

FULLCAST HOLDINGS

Business Results for
the Fiscal Year Ended December 2012

February 15, 2013

Agenda

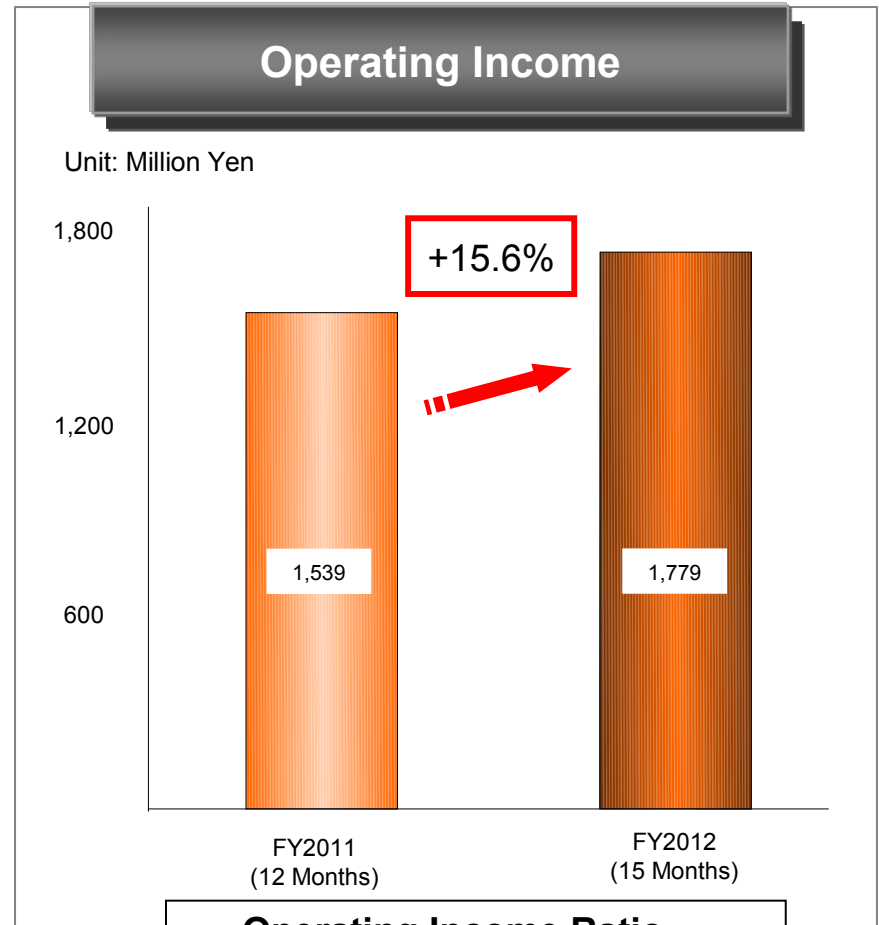
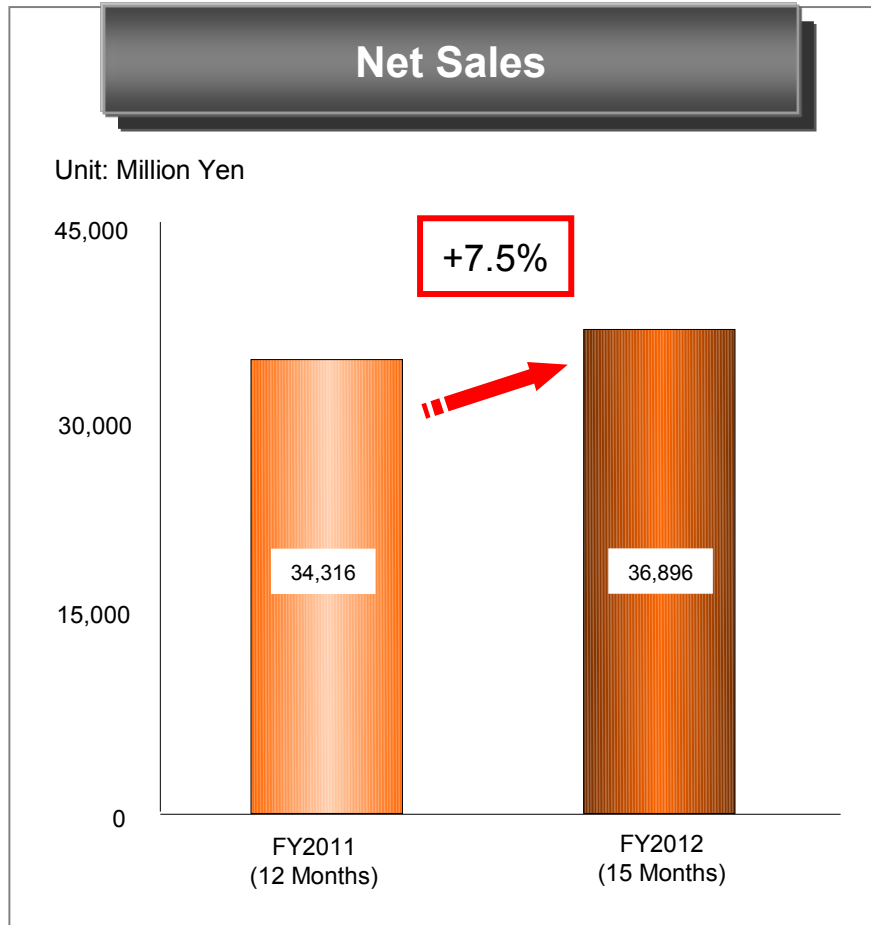
- ◆ **Consolidated Business Highlights for the Fiscal Year Ended December 2012P. 3**
 - **Consolidated Business Highlights for the 5th Quarter of the Fiscal Year Ended December 2012 After the Introduction of New Services**

