

Strengthening the Global Brand

Expansion of JAC Group

Since 2010, three companies—JAC International Co., Ltd., CareerCross Co., Ltd., and VantagePoint K.K.—have joined JAC Group.

As JAC continues to reinforce its identity as a global brand, the company has brought under its umbrella a group of distinctive service providers that specialise in foreign companies and multilingual global human resources. This strategic alignment has further enriched the Group's overall service offerings.



Location: 1-105 Kanda Jimbocho, Chiyoda-ku, Tokyo
Number of employees: 56



Location: 1-105 Kanda Jimbocho, Chiyoda-ku, Tokyo
Number of employees: 21



Location: 6-2-31 Roppongi, Minato-ku, Tokyo
Number of employees: 23

JAC International Co., Ltd.

Formed as company 2011

Bilingual Consultants Supporting Foreign Companies

JAC International originated in 1998 as a department within JAC Japan, specialising in foreign companies. The founding team comprised two British nationals who had completed JET*. They were hired in London and dispatched to Japan. As the market evolved, the service model and organisational structure were adjusted accordingly. With growing demand for bilingual consultants specialising in recruitment for foreign companies, the unit was spun off in 2011 to become a wholly owned subsidiary of JAC Group. Since then, it has operated as a recruitment consultancy dedicated to serving foreign companies within Japan and globally operating Japanese enterprises. The company focuses particularly on supporting bilingual and multilingual jobseekers, while also assisting customers with the recruitment of global and bilingual human resources. Its core strength lies in mid-class to high-class recruitment, with a particular emphasis on executive and specialist roles.



All of the company's consultants are bilingual or multilingual, offering in-depth understanding of global and bilingual candidates. This enables them to provide smooth and effective consulting services to foreign-affiliated customers regardless of language. Moreover, the consultants bring specialised expertise across a wide range of industries—including manufacturing, automotive, chemicals, IT, healthcare, consumer goods, finance, and insurance—as well as functions such as HR, accounting, sales, and marketing. As with JAC Recruitment, consultants are well-versed in industry-specific insights, emerging trends, and required human resource specifications, ensuring the introduction of candidates with the appropriate skills and experience to meet customer needs.

Building on the 50-year track record and know-how of JAC Group, which originated in the United Kingdom, the company continues to expand its presence in global recruitment markets.

CareerCross Co., Ltd.

Since 2000, Joined JAC Group 2013

Becoming the Largest Platform in Global Recruitment

CareerCross, originally C.C. Consulting, was established by a British national as Japan's pioneering bilingual job platform. In 2013, JAC Group acquired the company to strengthen its presence in the bilingual recruitment market and expand its business with foreign companies—creating strong synergy with JAC Recruitment's expertise in global and bilingual human resources. Since joining the Group, the number of foreign companies posting jobs on CareerCross has grown to over 1,000, making it one of the largest job search platforms in Japan and surpassing many competitors in the industry.

Today, CareerCross is undergoing a significant transformation. It now supports recruitment activities for both foreign and globally operating Japanese companies through a direct recruiting model. By operating one of Japan's largest foreign company job platforms—CareerCross—the company has built a rich database of approximately 370,000 global and bilingual candidates. This enables employers to identify and directly



connect with candidates that match their hiring needs. The quality of the candidate pool contributes to CareerCross's high response rate to scout emails, for which the platform is widely recognised. In addition, CareerCross offers scouting support services, directly sourcing candidates on behalf of customer companies.

By collaborating with other services within JAC Group, CareerCross is also able to deliver more comprehensive recruitment solutions. For instance, it works alongside JAC RPO (Recruitment Process Outsourcing) and JAC IPS (Interim Professional Solutions) to provide flexible resource strategies tailored to each customer's specific hiring needs.

Going forwards, the company aims to enhance its current business model, expand its scouting support services, and further strengthen synergies with JAC Recruitment. Through these efforts, CareerCross strives to become the leading platform provider in the global recruitment domain.

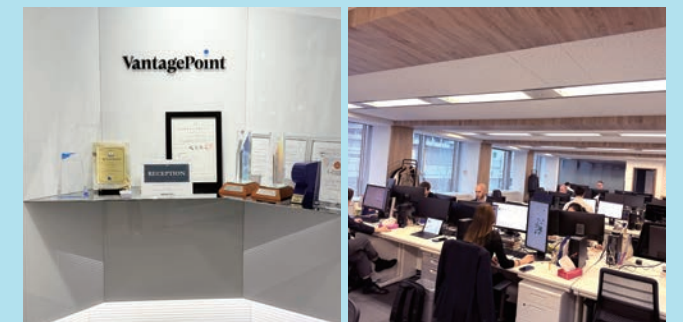
VantagePoint K.K.

Since 2012, Joined JAC Group 2020

Providing Custom-made Executive Search Services

VantagePoint K.K. is a boutique executive search firm specialising in consulting, established in Tokyo in 2012. At the time of its founding, although JAC Group had begun shifting its strategic focus towards the high-level recruitment market, it did not yet have a dedicated executive search function. As VantagePoint primarily targets strategy consultants, it represented a highly attractive prospect for JAC, which acquired the company in 2020.

Executive search firms play a key role in connecting companies with experts who can support their long-term organisational growth. VantagePoint contributes to global business strategies by sourcing senior executives across sectors such as professional services and private equity. Around 40% of the candidates it places are senior management executives, and approximately 10% are presidents or CxOs. The firm also excels in sourcing up-and-coming executive



candidates.

The defining feature of the business is its fully custom-made approach to executive searching. The team consists of seasoned career consultants who have backgrounds in global corporations, including management consulting firms, banks, and securities companies. These consultants work collaboratively as a team to deliver highly customised executive search solutions. Because they come from professional services themselves, they are well equipped to assess executive human resources from a business perspective and introduce candidates who are truly aligned with a company's strategic and operational needs.

Looking ahead, VantagePoint will continue to collaborate with other JAC Group companies to provide more comprehensive recruitment solutions and meet the evolving talent needs of global businesses.

*Japan Exchange and Teaching Programme