

February 12, 2025

Recruit Holdings Co., Ltd. (TSE 6098)
Consolidated Financial Results for the Nine Months Ended December 31, 2024 (IFRS)

Tokyo, February 12, 2025 — Recruit Holdings Co., Ltd. announced today its consolidated financial results for the nine months ended December 31, 2024 (April 1, 2024 to December 31, 2024)

Consolidated Operating Results

(In billions of yen, unless otherwise stated)	Nine Months Ended December 31,		% change
	2023	2024	
Revenue	2,572.7	2,695.7	4.8%
Adjusted EBITDA	486.4	546.8	12.4%
Operating income	346.8	409.3	18.0%
Profit before tax	382.0	442.2	15.8%
Profit for the period	320.5	341.3	6.5%
Profit attributable to owners of the parent	319.4	341.5	6.9%
Total comprehensive income	422.4	396.4	(6.2)%
Basic EPS (yen)	203.48	225.62	10.9%
Diluted EPS (yen)	200.78	221.50	10.3%

Adjusted EBITDA: Operating income + depreciation and amortization (excluding depreciation of right-of-use assets)
 + share-based payment expenses ± other operating income/expenses

Adjusted EPS, which was previously disclosed, will no longer be disclosed starting from the fiscal year ending March 31, 2025, due to a revision of voluntary disclosure indicators.

Consolidated Financial Position

(In billions of yen, unless otherwise stated)	As of March 31, 2024	As of December 31, 2024
Total assets	3,144.6	2,908.7
Total equity	2,008.9	1,808.7
Equity attributable to owners of the parent	2,000.9	1,798.9
Ratio of equity attributable to owners of the parent (%)	63.6	61.8

Dividends

(In yen)	FY2023	FY2024	FY2024 (Guidance)
At the end of Q1	-	-	-
At the end of Q2	11.50	12.00	-
At the end of Q3	-	-	-
At the end of Q4	11.50	-	12.00
Total	23.00	-	24.00

Consolidated Financial Guidance for FY2024

The Company has revised the financial guidance for FY2024 from the figures announced on November 11, 2024 as below.

(In billions of yen, unless otherwise stated)	FY2024 Full-year Revised Guidance	Year over year % change
Revenue	3,560.0	4.2%
Adjusted EBITDA	673.0	12.5%
Operating income	488.0	21.2%
Profit attributable to owners of the parent	403.0	14.0%
Basic EPS (yen) ¹	267.00	18.1%

¹ Number of issued shares at the end of the period and number of treasury stock at the end of the period are as of January 31, 2025 on a delivery date basis.

Please refer to page 4. Qualitative Information on Consolidated Financial Guidance for more details.

Significant Changes in Scope of Consolidation

There was no significant change in the scope of consolidation.

Changes in Accounting Policies and Changes in Accounting Estimates

There has been no change in: (1) accounting policies required by IFRS, (2) accounting policies other than the foregoing item (1), and (3) accounting estimates.

Number of Issued Shares - Common Stock

	As of March 31, 2024	As of December 31, 2024
Number of issued shares including treasury stock	1,649,841,949	1,649,841,949
Number of treasury stock ¹	105,201,121	167,101,068

	Nine Months Ended December 31, 2023	Nine Months Ended December 31, 2024
Average number of shares during the period	1,569,886,034	1,513,836,858

¹ The number of treasury stock 167,101,068 as of December 31, 2024 includes treasury stock held by the Company (102,647,158 shares) and the Company's stock held in the trust account of the Board Incentive Plan ("BIP") trust and the Employee Stock Ownership Plan ("ESOP") trust (64,453,910 shares).

Definition of the Abbreviation

Abbreviation	Definition
Recruit Holdings, the Holding Company	Recruit Holdings Co., Ltd. on a standalone basis
the Company, Recruit Group, We, Our	Recruit Holdings Co., Ltd. and its consolidated subsidiaries
SBU	Strategic Business Unit
Q3	Three-month period from October 1 to December 31
FY2023	Fiscal year from April 1, 2023 to March 31, 2024
FY2024	Fiscal year from April 1, 2024 to March 31, 2025

Average Exchange Rate during the Period

(In yen)	FY2023				FY2024		
	Q1	Q2	Q3	Q4	Q1	Q2	Q3
US dollar	137.49	144.63	147.86	148.63	155.85	149.71	152.37
Euro	149.58	157.32	159.06	161.33	167.85	164.28	162.58
Australian dollar	91.87	94.63	96.25	97.67	102.71	100.18	99.49

The Japanese-language originals of the attached consolidated quarterly financial statements have been voluntarily reviewed by certified public accountants or an audit firm.

