

FY2013 Financial Results



February 18, 2014
World Intec Co., Ltd
JASDAQ (2429)

-
- I. Summary of Financial Results**
 - II. Trends by Business Segment**
 - III. Shifting to a Holding Company System**

World Intec Group: Three Core Businesses

Empower people through work

Human resources education business

Connect people with work - New work style -

World Intec Co., Ltd

- R&D: Dispatch of researchers
- Technology: Dispatch of engineers
- Factory: Dispatch of manufacturers, Contract work
- CB: Dispatch of sales personnel
- Construction: Dispatch of construction managing engineers
- OCS: Dispatch of clerical workers
- Repair: Entrust equipment repair
- Administrative: Personnel training contract
- Overseas: Parts procurement

WORLD INTEC FUKUSHIMA CO., LTD

- Administrative contract business
- DOT International Co., Ltd.**
- Clinical Research Outsourcing business (CRO)

Advan Co., Ltd.

- PC school operations business, educational materials, software sales business

GEOGRAPHIC INFORMATION OF KYUSHU, INC.

- Map information, entrusted system development, disabled persons' employment support, education business

<Overseas>

WORLD INTEC TAIWAN CO., LTD.

- Staff placement and worker dispatching services for the manufacturing sector

WORLD INTEC SHANGHAI CO., LTD. [non-consolidated]

- Staff placement, consulting and education business

Information & telecommunication business

Bring people together through IT
- New style of communication -

e-support, inc.

- Call center business
- Insurance business

Best IT Business Co., Ltd.

- Corporate business

Network Solution Co., Ltd.

- Softbank business
- WILLCOM business

Mobile Service Co., Ltd.

- KDDI business



Real estate business

Connect people with housing
- New style of urban development -

World Residential Co., Ltd.

- Condominium business (the Tokyo metropolitan area)
- Condominium management business

World Resiselling Co., Ltd

- Selling agency

Nichimo Real Estate Co, Ltd.

- Real estate loan consulting business

Wisteria Homes Co., Ltd.

- Condominium business (the Kinki area)
- Selling agency

World iCity Co., Ltd.

- Condominium business (the Tohoku area)
- Selling agency

I. Summary of Financial Results

FY2013 Summary

Net sales, operating income, ordinary income and net income reached **record highs**.

Million yen, %	FY 2012 actual	FY 2013 actual	YoY		FY 2013 latest forecast*	Comparison with earnings forecast	
			Change	Pct. Change		Change	Pct. Change
Net sales	53,007	56,450	3,442	6.5	56,487	△37	△0.1
Operating income	1,223	2,120	896	73.3	1,853	267	14.4
Ordinary income	1,290	2,164	874	67.8	1,793	371	20.7
Net income/loss	658	834	176	26.8	712	122	17.1
EPS (yen)	40.3	49.6			42.4		
Dividend per share (yen)	8.5	10.0			8.5		

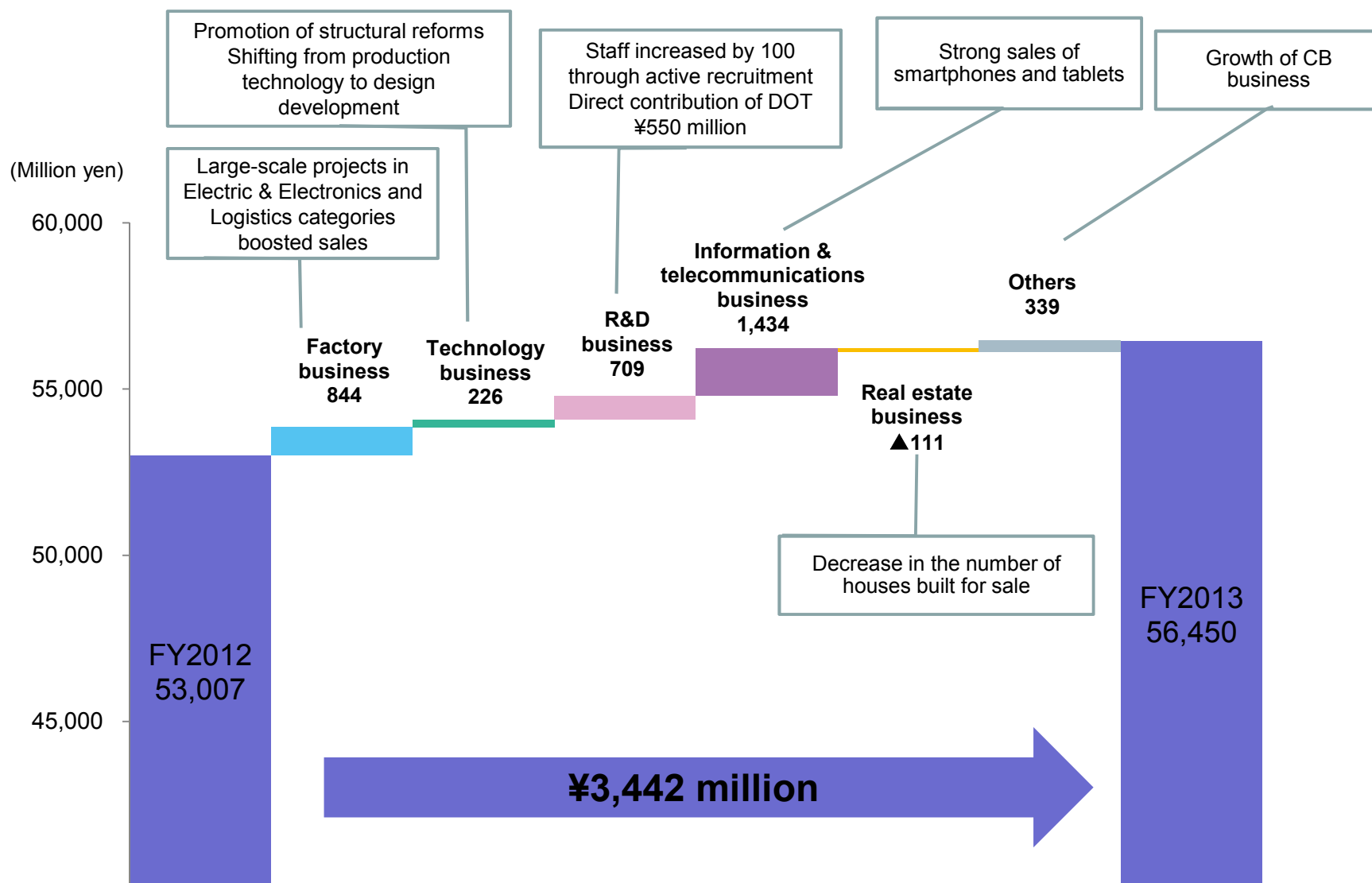
*Announced on February 12, 2013

Trends by Business Segment

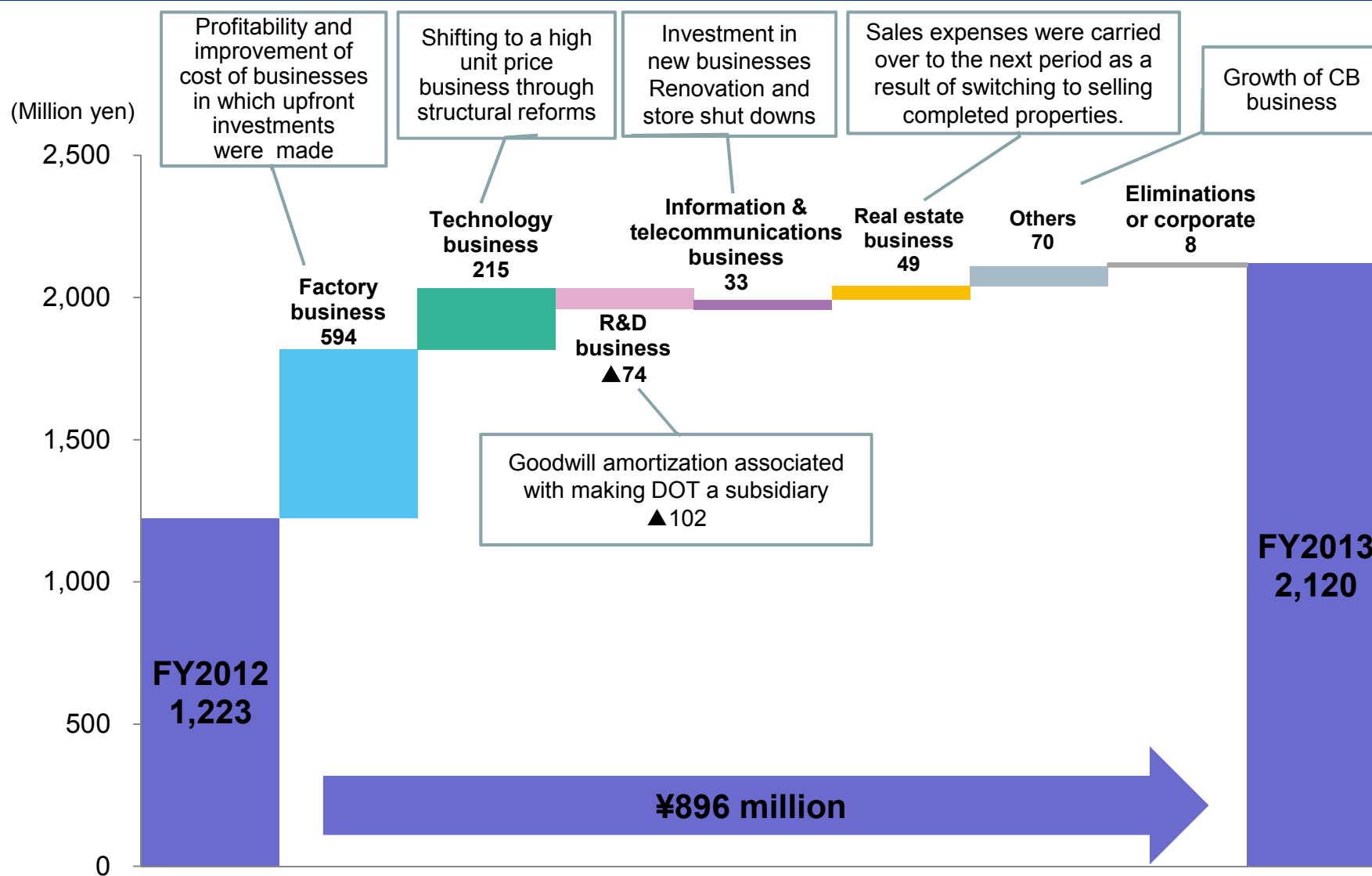
Million yen, %		FY2012 actual	FY2013 actual	YoY		FY2013 full-year forecast*	FY2013 progress against the full-year forecast
				Change	Pct. Change		
Factory business	Net sales	17,893	18,738	844	4.7	21,488	87.2%
	Segment income	489	1,083	594	121.5	1,142	94.8%
	Profit margin	2.7%	5.8%	—	—	5.3%	
Technology business	Net sales	6,197	6,424	226	3.7	7,201	89.2%
	Segment income	356	571	215	60.4	573	99.7%
	Profit margin	5.7%	8.9%	—	—	8.0%	
R&D business	Net sales	2,984	3,693	709	23.8	4,053	91.1%
	Segment income	269	194	△74	△ 27.8	443	43.8%
	Profit margin	9.0%	5.3%	—	—	10.9%	
Information technology & telecommunications business	Net sales	11,658	13,092	1,434	12.3	11,000	119.0%
	Segment income	408	441	33	8.2	300	147.0%
	Profit margin	3.5%	3.4%	—	—	2.7%	
Real estate business	Net sales	8,794	8,683	△111	△ 1.3	8,215	105.7%
	Segment income	462	511	49	10.8	390	131.0%
	Profit margin	5.3%	5.9%	—	—	4.8%	
Others	Net sales	5,479	5,818	339	6.2	4,528	128.5%
	Segment income	211	281	70	33.1	205	137.1%
	Profit margin	3.9%	4.8%	—	—	4.5%	
Total	Net sales	53,007	56,450	3,442	6.5	56,487	99.9%
	Elimination or corporate	△972	△964	△8		△1,202	-
	Operating income	1,223	2,120	896	73.3	1,853	114.4%
	Operating margin	2.3%	3.8%	—		3.3%	-

*Announced on February 12, 2013

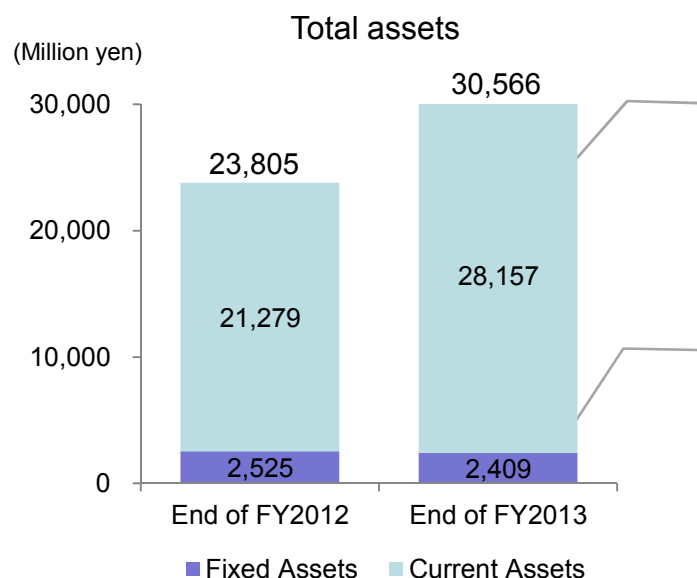
Change in Net Sales by Segment



Changes in Operating Income by Segment



Financial Condition B/S

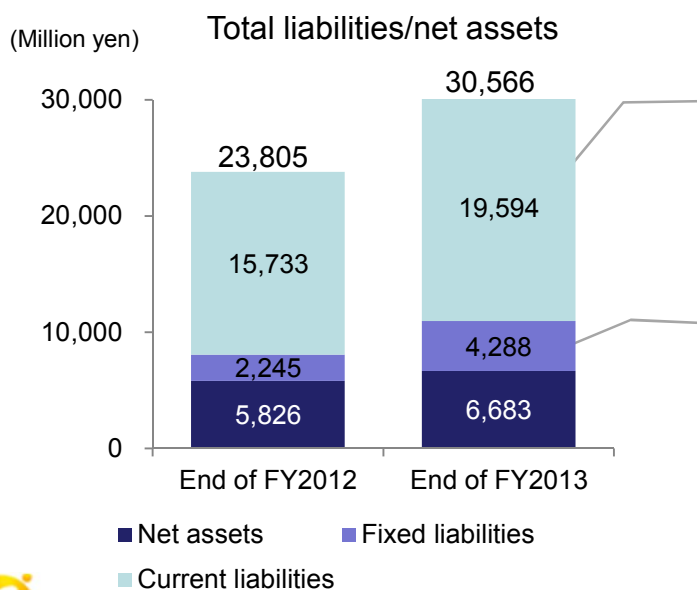


Current assets 28,157 (+6,877)

- Cash and deposits: 5,970 (+1,073) Increase in newly consolidated subsidiaries
- Notes and accounts receivable-trade: 5,427 (+768) Increase in sales
- Real estate for sale in process: 14,195 (+4,140) Acquisition of commercial premises

Fixed assets 2,409 (Δ116)

- Property, plant and equipment: 637 (Δ96) Renovation and closedown of ESP stores, impairment loss on offices
- Intangible assets: 655 (Δ102) Goodwill of DOT
- Investments and other assets: 1,116 (+81) Deferred tax assets



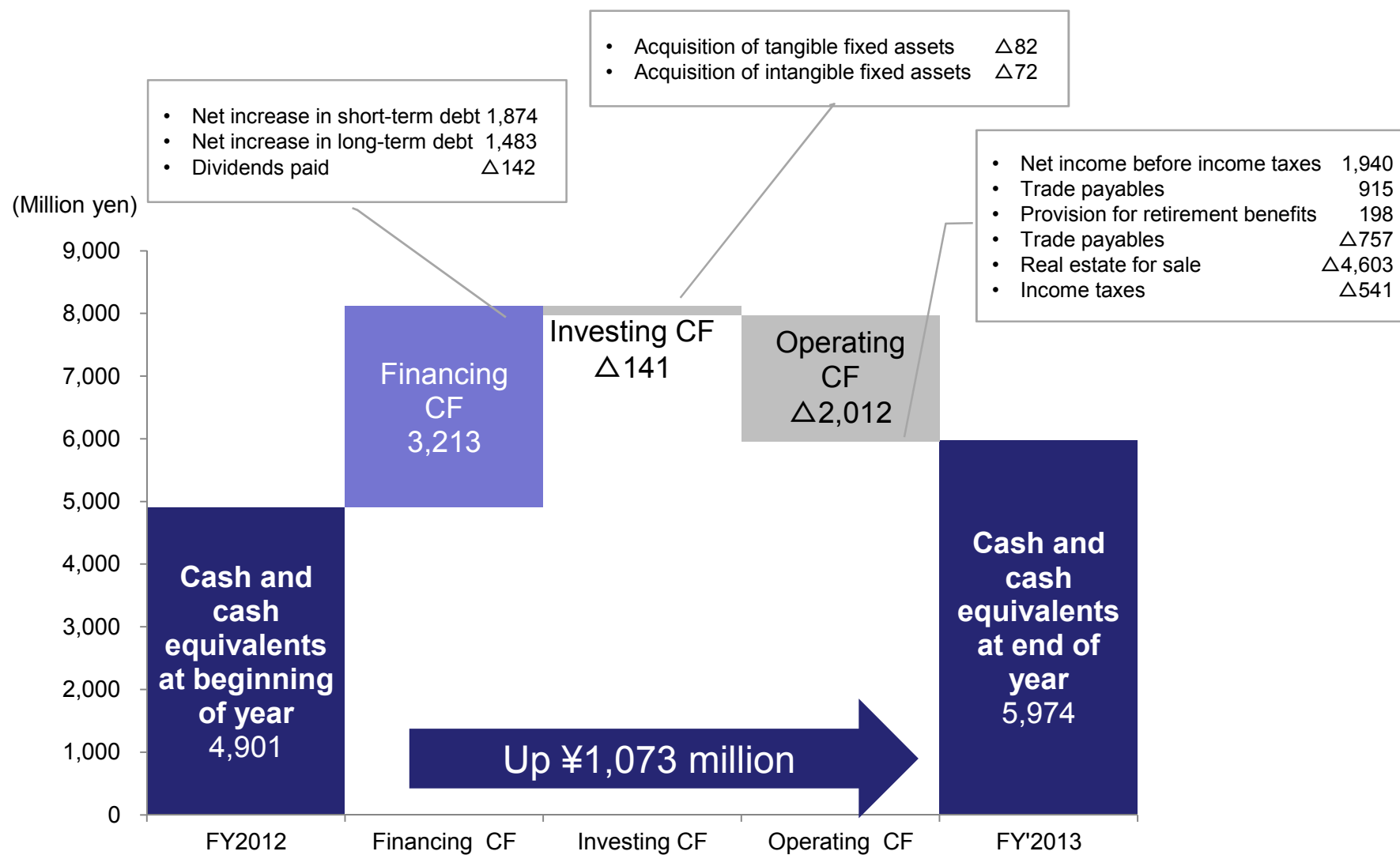
Current liabilities 19,594 (+3,860)

- Short-term debt: 10,931 (+1,543) Fund for purchase of real estate for sale
- Accounts payable-Real Estate Business: 1,079 (+641)
- Income taxes payable: 955 (+676) Increase due to WITC and WR

Fixed liabilities 4,288 (+2,043)

- Long-term debt: 3,617 (+1,814) Fund for purchase of real estate for sale
- Provision for retirement benefits: 576 (+198) Change from the simple method to the principle method

Cash Flow



Summary of FY2014 Business Forecasts

Million yen, %	FY2013 actual	FY2014 forecast	YoY		FY2014 Forecast for 1Q&2Q (cumulative)	FY2014 Forecast for 3Q&4Q (cumulative)
			Change	Pct. Change		
Net sales	56,450	70,620	14,170	25.1	33,298	37,321
Operating income	2,120	2,680	560	26.4	910	1,769
Ordinary income	2,164	2,571	407	18.8	863	1,708
Net income	834	1,201	367	44.0	342	859
EPS (yen)	49.6	71.4			20.3	51.1
Dividend per share (yen)	10.0	14.3				

1

Expect 25.1% increase in sales and 26.4% increase in ordinary income YoY in FY2014

2

Promoting strategies for expanding sales and increasing sales and profits.

FY2014 Business Forecasts by Segment

		FY2013 actual	FY2014 forecast	YoY		FY2014 Forecast for 1Q&2Q (cumulative)	FY2014 Forecast for 3Q&4Q (cumulative)
	Million yen, %			Change	Pct. Change		
Factory business	Net sales	18,738	22,988	4,250	22.7	10,210	12,777
	Segment income	1,083	1,299	215	19.8	466	832
	Profit margin	5.8%	5.7%	—	—	4.6%	6.5%
Technology business	Net sales	6,424	7,408	984	15.3	3,614	3,794
	Segment income	571	688	117	20.5	311	376
	Profit margin	8.9%	9.3%	—	—	8.6%	9.9%
R&D business**	Net sales	3,693	4,447	754	20.4	2,024	2,422
	Segment income	194	289	95	49.0	107	182
	Profit margin	5.3%	6.5%	—	—	5.3%	7.5%
Information technology & telecommunications business	Net sales	13,092	14,489	1,397	10.7	7,494	6,994
	Segment income	441	489	48	10.9	294	194
	Profit margin	3.4%	3.4%	—	—	3.9%	2.8%
Real estate business	Net sales	8,683	15,017	6,334	72.9	7,076	7,941
	Segment income	511	889	378	74.0	262	626
	Profit margin	5.9%	5.9%	—	—	3.7%	7.9%
Others	Net sales	5,818	6,268	450	7.7	2,878	3,390
	Segment income	281	224	Δ57	Δ 20.3	50	173
	Profit margin	4.8%	3.6%	—	—	1.7%	5.1%
Total	Net sales	56,450	70,620	14,170	25.1	33,298	37,321
	Elimination or corporate	Δ964	Δ1,200	—			
	Operating income	2,120	2,680	560	26.4	910	1,769
	Operating margin	3.8%	3.8%	—		2.7%	4.7%

II. Trends by Business Segment

Human Resources and Education Business:

Business model and business segments

Business segment	Worker dispatch		Contract work
	General worker dispatching	Specified worker dispatching	Contract works whose goal are the completion of work (Article 623 of the Civil Code) Remuneration is paid not for hours worked, but for deliverables.
	Worker dispatching under which worker are dispatched as those other than specified workers	Worker dispatching under which only regularly-employed workers are dispatched (26 special job categories)	
Factory business	Dispatch of manufacturers		Manufacturing and logistics contracting
Technology business	Dispatch of production technology engineers	Dispatch of design development engineers	Production technology contracting SI / Development contracting
R&D business	Dispatch of research assistants	Dispatch of researchers	Clinical contracting (DOT International)
Others	Dispatch of sales personnel (CB business, OCS business)	Dispatch of construction managing engineers (construction business)	Administrative (World Intec Fukushima)

Human Resources and Education Business :

Move for revision of law

Purpose of revision

1. Facilitating the use of dispatched workers by businesses
⇒ **Revitalizing the economy**
2. Improving job stability of dispatched workers
⇒ **Stabilizing employment**

Present situation

- ◆ The maximum period for receiving fixed-term worker dispatching
⇒ Three years or less for the same job
- ◆ Restrictions based on the 26 special job categories
- * 26 job categories that require high levels of expertise and skills
(Software developer, machine designer, interpreter, secretary, etc.)
- * Indefinite-term employment

Deliberation

Proposed revision

(beginning from the spring of 2015)

- ◆ The maximum period for receiving fixed-term worker dispatching
⇒ Three years or less for the same dispatched worker
- ◆ No limitation period for workers on indefinite-period contracts with worker dispatch operators.
- ◆ Abolishing the 26 special job categories
- ◆ Shifting from the notification system to the approval and licensing system

**If
materialized,**

Revitalizing the worker dispatching market

Market expansion

Working to the advantage of staffing companies with financial strength

**Acceleration of
shakeout**

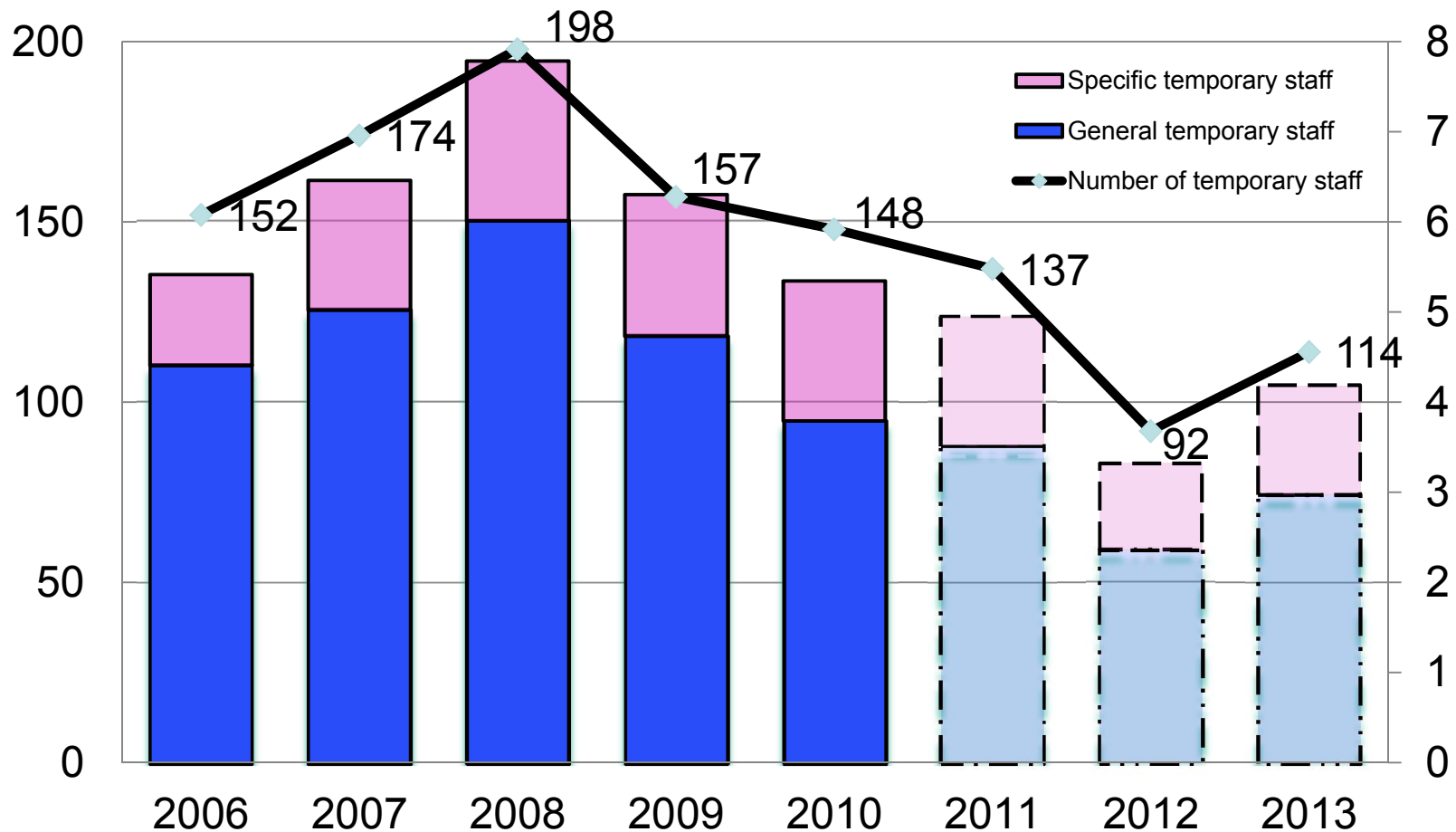
Serving as a tail wind for the World Intec Group

Human Resources and Education Business: Macro environment

**Trends in the number of temporary staff and
temporary staffing sales nationwide**

Unit: 10 thousand persons

Unit: Trillion yen



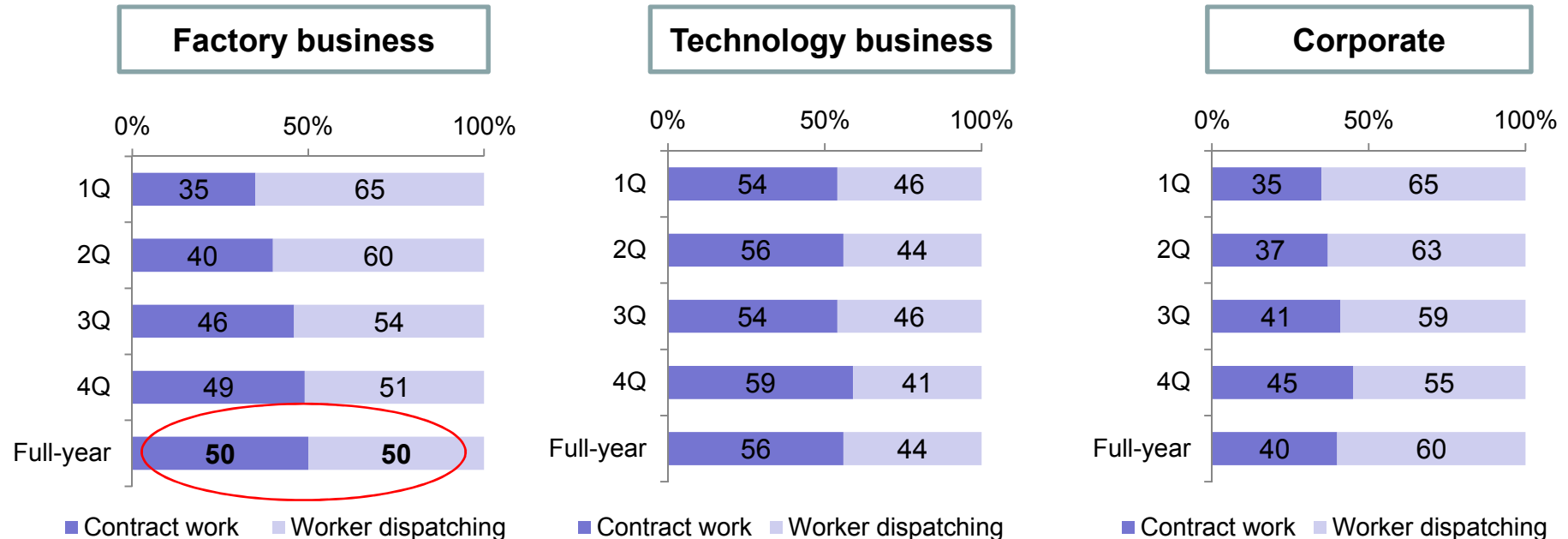
Note: The part of the graph indicated by the dashed lines shows reference value estimated by the Company using the ratio for 2010 because the relevant value has not been released by Ministry of Health, Labour and Welfare.

