



22 May 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

Determination of disposal price, etc. of treasury stock regarding Employees' Incentive Plan

We hereby announce that we have determined today the disposal price, and the total amount disposed of, as follows, regarding the disposal of treasury stock as employees' incentive plan (the "Disposal of Treasury Stock") resolved by our Board of Directors on 14 May 2025 (the "Resolution Date for Disposal"). For more information regarding the Disposal of Treasury Stock, please refer to the Notice of "Disposal of Treasury Stock as Employees' Incentive Plan", disclosed on 14 May 2025.

1. Outline of the determined disposal value, etc.

(1)	Disposal price	903yen per share
(2)	Total amount disposed of	270,900,000yen

2. Basis for calculating the amount to be paid and the specific contents thereof

The disposal price of treasury stock was determined by the method announced in "1. Outline of this disposal (NOTE) Method for determining the disposal of treasury stock (Purpose of establishing a conditional date)" of "Disposal of Treasury Stock as Employees' Incentive Plan" disclosed on 14 May 2025. As described therein, for the purpose of incorporating the fluctuation of the share price due to the simultaneous disclosure of "Consolidated Financial Results for the Three Months Ended March 31, 2025 [Japanese GAAP]" (the "Results") into the disposal price of the Treasury Stock, and for the purpose of eliminating arbitrariness, the closing price of JPY828 which is the closing price of our common stock on TSE on 13 May 2025 (the business day before the Resolution Date for Disposal), and the highest closing price of our common stock on TSE on the day immediately preceding any day from May 17 to 22, 2025 after the disclosure of the Results were compared. Consequently, the disposal price is determined to be 903yen, which is the highest closing price of our common stock on TSE, registered on 19 May 2025.

This method of determining the disposal price of treasury stock is a reasonable method in consideration of the profits of existing shareholders, and this price is determined to be the same as the market share price. Therefore, we have judged that this method is highly objective and reasonable as the basis for calculation.

End of Notice