Forward-Looking Statements

This document contains forward-looking statements, which reflect the Company's assumptions and outlook for the future and estimates based on information available to the Company and the Company's plans and expectations as of the date of this document or other date indicated. There can be no assurance that the relevant forecasts and other forward-looking statements will be achieved. Please note that significant differences between the forecasts and other forward-looking statements and actual results may arise due to various factors, including changes in economic conditions, changes in individual users' preferences and business clients' needs, competition, changes in the legal and regulatory environment, fluctuations in foreign exchange rates, and other factors. Accordingly, readers are cautioned against placing undue reliance on any such forward-looking statements. The Company has no obligation to update or revise any information contained in this document based on any subsequent developments except as required by applicable law or stock exchange rules and regulations.

Note Regarding Reference Translation

This document has been translated from the Japanese language original for reference purposes only and may not be used or disclosed for any other purpose without the Company's prior written consent. In the event of any conflict or discrepancy between this translated document and the Japanese language original, the Japanese language original shall prevail in all respects. The Company makes no representations regarding the accuracy or completeness of this translation and assumes no responsibility for any losses or damages arising from the use of this translation.

Third-Party Information

This document includes information derived from or based on third-party sources, including information about the markets in which the Company operates. These statements are based on statistics and other information from third-party sources as cited herein, and the Company has not independently verified and cannot assure the accuracy or completeness of any information derived from or based on third-party sources.

U.S. Disclaimer – Un-sponsored American Depositary Receipt (“ADR”)

The Company does not support or encourage, and has not consented to, the creation of any un-sponsored ADR facilities in respect of its securities and in any event disclaims any liability in connection with an un-sponsored ADR. The Company does not represent to any depository institution, bank or anyone nor should any such entity rely on a belief that the Web site of the Company includes all published information in English, currently, and on an ongoing basis, required to claim an exemption under U.S. Exchange Act Rule 12g3-2(b).

A full set of materials regarding Q3 FY2024 results announcement is posted on <https://recruit-holdings.com/en/ir/financials/>

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1. Management's Discussion and Analysis

For Q3 FY2024 results, please refer to TDnet or "Q3 FY2024 Consolidated Results" on our IR website disclosed on February 12, 2025.

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

There are no significant matters regarding Analysis of Consolidated Financial Position.

Please refer to Section 4. Supplementary Information for the "Results of Operation by Segment," "Selling, General and Administrative Expenses," "Share-based Payment Expenses and Research and Development Expenses," and "Net Cash Balance."

2. Qualitative Information on Consolidated Financial Guidance

The Company has revised full-year consolidated financial guidance for FY2024 announced on November 11, 2024.

The revised financial guidance is the sum of the cumulative results up to Q3 FY2024 and the guidance for Q4 FY2024, which is largely in line with the guidance for the second half of FY2024 announced on November 11, 2024.

(In billions of yen)	REVISED FY2024 Guidance (as of Feb. 2025)	FY2024 Guidance (as of Nov. 2024)
Revenue	3,560.0	3,468.7 - 3,548.7
YoY % change	4.2%	1.5% - 3.9%
Adjusted EBITDA	673.0	622.2 - 682.2
YoY % change	12.5%	4.0% - 14.0%
Operating income	488.0	442.7 - 502.7
YoY % change	21.2%	10.0% - 24.9%
Profit attributable to owners of the parent	403.0	362.4 - 407.4
YoY % change	14.0%	2.5% - 15.2%
Basic EPS (yen) ¹	267.00	239.64 - 270.64
YoY % change	18.1%	6.0% - 19.8%

¹ Number of issued shares and number of treasury stock for purposes of the guidance calculations are as of January 31, 2025 on a delivery date basis.

The foreign exchange rate assumptions for the Q4 of FY2024 are 154 yen per US dollar, 159 yen per Euro and 97 yen per Australian dollar.

HR Technology

The Company has revised the FY2024 full-year outlook announced on November 11, 2024 as below.

	REVISED FY2024 Outlook (as of Feb. 2025)	FY2024 Outlook (as of Nov. 2024)
Revenue (YoY on US dollar basis)		
US	1.5%	1.4%±
Japan	50.3%	52.1%±
Rest of World	3.0%	6.2%±
Total	5.3%	4.1% - 7.9%
Adjusted EBITDA margin (%)	35.6%	34.1% - 36.0%

The total amount of share-based payment expense in FY2024 is expected to be approximately 520 million US dollars.

Matching & Solutions

The Company has revised the FY2024 full-year outlook announced on November 11, 2024 as below.

	REVISED FY2024 Outlook (as of Feb. 2025)	FY2024 Outlook (as of Nov. 2024)
Revenue (YoY)		
HR Solutions	(10.0)%	(12.3)% - (7.4)%
Marketing Solutions	7.8%	5.4% - 8.4%
Total	1.0%	(1.4)% - 2.4%
Adjusted EBITDA margin (%)		
HR Solutions ¹	19.5%	18.8% - 21.0%
Marketing Solutions ¹	30.0%	30.0%±
Total	22.5%	21.6% - 23.4%

¹ Before allocation of corporate overhead costs.

