

## BACKSGROUP Financial Indexes

	FY03	FY04	FY05	FY06	FY07	
Net Sales ( Million of yen )	4,418	5,369	6,933	8,963	10,072	
( Y on Y )	-0.3%	21.5%	29.1%	29.3%	12.4%	
Operating Income ( Million of yen )	129	230	460	637	326	
( Y on Y )	163.3%	78.3%	99.5%	38.5%	-48.8%	
Gross profit margin	24.3%	24.7%	25.5%	25.5%	23.2%	
Operating income margin	2.9%	4.3%	6.6%	7.1%	3.2%	
Ordinary income margin	3.3%	4.2%	6.6%	7.1%	3.2%	
Net income margin	1.8%	2.5%	3.7%	4.1%	1.8%	
EBITDA margin	3.6%	4.3%	7.0%	7.5%	3.6%	
ROA(Return on Total assets )	9.4%	12.8%	22.0%	25.0%	10.8%	
ROE ( Return on equity )	8.9%	13.8%	21.2%	23.9%	10.7%	
Net income per share ( EPS )	21,290.92	9,239.11	7,994.34	2,629.67	1,278.61	
Shreholders' equity per Share	250,513.80	70,389.61	39,734.94	12,039.41	11,215.06	
Dividend payout ratio(Unconsolidated)	16.2%	31.1%	34.1%	28.6%	111.7%	
Dividend payout ratio (Consolidated)	16.4%	16.2%	25.0%	23.8%	74.3%	
Current ratio	217.1%	192.8%	229.5%	222.0%	192.5%	
Quick ratio	208.8%	184.7%	224.3%	216.9%	186.9%	
Owners'equity to total assets ratio	55.0%	55.4%	61.7%	60.3%	54.3%	
Fixed ratio	18.2%	29.9%	19.5%	19.6%	22.0%	
Assets turnover	2.84	3.05	3.33	3.51	3.42	
Interest coveragent ratio	46.6	73.0	549.7	2,925.1	183.8	
Debt equity ratio	13.2%	7.8%	1.8%	0.0%	18.0%	
SGA(Selling, general and administrative expenses) ratio	21.3%	20.4%	18.9%	18.4%	20.0%	
Personnel expenses ratio	12.5%	11.5%	10.4%	9.7%	10.9%	
Job advertisement cost (staffs) ratio	1.7%	1.6%	1.8%	2.1%	2.3%	
By Customer segment(Share)	Mobile telecommunications	72.0%	67.5%	61.2%	59.8%	64.8%
	Digital consumer electronics	25.2%	27.9%	30.0%	23.0%	21.0%
	Financial services	—	1.2%	4.3%	13.2%	13.2%
	New sectors	2.8%	3.2%	4.5%	4.0%	4.0%
By Business segment(Share)	Outsourcing	84.9%	87.1%	86.9%	85.1%	80.7%
	Temporary staffing	15.1%	12.9%	13.1%	14.9%	19.3%
By Region(Share)	Kanto region	80.4%	72.6%	66.1%	64.5%	58.9%
	National	19.6%	27.4%	33.9%	35.5%	41.1%