



February 13, 2015

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 13, 2015 to pay the dividends of surplus to shareholders with the record date of December 31, 2014.

1. Details of Dividend

	Determined amount	Latest forecast of dividend (announced on Nov. 7, 2014)	Results of the previous term (Fiscal year ended Dec. 2013)
Record date	December 31, 2014	Same as left	December 31, 2013
Dividend per share	16.00 yen	—	14.00 yen
Total amount of dividends	616 million yen	—	539 million yen
Effective date	March 13, 2015	—	March 14, 2014
Resources for dividend	Retained earnings	—	Retained earnings

2. Reasons for Dividend

Regarding the returns of profits to shareholders, we have been targeting at a total return ratio—the sum of dividends and treasury share acquisition—of 50%. From this fiscal year onwards, however, we will endeavor to enhance returns of profits to shareholders, targeting a total return ratio of 50% to net income excluding the influence of income taxes-deferred arising from the recording of deferred tax assets for loss carried forward (hereinafter referred to as the “Adjusted Net Income”). Since tax effect accounting is determined by forecasts and estimates for future events, deferred tax assets may vary substantially with future changes. Therefore from this fiscal year onwards, we will calculate the total return ratio based on Adjusted Net Income.

Going forward, we will continue to strive to achieve 20% ROE calculated based on Adjusted Net Income (hereinafter referred to as the “Adjusted ROE”), which is our target indicator for the “improvement of corporate value,” by further improving management efficiency with the strengthening of profitability, as well as by implementing shareholder returns targeting at a total return ratio—the sum of dividends and treasury share acquisition—of 50% to the Adjusted Net Income.

In the fiscal year under review, considering as a whole the earnings of the fiscal year under review, financial conditions and future business conditions, we will pay a year-end dividend of 16 yen per share (an increase of 2 yen from

the previous fiscal year ended December 2013).

With regard to dividends in the coming term, we will endeavor to realize 20% Adjusted ROE and to achieve a return of earnings ratio target of 50% total relative to Adjusted Net Income. Currently, we expect to pay dividends and plan, including an interim dividend of 8 yen per share and a year-end dividend of 10 yen per share for a total full year dividend of 18 yen per share (Expected payout ratio of 50.3% relative to Adjusted Net Income).

This decision will not be added to the agenda of the 22st 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.

*Dividends are forecast as follows:

Record date	Dividend per share		
	End of first half	End of year	Total
Dividend forecast (Fiscal year ending Dec. 2015)	8.00 yen	10.00 yen	18.00 yen
Results of the current term (Fiscal year ended Dec. 2014)	0.00 yen	16.00 yen	16.00 yen
Results of the previous term (Fiscal year ended Dec. 2013)	0.00 yen	14.00 yen	14.00 yen