- ◆ **Targets for the Fiscal Year Ending December 2013..... P .10**

- ◆ **Consolidated Business Forecast for the Fiscal Year Ending December 2013 P. 13**

Consolidated Business Highlights for the Fiscal Year Ended December 2012: (Comparison of 12- and 15-Month Periods)

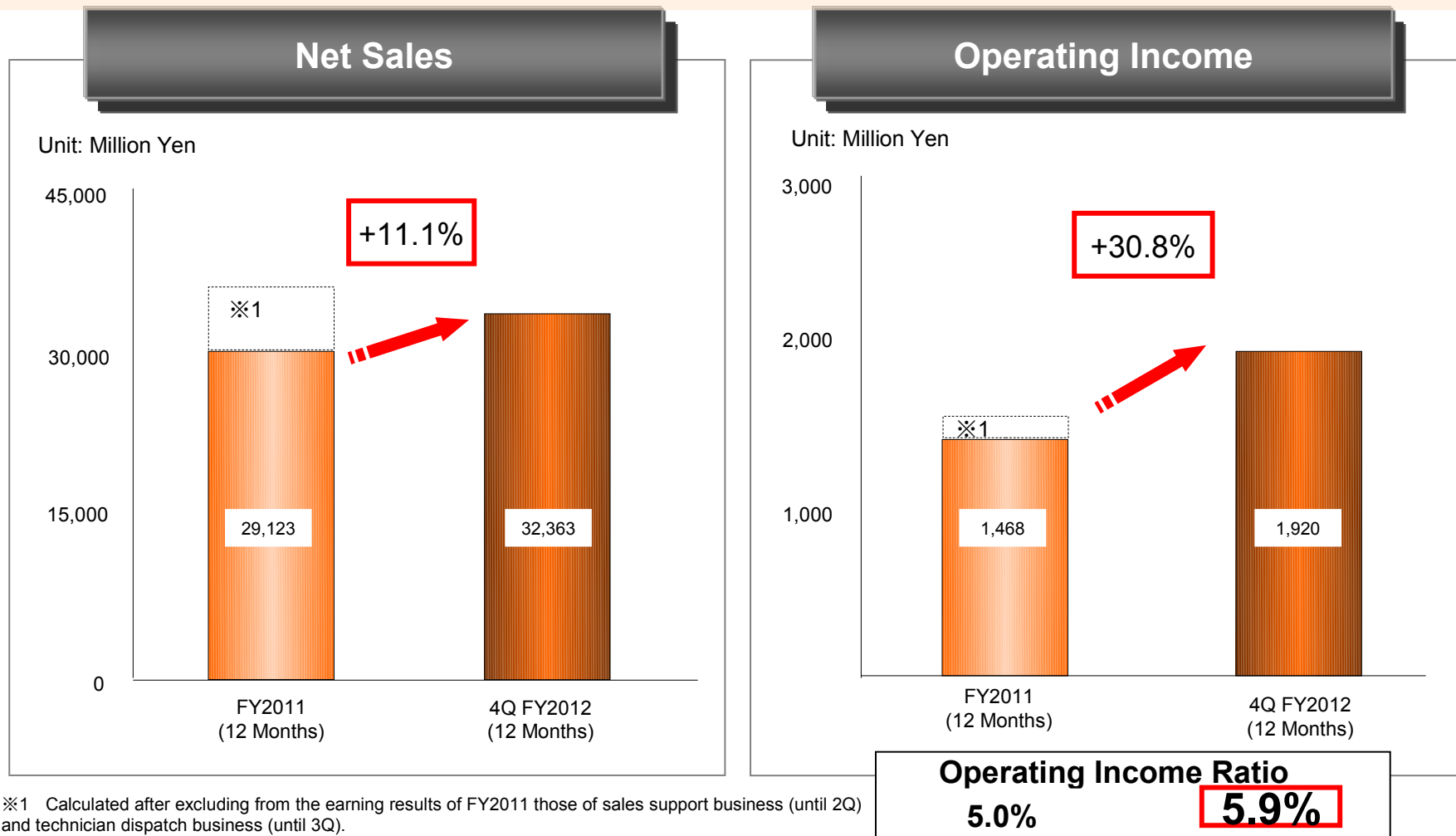
Consolidated net sales and operating income increased by 7.5% and 15.6%, respectively, due to the favorable business performance until the aggregated 4th quarter of FY2012. There is a difference in the calculation periods because of the change of the fiscal year end for FY2012 as well as the impact of some subsidiaries excluded from the scope of consolidation in FY2012.



