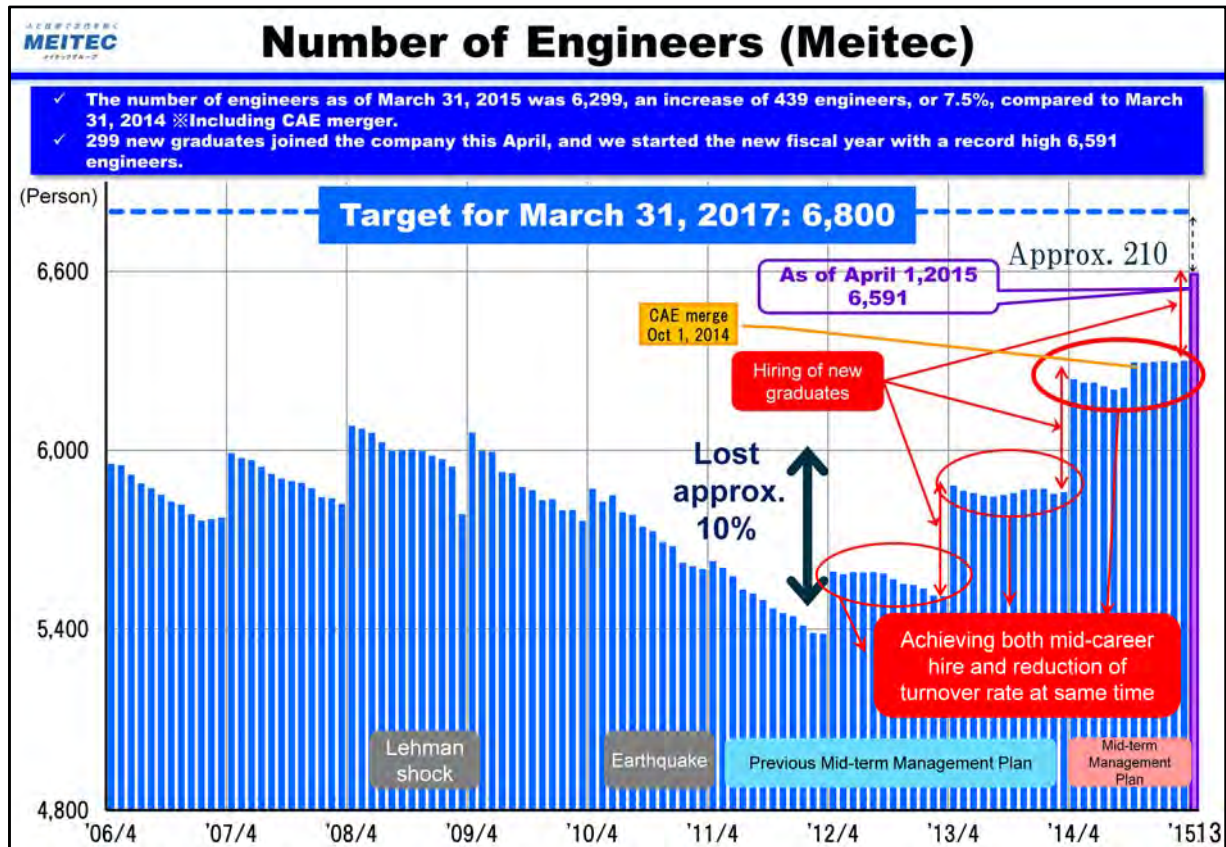


- This is a summary of the main components of net sales and cost of sales in the staffing business for indefinite and regular employed engineers.
- In FY2014, the utilization ratio maintained a high level and also by achieving an increase in the number of engineers, sales and profits both rose year on year.





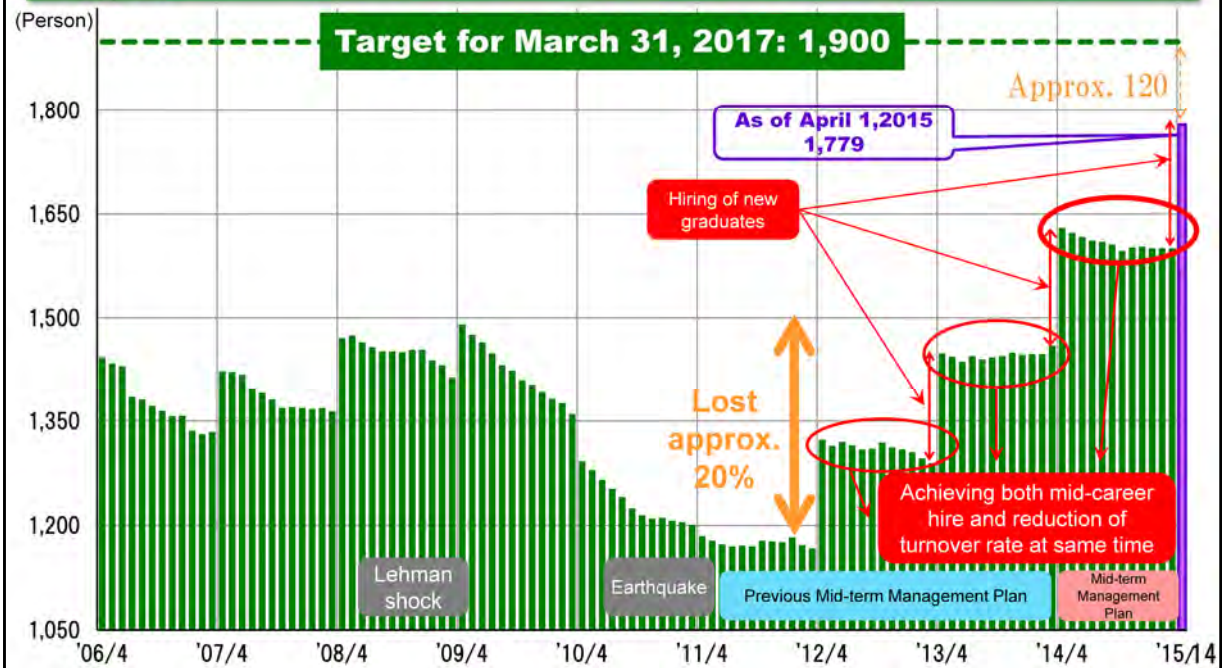
- This shows the trend in the number of engineers across the Group.
- As of March 31, 2015, the number of engineers was 7,900, an increase of 488, or 6.6%, compared to that of March 31, 2014.
- And, as of April 1, 2015, the number of engineers reached a record high 8,370.



- This shows the trend in the number of engineers at Meitec.
- As of March 31, 2015, the number of engineers was 6,299, an increase of 439, or 7.5%, compared to that of March 31, 2014.
- This increase includes the effect of merging Meitec CAE on October 2014.
- Also by the 299 newly graduates joining on April 1st, the number of employees reached a record high 6,591.
- To the Mid-term Management Plan target of 6,800 engineers set for March 31, 2017, it is 210 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.

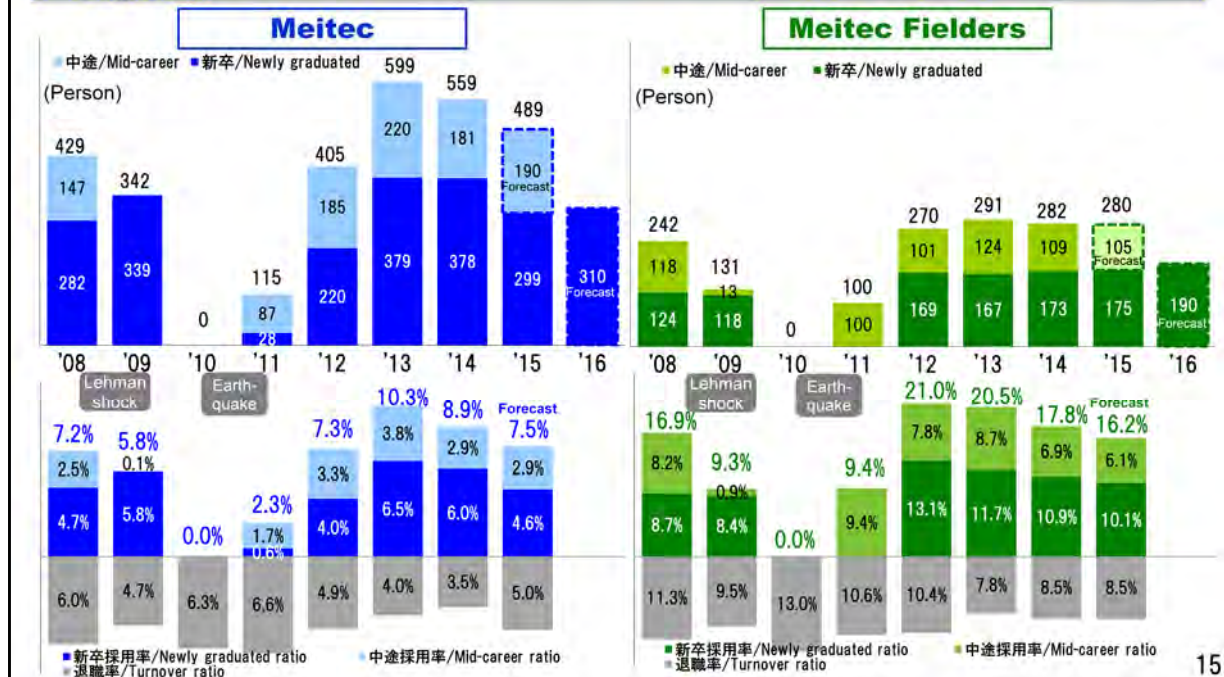


- This shows the trend in the number of engineers at Meitec Fielders.
- As of March 31, 2015, the number of engineers was 1,601, an increase of 141, or 9.7%, compared to that of March 31, 2014.
- Also by the 175 newly graduates joining on April 1st, the number of employees reached a record high 1,779.
- To the Mid-term Management Plan target of 1,900 engineers set for March 31, 2017, it is 120 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.



- Here are the recruitment and retirement trends for the Group.
- Higher graph shows the number of employees hired. And the lower graph shows the hiring rate and turnover ratio.
- As the most recent result, the hiring rate of Meitec was 8.9% and turnover ratio was 3.5%, resulted hiring exceeded the turnover ratio by 5.4%, and achieved the increase in the number of engineers for three consecutive years.
- For the Meitec Fielders, hiring rate was 17.8% and turnover ratio was 8.5%, resulted hiring exceeded the turnover ratio by 9.3%, and also achieved the increase in the number of engineers for three consecutive years.
- I will talk about the forecast for fiscal year 2015 later.



