



Notice of Personnel Changes

5 January 2026

Company name: JAC Recruitment Co., Ltd.
Stock exchange listing: Tokyo Stock Exchange
Code number: 2124
Representative: Hiromi Tazaki, Co-Founder, Executive Director, Chairman & CEO
Inquiries: Miwako Kaneko, Director & CCO
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We hereby announce our personnel changes issued on 1 January 2026 as follows.

Personnel Changes (Issued on 1 January 2026)

Name	New Position	Previous Position
Tetsuya Akutsu	Senior Director and CFO	N/A (newly appointed)
Yuka Kono	Sales Director of East Japan Section 4	Sales Director
Atsushi Doi	General Manager of East Japan	Senior Manager of IT Division, and Senior Manager of Digital Technology Division
Shinichi Omori	General Manager of West Japan, Senior Manager of West Japan Business Administration Division, Head of Osaka Office, Senior Manager of Osaka Division 1, and Senior Manager of Osaka Division 3	General Manager of West Japan, Senior Manager of West Japan Business Administration Division, Head of Osaka Office, and Senior Manager of Osaka Division 3
Hirofumi Kozuma	General Manager of System Development	N/A (newly appointed)
Hisashi Nishimura	Senior Manager of Healthcare Professional Division 1, Senior Manager of Healthcare Professional Division 2, Senior Manager of West Japan Healthcare Division 1, and Senior Manager of West Japan Healthcare Division 2	Senior Manager of Healthcare Professional Division, and Senior Manager of West Japan Healthcare Division 1
Shingo Nakamura	Senior Manager of Consumer Goods & Services Division, and Senior Manager of Food & Beverage Division	Senior Manager of Consumer Goods & Services Division

Naoyuki Haruno	Senior Manager of Japanese Manufacturing Division, Senior Manager of Enterprise Division 1, and Senior Manager of Enterprise Division 2	Senior Manager of Enterprise Division, and Senior Manager of Japanese Manufacturing Division
Jun Yilmaz	Senior Manager of Energy Division, Senior Manager of Construction & Infrastructure Division, and Senior Manager of Senior Professional Division	Senior Manager of Energy & Infrastructure Division, and Senior Manager of Construction & Real Estate Division
Daiki Miyazaki	Head of Nagoya Office, Senior Manager of Nagoya Division 3, Senior Manager of Shizuoka Office, and Senior Manager of Hamamatsu Office	Head of Nagoya Office, and Senior Manager of Nagoya Division 2
Kensuke Fukano	Head of Kobe Office, and Senior Manager of Chugoku Office	Head of Kobe Office
Daiki Yuki	Head of Tohoku Office	Manager of Digital Team of the Tohoku Office
Kotomi Matsunoshita	Head of Shizuoka Office	Manager of Shizuoka Team 2 of the Shizuoka Office
Shohei Watabe	Head of Hamamatsu Office	Manager of Shizuoka Team 1 of the Shizuoka Office
Takaharu Okamoto	Head of Fukuoka Office	Manager of Consumer Service & IT Team of the Fukuoka Office
Yu Sato	Senior Manager of Talent Acquisition Division, Senior Manager of New Grad Talent Acquisition Division, Senior Manager of Global Talent Management Division, Senior Manager of Talent Development Division, and Senior Manager of New Grad Talent Development Division	Senior Manager of Talent Acquisition Division, and Senior Manager of Talent Development Division

End of notice