Consolidated Business Results for the First Half of the Fiscal Year Ending December 2018 (Jan. – Jun. 2018)

August 10, 2018 **FULLCAST HOLDINGS CO., LTD. (4848)**

Agenda

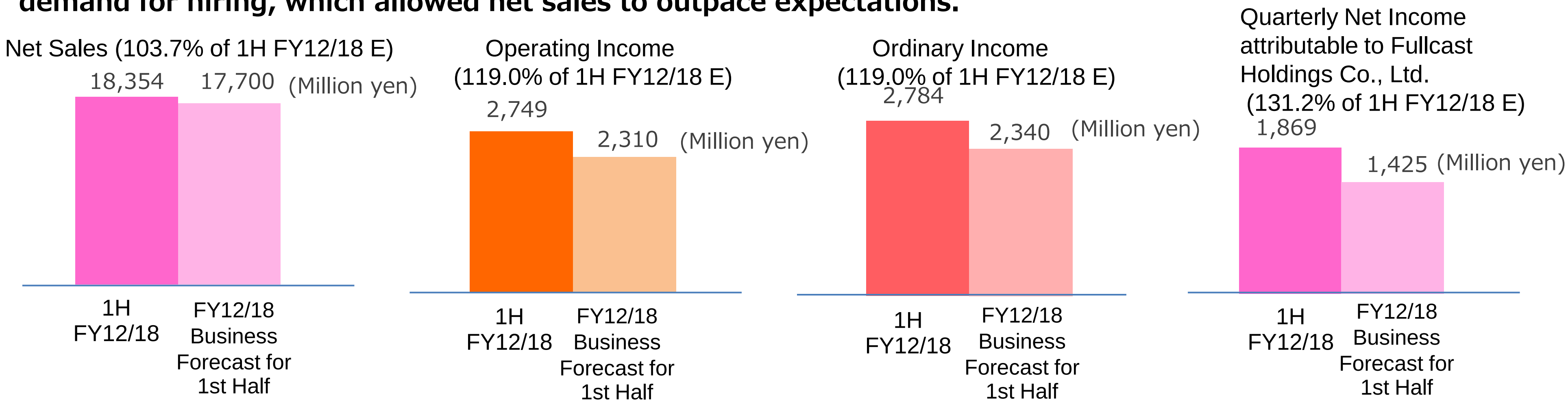
- In this document, the “Short-Term Operational Support Business” is referred to as “Short-Term”, and the “Sales Support Business” is referred to as “Sales” in some parts.
- We acquired the shares of BOD Co., Ltd. during the first quarter and now BOD Co., Ltd. is newly included in the scope of consolidation. The earnings of BOD Co., Ltd. are included in the “Short-Term Operational Support Business”.
- In the second quarter, BOD Co., Ltd. changed its settlement date to December 31; therefore, the settlement date is the same as the consolidated account settlement date. Financial statements were prepared based on a provisional settlement conducted by BOD Co., Ltd. as of the consolidated settlement date; therefore, this change does not have any impact on quarterly financial statements. The final day of the business year of other consolidated subsidiaries all match the consolidated account settlement date.
- From the fiscal year ending December 2018, the name of “Management” service has been changed to the “BPO” service.
- In this document, names of services are written in an abbreviated form; “Part-Time Worker Placement” service is referred to as “Placement”; and “Part-Time Worker Payroll Management”, “My Number Management”, “Year-End Tax Adjustment Management”, and BPO services by BOD Co., Ltd. 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. 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.”

1H FY12/18 Summary of Business Performance

1H FY12/18 Summary of Business Performance

■ Consolidated results exceeded business forecast for the first half of the fiscal year ending December 2018

◆ **Consolidated business results for the first half of the fiscal year ending December 2018 surpassed each indicator in our consolidated business forecasts for this period, because of strong demand for hiring among client companies which exceeded expectations for short-term staffing needs throughout the first half and because the Fullcast Group secured its ability to supply sufficient human resources to satisfy strong client demand for hiring, which allowed net sales to outpace expectations.**



■ The full-year business forecast for the fiscal year ending December 2018 expected to be revised upward

◆ **We will make upward revisions the full-year business forecast for the fiscal year ending December 2018 based on the assumption that our Company determines staffing needs among client companies will continue to exceed expectations in the third quarter and beyond, and because the Fullcast Group will be able to continue to supply sufficient human resources to satisfy strong client demand.**

◆ **Based on the revisions to our full-year business forecast, the year-end dividend forecast has been increased by 2 yen over previous dividend forecast to 16 yen per share.**

1H FY12/18
Difference Between Business Forecast and Financial Results, and Revision to Full-Year Business Forecast

1H FY12/18 Difference Between Business Forecast and Financial Results

- Consolidated business results for the first half of the fiscal year ending December 2018 surpassed each indicator in our consolidated business forecasts for this period, because of strong demand for hiring among client companies which exceeded expectations for short-term staffing needs throughout the first half and because the Fullcast Group secured its ability to supply sufficient human resources to satisfy strong client demand for hiring, which allowed net sales to outpace expectations.