**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.

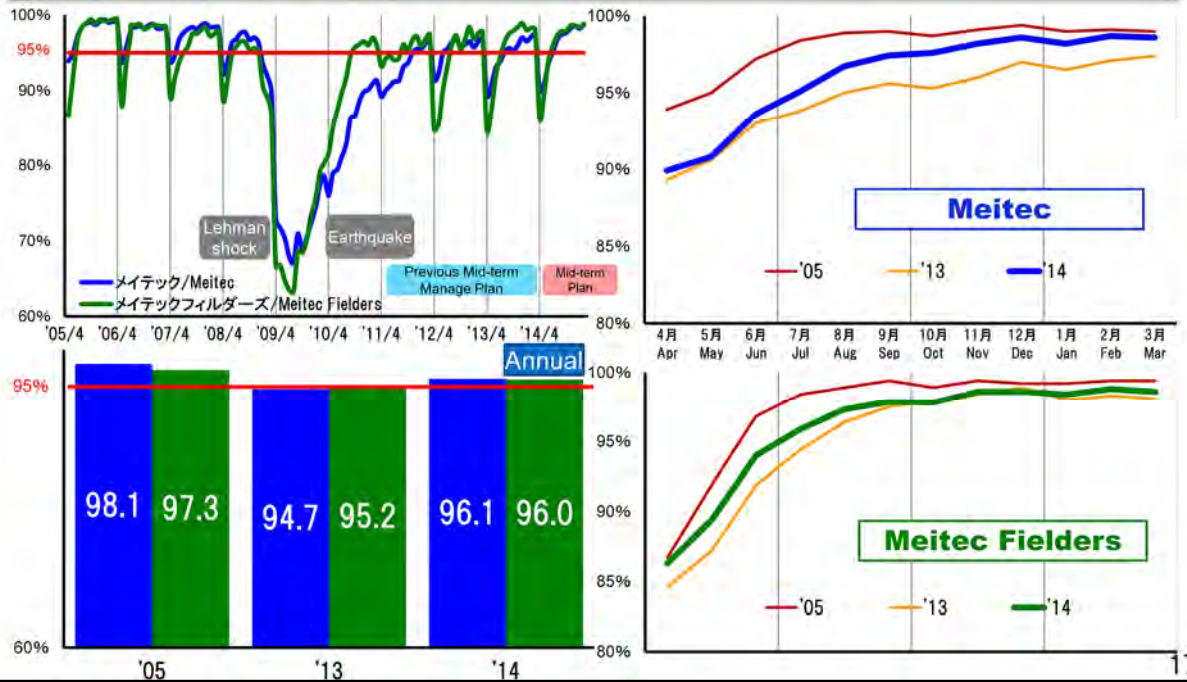
(person)	Fiscal Year Ended March 31, 2015							Fiscal Year Ending March 31, 2016					
	Newly Graduate April 2014	Mid-career					Total	YoY	Newly Graduate April 2015				
		Initial Forecast	14/11/6 Revised Forecast		To Initial Forecast	To 14/11/6 Revised Forecast			Initial Forecast	14/11/6 Expected Number		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)						

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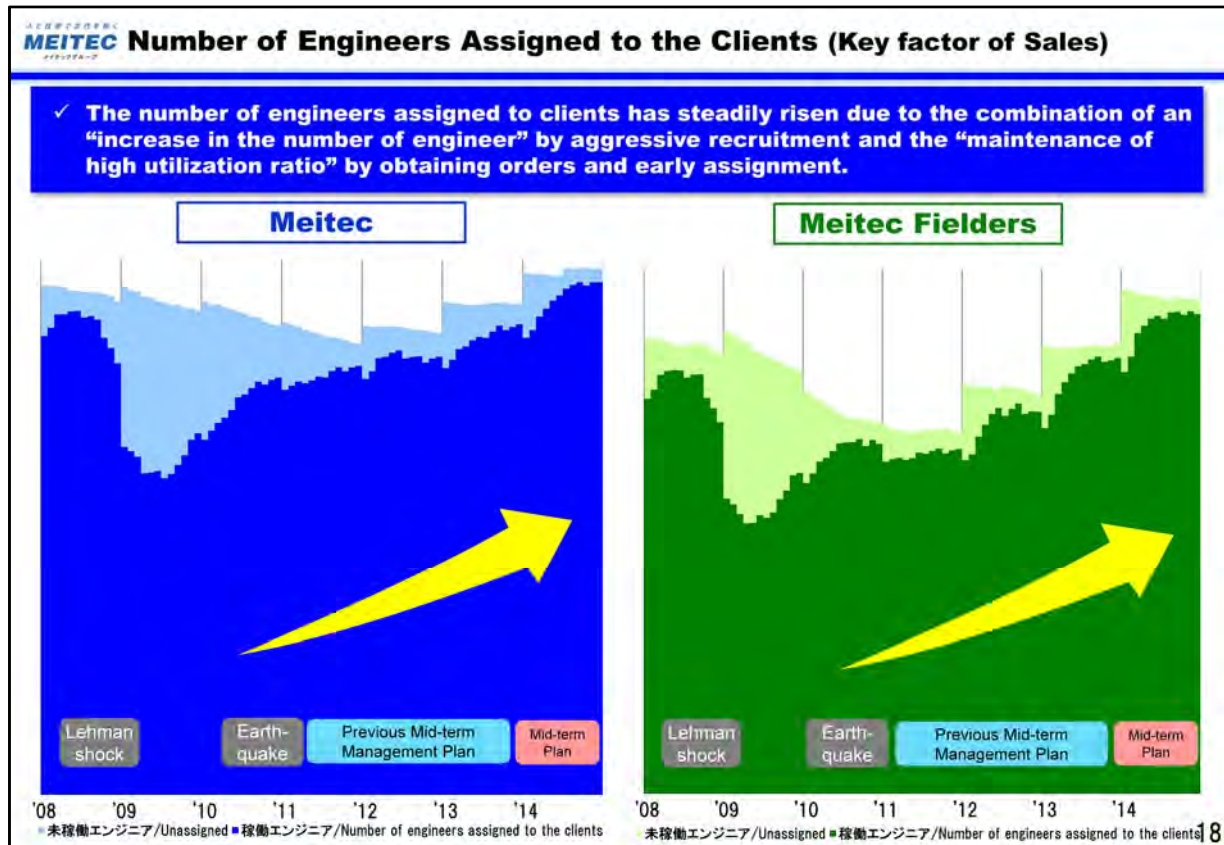
- This shows our recruitment record for the fiscal year ended March 31, 2015.
- Recruitment conditions for mid-career engineer and newly graduates joined on April 1, 2015 were very challenging.
- Against this backdrop, Meitec continued to emphasize the quality of personnel in hiring.
- Although we lowered our hiring target in November 2014 from the initial forecast announced on May 2014, unfortunately, the results were lower than the revised target.
- The recruitment market is likely to become even more challenging going forward. I will discuss regarding the forecast later.

# Utilization Ratio

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



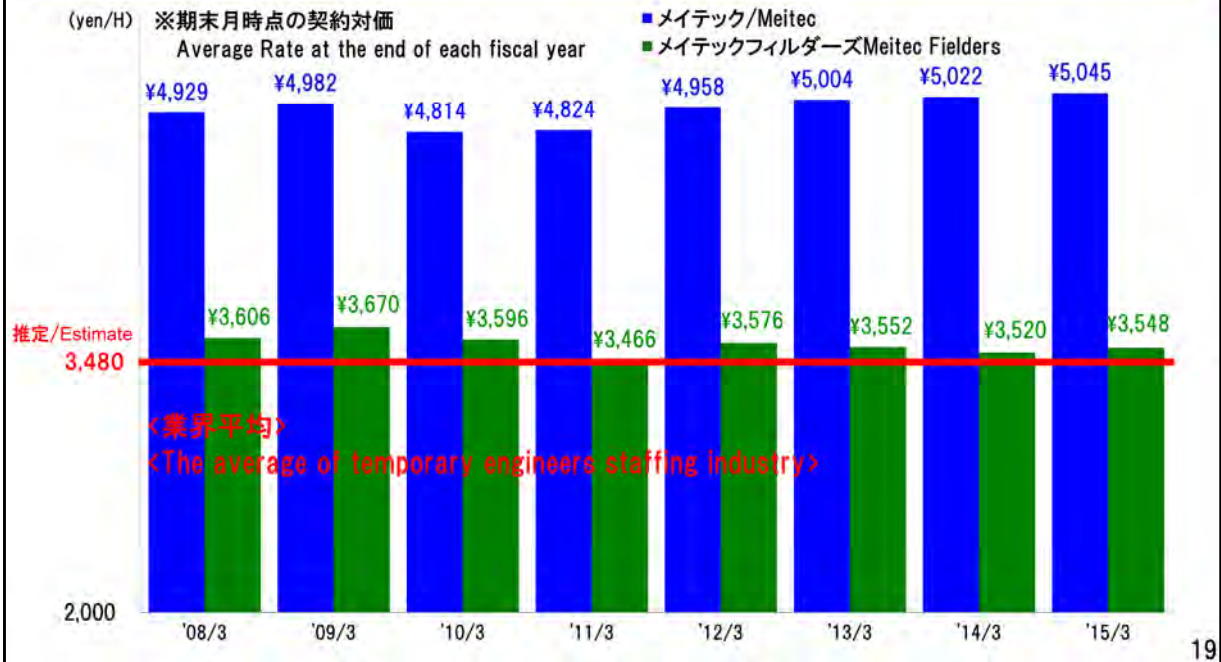
- This shows the trend in our utilization ratios.
- We consider the trend is largely positive, if the utilization ratios are exceeding 95%.
- Utilization ratios exceeded previous year levels and remained high throughout the year at both Meitec and Meitec Fielders, reflecting success in assigning engineers.



- This shows the trend in the number of engineers assigned to clients.
- “The number of engineers” multiplied by “the utilization ratio” is “the number of engineers assigned to work for our clients,” which is growing steadily.

## 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.

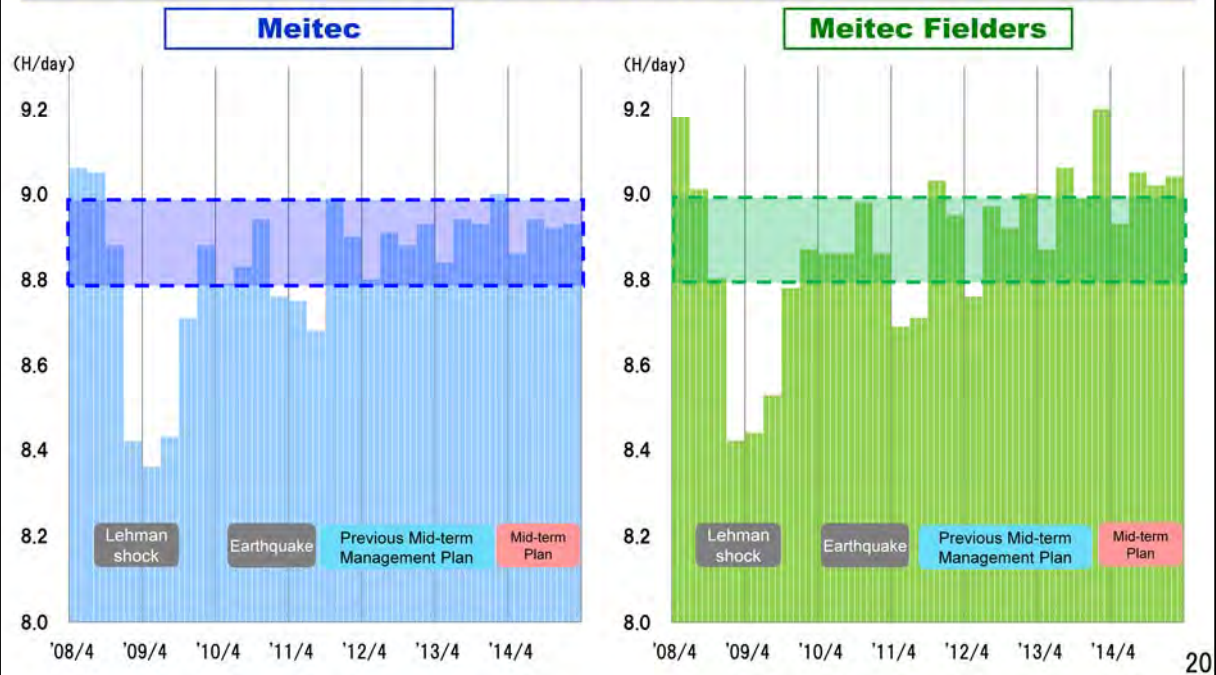


- This shows the trend in average rates for engineers.
- The average rate was maintained at the ¥5,000 level at Meitec, which prides itself on being a leading company in the engineer professional staffing business sector.
- Meitec Fielders also maintained average rate at the ¥3,500 level, slightly higher than the industry average.
- Going forward, we will aim to appeal to the value of each engineer to the clients, and aim for a status which we can be sure of achieving the rate, "obtaining appropriate rate."
- Incidentally, the fact that MT and MF is sustaining the average rate over 5,000 yen and 3,500 yen despite the newly graduates joining last year means that we could firmly obtained an appropriate rate for the existing engineers.



