

FY2014 Second Quarter Financial Results



August 19, 2014
WORLD HOLDINGS CO., LTD.
JASDAQ (2429)

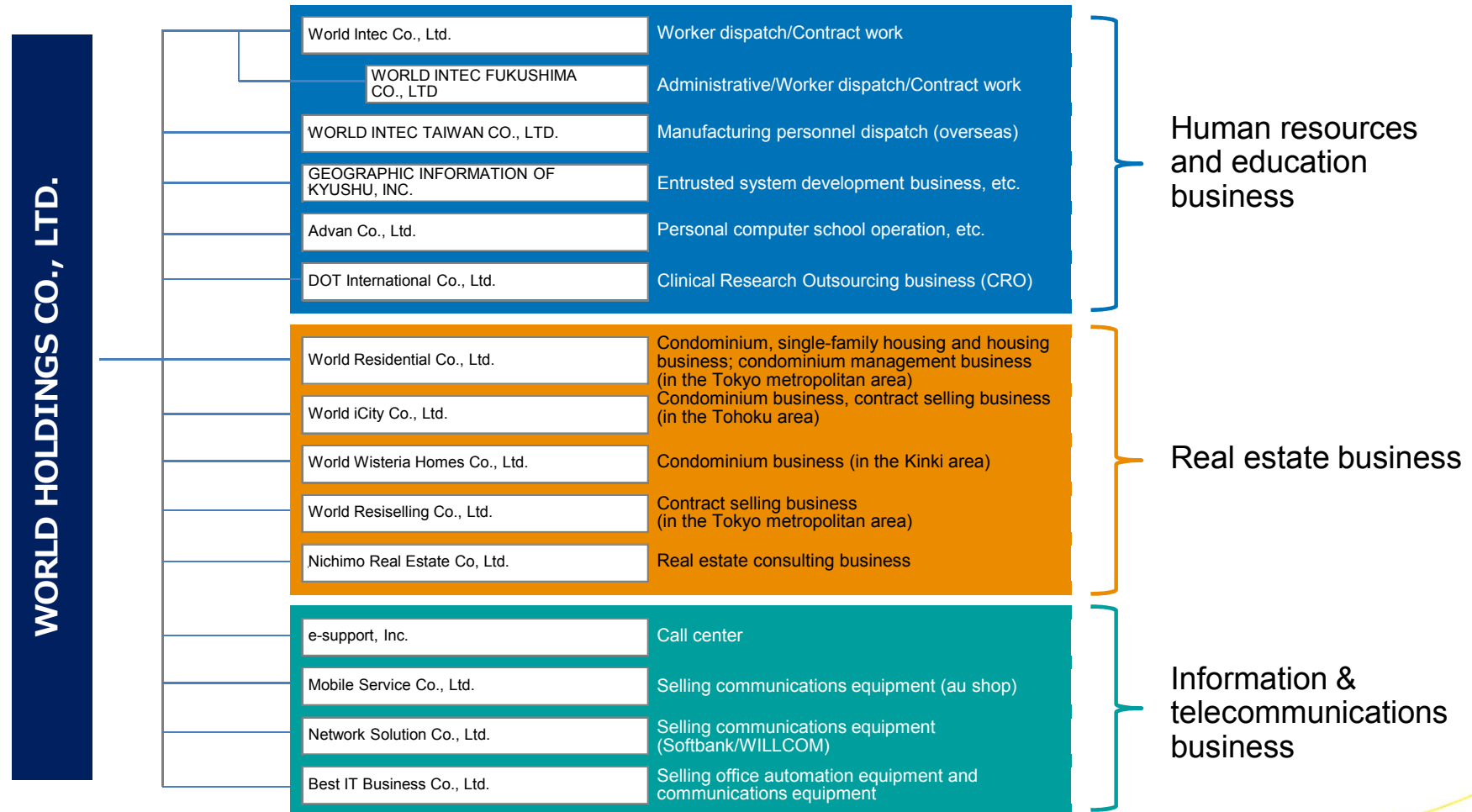
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- I. Shifting to a Holding Company System
 - II. Summary of Financial Results
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 - IV. Shareholder Returns

I. Shifting to a Holding Company System



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

Through the three core business of “Human resources and education business”
“Real estate business” “Information & telecommunications business,”
seek to “Empower people through work.”



Aim of Transition to World Holdings

By consolidating highly-related businesses, achieve a quicker understanding of current conditions and management decisions

Role of World Holdings

Creating new
businesses
and M&As

Finance and
human
resources

CSR

Branding

1

Establishment of management and organizational frameworks that allow each business segment to be managed in a speedy manner

- ✓ 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 entering new growth fields and making active investments including M&As

- ✓ 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.

Description of Segment Changes

By consolidating highly-related businesses, achieve a quicker understanding of current conditions and management decisions

Former segment	New segment	Contents
Factory business	Factory business	Factory business + (Formerly other) Contract work in Fukushima + WORLD INTEC FUKUSHIMA CO., LTD
Technology business	Technology business	Technology business + (Formerly other) Construction business + Repair Business + GEOGRAPHIC INFORMATION OF KYUSHU, INC.
Others Contract work in Fukushima WORLD INTEC FUKUSHIMA CO., LTD Repair Business Advan Co., Ltd. GEOGRAPHIC INFORMATION OF KYUSHU, INC. CB, Construction, OCS, others	Sales and marketing business	(Formerly other) CB business + OCS business
	Others	(Formerly other) Advan Co., Ltd., others
R&D business		No Change
Real estate business		No Change
Information & telecommunications business		No Change

Human resources and education business

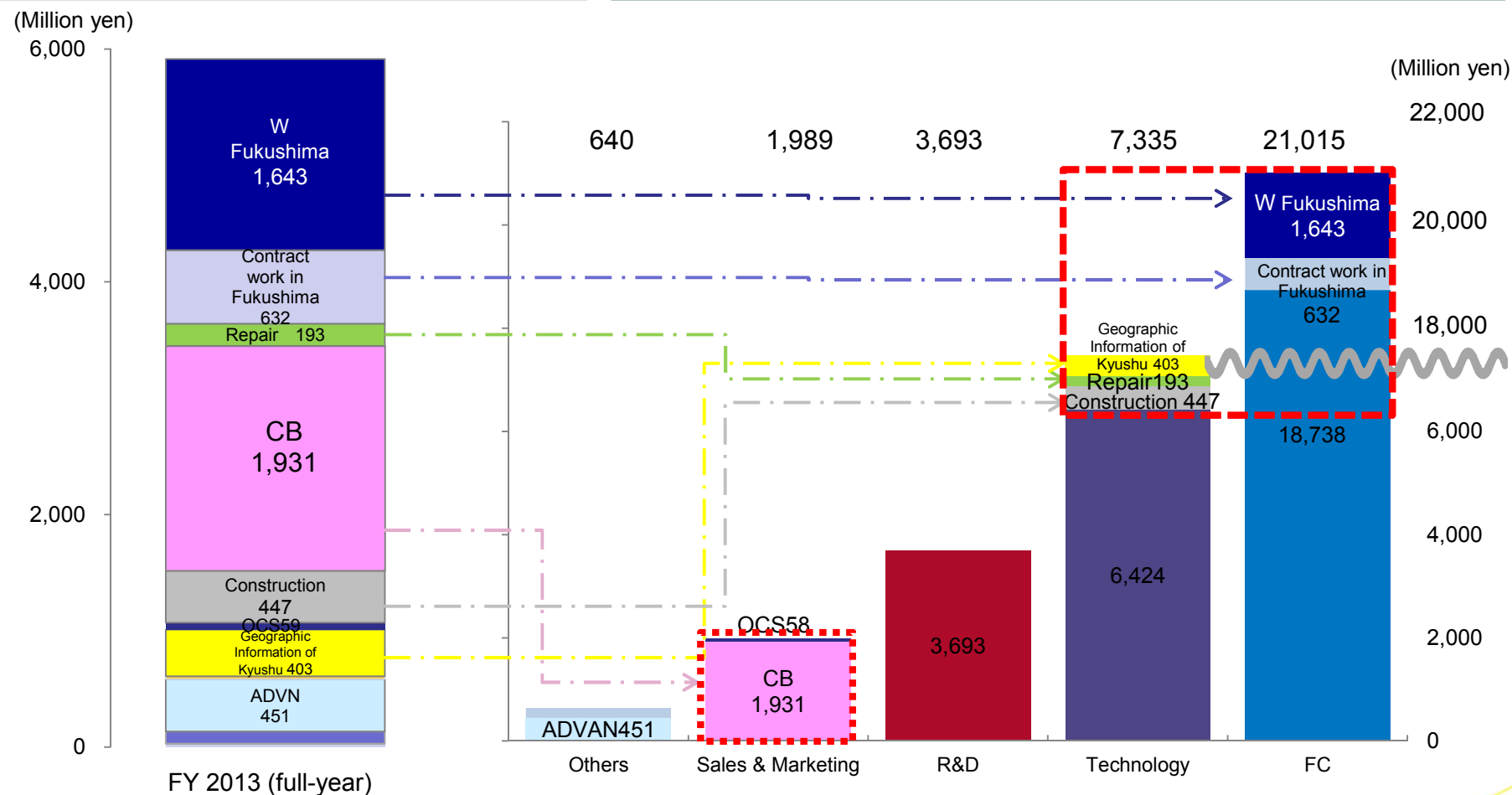
Impact of Segment Changes (FY2013)

[Before segment changes]

Others

[After segment changes]

The Others segment has been reorganized into each segment depending on the contents



II. Summary of Financial Results



FY2014 Second Quarter Summary

On a six-month basis, net sales, operating income, ordinary income, and net income reached **record highs**.

Operating income, ordinary income, and net income **upwardly revised (announced July 31)** due to **significant year-on-year increase**.

Unit: Million yen, %

	2013/1Q-2Q Cumulative total	2014/1Q-2Q Cumulative total	YoY		FY2014* 1Q-2Q forecast	Comparison with earnings forecast
			Change	Pct. Change		
Net sales	28,922	34,023	5,101	17.6	33,298	2.2
Operating income	1,154	1,824	670	58.1	910	100.4
Ordinary income	1,184	1,795	611	51.6	863	108.1
Net income	524	976	451	86.1	342	185.1

Earnings above the initial forecast

→ Performance significantly exceeded initial forecast due to extremely positive results in the factory business and real estate business

* Announced on February 12, 2014

Trends by Business Segment

Excluding the investment-focused “Others,” net sales up year on year for all segments

		Unit: Million yen, %	FY 2013 1Q-2Q total*	FY 2014 1Q-2Q total	YoY		FY2014 1Q-2Q forecast*
					Change	Pct. Change	
Human resources and education business	Factory business	Net sales	9,781	11,744	1,962	20.1	10,854
		Segment income	376	915	538	143.1	499
		Profit margin	3.9%	7.8%	—	—	4.6%
	Technology business	Net sales	3,536	4,149	613	17.4	4,273
		Segment income	251	291	40	16.1	329
		Profit margin	7.1%	7.0%	—	—	7.7%
	R&D business	Net sales	1,788	1,960	171	9.6	2,024
		Segment income	96	32	△64	△ 66.6	107
		Profit margin	5.4%	1.6%	—	—	5.3%
	Sales & Marketing business	Net sales	911	1,212	301	33.0	1,324
		Segment income	28	19	△ 9	△ 32.8	△7
		Profit margin	3.2%	1.6%	—	—	△0.5%
	Others	Net sales	368	312	△ 55	△ 15.1	253
		Segment income	48	20	△ 28	△ 58.3	7
		Profit margin	13.1%	6.5%	—	—	2.9%
Real estate business	Real estate business	Net sales	5,657	7,252	1,594	28.2	7,076
		Segment income	546	815	269	49.3	263
		Profit margin	9.7%	11.2%	—	—	3.7%
Information & telecommunications business	Information & telecommunications business	Net sales	6,878	7,391	513	7.5	7,495
		Segment income	264	235	△ 29	△ 11.1	295
		Profit margin	3.8%	3.2%	—	—	3.9%
Total		Net sales	28,922	34,023	5,101	17.6	33,298
		Elimination or corpor	△458	△505	△ 47	—	△582
		Operating income	1,154	1,824	670	58.1	911
		Operating margin	4.0%	5.4%	—	—	2.7%