Operating Income Ratio
4.5% **4.8%**

Consolidated Business Highlights for the Fiscal Year Ended December 2012 : (Comparison of 12-Month Periods)

Consolidated net sales increased by 11.1% due to efforts to raise unit pricing of the short-term operational support business. Consolidated operating income grew by 30.8% due to restraint of selling, general, and administrative expenses in the short-term operational support business as well as restructuring efforts including consolidation and closing of offices and personnel reductions in security business.

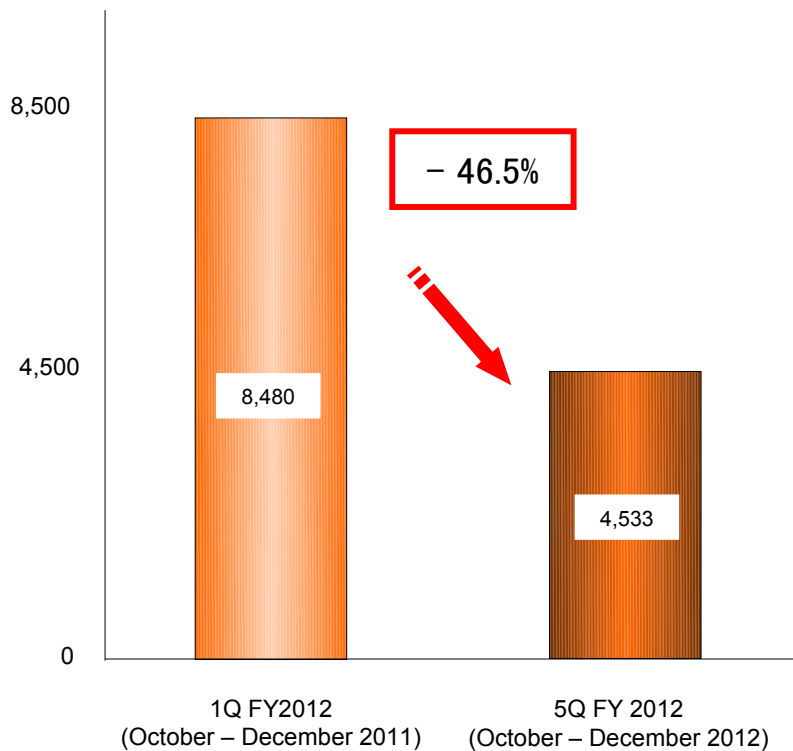


Business Highlights for the 5th Quarter of the Fiscal Year Ended December 2012 After the Introduction of New Services

Comparing the 5th Quarter (October-December 2012) with the 1st Quarter (October-December 2011) of FY2012, consolidated net sales and operating income decreased by 46.5% and 611 million yen, respectively, due to changes caused by the start of new services in October 2012.

