Consolidated Business Results for the First Three Quarters of the Fiscal Year Ending December 2026 (Jan.–Sep. 2026)

FULLCAST HOLDINGS CO., LTD. (4848) November 6, 2026

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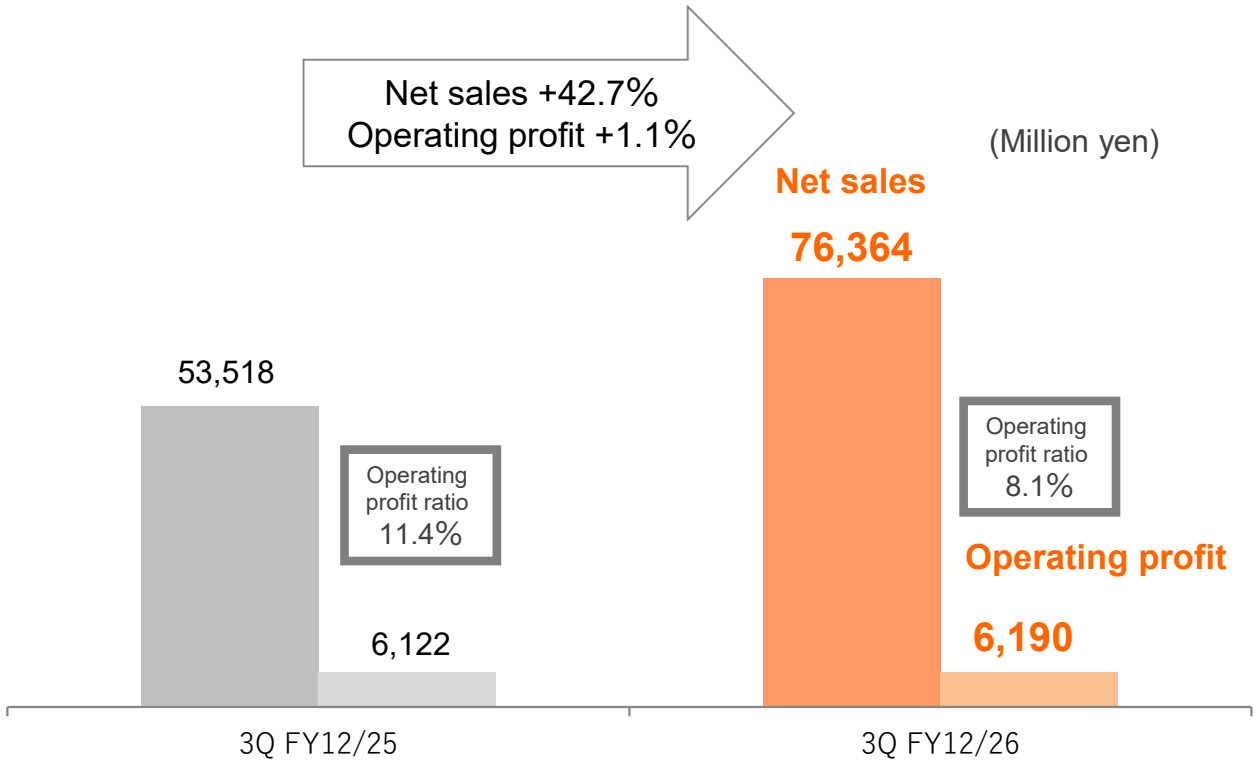
3Q FY12/26 Consolidated Business Highlights (Jan.–Sep. 2026)

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Consolidated: 3Q FY12/26 Year-on-Year Comparison

Net sales increased by 42.7% year-on-year. This was due to the incorporation of performance of newly consolidated subsidiaries—ENTRY, Inc. (short-term dispatching services), RGF Talent Solutions Japan K.K., RGF International Recruitment Holdings Limited, and its subsidiaries (Placement services in global, high-level areas)—as well as Beat Co., Ltd. (outsourcing and temporary staffing services), which became a consolidated subsidiary in the previous consolidated fiscal year, and the growth of the mainstay “Short-Term Operational Support Business” continuing from the first half.

Operating profit increased by 1.1% year-on-year, due to the growth in net sales.



