



November 10, 2023

For Immediate Release:

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(Stock code: 4848: TSE Prime Market)  
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### Announcement on Revisions to the Full-Year Consolidated Business Forecast

Fullcast Holdings Co., Ltd. announced today that at the Board of Directors' Meeting held on November 10, 2023, our Company decided to revise the full-year consolidated business forecasts for the fiscal year ending December 2023 (January 1, 2023 to December 31, 2023) released on February 10, 2023 as follows based on recent business results trends and other factors.

#### 1. Revision to full-year consolidated business forecast

- 1) Revision to full-year consolidated business forecast for the fiscal year ending December 2023 (January 1 to December 31, 2023)

	Net sales	Operating profit	Ordinary profit	Profit attributable to owners of parent	Basic earnings per share
	million yen	million yen	million yen	million yen	yen
Previously announced forecast (A)	66,260	10,000	10,000	6,668	186.51
Revised forecast (B)	67,200	8,400	8,400	5,735	160.59
Difference (B-A)	940	(1,600)	(1,600)	(933)	—
Rate of change (%)	1.4	(16.0)	(16.0)	(14.0)	—
Reference: Results for the previous fiscal year (Fiscal year ended December 2022)	64,645	9,823	9,884	6,622	183.11

#### 2) Reasons for the revision

Consolidated business results for the first three quarters of the fiscal year ending December 31, 2023 indicate that the rate of progress of net sales exceeded 75% of the full-year forecast due to the capture of the demand for human resources related to re-openings following the COVID-19 pandemic and the inclusion of net sales from the "Restaurant Business." However, operating profit, ordinary profit, and profit attributable to owners of parent each fell below 75%, mainly due to the greater-than-expected drop in COVID-19-related special demand, which has a high gross profit margin. In the fourth quarter, a decline in the COVID-19-related special demand is expected, as well as the expansion of "Year-End Tax Adjustment Management" services within "BPO" services in the "Short-Term Operational Support Business," where only expenses are recorded during the period. Additional temporary M&A costs will also be recorded. For these reasons, the consolidated business forecast for the full fiscal year ending December 31, 2023 was revised downward.

Note that actual earnings could differ largely from forecasts due to various factors.

Moreover, our year-end dividend forecast announced on February 10, 2023 will not be revised.