

Consolidated Business Results for the First Half of the Fiscal Year Ending December 2025 (Jan.–Jun. 2025)

FULLCAST HOLDINGS CO., LTD. (4848) August 8, 2025

**FULLCAST
HLDGS.**

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1H FY12/25 Consolidated Business Highlights (Jan.–Jun. 2025)

Consolidated: 1H FY12/25 Comparison vs. Business Forecast

Results progressed within the range of our assumptions made at the start of the period, primarily in the mainstay “Short-Term Operational Support Business.” As a result, consolidated business results were in line with the consolidated business forecast for the first half of the fiscal year ending December 31, 2025.

In the first half of the current fiscal year, profit attributable to owners of parent exceeded the forecast, due to the booking of a 150 million yen gain on sale of investment securities as extraordinary income.

(Million yen)

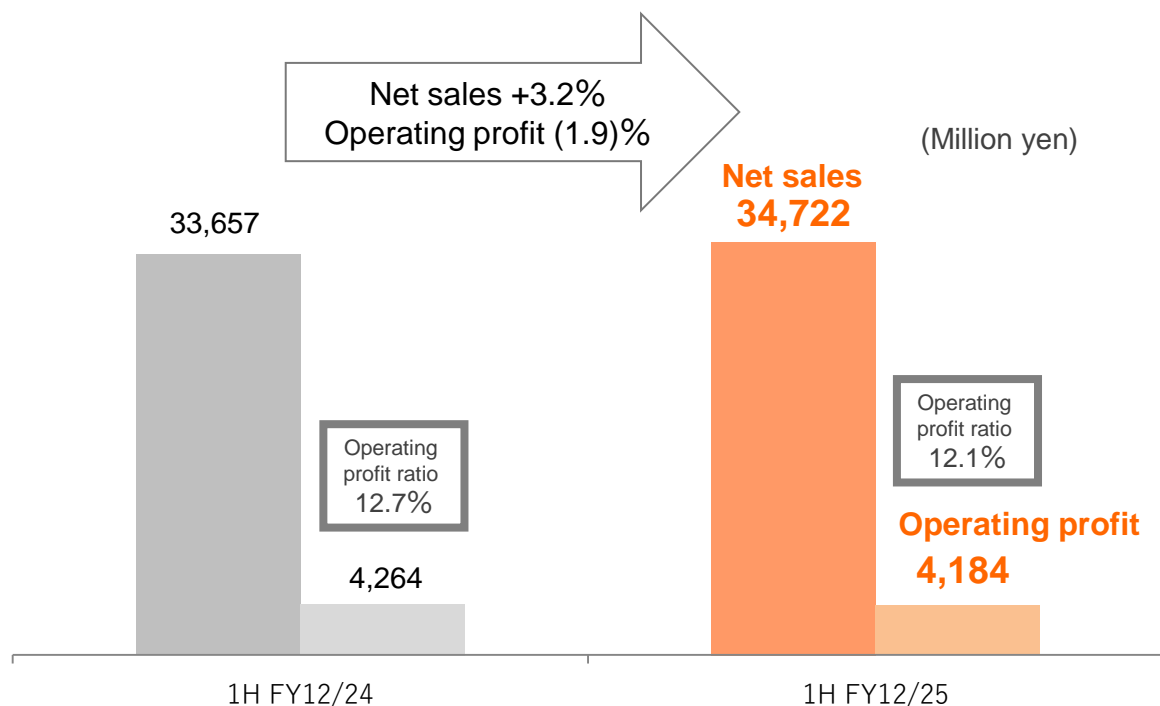
	Results for 1H FY12/25	Business forecasts for 1H FY12/25	Difference	Achievement rate
Net sales	34,722	35,312	(590)	98.3%
Gross profit	12,759	13,062	(303)	97.7%
Operating profit	4,184	4,219	(35)	99.2%
Ordinary profit	4,260	4,284	(23)	99.5%
Profit attributable to owners of parent	2,842	2,754	88	103.2%

Consolidated: 1H FY12/25 Year-on-Year Comparison

Net sales increased by 3.2% year-on-year, due to higher revenue in all segments and despite the exclusion of BOD Co., Ltd. from the scope of consolidation from the first half of the previous fiscal year.

Operating profit declined by 1.9% year-on-year (operating profit ratio declined by 0.6PT), due to the booking of costs related to strategic investments (433 million yen), and despite the growth in net sales.

Organic operating profit, excluding BOD Co., Ltd. and strategic investments, grew year-on-year.



Consolidated: 1H FY12/25 Year-on-Year Comparison

Ordinary profit declined by 1.4% year-on-year, due to the same factors as operating profit.

Profit attributable to owners of parent decreased by 19.4% year-on-year, due to the booking of a 1,295 million yen gain on sale of shares of subsidiaries as extraordinary income following the transfer of the consolidated subsidiary BOD Co., Ltd. in the first half of the previous fiscal year.