Staffing

The Company has revised the FY2024 full-year outlook announced on November 11, 2024 as below.

	REVISED FY2024 Outlook (as of Feb. 2025)	FY2024 Outlook (as of Nov. 2024)
Revenue (YoY)		
Japan	6.9%	7.2%±
Europe, US, and Australia	(1.7)%	(3.9)% - (2.9)%
Total	2.2%	1.2% - 1.7%
Adjusted EBITDA margin (%)	5.8%	5.9%±

3. Condensed Quarterly Consolidated Financial Statements and Primary Notes

Condensed Quarterly Consolidated Statements of Financial Position

(In millions of yen)	As of March 31, 2024	As of December 31, 2024
Assets		
Current assets		
Cash and cash equivalents	1,136,858	871,812
Trade and other receivables	549,814	572,575
Other financial assets	5,608	3,744
Other assets	70,462	100,761
Total current assets	1,762,744	1,548,895
Non-current assets		
Property and equipment	66,513	58,041
Right-of-use assets	170,366	144,429
Goodwill	510,638	527,786
Intangible assets	185,219	188,215
Investments in associates and joint ventures	26,841	22,447
Other financial assets	210,271	185,194
Deferred tax assets	203,482	221,690
Other assets	8,567	12,089
Total non-current assets	1,381,902	1,359,895
Total assets	3,144,646	2,908,790

(In millions of yen)	As of March 31, 2024	As of December 31, 2024
Liabilities and equity		
Liabilities		
Current liabilities		
Trade and other payables	359,856	350,124
Borrowings	374	31
Lease liabilities	44,248	44,751
Other financial liabilities	541	3,156
Income tax payables	37,679	56,328
Provisions	17,214	11,927
Other liabilities	298,965	294,867
Total current liabilities	758,879	761,187
Non-current liabilities		
Borrowings	1,020	1,059
Lease liabilities	175,488	154,905
Other financial liabilities	556	655
Provisions	15,059	14,827
Net liability for retirement benefits	64,943	66,673
Deferred tax liabilities	111,610	92,067
Other liabilities	8,186	8,698
Total non-current liabilities	376,866	338,888
Total liabilities	1,135,746	1,100,075
Equity		
Equity attributable to owners of the parent		
Common stock	40,000	40,000
Share premium	-	20,477
Retained earnings	1,884,258	2,172,613
Treasury stock	(407,049)	(1,006,303)
Other components of equity	483,714	572,129
Total equity attributable to owners of the parent	2,000,922	1,798,916
Non-controlling interests	7,977	9,797
Total equity	2,008,900	1,808,714
Total liabilities and equity	3,144,646	2,908,790

Condensed Quarterly Consolidated Statements of Profit or Loss

(In millions of yen, unless otherwise stated)	Nine Months Ended December 31,	
	2023	2024
Revenue	2,572,714	2,695,702
Cost of sales	1,100,364	1,124,903
Gross profit	1,472,350	1,570,798
Selling, general and administrative expenses	1,106,355	1,141,843
Other operating income	3,184	2,984
Other operating expenses	22,376	22,580
Operating income	346,803	409,358
Share of profit (loss) of associates and joint ventures	(722)	(3,310)
Finance income	39,940	40,547
Finance costs	3,988	4,365
Profit before tax	382,032	442,228
Income tax expense	61,469	100,872
Profit for the period	320,563	341,356
Profit attributable to:		
Owners of the parent	319,434	341,549
Non-controlling interests	1,128	(192)
Profit for the period	320,563	341,356
Earnings per share attributable to owners of the parent		
Basic earnings per share (yen)	203.48	225.62
Diluted earnings per share (yen)	200.78	221.50

Condensed Quarterly Consolidated Statements of Comprehensive Income

(In millions of yen)	Nine Months Ended December 31,	
	2023	2024
Profit for the period	320,563	341,356
Other comprehensive income		
Items that will not be reclassified to profit or loss:		
Net change in financial assets measured at fair value through other comprehensive income	3,841	(15,329)
Remeasurements of defined retirement benefit plans	(85)	(6)
Share of other comprehensive income of associates and joint ventures	214	(2,032)
Subtotal	3,969	(17,367)
Items that may be reclassified subsequently to profit or loss:		
Exchange differences on translation of foreign operations	97,966	72,437
Effective portion of changes in fair value of cash flow hedges	(63)	–
Subtotal	97,903	72,437
Other comprehensive income (loss) for the period, net of tax	101,873	55,069
Comprehensive income for the period	422,436	396,425
Comprehensive income attributable to:		
Owners of the parent	420,711	396,432
Non-controlling interests	1,725	(6)
Comprehensive income for the period	422,436	396,425

