

104 Corporation Reports Fourth Quarter 2016 Unaudited Financials

Taipei, Taiwan, R.O.C., January 17, 2017 --- 104 Corporation (TSE:3130) today announced its unaudited financials. Net sales for the fourth quarter of 2016 amounted to NT\$ 351 million, decreased by 42.52% compared to the corresponding period in the preceding year. Operating income decreased 36.73% to NT\$ 47 million compared to the same period in the previous year. Pre-tax income reached NT\$ 56 million, with a 30.73% year-over-year decrease.

The accumulated net sales for the twelve months ended amounted to NT\$ 1,455 million, decreased by 43.03% compared to the corresponding period in the preceding year. The accumulated operating income decreased 7.36% to NT\$ 341 million compared to the same period in the previous year. The accumulated pre-tax income reached NT\$ 418 million, with a 7.16% year-over-year increase.

The net sales decrease was mainly attributed to the sale of the temporary staffing subsidiary, 104 Human Resources Corporation, at the beginning of 2016, being aligned with the transformation strategy of the corporate development plan.

Unaudited Financials for the Three and Twelve Months ended December 31, 2016: (unit: NT\$'000)

Time Item	2016 Oct.-Dec.	2015 Oct.-Dec.	YoY (%)	Time Item	2016 Jan.-Dec.	2015 Jan.- Dec.	YoY (%)
Net Sales	351,114	610,896	-42.52%	Net Sales	1,454,753	2,553,359	-43.03%
Operating Income	47,010	74,305	-36.73%	Operating Income	341,370	368,507	-7.36%
Pre-Tax Income	55,772	80,517	-30.73%	Pre-Tax Income	417,816	389,890	7.16%

Excluding the effect from the sale of 104 Human Resources Corporation, net sales for the fourth quarter of 2016 increased 1.65% compared to the corresponding period of 2015. Operating income and pre-tax income decreased 28.79% and 21.99% respectively compared to the same period in the previous year.

The accumulated net sales for the twelve months ended increased 3.26% on a year-over-year basis. The accumulated operating income also increased 3.04%, on a year over year basis, accordingly. The accumulated pre-tax income increased year-over year by 18.79% as a result of benefiting from the gain of NT\$ 38 million on disposal of the temporary staffing subsidiary, 104 Human Resources Corporation.

Unaudited Financials for the Three and Twelve Months ended December 31, 2016 :

(excluding temporary staffing subsidiary, 104 Human Resources Corporation):

(unit: NT\$'000)

Time Item	2016 Oct.-Dec.	2015 Oct.-Dec.	YoY (%)	Time Item	2016 Jan.-Dec.	2015 Jan.-Dec.	YoY (%)
Net Sales	351,114	345,416	1.65%	Net Sales	1,454,753	1,408,758	3.26%
Operating Income	47,010	66,019	-28.79%	Operating Income	341,370	331,309	3.04%
Pre-Tax Income	55,772	71,494	-21.99%	Pre-Tax Income	417,816	351,728	18.79%

About 104 Corporation

104 Corporation, headquartered in Taipei, has been a leading provider of integrated human resource



services in Taiwan since 1996. 104 Corporation was listed on Taiwan Stock Exchange in 2006 and has expanded its service coverage to China since 2007. The company provides a variety of human resources services and management solutions, including online recruitment services, career social platform, as well as executive search, HR Portal, HR academy and other complementary human resource-related services for larger, medium and small enterprises. 104 Corporation has established Social Enterprise Division in 2014, providing innovative services, such as Dream Cradle, WOW, and Cicisasa. In 2015, the Company established Senior Cares Division to develop senior care platform in fulfilling the corporate social responsibility. For more information, please visit corp.104.com.tw.

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