

Mid-Term Business Plan (FY12/11-FY12/13)

From Kyushu to Asia

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Mid-Term Business Plan (FY12/11-FY12/13)

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~Trust~

Empowering people through work

The job market in Japan is undergoing a series of transformations today and new solutions are being pursued in response to the changes.

WORLD INTEC stands at the forefront of that effort and is proactively developing new ways to work.

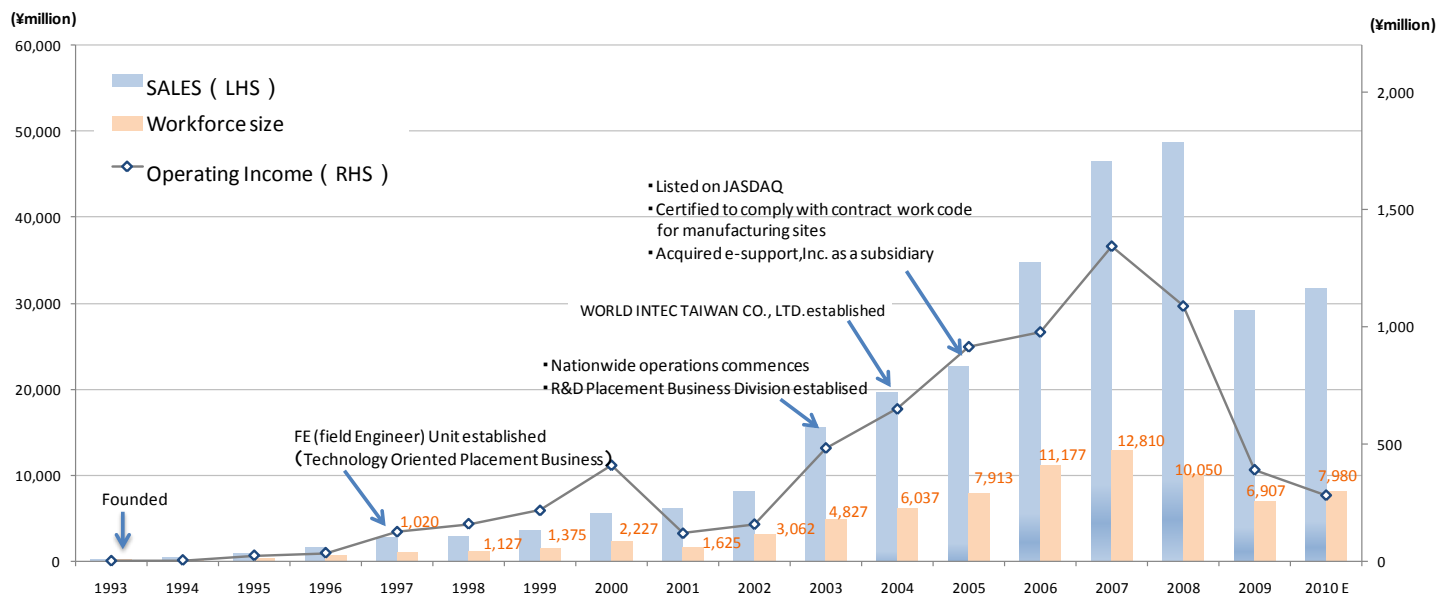
We aim to provide empowerment to workers by providing genuine substance to employment, further enriching their quality of life.

That is our goal and pledge.

Corporate History

WORLD INTEC owes its origins to the real estate business

- 1993: WORLD INTEC CO., LTD. launched as a human resources business (Listed on JASDAQ in February 2005)
- 2003: WORLD INTEC TAIWAN CO., LTD. launched as manufacturing temporary placement / contracting service provider
- 2005: Acquired e-support, Inc. as an ICT subsidiary, with Hikari Tsushin, Inc. owning a 49% share
- 2008: Acquired GEOGRAPHIC INFORMATION OF KYUSHU, INC. as a subsidiary, a collaborative private sector-public sector venture to promote the employment of the physically challenged (shareholders include Fukuoka prefectural government, 12%; Fukuoka municipal government, 12%; Kyushu Electric Power Co., Inc., 10%)
- 2009: WORLD INTEC SHANGHAI CO., LTD. established as a HR consultancy and recruitment agency business; ELECTRONICS&ECOLOGY CO., LTD. launched as a repair service provider
- 2010: Advan Co., Ltd. established as a schooling service provider; WORLD RESIDENTIAL CO., LTD. launched as a real estate developer and consultancy; Acquired Nichimo Real Estate Co., Ltd. as a subsidiary; Acquired Beck Co., Ltd. as a subsidiary specializing in the construction administration placement business

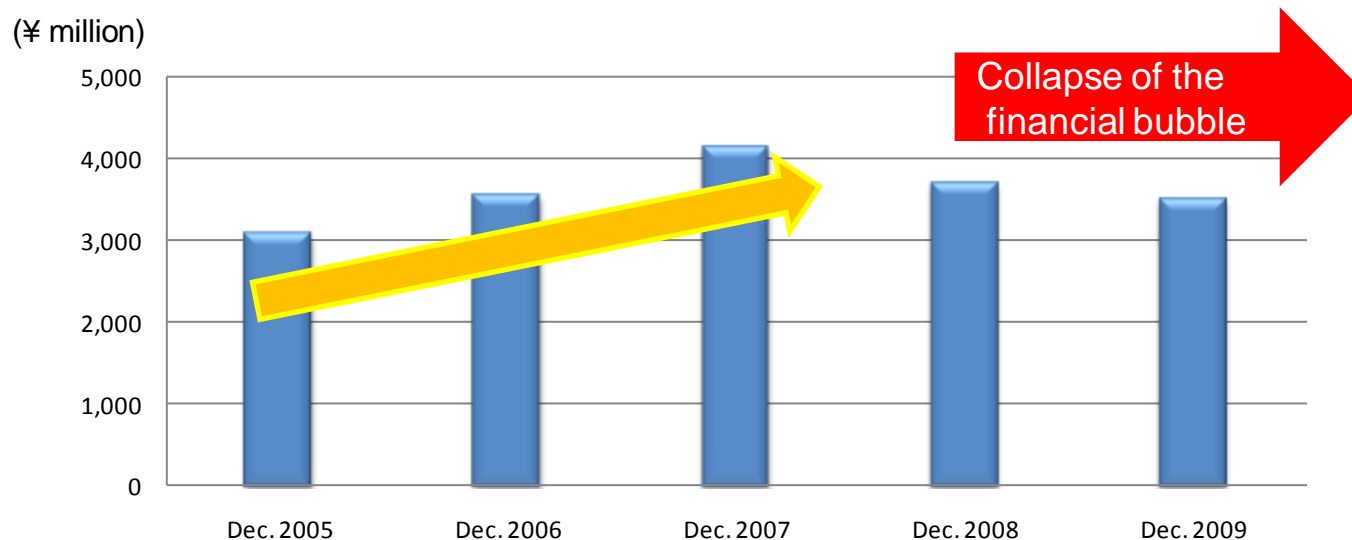


Our Financial Status

We boast a sound financial foundation that enables us to make optimal investment decisions whenever needed

- Our financial standing remains solid even after the global financial bubble burst
- We are not saddled by extensive borrowings to fund M&A forays merely to expand business and continue with what is essentially debt-free management

《 Cash-flow balance at term's end 》

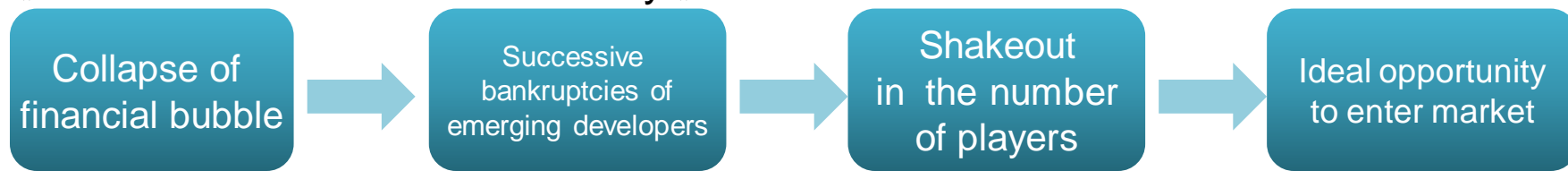


Our Post-Bubble Businesses

Entry into fields in which we can maximize our experience and expertise

- We moved into the real estate business this fiscal year because the timing was ideal. Other real estate companies have lost their competitive edge with the underperformance of both management and market

《 State of the Real Estate Industry 》



《 Our post-bubble M&A and newly launched businesses 》

Company	Business Line	Established
GEOGRAPHIC INFORMATION OF KYUSHU, INC (a subsidiary hiring physically challenged)	GIS* and systems development	2008
Procurement Business	Procurement of production equipment components	2009
WORLD INTEC SHANGHAI CO., LTD	Human resources Consultancy	2009
ELECTRONICS&ECOLOGY CO., LTD	Repair service business	2009
AdvanCo., Ltd.	PC schooling	2010
WORLD RESIDENTIAL CO., LTD	Real estate developer	2010
Nichimo Real Estate Co., Ltd.	Real estate developer	2010
VEC Co., Ltd.	Construction administration placement service	2010

Note*: GIS, Geographic Information System(s), is a system combining the usual functions associated with digital maps with a broad array value-added data, and can be modified, saved and managed on demand.

Mid-Term Business Plan (FY12/11-FY12/13)

Strategy by Business Segment: Human Resources

《 Developments in HR Industry 》

2007: **Series of compliance violations revealed**

→No. 1 firm in HR industry goes bankrupt

2008: **Collapse of Lehman Brothers**

→Production levels plummet and client base contract

2009: **Change in government and the Worker Dispatch Law amendment mulled**

→Uncertainty over possible legal revision spurs client-makers to accelerate direct hiring temp staff workforce drastically reduced

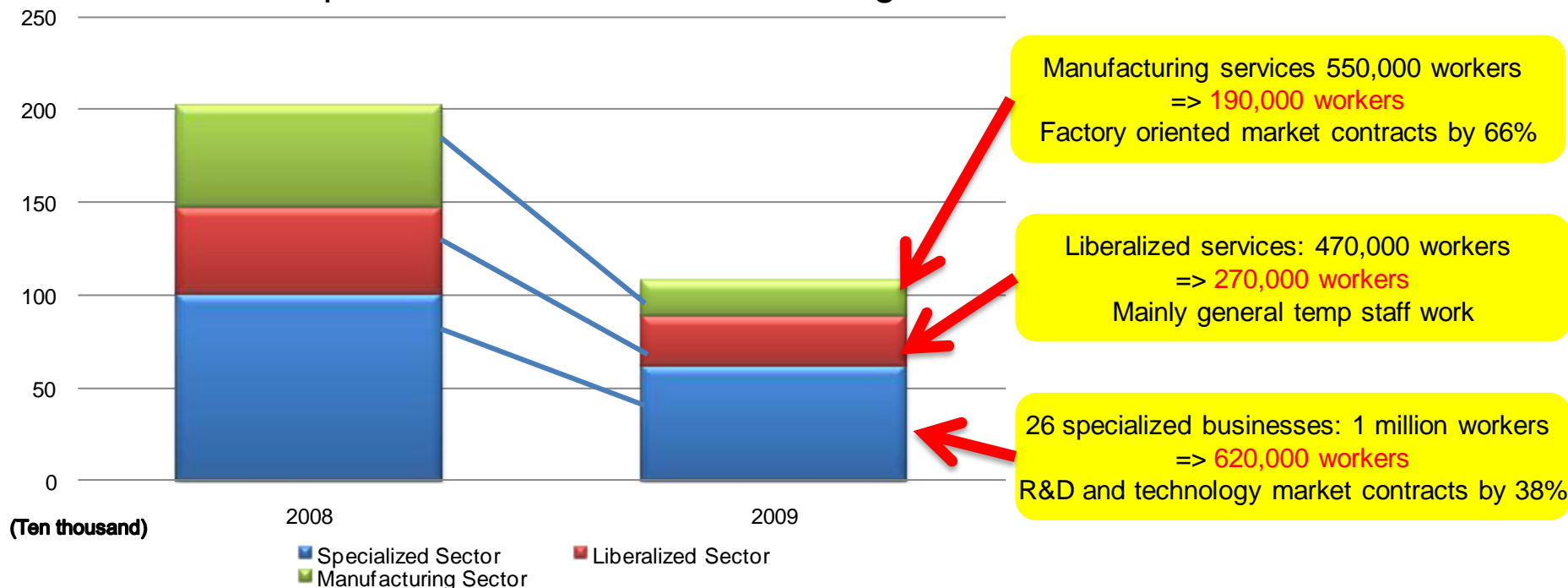
2010: **Yen appreciates**

→Production adjustment / production sites transplanted overseas; HR industry shakeout accelerates