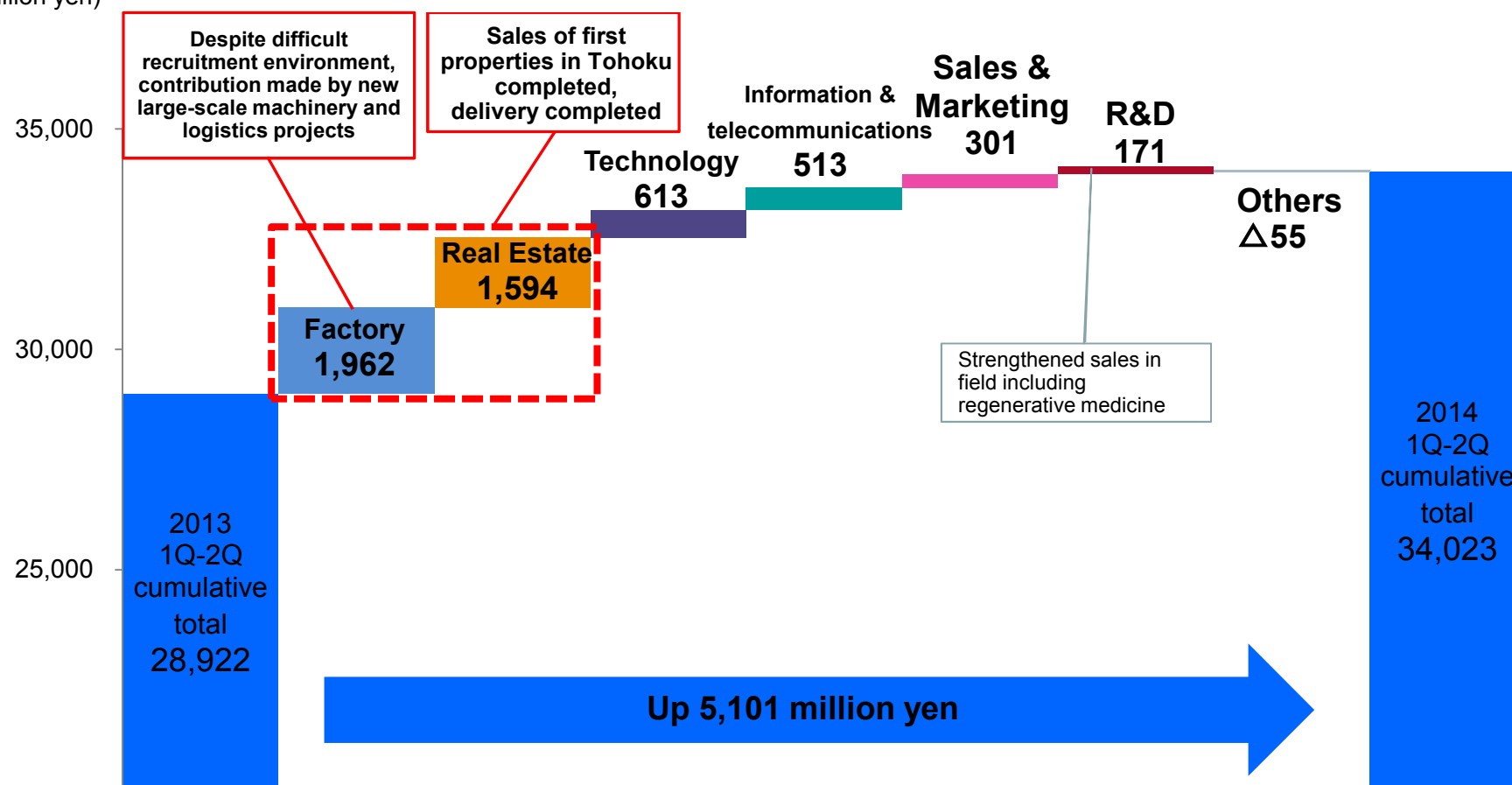
* Units less than one million yen rounded down

* The FY2013 results and February 18 forecasts have been reclassified in accordance with the segment changes.

Change in Net Sales by Segment

Sales in the factory business increased 1,962 million yen year on year, while sales in the real estate business were up 1,594 million yen year on year

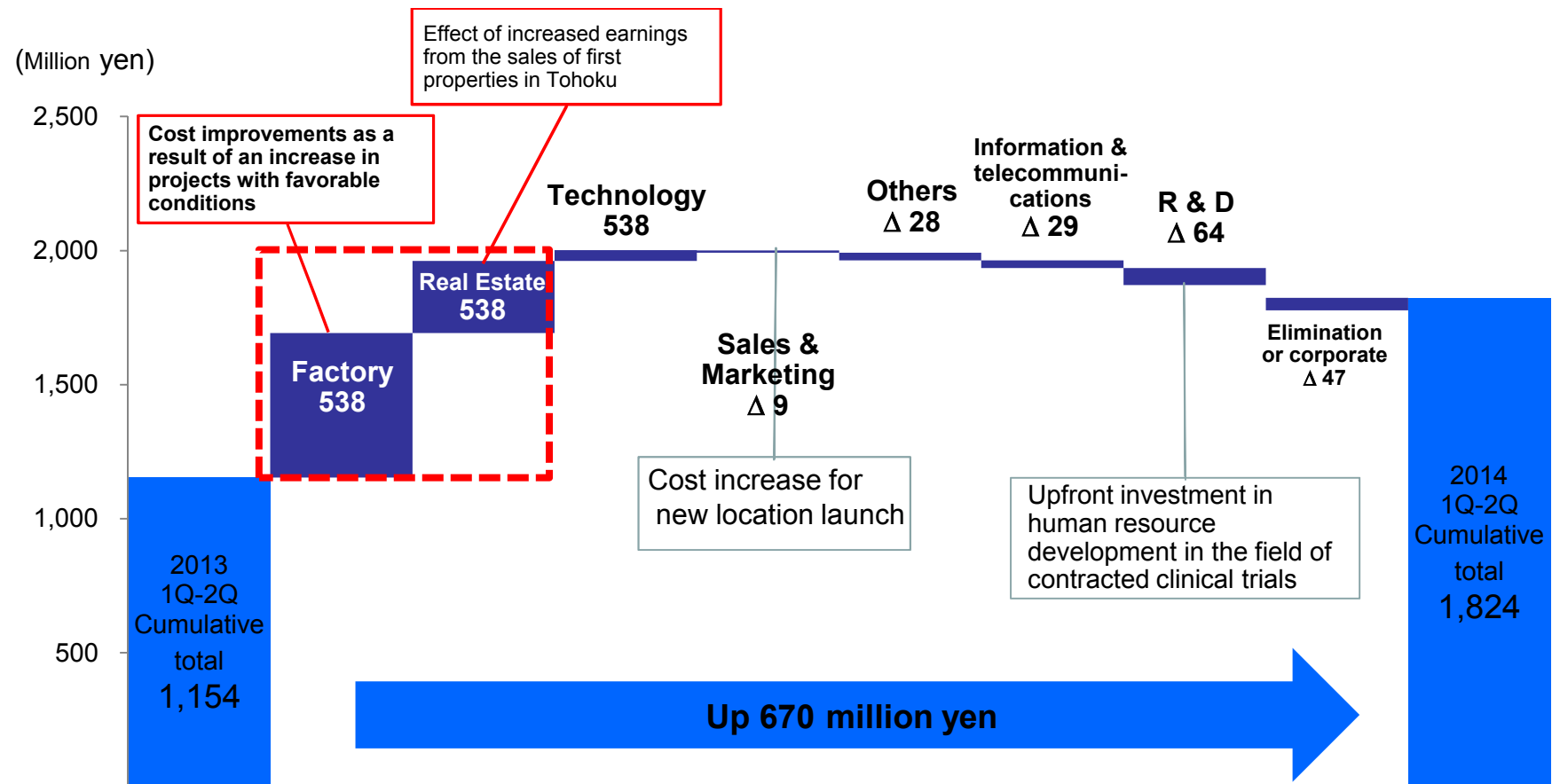
(Million yen)



Changes in Operating Income by Segment

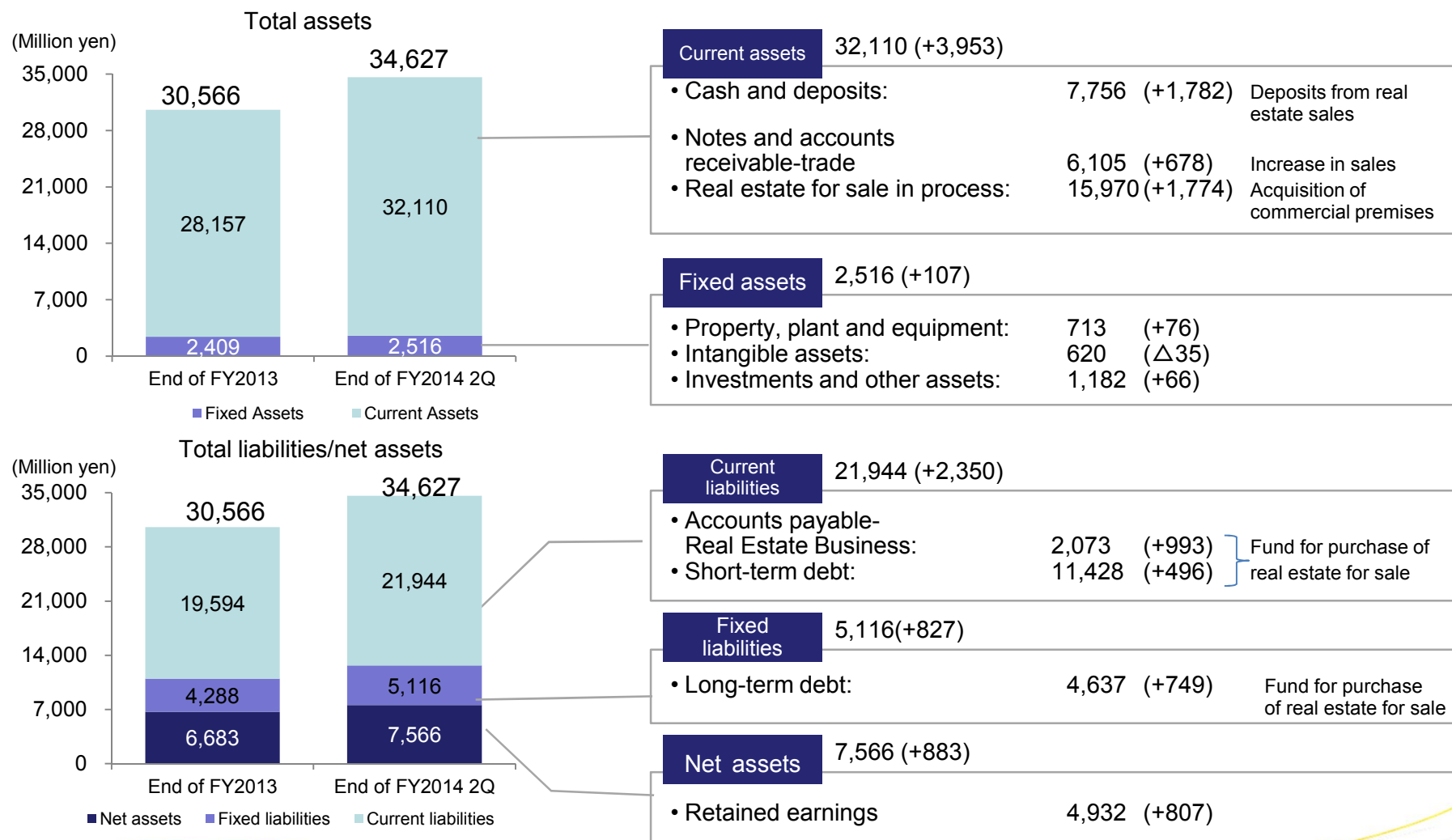
Operating income significantly higher than previous forecast

The main contributing factors were the acquisition of large orders and cost improvements in the factory business and strategic sales in the real estate business



