TRANSLATION for Reference Purposes Only

Notice Concerning Cancellation of Treasury Shares

(Cancellation of treasury shares pursuant to Article 178 of Japanese Companies Act)

13 November 2026

Company name: JAC Recruitment Co., Ltd.
Stock exchange listing: Tokyo Stock Exchange
Code number: 2124
URL: https://ir.jac-recruitment.jp/en/investors.html
Representative: Hiromi Tazaki, Executive Director, Chairman, and CEO
Inquiries: Tetsuya Akutsu, Senior Director, Head of Administration, and CFO
Phone: +81-3-5259-6926

JAC Recruitment Co., Ltd. (the "Company") hereby announces that its Board of Directors, at the meeting held on 13 November 2026, resolved to cancel treasury shares pursuant to Article 178 of Japanese Companies Act, as described below.

This resolution concerns the cancellation of treasury shares described in the "Notice Concerning Acquisition and Cancellation of Treasury Shares" disclosed on 12 August 2026.

1. Class of shares to be cancelled: Common shares of the Company
2. Total number of shares to be cancelled: 6,500,000 shares
   (3.9% of the total number of issued shares before this cancellation)
3. Date of cancellation: 30 November 2026

(Reference)

(1) Status of shares after this cancellation

Total number of issued shares: 159,057,200 shares

(2) Breakdown of treasury shares to be cancelled

a) Treasury shares acquired pursuant to the resolution of the Board of Directors meeting held on 12 August 2026: 3,000,000 shares

b) Treasury shares, excluding those to be disposed of, such as grants of restricted share-based remuneration: 3,500,000 shares

(Note) For details, please refer to the "Notice Concerning Acquisition and Cancellation of Treasury Shares" disclosed on 12 August 2026 and the "Notice Concerning the Status and Completion of the Acquisition of Treasury Shares" disclosed on 22 October 2026.

End of Notice