	1H FY12/24	1H FY12/25	Difference	Rate of change
Net sales	33,657	34,722	1,065	3.2%
Gross profit	12,169	12,759	590	4.8%
SG&A expenses	7,906	8,575	669	8.5%
Operating profit	4,264	4,184	(79)	(1.9)%
Operating profit ratio	12.7%	12.1%	-	(0.6)PT
Ordinary profit	4,321	4,260	(61)	(1.4)%
Profit attributable to owners of parent	3,525	2,842	(683)	(19.4)%

1H FY12/25 Segment Highlights (Jan.–Jun. 2025)

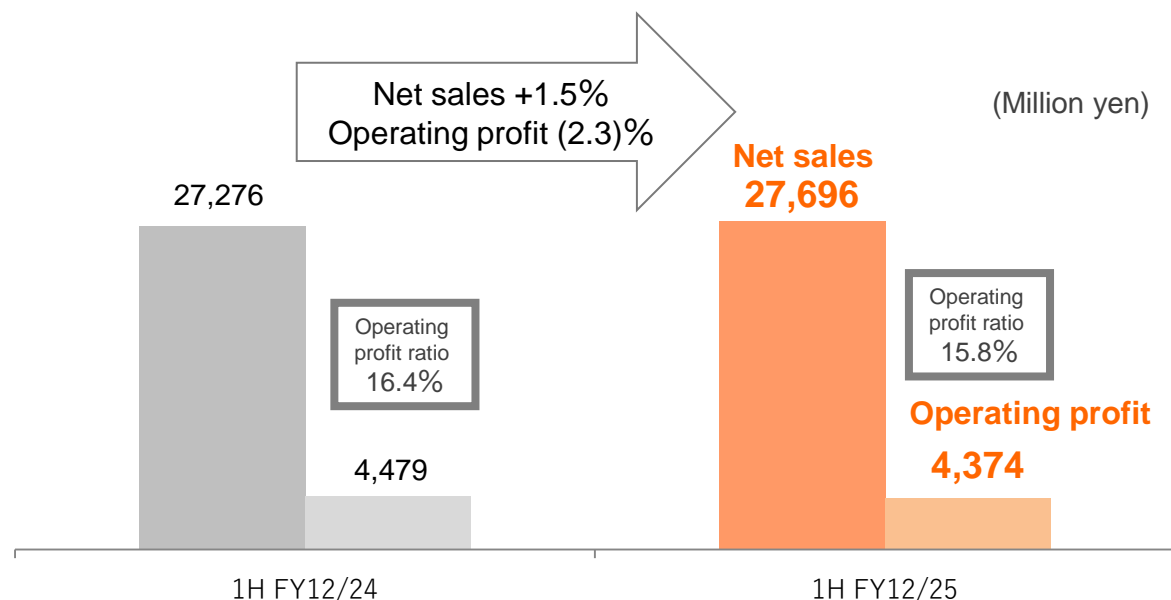
Short-Term: 1H FY12/25 Year-on-Year Comparison

Net sales increased by 1.5% year-on-year, due to the acquisition of the expanding customer demand leading to the growth of “Part-Time Worker Payroll Management” and “Year-End Tax Adjustment Management” services, in the mainstay “Placement” and “BPO” services within the “Short-Term Operational Support Business”, and despite the exclusion of BOD Co., Ltd. from the scope of consolidation from the first half of the previous fiscal year.

Operating profit declined by 2.3% year-on-year (operating profit ratio decreased by 0.6PT), due to the booking of costs related to strategic investments (201million yen) despite the growth in net sales.

Organic operating profit, excluding BOD Co., Ltd. and strategic investments, grew year-on-year.

※The financial results of Tuclicks Inc., which became a consolidated subsidiary on January 31, 2025, have been included from the first half of the current fiscal year.



Short-Term: 1H FY12/25 Year-on-Year Comparison (By Service Category)

(Million yen)

[Placement and BPO]

During the first half of the current fiscal year, gross profit in the mainstay “Placement” service increased due to the capture of customer demand. Although net sales of the “BPO” service decreased with the exclusion of BOD Co., Ltd. from the scope of consolidation from the first half of the previous fiscal year, gross profit was at a similar level as the same period of the previous fiscal year. Excluding BOD Co., Ltd., the gross profit of the “BPO” services increased.

[Dispatching]

In “Dispatching” service, net sales increased by 4.7% year-on-year owing to our successful adaptation to capturing long-term human resource needs of the market. However, gross profit decreased by 0.7% year-on-year, mainly due to decline in special demand arising from COVID-19-related operations and My-Number-related operations, which have relatively high gross margin.

Excluding these aforementioned effects, gross profit of the “Dispatching” service increased.

[Outsourcing]

