

**Monthly Data of Consolidated Net Sales and Related Results
for the Twelve Months Ended 31 December 2025
(Domestic Recruitment Business)**



13 February 2026

Company name: JAC Recruitment Co., Ltd.
Stock exchange listing: Tokyo Stock Exchange
Code number: 2124
Representative: Hiromi Tazaki, Executive Director, Chairman and CEO
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We hereby announce our monthly data of consolidated net sales and related results for the twelve months ended 31 December 2025 (Domestic Recruitment Business) as attached. We disclose this data on our website (<https://ir.jac-recruitment.jp/en/investors.html>) to ensure that our shareholders, investors, and other stakeholders accurately understand our corporate information.

(Note) The "Monthly data of Consolidated Net Sales and Related Results (Domestic Recruitment Business)" disclosed in this document are those of JAC Recruitment Co., Ltd., JAC International Co., Ltd., and VantagePoint K.K., not including CareerCross Co., Ltd. (Domestic Job Offer Advertising Business) and JAC overseas group companies (Overseas Business). (Provided that VantagePoint K.K. had ceased its business activities as of the end of November 2025.)

End of Notice

JAC Recruitment Co., Ltd.

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JAC Recruitment Co., Ltd.

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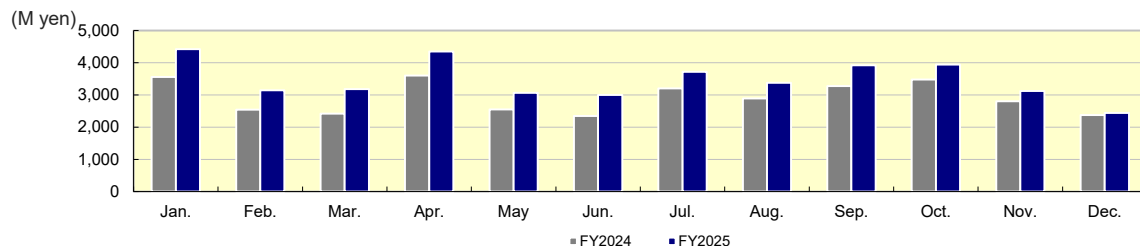
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Consolidated Net Sales (CNS) and Gross Profit (CGP)

1. CNS (Monthly)

*These CNS results are outside the scope of audit procedures by a certified public accountant or an audit firm.

*These CNS results are adjusted for intersegment net sales or transfers.

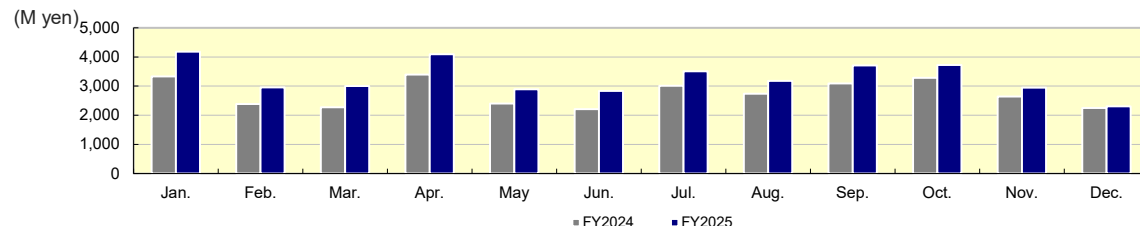


CNS (M yen)	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
FY2024	3,557	2,545	2,422	3,601	2,553	2,345	3,205	2,889	3,276	3,477	2,804	2,373
FY2025	4,420	3,144	3,178	4,347	3,065	2,996	3,718	3,380	3,918	3,944	3,126	2,444
YOY	24.3%	23.6%	31.2%	20.7%	20.0%	27.8%	16.0%	17.0%	19.6%	13.4%	11.5%	3.0%