(Million yen)

	1H FY12/18	1H FY12/18 Business forecast	Difference	Achievement rate
Net Sales	18,354	17,700	654	103.7%
Gross Profit	7,936	7,760	176	102.3%
Operating Income	2,749	2,310	439	119.0%
Ordinary Income	2,784	2,340	444	119.0%
Quarterly Net Income attributable to Fullcast Holdings Co., Ltd.	1,869	1,425	444	131.2%

FY12/18 Revision in the Full-year Business Forecast and Year-end Dividend Forecast

- We will make upward revisions the full-year business forecast for the fiscal year ending December 2018 based on the assumption that our Company determines staffing needs among client companies will continue to exceed expectations in the third quarter and beyond, and because the Fullcast Group will be able to continue to supply sufficient human resources to satisfy strong client demand.
- Based on the revisions to our full-year business forecast, the year-end dividend forecast has been increased by 2 yen over previous dividend forecast to 16 yen per share.

(Million yen)

	Previously announced forecast (A)	Revised forecast (B)	Difference (B−A)	Rate of change
Net Sales	37,000	37,780	780	2.1%
Gross Profit	16,014	16,272	258	1.6%
Operating Income	5,000	5,620	620	12.4%
Ordinary Income	5,080	5,700	620	12.2%
Net Income attributable to Fullcast Holdings Co., Ltd.	3,185	3,819	634	19.9%
Net Income per share (yen)	84.7	101.4	16.7	19.7%
Year-end Dividend Forecast				
Dividend per share (yen)	14	16	2	—

(Reference)

ROE	27.5%	32.1%	–	4.6PT
Adjusted Net Income	3,259	3,894	635	19.5%
Adjusted Net Income per share (yen)	86.7	103.4	16.7	19.3%
Adjusted ROE	28.1%	32.7%	–	4.6PT

* "Adjusted Net Income" refers to net income attributable to Fullcast Holdings Co., Ltd. excluding the influence of income taxes-deferred arising from recording of deferred tax assets for deduction of loss carried forward.
* "Adjusted Net Income per share (yen)" refers to net income per share calculated using adjusted net income.
* "Adjusted ROE" refers to ROE calculated using adjusted net income.

FY12/18 Revision in the Full-Year Business Forecast (Net Sales by Segments)

◆ We plan to grow profits by satisfying strong client demand and focusing on growth in the mainstay "Placement" and "BPO" services in the "Short-Term Operational Support Business".

(Million yen)

		Previously announced forecast (A)	Revised forecast (B)	Difference (B−A)	Rate of change
Short-Term Operational Support Business	Net Sales	31,313	32,375	1,063	3.4%
	Placement	5,452	5,579	127	2.3%
	BPO	5,377	5,733	356	6.6%
	Dispatching	17,270	17,629	359	2.1%
	Outsourcing	3,214	3,434	221	6.9%
Sales Support Business	Net Sales	3,662	3,336	△326	△8.9%
Security, Other Businesses	Net Sales	2,026	2,069	43	2.1%
Consolidated	Net Sales	37,000	37,780	780	2.1%

➢ From the fiscal year ending December 2018, the name of "Management" service has been changed to the "BPO" service.

1H FY12/18
Consolidated Business Highlights
(Jan. – Jun. 2018)

Consolidated: 1H FY12/18 Year-On-Year Comparison

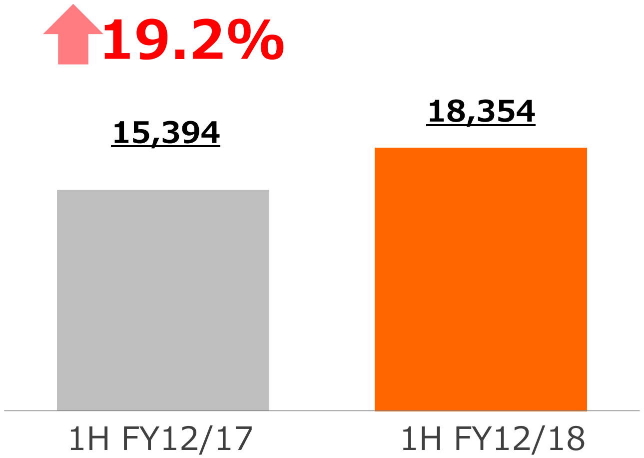
【Factors Behind the Change in Net Sales】

- Net sales **increased by 19.2%** year-on-year attributed mainly to higher sales of the existing mainstay services of "Placement" and "BPO" throughout the first half, in addition to growth in "BPO" from the inclusion of the results of BOD Co., Ltd. in the "Short-Term Operational Support Business", a mainstay business.

