

Consolidated Business Results for the First Quarter of the Fiscal Year Ending December (Jan.–Mar. 2026)

FULLCAST HOLDINGS CO., LTD. (4848) May 15, 2026

FULLCAST
HLDGS.

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Agenda

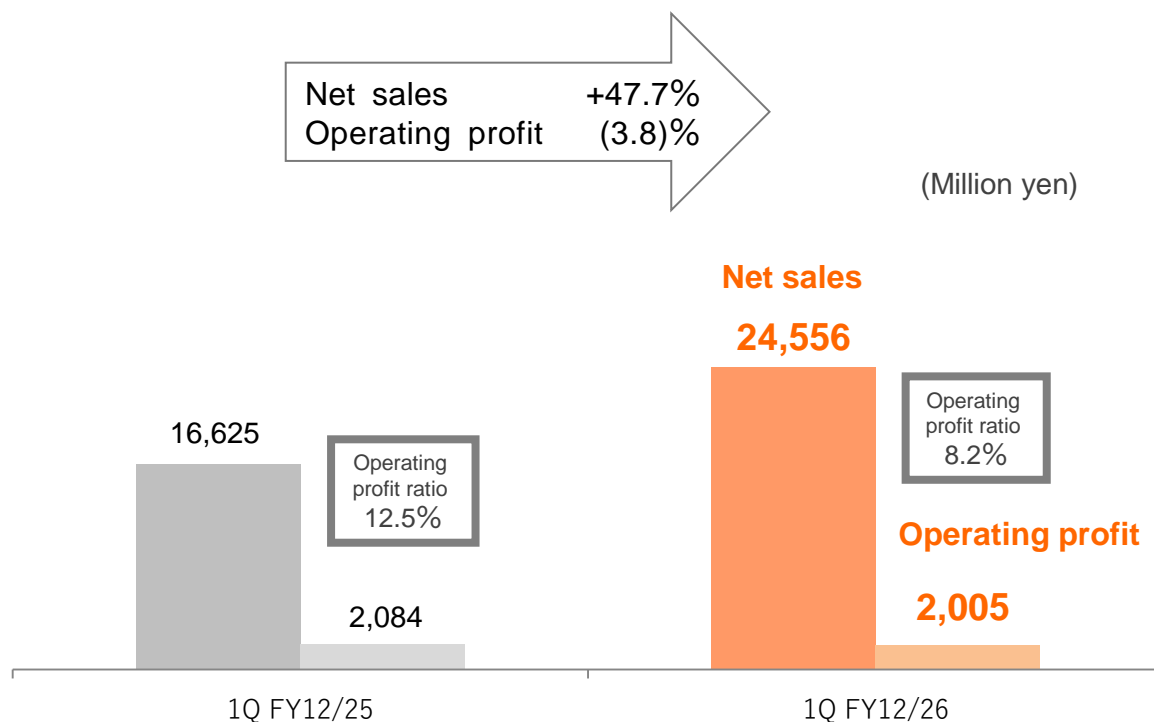
- 1 1Q FY12/26 Consolidated Business Highlights (Jan.–Mar. 2026)**
- 2 1Q FY12/26 Segment Highlights (Jan.–Mar. 2026)**
- 3 1Q FY12/26 Progress Relative to Business Forecasts**

1Q FY12/26 Consolidated Business Highlights (Jan.–Mar. 2026)

Consolidated: 1Q FY12/26 Year-on-Year Comparison

Net sales increased by 47.7% year-on-year. This was due to the incorporation of performance of Beat Co., Ltd. (outsourcing and temporary staffing services) and ENTRY, Inc. (short-term dispatching services), newly consolidated subsidiaries, and the growth of the mainstay “Short-Term Operational Support Business.”

Operating profit decreased by 3.8% year-on-year. This was due to decreased operating profits compared with the same period of the previous year, primarily in "Other Businesses," despite the increase in net sales.



Consolidated: 1Q FY12/26 Year-on-Year Comparison

Ordinary profit decreased by 3.7% year-on-year. This was due to the recording of rent and other expenses for the new Roppongi office before relocation as non-operating expenses, in addition to the decrease in operating profit.

