RECRUIT

July 27, 2026

Recruit Holdings Announces Determination of Terms of Stock Options

TOKYO, JAPAN (July 27, 2026) - Recruit Holdings Co., Ltd. (TSE: 6098) (the "Company") announced today that the undetermined items regarding stock options (Recruit Holdings Co., Ltd. Series 11 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 10, 2026 have been determined as follows.

Total number of Stock Options
5,937 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 5,557 stock options [1]

Company's Senior Vice Presidents (*shikko-yakuin*)
3 persons 380 stock options

[1] The above includes 3,389 stock options to be allotted to the Company's Directors of the Board who concurrently serve as Executive Officers of the Company's subsidiaries, as compensation for services rendered in such capacity.

Amount of assets to be contributed upon exercise of the Stock Options and the amount per share (exercise price)
1,251,000 yen per stock option (12,510 yen per share)

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