## 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



- This shows the trends in working hours.
- Average working hours are one factor that has a significant impact on earnings, as 0.1 of one working hour equates to around 1% of total net sales. However, the number of working hours is determined by our clients and is not something we can control.
- Working hours at Meitec are trending steadily at 8.8-9.0 hours per day. We predict this trend will continue.

## 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%

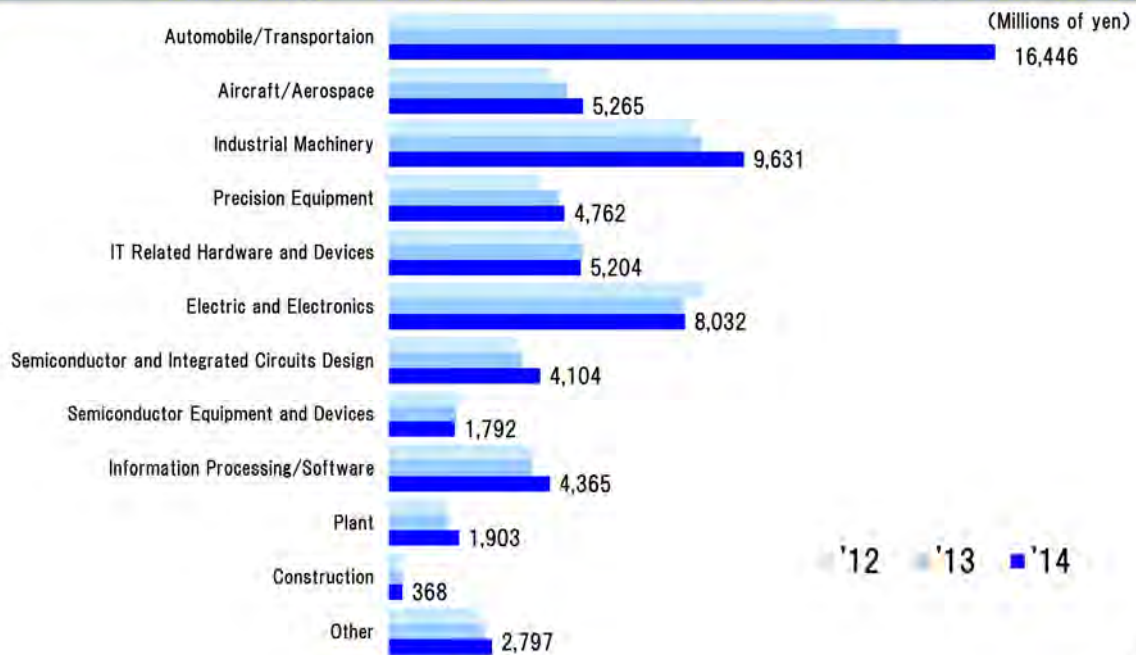
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- This shows Meitec's top 10 clients by sales.
- Rankings have changed over the years, but the companies in the top 10 have changed relatively little.
- The ratio of sales accounted for by the top 10 is gradually declining, reflecting the expansion of our range of services, focusing less on one specific industry segment. This is one of the strengths of the Meitec Group.

## 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.



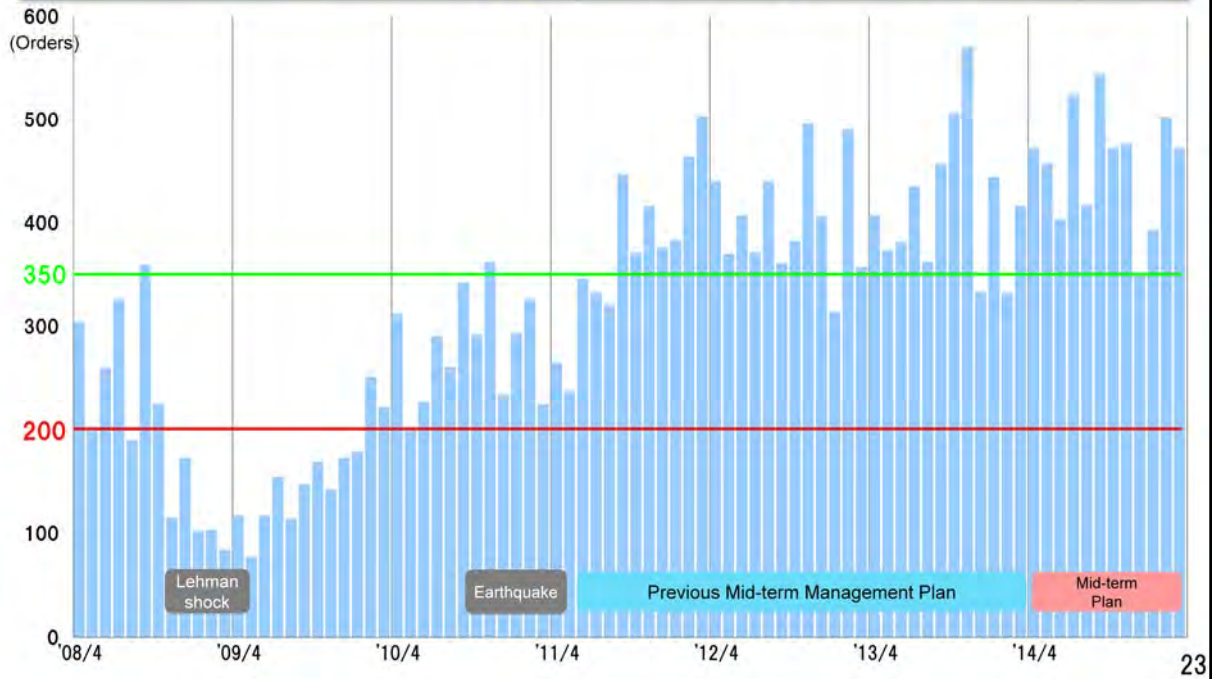
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- This shows the sales trends by industry segment.
- Sales growth in the automobile segment remained pronounced, a trend we also saw in the previous fiscal year.
- We have a wide range of clients across the manufacturing industry, so we can compensate for sluggish sales in a specific industry or field with sales in another sector, which is another strength of Meitec.

## 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.).

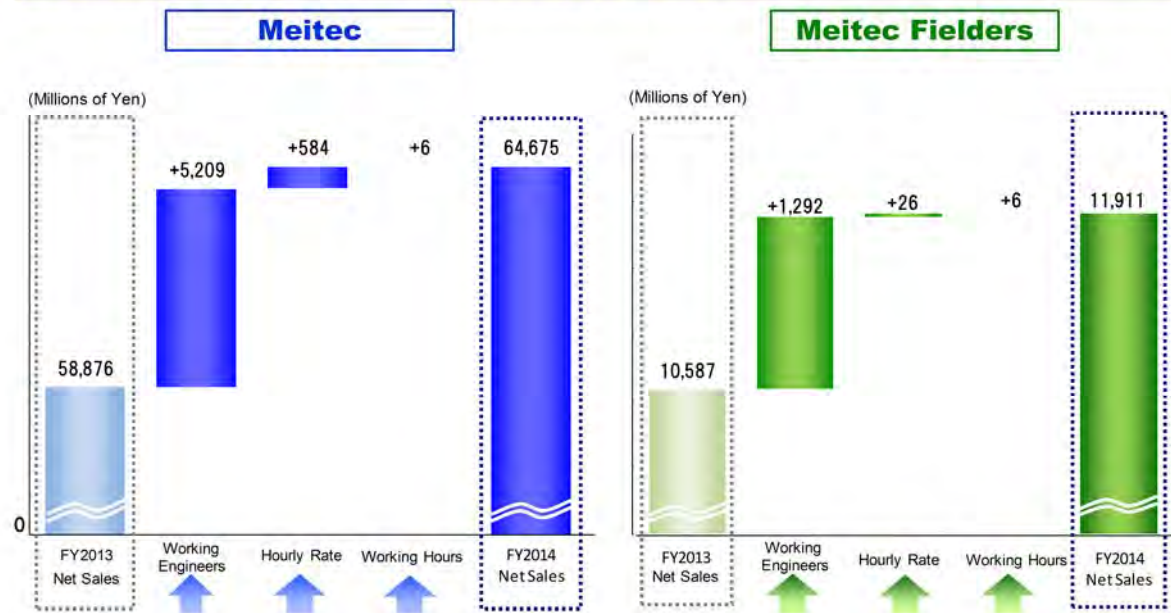


- This is the trend in monthly new orders.
- The number of new orders is firm when it exceeds 350 orders and we are at risk when the number falls below 200. The data show that orders have been firmer.



## 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.



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- This is a breakdown of factors affecting changes in net sales in the professional staffing business for engineers for Meitec and Meitec Fielders.
- The main factor driving sales growth at both Meitec and Meitec Fielders is “increase in the number of engineers assigned to clients.” This shows the impact of that factor on net income.

## 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 2<sup>nd</sup> 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
<b>Impact on Net Income</b>	<b>(2,564) million</b>

- 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)

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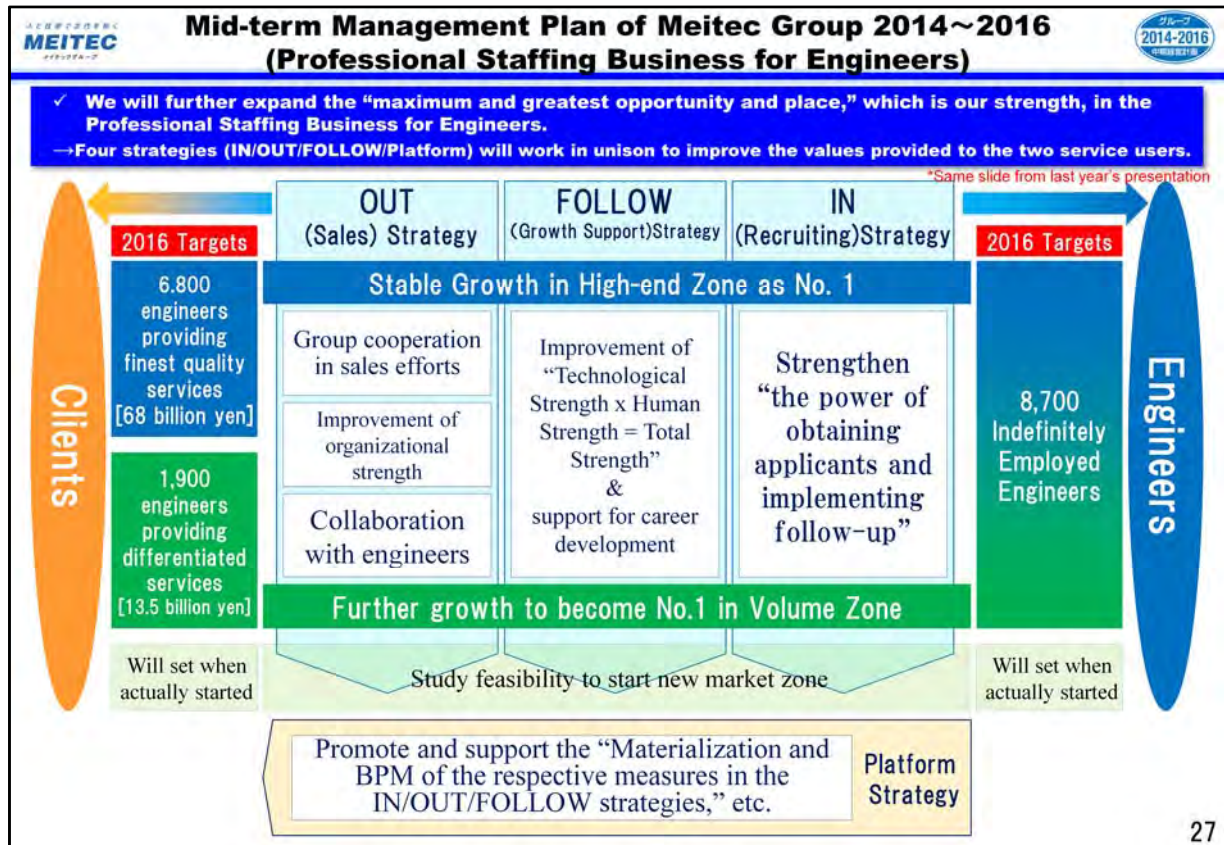
- This is explanation regarding the extraordinary losses.
- A major portion of the 3,615 million yen of extraordinary losses comes from the recognition of impairment losses in conjunction with the Company's decision to suspend the use of large training facilities and other facility in order to reduce the risk of future cost increases.
- As it was explained in the 2<sup>nd</sup> quarter presentation, our intention was to liquidate these facilities after turning them into vacant lots in order to achieve a definite reduction in maintenance costs and promptly deliver cost reduction effects benefits. And we have confirmed that we can liquidate for some of the facilities within the 1<sup>st</sup> half of the current fiscal year.
- I will talk about the effect of this on income later.