Contracting market

⇒ **Drastic decline in temporary workers at manufacturing sites**

《 Recent temp worker trend at manufacturing sites 》



Total number of temp workers 2008: 4 million => 2009: 2.3 million (a decline of 1.7 million)
Number of manufacturing site temp workers
2008: 2.02 million => 2009: 1.08 million (a decline of 940,000)

Source: Ministry of Health, Labor and Welfare report on temp worker business

Conditions for success

Expertise in specific fields and outsourced contracting services lead to **competitive superiority**

1) Strength in Compliance

- Ability to deal with clients
- Ability to deal with contracted workers
- Ability to deal with regulatory agencies through unified management
- Ability to develop new outsourced contracting expertise

2) Strength in outsourced contracting: Requires extensive training of competent and productive workers

Capacity to provide programs for managers and build a framework for carrying out in-house **production activities** on a timely basis

3) Financial strength to invest in human resources development, outsourced contracting expertise

Capacity to finance advanced worker training programs and implement outsourced contracting services at manufacturing sites on demand

Successful track record creates confidence

Even in a shrinking market, winners **can gain greater share**
Shakeout in outsourcing provider industry to accelerate
from 2011 and continue to 2013

Our Company's Strengths

Conditions for Success

Compliance capabilities

- Relationship of trust and specialized organization to facilitate unified management to comply with regulatory agencies
- Relationship of trust with and conduit to Fukuoka Labor Bureau earned certificate of compliance with manufacturing outsourced contract work code
- Capacity to meet needs of clients and regulatory codes of respective prefectures to facilitate adoption of outsourced contracting program
- Capacity to periodically conform and monitor outsourced contracting worksites to ensure compliance

Outsourced contracting capabilities: Extensive training of workers capable of carrying out production activities

- We continue to upgrade an organization to carry out in-house production activities, creating programs to field-train workers who are capable of managing such sites, enabling us to develop workers from the bottom up who can respond to and resolve issues over the entire manufacturing process, from planning to actual production.

Financial capacity to invest in human capital and outsourced contracting services required

- A sound financial base is needed to actively invest in securing and training core workers to initiate production activities on a timely basis, as well as in a variety of capital expenditures

Our Company meets all the mentioned criteria

Our Company's Strengths

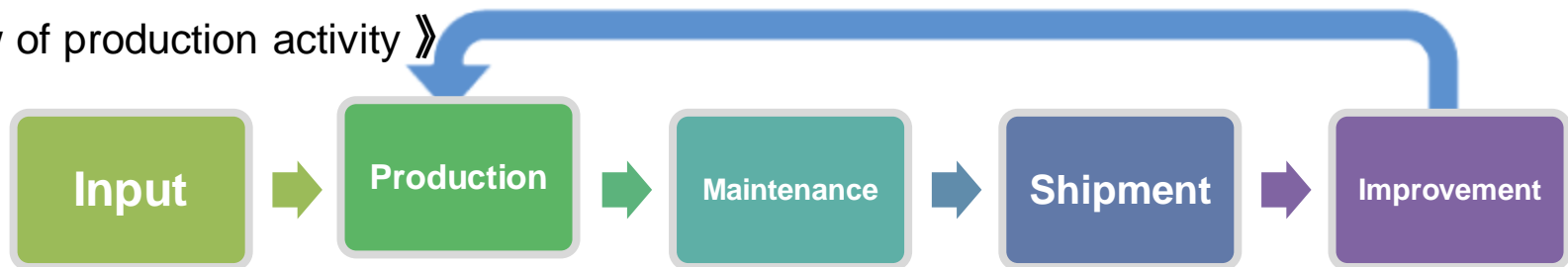
Reinforcing recruitment and training of professionals capable of managing manufacturing worksites and enhancing productivity

- With the aim of becoming the best in manufacturing expertise, we recruited an executive—who has worked for three top chipmakers (Company T, U and E) and accumulated 40 years of experience as an expert in the launch, productivity upgrade and renewal of chip fabrication sites—to serve as a member of our corporate management. He has since personally developed and directed initiatives to upgrade WORLD INTEC management, as well as our outsourced contracting sites, which have since resulted in improved site performance and established a system that achieves maximum output with the minimum number of workers.

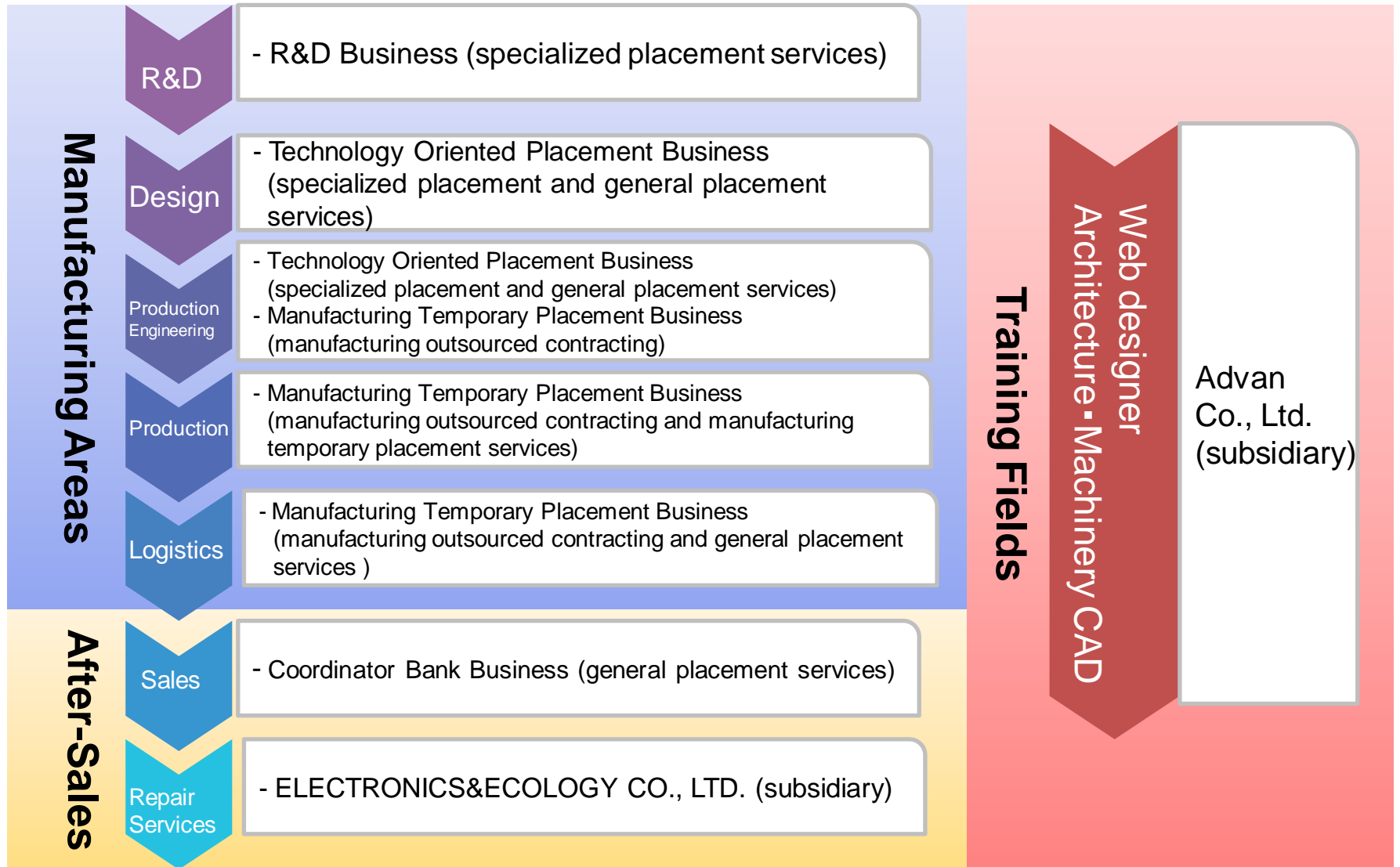
- 1. Training worksite managers:** We are improving training programs that will enable worksite managers to supervise not only sites centered on worker administration, but manage production worksites as well
- 2. Aggressive recruitment of experienced workers:** To meet the need of clients for either the timely or vertical startup of new production activity, we are actively recruiting experienced workers
- 3. Enhancing productivity at outsourced contracting worksites:** Reduce incidents of injury (from major disaster-related injuries to minor and commute-related injuries), upgrade productivity (operating efficiency and on a productivity per worker basis), and improve product quality (reducing errors in the production process)

Establish a system in which we can manage the entire range of production activity

《 Flow of production activity 》



Our Company's Strengths



Our service coverage extends from every facet of the manufacturing process to after-sales services and training programs

Overseas Track Record in Manufacturing-Related Businesses

Human Resources Business

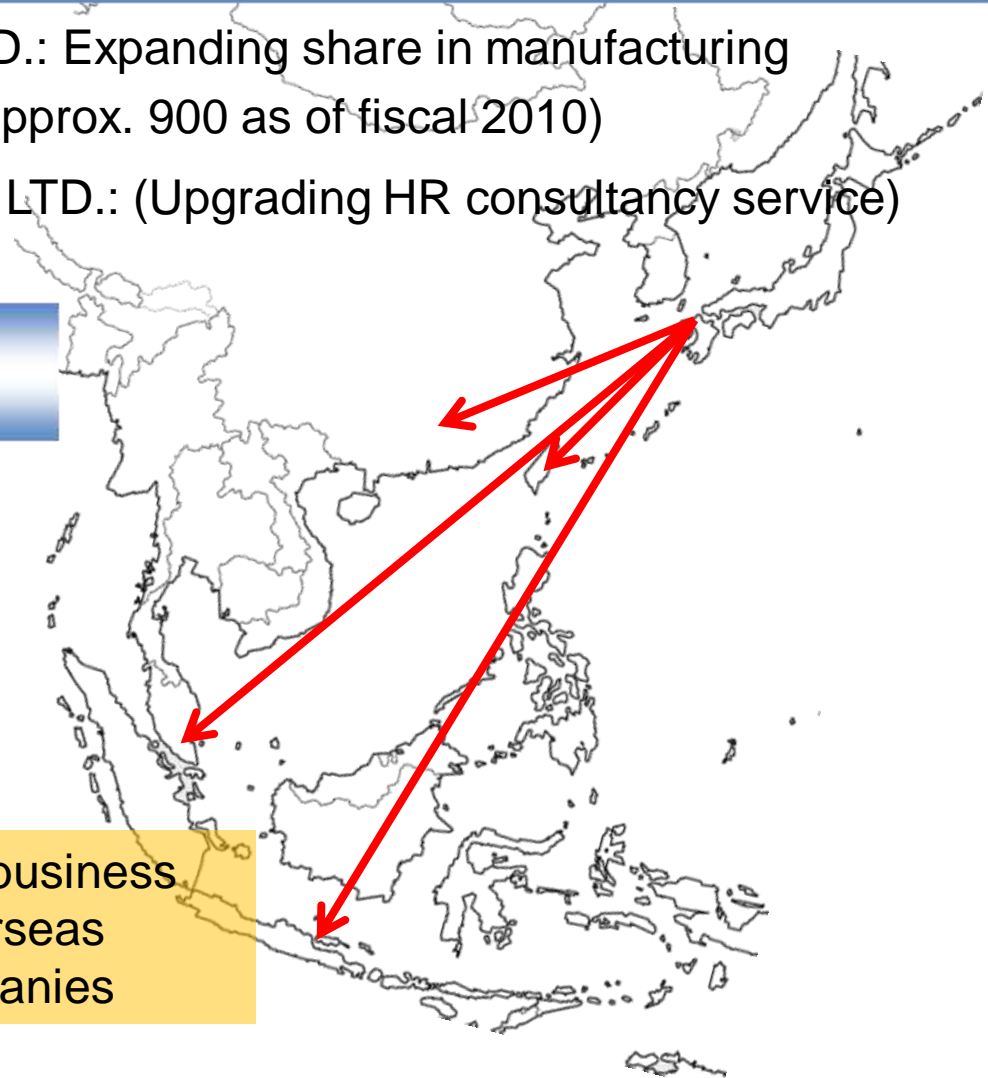
- WORLD INTEC TAIWAN CO., LTD.: Expanding share in manufacturing placement market (Workforce of approx. 900 as of fiscal 2010)
- WORLD INTEC SHANGHAI CO., LTD.: (Upgrading HR consultancy service)

