

Application regarding Independent Directors

1. Basic Information

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|--|---|------------------------|-----------|------|
| Company Name | JAC Recruitment Co., Ltd. | | Code No. | 2124 |
| Date of Submission | 2024/3/1 | Date of Implementation | 2024/3/27 | |
| Reason for this Application | We will submit a proposal to appoint Ms. Nodoka Nakamura as a new director who is an audit and supervisory committee member at the 37th Ordinary General Meeting of Shareholders scheduled on March 27, 2024. And, at the conclusion of this meeting, an independent director, Mr. Hisashi Ito will leave office due to the expiration of his term. | | | |
| <input checked="" type="checkbox"/> All who meet the qualifications are designated as independent directors. | | | | |

2. Matters regarding the Independency of Independent Directors and Outside Directors

| No. | Name | Outside Director (OD)/ OD who is audit and supervisory committee member (ODA) | Independent Director | Relationship with the Company (*2, *3) | | | | | | | | | | | | | Reason for this Application | Consent of Nominee | |
|-----|--------------------|--|----------------------|--|---|---|---|---|---|---|---|---|---|---|---|-----|-----------------------------|--------------------|----------------------------|
| | | | | a | b | c | d | e | f | g | h | i | j | k | l | N/A | | | |
| 1 | Naoto Yokoi | ODA | Yes | | | | | | | | | | | | | | | ○ | Yes |
| 2 | Yutaka Kase | OD | Yes | | | | | | | | | | | | | | | ○ | Yes |
| 3 | Günter Zorn | OD | Yes | | | | | | | | | | | | | | | ○ | Yes |
| 4 | Toshiaki Mukaiyama | ODA | Yes | | | | | | | | | | | | | | | ○ | Yes |
| 5 | Nobuhide Nakaido | OD | Yes | | | | | | | | | | | | | | | ○ | Yes |
| 6 | Nodoka Nakamura | ODA | Yes | | | | | | | | | | | | | | | ○ | Initial Appointment Yes |

3. Explanation of Attributes and Reason of Appointment regarding Each Independent Director

| No. | Explanation of Relationship with the Company (*4) | Reason for Appointment (*5) |
|-----|---|---|
| 1 | N/A | He was appointed to supervise and audit management mainly from a professional perspective as a certified public accountant. We have determined that he and his immediate family members are not in violation of the standards for independence stipulated by the Tokyo Stock Exchange, and there is no risk of conflicts of interest with general shareholders. Accordingly, We have determined that he is qualified as an independent director and designated him as an independent director. |
| 2 | N/A | He was appointed primarily to participate in management from a panoramic perspective to ensure appropriateness based on his abundant experience as a corporate manager. We have determined that he and his immediate family members are not in violation of the standards for independence stipulated by the Tokyo Stock Exchange, and there is no risk of conflicts of interest with general shareholders. Accordingly, We have determined that he is qualified as an independent director and designated him as an independent director. |
| 3 | N/A | He was appointed primarily to participate in management from a panoramic perspective to ensure diversity, based mainly on his abundant experience as an executive of MNCs. We have determined that he and his immediate family members are not in violation of the standards for independence stipulated by the Tokyo Stock Exchange, and there is no risk of conflicts of interest with general shareholders. Accordingly, We have determined that he is qualified as an independent director and designated him as an independent director. |
| 4 | N/A | He was appointed primarily to supervise and audit management based on his extensive experience in general management affairs, including corporate planning, accounting and finance, and management of overseas subsidiaries. We have determined that he and his immediate family members are not in violation of the standards for independence stipulated by the Tokyo Stock Exchange, and there is no risk of conflicts of interest with general shareholders. Accordingly, We have determined that he is qualified as an independent director and designated him as an independent director. |
| 5 | N/A | He was appointed primarily to participate in management from a panoramic perspective to ensure appropriateness based on his abundant experience as a corporate manager. We have determined that he and his immediate family members are not in violation of the standards for independence stipulated by the Tokyo Stock Exchange, and there is no risk of conflicts of interest with general shareholders. Accordingly, We have determined that he is qualified as an independent director and designated him as an independent director. |
| 6 | N/A | She was appointed to supervise and audit management mainly from a professional perspective as an attorney at law. We have determined that she and her immediate family members are not in violation of the standards for independence stipulated by the Tokyo Stock Exchange, and there is no risk of conflicts of interest with general shareholders. Accordingly, We have determined that she is qualified as an independent director and designated her as an independent director. |

4. Supplements

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| N/A |
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*1 Place a check mark in this box when all who meet the qualifications are designated as independent directors.

*2 Checkpoint regarding Relationship with the Company

- Person who executes business for the Company or its subsidiary
- Person who is a non-executive director or an accounting advisor of the Company or its subsidiary (applies to outside auditor)
- Person who executes business (for a non-executive director) of the Company's parent company
- Person who is a corporate auditor of the Company's parent company (applies to outside auditor)
- Person who executes business for a fellow subsidiary
- Person/entity for which the Company is a major client or a person who executes business for said person/entity
- Major client of the Company or a person who executes business for said client
- Consultant, accounting expert, or legal expert who receives large amounts of cash or other assets from the Company in addition to remuneration as a director/company auditor
- Major shareholder of the Company (in cases where the shareholder is a corporation, a person who executes business for the corporation)
- Person who executes business for a client of the Company (excluding persons categorized as any of f, g, or h above) (applies to director him/herself only)
- Person who executes business for another company that holds cross-directorships/cross-auditorships with the Company (applies to director him/herself only)
- Person who executes business for an entity receiving donations from the Company (applies to director him/herself only)

Note that the descriptions of each item from a. to l. above are the summaries of the items stipulated in the exchange's rules.

*3 Use "○" when the director presently falls or has recently fallen under the category; "△" when the director fell under the category in the past; "●" when a close relative of the director presently falls or has recently fallen under the category; and "▲" when a close relative of the director fell under the category in the past.

*4 When any from a. to l. above is applicable to the directors, list the summary of their situation.

*5 List the reason for the appointment of each independent director.