



**Notice regarding Status, Result and Completion of Purchase of Own Shares**  
**(Under the Provisions of Our Articles of Incorporation  
pursuant to Paragraph 2, Article 165 of the Companies Act of Japan)**

1 December 2025

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

We hereby announce that we have executed a purchase of own shares as follows, based on ‘matters of Stock Repurchases’ authorized by the meeting of our Board of Directors held on 12 November 2025 (please refer to ‘Notice regarding Stock Repurchases’ disclosed on 12 November 2025), pursuant to Article 156 of the Companies Act of Japan, applied alternatively instead of Paragraph 3, Article 165 of it.

This marks also the completion of repurchase based on this authorisation. And, taking into consideration the insufficient volume of stock repurchases (up to 500,000shares) through Off-Auction Own Share Repurchase Trading System (ToSTNeT-3) executed on 18 November 2025, the price trend of our shares during the authorised period after that and the liquidity of our shares, we decided not to repurchase up to the authorised limit of number of shares and aggregate amount.

1. Status of this purchase:

- |                                       |                                     |
|---------------------------------------|-------------------------------------|
| (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                      |
| (4) Period of purchase:               | 13 November 2025 - 30 November 2025 |

2. Result of this purchase:

- |                                       |                                     |
|---------------------------------------|-------------------------------------|
| (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                      |
| (4) Period of purchase:               | 13 November 2025 - 30 November 2025 |

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

- |   |  |
|---|--|
| (1) Class of shares to be repurchased:        | Our common stock   |
| (2) Total number of shares to be repurchased: | Up to 500,000shares<br>(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<br>Repurchase Trading System (ToSTNeT-3) of TSE |

End of Notice