Procurement Business

《 FY12/10 sales in equipment components 》

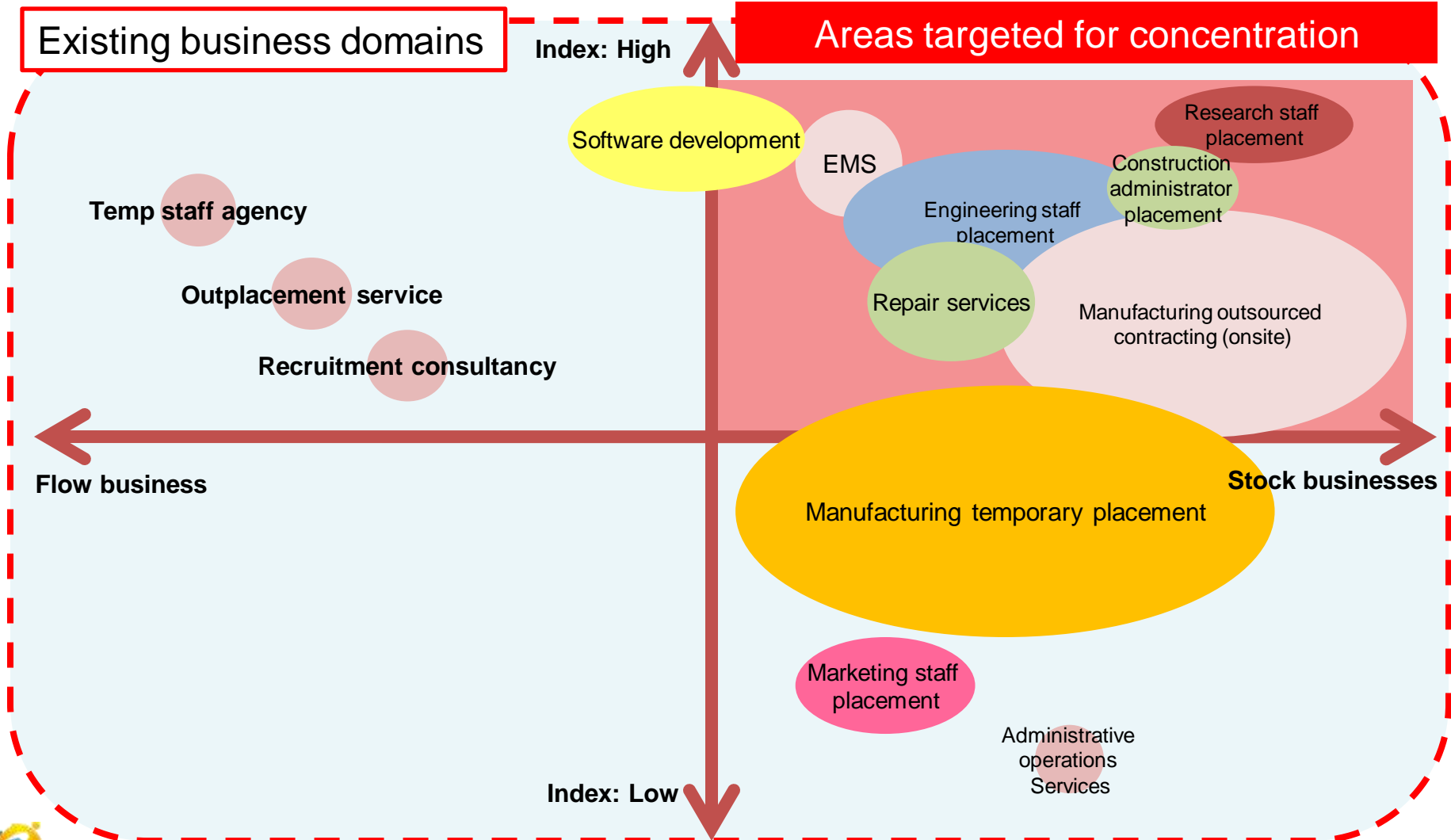
- Indonesia
- Singapore
- China

Focus on expanding procurement business for equipment components for overseas production sites of Japanese companies



Human Resources Business

Will gain share as the shrinking market recovers

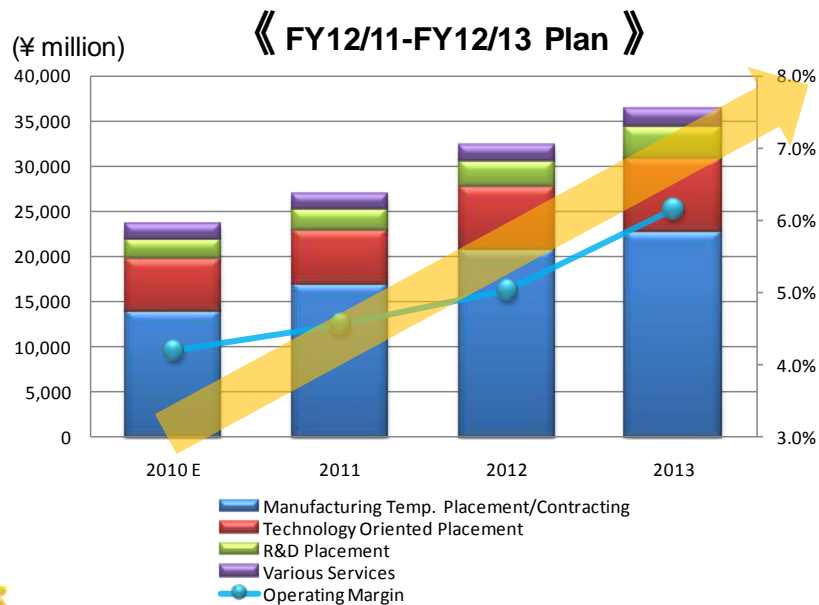


Human Resources Business

Aiming to become **No. 1 manufacturing temporary placement provider**:

R&D → Design & Development → Production Engineering → Production → Logistics → After-Sales Service

- Manufacturing temporary placement business: Developing production activity framework to emerge as leading brand in outsourced contracting services
- Technology-oriented placement business: Expanding capability to meet a wide range of client needs through diverse hiring of staff
- R&D placement business: Expanding business domain and workforce
- Repair service business: Training technicians to maintain reputation of maker brands
- Overseas business: Making aggressive forays into Asian market through Kyushu base



《 Versus FY12/10 》

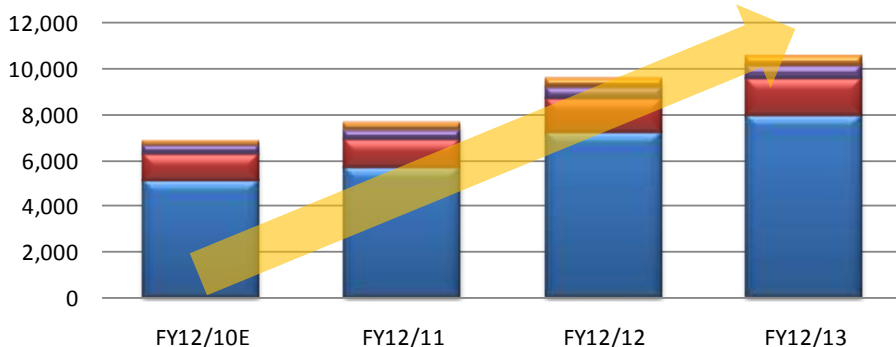
Net Sales	Domestic	¥34,244 million (+59.3 %)
	Overseas	¥1,200 million (+31.6%)
Operating Income	Domestic	¥2,142 million (+136.7%)
	Overseas	¥40 million (+21.2%)
Recruited Workforce	Domestic	9,480 (+54.2%)
	Overseas	1,080 (+56.5%)

Worker Recruitment Plan (HR Business: FY12/11 to FY12/13)

Workforce size at term's end	FY12/10E	FY12/11	% Change	FY12/12	% Change	FY12/13	% Change
Manufacturing Temporary Placement/Contracting	5,090	5,700	12.0%	7,250	27.2%	7,930	9.4%
Technology Oriented Placement	1,193	1,230	3.1%	1,430	16.3%	1,620	13.3%
R&D Placement	364	405	11.3%	490	21.0%	590	20.4%
Various Services	189	251	32.8%	355	41.4%	420	18.3%
Total	6,836	7,586	11.0%	9,525	25.6%	10,560	10.9%

(¥ million)

《FY12/11-FY12/13 Plan》



- Manufacturing Temporary Placement/Contracting
- Technology Oriented Placement
- R&D Placement
- Various Services

《Versus FY12/10》

Manufacturing Temp. Placement/Contracting	7,930 workers (+55.8%)
Technology Oriented Placement	1,620 workers (+35.8%)
R&D Placement	590 workers (+62.1%)
Various Services	420 workers (+122.2%)

Strategy by Business Segment: Real Estate

Our Real Estate Business

Business Concept

Our theme: “Building communities in which culture and people gather”

We aim to establish market position as a pioneering community developer through the active adoption of innovative products (such as environmentally friendly construction materials and other functional eco-ware) developed by the clients of WORLD INTEC Group, or through collaborative development of functional products.

In addition, we strive to reinforce relationships with clients by purchasing their unused land or by providing consultancy services for more effective use of their land.

Business Domain

Developer Work

We focus on developing family-oriented condominiums in urban areas.