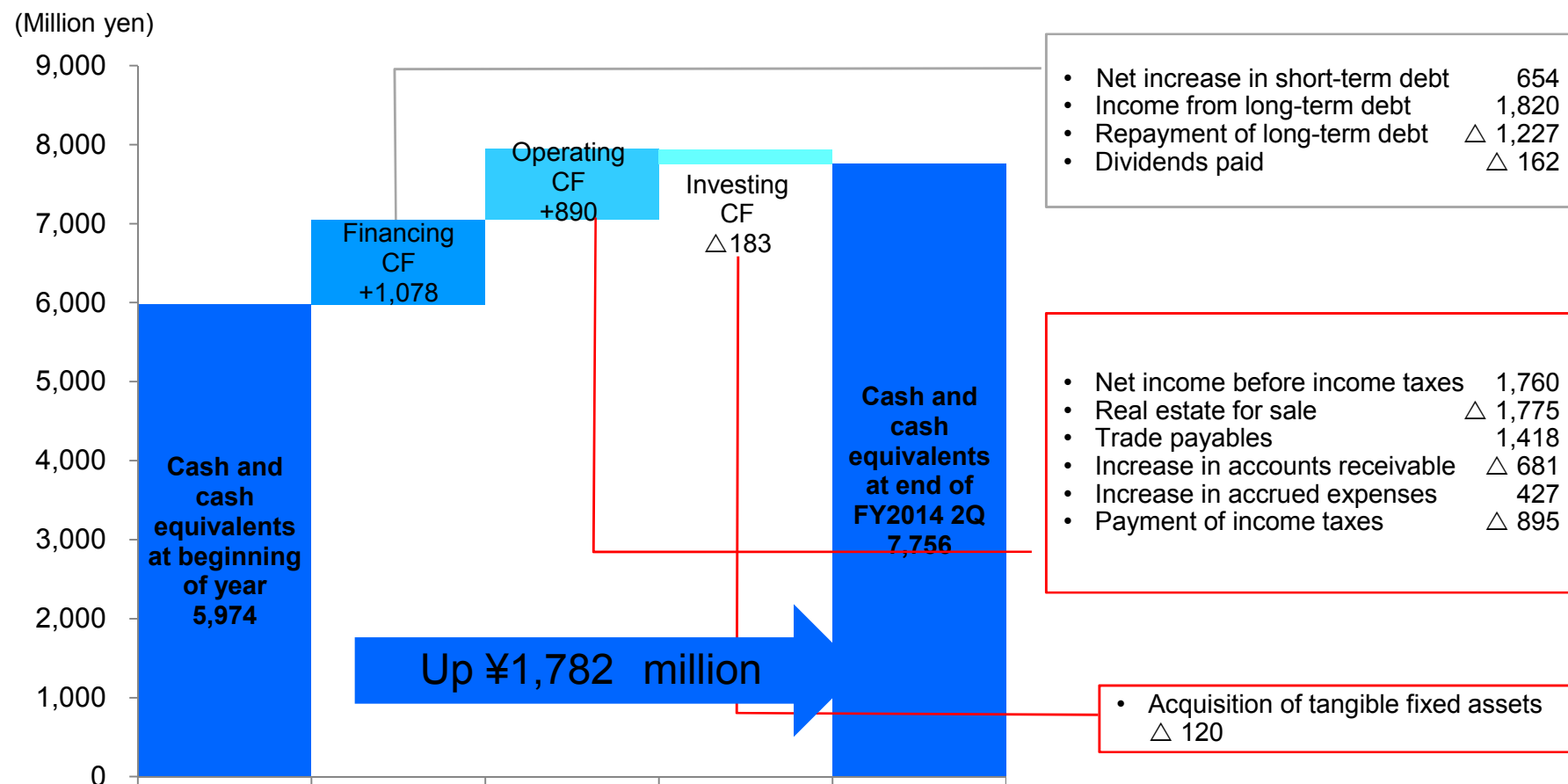
Financial Condition B/S

Total assets were 34,627 million yen, a 4,060 million yen increase from the end of the previous year.



Cash Flow

Financing CF increased 1,078 million yen, operating CF increased 890 million yen, and investing CF decreased 183 million yen



Summary of FY2014 Business Forecasts

There are no changes from the initial FY2014 business forecasts

	FY2013 actual	FY2014 forecast	Unit: Million yen, %	
			YoY	
			Change	Pct. Change
Net sales	56,450	70,620	14,170	25.1
Operating income	2,120	2,680	560	26.4
Ordinary income	2,164	2,571	407	18.8
Net income	834	1,201	367	44.0
EPS (yen)	49.6	71.4		
Dividend per share (yen)	10.0	14.3		

Business Forecasts by Segment

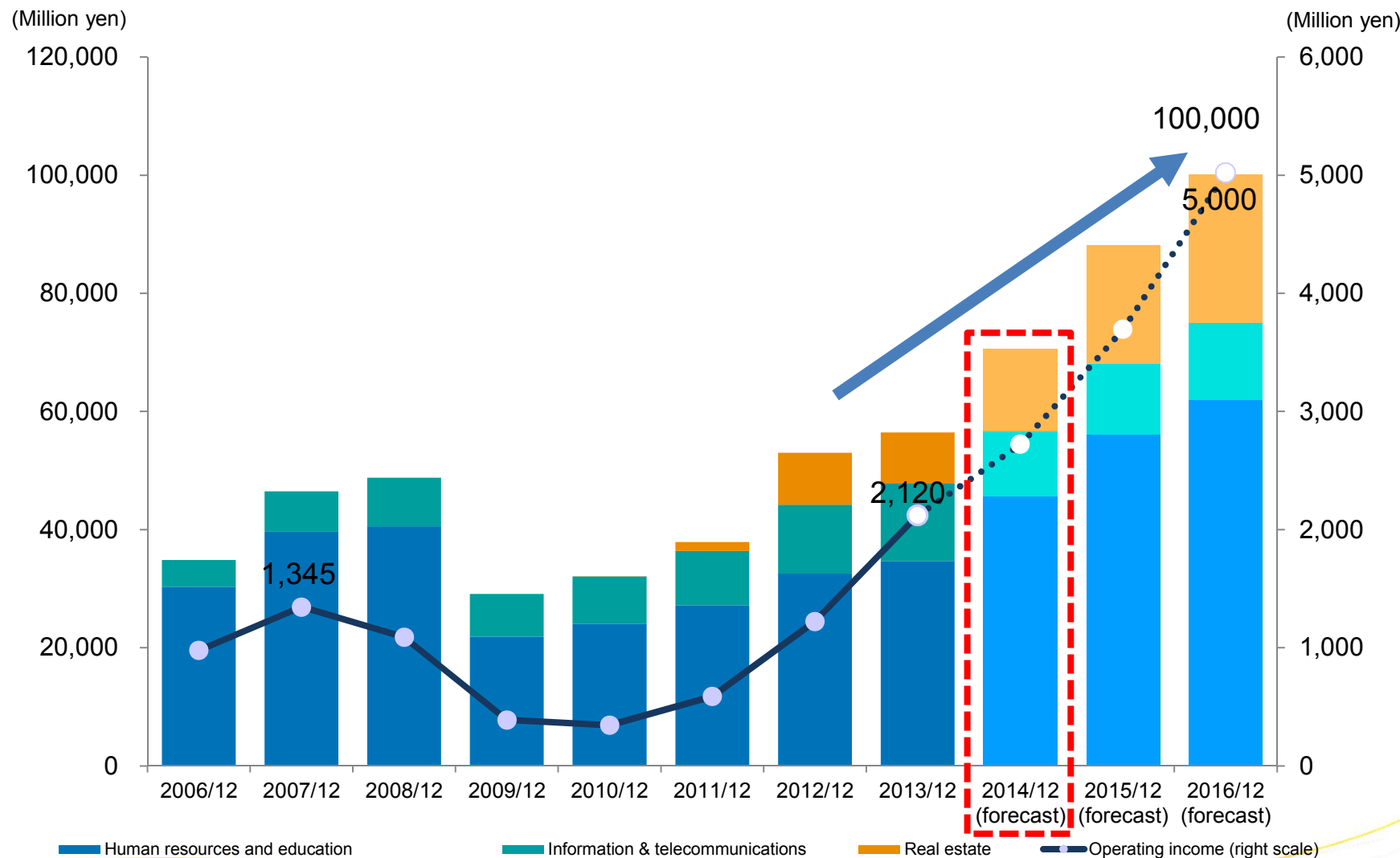
		Unit: Million yen, %	FY2013 actual	FY2014 forecast	YoY	
					Change	Pct. Change
Human resources and education business	Factory business	Net sales	21,015	24,163	3,148	15.0
		Segment income	1,204	1,354	150	12.5
		Profit margin	5.7%	5.6%	—	—
	Technology business	Net sales	7,335	8,781	1,445	19.7
		Segment income	638	781	142	22.4
		Profit margin	8.7%	8.9%	—	—
	R&D business	Net sales	3,693	4,447	753	20.4
		Segment income	195	289	94	48.3
		Profit margin	5.3%	6.5%	—	—
	Sales & Marketing business	Net sales	1,989	3,200	1,210	60.8
		Segment income	50	49	0	△ 1.0
		Profit margin	2.5%	1.6%		
Others	Net sales	640	520	△ 119	△ 18.6	
	Segment income	52	25	△ 26	△ 50.7	
	Profit margin	8.2%	5.0%	—	—	
Real estate business	Real estate business	Net sales	8,683	15,017	6,334	73.0
		Segment income	511	889	377	73.7
		Profit margin	5.9%	5.9%	—	—
Information & telecommunications business	Information & telecommunications business	Net sales	13,092	14,489	1,396	10.7
		Segment income	441	489	47	10.8
		Profit margin	3.4%	3.4%	—	—
Total		Net sales	56,450	70,620	14,169	25.1
		Elimination or corpora	△973	△ 1,200	△ 226	—
		Operating income	2,120	2,680	559	26.4
		Operating margin	3.8%	3.8%	—	—

* Units less than one million yen rounded down


* The FY2013 results and February 18 forecasts have been reclassified in accordance with the segment changes.

Trends in Consolidated Earnings

We aim for net sales of 10 billion yen and operating income of 5 billion yen in FY2016



III. Trends by Business Segment (Human resources and education business)



<<Trends in Worker Dispatching Act* revisions>>

Purpose of revision

- Expanding use of dispatching at companies
⇒ **Revitalizing the economy**
- Stabilizing the position of dispatch 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

Proposed revision

- The maximum period for receiving fixed-term worker dispatching → **Three years or less for the same dispatched worker**
- Abolishing the 26 special job categories
Shifting from the notification system to the approval and licensing system
- Reference asset amount: 20 million yen × number of business locations
Cash and deposits: 15 million yen × number of business locations

If materialized ...

- Revitalization of the market
- Selection by high quality, stable companies
- Maturation of the industry
- We recognize the above as the true intentions of the government and will approach our operations as an industry leader

Share expansion and industry selection expected to further accelerate

* Act for Securing the Proper Operation of Worker Dispatching Undertakings and Improved Working Conditions for Dispatched Workers

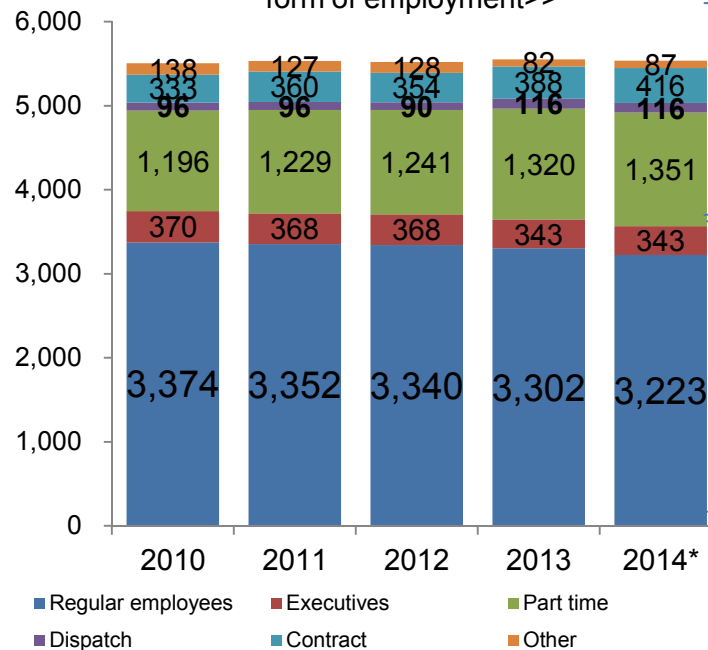
<<Macro environment>>

While the number of employees remains constant, there is a high possibility of a shift being made towards a dispatch labor market over the medium to long term as forms of employment change

<<Shift from regular to non-regular employment>>

Unit: 10 thousand persons

<<Trends in number of employees by form of employment>>



Comparison of 2010 and 2014

Non-regular
+ 2.07 million people



Regular
△1.51 million people

<<Breakdown of FY2013 non-regular employment>> Total of 19.06 million people

Possibility of our target area expanding

Dispatch employees
1.16 million people



- (1) Part-time 9.28 million people
- (2) Side job 3.92 million people
- (3) Contract employees 2.73 million people
- (4) Temporary employees 1.15 million people
- (5) Other 0.82 million people

