# 104人力銀行®

# 104 Corporation (TSE:3130)

***A Total Solution Provider in Chinese HR Services Market***

**January 2015**

# Safe Harbor Statement

*This presentation contains some forward-looking statements that are subject to substantial risks and uncertainties. Typically, these statements contain words such as “anticipate," “believe,” “could,” “estimate,” “expect,” “intend,” “plan,” forecast,” “project,” “predict,” “potential,” “continue,” “may,” “should,” “will” and “would” or similar words. You should consider these forward-looking statements carefully because such statements are only our expectations or projections about future events, and actual results may differ materially from those expressed or implied by such statements.*

*You should be cautioned that the forward-looking statements are not the guarantees of our future performance. The forward-looking statements contained in this presentation are made only as of the date of this presentation and we undertake no obligation to update the forward-looking statements to reflect subsequent events or circumstances, except as required by law.*

# Agenda

- Company Profile
- Market Overview and Competition Review
- Management Team
- Full Range Products and Services
- Review of Operational & Financial Results
- Dividend Policy

# Company Profile

## Market Position

- 104 Job Bank was established in 1996.
- First IPO Job Bank company in Taiwan in 2006.
- The survey conducted by ACNielsen has shown 104 was the first mentioned channel of 81% when corporates were recruiting their talents in 2012.

## Core Competencies

- Strong database with more than 6 mn resumes, 78% of college graduated and above, and 267K corporate customers.
- The average job opportunities in the first 9 months 2014 is 514 thousand, represents an increase of 23% YoY
- Comprehensive range of HR related services.
- High satisfaction and recognition of 104 brand name and services.

## Operating Strengths

- Zero debts.
- Solid cash positions of NT$1.5 billion.
- Strong capability to generate cash even in difficult economical period.
- First Job Bank in Taiwan to get ISO 27001.

Source: 2008 Dec. Global View Monthly & Company information

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# Management Team

**Rocky Yang – Founder and Chairman**

- BA, English Literature, National Cheng-Kong University, Taiwan.
- 1992-1994 Vice President, Sunrex Computer Corporation (TSE: 2387).
- 1985-1991 Sales Manager, American Research Corporation.

**Simon Juan – President & G.M. of Job Bank Business Group**

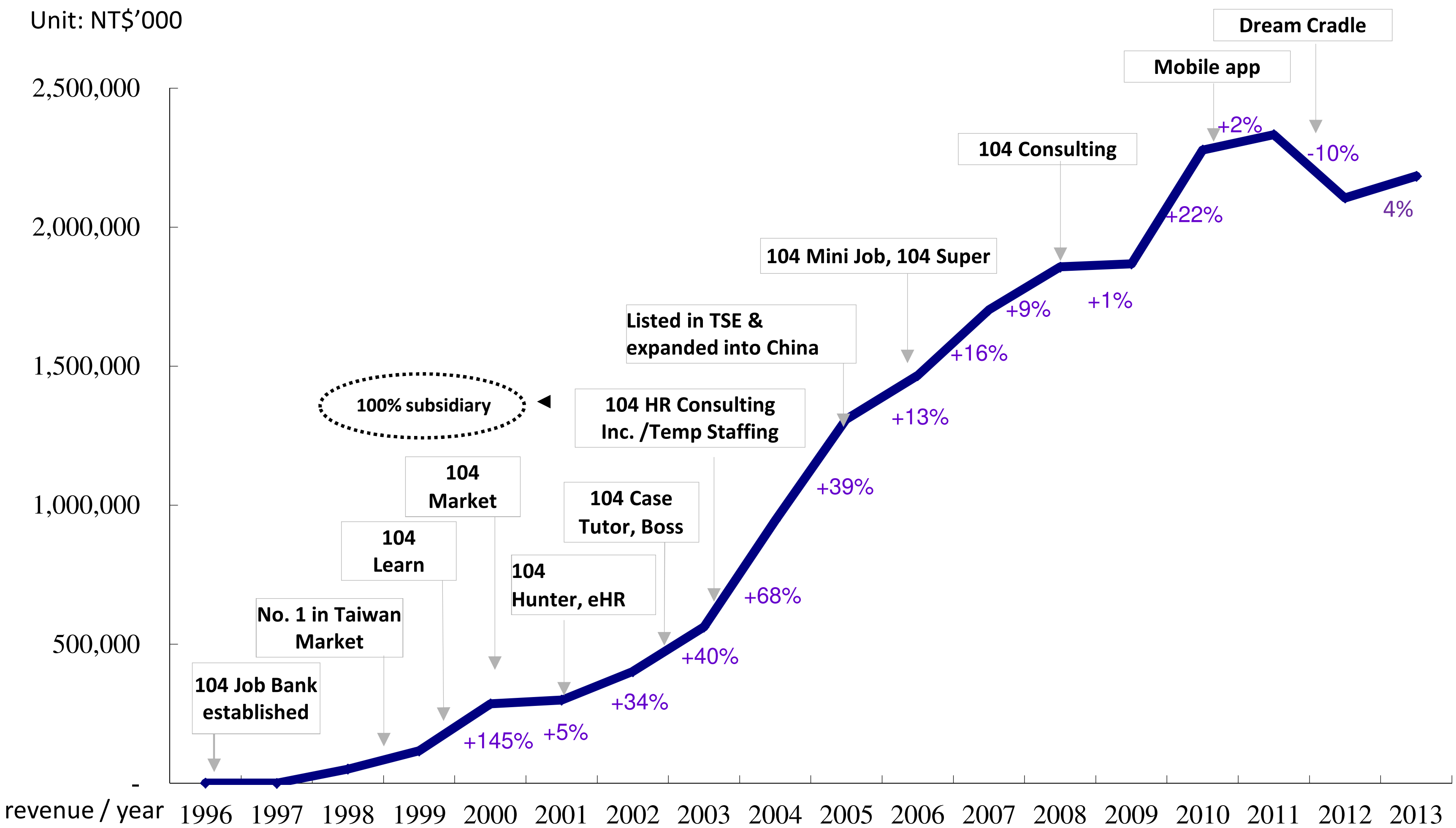
- MA, European Studies, Katholieke Universiteit Leuven, Belgium
  BS, Naval Architecture Engineering, National Taiwan Ocean University.
- 1998-2000 Sales Director-China/HK, Philips China, Digital Video Systems.
- 1995-1997 Marketing Manager-Far East, Philips Digital Video Systems.

