TRANSLATION for Reference Purposes Only

Notice Concerning Acquisition and Cancellation of Treasury Shares

(Acquisition of treasury shares pursuant to Article 165, Paragraph 2 of Japanese Companies Act, and cancellation of treasury shares pursuant to Article 178 of Japanese Companies Act)

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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JAC Recruitment Co., Ltd. (the "Company") hereby announces that its Board of Directors, at a meeting held on 12 August 2026, resolved to determine the matters relating to the acquisition of treasury shares pursuant to the provisions of Article 156 of Japanese Companies Act, as applied by replacing certain terms pursuant to Article 165, Paragraph 3 of the same Act, and the cancellation of treasury shares pursuant to Article 178 of Japanese Companies Act, as described below.

1. Reason for acquisition and cancellation of treasury shares

The Company will acquire and cancel treasury shares to enable the implementation of a flexible capital policy in response to changes in the business environment, improve capital efficiency and enhance shareholder returns.

2. Details of acquisition

(1) Class of shares to be acquired	Common shares of the Company
(2) Total number of shares to be acquired	Up to 3,000,000 shares (1.89% of total number of issued shares, excluding treasury shares)
(3) Total acquisition cost	Up to 3,500,000,000 yen
(4) Acquisition period	From 13 August 2026 to 31 December 2026
(5) Method of acquisition	Market purchases on the Tokyo Stock Exchange under a discretionary trading agreement

3. Details of cancellation

(1) Class of shares to be cancelled	Common shares of the Company
(2) Number of shares to be cancelled*1	All treasury shares acquired pursuant to 2. above, together with treasury shares held as of the cancellation date, excluding shares expected to be disposed of in the future, including those to be granted as restricted share-based remuneration
(3) Scheduled date of cancellation	End of December 2026

*1 The number of shares to be cancelled will be announced separately after the acquisition of treasury shares described in 2. above has been completed.

(Reference) Status of treasury shares held as of 30 June 2026

Total number of issued shares (excluding treasury shares)	158,914,131 shares
Number of treasury shares*2	6,643,069 shares

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

End