



February 10, 2023

For Immediate Release:

Company name: Fullcast Holdings Co., Ltd.
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(Stock code: 4848: TSE Prime Market)
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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 10, 2023 regarding dividend of surplus to shareholders effective as of the record date of December 31, 2022. Details of the dividend are as follows.

1. Details of dividend

	Authorized amount	Latest forecast of dividend (announced on Nov. 11, 2022)	Results of the previous term (FY12/21)
Record date	December 31, 2022	December 31, 2022	December 31, 2021
Dividend per share	35 yen	35 yen	23 yen
Total amount of dividends	1,264 million yen	-	839 million yen
Effective date	March 9, 2023	-	March 11, 2022
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%.

The Company will pay a year-end dividend of 35 yen per share for the fiscal year ended December 2022 (on the full-year basis, an increase of 14 yen compared to the previous year to 58 yen per share), the same amount as the initial year-end dividend forecast released on November 11, 2022, based on the concept achieving a total return ratio of 50%.

Additionally, Fullcast Holdings Co., Ltd. will acquire treasury shares totaling less than 1,218 million yen through tender offer as part of our return of profits policy of target of achieving a total return ratio of 50% as stated in the “Announcement Regarding the Decision on Matters Related to the Acquisition of Treasury Shares and Tender Offer for Treasury Shares” released on February 10, 2023. As a result, the total return ratio for the fiscal year ended December 2022 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 30th 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 29 yen per share and a year-end dividend of 30 yen per share, for a total annual dividend of 59 yen per share.

Record date	Dividend per share		
	End of 1H	End of FY	Total
Dividend forecast (FY12/23)	29 yen	30 yen	59 yen
Dividend for the current term (FY12/22)	23 yen	35 yen	58 yen
Dividend for the previous term (FY12/21)	21 yen	23 yen	44 yen

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