



Results Briefing 1Q of FY2022

JAC Recruitment Co., Ltd.

13 May 2022

<https://corp.jac-recruitment.jp>

Strong growth following FY2021

Revenue and earnings rise to a record high

(Million yen)

	1Q FY2021	1Q FY2022	Change in pct.
Revenue	5,942	7,471	+25.7%
Gross profit	5,513	6,876	+24.7%
Ordinary income	1,800	2,319	+28.9%
Profit attributable to owners of parent	1,199	1,638	+36.6%

Domestic Recruitment: Revenue and earnings rise to a record high Overseas & Domestic Job Offer Advertising: Improving

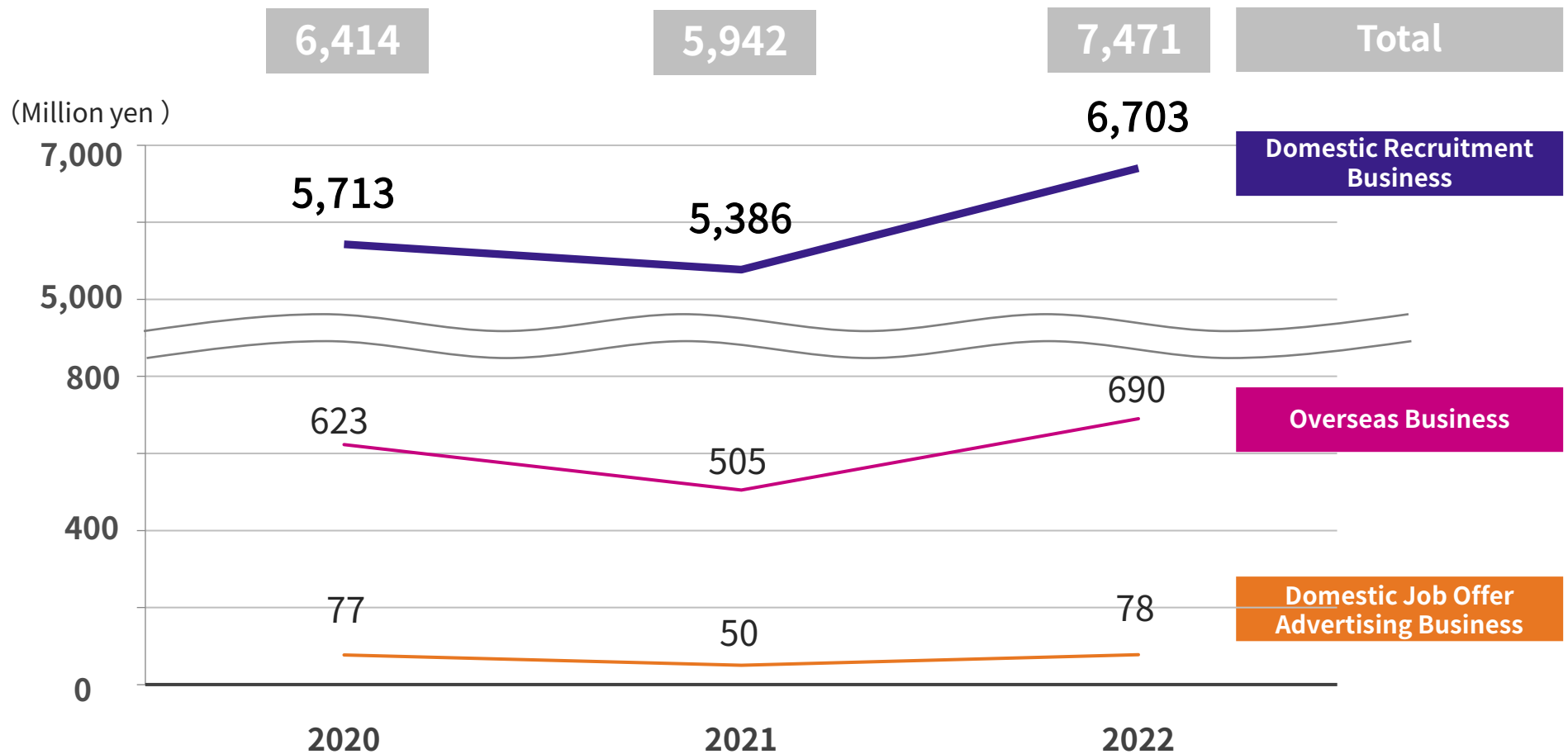
(Million yen)

Segment revenue	1Q FY2021	1Q FY2022	Change in pct.
Domestic Recruitment Business	5,386	6,703	+24.4%
Overseas Business	505	690	+36.6%
Domestic Job Offer Advertising Business	50	78	+54.7%
Segment profit (loss)	1Q FY2021	1Q FY2022	Change in pct.
Domestic Recruitment Business	1,862	2,300	+23.5%
Overseas Business	-43	22	—
Domestic Job Offer Advertising Business	-18	-3	—

Three-year Business Segment Sales

In all segments, revenue is up from 1Q of 2021, and exceeds 1Q of 2020

*Segment Revenue



Overview of each segment

Domestic Recruitment Business

- *Active job openings-to-applicants ratio remained firm, with strong appetite except for specific industries
- *formulating the "JAC Standard" service-provided code of conduct (Applied to all, created an overview of guidance and handbook for each hierarchy)
- *Expansion of investment in advertising to raise awareness and recruit job seekers, including in the mass media (Scheduled to begin airing TVCM in May)
- *Further strengthen recruitment of consultants (Establishment and increase of recruitment departments, and increase of related budget)

Overseas Business

- *Recovery in Singapore, Malaysia, Korea, UK, and Germany.
- *On the other hand, lockdowns by COVID-19 still affected some Asian countries such as China

