

Notice Regarding Resolution to Recommend Resignation of an Executive Director

11 July 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

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We hereby announce that at an extraordinary board meeting held today, it was resolved to recommend the resignation of our executive director, Toshihiko Okino. Details are as follows.

1. Recommendation for resignation of the executive director

i) Executive director recommended to resign

Toshihiko Okino

ii) Reasons for recommendation to resign

We have received reports of harassment against employees by our executive director, Toshihiko Okino (hereinafter referred to as ‘Mr. Okino’). In response, we immediately began taking action, conducting an investigation led by the Audit and Supervisory Committee, as well as promptly commissioning an investigation by an external law firm. As a result, we confirmed that acts of harassment against employees had occurred and that his words and actions had harmed the working environment of his colleagues. The Independent Directors' Committee and the Board of Directors discussed and determined that he lacks the high ethical standards required in order to continue serving as an executive director from the perspective of properly fulfilling the company's appropriate duty of care and duty to consider the working environment.

Based on the above, at the extraordinary Board of Directors' meeting held today, all executive directors present except Mr. Okino unanimously resolved to recommend his resignation.

2. Measures to prevent recurrence

We take this situation very seriously and recognise that our top priority is to restore trust by preventing a recurrence. We will focus on the following three points in particular to further enhance our compliance awareness and ensure greater respect for human rights and compliance.

i) Thorough awareness of harassment prevention

We will once again thoroughly inform all of our executives and employees, including the management team, including executive directors who perform command and supervision, of our awareness of

eliminating harassment in order to prevent a recurrence of similar incidents.

ii) Enhanced training

We will expand harassment education, including specific examples, to prevent cases of harassment caused by unconscious behaviour.

iii) Conduct a comprehensive review and ensure widespread communication of the internal reporting system.

We will enhance the internal reporting system to foster employee trust in its use and will reiterate clear instructions regarding its procedures company-wide.

3. Changes of Responsibilities

The responsibilities of the following executive directors will be added as follows.

Name	Current position	Newly added responsibilities
Hiroki Yamada	Executive Director Head of Sales	Human Resource and General Affairs
Stephen Blundell	Executive Director Head of Global Business Headquarters	Accounting & Finance, Corporate Communications & Investor Relations, IT, Compliance, Internal Control and Business Support

Even after the resignation of the aforementioned executive director, our company still meets the number of executive directors required by law and our articles of incorporation.

End of Notice