Source: Based on the "totals of the annual report of the temporary staffing business" by the Ministry of Health, Labour and Welfare, and the "labor force survey (basic count)" by the Bureau of Statistics of Ministry of Internal Affairs and Communications

Human Resources and Education Business:

Transition in the percentage of contract work by segment

The percentage of contract work is increasing in the Factory business segment with the expansion of sales scale in the logistics field.

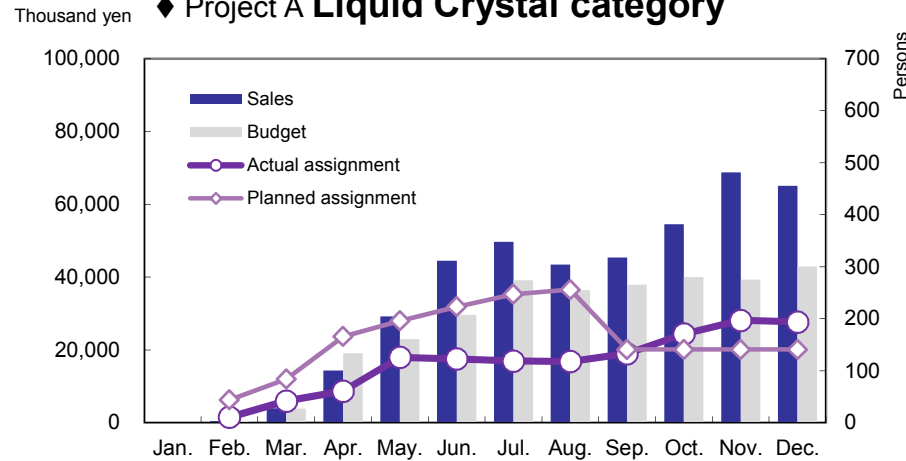


■ Factory business Contract work : Worker dispatching **FY2012 (full-year) 35:65** \Rightarrow **FY2013 (full-year) 50:50**
 → Mainly due to the impact of significant increases in sales in the Electric & Electronics and Logistics (e-commerce) categories.

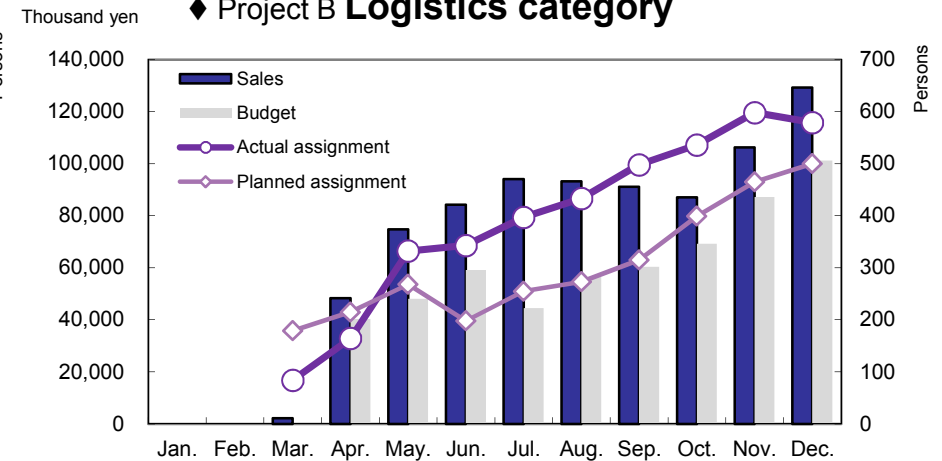
Human Resources and Education Business:

Factory business Full-year results of large-scale projects

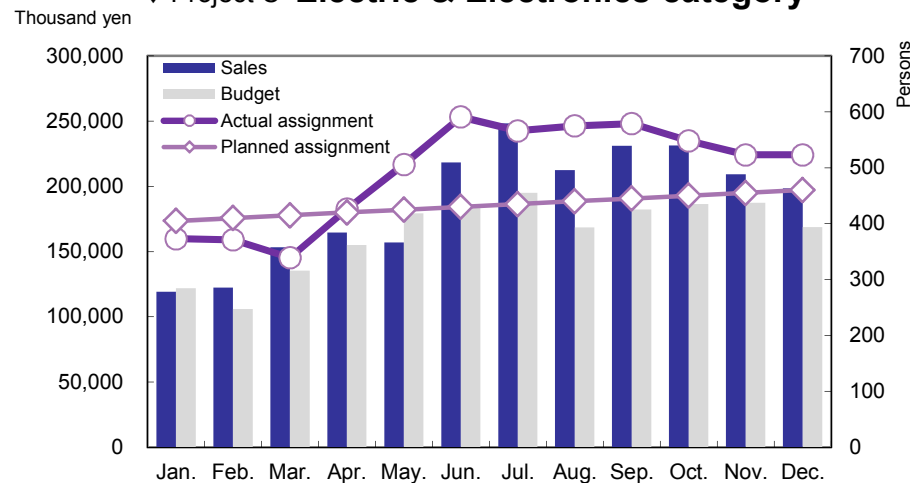
◆ Project A Liquid Crystal category



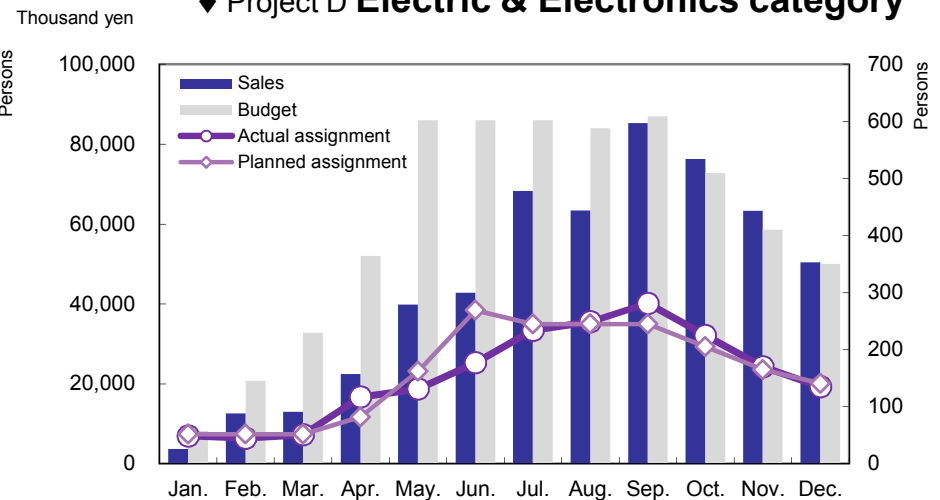
◆ Project B Logistics category



◆ Project C Electric & Electronics category



◆ Project D Electric & Electronics category

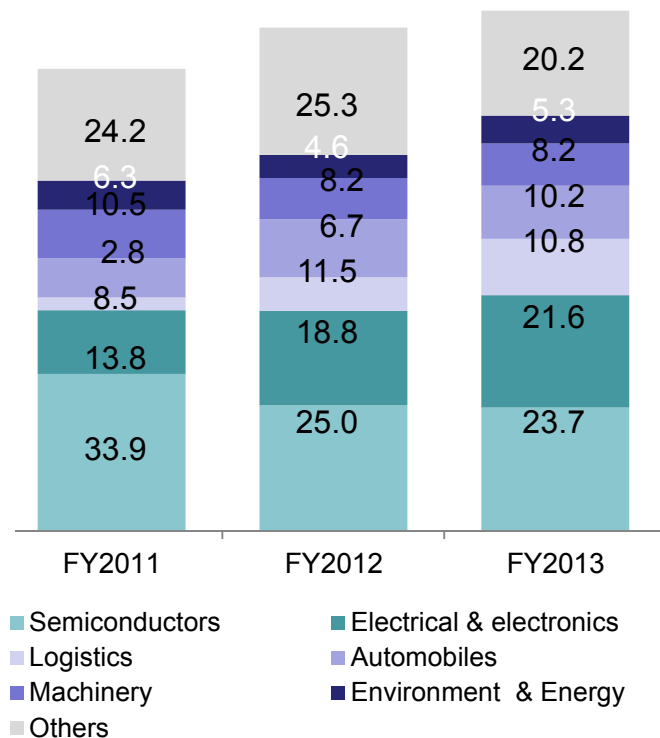


Human Resources and Education Business:

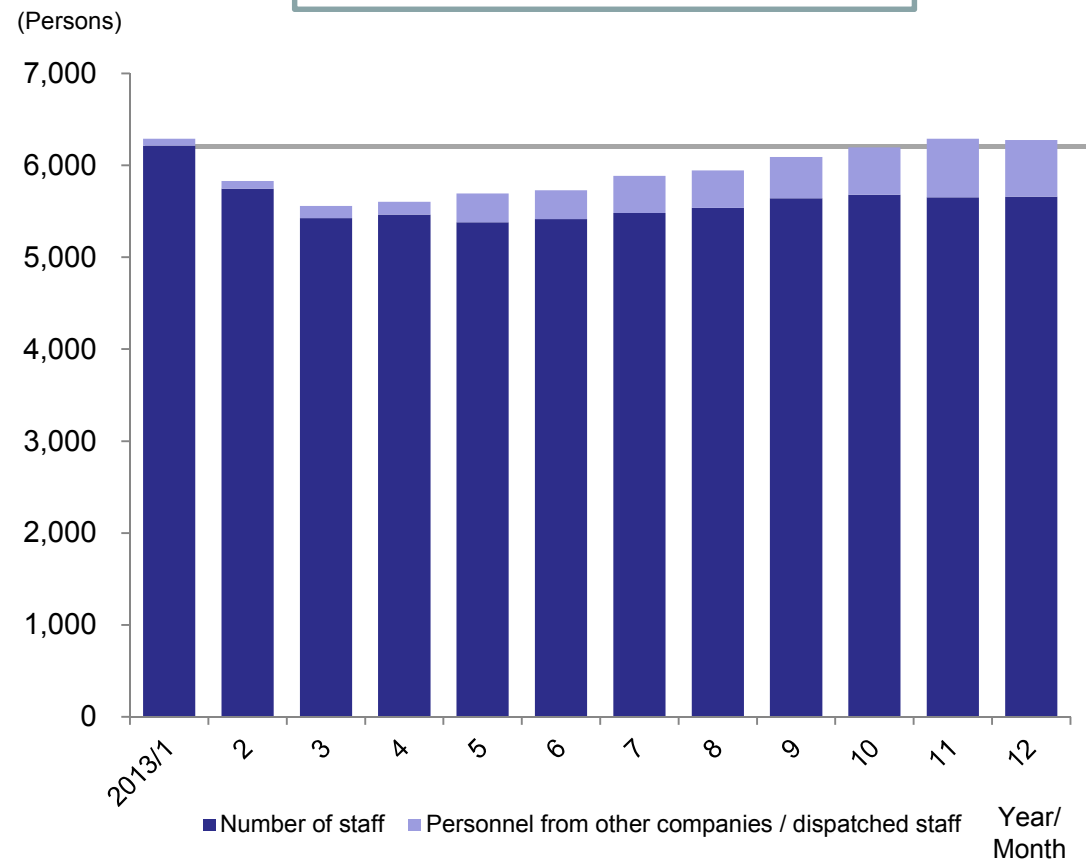
Factory business Sales composition and number of staff and personnel by segment

Expansion of the smartphone related electrical & electronics segment and the logistics segment, as well as an overall cost improvement is underway.

Sales composition by business segment (%)



Transition in the number of staff and personnel in service*

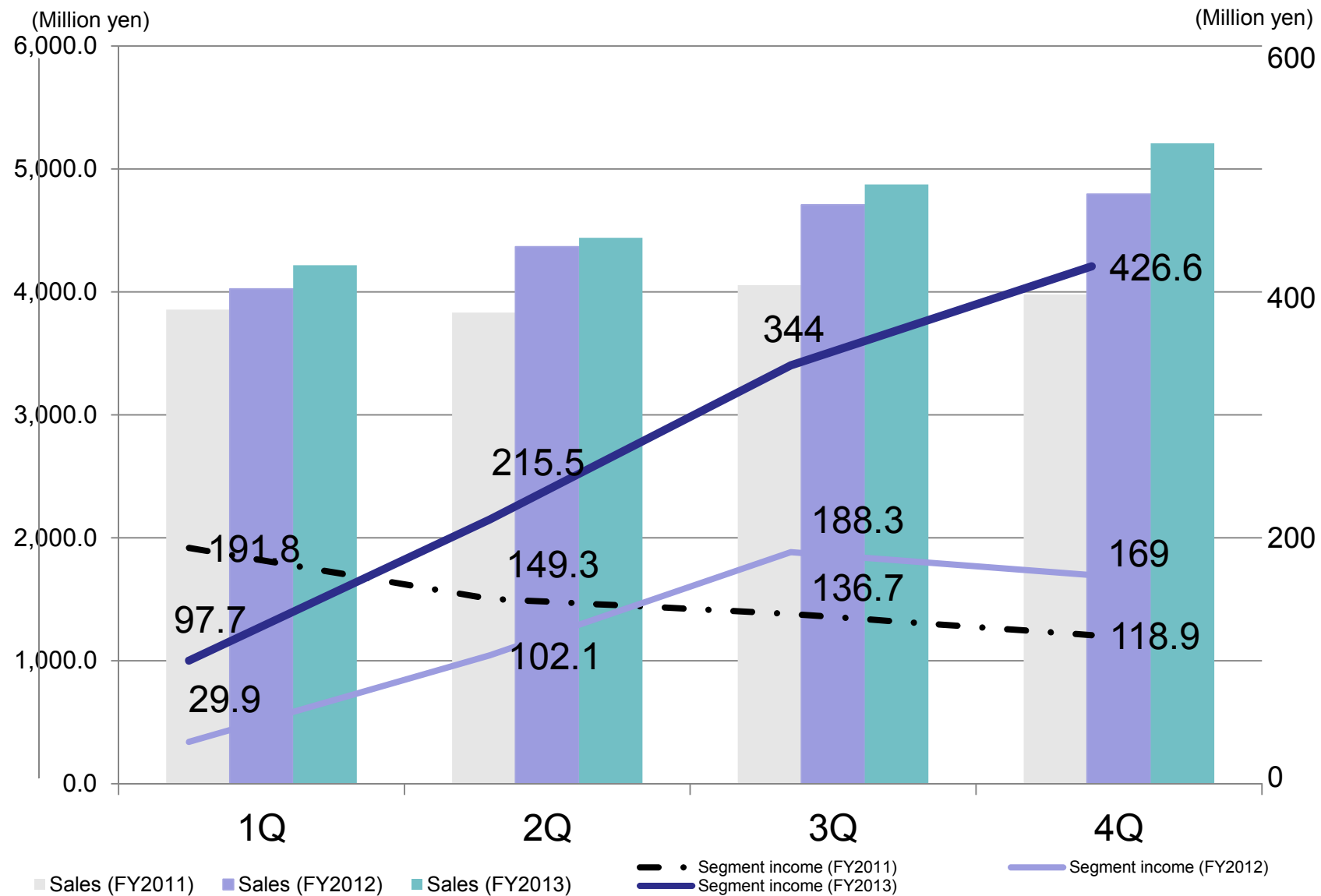


* The graphs show sales, and the figures show the sales composition ratio.

* For a detailed breakdown of data for other businesses, please refer to the reference data.

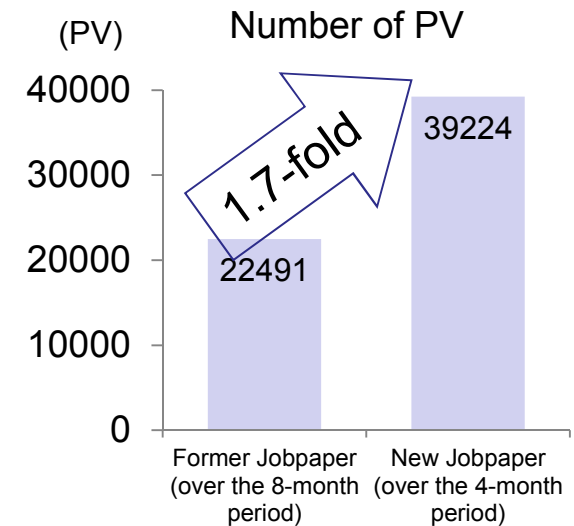
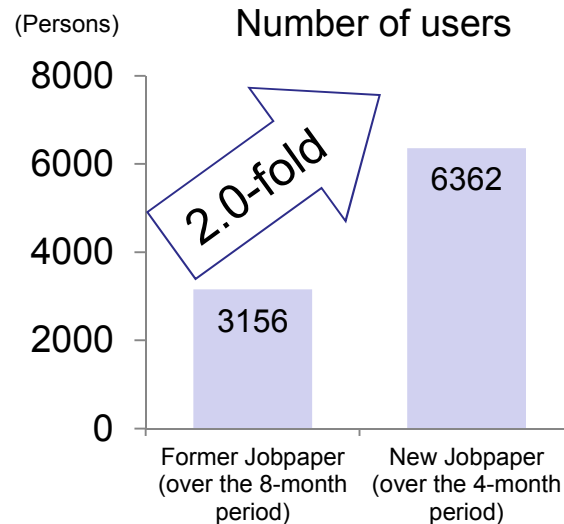
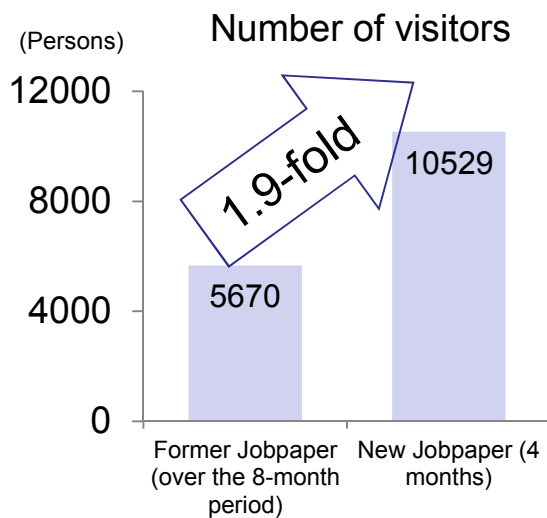
* The number of staff and the number of personnel in service are the same in December 2012 and before.

Human Resources and Education Business: Factory business Transition in sales and segment income

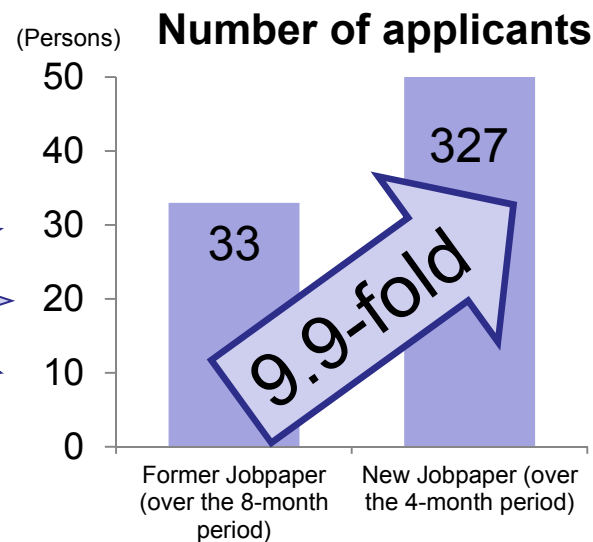


Human Resources and Education Business:

Factory business Efforts to step up recruitment



The number of applicants via the new Jobpaper has grown dramatically as a result of making the site compatible with smartphones.

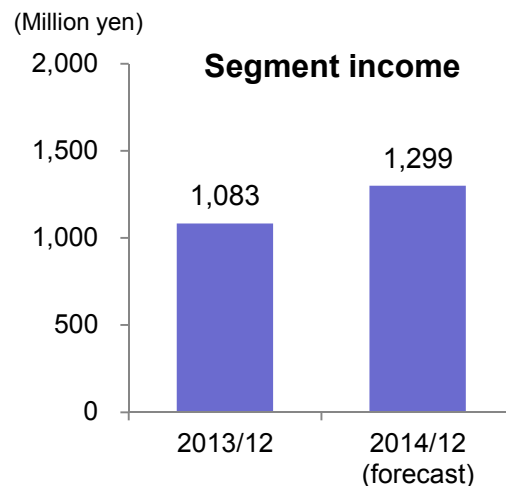
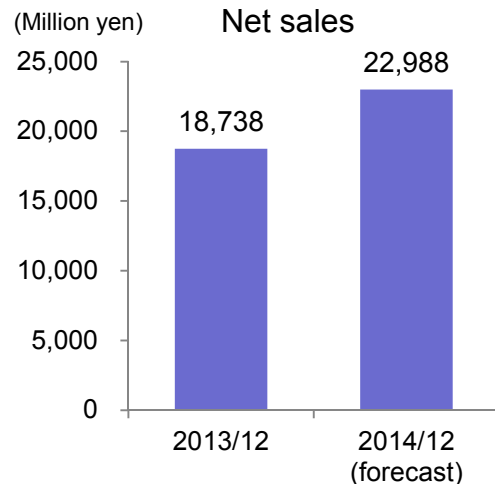


* Comparison between the averages of the 8-month period (Jan.-Aug.) under the former Jobpaper and the 4-month period (Sep. – Dec.) under the new Jobpaper

Human Resources and Education Business:

Factory business Priority measures for FY2014

Winning large-scale orders by strengthening marketing efforts and securing human resources by making the most of the new JOBPAPER.



Securing human resources

- Effectively using the unique registration management system
- Attracting applicants by increasing exposure and building a brand for the new JOBPAPER.
- Increasing staff retention during the initial period after job assignment.

Continuously accommodating growth sectors

- Actively conducting marketing for businesses with stable and robust earnings
- Accommodating the logistics sector (e-commerce) where the market expansion continues.
- Accommodating the ups and downs of production of raw materials, parts and components makers.

Exploiting recovery in the existing sectors

- Semiconductor and automobile sectors

Winning large-scale orders

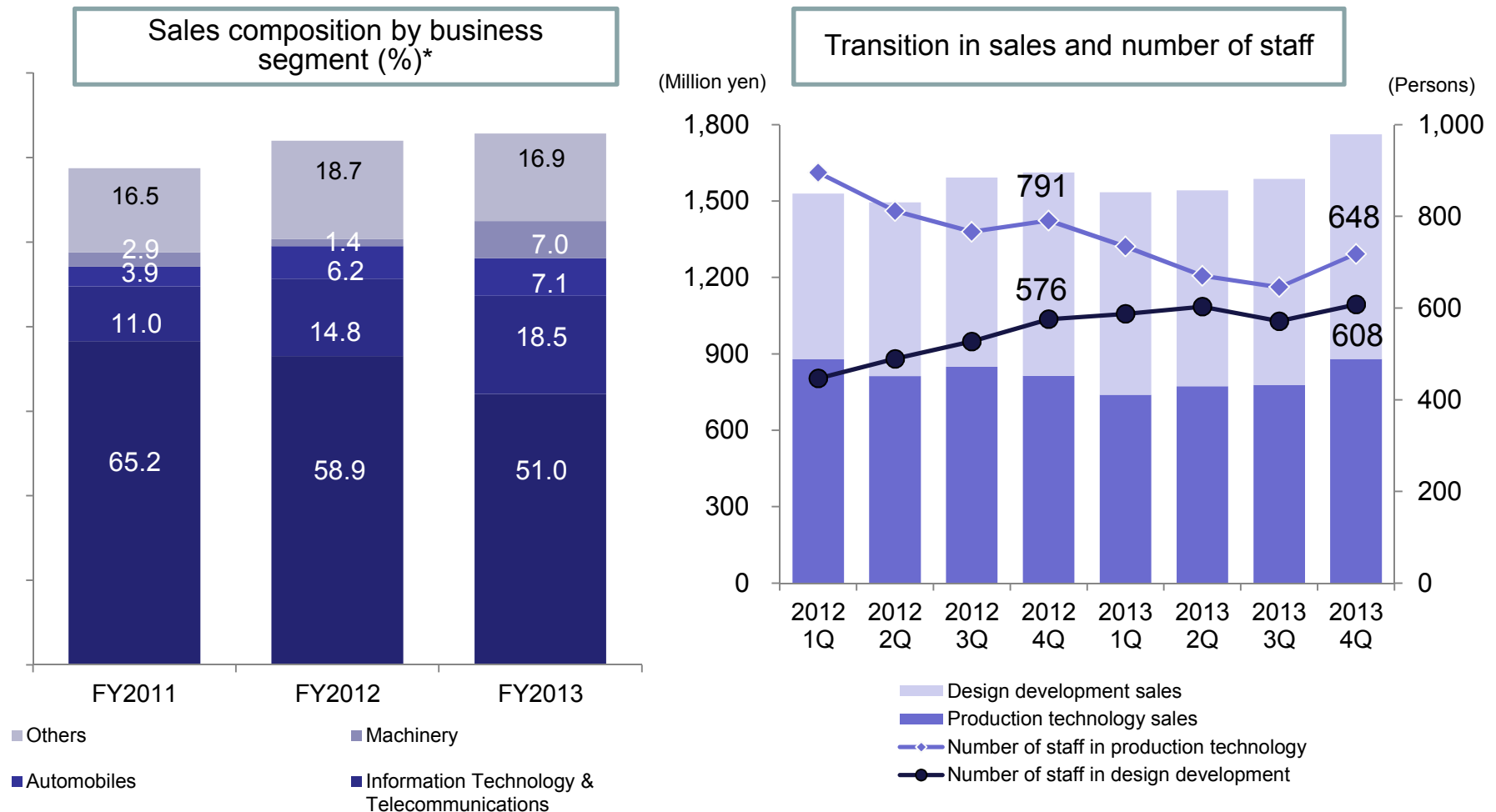
- A new project in the industrial machinery sector
- Working on new logistics bases
- Shifting to a high value-added business and improving cost

Attempting to increase sales and profits by developing a system for reliably meeting customers' needs and exploiting demand increase.

