



27 March 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

(Correction and Numerical Data Correction)
Notice of Partial Amendment regarding

"Consolidated Financial Results for the Fiscal Year Ended December 31, 2024 [Japanese GAAP]"

As there were some items to be corrected in the "Consolidated Financial Results for the Fiscal Year Ended December 31, 2024 [Japanese GAAP]" disclosed on 12 February 2025, we hereby notice you as follows. In addition, since there was a correction in XBRL numerical data, we also send that data after the correction.

1. Reason for Correction

Following the submission of the Consolidated Financial Results for the Fiscal Year Ended December 31, 2024 [Japanese GAAP], it was found that there were items that should be corrected in some of the descriptions, and these have been revised in this notice.

2. Corrections

- * On p.15 of the Appendix
- 4. Consolidated Financial Statements and Principal Notes
 - (4) Consolidated Statements of Cash Flows
 - Certain figures in the consolidated statements of cash flows for the fiscal year ended December 31, 2024

3. Contents of correction

Corrections are **underlined**.

on p.15 of the Appendix

- 4. Consolidated Financial Statements and Principal Notes
 - (4) Consolidated Statements of Cash Flows

TRANSLATION for Reference Purposes Only, Japanese Version Preferred

(Before Correction)

(Million yen)

	For the fiscal year ended December 31, 2023	For the fiscal year ended December 31, 2024
Cash flows from operating activities		
Profit before income taxes	8,207	8,348
Depreciation	541	523
Amortization of goodwill	119	123
Increase (decrease) in allowance for doubtful accounts	14	(8)
Increase (decrease) in provision for stocks payment	202	215
Increase (decrease) in refund liabilities	(14)	(1)
Interest and dividend income	(9)	(10)
Interest expenses	22	20
Foreign exchange losses (gains)	2	4
Loss on retirement of non-current assets	1	7
Impairment losses	-	766
Decrease (increase) in trade receivables	320	(755)
Decrease (increase) in inventories	6	(2)
Increase (decrease) in accounts payable - other	(68)	169
Increase (decrease) in accrued expenses	(235)	569
Increase (decrease) in accrued consumption taxes	23	155
Other, net	82	326
Subtotal	9,217	10,450
Interest and dividends received	9	10
Interest paid	(22)	(20)
Income taxes paid	(2,117)	(2,321)
Net cash provided by (used in) operating activities	7,087	8,119

(After Correction)

(Million yen)

	For the fiscal year ended December 31, 2023	For the fiscal year ended December 31, 2024
Cash flows from operating activities		
Profit before income taxes	8,207	8,348
Depreciation	541	523
Amortization of goodwill	119	123
Increase (decrease) in allowance for doubtful accounts	14	(8)
Increase (decrease) in provision for directors' bonuses	=	99
Increase (decrease) in provision for stocks payment	202	215
Increase (decrease) in refund liabilities	(14)	(1)
Interest and dividend income	(9)	(10)
Interest expenses	22	20
Foreign exchange losses (gains)	2	4
Loss on retirement of non-current assets	1	7
Impairment losses	-	766
Decrease (increase) in trade receivables	320	(755)
Decrease (increase) in inventories	6	(2)
Increase (decrease) in accounts payable - other	(68)	169
Increase (decrease) in accrued expenses	(235)	469
Increase (decrease) in accrued consumption taxes	23	155
Other, net	82	326
Subtotal	9,217	10,450
Interest and dividends received	9	10
Interest paid	(22)	(20)
Income taxes paid	(2,117)	(2,321)
Net cash provided by (used in) operating activities	7,087	8,119

End of Notice