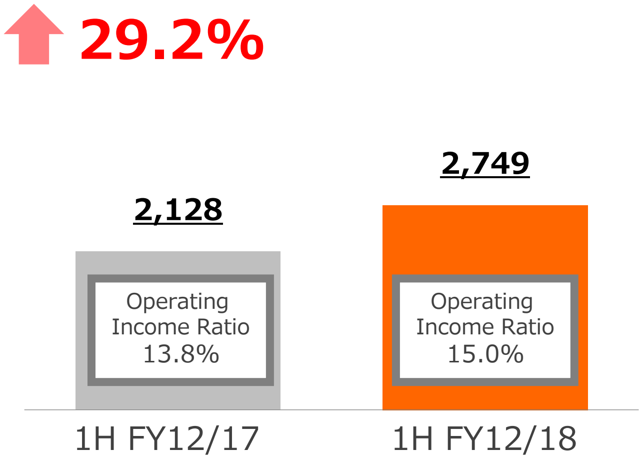
【Factors Behind the Change in Operating Income】

- Operating income **increased by 29.2%** and operating income ratio **increased 1.2PT** year-on-year due mainly to an increase in sales in the "Short-Term Operational Support Business".

Net Sales (Million yen)



Operating Income (Million yen)



Consolidated: 1H FY12/18 Year-On-Year Comparison

- Ordinary income **increased by 29.8%** year-on-year on the back of growth in consolidated operating income.
- Quarterly net income attributable to Fullcast Holdings Co., Ltd. **increased by 21.1%** year-on-year because the tax burden in the current first half increased after the amount of loss carried forward was eliminated in the previous fiscal year and because a gain on step acquisitions of 167 million yen was posted in the previous first half.

(Million yen)

	1H FY12/17	1H FY12/18	Difference	Rate of change
Net Sales	15,394	18,354	2,960	19.2%
Gross Profit	6,127	7,936	1,809	29.5%
SG&A expenses	4,000	5,187	1,187	29.7%
Operating Income	2,128	2,749	622	29.2%
Operating Income Ratio	13.8%	15.0%	—	1.2PT
Ordinary Income	2,144	2,784	640	29.8%
Quarterly Net Income attributable to Fullcast Holdings Co., Ltd.	1,543	1,869	326	21.1%

	1H FY12/17	1H FY12/18	Rate of change
Gross profit per 1 yen of personnel costs(yen)	2.8	2.6	△6.8%

- "Gross profit per yen of personnel costs" appears rounded off to the second decimal place.

- Gross profit per 1 yen of personnel costs, which is used as an indicator of the Group's productivity, stood at 2.6 yen. This indicator exceeded results for the previous year when the impact of BOD Co., Ltd. becoming a new subsidiary during this fiscal year is excluded.

* "Gain on step acquisitions" represents a gain not accompanying a transfer of cash that occurred because the revised market value of existing equity interest exceeding book value when turning F-PLAIN Corporation from an affiliate under the equity method to a consolidated subsidiary.

1H FY12/18
Segment Highlights
Short-Term Operational Support Business Earnings
(Jan. – Jun. 2018)

- BOD Co., Ltd., which belongs in the Short-Term Operational Support Business segment, changed its settlement date to December 31 during the first half, and as a result, it is now the same as the consolidated account settlement date. Financial statements were prepared based on a provisional settlement conducted by BOD Co., Ltd. as of the consolidated settlement date; therefore, this change does not have any impact on quarterly financial statements.

