



24 February 2026

Company name: JAC Recruitment Co., Ltd.
Stock exchange listing: Tokyo Stock Exchange (TSE)
Code number: 2124
Representative: Hiromi Tazaki, Executive Director, Chairman and CEO
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Determination of Conditions regarding Disposal of Treasury Stock as Restricted Stock Remuneration for Directors

We hereby announce that we have determined today the disposal number of stock, the disposal price and the total amount disposed of, as follows, regarding the disposal of treasury stock as restricted stock remuneration for directors resolved by our Board of Directors on 13 February 2026 ('Resolution Date for Disposal'). For more information regarding this Disposal of Treasury Stock, please refer to the Notice of 'Disposal of Treasury Stock as Restricted Stock Remuneration for Directors' disclosed on 13 February 2026.

1. Outline of Conditions Determined

(1) Disposal number of stock	Our common stock 43,300shares
(2) Disposal price	1,014yen per share
(3) Total amount disposed of	43,906,200yen

2. Basis for Calculating Amount to Be Paid and Specific Details thereof

The disposal price of treasury stock was determined by the method announced in '1. Outline of this disposal (NOTE) Method for determining the disposal of treasury stock (Purpose of establishing conditional date)' of 'Disposal of Treasury Stock as Restricted Stock Remuneration for Directors' disclosed on 13 February 2026.

As described therein, for the purpose of incorporating the fluctuation of the share price due to the simultaneous disclosure of 'Consolidated Financial Results for the Fiscal Year Ended 31 December 2025 [Japanese GAAP] ('Results')' into the disposal price of the treasury stock, and for the purpose of eliminating arbitrariness, the closing price of JPY1,014 which is the closing price of our common stock on TSE on 12 February 2026 (the business day before the Resolution Date for Disposal) and the highest closing price of our common stock on TSE on the day immediately preceding any day from 18 to 21 February 2026 after the disclosure of Results were compared. Consequently, the disposal price is determined to be 1,014 yen, which is the highest closing price of our common stock on TSE, registered on 12 February 2026.

This method of determining the disposal price of treasury stock is a reasonable method in consideration of the profits of existing shareholders, and this price is determined to be the same as the market share price. Therefore, we have determined that the objectivity and rationality of this calculation basis are high, and it does not constitute a particularly favorable price.

End of notice