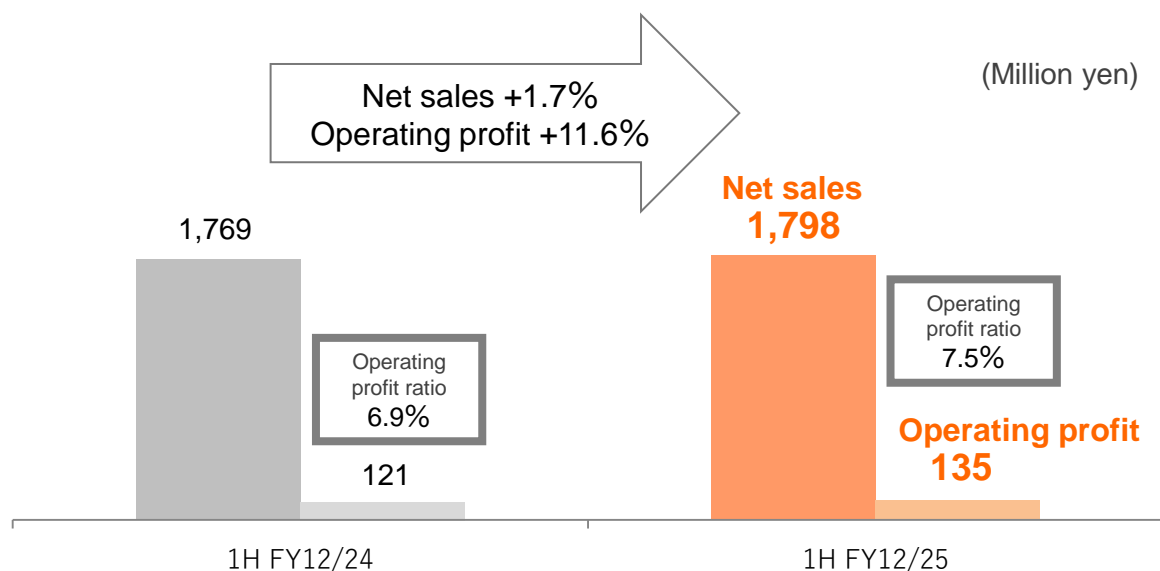
During the first half of the current fiscal year, gross profit increased in “Outsourcing,” mainly due to the capture of customer demand and despite the impact of the fall in special demand related to COVID-19-related operations.

	1H FY12/24	1H FY12/25	Difference	Rate of change
Net sales	27,276	27,696	420	1.5%
Placement	3,970	4,234	264	6.6%
BPO	3,692	2,945	(746)	(20.2)%
Dispatching	16,105	16,866	761	4.7%
Outsourcing	3,510	3,651	141	4.0%
Gross profit	9,669	9,921	252	2.6%
Placement	3,875	4,129	254	6.6%
BPO	2,929	2,931	3	0.1%
Dispatching	1,844	1,832	(12)	(0.7)%
Outsourcing	1,021	1,029	8	0.8%

Sales Support: 1H FY12/25 Year-on-Year Comparison

Net sales increased by 1.7% year-on-year, due to the continued favorable sales of telecommunications products and services using a network of agents, in sales of Internet access, which is a mainstay business.

Operating profit increased by 11.6% year-on-year (operating profit ratio improved by 0.7PT), due to the growth in net sales.

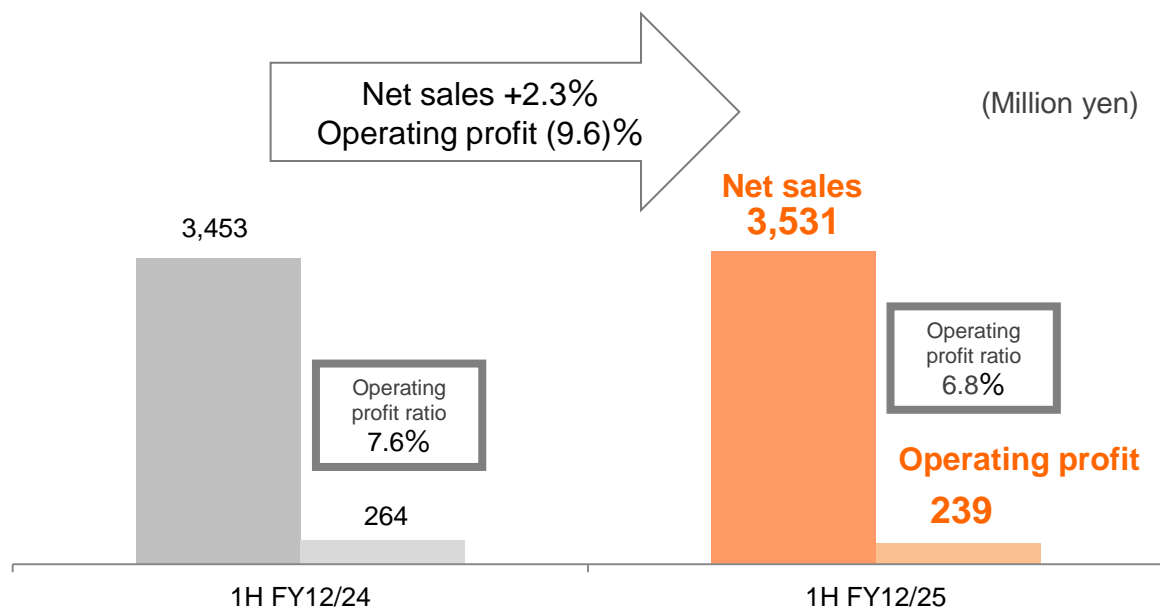


Restaurant: 1H FY12/25 Year-on-Year Comparison

Net sales increased by 2.3% year-on-year, due to the development of “Ramen Kagetsu Arashi Premium Ginza Corridor” and “Sapporo Miso Ramen Gaku” to become new business formats, in addition to stronger customer traffic driven by the active renovation of stores and the revision of various menus in the domestic business.

Despite the increase in net sales, operating profit declined by 9.6% year-on-year (operating profit ratio decreased by 0.9PT), mainly due to a sharper-than-expected rise in food ingredient costs and other expenses.

※ The accounting period for GLOBEAT JAPAN INC. in the “Restaurant Business” segment was changed from the previous consolidated fiscal year. This change in accounting period led to the incorporation of 13 months of results of the “Restaurant Business” segment in the fiscal year ended December 31, 2024, from December 1, 2023 to December 31, 2024.