Condensed Quarterly Consolidated Statements of Changes in Equity

For the Nine Months Ended December 31, 2023

	Equity attributable to owners of the parent						
	Common stock	Share premium	Retained earnings	Treasury stock	Other components of equity		
					Share-based payments	Exchange differences on translation of foreign operations	Effective portion of changes in fair value of cash flow hedges
<i>(In millions of yen)</i>							
Balance at April 1, 2023	40,000	33,754	1,711,350	(432,612)	75,595	198,859	63
Profit for the period			319,434				
Other comprehensive income						97,506	(63)
Comprehensive income for the period	-	-	319,434	-	-	97,506	(63)
Transfer from other components of equity to retained earnings			3,833				
Purchase of treasury stock		(79)		(130,661)			
Disposal of treasury stock		17,119		35,263	(52,750)		
Dividends			(35,377)				
Share-based payments					69,163		
Equity transactions with non-controlling interests							
Transactions with owners - total	-	17,039	(31,544)	(95,397)	16,412	-	-
Balance at December 31, 2023	40,000	50,794	1,999,240	(528,010)	92,008	296,365	-

	Equity attributable to owners of the parent					
	Other components of equity		Total	Total	Non-controlling interests	Total equity
	Net change in financial assets measured at fair value through other comprehensive income	Remeasurements of defined retirement benefit plans				
Balance at April 1, 2023	-	-	274,517	1,627,010	13,939	1,640,949
Profit for the period			-	319,434	1,128	320,563
Other comprehensive income	3,919	(85)	101,277	101,277	596	101,873
Comprehensive income for the period	3,919	(85)	101,277	420,711	1,725	422,436
Transfer from other components of equity to retained earnings	(3,919)	85	(3,833)	-		-
Purchase of treasury stock			-	(130,740)		(130,740)
Disposal of treasury stock			(52,750)	(367)		(367)
Dividends			-	(35,377)		(35,377)
Share-based payments			69,163	69,163		69,163
Equity transactions with non-controlling interests			-	-	817	817
Transactions with owners - total	(3,919)	85	12,579	(97,322)	817	(96,505)
Balance at December 31, 2023	-	-	388,374	1,950,399	16,482	1,966,881

For the Nine Months Ended December 31, 2024

	Equity attributable to owners of the parent				Other components of equity		
	Common stock	Share premium	Retained earnings	Treasury stock	Share-based payments	Exchange differences on translation of foreign operations	Effective portion of changes in fair value of cash flow hedges
<i>(In millions of yen)</i>							
Balance at April 1, 2024	40,000	–	1,884,258	(407,049)	88,242	395,471	–
Profit for the period			341,549				
Other comprehensive income						72,435	–
Comprehensive income for the period	–	–	341,549	–	–	72,435	–
Transfer from other components of equity to retained earnings			(17,551)				
Purchase of treasury stock		(347)		(639,803)			
Disposal of treasury stock		20,824		40,549	(60,938)		
Dividends			(35,642)				
Share-based payments					76,919		
Equity transactions with non-controlling interests							
Transactions with owners - total	–	20,477	(53,194)	(599,253)	15,980	–	–
Balance at December 31, 2024	40,000	20,477	2,172,613	(1,006,303)	104,223	467,906	–

	Equity attributable to owners of the parent				Non-controlling interests	Total equity
	Other components of equity		Total	Total		
	Net change in financial assets measured at fair value through other comprehensive income	Remeasurements of defined retirement benefit plans	Total	Total		
Balance at April 1, 2024	–	–	483,714	2,000,922	7,977	2,008,900
Profit for the period			–	341,549	(192)	341,356
Other comprehensive income	(17,545)	(6)	54,883	54,883	186	55,069
Comprehensive income for the period	(17,545)	(6)	54,883	396,432	(6)	396,425
Transfer from other components of equity to retained earnings	17,545	6	17,551	–		–
Purchase of treasury stock			–	(640,150)		(640,150)
Disposal of treasury stock			(60,938)	435		435
Dividends			–	(35,642)		(35,642)
Share-based payments			76,919	76,919		76,919
Equity transactions with non-controlling interests			–	–	1,826	1,826
Transactions with owners - total	17,545	6	33,532	(598,438)	1,826	(596,611)
Balance at December 31, 2024	–	–	572,129	1,798,916	9,797	1,808,714