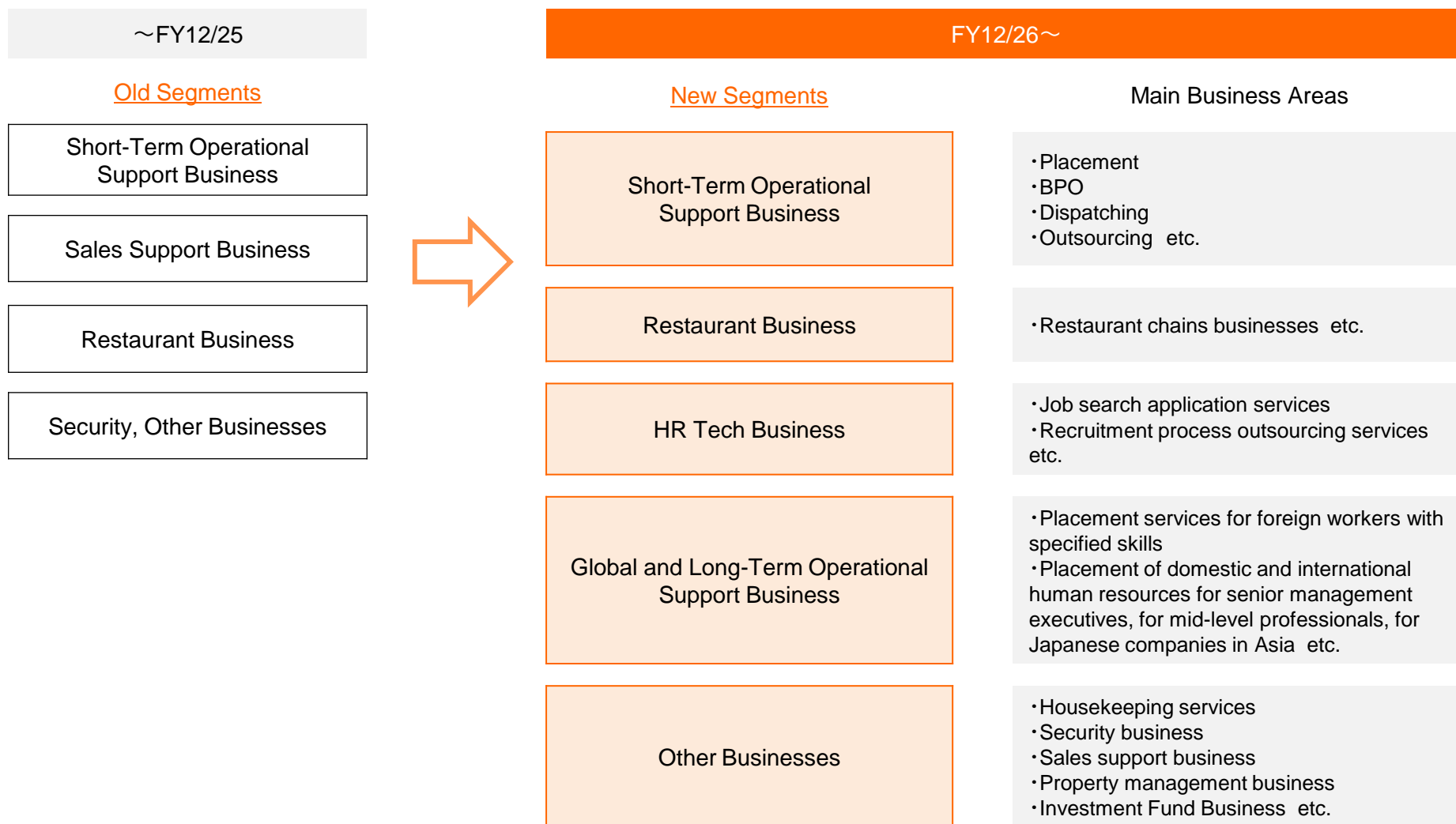
Profit attributable to owners of parent increased by 6.0% year-on-year. This was due to the recording of 285 million yen in gain on sale of non-current assets in association with the sale of land and buildings owned by a subsidiary as extraordinary income.

