TRANSLATION for Reference Purposes Only, Japanese Version Prevails

Monthly Data of Consolidated Net Sales and Related Results for the Nine Months Ended 30 September 2026 (Domestic Recruitment Business)

13 November 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 nine months ended 30 September 2026 (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.

Monthly Data of Consolidated Net Sales and Related Results for the Nine Months Ended 30 September 2026 (Domestic Recruitment Business)

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JAC Recruitment Co., Ltd.

Monthly Data of Consolidated Net Sales and Related Results for the Nine Months Ended 30 September 2026 (Domestic Recruitment Business)

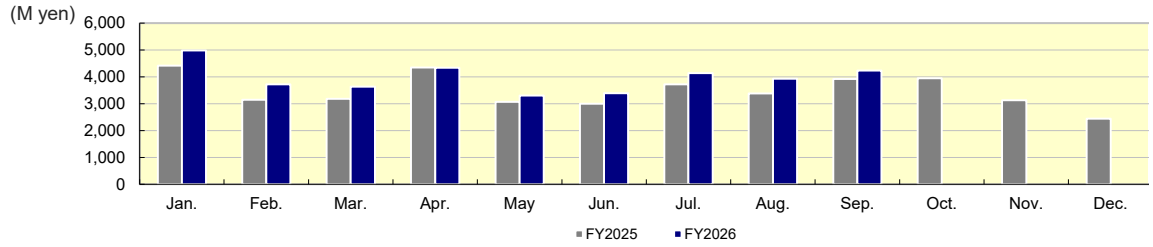
13 November 2026

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.

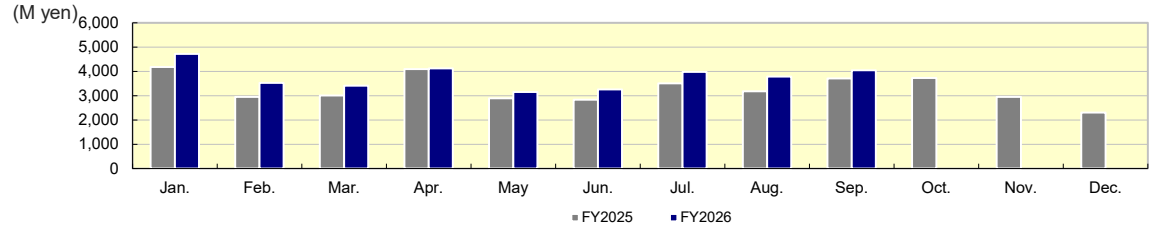


CNS (M yen)	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
FY2025	4,420	3,144	3,178	4,347	3,065	2,996	3,718	3,380	3,918	3,944	3,126	2,444
FY2026	4,984	3,722	3,630	4,341	3,300	3,393	4,136	3,926	4,235			
YOY	12.8%	18.4%	14.3%	-0.1%	7.7%	13.2%	11.3%	16.1%	8.1%			

2. CGP (Monthly)

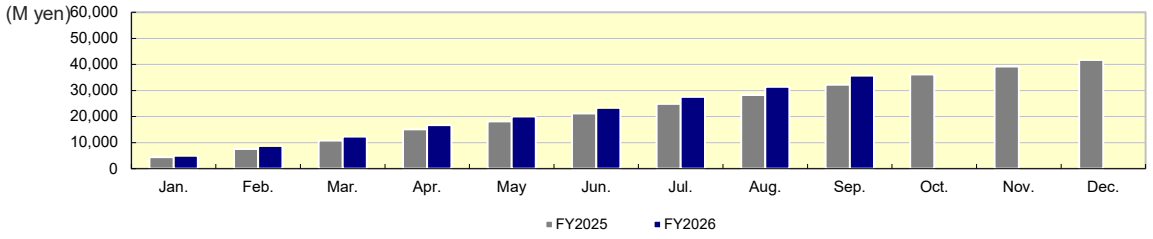
*These CGP results are outside the scope of audit procedures by a certified public accountant or an audit firm.

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



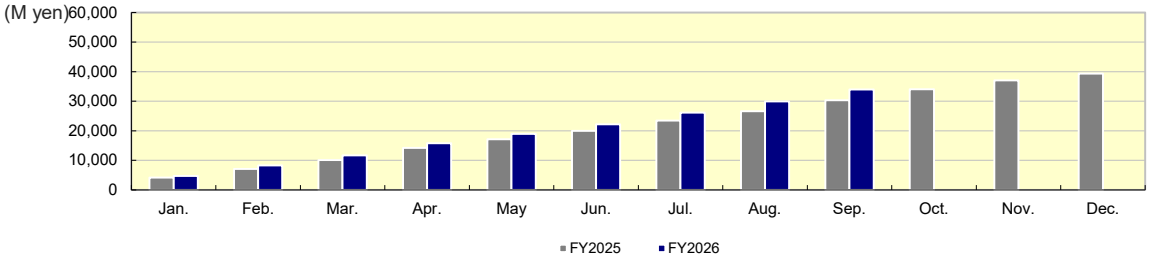
CGP (M yen)	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
FY2025	4,181	2,953	3,004	4,089	2,890	2,834	3,511	3,180	3,708	3,725	2,945	2,307
FY2026	4,721	3,528	3,408	4,122	3,151	3,254	3,975	3,781	4,050			
YOY	12.9%	19.5%	13.4%	0.8%	9.0%	14.8%	13.2%	18.9%	9.2%			