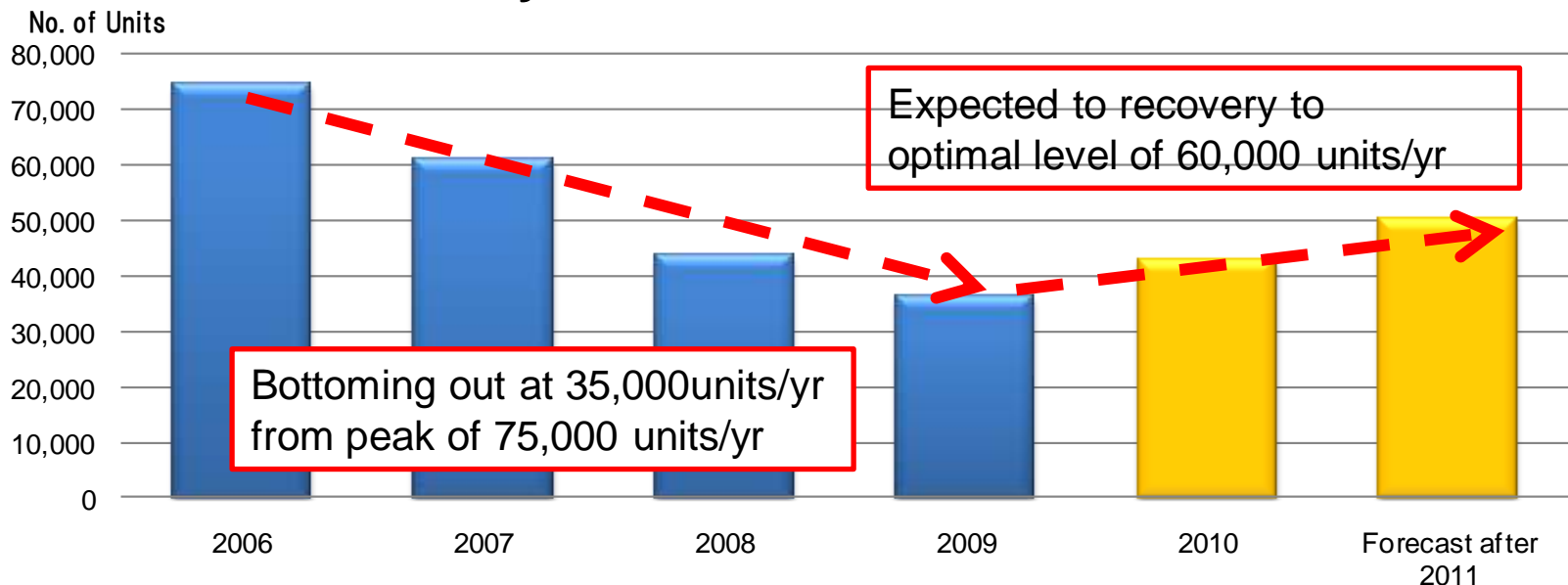


(Example of our property designs)

《 Our Target Market 》

Since 2006, the availability of condominiums in Japan's major urban centers has plummeted, from approx. **75,000 units per year** to **35,000 units per year**, hit hard by the global economic recession. While the population has been declining on an overall basis, urban populations have been **growing**. Given the trend toward nuclear families, however, the number of units available is expected to recover somewhat, to **60,000 per year**, although that remains less than peak years.

Unit Availability



(Source: In-house projections)

Condominium Business: Gaining Traction

《 Target Areas 》



Suburban Business

- Targeting families

《Target segments》

- Large families (includes senior citizens)
- Couples

Inner-City Business

- Targeting families
- Smaller units

《Target segments》

- Single occupant (includes active elderly)
- Couples
- Higher-income couples

《Industry Standards》

Raise quality of service by procuring high quality construction materials and products and employ the highest industry standards in the design, construction, sales and management of units



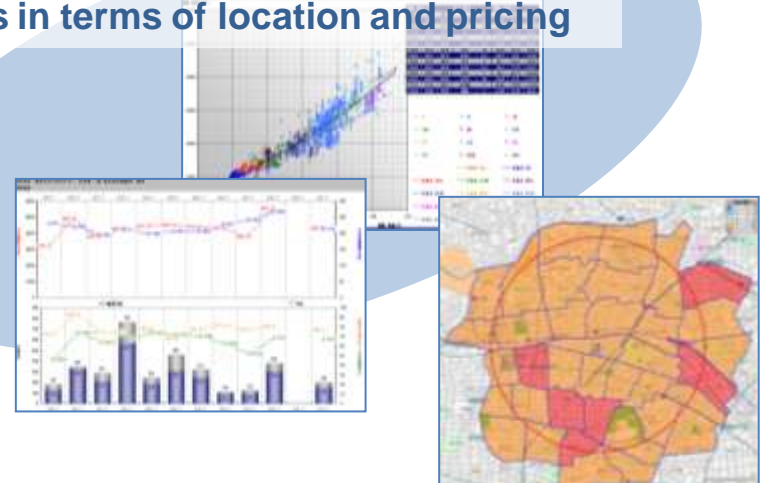
《Web Sales Strategy》

Create web media to generate roughly 50% of user visits



《Marketing System》

Identify user benchmarks and develop properties that genuinely meet their needs in terms of location and pricing



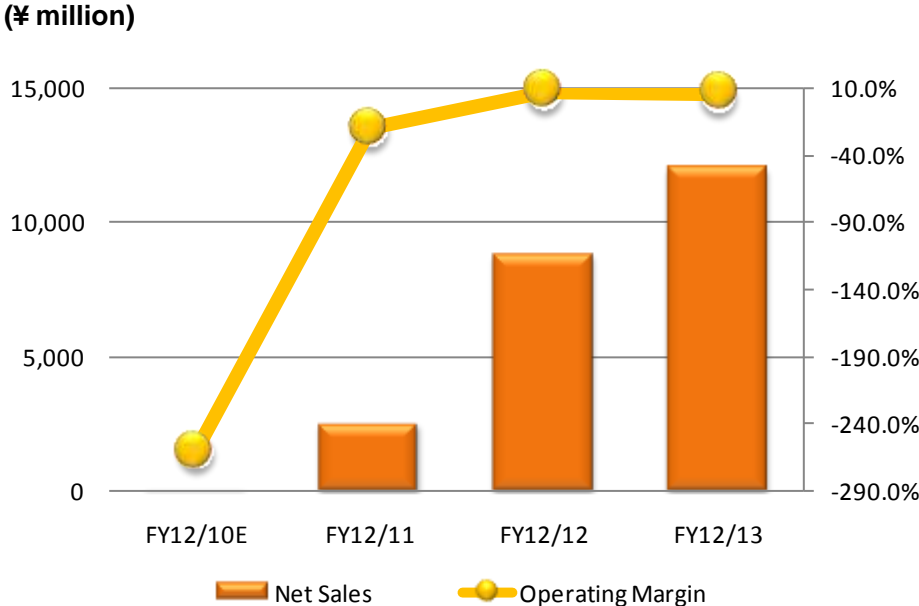
Our Real Estate Business

◆ Growth Strategy for World Residential Nichimo Real Estate Co., Ltd.

Condominium Business: Promote medium-sized condos for families in urban centers

Competitive Difference: Based on our “building communities in which culture and people gather” theme, we aim to establish brand value by offering best-in-industry specifications and after-sales service. We will also differentiate ourselves from our competitors by setting up a management firm in-house to enhance lines of communication with condo residents and adopt property management solutions that maintain property value.

《 FY12/13 Plan 》

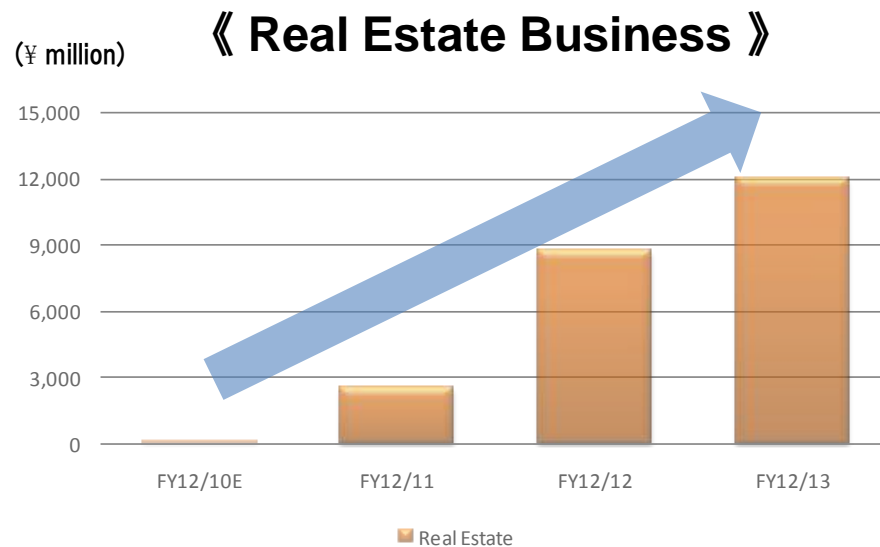
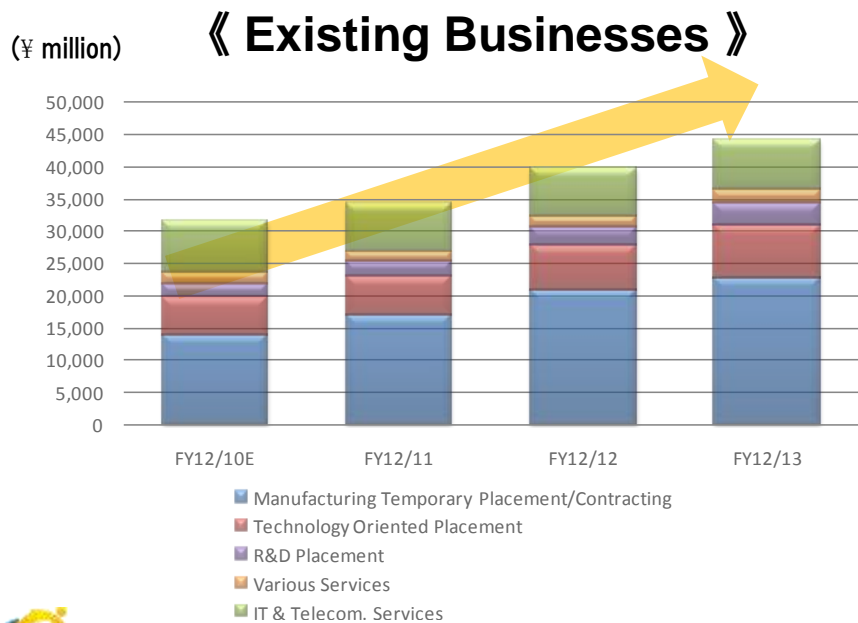


Net Sales	¥12,070 million
Operating Income	¥710million
Units Available	300 condos/yr
Recovery Trend	60,000 condos/yr (recovering)

Group Mid-Term Business Plan

Consolidated Net Sales Plan (From FY2011 to FY2013)

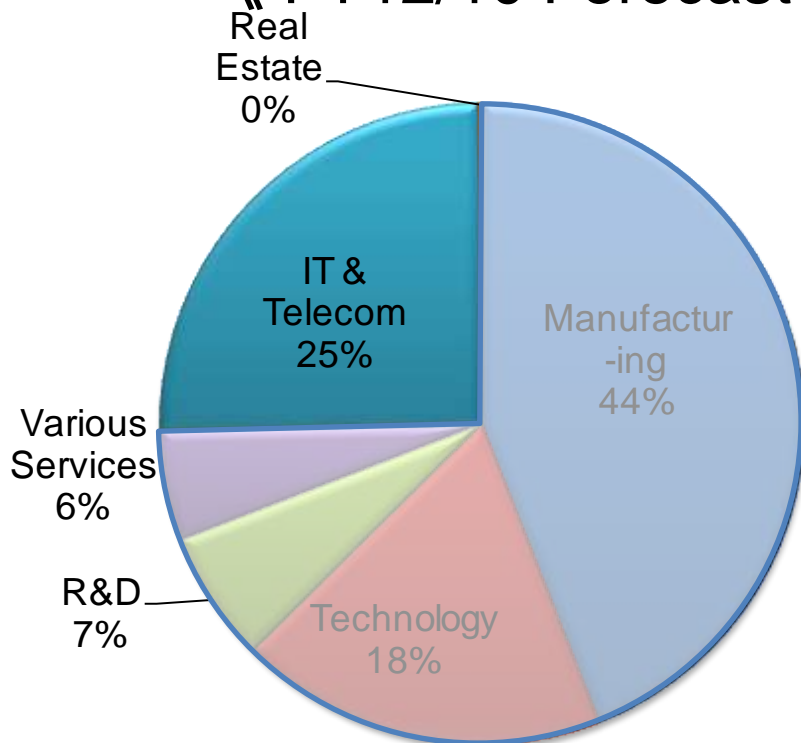
Net Sales	FY12/10E	FY12/11		FY12/12		FY12/13	
Manufacturing Temporary Placement/Contracting	13,885	16,930	21.9%	20,800	22.9%	22,700	9.1%
Technology Oriented Placement	5,901	6,000	1.7%	7,000	16.7%	8,200	17.1%
R&D Placement	2,092	2,350	12.3%	2,800	19.1%	3,500	25.0%
Various Services	1,766	1,650	-6.6%	1,730	4.8%	1,970	13.9%
IT & Telecom. Services	8,004	7,400	-7.5%	7,500	1.4%	7,800	4.0%
Real Estate	52	2,520	4746.2%	8,850	251.2%	12,070	36.4%
Total	31,700	36,850	16.2%	48,680	32.1%	56,240	15.5%



