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October 27, 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,
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Notice of Capital and Business Alliance with Seyfert LTD.

Fullcast Holdings Co., Ltd. ("our Company") hereby announces that it has decided to enter into a capital and business alliance agreement (the "Capital and Business Alliance") with Seyfert LTD ("Seyfert"), subject to our Company's subscription for shares to be issued by Seyfert LTD. through a third-party allotment (the "Subscription"), as described below.

1. Reasons for the Subscription and the Capital and Business Alliance.

In the beauty industry, increasing labor mobility and the diversification of values, particularly among younger generations, are driving the need for a structural shift away from conventional recruitment and retention models, making it an urgent priority to establish a new employment infrastructure that maximizes the potential of each individual. Seyfert possesses strong brand power centered on "re-quest/QJ" its job media specializing in the beauty industry, an unparalleled industry network, and a top-tier track record in recruitment and staffing services. Our Company is convinced that Seyfert has extremely significant untapped growth potential.

As a comprehensive human resources services company, out Company has provided human resources solutions to a wide range of industries. Through the Capital and Business Alliance, our Company will organically integrate the strong customer base and expertise that Seyfert has built with our Company's know-how, technology, management foundation, and customer base in the HR field. In doing so, our Company will create new value that supports, from multiple perspectives, the increasingly diverse career development of hairdressers and their pursuit of more flexible work styles, and will take the lead in resolving structural challenges in the beauty industry. At the same time, our Company will mobilize the full strength of Fullcast Group and fully commit to the business growth of Seyfert.

The purpose of the Capital and Business Alliance is to restore Seyfert's business profitability within a short period and to secure the maximization of its corporate value over the medium to long term. Specifically, our Company will directly deploy its management support know-how to enable Seyfert to swiftly carry out a thorough optimization of its current cost structure, thereby transforming it into a lean, highly profitable organization. In addition, our Company will bring in its expertise in human resources solutions to support the development of the large, untapped potential market in the beauty industry. Furthermore, our Company believes that by combining its BPO/RPO know-how and customer referral business scheme to address a key pain point for salon owners, namely the increasing time and effort required for recruitment, it can dramatically improve customer lifetime value (LTV), establish a highly profitable business model unique to Seyfert, and build a competitive advantage.

In connection with the Capital and Business Alliance, our Company will newly acquire 85,000 shares of Seyfert, bringing its total shareholding to 115,000 shares (Ratio of voting rights: 7.15%). While fully respecting Seyfert's ability to make agile management decisions as a listed company, our Company will establish a capital relationship that demonstrates its strong determination to achieve growth together with Seyfert and its unwavering commitment as a shareholder.

Our Company will invest resources to help Seyfert evolve from a job media operator and staffing services company into a SaaS-based platform provider leading HR DX (human resources digital transformation) in the beauty industry. Our Company will support Seyfert as it grows into the industry's No. 1 company, one that "maximizes the lifetime value of hairdressers" by supporting them throughout their lives.

2. Details of the Capital and Business Alliance

(1) Details of the Business Alliance

(i) Review of the Cost Structure

Based on a rigorous assessment of return on investment (ROI), our Company will support Seyfert in optimizing its fixed cost ratio and reallocate personnel to high gross margin areas, with the aim of achieving a return to operating profitability in the near term.

(ii) Implementation of Operational Improvements Leveraging our Company's Management Foundation

・Development and sales resources will be concentrated on the job platform "re-quest/QJ navi." A pricing structure that lowers the barriers to listing will be introduced, and the number of salons listed in major cities will be expanded through the use of online sales meetings and other means.

・Marketing will be brought in-house, and the approach will be restructured to shift the focus from the number of member registrations to the number of job applications, which lead directly to hiring.

(iii) Launch of a Beauty Industry-Specialized RPO Service

Seyfert aims to launch a "beauty industry-specialized RPO" service that handles, on behalf of salons, tasks such as hosting salon tours, coordinating schedules, and conducting interviews online, and to establish a stable, recurring revenue model that combines monthly operating fees with success-based fees. Over the medium to long term, Seyfert also plans to provide student management SaaS to the career services departments of beauty schools. This will allow it to build an exclusive database of graduates' employers and improve matching accuracy. Seyfert is also considering creating innovative new businesses, such as advertising packages targeting Generation Z.

(2) Details of the Capital Alliance

Our Company plans to acquire 85,000 shares of Seyfert's common stock through a third-party allotment. In addition, subject to the Subscription, our Company and Seyfert will enter into an agreement concerning the Capital and Business Alliance.

