

August 9th, 2018

Recruit Holdings Co., Ltd.

Recruit Holdings Wins 2 Awards in 2 Categories at the “2018 Sustainability Awards” for Its Sustainability Activities

We would like to inform you that Recruit Holdings Co., Ltd. (Headquarters: Chiyoda, Tokyo; President, CEA & Representative Director: Masumi Minegishi) has won 2 awards in 2 categories at the “2018 Sustainability Awards” hosted by the Business Intelligence Group in the United States.

About the Awards

The “Sustainability Awards” is a program hosted by the Business Intelligence Group in the United States to provide global recognition to companies and organizations that successfully made sustainability an integral part of their business practice. All organizations and companies, ranging in scale from corporations to NPOs, are eligible to apply.

Recruit Holdings was recognized at the “2018 Sustainability Awards” (<https://www.bintelligence.com/sustainability-awards/>), as CSO, CHRO, and Senior Managing Corporate Executive Officer, Shogo Ikeuchi was awarded in the Sustainability Hero (Executive) category, and “Study Sapuri” and “Quipper” were awarded in the Sustainability Service of the Year category. Also, “Geppo” was named a finalist in the Sustainability Service of the Year category.

Award Content

■ Sustainability Hero (Executive)

An award for an executive individual within an organization whose efforts have improved the sustainability initiatives of the organization.

- Winner: Shogo Ikeuchi, CSO, CHRO, and Senior Managing Corporate Executive Officer



■ Sustainability Service of the Year

An award for a service that improves sustainability or is designed to be more eco-friendly than market alternatives.

“Study Sapuri” and “Quipper” won this award jointly.

- Winning Service: “Study Sapuri” <https://studysapuri.jp/>
- Service Content: “Study Sapuri,” the online learning service, provides unlimited viewing of over 40,000 21st century educational lecture videos by talented lecturers in 5 subjects and 18 courses for 980 yen per month. 640,000 total paid subscribers utilized the service in fiscal year 2017. Also, it has been implemented as an educational support tool in 2,353 of the 5,000 high schools in Japan, as well as 15 elementary and junior high school municipalities and organizations.
- Winning Service: “Quipper” <https://www.quipper.com/>
- Service Content: “Quipper” is an online learning service aimed for the market outside of Japan. “Quipper School,” the online learning system covering learning for students and homework management and problem creation for teachers, and “Quipper Video,” the online lecture videos, are available in Indonesia, the Philippines, and Mexico.



*Service Selected as a Finalist

- Selected Service: "Geppo" <https://www.geppo.jp/>
- Service Content: This is a service for detecting changes in the conditions of employees. Through having employees answer 3 questions each month, human resource departments are able to detect changes in the conditions of employees and the organization, enabling them to rapidly resolve issues and promote the correct personnel.

Comment for Award Reception

I feel very honored that the sustainability efforts of the Recruit Group and multiple services within the group have received global awards in the field of sustainability.

In the future, I would like to continue to accelerate sustainability efforts centered on our company's sustainability policy of "Promoting businesses that contribute positively to society," while valuing engagement with all of our stakeholders.



Shogo Ikeuchi
Recruit Holdings Co., Ltd.
CSO, CHRO,
and Senior Managing Corporate Executive Officer

Sustainability Activities of Recruit Holdings

[Sustainability at Recruit]

"Creating a World Where People Can Follow Their Hearts"

Since our foundation in 1960, we have developed our business to create a world where people can follow their hearts. We have achieved further enhancement and expanded both our influence on society and our responsibility as a corporate citizen. We will cooperate with various stakeholders and meet growing expectations from society to contribute to a sustainable world, where people are free to pursue their passions.

Focusing squarely on sustainability as a way of "Contributing to Society Through Our Business", we strive to be responsive to society's expectations and to fulfill our responsibilities as a corporate citizen, both of which grow as our business expands. Based on our five core themes, we collaborate with stakeholders to implement actions while continuing to challenge ourselves.

[Recruit Group sustainability policy]

Guiding Principles

- Promoting businesses that contribute positively to society
- Meeting global stakeholders' expectations
- Fulfilling our responsibilities as a global citizen

[5 Material Matters]

In collaboration with our stakeholders, we promote sustainability activities based on our five material matters.

In order to realize our corporate mission of creating a prosperous society in which each individual flourishes, we have established the following five core themes for our sustainability activities. In collaboration with our stakeholders, we implement actions reflecting what we can and should do while continuing to challenge ourselves.

"Inspire new ways of working"

"Close the opportunity gap"

"Celebrate diversity and inclusion"

"Respect for Human Rights"

"Conserve the environment"

*Please see below for further details on the sustainability activities of Recruit Holdings.

<https://recruit-holdings.com/sustainability/>

[Contact details for inquiries regarding this press release]
<https://recruit-holdings.com/contact/support/>