	1Q FY12/25	1Q FY12/26	Difference	Rate of change
				(Million yen)
Net sales	16,625	24,556	7,930	47.7%
Gross profit	6,326	7,909	1,583	25.0%
SG&A expenses	4,242	5,904	1,662	39.2%
Operating profit	2,084	2,005	(79)	(3.8)%
Operating Profit Ratio	12.5%	8.2%	-	(4.4)PT
Ordinary profit	2,107	2,028	(79)	(3.7)%
Profit attributable to owners of parent	1,363	1,445	82	6.0%

1Q FY12/26 Segment Highlights (Jan.–Mar. 2026)

Regarding Changes to Reporting Segments

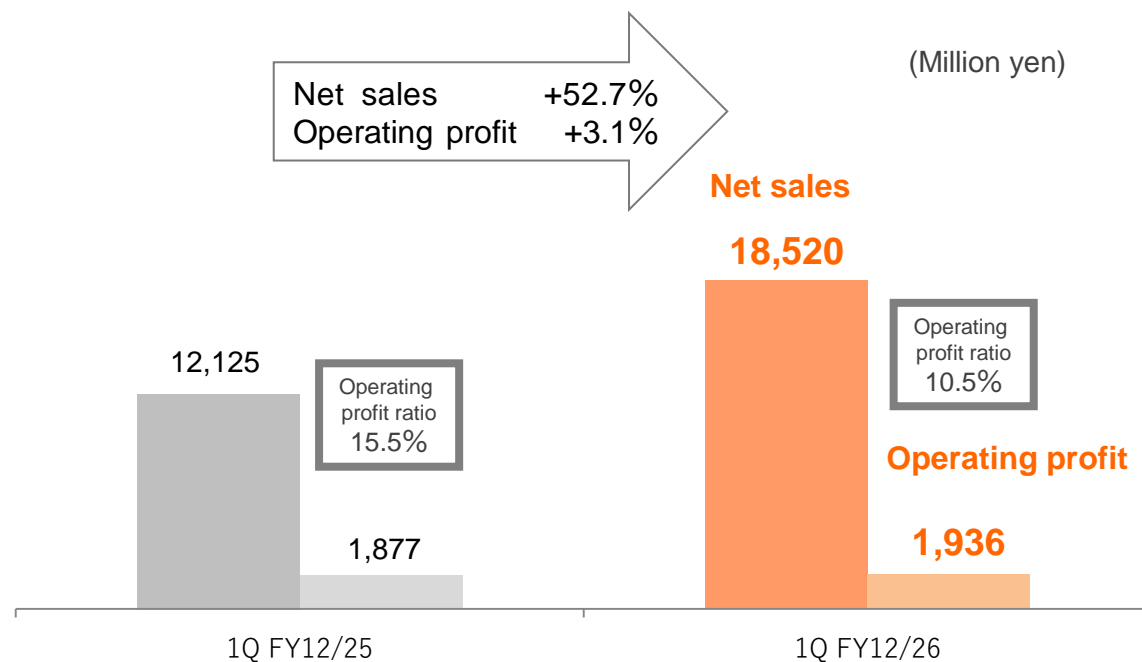
Against the backdrop of business additions through M&A, our Group reviewed its classification for the disclosure of management information and internal performance management. As a result, our Group have implemented changes to its reporting segments from the fiscal year ending December 2026.



Short-Term: 1Q FY12/26 Year-on-Year Comparison

Net sales increased by 52.7% year-on-year. This was due to the incorporation of performance of Beat Co., Ltd. and ENTRY, Inc., newly consolidated subsidiaries, and an increase in net sales of existing services, primarily “Dispatching” and “Outsourcing.”