**Steven Su – G.M. of Executive Search and Temporary Staffing Business Group, General Administration and Chief Legal Officer**

- Master of Laws, Law Center, University of Houston, USA.
- Bachelor of Laws, Fu-Jen Catholic University, Taiwan.
- 1996-2000, Attorney-at-Law, Su and Associates.
- 1993-1996, Manager-Administration, Taipei Computer Association.

**Source: Company data**

# History of Business Expansion

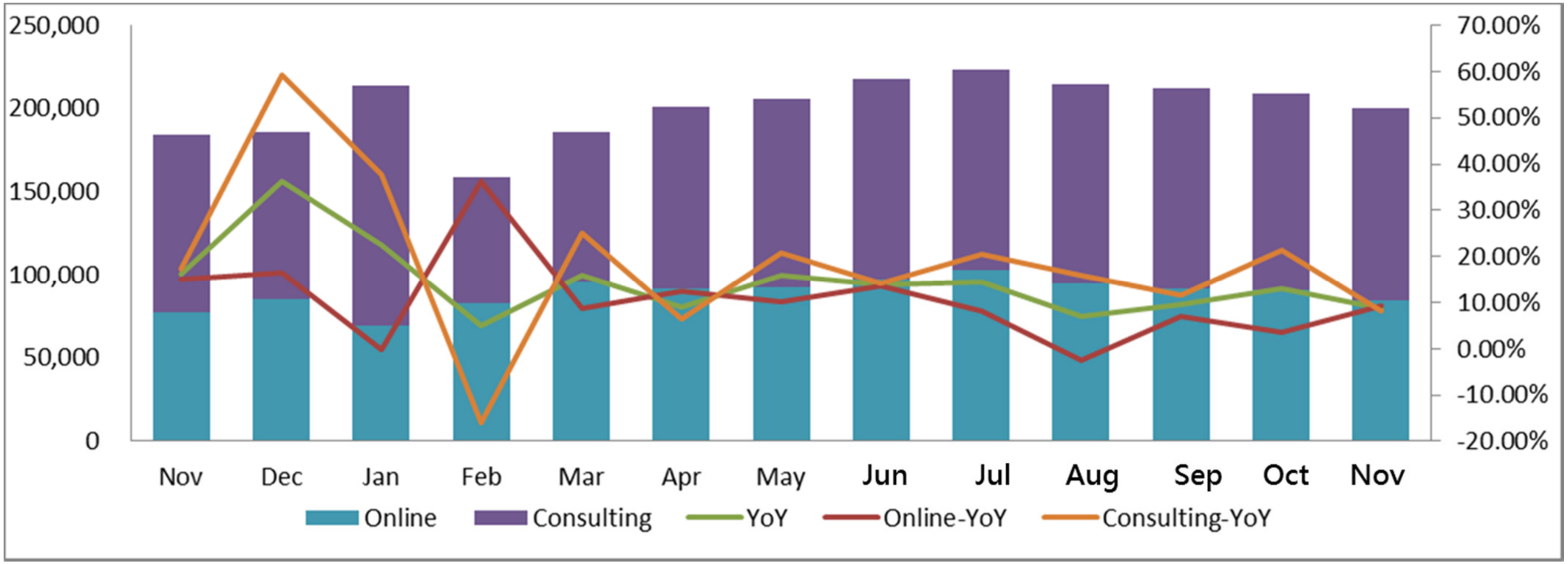



Source: company information

# Revenue Trend

## Unaudited Revenue Trend (YTD)

| IFRS | Nov | Dec | Jan | Feb | Mar | Apr | May | June | July | Aug | Sep | Oct | Nov | 2014 YTD |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Consolidated | 184,166 | 185,978 | 213,658 | 158,452 | 185,773 | 201,172 | 205,653 | 218,045 | 223,314 | 214,964 | 212,337 | 209,249 | 200,142 | 2,242,759 |
| YoY | 16.24% | 36.28% | 22.60% | 5.00% | 16.02% | 9.14% | 15.80% | 13.95% | 14.46% | 7.00% | 9.55% | 12.95% | 8.68% | 12.26% |
| Online | 77,303 | 85,161 | 69,391 | 82,847 | 95,880 | 91,581 | 92,727 | 96,974 | 102,624 | 94,803 | 91,695 | 90,828 | 84,488 | 993,840 |
| Online-YoY | 14.95% | 16.41% | -0.17% | 36.15% | 8.74% | 12.57% | 10.29% | 13.73% | 8.15% | -2.40% | 7.06% | 3.64% | 9.29% | 8.99% |