Human Resources and Education Business:

Technology business Sales composition by business and number of staff

The shift from semiconductor production technology to design development of automobile and information & telecommunications services is underway.



* The graphs show sales, and figures show sales composition ratio.

** For data for segments other than those above, please refer to reference data.

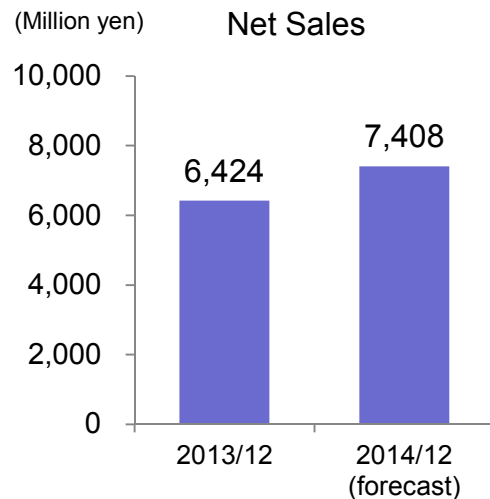
* The number of staff is the three-month average.

** The number of staff includes external staff for 4Q FY2013 and beyond.

Human Resources and Education Business:

Technology business Priority measures for FY2014

Continuing to promote enhancement of marketing capability and structural reforms through collaboration among Group companies.

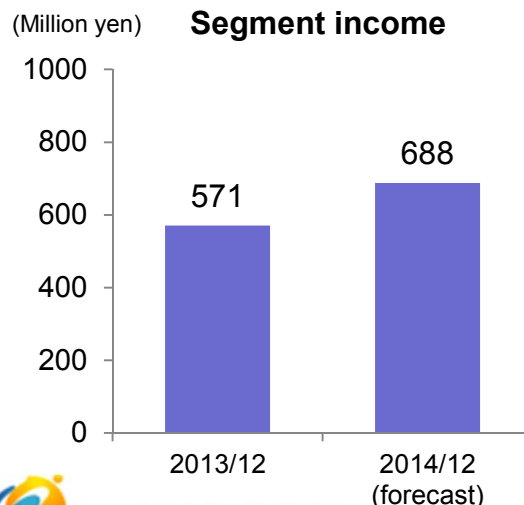


Production
technology
field

- Enhancing marketing capability through collaboration with the Factory business.
- Cost improvement

Design
development
field

- Joint project with leading manufacturers
- Fostering of repair engineers
- Fostering of engineers by stepping up collaboration with Advan.
→Boosting the number of staff.
- Expanding acquisition of new contracts for high productivity business.

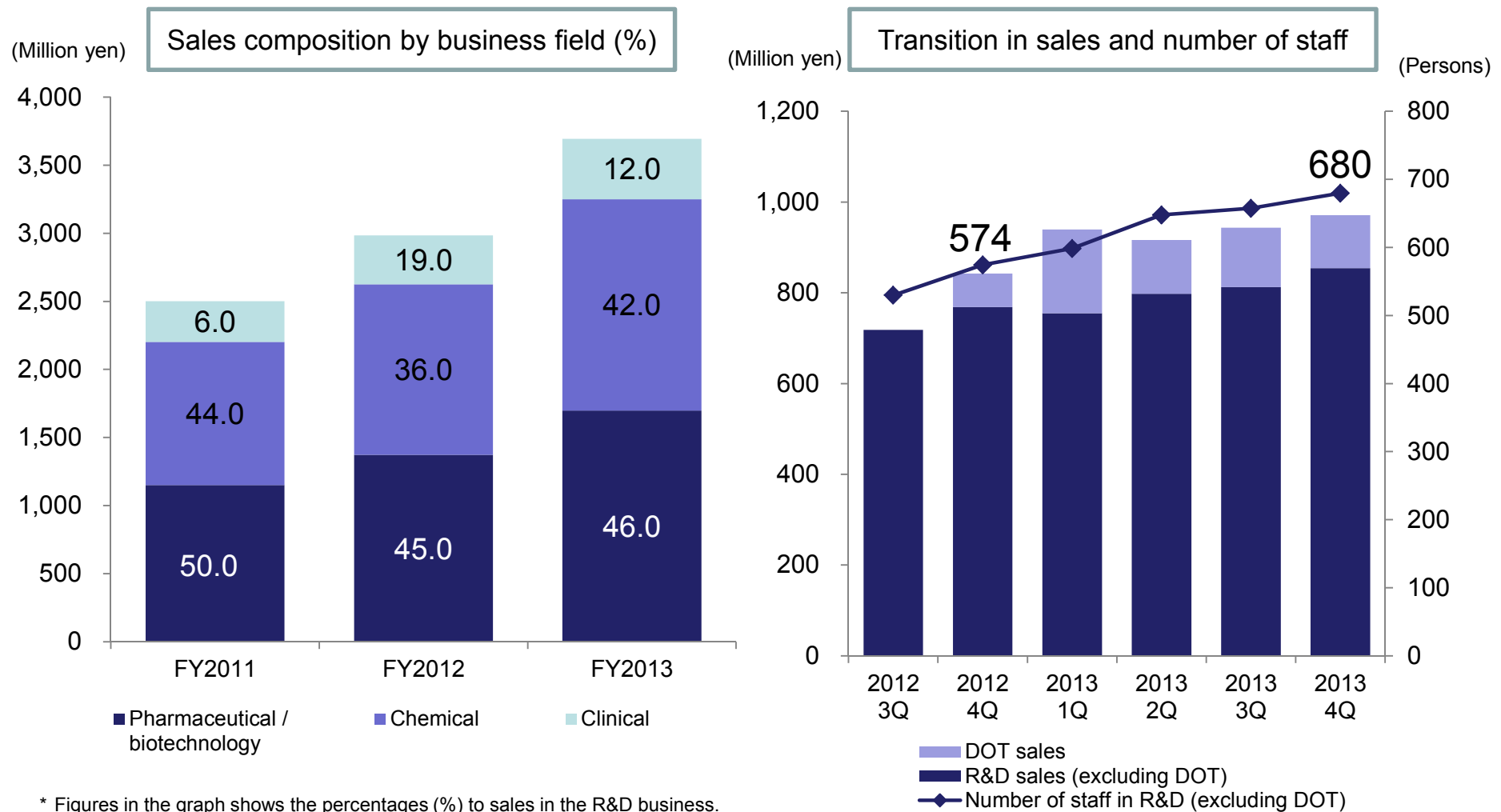


Establishing a robust profit base that is less susceptible to changes in the semiconductor market conditions.
Expanding higher value-added design development category.

Human Resources and Education Business:

R&D business Sales composition by business segment and the number of staff

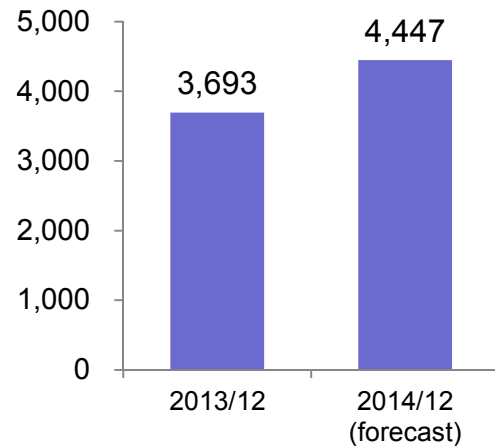
Actively recruiting personnel against the backdrop of synergy effect with DOT and a rise in demand in the pharmaceutical and biotechnology fields.



Human Resources and Education Business: R&D business Priority measures for FY2014

Promoting customer acquisition by leveraging synergy effects in marketing

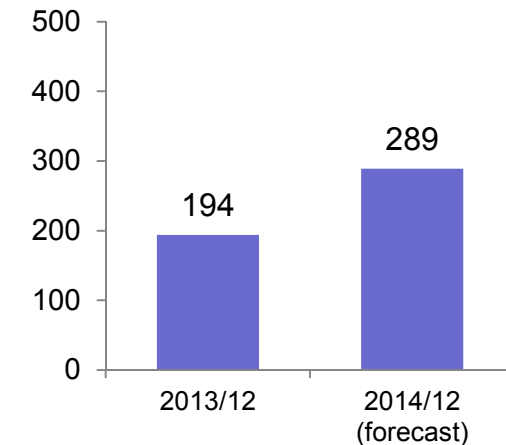
(Million yen) Net Sales



Synergy effects

- Expanding the customer share (marketing collaboration for WITC's customers)
- Increasing the number of sales staff (training of sales staff by DOT)
- Increasing the rate of dispatched workers in employment.

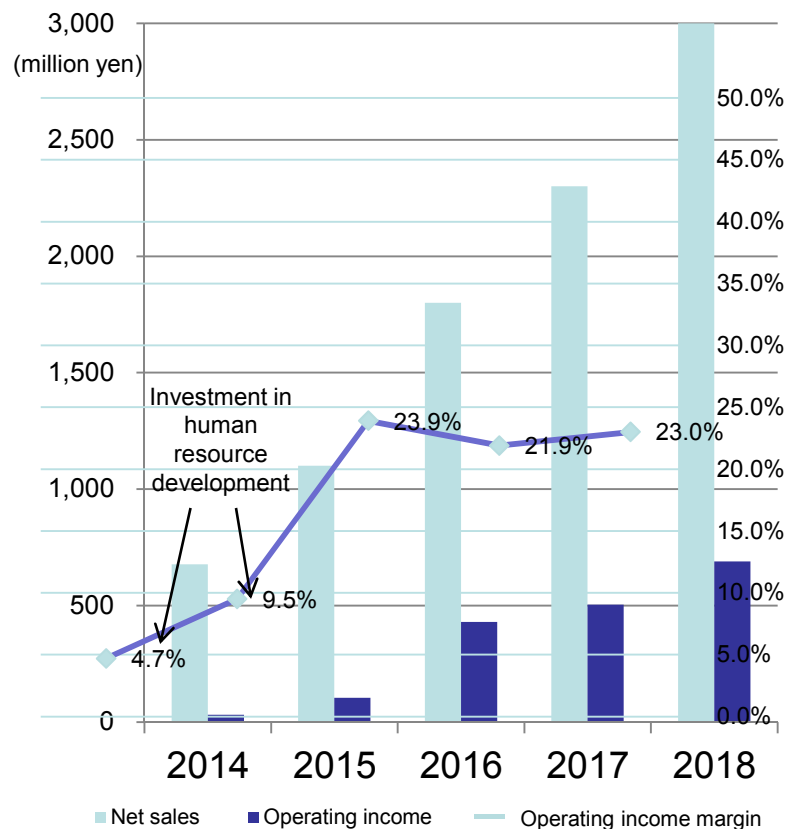
(Million yen) Segment income



Expanding the scope of business in promising areas such as regenerative medicine.

Human Resources and Education Business: R&D business Growth strategies centering on DOT

◆ Synergy effects (growth strategies)



The number of staff	2014	2015	2016	2017	2018
	81	105	171	219	286

◆ Three measures to accomplish growth strategies

Strengthening marketing capability

(launching Sales Department under the initiative of WI)

- Sharing customer resources with WITC
- Introducing systematic marketing
- Introducing a new customer acquisition method (with prospects of acquiring several major customers)

Stepping up recruitment

(launching Recruitment Department under the initiative of WI)

- Collaborating with WITC for sharing human resources.
- Start hiring new graduates (10 persons in the first year).
- Recruit by using an original method (recruitment channels other than staff placement agencies)

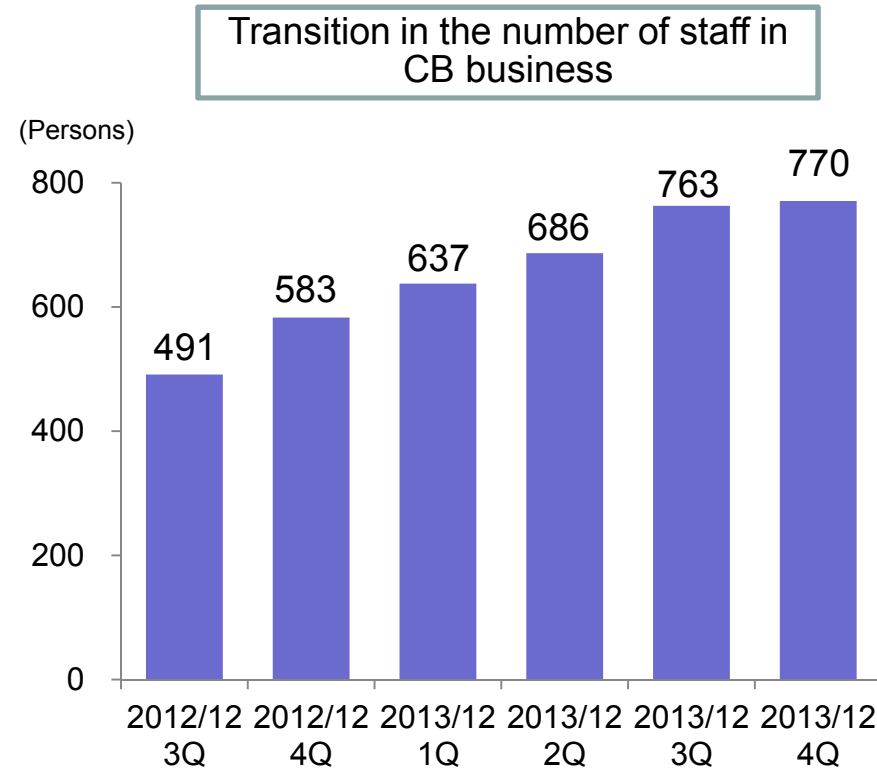
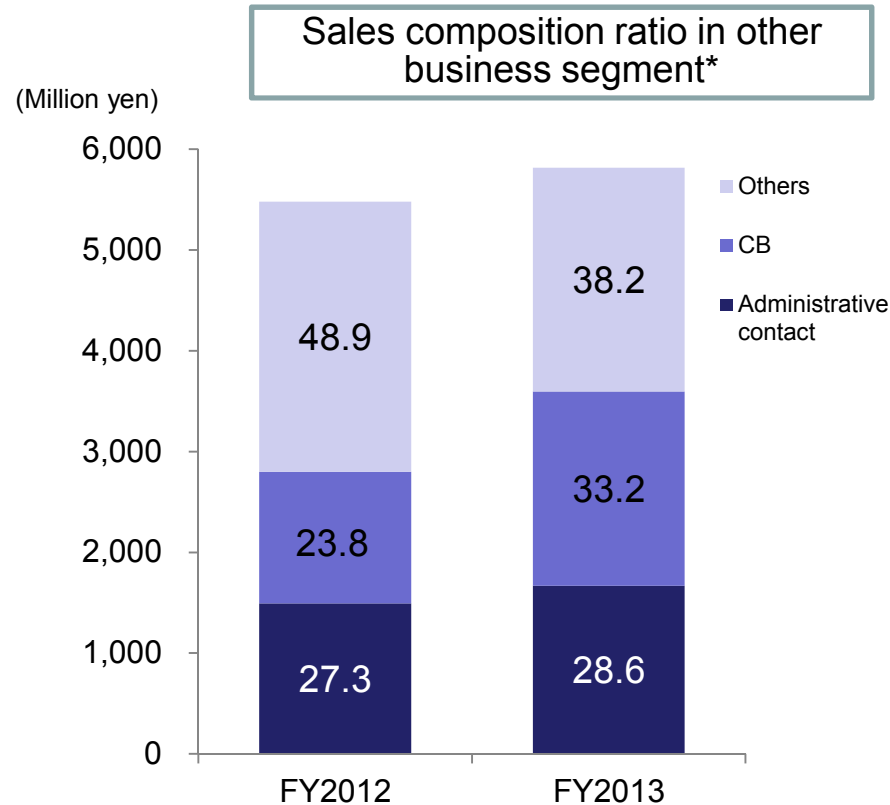
Areas to be strengthened in the future

- **Disease area** (cancer / central nerve / circulation organs)
- **Clinical study** (regenerative medicine such as embryonic stem cells)
- **Global** (Domestic liaison office of overseas manufacturers)

Human Resources and Education Business

CB (dispatch of sales personnel) Business (Other business segment)

**By promptly responding to request for staffing,
we are exploiting demand for certain.**



* The number of staff shows the three-month average.

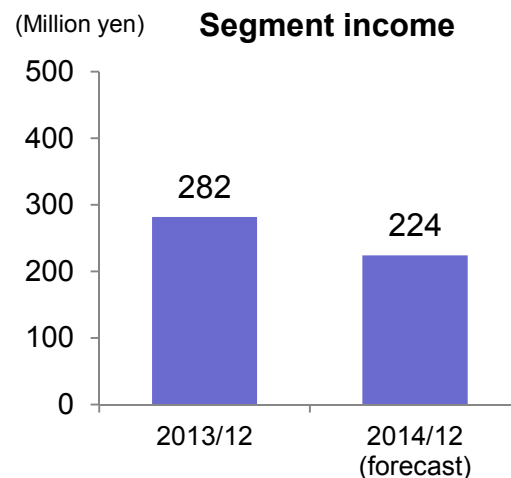
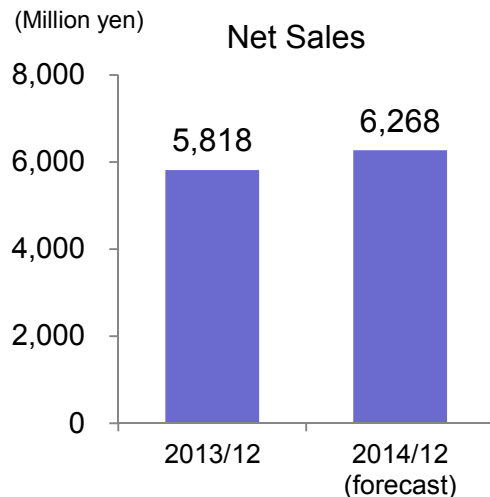
* Figures in the graph show the sales composition ratio (%) in other business segment.

** Other business segment comprises the CB business for dispatch of sales personnel, the Disabled Persons Employment Support business of GEOGRAPHIC INFORMATION OF KYUSHU, INC., Education business of Advan Co., Ltd. And Construction business for dispatching construction managing engineers, etc.

Human Resources and Education Business :

Others Priority measures for FY2014

Expanding business area and size



CB

- Expanding the apparel business
- Expanding the casual area

OCS

(Office career support)

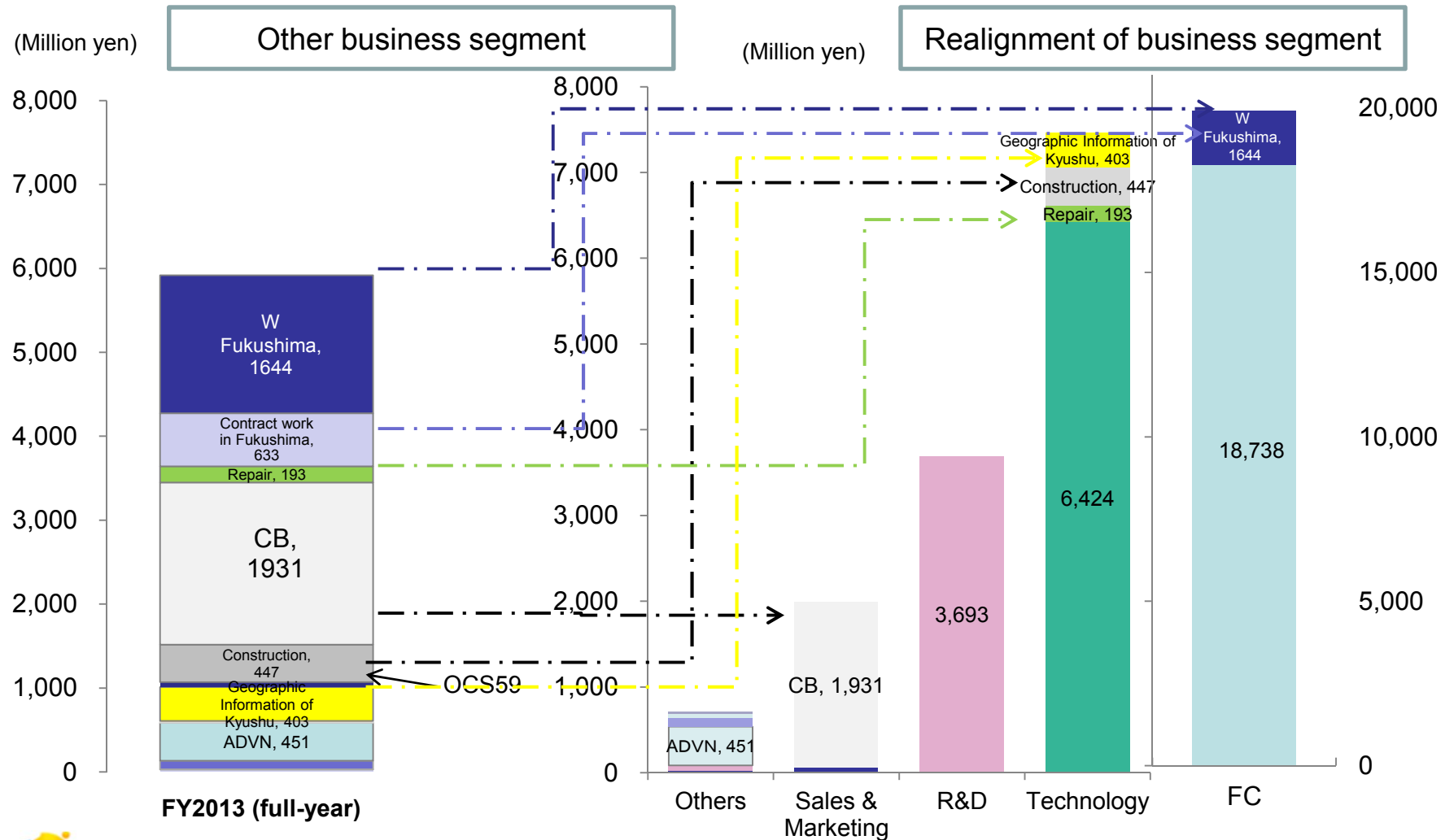
- Dispatch of clerical workers
- Dispatch of call center operators

Construction

- Dispatch of construction management engineers
- Design assistants, CAD operators
- Field clerical workers

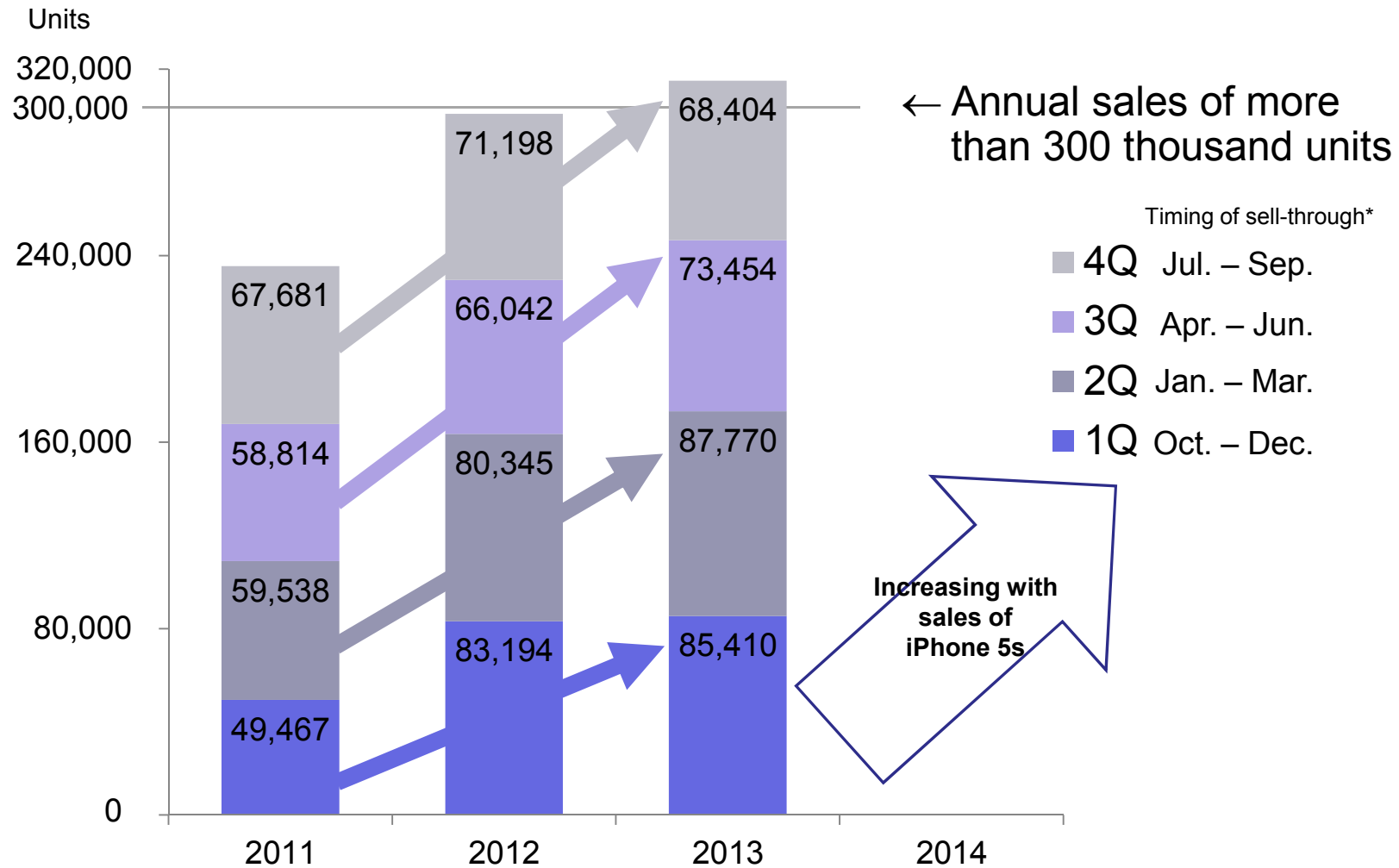
Human Resources and Education Business: Realignment of business segment (planned)

Business segments are planned to be realigned because the other business segment expanded in the scale of business to exceed that of independent business segments.



Information & Telecommunications Business:

Trends in total unit sales of mobile phones and smartphones

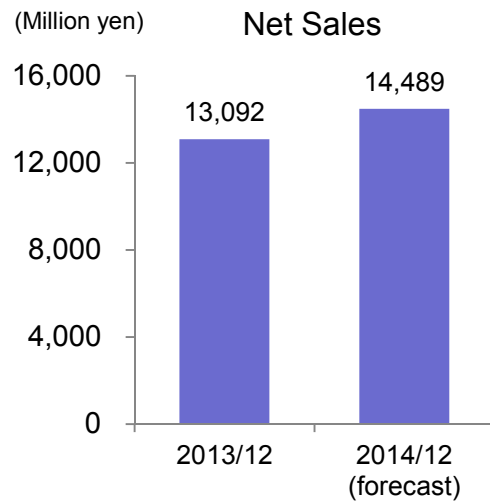


Note: The above are consolidated fiscal years and are 3 months behind the calendar years.