2. CGP (Monthly)

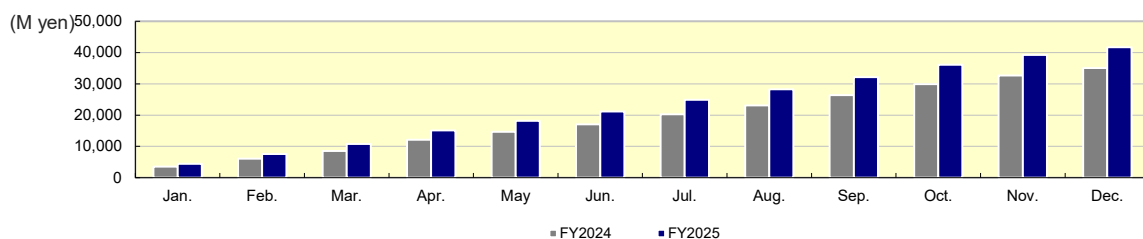
*These CGP results are outside the scope of audit procedures by a certified public accountant or an audit firm.

*These CGP results are adjusted for intersegment net sales or transfers.



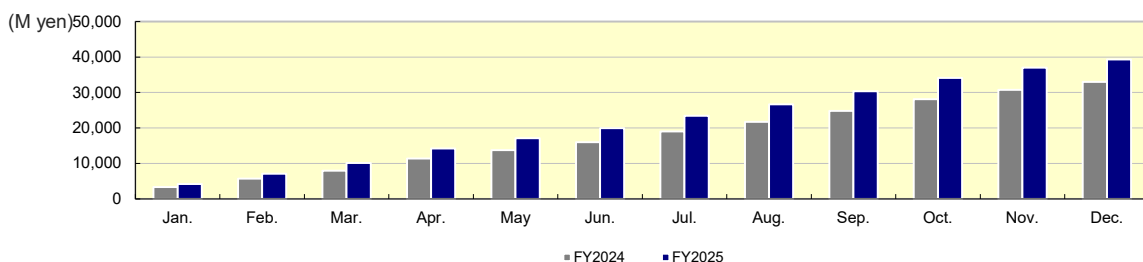
CGP (M yen)	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
FY2024	3,334	2,382	2,273	3,394	2,399	2,207	3,010	2,735	3,088	3,282	2,639	2,252
FY2025	4,181	2,953	3,004	4,089	2,890	2,834	3,511	3,180	3,708	3,725	2,945	2,307
YOY	25.4%	24.0%	32.2%	20.5%	20.4%	28.4%	16.6%	16.3%	20.1%	13.5%	11.6%	2.5%

3. CNS (Accumulated)



CNS (M yen)	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
FY2024	3,557	6,103	8,525	12,127	14,681	17,026	20,232	23,121	26,397	29,874	32,679	35,052
FY2025	4,420	7,565	10,743	15,090	18,156	21,153	24,871	28,252	32,171	36,115	39,242	41,687
YOY	24.3%	24.0%	26.0%	24.4%	23.7%	24.2%	22.9%	22.2%	21.9%	20.9%	20.1%	18.9%

4. CGP (Accumulated)



CGP (M yen)	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
FY2024	3,334	5,716	7,989	11,384	13,784	15,991	19,002	21,737	24,826	28,108	30,748	33,000
FY2025	4,181	7,134	10,139	14,228	17,119	19,953	23,465	26,645	30,354	34,079	37,025	39,332
YOY	25.4%	24.8%	26.9%	25.0%	24.2%	24.8%	23.5%	22.6%	22.3%	21.2%	20.4%	19.2%

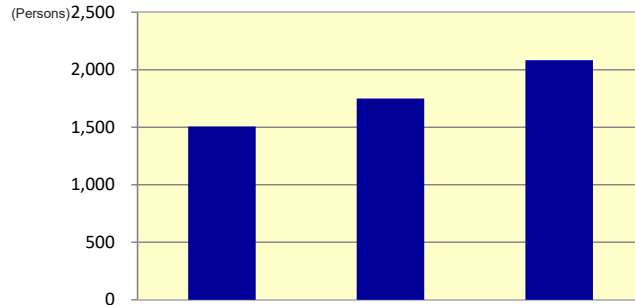
JAC Recruitment Co., Ltd.