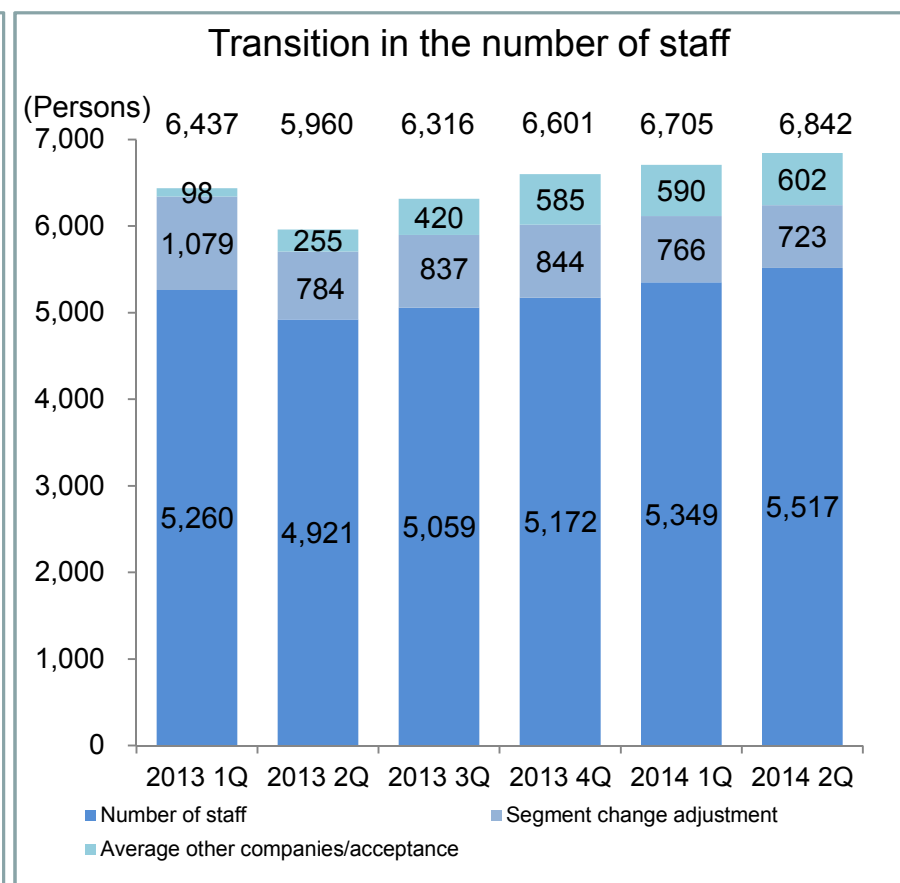
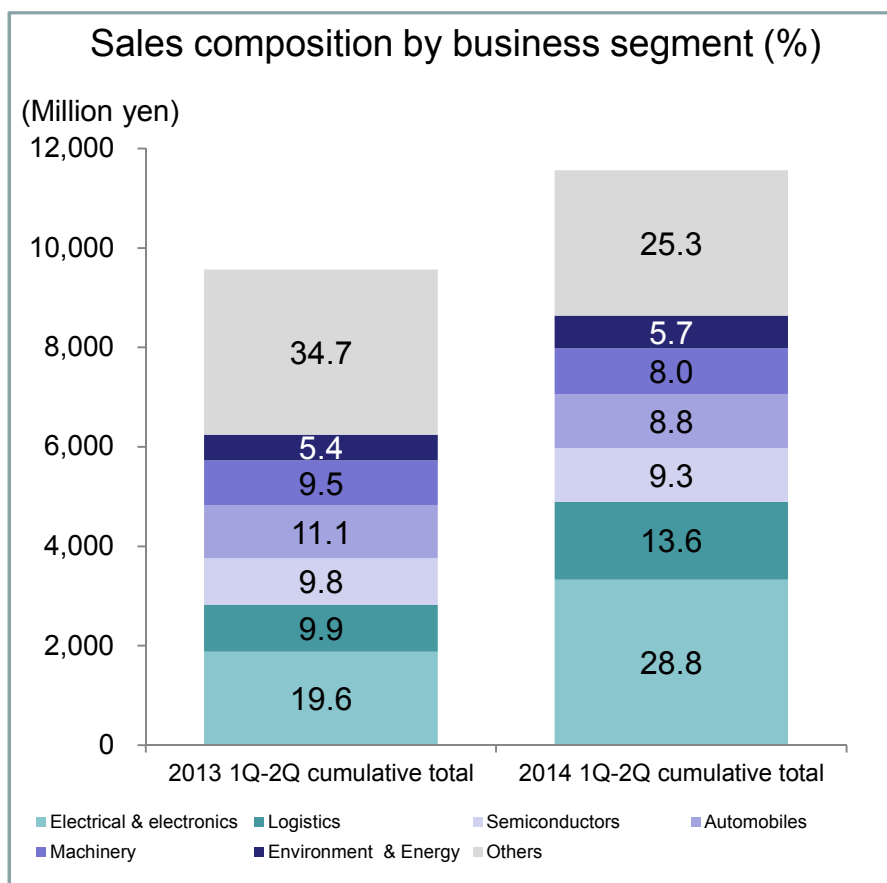
Over 50% of non-regular employees do not want regular employment

Source: Aggregate Results of Annual Business Reports From Worker Dispatch Businesses of the Ministry of Health, Labour and Welfare and the Labour Force Survey (Basic Totals) of the Ministry of Internal Affairs and Communications Statistics Bureau *The average for January to March used for 2014

Factory Business

<<Sales composition by business segment and the number of staff>>

New large-scale projects in the fields of machinery and logistics commenced at the beginning of the fiscal year **made large contribution**



* The graph indicates domestic sales excluding Taiwan, retroactive adjustments have been made for segment changes
Refer to the reference data for details on segments other than the above

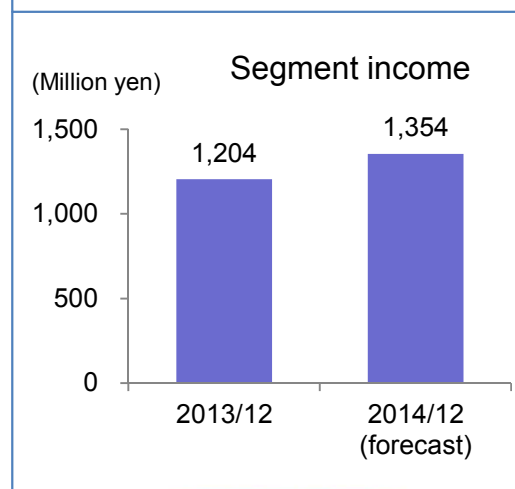
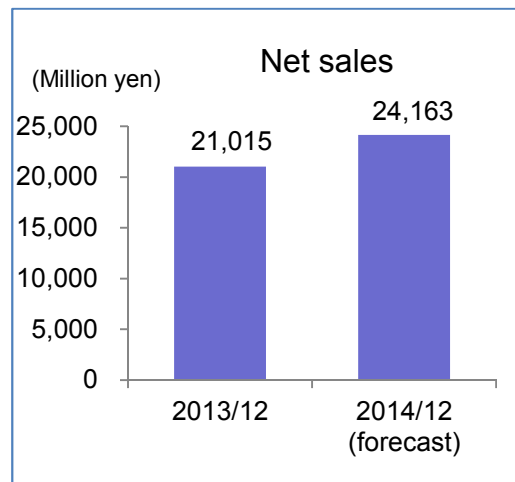
* The number of staff is a three-month average,
and from 2013 4Q, external staff members accepted from other companies are included
* For the number of staff, the figures have only been changed for nonclerical workers and retroactive adjustments have been made

Factory Business

<<Initiatives for the second half and beyond>>

Securing human resources is the top priority

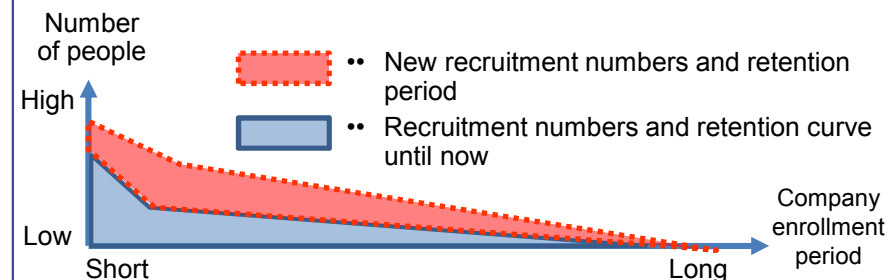
Continuous employment and building stable relationships with clients



Factory

<<Securing human resources = strengthening recruitment capabilities and the long-term retention of employees>>
~ Securing human resources by expanding coverage and reducing resignation ~

- **Recruitment (increasing recruitment)**
- **Leveraging the further use of job papers, expand active registrants and expand recruitment through casting**
- **Review of recruitment standards and acceptance systems**
- **Expanded employment of elderly, women, etc.**
- **Management (reduce number of resignations)**
- **Developing frameworks for employee education/revitalization**



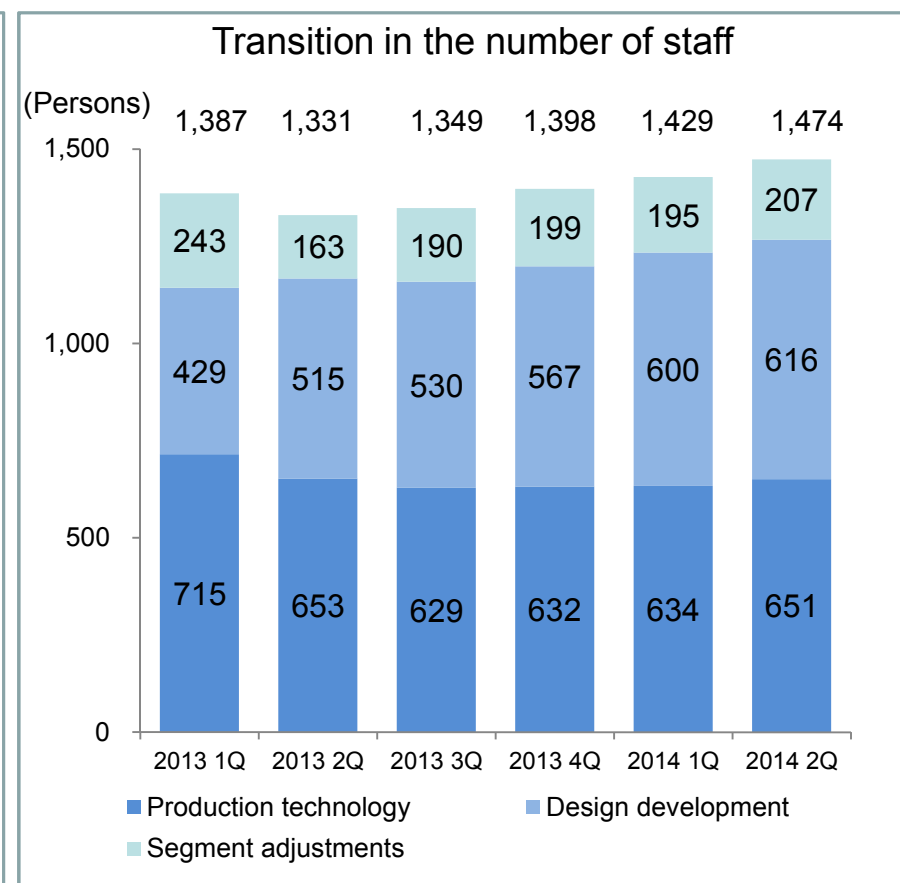
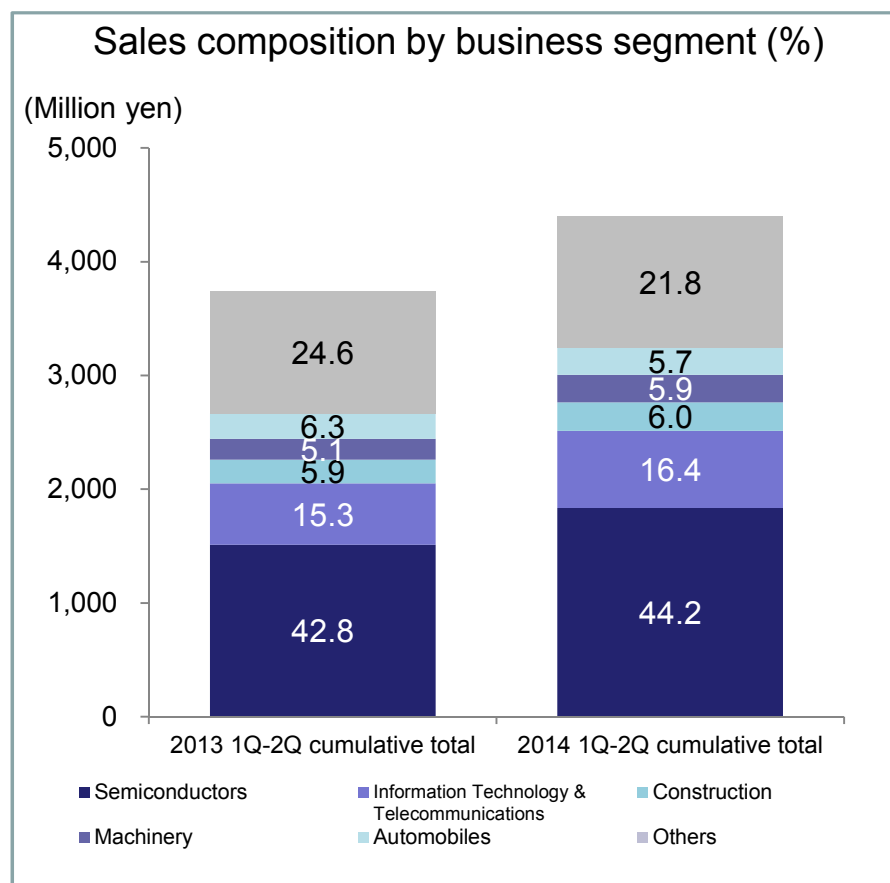
<<New segment>>
Contract work in Fukushima