Net Sales by Segment

Sales Ratio Change through Real Estate Business Growth

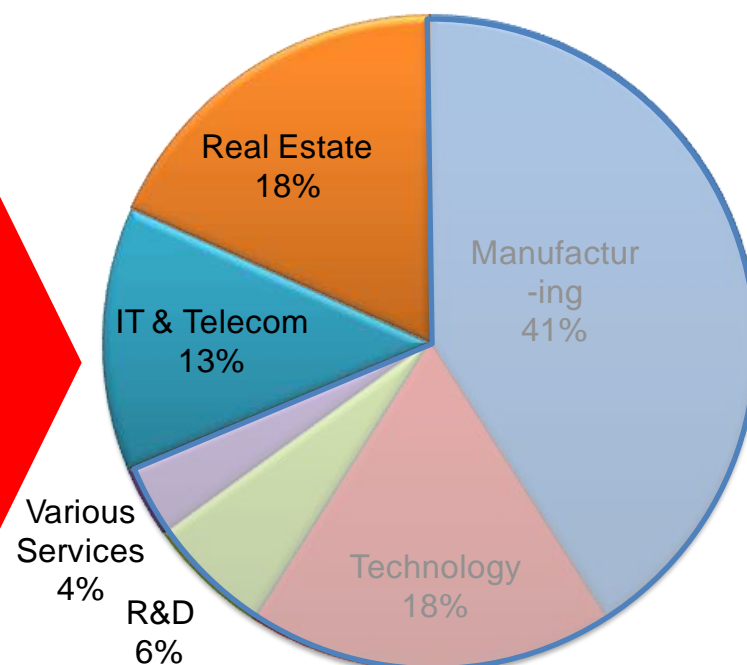
《 FY12/10 Forecast 》



Human Resources Business

Appox.75%

《 FY12/13 Plan 》



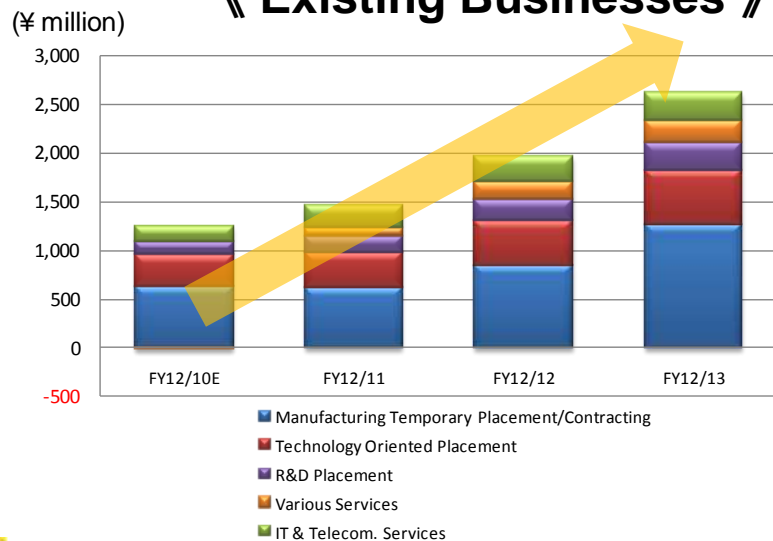
Human Resources Business

Approx.65%

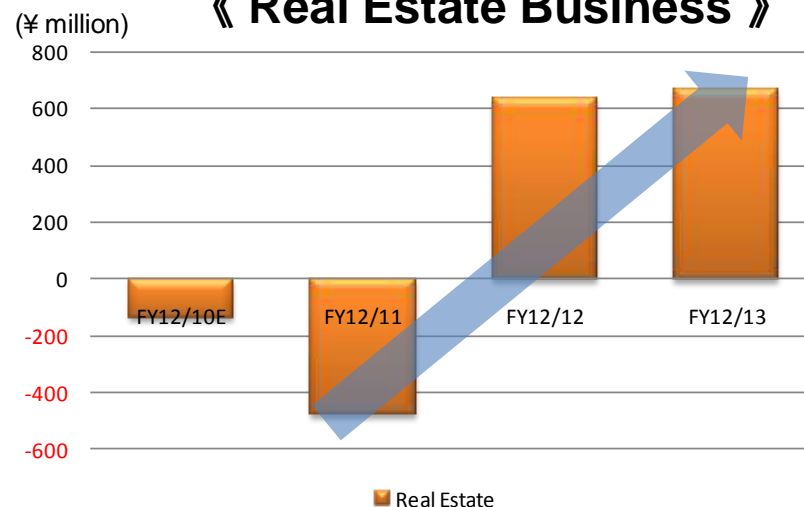
Consolidated Operating Income Plan (From FY12/11 to FY12/13)

Operating Income	FY12/10E	FY12/11		FY12/12		FY12/13	
Manufacturing Temporary Placement/Contracting	627	610	-2.7%	850	39.3%	1,255	47.6%
Technology Oriented Placement	328	364	11.0%	455	25.0%	570	25.3%
R&D Placement	128	178	39.1%	218	22.5%	280	28.4%
Various Services	-14	81	-678.6%	175	116.0%	230	31.4%
IT&Telecom. Services	166	230	38.6%	260	13.0%	280	7.7%
Real Estate	-135	-494	265.9%	680	-237.7%	710	4.4%
Elimination or Entire Company	819	850	3.8%	870	2.4%	890	2.3%
Total	281	119	-57.7%	1,768	1385.7%	2,435	37.7%
Operating Margin	0.9%	0.3%		3.6%		4.3%	

《 Existing Businesses 》



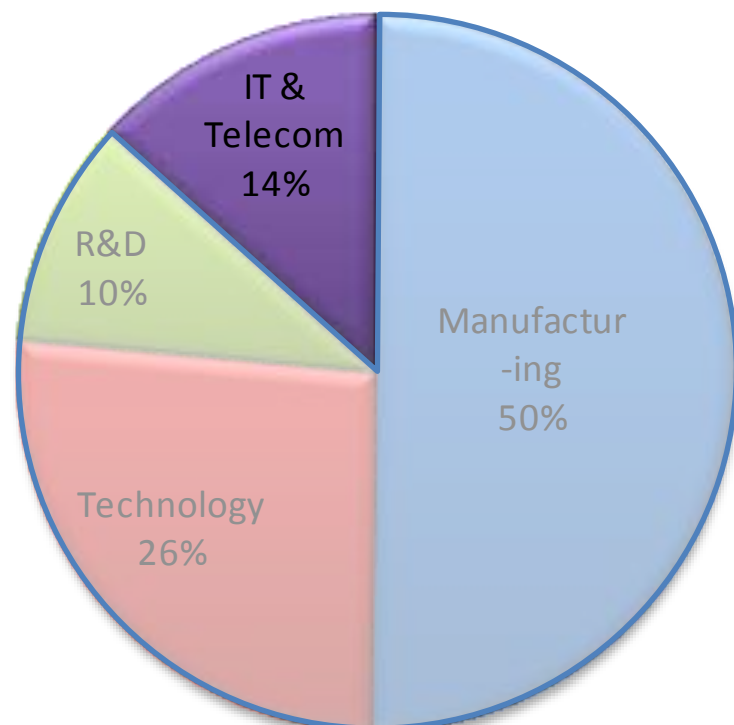
《 Real Estate Business 》



Operating Income by Segment

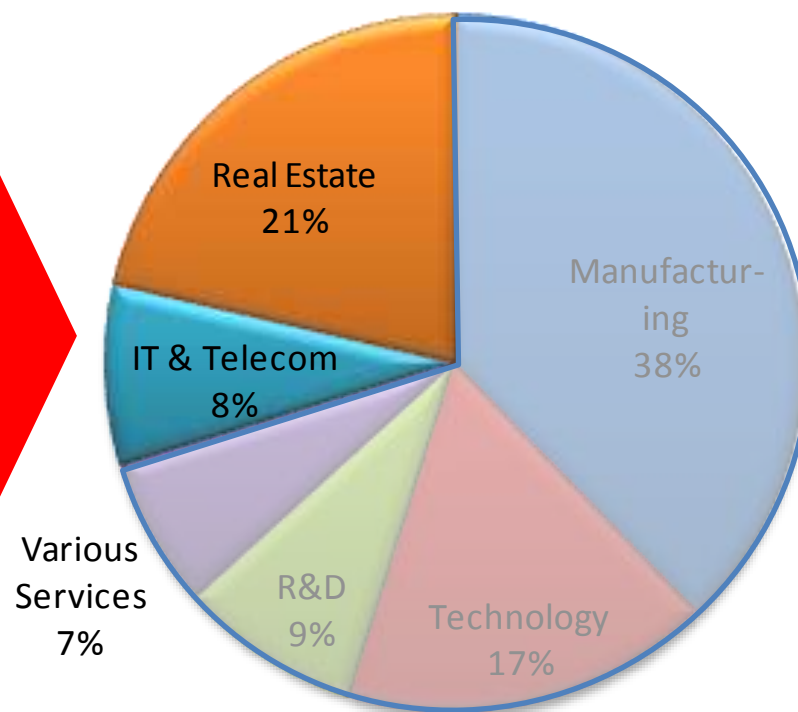
Dramatic Profit Change through Real Estate Business Growth

《 FY12/10 Forecast 》



Human Resources Business
Approx. 86%

《 FY12/13 Plan 》



Human Resources Business
Approx. 71%

The FY12/11-FY12/13 Plan

**Our aim is to expand our presence in Asian markets with Kyushu as our operational center
Strive to maintain a balanced service lineup centered on our stock businesses**

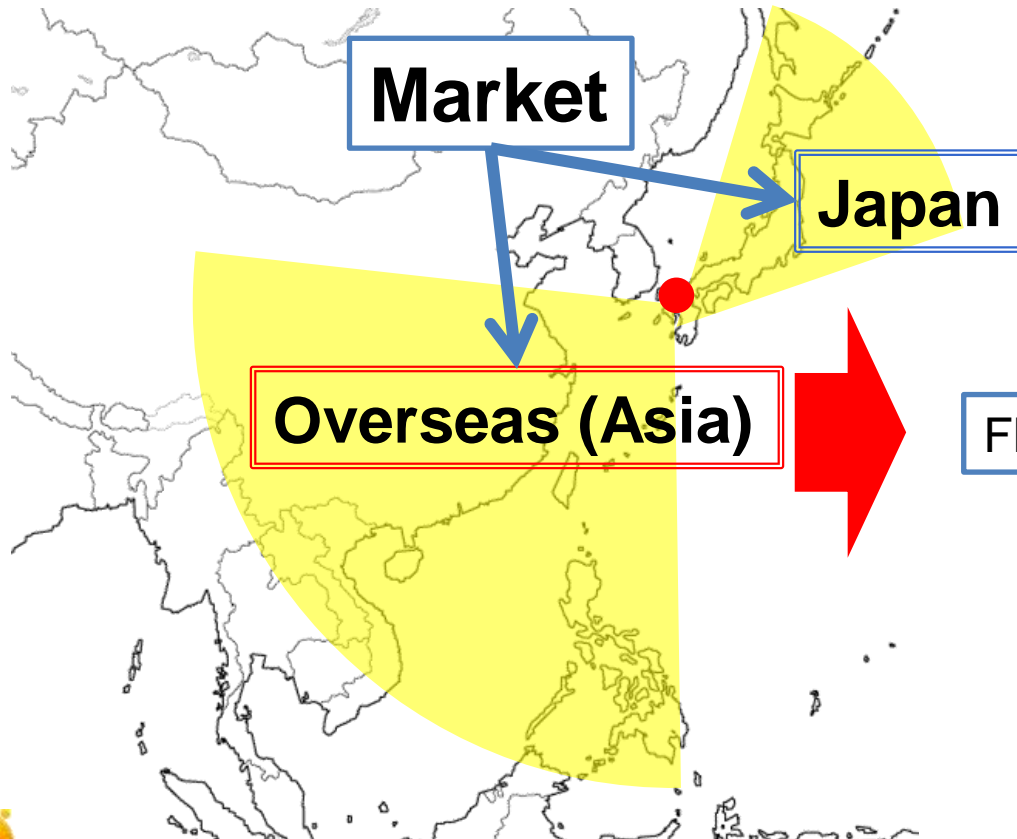
Existing Businesses	Human Resources (stock business)	<ul style="list-style-type: none"> Improving profitability (securing a high level of profits) Brand building (facilitating conversion to outsourced contracting services) Expanding overseas operations (Taiwan and China) 		Becoming No. 1 in manufacturing outsourced contracting services (Top brand in outsourced contracting services)
	Information technologies and telecommunications service (stock business)	<ul style="list-style-type: none"> Increase profit Broaden service lineup 		No. 1 in the Kyushu area
	Others (stock and flow businesses)	<ul style="list-style-type: none"> Creating new services from existing businesses 	<ul style="list-style-type: none"> Expanding overseas operations 	
New Businesses	Real Estate (flow business)	<ul style="list-style-type: none"> Building brand Establish property management unit 	<ul style="list-style-type: none"> Increase unit availability 	Prepare to enter foreign real estate markets
	Others (stock and flow businesses)	<ul style="list-style-type: none"> Creating new services 	<ul style="list-style-type: none"> Expanding overseas operations 	

