



February 12, 2021

For Immediate Release:

Company name: Fullcast Holdings Co., Ltd.  
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(Stock code: 4848; Stock Exchange listing:  
First Section of the Tokyo Stock Exchange)  
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### Announcement Concerning Dividends of Surplus

Fullcast Holdings Co., Ltd. announced today that a resolution was passed at its Board of Directors meeting held on February 12, 2021 regarding dividend of surplus to shareholders effective as of the record date of December 31, 2020. Details of the dividend are as follows.

#### 1. Details of dividend

	Authorized amount	Latest forecast of dividend (announced on Aug. 7, 2020)	Results of the previous term (FY12/19)
Record date	December 31, 2020	December 31, 2020	December 31, 2019
Dividend per share	22 yen	22 yen	21 yen
Total amount of dividends	808 million yen	-	780 million yen
Effective date	March 12, 2021	-	March 13, 2020
Resources for dividend	Retained earnings	-	Retained earnings

#### 2. Reason

We maintain a policy of enhancing returns of profits to shareholders with a target of achieving total return ratio of 50%.

We will implement shareholder returns with a target of achieving a total return ratio of 50% by enhancing profitability and further improving management efficiencies, in addition to offering dividends and share buybacks. Furthermore, we will seek to achieve our target indicator for “improvement of corporate value” of ROE of over 20%.

For the fiscal year ended December 2020, a year-end dividend 22 yen per share (an increase of 1 yen compared to the previous year to 41 yen per share), based on the concept achieving a total return ratio of 50%. And as stated in the “Announcement Regarding the Decision on Matters Related to the Acquisition and Cancellation of Treasury Shares,” we will acquire treasury shares up to a maximum of 552 million yen in order to achieve our targeted total return ratio of 50%, with the shares to be repurchased from the market as the specific acquisition method. As a result, the total return ratio for the fiscal year ended December 2020 is expected to exceed 50.0%.

Furthermore, a resolution was passed at the 20th annual shareholders meeting held on March 29, 2013 to revise the Articles of Incorporation, allowing dividends of retained earnings to be authorized by the Board of Directors in accordance with Article 459, Paragraph 1 of the Companies Act. As a result, this matter will not be discussed at the 28th Annual Shareholders Meeting.

### 3. Dividend for the next fiscal year

As for the dividends in the next fiscal year, we will endeavor to maintain ROE of over 20% and a total return ratio of 50% as targets for our policy regarding returns of profits to shareholders. As part of our policy of maintaining a flexible return of profits to shareholders, we have the option to offer dividends or implement share buybacks, or both at the current point in time. We forecast an interim dividend of 21 yen per share and a year-end dividend of 21 yen per share, for a total annual dividend of 42 yen per share.

Record date	Dividend per share		
	End of 1H	End of FY	Total
Dividend forecast (FY12/21)	21 yen	21 yen	42 yen
Dividend for the current term (FY12/20)	19 yen	22 yen	41 yen
Dividend for the previous term (FY12/19)	19 yen	21 yen	40 yen

\*The above dividend forecast assumes that a total return ratio of 50% will be achieved using dividends and share buyback.