TRANSLATION for Reference Purposes Only, Japanese Version Preferred

Monthly data of Consolidated Net Sales and Related Results for the Three Months Ended March 31, 2025 (Domestic Recruitment Business)

May 14, 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
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We announced today our monthly data of consolidated net sales and related results for the three months ended March 31, 2025 (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).

End of document

TRANSLATION for Reference Purposes Only, Japanese Version Preferred

JAC Recruitment Co., Ltd.

Monthly data of Consolidated Net Sales and Related Results for the Three Months Ended March 31, 2025 (Domestic Recruitment Business)

May 14, 2025

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JAC Recruitment Co., Ltd.

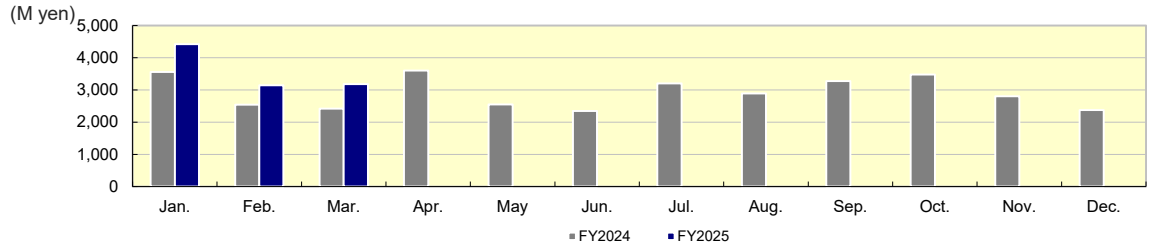
Monthly data of Consolidated Net Sales and Related Results for the Three Months Ended March 31, 2025
(Domestic Recruitment Business)

May 14, 2025

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

1. CNS (Monthly)

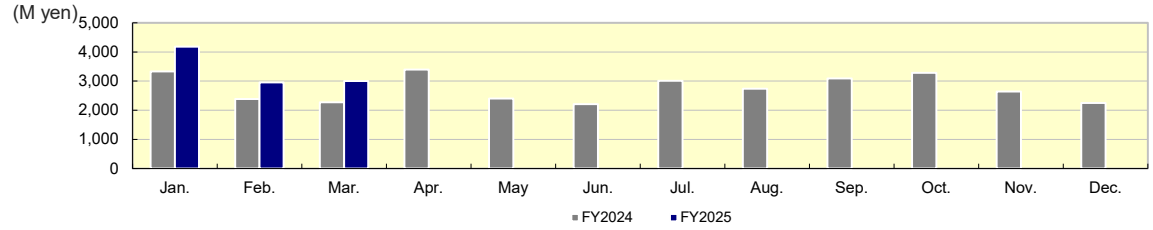
*These CNS results are outside the scope of audit procedures by a certified public accountant or an audit firm.
*These CNS results are adjusted for intersegment net sales or transfers.



CNS (M yen)	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
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
FY2025	4,420	3,144	3,178									
YOY	24.3%	23.6%	31.2%									

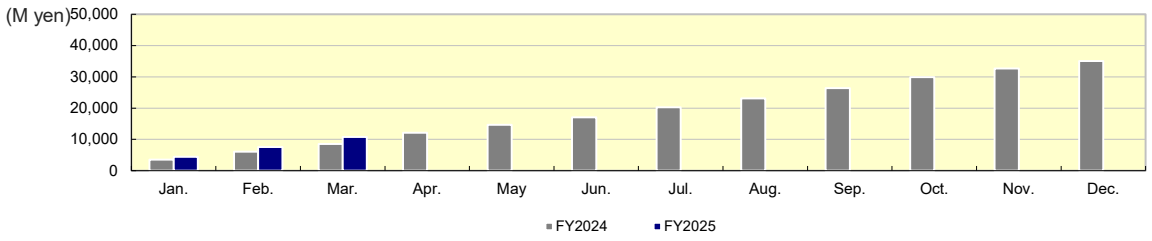
2. CGP (Monthly)

*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.



