



February 12, 2016

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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Announcement Regarding the Decision on Matters Related to the Acquisition of Treasury Stock
(Acquisition of Treasury Stock in Accordance with Stipulations of the Articles of Incorporation Pursuant to Article 165-2 of the Companies Act)

Fullcast Holdings Co., Ltd. announced today that a resolution was passed at the Board of Directors' Meeting held on February 12, 2016 regarding the acquisition of treasury stock in accordance with Article 156 of the Companies Act, and pursuant to Article 165-3 of the same act. Details are as follows.

1. Reasons for the acquisition of treasury stock

Fullcast Holdings Co., Ltd. will acquire treasury stock in order to enhance capital efficiency and to provide greater returns to shareholders by realizing a total return ratio of 50% relative to adjusted net income*, which is a target for shareholder returns. At the same time, Fullcast Holdings Co., Ltd. will pay a yearend dividend of 10 yen per share as stated in "Announcement Regarding Dividend of Surplus" released on February 12, 2016 and as part of our execution of a flexible capital policy.

* Fullcast Holdings Co., Ltd. defines "adjusted net income" as net income excluding the effects of income taxes—deferred associated with the booking of deferred tax assets from losses carried forward and uses adjusted net income as a basis for calculating the total return ratio.

2. Details relating to the acquisition

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| (1) Type of shares to be acquired | Common stock |
| (2) Total number of shares that can be acquired | 184,500 shares (Maximum limit)
(0.48% of total number of shares issued [excluding treasury stock]) |
| (3) Total acquisition cost | 100 million yen (Maximum limit) |
| (4) Acquisition period | February 22 – June 23, 2016 |

(Reference)

Treasury stock held as of December 31, 2015

Total number of shares issued (excluding treasury stock): 38,486,400 shares

Total number of treasury stock: — shares