TRANSLATION for Reference Purposes Only, Japanese Version Prevails

Consolidated Financial Results for the Six Months Ended 30 June 2026 [Japanese GAAP]

12 August 2026

Company name: JAC Recruitment Co., Ltd.
Stock exchange listing: Tokyo Stock Exchange
Code number: 2124
URL: https://corp.jac-recruitment.jp/en
Representative: Hiromi Tazaki, Executive Director, Chairman and CEO
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Scheduled date of filing semi-annual securities report: 12 August 2026
Scheduled date of commencing dividend payments: 28 September 2026
Availability of supplementary briefing material on financial results: Available

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

1. Consolidated Financial Results for the Six Months Ended 30 June 2026 (1 January 2026 to 30 June 2026)

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

	Net Sales		Operating Income		Ordinary Income		Profit Attributable to Owners of Parent	
Six months ended	million yen	%	million yen	%	million yen	%	million yen	%
30 June 2026	25,812	11.0	7,106	13.9	7,141	14.3	4,885	14.4
30 June 2025	23,247	21.7	6,238	43.1	6,247	43.3	4,270	48.6

(Note) Comprehensive income: Six months ended 30 June 2026: ¥4,911 million [15.8%]
Six months ended 30 June 2025: ¥4,240 million [40.3%]

	Earnings Per Share	Diluted Earnings Per Share
Six months ended	yen	yen
30 June 2026	30.79	–
30 June 2025	26.95	–

(Note) Diluted earnings per share are not presented as there were no dilutive shares.

(2) Consolidated Financial Position

	Total Assets	Net Assets	Equity Ratio
As of	million yen	million yen	%
30 June 2026	30,001	21,817	72.7
31 December 2025	30,895	22,345	72.3

(Reference) Equity: As of 30 June 2026: ¥21,817 million
As of 31 December 2025: ¥22,345 million

2. Dividends

	Annual Dividends				
	1st Quarter-end	2nd Quarter-end	3rd Quarter-end	Year-end	Total
	yen	yen	yen	yen	yen
Fiscal year ended 31 December 2025	–	0.00	–	36.00	36.00
Fiscal year ending 31 December 2026	–	19.00			
Fiscal year ending 31 December 2026 (Forecast)			–	19.00	38.00

(Note) Revision to the forecast for dividends announced most recently: None

3. Consolidated Financial Results Forecast for the Fiscal Year Ending 31 December 2026 (1 January 2026 to 31 December 2026)

(% indicates changes from the previous corresponding period.)

	Net Sales		Operating Income		Ordinary Income		Profit Before Income Taxes		Profit Attributable to Owners of Parent		Earnings Per Share
	million yen	%	million yen	%	million yen	%	million yen	%	million yen	%	yen
Full year	53,200	15.4	12,600	7.8	12,600	7.6	12,600	9.5	8,600	2.4	54.18

(Note) Revision to the financial results forecast announced most recently: None

*Notes:

(1) Significant changes in the scope of consolidation during the six months ended 30 June 2026: None
New: –
Excluded: –

(2) Adoption of accounting treatment specific to the preparation of semi-annual 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 30 June 2026: 165,557,200 shares
As of 31 December 2025: 165,557,200 shares

2) Total number of treasury shares at the end of the period:
As of 30 June 2026: 6,643,069 shares
As of 31 December 2025: 7,154,665 shares

3) Average number of shares during the period:
Six months ended 30 June 2026: 158,690,854 shares
Six months ended 30 June 2025: 158,461,885 shares

*These semi-annual financial results are outside the scope of 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. For the assumptions used for the financial results forecasts and the notes regarding the use thereof, please refer to "(3) Explanation of Consolidated Financial Results Forecast and Other Forward-looking Information" on page 4 of the attachments.