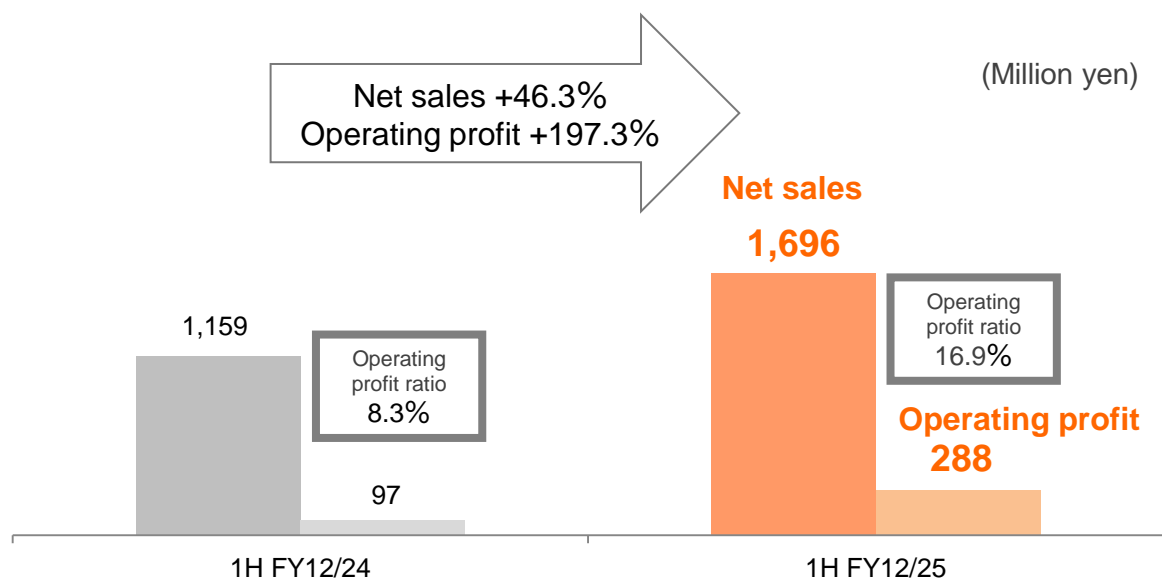


Security, Other: 1H FY12/25 Year-on-Year Comparison

Net sales increased by 46.3% year-on-year, mainly due to the continued acquisition and stable operation of permanent security projects from the previous fiscal year, in addition to the increased acquisition of temporary security projects related to Expo 2025 Osaka, Kansai, Japan.

Operating profit increased by 197.3% year-on-year (operating profit ratio improved by 8.6PT), due to the growth in net sales.

※ From the first half of the current fiscal year, the financial results of Shibuya Property LLC and Tamachi Property LLC, in which equity was acquired (became subsidiaries) on February 28, 2025, and Nishi Shinjuku Property LLC, in which equity was acquired (became a subsidiary) on April 25, 2025, have been included.



FY12/25 Progress of Strategy Implementation and Ongoing Initiatives

FY12/25 Business Targets and Strategy

- Targets for fiscal year 2025
 - We will further strengthen the business foundation to better respond to the labor shortage under the declining labor force.
 - We will address the business environment where competition is expected to intensify in the spot work area in the short-term labor market, with the increased entry of players from other industries.
- Measures during fiscal year 2025
 - Continuous and partial implementation of strategic investments
 - We will implement continuous and partial strategic investments to prepare for intensifying competition.
 - ✓ Media promotion centered on digital media deployment, which was validated for its effectiveness in the previous period
 - ✓ Reinforce systems and strengthen operations
 - ✓ Total amount 1,000 million yen
 - Continue promoting PMI at new consolidated subsidiaries (GLOBEAT JAPAN INC., Imple, Inc.)
 - Promote partnerships between Group subsidiaries
 - ✓ Establishment of headquarters sales function
 - Strengthening new graduate recruitment for full-time employees
 - Longer staff working periods

FY12/25 Business Targets and Strategy

- Continuous and partial implementation of strategic investments
 - ✓ Media promotion centered on digital media deployment, which was validated for its effectiveness in the previous period
 - ◆ We pursued promotion activities utilizing listing ads and app advertising as well as YouTube and TVer advertisements, in addition to continuing to broadcast television commercials.
 - ✓ Reinforce systems and strengthen operations
 - ◆ We commenced the nationwide rollout of “FULLCAST Quick,” a service that provides easy and rapid online matching of job seekers and companies, as well as continuing to implement initiatives to help increased the satisfaction of both client companies and registered staff.
- Continue promoting PMI at new consolidated subsidiaries (GLOBEAT JAPAN INC., Imple, Inc.)
 - GLOBEAT JAPAN INC.
 - ✓ In February 2025, consolidated subsidiary GLOBEAT EUROPE GmbH opened a “Kagetsu Arashi” brand store in Germany.
 - ✓ We opened both “Ramen Kagetsu Arashi Premium Ginza Corridor” and “Sapporo Miso Ramen Gaku,” which are new business formats, in May 2025.
 - Imple, Inc.
 - ✓ We continued to promote the use of a job vacancy search app by directing Group-registered staff who aspire to become full-time employees via the app.
 - Tuclicks Inc.
 - ✓ By introducing the management methods and improvement measures being implemented by Imple Inc., we worked to improve the performance of the job vacancy search app provided by the company.
- Promote partnerships between Group subsidiaries
 - ✓ In addition to strengthening partnerships between our Group companies in terms of sales and matching led by the Sales Promotion Department of Fullcast Co., Ltd., the major subsidiary, we continued to implement initiatives that achieve synergies between Group subsidiaries, including referrals of Group-registered staff.
- Strengthening new graduate recruitment for full-time employees
 - ✓ While working to enhance and improve operations related to recruitment activities by adopting an applicant tracking system (ATS), we also introduced job board media and held selection events.
- Longer staff working periods
 - ✓ In the short-term staffing and matching area to which our Company belongs, we leveraged our strengths in the ability to provide relatively long-term dispatching and outsourcing services to offer and expand the opportunities for registered staff to work over the longer term. In addition, we continued working to improve the UI of the “Cast Portal,” the dedicated website for registered staff, and its app based on our awareness that working to increase the satisfaction of registered staff will improve retention rates thereby contributing to longer periods of employment.

