

Appendix for the Third Quarter of the Fiscal Year Ending May 31, 2008

June 1, 2007 ~ February 29, 2008

Pasona Group Inc.
First Section TSE, Hercules (2168)

March 26, 2008
<http://www.pasonagroup.co.jp>

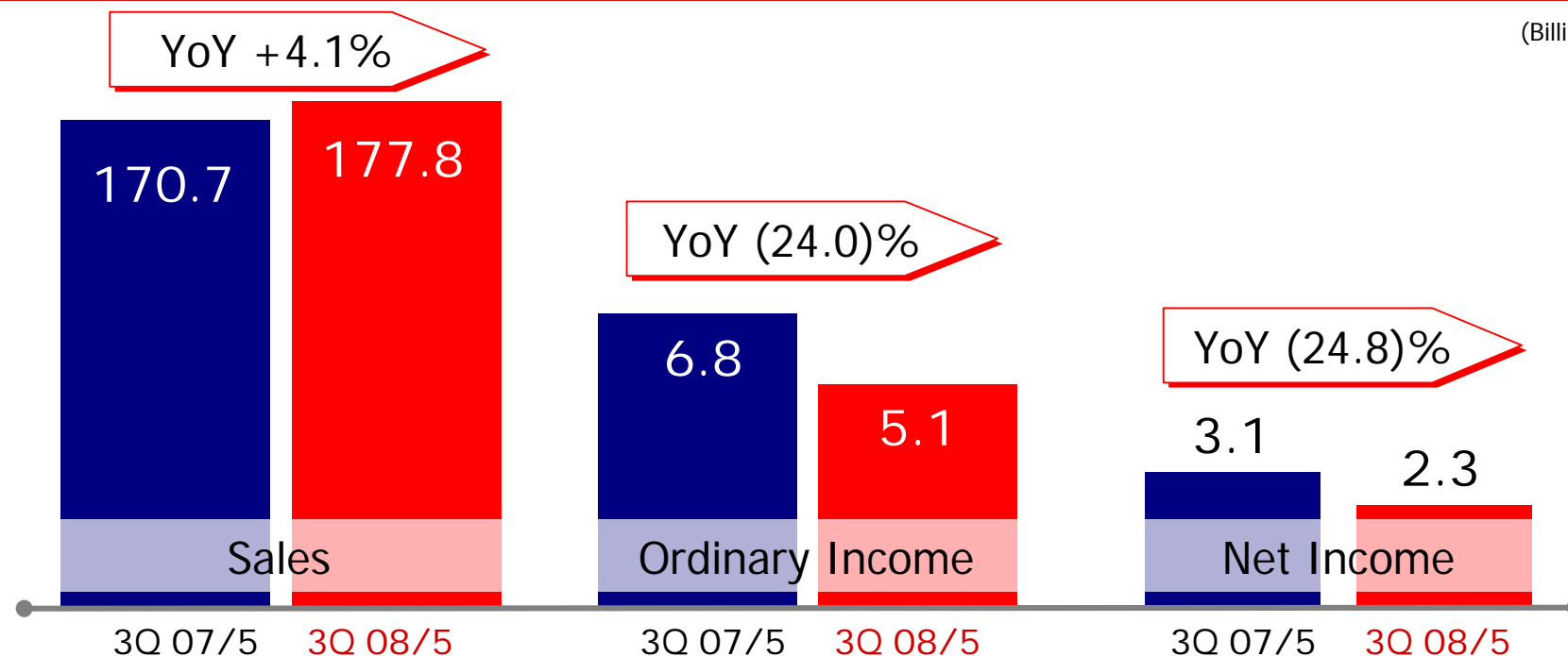
Units in billions of yen have been rounded to the nearest first decimal place. Units in millions of yen have been rounded down.

Pasona Group Inc. was established on December 3, 2007 as a single wholly owning parent company of Pasona Inc. through the sole transfer of shares. As a result, there is no substantive change in the scope of the Group's consolidation. On this basis, business results of Pasona Inc. for the nine-month period ended February 28, 2007 are provided for comparative purposes.

Consolidated Results for the 3Q of the Fiscal Year Ending May 31, 2008
(Nine-Months Cumulative: June 1, 2007 to February 29, 2008)

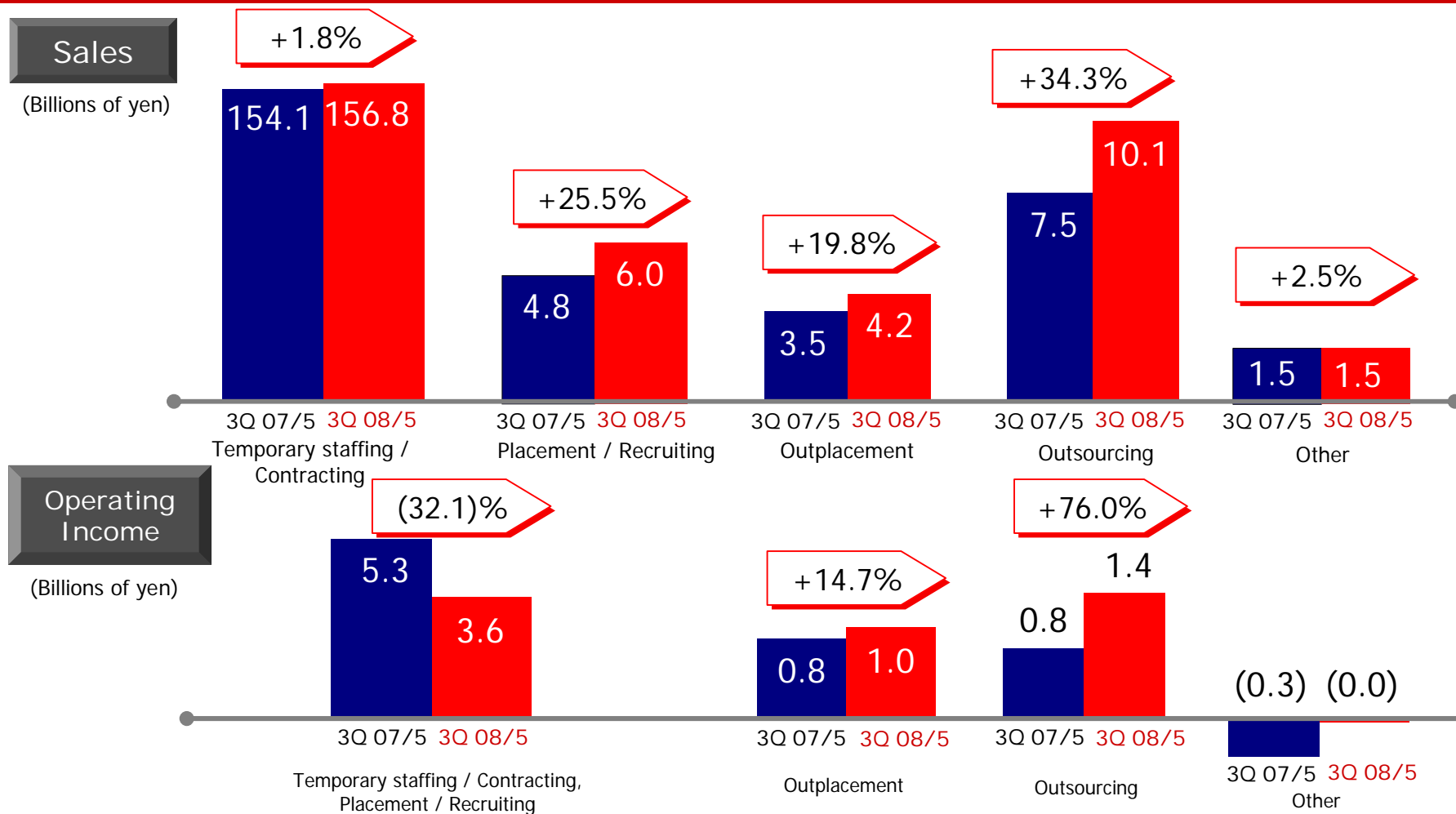


(Billions of yen)



| (Millions of yen) | 3Q 2007/5 | (%) | 3Q 2008/5 | (%) | Increase and decrease | YoY | (%) |
|-------------------|-----------|---------|-----------|---------|-----------------------|---------|--------|
| Sales | 170,700 | (100.0) | 177,766 | (100.0) | 7,065 | 4.1% | (-) |
| Cost of sales | 135,833 | (79.6) | 140,749 | (79.2) | 4,915 | 3.6% | (-0.4) |
| Gross profit | 34,867 | (20.4) | 37,017 | (20.8) | 2,150 | 6.2% | (+0.4) |
| SG&A expenses | 28,222 | (16.5) | 31,929 | (18.0) | 3,707 | 13.1% | (+1.5) |
| Operating income | 6,644 | (3.9) | 5,087 | (2.9) | (1,557) | (23.4)% | (-1.0) |
| Ordinary income | 6,759 | (4.0) | 5,140 | (2.9) | (1,619) | (24.0)% | (-1.1) |
| Net income | 3,123 | (1.8) | 2,349 | (1.3) | (773) | (24.8)% | (-0.5) |

Consolidated Results for the 3Q of the Fiscal Year Ending May 31, 2008 by Business Segment (Nine-Months Cumulative: June 1, 2007 to February 29, 2008)



| | Temporary staffing/Contracting | | | | Placement/Recruiting | | | | Outplacement | | | | Outsourcing | | | | Other | | | | Elimination and Corporate | | |
|------------------------|--------------------------------|---------|-------------------|---------|----------------------|---------|-------------------|-------|--------------|---------|-------------------|---------|-------------|---------|-------------------|-------|---------|---------|-------------------|--------|---------------------------|---------|-------------------|
| | 3Q 07/5 | 3Q 08/5 | Increase/Decrease | YoY | 3Q 07/5 | 3Q 08/5 | Increase/Decrease | YoY | 3Q 07/5 | 3Q 08/5 | Increase/Decrease | YoY | 3Q 07/5 | 3Q 08/5 | Increase/Decrease | YoY | 3Q 07/5 | 3Q 08/5 | Increase/Decrease | YoY | 3Q 07/5 | 3Q 08/5 | Increase/Decrease |
| Sales | 154,105 | 156,849 | 2,743 | 1.8% | 4,750 | 5,961 | 1,210 | 25.5% | 3,526 | 4,223 | 696 | 19.8% | 7,514 | 10,093 | 2,578 | 34.3% | 1,506 | 1,544 | 37 | 2.5% | (703) | (905) | (202) |
| Operating Income | 5,328 | 3,615 | (1,712) | (32.1)% | - | - | - | - | 842 | 966 | 123 | 14.7% | 799 | 1,406 | 607 | 76.0% | (330) | (15) | 314 | - | 4 | (885) | (889) |
| Operating Income Ratio | 3.4% | 2.2% | - | (1.2)pt | - | - | - | - | 23.9% | 22.9% | - | (1.0)pt | 10.6% | 13.9% | - | 3.3pt | (21.9)% | (1.0)% | - | 20.9pt | (0.7)% | 97.7% | - |

* 1. Figures are before Group intersegment eliminations * 2. Results for Temporary staffing / Contracting and Placement / Recruiting are recorded as one segment

(Millions of yen)

Consolidated Results for the 3Q of the Fiscal Year Ending May 31, 2008 by Business Segment (Nine-Months Cumulative: June 1, 2007 to February 29, 2008)

Temporary staffing / Contracting

Net sales of ¥156,849 million (+1.8%)

Expanded and upgraded benefits, better follow-up of dispatched temporary staff
Promotes longer-term dispatch

Tentative saturation of temporary staffing demand attributes to persistent slow down of new registrant
Pace of current growth is modest

Placement / Recruiting

Net sales of ¥5,961 million (+25.5%)

Sales in Japan: ¥4,049 million (+42.5%), Sales overseas: ¥1,911 million (+0.1%)

Strong interest from companies; Increase in registrations by workers seeking a career change