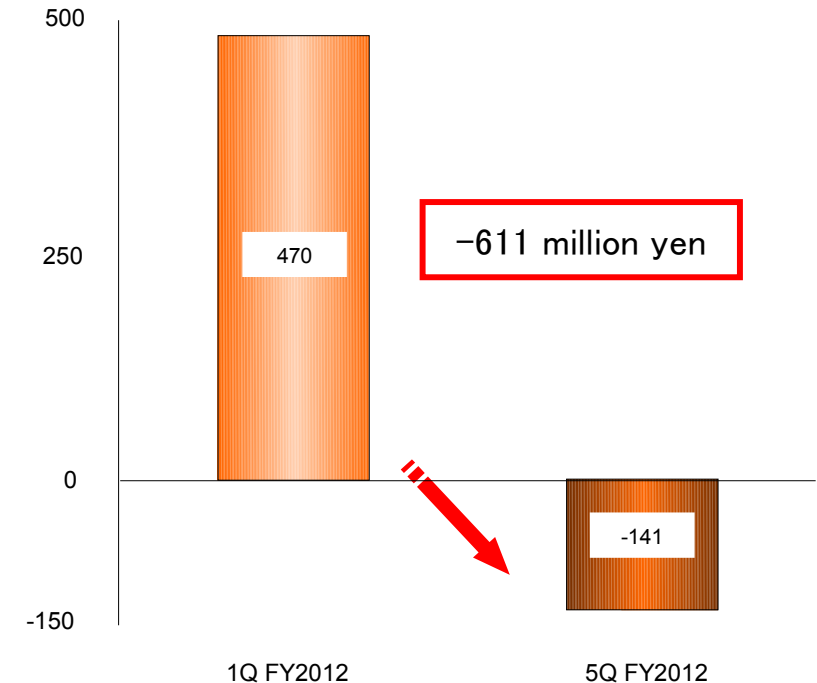
Net Sales

Unit: million yen



Operating Income

Unit: million yen



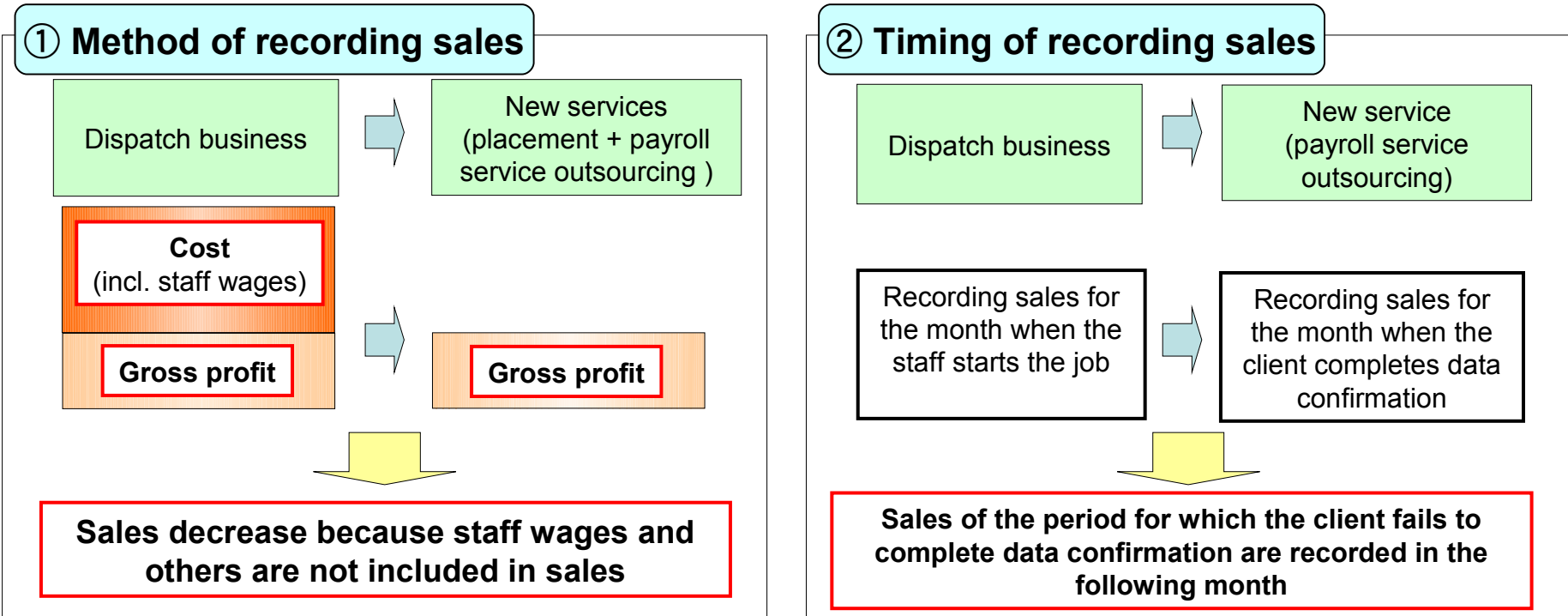
Operating Income Ratio

5.5%

-3.1%

Business Highlights for the 5th Quarter of the Fiscal Year Ended December 2012 After the Introduction of New Services

