

**Monthly data of Consolidated Net Sales and Related Results
for the Twelve Months Ended December 31, 2024
(Domestic Recruitment Business)**



Feb. 12, 2025

Company name: JAC Recruitment Co., Ltd.
Stock exchange listing: Tokyo Stock Exchange
Code number: 2124
Representative: Hiromi Tazaki, Co-Founder, Chairman, CEO and Managing Director
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We announced today our monthly data of consolidated net sales and related results for the twelve months ended December 31, 2024 (Domestic Recruitment Business) as attached. We disclose this data on our website (<https://ir.jac-recruitment.jp/en/investors.html>) to ensure that our shareholders, investors, and other stakeholders accurately understand our corporate information.

(Note) The "Monthly data of Consolidated Net Sales and Related Results (Domestic Recruitment Business)" disclosed in this document are those of JAC Recruitment Co., Ltd., JAC International Co., Ltd., and VantagePoint K.K., not including CareerCross Co., Ltd. (Domestic Job Offer Advertising Business) and JAC overseas group companies (Overseas Business).

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JAC Recruitment Co., Ltd.

**Monthly data of Consolidated Net Sales and Related Results for the Twelve Months Ended December 31, 2024
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JAC Recruitment Co., Ltd.

Monthly data of Consolidated Net Sales and Related Results for the Twelve Months Ended December 31, 2024 (Domestic Recruitment Business)

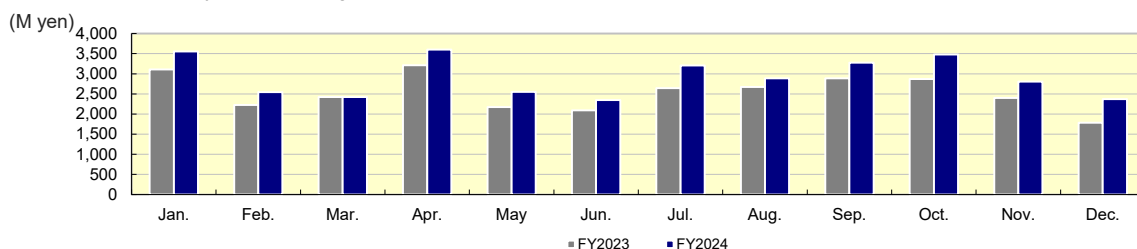
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Consolidated Net Sales (CNS) and Gross Profit (CGP)

1. CNS (Monthly)

*These CNS results are outside the scope of audit procedures by a certified public accountant or an audit firm.

*These CNS results are adjusted for intersegment net sales or transfers.

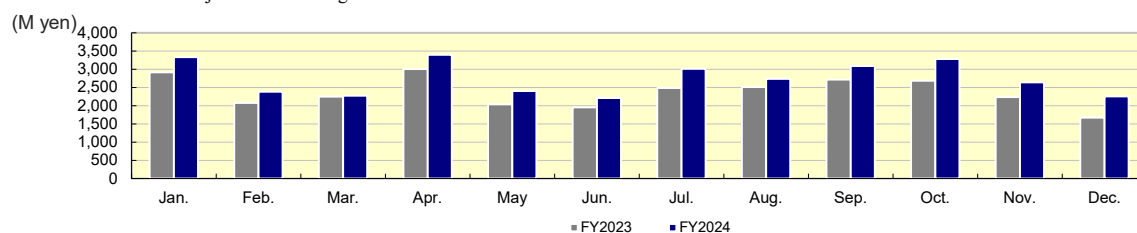


| CNS (M yen) | Jan. | Feb. | Mar. | Apr. | May | Jun. | Jul. | Aug. | Sep. | Oct. | Nov. | Dec. |
|-------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| FY2023 | 3,107 | 2,227 | 2,421 | 3,213 | 2,174 | 2,091 | 2,646 | 2,670 | 2,887 | 2,872 | 2,397 | 1,783 |
| FY2024 | 3,557 | 2,545 | 2,422 | 3,601 | 2,553 | 2,345 | 3,205 | 2,889 | 3,276 | 3,477 | 2,804 | 2,373 |
| YOY | 14.5% | 14.3% | 0.1% | 12.1% | 17.5% | 12.1% | 21.1% | 8.2% | 13.5% | 21.0% | 17.0% | 33.1% |

2. CGP (Monthly)

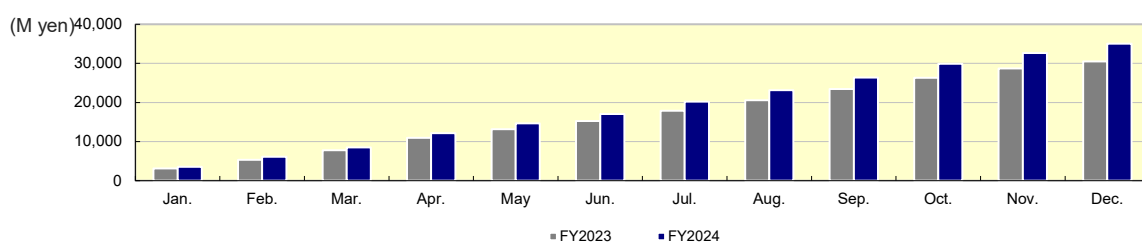
*These CGP results are outside the scope of audit procedures by a certified public accountant or an audit firm.

