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Company name: JAC Recruitment Co., Ltd.  
 Stock exchange listing: Tokyo Stock Exchange  
 Code number: 2124  
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### Overview of the Medium-Term Management Plan

JAC Recruitment Co., Ltd. formulated a 3-year medium-term management plan starting in 2025.

As recruitment consulting professionals, we aim to become the global number one in terms of both service quality and profitability, as outlined in our long-term management vision "JAC as No.1". To achieve this, we are focusing on investing in growth and on enhancing human capital, essential to improving service quality under this management plan. We are focused on expanding our share of the domestic white-collar recruitment consulting market, which has both profitability and growth potential and aiming to obtain market reputation by taking higher profitability of capital.

We also aim to maintain a high dividend payout ratio and maintain a certain level of internal reserves for business investment for future growth, while achieving profit growth that exceeds the expansion of shareholders' equity. We view the human resources business as a single business portfolio. When investing in a new business, we use the minimum hurdle rate to get a return on investment (ROI) that exceeds the cost of capital as one of our criteria for determining the level at which we can maintain our current capital efficiency. Under this management plan, we will further disclose the social impact of our efforts to enhance non-financial capital and strive to spread shareholder value (equity spreads).

#### [Numerical Targets]

	In 2024 Actual	In 2025 Forecast	In 2026 Approach Aimed at	In 2027 Approach Aimed at
Consolidated Revenue	JPY39.1 billion	JPY44.9 billion	JPY51.4 billion	JPY59.1 billion
Consolidated Operating Profit	JPY9.0 billion	JPY10.0 billion	JPY12.0 billion	JPY14.4 billion
Consolidated Profit after Tax	JPY5.6 billion	JPY7.0 billion	JPY8.3 billion	JPY10.0 billion

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