

Impact of Advances in Generative AI on Our Business

JAC Recruitment Co., Ltd.
31 March 2026

Q1: Will advances in AI-driven matching render the recruitment business unnecessary?

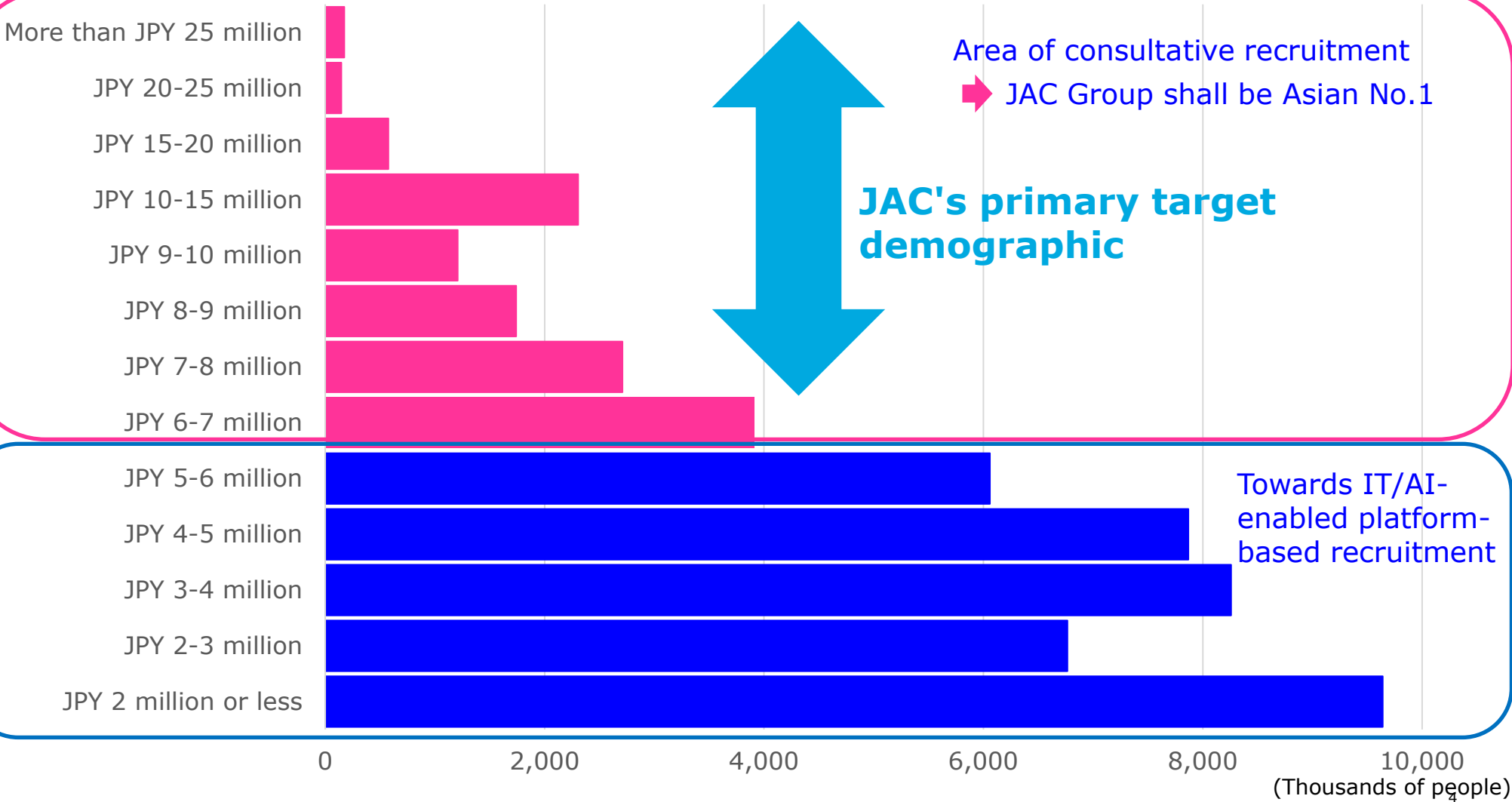
Q2: Will the widespread adoption of generative AI reduce demand for white-collar professionals and lead to a contraction of the recruitment market?