Information & Telecommunications Business:

Priority measures for FY2014

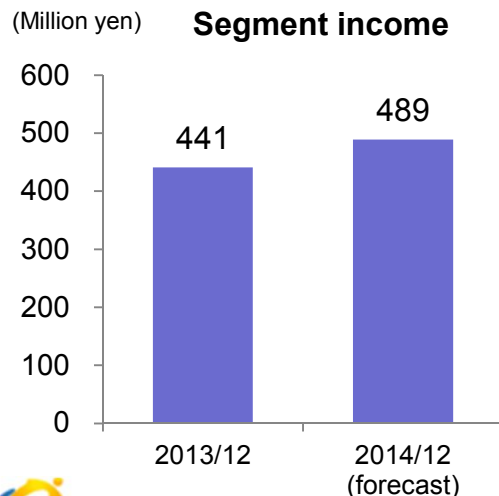
Strengthening earnings capacity by building the largest shop network in each region and boosting sales of new merchandise.



For individual customers

Strengthening human resource development and capital investment, including opening, relocation and refurbishment of stores.

Expanding sales areas by leveraging our strengths, such as operating walk-in insurance and mobile phone shops, etc.



For corporate customers

Strengthening the customer support system

Strengthening the sales system for LED lamps



Real Estate Business: Status of marketing activities for the year

Promoting purchase by taking business profitability into account and community-based sales.

Purchase situation

Tokyo metropolitan area:	11 properties
Tohoku area:	4 properties
<u>Kinki area</u>	<u>2 properties</u>
Total	17 properties

Equivalent to sales of
27.3 billion yen

Delivery situation

In-house developed properties: 94 properties (Tokyo metropolitan area: 94 properties)
Contract selling properties: 165 properties (Tokyo metropolitan area: 74 properties;
Tohoku area: 91 properties)

*About 90 percent of contracted, internally developed properties were delivered.

Sales situation

385 properties were contracted for sale.

In-house developed properties:	53 properties for the current fiscal year; 186 properties for the next fiscal year or thereafter
Contract selling properties:	68 properties for the current fiscal year; 78 properties for the next fiscal year or thereafter

Real Estate Business:

Condominiums to be supplied in the Tokyo metropolitan area (World Residential)

FY2014

2 projects / 73 units

5 projects / 352 units

FY2015

Residential Monzen-nakacho East

Koto-ku, Tokyo (28 units)



Residential Tsunashima

Kohoku-ku, Yokohama (45 units)



Arai Yakushi-mae Project

Nakano-ku, Tokyo (37 units)

Shinagawa Nakanobu II Project

Shinagawa-ku, Tokyo (52 units)

Toyochō Project

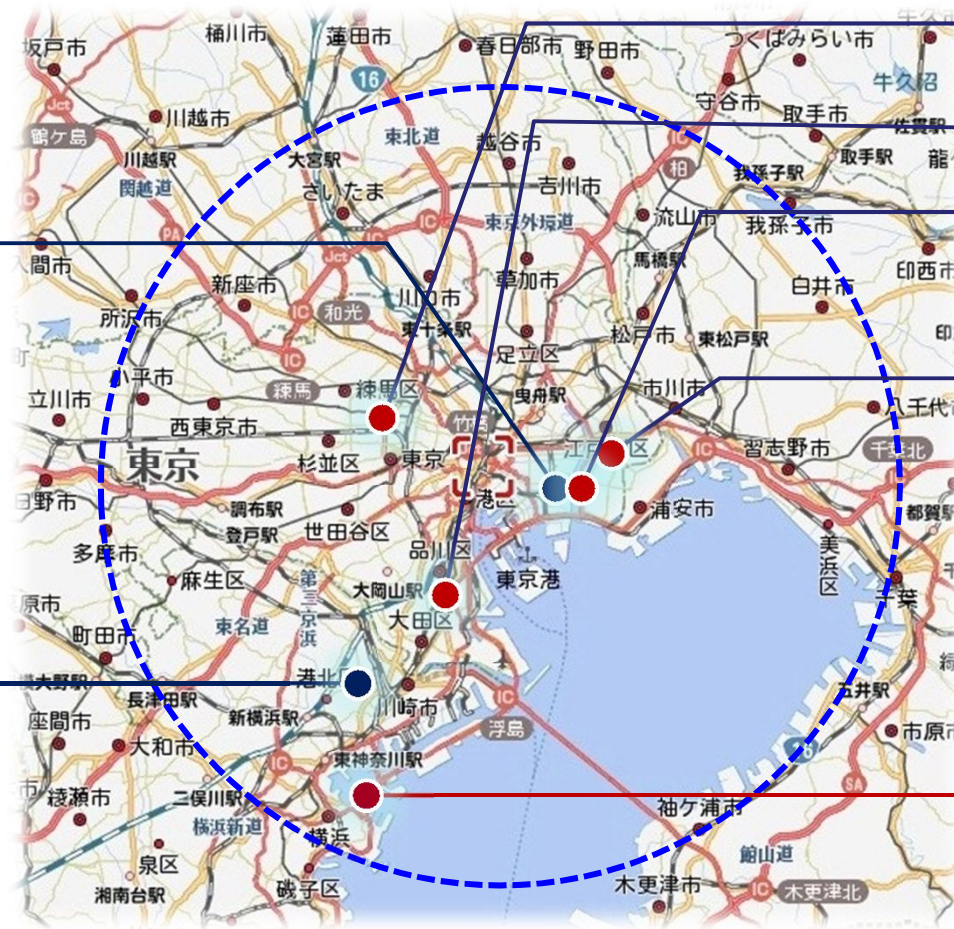
Koto-ku, Tokyo (107 units)

Ichinoe Project

Edogawa-ku, Tokyo (97 units)

Branz Yokohama Bashamichi Residential

(joint project)
Naka-ku, Yokohama
(130 units)
(59 units)



Real Estate Business:

Single-family housing to be supplied in the Tokyo metropolitan area (World Residential)

FY2014

1 project (11 units)

Residential Noie Komazawa

Setagaya-ku, Tokyo (11 units)



Background factors behind branching out into the single-family housing business

1

Effective use of property information

2

Drawing on advanced product planning expertise cultivated in the condominium business

3

Diversification of business cycle

Real Estate Business:

Properties to be supplied in Tohoku area (World iCity)

FY2014

2 projects (126 units)

2 projects (271 units)

FY2015

Residential Minami Sendai

Taihaku-ku, Sendai City (54 units)



Residential Kaiseizan Koen

Koriyama City, Fukushima Pref. (72 units)



Aomori Pref.

Akita Pref.

Iwate Pref.

Yamagata Pref.

Miyagi Pref.

Fukushima Pref.

Residential Aoyama Ekimae

Aoyama, Morioka City (38 units)



Asuto Nagamachi Project

Taihaku-ku, Sendai City (70 units)



Sendai City Reconstruction Public Housing

Taihaku-ku, Sendai City (163 units)



Real Estate Business: Kinki area (Wisteria Homes)

■ Kinki area: favorable market environment ■

<Condominium market trends in the Kinki area in 2013>

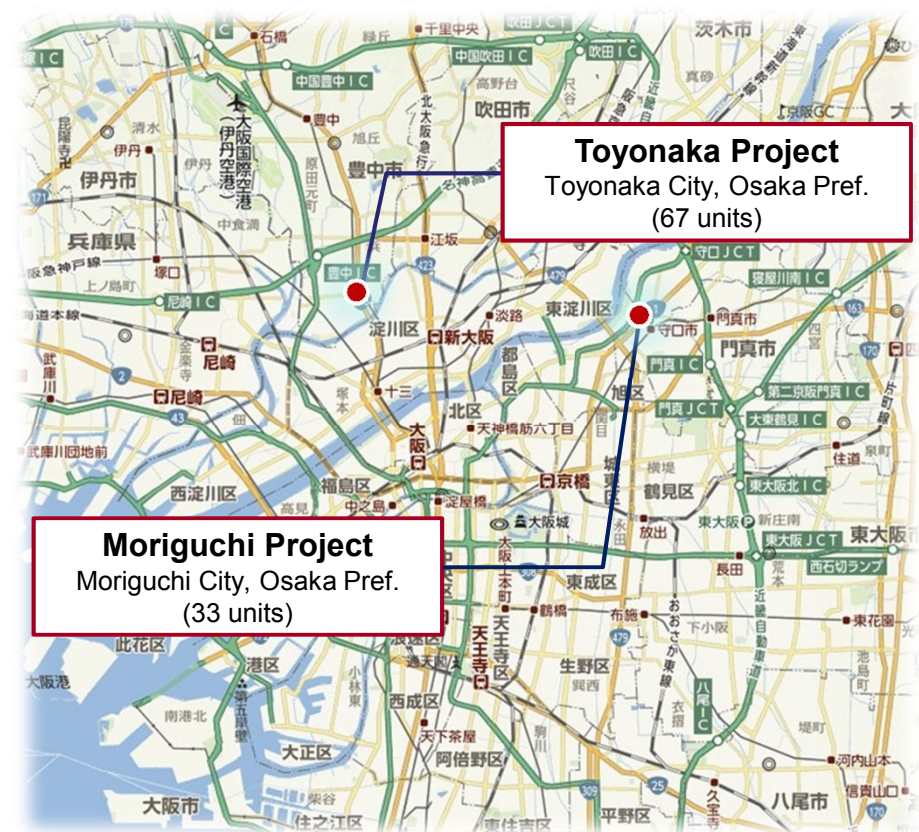
Number of units supplied: 24,684 units (up 6.1% YoY)
Average price: 34,960,000 yen (up 580,000 yen YoY)
Monthly contract rate: 79.6% (up 2.7 percent point YoY)
Property inventory: 2,260 units (down 497 units YoY)

January 2013: Established Wisteria Homes Co., Ltd. in Osaka City.

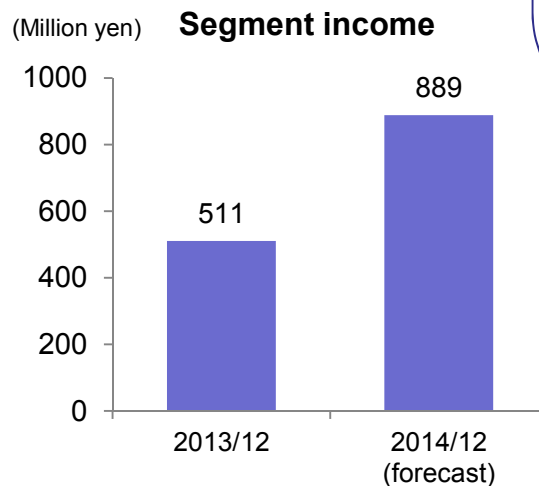
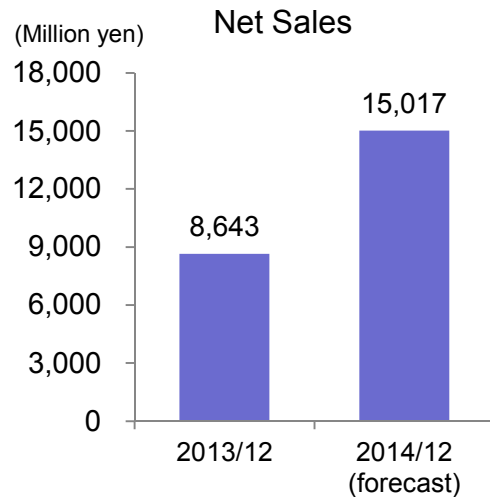
July 2013: Started up operation on a full-scale basis. Acquired land for two projects (scheduled to be recorded for FY2015).

2 projects (100 units)

FY2015



Real Estate Business: Priority measures for FY2014



Shrinking of the market

- Declining birthrate and aging population

Cost increase

- Construction cost
- Land cost

Expanding the scope of business

- Areas (Tokyo metropolitan area, Tohoku area and Kinki area)

Securing profitability of project

- Establishing a construction management (CM) system.
- Specifications designed to accommodate the needs of targets
- Reconsidering the sales technique

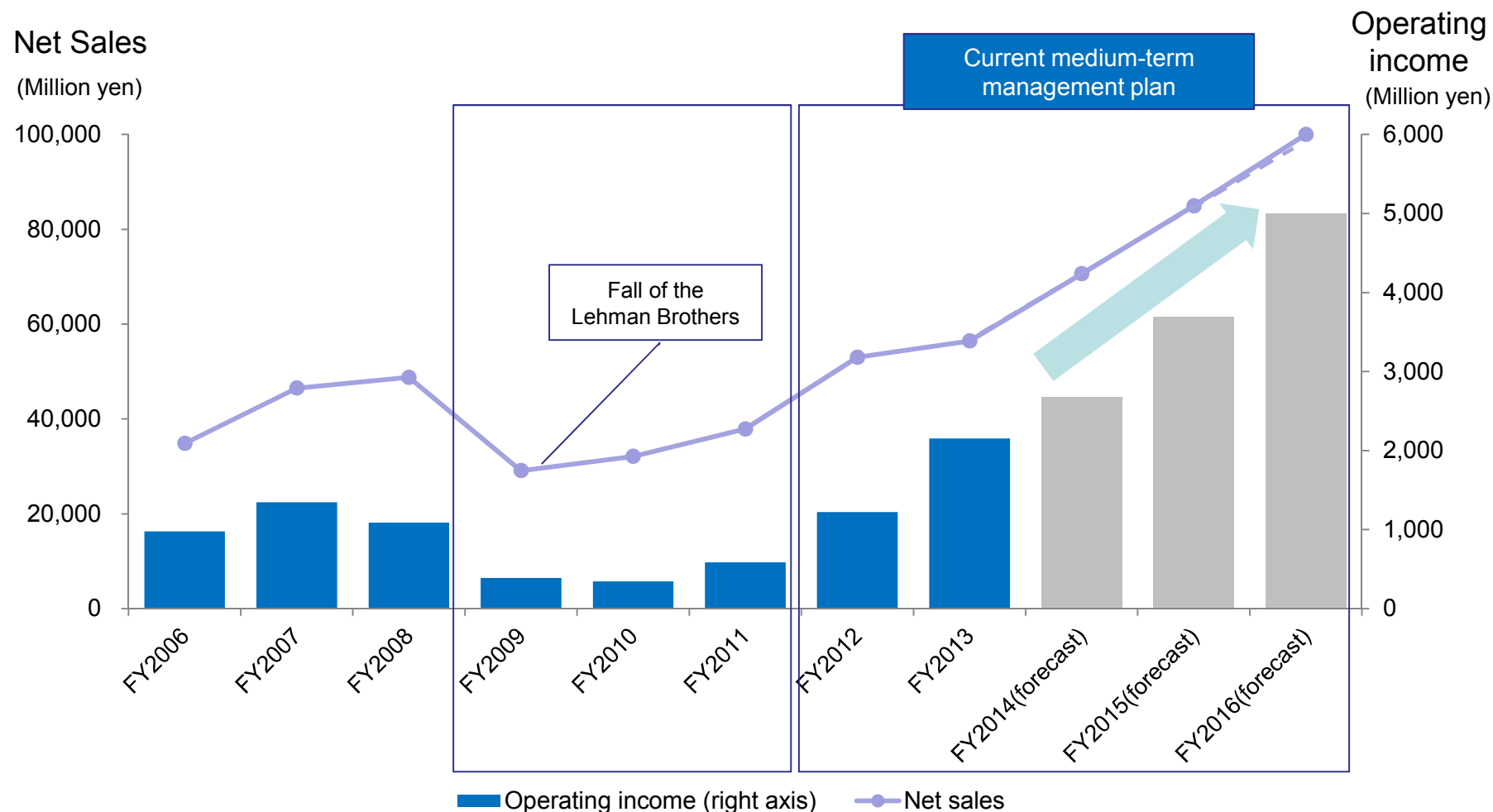
Accommodating changes in the market environment

Rebuilding business portfolio

Condominiums / single-family housing / housing lot for sale / others

III. Shifting to a Holding Company System

Trends in Consolidated Earnings and the Medium-term Management Plan



We need to restructure the organizational system of the Group to further accelerate the growth speed.

Shifting to a Holding Company System

We have resolved to shift to a holding company through company split with July 1, 2014 as the target date.

Purposes of shifting to a holding company system

Transferring authority to each business and clarifying the allocation of responsibilities.

Establishing a system that allows agile and flexible decision making for the launch of new businesses and M&A, etc.

Accelerating the Group's sustainable growth by maintaining and advancing the strong governance system.

Adopting a holding company system is essential

Future schedule

February 17, 2014
Board of Directors for resolution
of absorption split

March 20, 2014 (planned)
General Meeting of Shareholders
for resolution of absorption split

July 1, 2014 (planned)
Shifting to a holding company
system

How to shift to a holding company system

The Company plans to succeed business to a wholly-owned subsidiary through an absorption-type company split (the "Company Split") with the Company as a splitting company.
After the Company Split, the Company plans to change its trade name and maintain the listing of its stock.

Targets to Be Achieved

1

Establishing management and organizational frameworks that allow each business segment to operate independently

- ✓ Separating formulation of management strategy and execution of operations to establish an organizational framework for managing the entire Group.
- ✓ Transferring authority to each business and clarifying the allocation of responsibilities.
- ✓ Speeding up the management by simplifying the decision-making process and promoting streamlining.
- ✓ Increasing independence and competitiveness by stepping up collaboration within each business segment and placing each business segment on an equal footing.

2

Actively investing in new growth fields

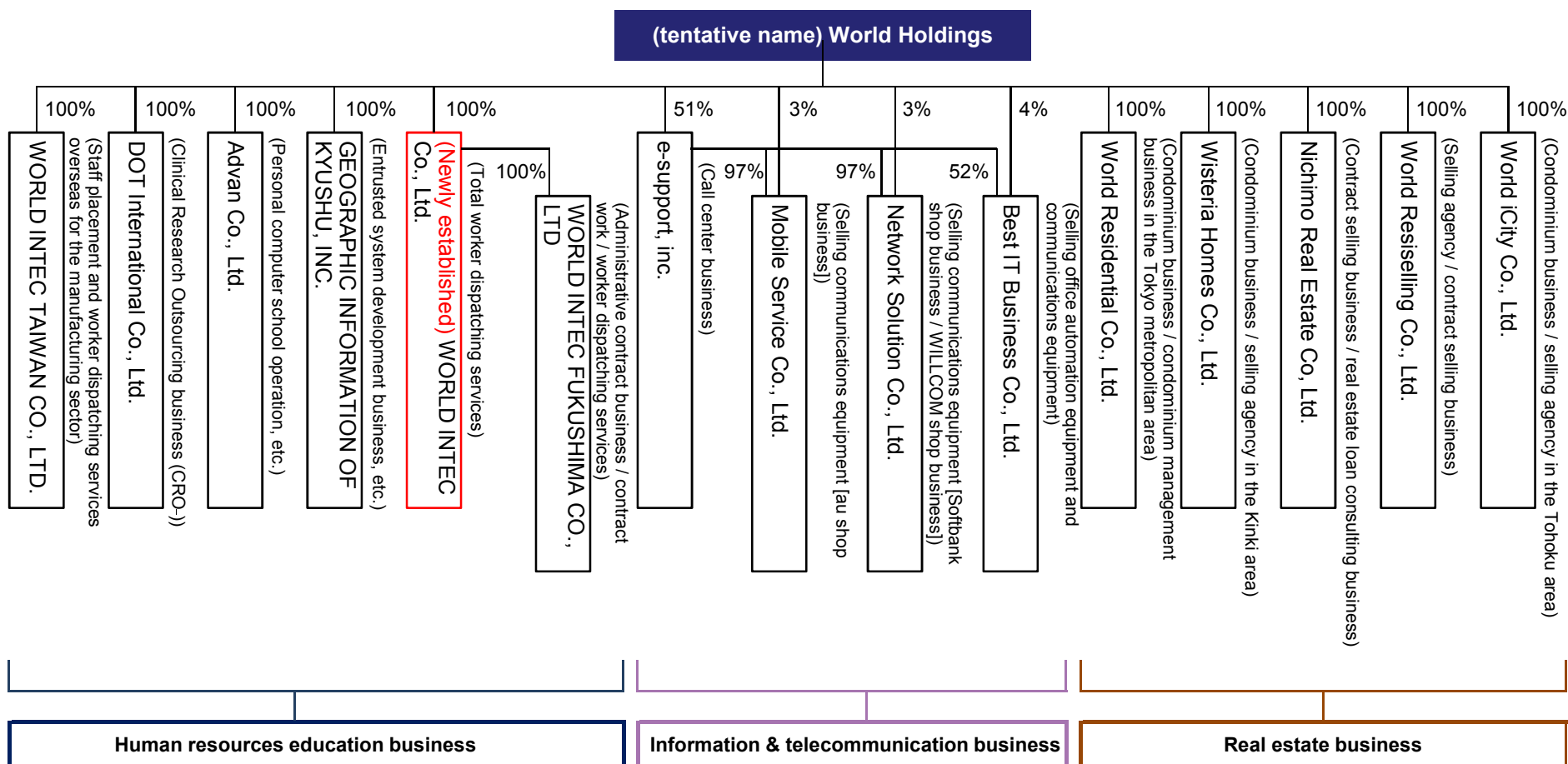
- ✓ Actively allocating management resources in business fields with growth potential.
- ✓ Actively utilizing M&A to launch new businesses agilely and expanding the scale and scope of businesses.

3

Further enhancing corporate value

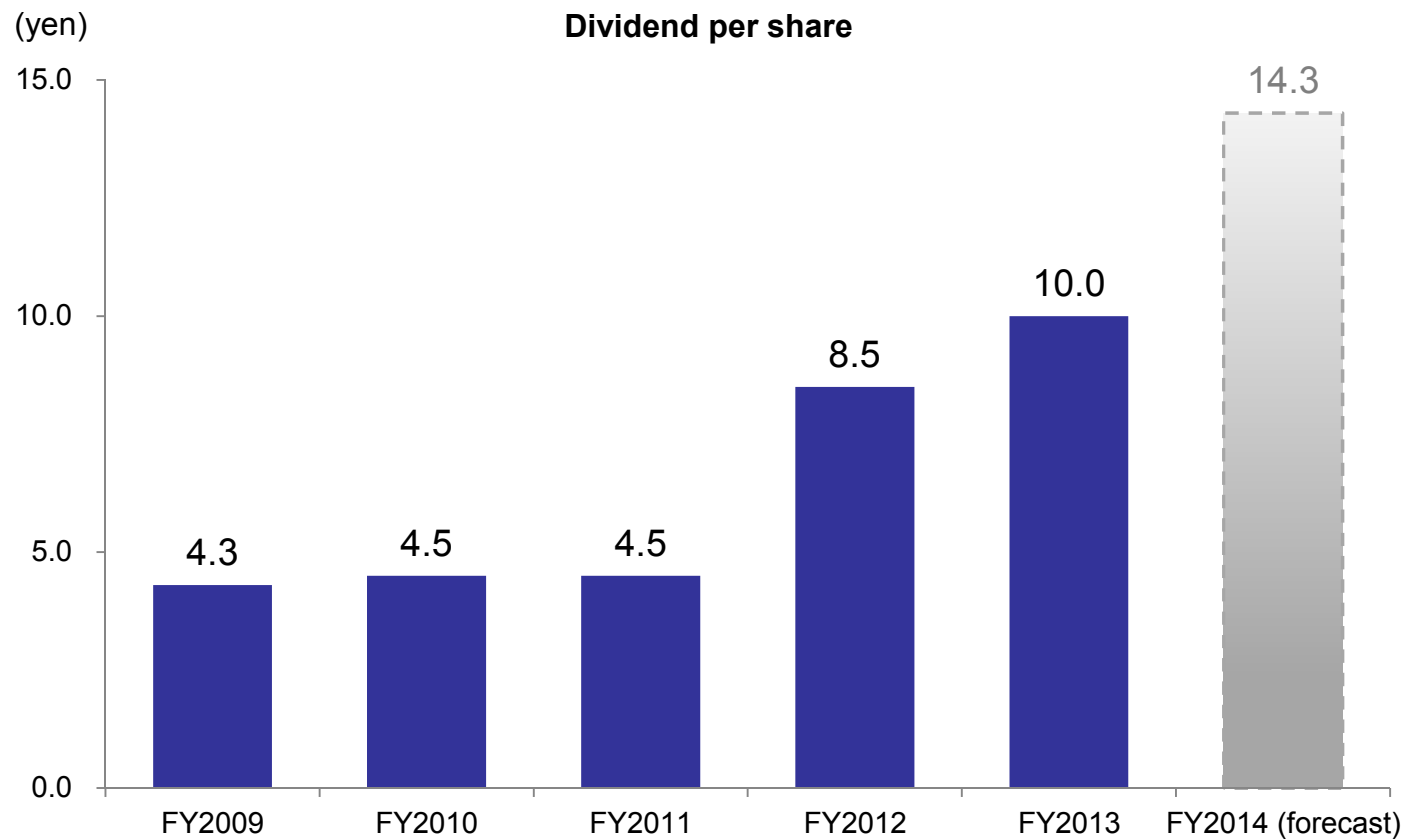
- ✓ Enhancing corporate value by boosting shareholder returns based on sustainable growth of the Group.

The Group's Organizational Structure after Adopting the Holding Company System



Shareholder Returns

Maintaining dividend increase in line with profit growth



APPENDIX

World Intec 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
Established	February 12, 1993
CEO	Eikichi Iida
Main Businesses	Human resources business centered on manufacturing (R&D, Design/development, production technology, manufacturing, logistics, sales, after-sales services)
Capital	¥701 million (as of June 30, 2013)
Workforce	9,373 (consolidated/ as of December 31, 2013)
Locations	63 (consolidated/ as of December 31, 2013)
Listed Date	February 9, 2005 (JASDAQ Stock Exchange / Stock Code 2429)

JOB PAPER



Link to the Official Facebook Page



Human Resources and Education Business: Reference Data

Trends in sales of factory business by region and industry sector

Factory business

[Percentage of sales by region]

	Kyushu	Chugoku	Kansai	Tokai	Kanto	Tohoku			Japan	Taiwan	Total
FY2013	32.6	31.3	7.2	3.6	17.2	8.1	2013/4Q		5,424	236	5,660
FY2012	40.5	28.8	7.0	3.3	13.5	6.9	FY2012		6,089	339	6,428
FY2011	44.9	24.9	7.2	5.5	14.0	3.5	FY2011		4,846	529	5,375

[Number of staff]

*Number of staff until FY2012/1Q includes that in WORLD INTEC FUKUSHIMA but not thereafter.

[Percentage of sales by business category]

	Semi-conductor	Electrical & electronics	Machinery	Chemical	Automobile	Environmental energy	Logistics	Food/ consumables	Precision equipment	Pharmaceuticals	Others
FY2013	23.7	21.6	8.2	3.3	10.2	5.3	10.8	3.9	1.9	0.0	11.0
FY2012	25.0	18.8	8.2	3.3	11.5	4.6	6.7	3.2	6.3	0.2	12.2
FY2011	33.9	13.8	10.5	6.1	8.5	6.3	2.8	2.8	2.4	0.4	12.5

Human Resources and Education Business: Reference Data

Trends in sales of technology business by region and industry sector

Technology business

[Percentage of sales by region]

[Number of staff]

	Kyushu	Chugoku	Kansai	Tokai	Kanto	Tohoku		Japan
FY2013	36.3	26.2	10.0	3.1	20.0	4.5	FY2013	1,263
FY2012	44.3	27.9	3.7	1.9	16.2	5.9	FY2012	1,380
FY2011	47.2	31.4	3.2	1.8	12.4	4.1	FY2011	1,374

[Percentage of sales by business category]

	Semi-conductor	Automobile	Electric & electronics	Machinery	Logistics	Precision equipment	Environmental energy	Pharmaceuticals	Chemical	Food/ consumables	Information & telecommunications	Others
FY2013	51.0	7.1	4.7	1.3	0.1	1.3	4.8	0.1	0.4	0.2	18.5	4.8
FY2012	58.9	6.2	5.3	1.4	0.0	1.4	4.1	0.3	0.5	0.1	14.8	5.2
FY2011	65.2	3.9	5.3	1.0	0.0	1.1	3.3	0.1	0.6	0.0	11.0	6.8

For more information

Akihiko Omoto
Public Relations and Investor Relations Department
Corporate Planning Division
World Intec Co., Ltd.