Monthly Data of Consolidated Net Sales and Related Results for the Twelve Months Ended 31 December 2025 (Domestic Recruitment Business)

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Related Results

1. Number of Employees for the Last 3 Years (Consolidated)



No. of Employees	31 Dec. 2023	31 Dec. 2024	31 Dec. 2025
No. of Employees	1,506	1,749	2,082
No. of Consultants	1,193	1,421	1,722
Ratio of Consultants	79%	81%	83%

*No. of Employees and Consultants is the total of JAC Recruitment Co., Ltd., JAC International Co., Ltd., and VantagePoint K.K.

2. Number of Employees - Monthly Trend (Consolidated)

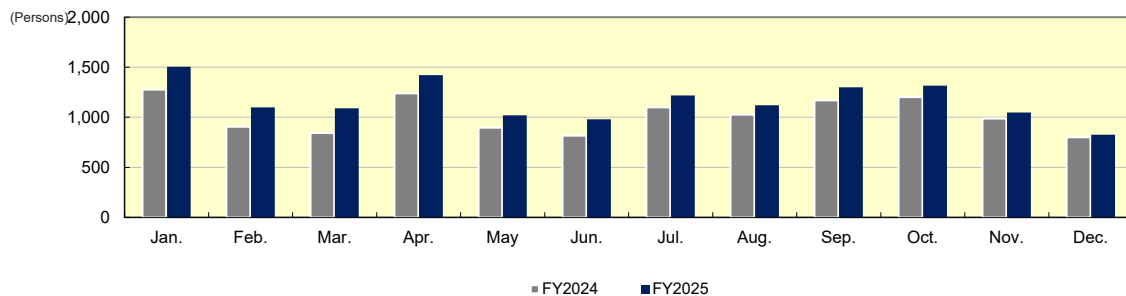
No. of Employees	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
FY2024	1,526	1,563	1,576	1,638	1,658	1,675	1,702	1,714	1,728	1,746	1,750	1,749
FY2025	1,773	1,788	1,803	1,968	1,994	2,027	2,042	2,050	2,053	2,070	2,083	2,082
YOY	16.2%	14.4%	14.4%	20.1%	20.3%	21.0%	20.0%	19.6%	18.8%	18.6%	19.0%	19.0%

3. Number of Consultants - Monthly Trend (Consolidated)

No. of Consultants	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
FY2024	1,218	1,246	1,251	1,322	1,348	1,362	1,381	1,389	1,407	1,425	1,427	1,421
FY2025	1,453	1,466	1,475	1,641	1,655	1,690	1,706	1,706	1,720	1,744	1,756	1,722
YOY	19.3%	17.7%	17.9%	24.1%	22.8%	24.1%	23.5%	22.8%	22.2%	22.4%	23.1%	21.2%

4. Monthly Number of Placed Persons (PP) (Consolidated)

*This number is the number of persons who has been placed by the domestic recruitment business of JAC Group in the month.



No. of PP	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
FY2024	1,277	906	842	1,240	895	816	1,100	1,026	1,170	1,201	987	800
FY2025	1,505	1,099	1,089	1,422	1,020	979	1,219	1,121	1,299	1,317	1,047	825
YOY	17.9%	21.3%	29.3%	14.7%	14.0%	20.0%	10.8%	9.3%	11.0%	9.7%	6.1%	3.1%



PPP Project “One Placement creates One Plant to Save the Planet.”

JAC Recruitment will plant one sapling for each placement in the forests of Indonesia and Malaysia, contributing to the creation of the future global environment.