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1. Qualitative Information on Quarterly Financial Results

(1) Explanation of Operating Results

During the six months ended 30 June 2026, with respect to the Japanese economy, in response to press reports that the heightened tensions in the Middle East would settle down at least temporarily, the assessment of business conditions (Diffusion Index: DI) for large manufacturing companies in the Bank of Japan's June Tankan survey improved for the fifth consecutive quarter, supported by strong AI and semiconductor-related demand, and reached 22, a five-point increase from the previous survey. Meanwhile, the DI for large non-manufacturing enterprises stayed largely unchanged from the previous March survey, remaining at 37, a one-point increase from the previous survey. Looking ahead, amid increasing instabilities, such as the resurgence of tensions in the Middle East, concerns primarily over weaker personal consumption due to rising prices and serious labour shortages signal continued caution among large manufacturing companies and non-manufacturing companies alike.

Under these circumstances, in the Domestic Recruitment Business, which accounts for about 90% of the Company's consolidated net sales, the deal value of successful placements during the three months ended 31 March 2026 decreased mainly in the manufacturing industry, although the Company maintained high performance in IT, including AI-related areas, and consulting industries, as well as in the finance industry boosted by rising interest rates. As a result, consolidated net sales for the six months ended 30 June 2026 fell slightly short of the initial plan.

Meanwhile, the status of deal value of successful placements in the manufacturing industry has been on a recovery trend since April. As the booming industries mentioned above remain strong, the Company expects the business sentiment to recover toward the second half of the fiscal year. The Company will therefore continue to steadily strengthen human capital with the aim of achieving medium- to long-term business expansion, while paying close attention to changes in the business environment. In addition, despite concerns in some job categories that the use of generative AI may reduce the number of job openings, the high-salary segment on which the Company focuses mainly consists of positions requiring advanced expertise and decision making, and therefore there was virtually no related impact. On the contrary, the Company's competitive advantage has become clearer amid many business competitors focusing on the use of AI. In the Group's Recruitment Business, the Comoany is working to further differentiate itself from competitors by improving placement success rates with the thorough implementation of consulting services for client employers and job seekers that emphasize our strength in "face-to-face" direct communication. In the second half of the fiscal year, the Company will actively introduce AI tools with the aim of reducing administrative work carried out by recruitment consultants, to further expand the value added by their involvement. Through this, the company will improve the productivity of them, as well as improve the quality of middle- and back-office operations and reduce costs.

In Japan, while continuing to strengthen the Company's key focus themes—primarily a further shift to high-salary positions, including professional roles in finance and consulting—the Company is also increasing the proportion of high-salary positions in regional markets, thereby pursuing both improved profitability and business expansion with a focus on regional revitalisation and activation.

Overseas, the Company has been further strengthening and expanding global account management through coordination among domestic businesses and overseas offices. The Company has been accelerating business growth by steadily fulfilling the local hiring needs of Japanese affiliated companies with strong recruitment demand. As a result, the growth rates of net sales and profit of the Overseas Business exceeded those of the Domestic Recruitment Business for the six months ended 30 June 2026.

In the Domestic Job Offer Advertising Business, the Company has been promoting stronger cooperation with the Domestic Recruitment Business and Overseas Business to increase job postings and job seeker registrations while focusing on direct recruiting by client companies. The Company was able to achieve certain results in the six months ended 30 June 2026 toward profitable sales expansion.

In addition, the Group as a whole is working to improve gross profit and profit margins by enhancing the operational efficiency of middle- and back-office functions and thoroughly managing the return on investment (ROI) of IT investments. Going forward, the company plans to work on the revamp of enterprise, personnel, and other systems, thereby enhancing system support for relevant operations and resilience and further improving efficiency and quality.

As a result, for the six months ended 30 June 2026, net sales reached ¥25,812 million (up 11.0% year on year). By segment, the Domestic Recruitment Business, the Domestic Job Offer Advertising Business, and the Overseas Business had net sales of ¥23,367 million (up 10.5% year on year), ¥228 million (up 10.8% year on year), and ¥2,216 million (up 17.1% year on year), respectively.