| Consulting | 106,863 | 100,816 | 144,267 | 75,605 | 89,893 | 109,590 | 112,924 | 121,071 | 120,690 | 120,161 | 120,641 | 118,421 | 115,654 | 1,248,919 |
| Consulting-YoY | 17.19% | 59.26% | 37.71% | -16.04% | 24.96% | 6.43% | 20.75% | 14.13% | 20.44% | 15.80% | 11.51% | 21.31% | 8.23% | 15.01% |



# Analysis of Operating Results

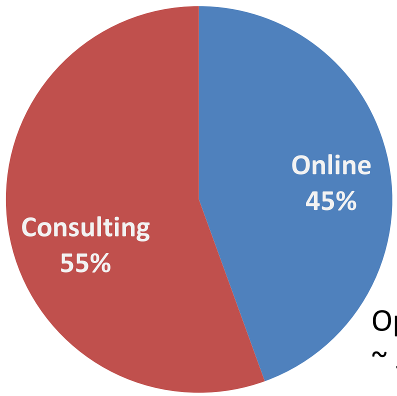
**Online Services:**

- Job Bank Listing / Ads
- Value-added Services

**Consulting Services:**

- Head-Hunting
- Temp-Staffing
- HR Academy

**Revenue by Businesses for the first 3Q,2014**




**Quarterly Consolidated Revenue of 2014**

**(Unit: NTD'000)**

| IFRS | 2014Q3 | 2014 Q2 | 2014 Q1 | 2013 Q4 | 2013 Q3 | 2013 Q2 |
|---|---|---|---|---|---|---|
| **Consolidated** | 650,614 | 624,870 | 557,883 | 569,394 | 589,875 | 553,399 |
| **YoY** | 10.30% | 12.91% | 14.96% | 22.60% | 6.70% | -5.29% |
| **Online** | 289,123 | 281,284 | 248,117 | 260,503 | 277,671 | 259,081 |
| **YoY** | 4.12% | 8.57% | 13.53% | 17.28% | 16.36% | 7.65% |
| **Consulting** | 361,491 | 343,586 | 309,766 | 320,681 | 314,335 | 305,480 |
| **YoY** | 15.00% | 12.47% | 16.12% | 27.88% | -0.88% | -13.57% |

