



FULLCAST HOLDINGS CO., LTD.



**FULLCAST**  
**HLDGS.**

Consolidated Business Results  
for the First Quarter of the Fiscal Year  
Ending December 2015  
(January 2015 – March 2015)

**May 8, 2015**

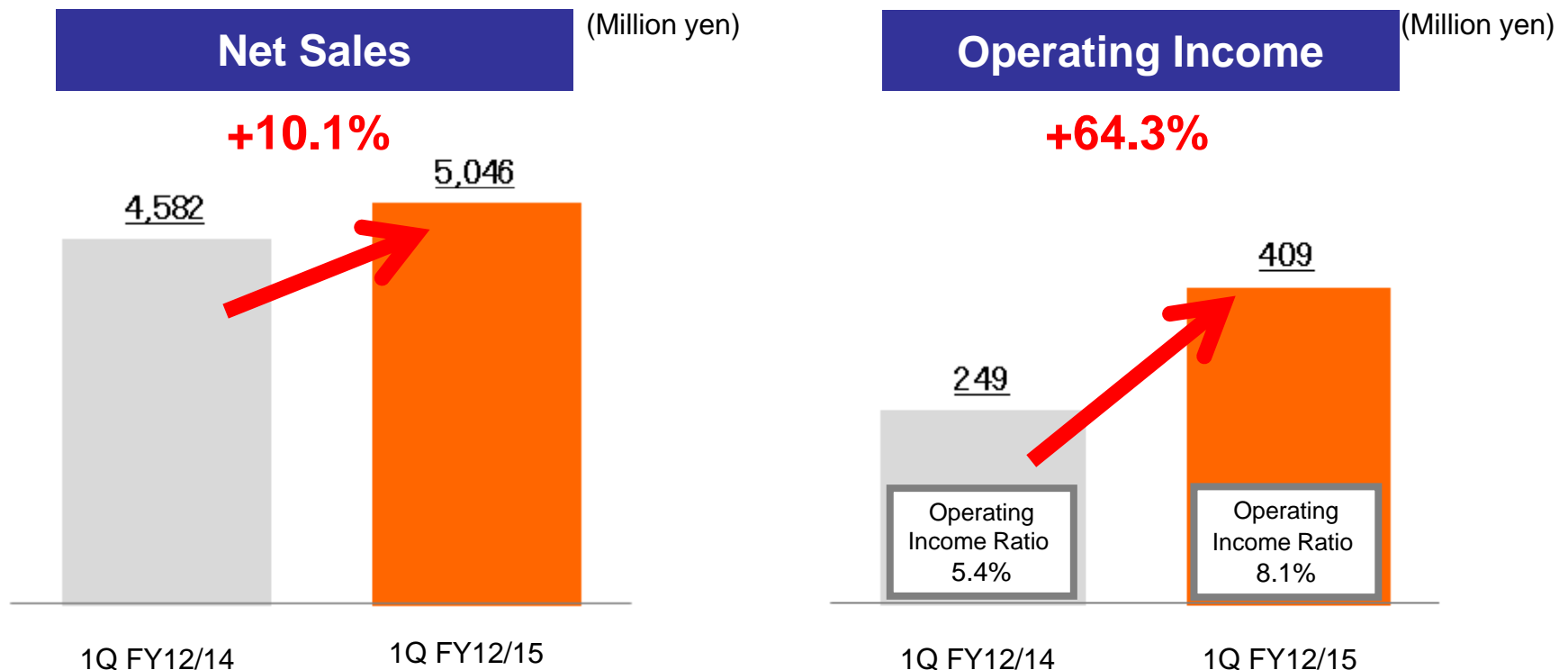
# Agenda

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\*In this document, short-term operational support business, one of the segments, is referred to as “Short-Term” in some parts.

**Consolidated Business Highlights  
for the First Quarter of the Fiscal Year  
Ending December 2015  
(Jan. 2015 – Mar. 2015)**

- ✓ Both net sales and operating income increased year on year, as management services in the short-term operational support business expanded through our strategic investment in marketing resources, in addition to the expansion in dispatching services due to increases in customer numbers.
- ✓ Operating income ratio improved, as we restrained selling, general and administrative expense ratio by enhancing productivity.



\*In this document, names of services are written in an abbreviated form; “part-time worker placement” and “part-time worker payroll management” services in short-term operational support business—which were launched along with the implementation of the Revised Worker Dispatching Act on October 1, 2012—are referred to as “Placement” and “Management,” respectively. In addition, “long-term dispatching” service with a contract period of 31 days or longer, which has been continued after the implementation of the Revised Worker Dispatching Act, is referred to as “Dispatching.”