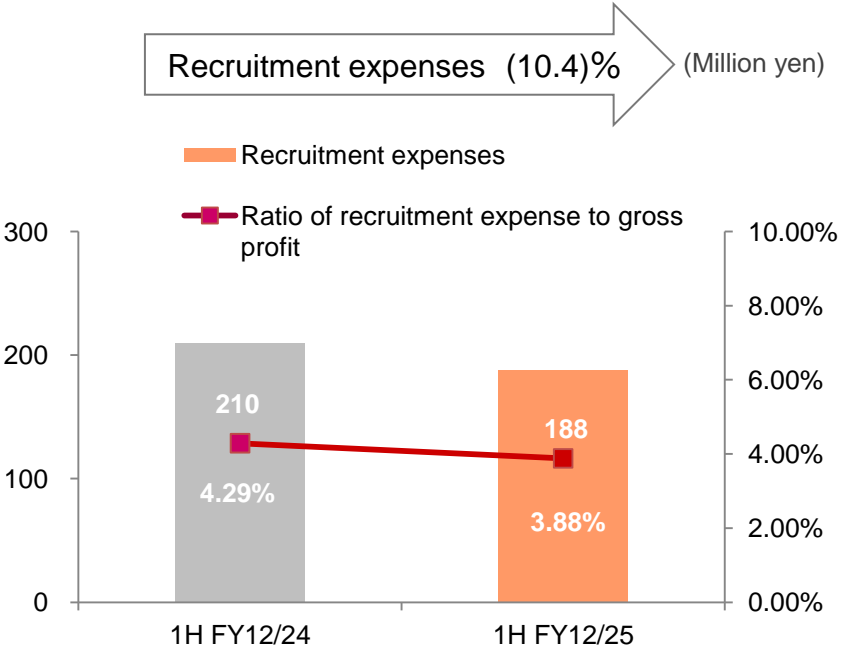
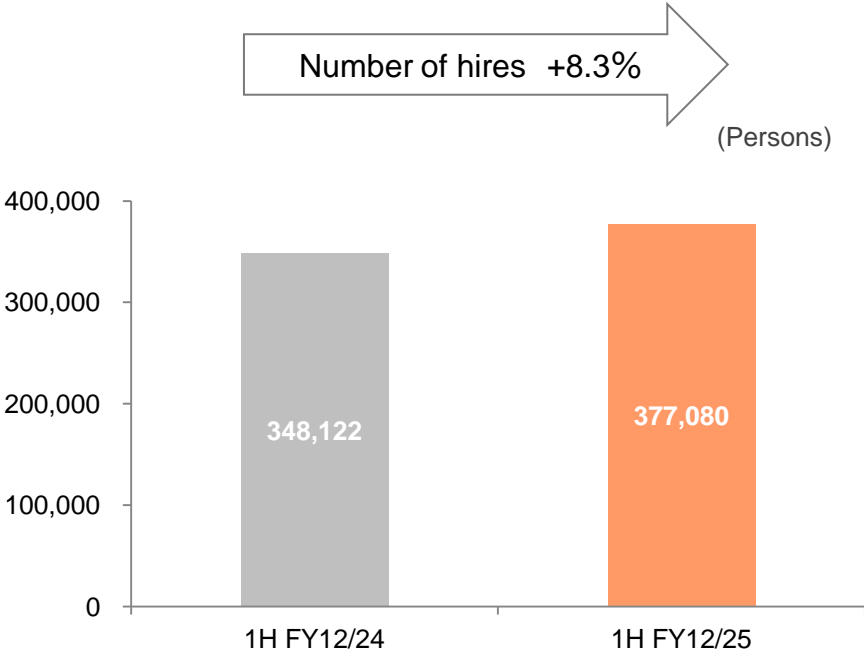
Ongoing Initiatives

Initiative 1: New sales offices openings

	New office openings in 1H (opened Feb. 1)	New office openings in 2H (planned to open Dec. 1)
Fullcast Co., Ltd.	Hirosaki, Aomori Pref.; Tanabe, Wakayama Pref.	Amagasaki, Hyogo Pref.