At the same time, companies are becoming prudent about hiring, and employer's skill level requirement is more demanding

Strong growth in Japan due to an enhanced service level (expansion of service area, management-level employees) and improvement of service quality



Temporary staffing / Contracting, Placement / Recruiting

Net sales of ¥162,810 million (+2.5%) Operating income of ¥3,615 million (-32.1%)

Modest improvement in spread is ongoing

Rise in social insurance rate, increase of paid holidays, and partial payment of travel expenses results in higher cost ratio, year-on-year decline in gross margin ratio

Greater revenue from relatively high-margin placement/recruiting business slightly improves segment gross margin ratio

Strategic promotion cost for long-term contract stability push up in SG&A expenses

Consolidated Results for the 3Q of the Fiscal Year Ending May 31, 2008 by Business Segment (Nine-Months Cumulative: June 1, 2007 to February 29, 2008)

Outplacement

Net sales of ¥4,223 million (+19.8%) Operating income of ¥966 million (+14.7%)

Market bottoms out in response to uncertainty over future business environment

Further increase market share through the industry's only nationwide network, and service quality

Orders outperforms initial plan

Outsourcing

Net sales of ¥10,093 million (+34.3%) Operating income of ¥4,406 million (+76.0%)

Continued increase in demand for outsourcing of employee-benefit management

Total compensation and other consultative sales efforts provides steady increase in corporate members

Developing new types of outsourcing services ;Aggressive member benefits development,
such as convening of "Benefit One Festa"- event for members

Greater operational efficiency and cost reductions produce operating income ratio of 13.9% (10.6% 3Q FY ended 2007)

Other

Net sales of ¥1,544 million (+2.5%)

Operating loss of ¥15 million (3Q FY ended 2007: Operating loss of ¥330 million)

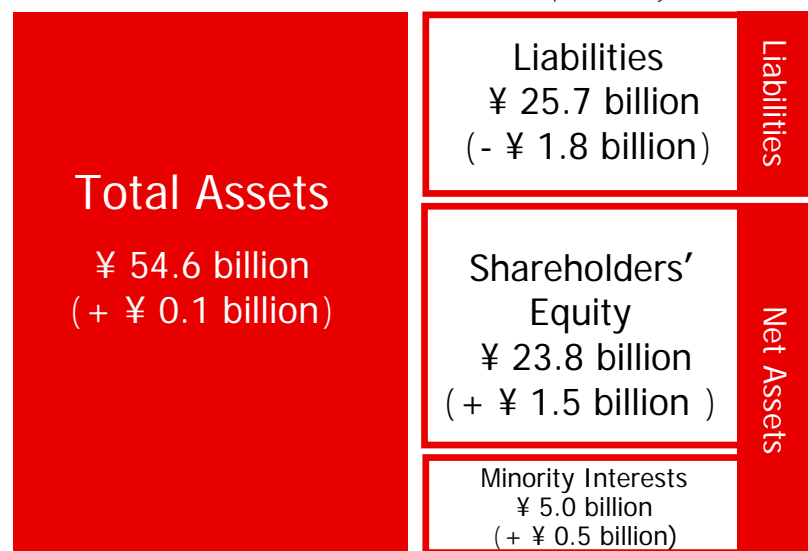
Development of child-care and education businesses, lifestyle support services targeting the elderly and shared services covering the in-house temporary staffing subsidiaries of large companies

Financial Condition and Cash Flows

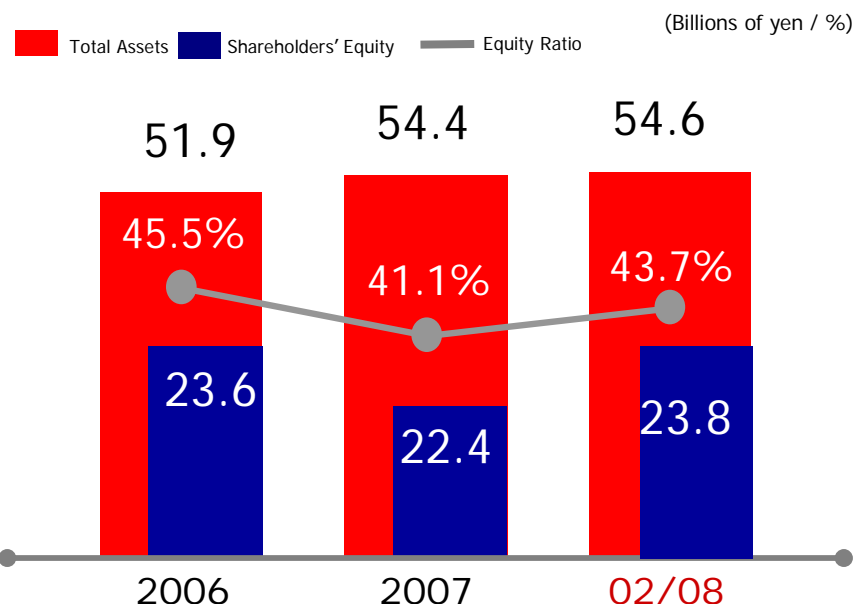
Financial Standing

As of February 29, 2008

* Figures in parentheses indicate changes from the end of the previous fiscal year.



Total Assets, Shareholders' Equity, Equity Ratio



Cash Flows

| | 02/07 | 02/08 |
|--------------------------------------|-------|-------|
| Cash flows from operating activities | 1.0 | 0.2 |
| Cash flows from investing activities | (2.5) | (1.9) |
| Cash flows from financing activities | (2.6) | 2.5 |
| Free cash flows | (1.5) | (1.7) |

- Income before income taxes and minority interests ¥6.1 billion
- Decrease in accounts payable - trade ¥(1.9) billion
- Income taxes paid ¥(4.1) billion

- Acquisition of tangible fixed assets ¥(2.0) billion
- Acquisition of intangible fixed assets ¥(1.0) billion

- Increase in short-term debt ¥3.5 billion
- Cash dividends paid ¥(1.1) billion

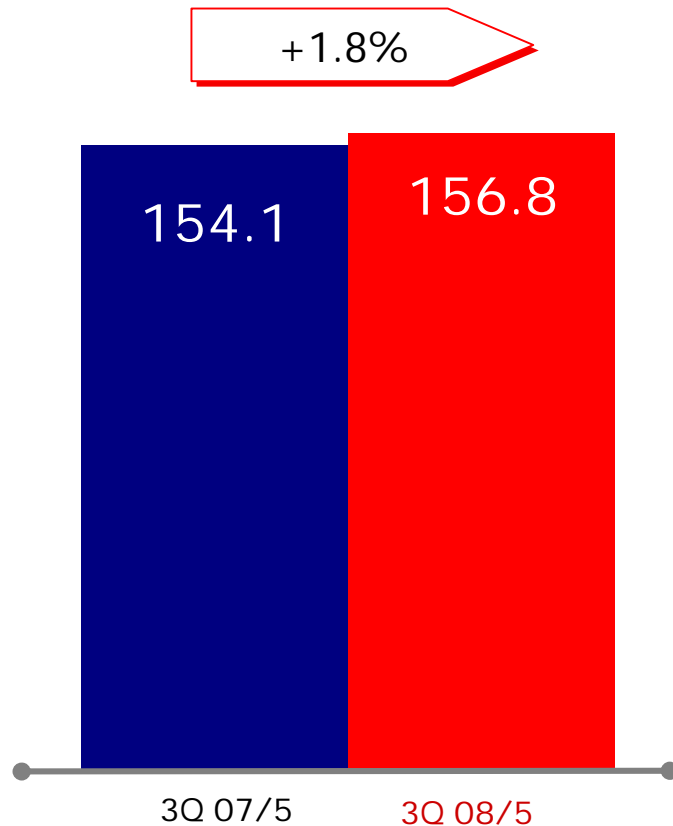
Overview by Business Segment

Units in billions of yen have been rounded to the nearest first decimal place. Units in millions of yen have been rounded down.

Temporary Staffing / Contracting (Sales by Staffing Type / Share)

Sales

(Billions of yen)

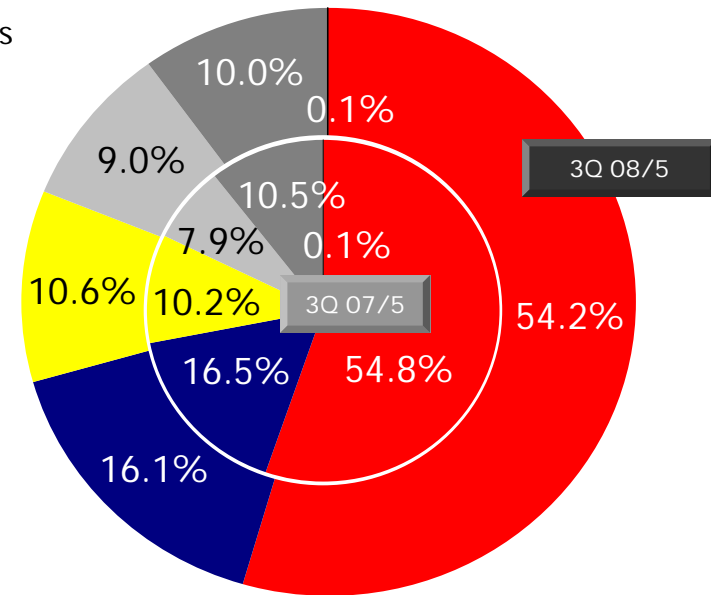


Figures are **before** excluding intrasegment sales

Sales by Staffing Type

Shares

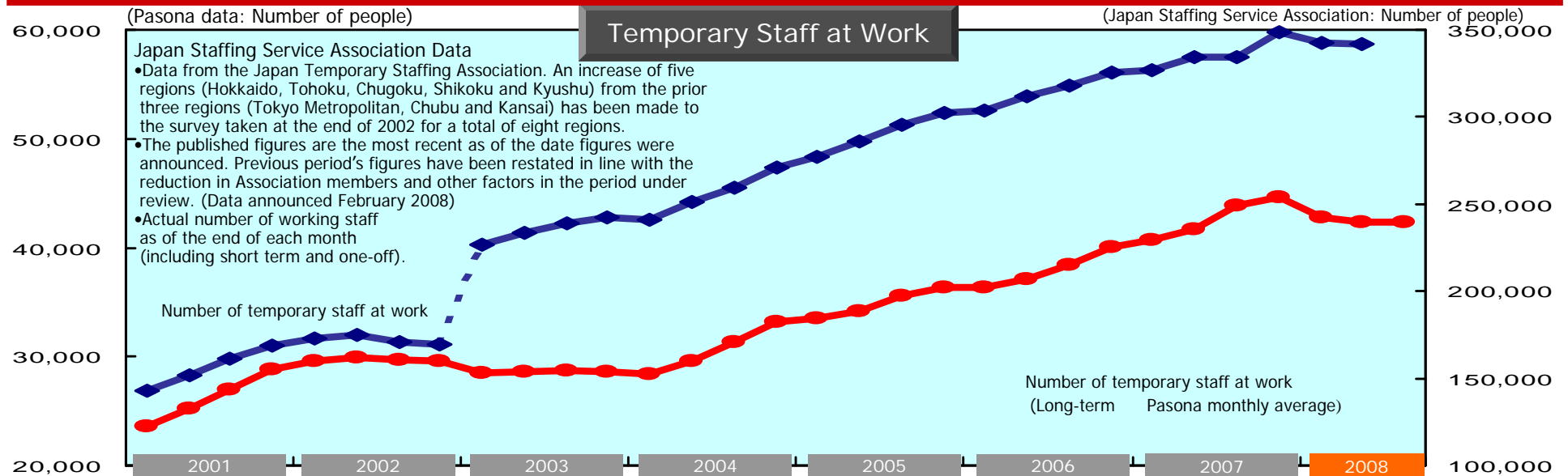
Figures are **after** excluding intrasegment sales