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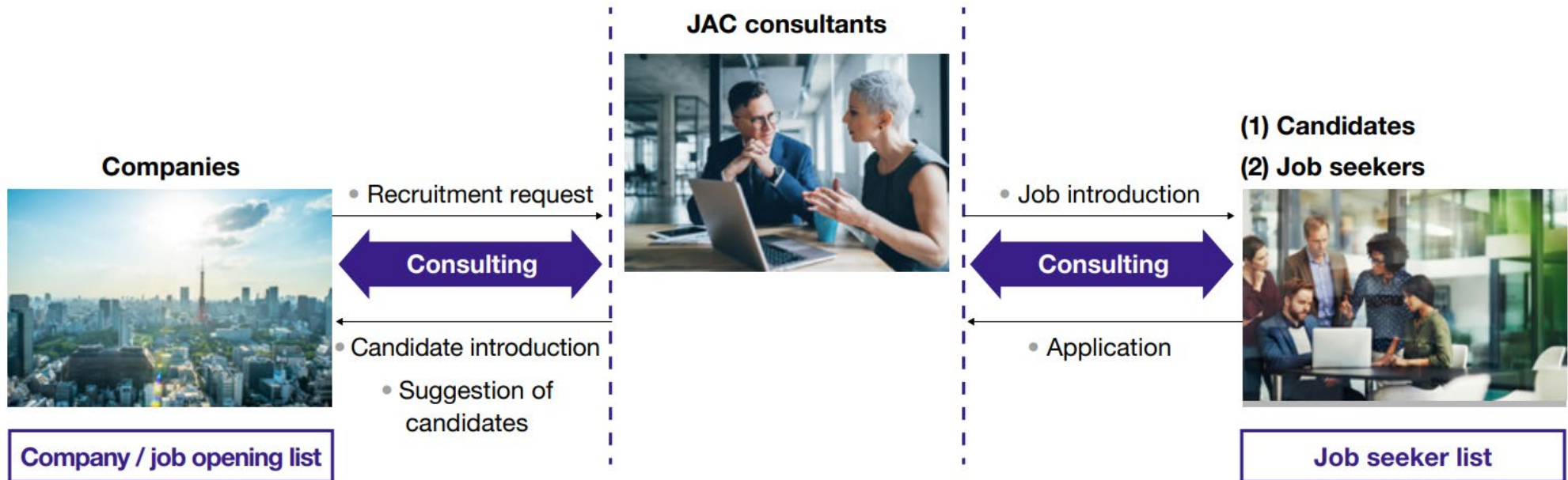
JAC's Focus Markets: Mid-to-High Range & Specialist Roles

Number of Beneficiaries by the Amount of Salary in Japan

(From 'Statistical Survey of Private Sector Salaries (2024)', Planning Division, Commissioner's Secretariat, National Tax Administration Agency)



Key Features of JAC's Consulting-Style Recruitment



For clients (corporate consulting):

- **Identification of information not captured in job descriptions(e.g. corporate culture, organisational background, management intent)**
- **Flexibility through dialogue to refine hiring requirements(e.g. redefining the desired candidate profile)**
- **Coordination and trust-building in confidential assignments**

