

# Consolidated Financial Results for Q3 FY12/17 (IFRS)

## ● Highlights of Consolidated Financial Results

### Initial forecasts and actual progress by quarter of FY12/17

¥ million

	FY12/16 Actual		FY12/17 Initial Forecasts (Based on 2016 rolling Medium-Term Management Plan announced)		FY12/17 Actual		Amount above forecasts	
	Revenue	Operating profit	Revenue	Operating profit	Revenue	Operating profit	Revenue	Operating profit
<b>Q1</b> (Jan.-Mar.)	24,796	635	<b>47,100</b>	<b>1,270</b>	<b>50,238</b>	<b>1,447</b>	<b>3,138</b>	<b>177</b>
<b>Q2</b> (Apr.-Jun.)	32,584	1,732	<b>49,900</b>	<b>1,630</b>	<b>55,573</b>	<b>2,115</b>	<b>5,673</b>	<b>485</b>
<b>Q3</b> (Jul.-Sep.)	35,927	1,580	<b>55,000</b>	<b>2,980</b>	<b>59,704</b>	<b>※1 3,295</b>	<b>4,704</b>	<b>315</b>
<b>Q3 YTD</b> (Jan.-Sep.)	93,307	3,947	<b>152,000</b>	<b>5,880</b>	<b>165,515</b>	<b>6,857</b>	<b>13,515</b>	<b>977</b>
<b>Q4</b> (Oct.-Dec.)	40,976	1,616	<b>61,000</b>	<b>3,620</b>	※2 <b>61,000</b>	※2 <b>3,620</b>	<b>0</b>	<b>0</b>
<b>Full-Year</b>	134,283	5,563	(Note) <b>213,000</b>	(Note) <b>9,500</b>	(Note) <b>226,515</b>	(Note) <b>10,477</b>	<b>13,515</b>	<b>977</b>

※1 **Q3 YTD FY12/17(Jan.-Sep.) operating profit reached over 3.2bn yen which achieved the top end among domestic HR services companies.**

※2 Q4 figures under FY12/17 Actual are initial forecasts.

(Note) Considering the increase in uncertainties on political and economic outlooks globally, there is no change in full-year consolidated financial forecasts at present.