(Millions of yen)

| | 3Q 2007 | YoY | 3Q 2008 | YoY |
|----------------------------|---------|--------|---------|--------|
| Clerical | 84,295 | 15.8% | 84,915 | 0.7% |
| Technical | 25,393 | 11.8% | 25,202 | -0.8% |
| IT/Engineering | 15,718 | 6.2% | 16,639 | 5.9% |
| Marketing / Sales | 12,138 | 18.4% | 14,092 | 16.1% |
| Other | 16,180 | 13.2% | 15,640 | -3.3% |
| Temporary staffing-related | 215 | -12.4% | 158 | -26.4% |
| Total | 153,941 | 13.9% | 156,649 | 1.8% |

Temporary Staffing / Contracting (Marketing Data/Pasona Inc.)



| | 2004 | | | | 2005 | | | | 2006 | | | | 2007 | | | | 2008 | | |
|--|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|--------|
| | 1Q | 2Q | 3Q | 4Q | 1Q | 2Q | 3Q | 4Q | 1Q | 2Q | 3Q | 4Q | 1Q | 2Q | 3Q | 4Q | 1Q | 2Q | 3Q |
| Industry -wide | 240,670 | 250,373 | 259,060 | 270,275 | 276,753 | 285,101 | 295,170 | 301,838 | 303,828 | 311,648 | 318,027 | 325,350 | 327,110 | 334,570 | 340,784 | 348,667 | 342,784 | 341,996 | |
| YoY | 6.1% | 7.3% | 8.6% | 11.8% | 15.0% | 13.9% | 13.9% | 11.7% | 9.8% | 9.3% | 7.7% | 7.8% | 7.7% | 7.4% | 7.2% | 7.2% | 4.8% | 2.2% | |
| Pasona Inc. | 28,372 | 29,543 | 31,295 | 33,138 | 33,510 | 34,208 | 35,611 | 36,395 | 36,314 | 37,103 | 38,446 | 40,096 | 40,745 | 41,676 | 43,832 | 44,619 | 42,825 | 42,350 | 42,387 |
| YoY | -0.5% | 3.2% | 8.8% | 16.0% | 18.1% | 15.8% | 13.8% | 9.8% | 8.4% | 8.5% | 8.0% | 10.2% | 12.2% | 12.3% | 14.0% | 11.3% | 5.7% | 1.6% | (3.3)% |
| The Pasona Group Consolidated (Domestic) | | | | | | | | | | | | | 51,586 | 52,889 | 55,566 | 56,881 | 55,168 | 54,619 | 54,758 |
| YoY | | | | | | | | | | | | | 13.4% | 13.1% | 14.9% | 12.8% | 6.9% | 3.3% | (1.5)% |

| Orders (long term) Monthly Average (Pasona Inc.) | | | Contract Starts (long term) Monthly Average (Pasona Inc.) | | | | Contract Completion (long term) Monthly Average (Pasona Inc.) | | | | |
|--|---------------|-------|---|--------------|-------|--------------|---|---------|---------|--------|-----|
| | Number | YoY | | Number | YoY | | Number | YoY | | Number | YoY |
| 3Q 07/5 | 7,994 | 10.1% | 3Q 07/5 | 3,088 | 11.9% | 3Q 07/5 | 2,852 | 10.5% | | | |
| 3Q 08/5 | 7,190 | 10.1% | 3Q 08/5 | 2,721 | 11.9% | 3Q 08/5 | 2,902 | 1.8% | | | |
| Rate of Contracts Signed (Long-Term Contract Starts/ Long-Term Orders) | | | Temporary Staffing Rates (Pasona Inc.) | | | | Number of Annual New Registered Staff (Consolidated/ Japan) | | | | |
| | Contract Rate | YoY | | Invoice Rate | YoY | Payment Rate | YoY | | Persons | YoY | |
| 3Q 07/5 | 38.6% | 0.6pt | 3Q 07/5 | 2,047 | 0.0% | 1,505 | 0.5% | 3Q 07/5 | 73,805 | 9.9% | |
| 3Q 08/5 | 37.8% | 0.8pt | 3Q 08/5 | 2,063 | 0.7% | 1,511 | 0.3% | 3Q 08/5 | 64,286 | 12.9% | |

★ Merger with Socio Inc. in the fourth quarter of the fiscal year ended May 31, 2006. Data for temporary staff includes Socio Inc.

* Includes the number of special projects from the 1Q FY ending 2008

* Non-consolidated Pasona data

* Figures for temporary staff at work (monthly average), orders, contracts starts, completions and signed exclude special project items from Sep. 2002 to May 2007

* Change in the presentation of temporary staffing payments from the fiscal year ended May 31, 2004. New presentation method based on gross number of work hours

* Data for the number of contracts starts and completions from the fiscal year ended May 31, 2005 has been revised due to an error in previously reported data for a portion of the first half data for the fiscal year ended May 31, 2004

* Monthly average data for the period under review is the average for the 12-month period ended May 31, 2007 (June 1, 2006 to May 31, 2007)

* New registrants data presented on a consolidated basis. Disclosure of domestic temporary staffing business data: Pasona: June 1, 2006 to May 31, 2007; Subsidiary companies: April 1, 2006 to March 31, 2007

* Marketing data for the fiscal year ended May 31, 2006 is exclusive of Socio Inc. data. Socio Inc. data is included in data from the fiscal year ended May 31, 2007.

With the impact of the number of special projects becoming limited, included from FY ending 2008.

Figures in italics are a comparison with the previous period due to the change in numerical criterion and provided for reference purposes only.

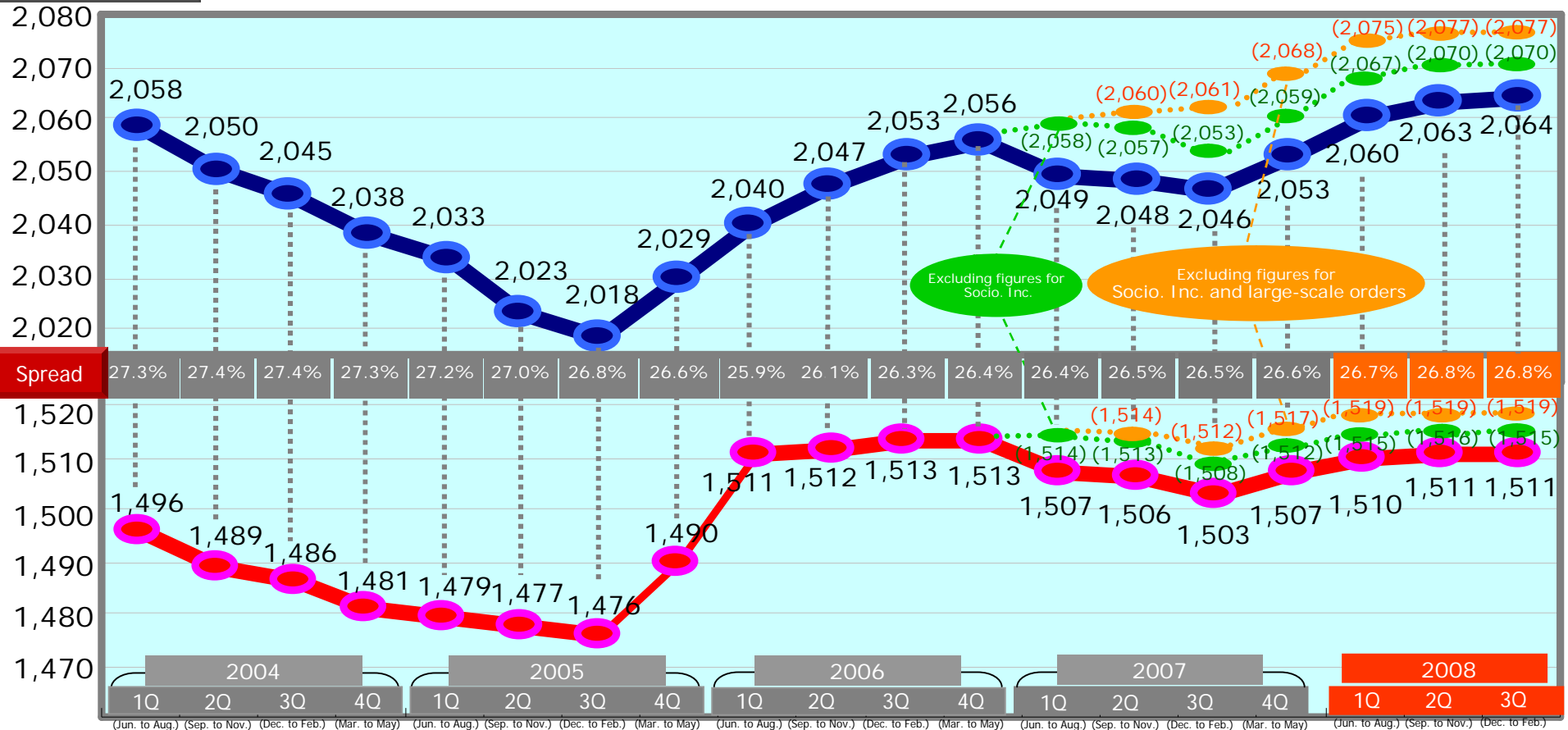
Temporary Staffing / Contracting (Unit Price / Pasona Inc.)

Steady improvement in the spread between unit prices at the invoice and payment levels due to continuous negotiation. Results in excess of initial estimates.

3Q FY 2008 **26.8%**
(YoY +0.3pt)

| | 2004 | 2005 | 2006 | 2007 (Average) | | 2008 (9 months) | |
|---------------|-------|-------|-------|----------------|--------|-----------------|--------|
| | | | | 2007 | YoY | 2007 | YoY |
| Invoice Rates | 2,048 | 2,026 | 2,049 | 2,049 | 0.00% | 2,063 | 0.7% |
| Payment Rates | 1,488 | 1,481 | 1,512 | 1,506 | -0.40% | 1,511 | 0.3% |
| Spread | 27.3% | 26.9% | 26.2% | 26.5% | +0.3pt | 26.8% | +0.3pt |

Invoice Rates



Payment Rates

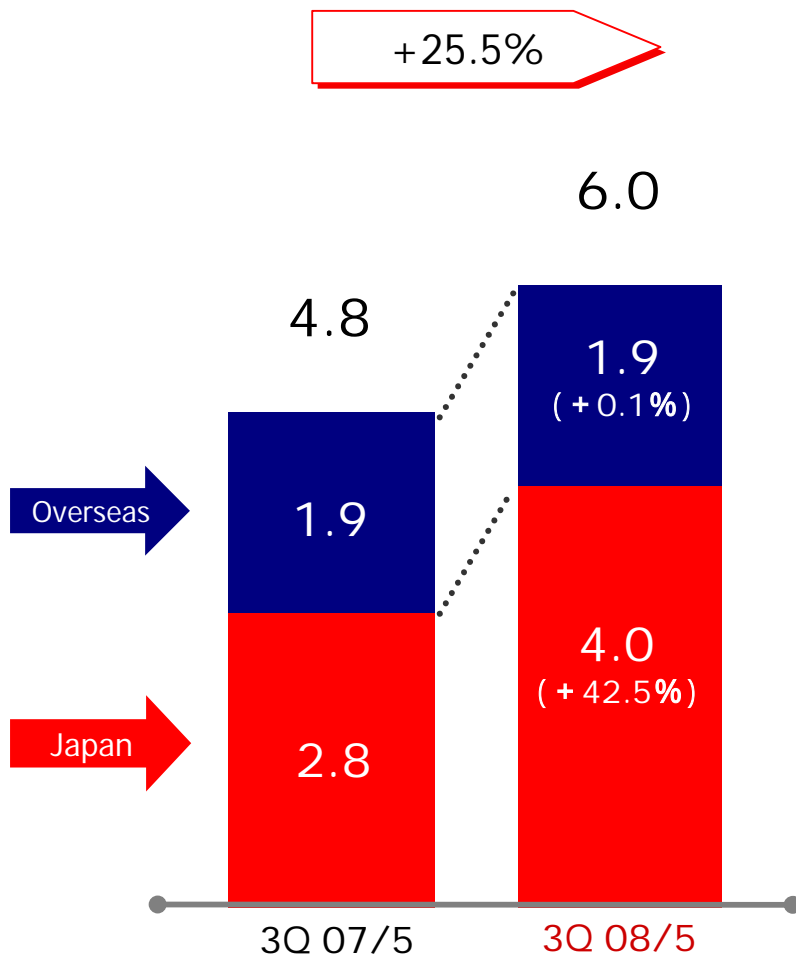
Notes: Pasona (Non-consolidated) / Average hourly unit price across all segments (weighted average)
Figures include Socio. Inc., which was absorbed by Pasona Inc. from the fiscal year ending May 31, 2007.