- To expand our operations overseas means to expand markets (our Asia strategy with Kyushu as our operational center)
- New services mean to enhance profitability

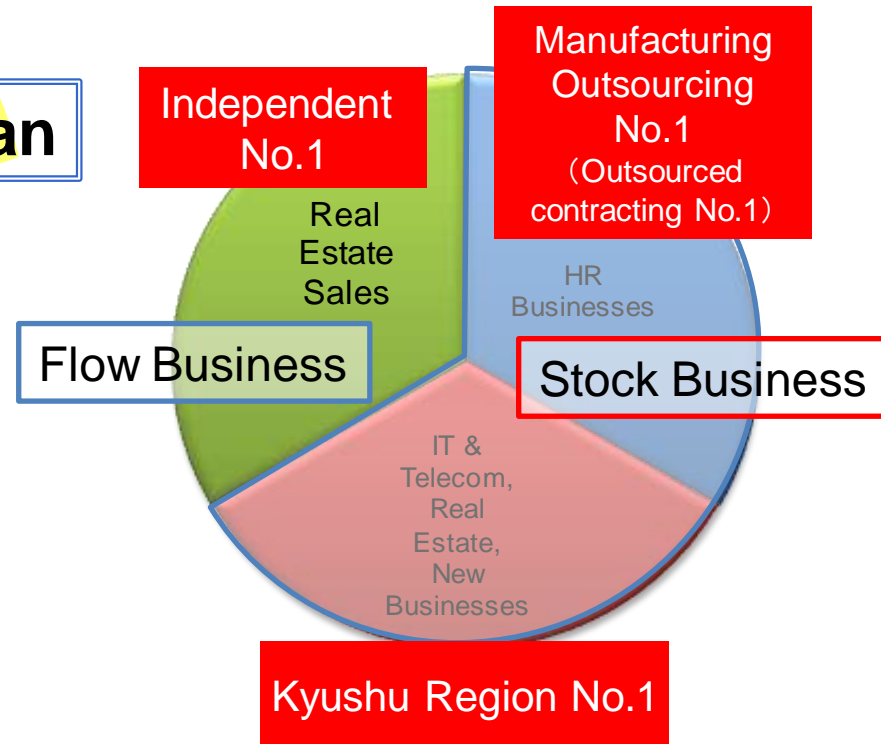
Long-Term Vision

Expanding our presence in Asian markets with Kyushu as our operational center

Maintaining a balanced service lineup centered on our stock businesses
Maximizing our Kyushu-based strengths to the fullest
Reinforce our push into Asia based primarily on our stock businesses



Business Balance in the Future



Stable payout of dividends

With regards to profit distribution, our basic policy on dividends is founded on the principle of stable and sustained payment, a policy conducted concurrently with internal corporate needs that includes future business developments and strengthening our management structure.

Mid-Term Business Plan: Earnings Forecast Targets

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Elimination	819	850	3.8%	870	2.4%	890	2.3%
Total	280	119	-57.5%	1,768	1385.7%	2,435	37.7%
Operating Margin	0.9%	0.3%		3.6%		4.3%	

Contact Information

WORLD INTEC CO., Ltd.

Hiroshi Kudo

Corporate Spokesperson

Corporate Management Office

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E-MAIL irinfo@witc.co.jp

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

This material contains forward-looking statements on the Company and its future business performance. The forecasts are developed from a broad base of information collected and collated by the Company as of the day the business results are announced. Actual results, however, may differ materially from those projected. Neither the Company nor provider of the information contained herein may be held liable or responsible for any loss or damages resulting from investment decisions based on the content of this presentation.

Reference (Business Strategy by Business Segment)

Corporate Profile

Company	WORLD INTEC CO., LTD.
Head Office	4F No.2 Quest Building, 1-3-9 Bashaku, Kokurakita Ward, Kita-Kyushu City, Fukuoka Prefecture 802-0077 Japan
Established	February 12, 1993
CEO	Eikichi Iida
Main Businesses	Outsourcing business primarily for the manufacturing sector (R&D, design and development, production engineering, production, logistics, marketing and sales, after-sales services)
Capitalization	¥6.97 billion (as of September 30, 2010)
Workforce	5,884 (nonconsolidated; as of September 30, 2010)
Branches	67 nationwide
Listed Date	February 9, 2005 (JASDAQ Stock Exchange / Stock Code 2429)

《Corporate Symbol》



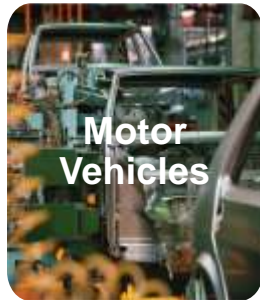
WORLD INTEC's corporate symbol represents the cutting edge in the effort to create new meaning to work and the joys associated with one's vocation. The blue sphere stands for our engineering expertise and the trust we have accumulated, while the yellow figure symbolizes further growth and development, as well as the corporate ideal we aim to realize.



Our Manufacturing Temporary Placement Business

Placing temp staff workers at manufacturing and logistical sites,
as well as responding to demand for outsourced contracting services

Our proprietary expertise in outsourced contracting services differentiates us from our competitors



Vehicle Chassis

Electronic Devices

Semi-conductors

Cosmetics

Food Products

Automotive Parts

Consumer Electronics

Production Equipments

Pharmaceutical Products

Housing

Chemical Products

Logistics

Our Manufacturing Temporary Placement/Contracting Business

Our goal is achieve a dominant recovery in a contracting domestic market, while further expanding our presence overseas
 → Compared to 2010, net sales rose by 63.5%, operating income increased by 100.2%, and workforce expanded by 55.8% (combined domestic and overseas results)

◆ Domestic Growth Strategy (WORLD INTEC CO., LTD. Manufacturing Temp. Placement/Contracting Business)

Setting up production sites: Given our belief that production activity is synonymous with outsourced contracting, our goal is to establish an organization that develops human resources on a bottom-up basis to manage production activity in a timely manner.

Improved profitability through outsourced contracting: We develop outsourced contracting programs that suit the respective needs of every client, programs that fully comply with regulations—which is a major WORLD INTEC strength .

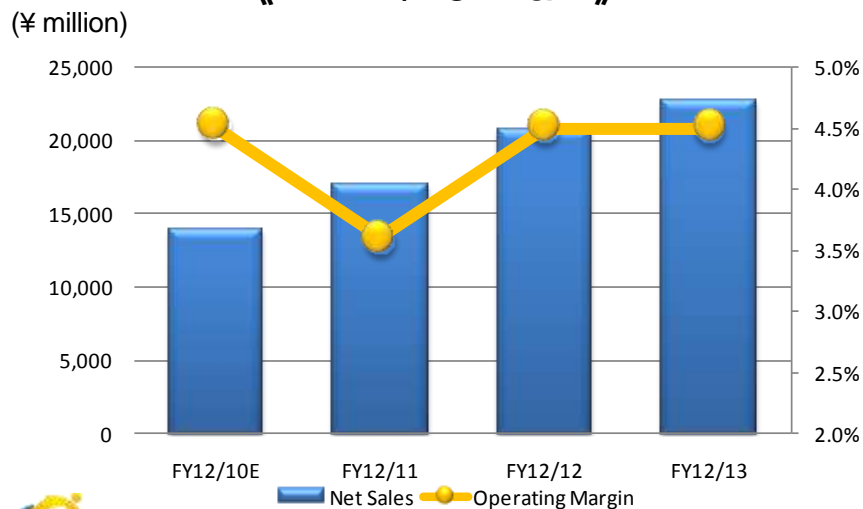
◆ Overseas Growth Strategy (WORLD INTEC TAIWAN CO., LTD.)

Strengthening ties with Taiwanese firms : We aim to expand ties with Taiwanese companies based on our track record built up with Japanese transplants.

Entry into engineering departments of clients : We will also aggressively move into the business of placing engineering staff.

Our moves in Asia: Starting with our operations in Taiwan and China, we look to broaden our Asian presence even further .

《 FY12/13 Plan 》



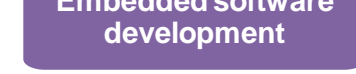
《 Versus FY12/10 》

Sales	Domestic	¥21,500 million (+65.7%)
	Overseas	¥1,200 million (+31.6%)
Operation Income	Domestic	¥1,215 million (+104.5%)
	Overseas	¥40 million (+21.2%)
Number of Workers	Domestic	6,850 (+55.7%)
	Overseas	1,080 (+56.5%)
Expected Market Size	Domestic	¥600 billion (shrinking)

Our Technology Oriented Placement Business

We place engineering staff in a broad range of fields, from design and development, to systems engineering, programming and technical support for semiconductor fabrication systems .

We also collaborate with our subsidiaries in training and education systems that allow our contracted staff to pursue and enhance careers in a variety of fields .



Our Technology Oriented Placement Business

Our basic strategy is to fortify marketing/sales and worker recruitment functions, while improving the efficacy of our plan-do cycle.

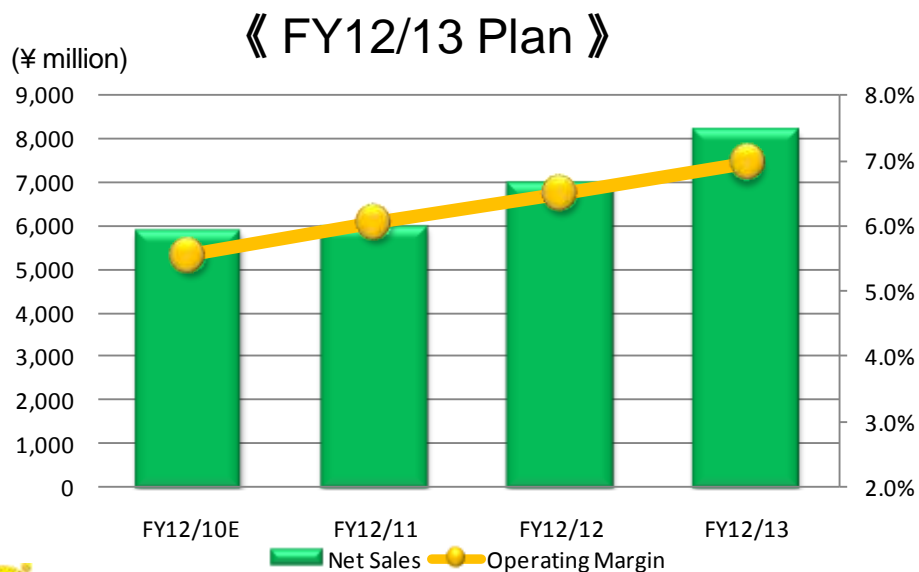
→ Compared to 2010, net sales increased by 39.0%, while operating income rose by 73.8% and workforce expanded by 35.8%

◆ Growth Strategy (WORLD INTEC Technology Oriented Placement Business)

Restructured sales strategy: Enhance marketing productivity by improving management volume and project quality

Career plan development: We expect to improve recruitment efficiency by systematizing the hiring process of permanent employees and strategically matching worker to client.