## 2. Progress on Mid-term Management Plan




- Next I would like to talk about the progress we have made to the Mid-term Management Plan in its first year.



- This is the strategies and measures of the professional staffing business for engineers which we set at the beginning of the mid-term management plan.



 <b>Progress in the 1<sup>st</sup> Year on the Mid-term Management Plan Professional Staffing Business for Engineers</b> 		
What was done in 1 <sup>st</sup> year		
<b>IN</b> (Recruiting) Strategy	Strengthen “the power of obtaining applicants and implementing follow-up”	✓ Strengthen relationship with the school ✓ Strengthen connection with the applicant
	Group cooperation in sales efforts	✓ Promote group-wide cooperation in responding the clients needs.
	Improvement of organizational strength	✓ Build a system for maximizing the use of the accumulated clients’ information
<b>OUT</b> (Sales) Strategy	Collaboration with engineers	✓ Share the best practices, and promote the collaboration between sales and engineers
	Improvement of “Technological Strength x Human Strength = Total Strength” & support for career development	✓ 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.
<b>FOLLOW</b> (Growth Support) Strategy		

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- In the professional staffing business for engineers, organic interconnection between three systems; IN: recruiting, OUT: sales, and FOLLOW: growth support, are important.
- Above chart is illustrated in its order, and progress of each is described.

**Mid-term Management Plan of Meitec Group 2014~2016  
(Recruiting & Placement Business for Engineers)**

MEITEC 2014-2016

✓ 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

No.1 for five consecutive years in overall satisfaction with career change support tailored to engineers

- Specializing in career changes for engineers in manufacturing
- One of the largest number of job offers in the industry (always more than 7,000 offers)
- Supported by dedicated consultants familiar with technology

※April 1, 2015  
(No change in the strategies and targets)

2016 Targets

Net sales  
1.6 billion yen

Clients

Strategy for clients	Strategy for engineers
	Strengthen engineer placement (increase job offers and job seekers)
	Increase global options (personnel placement and proposal on ways to work)
	Increase options for senior engineers (personnel placement and proposal on ways to work)

2016 Targets



Number of personnel to be placed  
1,300

Engineers

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

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- This is the strategies and measures for the recruiting & placement business for engineers which we set at the beginning of the mid-term management plan.
- We are making efforts to expand business of Meitec NEXT, the No. 1 client total satisfaction for five consecutive years in the specializing in engineer recruiting & placement, and to promote cooperation with our Chinese business.

 <b>Progress in the 1<sup>st</sup> Year on the Mid-term Management Plan Recruiting &amp; Placement Business for Engineers</b> 		
What was done in 1 <sup>st</sup> year		
<b>Strategy for clients</b>  <b>Strategy for engineers</b>	Strengthen engineer placement (increase job offers and job seekers)	✓ Achieved more successful placement by mutually introducing clients and engineer among group companies
<b>Strategy for clients</b>  <b>Strategy for engineers</b>	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
<b>Strategy for clients</b>  <b>Strategy for engineers</b>	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

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- For the recruiting & placement business, I said that the net sales increased 32.4% year on year and operating income rose 111.1% year on year. The main operator of this business is Meitec NEXT.
- As it made cooperation with our Chinese business, inter group sales cooperation also has progressed, and achieved increases in the number of placements.
- We will continue to aim for further expansion.

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

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•Next I will discuss our forecasts for the fiscal year ending March 31, 2016.



- ✓ **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	Forecast FY ending March 31, 2016	YoY Amount	% Change	Forecast 1st half ending Sept.30, 2015	YoY Amount	% Change	Forecast 2nd Half
(Fractions of one million yen are rounded down)							
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		

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- Our consolidated forecasts for the fiscal year ending March 31, 2016 are: record net sales of ¥86.0 billion, up 4.7% year on year; operating income of ¥9.8 billion, up 2.7% year on year; and
- Our forecast for net income, including a projected extraordinary income of around ¥1.0 billion arising from the gain on the sale of properties owned by the Company within the first half of the fiscal year, is record high of ¥7.0 billion, up 91.3% or ¥3.3 billion year on year.

## 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 (Millions of yen)	Forecast FY ending Mar.31, 2016	YoY Amount	% Change	Forecast 1st half ending Sept.30, 2015	YoY Amount	% Change	Forecast 2nd half
	Net sales	67,800	+3,124	+4.8%	33,000	+2,317	+7.6%
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	

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- Our forecasts for Meitec for the fiscal year ending March 31, 2016 based on the major indicators shown in the lower rows are:

Record net sales of ¥67.8 billion, up 4.8% year on year;

Operating income of ¥8.2 billion, up 3.5% year on year; and

Net income of ¥6.5 billion, up 94.6% year on year.

- As I explained earlier, our forecast for net income includes projected gains on the sale of real estate.

## 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 (Millions of yen)	Forecast FY ending Mar.31, 2016	YoY Amount	% Change	Forecast 1st half ending Sept.30, 2015	YoY Amount	% Change	Forecast 2nd half
	Net sales	12,800	+ 888	+ 7.5%	6,200	+ 446	+ 7.8%
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	

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- Our forecasts for Meitec Fielders for the fiscal year ending March 31, 2016, based on the major indicators shown in the lower rows, in the same way applied for the forecasts for Meitec, are:

Net sales of ¥12.8 billion, up 7.5% year on year;  
 Operating income of ¥1.1 billion, up 2.4% year on year; and  
 Net income of ¥0.7 billion, up 7.9% year on year.

## Forecast・Progress on Mid-term Management Plan



人と技術で次代を拓く  
**MEITEC**  
メイテックグループ

- Next, I will explain 1<sup>st</sup> year result, 2<sup>nd</sup> year forecast, and level of 3<sup>rd</sup> year targets of the three-year Mid-term Management Plan.



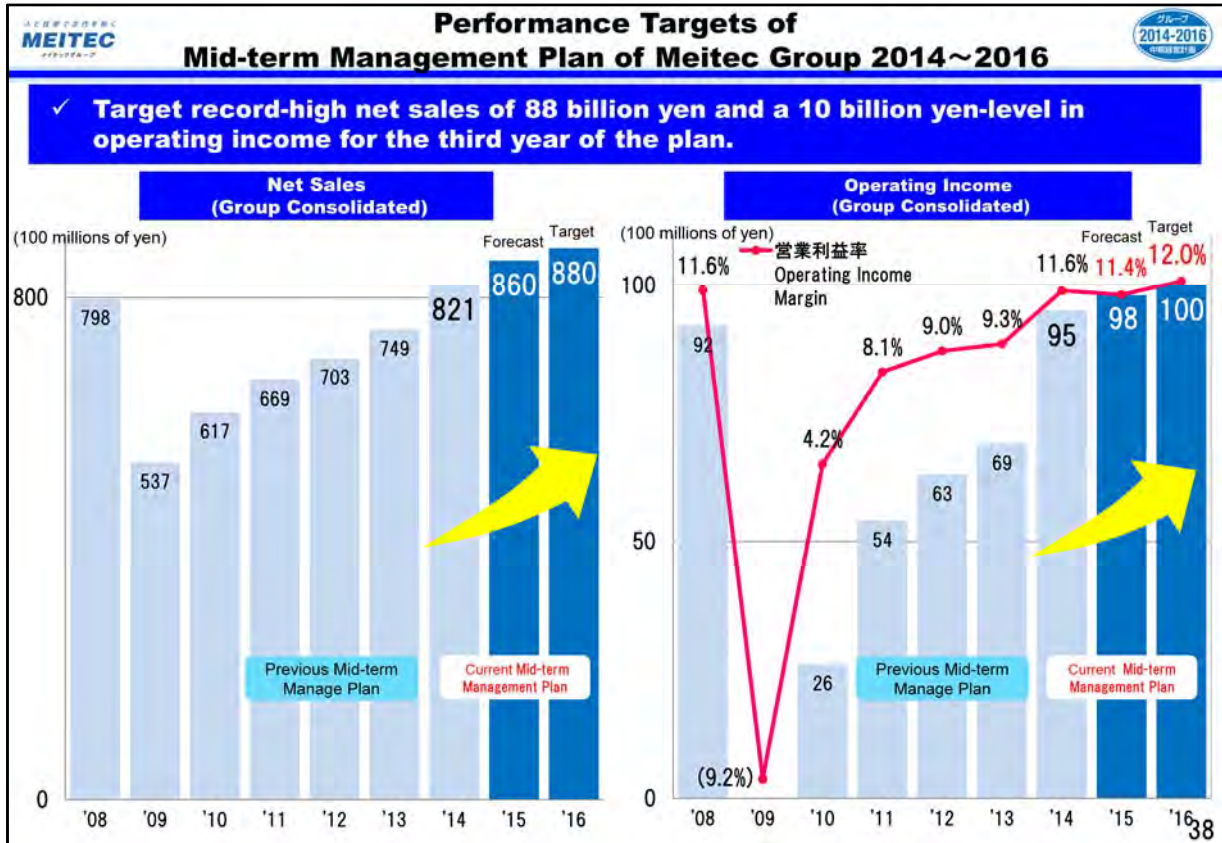
✓ In fiscal 2014, according to the basic strategy, we built a base platform, and progress was as planned.  
 ✓ In fiscal 2015, we will bolster our initiatives for strategies targeting additional growth, and aim to achieve our targets.

