TRANSLATION for Reference Purposes Only, Japanese Version Prevails

# Notice Regarding Revision of Consolidated Earnings and Dividends Forecast for Fiscal Year Ended 31 December 2025

FASF MEMBERSHIP

12 November 2025

Company name: JAC Recruitment Co., Ltd.
Stock exchange listing: Tokyo Stock Exchange
Code number: 2124
URL: https://corp.jac-recruitment.jp
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We hereby announce the revision of our consolidated earnings and dividends forecast for the fiscal year ended 31 December 2025 which has been resolved at the meeting of our Board of Directors held on 12 November 2025.

1. Revision of Consolidated Earnings Forecast for Fiscal Year Ended 31 December 2025

| | Net Sales | Operating income | Ordinary Income | Profit before income taxes | Profit Attributable to Owners of Parent | Earnings Per Share |
|---|---|---|---|---|---|---|
| | million yen | million yen | million yen | million yen | million yen | yen |
| Latest Forecast (A) | 46,300 | 11,200 | 11,200 | 11,200 | 7,800 | 49.23 |
| Revision to Above (B) | 46,300 | 11,700 | 11,700 | 11,600 | 8,500 | 53.60 |
| Amount of Diff (B-A) | 0 | 500 | 500 | 400 | 700 | |
| Ratio of Diff (%) | 0 | 4.5 | 4.5 | 3.6 | 9.0 | |
| (Reference) Fiscal Year Ended 31 December 2024 | 39,156 | 9,090 | 9,122 | 8,348 | 5,611 | 35.22 |

Reason for this Revision

During the nine months ended 30 November 2025, our Domestic Recruitment Business, which accounts for about 90% of our consolidated net sales, has had only partial impact of US tax policy on its net sales. In addition, unlike the same period of last year, we have not observed any slowdown in the mobility of job seekers due to wage-increasing expectations. As those results, during the nine months ended 30 November 2025, our consolidated net sales showed year-on-year growth, almost along to the upward revision of our forecasts disclosed on 12 August 2025. On the other hand, as we saved our SG&A within the initial budget through our exhaustive cost reduction, adding the effect of the tax credit on wage increases and other, our operating income, ordinary income, profit before income taxes and profit attributable to owners of parent increased surpassing those forecasts. So, considering these results and the recent business trend, we have decided the revision of our consolidated earnings forecast for the fiscal year ended 31 December 2025.

2. Revision of Dividend Forecast

| | Annual Dividend | | | | |
|---|---|---|---|---|---|
| | 1Q-end | 2Q-end | 3Q-end | Year-end | Total |
| | yen | yen | yen | yen | yen |
| Latest Forecast (Disclosed on 12 August 2025) | | | — | 35.00 | 35.00 |
| Revision to Above | | | | 36.00 | 36.00 |
| FY2025 (Actual) | — | 0.00 | — | | |
| FY2024 (Actual) | — | 0.00 | — | 26.00 | 26.00 |

Reason for this Revision

We regard the return of profits as an important management issue to build long-term trust with our shareholders. Our basic dividend policy is to continue a stable dividend increase while retaining the internal reserves necessary for future business development including M&A and to strengthen our management base. Regarding the year-end dividend for this fiscal year under review, we have revised this forecast based on a comprehensive consideration of our shareholder return policy, as we expect the profit attributable to owners of parent increasing in line with this revision of our earnings forecast.

(NOTE)

The earnings forecasts and other forward-looking statements herein are based on information available to us as of the date of this disclosure and certain assumptions that we believe to be reasonable. Actual results may differ materially from these forecasts due to various factors.

End of Notice