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)	
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Notice Regarding the Establishment of a Shareholder Benefit Program

Fullcast Holdings Co., Ltd. announces that a resolution was passed at its Board of Directors meeting held on May 9, 2025 regarding the establishment of a shareholder benefit program as described below.

1. Objective of the establishment of a shareholder benefit program

The objectives of this benefit program are to express our gratitude to shareholders for their ongoing support, to increase the appeal of investments in our Company's shares, and to encourage more people to become shareholders.

2. Overview of the shareholder benefit program

(1) Eligible shareholders

Shareholders holding 100 shares (1 unit) or more of our Company's stock who are listed or recorded in the shareholder registry as of the last day of June or December of each year are eligible.

(2) Contents of shareholder benefits

The following benefits will be presented to eligible shareholders according to the number of shares held and the length of continuous ownership.

A: "Ramen Kagetsu Arashi" meal vouchers

B: "Arashi Genkotsu Ramen" boxed set (4 servings)

*Eligible shareholders will receive a shareholder benefit request postcard. By filling in the required information and returning the postcard, shareholders can exchange two A: "Ramen Kagetsu Arashi" meal vouchers for one B: "Arashi Genkotsu Ramen" boxed set (4 servings).

Contents of the benefits				
Number of held shares	Number of years of continuous ownership		Record date	Date of presentation of the benefits
	Less than one year = Listed twice in a row or less in the registry	One year or more = Listed three times in a row or more in the registry		
100 shares or more but less than 200 shares	A: 2 vouchers or B: 1 box	A: 4 vouchers or B: 2 boxes	June 30 and December 31	Early September and early March
200 shares or more but less than 300 shares	A: 4 vouchers or B: 2 boxes	A: 6 vouchers or B: 3 boxes		
300 shares	A: 6 vouchers or B: 3 boxes	A: 8 vouchers or B: 4 boxes		

or more but less than 500 shares				
500 shares or more	A: 10 vouchers or B: 5 boxes	A: 12 vouchers or B: 6 boxes		

(3) Date of presentation of the benefits

The last day of June and the last day of December are set as the record dates, and the shareholder benefit request postcards will be sent out within three months of the record dates.

3. Scheduled start of the shareholder benefit program

Our Company will begin offering shareholder benefits to shareholders listed or recorded in the shareholder registry as of June 30, 2025.

4. Other information

・ Eligible shareholders will receive shareholder benefit request postcard by mail.
・ Shareholders who do not return the postcard by the deadline will be sent A: "Ramen Kagetsu Arashi" meal vouchers.
・ If you wish to exchange all or part of A: "Ramen Kagetsu Arashi" meal vouchers for B: "Arashi Genkotsu Ramen" boxed set (4 servings), we ask that they fill out the required information on the postcard and return it by the deadline. Only shareholders who have returned the tickets by the deadline will be sent the above-mentioned benefits.
・ The information above is our planned at this current time and it may be revised in the future. Details regarding the shareholder benefit program will be made available on our Company's website.