



Nomination of Candidates for Directors

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

Inquiries: Tetsuya Akutsu, Senior Director and CFO

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At the meeting of our Board of Directors held today, we have nominated the candidates for directors to submit to the 39th Annual General Meeting of Shareholders to be held on 26 March 2026, as follows.

1. Candidates for Directors who are not Audit & Supervisory Committee Members

Name	Current position(s)	Reappointment / New appointment
Hiromi Tazaki	Executive Director, Chairman and CEO	Reappointment
Tadayoshi Tazaki	Executive Director and Chief Adviser	Reappointment
Hiroki Yamada	Executive Director and Head of Sales	Reappointment
Stephen Blundell	Executive Director and Head of Global Business Headquarters	Reappointment
Yutaka Kase	Independent Director	Reappointment
Günter Zorn	Independent Director	Reappointment
Nobuhide Nakaido	Independent Director	Reappointment
Akiko Toyoda	Independent Director	Reappointment

2. Candidates for Directors who are Audit & Supervisory Committee Members

Name	Current position(s)	Reappointment / New appointment
Toshiaki Mukaiyama	Independent Director (Full-time Audit & Supervisory Committee Member)	Reappointment
Nodoka Nakamura	Independent Director (Audit & Supervisory Committee Member)	Reappointment
Naoyasu Ozawa	-	New appointment

(NOTE) Mr Naoyasu Ozawa is a candidate for independent director (Audit & Supervisory Committee Member)

3. Director to Retire

Name	Current position(s)	Reason for retirement
Naoto Yokoi	Independent Director (Audit & Supervisory Committee Member)	Expiration of term

4. Scheduled Date of Appointment

26 March 2026 (Scheduled date of 39th Annual General Meeting of Shareholders)

End of notice