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

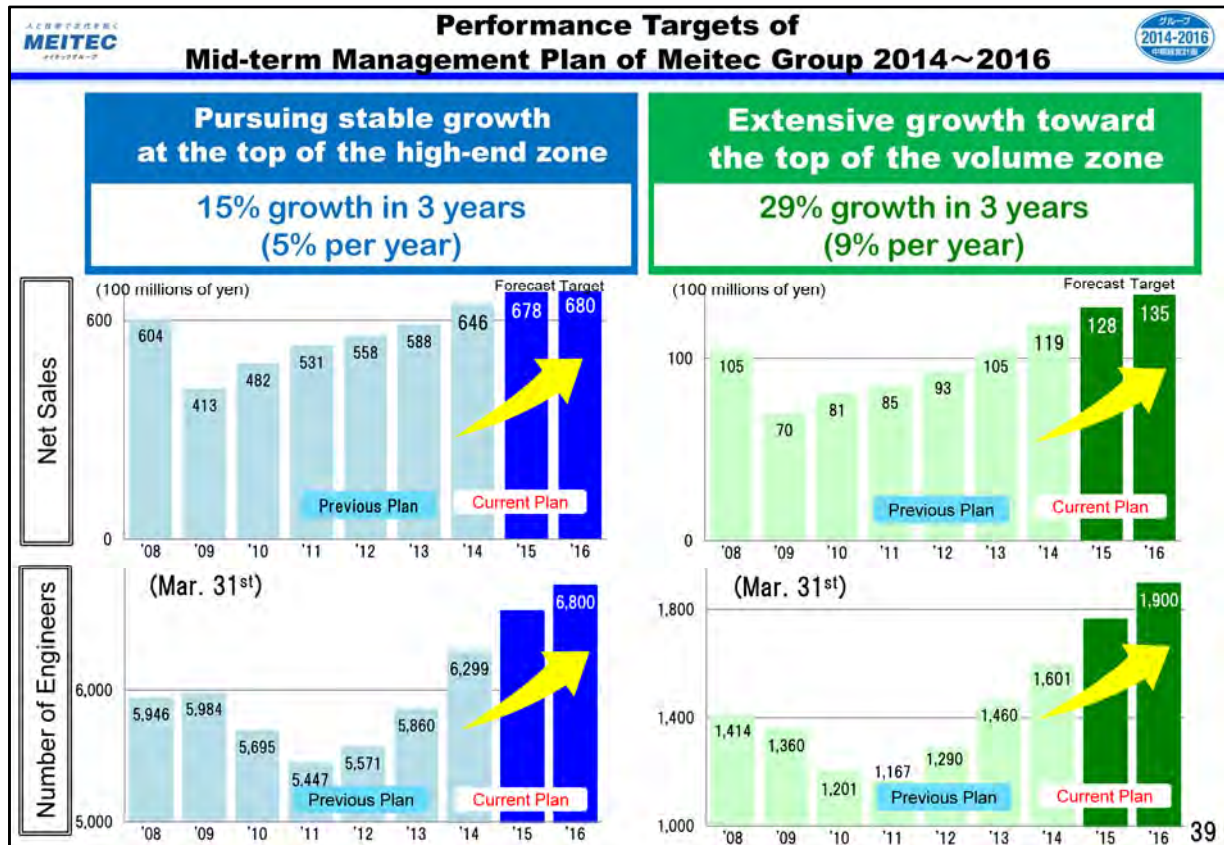
(Initial Forecast at beginning of the fiscal year)

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- First, our earnings targets for the plan's 3<sup>rd</sup> and final year are unchanged.
- We are targeting record consolidated net sales of ¥88.0 billion, operating income of ¥10.0 billion, an operating margin of 12% or higher, and ROE of 15% or higher.
- In FY2015, the plan's second year, we expect net income and ROE to exceed our targets for the final year. But, as I explained earlier, this is because we are forecasting gains on the sale of real estate of around ¥1.0 billion, a non-recurring factor.
- We will aim to surly achieve the 3<sup>rd</sup> year target, of the net income and ROE.

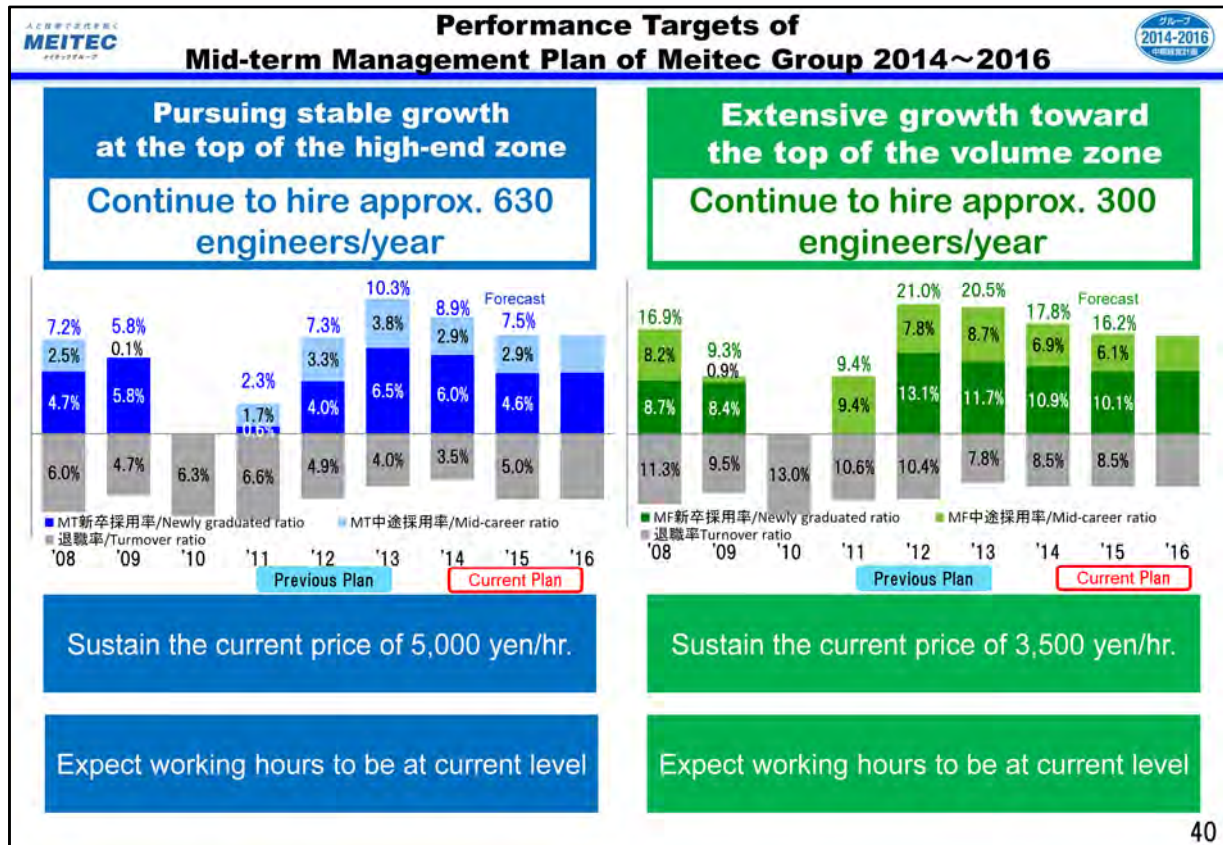


- Level of sales, operating income, and operating margin are as above.
- We are determined to achieve the 3<sup>rd</sup> year targets.



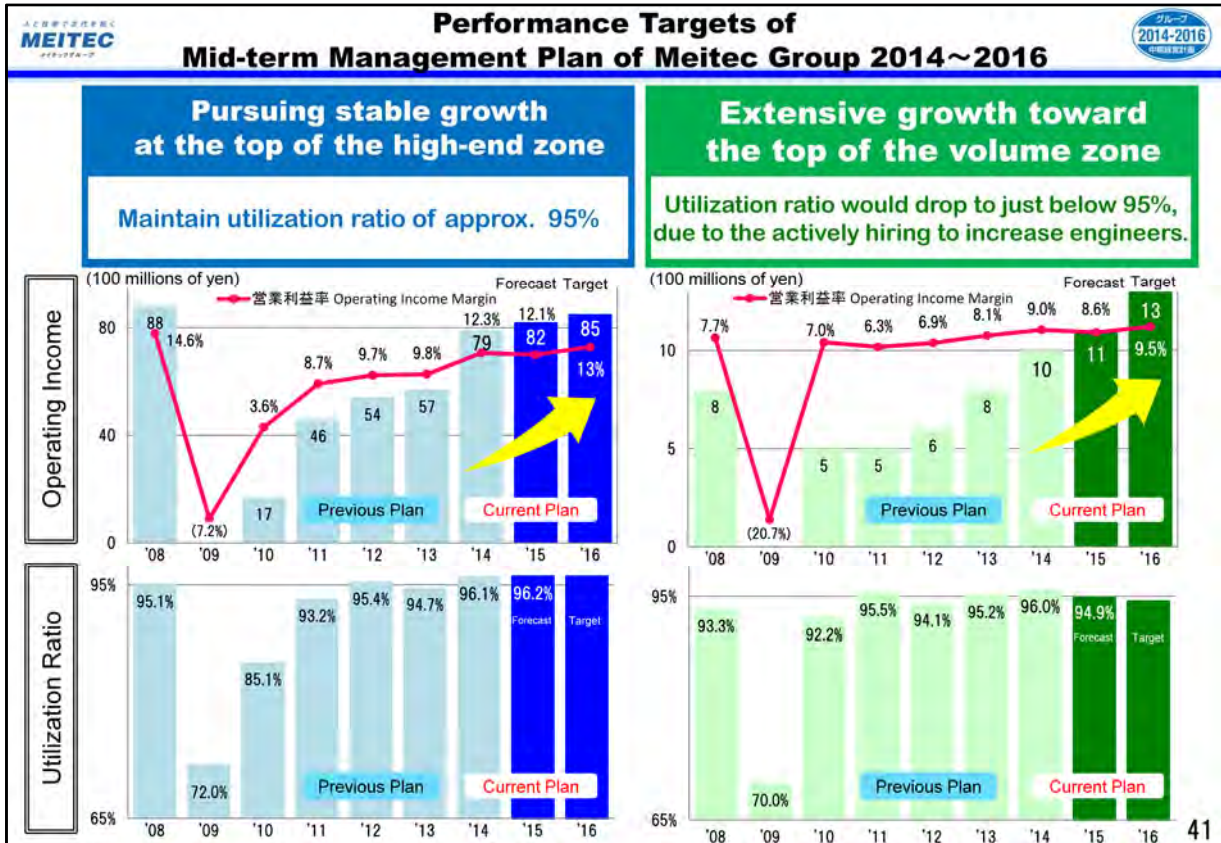
- For Meitec, which focuses on the high-end zone, we are targeting 6,800 engineers at the end of the plan's final year. And for Meitec Fielders, which focuses on the volume zone, we are targeting 1,900 engineers at the end of the plan's final year.
- Although we have also made steady progress during the 1<sup>st</sup> year, we recognize that there are some risks in achieving the final target.





- Recruitment is the risk toward reaching our target for the number of engineers.
- We were forced to lower our forecast during the 1<sup>st</sup> year, 2014, forecast for the number of new graduates joining us in April 2016 remains at a lowered level.
- Therefore, we forecast a lower recruitment rate than our assumption in the plan for the FY 2015, the plan's second year.
- We recognize this as a risk, as it will have a negative impact on growth in the number of engineers in following fiscal years
- I will explain about the recruitment later.
- However, in FY2014, the turnover ratio was significantly lower than our assumption in the plan, and contributed to our target for growth in the number of engineers.
- We aim to continue reducing the turnover ratio by increasing job satisfaction for every one of our engineers through initiatives such as providing work that encourages them to remain as engineers at Meitec and Meitec Fielders and able to achieve the career advancement.

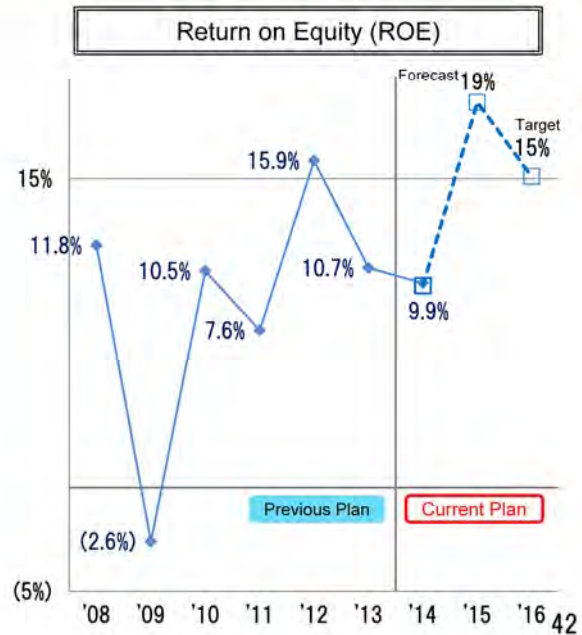
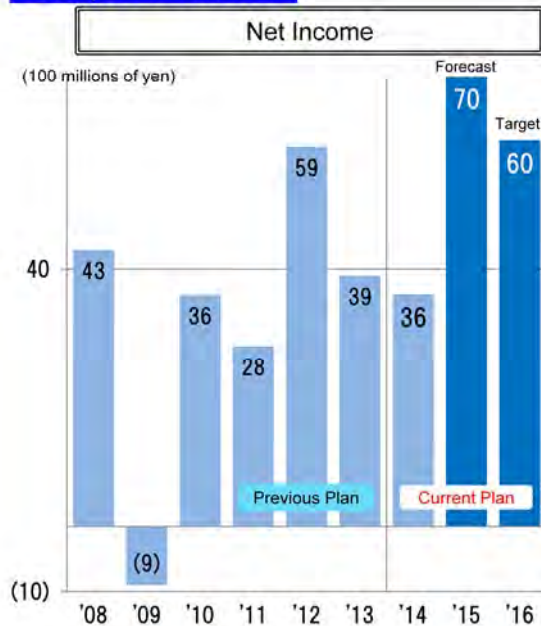




- Level of the operating income is as you can in the above figure.
- The operating margin is a core indicator of profitability. We are determined to achieve our operating margin target in the plan's third and final year.
- In the plan's second year, we forecast the utilization ratio, lower figure, will be higher than our assumption in the plan.