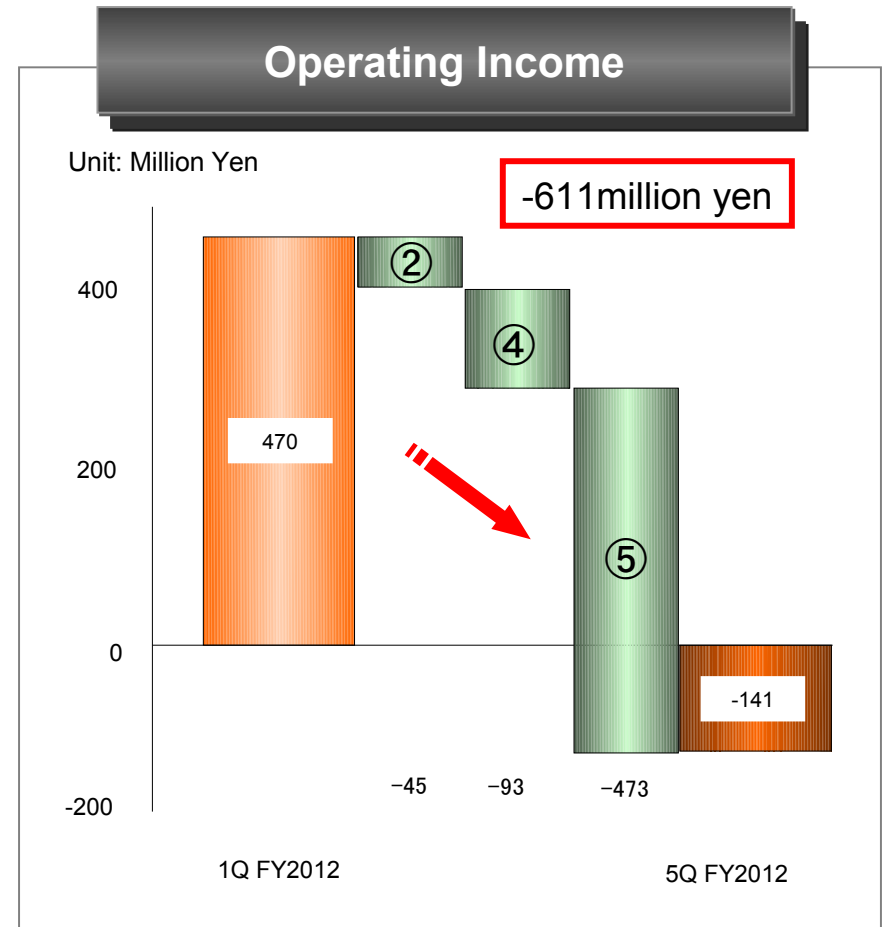
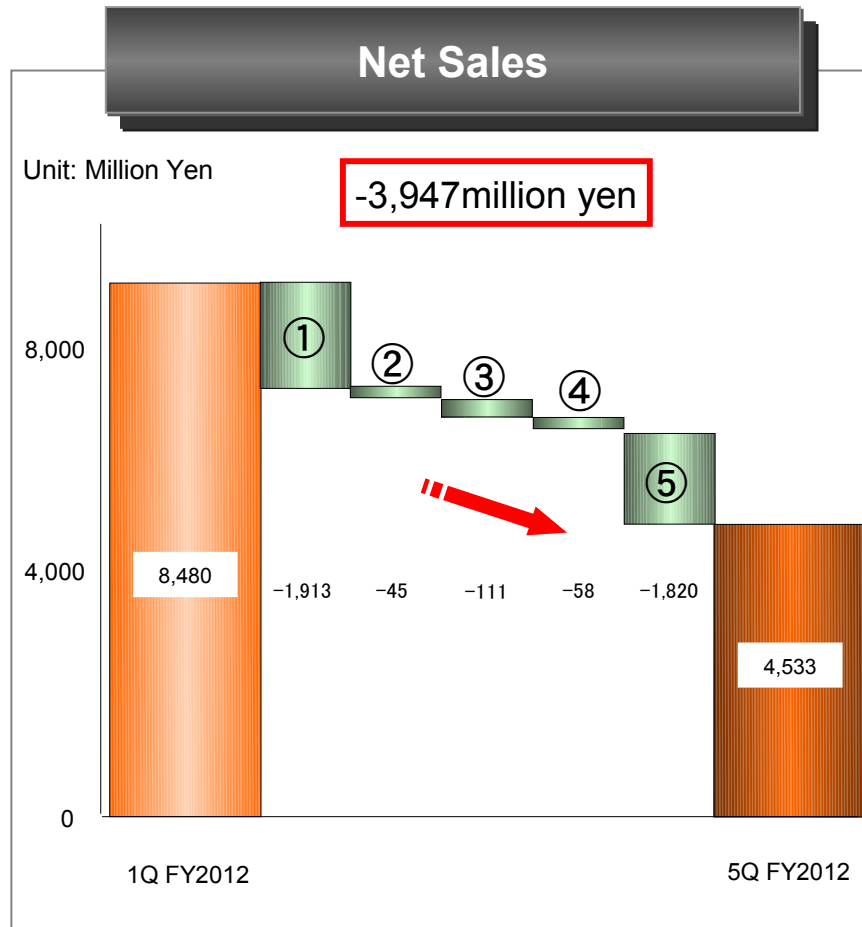
1. Structural impacts include changes in ① the method of recording sales and ② the timing of recording sales.