In terms of profit, operating income was ¥7,106 million (up 13.9% year on year), ordinary income was

¥7,141 million (up 14.3% year on year), and profit attributable to owners of parent was ¥4,885 million (up 14.4% year on year). By segment, the Domestic Recruitment Business posted ¥6,910 million in profit (up 13.4% year on year), the Domestic Job Offer Advertising Business posted ¥82 million in profit (up 63.6% year on year), and the Overseas Business posted ¥146 million in profit (up 47.1% year on year).

The following is the sales performance by segment for the six months ended 30 June 2026:

Segment	Net sales (Million yen)	Year-on-year comparison (%)
Domestic Recruitment Business	23,367	110.5
Domestic Job Offer Advertising Business	228	110.8
Overseas Business	2,216	117.1
Total	25,812	111.0

(Note) Intersegment transactions were eliminated.

The following is the sales performance by segment and industry:

Segment/industry	Net sales (Million yen)	Year-on-year comparison (%)
1. Domestic Recruitment Business		
Electrical, machinery, chemical	7,883	103.1
Consumer goods, services	5,256	108.2
IT, telecom	3,596	129.7
Medical, healthcare	3,368	96.9
Financial services	1,664	122.9
Consulting	1,569	155.2
Other	28	99.1
Domestic Recruitment Business Total	23,367	110.5
2. Domestic Job Offer Advertising Business		
Domestic Job Offer Advertising Business Total	228	110.8
3. Overseas Business		
Overseas Business Total	2,216	117.1
Total	25,812	111.0

(Note) Intersegment transactions were eliminated.

(2) Explanation of Financial Position

Total assets at the end of the second quarter ended 30 June 2026 decreased by ¥893 million from the end of the previous fiscal year to ¥30,001 million. Cash and deposits decreased by ¥2,680 million as a result of dividend payments, etc., although accounts receivable - trade increased by ¥1,033 million and prepaid expenses increased by ¥483 million.

Liabilities decreased by ¥365 million from the end of the previous fiscal year to ¥8,184 million. Accrued consumption taxes decreased by ¥280 million and accounts payable - other decreased by ¥242 million, although income taxes payable increased by ¥532 million.

Net assets decreased by ¥528 million from the end of the previous fiscal year to ¥21,817 million, and the equity ratio came out to be 72.7%. While we paid dividends of surplus totalling ¥5,749 million, we posted profit attributable to owners of parent of ¥4,885 million.

(3) Explanation of Consolidated Financial Results Forecast and Other Forward-looking Information

Regarding the Group's consolidated financial results forecast for the fiscal year ending 31 December 2026, there is no change from the consolidated financial results forecast released on 13 May 2026.

2. Semi-annual Consolidated Financial Statements and Principal Notes

(1) Semi-annual Consolidated Balance Sheets

(Million yen)

	As of 31 December 2025	As of 30 June 2026
Assets		
Current assets		
Cash and deposits	23,312	20,632
Accounts receivable - trade	2,578	3,612
Electronically recorded monetary claims - operating	–	5
Supplies	7	0
Prepaid expenses	482	965
Other	416	183
Allowance for doubtful accounts	(7)	(16)
Total current assets	26,790	25,383
Non-current assets		
Property, plant and equipment		
Buildings	565	630
Accumulated depreciation	(314)	(325)
Buildings, net	250	304
Machinery and equipment	151	186
Accumulated depreciation	(71)	(85)
Machinery and equipment, net	79	100
Tools, furniture and fixtures	448	519
Accumulated depreciation	(325)	(356)
Tools, furniture and fixtures, net	122	163
Leased assets	–	482
Accumulated depreciation	–	(345)
Leased assets, net	–	137
Construction in progress	28	–
Other	468	–
Accumulated depreciation	(293)	–
Other, net	174	–
Total property, plant and equipment	656	705
Intangible assets		
Software	410	417
Software in progress	345	353
Total intangible assets	756	771
Investments and other assets		
Lease and guarantee deposits	1,356	1,790
Claims provable in bankruptcy, claims provable in rehabilitation and other	10	10
Long-term prepaid expenses	36	100
Deferred tax assets	1,299	1,250
Long-term accounts receivable - other	3	3
Other	0	0
Allowance for doubtful accounts	(14)	(14)
Total investments and other assets	2,692	3,141
Total non-current assets	4,105	4,618
Total assets	30,895	30,001

