

Recruit Holdings listed for all six ESG indices adopted by GPIF

Recruit Holdings Co., Ltd (“The Company”) is honored to announce its continuous inclusion in the major ESG indices developed by FTSE Russell. The Company is now listed in all six ESG indices for Japanese equities adopted by the Government Pension Investment Fund (GPIF).

The Company received favorable evaluations from the UK-based global index provider FTSE Russell, having been included in the FTSE4Good Index Series and FTSE Blossom Japan Index for six consecutive years as well as the FTSE Blossom Japan Sector Relative Index for two consecutive years.



FTSE4Good

FTSE4Good Index Series¹

Consisting of global companies that adopt ESG initiatives as a core part of their operations, the FTSE4Good Index Series features a total of 1,625 companies worldwide in 2023, with 226 of them hailing from Japan.



FTSE Blossom
Japan Index

FTSE Blossom Japan Index¹

The index is composed of 310 Japanese companies (as of June 2023) with excellent evaluations for ESG risk management and responses using an industry-neutral² approach to minimize industry bias.



FTSE Blossom
Japan Sector
Relative Index

FTSE Blossom Japan Sector Relative Index¹

The index is composed of 605 Japanese companies (as of June 2023) with excellent evaluations for ESG risk management and responses utilizing a sector-neutral² approach to minimize sector bias.

2023 CONSTITUENT MSCI JAPAN
ESG SELECT LEADERS INDEX

MSCI Japan ESG Select Leaders Index³

The index, designed by MSCI, consists of 242 companies (as of June 2023) in the MSCI Japan IMI Top 500 Index selected for their high ESG ratings.

2023 CONSTITUENT MSCI JAPAN
EMPOWERING WOMEN INDEX (WIN)

MSCI Japan Empowering Women Index (WIN)³

The index, designed by MSCI, consists of 379 companies (as of June 2023) in the MSCI Japan IMI Top 500 Index selected for their high percentages of women managers and hires.



S&P/JPX Carbon Efficient Index

The index, designed by S&P and the Japan Exchange Group, consists of more than 1,000 companies with excellent evaluations for environmental disclosure and carbon efficiency.



Morningstar Japan ex-REIT Gender Diversity Tilt Index (GenDi J)⁴

The index, designed by Morningstar, consists of 930 Japanese companies (as of February 2023). It is based on Equileap’s gender and diversity standards.

About Recruit Group’s ESG Commitment

Recruit Group believes that the Company can foster sustainable growth by positively impacting society and the global environment through our corporate activities and striving for mutual prosperity with all our stakeholders. As announced in May 2021, the Company has set specific targets for environmental, social, and governance (ESG) matters toward FY2030⁵ as part of our corporate strategy. We are now working to achieve them through ongoing dialogues with stakeholders. The Board of Directors is monitoring the progress of these efforts.

Environment Goal

- Achieve carbon neutrality in greenhouse gas emissions (GHG) throughout our business activities and across our entire value chain⁶

Social Impact Goal

- Reduce the time it takes to get hired⁷ by half compared to that of FY2021
- Helping 30 million people facing barriers in the labor market around the world get hired — barriers such as education, disabilities, criminal records, experience in military services and others⁸

DEI (Diversity, Equity and Inclusion) Goal

- Achieve gender parity among senior executives, those in managerial positions, and all employee levels⁹

Governance Goal

- Achieve gender parity among the members of the Board of Directors and Audit and Supervisory Board of Recruit Holdings

Please find more information on the website: [Recruit Group's Sustainability Commitment](#)

¹ FTSE Russell (the trading name of FTSE International Limited and Frank Russell Company) confirms that Recruit Holdings Co., Ltd has been independently assessed according to the criteria of each index, and has satisfied the requirements to become a constituent of FTSE4Good Index Series, FTSE Blossom Japan Index, and FTSE Blossom Japan Sector Relative Index. Please refer to [our website](#) for more details on each index.

