January 30, 2026

For Immediate Release

Company name: Fullcast Holdings Co., Ltd.
Representative: Takehito Hirano,
President, Representative Director and CEO
(Stock code: 4848: TSE Prime Market)
Contact: Katsuaki Kobayashi,
General Manager of the Finance and IR Department
Telephone: +81-3-4530-4830

Announcement Regarding the Acquisition of Shares (Transformation into the Subsidiary) of ENTRY, Inc.

Fullcast Holdings Co., Ltd. ("our Company") announces that a resolution was passed at its Board of Directors meeting held on January 30, 2026 regarding the acquisition of all shares of ENTRY, Inc. and making a company into its subsidiary, as described below.

1. Reason for Acquisition of the Shares

In Japan, it is anticipated that the workforce will decline due to the low birthrate and aging of the population, and corporate needs for securing of human resources are expected to continue rising in the future. In this business environment, under Medium-Term Management Plan 2029, the Group has set out growth strategies that include establishing a competitive advantage by maximizing Group synergies, enhancing service value added, and actively promoting M&A in business domains expected to offer synergies with the Company.

ENTRY, Inc., the company to be acquired, has built a solid business base and customer network centered on distribution and logistics-related operations in the short-term human resource matching business and has strong business performance and scale as a leading company in that domain.

As a result of this share acquisition, improved profitability is expected through further enhancement of value provided to client companies, higher business volume, and an increase in operational efficiency resulting from the combination of the customer bases, sales systems, and nationwide networks of the two companies, as well as their various measures including recruitment, training, compliance systems, and DX. Furthermore, the Company has determined that the share acquisition will expand employment opportunities and further promote career advancement support for its registered staff through mutual utilization of the human resource pools and recruitment and operational know-how of the two companies, thereby contributing to the growth and enhancement of the Group over the medium to long term.

2. Overview of the transferred subsidiary

(1)	Corporate name	ENTRY, Inc.	
(2)	Home office address	2-6-1Nishishinjuku, Shinjuku-ku, Tokyo	
(3)	Representative	Jun Teramoto, Representative Director	
(4)	Business	Dispatching, Paid-for employment placement services	
(5)	Capital	100 million yen	
(6)	Date of establishment	February 20, 2002	
(7)	Major shareholders and shareholding ratio	Jun Teramoto	86.43%
		Mercury Inc.	13.57%
(8)	Relationship between Fullcast Holdings Co., Ltd. and ENTRY, Inc.	Capital relationship	None
		Personnel relationship	None
		Transactions relationship	None

(9) Operating results and financial position of ENTRY, Inc. over the last three-year period

End of fiscal Year	January 2023	January 2024	January 2025
Net Assets	623 million yen	481 million yen	458 million yen
Total Assets	3,447 million yen	3,147 million yen	2,883 million yen
Net assets per Share	444,791.45 yen	343,460.31 yen	327,171.50 yen
Net Sales	11,929 million yen	12,017 million yen	11,184 million yen
Operating Profit (loss)	92 million yen	(128) million yen	27 million yen
Ordinary Profit (loss)	81 million yen	(138) million yen	23 million yen
Profit (loss)	13 million yen	(142) million yen	(23) million yen
Basic earnings (loss) per Share	9,451.73 yen	(101,331.14) yen	(16,288.81) yen
Dividend per Share	- yen	- yen	- yen

3. Overview of Counterparty of Share Acquisition

(1)	Name	Jun Teramoto
(2)	Address	Minato-ku, Tokyo
(3)	Relationship between our company and the said person	There is no capital, personal, or business relationship to be noted between our Company and the said person.

(1)	Corporate name	Mercury Inc.	
(2)	Home office address	2-6-1 Nishishinjuku, Shinjuku-ku, Tokyo	
(3)	Representative	Takahiro Jin, Representative Director	
(4)	Business	Platform Business, Digital Marketing Business	
(5)	Capital	243,130 thousand yen	
(6)	Date of establishment	May 24, 1991	
(7)	Consolidated Net Assets	938 million yen	
(8)	Consolidated Total Assets	1,163 million yen	
(9)	Major shareholders and shareholding ratio	GA technologies Co., Ltd..	55.02%
		JINX, Inc.	12.21%
		Ichiro Moriyama	4.25%

		Hikari Tsushin Co., Ltd.	3.12%
		Syuichi Ito	3.03%
		Toshiyuki Oodera	1.59%
		Yoshiaki Shimada	1.15%
		Mercury Employee Stock Ownership Association	0.69%
		Rakuten Securities, Inc.	0.62%
		Takahiro Jin	0.57%
(10)	Relationship between Fullcast Holdings Co., Ltd. and Mercury Inc.	Capital relationship	None
		Personnel relationship	None
		Transactions relationship	None

4. Number of Shares Acquired, Acquisition Amount and Status of Shareholdings Before and After Acquisition

(1)	Number of shareholdings before transfer	Ordinary shares of ENTRY, Inc. - shares (Number of voting rights: -) (Ratio of voting rights: - %)
(2)	Number of shares acquired	Ordinary shares of ENTRY, Inc. 1,400 shares (Number of voting rights: 1,400)
(3)	Acquisition amount	Ordinary shares of ENTRY, Inc. 1,070 million yen Advisory expenses etc. (estimated amount) 7 million yen Total (estimated amount) 1,077 million yen
(4)	Number of shareholdings after transfer	Ordinary shares of ENTRY, Inc. 1,400 shares (Number of voting rights: 1,400) (Ratio of voting rights: 100.0%)

5. Schedule

(1)	Date of Board of Directors' resolution	January 30, 2026
(2)	Date of share purchase agreement signing	January 30, 2026
(3)	Date of share transfer execution	January 30, 2026

6. Future Outlook

The financial results forecast for the fiscal year ending December 31, 2026 taking account of the impact of the acquisition of shares (acquisition of subsidiary) on the financial results will be disclosed in the Consolidated Financial Results Announcement for the fiscal year ending December 31, 2025 scheduled to be released in February 2026.

ENTRY, Inc. recorded a net loss in the immediately preceding fiscal year due to its high cost structure; however, our Company believes that a swift return to profitability is achievable through the implementation of various cost-reduction measures, including reductions in executive compensation and cuts to advertising and promotional expenses.