Expand both recruitment domain and client base: We aim to broaden our hiring domain by upgrading our recruitment effort for both permanent and contract workers, as well by improving our capacity to meet the needs of cost and skills .



《 Versus FY12/10 》

Net Sales	¥8,200 million (+39.0%)
Operation Income	¥570 million (+73.8%)
Number of Workers	1,620 (+35.8%)
Expected Market Size	¥350 billion (expanding)

Our R&D Placement Business

We place highly skilled researchers primarily in the pharmaceutical, chemicals and biotechnology fields (specially designated placement).

We differentiate ourselves from competitors through our market position as the No. 2 player, our specialization and our emphasis on the needs and training of researchers in order to improve morale and motivation .



Organic Synthesis

Materials development

Chemical product development

Analysis technologies

Pharmaceutical development

Food product development



CRA

Medical writing

DM

GCP/QC

Clinical pharmacology

Statistical analysis

Our R&D Placement Business

We aim to achieve a profit structure that delivers long-term earnings by improving short-term profitability
 → Compared to 2010, net sales rose by 67.3%, operating income increased by 118.8% and the workforce expanded by 62.1%

◆ Growth Strategy of WORLD INTEC R&D Placement Business

Temp staff domain strategy: Our goal is to expand market share by applying our strength in specialized placement services in the field of temp staff services .

Employment diversification strategy: We plan to broaden both the domain of prospective employees and the base of prospective employers.

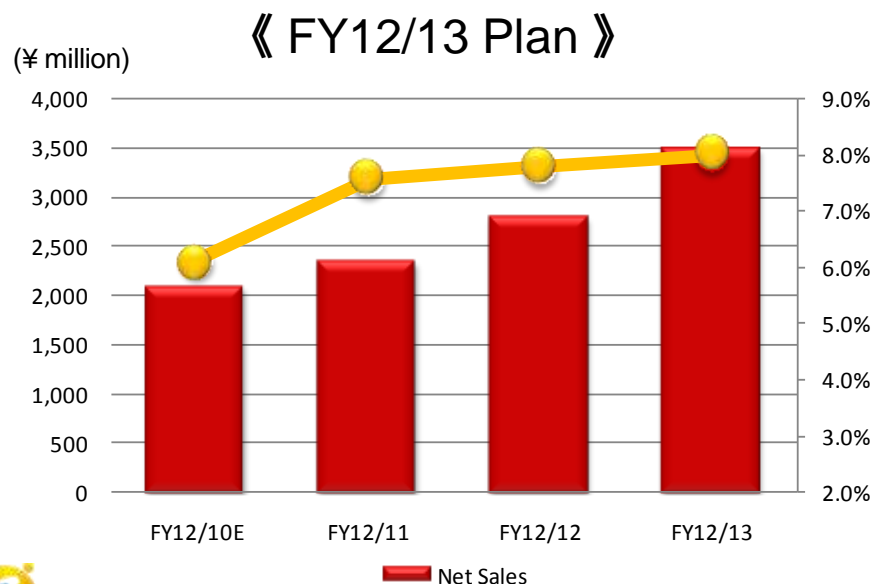
Increase hiring of newly graduated workers: We aim to double the number of openings for newly graduated master and doctoral degree holders.

◆ Marketing/Sales Strategy

Developing new clients: We expect to expand our marketing effort beyond manufacturers to encompass public research institutes, universities and biotech startups.

◆ Engagement Strategy

Management promotion program for contracted researchers: We look to boost overall worker morale and motivation by setting up an organization dedicated to the needs of our researchers and providing them with opportunities to become promoted as managers.



《 Versus FY12/10 》

Net Sales	¥3,500 million (+67.3%)
Operation Income	¥280 million (+118.8%)
Number of workers	590 (+62.1%)
Expected Market Size	¥30 billion (expanding)

Our IT and Telecommunications Service Business

We have a Kyushu-based network of retail outlets that sells cellular phones to general consumers, as well as markets IT equipment to enterprises and engages in call-center sales of land line subscriptions.



Corporate mobile devices

Optical fiber lines

Private user mobile devices

Telephone Lines

ISP

Corporate mobile devices

Our IT and Telecommunications Service Business

Underpinned by stable sales and profit growth, we aim to develop new sales agents and outlets, as well as purchase follow-on products

→Compared to 2010, operating income rose by 68.7%

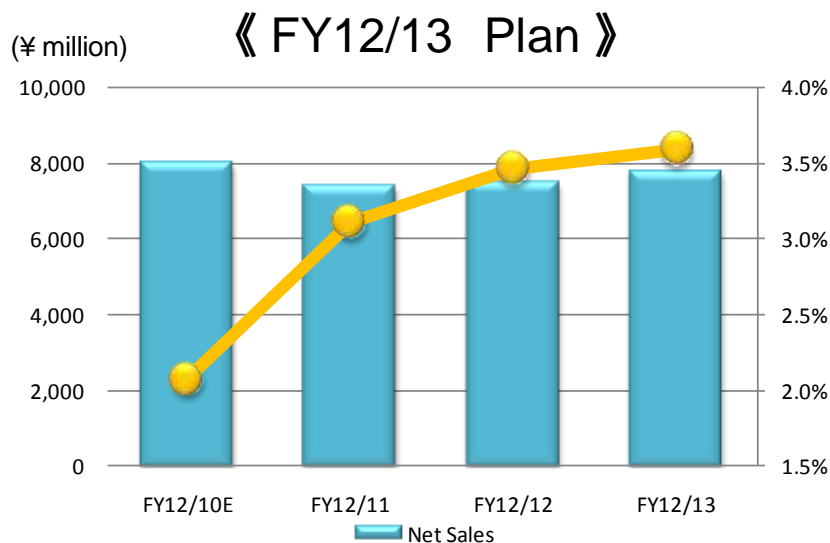
◆ Growth Strategy for e-support Group

Dramatic expansion in products and services: We look to expand our sales network through initiatives to upgrade staff and outlet performance and improve product lineup.

Enter new markets: In addition to our existing business areas, our goal is to enter new markets by offering additional products and services through a new business channel, along with expanded sales agency services.

Ensure profitability: We will prioritize securing profitability through stable sales rather than rely on our previous investment-intensive earnings model to spur sales growth.

* Trained staff at outlets specializing in the sales of mobile phones currently offer needed advice on products and aftercare services, providing an invaluable customer service. We believe such retail outlets—which comprise some 70% of all mobile phone sales to date—will continue to play a vital role in the growth of the multifunction smart phone market, which has developed at a dramatic pace due to explosive demand.



《 Versus FY12/10 》

Net Sales	¥7,800million (-2.5%)
Operating Income	¥280 million (+68.7%)
Expected Market Size	35 million units/year (recovering)

Our Various Services Business

We aim to branch out from sales personnel-based temp staff placement and enter new markets and launch new businesses, with the Kyushu area serving as our primary center of operations.



Office staff

Amusement
Industry staff

Marketing staff

Customer
service staff

Sales staff

Nursing care
staff

Repair
technicians

Instructors

Procure-
ment staff

Our Various Services Business

Our goal is to expand our Group operations and maximizing business productivity by integrating existing businesses with new businesses

→ Compared to FY12/10, net sales rose by 11.6%, while the workforce increased by 122.2%

◆ Growth Strategy for WORLD INTEC CO., LTD.'s Coordinator Bank Business Unit (marketing personnel placement)

Moving beyond registered temp staff placement: We will develop a sales agency model that shifts the emphasis from temp staff placement to one based on consignment.

Total sales support system: Every aspect of our sales outlets, from its layout to the entire range of operations, will be developed to generate sales.

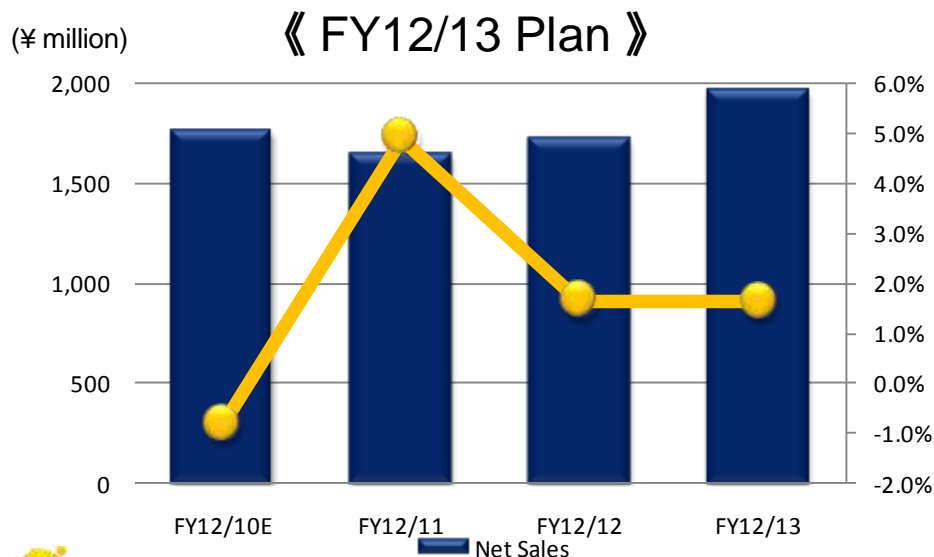
Expand business coverage: Our goal is to stabilize profit generation by weeding out unproductive outlets and move into new business areas.

◆ Growth Strategy for GEOGRAPHIC INFORMATION OF KYUSHU, INC. (software developer and employer of the physically challenged)

Enlarge its client base: We expect to expand the client base by leveraging our Group synergy with shareholders, which we believe is a major strength.

Promote hiring of the physically challenged: We will be actively involved in creating further employment opportunities for the physically challenged.

Provide training and placement opportunities: We also intend to provide a greater number of training programs to help physically challenged workers to acquire skills and advance their careers.



《 Versus FY12/10 》

Sales	¥1,970 million (+11.6%)
Operating Income	¥230 million (negative in FY12/10)
Number of Employee	420 (+122.2%)

Our Various Services Business

- ◆ **Growth Strategy** for ELECTRONICS&ECOLOGY CO., LTD. (repair service that extends to premium brand products)

Stabilize the sales system: We are aggressively looking to merge with or acquire or enter into an alliance with a repair service provider that boasts an established track record.

Increased investment in human resources: We plan to broaden our service lineup by actively pushing forward the training of skilled repair technicians to improve their overall skill sets.

Enhance maker confidence: By training repair technicians with the skill sets to protect and preserve the brand values of makers, we aim to strengthen our ties with them.

Enter the Asian market: We expect to enter the Asian market, where the repair service culture remains in its infancy.

- ◆ **Growth Strategy** for Advan Co., Ltd. (schooling service)

Actively invest in new schools and their support systems: Our goal is to launch 30 schools and expand our presence in the schooling market.

Reinforce the sales unit: We plan to expand our sales network and strengthen it by marketing special software.

Ramp up content development: We expect to boost online sales by developing proprietary content.

Reference (Business Results for Q3 FY12/10)

WORLD INTEC CO., LTD.

