

This document has been translated from the original document in Japanese ("*Rinji-Hokokusho*"), which is legally required for Recruit Holdings as a listed company in Japan to support investment decisions by providing certain information about the Company for the fiscal year ended March 31, 2022 ("FY2021"), under Article 24-5, Paragraph 4 of the Financial Instruments and Exchange Act of Japan.

The Japanese original document was filed to the Director-General of the Kanto Local Finance Bureau in Japan on June 22, 2022.

<b>Document Name</b>	Extraordinary Report translated from <i>Rinji-Hokokusho</i>
<b>Filing Date</b>	June 22, 2022
<b>Fiscal Year</b>	FY2021 (From April 1, 2021 to March 31, 2022)
<b>Company Name in English</b>	Recruit Holdings Co., Ltd.
<b>Title and Name of Representative</b>	Hisayuki Idekoba President, CEO, and Representative Director of the Board
<b>Address of Head Office</b>	8-4-17 Ginza, Chuo-ku, Tokyo, Japan (The above address is a registered headquarters. Actual headquarters operation is conducted in the Contact Location below)
<b>Telephone Number</b>	+81-3-6835-1111
<b>Contact Person</b>	Junichi Arai Corporate Executive Officer
<b>Contact Location</b>	1-9-2 Marunouchi, Chiyoda-ku, Tokyo, Japan

## Reasons for Submission

As the following proposals were resolved at the 62nd Annual Meeting of Shareholders (the “Meeting”) of Recruit Holdings Co., Ltd. (“Recruit Holdings”) held on June 21, 2022, Recruit Holdings hereby files this Extraordinary Report pursuant to the provisions of Article 24-5, Paragraph 4 of the Financial Instruments and Exchange Act of Japan and Article 19, Paragraph 2, Item 9-2 of the Cabinet Office Ordinance on Disclosure of Corporate Affairs of Japan.

## Description of Report

### Date of the Meeting

June 21, 2022

### Details of the Proposals Resolved

#### ***Proposal 1: Election of Seven (7) Directors of the Board***

Masumi Minegishi, Hisayuki Idekoba, Ayano Senaha, Rony Kahan, Naoki Izumiya, Hiroki Totoki, and Keiko Honda were elected as Directors of the Board.

#### ***Proposal 2: Election of One (1) Audit & Supervisory Board Member and One (1) Substitute Audit & Supervisory Board Member***

Takashi Nishimura was elected as an Audit & Supervisory Board member and Miho Tanaka was elected as a substitute Audit & Supervisory Board member.

#### ***Proposal 3: Proposal to Amend Articles of Incorporation***

##### (1) Change in location of head office

On July 1, 2022, the Company will change its headquarters from its current office location in Chuo-ku, Tokyo, Japan to its office in Chiyoda-ku, Tokyo, Japan in order to strengthen and streamline the Company’s office functions. Accordingly, the Company proposes to amend the location of its headquarters in the Company’s Articles of Incorporation with supplementary provisions with respect to the effective date.

##### (2) Introduction of system to provide materials for the General Meeting of Shareholders in electronic format

The amending provisions set out in the proviso of Article 1 of the Supplementary Provisions of the Act Partially Amending the Companies Act (Act No. 70 of 2019) will be enforced from September 1, 2022, so the Company proposes amendments to its Articles of Incorporation in order to prepare for the introduction of the system for providing materials for the General Meeting of Shareholders in electronic format.

## The Number of Voting Rights Which Represent Either For, Against or Abstentions on Proposals Resolved; Requirements for the Approval of the Resolutions and Their Results

Proposals resolved	For (Number of voting rights)	Against (Number of voting rights)	Abstentions (Number of abstentions)	Requirements for approval	Results of resolution and ratio of approval (%)
Proposal 1: Election of Seven (7) Directors of the Board				(Note <sup>1</sup> )	
Masumi Minegishi	13,177,224	432,718	893		Approved 96.61
Hisayuki Idekoba	13,319,907	290,432	502		Approved 97.66
Ayano Senaha	13,522,649	87,311	879		Approved 99.15
Rony Kahan	13,532,337	77,647	857		Approved 99.22
Naoki Izumiya	13,556,579	53,749	513		Approved 99.39
Hiroki Totoki	13,560,050	50,278	513		Approved 99.42
Keiko Honda	13,584,661	25,669	513		Approved 99.60
Proposal 2: Election of One (1) Audit & Supervisory Board Member and One (1) Substitute Audit & Supervisory Board Member				(Note <sup>1</sup> )	
Takashi Nishimura	13,098,733	498,380	13,723		Approved 96.04
Miho Tanaka	13,591,313	7,513	515		Approved 99.65
Proposal 3: Proposal to Amend Articles of Incorporation	13,599,847	10,485	521	(Note <sup>2</sup> )	Approved 99.71

<sup>1</sup> Subject to the attendance of shareholders holding one-third or more of voting rights owned by shareholders eligible for exercising voting rights and passage by a majority of voting rights held by the shareholders in attendance.

<sup>2</sup> Subject to the attendance of shareholders holding one-third or more of voting rights owned by shareholders eligible for exercising voting rights and passage by two-thirds or more of voting rights held by the shareholders in attendance.

## Reason for Excluding Partial Voting Rights Held by the Shareholders who attended the Meeting

As the approval or disapproval of each proposal to be resolved had been confirmed by adding up the voting rights exercised up to the day prior to the Meeting, the number of voting rights of shareholders attending the Meeting whose votes for, against or abstaining could not be confirmed was excluded in the tally.