

RESULTS OF ANNUAL MEETING OF SHAREHOLDERS 2026

TSE code: 6098
June 24, 2026

Dear Shareholders,

The Annual Meeting of Shareholders 2026 of Recruit Holdings Co., Ltd. ("Recruit Holdings") for the fiscal year ended March 31, 2026 ("FY2025") was held on June 24, 2026. 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 FY2025
	2. The Non-consolidated Financial Statements for FY2025
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 Kodera, Keiko Honda and Katrina Lake
	Proposal 2: Election of One (1) Audit and Supervisory Board Member and One (1) Substitute Audit and Supervisory Board Member The proposal was approved. 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 proposal was approved.

Information for Shareholders

Structure of Directors and Audit and Supervisory Board Members

At the Board of Directors meeting held on June 24, 2026, following the conclusion of this Annual Meeting of Shareholders 2026, 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 24, 2026, 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 Kodera (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 FY2025 and initiatives in FY2026, please refer to the materials for the Shareholders Meeting on Recruit Holdings website (<https://recruit-holdings.com/en/ir/>).