Condensed Quarterly Consolidated Statements of Cash Flows

(In millions of yen)	Nine Months Ended December 31,	
	2023	2024
Cash flows from operating activities		
Profit before tax	382,032	442,228
Depreciation and amortization	86,723	81,878
Share-based payment expenses	64,171	64,311
Interest and dividend income	(30,917)	(26,238)
(Increase) decrease in trade and other receivables	23,505	(11,616)
Increase (decrease) in trade and other payables	(35,977)	(12,277)
Other	(25,707)	(26,412)
Subtotal	463,830	511,872
Interest and dividends received	30,332	26,955
Interest paid	(3,925)	(3,995)
Income taxes paid	(130,298)	(97,189)
Net cash provided by operating activities	359,939	437,642
Cash flows from investing activities		
Payment for purchase of property and equipment	(9,405)	(6,014)
Payment for purchase of intangible assets	(43,625)	(43,076)
Proceeds from sale and redemption of investments	4,836	12,938
Other	(3,007)	(6,877)
Net cash provided used in investing activities	(51,201)	(43,029)
Cash flows from financing activities		
Repayments of long-term borrowings	(12,478)	–
Repayments of lease liabilities	(35,095)	(32,580)
Payment for purchase of treasury stock	(130,763)	(640,290)
(Increase) decrease in deposits for purchase of treasury stock	-	(21,232)
Dividends paid	(35,340)	(35,611)
Proceeds from settlement of derivatives	11,047	17,301
Other	909	2,015
Net cash used in financing activities	(201,721)	(710,397)
Effect of exchange rate changes on cash and cash equivalents	57,699	50,738
Net increase (decrease) in cash and cash equivalents	164,715	(265,045)
Cash and cash equivalents at the beginning of the period	877,370	1,136,858
Cash and cash equivalents at the end of the period	1,042,085	871,812

Notes to Condensed Quarterly Consolidated Financial Statements

1. Applicable Financial Reporting Framework

The Company's condensed quarterly consolidated financial statements (condensed quarterly consolidated statements of financial position, condensed quarterly consolidated statements of profit or loss, condensed quarterly consolidated statements of comprehensive income, condensed quarterly consolidated statements of changes in equity, condensed quarterly consolidated statements of cash flows, and notes) are prepared in accordance with Article 5, Paragraph 2 of Tokyo Stock Exchange, Inc.'s standards for the preparation of quarterly financial statements, etc. (however, the omissions set out in Article 5, Paragraph 5 of the same standards apply). The condensed quarterly consolidated financial statements are prepared based on International Accounting Standard No. 34 "Interim Financial Reporting" (hereinafter "IAS 34"), but some of the disclosure items and notes required by IAS 34 are omitted. Accordingly, the condensed quarterly consolidated financial statements are not a set of condensed financial statements in accordance with IAS 34.

2. Going Concern Assumption

Not applicable.

3. Operating Segments

(1) Overview of Reportable Segments

The Company's operating segments are those components of the Company for which discrete financial information is available and whose operating results are regularly reviewed by the Board of Directors to decide on the allocation of operating resources and assess business performance. The Company has three operating segments by type of business, HR Technology, Matching & Solutions, and Staffing, which are also the reportable segments.

HR Technology consists of three operations, the *US*, *Japan*, and *Rest of World*. Matching & Solutions consists of two operations, HR Solutions and Marketing Solutions. Staffing consists of two operations, *Japan* and *Europe, US and Australia*.

(2) Information on Reportable Segments

Segment profit (loss) denotes adjusted EBITDA (operating income + depreciation and amortization (excluding depreciation of right-of-use assets) + share-based payment expenses ± other operating income/expenses).

Revenue from external customers in Adjustments includes revenue that is not allocated to a specific reportable segment, and segment profit (loss) of Adjustments includes corporate expenses not allocated to any reportable segments. Corporate expenses consist primarily of general and administrative expenses that are not allocable to the segments. Intersegment revenue or transfers are calculated based on a price used in similar transactions with third parties. Segment assets and liabilities are not stated as they are not subject to review for the purpose of deciding on the allocation of operating resources and assessing business performance.

For the Nine Months Ended December 31, 2023

(In millions of yen)	Reportable Segment				Adjustments	Consolidated
	HR Technology	Matching & Solutions	Staffing	Total		
Revenue						
Revenue from external customers	756,546	593,238	1,221,968	2,571,754	960	2,572,714
Intersegment revenue or transfers	1,680	6,428	19,427	27,536	(27,536)	-
Total	758,226	599,667	1,241,396	2,599,290	(26,576)	2,572,714
Segment profit (loss)	271,050	135,236	84,680	490,968	(4,555)	486,412
Depreciation and amortization (Note)						56,245
Share-based payment expenses						64,171
Other operating income						3,184
Other operating expenses						22,376
Operating income						346,803
Share of profit (loss) of associates and joint ventures						(722)
Finance income						39,940
Finance costs						3,988
Profit before tax						382,032

Note: Depreciation and amortization exclude depreciation of right-of-use assets.

