



4 Jun. 2025

Company name: JAC Recruitment Co., Ltd.
Stock exchange listing: Tokyo Stock Exchange
Code number: 2124
Representative: Hiromi Tazaki, Co-Founder, Executive Director, Chairman & CEO
Inquiries: Toshihiko Okino, Executive Director, Head of Administration & CFO
Phone: +81-3-5259-6926

Completion of Payment for Disposal of Treasury Stock as Employees' Incentive Plan

We hereby notice that we have completed the payment procedures for the disposal of treasury stock as employees' incentive plan resolved at our Board of Directors meeting held on 14 May 2025, as follows. For more information on this matter, please refer to "Disposal of Treasury Stock as Employees' Incentive Plan" disclosed on 14 May 2025, and "Determination of disposal price, etc. of treasury stock regarding Employees' Incentive Plan" disclosed on 22 May 2025.

*Outline of this Disposal

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| (1) Disposal date | 4 Jun. 2025 |
| (2) Type and number of shares to be disposed of | Our common stock 300,000shares |
| (3) Disposal price | 903yen per share |
| (4) Total disposal amount | 270,900,000yen |
| (5) Destination for disposal | The Master Trust Bank of Japan, Ltd. (Stock-granted ESOP trust account) |

End of Notice