² Industries and sectors are based on [Industry Classification Benchmark \(ICB\)](#). The largest classifications are industries, and sectors are subdivisions to it.

³ MSCI ESG Indices: THE INCLUSION OF Recruit Holdings Co., Ltd. IN ANY MSCI INDEX, AND THE USE OF MSCI LOGOS, TRADEMARKS, SERVICE MARKS OR INDEX NAMES HEREIN, DO NOT CONSTITUTE A SPONSORSHIP, ENDORSEMENT OR PROMOTION OF Recruit Holdings Co., Ltd. BY MSCI OR ANY OF ITS AFFILIATES. THE MSCI INDEXES ARE THE EXCLUSIVE PROPERTY OF MSCI. MSCI AND THE MSCI INDEX NAMES AND LOGOS ARE TRADEMARKS OR SERVICE MARKS OF MSCI OR ITS AFFILIATES.

⁴ Morningstar, Inc., and/or one of its affiliated companies (individually and collectively, "Morningstar") has authorized Recruit Holdings Co., Ltd. to use of the Morningstar Japan ex-REIT Gender Diversity Tilt Logo ("Logo") to reflect the fact that, for the designated ranking year, Recruit Holdings Co., Ltd. ranks in the top quintile of companies comprising the Morningstar® Japan ex-REIT Gender Diversity Tilt IndexSM("Index") on the issue of gender diversity in the workplace. Morningstar is making the Logo available for use by Recruit Holdings Co., Ltd. for informational purposes. Recruit Holdings Co., Ltd. use of the Logo should not be construed as an endorsement by Morningstar of Recruit Holdings Co., Ltd. or as a recommendation, offer or solicitation to purchase, sell or underwrite any security associated with Recruit Holdings Co., Ltd. The Index is designed to reflect gender diversity in the workplace in Japan, but Morningstar does not guarantee the accuracy, completeness or timeliness of the Index or any data included in it. Morningstar makes no express or implied warranties regarding the Index or the Logo, and expressly disclaims all warranties of merchantability or fitness for a particular purpose or use with respect to the Index, any data included in it or the Logo. Without limiting any of the foregoing, in no event shall Morningstar or any of its third party content providers have any liability for any damages (whether direct or indirect), arising from any party's use or reliance on the Index or the Logo, even if Morningstar is notified of the possibility of such damages. The Morningstar name, Index name and the Logo are the trademarks or services marks of Morningstar, Inc. Past performance is no guarantee of future results.

⁵ Fiscal years begin on April 1 each year and end March 31 of the following year.

⁶ GHG emissions throughout our business activities are the sum of direct emissions from the use of fuels in owned or controlled sources and are referred to as Scope 1. Indirect emissions from the use of purchased electricity, heat, or steam in owned or controlled sources are referred to as Scope 2. GHG emissions from the value chain are referred to as Scope 3, and comprise indirect emissions other than Scope 1 and 2. The entire value chain represents the sum of Scopes 1, 2 and 3 GHG emissions. The Company aims to achieve carbon neutrality upon completion of the following steps:



measurement of GHG emissions, obtaining an accredited third-party assurance on the amount of GHG emissions, and offsetting of those emissions.

- ⁷ The period from the time a user starts an active job search on the Indeed job platform to the time the user confirms receipt of a job offer.
- ⁸ Current initiatives include providing assistance through our online hiring platform, and through partnerships with NPOs and other organizations that the Company collaborates with. The Company may also aim to reduce various other barriers, including new issues that emerge in the labor market through the time period until FY2030.
- ⁹ Senior executive positions are defined as Senior Vice Presidents and Corporate Officers of Recruit Holdings and Matching & Solutions Strategic Business Unit (SBU), and CEOs of our major subsidiaries and heads of key functions in the HR Technology and Staffing SBUs. Figures for managerial positions and employees are calculated from Recruit Holdings, SBU Headquarters, and primary operating companies of each SBU. Managerial positions refer to all of those that have subordinate employees.

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<https://recruit-holdings.com/ir/>