

Notice regarding Purchase of Own Shares
through Off-Auction Own Share Repurchase Trading System (ToSTNeT-3)
**(Under the Provisions of Our Articles of Incorporation
pursuant to Paragraph 2, Article 165 of the Companies Act of Japan)**

17 November 2025

Company name: JAC Recruitment Co., Ltd.

Stock exchange listing: Tokyo Stock Exchange (TSE)

Code number: 2124

Representative: Hiromi Tazaki, Co-Founder, Executive Director, Chairman & CEO

Inquiries: Miwako Kaneko, Director & CCO

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We hereby announce that we execute 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.

1. Method of this Purchase:

We will make a purchase order to repurchase our shares at the closing price of 1,072yen as of today (17 November 2025) through the Off-Auction Own Share Repurchase Trading System (ToSTNeT-3) of TSE at 8:45 a.m. as of 18 November 2025 (no changes to the trading method or trading time will be made). This purchase order will be valid only at the trading time mentioned above.

2. Details of this Purchase:

(1) Class of shares to be purchased:	Our common stock
(2) Total number of shares to be purchased:	Up to 500,000shares (Ratio to the number of outstanding shares: 0.31%)
(3) Total amount of shares to be purchased:	Up to 1billion yen
(4) Announcement of the result of this purchase:	The result of this purchase will be announced after the close of trading at 8:45 a.m. on 18 November 2025.
(NOTE 1)	There will be no change to the number of shares for this purchase. Further, there is a possibility that some or all purchase will not be completed due to market conditions or other factors.
(NOTE 2)	This purchase will be completed up to the number of shares mentioned above, by matching selling orders.

(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 (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 Repurchase Trading System (ToSTNeT-3) of TSE