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Consolidated: 3Q FY12/26 Year-on-Year Comparison

Ordinary profit decreased by 1.0% year-on-year. This was mainly due to the recording of non-operating expenses, including rent and other occupancy costs for the new Roppongi office incurred before the relocation, and costs related to the closure of locations associated with the consolidation of subsidiaries' bases.

Profit attributable to owners of parent decreased by 3.9% year-on-year. This was mainly due to the recording of a gain on sale of non-current assets as extraordinary income from the sale of land and buildings held by a subsidiary, while loss on retirement of non-current assets and office relocation expenses related to the consolidation of subsidiaries' locations were recorded as extraordinary losses, in addition to an increase in profit attributable to non-controlling interests.

Our Group is actively pursuing the strengthening and expansion of its business base through M&A. Accordingly, we disclose adjusted EBITDA (operating profit + depreciation + amortization of goodwill + share acquisition-related expenses) as reference information, to show our earning power excluding the effects of differences in accounting standards across countries and of one-time expenses associated with M&A. Adjusted EBITDA for the first three quarters of the fiscal year was 7,485 million yen.

(Million yen)

	3Q FY12/25	3Q FY12/26	Difference	Rate of change
Net sales	53,518	76,364	22,846	42.7%
Gross profit	19,130	25,885	6,755	35.3%
SG&A expenses	13,008	19,695	6,687	51.4%
Operating profit	6,122	6,190	68	1.1%
Operating profit ratio	11.4%	8.1%	-	(3.3)PT
Ordinary profit	6,189	6,127	(62)	(1.0)%
Profit attributable to owners of parent	4,070	3,924	(146)	(3.6)%

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3Q FY12/26 Segment Highlights (Jan.–Sep. 2026)

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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.

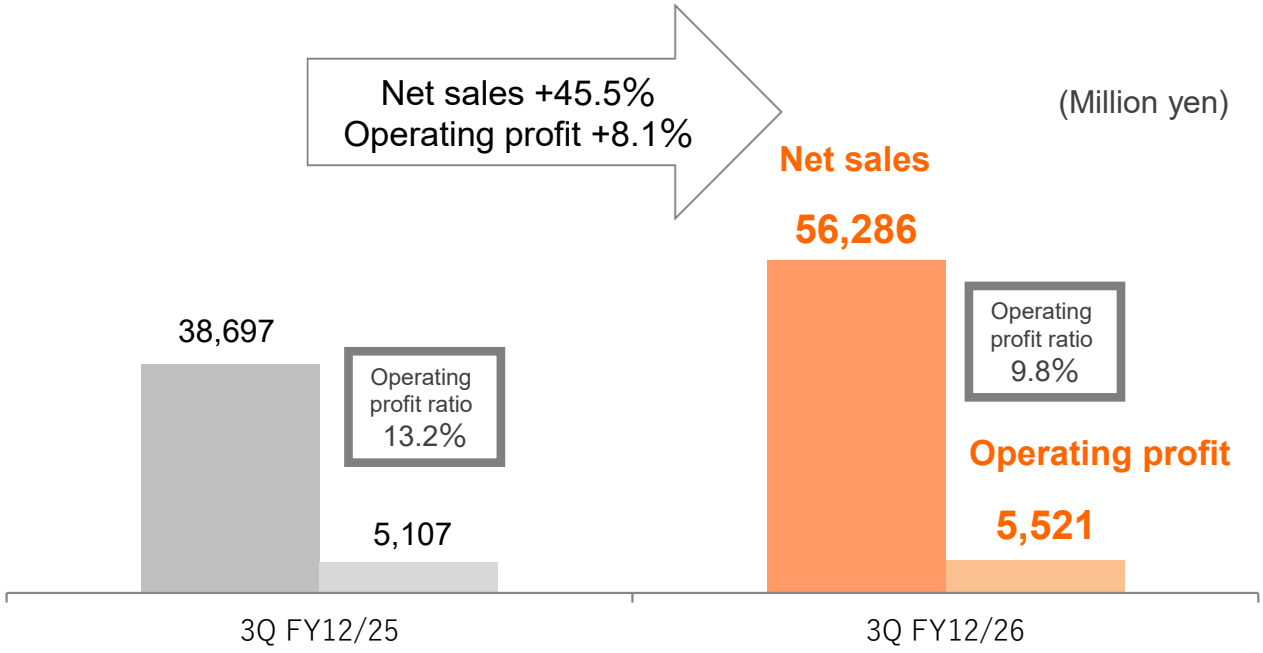
～FY12/25	FY12/26～	
Old Segments	New Segments	Main Business Areas
Short-Term Operational Support Business	Short-Term Operational Support Business	・Placement ・BPO ・Dispatching ・Outsourcing etc.
Sales Support Business		
Restaurant Business	Restaurant Business	・Restaurant chains businesses etc.
Security, Other Businesses	HR Tech Business	・Job search application services ・Recruitment process outsourcing services etc.
	Global and Long-Term Operational Support Business	・Placement services for foreign workers with specified skills ・Placement of domestic and international human resources for senior management executives, for mid-level professionals, for Japanese companies in Asia etc.
	Other Businesses	・Housekeeping services ・Security business ・Sales support business ・Property management business ・Investment Fund Business etc.