TEL 03-3516-1122
E-MAIL irinfo@witc.co.jp
URL <http://www.witc.co.jp/>

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FY2013 Financial Results



February 18, 2014
World Intec Co., Ltd
JASDAQ (2429)

-
- I. Summary of Financial Results**
 - II. Trends by Business Segment**
 - III. Shifting to a Holding Company System**

World Intec Group: Three Core Businesses

Empower people through work

Human resources education business

Connect people with work - New work style -

World Intec Co., Ltd

- R&D: Dispatch of researchers
- Technology: Dispatch of engineers
- Factory: Dispatch of manufacturers, Contract work
- CB: Dispatch of sales personnel
- Construction: Dispatch of construction managing engineers
- OCS: Dispatch of clerical workers
- Repair: Entrust equipment repair
- Administrative: Personnel training contract
- Overseas: Parts procurement

WORLD INTEC FUKUSHIMA CO., LTD

- Administrative contract business
- DOT International Co., Ltd.**
- Clinical Research Outsourcing business (CRO)

Advan Co., Ltd.

- PC school operations business, educational materials, software sales business

GEOGRAPHIC INFORMATION OF KYUSHU, INC.

- Map information, entrusted system development, disabled persons' employment support, education business

<Overseas>

WORLD INTEC TAIWAN CO., LTD.

- Staff placement and worker dispatching services for the manufacturing sector

WORLD INTEC SHANGHAI CO., LTD.

[non-consolidated]

- Staff placement, consulting and education business

Information & telecommunication business

Bring people together through IT
- New style of communication -

e-support, inc.

- Call center business
- Insurance business

Best IT Business Co., Ltd.

- Corporate business

Network Solution Co., Ltd.

- Softbank business
- WILLCOM business

Mobile Service Co., Ltd.

- KDDI business



Real estate business

Connect people with housing
- New style of urban development -

World Residential Co., Ltd.

- Condominium business (the Tokyo metropolitan area)
- Condominium management business

World Resiselling Co., Ltd

- Selling agency

Nichimo Real Estate Co, Ltd.

- Real estate loan consulting business

Wisteria Homes Co., Ltd.

- Condominium business (the Kinki area)
- Selling agency

World iCity Co., Ltd.

- Condominium business (the Tohoku area)
- Selling agency

I. Summary of Financial Results

FY2013 Summary

Net sales, operating income, ordinary income and net income reached **record highs**.

Million yen, %	FY 2012 actual	FY 2013 actual	YoY		FY 2013 latest forecast*	Comparison with earnings forecast	
			Change	Pct. Change		Change	Pct. Change
Net sales	53,007	56,450	3,442	6.5	56,487	△37	△0.1
Operating income	1,223	2,120	896	73.3	1,853	267	14.4
Ordinary income	1,290	2,164	874	67.8	1,793	371	20.7
Net income/loss	658	834	176	26.8	712	122	17.1
EPS (yen)	40.3	49.6			42.4		
Dividend per share (yen)	8.5	10.0			8.5		

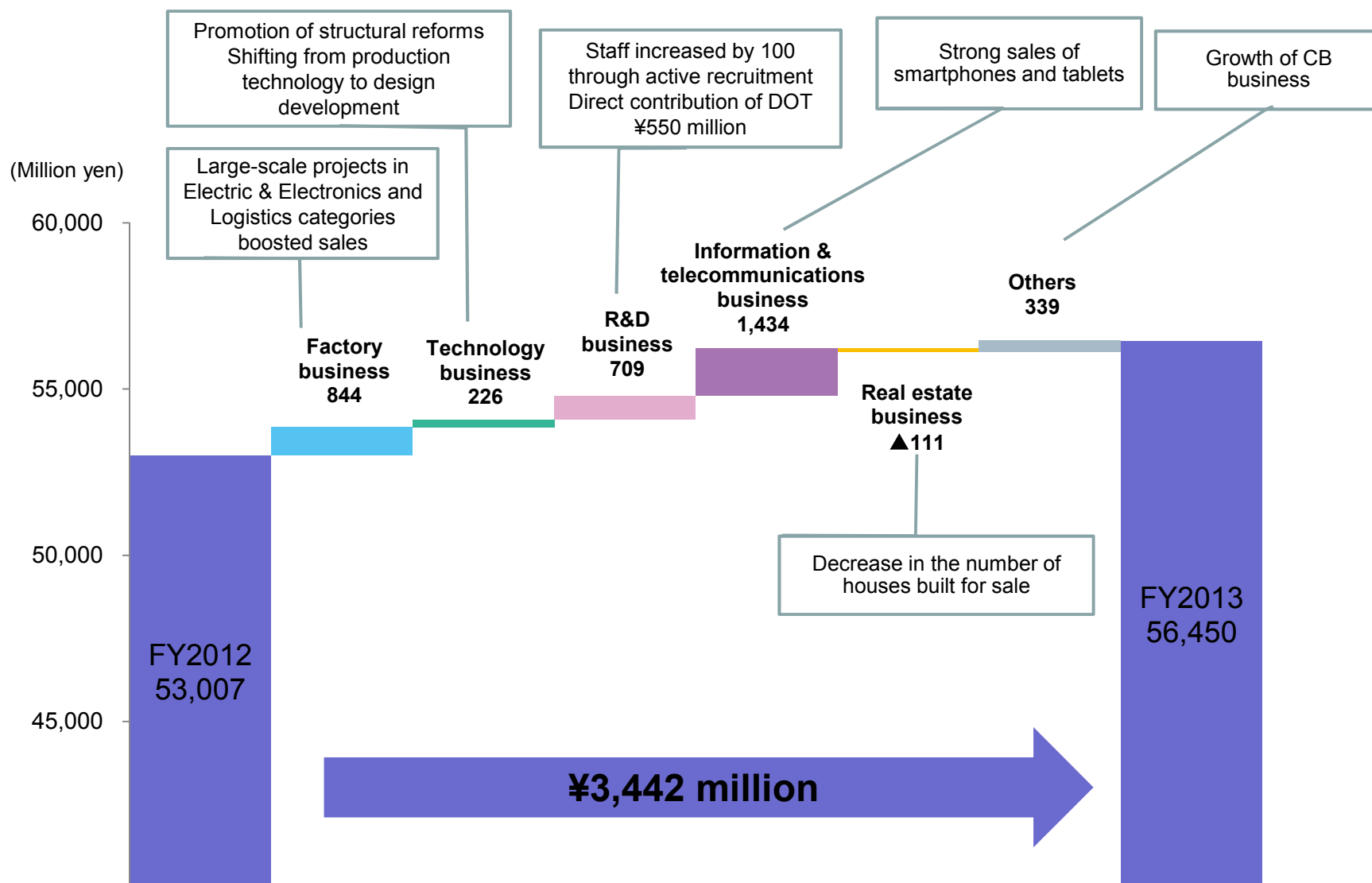
*Announced on February 12, 2013

Trends by Business Segment

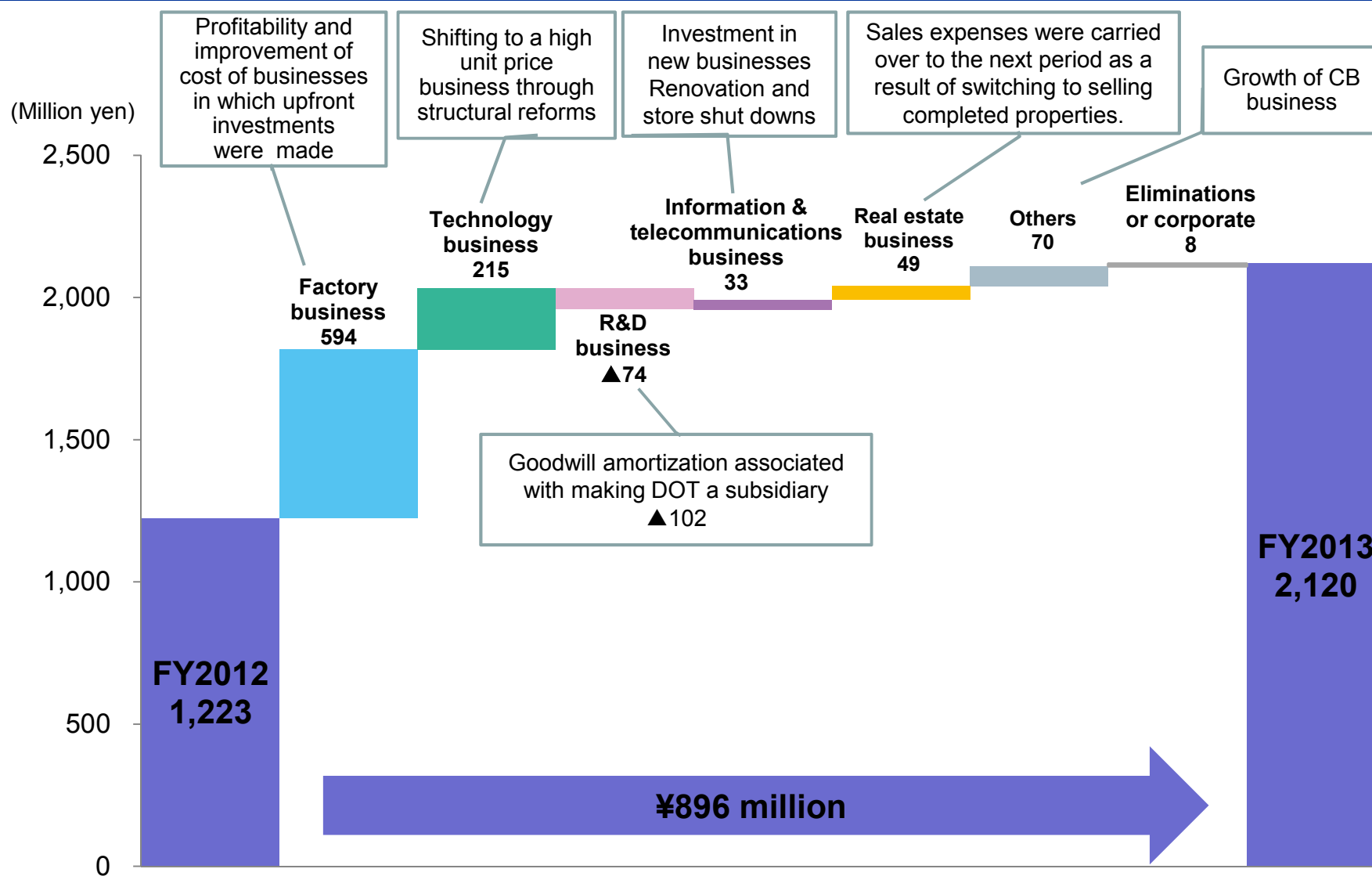
Million yen, %		FY2012 actual	FY2013 actual	YoY		FY2013 full-year forecast*	FY2013 progress against the full-year forecast
				Change	Pct. Change		
Factory business	Net sales	17,893	18,738	844	4.7	21,488	87.2%
	Segment income	489	1,083	594	121.5	1,142	94.8%
	Profit margin	2.7%	5.8%	—	—	5.3%	
Technology business	Net sales	6,197	6,424	226	3.7	7,201	89.2%
	Segment income	356	571	215	60.4	573	99.7%
	Profit margin	5.7%	8.9%	—	—	8.0%	
R&D business	Net sales	2,984	3,693	709	23.8	4,053	91.1%
	Segment income	269	194	△74	△ 27.8	443	43.8%
	Profit margin	9.0%	5.3%	—	—	10.9%	
Information technology & telecommunications business	Net sales	11,658	13,092	1,434	12.3	11,000	119.0%
	Segment income	408	441	33	8.2	300	147.0%
	Profit margin	3.5%	3.4%	—	—	2.7%	
Real estate business	Net sales	8,794	8,683	△111	△ 1.3	8,215	105.7%
	Segment income	462	511	49	10.8	390	131.0%
	Profit margin	5.3%	5.9%	—	—	4.8%	
Others	Net sales	5,479	5,818	339	6.2	4,528	128.5%
	Segment income	211	281	70	33.1	205	137.1%
	Profit margin	3.9%	4.8%	—	—	4.5%	
Total	Net sales	53,007	56,450	3,442	6.5	56,487	99.9%
	Elimination or corporate	△972	△964	△8		△1,202	-
	Operating income	1,223	2,120	896	73.3	1,853	114.4%
	Operating margin	2.3%	3.8%	—		3.3%	-

*Announced on February 12, 2013

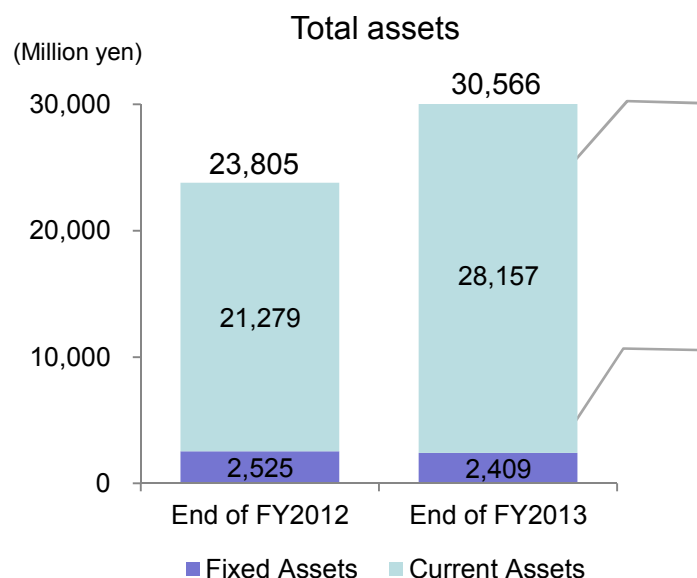
Change in Net Sales by Segment



Changes in Operating Income by Segment



Financial Condition B/S

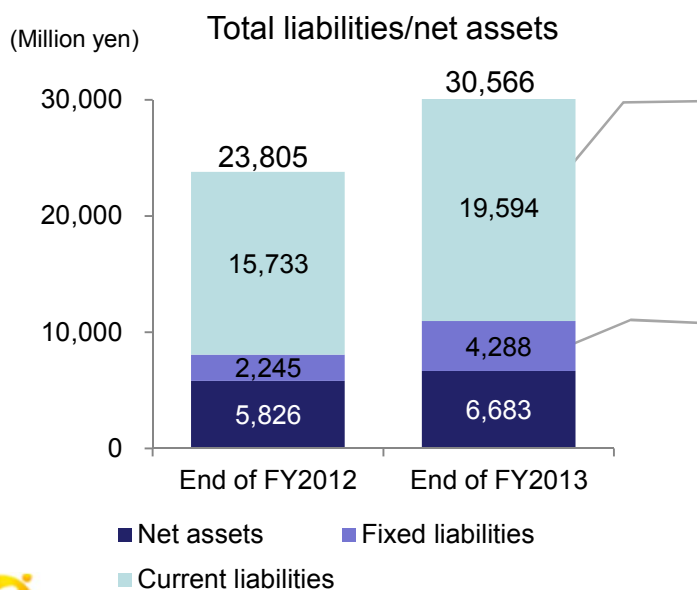


Current assets 28,157 (+6,877)

- Cash and deposits: 5,970 (+1,073) Increase in newly consolidated subsidiaries
- Notes and accounts receivable-trade: 5,427 (+768) Increase in sales
- Real estate for sale in process: 14,195 (+4,140) Acquisition of commercial premises

Fixed assets 2,409 (Δ116)

- Property, plant and equipment: 637 (Δ96) Renovation and closedown of ESP stores, impairment loss on offices
- Intangible assets: 655 (Δ102) Goodwill of DOT
- Investments and other assets: 1,116 (+81) Deferred tax assets



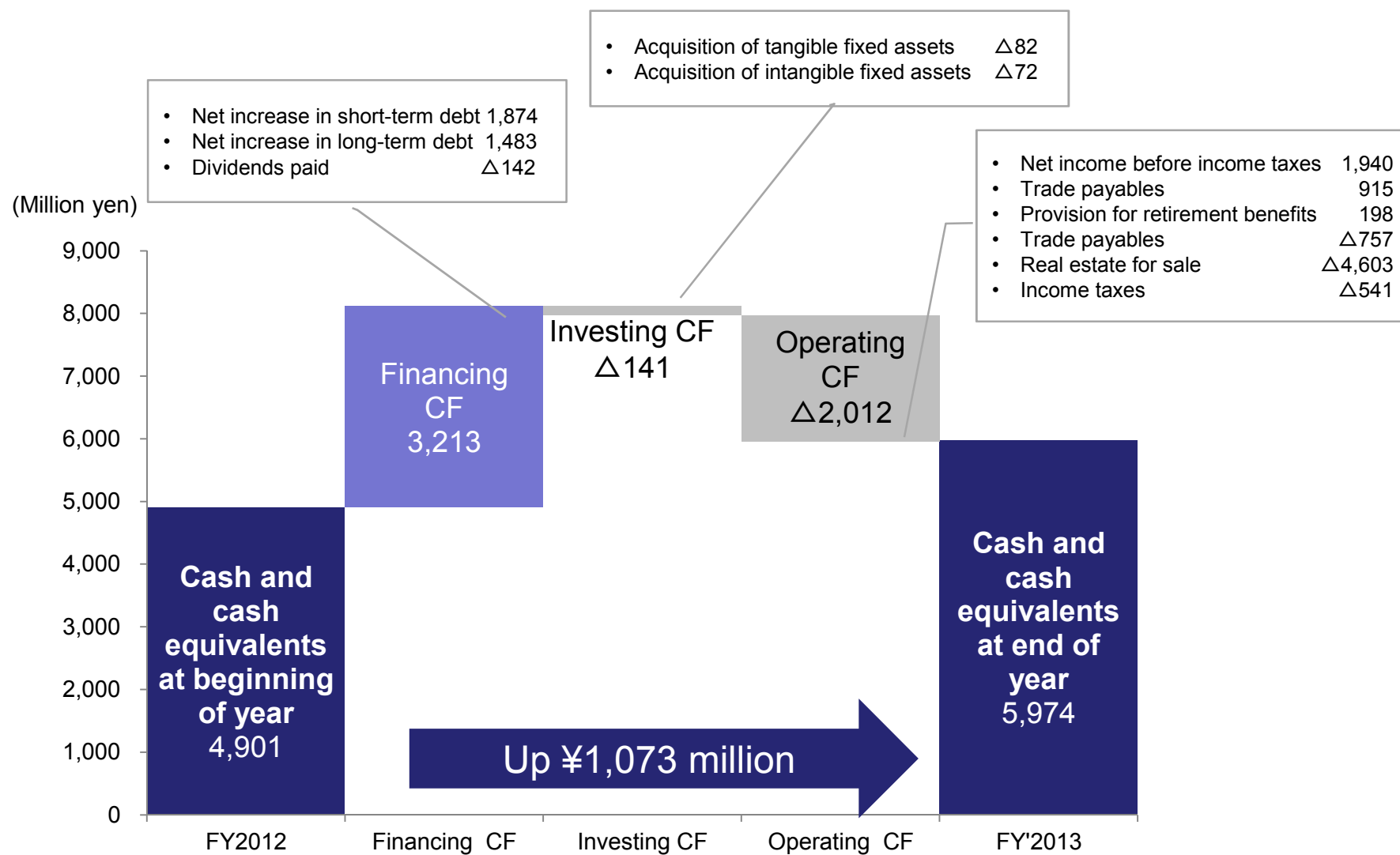
Current liabilities 19,594 (+3,860)

- Short-term debt: 10,931 (+1,543) Fund for purchase of real estate for sale
- Accounts payable-Real Estate Business: 1,079 (+641)
- Income taxes payable: 955 (+676) Increase due to WITC and WR

Fixed liabilities 4,288 (+2,043)

- Long-term debt: 3,617 (+1,814) Fund for purchase of real estate for sale
- Provision for retirement benefits: 576 (+198) Change from the simple method to the principle method

Cash Flow



Summary of FY2014 Business Forecasts

Million yen, %	FY2013 actual	FY2014 forecast	YoY		FY2014 Forecast for 1Q&2Q (cumulative)	FY2014 Forecast for 3Q&4Q (cumulative)
			Change	Pct. Change		
Net sales	56,450	70,620	14,170	25.1	33,298	37,321
Operating income	2,120	2,680	560	26.4	910	1,769
Ordinary income	2,164	2,571	407	18.8	863	1,708
Net income	834	1,201	367	44.0	342	859
EPS (yen)	49.6	71.4			20.3	51.1
Dividend per share (yen)	10.0	14.3				

1

Expect 25.1% increase in sales and 26.4% increase in ordinary income YoY in FY2014

2

Promoting strategies for expanding sales and increasing sales and profits.

FY2014 Business Forecasts by Segment

		FY2013 actual	FY2014 forecast	YoY		FY2014 Forecast for 1Q&2Q (cumulative)	FY2014 Forecast for 3Q&4Q (cumulative)
	Million yen, %			Change	Pct. Change		
Factory business	Net sales	18,738	22,988	4,250	22.7	10,210	12,777
	Segment income	1,083	1,299	215	19.8	466	832
	Profit margin	5.8%	5.7%	—	—	4.6%	6.5%
Technology business	Net sales	6,424	7,408	984	15.3	3,614	3,794
	Segment income	571	688	117	20.5	311	376
	Profit margin	8.9%	9.3%	—	—	8.6%	9.9%
R&D business**	Net sales	3,693	4,447	754	20.4	2,024	2,422
	Segment income	194	289	95	49.0	107	182
	Profit margin	5.3%	6.5%	—	—	5.3%	7.5%
Information technology & telecommunications business	Net sales	13,092	14,489	1,397	10.7	7,494	6,994
	Segment income	441	489	48	10.9	294	194
	Profit margin	3.4%	3.4%	—	—	3.9%	2.8%
Real estate business	Net sales	8,683	15,017	6,334	72.9	7,076	7,941
	Segment income	511	889	378	74.0	262	626
	Profit margin	5.9%	5.9%	—	—	3.7%	7.9%
Others	Net sales	5,818	6,268	450	7.7	2,878	3,390
	Segment income	281	224	Δ57	Δ 20.3	50	173
	Profit margin	4.8%	3.6%	—	—	1.7%	5.1%
Total	Net sales	56,450	70,620	14,170	25.1	33,298	37,321
	Elimination or corporate	Δ964	Δ1,200	—			
	Operating income	2,120	2,680	560	26.4	910	1,769
	Operating margin	3.8%	3.8%	—		2.7%	4.7%

II. Trends by Business Segment

Human Resources and Education Business:

Business model and business segments

Business segment	Worker dispatch		Contract work
	General worker dispatching	Specified worker dispatching	Contract works whose goal are the completion of work (Article 623 of the Civil Code) Remuneration is paid not for hours worked, but for deliverables.
	Worker dispatching under which worker are dispatched as those other than specified workers	Worker dispatching under which only regularly-employed workers are dispatched (26 special job categories)	
Factory business	Dispatch of manufacturers		Manufacturing and logistics contracting
Technology business	Dispatch of production technology engineers	Dispatch of design development engineers	Production technology contracting SI / Development contracting
R&D business	Dispatch of research assistants	Dispatch of researchers	Clinical contracting (DOT International)
Others	Dispatch of sales personnel (CB business, OCS business)	Dispatch of construction managing engineers (construction business)	Administrative (World Intec Fukushima)

Human Resources and Education Business:

Move for revision of law

Purpose of revision

1. Facilitating the use of dispatched workers by businesses
⇒ **Revitalizing the economy**
2. Improving job stability of dispatched workers
⇒ **Stabilizing employment**

Present situation

- ◆ The maximum period for receiving fixed-term worker dispatching
⇒ Three years or less for the same job
- ◆ Restrictions based on the 26 special job categories
- * 26 job categories that require high levels of expertise and skills
(Software developer, machine designer, interpreter, secretary, etc.)
- * Indefinite-term employment

Deliberation

Proposed revision

(beginning from the spring of 2015)

- ◆ The maximum period for receiving fixed-term worker dispatching
⇒ Three years or less for the same dispatched worker
- ◆ No limitation period for workers on indefinite-period contracts with worker dispatch operators.
- ◆ Abolishing the 26 special job categories
- ◆ Shifting from the notification system to the approval and licensing system

If materialized,

Revitalizing the worker dispatching market

Market expansion

Working to the advantage of staffing companies with financial strength

Acceleration of shakeout

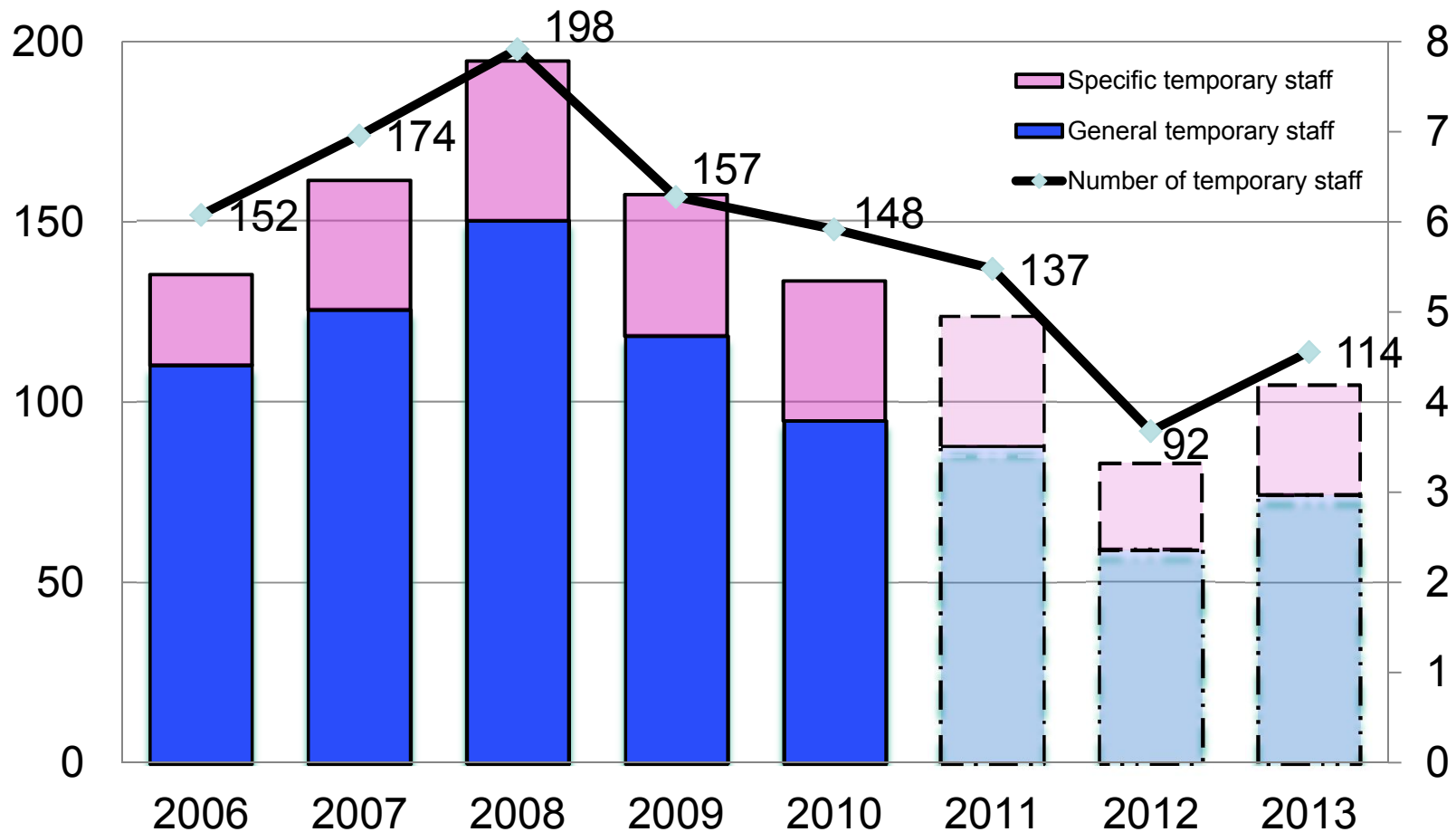
Serving as a tail wind for the World Intec Group

Human Resources and Education Business: Macro environment

Trends in the number of temporary staff and
temporary staffing sales nationwide

Unit: 10 thousand persons

Unit: Trillion yen



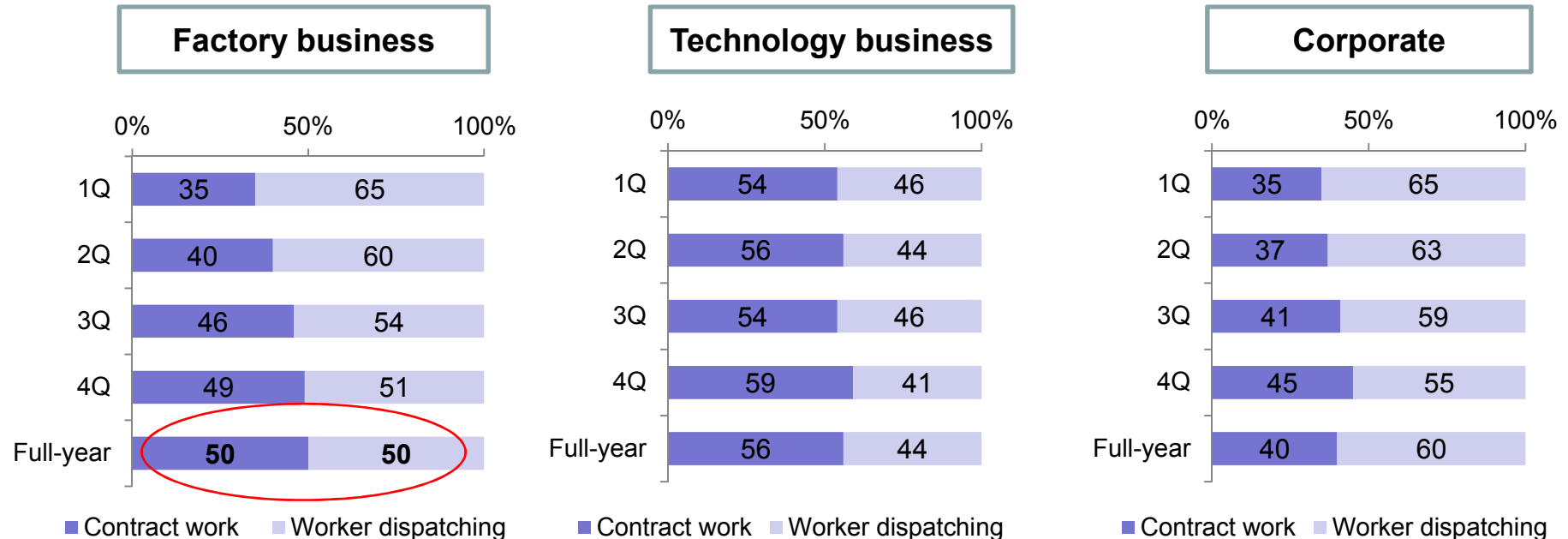
Note: The part of the graph indicated by the dashed lines shows reference value estimated by the Company using the ratio for 2010 because the relevant value has not been released by Ministry of Health, Labour and Welfare.