(Million yen)

	As of 31 December 2025	As of 30 June 2026
Liabilities		
Current liabilities		
Lease obligations	–	191
Accounts payable - other	779	537
Accrued expenses	3,409	3,207
Income taxes payable	1,822	2,354
Accrued consumption taxes	1,092	811
Deposits received	431	407
Unearned revenue	39	49
Provision for bonuses	27	118
Provision for bonuses for directors (and other officers)	130	97
Provision for stocks payment	287	189
Refund liabilities	80	80
Other	259	54
Total current liabilities	8,359	8,100
Non-current liabilities		
Lease obligations	–	51
Other	190	32
Total non-current liabilities	190	84
Total liabilities	8,549	8,184
Net assets		
Shareholders' equity		
Capital stock	672	672
Capital surplus	1,640	1,663
Retained earnings	23,949	23,084
Treasury shares	(4,348)	(4,060)
Total shareholders' equity	21,913	21,359
Accumulated other comprehensive income		
Foreign currency translation adjustment	431	457
Total accumulated other comprehensive income	431	457
Total net assets	22,345	21,817
Total liabilities and net assets	30,895	30,001

(2) Semi-annual Consolidated Statements of Income and Comprehensive Income

Semi-annual Consolidated Statements of Income

(Million yen)

	For the six months ended 30 June 2025	For the six months ended 30 June 2026
Net sales	23,247	25,812
Cost of sales	1,708	1,754
Gross profit	21,538	24,058
Selling, general and administrative expenses		
Remuneration for directors (and other officers)	303	279
Salaries and allowances	8,514	9,460
Legal welfare expenses	1,186	1,328
Retirement benefit expenses	250	276
Provision for bonuses	115	118
Provision for bonuses for directors (and other officers)	93	97
Provision for share awards	140	147
Provision of allowance for doubtful accounts	9	9
Rent expenses on land and buildings	773	900
Depreciation	190	263
Amortization of goodwill	11	–
Advertising expenses	1,318	1,235
Other	2,390	2,833
Total selling, general and administrative expenses	15,299	16,951
Operating income	6,238	7,106
Non-operating income		
Interest income	8	43
Other	14	13
Total non-operating income	23	56
Non-operating expenses		
Interest expenses	7	7
Foreign exchange losses	5	10
Other	0	3
Total non-operating expenses	14	21
Ordinary income	6,247	7,141
Extraordinary losses		
Loss on retirement of non-current assets	1	1
Total extraordinary losses	1	1
Profit before income taxes	6,246	7,140
Income taxes - current	1,919	2,205
Income taxes - deferred	56	49
Total income taxes	1,975	2,254
Profit	4,270	4,885
Profit attributable to owners of parent	4,270	4,885

Semi-annual Consolidated Statements of Comprehensive Income

(Million yen)

	For the six months ended 30 June 2025	For the six months ended 30 June 2026
Profit	4,270	4,885
Other comprehensive income		
Foreign currency translation adjustment	(30)	25
Total other comprehensive income	(30)	25
Comprehensive income	4,240	4,911
Comprehensive income attributable to		
Comprehensive income attributable to owners of parent	4,240	4,911
Comprehensive income attributable to non-controlling interests	–	–

(3) Notes to Semi-annual Consolidated Financial Statements

(Notes on going concern assumption)

Not applicable.

(Notes in case of significant changes in shareholders' equity)

Not applicable.

(Accounting methods adopted particularly for the preparation of semi-annual consolidated financial statements)

The Company calculates the tax expenses of some of its subsidiaries in the semi-annual consolidated financial statements by reasonably estimating the effective tax rate after applying tax effect accounting to profit before income taxes for the fiscal year that includes the six months ended 30 June 2026, and by multiplying the profit before income taxes by the estimated effective tax rate.