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Short-Term: 3Q FY12/26 Year-on-Year Comparison

Net sales increased by 45.5% year-on-year. This was due to the incorporation of performance of ENTRY, Inc., newly consolidated subsidiaries, and Beat Co., Ltd., which became a consolidated subsidiary in the previous consolidated fiscal year, and an increase in net sales of existing services, primarily “Dispatching” and “Outsourcing.”

Operating profit increased by 8.1% year-on-year, due to the growth in net sales.

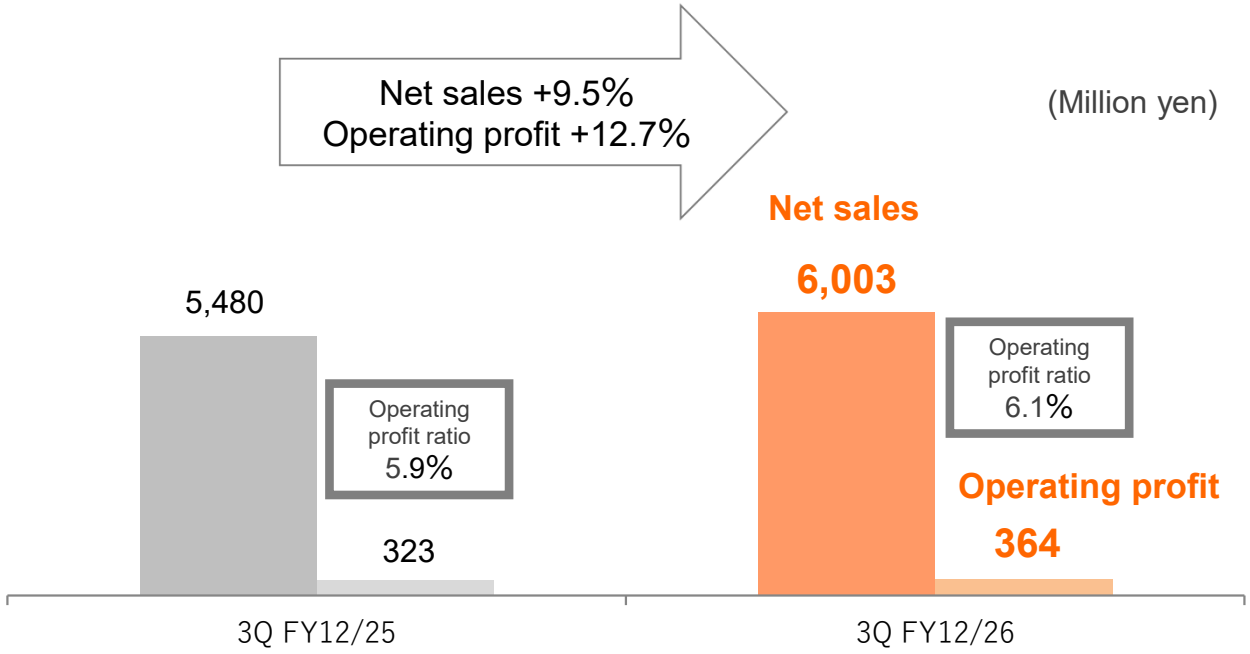


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Restaurant: 3Q FY12/26 Year-on-Year Comparison

Net sales increased by 9.5% 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 increased by 12.7% year-on-year, due to the growth in net sales.

