

Consolidated Financial Results
for the Nine Months Ended September 30, 2020
[Japanese GAAP]



November 13, 2020

Company name: JAC Recruitment Co., Ltd.
 Stock exchange listing: Tokyo Stock Exchange
 Code number: 2124
 URL: <https://corp.jac-recruitment.jp>
 Representative: Takeshi Matsuzono, Managing Director
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 Scheduled date of filing quarterly securities report: November 13, 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 Nine Months Ended September 30, 2020 (January 1, 2020 to September 30, 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	%
Nine months ended September 30, 2020	16,986	(10.1)	4,401	(13.7)	4,446	(13.0)	1,359	(62.6)
September 30, 2019	18,893	9.5	5,103	12.2	5,109	11.5	3,632	13.5

(Note) Comprehensive income: Nine months ended September 30, 2020: ¥1,207 million [(66.0)%]
 Nine months ended September 30, 2019: ¥3,550 million [7.1%]

	Earnings Per Share	Diluted Earnings Per Share
Nine months ended	yen	yen
September 30, 2020	33.15	33.14
September 30, 2019	89.01	88.89

(2) Consolidated Financial Position

	Total Assets	Net Assets	Equity Ratio
As of	million yen	million yen	%
September 30, 2020	17,231	13,826	79.6
December 31, 2019	20,092	15,840	78.3

(Reference) Equity: As of September 30, 2020: ¥13,720 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
Fiscal year ended December 31, 2019	yen	yen	yen	yen	yen
Fiscal year ending December 31, 2020	-	0.00	-	80.00	80.00
Fiscal year ending December 31, 2020 (Forecast)	-	0.00	-	80.00	80.00

(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
Full year	21,551	(10.8)	4,940	(18.8)	4,986	(18.1)	1,652	(62.1)	40.28

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

*Notes:

(1) Changes in significant subsidiaries during the nine months ended September 30, 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 September 30, 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 September 30, 2020: 280,153 shares

As of December 31, 2019: 422,349 shares

3) Average number of shares during the period:

Nine months ended September 30, 2020: 41,019,806 shares

Nine months ended September 30, 2019: 40,807,821 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.