



Notice regarding Result of Purchase of Own Shares
through Off-Auction Own Share Repurchase Trading System (ToSTNeT-3)

18 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
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We hereby announce that we have executed a purchase of own shares as follows, through the Off-Auction Own Share Repurchase Trading System (ToSTNeT-3) of TSE, which was announced on 17 November 2025 (please refer to ‘Notice regarding Purchase of Own Shares through Off-Auction Own Share Repurchase Trading System (ToSTNeT-3)’ disclosed on 17 November 2025).

***Result of Purchase of Own Shares through Off-Auction Own Share Repurchase Trading System (ToSTNeT-3):**

(1) Reasons for this purchase of own shares:

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

(2) Details of this purchase:

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| (1) Class of shares purchased: | Our common stock |
| (2) Total number of shares purchased: | 300,000shares |
| (3) Total amount of shares purchased: | 321,600,000yen (1,072yen per share) |
| (4) Date of purchase: | 18 November 2025 |
| (5) Method of purchase: | Purchase through Off-Auction Own Share Repurchase Trading System (ToSTNeT-3) of TSE |

(For reference) Details of the resolution by the Board of Directors meeting held on 12 November 2025

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|---|---|
| (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 |

End of Notice