✓ 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



- As I explained earlier, we forecast net income and ROE in FY2015, the plan's second year, will both be higher than our targets for the plan's final year, due to a gain from the sale of real estate, a non-recurring factor.
- We would like to make sure to be in the position of meeting the 3<sup>rd</sup> year target, and the position to continue on to following three years.

## 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	Mid-career		Total		Newly Graduate April 2016	
	(Actual)	<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

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- Hiring environment and market confidence for the fiscal year ending March 31, 2016 are, for both newly graduates and the mid-career, does not show any sign of decline.
- Especially for the newly graduates, hiring plans for companies are said to be “increasing by two digits,” and in some media, it is said that “the number will double in two years.” Therefore, we forecast that it will become a harder competitive environment.
- In the mid-term management plan, we planned to hire a total of 575 for Meitec and Meitec Fielders. But we had to lower our target to 500 for the April 2016.
- However, newly graduate hiring plan of 500 is, according to a newspaper report, it is 57<sup>th</sup> among entire Japanese companies and 5<sup>th</sup> in science and engineering major, meaning that it still is a large number.
- Even such circumstance, be cannot lower our hiring standards because our staffing business is to provide human resource to work on design and development division handling State-of-the-art technology and latest product development.
- We are often asked to make sure that we maintain our engineer’s “Technological Strength x Human Strength = Total Strength” when we visit our clients.
- In order to maintain our advantage and build a condition that we can sustain our growth, we will maintain our quality and make an effort in hiring so that we can surely grow on our own.



## 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

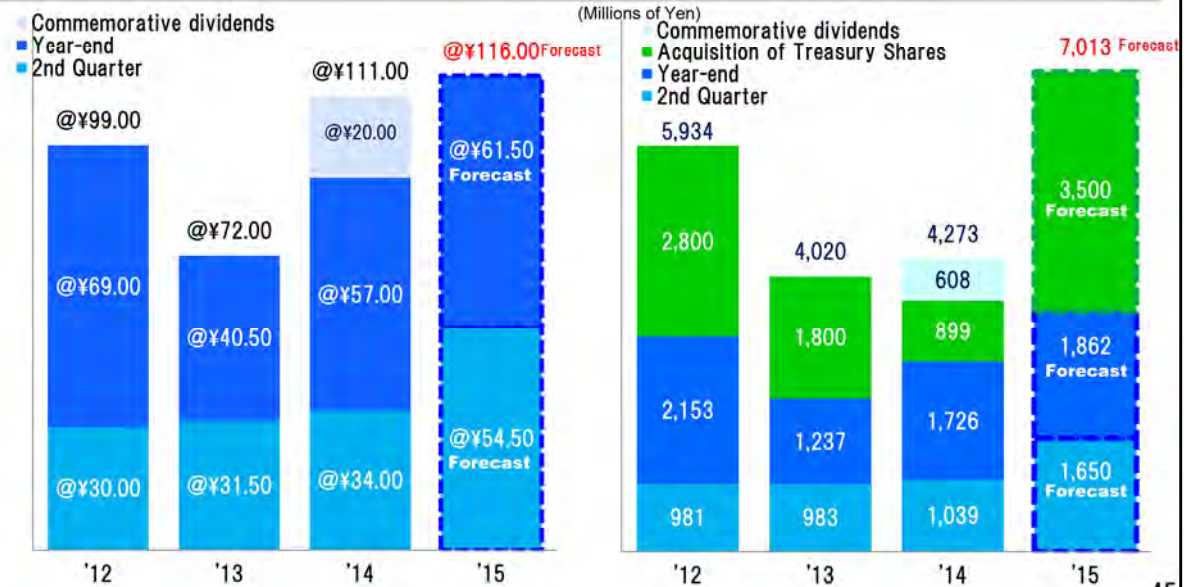
- Three Months Net Sales = Working capital: Consolidated two months net sales + Fund for strengthening the financial base (a fund to sustain the business operation in the event of a crisis equivalent to that of fiscal year ended March 2010): consolidated one month net sales
- To realize the flexible 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.

- Lastly, I will explain about our profit distribution. We will not change our “basic policy regarding profit distribution” and maintain it.



# 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 3.5 billion yen + purchase of treasury stock amount 3.5 billion yen) ÷ forecast net income 7.0 billion yen



- The term-end dividend for FY2014 is ¥67 per share, which comprises an ordinary dividend of ¥57 and a commemorative dividend of ¥10 to mark the Company's 40th anniversary. Including the interim dividend of ¥44 per share the annual dividend is ¥111.
- Our forecast for profit distribution in FY2015 is to be consist of ordinary dividends and the acquisition of treasury shares and apply an annual total return ratio of 100% in line with our basic policy.
- Based on this, to our forecast of net income of ¥7.0 billion, by allocating 50% to the dividend and 50% to the acquisition of treasury shares, we forecast an annual dividend of ¥116 per share, equating to a total dividend payout of around ¥3.5 billion, and acquisition of treasury shares totaling ¥3.5 billion.

## 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			Forecast FY ending March 31, 2016		
	A=B+C	B Regular	C Commemorative	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%)	

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- This forecast of the profit distribution should be compared with the ordinary portion of the profit distribution in the FY 2014, excluding the 40th anniversary commemorative dividends.
- By comparing to the ordinary portion of the FY 2014 result,
  - Increase of ¥25 per share in dividend forecast,
  - Increase of roughly ¥750 million in the total dividend payout,
  - Increase of ¥2,600 million in the total acquisition amount of treasury shares.
- We will steadily continue to carry out the mid-term management plan, brush up the quality and quantity of our business system, evolve our business system, and make an effort to be a corporate group which can continuously grow.
- I ask for your continuing understanding and support.

Thank you.

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## 4. Reference Materials

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# 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〉

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# 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%.

(Millions of yen)	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.
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.

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# 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.

(Millions of yen)	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.
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.

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# 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	99.1	99.0	98.7
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	98.5	98.3
	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.

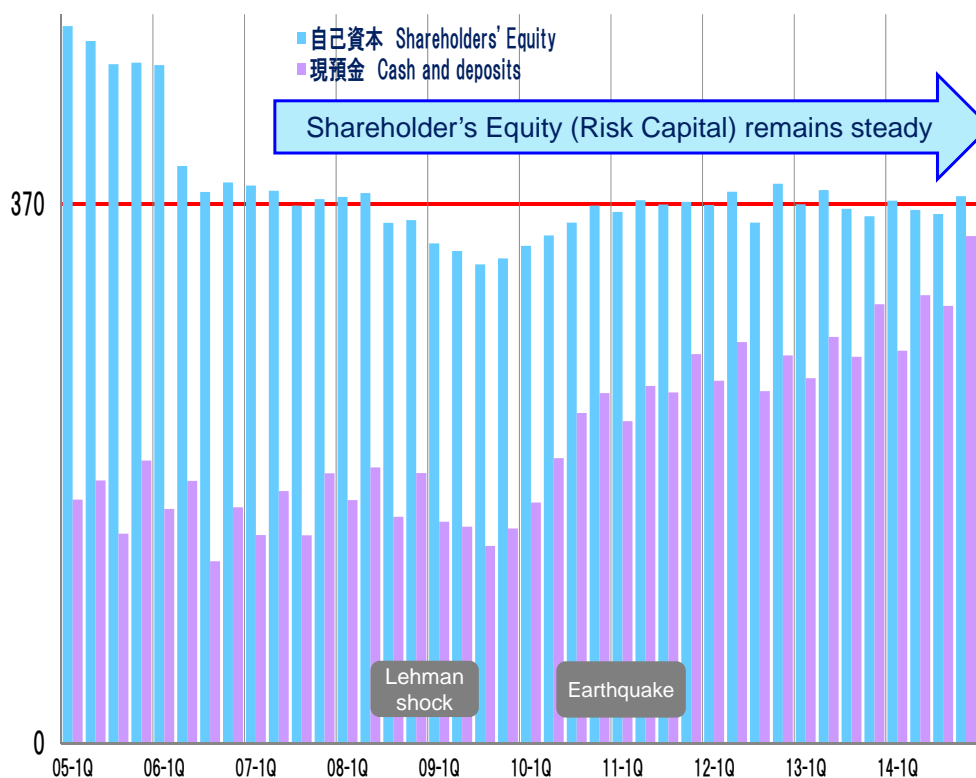
Note 2: Engineers who never been assigned to job are excluded.

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# 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.

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## Sales by the Industrial Segments (Meitec)

Millions of Yen

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

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## Sales by the Industrial Segments (Meitec Fielders)

Millions of Yen

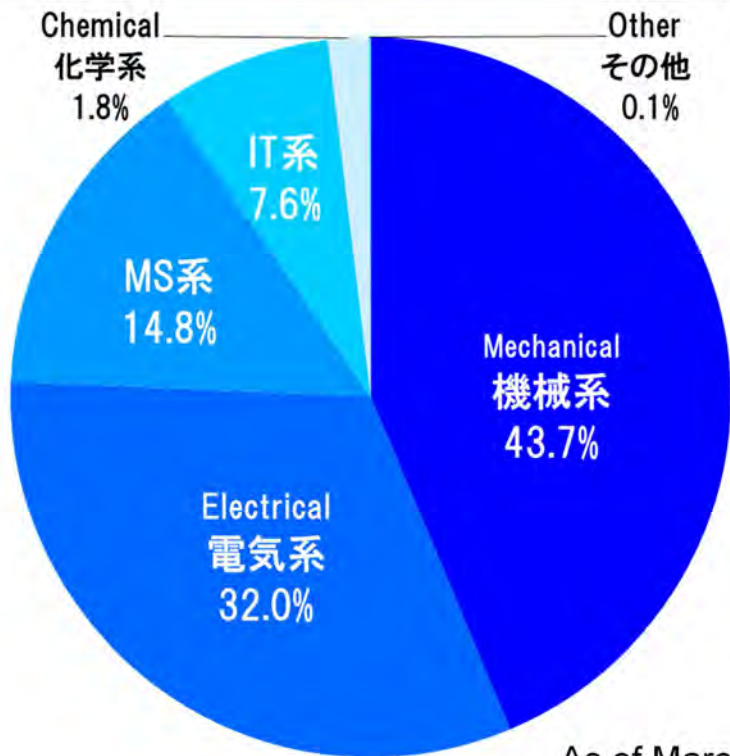
Meitec Fielders	FY2010	FY2011	FY2012	FY2013	FY2014			
	Nete Sales				Net Sales	Total Net Sales(%)	Change	Change (%)
<b>Automobile/Transportation</b>	1,607	2,044	2,662	3,349	4,241	+35.6%	+ 891	+ 26.6%
<b>Aircraft/Aerospace</b>	67	109	152	200	207	+1.7%	+ 7	+ 3.5%
<b>Industrial Machinery</b>	1,132	1,144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

