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For Immediate Release:

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(Stock code: 4848: TSE Prime Market)
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Notice of Establishment of “Medium-Term Management Plan 2029”

Fullcast Holdings Co., Ltd. announced today that it has established “Medium-Term Management Plan 2029”.

1. Applicable period

5 years from the fiscal year ending December 2025 to the fiscal year ending December 2029

2. Numerical Targets

Consolidated operating profit of 12.5 billion yen in the fiscal year ending December 2029

3. Main Management Indicators(KPI)

Indicators for achieving “sustained improvement of corporate value” : ROE of 20% or higher
Indicators related to shareholder returns : Total return ratio of 50%
Indicators supporting “basic capital policy” : D/E ratio upper limit 1.0

4. Summary of Business Strategy

■ Short-Term Operational Support Business

- By maximizing group synergies, expanding advertising and brand recognition and enhancing the added value of our services, we will establish our competitive advantage in the market and thus further develop our businesses.

■ Sales Support Business

- We will promote competitive sales support with new customer acquisition through the use of the cutting-edge marketing techniques, the expansion of a diverse product line-up, and the development of an entertainment business incorporating the latest trends.

■ Restaurant Business

- We will promote our businesses through both brand reinforcement and store expansion, and accelerate our global expansion, primarily through overseas store openings, to attract a new fan base and achieve sustainable growth.

■ Security, Other Businesses

- We will accelerate the growth of the security business through strict security guard training, the promotion of business partnerships, and the optimization of response to large-scale events such as Expo 2025 Osaka, Kansai, Japan and the World Athletics Championships Tokyo 2025.