



Results Briefing 3Q of FY2022

JAC Recruitment Co., Ltd.

11 Nov. 2022

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

Strong growth following favourable market and increasing consultants Revenue and earnings rise to a record high

(Million yen)

| | 3Q FY2021 | 3Q FY2022 | Change in pct. |
|--|---------------|---------------|-------------------|
| Revenue | 18,568 | 22,918 | +23.4% |
| Gross profit | 17,214 | 21,140 | +22.8% |
| Ordinary income | 5,074 | 6,013 | +18.5% |
| Profit attributable to owners of parent | 3,384 | 4,276 | +26.3% |

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

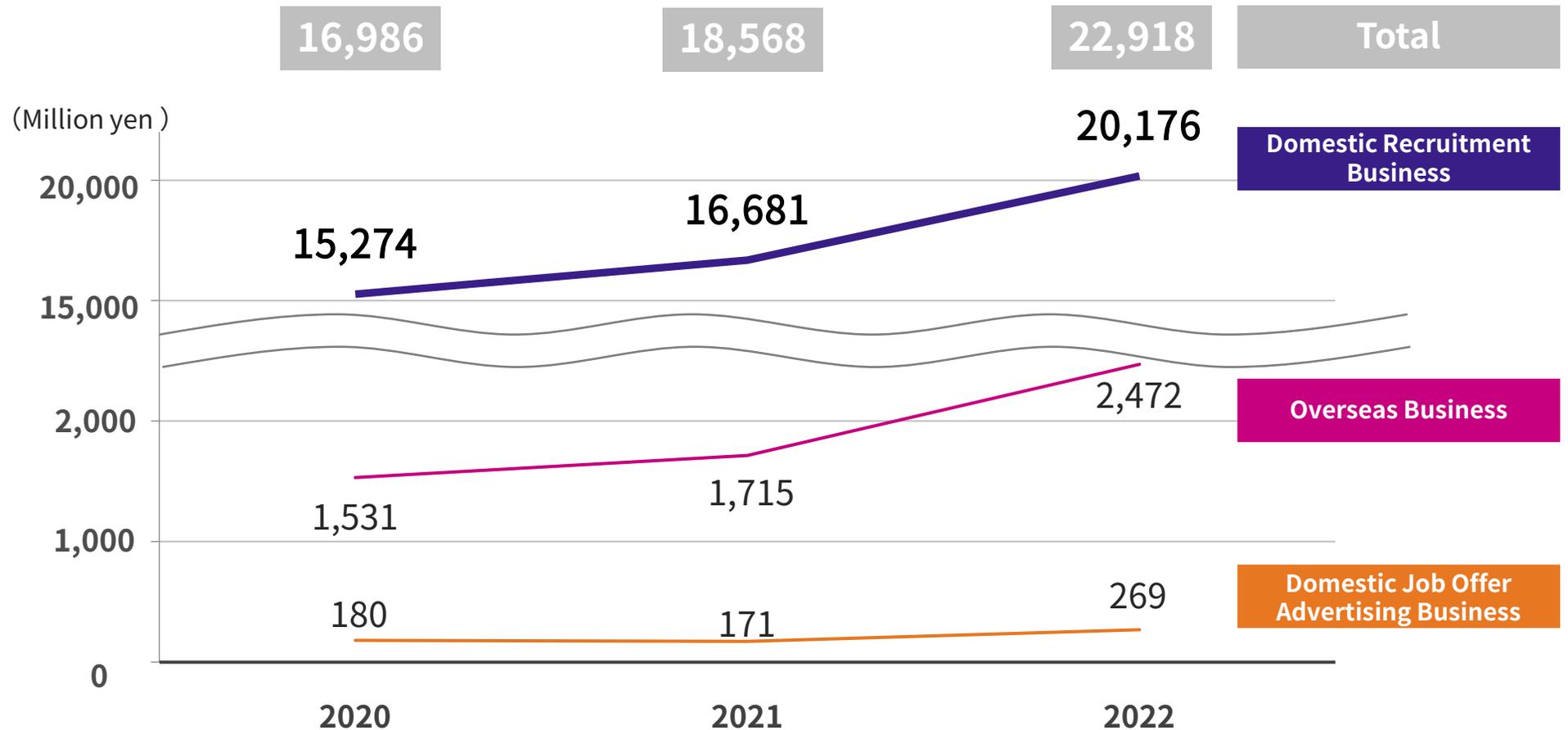
(Million yen)

| Segment revenue | 3Q FY2021 | 3Q FY2022 | Change in pct. |
|---|--------------|--------------|-------------------|
| Domestic Recruitment Business | 16,681 | 20,176 | +21.0% |
| Overseas Business | 1,715 | 2,472 | +44.1% |
| Domestic Job Offer Advertising Business | 171 | 269 | +57.6% |
| Segment profit (loss) | 3Q FY2021 | 3Q FY2022 | Change in pct. |
| Domestic Recruitment Business | 5,124 | 5,844 | +14.0% |
| Overseas Business | △22 | 108 | — |
| Domestic Job Offer Advertising Business | △63 | 31 | — |

Three-year Business Segment Sales

In all segments, revenue is favorably increasing (Cumulative 3Q)

*Segment Revenue



Overview of each segment (Cumulative 3Q)

Domestic Recruitment Business

- *Active job openings-to-applicants ratio remained firm, with strong appetite, though world economy trend is becoming unstable
- *Recruitment of consultant is favorable, more than 20 join every month
- *Continued investment in advertising to raise awareness and recruit job seekers, including in the mass media (TVCM and transit ad)
- *Dedicated to capture human resources in the digital tech field, who are now in high demand (participating in the IDEACTIVE JAPAN PROJECT, a business idea competition and hackathon event)