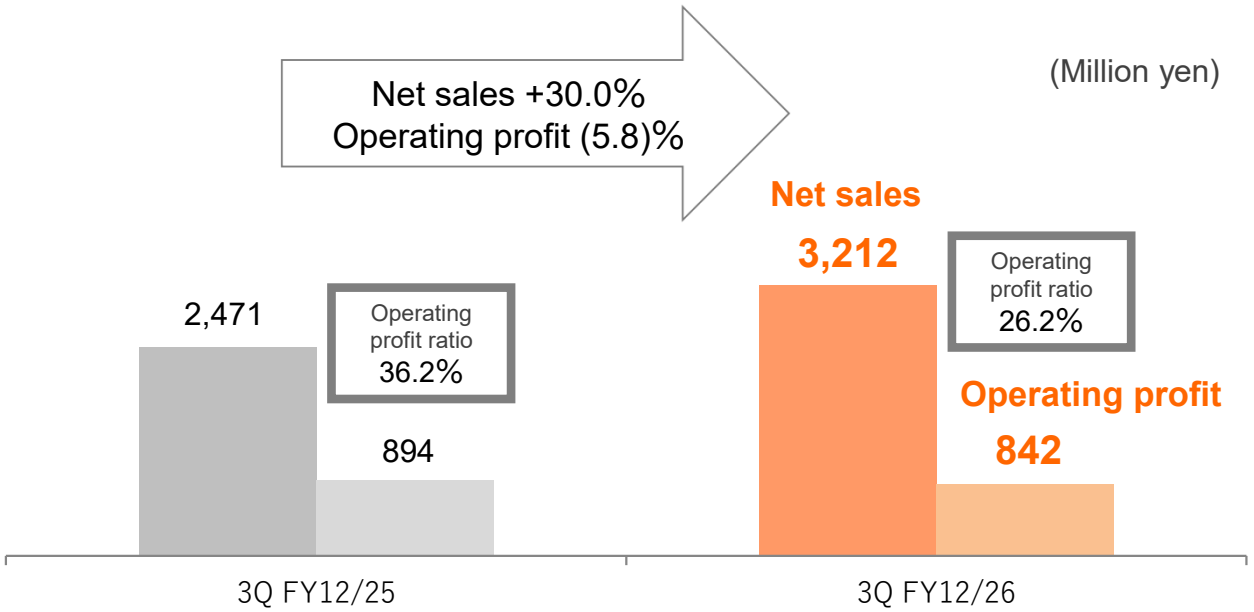


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HR Tech: 3Q FY12/26 Year-on-Year Comparison

Net sales increased by 30.0% year-on-year. This was due to the incorporation of performance of Ann Co., Ltd. (recruitment process outsourcing services), which became a consolidated subsidiary in the previous consolidated fiscal year, and an increase in revenue of Hayfield inc. (real estate-related human resource placement).

Operating profit decreased by 5.8% year-on-year. This was due to a decrease in operating profits at Imple, Inc. (job search application services), despite the increase in net sales.