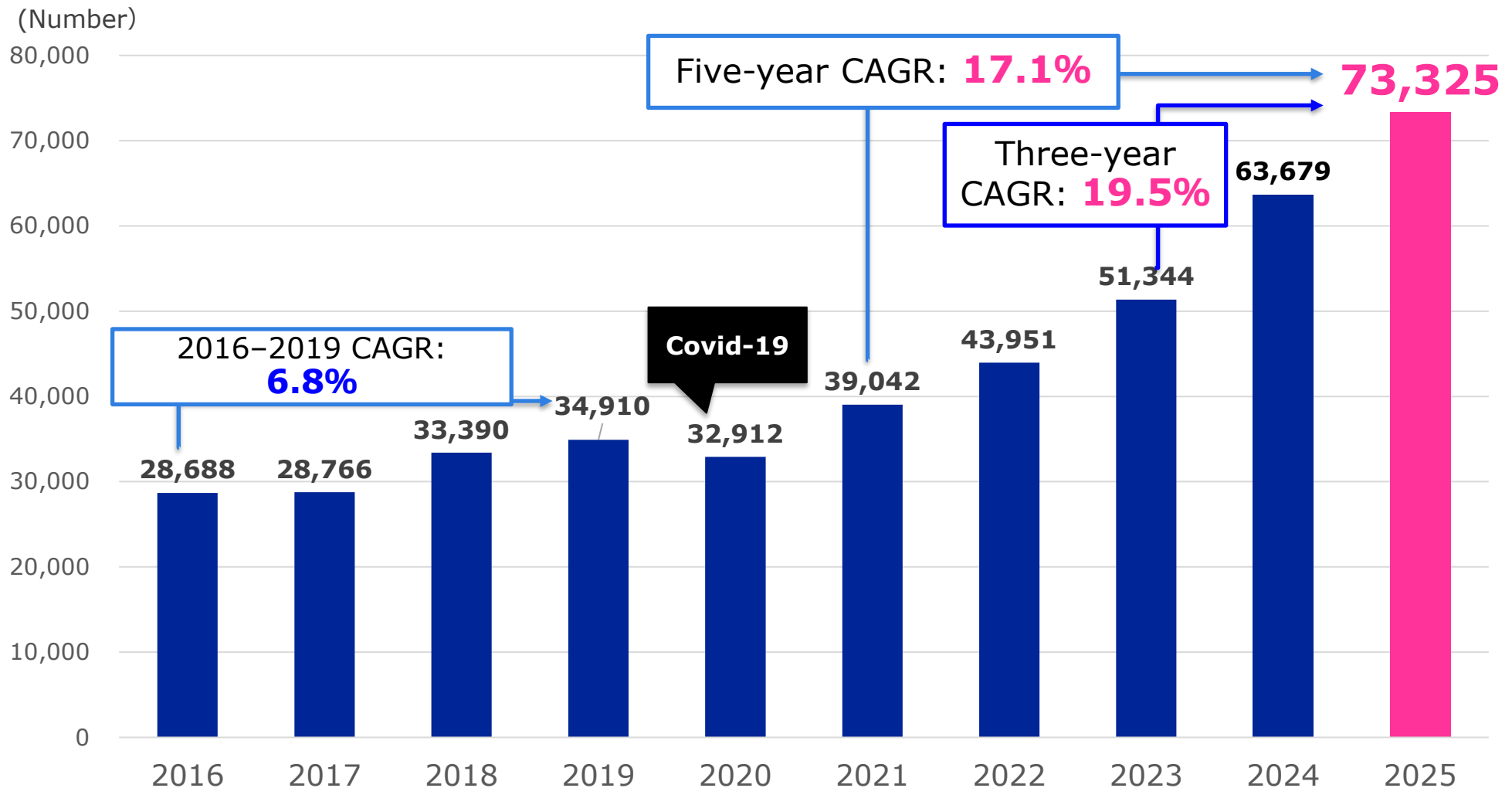
For candidates:

- **Deep understanding beyond CVs(e.g. career vision, motivations, strengths, values)**
- **Proposals aligned with long-term career objectives(addressing both explicit and latent needs)**

Q2: Will the widespread adoption of generative AI reduce demand for white-collar professionals and lead to a contraction of the recruitment market?

Trend in New Job Orders at JAC^{*}

- Demand in the mid- and high-level segment has grown steadily
- CAGR over the past three years: 19.5%



*JAC Recruitment + JAC International

Precautions and Contact Information

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Please use the following contact information for questions about the information in this presentation.

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