Overseas Business

- *Recovery in Singapore, Malaysia, UK, and Germany.
- *On the other hand, China being still affected by the prolonged “zero-COVID policy”

Domestic Job Offer Advertising Business

- *Surplus in Cumulative 3Q by shifting to contingent fee-based products

Financial strength remains high with an equity ratio of 77.1%

(Million yen, %)

| Item | End of Dec. 2021 | | End of Sep. 2022 | | Change |
|---|------------------|--------------|------------------|--------------|---------------|
| | Amount | % | Amount | % | |
| Current assets | 15,242 | 80.5 | 15,528 | 80.3 | +286 |
| Cash and depos | 12,932 | 68.3 | 12,186 | 63.0 | △746 |
| Accounts receivable - trade | 1,800 | 9.5 | 2,790 | 14.4 | +990 |
| Non-current assets | 3,693 | 19.5 | 3,800 | 19.7 | +107 |
| Property, plant and equipment | 418 | 2.2 | 751 | 3.9 | +333 |
| Intangible assets | 1,617 | 8.5 | 1,580 | 8.2 | △37 |
| Investments and other assets | 1,657 | 8.8 | 1,468 | 7.6 | △189 |
| Total assets | 18,935 | 100.0 | 19,328 | 100.0 | +393 |
| Current liabilities | 5,424 | 28.6 | 4,052 | 21.0 | △1,372 |
| Non-current liabilities | 145 | 0.8 | 382 | 2.0 | +237 |
| Total liabilities | 5,569 | 29.4 | 4,435 | 22.9 | △1,134 |
| Total net assets | 13,365 | 70.6 | 14,893 | 77.1 | +1,528 |
| Total liabilities and net assets | 18,935 | 100.0 | 19,328 | 100.0 | +393 |

Upward revision from initial forecast

| | 2021 | 2022 Forecast | Vs. 2021 | Change in pct. |
|---|--------|---------------|----------|----------------|
| Revenue | 24,852 | 30,430 | +5,578 | +22.4% |
| Gross profit | 23,004 | 28,050 | +5,046 | +21.9% |
| Operating income | 5,822 | 7,030 | +1,208 | +20.7% |
| Ordinary income | 5,813 | 7,040 | +1,227 | +21.1% |
| Profit attributable to owners of parent | 3,882 | 4,870 | +988 | +25.5% |

*Reasons of revision

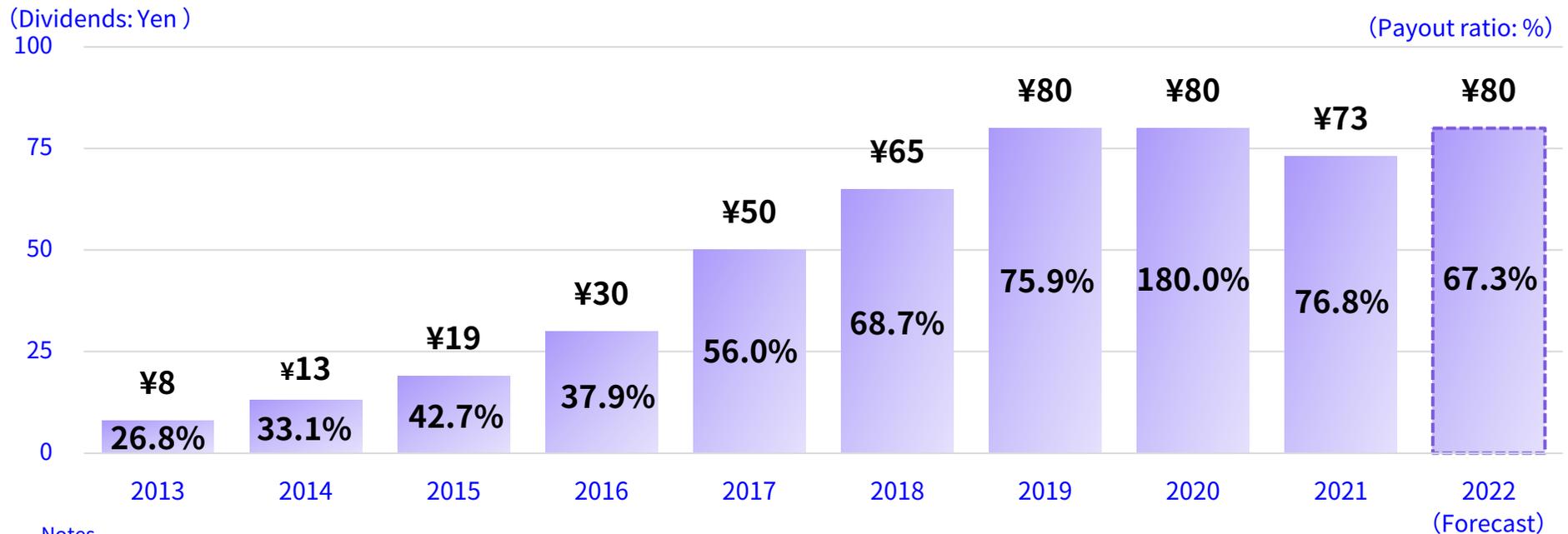
- *achievements resulted in greater progress mainly because of the favorable performance of Domestic Recruitment Business
- *Estimates of October to December net sales are also expected to remain firm
- *SG&A expenses have increased, but the favorable results compensated for these

Upward revision from initial forecast (¥75 ⇒ ¥80)

*Reasons of revision

considering the prospect of an upturn and the overall dividend payout ratio

*Dividends Per Share and 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.

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

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