*These CGP results are adjusted for intersegment net sales or transfers.



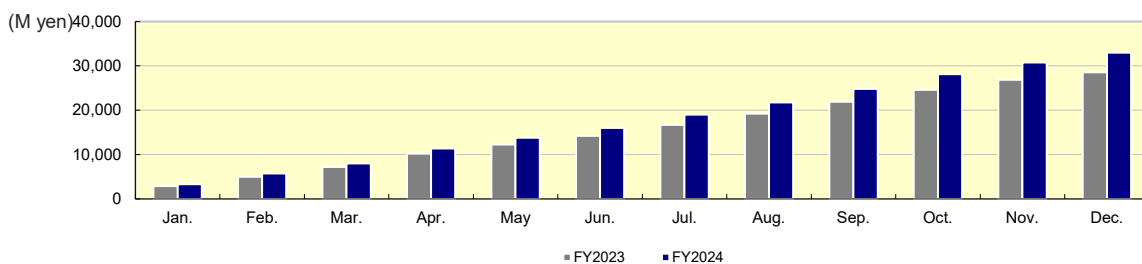
| CGP (M yen) | Jan. | Feb. | Mar. | Apr. | May | Jun. | Jul. | Aug. | Sep. | Oct. | Nov. | Dec. |
|-------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| FY2023 | 2,914 | 2,072 | 2,249 | 3,002 | 2,034 | 1,954 | 2,485 | 2,508 | 2,714 | 2,686 | 2,237 | 1,669 |
| FY2024 | 3,334 | 2,382 | 2,273 | 3,394 | 2,399 | 2,207 | 3,010 | 2,735 | 3,088 | 3,282 | 2,639 | 2,252 |
| YOY | 14.4% | 15.0% | 1.0% | 13.0% | 18.0% | 12.9% | 21.1% | 9.1% | 13.8% | 22.2% | 18.0% | 34.9% |

3. CNS (Accumulated)



| CNS (M yen) | Jan. | Feb. | Mar. | Apr. | May | Jun. | Jul. | Aug. | Sep. | Oct. | Nov. | Dec. |
|-------------|-------|-------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| FY2023 | 3,107 | 5,335 | 7,756 | 10,969 | 13,143 | 15,235 | 17,881 | 20,552 | 23,439 | 26,312 | 28,710 | 30,493 |
| FY2024 | 3,557 | 6,103 | 8,525 | 12,127 | 14,681 | 17,026 | 20,232 | 23,121 | 26,397 | 29,874 | 32,679 | 35,052 |
| YOY | 14.5% | 14.4% | 9.9% | 10.6% | 11.7% | 11.8% | 13.1% | 12.5% | 12.6% | 13.5% | 13.8% | 15.0% |

4. CGP (Accumulated)



| CGP (M yen) | Jan. | Feb. | Mar. | Apr. | May | Jun. | Jul. | Aug. | Sep. | Oct. | Nov. | Dec. |
|-------------|-------|-------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| FY2023 | 2,914 | 4,986 | 7,236 | 10,239 | 12,273 | 14,227 | 16,712 | 19,221 | 21,936 | 24,622 | 26,859 | 28,529 |
| FY2024 | 3,334 | 5,716 | 7,989 | 11,384 | 13,784 | 15,991 | 19,002 | 21,737 | 24,826 | 28,108 | 30,748 | 33,000 |
| YOY | 14.4% | 14.6% | 10.4% | 11.2% | 12.3% | 12.4% | 13.7% | 13.1% | 13.2% | 14.2% | 14.5% | 15.7% |

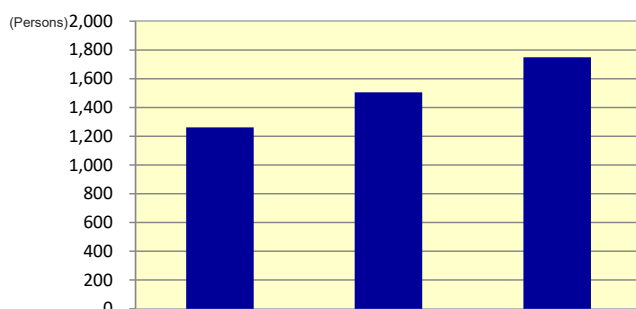
JAC Recruitment Co., Ltd.