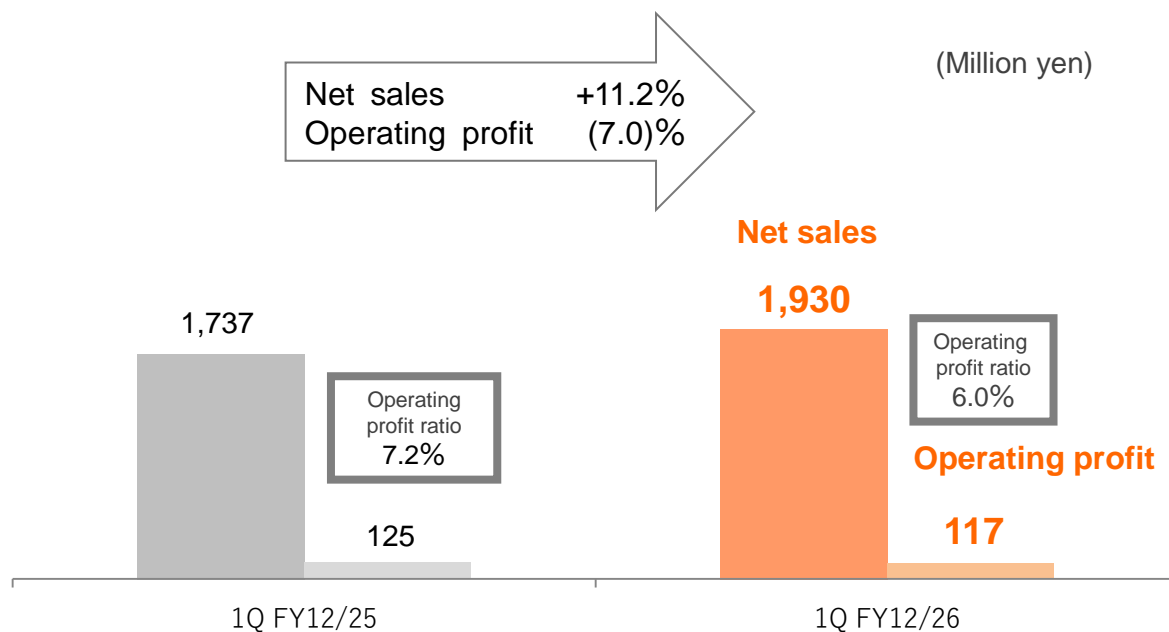
Operating profit increased by 3.1% year-on-year, due to the growth in net sales.



Restaurant: 1Q FY12/26 Year-on-Year Comparison

Net sales increased by 11.2% year-on-year. This was due to the effect of new store openings and the launch of new business formats carried out in the previous fiscal year.

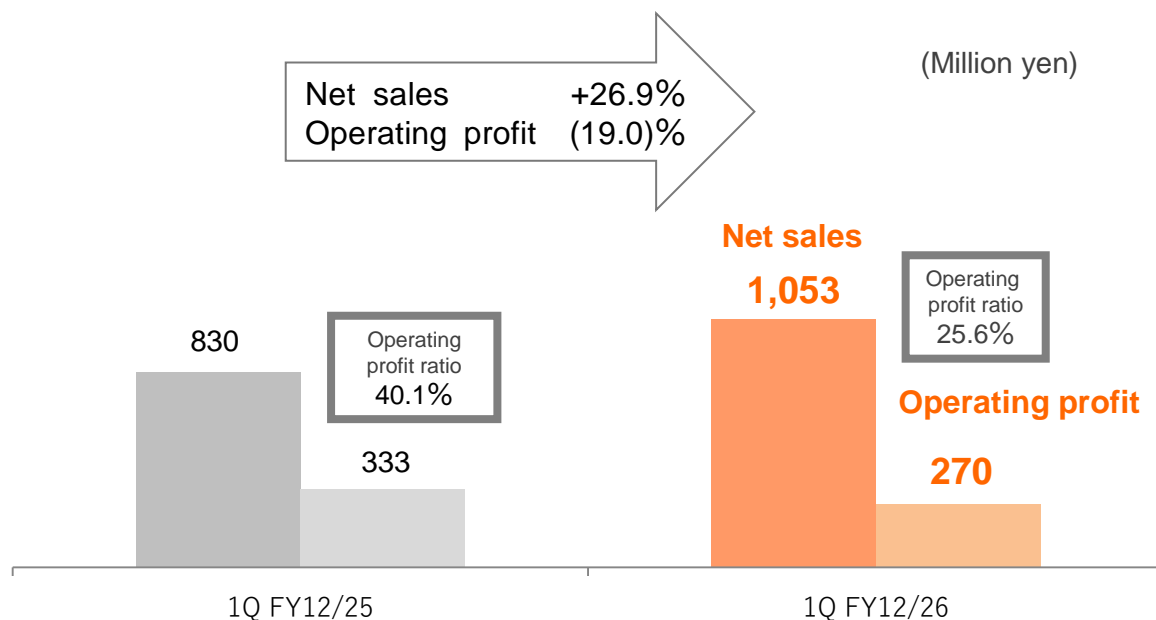
Operating profit decreased by 7.0% year-on-year. This was due to not only increases in personnel expenses and rent expenses on land and buildings under selling, general and administrative expenses, but also recording of renovation costs for existing stores, despite the increase in net sales.