Placement / Recruiting (Pasona Career, Inc., Others) (Nine-Month Cumulative: June 1, 2006 to February 28, 2007)



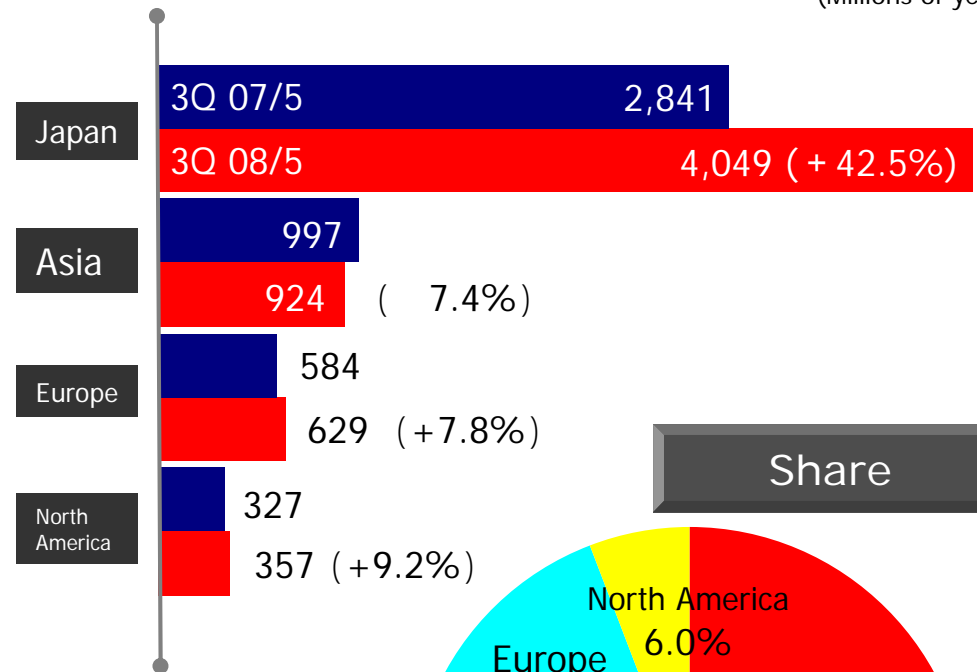
Sales

(Billions of yen)

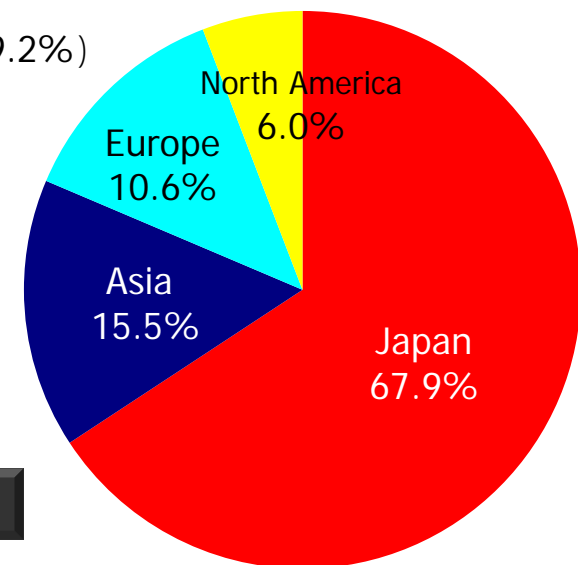


Sales by Region

(Millions of yen)



Share



3Q 08/5

Forecast of Consolidated Results

Units in billions of yen have been rounded to the nearest first decimal place. Units in millions of yen have been rounded down.

Revision to Consolidated Full-Year Forecasts (1)

Fiscal Year Ending May 31, 2008



Slow growth in number of long-term users in Temporary staffing / Contracting

Orders and registrations show signs of recovery, but pace is slow and will fall short of sales targets

Growth in Outplacement exceeding plan, but Placement / Recruiting is expected to be just short of target due to external factors

Despite curbs on SG&A expenses, earnings also revised downward due to decline in gross profit

| FY5/08 (Forecast) | Initial Forecast | Revised Forecast | Change (amount) | Change (%) |
|----------------------|---------------------|---------------------|--------------------|---------------|
| Sales | 259,130 | 238,130 | (21,000) | - 8.1% |
| Gross Profit | 54,050 | 49,330 | (4,720) | - 8.7% |
| SG&A Expenses | 44,860 | 42,850 | (2,010) | - 4.5% |
| Operating Income | 9,190 | 6,480 | (2,710) | - 29.5% |
| Ordinary Income | 9,230 | 6,720 | (2,510) | - 27.2% |
| Net Income | 4,430 | 2,820 | (1,610) | - 36.3% |

Sales

Main factor is Temporary staffing / Contracting sales shortfall

| | |
|----------------------------------|----------------|
| Temporary staffing / Contracting | -¥21.2 billion |
| Placement / Recruiting | -¥0.5 billion |
| Outplacement | +¥0.6 billion |
| Outsourcing | +¥0.1 billion |

Against Plan

Gross Profit

Higher cost ratio in Temporary staffing / Contracting (social insurance and salaries) and decline in gross profit ratio due to shortfall in sales

| | |
|----------------------------------|---------------|
| Temporary staffing / Contracting | -¥4.5 billion |
|----------------------------------|---------------|

Against Plan

Extraordinary Gains

| | |
|--|--------------|
| Gain on sale of investment securities (3Q) | ¥1.1 billion |
|--|--------------|

Extraordinary Losses

| | |
|---|--------------|
| Provision for office relocation expenses (4Q) | ¥0.4 billion |
|---|--------------|

Revision to Consolidated Full-Year Forecasts (2)

Fiscal Year Ending May 31, 2008

Temporary staffing / Contracting: Cost rate up from initial estimates due to rise in social insurance rate and increase in taking of paid holidays

Gross profit decline (-¥4.7 billion from initial plan, of which -¥4.5 billion in Temporary staffing / Contracting)

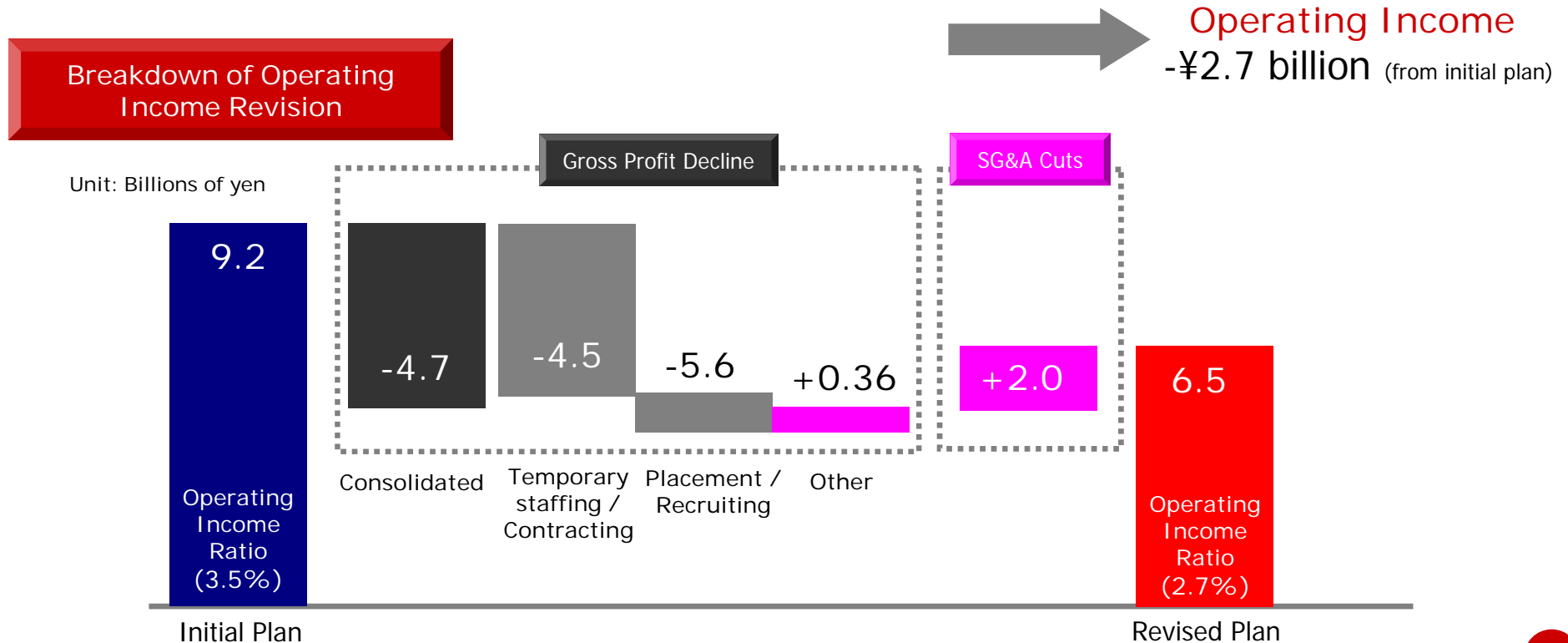
Temporary staffing / Contracting

Sales decline Approx. ¥3.5 billion

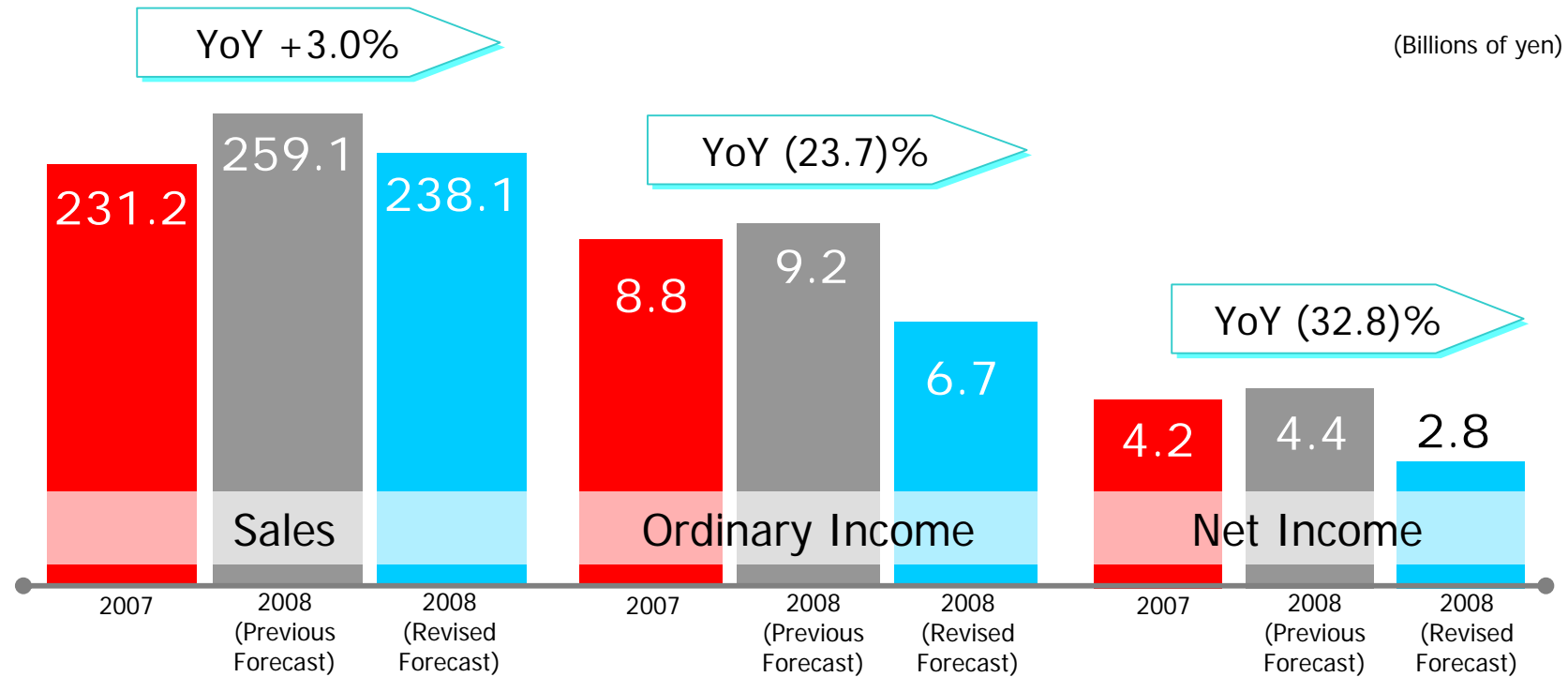
Gross profit decline (social insurance and salaries) Approx. ¥1.0 billion

