

November 10, 2014

SUMMARY OF THE Q&A SESSION
AT THE IR MEETING FOR THE 2ND QUARTER ENDED SEPTEMBER 30, 2014

MEITEC CORPORATION

1. Date: November 6, 2014, 16:00-17:10
2. Place: 10th Floor, Marunouchi Conference Square M+
3. Q&A:
 - Q. The major manufacturing industries are becoming more global. What steps is Meitec taking to address this trend?
 - A. Some design and development work of the major manufactures has already been transferred overseas, but generally speaking, most design and development work is still conducted in Japan. And then customizing for local markets are done in overseas.
Consequently, at the moment, we do not think the very high-end design and development work that Meitec engineers are involved in will be transferred overseas.
Nevertheless, we plan to continue monitoring trends in the industry based on the outlook for the next 10 and 20 years.
 - Q. What measures is Meitec taking to utilize female labor and enhance working environments for women?
 - A. We recruit people that have a natural curiosity as engineers and that also like to take on a challenge, regardless of their gender or nationality. Based on these criteria, we offer all engineers the opportunity and placement to use their skills.
We have created employment systems and working environments that adapt to key events in women's lives, but we still have work to do to create a more convenient working environment for women. That's why we will continue to take steps to make Meitec a better place to work for our employees.
 - Q. What amount of funds do you expect to recover from the sale of your training facilities?
 - A. Negotiation to sell will begin from now. We will continue to take into account to allow more funds recovered.
 - Q. Why is the combined sales ratio for your top ten clients declining?
 - A. Since the collapse of Lehman Brothers, we have sought to reinforce our client base by prospecting for new clients, while continuing to conduct business with existing clients.
Amid growth in the number of our engineers, we are becoming more conscious of the need to advance their careers. We tend to assign these engineers to growth companies and new businesses, so doing business with more client has led to the diversification of our customer base.
 - Q. What recruitment strategy do you plan to use from the next fiscal year?
 - A. We think awareness is steadily spreading in the employment market that people can concentrate on their career as engineers by using the Meitec Group's platform. We plan to emphasize this strength to the employment market while also reinforcing our hiring capabilities by stepping up our ability to attract and then follow up on new job applicants.

- Q. What steps do you plan to take to reduce the turnover ratio?
- A. Meitec Group's will continue our efforts which each company helps every one of our engineers to achieve their individual career goals. In addition, we being able to operating our business system, which can realize appropriate compensation according to their performance, are leading to greater employee satisfaction, so we intend to continue focusing on this approach going forward.

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