

CSR Policy

Seeking a sustainable world of plenty, we contribute to society through all of our corporate activities. To do this, we take a long-term view in addressing social issues, and commit ourselves to Three Guiding Principles and Five Core Themes.

Three Guiding Principles

Meeting society's expectations

We aim not only to meet society's expectations, but to gain insight into social issues and contribute to their solution.



Fulfilling our responsibilities as a corporate citizen

Acknowledging our role as a leading company, we shall be responsive to requests on a global level.

Five Core Themes

1. Enabling more people to flourish by creating opportunities to work

Work provides an important opportunity for people to connect with society and live fulfilling lives. We will create opportunities for everyone to freely choose their own unique work style. It is our aim to help create a society which enables more people to unleash their full potential, grow through work and thus flourish.

2. Supporting diverse ways of living

As the pace of change in society accelerates, people's values and ways of living are diversifying. Through actions that respond to the needs for regional revitalization and the demands of an aging society, we will provide a wider range of choices to meet diverse, individual needs. We aspire to help create a society in which all people can enjoy ways of living that reflect their true selves.

3. Empowering tomorrow's talents

Drawing out the potential of each person is essential for a brighter and more fulfilling world in which all individuals can flourish. In Japanese society, with its low birth rate, it is of particular importance to support and develop children and the young. We will strive to contribute to a society with less educational disparity and which meets the needs of all who are eager to learn. We will also endeavour to foster the next generation of leaders through career education and the training of human resources with global skills.

4. Practicing and promoting innovative work style

Workstyles continue to evolve as the times change. We will lead the way to a society in which the right of each individual to a fulfilling life is respected, and where people can work with purpose and enthusiasm. To do so, we shall ourselves promote diversity and create work styles that may serve as models for Japanese society. In particular, we will show various innovative ways in which women can play an active role in the workplace, an area where Japan lags behind the international community.

5. Respecting human rights and the environment

Respect for the human rights of each individual is the precondition for creating a society in which all people can flourish. We shall respect basic labour rights while eliminating discriminations and infringements upon human rights in all corporate activities. At the same time, to protect the global environment that serves as the stage for all human endeavours, we are working to expand the scope of our environmental efforts through our business activities, products, and services in order to contribute to the realization of a sustainable society.

Community Involvement and Social Contribution Activities

One of the Recruit Group's CSR Three Actions is "fulfilling our responsibilities as a corporate citizen." Our CSR activities are focused on contributing to society, but we also recognize that there are many issues that cannot be resolved by this strategy alone and many expectations placed on us by the public. We are committed to being a leading company that contributes and gives back to local communities with the awareness that business growth translates into greater responsibility as a corporate citizen.

Honki no Shushoku (Getting Serious About Work) Free job-hunting support program

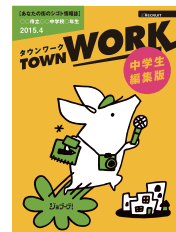


若者のための就職応援プログラム
ホンキの就職

The Recruit Group offers a free job-hunting support program that leverages our expertise in HR. Held since 2011 in cooperation with universities and NPOs, the program was attended by 3,994 participants (1,893 university participants, 1,541 NPO participants, and 560 Recruit participants) in fiscal 2016 and has recorded a total of some 23,000 participants since the program was first launched.

TOWNWORK TRY! WORK

Program supporting career education in Japanese junior high schools



TOWNWORK
TRY!WORK

Since 2007, we have been providing support to increase the meaningfulness of the workplace experience activities conducted by Japanese junior high schools as part of their career education curriculums. In fiscal 2016, the support program was conducted for 1,805 students at 11 junior high schools and involved the participation of 35 Recruit Group employees. The program is also offered online, free of charge, to junior high schools across Japan.

Creation Gallery G8 and Guardian Garden

Two galleries that propose richer, more enjoyable lives through design

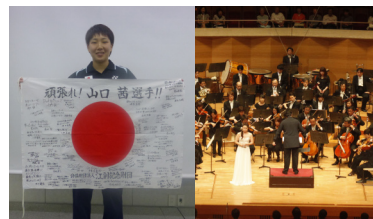


Creation
G8
Guardian
Garden

Recruit operates two galleries in the Ginza area of Tokyo: Creation Gallery G8 and Guardian Garden, which have been in operation for 33 years and 27 years respectively. Creation Gallery G8 is located on the first floor of Recruit's registered headquarters in the Ginza 8-chome area and mainly showcases the works of top designers under the theme of richer lives through design. The Guardian Garden is located on the basement level of a building in the Ginza 7-chome area and has supported the creative activities of many young artists by holding competitions to discover and foster young talent. As an annual event, a charity exhibition is held at the end of each year. In fiscal 2016, the Aiuro Cup exhibition showcased porcelain cups that were designed by 169 creative artists on a voluntary, noncommercial basis. A total of 5,710 cups were sold and proceeds were donated to the 2016 Kumamoto Earthquake Relief Fund operated by Kumamoto Prefecture.

Scholarships and subsidies

Supporting the creation of new value through talent development



The Ezoe
Memorial
Foundation

Established by Recruit in 1971 in order to give back to the community, the Ezoe Memorial Foundation is a Japanese public interest incorporated foundation that mainly provides scholarships and subsidies in order to help develop people who have the potential to succeed on a global stage. Since the foundation was established, it has awarded scholarships to 622 people, many of whom have become prominent in the fields of academics, music, art, and sports. In fiscal 2016, the foundation provided scholarships to 36 people and grants to 20 groups. Fiscal 2016 also marked the 45th anniversary of the establishment of the foundation. The concert held to celebrate this milestone featured collaborative performances by scholarship students in the instrumental category and graduates in the vocal category.