

For Immediate Release:

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 (Stock code: 4848; Stock Exchange listing:
 First Section of the Tokyo Stock Exchange)
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Announcement on Revisions to the Full-Year Consolidated Business Forecast and Year-End Dividend Forecast

Fullcast Holdings Co., Ltd. announced today that at the Board of Directors Meeting held on November 5, 2021, the Company decided to revise the full-year consolidated business forecasts for the fiscal year ending December 2021 (January 1, 2021 to December 31, 2021) released on August 6, 2021 as follows based on recent business results trends and other factors.

In addition, the Company would like to inform that it has revised its year-end dividend forecast for the fiscal year ending December 31, 2021 as below based on revisions to the full-year consolidated business forecasts.

1. Revision to full-year consolidated business forecast

- 1) Revision to full-year consolidated business forecast for the fiscal year ending December 2021 (January 1 to December 31, 2021)

	Net Sales	Operating profit	Ordinary profit	Profit attributable to owners of parent	Basic earnings per share
	million yen	million yen	million yen	million yen	yen
Previously announced forecast (A)	47,840	7,000	7,040	4,645	127.32
Revised forecast (B)	51,100	7,550	7,570	5,024	137.68
Difference (B-A)	3,260	550	531	379	-
Rate of change (%)	6.8	7.9	7.5	8.2	-
Reference: Results for the previous fiscal year (Fiscal year ended December 2020)	43,226	6,131	6,180	4,113	111.69

2) Reasons for the revision

Consolidated business results for the first three quarters of the fiscal year ending December 2021 were strong versus the revised full-year business forecast announced on August 6, 2021 with the progress exceeding 75% of the performance indicators. This strong performance was due primarily to the successful acquisition of stronger than expected demand for staffing services because of the continued recovery in company demand in the mainstay “Short-Term Operational Support Business” throughout the third quarter despite Japan’s state of emergency, and also because we acquired staffing demand from the public sector mainly related to the vaccination roll out. In addition, we expect a continued recovery in client demand during the fourth quarter heading into the final month of the fiscal year and expect to continue to acquire staffing demand from the public sector mainly related to the vaccination roll out. Therefore, we made upward revisions to the full-year consolidated business forecast for the fiscal year ending December 2021.

Furthermore, our revised forecasts are based on our assumption that Japan will not issue a state of emergency again in the remainder of the fiscal year ending December 2021. Note that actual earnings could differ largely from forecasts due to various factors.

2. Revision to year-end dividend forecast

1) Revision to year-end dividend forecast for the fiscal year ending December 2021

Record date	Dividend per share		
	End of 1H	End of FY	Total
Previous forecast (Announced on Aug. 6, 2021)	21.00 yen	22.00 yen	43.00 yen
Revised forecast		23.00	44.00
Results for the current term	21.00		
Results for the previous term (Fiscal year ended December 2020)	19.00	22.00	41.00

2) Reasons for revision to year-end dividend forecast

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

As for the year-end dividend, based on the revision of the full-year consolidated business forecast, we will increase the dividend by 1 yen to 23 yen per share from the forecast value of 22 yen announced on August 6, 2021. As a result, the annual dividend forecast for the current fiscal year combined with the interim dividend will increase by 3 yen from the previous term, and expected to be 44 yen per share.