(Segment information, etc.)

[Segment information]

For the six months ended 30 June 2025 (from 1 January 2025 to 30 June 2025)

1. Information on net sales and profit (loss) by reportable segment, and information on disaggregation of revenue

(Million yen)

	Reportable segment			Segment total	Adjustment	Total
	Domestic Recruitment Business	Domestic Job Offer Advertising Business	Overseas Business			
Net sales						
Performance obligations satisfied at a point in time	20,615	188	1,181	21,986	–	21,986
Performance obligations satisfied over time	532	17	711	1,261	–	1,261
Revenue from contracts with customers	21,147	206	1,893	23,247	–	23,247
Net sales to outside customers	21,147	206	1,893	23,247	–	23,247
Intersegment net sales or transfers	11	20	10	41	(41)	–
Total	21,159	227	1,903	23,289	(41)	23,247
Segment profit	6,095	50	99	6,246	–	6,246

(Notes) 1. Segment profit is consistent with the profit before income taxes in the semi-annual consolidated statements of income.

2. The figures for the Domestic Recruitment Business reportable segment include amortization of goodwill of ¥11 million.

For the six months ended 30 June 2026 (from 1 January 2026 to 30 June 2026)

1. Information on net sales and profit (loss) by reportable segment, and information on disaggregation of revenue

(Million yen)

	Reportable segment			Segment total	Adjustment	Total
	Domestic Recruitment Business	Domestic Job Offer Advertising Business	Overseas Business			
Net sales						
Performance obligations satisfied at a point in time	22,662	199	1,444	24,307	–	24,307
Performance obligations satisfied over time	705	28	771	1,505	–	1,505
Revenue from contracts with customers	23,367	228	2,216	25,812	–	25,812
Net sales to outside customers	23,367	228	2,216	25,812	–	25,812
Intersegment net sales or transfers	21	15	15	52	(52)	–
Total	23,388	244	2,231	25,865	(52)	25,812
Segment profit	6,910	82	146	7,140	–	7,140

(Note) Segment profit is consistent with the profit before income taxes in the semi-annual consolidated statements of income.

(Significant subsequent events)

At the meeting of its Board of Directors held on 12 August 2026, the Company authorized the repurchases of shares of its common stock pursuant to Article 156 of the Companies Act of Japan, as applied by replacing certain terms pursuant to Article 165, Paragraph 3 of the same Act, as well as the cancellation of shares of treasury stock pursuant to Article 178 of the Companies Act of Japan, as follows.

1. Reasons for the stock repurchases and cancellation of treasury shares
   The Company will repurchase its shares and cancel shares of treasury stock to improve capital efficiency and enhance shareholder returns by flexible capital policy according to business environment.

2. Details of the repurchases

(1) Class of shares to be repurchased:	Common stock of the Company
(2) Total number of shares to be repurchased:	Up to 3,000,000 shares (Ratio to the number of outstanding shares: 1.89%)
(3) Aggregate repurchase amount:	Up to 3.5 billion yen
(4) Period of repurchases:	13 August 2026 – 31 December 2026
(5) Method of repurchases:	Market purchases at the Tokyo Stock Exchange based on a discretionary trading contract

3. Details of the cancellation

(1) Class of shares to be cancelled:	Common stock of the Company
(2) Number of shares to be cancelled*1:	Total of all the shares repurchased in above 2 and the number of shares of treasury stock held as of the cancellation date excluding the number of shares that are expected to be used for granting restricted stock compensation or other purposes in the future
(3) Scheduled cancellation date:	End of December 2026

*1 The number of shares to be cancelled will be announced separately after the completion of stock repurchases described in above 2.

(For reference) Number of shares of treasury stock as of 30 June 2026

Number of outstanding shares:	158,914,131 shares
Number of shares of treasury stock*2:	6,643,069 shares

*2 The number of shares of treasury stock includes 857,641 shares held by the ESOP trust.