HIRING DISTRIBUTION DATA

Adept Group Placement Data · 2025–2026 YTD

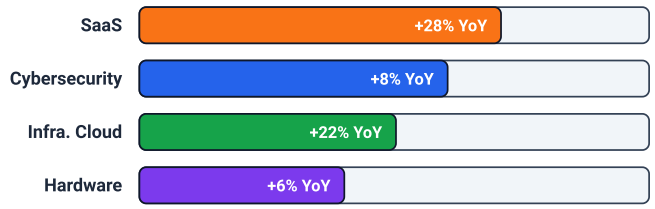
Where the hiring activity is concentrated.

Our placement data reveals where the hiring activity is concentrated across Japan's high-growth technology sector. Use this data to understand competitive dynamics and plan your talent strategy accordingly.

Sector Demand Index — Active Placements

Proprietary data

Adept Group placement data · 2025–2026

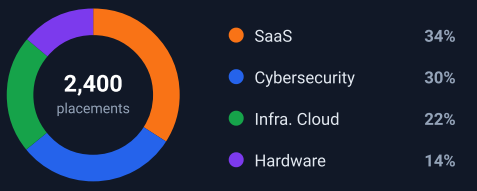


Cybersecurity demand growth up 28pp year-on-year — now the fastest-growing segment. Source: Adept Group proprietary placement data.

Placement Share by Sector

2026 YTD

Proportion of total 2025–2026 placements



Software & Security represent 64% of all active placements (1,536 roles) recorded in 2025–2026 YTD.

Quantitative Placement Breakdown (2025–2026 YTD)

TECHNOLOGY SUB-SECTOR	SHARE (%)	CALCULATED VOLUME	DEMAND INDEX YOY	COMPETITIVE HIRING DYNAMICS
SaaS	34%	816 placements	+28% YoY	Highest total placement volume & sustained headcount expansion
Cybersecurity	30%	720 placements	+8% YoY	Demand growth up 28pp YoY; fastest-accelerating segment
Infra. Cloud	22%	528 placements	+22% YoY	Second-fastest bar index velocity; core cloud modernization
Hardware	14%	336 placements	+6% YoY	Steady specialist replacement & foundational engineering

Competitive Dynamics & Talent Strategy

Dominance of Software & Security: Across the 2,400 placements tracked by Adept Group in 2025–2026 YTD, hiring activity is heavily concentrated in **SaaS (34%)** and **Cybersecurity (30%)**. Together, these two segments account for nearly two-thirds of all active placements across Japan's high-growth technology sector.

Velocity Shifts Across Cloud & Security: While SaaS (+28% YoY) and **Infra. Cloud (+22% YoY)** post the highest year-on-year active placement bar growth, proprietary index tracking highlights that Cybersecurity demand growth surged 28 percentage points year-on-year, creating acute competition for bilingual talent.