TRANSLATION for Reference Purposes Only

Notice Concerning the Status and Completion of the Acquisition of Treasury Shares

(Acquisition of treasury shares pursuant to Article 165, Paragraph 2 of Japanese Companies Act)

22 October 2026

Company name: JAC Recruitment Co., Ltd.
Stock exchange listing: Tokyo Stock Exchange
Code number: 2124
URL: https://ir.jac-recruitment.jp/en/investors.html
Representative: Hiromi Tazaki, Executive Director, Chairman, and CEO
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JAC Recruitment Co., Ltd. (the "Company") hereby announces that, pursuant to the matters relating to the acquisition of treasury shares resolved at the meeting of its Board of Directors held on 12 August 2026 under Article 156 of the Japanese Companies Act, as applied by replacing certain terms pursuant to Article 165, Paragraph 3 of the same Act (please refer to the "Notice Concerning Acquisition and Cancellation of Treasury Shares" disclosed on 12 August 2026), the Company acquired treasury shares as described below.

The Company also announces that the acquisition of treasury shares described above has been completed.

The number of shares to be cancelled pursuant to the resolution of the Board of Directors will be announced as soon as it has been adopted.

1. Status of acquisition of treasury shares as of 21 October 2026

(1) Class of shares acquired	Common shares of the Company
(2) Total number of shares acquired	476,400 shares
(3) Total acquisition cost	509,398,300 yen
(4) Acquisition period	From 1 October 2026 to 21 October 2026
(5) Method of acquisition	Market purchases on the Tokyo Stock Exchange under a discretionary trading agreement

2. Cumulative treasury shares acquired pursuant to the above resolution of the Board of Directors as of 21 October 2026

(1) Total number of shares acquired	3,000,000 shares
(2) Total acquisition cost	3,058,065,600 yen

(Reference)
Details of the resolution adopted at the Board of Directors meeting held on 12 August 2026

(1) Class of shares to be acquired	Common shares of the Company
(2) Total number of shares to be acquired	Up to 3,000,000 shares (1.89% of total number of issued shares, excluding treasury shares)
(3) Total acquisition cost	Up to 3,500,000,000 yen
(4) Acquisition period	From 13 August 2026 to 31 December 2026
(5) Method of acquisition	Market purchases on the Tokyo Stock Exchange under a discretionary trading agreement

End