- **Further creation of employment aimed at the reconstruction of areas affected by the disasters**
- **Expansion of human resource development and placement for the private sector**

Technology Business

<<Sales composition by business segment and the number of staff>>

As a result of strengthened recruitment and securing of assignment location, enrollment in design and development sector **has increased significantly since last year**



* Retroactive adjustments have been made for segment changes in the graph. Refer to the reference data for details on segments other than the above

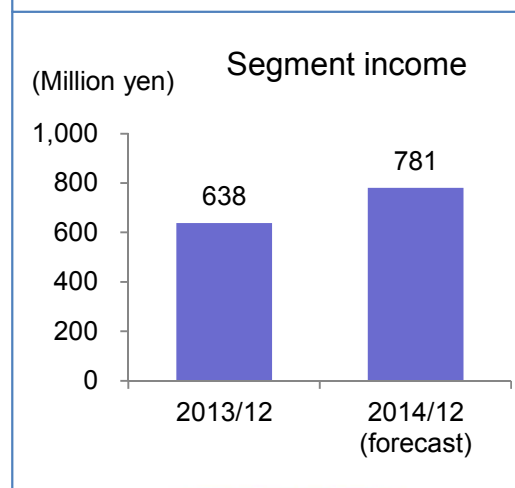
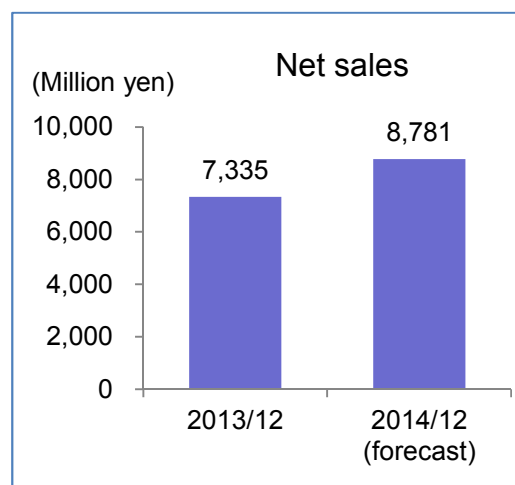
* The number of staff is a three-month average

* For the number of staff, the figures have only been changed for nonclerical workers and retroactive adjustments have been made

Technology Business

<<Initiatives for the second half and beyond>>

Promote the expansion of the scope of business. **Strengthen factory collaboration, design contracting, and repairs**

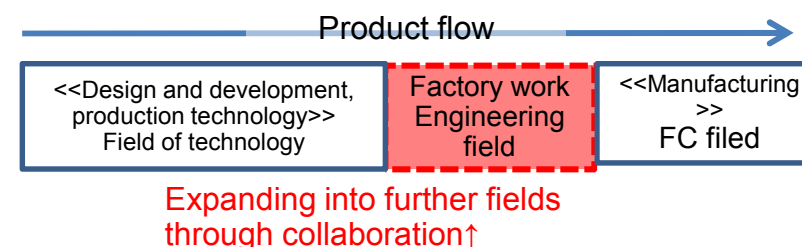


Technology

<<Strengthen earnings>>

~Expand scope of business through collaboration~

- Expand collaborative projects between businesses through collaboration with the factory business
- Expand transactions with highly profitable clients
- Development of engineers in collaboration with Advan



<< New segment>>
Repair

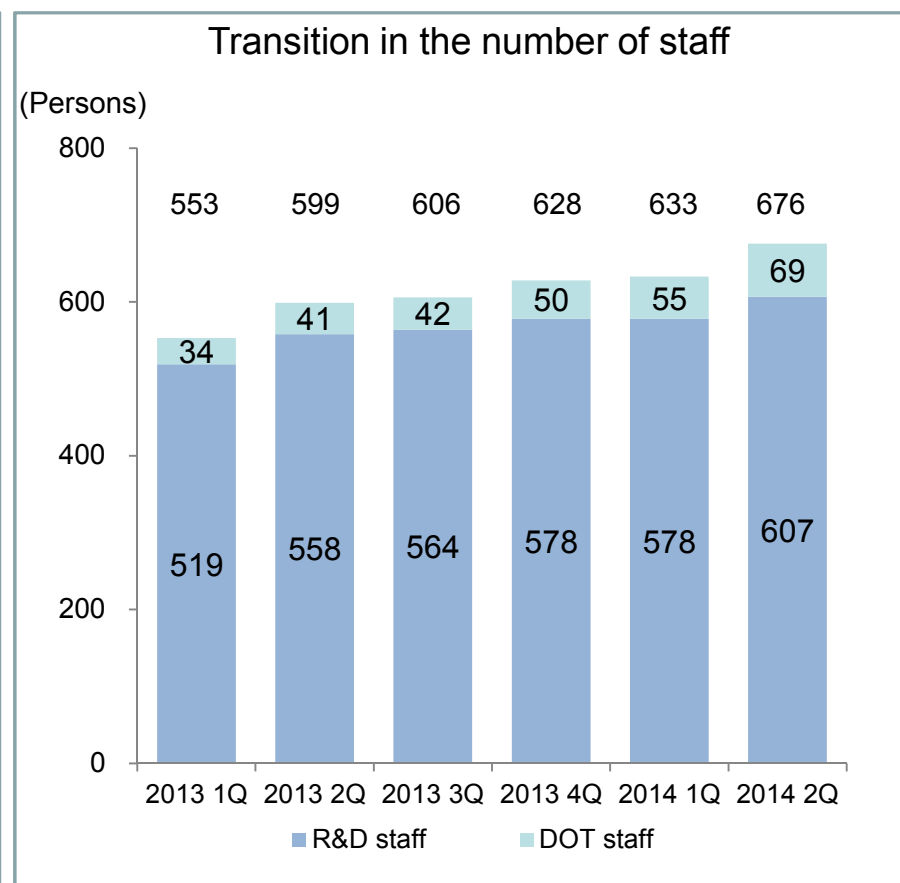
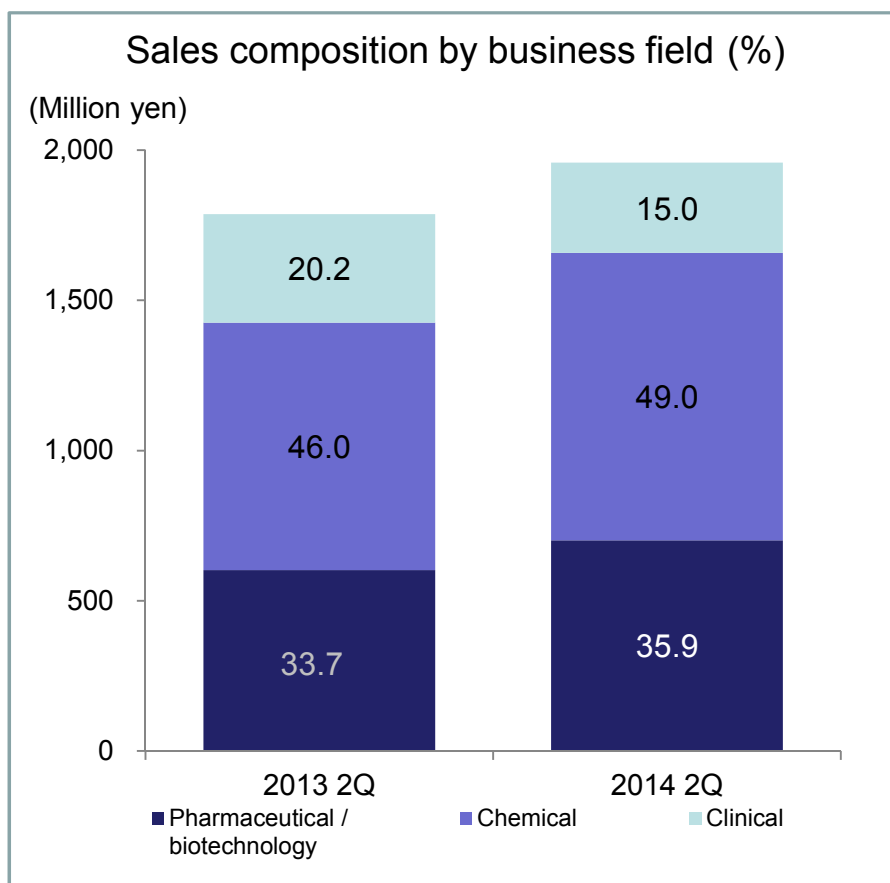
- Business expansion and strengthened ability to adapt to changes through the diversification of fields

<< New segment>>
GEOGRAPHIC INFORMATION OF KYUSHU, INC.

- Utilize strengths in the third sector to increase orders from the government and leading local companies
- Develop engineers with disabilities through GIS (merchandise)

<<Sales composition by business segment and the number of staff>>

Underpinned by an increase in demand in the fields of pharmaceuticals and biotechnology, orders and recruitment have both increased, and the number of staff has steadily grown for DOT



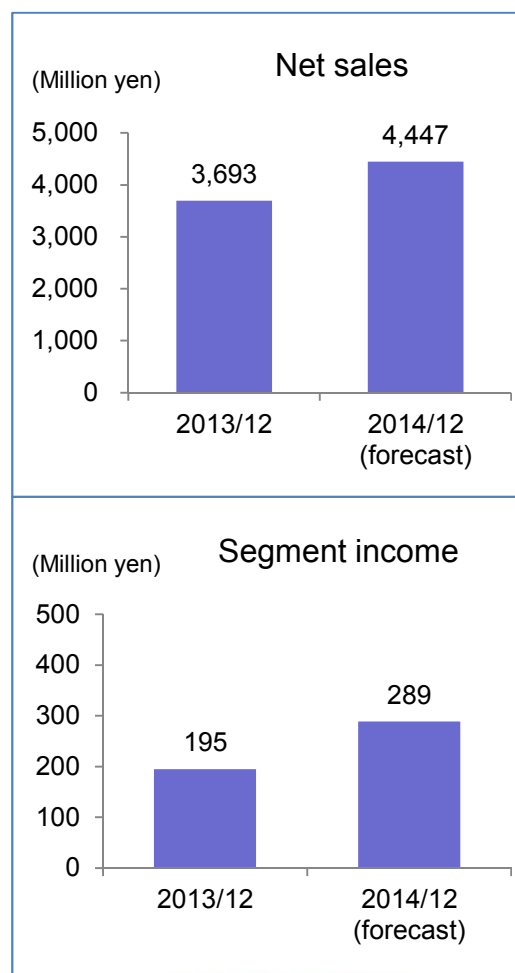
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R&D Business

<<Initiatives for the second half and beyond>>

Promote the development of clients by leveraging business synergies and develop human resources for the next fiscal year



R & D

<<Human resources development>>

~Achieve stable recruitment numbers and retention rates through management and education~

- **Strengthening employee management and support systems**
(Increase points of contact with employees and improve their sense of belonging)
- **Establishing a strategic operating rate**
- **Starting region-specific full-time employee system**
- **Starting bio-related education and training by increasing training partner facilities**

DOT

- **Preparing for expansion of the contract system for the next fiscal year by strengthening the education of recruits**
- **Developing a contract system clinical research and global projects**

R&D (research employees)

DOT (employees)