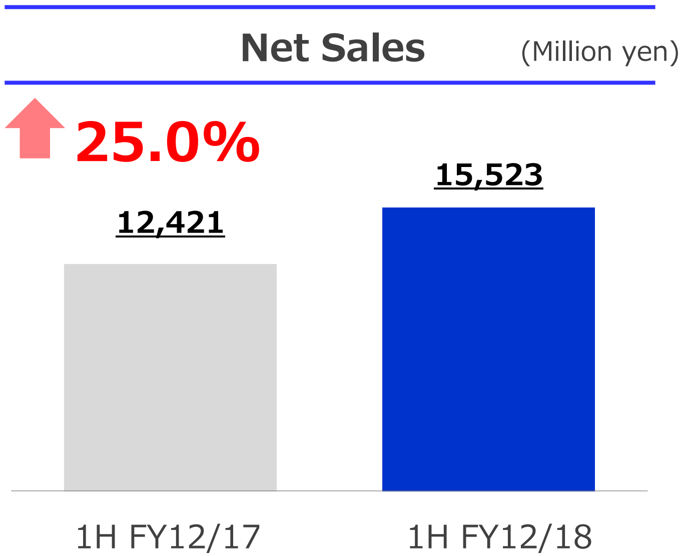
Short-Term: 1H FY12/18 Year-on-Year Comparison

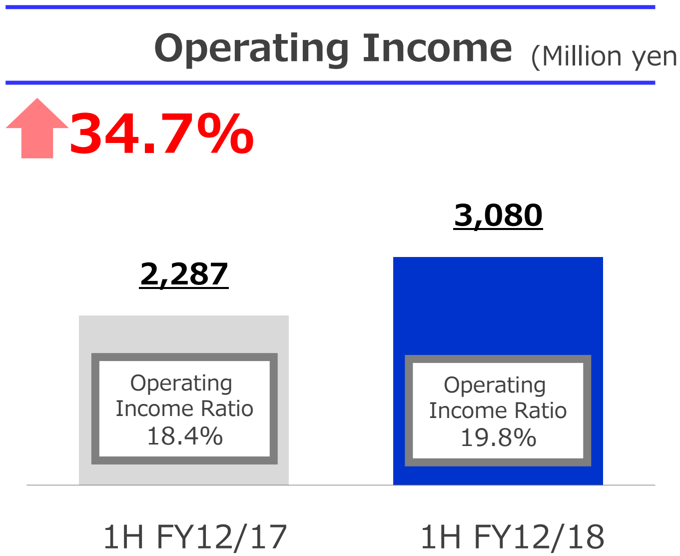
【Factors Behind the Change in Net Sales】

- Net sales **increased by 25.0%** year-on-year due mainly to growth in “BPO” associated with the inclusion of the earnings of BOD Co., Ltd. and higher sales of the existing mainstay services of “Placement” and “BPO” amid a strong demand for hiring among client companies throghout the first half.

【Factors Behind the Change in Operating Income】

- Operating income **increased by 34.7%** and operating income ratio **increased by 1.4PT** year-on-year due mainly to an increase in sales of existing mainstay services.





Short-Term: 1H FY12/18 Year-On-Year Comparison (By Service Category)

(Million yen)

	1H FY12/17	1H FY12/18	Difference	Rate of change
Net Sales	12,421	15,523	3,103	25.0%
Placement	2,231	2,645	414	18.6%
BPO	1,384	2,885	1,501	108.4%
Dispatching	7,347	8,452	1,105	15.0%
Outsourcing	1,459	1,543	84	5.7%
Gross Profit	5,006	6,968	1,962	39.2%
Placement	2,154	2,559	404	18.8%
BPO	1,381	2,766	1,385	100.3%
Dispatching	1,160	1,345	186	16.0%
Outsourcing	311	298	△12	△4.0%

- "BPO" sales rose due to the inclusion of earnings of BOD Co., Ltd., which was newly consolidated.
- Throughout the first half, existing mainstay "Placement" and "BPO" services saw growth thanks to sustained strong demand for hiring amongst client companies along with increases in total and new customers.

	1H FY12/17	1H FY12/18	Difference	Rate of change
Number of customers	14,170	17,616	3,446	24.3%
Number of new customers	3,270	3,770	500	15.3%

- "Dispatching" services also grew due to our ability to satisfy the long-term human resource needs of client companies amidst efforts to build a market for mainstay services.

- Earnings of BOD Co., Ltd., acquired on January 4, 2018, have been included in "BPO" services beginning from the first quarter of this fiscal year.
- From the fiscal year ending December 2018, the name of "Management" service has been changed to the "BPO" service.
- "BPO" services represent the aggregated total of "Part-Time Worker Payroll Management", "My Number Management", "Year-End Tax Adjustment Management", and BPO services conducted by BOD Co., Ltd.
- Numerical data represent reference figures and have not been audited by our accounting auditor.
- Part of BOD Co., Ltd.'s personnel expenses included in SG&A expenses in consolidated business forecast released on February 9, 2018 have been booked as cost of sales.

