

April 19, 2004

To Whom It May Concern:

### **Allotment of the Stock Options**

We are writing to inform you that we decided specifics as given below on the issuance of stock options in accordance with Paragraphs 20 and 21, Article 280 of the Commercial Code in the 11th regular general meeting of shareholders on December 19, 2003.

#### *Details:*

1. Date of issuing the stock options: April 27, 2004
2. Total number of stock options to be issued: 2,229 (the number of share per stock option is 1)
3. Issue price of the stock options: 0 yen (free of charge)
4. Type of stock intended by the stock options: 2,229 common stocks in the Company
5. Amount to be paid when the stock options are exercised: To be determined on April 27, 2004
6. Time period for exercising the stock options: From January 1, 2006 through December 30, 2008
7. Those eligible to be allotted the stock options: To be allotted to a total of 192 directors, auditors and employees of the Company and its subsidiaries

#### *Reference:*

1. Date of the board of directors' passing a resolution for the regular general meeting of shareholders: November 20, 2003
2. Date of the regular general meeting of shareholders' passing a resolution: December 19, 2003

Should you have any questions regarding these matters, please feel free to contact us.

Sincerely yours,

Takehito Hirano  
President & CEO  
Fullcast Co., Ltd.  
(Stock code: 4848 on the Second Section of the Tokyo Stock Exchange)

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