

# EXTRAORDINARY REPORT ABOUT VOTING RESULTS OF ANNUAL MEETING OF SHAREHOLDERS 2026

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, 2026 ("FY2025"), 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 25, 2026.

<b>Document Name</b>	Extraordinary Report translated from <i>Rinji-Hokokusho</i>
<b>Filing Date</b>	June 25, 2026
<b>Fiscal Year</b>	FY2025 (From April 1, 2025 to March 31, 2026)
<b>Company Name in English</b>	Recruit Holdings Co., Ltd.
<b>Title and Name of Representative</b>	Hisayuki Idekoba Representative Director, President and Chief Executive Officer
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## Reasons for Submission

As the following proposals were resolved at the 66th Annual Meeting of Shareholders (the "Meeting") of Recruit Holdings Co., Ltd. ("Recruit Holdings") held on June 24, 2026, 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 24, 2026

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

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

Takashi Nishimura was appointed as an Audit and Supervisory Board member and assumed his office, and Naoko Tokumoto was appointed as a substitute Audit and Supervisory Board member.

#### Proposal 3: Revision of Equity Compensation Plan for Directors of the Board

The Company obtained approval at the 61st Annual Meeting of Shareholders for an equity compensation plan for Directors of the Board. This proposal is a request for approval of the partial revision of the Plan in order to enable the Company to continue to further expand and evolve on a global scale in pursuit of the realization of its management philosophy.

## 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	11,196,901	319,574	2,235		Approved 96.83
Hisayuki Idekoba	11,186,725	329,963	2,032		Approved 96.75
Ayano Senaha	11,410,899	105,705	2,106		Approved 98.68
Rony Kahan	11,430,029	86,655	2,028		Approved 98.85
Naoki Izumiya	11,449,017	67,398	2,258		Approved 99.01
Tsuyoshi Kodera	11,466,466	49,940	2,297		Approved 99.16
Keiko Honda	11,460,304	56,118	2,246		Approved 99.11
Katrina Lake	11,468,080	48,454	2,182		Approved 99.18
Proposal 2: Election of One (1) Audit and Supervisory Board Member and One (1) Substitute Audit and Supervisory Board Member				(Note <sup>1</sup> )	
Takashi Nishimura	10,243,912	1,274,561	204		Approved 88.59
Miho Tanaka	11,507,249	11,067	387		Approved 99.52
Proposal 3: Revision of Equity Compensation Plan for Directors of the Board	11,278,400	239,830	464	(Note <sup>2</sup> )	Approved 97.54

<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 the passage by a majority of the 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.