Education

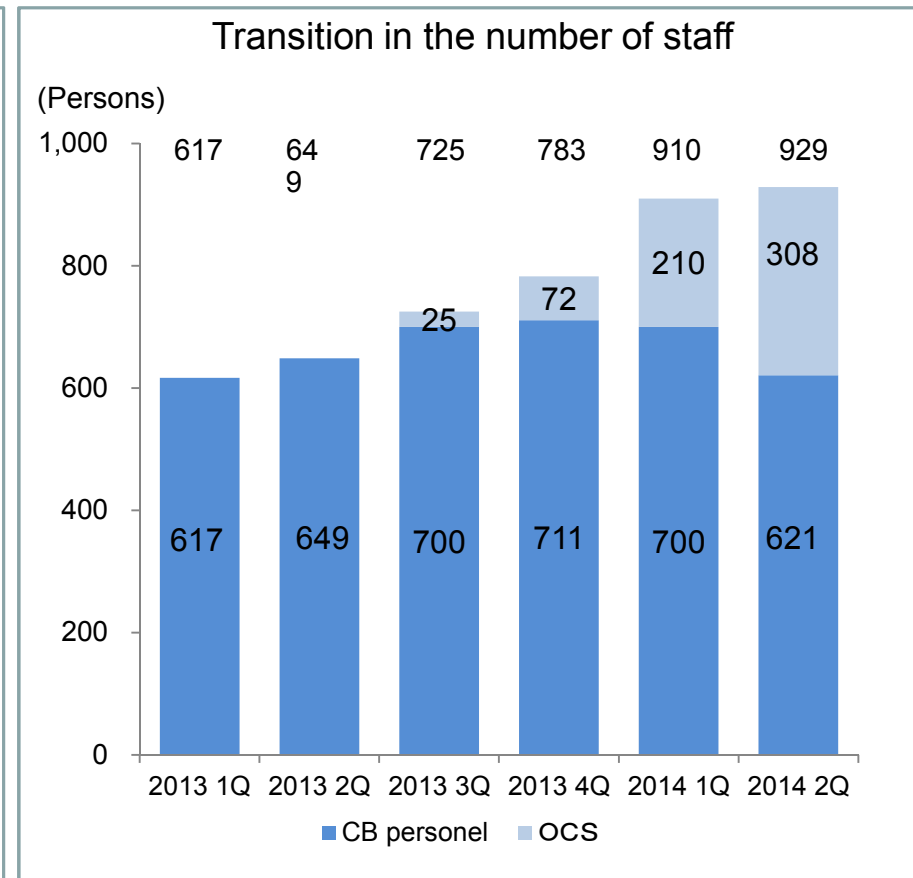
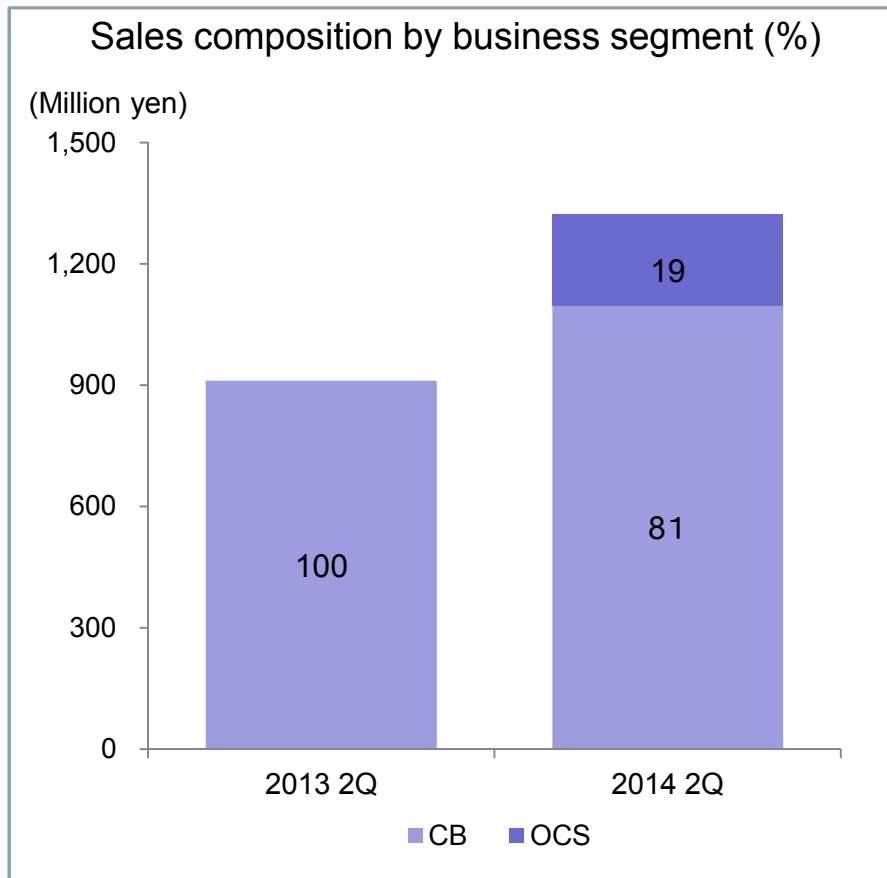
Acquisition of higher value-added business

Sales and Marketing Business



<<Sales composition by business segment and the number of staff>>

Steady recruitment in the OCS business, advancing with the expansion of business foundations through the establishment of six locations



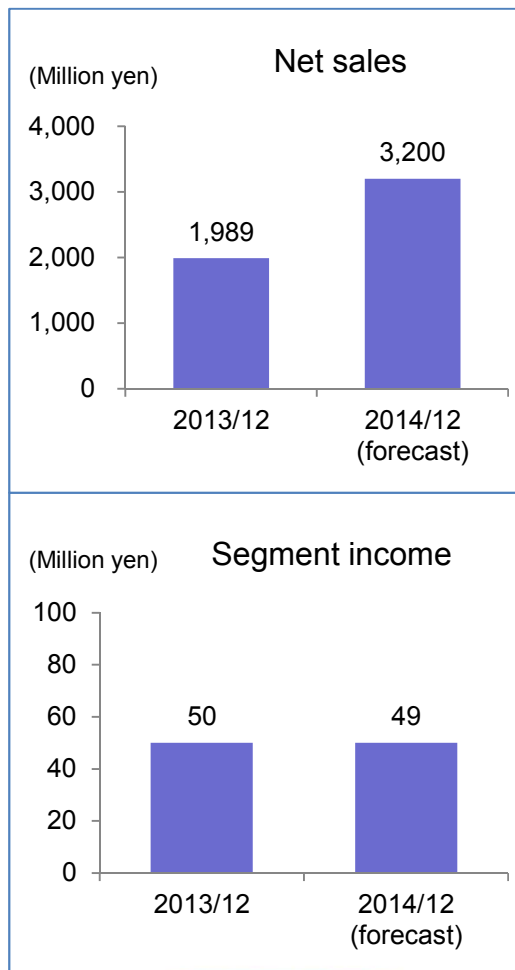
* The number of staff is a three-month average

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Sales and Marketing Business

<<Initiatives for the second half and beyond>>

By further strengthening and investing in recruitment, aim to expand business foundations and build and strengthen a management system



CB

<<Building a management system>>

~Expanding recruitment framework and strengthening management to improve the retention rate~

- Strengthening employee management and support systems (Strengthening contract cancellation timing shifts and recruitment of unexperienced people)
- New registration system running from September

OCS

- Expanding recruitment through trend analysis for each location
- Optimizing assignments of registrants and staff and improving operating rate (Recruitment of people with industry experience)

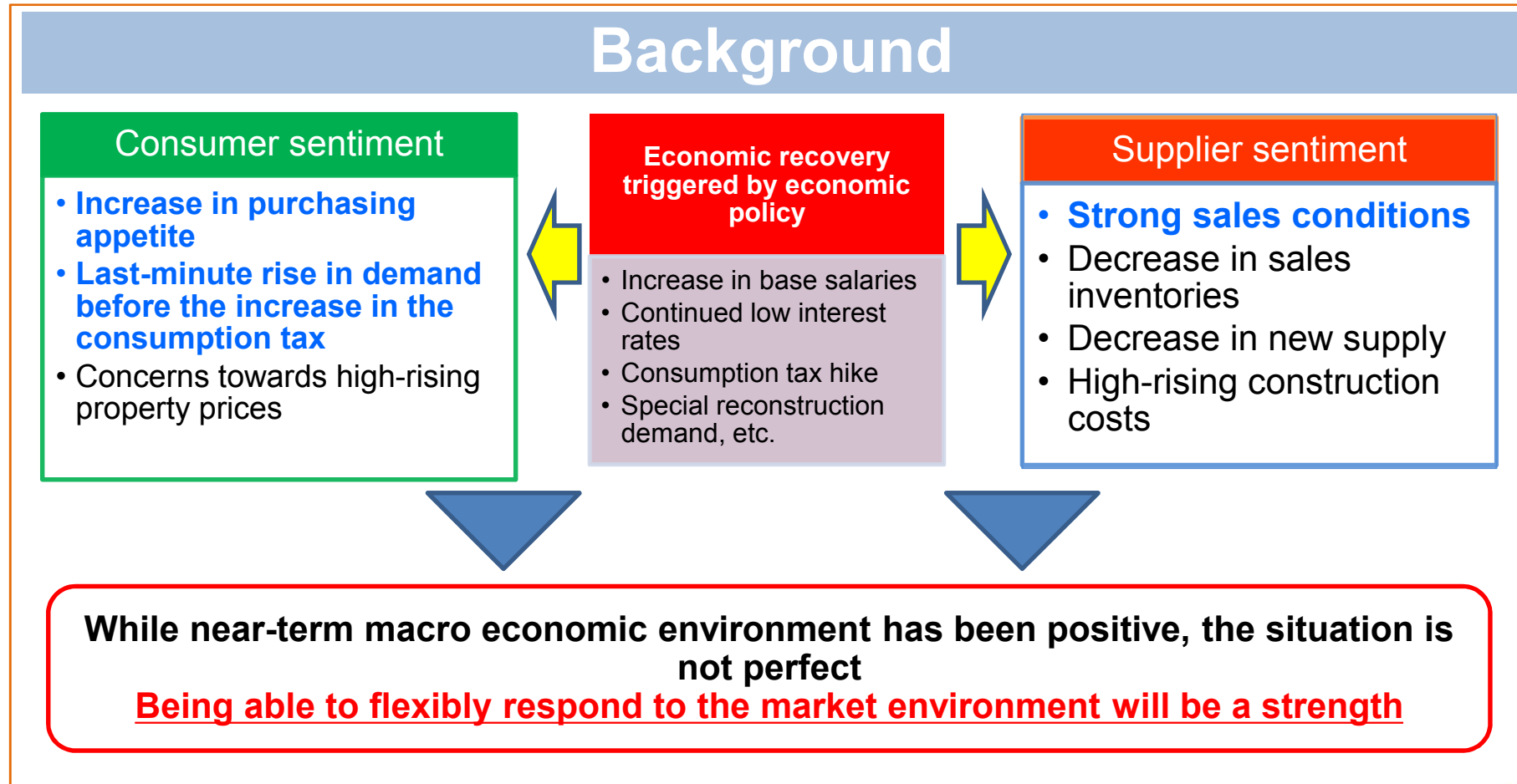


III. Trends by Business Segment (Real estate business)



<<Macro environment>>

While there were many positive elements including policy-based purchasing appetite, there were also concerns towards price increases



Real Estate Business



<<Status of activities>>

Promoting procurement in consideration of business profitability and **flexible response in line with the market environment**

		In-house developed	Contract selling	Subdivisions	Detached houses	Brokerage
Purchase situation	Tokyo metropolitan area	6 properties				
	Tohoku area	1 property				
	Total	7 properties				
Supply	Tokyo metropolitan area	39 properties				
	Tohoku area	38 properties				
	Total	77 properties				

Delivery situation	Tokyo metropolitan area	38 properties		1 lot	9 properties		
	Tohoku area	54 properties	103 properties			8 cases	
	Total	92 properties	103 properties	1 lot	9 properties	8 cases	

→ **213 Properties (household equivalent)**

		In-house developed		Contract selling		Brokerage	
		Current year	Next year	Current year	Next year	Current year	Next year
Current status (Jan to June)*	Tokyo metropolitan area	80 properties	74 properties	13 properties	7 properties		
	Tohoku area	13 properties	9 properties	56 properties	0	11 cases	0
	Total	93 properties	83 properties	69 properties	7 properties	11 cases	0

