TRANSLATION for Reference Purposes Only, Japanese Version Prevails

Notice regarding Stock Repurchases

(Under the Provisions of Our Articles of Incorporation pursuant to Paragraph 2, Article 165 of the Companies Act of Japan)

12 November 2025

Company name: JAC Recruitment Co., Ltd.
Stock exchange listing: Tokyo Stock Exchange (TSE)
Code number: 2124
Representative: Hiromi Tazaki, Co-Founder, Executive Director, Chairman & CEO
Inquiries: Miwako Kaneko, Director & CCO
Phone: +81-3-5259-6926

We hereby announce that, at the meeting of our Board of Directors held today, we authorized the repurchases of shares of our common stock pursuant to Article 156 of the Companies Act of Japan, applied alternatively instead of Paragraph 3, Article 165 of it, as follows.

1. Reasons for this Stock Repurchases:

To improve capital efficiency and enhance shareholder returns by flexible capital policy according to business environment.

2. Details of this Repurchases:

(1) Class of shares to be repurchased:	Our common stock
(2) Total number of shares to be repurchased:	Up to 500,000shares (Ratio to the number of outstanding shares: 0.31%)
(3) Aggregate repurchase amount:	Up to 1billion yen
(4) Period of repurchases:	13 November 2025 - 30 November 2025
(5) Method of repurchases:	Market purchases including Off-Auction Own Share Repurchase Trading System (ToSTNeT-3) of TSE

(NOTE) There is a possibility that some or all repurchases will not be completed due to market conditions or other factors.

(For reference) Number of shares of treasury stock as of 30 June 2025

Number of outstanding shares: 158,738,462shares

Number of shares of treasury stock: 6,818,738shares

(NOTE) The number of shares of treasury stock includes the shares held by our stock-granted ESOP trust account.

End of Notice