Source: Based on the "totals of the annual report of the temporary staffing business" by the Ministry of Health, Labour and Welfare, and the "labor force survey (basic count)" by the Bureau of Statistics of Ministry of Internal Affairs and Communications

Human Resources and Education Business:

Transition in the percentage of contract work by segment

The percentage of contract work is increasing in the Factory business segment with the expansion of sales scale in the logistics field.

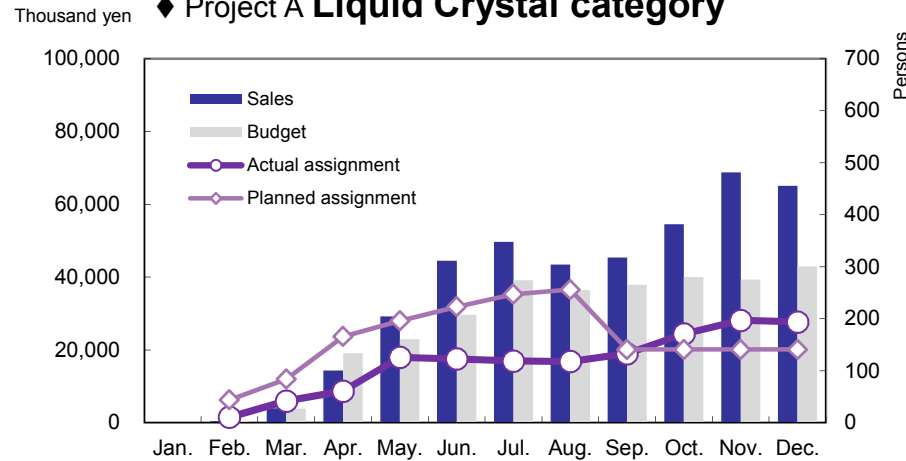


FY2012 (full-year) FY2013 (full-year)
 ■ Factory business Contract work : Worker dispatching **35:65** \Rightarrow **50:50**
 → Mainly due to the impact of significant increases in sales in the Electric & Electronics and Logistics (e-commerce) categories.

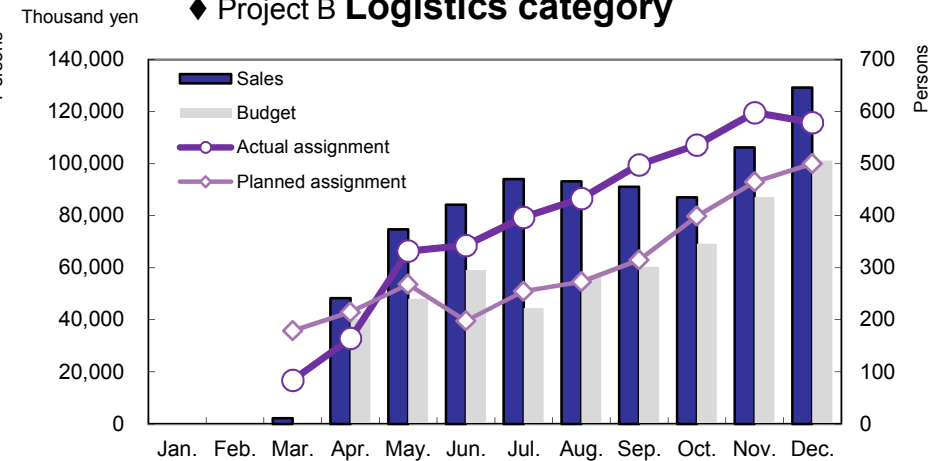
Human Resources and Education Business:

Factory business Full-year results of large-scale projects

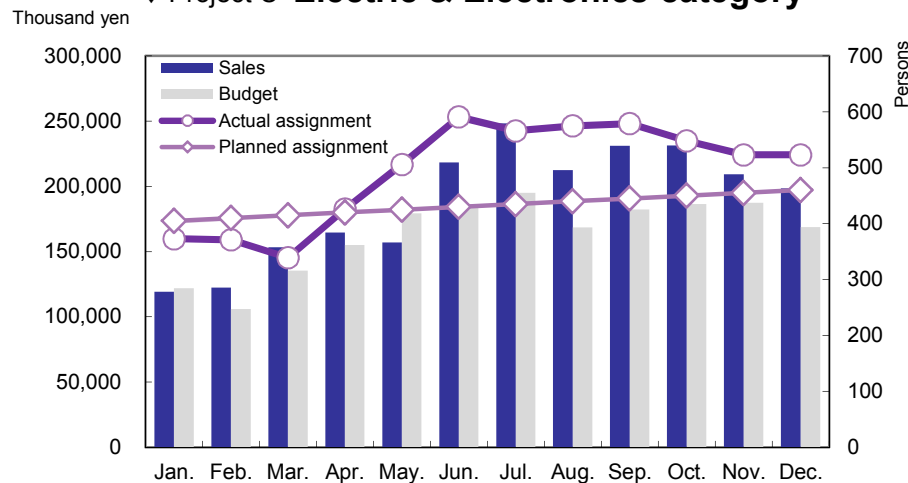
◆ Project A Liquid Crystal category



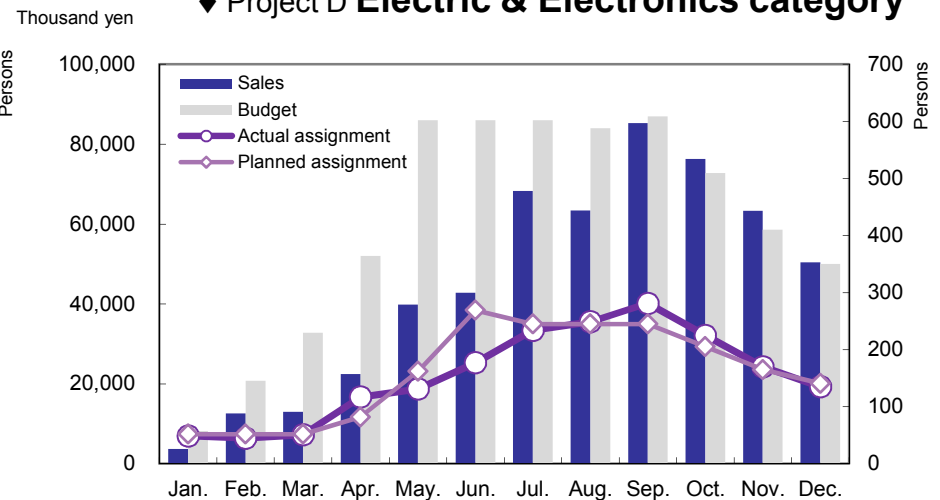
◆ Project B Logistics category



◆ Project C Electric & Electronics category



◆ Project D Electric & Electronics category

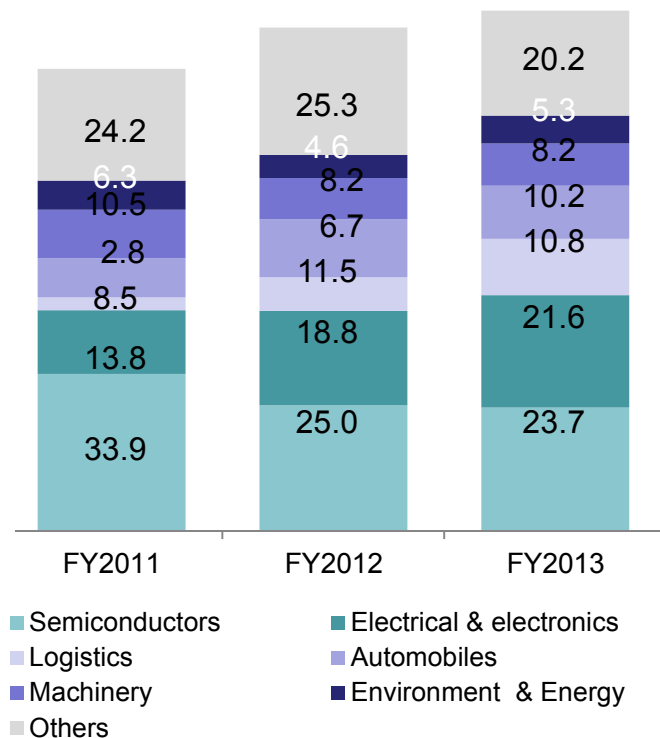


Human Resources and Education Business:

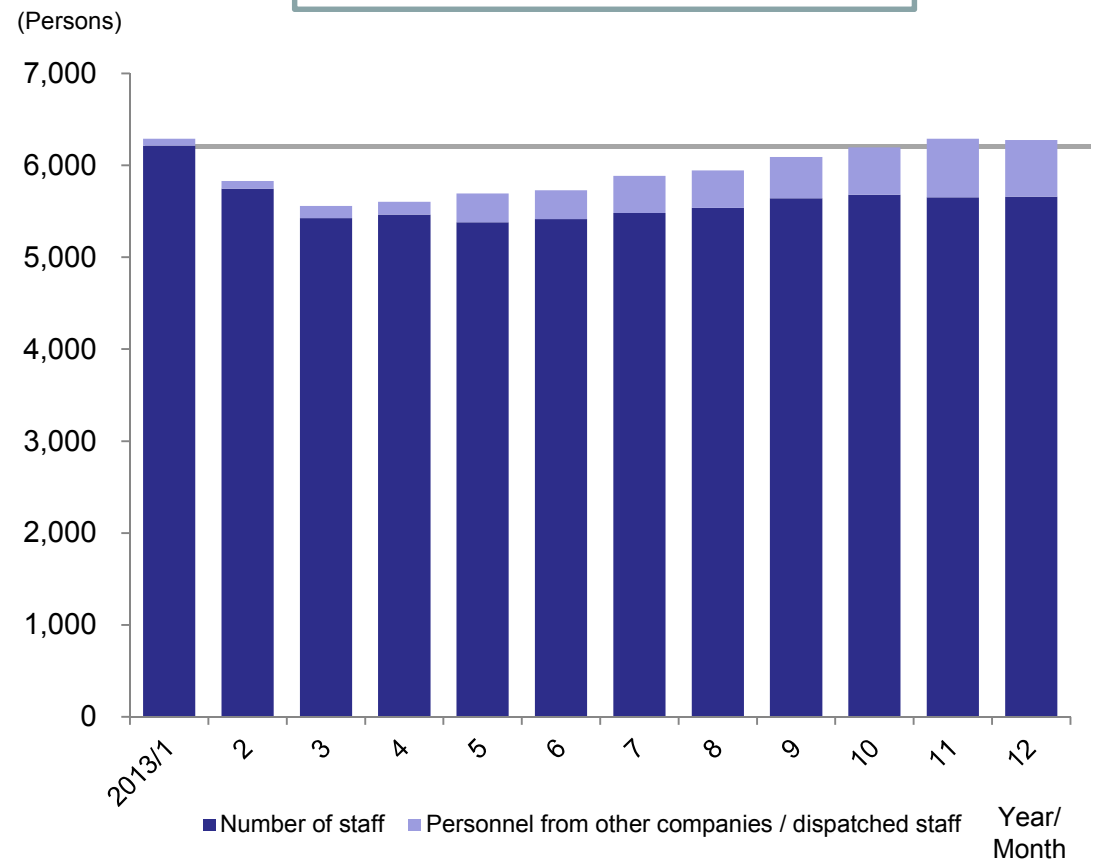
Factory business Sales composition and number of staff and personnel by segment

Expansion of the smartphone related electrical & electronics segment and the logistics segment, as well as an overall cost improvement is underway.

Sales composition by business segment (%)



Transition in the number of staff and personnel in service*

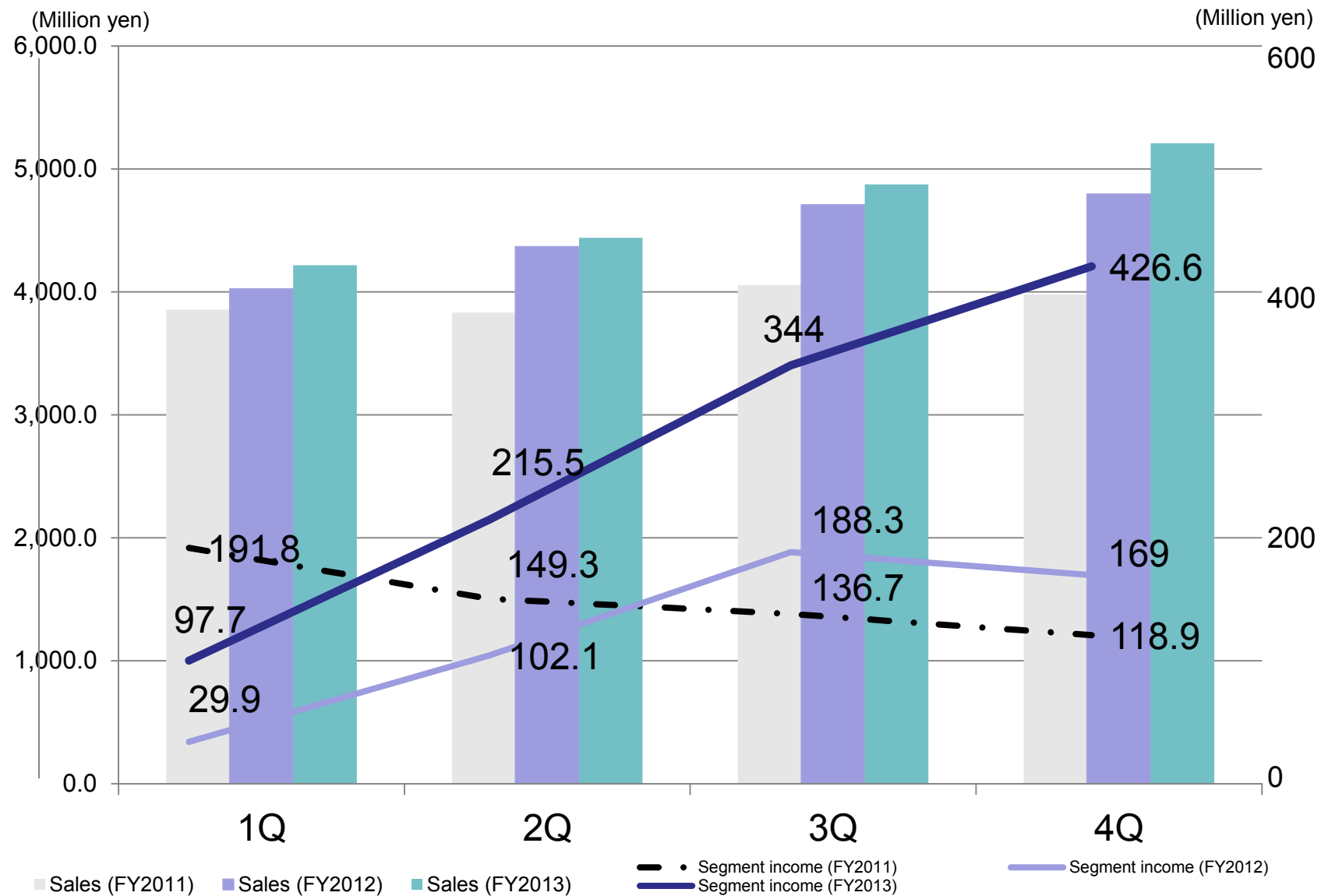


* The graphs show sales, and the figures show the sales composition ratio.

* For a detailed breakdown of data for other businesses, please refer to the reference data.

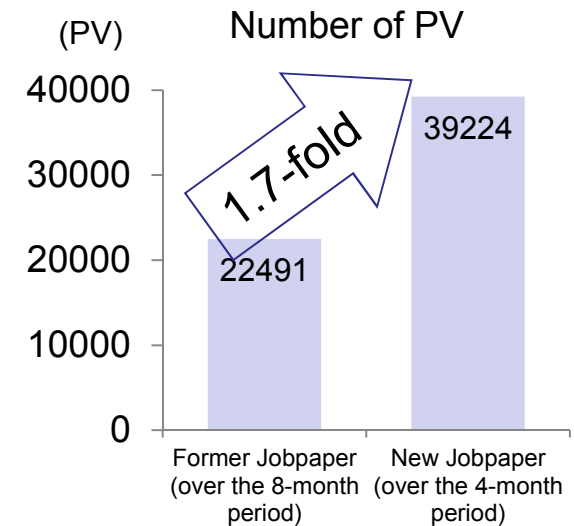
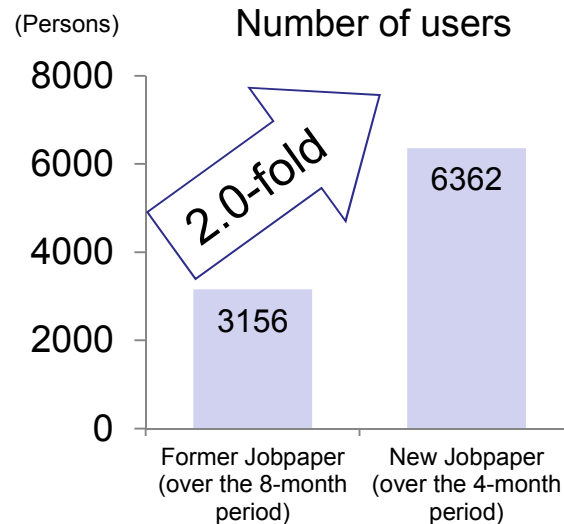
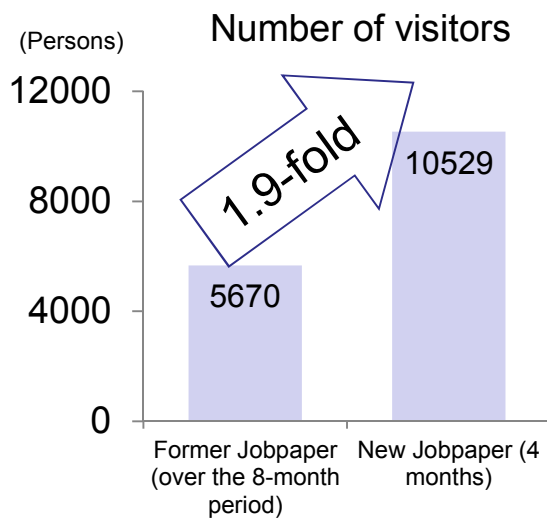
* The number of staff and the number of personnel in service are the same in December 2012 and before.

Human Resources and Education Business: Factory business Transition in sales and segment income

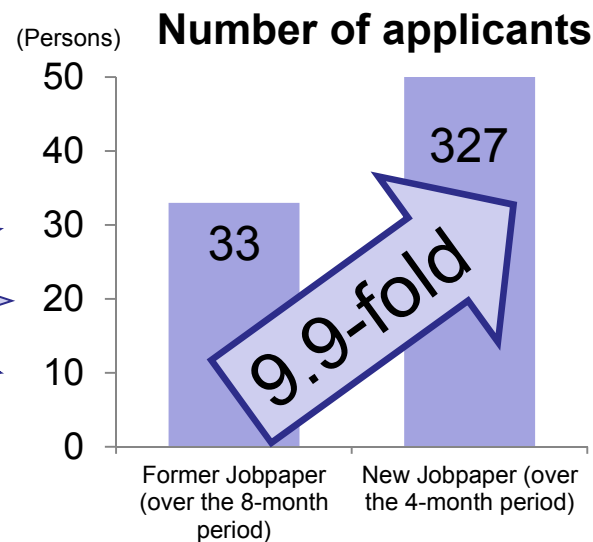


Human Resources and Education Business:

Factory business Efforts to step up recruitment



The number of applicants via the new Jobpaper has grown dramatically as a result of making the site compatible with smartphones.

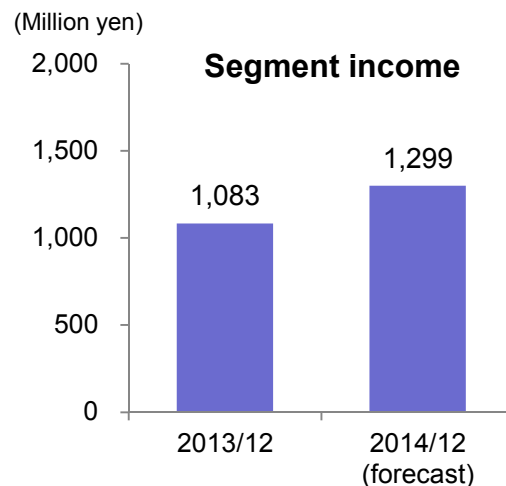
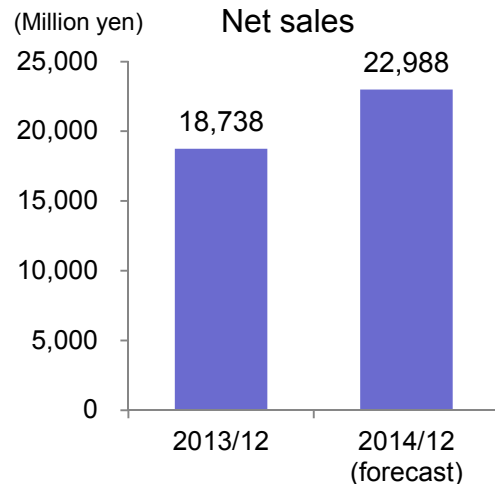


* Comparison between the averages of the 8-month period (Jan.-Aug.) under the former Jobpaper and the 4-month period (Sep. – Dec.) under the new Jobpaper

Human Resources and Education Business:

Factory business Priority measures for FY2014

Winning large-scale orders by strengthening marketing efforts and securing human resources by making the most of the new JOBPAPER.



Securing human resources

- Effectively using the unique registration management system
- Attracting applicants by increasing exposure and building a brand for the new JOBPAPER.
- Increasing staff retention during the initial period after job assignment.

Continuously accommodating growth sectors

- Actively conducting marketing for businesses with stable and robust earnings
- Accommodating the logistics sector (e-commerce) where the market expansion continues.
- Accommodating the ups and downs of production of raw materials, parts and components makers.