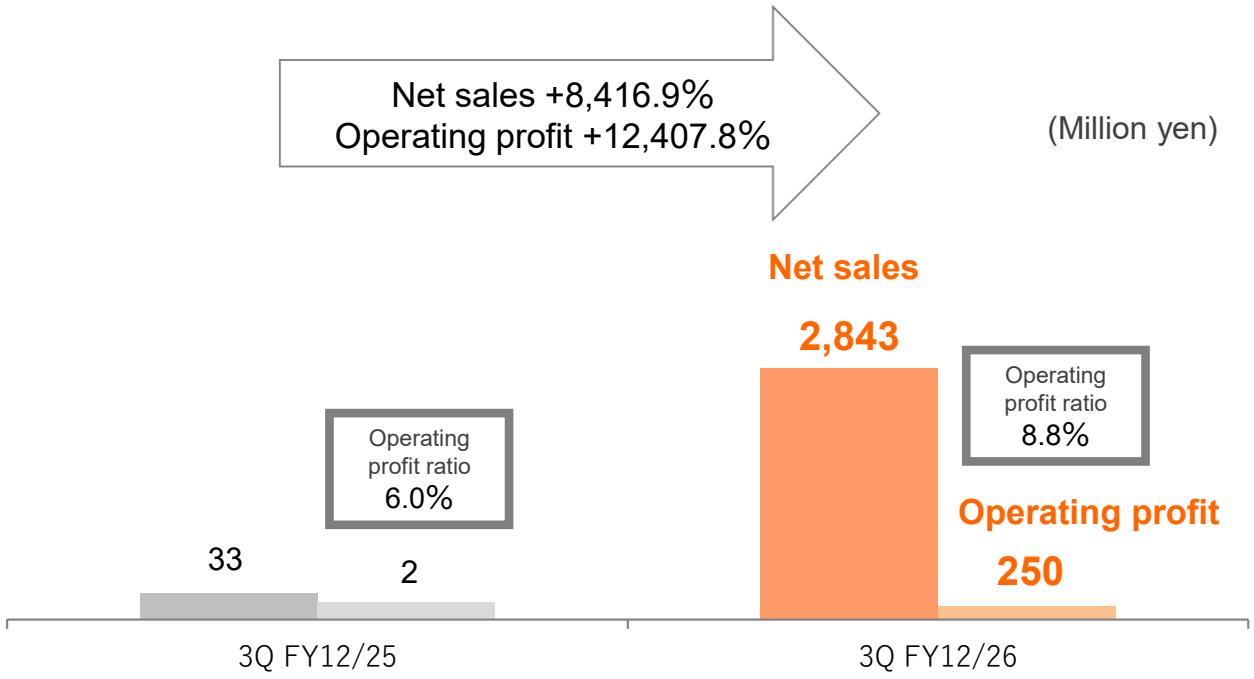
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Global and Long-Term: 3Q FY12/26 Year-on-Year Comparison

Net sales increased by 8,416.9% year-on-year. This was due to the inclusion of the financial results of RGF Talent Solutions Japan K.K., RGF International Recruitment Holdings Limited and its subsidiaries, newly consolidated subsidiaries.

Operating profit increased by 12,407.8% year-on-year, driven by the same factors that contributed to the increase in net sales.

The results for the first three quarters of the fiscal year include six months of he financial statements of RGF Talent Solutions Japan K.K., which became a consolidated subsidiary on April 1, 2026, as well as three months of he financial statements of RGF International Recruitment Holdings Limited and its subsidiaries, which also became consolidated subsidiaries on the same date.

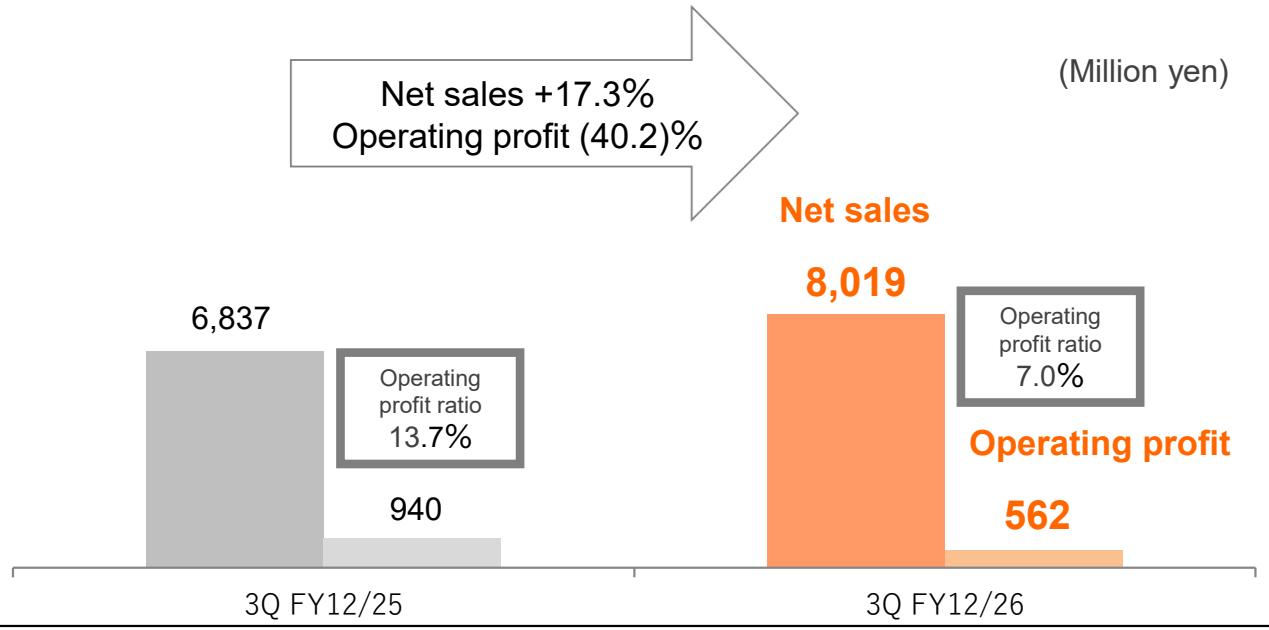


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Other: 3Q FY12/26 Year-on-Year Comparison