HR Tech: 1Q FY12/26 Year-on-Year Comparison

Net sales increased by 26.9% year-on-year. This was due to the incorporation of performance of Fiah Co., Ltd. (recruitment process outsourcing services), a newly consolidated subsidiary, and the fact that the results of Tuclicks Inc. (job search application services) were recorded from the beginning of the current fiscal year as opposed to being recorded from April 2025 in the previous fiscal year.

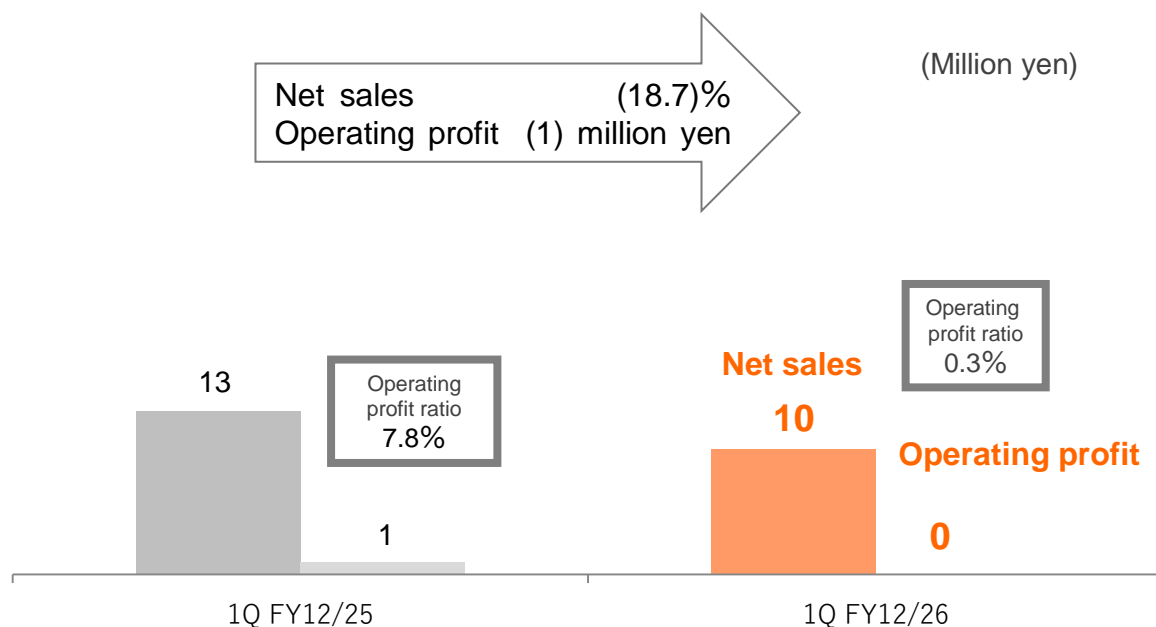
Operating profit decreased by 19.0% year-on-year. This was due to a decrease in operating profits at Imple, Inc. (job search application services) and Hayfield Inc. (real estate-related human resource placement), despite the increase in net sales.



Global and Long-Term: 1Q FY12/26 Year-on-Year Comparison

Net sales decreased by 18.7% year-on-year. This was due to a decrease in the number of specified technical intern trainee-related staffing placement projects obtained.