Initiative 2: Trend in the number of hires and recruitment expenses

Number of hires	As a result of branding and strategic investments implemented continuously and partially; therefore, the number of hires totaled 377,080 persons (up 8.3% year-on-year).	Recruitment expenses	As a result of branding and strategic investments implemented continuously and partially; therefore, recruitment expenses decreased by 10.4% year-on-year, and the recruitment expense ratio (as a percentage of gross profit) decreased by 0.41 PT.
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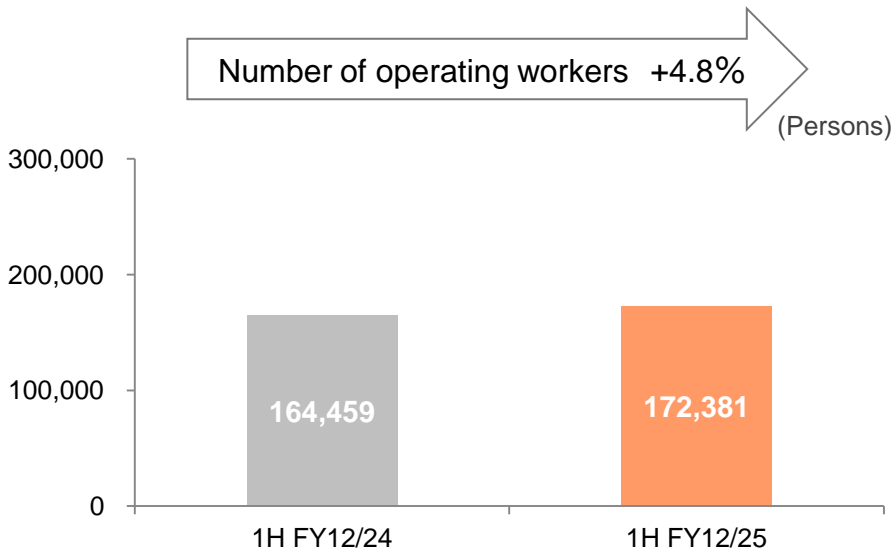


Ongoing Initiatives

Initiative 3: Trend in the number of operating workers

Number of
Operating workers

The number of operating workers was 172,381(an increase of 4.8% year-on-year), mainly due to the growth in net sales.



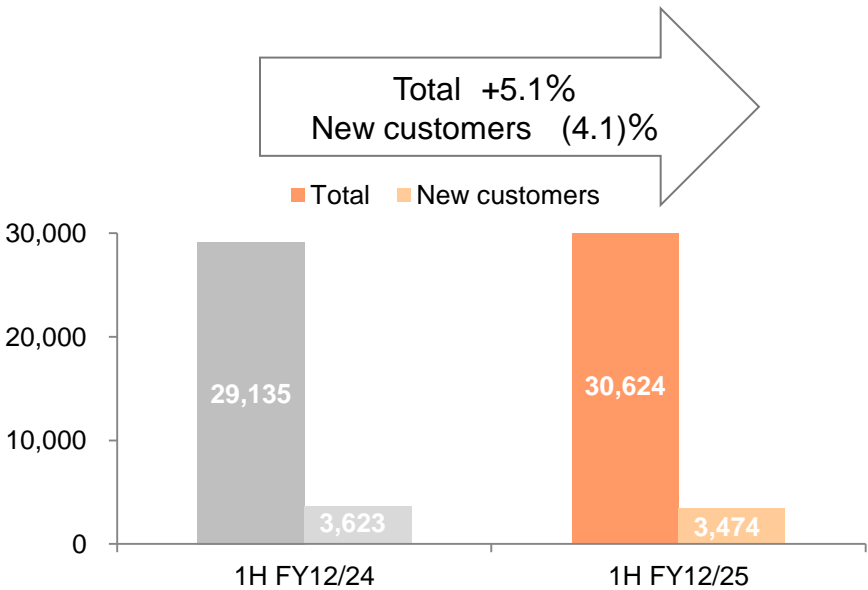
Initiative 5: Gross profit per 1 yen of personnel costs

	1H FY12/24	1H FY12/25	Rate of change
Gross profit per 1 yen of personnel costs (yen)	2.8	2.9	2.4%

Initiative 4: Trend in the number of customers

Number of
customers

Total number of customers increased by 5.1% year-on-year thanks to the introduction and promotion of payroll management outsourcing services as part of BPO to existing customers in addition to the continued expand of customer demand and the acquisition of projects from existing customers, despite the decrease of 4.1% year-on-year in the number of new customers during the same period.



“Gross profit per 1 yen of personnel costs” increased by 2.4% year-on-year to 2.9 yen, due to efforts to make personnel costs into variable costs.

FY12/25 Business Targets and Strategy

■ M&A and reorganization

✓ Acquisition of shares of Tuclicks Inc.

On January 31, 2025, our Company acquired shares of Tuclicks Inc., which primarily engages in the development and operation of job search applications, and made it a consolidated subsidiary.

The objective is to expand business operations by developing various measures being implemented by Imple Inc., which provides similar job search applications.

✓ Acquisition of equity in Shibuya Property LLC, Tamachi Property LLC, and Nishi Shinjuku Property LLC (becoming consolidated subsidiaries)

Our Company acquired equity in Shibuya Property LLC and Tamachi Property LLC on February 28, 2025 and Nishi Shinjuku Property LLC on April 25, 2025 and made each of the companies consolidated subsidiaries.

The objective is to obtain stable tenant income from the commercial buildings in prime locations owned by each of the companies and to create potential locations for “Kagetsu Arashi” brand flagship stores developed by GLOBEAT JAPAN INC., which operates the Restaurant Business.

