

Sustainability Update: Fireside Chat 2024

Recruit Holdings Co., Ltd. (“the Company”) held a Fireside Chat webcast on our Sustainability Updates on July 2, 2024. The session featured presentations by Ayano “Sena” Senaha, Director, Executive Vice President and COO; Chris Hyams, CEO, Indeed; and LaFawn Davis, Chief People & Sustainability Officer, Indeed, on the overview and progress of the Company’s sustainability initiatives for FY2023. Additionally a Fireside Chat was held between Sena and Junichi Arai, Senior Vice President of Corporate Strategy and Investor Relations, to discuss the progress and challenges of the third year of our sustainability commitment “Prosper Together”, one of the Company’s strategic pillars.

The Company has set five sustainability goals that we aim to achieve during the decade to FY2030.

E	<ul style="list-style-type: none"> • Become carbon neutral throughout our business activities by FY2021 and our entire value chain by FY2030¹
S	<ul style="list-style-type: none"> • Shorten the time it takes to get hired by half by FY2030² • Help 30 million people facing barriers get hired by FY2030³ • Achieve gender parity across all employee levels by FY2030⁴
G	<ul style="list-style-type: none"> • Reach gender parity of the Board of Directors members including Audit & Supervisory Board members by FY2030⁵

Sena stated in her presentation:

- In FY2023, the third year since we set these goals, the Company made notable progress toward achieving them through continuous trial and error as Recruit Holdings Co.,Ltd. and its subsidiaries.
- FY2023 was also the year in which we began to see signs of acceleration in our efforts towards our central sustainability strategy's social impact goal to "Shorten the time it takes to get hired by half."

In addition to these five sustainability goals, Sena also announced that the Company advanced discussions on two important sustainability themes during FY2023. The first theme is the responsible use of technology, including AI and the second theme is sustainability disclosure regulations, which are advancing in Europe.

For more information about the Fireside Chat 2024, please see the presentation materials and video archives on the Company’s website.

https://recruit-holdings.com/en/newsroom/20240702_0001/

Please also refer to the release "Progress on its Commitment to Sustainability — “Prosper Together”" disclosed on the Company’s website on May 15 for the progress of our sustainability initiatives in FY2023.

https://recruit-holdings.com/en/newsroom/20240515_0001/



- ¹ Carbon neutrality includes reducing greenhouse gas (GHG) emissions as well as offsetting the remaining emissions. GHG emissions throughout business activities are the sum of direct emissions from the use of fuels in owned or controlled sources (Scope 1) and indirect emissions from the use of purchased electricity, heat, or steam in owned or controlled sources (Scope 2). GHG emissions from the value chain are indirect emissions other than Scope 1 and 2 (Scope 3). The entire value chain represents the total of Scopes 1, 2 and 3.
- ² The period from the time a user starts an active job search on the Indeed job platform to the time the users confirm receipt of a job offer.
- ³ The initiative as of today includes providing assistance through the Company's online job platform, and through partnerships with NPOs and other organizations with whom the Company collaborates. The Company may also aim to reduce other various barriers, including newly emerging issues in the labor market by FY2030.
- ⁴ All employee levels refer to the following three groups including all employees, managerial positions, and senior executives. 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 the Company's 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 mean all of those that have subordinate employees.
- ⁵ The Board of Directors members are defined as Directors of the Board and Audit & Supervisory Board members.

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