

**Consolidated Financial Results**  
**for the Three Months Ended March 31, 2020**  
**[Japanese GAAP]**



May 15, 2020

Company name: JAC Recruitment Co., Ltd.  
 Stock exchange listing: Tokyo Stock Exchange  
 Code number: 2124  
 URL: <http://corp.jac-recruitment.jp>  
 Representative: Takeshi Matsuzono, Managing Director  
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 Phone: +81-3-5259-6926  
 Scheduled date of filing quarterly securities report: May 15, 2020  
 Scheduled date of commencing dividend payments: -  
 Availability of supplementary briefing material on quarterly financial results: Not available  
 Scheduling of quarterly financial results briefing: Not scheduled

(Amounts of less than one million yen are rounded down.)

**1. Consolidated Financial Results for the Three Months Ended March 31, 2020 (January 1, 2020 to May 31, 2020)**

(1) Consolidated Operating Results (% indicates changes from the previous corresponding period.)

	Net Sales		Operating Income		Ordinary Income		Profit Attributable to Owners of Parent	
	million yen	%	million yen	%	million yen	%	million yen	%
Three months ended								
March 31, 2020	6,414	(5.1)	1,850	(12.3)	1,864	(11.6)	1,282	(12.4)
March 31, 2019	6,760	25.1	2,109	60.5	2,110	59.1	1,464	62.2

(Note) Comprehensive income: Three months ended March 31, 2020: ¥1,060 million [(29.9)%]  
 Three months ended March 31, 2019: ¥1,512 million [61.2%]

	Earnings Per Share	Diluted Earnings Per Share
	yen	yen
Three months ended		
March 31, 2020	31.36	31.34
March 31, 2019	35.99	35.95

(2) Consolidated Financial Position

	Total Assets	Net Assets	Equity Ratio
	million yen	million yen	%
As of			
March 31, 2020	17,402	13,810	78.8
December 31, 2019	20,092	15,840	78.3

(Reference) Equity: As of March 31, 2020: ¥13,704 million  
 As of December 31, 2019: ¥15,735 million

**2. Dividends**

	Annual Dividends				
	1st Quarter-end	2nd Quarter-end	3rd Quarter-end	Year-end	Total
	yen	yen	yen	yen	yen
Fiscal year ended December 31, 2019	-	0.00	-	80.00	80.00
Fiscal year ending December 31, 2020	-	-	-	-	-
Fiscal year ending December 31, 2020 (Forecast)	-	-	-	-	-

(Note) Revision to the forecast for dividends announced most recently: Yes

### 3. Consolidated Financial Results Forecast for the Fiscal Year Ending December 31, 2020 (January 1, 2020 to December 31, 2020)

(% indicates changes from the previous corresponding period.)

	Net Sales		Operating Income		Ordinary Income		Profit Attributable to Owners of Parent		Earnings Per Share
	million yen	%	million yen	%	million yen	%	million yen	%	yen
First half (Cumulative)	12,062	(5.1)	2,981	(11.4)	3,010	(10.7)	2,010	(16.4)	49.02-
Full year	-	-	-	-	-	-	-	-	-

(Note) Revision to the financial results forecast announced most recently: Yes

\*Notes:

- (1) Changes in significant subsidiaries during the three months ended March 31, 2020 (changes in specified subsidiaries resulting in changes in scope of consolidation): None  
New: –  
Excluded: –
- (2) Accounting policies adopted specially for the preparation of quarterly consolidated financial statements: Yes
- (3) Changes in accounting policies, changes in accounting estimates and retrospective restatement
  - 1) Changes in accounting policies due to the revision of accounting standards: None
  - 2) Changes in accounting policies other than 1) above: None
  - 3) Changes in accounting estimates: None
  - 4) Retrospective restatement: None
- (4) Total number of issued shares (common shares)
  - 1) Total number of issued shares at the end of the period (including treasury shares):  
As of March 31, 2020: 41,292,000 shares  
As of December 31, 2019: 41,292,000 shares
  - 2) Total number of treasury shares at the end of the period:  
As of March 31, 2020: 179,650 shares  
As of December 31, 2019: 422,349 shares
  - 3) Average number of shares during the period:  
Three months ended March 31, 2020: 40,887,838 shares  
Three months ended March 31, 2019: 40,682,018 shares

(Note) In calculating the total number of treasury shares at the end of the period and the average number of shares during the period, the number of treasury shares deducted includes the Company's shares held in the Employee Stock Ownership Plan (ESOP) Trust Account.

\*These quarterly financial results are outside the scope of quarterly review by a certified public accountant or an audit firm.

\*Disclaimer Regarding the Use of the Financial Results Forecast and Other Special Notes

The financial results forecast and other forward-looking statements in this document are based on information currently available and certain assumptions the Company deems to be reasonable. Actual results may differ significantly from these forecasts due to a variety of factors.