✓ Discontinuation of Work And Smile Co., Ltd.

With the aim of increasing business efficiency in the “Short-Term Operational Support Business,” Work And Smile’s business operations were discontinued on June 1, 2025 and corporate liquidation procedures are currently underway.

✓ Establishment of joint venture (consolidated subsidiary)

On August 8, 2025, our Company reached an agreement with HIKARI TSUSHIN, INC. to establish a joint venture company. We plan to establish the joint venture company FC Asset Management Co., Ltd. in August 2025 for the purpose of contributing to further expansion of our Group’s business scale by earning investment returns through medium- to long-term investment in listed companies.

Our Company may provide loans up to a maximum of 5,000 million yen to FC Asset Management Co., Ltd. in collaboration with HIKARI TSUSHIN, INC. or a subsidiary of the company that will be a joint Investor in the future.

For more details, refer to “Notice of Establishment of Joint Venture (consolidated subsidiary)” published on August 8, 2025.

The impact of these M&A and reorganization initiatives on the consolidated results for the fiscal year ending December 31, 2025 is minor.

1H FY12/25 Progress Relative to Business Forecasts

Consolidated: 1H FY12/25 Progress Relative to Business Forecasts

Financial performance in the mainstay “Short-Term Operational Support Business” remained strong, and consolidated business results for the first half of the current fiscal year progressed within the range of the assumptions made at the start of the period.

Since our consolidated business performance for the full year, made up of our results for the first half of the fiscal year added to our forecast for the second half, have progressed at a level that does not requires revisions to our business forecasts, our Company has not revised our consolidated business forecasts for the full year ending December 31, 2025.

		Results for 1H FY12/25	Business forecasts for FY12/25	(Million yen) Rate of progress
Net sales		34,722	73,020	47.6%
Gross profit		12,759	26,743	47.7%
Operating profit		4,184	8,325	50.3%
Ordinary profit		4,260	8,529	50.0%
Profit attributable to owners of parent		2,842	5,482	51.8%
Short-Term Operational Support Business	Net sales	27,696	58,762	47.1%
	Placement	4,234	9,602	44.1%
	BPO	2,945	5,357	55.0%
	Dispatching	16,866	35,817	47.1%
	Outsourcing	3,651	7,987	45.7%
Sales Support Business	Net sales	1,798	3,453	52.1%
Restaurant Business	Net sales	3,531	7,673	46.0%
Security, Other Businesses	Net sales	1,696	3,131	54.2%

FY12/25 Interim Dividends

FY12/25 Dividends from surplus (interim dividends)

At the Board of Directors' Meeting held on August 8, 2025, we passed a resolution to pay a dividend (interim dividend) from retained earnings of 31 yen per share as forecast.

We plan to firmly maintain our target of a total return ratio of 50% and return profits to shareholders, in order to realize ROE of 20% or higher. To return profits in a flexible manner, at the current point in time, we will select both the dividend and the purchase of treasury shares as options, based on a year-end dividend forecast of 32 yen per share, exactly as stated in the most recent dividend forecast.

Details of dividends

	Authorized amount	Latest dividend forecast (Announced on Feb. 14, 2025)	Results for the previous term (Interim dividend for FY12/24)
Record date	June 30, 2025	June 30, 2025	June 30, 2024
Dividend paid per share	31 yen	31 yen	31 yen
Total amount of dividend	1,082 million yen	—	1,092 million yen
Effective date	September 1, 2025	—	September 2, 2024
Resource for dividend	Retained earnings	—	Retained earnings

(Reference) Basic Stance on Capital Policy

■ Basic Stance on Capital Policy

The Fullcast Group maintains a basic policy of maximizing capital efficiency and securing financial soundness to achieve sustained improvement in corporate value.

- Maintaining a total return ratio of 50% relative to shareholders as an indicator to support sustained improvement in corporate value and to maximize capital efficiency.**
- Our goal of enhancing corporate value is to maintain an ROE of 20% or greater.**
- We will maintain a maximum D/E ratio of 1.0x in order to enhance corporate value and to maintain financial soundness.**

(Reference) Sustainability Policy

We endorse all 17 goals of SDGs.

In addition, we consider contributing to the following the goals of SDGs by implementing and promoting our corporate philosophy of “Providing the best place for people to bring out their best” as a core value of our Company.



8. Decent Work and Economic Growth

Our Group will constantly offer employment opportunities to job seekers and a workforce to hiring companies by continually providing matching opportunities for short-term positions to job seekers and hiring companies. Thereby, we will contribute to providing decent work for job seekers and economic growth for hiring companies.



5. Gender Equality

We will contribute to gender equality by providing job seekers with employment opportunities not tied to age, gender or attribution.



10. Reduced Inequalities

We will contribute to reducing inequalities by providing job seekers with employment opportunities not tied to region or nationality.



9. Industry, Innovation and Infrastructure

In response to Japan's labor environment, which is experiencing a declining workforce, we will contribute to industrial growth and building infrastructures for technological innovation by providing matching services for short-term positions to companies seeking growth or innovation, thus expanding their workforce in the process.