- ✓ Net sales and operating income increased year on year, as management services in the short-term operational support business expanded through our strategic investment in marketing resources, and dispatching services expanded due to an increase in customer numbers.
- ✓ Net income increased by only 12.8% year on year because we recorded a 65 million yen share in loss from affiliates accounted for using equity method under non-operating expenses, a 47 million yen gain on sales of investment securities under extraordinary income, and a 106 million yen income taxes-current.

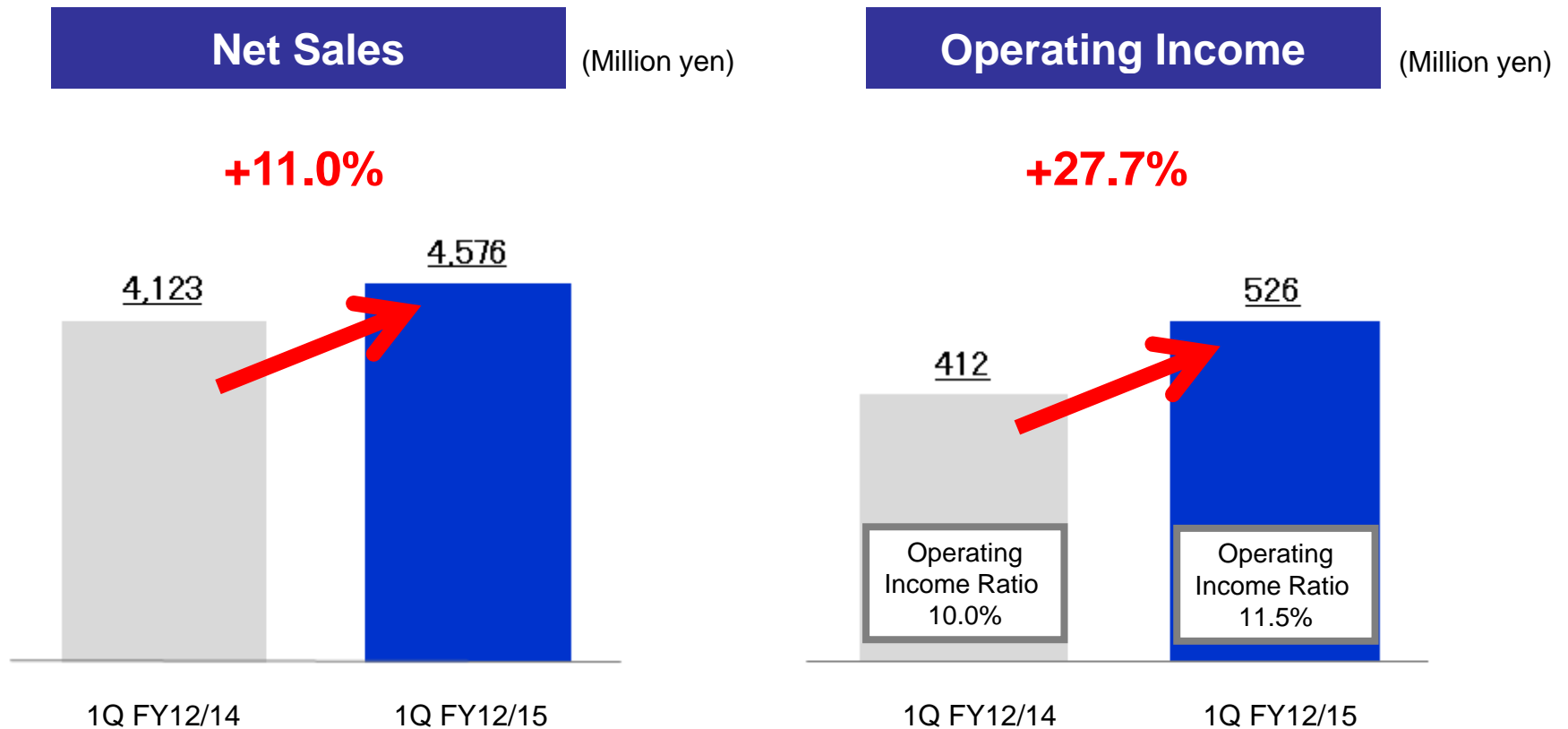
(Million yen)

|  | 1Q FY12/14 | 1Q FY12/15 | Difference | Rate of change |
|--|------------|------------|------------|----------------|
| Net sales                                  | 4,582      | 5,046      | 464        | 10.1%          |
| Gross profit                               | 1,595      | 1,821      | 226        | 14.2%          |
| Selling, general & administrative expenses | 1,346      | 1,412      | 66         | 4.9%           |
| Operating income                           | 249        | 409        | 160        | 64.3%          |
| Operating income ratio                     | 5.4%       | 8.1%       | -          | -              |
| Ordinary income                            | 255        | 340        | 86         | 33.7%          |
| Net income                                 | 230        | 259        | 29         | 12.8%          |

