

# 50 Years History of

JAC Group has a very unusual background as a Japanese company which started in the UK and then “reverse-migrated” to Japan. Having originally been established in the UK, JAC then took a major step forward with the creation of its Japanese office (currently the Head Office) as part of its overseas expansion. Since this time, JAC has expanded its office network to countries across the globe based on the unique culture and knowledge that it has cultivated. As a result, it remains a global company that is truly one of a kind, and continues to grow today.



At the London Office with the accounting team



The Yokohama Office opening party

- 1975** Japan Agency & Consultancy initially established as part of T.Tazaki & Co. Ltd. in London by Tadayoshi Tazaki (founder)  
Operations begin from the residential real estate rental business and the recruitment business both aimed at supporting Japanese companies that were expanding overseas
- 1978** Tazaki Foods established, importing Japanese foods to the UK (Established in London; divested in 2013)
- 1981** Hiromi Tazaki, currently Co-Founder, Executive Director, Chairman & CEO, joins Tazaki Group (\*), whose head office is located in the UK. The company starts full-scale operations in the recruitment business
- 1987** Recruitment agent business and residential real estate rental business established in Singapore as JAC's first overseas office  
Negotiates with the government regarding the introduction of Japan's first-ever meal ticket system. Negotiations lead to the establishment of Barclay Vouchers in Japan (divested in 2007)
- 1988** JAC Japan established in Kojimachi, Chiyoda-ku, Tokyo as a recruitment business, serving as a branch for the UK business (currently JAC Recruitment)
- 1991** Hiromi Tazaki appointed as Managing Director of the Tazaki Group
- 1993** JAC Japan's Osaka Office opens
- 1994** JAC Recruitment Malaysia established
- 1998** Strattons bought up by the London Head Office; JAC Property's name changed to JAC Strattons. This firm expands as a comprehensive real estate company, whose operations included serving as an agency for residential rental and property sales, commercial real estate, property management, and financial services

## 1975

- 2000** Start of dispatch business services in Japan
- 2002** JAC Recruitment Indonesia established  
JAC Financial Design established, supplying various real estate loan products, primarily mortgages (Established in London; closes in 2006)  
JAC Japan's Kyoto Office and JAC Japan's Yokohama Office open respectively  
The first generation of new grads joins JAC Japan
- 2004** JAC Recruitment China established (closes in 2023)  
JAC Recruitment Thailand established  
JAC Japan's Nagoya Office opens
- 2005** The Head Office covering JAC Recruitment operations outside Japan relocated from the UK to Singapore. JAC Recruitment Asia established.  
The Japan Head Office relocated to Kanda Jimbocho, Chiyoda-ku, Tokyo (current location)
- 2006** JAC Japan Co., Ltd. becomes independent of JAC Group, and listed on the JASDAQ Securities Exchange independently  
JAC Japan's Fukuoka Office opens (closes in 2010; reopened in 2022)  
JAC Japan's Kobe Office opens
- 2009** Company name changed from JAC Japan Co., Ltd. to JAC Recruitment Co., Ltd.

## 2000

# JAC Group



Changed to the First Section of the Tokyo Stock Exchange

- 2010** Productivity, Profitability, Professional & International (PPP&I) set out as the company's management policy
- 2011** JAC Recruitment Korea established  
JAC Recruitment Hong Kong established (closes in 2023)  
JAC International established in Japan
- 2013** JAC Recruitment Vietnam established  
Acquires C.C. Consulting Co., Ltd. (currently CareerCross Co., Ltd.) as a wholly owned subsidiary
- 2014** JAC Recruitment India established
- 2015** Stock market listing changes to the First Section of the Tokyo Stock Exchange
- 2016** JAC Recruitment's Shizuoka Office opens  
Tadayoshi Tazaki establishes the Tazaki Foundation with private money
- 2017** JAC Recruitment's Chugoku Office opens (Hiroshima City)  
JAC Recruitment's Kita-Kanto Office opens (Saitama City)
- 2018** Acquires JAC Recruitment Asia Ltd. as a wholly owned subsidiary, resulting in the merger of all JAC operations globally
- 2019** JAC Recruitment Germany established

## 2010



At the JAC Malaysia YES Meeting

- 2020** VantagePoint acquired as a subsidiary (100% owned)  
Company name of JAC Recruitment Asia Ltd. changed to JAC Recruitment International Ltd.
- 2022** JAC Recruitment's Fukuoka Office opens (reopened)  
Transitions to the Prime Market of the Tokyo Stock Exchange  
Hiromi Tazaki establishes the JAC Environmental & Animal Protection Foundation with private money
- 2023** JAC Recruitment USA established  
C.C. Consulting Co., Ltd. changes its company name to CareerCross Co., Ltd.  
VantagePoint Executive Search US established  
JAC Recruitment's Tohoku Office opens (Sendai City)  
JAC Recruitment's Hamamatsu Office opens
- 2025** JAC celebrates its Golden Jubilee (50th anniversary of its foundation)

## 2020



At the JAC Indonesia YES Meeting

### Events Outside JAC

- 1985** The Equal Employment Opportunity Law (EEOL) proclaimed (comes in force on 1 April 1986)
- 1986** The Worker Dispatch Act comes into force
- 1993** The European Union (EU) formally established
- 1994** The New Labour Standards Act, centring on a transition to a 40-hour work week, comes into force
- 1995** The Great Hanshin-Awaji Earthquake strikes Kobe (magnitude 7.3)
- 1999** Amendments to the Employment Security Act and Worker Dispatch Act (liberalising practices in work types that are covered, as a basic principle)

- 2001** The September 11 terrorist attacks strike the United States, leaving over 3,000 people dead or missing
- 2002** Euro banknotes and coins begin to circulate in the EU as the new single currency
- 2003** The Act on the Protection of Personal Information enacted
- 2005** Expo 2005 Aichi, Japan held
- 2008** Lehman Brothers, the fourth largest investment bank on the US stock exchange, collapses, triggering a global financial crisis

- 2011** Japan struck by the Great East Japan Earthquake (magnitude 9.0), leaving more than 20,000 people dead or missing and causing an accident at Fukushima Daiichi Nuclear Power Plant
- 2015** Start of the My Number (Individual Number) system (start of designation of individual numbers)
- 2016** The Bank of Japan applies a negative interest for the first time in Japan  
Full liberalisation of Japan's retail electricity market
- 2019** Crown Prince Naruhito becomes the new emperor. The Reiwa Period begins.

- 2020** The first COVID-19 patients confirmed in Japan
- 2022** Russia launches its invasion of Ukraine

\* Includes Tazaki Foods, JAC Property and JAC Recruitment