

# EXTRAORDINARY REPORT ABOUT VOTING RESULTS OF ANNUAL MEETING OF SHAREHOLDERS 2025

This document has been translated from the original document in Japanese ("*Rinji-Hokokusho*"), which is legally required for Recruit Holdings Co., Ltd. as a listed company in Japan to support investment decisions by providing certain information about the company for the fiscal year ended March 31, 2025 ("FY2024"), 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, 2025.

Document Name	Extraordinary Report translated from <i>Rinji-Hokokusho</i>
Filing Date	June 27, 2025
Fiscal Year	FY2024 (From April 1, 2024 to March 31, 2025)
Company Name in English	Recruit Holdings Co., Ltd.
Title and Name of Representative	Hisayuki Idekoba Representative Director, President and Chief Executive Officer
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## Reasons for Submission

As the following proposals were resolved at the 65th Annual Meeting of Shareholders (the "Meeting") of Recruit Holdings Co., Ltd. ("Recruit Holdings") held on June 26, 2025, 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, 2025

### 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, Tsuyoshi Koderu, Keiko Honda, and Katrina Lake were elected as Directors.

#### Proposal 2: Election of One (1) Substitute Audit and Supervisory Board Member

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

## 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	11,877,799	284,074	13,279		Approved	97.12
Hisayuki Idekoba	11,920,326	241,370	13,460		Approved	97.47
Ayano Senaha	12,069,313	92,297	13,548		Approved	98.69
Rony Kahan	12,095,983	65,935	13,225		Approved	98.90
Naoki Izumiya	12,098,270	63,581	13,304		Approved	98.92
Tsuyoshi Koderu	12,142,543	19,315	13,302		Approved	99.28
Keiko Honda	12,112,022	49,555	13,584		Approved	99.03
Katrina Lake	12,078,117	83,704	13,328		Approved	98.76
Proposal 2: Election of One (1) Substitute Audit and Supervisory Board Member				(Note <sup>1</sup> )		
Miho Tanaka	12,158,095	5,957	11,384		Approved	99.41

<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.

## 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.