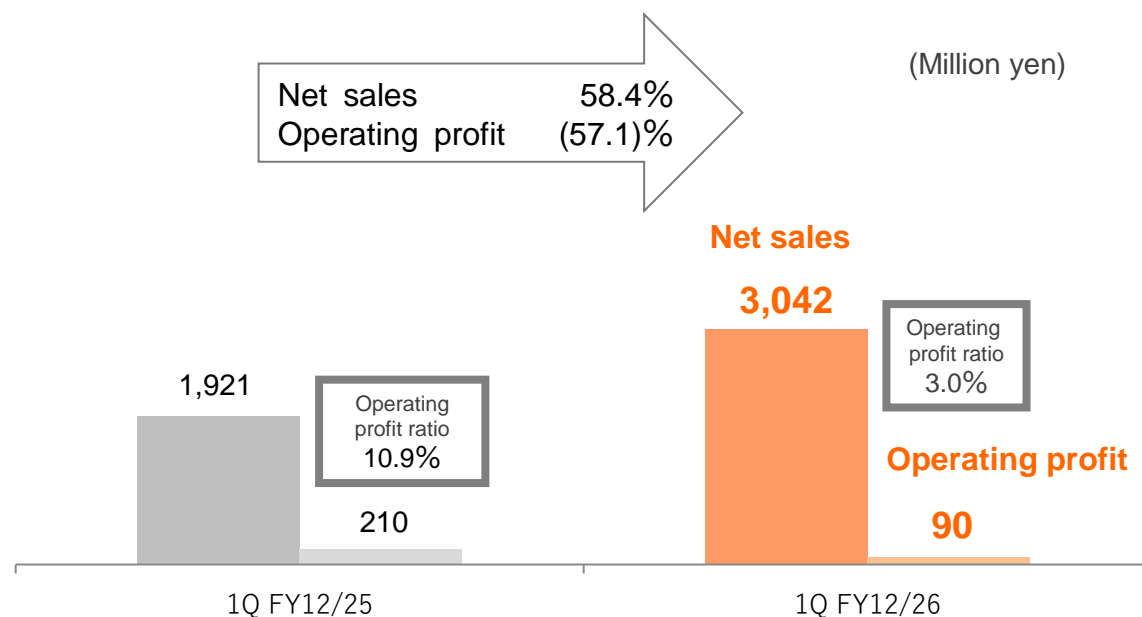
Operating profit decreased by 1 million yen year-on-year, due to the decline in net sales.



Other: 1Q FY12/26 Year-on-Year Comparison

Net sales increased by 58.4% year-on-year. This was due to the incorporation of performance of Creagency Co., Ltd. (merchandise retailer), a newly consolidated subsidiary.

Operating profit decreased by 57.1% year-on-year. This was due to a decrease in operating profits of F-PLAIN Corporation. (sales support business), despite the increase in net sales. Performance of F-PLAIN Corporation. progressed within the range of the assumptions made at the start of the period.



1Q FY12/26 Progress Relative to Business Forecasts

Consolidated: 1Q FY12/26 Progress Relative to Business Forecasts

Consolidated business results for the first quarter of the current fiscal year progressed steadily within the range of the assumptions made at the start of the period.

Since our Group's consolidated business performance for the first six months of the current fiscal year, calculated by adding the consolidated business performance for the first quarter to the consolidated business performance forecast for the second quarter, and the full-year consolidated business performance, calculated by adding the forecast figures for the second through fourth quarters, do not reach a level that would require revisions to our business forecasts, our Company will not revise its consolidated business forecasts for the first half and full-year of the fiscal year ending December 2026.

(Million yen)

		1Q FY12/26 Results	Business forecasts for 1H FY12/26	Rate of Progress	Business forecasts for FY12/26	Rate of Progress
Net sales		24,556	49,740	49.4%	104,700	23.5%
Gross profit		7,909	17,970	44.0%	38,352	20.6%
Operating profit		2,005	4,366	45.9%	8,700	23.1%
Ordinary profit		2,028	4,363	46.5%	8,780	23.1%
Profit attributable to owners of parent		1,445	2,780	52.0%	5,431	26.6%
Short-Term Operational Support Business	Net sales	18,520	-	-	80,781	22.9%
Restaurant Business	Net sales	1,930	-	-	8,347	23.1%
HR Tech Business	Net sales	1,053	-	-	4,858	21.7%
Global and Long- Term Operational Support Business	Net sales	10	-	-	5,387	0.2%
Other Businesses	Net sales	3,042	-	-	5,327	57.1%

(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

Notes: The company has 9 overseas subsidiaries (sub-subsidiaries of our company) that are not listed in the table below.