High-margin Placement / Recruiting business expected to fall short of plan due to external factors (subprime loan crisis, appreciation of yen)

SG&A cuts: Down ¥2.0 billion from initial plan due to improved efficiency and cost controls



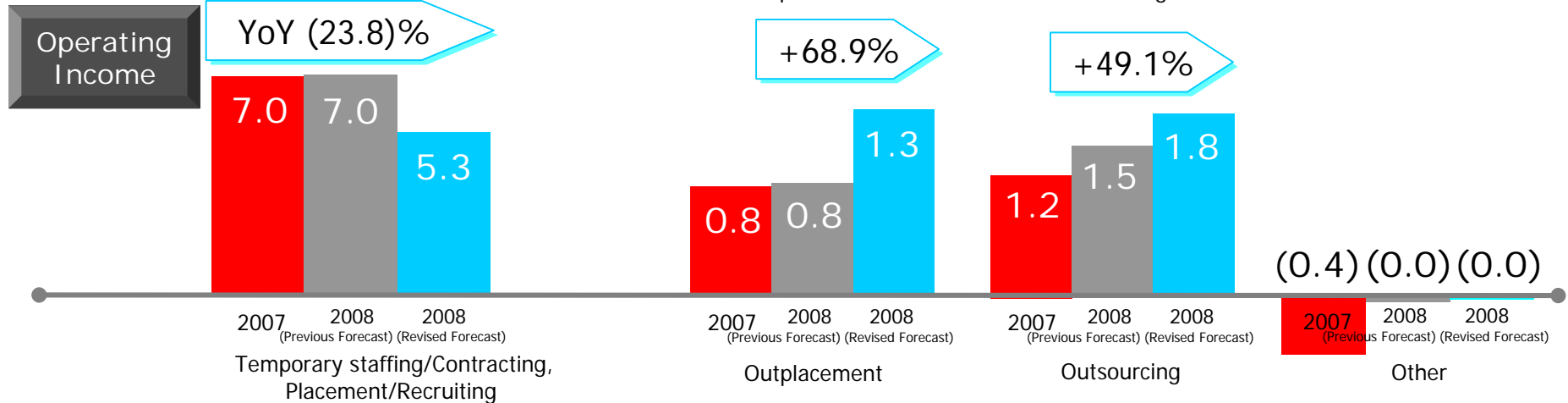
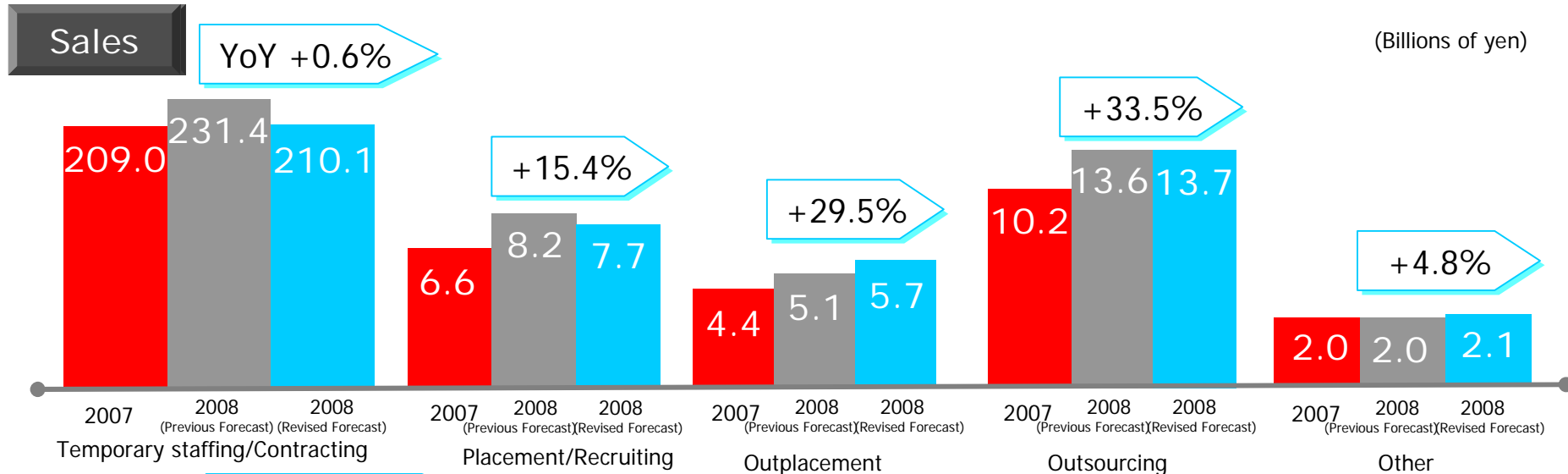
Forecasts for the Fiscal Year Ending May 31, 2008 (Consolidated) P A S O N A



| (Millions of yen) | 2007 | (%) | 2008 (Previous Forecast) | (%) | 2008 (Revised Forecast) | (%) | Net Change | YoY |
|-------------------|---------|---------|-----------------------------|---------|----------------------------|---------|------------|---------|
| Sales | 231,231 | (100.0) | 259,130 | (100.0) | 238,130 | (100.0) | (8.1)% | 3.0% |
| Gross profit | 47,050 | (20.3) | 54,050 | (20.9) | 49,330 | (20.7) | (8.7)% | 4.8% |
| SG&A expenses | 38,542 | (16.6) | 44,860 | (17.4) | 42,850 | (18.0) | (4.5)% | 11.2% |
| Operating income | 8,507 | (3.7) | 9,190 | (3.5) | 6,480 | (2.7) | (29.5)% | (23.8)% |
| Ordinary income | 8,807 | (3.8) | 9,230 | (3.6) | 6,720 | (2.8) | (27.2)% | (23.7)% |
| Net income | 4,198 | (1.8) | 4,430 | (1.7) | 2,820 | (1.2) | (36.3)% | (32.8)% |

Note: For earnings forecasts, amount of less than 10 million yen are rounded down

Forecasts for the Fiscal Year Ending May 31, 2008 (Consolidated) (by Business Segment)



| | Temporary Staffing/Contracting | | | | | Placement/Recruiting | | | | | Outplacement | | | | | Outsourcing | | | | | Other | | | | |
|-------------------------|--------------------------------|-------------------|------------------|------------|---------|----------------------|-------------------|------------------|------------|-------|--------------|-------------------|------------------|------------|-------|-------------|-------------------|------------------|------------|-------|---------|-------------------|------------------|------------|--------|
| | 2007 | Previous Forecast | Revised Forecast | Net Change | YoY | 2007 | Previous Forecast | Revised Forecast | Net Change | YoY | 2007 | Previous Forecast | Revised Forecast | Net Change | YoY | 2007 | Previous Forecast | Revised Forecast | Net Change | YoY | 2007 | Previous Forecast | Revised Forecast | Net Change | YoY |
| Net Sales | 208,952 | 231,380 | 210,130 | (9.2)% | 0.6% | 6,645 | 8,190 | 7,670 | (6.3)% | 15.4% | 4,408 | 5,070 | 5,710 | 12.6% | 29.5% | 10,226 | 13,550 | 13,650 | 0.7% | 33.5% | 1,975 | 2,040 | 2,070 | 1.5% | 4.8% |
| Operating Income | 6,964 | 7,000 | 5,310 | (24.1)% | (23.8)% | - | - | - | - | - | 758 | 770 | 1,280 | 66.2% | 68.7% | 1,174 | 1,450 | 1,750 | 20.7% | 49.0% | (396) | (40) | (30) | - | - |
| Operating Income Margin | 3.2% | 2.9% | 2.4% | (0.5)pt | (0.8)pt | - | - | - | - | - | 17.2% | 15.2% | 22.4% | 7.2pt | 5.2pt | 11.5% | 10.7% | 12.8% | 2.1pt | 1.3pt | (20.1)% | (2.0)% | (1.4)% | 0.6pt | 18.7pt |

Note 1: Segment data is before intersegment eliminations
 Note 2: Temporary staffing / Contracting and Placement and Recruiting are recorded as the one segment

(Millions of yen)
 *For earnings forecasts, amount of less than 10 million yen are rounded down

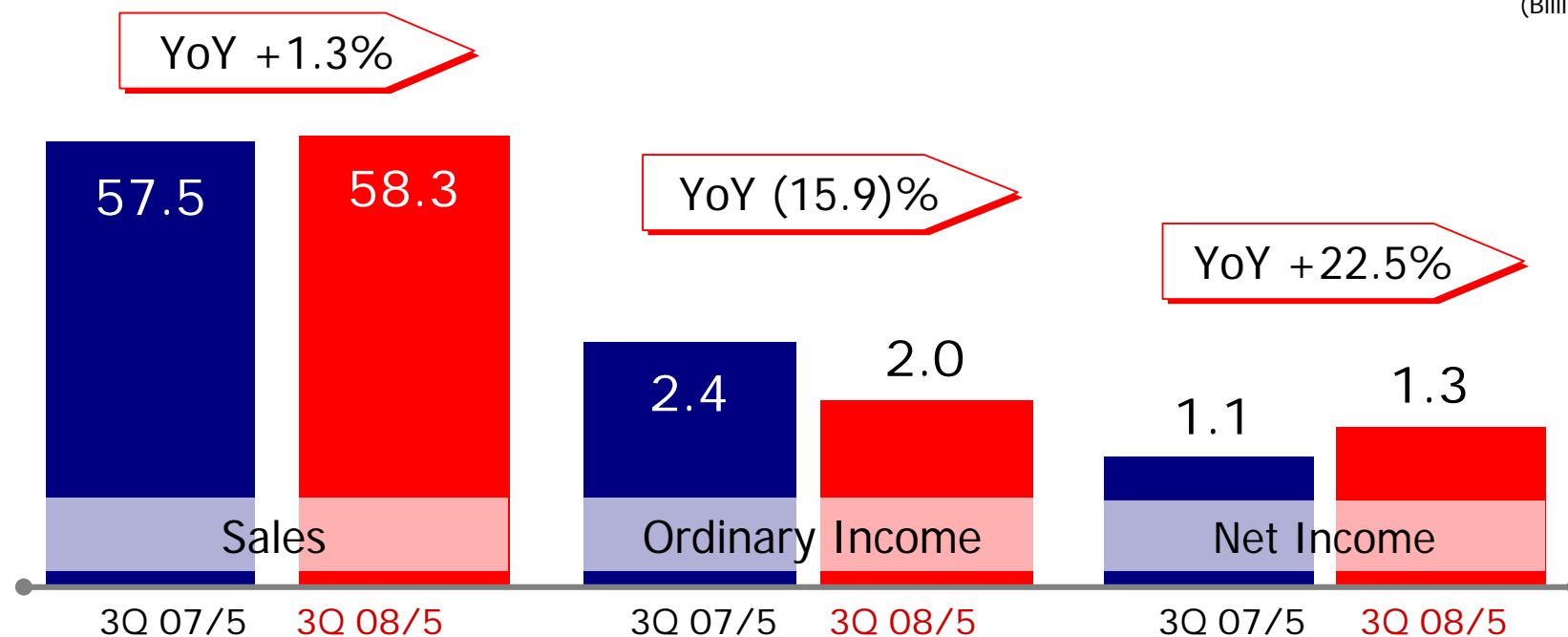
Reference

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Consolidated Results for the 3Q of the Fiscal Year Ending May 31, 2008
(3Q: December 1, 2007 to February 29, 2008)