For the Nine Months Ended December 31, 2024

(In millions of yen)	Reportable Segment				Adjustments	Consolidated
	HR Technology	Matching & Solutions	Staffing	Total		
Revenue						
Revenue from external customers	842,380	585,133	1,259,647	2,687,161	8,540	2,695,702
Intersegment revenue or transfers	1,306	22,094	19,156	42,557	(42,557)	-
Total	843,687	607,228	1,278,803	2,729,718	(34,016)	2,695,702
Segment profit (loss)	306,349	158,279	87,383	552,012	(5,140)	546,871
Depreciation and amortization (Note)						53,605
Share-based payment expenses						64,311
Other operating income						2,984
Other operating expenses						22,580
Operating income						409,358
Share of profit (loss) of associates and joint ventures						(3,310)
Finance income						40,547
Finance costs						4,365
Profit before tax						442,228

Note: Depreciation and amortization exclude depreciation of right-of-use assets.

4. Treasury Stock

Treasury stock recognized in the Condensed Quarterly Consolidated Statements of Financial Position includes Recruit Holdings shares held by the BIP trust and the ESOP trust.

The breakdown of treasury stock is as follows:

(In millions of yen, unless otherwise stated)	As of March 31, 2024		As of December 31, 2024	
	Number of shares (shares)	Carrying amount	Number of shares (shares)	Carrying amount
Treasury stock directly held by Recruit Holdings	50,413,104	214,070	102,647,158	757,887
Recruit Holdings shares held by the BIP trust and the ESOP trust	54,788,017	192,979	64,453,910	248,415
Total	105,201,121	407,049	167,101,068	1,006,303

5. Significant Subsequent Events

Share Repurchase

The Company, by resolution of its Board of Directors on July 9, 2024, implemented the following share repurchase program, pursuant to Article 156 of the Companies Act as applied by replacing certain terms pursuant to Article 165, Paragraph 3 of the said Act.

(1) Details of common stock repurchased on and after January 1, 2025

(i) Type of shares repurchased	Common shares of Recruit Holdings
(ii) Total number of shares repurchased	3,605,800 shares
(iii) Total purchase price	39,287 million yen
(iv) Acquisition period	From January 1, 2025 to January 31, 2025 (delivery date basis)

(2) Details of the purchases resolved by the Board of Directors on July 9, 2024

(i) Type of shares to be repurchased	Common shares of Recruit Holdings
(ii) Total number of shares to be repurchased	87,000,000 shares (Maximum)
(iii) Total purchase price	600,000 million yen (Maximum)
(iv) Repurchase period	From July 10, 2024 to July 9, 2025
(v) Method of repurchases	(1) Market purchases on Tokyo Stock Exchange, Inc. through an appointed securities dealer with transaction discretion (2) Purchases through Off-Auction Own Share Repurchase Trading System (ToSTNeT-3)

(3) Total number of common stock repurchased pursuant to the Board of Directors resolution described above (As of January 31, 2025)

(i) Type of shares repurchased	Common shares of Recruit Holdings
(ii) Total number of shares repurchased	63,142,100 shares
(iii) Total purchase price	583,787 million yen

4. Supplementary Information

Supplementary Information is not subject to review by a certified public accountant nor an independent auditor.

Results of Operations by Segment

(In billions of yen)	Three Months Ended December 31,		% Change	Nine Months Ended December 31,		% Change
	2023	2024		2023	2024	
Revenue						
HR Technology						
US	167.1	180.5	8.0%	526.5	564.2	7.2%
Japan	18.1	30.3	66.9%	51.7	82.4	59.3%
Rest of World	57.7	64.6	11.8%	179.9	196.9	9.4%
Total	243.0	275.4	13.3%	758.2	843.6	11.3%
Matching & Solutions						
HR Solutions	73.1	63.2	(13.6)%	228.1	207.6	(9.0)%
Marketing Solutions	123.6	132.8	7.4%	363.7	391.7	7.7%
Others and Eliminations	2.6	2.6	(2.6)%	7.7	7.8	1.2%
Total	199.5	198.7	(0.4)%	599.6	607.2	1.3%
Staffing						
Japan	193.4	208.4	7.8%	563.6	606.0	7.5%
Europe, US, and Australia	240.2	230.0	(4.2)%	677.7	672.7	(0.7)%
Total	433.6	438.4	1.1%	1,241.3	1,278.8	3.0%
Adjustments	(9.4)	(15.6)	-	(26.5)	(34.0)	-
Total	866.7	896.9	3.5%	2,572.7	2,695.7	4.8%
Adjusted EBITDA, adjusted EBITDA margin						
HR Technology						
Adjusted EBITDA	80.7	98.9	22.6%	271.0	306.3	13.0%
Adjusted EBITDA margin	33.2%	35.9%	-	35.7%	36.3%	-
Matching & Solutions						
Adjusted EBITDA						
HR Solutions ¹	13.1	11.0	(16.4)%	49.1	45.4	(7.7)%
Marketing Solutions ¹	42.1	45.8	8.8%	113.3	132.9	17.2%
Others and Eliminations	(8.8)	(6.6)	-	(27.3)	(20.0)	-
Total	46.4	50.2	8.1%	135.2	158.2	17.0%
Adjusted EBITDA margin						
HR Solutions ¹	18.0%	17.4%	-	21.6%	21.9%	-
Marketing Solutions ¹	34.1%	34.6%	-	31.2%	33.9%	-
Total	23.3%	25.3%	-	22.6%	26.1%	-
Staffing						
Adjusted EBITDA	32.5	31.9	(1.9)%	84.6	87.3	3.2%
Adjusted EBITDA margin	7.5%	7.3%	-	6.8%	6.8%	-
Adjustments						
Adjusted EBITDA	(1.5)	(1.5)	-	(4.5)	(5.1)	-
Total	158.2	179.6	13.5%	486.4	546.8	12.4%
Adjusted EBITDA margin	18.3%	20.0%	-	18.9%	20.3%	-

