

## Recruit Group Overview

### Recruit Administration Co., Ltd.

#### Business description

Recruit Administration is responsible for corporate staff functions – accounting, finance, IR, investment management, HR, general affairs, legal, information security, and internal control. As part of our operating scope, our organization also provides "services that support group management operations," "services that support business operations," and "OS services" to the Recruit Group. Under our "services that support group management operations," we plan and implement group-level business strategies including capital strategies and investment strategies. At the same time, we also are responsible for providing services to Recruit Holdings for each field of functional specialization. As such, one of our key missions is to develop and drive the operational cornerstones that help the Recruit Group develop and grow into a global network of companies. In providing "services that support business operations," we play a leading role in helping to promote business growth in all markets and all countries/regions as a

group of professionals who provide specialized services. For our "OS services," we focus on reducing costs and improving operational efficiency throughout all of the Recruit Group through centralized purchasing and the consolidation of work. Regardless of categorical differences, all of these services require a high degree of specialization, a spirit of professionalism, and a top management perspective. We are committed to being a group of solid corporate staff members with maximum functionality who can fully support the Recruit Group with responsibility and pride. To fulfill this commitment, we place great importance on retaining a strong perspective on practical operations with integrity and tenacity. We will continue to embrace new challenges, evolve, and improve ourselves in our aim to develop into a group of unparalleled corporate staff experts.



### Recruit Communications Co., Ltd.

#### Business description

Recruit Communications provides a wide range of solutions for all business categories covered by the Recruit Group including HR, housing, bridal, higher education, and lifestyle information. For our clients, we provide IT-based web marketing services as well as communication and product production services that help these businesses attract customers. For products and services offered by the Recruit Group, we provide solutions that expand contact with our users through advertising and distribution. Additionally, our CS services help build stronger relationships with users, providing thorough and complete

support for marketing communication activities that connect clients with users. We are made up of a group of professionals from a wide variety of specialties including planners, creators, marketers, and engineers. Our aim is to deliver the information and services offered by the Recruit Group to more users while also creating many new chances to "Opportunities for Life." As communication specialists, we are committed to further growth.



### Recruit Technologies Co., Ltd.

#### Business description

Recruit Technologies is a company that is responsible for a wide range of highly-challenging, specialized functions as a member of the Recruit Group's IT, and online marketing business segment. You would feel the dynamism of significantly influencing/impacting many lives and business processes for 200+ services that we are directly involved in. The Recruit Group has grown to become the leading internet service company in Japan. The diverse range of projects that we are involved in are serving as a cornerstone of the business, and these projects require a high level of expertise in most cases. For instance – the specific projects include the R&D of forward-looking technology in services and businesses; the development of IT investment plans and architecture strategies for the biggest services in each market; the

management of large-scale development projects that reach up to billions of JPY; the formulation and execution of a Group-wide security policies and a common infrastructure strategy; the preparation and promotion of internet marketing measures such as UI/UX in alignment with business strategy. A key common feature among these projects is that these are carried out in close connection with business. Our vision is to accelerate the growth of Recruit Group with providing new values to the group users by maintaining an exciting environment in which the world's top engineers and marketers can come together, enjoy, and improve technology.