2. Temporary and long term impacts caused by demand and supply relations include
- ③ Restructuring at Fullcast Advance Co.,Ltd
 - ④ Revision of financial results
 - ⑤ Restraint of operations and the client's restraint of order placement at the introduction of new service

Business Highlights for the 5th Quarter of the Fiscal Year Ended December 2012 After the Introduction of New Services

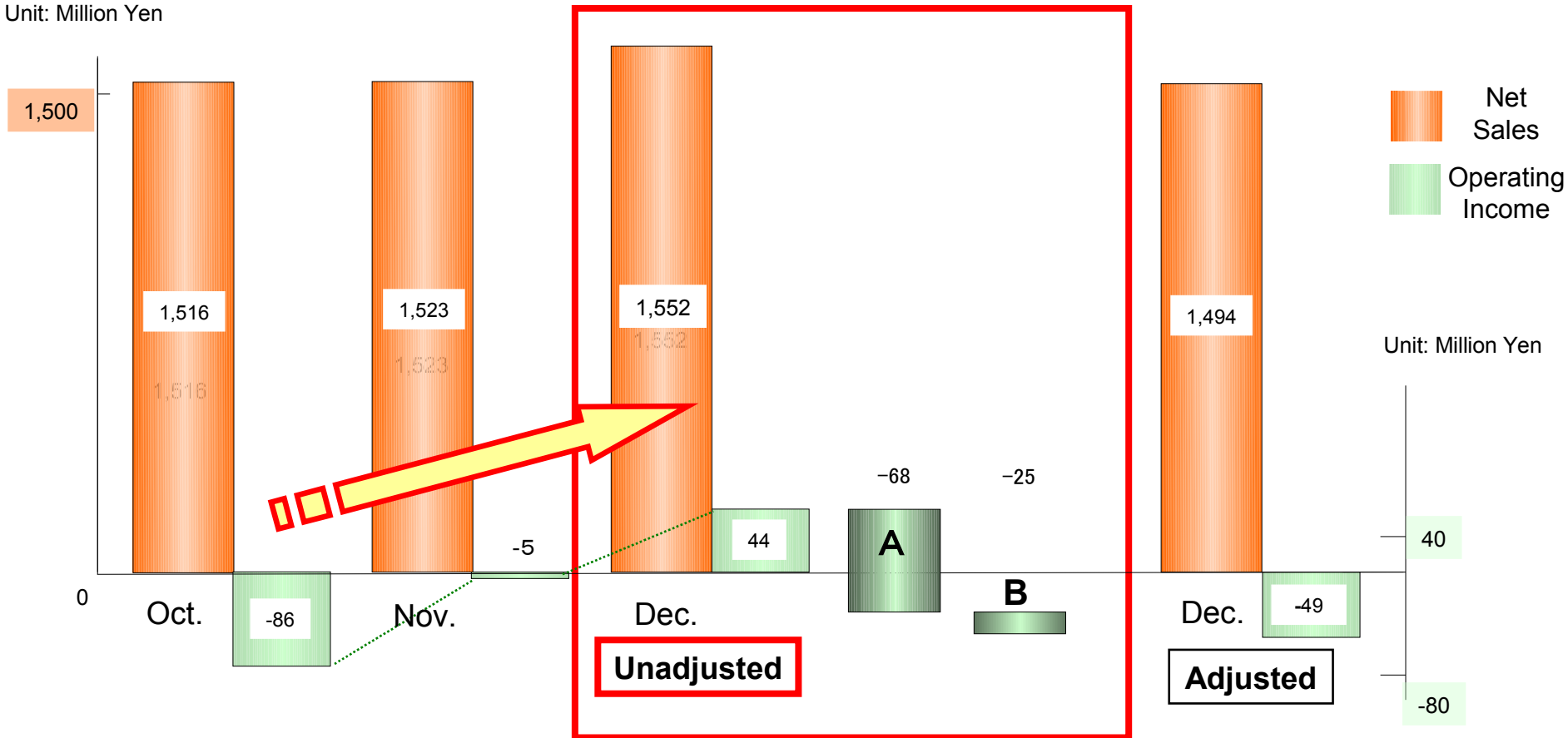
Comparing the 5th Quarter (October-December 2012) with the 1st Quarter (October-December 2011) of FY2012, consolidated net sales and operating income decreased by 3,947 million yen and 611 million yen, respectively. This is attributed to the structural impact of the introduction of new services including (1) method of recording sales and (2) timing of recording sales as well as the impact in the 5th Quarter from (3) restructuring at Fullcast Advance Co., Ltd, (4) the revision of financial results, and (5) the introduction of new services.



