

## Recruit Holdings Announces Determination of Terms of Stock Options

TOKYO, JAPAN (July 27, 2020) - Recruit Holdings Co., Ltd. (TSE: 6098) (the “Company”) announced today that the undetermined items regarding Stock Options (Recruit Holdings Co., Ltd. Series 5 Stock Options) for Directors of the Board (excluding Outside Directors; the same applies hereinafter) and Corporate Executive Officers that were resolved at its Board of Directors meeting held on July 8, 2020 have been determined as follows.

### 1. Total number of Stock Options

2,821 Stock Options (number of shares to be acquired upon exercise of one stock option shall be 100 shares)

### 2. Persons to whom the stock option to be allotted and number of those persons, and number of the stock acquisition rights to be allotted

Company’s Directors of the Board	4 persons	2,061 Stock Options
Company’s Corporate Executive Officers ( <i>shikko-yakuin</i> )	5 persons	760 Stock Options

### 3. Amount of assets to be contributed upon exercise of the Stock Options

355,800 yen per stock option (3,558 yen per share)

### Investor relations inquiries:

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