TRANSLATION for Reference Purposes Only, Japanese Version Preferred



21 Mar. 2025

Company name: JAC Recruitment Co., Ltd. Stock exchange listing: Tokyo Stock Exchange Code number: 2124 Representative: Hiromi Tazaki, Co-Founder, Executive Director, Chairman & CEO Inquiries: Toshihiko Okino, Executive Director, Head of Administration & CFO Phone: +81-3-5259-6926

Completion of Payment for Disposal of Treasury Stock as Restricted Stock Remuneration

We hereby notice that we have completed the payment procedures for the disposal of treasury stock as restricted stock remuneration resolved at the Board of Directors meeting held on 12 Feb. 2025, as follows. For more information on this matter, please refer to "Disposal of Treasury Stock as Restricted Stock Remuneration " disclosed on 12 Feb. 2025.

| (1) | Disposition date | 21 Mar. 2025 |
|-----|---|--|
| (2) | Type and number | |
| | of shares to be | Our common stock 55,300shares |
| | disposed | |
| (3) | Disposal value | 661yen per share |
| (4) | Total amount disposed | 36,553,300yen |
| (5) | Destination and number of persons to be disposed of and number of shares to be disposed of | Sales directors and directors (including senior sales directors) who do not concurrently serve as executive director of us 11persons, 55,300shares |

* Outline of Dispositions

End of Notice