Business Highlights for the 5th Quarter of the Fiscal Year Ended December 2012 After the Introduction of New Services

During the 5th Quarter under review (October-December 2012), monthly earnings are as follows. It should be noted in December 2012 that they include A) revision of FY2012 financial results and B) advance payment for system expenses. Therefore, the underlying operating income in December 2012 without these figures was a surplus of 44 million yen.

Unit: Million Yen



Agenda

- ◆ **Consolidated Business Highlights for the Fiscal Year Ended December 2012P. 3**
 - **Consolidated Business Highlights for the 5th Quarter of the Fiscal Year Ended December 2012 After the Introduction of New Services**

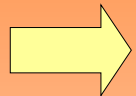
- ◆ **Targets for the Fiscal Year Ending December 2013..... P .10**

- ◆ **Consolidated Business Forecast for the Fiscal Year Ending December 2013 P. 13**

Targets for the Fiscal Year Ending December 2013

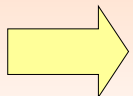
- **Establishment of business foundation for new services**
- **Enhancement of service lineup**

- **Establishment of business foundation for new services**



Enhancement of the sales and the operational structures

- **Enhancement of service lineup**



Launch of outsourcing services in addition to payroll calculation services

Agenda

- ◆ **Consolidated Business Highlights for the Fiscal Year Ended December 2012P. 3**
 - **Consolidated Business Highlights for the 5th Quarter of the Fiscal Year Ended December 2012 After the Introduction of New Services**

