

Year Ending September 2013

**Non-consolidated Financial and Operating Results (Excerpt) for the Third Quarter Ended
June 30, 2013**

August 2, 2013

Listed Company Name: SHL-JAPAN Ltd. Registered on Tokyo Stock Exchange
Securities Code 4327
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(1) Qualitative information regarding operating results

For the third quarter of the year ending September 30, 2013 (October 1, 2012, through June 30, 2013), net sales of SHL-JAPAN Ltd. (the “Company”) increased ¥165 million, or 11.3% year over year, to ¥1,631 million. By business segment, “Product sales” increased 12.8% to ¥824 million. “Consultancy sales” increased 10.3% to ¥775 million and “Training sales” decreased 1.3% to ¥30 million. The increase in Product sales during the third quarter under review was primarily attributable to favorable sales of the “GAB,” which is used for the screening of new graduates recruited for the main career track. The increase in Consultancy sales mainly reflected favorable sales of customized versions of the “Web Test.”

During the third quarter under review, against a backdrop of general expectations of economic recovery following the new economic policies launched by the government, the Company conducted aggressive marketing activities mainly to develop new customers in view of the forward-looking posture of corporations toward employment, on which the media has reported a year over year increase in the informal job offer rate for expected graduates at the end of March 2014. Consequently, the Company’s operating performance was successful with double-digit growth in revenue compared with the same period a year earlier.

Operating income for the third quarter under review increased 20.4% year over year to ¥802 million. The cost of goods sold increased 0.1% year over year to ¥184 million, remaining almost the same as the corresponding amount a year earlier, and selling, general and administrative expenses increased ¥29 million, or 4.9%, to ¥644 million. However, operating income increased ¥135 million from a year earlier due to the increase in revenue. The increase in selling, general and administrative expenses was primarily attributable to year over year increases of sales promotion related expenses,

supplies expenses, royalties arising from the increase in revenue and labor costs mainly due to the expansion of sales personnel and share-based compensation expenses.

Ordinary income increased ¥136 million, or 20.5% year over year, to ¥804 million, mainly due to a year over year increase of ¥1 million in non-operating income in addition to the increase in operating income. The increase in non-operating income was mainly attributable to a year over year increase of ¥1 million in gains on investments in a limited liability partnership for venture businesses.

Income before income taxes for the third quarter under review totaled ¥847 million (up 28.7% year over year). Income before income taxes increased by ¥189 million year over year mainly due to a year over year increase of ¥50 million in extraordinary gains and a year over year decrease of ¥2 million in extraordinary losses, in addition to the increase in ordinary income. The increase in extraordinary gains was primarily due to the recording of ¥52 million in insurance income arising from the passing of a director under extraordinary gains. The decrease in extraordinary losses was primarily due to the recording of a ¥10 million valuation loss on golf club memberships for the same period a year earlier, in addition to the recording of ¥7 million in directors' retirement benefits and a ¥1 million impairment loss on idle assets.

After taking into account the above factors and income taxes-current and income taxes-deferred, net income for the third quarter under review increased ¥136 million, or 35.6%, year over year to ¥521 million.

(2) Qualitative information regarding results forecasts

The operating results for the third quarter under review surpassed the initial projections of the Company. We recognize that the business environment as described in “(1) Qualitative information regarding operating results” above is anticipated to remain for the near term. As for the effects of the industry's self-imposed controls regarding employment of new graduates (under which industry groups agreed not to start the screening process for new graduates prior to a fixed date in light of academic schedules for students), although having been wholly experienced, we recognize that sales of screening tools for next year's graduates could be affected to a certain degree in the fourth quarter of the year ending September 30, 2013 (July 1, 2013, through September 30, 2013) because the period of the self-imposed controls corresponds to the start of sales of such screening tools. We therefore intend to continuously increase our operating performance though focused efforts on cultivating new customers.

In light of the above and based on our analysis of the operating results, financial position and other managerial data for the third quarter ended June 30, 2013, followed by an examination of results forecasts, we intend to revise our financial forecasts for the year ending September 30, 2013, as follows: net sales of ¥1,940 million (up 5.5% year over year), operating income of ¥852 million

(up 10.1% year over year), ordinary income of ¥852 million (up 9.7% year over year) and net income of ¥549 million (up 25.2% year over year).

* Implementation status of quarterly review procedures

This financial results summary is not subject to quarterly review procedures under the Financial Instruments and Exchange Act, and the quarterly financial statement review procedures based on the Act were in progress at the time of the disclosure of these financial results.

* The forward looking statements regarding financial results forecasts, etc. appearing in this financial results summary have been prepared based on information currently available to the Company and certain assumptions that the Company believes to be reasonable. The Company makes no guarantees as to their realization. Actual financial results may differ substantially from the forecasts due to various factors.

*As the Company's services are often used for the screening of new graduates to be employed by corporate customers, our sales inevitably involve seasonal fluctuations. In recent years, as sales of our employment screening tools to help Japanese corporations employ new graduates have tended to be concentrated in the second and third quarters, during which screening for employment is basically conducted by corporate customers, and in the fourth quarter, during which sales of the relevant screening tools start, net sales for the second quarter tend to be higher and net sales for the first quarter tend to be lower than those for other quarters.