Domestic Job Offer Advertising Business

- *Steady recovery in monthly sales by shifting to contingent fee-based products; surplus on a single-month basis in March

Financial strength remains high with an equity ratio of 76.1%

(Million yen, %)

Item	End of Dec. 2021		End of Mar. 2022		Change
	Amount	%	Amount	%	
Current assets	15,242	80.5	12,546	79.0	-2,696
Cash and depos	12,932	68.3	9,810	61.8	-3,122
Accounts receivable - trade	1,800	9.5	2,179	13.7	+379
Non-current assets	3,693	19.5	3,326	21.0	-367
Property, plant and equipment	418	2.2	443	2.8	+25
Intangible assets	1,617	8.5	1,574	9.9	-43
Investments and other assets	1,657	8.8	1,309	8.3	-348
Total assets	18,935	100.0	15,873	100.0	-3,062
Current liabilities	5,424	28.6	3,617	22.8	-1,807
Non-current liabilities	145	0.8	170	1.1	+25
Total liabilities	5,569	29.4	3,787	23.9	-1,782
Total net assets	13,365	70.6	12,085	76.1	-1,280
Total liabilities and net assets	18,935	100.0	15,873	100.0	-3,062

No change from the forecast released on February 15, 2022

	2021	2022 Forecast	Vs. 2021	Change in pct.
Revenue	24,852	28,556	+3,704	+14.9%
Gross profit	23,004	26,070	+3,066	+13.3%
Operating income	5,822	6,199	+377	+6.5%
Ordinary income	5,813	6,185	+372	+6.4%
Profit attributable to owners of parent	3,882	4,138	+256	+6.6%

Assumptions used for this forecast

- *Business climate: Only limited effects of the Covid-19 and The Russian-Ukrainian crisis
- *Increase in consultant recruiting activities and same turnover rate as in 2021
- *Productivity per consultant is also assumed to be the same as in 2021
- *Increase of about 50% from 2021 in the budget for advertising to register job seekers

No change from the forecast released on February 15, 2022

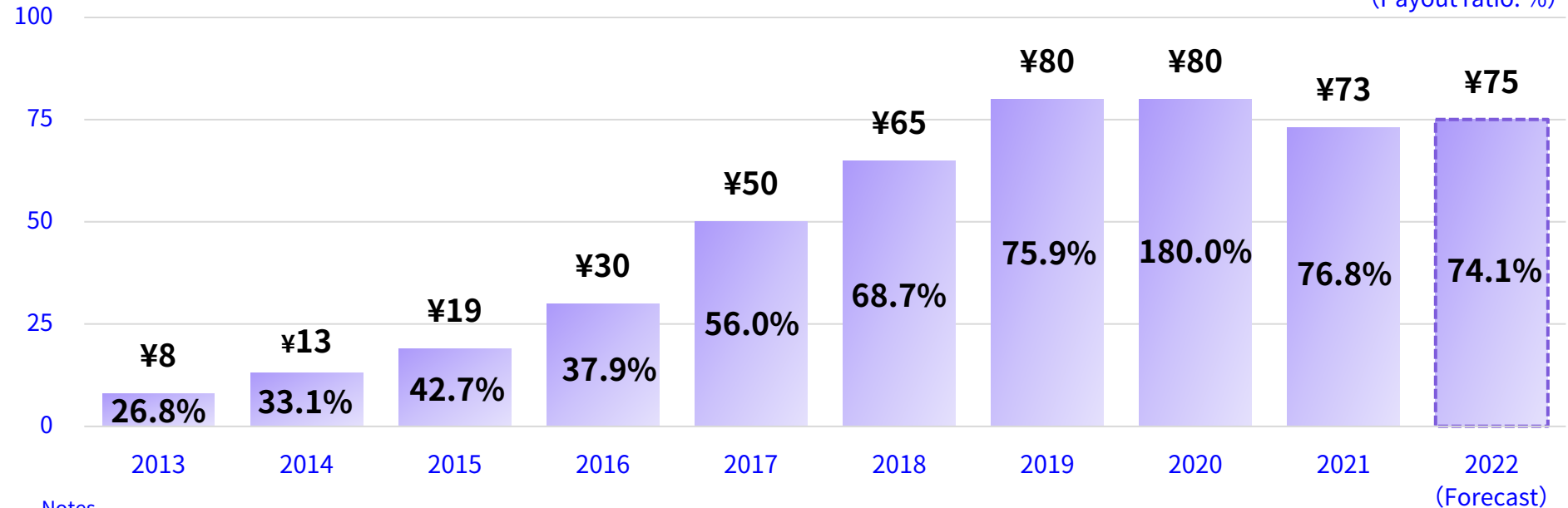
Basic Policy for Dividends

Proper balance between investments and shareholder distributions

*Dividends Per Share and Payout Ratio

(Dividends: Yen)

(Payout ratio: %)



Notes

1. The 2013 and 2014 dividends per share have been adjusted to reflect the stock split.
2. Payout ratios since 2015 include shares held by the employee stock ownership plan.

Precautions and Contact Information

This presentation contains information about the businesses of JAC Recruitment Co., Ltd. and trends in the recruitment services industry. Information also includes forward-looking statements based on current plans, estimates, expectations and forecasts of JAC Recruitment.

These forward-looking statements incorporate many risk factors and uncertainties. Known or not yet known risk factors, uncertainties or other items may cause actual performance to differ from these forward-looking statements. JAC Recruitment is unable to guarantee that forward-looking statements and forecasts are correct. Consequently, actual results of operations may differ significantly from these statements and may be even worse.

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Please use the following contact information for questions about the information in this presentation.

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