- ◆ **Targets for the Fiscal Year Ending December 2013..... P .10**

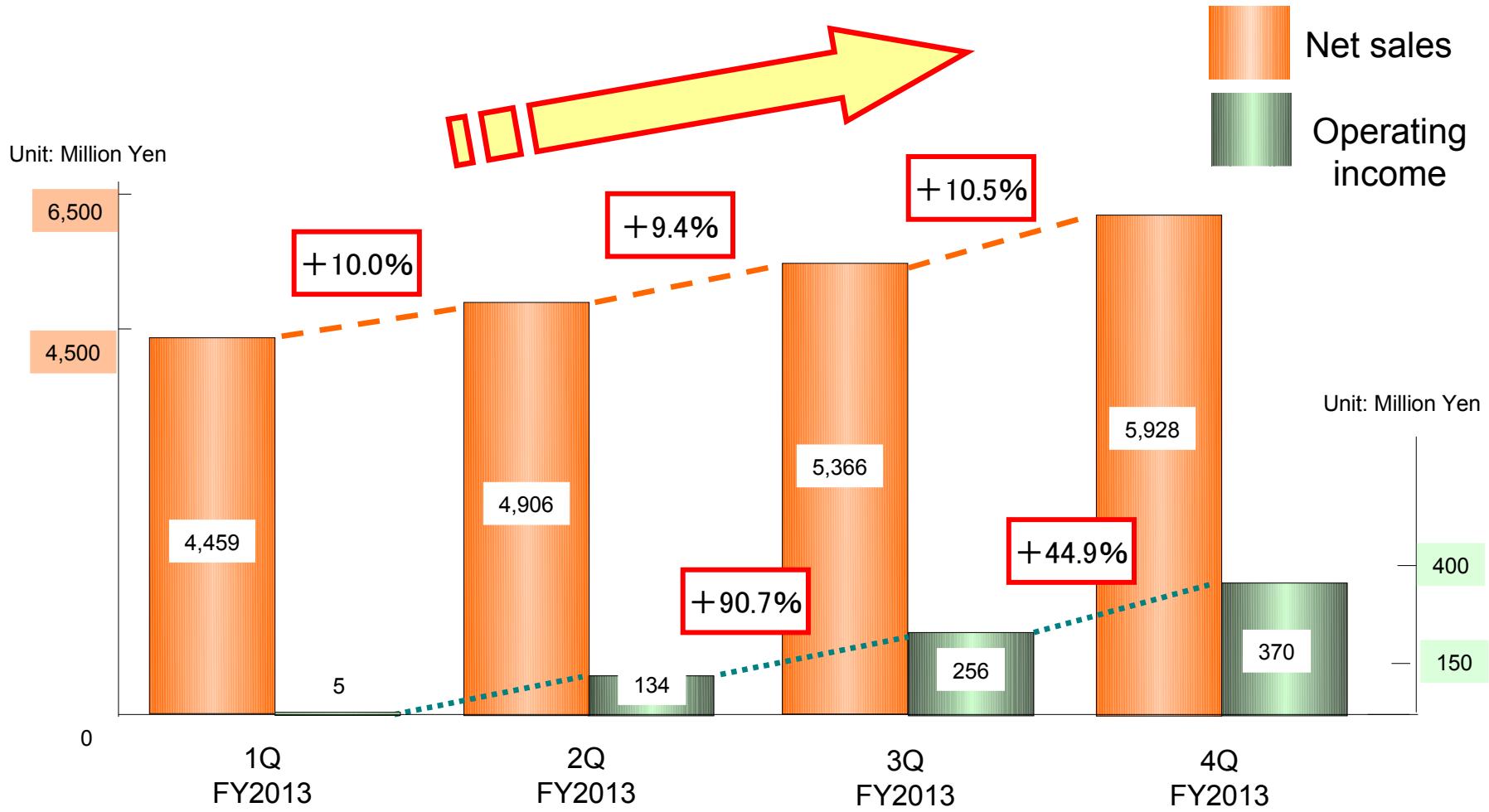
- ◆ **Consolidated Business Forecast for the Fiscal Year Ending December 2013 P. 13**

【Jan. 2013 – Dec. 2013】

Unit: Million Yen

	FY2013 (Jan. 2013 – Dec. 2013) Business forecast
Net sales	20,658
Gross profit	7,153
Operating income	765
Ordinary income	876
Net income	592

Business Forecast for the Fiscal Year Ending December 2013 (Quarterly)



“Contributing to Japan’s competitiveness as a human resource services company”



ADR (American Depositary Receipts) Program:

Program Type: Sponsored Level 1

Exchange Ratio with Underlying Stock: 100 ADR = 1 Underlying Stock

CUSIP Code: 35968P100

Symbol: FULCY

Depository: The Bank of New York Mellon

101 Barclay Street, New York, NY 10286, U.S.A.

TEL: (212) 815-2077

U.S. Toll Free: (888) 269-2377 (888-BNY-ADRS)

Web Site: http://www.adrbny.com/dr_profile.jsp?cusip=35968P100

Inquiries

IR: +81 - 3 - 4530 - 4830

URL:

<http://www.fullcastholdings.co.jp/ir>

e-mail : IR@fullcast.co.jp

Fullcast Holdings' IR materials have been prepared for the purpose of providing information about the company, and they are not a solicitation for investment.

Readers are advised to use these materials at their own discretion and are solely responsible for all decisions based on such use.

Although every effort has been taken to ensure the accuracy of the information provided herein, Fullcast Holdings Co., Ltd. makes no guarantees with regard to the contents.

Fullcast Holdings Co., Ltd. assumes no responsibility for any damages resulting from the use of this information, directly, indirectly, or to any extent, which originates from any cause including but not limited to the accuracy, reliability, and safety concerning the text, data or other information contained herein.

Fullcast Holdings' IR materials are copyrighted and use without Fullcast Holdings' express written consent is strictly prohibited.