

# EXTRAORDINARY REPORT ABOUT VOTING RESULTS OF ANNUAL MEETING OF SHAREHOLDERS 2023

This document has been translated from the original document in Japanese ("*Rinji-Hokokusho*"), which is legally required for Recruit Holdings as a listed company in Japan to support investment decisions by providing certain information about the Company for the fiscal year ended March 31, 2023 ("FY2022"), under Article 24-5, Paragraph 4 of the Financial Instruments and Exchange Act of Japan.

The Japanese original document was filed to the Director-General of the Kanto Local Finance Bureau in Japan on June 27, 2023.

<b>Document Name</b>	Extraordinary Report translated from <i>Rinji-Hokokusho</i>
<b>Filing Date</b>	June 27, 2023
<b>Fiscal Year</b>	FY2022 (From April 1, 2022 to March 31, 2023)
<b>Company Name in English</b>	Recruit Holdings Co., Ltd.
<b>Title and Name of Representative</b>	Hisayuki Idekoba Representative Director, President and CEO
<b>Address of Head Office</b>	1-9-2 Marunouchi, Chiyoda-ku, Tokyo, Japan
<b>Telephone Number</b>	+81-3-3511-6383
<b>Contact Person</b>	Junichi Arai Senior Vice President
<b>Contact Location</b>	1-9-2 Marunouchi, Chiyoda-ku, Tokyo, Japan

## Reasons for Submission

As the following proposals were resolved at the 63rd Annual Meeting of Shareholders (the “Meeting”) of Recruit Holdings Co., Ltd. (“Recruit Holdings”) held on June 26, 2023, Recruit Holdings hereby files this Extraordinary Report pursuant to the provisions of Article 24-5, Paragraph 4 of the Financial Instruments and Exchange Act of Japan and Article 19, Paragraph 2, Item 9-2 of the Cabinet Office Ordinance on Disclosure of Corporate Affairs of Japan.

## Description of Report

### Date of the Meeting

June 26, 2023

### Details of the Proposals Resolved

#### ***Proposal 1: Election of Eight (8) Directors of the Board***

Masumi Minegishi, Hisayuki Idekoba, Ayano Senaha, Rony Kahan, Naoki Izumiya, Hiroki Totoki, Keiko Honda, and Katrina Lake were elected as Directors.

#### ***Proposal 2: One (1) Substitute Audit & Supervisory Board Member***

Miho Tanaka was elected as a substitute Audit & Supervisory Board member.

#### ***Proposal 3: Revision of Maximum Amount of Compensation for Independent Directors***

The Company requests the approval to increase the monetary compensation for independent Directors from the current 100 million yen per year to a new limit of 300 million yen per year, and in conjunction with the aforementioned increase, to revise the total amount of monetary compensation for the Directors from the current 1.4 billion yen per year to 1.6 billion yen per year.

## The Number of Voting Rights Which Represent Either For, Against or Abstentions on Proposals Resolved; Requirements for the Approval of the Resolutions and Their Results

Proposals resolved	For (Number of voting rights)	Against (Number of voting rights)	Abstentions (Number of abstentions)	Requirements for approval	Results of resolution and ratio of approval (%)
Proposal 1: Election of Eight (8) Directors of the Board				(Note <sup>1</sup> )	
Masumi Minegishi	12,714,442	490,512	2,200		Approved 95.99
Hisayuki Idekoba	12,927,102	278,064	2,010		Approved 97.59
Ayano Senaha	13,107,382	97,631	2,125		Approved 98.96
Rony Kahan	13,118,424	86,684	2,038		Approved 99.04
Naoki Izumiya	13,111,309	93,630	2,227		Approved 98.99
Hiroki Totoki	13,117,825	87,131	2,210		Approved 99.03
Keiko Honda	13,133,703	71,261	2,202		Approved 99.15
Katrina Lake	13,156,571	48,421	2,155		Approved 99.33
Proposal 2: One (1) Substitute Audit & Supervisory Board Member				(Note <sup>1</sup> )	
Miho Tanaka	13,178,381	26,760	2,039		Approved 99.49
Proposal 3: Revision of Maximum Amount of Compensation for Independent Directors	13,103,981	84,929	18,299	(Note <sup>2</sup> )	Approved 98.93

<sup>1</sup> Subject to the attendance of shareholders holding one-third or more of voting rights owned by shareholders eligible for exercising voting rights and passage by a majority of voting rights held by the shareholders in attendance.

<sup>2</sup> Subject to passage by a majority of voting rights held by the shareholders in attendance.

## Reason for Excluding Partial Voting Rights Held by the Shareholders who attended the Meeting

As the approval or disapproval of each proposal to be resolved had been confirmed by adding up the voting rights exercised up to the day prior to the Meeting, the number of voting rights of shareholders attending the Meeting whose votes for, against or abstaining could not be confirmed was excluded in the tally.