



February 14, 2014

For Immediate Release:

Company name: Fullcast Holdings Co., Ltd.
Representative: Kazuki Sakamaki,
President, Representative Director and CEO
(Stock code: 4848; Stock Exchange listing:
First Section of the Tokyo Stock Exchange)
(ADR information: Symbol: FULCY, CUSIP: 35968P100)
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Notice of Dividend of Surplus

Fullcast Holdings Co., Ltd. reached a decision at the board of directors meeting held on February 14, 2014 to pay the dividends of surplus to shareholders with the record date of December 31, 2013.

1. Details of Dividend

		Latest forecast of dividend (announced on Nov. 8, 2013)	Results of the previous term (Fiscal year ended Dec. 2012)
Record date	December 31, 2013	December 31, 2013	December 31, 2012
Dividend per share	14 yen	0 yen	0 yen
Total amount of dividends	539 million yen	—	—
Effective date	March 14, 2013	—	—
Resources for dividend	Retained earnings	—	—

2. Reasons for Dividend

The return of profits to shareholders is considered to be an important management topic for the cultivation of medium to long term investors.

With regards to allocation of profits, Fullcast Holdings Co., Ltd. maintains a fundamental policy of allocating profits in accordance with our business performance. At the same time, we consider both dividends paid from retained earnings and treasury stock purchases as alternative means of returning profits to shareholders and take capital efficiency into consideration based upon our outlook for future earnings and profit growth. Going forward, we endeavor to improve shareholder returns by establishing a new target for total return ratio - the sum of dividends and purchase of treasury stock - of 50%.

While our Company, based on the Article 461 of the Companies Act, did not pay dividends from the fiscal year ended September 2008 to the previous period (fiscal year ended December 2012) because of a lack of funds available for distribution. However we will pay a year-end dividend of 14 yen per share in fiscal year ended December 2013 as this dividend amounted to 50% of funds available for distribution and because we have achieved progress in our main management target of the “establishment of a solid business foundation for new services.”

With the target of achieving a stable level of shareholder returns from the next fiscal year onwards, we have yet to determine an official dividend forecast at the current time because of the uncertain business conditions surrounding our

Company. We plan to announce dividend plans later when we derive a clearer picture of our earnings outlook taking business trends into account.

This decision will not be added to the agenda of the 21st annual general shareholders meeting because the revision of the Articles of Incorporation was decided at the 20th general shareholders meeting held on March 29, 2013, which entitles the board of directors meeting to make decisions on matters including dividend of surplus in accordance with Paragraph 1, Article 459 of the Companies Act.