1H FY12/18
Segment Highlights
Sales Support Business Earnings
(Jan. – Jun. 2018)

Sales: 1H FY12/18 Year-On-Year Comparison

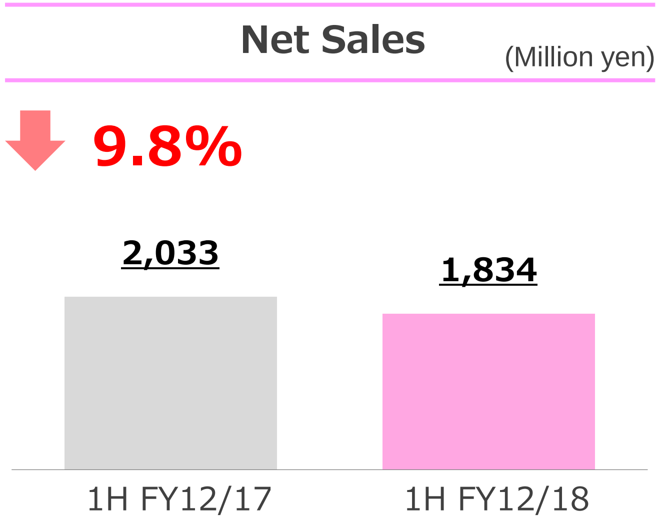
【Factors Behind the Change in Net Sales】

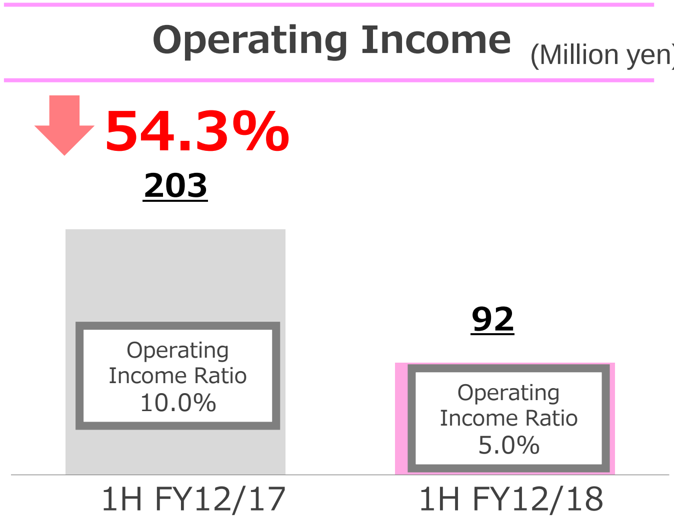
- Net sales **declined by 9.8%** year-on-year due to slow sales of telecommunications products throughout the first half.

【Factors Behind the Change in Operating Income】

- Operating income **declined by 110 million yen** year-on-year because of the decline in net sales.

- 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.





1H FY12/18
Segment Highlights
Security, Other Businesses Earnings
(Jan. – Jun. 2018)

Security, Other: 1H FY12/18 Year-on-Year Comparison

【Factors Behind the Change in Net Sales】

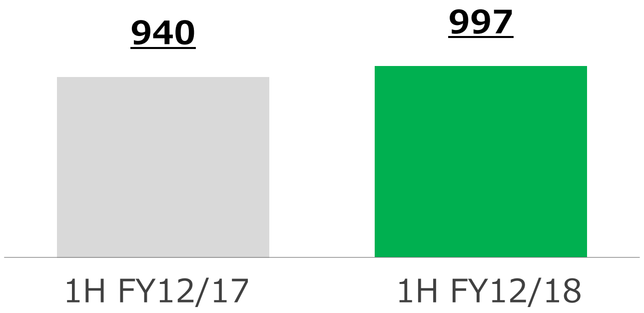
- Net sales **increased by 6.0%** year-on-year due mainly to an increase in the number of long-term security projects in the “Security Business”, the core service of this segment.

【Factors Behind the Change in Operating Income】

- Operating income **increased by 71.5%** year-on-year due mainly to sales activities focused on raising profitability in the “Security Business” and improvements in gross margin by securing high profit margin long-term security projects, in addition to keeping SG&A expenses at a similar level as last year.

