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 Exchange Code: 1417  
 Stock Exchange Listing: TSE 1<sup>st</sup> Section  
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## Notice Concerning the Establishment of a New Medium-term Management Plan

The Company has established a new Medium-term Management Plan starting in FY2014 (ending in FY2016), as stated herein.

### 1. Positioning of the New Medium-term Management Plan

In Japan today, new growing markets have been created along with the social innovation which has been accelerated by promoting a growth strategy with the government and the private sector and by utilizing and developing ICT technology. Furthermore, the country is now facing the task of rebuilding social infrastructure, including the enforcement of communication networks, due to reconstruction after the Great East Japan Earthquake, measures to address aging infrastructure, environmental and energy issues, as well as the Olympics being held in Tokyo.

During such a period of transition, the Company established a new Medium-term Management Plan spanning three years starting in FY2014 to accelerate transformation of business structure by actively engaging in environment changes.

Based on this plan, the Mirait Group aims to enhance corporate value and sustainable growth as a "Comprehensive Engineering & Services Company" through the sustained and efficient promotion of existing business, and the active expansion of businesses that form the pillars for future growth.

### 2. Management Targets of the New Medium-term Management Plan

The management targets for the final year (FY2016) of this plan are as follows.

	Actual performance in FY2013 (April 2013 - March 2014)	Targeted performance in FY2014 (April 2014 - March 2015)	Management targets in FY2016 (April 2016 - March 2017)
Net sales	277.7 bil. yen	285.0 bil. yen	310.0 bil. yen
Operating income	11.4 bil. yen	13.0 bil. yen	17.0 bil. yen
Operating income ratio	4.1%	4.6%	5.5%
ROE (Return on equity)	6.7%	7.2%	8% or more

### **3. Management Strategy in the New Medium-term Management Plan**

#### **(1) Promotion of Structural Reforms and Strengthening of Business Management**

- We will achieve increased sales and income through sustained and efficient promotion of existing businesses, and the expansion of "environmental and social innovation business" and "ICT solution business."

#### **(2) Establishment of Business Infrastructure for Strengthening Business Capacity**

- We will work to strengthen the group formation (such as strengthening collaboration inside and outside the Group).
- We will work to establish a nationwide installation and maintenance structure aimed at growth of businesses that form the pillars of future business.
- We will work to improve our work platform (such as system support matching changes in work methods).

#### **(3) Strengthening of Human Resources Supporting the Business**

- In addition to focusing on training personnel, we will promote securing and utilizing personnel. (Ongoing hiring and training of new recruits, and utilization of mid-career recruits as work-ready employees)
- We will actively promote a dynamic shift of personnel to support growing areas.

#### **(4) Transformation of Corporate Culture**

- We will work to establish Mirait Quality.
- We will work to promote more proactive corporate communication and information disclosure.
- We will fulfill our corporate social responsibility and implement CSR with the aim of realizing an enriched and comfortable society.

End