**Source: Company data**

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# Analysis of Operating Results – 3Q 2014

(Unit: NTD ‘000)

| | Q3 2014 | % | Q3 2013 | % | YoY Change |
|---|---|---|---|---|---|
| **Net Sales** | 650,674 | 100% | 589,875 | 100% | 10.31% |
| **Cost** | 322,346 | 50% | 298,835 | 51% | 7.87% |
| **Gross Profit** | 328,328 | 50% | 291,040 | 49% | 12.81% |
| **Operating Expenses** | 211,867 | 33% | 207,536 | 34% | 2.09% |
| Sales & Marketing | 141,922 | 22% | 146,584 | 24% | -3.18% |
| Operating & Administrative | 27,266 | 4% | 23,954 | 4% | 13.83% |
| Research & Development | 42,679 | 7% | 36,998 | 6% | 15.35% |
| **Operating Income** | 116,461 | 17% | 83,504 | 15% | 39.47% |
| **Net Non-Operating Income (Loss)** | 7,882 | 1% | 2,641 | - | 198.45% |
| **Income Before Tax** | 124,343 | 18% | 86,145 | 15% | 44.34% |
| **Net Income** | 103,046 | 15% | 71,115 | 12% | 44.90% |
| **Other comprehensive Income** | 1,306 | - | (89) | - | - |
| **Net comprehensive Income** | 104,352 | 15% | 71,026 | 12% | 46.92% |
| Parent Shareholding | 102,619 | | 70,540 | | |
| Minority Interest | 427 | | 575 | | |

**As of September 30, 2014, the company had 33,120 thousand outstanding shares.

**Source: Company data**

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# Analysis of Operating Results – 1-3Q 2014

(Unit: NTD '000)

| | H3 2014 | % | H3 2013 | % | YoY Change |
|---|---|---|---|---|---|
| **Net Sales** | 1,833,444 | 100% | 1,628,567 | 100% | 12.58% |
| **Cost** | 929,578 | 51% | 823,574 | 51% | 12.87% |
| **Gross Profit** | 903,866 | 49% | 804,993 | 49% | 12.28% |
| **Operating Expenses** | 627,238 | 34% | 595,477 | 36% | 5.33% |
| Sales & Marketing | 428,089 | 23% | 425,670 | 26% | 0.57% |
| Operating & Administrative | 77,629 | 4% | 66,540 | 4% | 16.67% |
| Research & Development | 121,520 | 7% | 103,267 | 6% | 17.68% |
| **Operating Income** | 276,628 | 15% | 209,516 | 13% | 32.03% |
| **Net Non-Operating Income (Loss)** | 15,466 | 1 | 6,234 | - | 148.09% |
| **Income Before Tax** | 292,094 | 16% | 215,750 | 13% | 35.39% |
| **Net Income** | 242,403 | 13% | 178,829 | 11% | 35.55% |
| **Other comprehensive Income** | (41) | - | 1391 | - | - |
| **Net comprehensive Income** | 242,362 | 13% | 180,220 | 11% | 34.48% |
| Parent Shareholding | 239,578 | | 176,001 | | |
| Minority Interest | 2,825 | | 2,828 | | |

**As of September 30, 2014, the company had 33,120 thousand outstanding shares.

**Source: Company data**

# Consolidated Balance Sheet

| Unit: NTD'000 | 09. 30, 2014 | | 09. 30, 2013 | |
|---|---|---|---|---|
| | Amount | % | Amount | % |
| Cash & S-T Investment | 1,494,486 | 75% | 1,239,715 | 72% |
| AR & NR | 252,971 | 12% | 223,857 | 12% |
| Total Current Assets | 1,797,878 | 90% | 1,521,506 | 87% |
| Net PP & E | 156,777 | 8% | 170,826 | 10% |
| Intangible Assets | 17,794 | 1% | 22,860 | 1% |
| Total Assets | 2,006,261 | 100% | 1,751,125 | 100% |
| AP/NP/Other Payables | 347,026 | 17% | 305,141 | 17% |
| Sales Revenue Received in Advance | 328,439 | 17% | 275,858 | 16% |
| Total Current Liabilities | 738,144 | 37% | 633,459 | 35% |
| Total Liabilities | 742,219 | 37% | 643,252 | 36% |
| Shareholders' Equity | 1,264,042 | 63% | 1,107,873 | 64% |