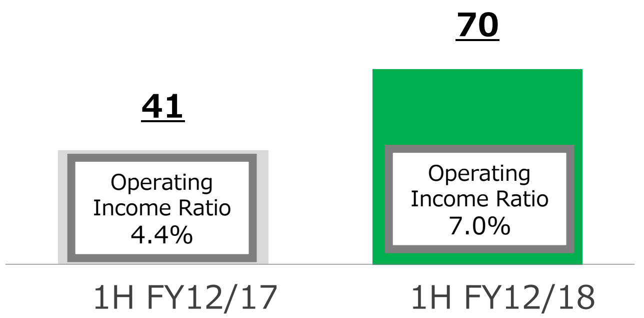
Net Sales (Million yen)

6.0%



Operating Income (Million yen)

71.5%



FY12/18
Progress of Strategy Implementation and Ongoing Initiatives

FY12/18 Progress of Strategy Implementation and Ongoing Initiatives

Business Targets for the Fiscal Year Ending December 2018

- **Achieve record high profits* by reinforcing Group synergies and further increasing productivity**

* The previous "record high profits" indicates operating income of 4,720 million yen recorded in the fiscal year ended September 2006.

Business Strategy for the Fiscal Year Ending December 2018

Strategy 1: Improve recruitment efficiency and staff operation rate

Strategy 2: Further strengthen Group synergies

Strategy 3: Expand BPO business and launch new services

Progress of Strategies (1) to (3)

Strategy 1: Improve Recruitment Efficiency and Staff Operation Rate

- We controlled recruitment expense ratio by continually reviewing the allocation of investments in recruitment expenses and made efforts to increase hiring efficiency (See page 24).
- We are considering replacement of our matching system (Plan to introduce a new system at the beginning of fiscal year ending December 2019) to improve usability and operating efficiencies.

Strategy 2: Further Strengthen Group Synergies

- We are stepping up our encouragement of registered staff to register with other companies within the Fullcast Group (In some cases initiatives already implemented) and reviewing the sharing of projects among Group companies (Plan to introduce during this fiscal year), in order to maximize staff utilization.
- We are examining ways to consolidate and increase the efficiencies of our operations, including the consolidation of personal identification checks at the time of online registration (In some cases initiatives already implemented).

Strategy 3: Expand BPO Business and Launch New Services

- We began expanding sales of the BPO services menu offered by BOD Co., Ltd. to client companies of our Group.
- We continue to examine the "Employee Payroll" service (Plan to introduce in this fiscal year) and the "Hiring Management" service (Plan to introduce in the fiscal year ending December 2019 or thereafter).

This strategy covers the medium- to long-term time period. We will continue to prepare and optimize these strategies so that results can be realized in the second half of this fiscal year and next fiscal year and beyond.

Strategy 4: Other Strategy

Initiative (1) Capital and Business Collaboration with Advancer Global Limited

- On June 22, 2018, we entered into a business, capital collaboration agreement with Advancer Global Limited (Hereinafter, “Advancer”), a company based on Singapore that provides various human resources services utilizing foreign worker dispatching in Southeast Asia, including housekeeping and other services in the field of blue-collar that are similar to those of Fullcast Group primarily.
- After receiving the third-party allocation of shares planned to be executed by Advancer in August (Shareholding percentage: 25.2% including diluted shares; estimated investment of 1,818 million yen*), we plan to establish a joint venture company for provision of foreign worker employment services in Japan in the future through cooperation with Advancer.

Overview of Advancer Global Limited

(1) Name	Advancer Global Limited (Singapore, Singapore Exchange Stock Code: 43Q)
(2) Address	135 Jurong Gateway Road #05-317 Singapore 600135
(3) Name and title of representative	Executive Chairman Mr. Desmond Chin Mui Hiong
(4) Business lines	Employment, Facility Management Services
(5) Paid-in capital	S$18,378,000 (1,509 million yen)
(6) Established	February 2, 2016
(7) Relationship between Fullcast Holdings Co., Ltd. and Partnering Company	No prior capital, personnel, or business relationships
(8) Net sales	Fiscal year ended December 2017: S$65,260,000 (5,358 million yen)
(9) Head office	Singapore

Future Outlook

Due to the business, capital collaboration agreement, Advancer’s earnings will be incorporated as share of loss (profit) of entities accounted for using equity method from the fourth quarter of the fiscal year ending December 2018 within our Company’s consolidated earnings. The impact this will have on the revised full-year business forecast for the fiscal year ending December 2018 (announced today) will be minimal.

*The above amount is calculated at an exchange rate of 82.10 yen per one Singapore dollar as of July 31, 2018, 12:00 p.m.

Strategy 4: Other Strategy

Initiative (2) Acquisition of Shares of DeliArt Co., Ltd.

Name: DeliArt Co., Ltd.