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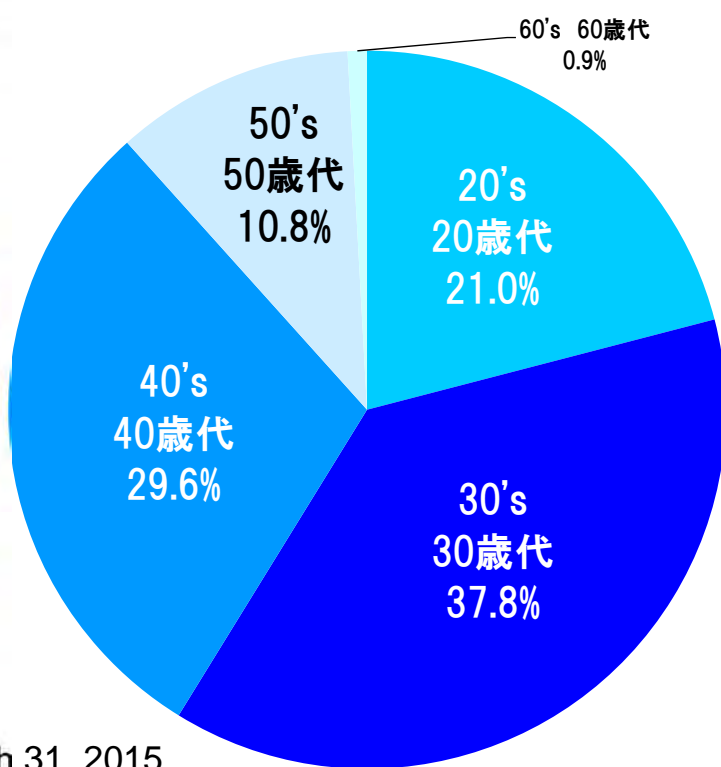
## Distribution of Engineers by Technical Fields and Age

- ✓ 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



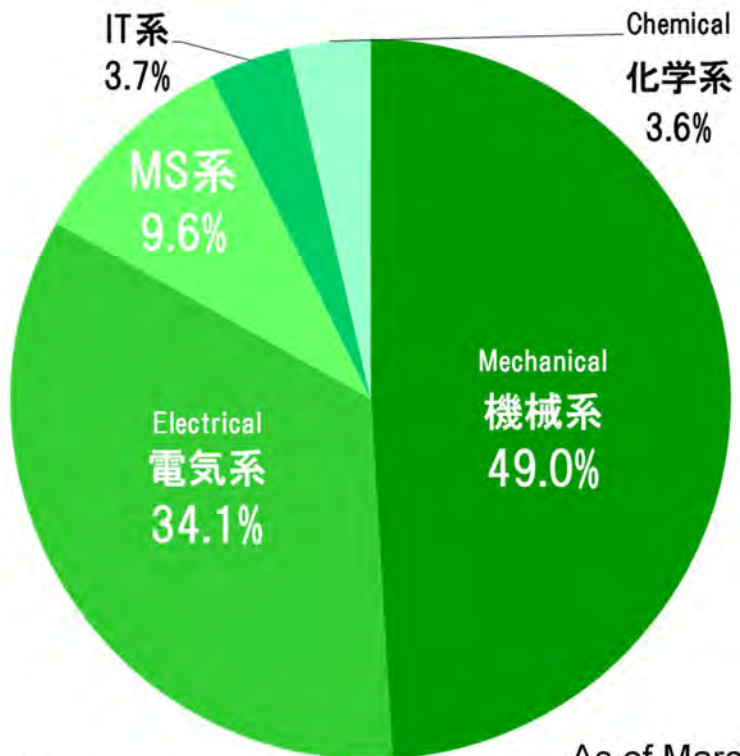
As of March 31, 2015

MS: Micro Computer System

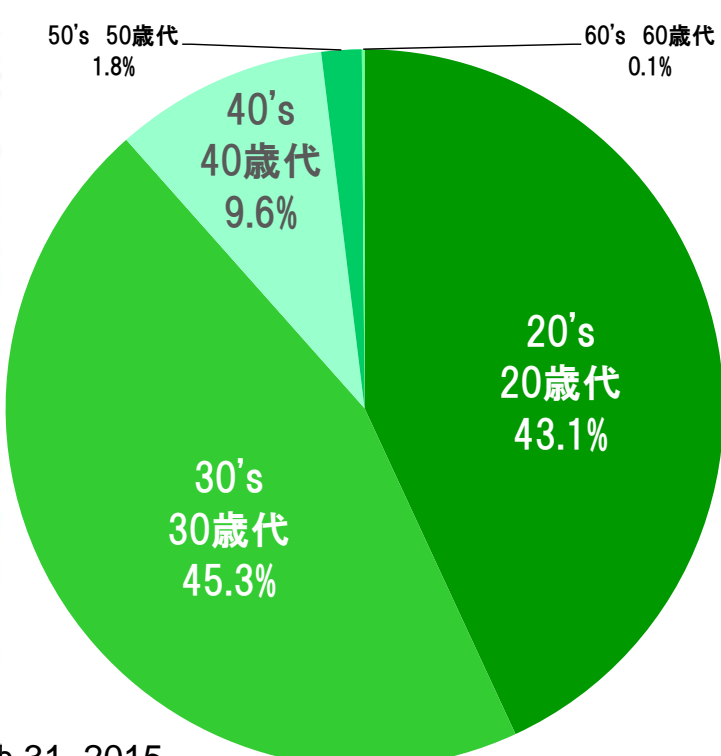
## Distribution of Engineers by Technical Fields and Age