Exploiting recovery in the existing sectors

- Semiconductor and automobile sectors

Winning large-scale orders

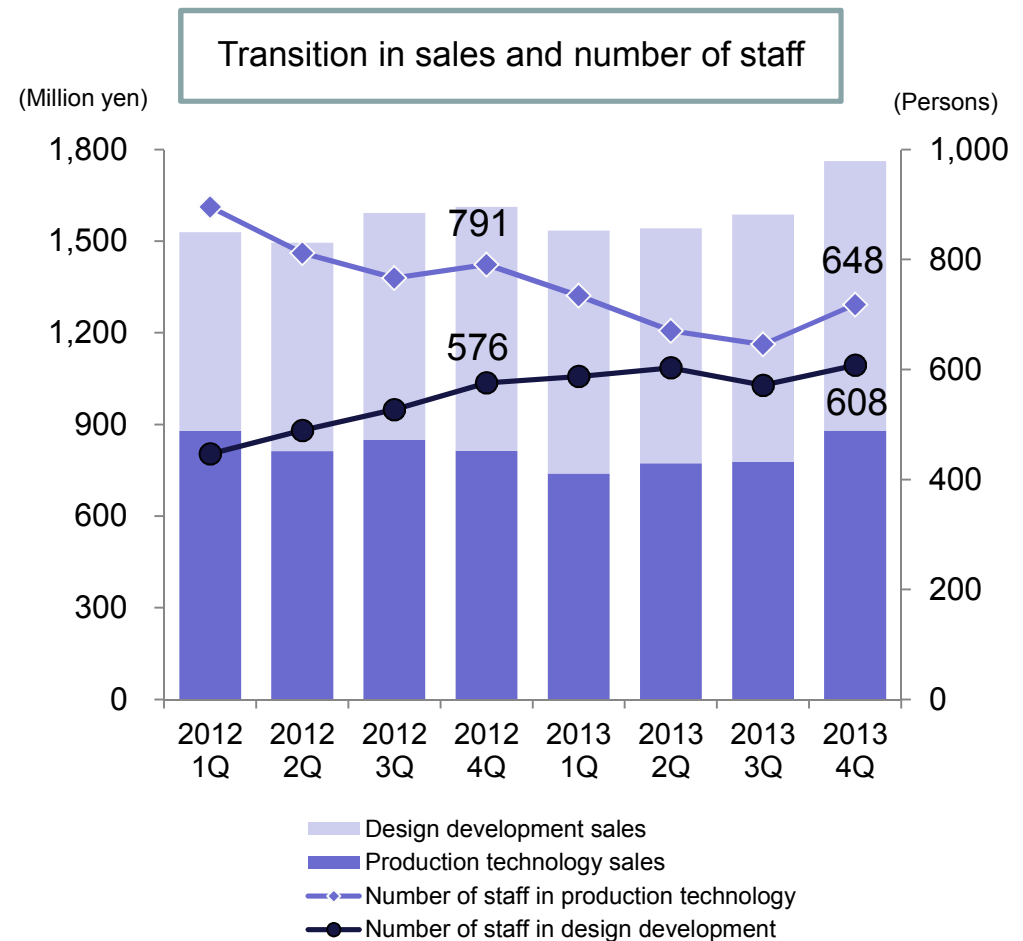
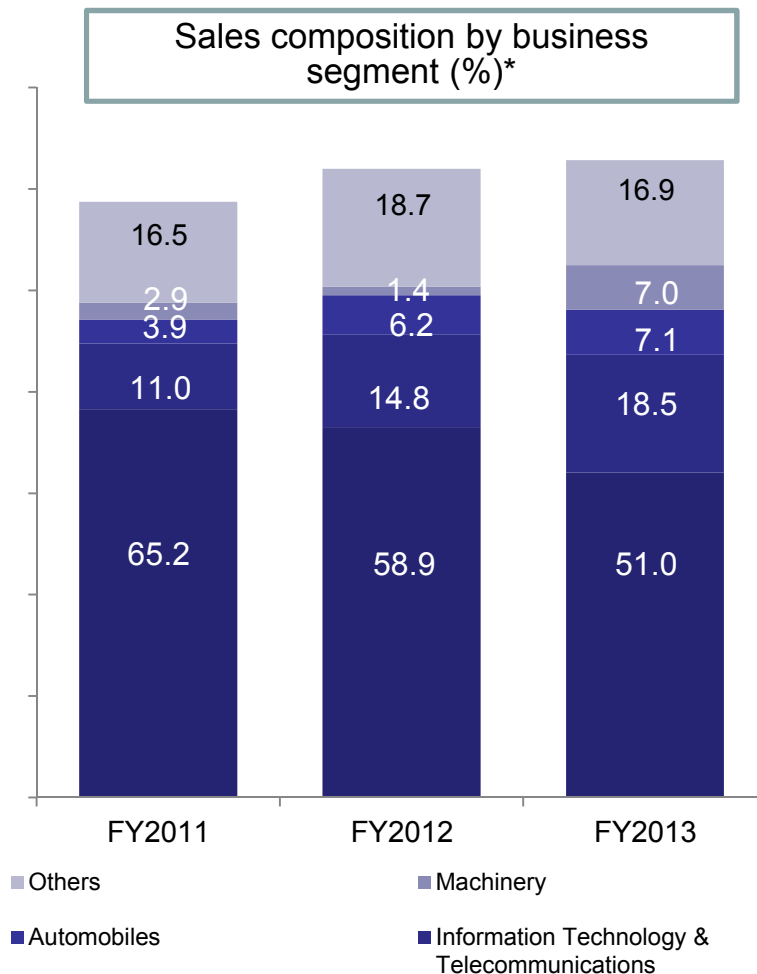
- A new project in the industrial machinery sector
- Working on new logistics bases
- Shifting to a high value-added business and improving cost

Attempting to increase sales and profits by developing a system for reliably meeting customers' needs and exploiting demand increase.

Human Resources and Education Business:

Technology business Sales composition by business and number of staff

The shift from semiconductor production technology to design development of automobile and information & telecommunications services is underway.



* The graphs show sales, and figures show sales composition ratio.

** For data for segments other than those above, please refer to reference data.

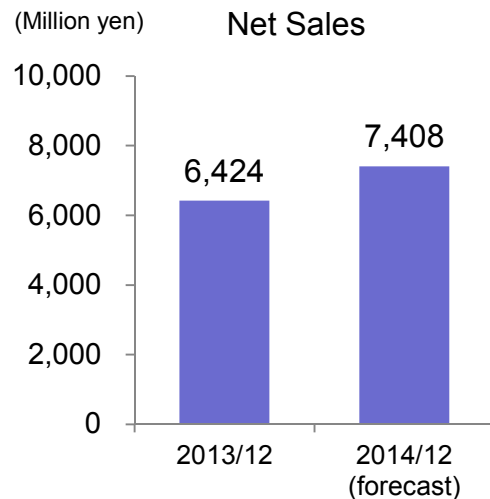
* The number of staff is the three-month average.

** The number of staff includes external staff for 4Q FY2013 and beyond.

Human Resources and Education Business:

Technology business Priority measures for FY2014

Continuing to promote enhancement of marketing capability and structural reforms through collaboration among Group companies.

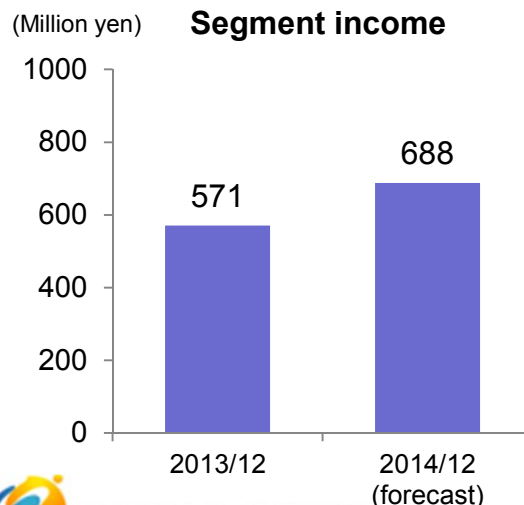


Production
technology
field

- Enhancing marketing capability through collaboration with the Factory business.
- Cost improvement

Design
development
field

- Joint project with leading manufacturers
- Fostering of repair engineers
- Fostering of engineers by stepping up collaboration with Advan.
→Boosting the number of staff.
- Expanding acquisition of new contracts for high productivity business.

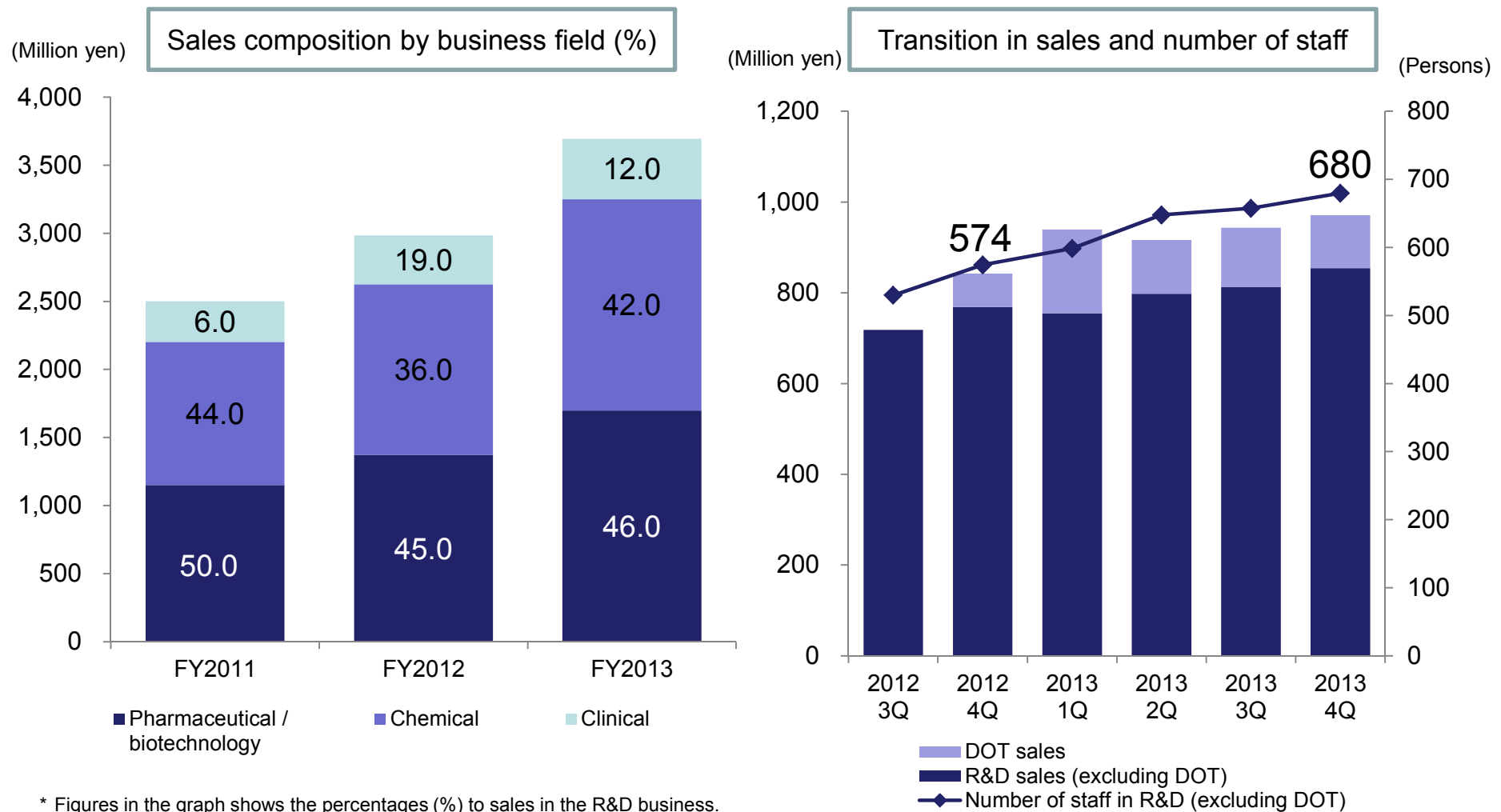


Establishing a robust profit base that is less susceptible to changes in the semiconductor market conditions.
Expanding higher value-added design development category.

Human Resources and Education Business:

R&D business Sales composition by business segment and the number of staff

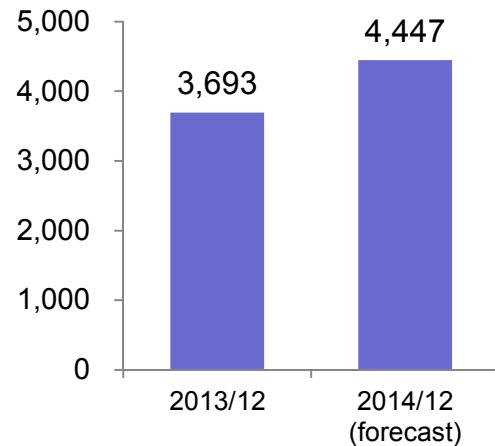
Actively recruiting personnel against the backdrop of synergy effect with DOT and a rise in demand in the pharmaceutical and biotechnology fields.



Human Resources and Education Business: R&D business Priority measures for FY2014

Promoting customer acquisition by leveraging synergy effects in marketing

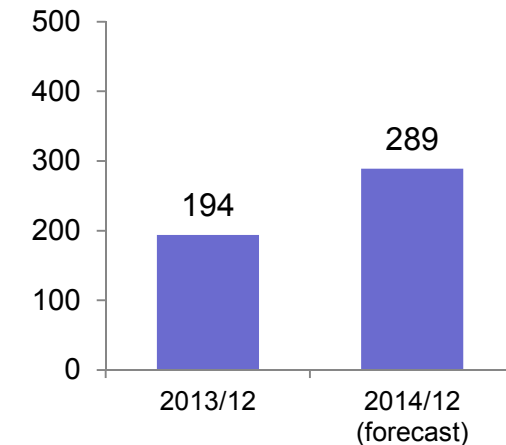
(Million yen) Net Sales



Synergy effects

- Expanding the customer share (marketing collaboration for WITC's customers)
- Increasing the number of sales staff (training of sales staff by DOT)
- Increasing the rate of dispatched workers in employment.

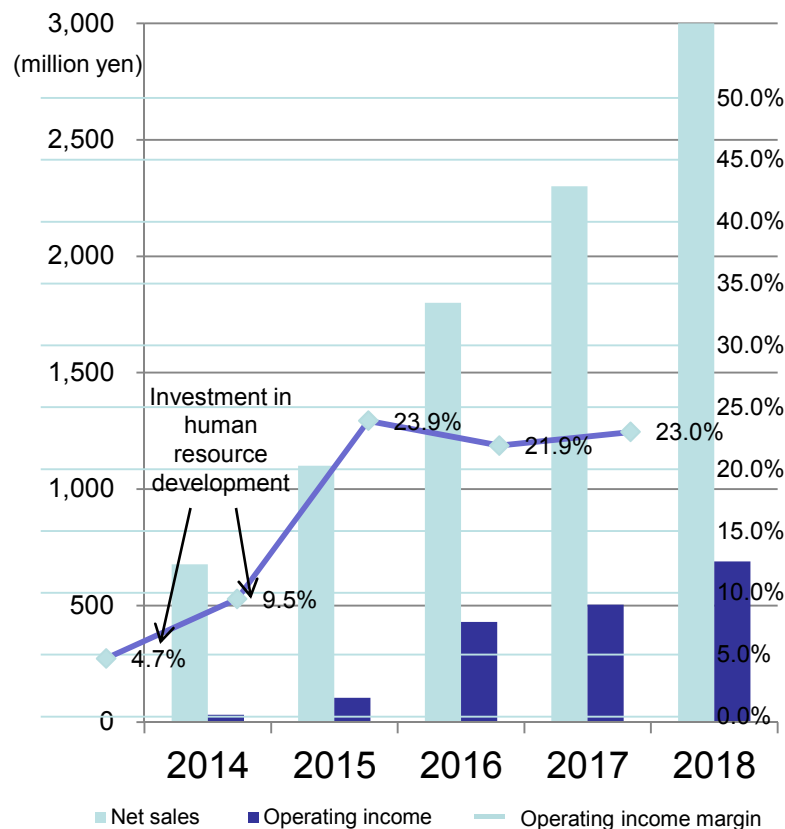
(Million yen) Segment income



Expanding the scope of business in promising areas such as regenerative medicine.

Human Resources and Education Business: R&D business Growth strategies centering on DOT

◆ Synergy effects (growth strategies)



The number of staff	2014	2015	2016	2017	2018
	81	105	171	219	286

◆ Three measures to accomplish growth strategies

Strengthening marketing capability
(launching Sales Department under the initiative of WI)

- Sharing customer resources with WITC
- Introducing systematic marketing
- Introducing a new customer acquisition method (with prospects of acquiring several major customers)

Stepping up recruitment
(launching Recruitment Department under the initiative of WI)

- Collaborating with WITC for sharing human resources.
- Start hiring new graduates (10 persons in the first year).
- Recruit by using an original method (recruitment channels other than staff placement agencies)

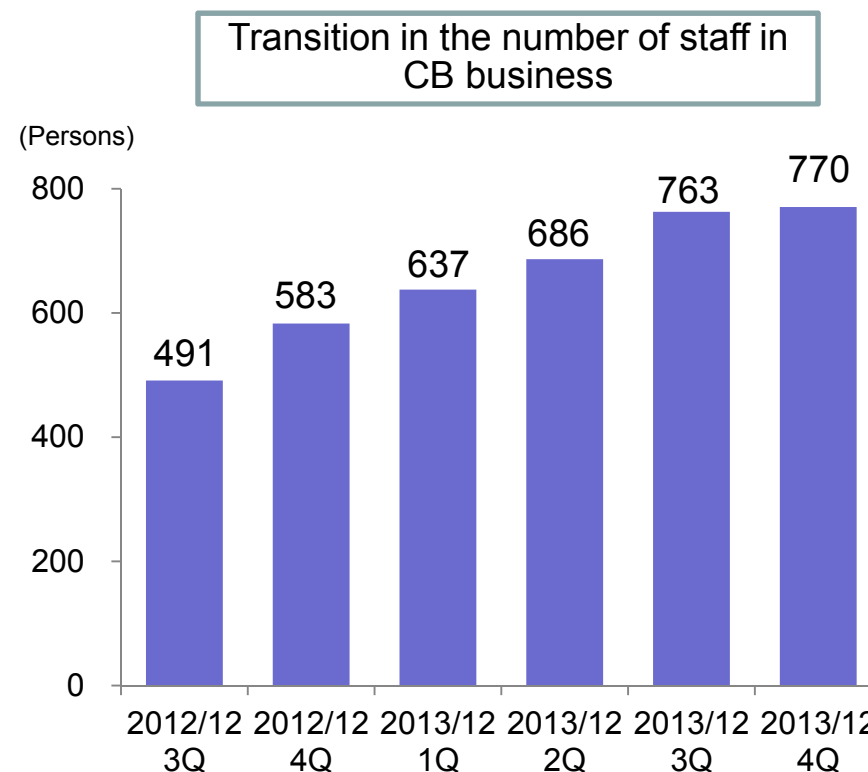
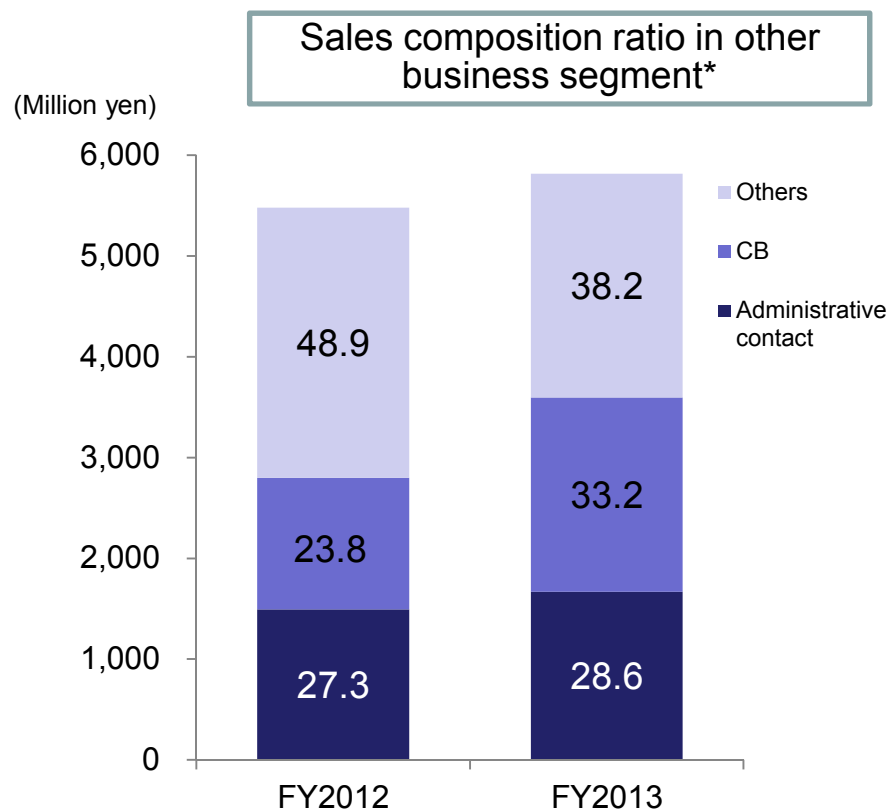
Areas to be strengthened in the future

- **Disease area** (cancer / central nerve / circulation organs)
- **Clinical study** (regenerative medicine such as embryonic stem cells)
- **Global** (Domestic liaison office of overseas manufacturers)

Human Resources and Education Business

CB (dispatch of sales personnel) Business (Other business segment)

**By promptly responding to request for staffing,
we are exploiting demand for certain.**



* The number of staff shows the three-month average.

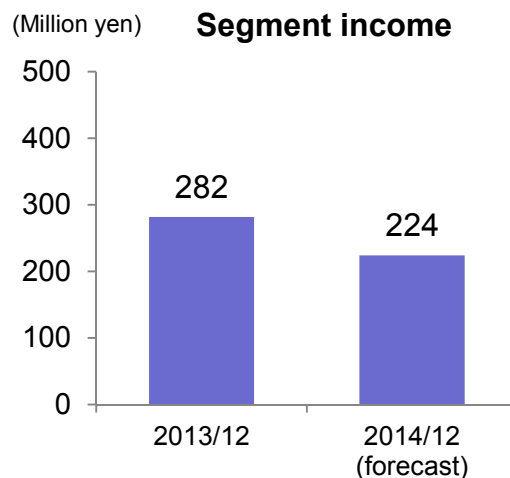
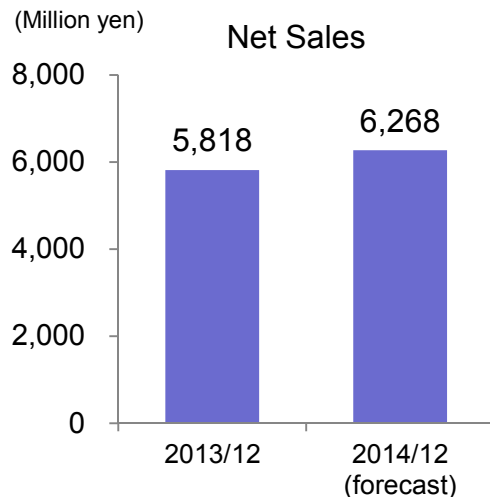
* Figures in the graph show the sales composition ratio (%) in other business segment.

** Other business segment comprises the CB business for dispatch of sales personnel, the Disabled Persons Employment Support business of GEOGRAPHIC INFORMATION OF KYUSHU, INC., Education business of Advan Co., Ltd. And Construction business for dispatching construction managing engineers, etc.

Human Resources and Education Business :

Others Priority measures for FY2014

Expanding business area and size



CB

- Expanding the apparel business
- Expanding the casual area

OCS

(Office career support)

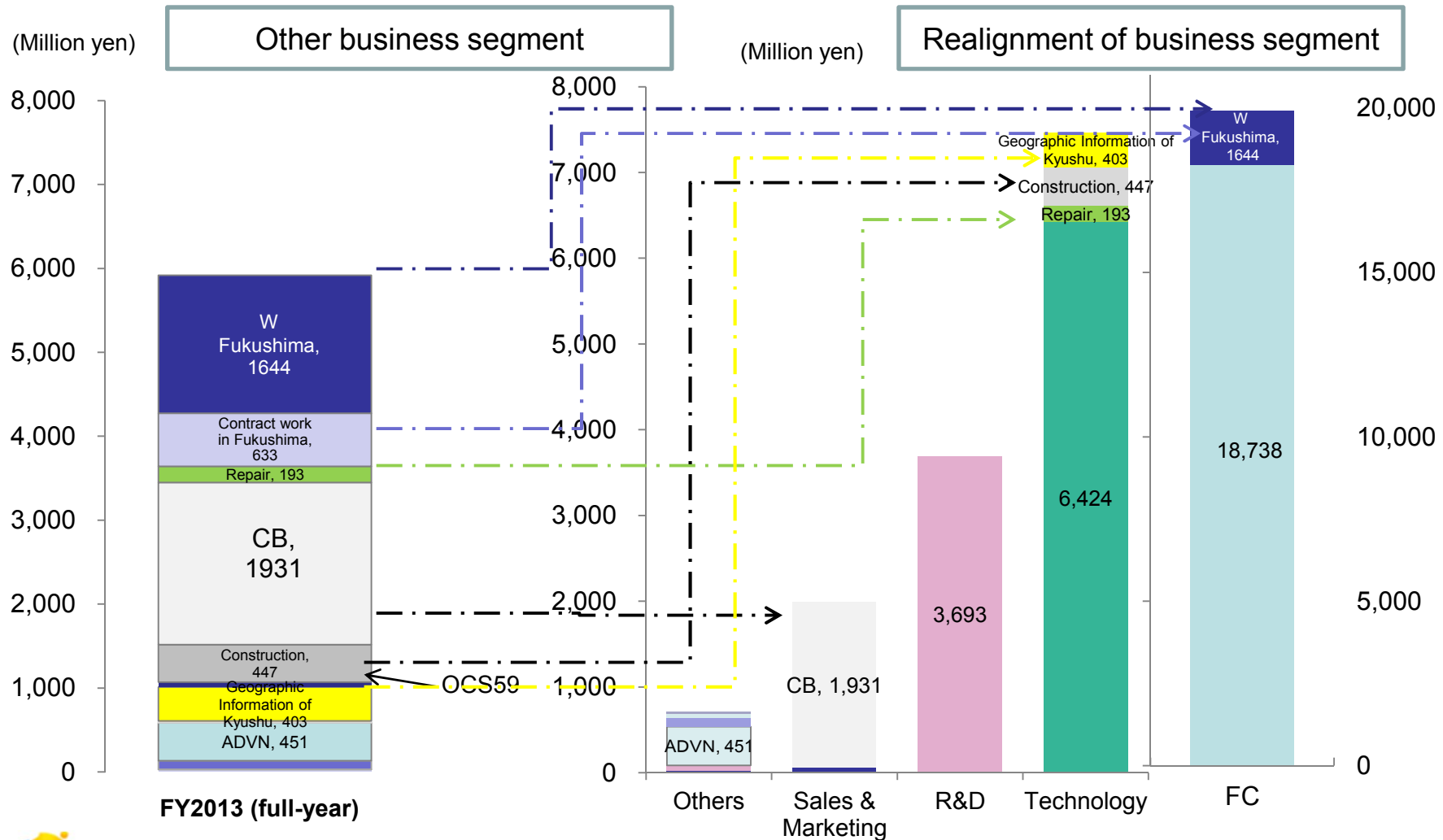
- Dispatch of clerical workers
- Dispatch of call center operators

Construction

- Dispatch of construction management engineers
- Design assistants, CAD operators
- Field clerical workers

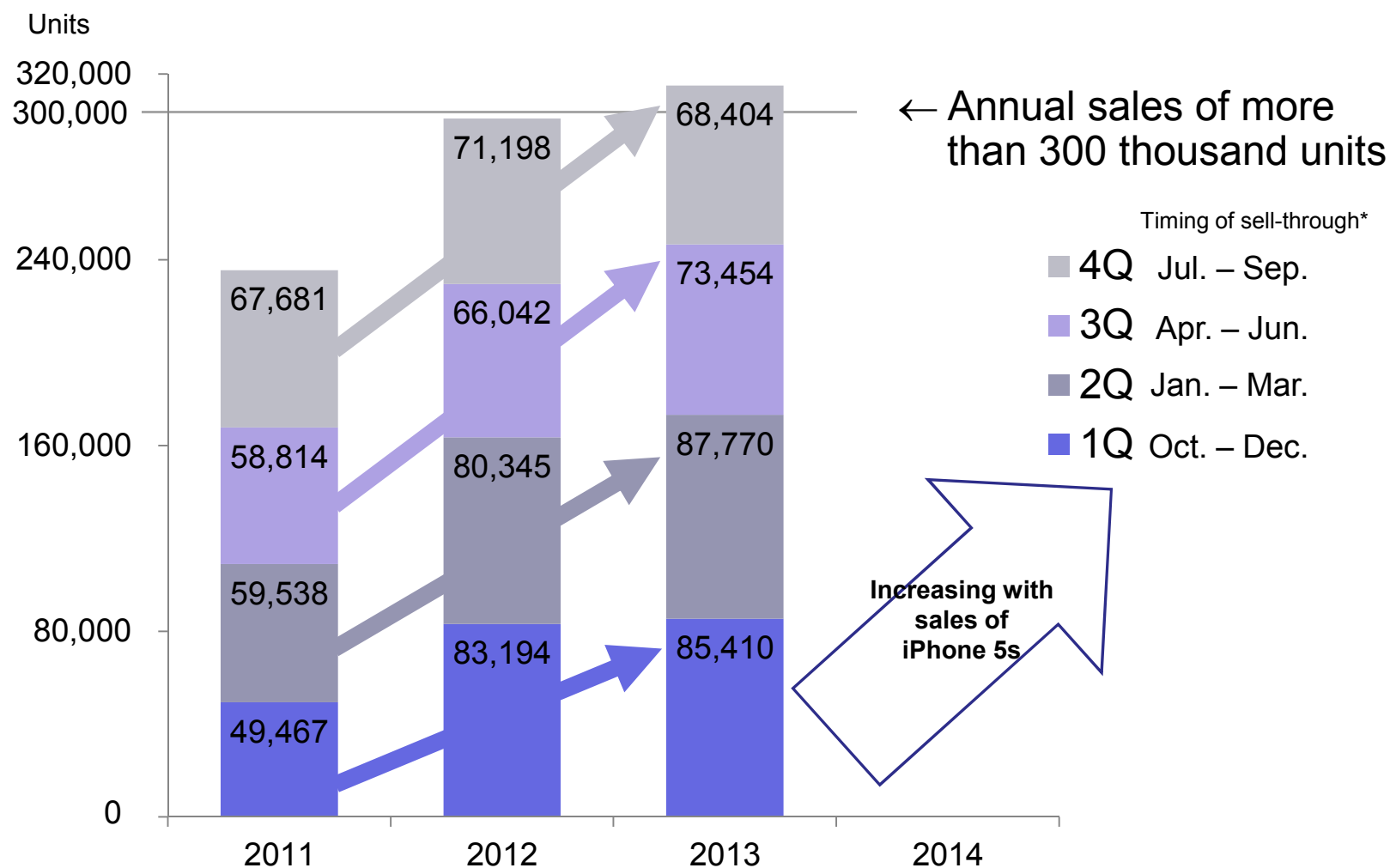
Human Resources and Education Business: Realignment of business segment (planned)

Business segments are planned to be realigned because the other business segment expanded in the scale of business to exceed that of independent business segments.