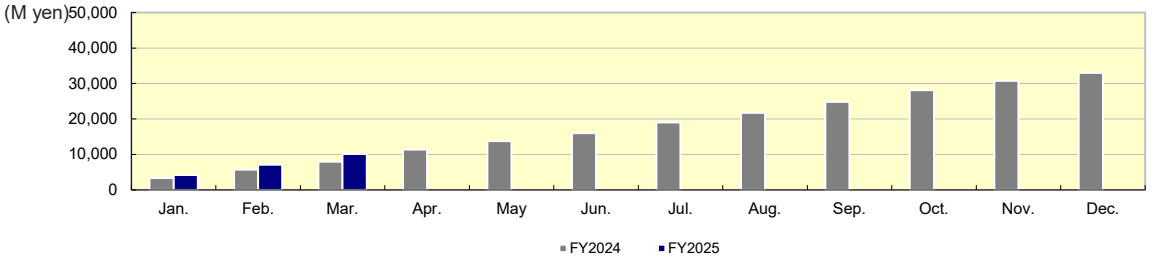
CGP (M yen)	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
FY2024	3,334	2,382	2,273	3,394	2,399	2,207	3,010	2,735	3,088	3,282	2,639	2,252
FY2025	4,181	2,953	3,004									
YOY	25.4%	24.0%	32.2%									

3. CNS (Accumlated)



CNS (M yen)	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
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
FY2025	4,420	7,565	10,743									
YOY	24.3%	24.0%	26.0%									

4. CGP (Accumlated)



CGP (M yen)	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
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
FY2025	4,181	7,134	10,139									
YOY	25.4%	24.8%	26.9%									

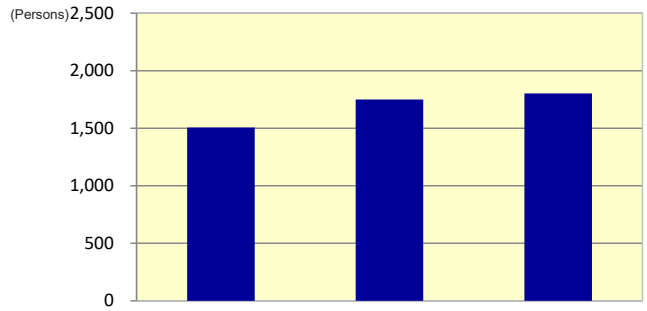
JAC Recruitment Co., Ltd.

Monthly data of Consolidated Net Sales and Related Results for the Three Months Ended March 31, 2025
(Domestic Recruitment Business)

May 14, 2025

Related Results

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



No. of Employees	Dec. 31, 2023	Dec. 31, 2024	Mar. 31, 2025
No. of Employees	1,506	1,749	1,803
No. of Consultants	1,193	1,421	1,475
Ratio of Consultants	79%	81%	82%

*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)

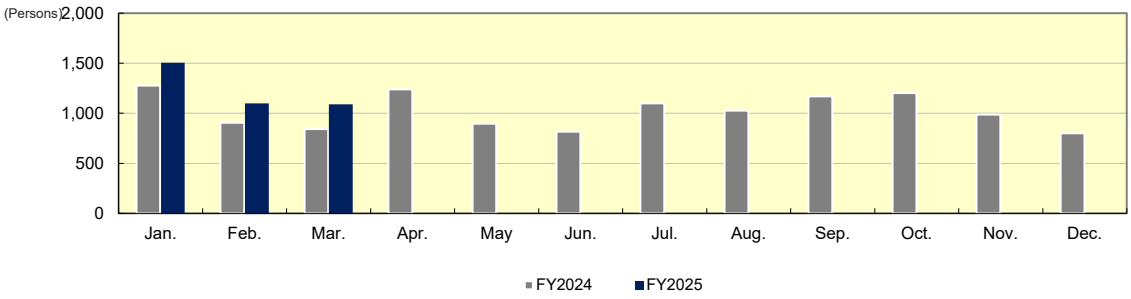
No. of Employees	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
FY2024	1,526	1,563	1,576	1,638	1,658	1,675	1,702	1,714	1,728	1,746	1,750	1,749
FY2025	1,773	1,788	1,803									
YOY	16.2%	14.4%	14.4%									

3. Number of Consultants - Monthly Trend (Consolidated)

No. of Consultants	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
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
FY2025	1,453	1,466	1,475									
YOY	19.3%	17.7%	17.9%									

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.
FY2024	1,277	906	842	1,240	895	816	1,100	1,026	1,170	1,201	987	800
FY2025	1,505	1,099	1,089									
YOY	17.9%	21.3%	29.3%									

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.