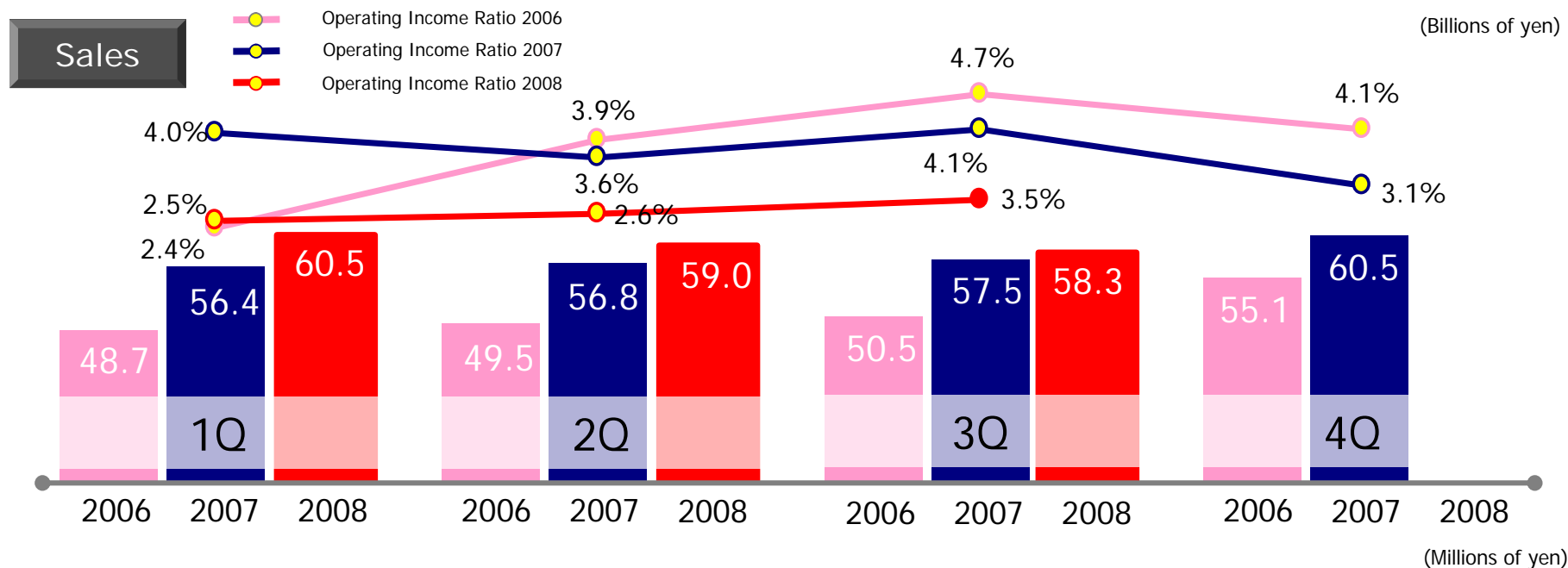


(Billions of yen)



| (Millions of yen) | 3Q 2007/5 | (%) | 3Q 2008/5 | (%) | Increase and decrease | YoY | (%) |
|-------------------|-----------|---------|-----------|---------|-----------------------|---------|--------|
| Sales | 57,498 | (100.0) | 58,250 | (100.0) | 752 | 1.3% | (-) |
| Cost of sales | 45,600 | (79.3) | 45,579 | (78.2) | (20) | 0.0% | (-1.1) |
| Gross profit | 11,897 | (20.7) | 12,671 | (21.8) | 773 | 6.5% | (+1.1) |
| SG&A expenses | 9,567 | (16.6) | 10,655 | (18.3) | 1,087 | 11.4% | (+1.7) |
| Operating income | 2,330 | (4.1) | 2,015 | (3.5) | (314) | (13.5)% | (-0.6) |
| Ordinary income | 2,367 | (4.1) | 1,994 | (3.4) | (372) | (15.8)% | (-0.7) |
| Net income | 1,050 | (1.8) | 1,286 | (2.2) | 235 | 22.5% | (+0.4) |

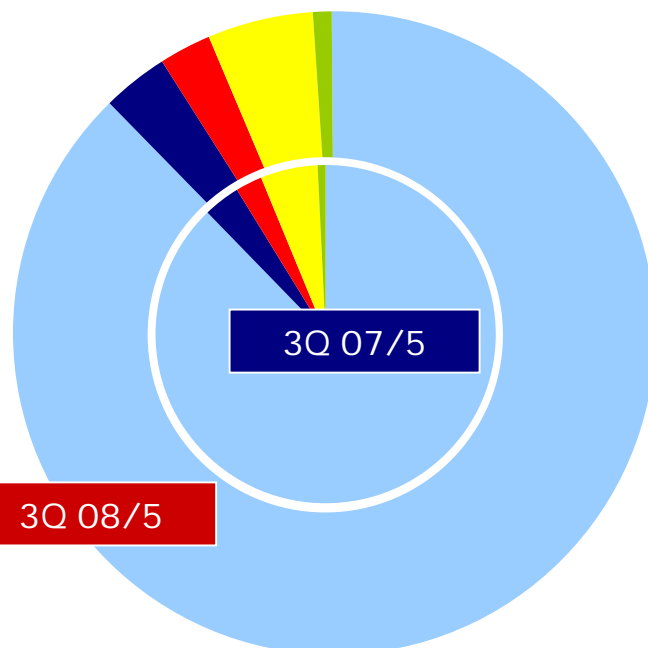
Trends in Quarterly Consolidated Results



| Consolidated | 1Q (June to August) | | | | | | 2Q (September to November) | | | | | 3Q (December to February) | | | | | 4Q (March to May) | | |
|-------------------------|---------------------|--------|--------|--------|--------|-------|----------------------------|--------|--------|--------|--------|---------------------------|--------|--------|--------------|--------|-------------------|--------|------|
| | 06/5 | 07/5 | Change | 08/5 | Change | 06/5 | 07/5 | Change | 08/5 | Change | 06/5 | 07/5 | Change | 08/5 | Change | 06/5 | 07/5 | Change | |
| | Sales | 48,726 | 56,444 | 15.8% | 60,489 | 7.2% | 49,520 | 56,757 | 14.6% | 59,026 | 4.0% | 50,484 | 57,498 | 13.9% | 58,250 | 1.3% | 55,084 | 60,531 | 9.9% |
| Gross profit | 9,438 | 11,308 | 19.8% | 12,115 | 7.1% | 9,975 | 11,660 | 16.9% | 12,230 | 4.9% | 10,614 | 11,897 | 12.1% | 12,671 | 6.5% | 11,208 | 12,182 | 8.7% | |
| SG&A expenses | 8,250 | 9,031 | 9.5% | 10,585 | 17.2% | 8,040 | 9,623 | 19.7% | 10,688 | 11.1% | 8,232 | 9,567 | 16.2% | 10,655 | 11.4% | 8,967 | 10,320 | 15.1% | |
| Operating income | 1,188 | 2,277 | 91.6% | 1,529 | 32.8% | 1,934 | 2,037 | 5.3% | 1,541 | 24.3% | 2,382 | 2,330 | 2.2% | 2,015 | 13.5% | 2,240 | 1,862 | 16.9% | |
| Ordinary income | 1,207 | 2,377 | 96.9% | 1,584 | 33.4% | 1,895 | 2,014 | 6.2% | 1,560 | 22.5% | 2,381 | 2,367 | 0.6% | 1,994 | 15.8% | 2,360 | 2,047 | 13.2% | |
| Net income | 543 | 1,125 | 107.1% | 795 | 29.4% | 939 | 947 | 0.9% | 268 | 71.7% | 1,113 | 1,050 | 5.7% | 1,286 | 22.5% | 992 | 1,074 | 8.3% | |
| Gross profit margin | 19.4% | 20.0% | 0.6pt | 20.0% | 0.0pt | 20.1% | 20.5% | 0.4pt | 20.7% | 0.2pt | 21.0% | 20.7% | 0.3pt | 21.8% | 1.1pt | 20.3% | 20.1% | 0.2pt | |
| SG&A expense ratio | 17.0% | 16.0% | 1.0pt | 17.5% | 1.5pt | 16.2% | 16.9% | 0.7pt | 18.1% | 1.2pt | 16.3% | 16.6% | 0.3pt | 18.3% | 1.7pt | 16.2% | 17.0% | 0.8pt | |
| Operating income margin | 2.4% | 4.0% | 1.6pt | 2.5% | 1.5pt | 3.9% | 3.6% | 0.3pt | 2.6% | 1.0pt | 4.7% | 4.1% | 0.6pt | 3.5% | 0.6pt | 4.1% | 3.1% | 1.0pt | |
| Ordinary income margin | 2.5% | 4.2% | 1.7pt | 2.6% | 1.6pt | 3.8% | 3.5% | 0.3pt | 2.6% | 0.9pt | 4.7% | 4.1% | 0.6pt | 3.4% | 0.7pt | 4.3% | 3.4% | 0.9pt | |
| Net income margin | 1.1% | 2.0% | 0.9pt | 1.3% | 0.7pt | 1.9% | 1.7% | 0.2pt | 0.5% | 1.2pt | 2.2% | 1.8% | 0.4pt | 2.2% | 0.4pt | 1.8% | 1.8% | 0.0pt | |

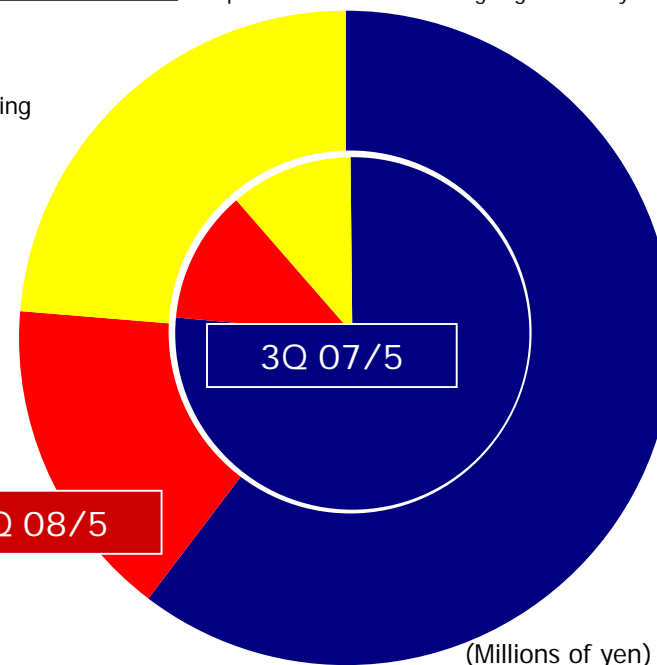
Consolidated Results for the 3Q of the Fiscal Year Ending May 31, 2007 by Business Segment Composition (Nine-Month Cumulative: June 1, 2007 to February 29, 2008)

Sales



Operating Income

Note: Operating income data for Temporary staffing / Contracting, Placement / Recruiting, Outplacement and Outsourcing segments only.