Net sales increased by 17.3% year-on-year. This was due to the incorporation of performance of Creagency Co., Ltd. (merchandise retailer), which became a consolidated subsidiary in the previous consolidated fiscal year.

Operating profit decreased by 40.2% year-on-year. This was mainly because, despite the increase in net sales, the same period of the previous fiscal year had benefited from temporary security contracts related to Expo 2025 Osaka, Kansai, Japan in the Security Business.



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3Q FY12/26 Progress Relative to Business Forecasts

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Consolidated: 3Q FY12/26 Progress Relative to Business Forecasts

Consolidated business results for the three quarters of the current fiscal year progressed within the range of the assumptions made at the start of the period on a consolidated basis.

Since our consolidated business performance for the full year, made up of our results for the first three quarters of the fiscal year added to our forecast for the fourth quarter, have progressed at a level that does not requires revisions to our business forecasts, our Company has not revised our consolidated business forecasts for the full year ending December 31, 2026.

(Million yen)

		Results for 3Q FY12/26	Business forecasts for FY12/26	Rate of progress
Net sales		76,364	104,700	72.9%
Gross profit		25,885	38,352	67.5%
Operating profit		6,190	8,700	71.1%
Ordinary profit		6,127	8,780	69.8%
Profit attributable to owners of parent		3,924	5,431	72.3%
Short-Term Operational Support Business	Net sales	56,286	80,781	69.7%
Restaurant Business	Net sales	6,003	8,347	71.9%
HR Tech Business	Net sales	3,212	4,858	66.1%
Global and Long-Term Operational Support Business	Net sales	2,843	5,387	52.8%
Other Businesses	Net sales	8,019	5,327	150.5%

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(Reference) Basic Stance on Capital Policy

Basic Stance on Capital Policy

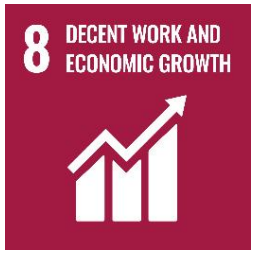
The Fullcast Group maintains a basic policy of maximizing capital efficiency and securing financial soundness to achieve sustained improvement in corporate value.

- **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.**

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(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.

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(Reference) Group Companies List

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
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	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
ann	Ann Co., Ltd.	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. RGF International Recruitment Holdings Limited (Note)	Placement services in global, high-level areas
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 since 1983	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 前进集团	Advancer Global Limited	Human resource services for foreign national workers, focused on Southeast Asia

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

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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.
- Effective May 31, 2026, the operations of Fullcast Senior Works Co., Ltd. and Fullcast Global Co., Ltd. were discontinued, and procedures for the liquidation of both companies are currently under way.
- On August 1, 2026, our Group implemented an absorption-type merger with Fullcast Co., Ltd. as the surviving company and Otetsudai Networks Inc. as the absorbed company.
- On October 1, 2026, our Group implemented an absorption-type merger with Fullcast Co., Ltd. as the surviving company and Top Spot Co., Ltd. as the absorbed company.

Restaurant Business

- On February 27, 2026, GLOBEAT INTERNATIONAL INC. was excluded from the scope of consolidation following the completion of its liquidation.
- On July 1, 2026, our Group implemented an absorption-type merger with GLOBEAT JAPAN INC. as the surviving company and N Business Co., Ltd. as the absorbed company.

HR Tech Business

- On July 1, 2026, our Group implemented an absorption-type merger with Ann Co., Ltd. as the surviving company and Fiah Co., Ltd. and Mico Inc. as the absorbed companies.

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. The results for the first three quarters of the fiscal year include three months of he financial statements of RGF International Recruitment Holdings Limited and its subsidiaries.

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

[Inquiries]

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