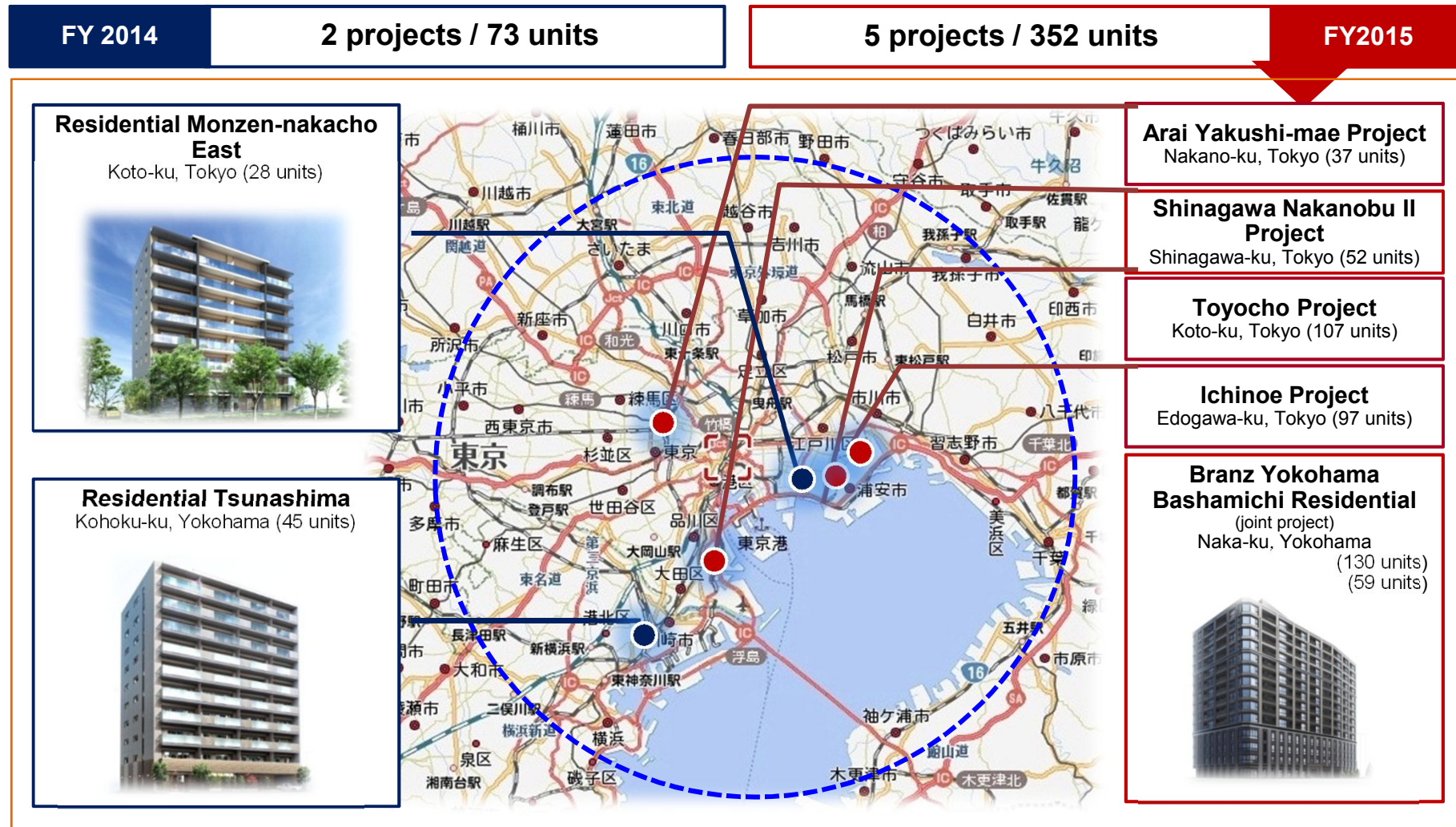
→ **263 Properties (household equivalent)**

* Includes properties to be completed during the next fiscal year and beyond and joint ventures

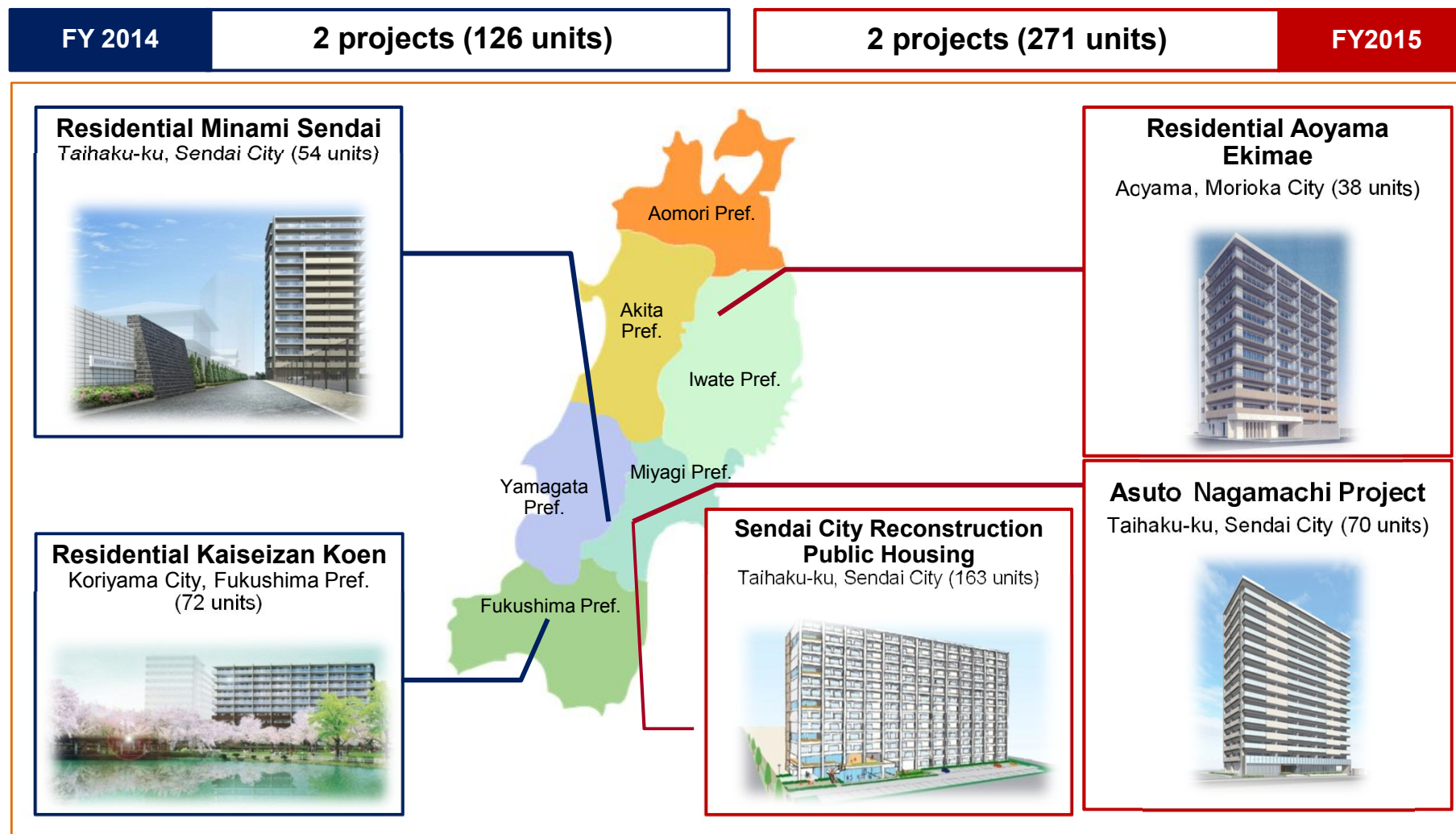
Real Estate Business



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



Properties to be supplied in Tohoku area (World iCity)



Real Estate Business



Properties to be supplied in Kinki area (World Wisteria Homes)

2 projects (100 units)

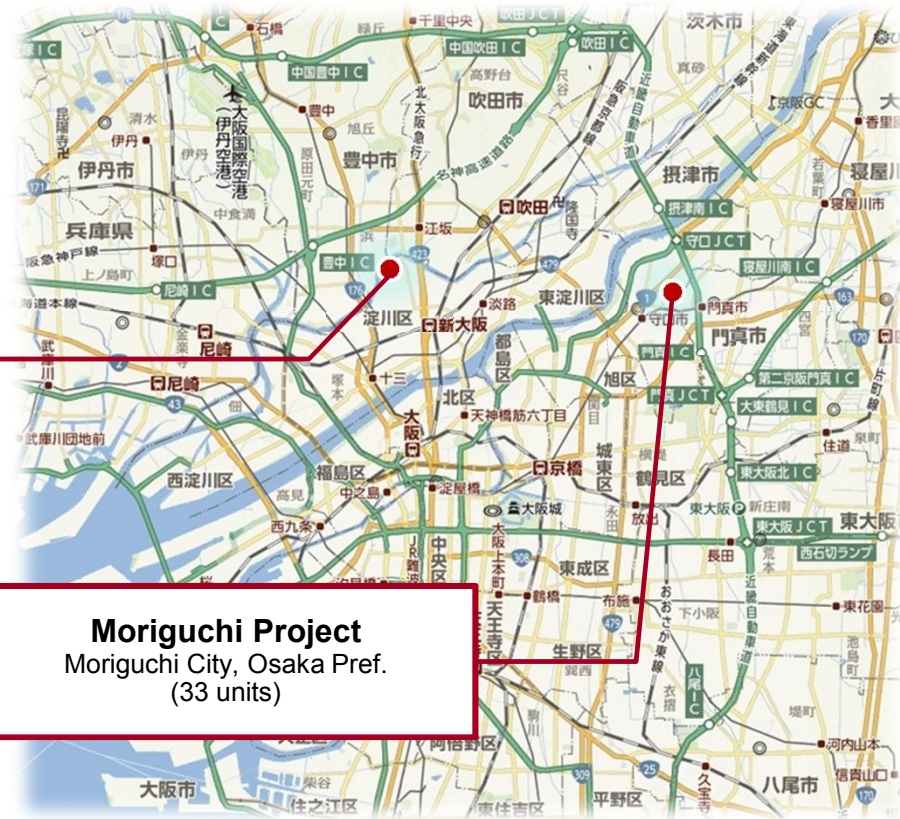
FY2015

Toyonaka Project

Toyonaka City, Osaka Pref. (67 units)



Second half of FY2014
Sales start

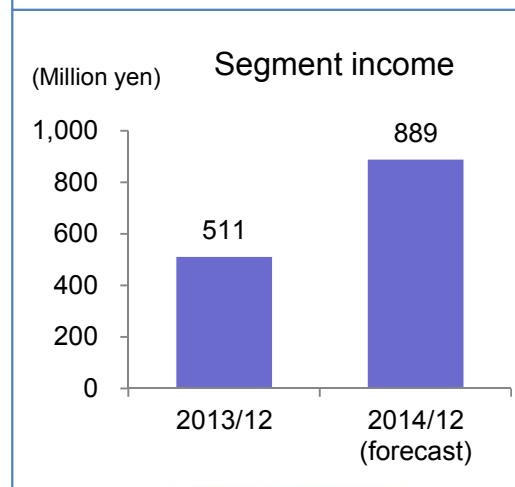
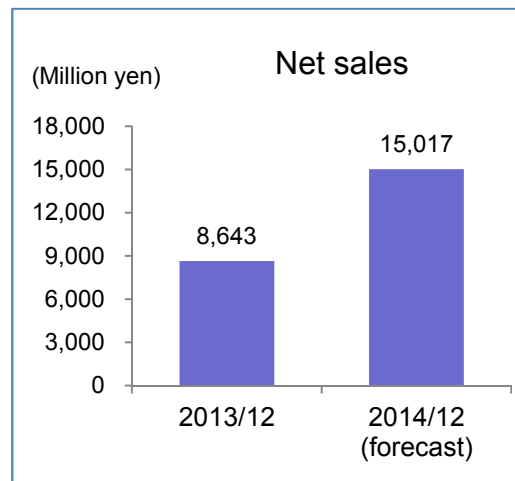


Moriguchi Project

Moriguchi City, Osaka Pref.
(33 units)

<<Initiatives for the second half and beyond>>

Flexible response to changes in the market environment



Tokyo metropolitan area

- Diversification of the business portfolio
→ Condominiums, single-family housing, housing lot for sale, other
- Strengthening of contract selling properties
- Start of renovation business

Tohoku area

- Business development of the six prefectures in the Tohoku area
- Strengthening of contract selling properties
- Advance acquisition of land

Kinki area

- Promoting the commercialization of 2PJ
- Building a sales system

Overall measures

Prioritizing profits

- Building CM* system
- Specification based on targets

*CM: construction management

III. Trends by Business Segment (Information & telecommunications business)



<<Macro environment>>

The market environment will intensify going forward due to policy and carrier prospects, and according quality and capital strength will be critical

Background

Policy

- Promotion of competition through the free selection of mobile phones
- Elimination of SIM locks

Carrier

- High demand for quality improvement by dealers
- Working to be the branch selected by customers

