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August 8, 2025

For Immediate Release:

Company name: Fullcast Holdings Co., Ltd.
Representative: Takehito Hirano,
President, Representative Director and CEO
(Stock code: 4848: TSE Prime Market)
Contact: Yasuomi Tomotake,
General Manager of the Finance and IR
Department
Telephone: +81-3-4530-4830

Notice of Completion of Payment for Disposal of Treasury Shares and Partial Forfeiture

Fullcast Holdings Co., Ltd. (“our Company”) announces the payment procedures related to the disposal of treasury shares to the Employee Shareholding Association resolved by the meeting of the Board of Directors held on May 23, 2025 were completed today. The number of shares and total amount of shares initially planned for disposal changed due to partial forfeiture of rights. The details are as follows. For more details, refer to Notification Regarding Disposal of Treasury Shares Through Third-Party Allotment to Employee Stock Ownership Plan dated May 23, 2025.

1. Outline of the Disposal of Treasury Shares (Changes are shown as underlined.)

	After change	Before change
(1) Date of disposal	August 8, 2025	August 8, 2025
(2) Class and total number of shares to be disposed	<u>4,930</u> shares of ordinary shares of our Company	<u>13,000</u> shares* of ordinary shares of our Company
(3) Disposal price	1,720 yen per share	1,720 yen per share
(4) Total value of shares to be disposed	<u>8,479,600</u> yen	<u>22,360,000</u> yen*
(5) Disposal method	The treasury shares will be disposed of through a third-party allotment, conditional on the Association applying to subscribe for the shares. Within the range of shares specified in item (2) above, the number of shares to be allotted will be the number applied for by the Association. (The number of shares allotted in this way shall constitute the number of shares to be disposed of.) Partial applications by the Members (as defined below) for the number of shares granted to them will not be accepted.	The treasury shares will be disposed of through a third-party allotment, conditional on the Association applying to subscribe for the shares. Within the range of shares specified in item (2) above, the number of shares to be allotted will be the number applied for by the Association. (The number of shares allotted in this way shall constitute the number of shares to be disposed of.) Partial applications by the Members (as defined below) for the number of shares granted to them will not be accepted.
(6) Scheduled allottee	Fullcast Holdings Employee Shareholding Association	Fullcast Holdings Employee Shareholding Association

(7) Other	A written notice of securities regarding this Disposal of Treasury Shares has been submitted in accordance with the Financial Instruments and Exchange Act.	A written notice of securities regarding this Disposal of Treasury Shares has been submitted in accordance with the Financial Instruments and Exchange Act.
	<u>Deleted</u>	<u>Note: The Association is scheduled to hold a board meeting on May 23, 2025, where it will pass a resolution to carry out a promotional campaign encouraging employees of our Company (the “Employees”) to join the Association, allowing sufficient time for internal communication. Accordingly, the total number of shares to be disposed of and the total disposal amount stated above represent the maximum values, and are expected to be finalized based on the number of Employees who join the Association following the conclusion of the campaign.</u>

2.Reasons for change

The changes in the number of shares disposed of and the total amount of the disposal is due to the ending of encouragement for employees to join the Employee Shareholding Association and the finalization of the number of members in the Employee Shareholding Association.

3. Future Outlook

The impact of the third-party allotment on our Company’s consolidated financial results for the fiscal year ending December 31,2025 is expected be minimal.