

4. Enhancing Corporate Value

Establishment of Employment Organizations

- Dec. 2002 Kansai Employment Creation Organization Inc.
- July 2003 Kanto Employment Creation Organization Inc.
- Jan. 2004 Japan Employment Creation Organization Inc.



Plans to develop HR business in agriculture and IT fields, two new job areas for the young and seniors



Agricultural internship in Ogata Village, Akita Prefecture

Establishment of an “Advisory Board” constituted by intellectuals

An advisory body to acquire various views concerning the Company’s management and to reflect society’s evaluation

Advisory Board

- **Nobuo Ishihara**

President Research Institute for Local Government

- **Yukiharu Kodama**

President Japan Information Processing Development Corporation

- **Ken Moroi**

Counselor Taiheiyo Cement Corporation

- **Etsuya Washio**

President National Federation of Workers and Consumers Insurance Cooperatives

[Pasona]

- **Hironori Aihara** External Director

- **Yasuyuki Nambu** Pasona Group CEO

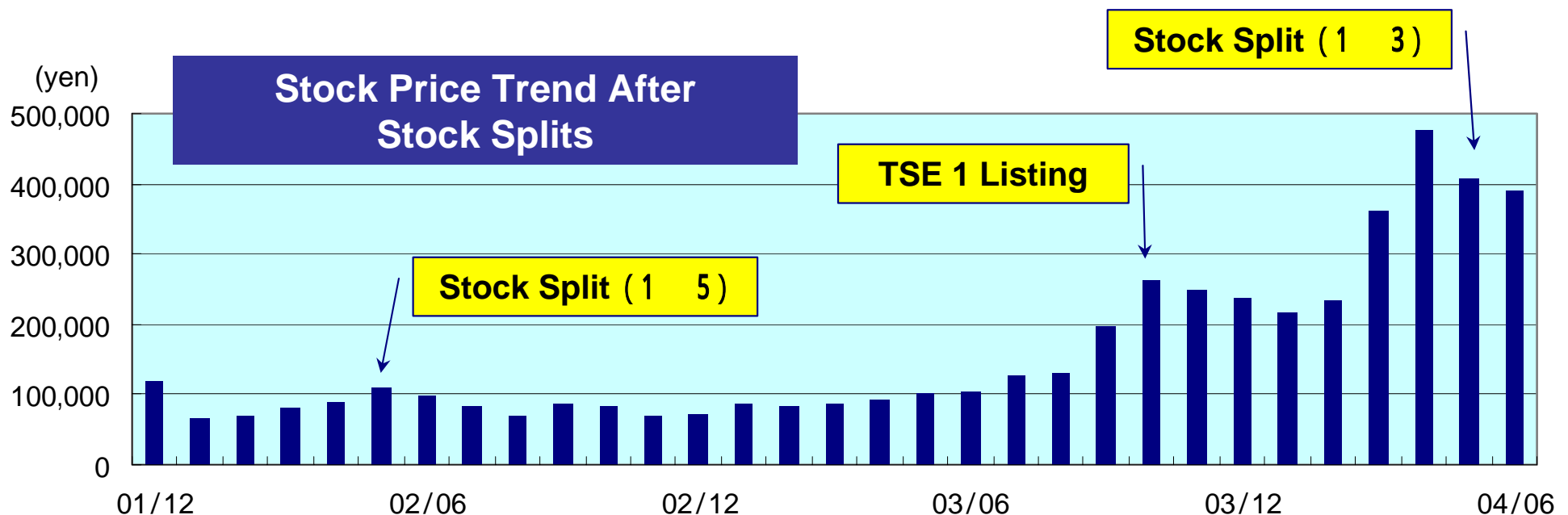
Dividend payout determined under consideration of payout ratio and necessary internal reserves

For shareholders at the end of May 2005

Planned dividend of **¥1,000/share** (**¥3,000 in the previous year**)

¥2,000/share (pre-stock split) dividend planned for May 2004

• **Dividend Payout** . . . **12.6%** (10.2% in the prior year)



Investor Relations Desk

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Disclaimer: This data has been compiled for the express purpose of disclosing our financial situation for the FY ended May 2004, and not to persuade investors to purchase our stock. Furthermore, this report has been prepared using recent data available as of May 31, 2004. 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.