FULLCAST HLDGS. Fullcast Holdings Co., Ltd. Optimizes Group-wide resources and strategies, as well as directing the business operations of group companies

FULLCAST BUSINESS SUPPORT Fullcast Business Support Co., Ltd. Consolidates and conducts various intraGroup operations on behalf of our Group

Short-Term Operational Support Business

FULLCAST Fullcast Co., Ltd. Short-term human resource services in various business sectors

TOP SPOT Top Spot Co., Ltd. Community-based brand, provides shortterm human resource services focused on specific Regions

FULLCAST SENIOR WORKS Fullcast Senior Works Co., Ltd. Human resource services for active seniors focused on the Tokyo metropolitan area

FULLCAST PORTER Fullcast Porter Co., Ltd. Human resource services with an exclusive focus on drivers

otetsudai networks Otetsudai Networks Inc. Operates short-term human resource services that utilize location information

FULLCAST GLOBAL Fullcast Global Co., Ltd. Human resources services focused on foreign nationals

株式会社ビート Beat Co., Ltd. J-FOSTER Co., Ltd. Comprehensive human resource outsourcing services, mainly business process outsourcing

ENTRY ENTRY, Inc. Short-term human resource services centered on distribution and logistics-related operations

Restaurant Business

GLOBEAT JAPAN GLOBEAT JAPAN INC. GLOBEAT EUROPE GmbH N Business Co., Ltd. Restaurant chains businesses

HR Tech Business

hayfield Hayfield inc. Human resource placement specializing in the real estate industry

Imple Imple, Inc. Releasebase Inc. Job search application services

TUCLICKS Tuclicks Inc. Job search application services

FIAH Fiah Co., Ltd. Ann Co., Ltd. Mico Inc. AI-powered recruitment process outsourcing services

Global and Long-Term Operational Support Business

FULLCAST INTERNATIONAL Fullcast International Co., Ltd. Human resource placement services for placement of foreign nationals with specified skill visas who are ready to work immediately

RGF International Recruitment RGF Talent Solutions Japan K.K. Placement services in global, high-level areas
RGF International Recruitment Holdings Limited (Note)

Other Businesses

FULLCAST ADVANCE Fullcast Advance Co., Ltd. Security services, including permanent security, crowd control, and traffic security

F-PLAIN F-PLAIN Corporation. M's Line Co., Ltd. FSP Co., Ltd. Operates the sales agency service business for IT and telecommunications products utilizing call centers and a distributor agency network

Minimaid Service Minimaid Service Co., Ltd. Housekeeping services

Shibuya Property LLC
Tamachi Property LLC
Nishi Shinjuku Property LLC
Real estate development, sales, leasing, management and intermediation

FC Asset Management Co., Ltd. Investment Fund Business

Creagency Co., Ltd. Merchandise retailer

(Equity method affiliate)

Deli Art Deli Art Co., Ltd. Human resource outsourcing services

Advancer Global Advancer Global Limited 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 “Restaurant Business” as “Restaurant,” the “HR Tech Business” as “HR Tech,” the “Global and Long-Term Operational Support Business” as “Global and Long-Term,” and the “Other Businesses” as “Other” in some parts.

Short-Term Operational Support Business

- The “Part-Time Worker Placement” service is referred to as “Placement.”
- 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” are referred to as “BPO.”
- On January 30, 2026, our Company acquired shares of ENTRY, Inc. and made it a consolidated subsidiary.
- On April 1, 2026, our Group implemented an absorption-type merger with Fullcast Co., Ltd. as the surviving company and Fullcast Porter Co., Ltd. as the absorbed company.

Restaurant Business

- GLOBEAT INTERNATIONAL INC., which had been a consolidated subsidiary of our Company, was excluded from the scope of consolidation following the completion of its liquidation on February 27, 2026.

Global and Long-Term Operational Support Business

- On April 1, 2026, our Company acquired shares of RGF Talent Solutions Japan K.K. and RGF International Recruitment Holdings Limited, and made them and these subsidiaries consolidated subsidiaries. Our Group includes three months of earnings of this company and its subsidiaries in our results for the fiscal year ending December 2025. The financial statements of the two companies were not included in the results for the first quarter of the current fiscal year.

Business Forecasts for FY12/26

- The business forecasts of the first half for segment net sales has not been disclosed.

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

[Inquiries]

IR : +81-3-4530-4830

URL : <https://www.fullcastholdings.co.jp/en/>

Email : IR@fullcast.co.jp