

RESULTS OF ANNUAL MEETING OF SHAREHOLDERS 2025

TSE code: 6098
June 26, 2025

Dear Shareholders,

The Annual Meeting of Shareholders 2025 of Recruit Holdings Co., Ltd. ("Recruit Holdings") for the fiscal year ended March 31, 2025 ("FY2024") was held on June 26, 2025. The reports presented and resolutions approved were as follows:

Masumi Minegishi
Representative Director and Chairperson
Recruit Holdings Co., Ltd.
1-9-2 Marunouchi, Chiyoda-ku, Tokyo Japan

Matters to be reported:	1. The Business Report, the Consolidated Financial Statements and the results of audits of the Consolidated Financial Statements by the Independent Auditor and the Audit and Supervisory Board for FY2024
	2. The Non-consolidated Financial Statements for FY2024
Matters to be resolved:	Proposal 1: Election of Eight (8) Directors of the Board
	The proposal was approved. Eight (8) candidates below were appointed as Directors and will serve as Directors.
	Masumi Minegishi, Hisayuki Idekoba, Ayano Senaha, Rony Kahan, Naoki Izumiya, Tsuyoshi Kadera, Keiko Honda and Katrina Lake
	Proposal 2: Election of One (1) Substitute Audit and Supervisory Board Member
	The proposal was approved. Miho Tanaka was appointed as a substitute Audit and Supervisory Board member.

Information for Shareholders

Structure of Directors and Audit and Supervisory Board Members

At the Board of Directors meeting held on June 26, 2025, following the conclusion of this Annual Meeting of Shareholders 2025, the Representative Directors were selected and assumed their offices. In addition, at the Audit and Supervisory Board meeting, standing Audit and Supervisory Board members were selected and assumed their offices.

As a result, the structure of Directors and Audit and Supervisory Board members as of June 26, 2025, is as follows.

Representative Director and Chairperson	Masumi Minegishi
Representative Director, President and Chief Executive Officer	Hisayuki Idekoba
Directors	Ayano Senaha Rony Kahan Naoki Izumiya (Independent) Tsuyoshi Kadera (Independent) Keiko Honda (Independent) Katrina Lake (Independent)
Audit and Supervisory Board members	Yukiko Nagashima (standing) Takashi Nishimura (standing) Yoichiro Ogawa (Independent) Katsuya Natori (Independent)

From the perspective of reducing the environmental burden, printed materials such as a "Shareholders Report" and a "Report on Business Results" are not provided. With respect to information such as an overview of the business results of FY2024 and initiatives in FY2025, please refer to the materials for the Shareholders Meeting on Recruit Holdings website (<https://recruit-holdings.com/en/ir/>).