

EXTRAORDINARY REPORT ABOUT VOTING RESULTS OF ANNUAL MEETING OF SHAREHOLDERS 2024

This document has been translated from the original document in Japanese ("*Rinji-Hokokusho*"), which is legally required for Recruit Holdings Co., Ltd. ("Recruit Holdings") as a listed company in Japan to support investment decisions by providing certain information about Recruit Holdings for the fiscal year ended March 31, 2024 ("FY2023"), 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 21, 2024.

Document Name	Extraordinary Report translated from <i>Rinji-Hokokusho</i>
Filing Date	June 21, 2024
Fiscal Year	FY2023 (From April 1, 2023 to March 31, 2024)
Company Name in English	Recruit Holdings Co., Ltd.
Title and Name of Representative	Hisayuki Idekoba Representative Director, President and CEO
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Reasons for Submission

As the following proposals were resolved at the 64th Annual Meeting of Shareholders (the “Meeting”) of Recruit Holdings held on June 20, 2024, 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 20, 2024

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: Election of Three (3) Audit and Supervisory Board Members and One (1) Substitute Audit and Supervisory Board Member

Yukiko Nagashima, Yoichiro Ogawa and Katsuya Natori were elected as Audit and Supervisory Board members, and Miho Tanaka was elected as a substitute Audit and Supervisory Board member.

Proposal 3: Revision of Maximum Amount of Compensation for Audit and Supervisory Board Members

Recruit Holdings requests the approval to revise the maximum monetary compensation for the Audit and Supervisory Board members from the current 10 million yen per month to 200 million yen per year, in consideration of the increases in compensation standards at other similarly-sized companies and for the purpose of providing flexibility in attaining outstanding talent going forward.

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 ¹)	
Masumi Minegishi	12,510,334	389,583	6,062		Approved 96.66
Hisayuki Idekoba	12,643,543	256,506	5,947		Approved 97.68
Ayano Senaha	12,831,198	68,771	6,020		Approved 99.13
Rony Kahan	12,849,995	50,079	5,934		Approved 99.28
Naoki Izumiya	12,844,957	53,960	7,069		Approved 99.24
Hiroki Totoki	12,851,023	47,918	7,052		Approved 99.29
Keiko Honda	12,855,628	44,263	6,101		Approved 99.32
Katrina Lake	12,852,475	46,439	7,076		Approved 99.30
Proposal 2: Election of Three (3) Audit and Supervisory Board Members and One (1) Substitute Audit and Supervisory Board Member				(Note ¹)	
Yukiko Nagashima	11,710,137	1,190,526	5,367		Approved 90.47
Yoichiro Ogawa	12,893,919	8,363	3,695		Approved 99.62
Katsuya Natori	12,453,196	449,130	3,733		Approved 96.21
Miho Tanaka	12,896,474	5,894	3,697		Approved 99.64
Proposal 3: Revision of Maximum Amount of Compensation for Audit and Supervisory Board Members	12,851,042	40,507	14,542	(Note ²)	Approved 99.29

¹ 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.

² 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.