Paid-in capital: 43 million yen

Business lines: Worker dispatching business for musicians and performers, and planning of small-scale weddings

- We acquired shares of DeliArt Co., Ltd. on June 29, 2018, making it an affiliate accounted for by the equity-method (Shareholding percentage: 20%).
- We will now reinforce our growth strategy and boost earnings of both companies, with an eye to deploying our Group's services and know-how for the customer base of DeliArt Co., Ltd., which includes hotels and wedding venues.
- **Future Outlook**

The company's business results will be incorporated as share of loss (profit) of entities accounted for using equity method from the third quarter of the fiscal year ending December 2018 within our Company's consolidated earnings. The impact this will have on the revised full-year business forecast for the fiscal year ending December 2018 (Announced today) will be minimal.

Initiative (3) Acquisition of Shares of Minimaid Service Co., Ltd.

Name: Minimaid Service Co., Ltd.

Paid-in capital: 30 million yen

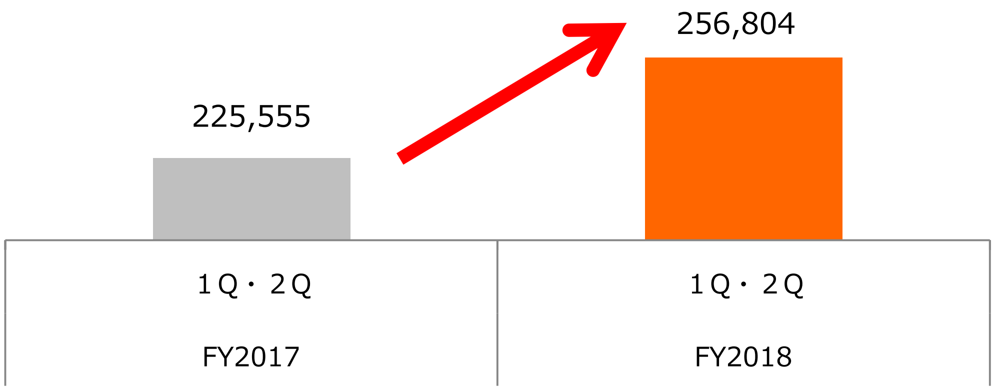
Business lines: Housekeeping services

- We will acquire all shares of Minimaid Service Co., Ltd. on August 31, 2018, making it a consolidated subsidiary.
- The housekeeping field is a closely related domain that adds value to the "light work staffing service domain," an area where Fullcast Holdings Co., Ltd. excels. Aware of the strong potential synergies, we determined the housekeeping field is an area we should make inroads as a means of realizing our growth strategy.
- **Future Outlook**

The company's earnings will be incorporated from the fourth quarter of the fiscal year ending December 2018 within our Company's consolidated earnings. The impact this will have on the revised full-year business forecast for the fiscal year ending December 2018 (Announced today) will be minimal.

Ongoing Initiatives

Initiative 1: Increase Hiring Capability



- The number of hires was 256,804, which marks a 13.9% increase over the previous year.
- We lowered the recruitment expense to gross income ratio and are now able to efficiently acquire large numbers of hires.

(Million yen)

	1H FY12/17	1H FY12/18	Difference
Recruitment expenses	198	226	28
Recruitment expense to gross income ratio	3.2%	2.8%	△0.4PT

➢ The "number of hires" is the sum total of the number of hires at Fullcast Co., Ltd., Top Spot Co., Ltd., Work & Smile Co., Ltd. and Fullcast Senior Works Co., Ltd., Fullcast Porter Co., Ltd. as well as the number of hires in the short-term operational support business at Fullcast Advance Co., Ltd.

Initiative 2: Increase the Number Operating Workers

	1H FY12/17	1H FY12/18	Difference	Rate of change
Number of operating workers	137,144	159,384	22,240	16.2%

- The number of operating workers increased by 16.2% year-on-year to 159,384 people, which is sufficient to achieve results in excess of our business forecast.

➢ The "number of operating workers" is the total number of unique individuals working at Fullcast Co., Ltd., Top Spot Co., Ltd., Work & Smile Co., Ltd. and Fullcast Senior Works co., Ltd., Fullcast Porter Co., Ltd. as well as in the short-term operational support business at Fullcast Advance Co., Ltd., excluding those working in the "BPO" service area.