3. CNS (Cumulative)



CNS (M yen)	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
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
FY2026	4,984	8,706	12,337	16,678	19,979	23,372	27,509	31,435	35,670			
YOY	12.8%	15.1%	14.8%	10.5%	10.0%	10.5%	10.6%	11.3%	10.9%			

4. CGP (Cumulative)



CGP (M yen)	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
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
FY2026	4,721	8,249	11,658	15,780	18,932	22,186	26,162	29,944	33,994			
YOY	12.9%	15.6%	15.0%	10.9%	10.6%	11.2%	11.5%	12.4%	12.0%			

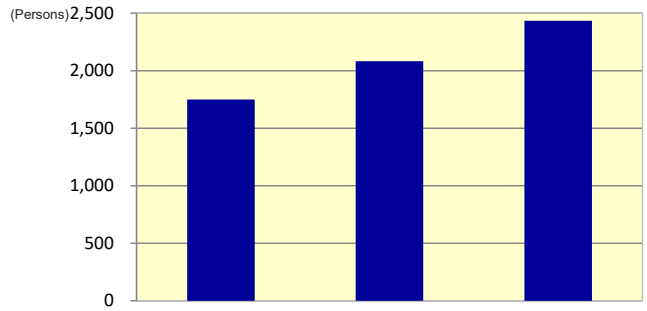
JAC Recruitment Co., Ltd.

Monthly Data of Consolidated Net Sales and Related Results for the Nine Months Ended 30 September 2026 (Domestic Recruitment Business)

13 November 2026

Related Results

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



No. of Employees	31 Dec. 2024	31 Dec. 2025	30 Sep. 2026
No. of Employees	1,749	2,082	2,433
No. of Consultants	1,421	1,722	2,029
Ratio of Consultants	81%	83%	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)

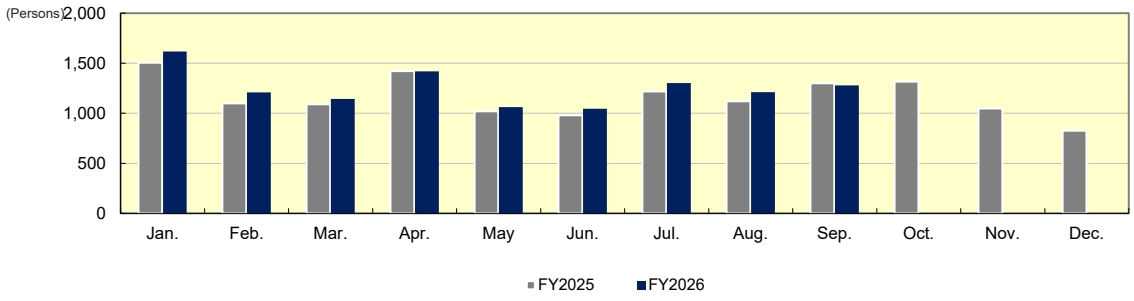
No. of Employees	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
FY2025	1,773	1,788	1,803	1,968	1,994	2,027	2,042	2,050	2,053	2,070	2,083	2,082
FY2026	2,104	2,106	2,118	2,378	2,388	2,407	2,431	2,425	2,433			
YOY	18.7%	17.8%	17.5%	20.8%	19.8%	18.7%	19.0%	18.3%	18.5%			

3. Number of Consultants - Monthly Trend (Consolidated)

No. of Consultants	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
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
FY2026	1,740	1,748	1,771	2,009	2,016	2,023	2,030	2,031	2,029			
YOY	19.8%	19.2%	20.1%	22.4%	21.8%	19.7%	19.0%	19.1%	18.0%			

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

*This number is the number of persons who have 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.
FY2025	1,505	1,099	1,089	1,422	1,020	979	1,219	1,121	1,299	1,317	1,047	825
FY2026	1,617	1,208	1,144	1,418	1,061	1,046	1,302	1,211	1,278			
YOY	7.4%	9.9%	5.1%	-0.3%	4.0%	6.8%	6.8%	8.0%	-1.6%			