(Reference) Group Companies List

	Fullcast Holdings Co., Ltd.	Optimizes Group-wide resources and strategies, as well as directing the business operations of group companies		Minimaid Service Co., Ltd.	Provides housekeeping services
	Fullcast Business Support Co., Ltd.	Consolidates and conducts various intra-Group operations on behalf of our Group		Hayfield inc.	Human resource placement specializing in the real estate industry
	Fullcast Co., Ltd.	Provides short-term human resource services in various business sectors		Imple, Inc. Releasebase Inc.	Job search application services, software development
	Top Spot Co., Ltd.	Community-based brand, provides short-term human resource services focused on specific Regions		Tuclicks Inc.	Development and sales of internet software
	Fullcast Advance Co., Ltd.	Provides business process outsourcing, including construction, repairs, and event planning and management, human resource services for reception and information services, and security services, including permanent security, crowd control, and traffic security		F-PLAIN Corporation.	Operates the sales agency service business for IT and telecommunications products utilizing call centers and a distributor agency network
	Fullcast Senior Works Co., Ltd.	Provides human resource services for active seniors focused on the Tokyo metropolitan area (Tokyo City and three prefectures)		M's Line Co., Ltd.	
	Fullcast Porter Co., Ltd.	Provides human resource services with an exclusive focus on drivers		FSP Co., Ltd.	
	Otetsudai Networks Inc.	Operates "Otetsudai Networks," short-term human resource services that utilize location information		GLOBEAT JAPAN INC.	
	Fullcast Global Co., Ltd.	Provides human resources services focused on foreign nationals		GLOBEAT INTERNATIONAL INC.	Restaurant chains businesses
	Fullcast International Co., Ltd.	Provides human resource placement services for placement of foreign nationals with specified skill visas who are ready to work immediately		GLOBEAT EUROPE GmbH	
				Shibuya Property LLC	
				Tamachi Property LLC	Real estate development, sales, leasing, management and intermediation
				Nishi Shinjuku Property LLC	
				Beat Co., Ltd.	Provides comprehensive human resource outsourcing services, mainly business process outsourcing
				Deli Art Co., Ltd.	Provides human resource outsourcing services
				Advancer Global Limited	Provides human resource services for foreign national workers, focused on Southeast Asia

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Notes

About this Document

- In this document, the "Short-Term Operational Support Business" is referred to as "Short-Term", the "Sales Support Business" is referred to as "Sales," the "Restaurant Business" as "Restaurant," and the "Security, Other Businesses" as "Security, Other" in some parts.
- In this document, names of services are written in an abbreviated form; the "Part-Time Worker Placement" service, Hayfield inc.'s staffing service specializing in the real estate industry, Imple Group's and Tuclicks Inc's job search application service are referred to as "Placement"; and the "Part-Time Worker Payroll Management" services, as well as other personnel and labor-related business process outsourcing (BPO) services such as the "My Number Management" and "Year-End Tax Adjustment Management," and the back office BPO services provided by BOD Group are referred to as "BPO" in the "Short-Term Operational Support Business," which were launched along with the implementation of the Revised Worker Dispatching Act on October 1, 2012. Furthermore, our Group transferred all its shares of its consolidated subsidiary BOD Co., Ltd. on March 29, 2024. As a result, our Group includes three months of profits and losses of this company and its subsidiaries in our results for the fiscal year ending December 2024. In addition, "Long-Term Dispatching" services with a contract period of 31 days or longer, which has been conducted after the implementation of the Revised Worker Dispatching Act, is referred to as "Dispatching."
- The number of hires, number of operating workers, recruitment expenses, and recruitment expense ratio in this report are counted only in relation to the hiring of job seekers in the "Short-Term Operational Support Business." Plus, recruitment expenses, are limited to and counted with expenses related to the hiring of job seekers.
- "Gross profit per 1 yen of personnel costs" appears rounded off to the first decimal place.

Short-Term Operational Support Business

- The "Part-Time Worker Payroll Management" services, as well as other personnel and labor-related business process outsourcing (BPO) services such as the "My Number Management" and "Year-End Tax Adjustment Management," and the back office BPO services provided by BOD Group are included under the category of "BPO." Furthermore, our Group transferred all its shares of its consolidated subsidiary BOD Co., Ltd. on March, 29, 2024. As a result, our Group includes three months of earnings of this company and its subsidiaries in our results for the fiscal year ending December 2024.
- On January 31, 2025, our Company acquired shares of Tuclicks Inc, and made it a consolidated subsidiary.
- The figures for each service category of the "Short-Term Operational Support Business" segment represent reference figures and have not been audited by our accounting auditor.

Sales Support Business

- The "Sales Support Business" segment is mainly comprised of the "call center", "online", "alliance", and "entertainment" businesses.
- The "call center", "online" and "alliance" businesses each involve the sale of Internet access.

Restaurant Business

- The accounting period for GLOBEAT JAPAN INC. in the "Restaurant Business" segment was changed from the previous consolidated fiscal year. This change in accounting period led to the incorporation of 13 months of results of the "Restaurant Business" segment in the fiscal year ended December 31, 2024, from December 1, 2023 to December 31, 2024.

Security, Other Businesses

- Our Company acquired an equity interest in Shibuya Property LLC and Tamachi Property LLC on February 28, 2025 and made the two companies consolidated subsidiaries. In addition, our Company acquired an equity interest in Nishi Shinjuku Property LLC on April 25, 2025 and made it a consolidated subsidiary.

**Providing the best place for
people to bring out their best.**

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