Initiative 3: Opening New Offices

- **Opened 5 sales offices in medium-sized cities where considerable market growth is expected. Plans to open 9 sales offices during the second half.**

Sales Offices Opened in the First Half

[Fullcast Co., Ltd.]
Akita Pref. Akita (Feb. 1), Miyagi Pref. Sendaikita (Feb. 1), Yamaguchi Pref. Yamaguchi (Feb. 1), Okinawa Pref. Okinawa (Feb. 1)

[Top Spot Co., Ltd.]
Miyagi Pref. Sendai (Feb. 1)

Sales Offices Opening Scheduled in the Second Half

[Fullcast Co., Ltd.]
Miyazaki Pref. Miyazaki (Jul. 17), Hokkaido Pref. Obihiro (Sep. 1), Hokkaido Pref. Hakodate (Sep. 1), Aomori Pref. Hachinohe (Sep. 1), Niigata Pref. Joetsu (Sep. 1), Tochigi Pref. Nasu (Sep. 1), Kanagawa Pref. Yokosuka (Sep. 1), Shimane Pref. Shimane (Sep. 1), Osaka Pref. Hirakata (Sep. 1)
[Top Spot Co., Ltd.]
Gifu Pref. Gifu (Jul. 1)

FY12/18
Progress Relative to Business Forecast

FY12/18 Progress Relative to Business Forecast

- The rate of progress our revised full-year business forecast for the first half of the fiscal year ending December 2018, was 48.6% for net sales, 48.9% for operating income, 48.8% for ordinary income, and 48.9% for quarterly net income attributable to Fullcast Holdings Co., Ltd.
- We endeavor to achieve our revised business forecast by continuing to capture robust demand from client companies.

(Million yen)

		1H FY12/18	FY12/18 Business forecast for full-year (Revised)	Rate of progress
Net Sales		18,354	37,780	48.6%
Gross Profit		7,936	16,272	48.8%
Operating Income		2,749	5,620	48.9%
Ordinary Income		2,784	5,700	48.8%
Quarterly Net Income attributable to Fullcast Holdings Co., Ltd.		1,869	3,819	48.9%
Short-Term Operational Support Business	Net Sales	15,523	32,375	47.9%
	Placement	2,645	5,579	47.4%
	BPO	2,885	5,733	50.3%
	Dispatching	8,452	17,629	47.9%
	Outsourcing	1,543	3,434	44.9%
Sales Support Business	Net Sales	1,834	3,336	55.0%
Security, Other Businesses	Net Sales	997	2,069	48.2%

FY12/18
Interim Dividends

FY12/18 Interim Dividends

- We passed a resolution during the Board of Directors Meeting held on August 10, 2018 to pay 14 yen per share dividend from retained earnings.

	Amount determined	Most recent divided forecasts (Announced on Feb. 9, 2018)	Previous term results (Interim dividend for FY 12/17)
Record date	June 30, 2018	June 30, 2018	June 30, 2017
Amount available for distribution	2,882 million yen	–	–
Dividend per share	14 yen	14 yen	12 yen
Total amount of dividends	527 million yen	–	455 million yen
Effective date	September 3, 2018	–	September 4, 2017
Resources for dividend	Retained earnings	–	Retained earnings

- Based on the revision to our full-year business forecast, our year-end dividend forecast has been increased by 2 yen to 16 yen per share, which is a 4 yen increase year-on-year (Full year). To continuously realize ROE of over 20% relative to adjusted net income (*), we will maintain a target of a 50% total return ratio relative to adjusted net income as part of our shareholders return policy.

* "Adjusted net income" refers to net income attributable to Fullcast Holdings Co., Ltd. excluding the influence of income taxes-deferred arising from recording of deferred tax assets for deduction of loss carried forward. "Adjusted net income" is used as the based for calculating the total return ratio and ROE.

(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 adjusted net income (*) targeted at providing returns 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 relative to adjusted net income.**

- **We will maintain a maximum D/E ratio of 0.5x in order to enhance corporate value and to maintain financial soundness.**

* "Adjusted net income" refers to net income attributable to Fullcast Holdings Co., Ltd. excluding the influence of income taxes-deferred arising from recording of deferred tax assets for deduction of loss carried forward. "Adjusted net income" is used as the based for calculating the total return ratio and ROE.

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

ADR (American Depositary Receipts) Program:

Program Type: Sponsored Level 1

Exchange Ratio with Underlying Stock: 1ADR = 1 Underlying Stock
CUSIP Code: 35968P100

BNY MELLON
DEPOSITARY RECEIPTS

Symbol: FULCY
Depositary: The Bank of New York Mellon

101 Barclay Street, New York, NY 10286, U.S.A.
TEL: (212) 815-2077
U.S. Toll Free: (888) 269-2377 (888-BNY-ADRS)
Web Site: http://www.adrbny.com/dr_profile.jsp?cusip=35968P100

[Inquiries]

IR: +81-3-4530-4830
URL: http://www.fullcastholdings.co.jp/ir
e-mail: IR@fullcast.co.jp