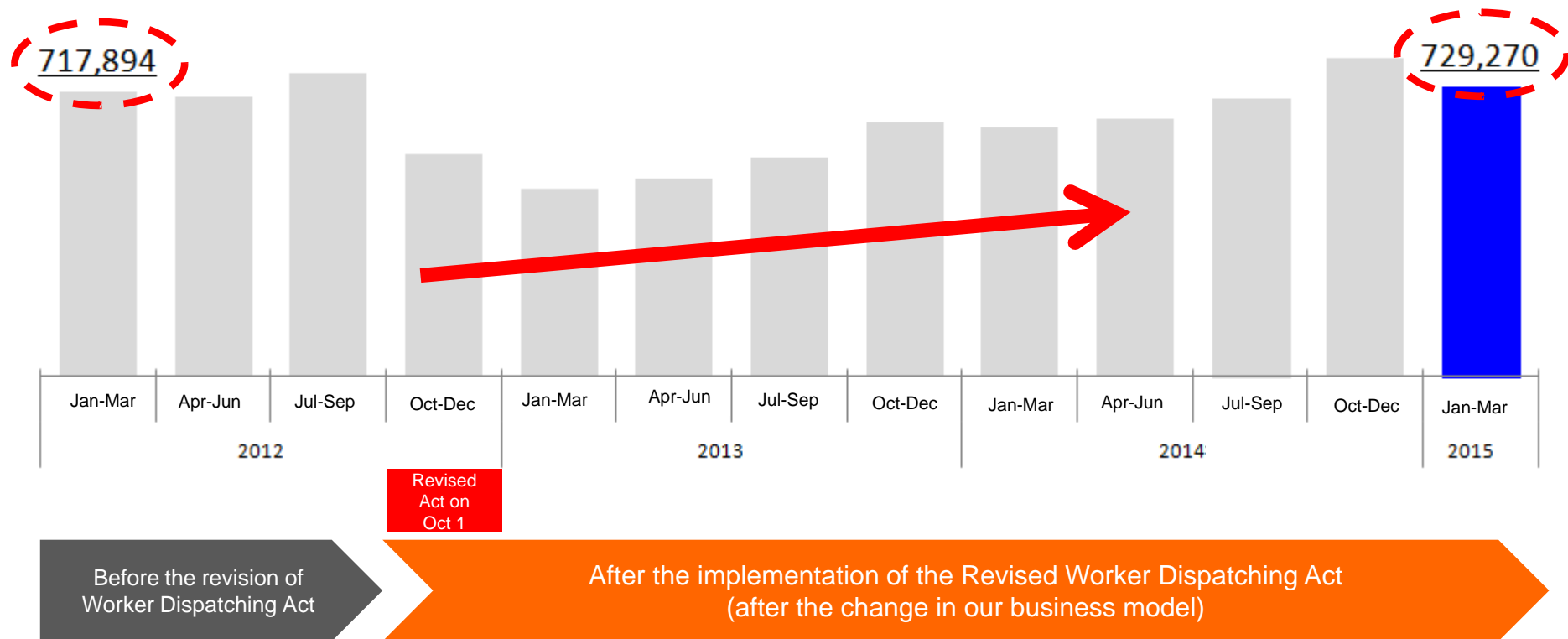
**First Quarter FY2015  
Short-Term Operational Support Business  
Earnings  
(Jan. 2015 – Mar. 2015)**

\*In this document, short-term operational support business, one of the segments, is referred to as “Short-Term” in some parts.

- ✓ Both net sales and operating income increased year on year, as management services expanded through our strategic investment in marketing resources, in addition to the expansion of the dispatching services due to an increase in customer numbers.
- ✓ Operating income ratio improved, as we restrained selling, general and administrative expense ratio by enhancing productivity.



- ✓ We achieved a record high number of workers to jobs matching, even since before the change in our business model.