3. Overview of the Counterparty to the Capital and Business Alliance and the Share Acquisition

(1)	Company name	Seyfert LTD.	
(2)	Home office address	3-27-11 Shibuya, Shibuya-ku, Tokyo	
(3)	Representative	President and Representative Director Takashi Hasegawa	
(4)	Business	Salon support business, recruitment advertising services, operation of job websites for hairdressers and beauty school students, recruitment and placement services for hairdressers, and temporary staffing services for hairdressers	
(5)	Capital	267million yen (as of December 31, 2025)	
(6)	Date of establishment	July 1991	
(7)	Major shareholders and shareholding ratio (as of June 30, 2026)	Beauty Prosperity Co., Ltd.	23.31%
		ARM Co., Ltd.	19.40%
		BEAUTY GARAGE Inc.	9.16%
		Mie Hasegawa	3.40%
		Yujiro Takanabe	3.05%
		Matsui Securities Co., Ltd.	2.87%
		Gichi Nakagawa	2.77%
		SBI SECURITIES Co., Ltd.	2.47%
		Fullcast Holdings Co., Ltd.	2.27%
		Rakuten Securities, Inc. (Omnibus Account)	2.05%
(8)	Relationship between	Capital relationship	Our Company holds 30,000 shares of

the listed company and this company		Seyfert. In addition, Seyfert holds 100 shares of our Company.
	Personnel relationship	None
	Transactional relationship	None
	Circumstances relevant to the related parties	None

(9) Operating results and financial position of Seyfert LTD. over the last three-year period

End of fiscal Year	FY12/2023	FY12/2024	FY12/2025
Net Assets	1,109 million yen	1,082 million yen	852 million yen
Total Assets	1,817 million yen	1,745 million yen	1,474 million yen
Net assets per Share	839.83 yen	819.33 yen	645.37 yen
Net Sales	2,167 million yen	2,131 million yen	1,928 million yen
Operating Profit (loss)	175 million yen	22 million yen	(113) million yen
Ordinary Profit (loss)	174 million yen	28 million yen	(110) million yen
Profit (loss) attributable to owners of parent	123 million yen	21 million yen	(181) million yen
Basic earnings (loss) per share	93.27 yen	15.79 yen	(136.68) yen
Dividend per Share	42 yen	42 yen	12 yen

(Note) An amendment report was submitted by ARM Co., Ltd. on October 6, 2026 (date on which the reporting obligation arose: October 5, 2026). A large shareholding report was submitted by Dynamic Solution Group Co., Ltd. on October 13, 2026 (date on which the reporting obligation arose: October 5, 2026). An amendment report was submitted by BEAUTY GARAGE Inc. on October 22, 2026 (date on which the reporting obligation arose: October 15, 2026). All of these reports were submitted to the Director-General of the Kanto Local Finance Bureau. The major shareholders and shareholding ratios above are as of June 30, 2026, and do not reflect the subsequent holdings stated in these reports. The holdings stated in each report are as follows.

Name	Address	Number of share certificates, etc. held (shares)	Holding ratio of share certificates, etc. (%)
ARM Co., Ltd.	6-23-4 Jingumae, Shibuya-ku, Tokyo	163,300	12.36
Dynamic Solution Group Co., Ltd.	AIOS Toranomon 4F, 1-6-2 Nishi-Shimbashi, Minato-ku, Tokyo	93,000	7.04
BEAUTY GARAGE Inc.	1-34-25 Sakurashinmachi, Setagaya-ku, Tokyo	97,500	7.38

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

(1) Number of shareholdings before transfer	Ordinary shares of Seyfert LTD. 30,000 shares (Number of voting rights: 300) (Ratio of voting rights: 2.27%)
(2) Number of shares acquired	Ordinary shares of Seyfert LTD. 85,000 shares (planned) (Number of voting rights: 850)
(3) Acquisition amount	87,550,000 yen (1,030 yen per share)
(4) Number of shareholdings after transfer	Ordinary shares of Seyfert LTD 115,000 shares (planned) (Number of voting rights: 1,150) (Ratio of voting rights: 7.15% (planned))

5. Schedule

(1) Date of decision to conclude capital and business alliance	October 27, 2026
(2) Date of contract to conclude capital and business alliance	October 27, 2026
(3) Date of share transfer execution	November 13, 2026

6. Future Outlook

The impact on the consolidated financial results for the fiscal year ending December 31, 2026 is immaterial, and we aim to enhance its corporate value over the medium to long term by creating synergies between the two companies.