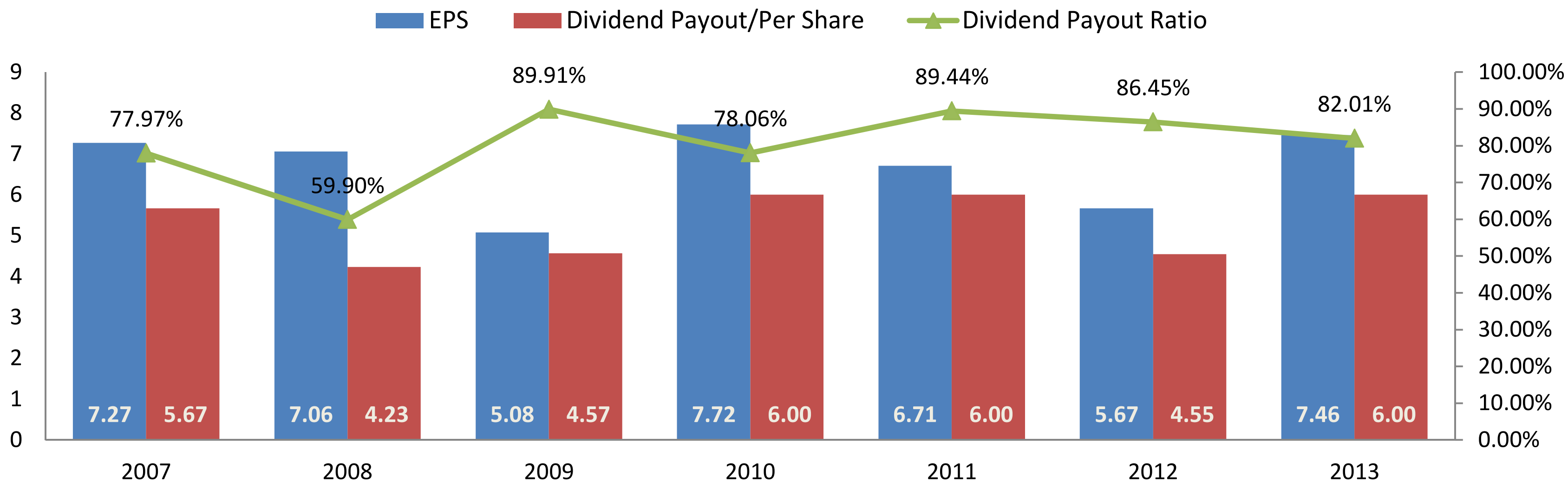
**Source: Company data**

# Analysis of Cash Flows

| Unit: NTD'000 | 2014 Q3 | 2013 Q3 |
|---|---|---|
| | Amount | Amount |
| **From Operating Activities** | 294,173 | 209,540 |
| Income Before Tax | 292,094 | 215,750 |
| Depreciation and Amortization | 46,827 | 45,796 |
| Other Operation Sources / (Uses) | (44,748) | (52,006) |
| **From Investing Activities** | (34,190) | (39,547) |
| Acquisitions of PP&E | (25,285) | (32,757) |
| Acquisitions of Intangible Assets | (8,856) | (9,807) |
| Other Investing Sources / (Uses) | (49) | 3,017 |
| **From Financing** | (197,991) | (159,962) |
| Acquisition of Treasury Stock | | (18,138) |
| **Cash and cash equivalents at end of September 30** | 1,494,486 | 1,239,715 |

**Source: Company data**

# Dividend Policy




| Fiscal Year | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 |
|---|---|---|---|---|---|---|---|
| Net Income | 245,417 | 238,328 | 171,542 | 261,328 | 228,164 | 170,855 | 241,423 |
| Cash Dividend | 191,363 | 142,763 | 154,237 | 203,996 | 204,079 | 147,709 | 197,991 |
| Dividend Payout Ratio | 78% | 60% | 90% | 78% | 89% | 87% | 82% |
| Average Stock Price | 158.5 | 99.5 | 73.3 | 112.6 | 99.23 | 76.06 | 90.06 |
| Yield Rate (%) | 3.58% | 4.25% | 6.23% | 5.33% | 6.05% | 5.98% | 6.66% |
| Employee Cash Bonus | 26,702 | 26,356 | 18,424 | 28,168 | 24,614 | 18,204 | 26,074 |

Source: Company data

# *Thank you*

*For more information, please contact:*

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