

**Administrative Directive issued to the Company by the Tokyo Labor Bureau
regarding "Rikunabi DMP Follow"**

September 6, 2019

Recruit Career Co., Ltd.

Recruit Career Co., Ltd. (Head Office: Chiyoda-ku, Tokyo; CEO, President and Representative Director: Daizo Kobayashi, hereinafter referred to as "Recruit Career" or the "Company") received an administrative directive from the Tokyo Labor Bureau today, finding that the "Rikunabi DMP Follow" service provided by Recruit Career was in violation of the Employment Security Act (Act No. 141 of November 30, 1947, hereinafter referred to as the "Act") and the guidelines established under the Act (hereinafter referred to as the "Guidelines") and instructing the Company to implement the following measures:

- ① In relation to all of the job advertising businesses provided by the Company including "Rikunabi" services, confirm that there is no violation of, and that the Company is in compliance with, the Act and the Guidelines, and implement necessary corrective and preventative measures through improving the Company's operation of its businesses as well as its systems.
- ② In relation to all of the placement businesses provided by the Company, confirm that there is no violation of, and that the Company is in compliance with, the Act and the Guidelines, and implement necessary corrective and preventative measures addressing any violation or non-compliance.
- ③ Properly address any inquiries from students whose information was used to estimate the probability of their declining job offers and was provided to companies through "Rikunabi DMP Follow", and implement appropriate measures including offering sufficient explanations regarding the relevant information and the provision of such information.
- ④ Operate its businesses going forward in a manner consistent with the primary purpose of recruiting businesses and placement businesses.

The "Rikunabi DMP Follow" service, which was the subject of the administrative directive, was terminated as of August 4, 2019.

The Company will carefully examine and confirm the administrative directive received from the Tokyo Labor Bureau, and will consider and implement preventive measures to address the issues identified in the administrative directive received today together with the measures announced in the Company's press release issued on August 26, 2019.

As the investigations by the Tokyo Labor Bureau and the Personal Information Protection Commission are still ongoing as of the date of this press release, the Company will continue to cooperate in addressing such investigations.

We sincerely apologize to all students, enterprise clients, university staff and others who have been troubled by this incident. The Company takes the administrative directive very seriously. The Company's officers and all of its employees are committed to prevent the recurrence of such issues in the future.

Please direct any inquiries about this matter to:

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