- Temporary staffing / Contracting (Sales)
- Placement / Recruiting (Sales)
- Temporary Staffing / Contracting, Placement / Recruiting (Operating Income)
- Outplacement
- Outsourcing
- Other

(Millions of yen)

| | 3Q 07/5 | | | | 3Q 08/5 | | | |
|----------------------------------|----------------|---------------|------------------|---------------|----------------|---------------|------------------|---------------|
| | Sales | % | Operating Income | % | Sales | % | Operating Income | % |
| Temporary staffing / Contracting | 154,105 | 90.2% | 5,328 | 80.2% | 156,849 | 88.2% | 3,615 | 71.1% |
| Placement / Recruiting | 4,750 | 2.8% | | | 5,961 | 3.4% | | |
| Outplacement | 3,526 | 2.1% | 842 | 12.7% | 4,223 | 2.4% | 966 | 19.0% |
| Outsourcing | 7,514 | 4.4% | 799 | 12.0% | 10,093 | 5.7% | 1,406 | 27.6% |
| Other | 1,506 | 0.9% | -330 | -5.0% | 1,544 | 0.8% | -15 | -0.3% |
| Eliminations & Corporate | -703 | -0.4% | 4 | 0.1% | -905 | -0.5% | -885 | -17.4% |
| Total | 170,700 | 100.0% | 6,644 | 100.0% | 177,766 | 100.0% | 5,087 | 100.0% |

Trends in Quarterly Consolidated Results by Business Segment

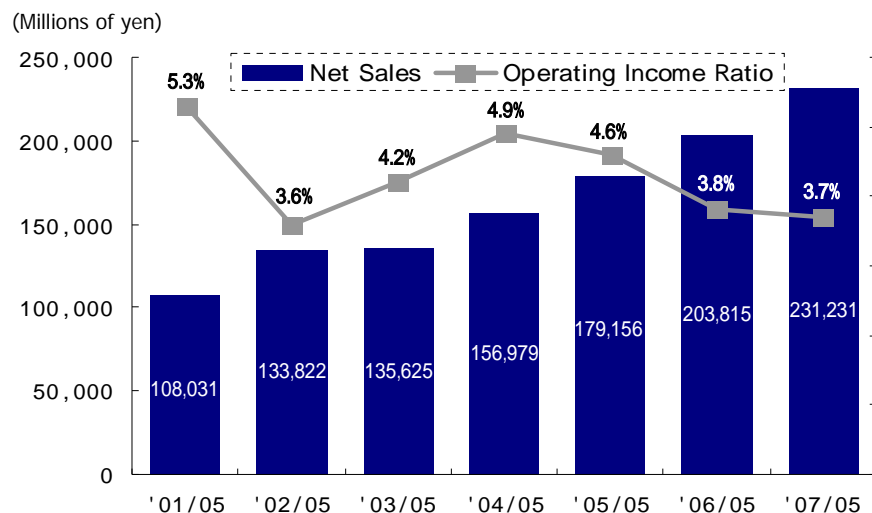


(Millions of yen)

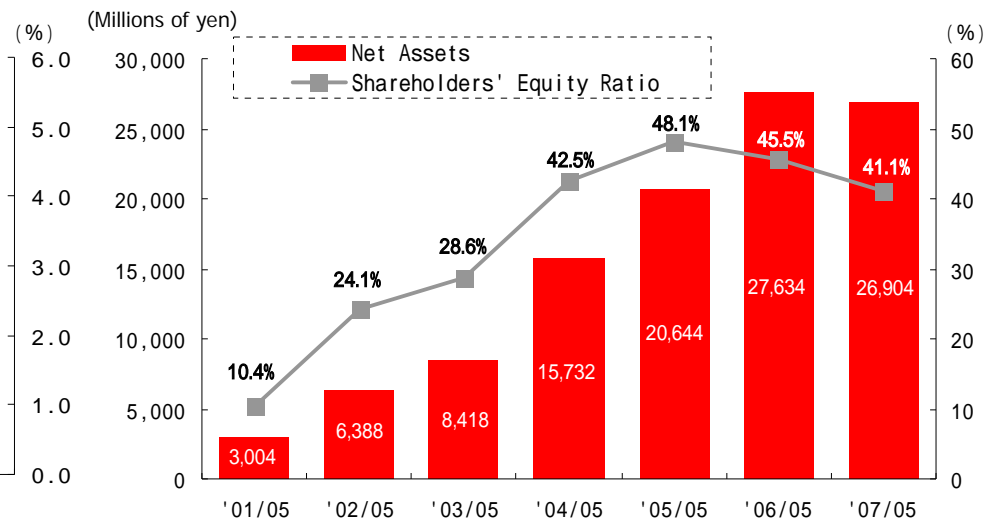
| | | 1Q (June to August) | | | | | 2Q (September to November) | | | | | 3Q (December to February) | | | | | 4Q (March to May) | | |
|-------------------------|---|---------------------|---------|----------|--------|----------|----------------------------|---------|---------|--------|---------|---------------------------|---------|----------|--------|---------|-------------------|---------|----------|
| | | 06/5 | 07/5 | Change | 08/5 | Change | 06/5 | 07/5 | Change | 08/5 | Change | 06/5 | 07/5 | Change | 08/5 | Change | 06/5 | 07/5 | Change |
| Sales | Temporary staffing / Contracting | 44,432 | 50,723 | 14.2% | 53,596 | 5.7% | 45,178 | 51,213 | 13.4% | 52,090 | 1.7% | 45,699 | 52,167 | 14.2% | 51,162 | (1.9)% | 50,273 | 54,847 | 9.1% |
| | Placement / Recruiting | 1,063 | 1,704 | 60.2% | 2,260 | 32.6% | 999 | 1,516 | 51.8% | 1,905 | 25.7% | 1,149 | 1,529 | 33.0% | 1,795 | 17.4% | 1,329 | 1,895 | 42.6% |
| | Outplacement | 890 | 1,328 | 49.2% | 1,213 | (8.7)% | 1,007 | 1,260 | 25.0% | 1,421 | 12.8% | 1,079 | 937 | (13.2)% | 1,588 | 69.5% | 1,031 | 882 | (14.5)% |
| | Outsourcing | 2,033 | 2,415 | 18.8% | 3,217 | 33.2% | 2,030 | 2,502 | 23.2% | 3,389 | 35.4% | 2,086 | 2,596 | 24.4% | 3,486 | 34.3% | 2,068 | 2,711 | 31.1% |
| | Other | 519 | 496 | (4.3)% | 472 | (4.9)% | 505 | 495 | (1.9)% | 498 | 0.4% | 670 | 514 | (23.3)% | 574 | 11.7% | 608 | 468 | (23.0)% |
| Operating Income | Temporary staffing/ Contracting, Placement / Recruiting | 1,248 | 2,076 | 66.2% | 1,384 | (33.3)% | 1,582 | 1,411 | (10.8)% | 618 | (56.2)% | 1,802 | 1,841 | 2.2% | 1,613 | (12.4)% | 1,922 | 1,635 | (14.9)% |
| | Outplacement | 211 | 451 | 113.5% | 226 | (49.8)% | 275 | 350 | 27.3% | 361 | 3.0% | 294 | 40 | (86.3)% | 378 | 836.3% | 185 | (83) | - |
| | Outsourcing | (154) | (119) | - | (72) | - | 264 | 340 | 28.5% | 550 | 61.6% | 440 | 577 | 31.1% | 929 | 60.8% | 351 | 375 | 6.7% |
| | Other | (86) | (134) | - | (9) | - | (215) | (62) | - | 10 | - | (158) | (133) | - | (17) | - | (238) | (65) | - |
| Operating Income Margin | Temporary staffing/ Contracting, Placement / Recruiting | 2.7% | 4.0% | 1.3pt | 2.5% | (1.5)pt | 3.4% | 2.7% | (0.7)pt | 1.1% | (1.6)pt | 3.8% | 3.4% | (0.4)pt | 3.0% | (0.4)pt | 3.7% | 2.9% | (0.8)pt |
| | Outplacement | 23.7% | 34.0% | 10.3pt | 18.6% | (15.4)pt | 27.4% | 27.8% | 0.4pt | 25.4% | (2.4)pt | 27.2% | 4.3% | (22.9)pt | 23.8% | 19.5pt | 18.0% | (9.5)% | (27.5)pt |
| | Outsourcing | (7.6)% | (4.9)% | 2.7pt | (2.3)% | 2.6pt | 13.0% | 13.6% | 0.6pt | 16.2% | 2.6pt | 21.1% | 22.3% | 1.2pt | 26.6% | 4.3pt | 17.0% | 13.8% | (3.2)pt |
| | Other | (16.6)% | (27.0)% | (10.4)pt | (2.0)% | 25.0pt | (42.7)% | (12.7)% | 30.0pt | 2.2% | 14.9pt | (23.6)% | (25.9)% | (2.3)pt | (3.0)% | 22.9pt | (39.3)% | (14.1)% | 25.2pt |

Key Indicators (Full Year)

Net Sales and Operating Income Ratio



Net Assets and Shareholders' Equity Ratio



Results

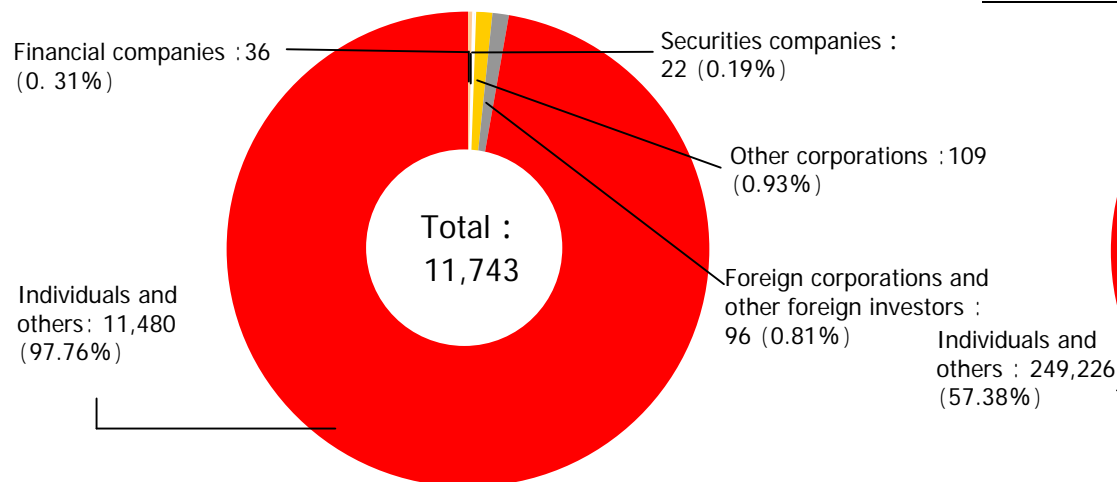
| Key Indicators | '01/05 | '02/05 | '03/05 | '04/05 | '05/05 | '06/05 | '07/05 |
|---|---------|---------|---------|---------|---------|---------|---------|
| Net Sales | 108,031 | 133,822 | 135,625 | 156,979 | 179,156 | 203,815 | 231,231 |
| Gross Profit Margin | 20.8% | 18.2% | 19.7% | 20.9% | 20.8% | 20.2% | 20.3% |
| SGA Expenses | 16,695 | 19,557 | 21,058 | 25,104 | 28,992 | 33,491 | 38,542 |
| SGA Expenses Ratio | 15.5% | 14.6% | 15.5% | 16.0% | 16.2% | 16.4% | 16.6% |
| Operating Income | 5,742 | 4,786 | 5,687 | 7,648 | 8,238 | 7,745 | 8,507 |
| Operating Income Ratio | 5.3% | 3.6% | 4.2% | 4.9% | 4.6% | 3.8% | 3.7% |
| Ordinary Income | 5,464 | 4,222 | 5,373 | 7,329 | 8,289 | 7,844 | 8,807 |
| Ordinary Income Ratio | 5.1% | 3.2% | 4.0% | 4.7% | 4.6% | 3.8% | 3.8% |
| Net Income (Loss) | (6,849) | 1,974 | 2,027 | 3,647 | 4,363 | 3,588 | 4,198 |
| Return on Sales | (6.3)% | 1.5% | 1.5% | 2.3% | 2.4% | 1.8% | 1.8% |
| Total Assets | 28,849 | 26,526 | 29,425 | 37,004 | 42,884 | 51,931 | 54,425 |
| Net Assets *1 | 3,004 | 6,388 | 8,418 | 15,732 | 20,644 | 27,634 | 26,904 |
| Shareholders' Equity Ratio *2 | 10.4% | 24.1% | 28.6% | 42.5% | 48.1% | 45.5% | 41.1% |
| Current Ratio | 114.3% | 121.6% | 122.3% | 160.2% | 182.8% | 170.8% | 152.1% |
| Number of Employees (Does not include contract workers) | 1,371 | 1,537 | 1,687 | 1,979 | 2,204 | 2,608 | 3,126 |