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Summary of Q3 FY12/10 Business Results

Summary of Q3 FY12/10 Consolidated Business Results (Year-on-Year)

Net Sales

- Human Resources business •• Although in the recovery mode, will not recover to a significant degree
- IT & Telecommunications Service business •• Stable recovery achieved due to boost in mobile phone demand

Operating Income

- Recovery in existing businesses achieved by aggressively cutting unnecessary costs
- Actively investing in new businesses

Ordinary Income

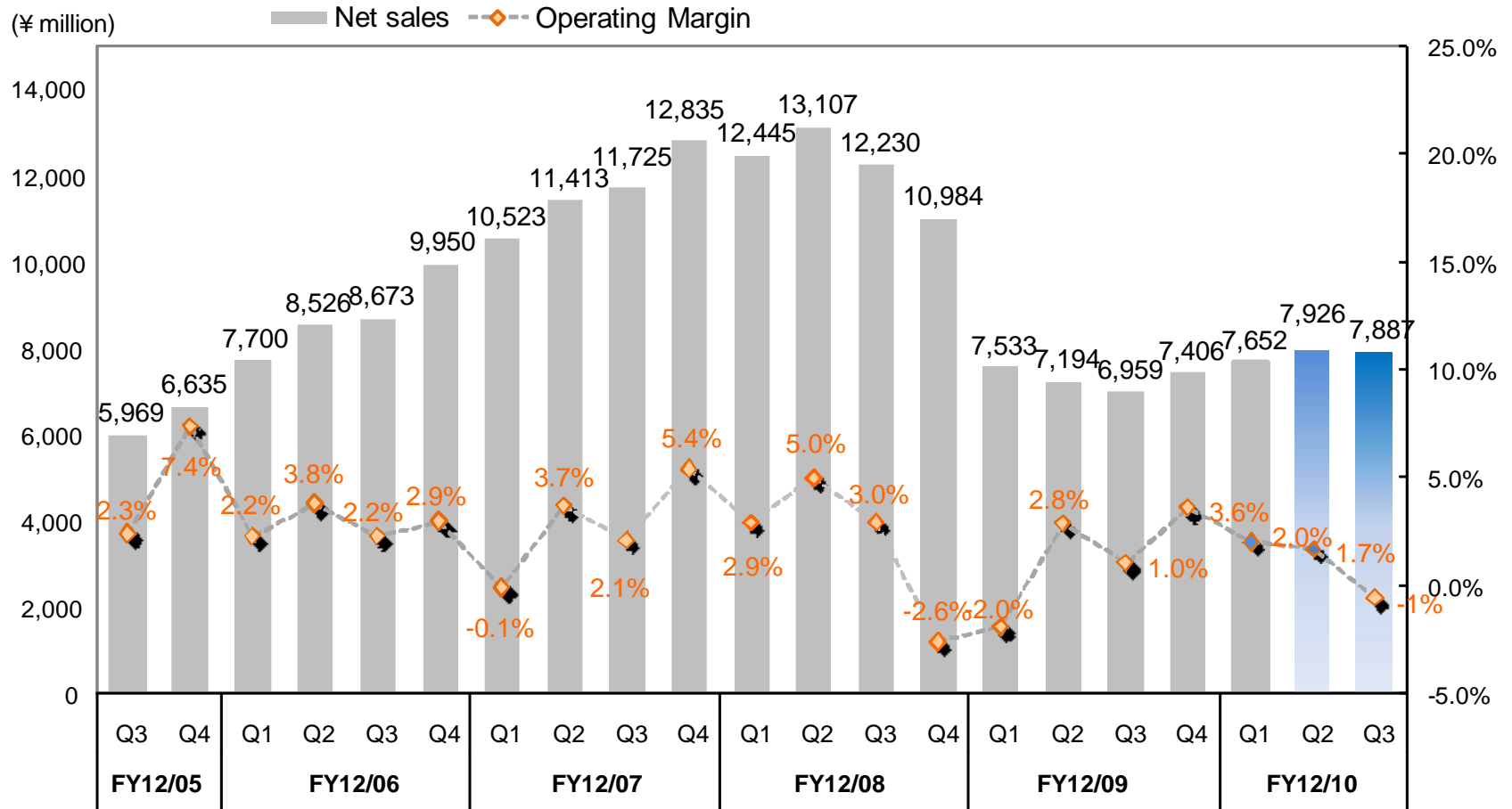
- Decline in operating income

Net Income

- Decline in operating income

(Consolidated) (¥ Million)	Q3 FY12/09 Cumulative Results	Q3 FY12/10 Cumulative Results	YoY Change	
			Amount	Percentage
Net Sales	21,688	23,464	1,776	8.2%
Operating Income	125	239	114	91.2%
Operating Margin	0.6%	1.0%	—	—
Ordinary Income	256	320	64	24.9%
Ordinary Margin	1.2%	1.4%	—	—
Net Income	Δ22	48	70	—
Net Margin	- 0.1%	0.2%	—	—

Trends in Consolidated Net Sales and Operating Income



Business Results Summary by Segment (Year-on-Year)

(¥ million)		Q3 FY12/09 Cumulative Results	Q3 FY12/10 Cumulative Results	YoY Change	
				Amount	Percentage
Manufacturing Temporary Placement/Contracting	Net Sales	9,873	10,212	339	3.4%
	Operating Income	440	479	39	8.9%
	Operating Margin	4.5%	4.7%	—	—
Technology Oriented Placement	Net Sales	4,337	4,427	90	2.1%
	Operating Income	264	243	△20	△7.8%
	Operating Margin	6.1%	5.5%	—	—
R&D Placement	Net Sales	1,477	1,535	57	3.9%
	Operating Income	103	87	△15	△15.0%
	Operating Margin	7.0%	5.7%	—	—
Information Technology & Telecommunications Services	Net Sales	5,246	5,878	631	12.0%
	Operating Income	90	133	43	47.0%
	Operating Margin	1.7%	2.3%	—	—
Real Estate	Net Sales	—	31	31	—
	Operating Income	—	△71	△71	—
	Operating Margin	—	△1.0%	—	—
Various Services	Net Sales	753	1,379	626	83.2%
	Operating Income	△73	△14	58	79.7%
	Operating Margin	△9.8%	△1.0%	—	—
Total	Net Sales	21,688	23,464	1,776	8.2%
	Elimination	△699	△618	81	—
	Operating Income	125	239	114	91.2%
	Operating Margin	0.6%	1.0%	—	—

Summary of Consolidated Balance Sheets

(Consolidated) (¥ million)	Q3 FY12/09	Q3 FY12/10	YoY Change Amount	
Total assets	9,170	11,989	2,818	
Current assets	7,337	10,154	2,817	
Cash and deposits	3,184	2,856	△327	
Notes and accounts receivable-trade	3,041	3,295	254	
Merchandise and finished goods	264	282	18	
Work in process	234	76	△158	
Real estate for sale in process	—	3,206	3,206	Real estate sale in process
Other	612	437	△175	
Noncurrent assets	1,833	1,834	1	
Property, plant and equipment	699	664	△35	
Intangible assets	170	104	△65	
Investments and other assets	963	1,066	102	
Total liabilities	4,597	7,182	2,585	
Current liabilities	4,041	5,600	1,558	
Notes and accounts payable-trade	528	483	△45	
Short-term loans payable	855	2,161	1,306	Real estate sale in process
Accrued expenses	1,618	1,840	222	
Income taxes payable	71	155	84	
Provision for bonuses	164	209	44	
Other	803	750	△53	
Noncurrent liabilities	555	1,582	1,026	
Long-term loans payable	319	1,271	952	
Provision for retirement benefits	212	265	52	
Provision for directors' retirement benefits	21	24	2	
Other	2	20	18	
Total net assets	4,573	4,806	233	
Capital stock	697	697	0	
Capital surplus	860	860	0	
Retained earnings	2,546	2,696	149	
Treasury stock	△100	△100	△0	
Valuation and translation adjustments	△23	△32	△8	
Minority interests	593	684	91	
Total liabilities and net assets	9,170	11,989	2,818	

Summary of Consolidated Cash Flows

(Consolidated) (¥ million)	Q3 FY12/09	Q3 FY12/10	YoY Change	
	Cumulative Results	Cumulative Results	Amount	
Net cash provided by (used in) operating activities	△757	△2,557	△1,800	
Income before income taxes	182	320	138	
Depreciation and amortization	95	82	△12	
Amortization of goodwill	71	70	△1	
Decrease (increase) in notes and accounts receivable-trade	1,099	△237	△1,337	
Decrease (increase) in inventories	47	192	145	
Decrease (increase) in real estate for sale in process	—	△3,206	△3,206	Increase for expanding the Real Estate segment
Increase (decrease) in notes and accounts payable-trade	102	11	△91	
Increase (decrease) in accrued expenses	△1,518	38	1,557	
Increase (decrease) in accrued consumption taxes	△362	7	370	
Other	27	220	192	
Interest and dividends income received	5	3	△1	
Interest expenses paid	△20	△13	7	
Income taxes paid	△486	△250	236	
Income taxes refund	—	202	202	
Net cash provided by (used in) investing activities	424	△216	△640	
Purchase of short-term investment securities	△64	—	64	
Proceeds from sales of short-term investment securities	164	—	△164	
Purchase of property, plant and equipment	△36	△48	△12	
Purchase of investment securities	△2	△50	△47	
Proceeds from sales of investment securities	311	—	△311	
Net increase (decrease) of deposits and compensation)	71	△37	△109	
Other	△19	△80	△60	
Net cash provided by (used in) financing activities	△233	2,085	2,319	
Net increase (decrease) in short-term loans payable	286	1,298	1,011	Increase for expanding the Real Estate segment
Proceeds from long-term loans payable	400	1,208	808	
Repayment of long-term loans payable	△818	△345	472	
Other	△101	△74	26	
Effect of exchange rate change on cash and cash equivalents	1	△6	△8	
Net increase (decrease) in cash and cash equivalents	△565	△694	△129	
Cash and cash equivalents, beginning of term	3,717	3,510	△206	
Cash and cash equivalents, end of term	3,151	2,815	△336	

FY12/10 Earnings Forecast

Summary of FY12/10 Consolidated Earnings Forecast

(Consolidated) (¥ million)	FY12/09 Actual	FY12/10 Forecast	YoY Change	
			Amount	Percentage
Net Sales	29,094	31,700	2,606	9.0 %
Operating Income	389	280	△109	- 28.0 %
Operating Margin	1.3%	0.9%	—	—
Ordinary Income	537	400	△137	- 25.5 %
Ordinary Margin	1.8%	1.3%	—	—
Net Income	149	0	△149	—
Net Margin	0.5%	—	—	—

FY12/10 Earnings Forecast Summary by Business Segment

(¥ million)		FY12/09 Actual	FY12/10 Forecast	YoY Change	
				Amount	Percentage
Manufacturing Temporary Placement/Contracting	Net Sales	13,221	13,885	664	5.0%
	Operating Income	775	627	△ 148	- 19.1%
	Operating Margin	5.9%	4.5%	—	—
Technology Oriented Placement	Net Sales	5,707	5,901	194	3.4%
	Operating Income	357	328	△ 29	- 8.1%
	Operating Margin	6.3%	5.6%	—	—
R&D Placement	Net Sales	1,967	2,092	125	6.4%
	Operating Income	137	128	△9	- 6.6%
	Operating Margin	7.0%	6.1%	—	—
Information Technology & Telecommunications Services	Net Sales	7,200	8,004	804	11.2%
	Operating Income	141	166	25	17.7%
	Operating Margin	2.0%	2.1%	—	—
Real Estate	Net Sales	—	52	52	—
	Operating Income	—	△135	△135	—
	Operating Margin	—	△259.7%	—	—
Various Services	Net Sales	996	1,766	770	77.3%
	Operating Income	△95	△14	81	—
	Operating Margin	△9.5%	△0.8%	—	—
Total	Net Sales	29,094	31,700	2,606	9.0%
	Elimination	△926	△820	106	—
	Operating Income	389	280	△ 109	- 28.0%
	Operating Margin	1.3%	0.9%	—	—