- ✓ 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

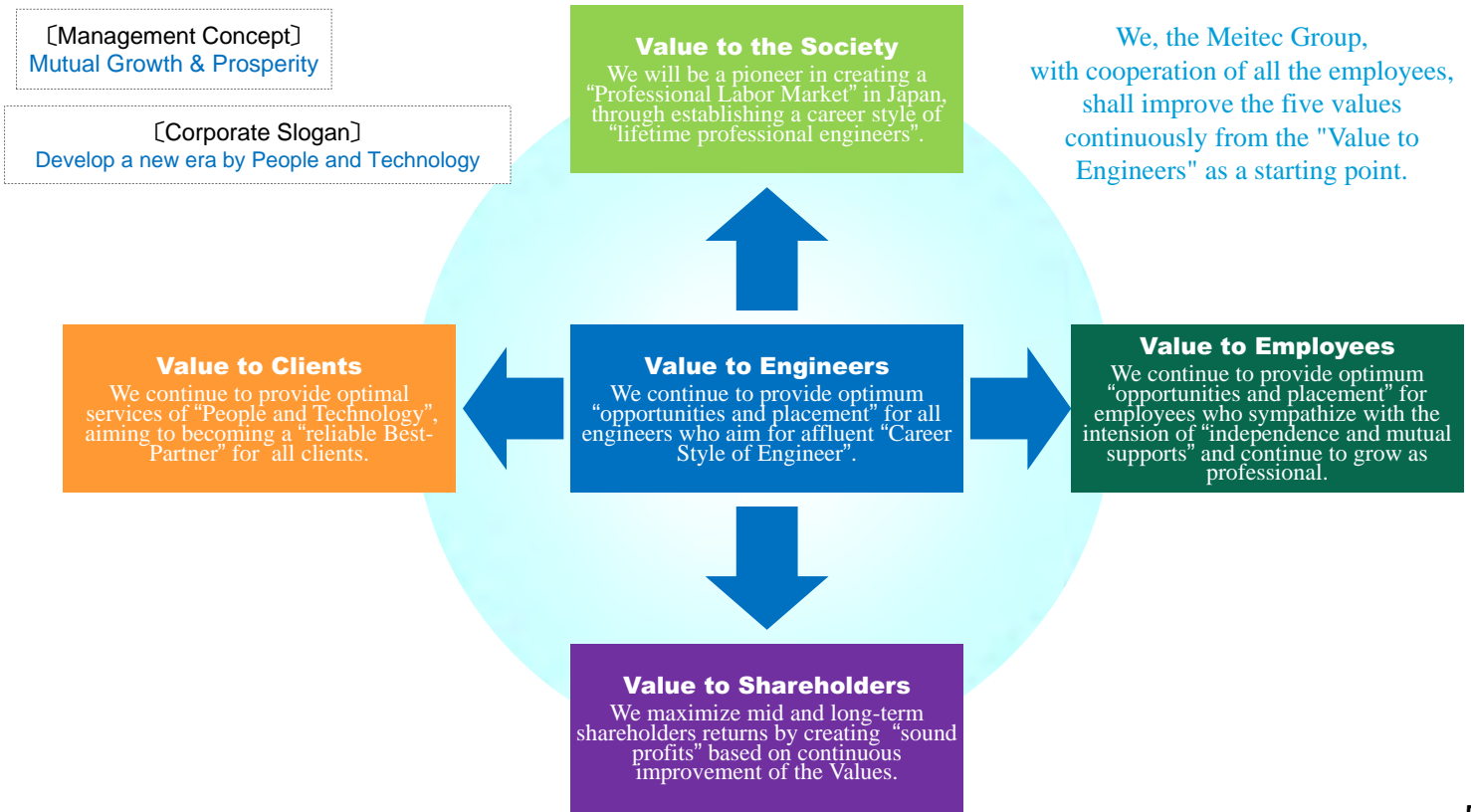


As of March 31, 2015

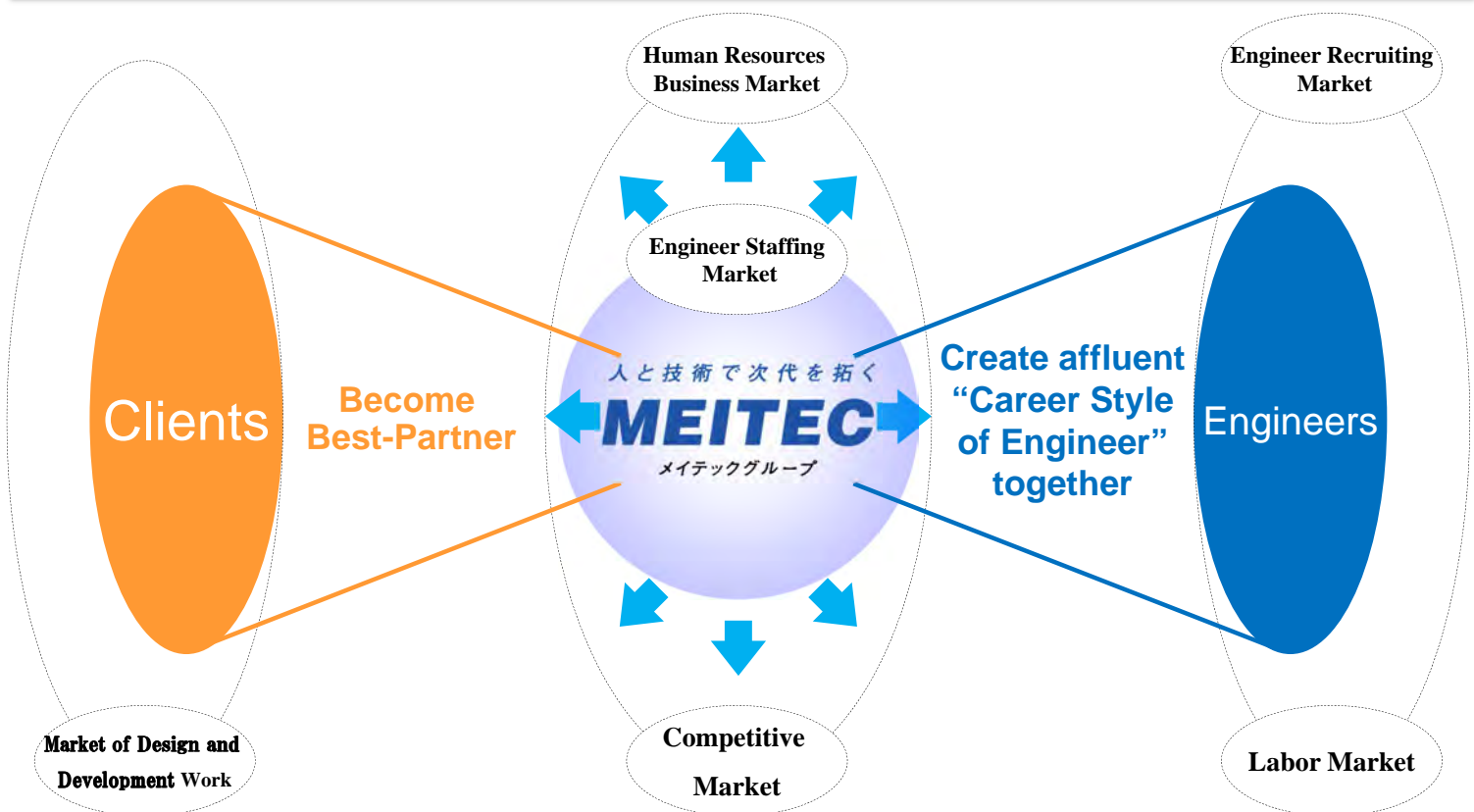
MS: Micro Computer System



- ✓ 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



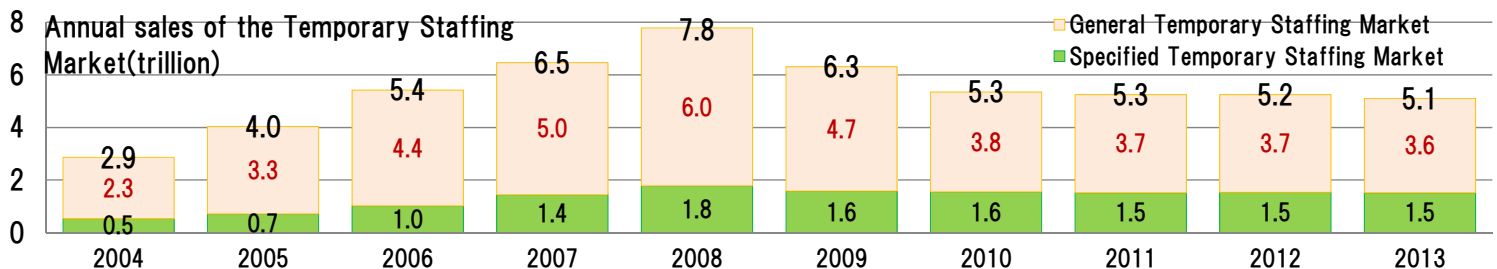
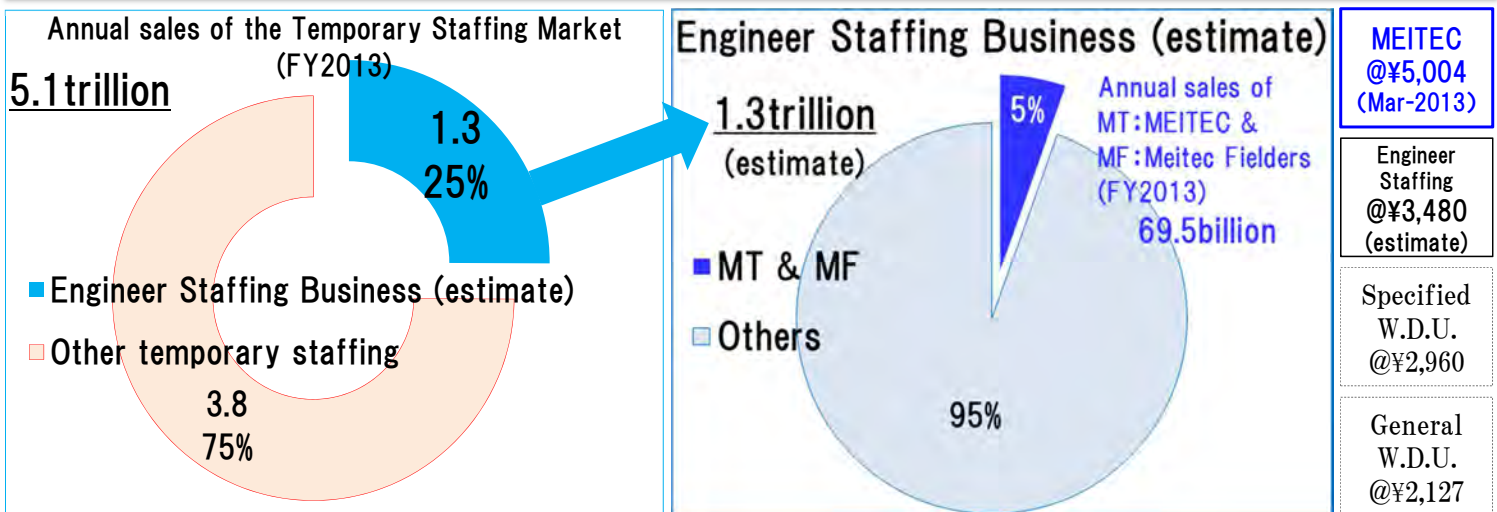
- ✓ We have set a business policy that clearly states the values provided by the Group to service users, through a review of our management concept and corporate slogan as well as our “ideal state.”





## 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%

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# 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%

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# 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%

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# 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%

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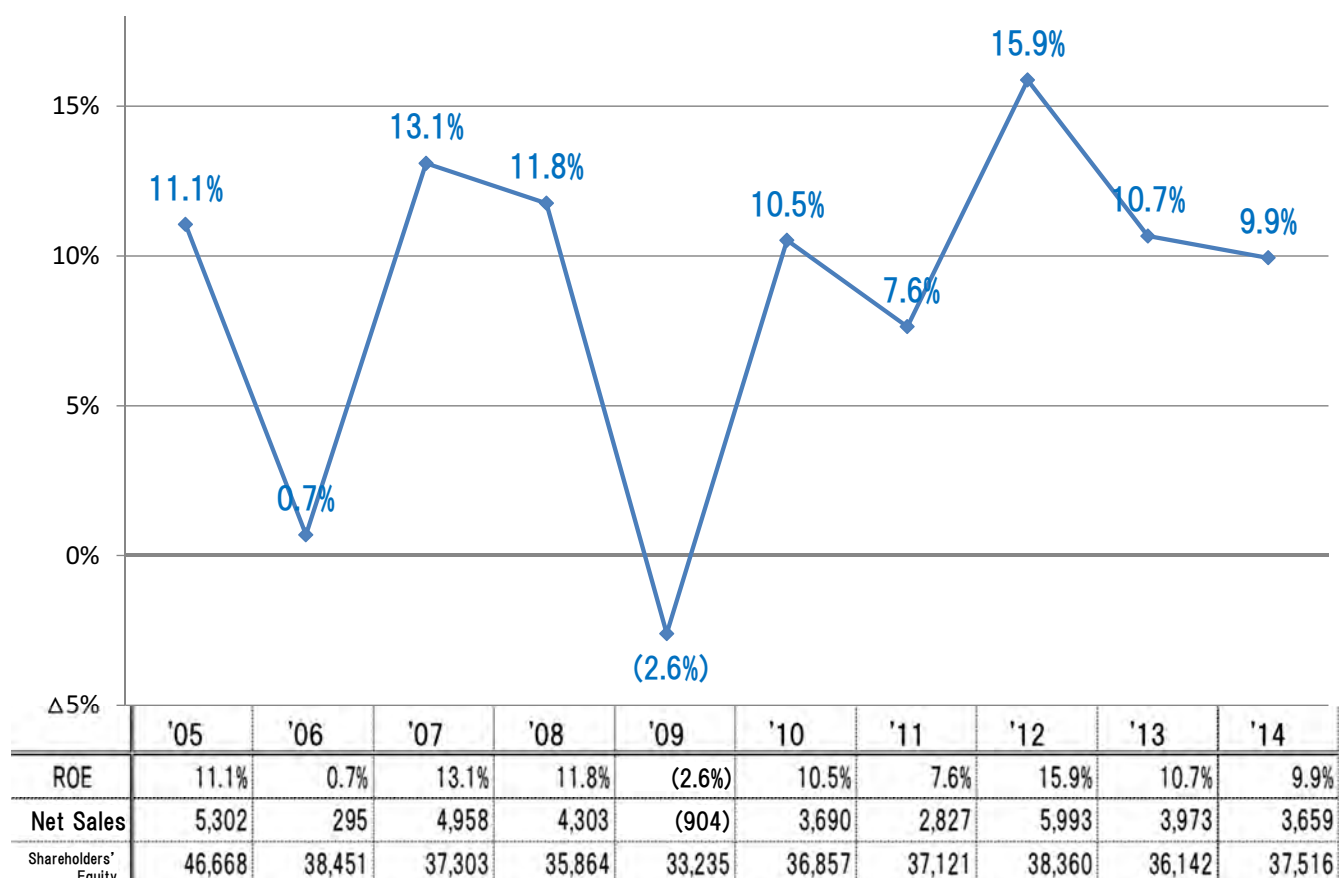


# Trend of Profit Distributions and Forecast

										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	

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# Trend of ROE



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# 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
<b>Total</b>	<b>12</b>	<b>5</b>	<b>5</b>	<b>26</b>

	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.

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# 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%
<b>Total</b>	<b>5,941</b>	<b>100%</b>	<b>32,200,000</b>	<b>100%</b>

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# Company Information

<b>Tokyo Headquarters</b>	<b>Akasaka, Minato-ku, Tokyo</b>		
<b>Nagoya Headquarters</b>	<b>Nishi-ku Nagoya</b>		
<b>Stock listings</b>	<b>Tokyo Stock Exchange, 1st Section (No. 9744)</b>		
<b>Incorporated</b>	<b>July 17, 1974</b>		
<b>C l i e n t s</b>	<b>Approximately 1,000 blue-chip companies, mostly listed in the first and second sections of Tokyo Stock Exchange</b>		
<b>B r a n c h e s</b>	<b>34 Sales offices, including Tokyo, Osaka, Nagoya, and other major Japanese cities</b>		
<b>Group Companies</b>	<table border="0"> <tr> <td style="vertical-align: top;"> <p><b>[Temporary Staffing Business]</b></p> <ul style="list-style-type: none"> <li>■ MEITEC FIELDERS INC.</li> <li>■ MEITEC CAST INC.</li> <li>■ MEITEC EX CORPORATION</li> </ul> </td> <td style="vertical-align: top;"> <p><b>[Recruiting &amp; Placement Business]</b></p> <ul style="list-style-type: none"> <li>■ MEITEC NEXT CORPORATION</li> <li>■ all engineer.jp CORPORATION</li> <li>■ Meitec Shanghai</li> <li>■ MEITEC Shanghai Human Resources Co. Ltd.</li> </ul> <p><b>[Engineering Solutions Business]</b></p> <ul style="list-style-type: none"> <li>■ APOLLO GIKEN CO., LTD.</li> </ul> </td> </tr> </table>	<p><b>[Temporary Staffing Business]</b></p> <ul style="list-style-type: none"> <li>■ MEITEC FIELDERS INC.</li> <li>■ MEITEC CAST INC.</li> <li>■ MEITEC EX CORPORATION</li> </ul>	<p><b>[Recruiting &amp; Placement Business]</b></p> <ul style="list-style-type: none"> <li>■ MEITEC NEXT CORPORATION</li> <li>■ all engineer.jp CORPORATION</li> <li>■ Meitec Shanghai</li> <li>■ MEITEC Shanghai Human Resources Co. Ltd.</li> </ul> <p><b>[Engineering Solutions Business]</b></p> <ul style="list-style-type: none"> <li>■ APOLLO GIKEN CO., LTD.</li> </ul>
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*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

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Phone: +81-03-5413-0131 e-mail: [ir@meitec.com](mailto: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.