



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 Regarding Changes in Management

Fullcast Holdings Co., Ltd. announced today that a resolution was passed at its Board of Directors meeting held on February 13, 2026 with regard to the following changes in management.

In addition, it will be officially finalized at the general meeting of shareholders for the 33th term scheduled to take place on March 27, 2026.

1. Change in Director who are Audit & Supervisory Committee Members (effective March 27, 2026)

New title	Name	Old title
Outside director who are full-Time Audit & Supervisory Committee Member (new)	Osamu Saito	-
- (Retirement)		Outside director who are full-Time Audit & Supervisory Committee Member

2. Name and Career Summary of Candidate for New Managing Director who is full-time Audit & Supervisory Committee Member

Name	Osamu Saito	
Date of birth	July 21, 1957 (68 years old)	
	Jul. 2005	Special Officer for Research on Personnel Management , Secretarial Division Minister's Secretariat, Ministry of Finance
	Jul. 2011	Director, Ogikubo Tax Office, Tokyo Regional Taxation Bureau
	Jul. 2012	Director, General Affairs Department, Hokkaido Local Finance Bureau
	Jul. 2013	Director, General Affairs Department, Tokai Local Finance Bureau
	Jul. 2014	Director, Administration Division, Financial Bureau, Ministry of Finance
	Jul. 2015	Director-General, Hokkaido Local Finance Bureau
	Jun. 2016	Deputy Director General , Policy Research Institute, Ministry of Finance
	Jul. 2017	Retired from the Ministry of Finance
	Oct. 2017	Director, General Affairs Department, The Financial Futures Association of Japan
	Aug. 2021	Special Advisor, DBJ Asset Management Co., Ltd. (Scheduled to retire in March 2026)
Number of owned shares	-	

Notes: 1. There are no special interests between Osamu Saito and the Company.

2. Osamu Saito is scheduled to retire from his position as Special Advisor at DBJ Asset Management Co., Ltd. in March 2026.

3. Osamu Saito is a candidate for Outside Director as stipulated in Article 2, Paragraph 3, Item 7 of the Ordinance for Enforcement of the Companies Act. She satisfies the “Requirements of independence” stipulated by the Tokyo Stock Exchange and also satisfies the “Criteria for Independence of Outside Officers” stipulated by the Company. She will become an independent officer if her appointment is approved.
4. Osamu Saito will be a full-time Audit & Supervisory Committee Member and the chairman of the Audit & Supervisory Committee if his appointment is approved.
5. If Osamu Saito’s appointment is approved, the Company will conclude a liability limitation contract with her limiting her liability for damages per Article 423, Paragraph 1 of the Companies Act up to the limit set forth by law per Article 31, Paragraph 2 of the Articles of Incorporation.
6. The Company has concluded an officer liability insurance agreement with an insurance company under Article 430-3 of the Companies Act if Osamu Saito’s appointment is approved, the Company plans to conclude a similar officer liability insurance agreement with Yuuki Ohki as the insured.