¹ Before allocation of corporate overhead costs.

Selling, General and Administrative Expenses

(In billions of yen)	Three Months Ended December 31,		% Change	Nine Months Ended December 31,		% Change
	2023	2024		2023	2024	
Sales commission	7.9	4.0	(48.6)%	24.2	22.7	(5.9)%
Promotion expenses	15.5	15.4	(0.7)%	47.8	46.4	(2.8)%
Advertising expenses	46.9	55.2	17.6%	147.6	169.2	14.7%
Employee benefit expenses	177.3	184.4	4.0%	540.2	561.6	4.0%
Service outsourcing expense	58.0	56.9	(2.0)%	171.2	168.0	(1.8)%
Rent expenses	7.8	8.3	5.9%	22.9	23.6	3.3%
Depreciation and amortization	28.4	25.9	(8.9)%	83.2	78.0	(6.3)%
Other	22.8	22.2	(2.9)%	69.0	71.8	4.1%
Total	365.1	372.6	2.1%	1,106.3	1,141.8	3.2%

The Share-based Payment Expenses and Research and Development Expenses

(In billions of yen)	Three Months Ended December 31,		% Change	Nine Months Ended December 31,		% Change
	2023	2024		2023	2024	
Share-based payment expenses ¹	18.7	20.8	11.0%	64.1	64.3	0.2%
Research and development expenses ²	30.4	37.6	23.7%	99.3	118.3	19.1%

¹ Included in employee benefit expenses.

² Consisted primarily of compensation expenses for engineering and other technical employees of HR Technology responsible for the development of new products and enhancement of existing products using new technologies, which are accounted for as employee benefit expenses.

Net Cash Balance

(In billions of yen)	As of March 31, 2024	As of December 31, 2024	Variance	% Change
Cash and cash equivalents	1,136.8	871.8	(265.0)	(23.3)%
Interest-bearing debt (excludes lease liabilities)	1.3	1.0	(0.3)	(21.8)%
Net cash	1,135.4	870.7	(264.7)	(23.3)%

(English Translation)

Independent Auditor's Report on the Interim Review of Quarterly Consolidated Financial Statements

February 12, 2025

The Board of Directors
Recruit Holdings Co., Ltd.

Ernst & Young ShinNihon LLC
Tokyo, Japan

Hitoshi Matsuoka
Certified Public Accountant
Designated and Engagement Partner

Takeshi Saida
Certified Public Accountant
Designated and Engagement Partner

Takuto Miki
Certified Public Accountant
Designated and Engagement Partner

Taisuke Horie
Certified Public Accountant
Designated and Engagement Partner

Conclusion

We have conducted an interim review of Recruit Holdings Co., Ltd.'s condensed quarterly consolidated financial statements for the third quarter (October 1, 2024 to December 31, 2024) and first nine months (April 1, 2024 to December 31, 2024) of the consolidated fiscal year from April 1, 2024 to March 31, 2025, listed in the "Attachments" to the quarterly financial results, which comprise the condensed quarterly consolidated statements of financial position, condensed quarterly consolidated statements of profit or loss, condensed quarterly consolidated statements of comprehensive income, condensed quarterly consolidated statements of changes in equity, condensed quarterly consolidated statements of cash flows, and notes to condensed quarterly consolidated financial statements.

As a result of conducting our interim review, there were no matters that cause us to believe that the condensed quarterly consolidated financial statements referred to above have not been prepared in accordance with Article 5, Paragraph 2 of the Tokyo Stock Exchange's Standards Used for Preparation of Quarterly Financial Statements, etc. (however, the omission of the description prescribed in Article 5, Paragraph 5 of the Standards Used for Preparation of Quarterly Financial Statements, etc., has been applied), in all material respects.

