

February 13, 2026

For Immediate Release:

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

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 13, 2026 regarding dividend of surplus to shareholders effective as of the record date of December 31, 2025. Details of the dividend are as follows.

1. Details of dividend

	Authorized amount	Latest forecast of dividend (announced on Feb. 14, 2025)	Results of the previous term (FY12/24)
Record date	December 31, 2025	December 31, 2025	December 31, 2024
Dividend per share	32 yen	32 yen	31 yen
Total amount of dividends	1,117 million yen	-	1,092 million yen
Effective date	March 12, 2026	-	March 13, 2025
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%.

Our Company will pay a year-end dividend of 32 yen per share for the fiscal year ended December 2025 (on the full-year basis, an increase of 1 yen compared to the previous year to 63 yen per share), in line with the initial year-end dividend forecast released on February 14, 2025, based on the concept achieving a total return ratio of 50%.

Additionally, as stated in the “Announcement Regarding the Decision on Matters Related to the Acquisition of Treasury Shares” released on February 13, 2026, our Company will acquire treasury shares up to a maximum of 193 million yen in order to achieve our targeted total return ratio of 50%. As a result, the total return ratio for the fiscal year ended December 2025 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 33th 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 32 yen per share and a year-end dividend of 32 yen per share, for a total annual dividend of 64 yen per share.

Record date	Dividend per share		
	End of 1H	End of FY	Total
Dividend forecast (FY12/26)	32 yen	32 yen	64 yen
Dividend for the current term (FY12/25)	31 yen	32 yen	63 yen
Dividend for the previous term (FY12/24)	31 yen	31 yen	62 yen

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