Information & Telecommunications Business:

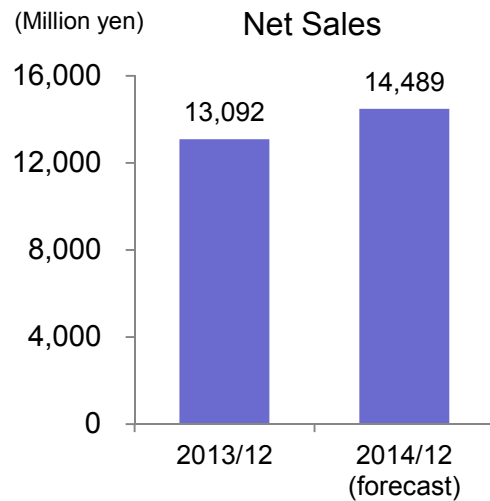
Trends in total unit sales of mobile phones and smartphones



Information & Telecommunications Business:

Priority measures for FY2014

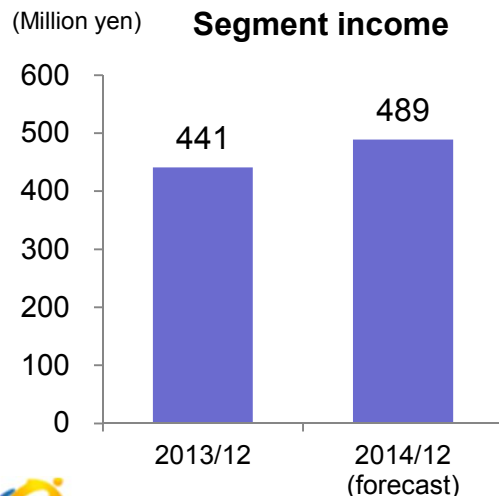
Strengthening earnings capacity by building the largest shop network in each region and boosting sales of new merchandise.



For individual customers

Strengthening human resource development and capital investment, including opening, relocation and refurbishment of stores.

Expanding sales areas by leveraging our strengths, such as operating walk-in insurance and mobile phone shops, etc.



For corporate customers

Strengthening the customer support system

Strengthening the sales system for LED lamps



Real Estate Business: Status of marketing activities for the year

Promoting purchase by taking business profitability into account and community-based sales.

Purchase situation

Tokyo metropolitan area:	11 properties
Tohoku area:	4 properties
<u>Kinki area</u>	<u>2 properties</u>
Total	17 properties

Equivalent to sales of
27.3 billion yen

Delivery situation

In-house developed properties: 94 properties (Tokyo metropolitan area: 94 properties)
Contract selling properties: 165 properties (Tokyo metropolitan area: 74 properties;
Tohoku area: 91 properties)

*About 90 percent of contracted, internally developed properties were delivered.

Sales situation

385 properties were contracted for sale.

In-house developed properties:	53 properties for the current fiscal year; 186 properties for the next fiscal year or thereafter
Contract selling properties:	68 properties for the current fiscal year; 78 properties for the next fiscal year or thereafter

Real Estate Business:

Condominiums to be supplied in the Tokyo metropolitan area (World Residential)

FY2014

2 projects / 73 units

5 projects / 352 units

FY2015

Residential Monzen-nakacho East

Koto-ku, Tokyo (28 units)



Residential Tsunashima

Kohoku-ku, Yokohama (45 units)



Arai Yakushi-mae Project

Nakano-ku, Tokyo (37 units)

Shinagawa Nakanobu II Project

Shinagawa-ku, Tokyo (52 units)

Toyochō Project

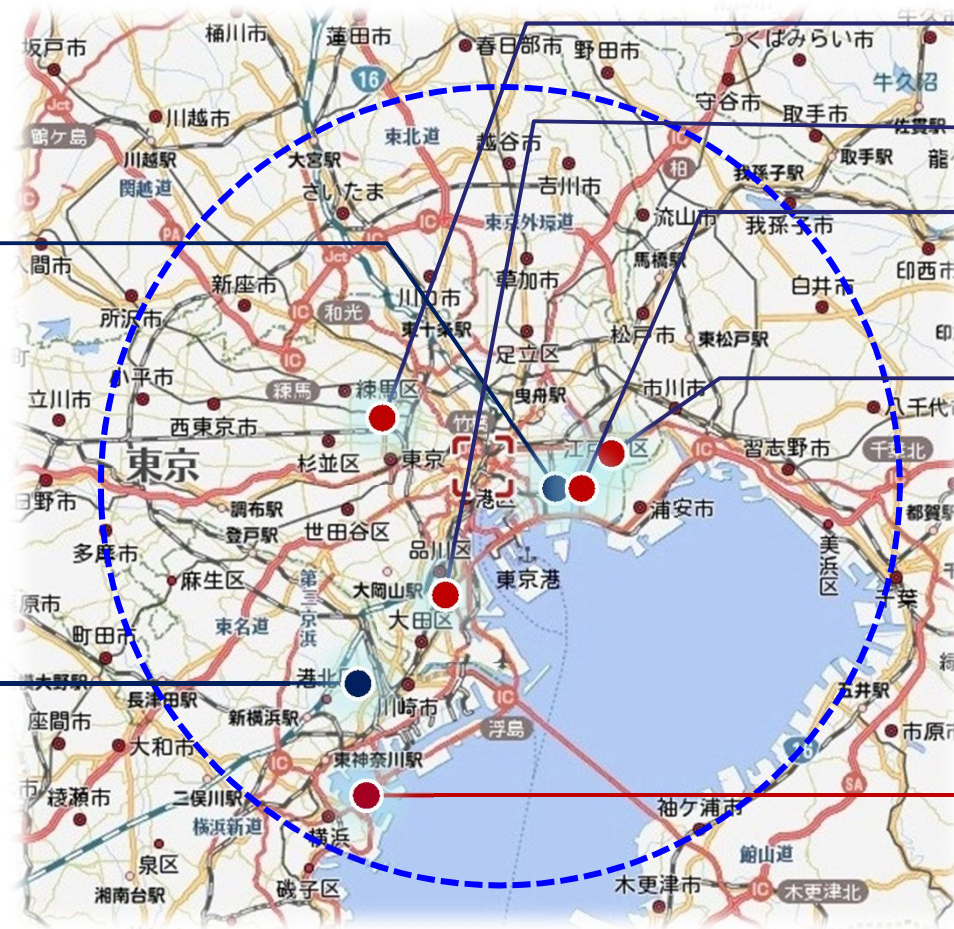
Koto-ku, Tokyo (107 units)

Ichinoe Project

Edogawa-ku, Tokyo (97 units)

Branz Yokohama Bashamichi Residential

(joint project)
Naka-ku, Yokohama
(130 units)
(59 units)



Real Estate Business:

Single-family housing to be supplied in the Tokyo metropolitan area (World Residential)

FY2014

1 project (11 units)

Residential Noie Komazawa

Setagaya-ku, Tokyo (11 units)



Background factors behind branching out into the single-family housing business

1

Effective use of property information

2

Drawing on advanced product planning expertise cultivated in the condominium business

3

Diversification of business cycle

Real Estate Business:

Properties to be supplied in Tohoku area (World iCity)

FY2014

2 projects (126 units)

2 projects (271 units)

FY2015

Residential Minami Sendai

Taihaku-ku, Sendai City (54 units)



Residential Kaiseizan Koen

Koriyama City, Fukushima Pref. (72 units)



Aomori Pref.

Akita Pref.

Iwate Pref.

Yamagata Pref.

Miyagi Pref.

Fukushima Pref.

Residential Aoyama Ekimae

Aoyama, Morioka City (38 units)



Asuto Nagamachi Project

Taihaku-ku, Sendai City (70 units)



Sendai City Reconstruction Public Housing

Taihaku-ku, Sendai City (163 units)



Real Estate Business: Kinki area (Wisteria Homes)

■ Kinki area: favorable market environment ■

<Condominium market trends in the Kinki area in 2013>

Number of units supplied: 24,684 units (up 6.1% YoY)
Average price: 34,960,000 yen (up 580,000 yen YoY)
Monthly contract rate: 79.6% (up 2.7 percent point YoY)
Property inventory: 2,260 units (down 497 units YoY)

January 2013: Established Wisteria Homes Co., Ltd. in Osaka City.

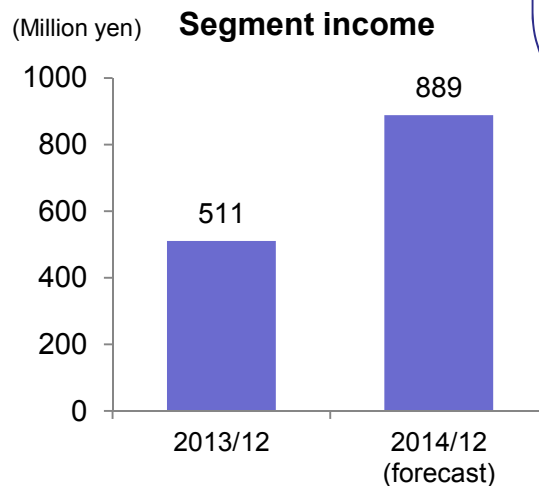
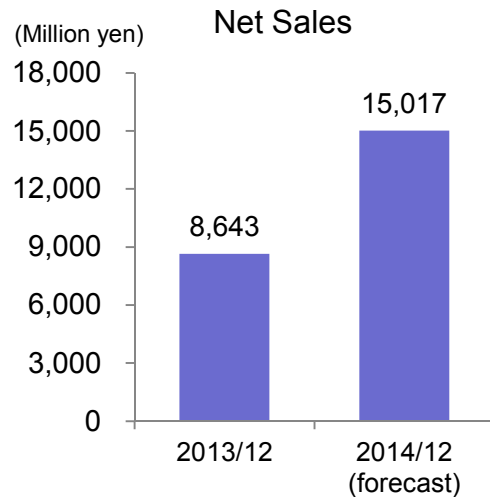
July 2013: Started up operation on a full-scale basis. Acquired land for two projects (scheduled to be recorded for FY2015).

2 projects (100 units)

FY2015



Real Estate Business: Priority measures for FY2014



Shrinking of the market

- Declining birthrate and aging population

Cost increase

- Construction cost
- Land cost

Expanding the scope of business

- Areas (Tokyo metropolitan area, Tohoku area and Kinki area)

Securing profitability of project

- Establishing a construction management (CM) system.
- Specifications designed to accommodate the needs of targets
- Reconsidering the sales technique

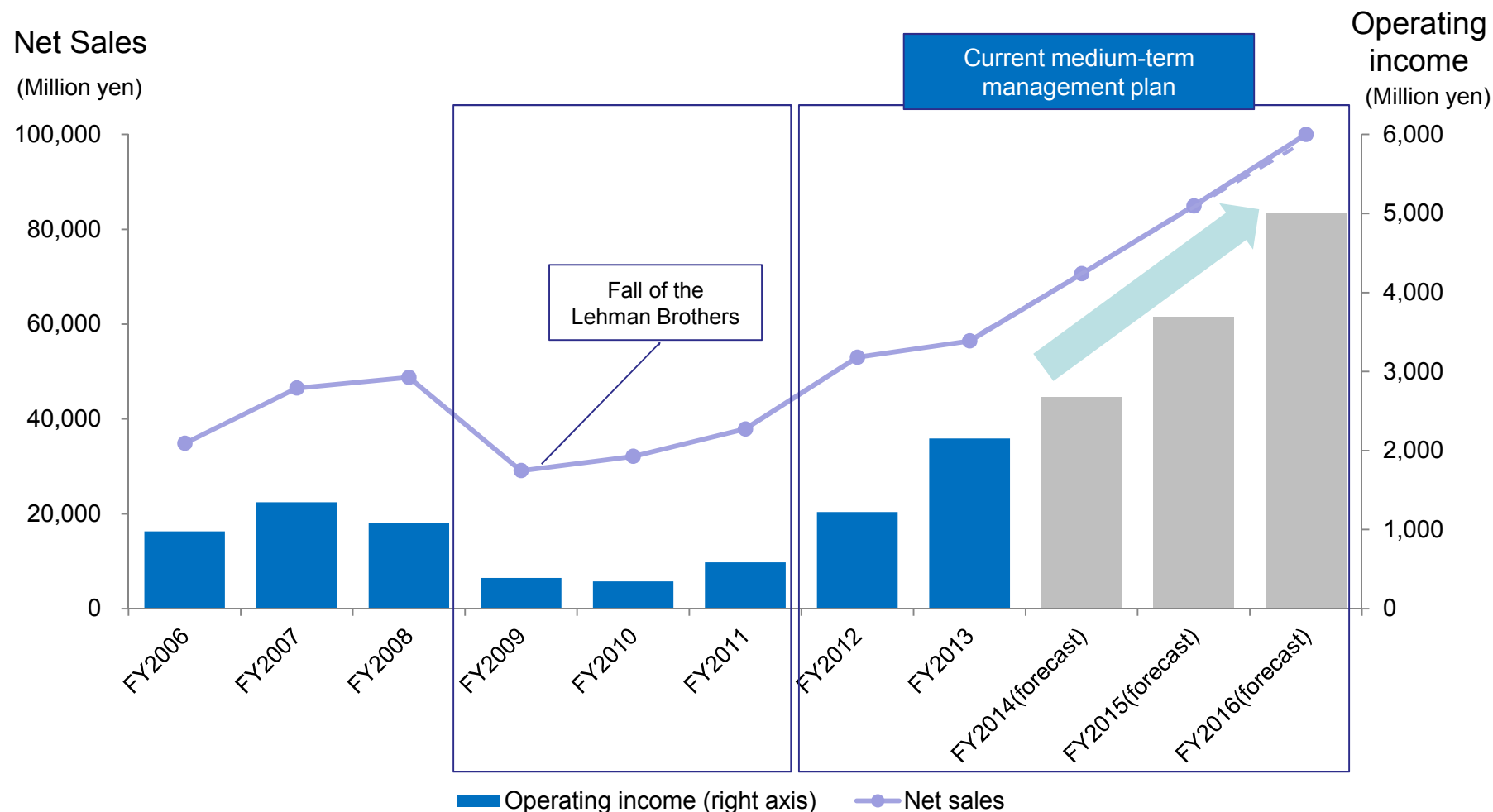
Accommodating changes in the market environment

Rebuilding business portfolio

Condominiums / single-family housing / housing lot for sale / others

III. Shifting to a Holding Company System

Trends in Consolidated Earnings and the Medium-term Management Plan



We need to restructure the organizational system of the Group to further accelerate the growth speed.

Shifting to a Holding Company System

We have resolved to shift to a holding company through company split with July 1, 2014 as the target date.

Purposes of shifting to a holding company system

Transferring authority to each business and clarifying the allocation of responsibilities.

Establishing a system that allows agile and flexible decision making for the launch of new businesses and M&A, etc.

Accelerating the Group's sustainable growth by maintaining and advancing the strong governance system.

Adopting a holding company system is essential

Future schedule

February 17, 2014
Board of Directors for resolution
of absorption split

March 20, 2014 (planned)
General Meeting of Shareholders
for resolution of absorption split

July 1, 2014 (planned)
Shifting to a holding company
system

How to shift to a holding company system

The Company plans to succeed business to a wholly-owned subsidiary through an absorption-type company split (the "Company Split") with the Company as a splitting company.
After the Company Split, the Company plans to change its trade name and maintain the listing of its stock.

Targets to Be Achieved

1

Establishing management and organizational frameworks that allow each business segment to operate independently

- ✓ Separating formulation of management strategy and execution of operations to establish an organizational framework for managing the entire Group.
- ✓ Transferring authority to each business and clarifying the allocation of responsibilities.
- ✓ Speeding up the management by simplifying the decision-making process and promoting streamlining.
- ✓ Increasing independence and competitiveness by stepping up collaboration within each business segment and placing each business segment on an equal footing.

2

Actively investing in new growth fields

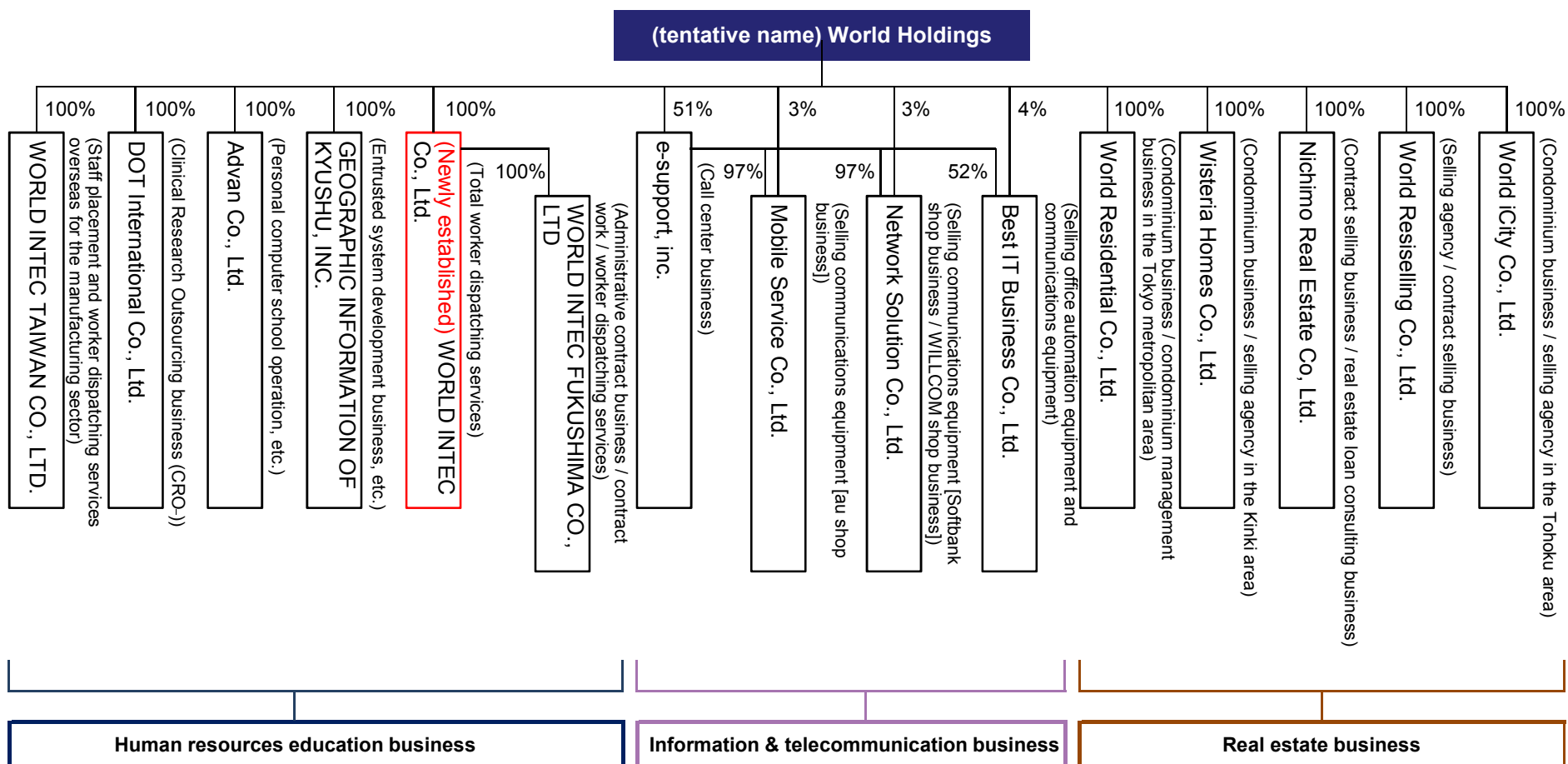
- ✓ Actively allocating management resources in business fields with growth potential.
- ✓ Actively utilizing M&A to launch new businesses agilely and expanding the scale and scope of businesses.

3

Further enhancing corporate value

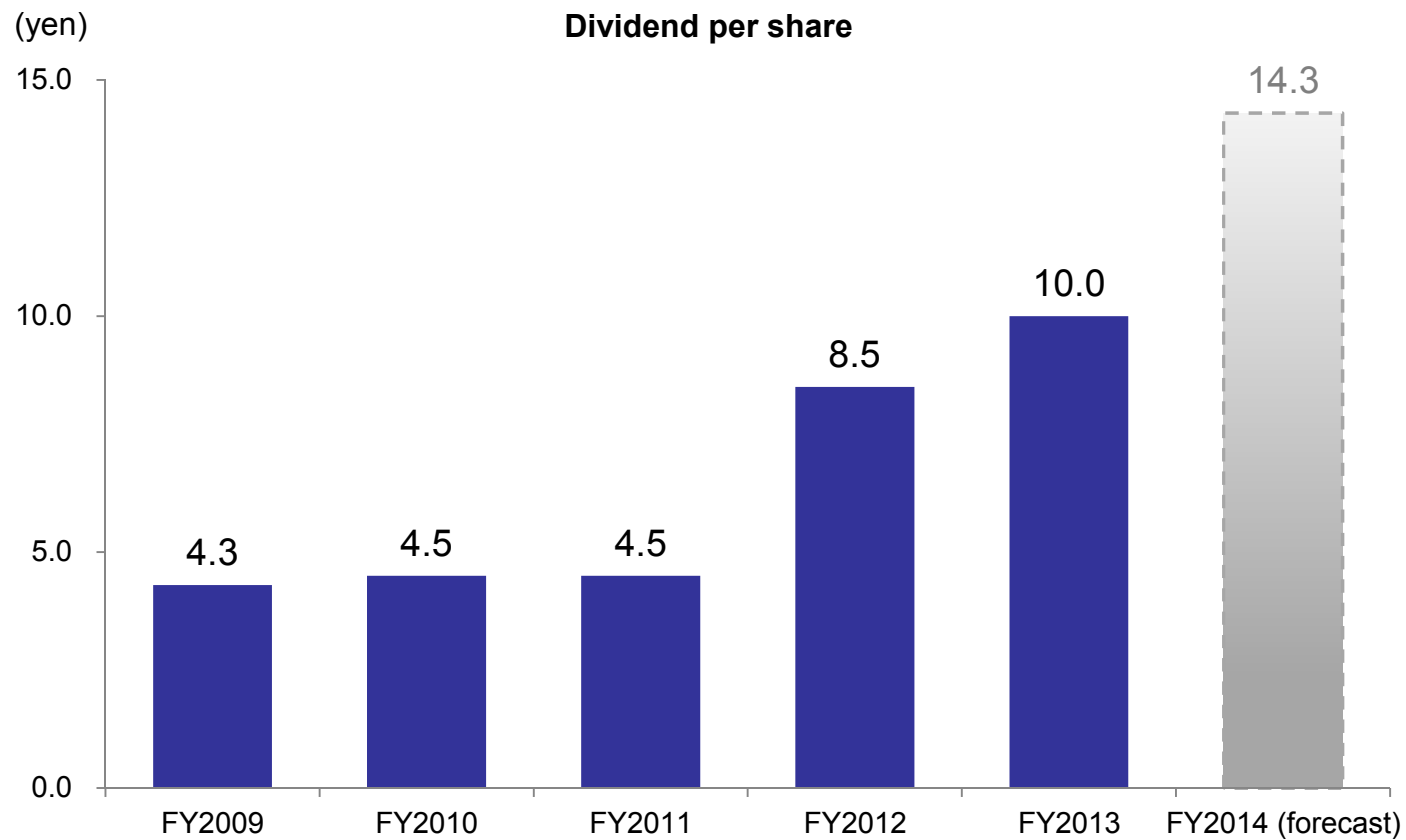
- ✓ Enhancing corporate value by boosting shareholder returns based on sustainable growth of the Group.

The Group's Organizational Structure after Adopting the Holding Company System



Shareholder Returns

Maintaining dividend increase in line with profit growth



APPENDIX

World Intec 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
Established	February 12, 1993
CEO	Eikichi Iida
Main Businesses	Human resources business centered on manufacturing (R&D, Design/development, production technology, manufacturing, logistics, sales, after-sales services)
Capital	¥701 million (as of June 30, 2013)
Workforce	9,373 (consolidated/ as of December 31, 2013)
Locations	63 (consolidated/ as of December 31, 2013)
Listed Date	February 9, 2005 (JASDAQ Stock Exchange / Stock Code 2429)

JOB PAPER



Link to the Official Facebook Page



Human Resources and Education Business: Reference Data

Trends in sales of factory business by region and industry sector

Factory business

[Percentage of sales by region]

	Kyushu	Chugoku	Kansai	Tokai	Kanto	Tohoku			Japan	Taiwan	Total
FY2013	32.6	31.3	7.2	3.6	17.2	8.1	2013/4Q		5,424	236	5,660
FY2012	40.5	28.8	7.0	3.3	13.5	6.9	FY2012		6,089	339	6,428
FY2011	44.9	24.9	7.2	5.5	14.0	3.5	FY2011		4,846	529	5,375

[Number of staff]

*Number of staff until FY2012/1Q includes that in WORLD INTEC FUKUSHIMA but not thereafter.

[Percentage of sales by business category]

	Semi-conductor	Electrical & electronics	Machinery	Chemical	Automobile	Environmental energy	Logistics	Food/ consumables	Precision equipment	Pharmaceuticals	Others
FY2013	23.7	21.6	8.2	3.3	10.2	5.3	10.8	3.9	1.9	0.0	11.0
FY2012	25.0	18.8	8.2	3.3	11.5	4.6	6.7	3.2	6.3	0.2	12.2
FY2011	33.9	13.8	10.5	6.1	8.5	6.3	2.8	2.8	2.4	0.4	12.5

Human Resources and Education Business: Reference Data

Trends in sales of technology business by region and industry sector

Technology business

[Percentage of sales by region]

[Number of staff]

	Kyushu	Chugoku	Kansai	Tokai	Kanto	Tohoku		Japan
FY2013	36.3	26.2	10.0	3.1	20.0	4.5	FY2013	1,263
FY2012	44.3	27.9	3.7	1.9	16.2	5.9	FY2012	1,380
FY2011	47.2	31.4	3.2	1.8	12.4	4.1	FY2011	1,374

[Percentage of sales by business category]

	Semi-conductor	Automobile	Electric & electronics	Machinery	Logistics	Precision equipment	Environmental energy	Pharmaceuticals	Chemical	Food/ consumables	Information & telecommunications	Others
FY2013	51.0	7.1	4.7	1.3	0.1	1.3	4.8	0.1	0.4	0.2	18.5	4.8
FY2012	58.9	6.2	5.3	1.4	0.0	1.4	4.1	0.3	0.5	0.1	14.8	5.2
FY2011	65.2	3.9	5.3	1.0	0.0	1.1	3.3	0.1	0.6	0.0	11.0	6.8

For more information

Akihiko Omoto
Public Relations and Investor Relations Department
Corporate Planning Division
World Intec Co., Ltd.

TEL 03-3516-1122
E-MAIL irinfo@witc.co.jp
URL <http://www.witc.co.jp/>

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