Basis for the Conclusion

We conducted our interim review in accordance with interim review standards generally accepted in Japan. Our responsibility under the interim review standards is stated in the "Auditor's Responsibility for the Interim Review of the Condensed Quarterly Consolidated Financial Statements." We are independent of the Company and its consolidated subsidiaries in accordance with the provisions related to professional ethics in Japan, and are fulfilling other ethical responsibilities as an auditor. We believe that we have obtained sufficient and appropriate evidence to provide a basis for our conclusion.

Responsibilities of Management, Audit and Supervisory Board Members and Audit and Supervisory Board for the Condensed Quarterly Consolidated Financial Statements

Management is responsible for the preparation of condensed quarterly financial statements in accordance with Article 5, Paragraph 2 of the Tokyo Stock Exchange's Standards Used for Preparation of Quarterly Financial Statements, etc. (however, the omission of the description prescribed in Article 5, Paragraph 5 of the Standards Used for Preparation of Quarterly Financial Statements, etc., has been applied), and for designing and operating such internal control as management determines is necessary to enable the preparation of the condensed quarterly consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the condensed quarterly consolidated financial statements, management is responsible for assessing whether it is appropriate to prepare the condensed quarterly consolidated financial statements in accordance with the premise of a going concern, and for disclosing matters relating to going concern when it is required to do so in accordance with Article 5, Paragraph 2 of the Tokyo Stock Exchange's Standards Used for Preparation of Quarterly Financial Statements, etc. (however, the omission of the description prescribed in Article 5, Paragraph 5 of the Standards Used for Preparation of Quarterly

Financial Statements, etc., has been applied).

Audit and Supervisory Board members and Audit and Supervisory Board are responsible for monitoring the execution of Directors' duties related to designing and operating the financial reporting process.

Auditor's Responsibilities for the Interim Review of the Condensed Quarterly Consolidated Financial Statements

Our responsibility is to give a conclusion on the condensed quarterly consolidated financial statements from an independent standpoint in an interim review report based on our interim review.

As part of an interim review in accordance with interim review standards generally accepted in Japan, we exercise professional judgment and maintain professional skepticism throughout the interim review. We also:

- Ask questions primarily to management and persons responsible for financial and accounting matters, perform analytical procedures and other interim review procedures. Interim review procedures are more limited procedures than audits of annual financial statements performed in accordance with auditing standards generally accepted in Japan.

- If we determine that there is significant uncertainty in regard to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern, we conclude, based on the evidence obtained, whether there are any matters that cause us to believe that the condensed quarterly consolidated financial statements have not been prepared in accordance with Article 5, Paragraph 2 of the Tokyo Stock Exchange's Standards Used for Preparation of Quarterly Financial Statements, etc. (however, the omission of the description prescribed in Article 5, Paragraph 5 of the Standards Used for Preparation of Quarterly Financial Statements, etc., has been applied). In addition, if there is significant uncertainty concerning the premise of a going concern, we are required to call attention to the notes to the condensed quarterly consolidated financial statements in the interim review report, or if the notes to the condensed quarterly consolidated financial statements pertaining to the significant uncertainty are inappropriate, issue a modified opinion or a negative opinion on the condensed quarterly consolidated financial statements. While our conclusion is based on the evidence obtained up to the date of the interim review report, depending on future events or conditions, an entity may be unable to continue as a going concern.

- Assess whether there are any matters that cause us to believe that the presentation of and notes to the condensed quarterly consolidated financial statements have not been prepared in accordance with Article 5, Paragraph 2 of the Tokyo Stock Exchange's Standards Used for Preparation of Quarterly Financial Statements, etc. (however, the omission of the description prescribed in Article 5, Paragraph 5 of the Standards Used for Preparation of Quarterly Financial Statements, etc., has been applied).

- Obtain evidence regarding the financial statements of the Company and its consolidated subsidiaries that forms the basis for giving a conclusion on the condensed quarterly consolidated financial statements. We are responsible for direction, supervision and inspections relating to the interim review of the condensed quarterly consolidated financial statements. We remain solely responsible for our conclusion.

We communicate with the Audit and Supervisory Board members and Audit and Supervisory Board regarding the planned scope and timing of the interim review and material interim review findings.

We also provide the Audit and Supervisory Board members and Audit and Supervisory Board with a statement that we have complied with the ethical requirements in Japan regarding independence, and communicate to them all relationships and other matters that may reasonably be thought to have impacts on our independence, and where applicable, related measures in order to eliminate obstruction factors or safeguards to reduce them to an acceptable level.

Conflicts of Interest

We have no interest in the Company which should be disclosed in accordance with the Certified Public Accountants Act.

The original Independent Auditor's Interim Review Report related to the condensed quarterly consolidated financial statements is in Japanese. This English translation is prepared only for readers' convenience.

Notes:

1. The above is a digital version of the matters stated in the original interim review report. The original is stored separately by the Holding Company (the company submitting the quarterly financial results).
2. XBRL data and HTML data are not included in the scope of the interim review.