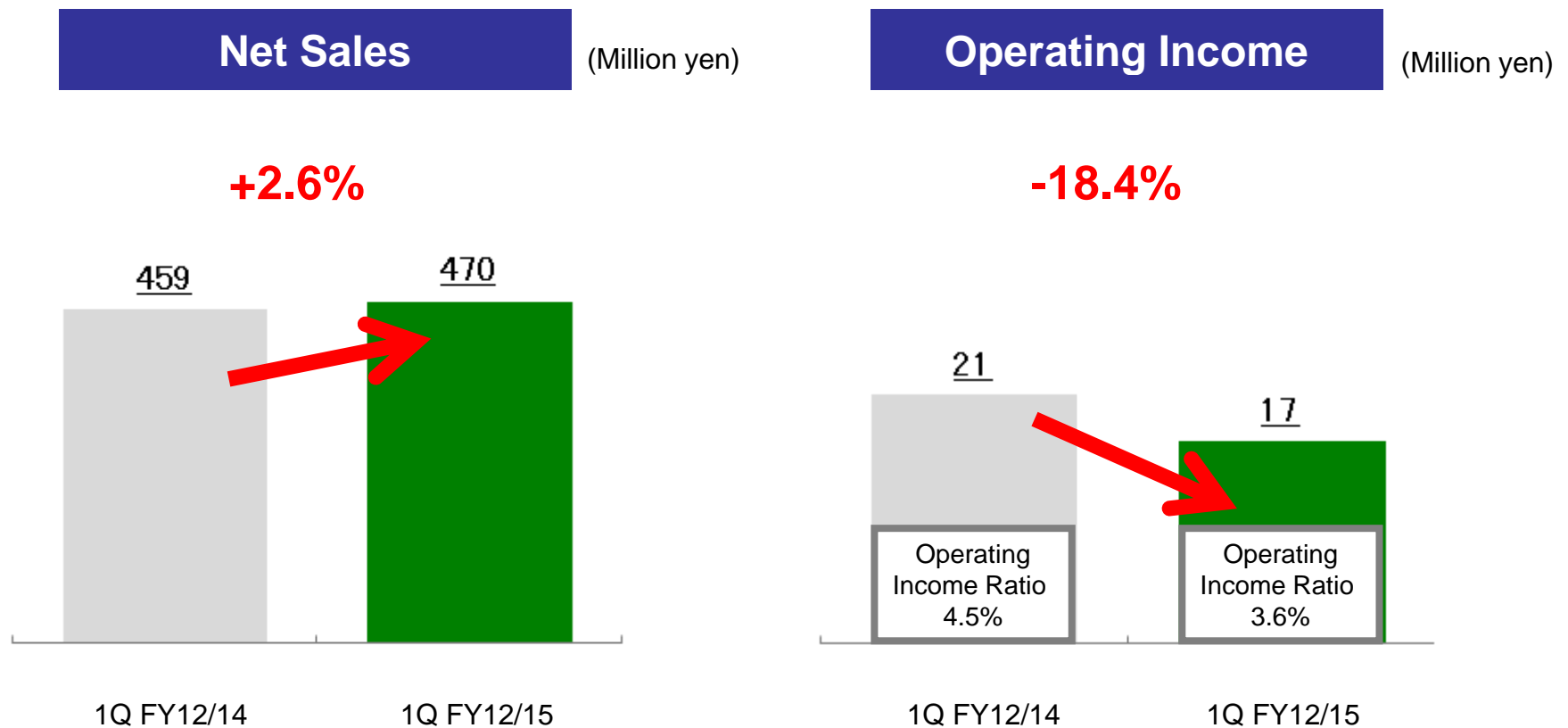


\*The above figures aggregate the numbers of workers to jobs matching for short-term operational support business (excluding Management) of Fullcast Co., Ltd. and Top Spot Co., Ltd.



**First Quarter FY2015  
Security Business Earnings  
(Jan. 2015 – Mar. 2015)**

- ✓ Net sales increased year-on-year due to a rise in long-term manned security business.
- ✓ Operating income declined due to an increase in advance training costs arising from strengthened hiring in preparation for large business projects to start from April onwards.



\*In our security business, advance training is given regarding security operations.

**Progress in Business Forecast  
for the Fiscal Year  
Ending December 2015**

## Progress in Business Forecast for the First Quarter of the Fiscal Year Ending December 2015

(Million yen)

|  | 1Q FY12/15<br>(Actual) | 2Q FY12/15<br>(Jan. to Jun.)<br>(Business<br>forecasts) | Progress<br>ratio |
|--|------------------------|---|-------------------|
| Net sales  | 5,046                  | 10,710  | 47.1%             |
| Gross profit                                     | 1,821                  | 3,890   | 46.8%             |
| Selling, general &<br>administrative<br>expenses | 1,412                  | 3,070   | 46.0%             |
| Operating income                                 | 409                    | 820   | 49.9%             |
| Operating income<br>ratio                        | 8.1%                   | 7.7%  | -                 |
| Ordinary income                                  | 340                    | 848   | 40.1%             |
| Net income                                       | 259                    | 550   | 47.1%             |

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



**ADR (American Depositary Receipts) Program:**

**Program Type: Sponsored Level 1**

**Exchange Ratio with Underlying Stock: 1ADR = 1 Underlying Stock**  
**CUSIP Code: 35968P100**

**Symbol: FULCY**

**Depository: The Bank of New York Mellon**

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