

August 24, 2016

To whom it may concern:

Company name: Recruit Holdings Co., Ltd.
Representative: Masumi Minegishi, President, CEO and
Representative Director
(Securities code: 6098, TSE First Section)
Contact: Keiichi Sagawa, Board Director,
Senior Managing Corporate Executive Officer
(Tel: +81-3-6835-1111)

**Notification of Determination of Matters Pertaining to Share Repurchase
(Share Repurchase Pursuant to the Articles of Incorporation
Based on Article 165, Paragraph 2 of the Companies Act)**

Recruit Holdings Co., Ltd. (the “Company”) hereby announces that the following matters pertaining to the repurchase of its shares were approved at the meeting of its Board of Directors held on August 24, 2016, pursuant to the provisions of Article 156 of the Companies Act as applied by replacing certain terms under the provisions of Article 165, Paragraph 3 of the same Act.

1. Reasons for the share repurchase

The Company repurchased its shares in order to be able to execute capital policies with agility in response to changes in the business environment and to mitigate the impact of the secondary offering of the Company’s shares on the supply-demand balance of its shares.

2. Details of the purchase

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|--|---|
| (1) Class of shares to be repurchased | Common stock of the Company |
| (2) Total number of shares to be repurchased | 8,500,000 shares (Maximum)
(1.51% of total number of shares issued (excluding treasury stock)) |
| (3) Total purchase price | ¥30.0 billion (Maximum) |
| (4) Period for the repurchase | From Friday, August 26, 2016 to Wednesday, August 31, 2016 |
| (5) Method of repurchase | Via the Off-auction Own Share Repurchase Transaction (ToSTNeT-3) system of the Tokyo Stock Exchange, Inc. |
| (6) Decisions relating to all other necessary matters will be entrusted to the Representative Director of the Company. | |

(Reference) Status of treasury stock held as of June 30, 2016

- | | |
|--|--------------------|
| - Total number of shares issued (excluding treasury stock) | 564,777,539 shares |
| - Number of treasury stock | 542,471 shares |

Note: This document is a press release for public announcement and is not intended for soliciting investments or engaging in any other similar activities within or outside Japan.