

February 13, 2017

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
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Notification of Voluntary Adoption of International Financial Reporting Standards (IFRS)

Recruit Holdings Co., Ltd. (the “Company”) hereby announces that its Board of Directors has resolved today to voluntarily adopt International Financial Reporting Standards (hereinafter “IFRS”) in place of the current Japanese GAAP for the consolidated financial statements of the Recruit Group (the “Group”) starting from the year ending March 31, 2018, and to make disclosures in accordance with IFRS from the three months ending June 30, 2017. The details are as follows.

1. Purpose of the Voluntary Adoption

The Group has been proactively expanding its business activities on a global scale. As part of its efforts to accelerate its global development further, the Group has decided to adopt IFRS in order to improve comparability and convenience of its financial information in international capital markets, as well as to reinforce the foundations of its group business management.

2. Future Disclosure Schedule (tentative)

Disclosure schedule toward the voluntary adoption of IFRS is as follows.

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| May 2017 | Consolidated Financial Results and Consolidated Financial Statements for the Year Ending March 31, 2017 (Japanese GAAP)* Reference figures for the consolidated financial results for the year ending March 31, 2017 in accordance with IFRS |
| June 2017 | Securities Report for the Year Ending March 31, 2017 (Japanese GAAP) |
| August 2017 | Consolidated Financial Results for the Three Months Ending June 30, 2017 (IFRS) |
| August 2017 | Quarterly Report for the Three Months Ending June 30, 2017 (IFRS) |

*The earnings forecast for the year ending March 31, 2018 will be disclosed in accordance with IFRS.