

July 24, 2025

Recruit Holdings Announces Determination of Terms of Stock Options

TOKYO, JAPAN (July 24, 2025) - Recruit Holdings Co., Ltd. (TSE: 6098) (the “Company”) announced today that the undetermined items regarding stock options (Recruit Holdings Co., Ltd. Series 10 Stock Options) for Directors of the Board, excluding independent Directors, and Senior Vice Presidents that were resolved at its Board of Directors meeting held on July 9, 2025 have been determined as follows.

Total number of Stock Options

2,169 stock options (number of shares to be acquired upon exercise of one stock option shall be 100 shares)

Persons to whom the stock option will be allotted and number of those persons, and number of the stock acquisition rights to be allotted

Company's Directors of the Board

4 persons 1,687 stock options

Company's Senior Vice Presidents (*shikko-yakuin*)

3 persons 482 stock options

Amount of assets to be contributed upon exercise of the Stock Options and the amount per share (exercise price)

883,900 yen per stock option (8,839 yen per share)

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