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| Securities code | 286A; Tokyo Stock Exchange Growth Section |
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**(Update) Notice Regarding the Launch of Recruitment Support for KURACI Co., Ltd, a
Subsidiary Operating Nursing Care Facilities:
Joint Project under the Strategic Business Alliance with TSUNAGU GROUP HOLDINGS Inc.**

EUCALIA Inc. (Head Office: Chiyoda-ku, Tokyo, Representative Director: Hideo Misawa; "EUCALIA") and TSUNAGU GROUP HOLDINGS Inc. (Head Office: Chuo-ku, Tokyo; Representative Director: Mitsuhiro Yoneda; "TSUNAGU GROUP") hereby announce the launch of recruitment support for KURACI Co., Ltd, (Location: Chiyoda-ku, Tokyo; Representative Director: Tomohiro Samejima; "KURACI"), a consolidated subsidiary of EUCALIA, starting from September 2025. This marks the second joint project under the strategic business alliance agreement stated in the "Notice Regarding Business Alliance with TSUNAGU GROUP HOLDINGS Inc." dated July 15, 2025. This initiative expands the scope of the joint project from the medical industry to the nursing care industry.

1. Background of this Initiative

The nursing care industry has long faced a personnel shortage. The active job openings-to-applicants ratio (Note) for nursing care-related occupations reached 3.97 in March 2025, approximately 3.5 times the national average of 1.16 for all occupations. In Japan, where the aging population is growing, the number of required nursing care staff is expected to increase further.

In the nursing care industry, where personnel shortages are chronic, there is a tendency to rely heavily on recruitment agencies, temporary staffing, and spot-based part-time workers to secure human resources. This not only leads to a decline in profitability and financial soundness but also creates a significant problem where it becomes difficult to secure funds for improving employee compensation. Therefore, "enhancing recruitment capabilities in the nursing care industry" is an urgent issue.

(Note) Source: "Report on Employment Service," Ministry of Health, Labour and Welfare.

2. Overview of the Initiative

The costs associated with securing personnel have also become a major challenge for KURACI, which operates nursing care facilities. By receiving assessment-based evaluation of its recruitment activities from the TSUNAGU GROUP, along with proposals and support for measures aimed at efficiency and enhancement, KURACI aims to build a sustainable human resource foundation.

Starting with this initiative at KURACI, EUCALIA and the TSUNAGU GROUP will establish a human resource securement solution for the nursing care industry and contribute to the fundamental resolution of issues related to personnel shortages.

3. Future Outlook

The impact of this initiative on EUCALIA's consolidated business results for the current fiscal year is expected to be minimal at this time. However, should any matters requiring disclosure arise following the future implementation of this support, we will promptly announce any material impact on our financial results.

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