

## Notice Concerning Revision of Financial Forecasts



August 9, 2024

Company name: JAC Recruitment Co., Ltd.  
Stock exchange listing: Tokyo Stock Exchange  
Code number: 2124  
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We announced today that we have decided to revise the financial forecast for the fiscal year ending December 2024 (from January 1, 2024 to December 31, 2024) which was originally announced on May 15, 2024, as follows.

### (1) Details of the revision

Revision of the consolidated financial forecast for the entire fiscal year ending December 2024  
(from January 1, 2024 to December 31, 2024)

	Net Sales	Operating Income	Ordinary Income	Profit Attributable to Owners of Parent	Earnings per Share
Previously announced forecast (A)	million yen 40,042	million yen 9,450	million yen 9,453	million yen 6,800	yen 42.62
This announcement forecast(B)	39,000	8,800	8,800	6,000	37.50
Increase/decrease amount (B-A)	(1,042)	(650)	(653)	(800)	
Rate of change (%)	(2.6)	(6.9)	(6.9)	(11.8)	
(Reference) Previous period results (Fiscal year ending December 2023)	34,475	8,215	8,209	5,978	37.42

### (2) Reasons for the revision

Regarding the Group's consolidated financial results for the six months ended June 30, 2024, net sales, operating income, ordinary income and profit attributable to owners of parent all fell below the consolidated financial results forecast for the first-half (cumulative) period of the fiscal year ending December 31, 2024 in the Consolidated Financial Results for the Three Months Ended March 31, 2024 [Japanese GAAP] released on May 15, 2024. This is mainly because, in the Domestic Recruitment Business, the mobility of human resources stagnated as pay increases led to better compensation packages, and as employee retention measures progressed, particularly among large companies. Thus, the number of people who changed jobs through the Group's recruiting services was lower than expected during the period under review. Given how the business is progressing and placements are being concluded at present, a deviation from the full-year consolidated financial results forecast for the current fiscal year is expected in the second half of the current fiscal year. For this reason, we have revised the full-year consolidated financial results forecast for the current fiscal year.

Meanwhile, the mobility of middle- and high-class human resources, the core target of our business, is expected to remain robust with no significant changes. Thus, we are proceeding with the hiring of consultants as an investment for the future in line with the planned at the beginning of the period, and have not revised the dividend forecast.

**(Note) 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.**

End of notice