Notes: 1. Presentation of shareholders' equity amended to a net assets basis in line with changes to accounting standards and policies. Minority interests included in presentation of net assets since the fiscal year ended May 31, 2006

2. Despite changes in calculation methods for net assets following the introduction of changes to accounting standards and policies, the shareholders' equity ratio since the fiscal year ended May 31, 2006 is calculated utilizing an amount equivalent to net assets applicable to common shares

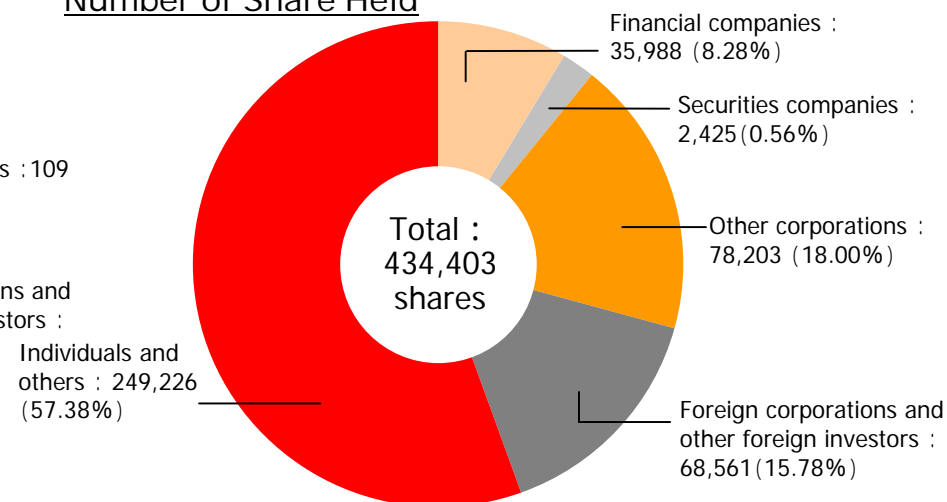
Stock Information

Breakdown of Shareholders by Type



Breakdown of Shareholders by Number of Share Held

(As of November 30, 2007)



Shares held by Japan Securities Depository Center are included in "Other corporations", and treasury stock is included in "Individuals and others."

Principal Stockholders

| | No. of Shares Held | % |
|--|--------------------|--------|
| Yasuyuki Nambu | 147,632 | 33.99% |
| Nambu Enterprise Inc. | 35,688 | 8.22% |
| Nikko Cordial Corporation | 33,330 | 7.67% |
| Investors Bank | 28,951 | 6.66% |
| State Street Bank and Trust Company | 17,108 | 3.94% |
| Yamato Life Insurance Co. | 9,918 | 2.28% |
| Eizaburo Nambu | 9,000 | 2.07% |
| The Master Trust Bank of Japan, Ltd. (Trust Account) | 5,973 | 1.37% |
| Japan Trustees Service Bank, Ltd. (Trust Account) | 5,381 | 1.24% |

Note: In addition to the aforementioned, Pasona holds 17,500 shares of treasury stock (4.03%) of the Company's total shares issued and outstanding. As prescribed under Article 308-2 of the Corporation Law, treasury stock is exclusive of voting rights.

Corporate Data

Tokyo Stock Exchange, 1st Section, Osaka Securities Exchange "Hercules" 2168

| | |
|---------------------|--|
| Corporate Name | Pasona Group Inc. |
| Headquarters | Shin Marunouchi Bldg. 1-5-1, Marunouchi, Chiyoda-ku, Tokyo 100-6514 Phone 03-6734-0200 |
| Established | December 3, 2007 (Founding February 1976) |
| Paid-in Capital | 5,000 million yen |
| Representative | Yasuyuki Nambu |
| Business Activities | Temporary staffing/Contracting Placement/Recruiting Outplacement Outsourcing Other (education, training and other) |
| Number of Employees | [Consolidated] Employees 3,251 / Contract workers 1,329 |
| Group Companies | Subsidiaries 43, Affiliates 7 |
| URL | http://www.pasonagroup.co.jp/ |

(As of February 29, 2008)

Full Line Service of Pasona Group Inc.



Total Support Structure

Pasona is establishing a total support structure that encompasses work, employee welfare benefits, health care, lifestyle advice and consulting services for all of its staff.

Total Support



Bloomberg website provides Pasona Group's IR data and its report.

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CORPORATE VOICE
INVESTOR RELATIONS ONLINE

PASONA

Pasona Group Inc

Management Presentations 98) Contact company

1) INTERIM FINANCIAL REPORT FOR THE FISCAL YEAR ENDING MAY 31, 2007
2) Results for the Fiscal Year Ended May 2006

Company Profiles

3) CEO Message
4) IR Calendar

View Bloomberg Information

| | | |
|-------------------------------------|-------------------------------------|--|
| 5) DES Description | 13) ERN Earnings Summary | |
| 6) MGMT Company Management Profiles | 14) PHDC Holdings Search | |
| 7) CACS Corporate Action Calendar | 15) CN All News/Research | |
| 8) CRFR Credit Profile | 16) ANR Analyst Recommendations | |
| 9) EE Earnings Estimates | 17) CF Company Filings | |
| 10) FA Financial Analysis | 18) GP Pk Graph w/Volume | |
| 11) DVD Dividend Summary | 19) BQ BLOOMBERG Quote | |
| 12) RV Relative Value | 20) CMP Comparative Return Analysis | |

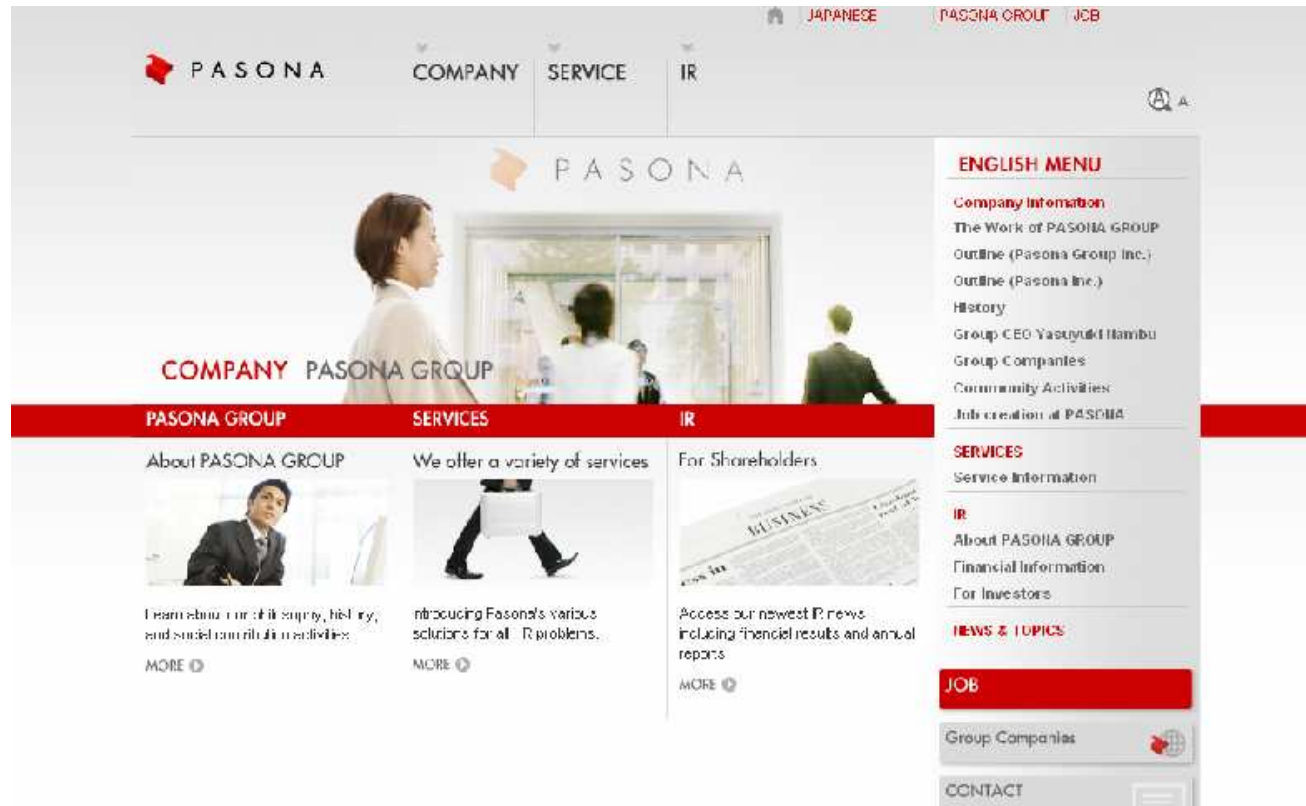
Australia 61 2 9777 8600 Brazil 55 11 3049 4500 Europe 44 20 7330 7500 Germany 49 69 920410
Hong Kong 852 2977 6000 Japan 81 3 3201 9900 Singapore 65 6212 1000 U.S. 1 212 319 2000 Copyright 2007 Bloomberg L.P.
4199-459-0 02-Feb-07 11:29:41

For further information:
<http://www.pasonagroup.co.jp/english/ir/>

The screenshot shows the PASONA Group IR website interface. It features a top navigation bar with 'PASONA', 'COMPANY', 'SERVICE', and 'IR'. Below this is a main content area with a large image of a trophy. To the right is an 'ENGLISH MENU' with links for 'Company Information', 'About PASONA GROUP', 'Financial Information', 'For Investors', 'IR News', and 'CONTACT'. The 'About PASONA GROUP' section includes links for Message, Outline, History, Philosophy, Business Outline, Corporate Governance, and Disclosure Policy. The 'Financial Information' section includes links for Financial Highlights, Financial Statements, Financial Report, Financials, and Investor's Guide. The 'For Investors' section includes links for Stock Information, Stock Data, Business Report, and IR Calendar. The 'IR News' section shows a list of recent news items with dates and brief descriptions.

Sources: Bloomberg Corporate Voice

Pasona Group's website



Pasona Group Inc. Investor Relations Department **The contact numbers has changed.**

Tel :03-6734-0223

Mail: ir@pasonagroup.co.jp URL: <http://www.pasona.co.jp/english/ir/>

Bloomberg: PASONA<GO>

Disclaimer: This data has been compiled for the express purpose of disclosing our financial situation for the fiscal year ending May 31, 2008, and not to persuade investors to purchase our stock. Furthermore, this report has been prepared using recent data available as of February 29, 2008. When data based on published opinions, predictions etc. is used, it is at our discretion and we cannot guarantee the accuracy or completeness of this information. Finally, this data may change without notice.