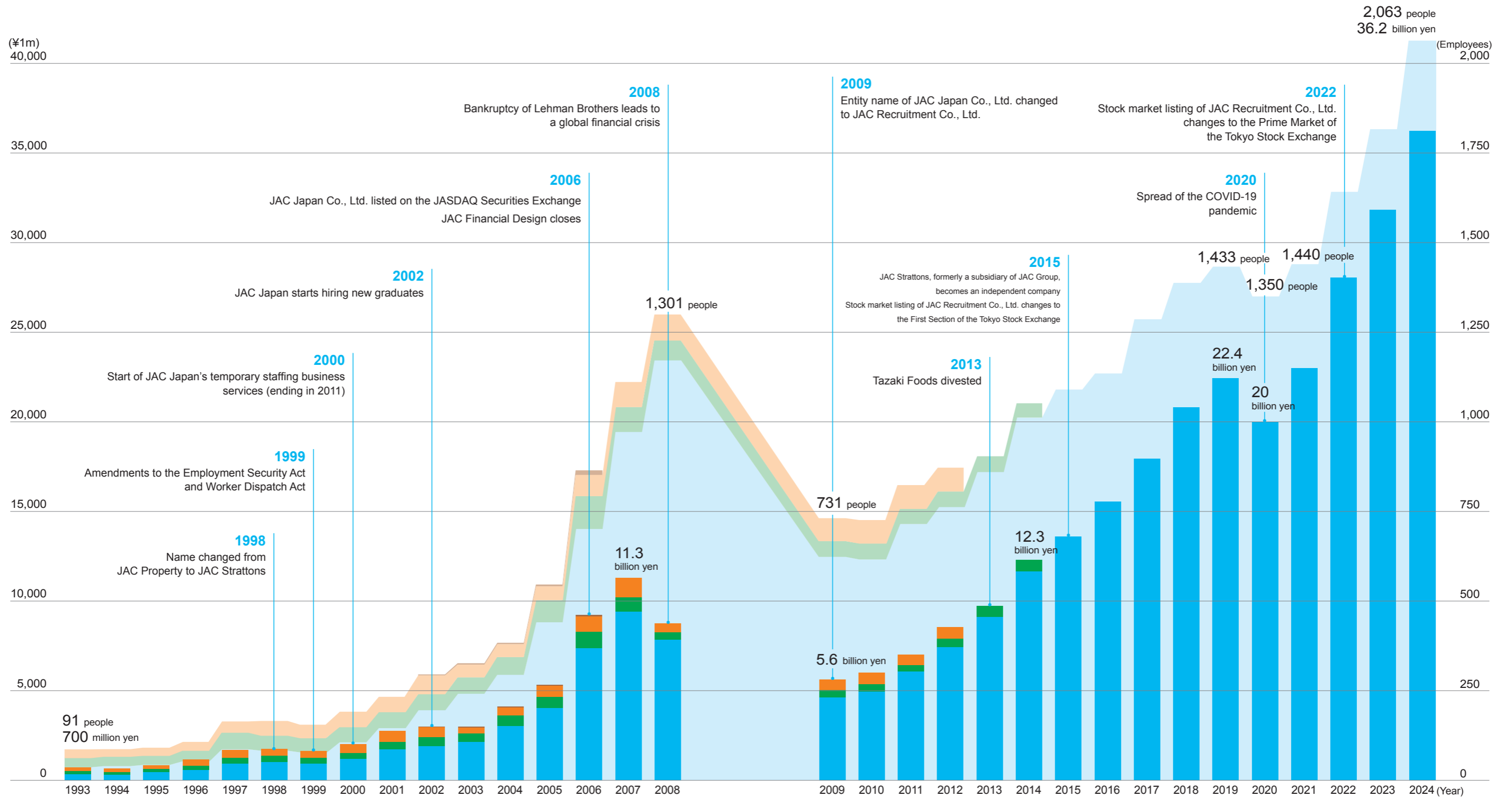


■ Trends in gross profit (GP) and number of employees (consolidated)



(Legend)

- Recruitment business (gross profit)
- JAC Strattons (gross profit)
- Tazaki Foods (gross profit)
- JAC Financial Design (gross profit)
- Recruitment business (number of employees)
- JAC Strattons (number of employees)
- Tazaki Foods (number of employees)
- JAC Financial Design (number of employees)

**"Number of employees" represents the numbers of permanent full-time employees (consolidated).
 *The performance for JAC Strattons covers up to 2014, since the company (formerly a Group subsidiary) became independent from 2015 and was divested in 2017.
 *The performance of Tazaki Foods covers up to 2012, since the company was divested in 2013.
 *The performance of JAC Financial Design covers from 2002 to 2006, which was the company's operational period.