Monthly data of Consolidated Net Sales and Related Results for the Twelve Months Ended December 31, 2024 (Domestic Recruitment Business)

Feb. 12, 2025

Related Results

1. Number of Employees for the last 3 years (Consolidated)



| No. of Employees | Dec. 31, 2022 | Dec. 31, 2023 | Dec. 31, 2024 |
|----------------------|---------------|---------------|---------------|
| No. of Employees | 1,262 | 1,506 | 1,749 |
| No. of Consultants | 1,012 | 1,193 | 1,421 |
| Ratio of Consultants | 80% | 79% | 81% |

*No. of Employees and Consultants is the total of JAC Recruitment Co., Ltd., JAC International Co., Ltd., and VantagePoint K.K.

2. Number of Employees - Monthly Trend (Consolidated)

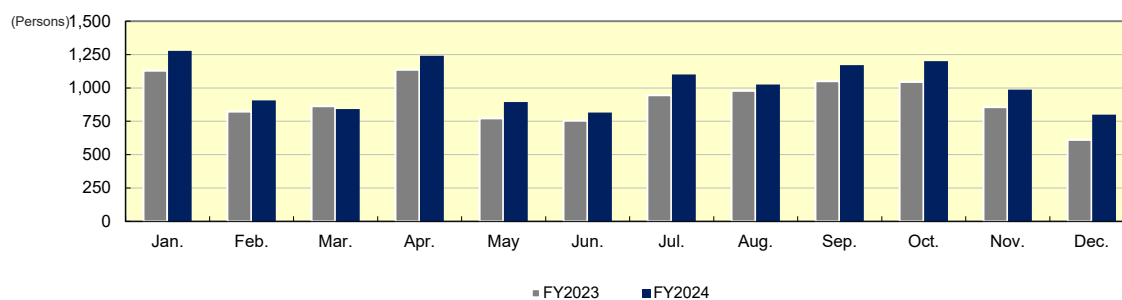
| No. of Employees | Jan. | Feb. | Mar. | Apr. | May | Jun. | Jul. | Aug. | Sep. | Oct. | Nov. | Dec. |
|------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| FY2023 | 1,308 | 1,322 | 1,320 | 1,391 | 1,418 | 1,430 | 1,452 | 1,452 | 1,467 | 1,478 | 1,490 | 1,506 |
| FY2024 | 1,526 | 1,563 | 1,576 | 1,638 | 1,658 | 1,675 | 1,702 | 1,714 | 1,728 | 1,746 | 1,750 | 1,749 |
| YOY | 16.7% | 18.2% | 19.4% | 17.8% | 16.9% | 17.1% | 17.2% | 18.0% | 17.8% | 18.1% | 17.4% | 16.1% |

3. Number of Consultants - Monthly Trend (Consolidated)

| No. of Consultants | Jan. | Feb. | Mar. | Apr. | May | Jun. | Jul. | Aug. | Sep. | Oct. | Nov. | Dec. |
|--------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| FY2023 | 1,044 | 1,057 | 1,056 | 1,133 | 1,156 | 1,159 | 1,146 | 1,152 | 1,162 | 1,178 | 1,191 | 1,193 |
| FY2024 | 1,218 | 1,246 | 1,251 | 1,322 | 1,348 | 1,362 | 1,381 | 1,389 | 1,407 | 1,425 | 1,427 | 1,421 |
| YOY | 16.7% | 17.9% | 18.5% | 16.7% | 16.6% | 17.5% | 20.5% | 20.6% | 21.1% | 21.0% | 19.8% | 19.1% |

4. Monthly Number of Placed Persons (PP) (Consolidated)

*This number is the number of persons who has been placed by the domestic recruitment business of JAC Group in the month.



| No. of PP | Jan. | Feb. | Mar. | Apr. | May | Jun. | Jul. | Aug. | Sep. | Oct. | Nov. | Dec. |
|-----------|-------|-------|-------|-------|-------|------|-------|-------|-------|-------|-------|-------|
| FY2023 | 1,129 | 822 | 863 | 1,136 | 772 | 754 | 945 | 979 | 1,050 | 1,044 | 855 | 610 |
| FY2024 | 1,277 | 906 | 842 | 1,240 | 895 | 816 | 1,100 | 1,026 | 1,170 | 1,201 | 987 | 800 |
| YOY | 13.1% | 10.2% | -2.4% | 9.2% | 15.9% | 8.2% | 16.4% | 4.8% | 11.4% | 15.0% | 15.4% | 31.1% |



PPP Project “One Placement creates One Plant to Save the Planet.”

JAC Recruitment will plant one sapling for each placement in the forests of Indonesia and Malaysia, contributing to the creation of the future global environment.