

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail. The Company assumes no responsibility for this translation or for direct, indirect or any other forms of damages arising from the translation.



May 9, 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 Introduction of “Special Incentive Scheme” Through the Employee Shareholding Association

Fullcast Holdings Co., Ltd. announces that a resolution was passed at its Board of Directors meeting held on May 9, 2025 regarding the introduction of a “Special Incentive Scheme” through the employee shareholding association, as described below.

As part of our initiatives for human capital investment in employees, and with the aim of fostering a sense of participation in management and enhancing employee engagement, we have decided to introduce a “Special Incentive Scheme” (hereinafter, “the Scheme”) that offers employees an opportunity to acquire shares of our Company.

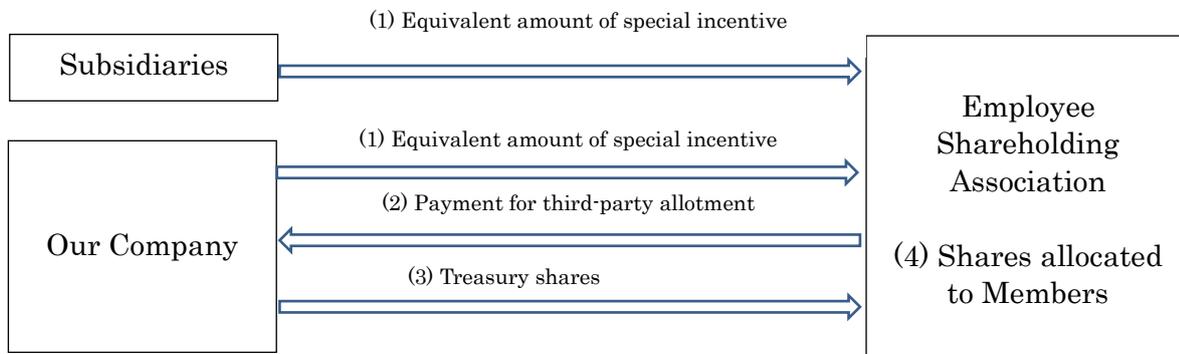
1. Purpose of the Scheme

Our Company has been providing incentive payments to members (hereinafter, the “Members”) of the “Fullcast Holdings Employee Shareholding Association” (hereinafter, the “Shareholding Association”) with the aim of helping employees build assets through the ownership of our Company shares and boosting their motivation to work.

To further enhance employees’ awareness of participation in management and to increase their motivation toward our Company’s medium- to long-term shareholder value, we have decided to introduce the Scheme that provides special incentives.

Through the introduction of the Scheme and going forward, by encouraging employees who are not currently members to join the Shareholding Association, we believe we can offer more employees the opportunity to share in the medium- to long-term value provided to shareholders.

2. Structure of the Scheme



- (1) Our Company and its subsidiaries grant a special incentive to the Employee Shareholding Association.
- (2) The Employee Shareholding Association contributes an equivalent amount of special incentive to our Company.
- (3) Our Company provides treasury shares to the Employee Shareholding Association.

(4) The Employee Shareholding Association distributes the shares to its Members.

3. Regarding the allocation of our Company shares under the Scheme

In conjunction with the introduction of the Scheme, our Company will provide a special incentive, which the Shareholding Association will use as the source of funds to make a payment to our Company. Our Company will then contribute treasury shares to the Employee Shareholding Association. The shares acquired by the Employee Shareholding Association will be allocated to each Member based on their respective shareholding balance.

The outline of the Shareholding Association covered by the scheme is as follows:

(1) Name	Fullcast Holdings Employee Shareholding Association
(2) Address	8-9-5 Nishi-Gotanda, Shinagawa-ku, Tokyo
(3) Number of Shares Held	2,272,851 shares (as of December 31, 2024)
(4) Shareholding Ratio	6.1% (based on the total number of issued shares as of December 31, 2024)

4. Other

The impact by introduction of the Scheme on our Company's financial performance is expected to be minimal and has already been factored into the business forecast.