Current situation

- ◆ Market saturation and a decrease in the number of units sold

The Group's trends

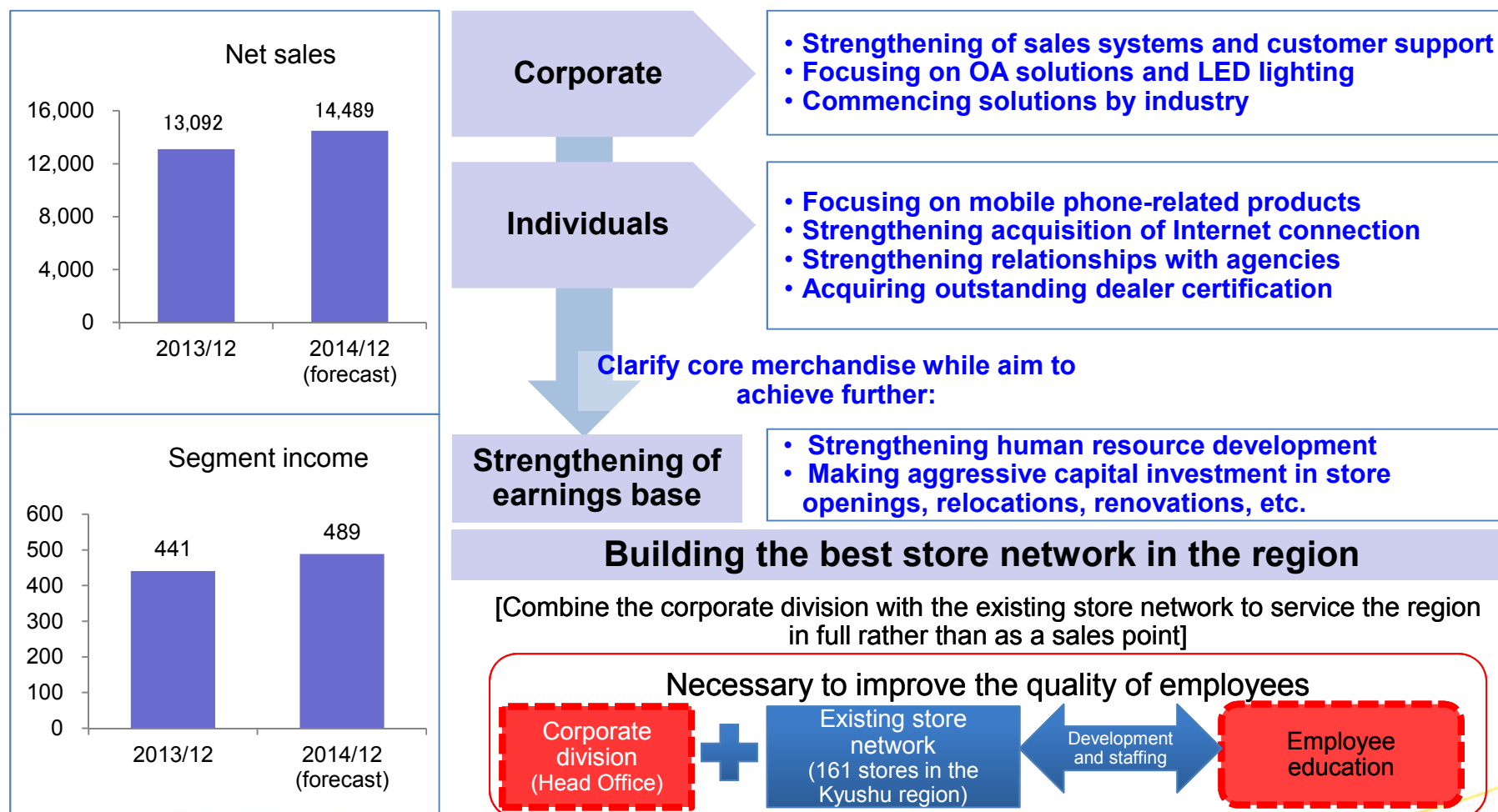


- ◆ Only companies with capital strength will be able to support large-scale store expansion
 - (1) Store renovation costs
 - (2) Upfront investment for matters such as human resource development expenses are necessary

Capital strength is a key point for share expansion and survival in the industry

<<Initiatives for the second half and beyond>>

Concentrate on core merchandise and expand through aggressive investments in an aim to gain the benefits of being a survivor in the Kyushu region

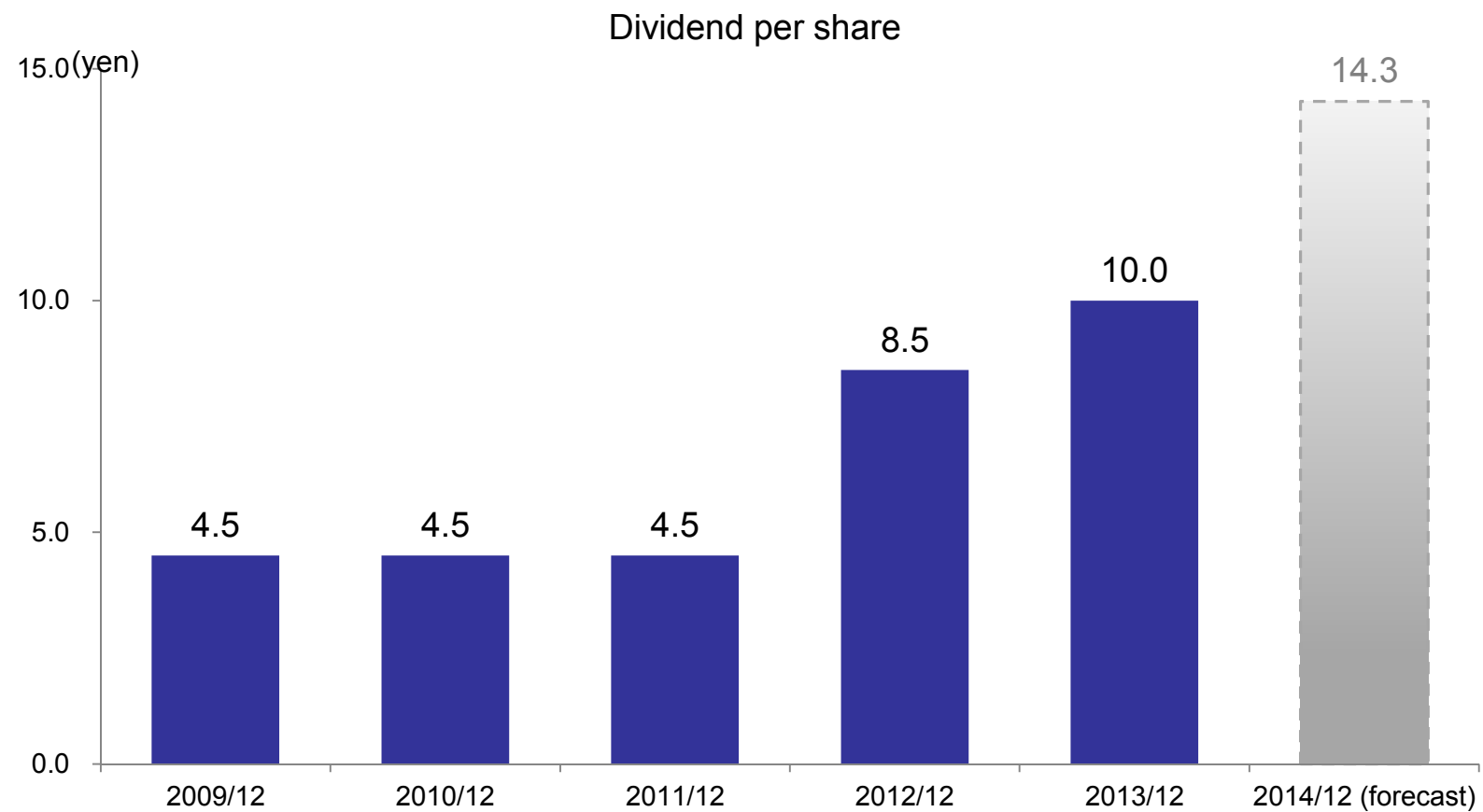


IV. Shareholder Returns



Shareholder Returns

Maintaining dividend increase in line with profit growth



Reference



World Intec Group: Three Core Businesses

Seek to “Empower people through work” through the three core businesses.

Human resources and education business

Connect people with work
New work style



World Intec Co., Ltd

- World Intec Co., Ltd
- Factory business: Manufacturing dispatch • Contract work
- Technology business: Dispatch of engineers
- R&D business: Dispatch of researchers
- OCS business: Dispatch of clerical workers
- CB business: Dispatch of sales personnel
- Construction business: Dispatch of construction managing engineers
- Administrative contract business: Human resource development
- Overseas business: Parts procurement and purchasing
- Repair Business: Entrust equipment repair



GEOGRAPHIC INFORMATION OF KYUSHU, INC.

- GEOGRAPHIC INFORMATION OF KYUSHU, INC.
- Map information • Entrusted system development • Disabled persons' employment support • Education business



Advan Co., Ltd.

- Advan Co., Ltd.
- PC school operations business, educational materials, software sales business



DOT INTERNATIONAL

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



WORLD INTEC FUKUSHIMA CO., LTD

- WORLD INTEC FUKUSHIMA CO., LTD
- Administrative contract business



WORLD INTEC TAIWAN CO., LTD.

- WORLD INTEC TAIWAN CO., LTD.
- Staff placement and worker dispatching services for the manufacturing sector



WORLD INTEC SHANGHAI CO., LTD.

- WORLD INTEC SHANGHAI CO., LTD. (non-consolidated)
- Staff placement, consulting and education business

Real estate business

Connect people with housing
New style of urban development



World Residential Co., Ltd.

- World Residential Co., Ltd.
- Condominium business (Tokyo Metropolitan area)
- Condominium management business
- Contract selling business



World Resiselling Co., Ltd.

- World Resiselling Co., Ltd.
- Selling agency
- Contract selling business



World iCity Co., Ltd.

- World iCity Co., Ltd.
- Condominium business (Tohoku area)
- Selling agency
- Contract selling business



World Wisteria Homes Co., Ltd.

- World Wisteria Homes Co., Ltd.
- Condominium business (Kinki area)
- Selling agency



Nichimo Real Estate Co, Ltd.

- Nichimo Real Estate Co, Ltd.
- Real estate loan consulting business
- Contract selling business

Information & telecommunications business

Bring people together
New style of communication



- e-support, Inc.
- Call center business
- Insurance business



- Network Solution Co., Ltd.
- Softbank business
- Y! mobile business



- Mobile Service Co., Ltd.
- KDDI business



Best IT Business Co., Ltd.

- Best IT Business Co., Ltd.
- Corporate business

Our Business Models and Business Segments



Business segment	Worker dispatch		Contract work
	General worker dispatching	Specified worker dispatching	
	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)	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.
Factory business	Dispatch of manufacturers		Manufacturing and logistics contracting Administrative (World Intec Fukushima)
Technology business	Dispatch of production technology engineers	Dispatch of design development engineers Dispatch of construction managing engineers (construction business)	Production technology contracting SI / Development contracting
R&D business	Dispatch of research assistants	Dispatch of researchers Dispatch of clinical development staff	Clinical contracting (DOT International)
Sales and marketing business	Dispatch of sales personnel and clerical workers		

Trends in Sales of Factory Business by Region and Industry Sector



Factory business*

[Percentage of sales by region]

[Number of staff]

	Kyushu	Chugoku	Kansai	Tokai	Kanto	Tohoku		Japan	Taiwan	Total
2014/2Q	25.0	21.1	6.7	4.4	26.3	16.5	2014/2Q	6,594	248	6,842
2013/2Q	28.6	24.0	6.5	4.0	16.2	20.7	2013/2Q	5,752	208	5,960

[Percentage of sales by business category]

	Electrical & electronics	Logistics	Semi-conductor	Automobile	Machinery	Environmental energy	Chemical	Food/ consumables	Precision equipment	Others
2014/2Q	28.8	13.6	9.3	8.8	8.0	5.7	2.9	2.8	1.8	18.3
2013/2Q	19.6	9.9	9.8	11.1	9.5	5.4	3.9	5.0	2.4	23.4

* The FY2012 results have been reclassified in accordance with the segment changes (domestic totals only excluding Taiwan).

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
2014/2Q	32.8	20.5	17.4	3.1	23.8	2.2	2014/2Q	1,474
2013/2Q	35.2	23.4	13.2	2.6	19.9	5.7	2013/2Q	1,331

[Percentage of sales by business category]

	Semi-conductor	Information & telecommunications	Construction	Machinery	Automobile	Electrical & electronics	Environmental energy	Repair	Others
2014/2Q	44.2	16.4	6.0	5.9	5.7	4.5	4.0	3.0	10.3
2013/2Q	42.8	15.3	5.9	5.1	6.3	3.7	4.1	1.1	15.7

* The FY2012 results have been reclassified in accordance with the segment changes.

Corporate Profile

Company	WORLD HOLDINGS CO., LTD.
Head Office	6F Fukuoka Asahi Building, 2-1-1 Hakata-Ekimae, Hakata Ward, Fukuoka Prefecture
Established	February 12, 1993
CEO	Eikichi Iida
Main Businesses	Formulation of management strategy and corporate planning
Capital	¥701 million (as of December 31, 2013)
Workforce	10,578 (consolidated/ as of July 31, 2013)
Business subsidiaries	14 consolidated subsidiaries, one non-consolidated subsidy, one affiliate (consolidated/ as of July 1, 2014)
Listed Date	February 9, 2005 (JASDAQ Stock Exchange / Stock Code 2429)

For more information

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Corporate Planning Division
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