

Consolidated Financial Results
for the Six Months Ended June 30, 2021
[Japanese GAAP]



August 10, 2021

Company name: JAC Recruitment Co., Ltd.
 Stock exchange listing: Tokyo Stock Exchange
 Code number: 2124
 URL: <https://corp.jac-recruitment.jp>
 Representative: Takeshi Matsuzono, Managing Director
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 Phone: +81-3-5259-6926
 Scheduled date of filing quarterly securities report: August 10, 2021
 Scheduled date of commencing dividend payments: -
 Availability of supplementary briefing material on quarterly financial results: Available
 Scheduling of quarterly financial results briefing: Scheduled (For institutional investors)

(Amounts of less than one million yen are rounded down.)

1. Consolidated Financial Results for the Six Months Ended June 30, 2021 (January 1, 2021 to June 30, 2021)

(1) Consolidated Operating Results (% indicates changes from the previous corresponding period.)

| | Net Sales | | Operating Income | | Ordinary Income | | Profit Attributable to Owners of Parent | |
|--------------------------------|-------------|-------|------------------|-------|-----------------|-------|---|--------|
| | million yen | % | million yen | % | million yen | % | million yen | % |
| Six months ended June 30, 2021 | 11,951 | (0.7) | 3,298 | (1.4) | 3,297 | (1.8) | 2,201 | 251.1 |
| June 30, 2020 | 12,039 | (5.3) | 3,344 | (0.6) | 3,356 | (0.4) | 627 | (73.9) |

(Note) Comprehensive income: Six months ended June 30, 2021: ¥2,262 million [354.6%]
 Six months ended June 30, 2020: ¥497 million [(79.1)%]

| | Earnings Per Share | Diluted Earnings Per Share |
|------------------|--------------------|----------------------------|
| Six months ended | yen | yen |
| June 30, 2021 | 54.38 | 54.37 |
| June 30, 2020 | 15.29 | 15.29 |

(2) Consolidated Financial Position

| | Total Assets | Net Assets | Equity Ratio |
|-------------------|--------------|-------------|--------------|
| As of | million yen | million yen | % |
| June 30, 2021 | 16,112 | 11,637 | 72.2 |
| December 31, 2020 | 18,623 | 14,326 | 76.4 |

(Reference) Equity: As of June 30, 2021: ¥11,637 million
 As of December 31, 2020: ¥14,221 million

2. Dividends

| | Annual Dividends | | | | |
|---|------------------|-----------------|-----------------|----------|-------|
| | 1st Quarter-end | 2nd Quarter-end | 3rd Quarter-end | Year-end | Total |
| Fiscal year ended December 31, 2020 | yen | yen | yen | yen | yen |
| Fiscal year ending December 31, 2021 | - | 0.00 | - | 80.00 | 80.00 |
| Fiscal year ending December 31, 2021 (Forecast) | - | 0.00 | - | 70.00 | 70.00 |

(Note) Revision to the forecast for dividends announced most recently: No

3. Consolidated Financial Results Forecast for the Fiscal Year Ending December 31, 2021 (January 1, 2021 to December 31, 2021)

(% indicates changes from the previous corresponding period.)

| | Net Sales | | Operating Income | | Ordinary Income | | Profit Attributable to Owners of Parent | | Earnings Per Share |
|-----------|-------------|-----|------------------|-------|-----------------|-------|---|------|--------------------|
| | million yen | % | million yen | % | million yen | % | million yen | % | yen |
| Full year | 22,463 | 3.9 | 5,059 | (1.5) | 5,083 | (2.2) | 3,345 | 82.4 | 81.56 |

(Note) Revision to the financial results forecast announced most recently: No

*Notes:

- (1) Changes in significant subsidiaries during the six months ended June 30, 2021 (changes in specified subsidiaries resulting in changes in scope of consolidation): None
New: –
Excluded: –
- (2) Accounting policies adopted specially for the preparation of quarterly consolidated financial statements: Yes
- (3) Changes in accounting policies, changes in accounting estimates and retrospective restatement
 - 1) Changes in accounting policies due to the revision of accounting standards: None
 - 2) Changes in accounting policies other than 1) above: None
 - 3) Changes in accounting estimates: None
 - 4) Retrospective restatement: None
- (4) Total number of issued shares (common shares)
 - 1) Total number of issued shares at the end of the period (including treasury shares):
As of June 30, 2021: 41,389,300 shares
As of December 31, 2020: 41,292,000 shares
 - 2) Total number of treasury shares at the end of the period:
As of June 30, 2021: 1,024,635 shares
As of December 31, 2020: 280,185 shares
 - 3) Average number of shares during the period:
Six months ended June 30, 2021: 40,496,106 shares
Six months ended June 30, 2020: 41,000,089 shares

(Note) In calculating the total number of treasury shares at the end of the period and the average number of shares during the period, the number of treasury shares deducted includes the Company's shares held in the Employee Stock Ownership Plan (ESOP) Trust Account.

*These quarterly financial results are outside the scope of quarterly review by a certified public accountant or an audit firm.

*Disclaimer Regarding the Use of the Financial Results Forecast and Other Special Notes

The financial results forecast and other forward-looking statements in this document are based on information currently available and certain assumptions the Company deems to be reasonable. Actual results may differ significantly from these forecasts due to a variety of factors.

The Company has scheduled a briefing session for institutional investors and analysts on Tuesday, August 24, 2021.