

January 22, 2026

Change in Consolidated Subsidiary due to Transfer of Shares and Holdings

TOKYO, JAPAN (January 22, 2026) – Recruit Holdings Co., Ltd. (TSE: 6098) (the “Company”) announces that Recruit Co., Ltd. (“Recruit”), a consolidated subsidiary of the Company, decided today to transfer all of the shares of its consolidated subsidiaries, RGF International Recruitment Holdings Limited (“RIR”), to Fullcast Holdings Co., Ltd. for 609 million yen¹. The execution date of this share transfer is scheduled for April 1, 2026.

This transfer is being disclosed pursuant to the Securities Listing Regulations of the Tokyo Stock Exchange, as RIR qualifies as a specified subsidiary based on its capital. The impact on the Company’s consolidated financial results for the year ending March 31, 2027 is minimal.

The Company promotes “Simplify Hiring,” one of its business strategies, through various HR services, including globally operated online matching and hiring platforms, staffing, and placement services primarily in Japan. In promoting this strategy, the Company is focused on achieving faster and more efficient matching between job seekers and business clients by combining the data and expertise accumulated through the Recruit group’s HR services with AI and machine learning technologies.

RIR has been providing placement services primarily in Asia since establishing its first office in China in 2006. Under the policy of first promoting the evolution of Recruit group’s placement services through the use of AI and machine learning technologies in Japan, Recruit has determined that collaboration with a partner outside the Recruit group would be most suitable for the further growth of RIR.

¹ This transfer value covers RIR and its consolidated subsidiaries, and does not include the transfer value of RGF Talent Solutions Japan K.K., which will also be transferred concurrently.

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