

Recruit Holdings continues to be listed for all six ESG indices adopted by GPIF

Recruit Holdings Co., Ltd (“The Company”) is honored to announce that it continues to be listed in all six ESG indices for Japanese equities adopted by the Government Pension Investment Fund (GPIF).

2024 CONSTITUENT MSCI NIHONKABU
ESG SELECT LEADERS INDEX

MSCI Nihonkabu ESG Select Leaders Index¹

The index, designed by MSCI, is composed of about 500 companies (as of November 2023) with excellent ESG evaluations from the MSCI Japan IMI Index, while controlling industry bias.

2024 CONSTITUENT MSCI JAPAN
EMPOWERING WOMEN INDEX (WIN)

MSCI Japan Empowering Women Index (WIN)¹

The index, designed by MSCI, consists of 350 companies (as of June 2024) in the MSCI Japan IMI Top 700 Index selected for their performance on promoting and maintaining higher levels of gender diversity among their workforce.



FTSE Blossom
Japan Index

FTSE Blossom Japan Index²

The index is composed of approximately 350 Japanese companies (as of June 2024) with excellent evaluations for ESG risk management and responses using an industry-neutral³ approach to minimize industry bias.



FTSE Blossom
Japan Sector
Relative Index

FTSE Blossom Japan Sector Relative Index²

The index is composed of approximately 660 Japanese companies (as of June 2024) with excellent evaluations for ESG risk management and responses utilizing a sector-neutral³ approach to minimize sector bias.



S&P/JPX Carbon Efficient Index

The index, designed by S&P and the Japan Exchange Group, is composed of more than 1,000 companies (as of June 2024) with excellent evaluations for environmental disclosure and carbon efficiency in the Tokyo Stock Price Index (TOPIX).



Morningstar® Japan ex-REIT Gender Diversity Tilt Index^{SM4}

The index, designed by Morningstar, is composed of approximately 870 companies (as of December 2023) on the basis of Equileap’s evaluation of initiatives for gender and diversity.

In addition to the above, the Company has been selected as a constituent of ESG indices such as FTSE4Good, and has received high evaluation for its sustainability efforts from rating agencies such as CDP, Sustainalytics, and ISS.

[Read more about the sustainability indices and awards in which the Company has been selected](#)

About Recruit Group’s Commitment to Sustainability

Recruit Group believes that it can foster sustainable growth by positively impacting society and the global environment through its corporate activities and striving for mutual prosperity with all its stakeholders.

As announced in May 2021, the Company has set specific targets for environmental, social, and governance matters toward FY2030⁵ as part of its corporate strategy. The Company is now working to achieve the targets, while having continued dialogues with stakeholders. The Board of Directors is monitoring the progress of these efforts.

Environmental Goal

- Achieve carbon neutrality in greenhouse gas emissions (GHG) throughout its business activities and across its entire value chain⁶

Social Impact Goals

- Reduce the time it takes to get hired⁷ by half compared to that of FY2021
- Helping 30 million job seekers facing barriers in the labor market around the world get hired - barriers such as education, disabilities, criminal records, experience in military services and others⁸

DEI(Diversity, Equity and Inclusion) Goal

- Achieve gender parity among senior executives, those in managerial positions, and all employee levels⁹

Governance Goal

- Achieve gender parity among the members of the Board of Directors and Audit and Supervisory Board of the Company

Please find more information on the website: [Recruit Group's Commitment to Sustainability](#)

¹ The inclusion of Recruit Holdings Co., Ltd. in any MSCI index, and the use of msci logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement or promotion of Recruit Holdings co., Ltd. by MSCI or any of its affiliates. The MSCI indexes are the exclusive property of MSCI. MSCI and the msci index names and logos are trademarks or service marks of MSCI or its affiliates.

² FTSE Russell (the trading name of FTSE International Limited and Frank Russell Company) confirms that Recruit Holdings Co., Ltd has been independently assessed according to the criteria of each index, and has satisfied the requirements to become a constituent of FTSE4Good Index Series, FTSE Blossom Japan Index, and FTSE Blossom Japan Sector Relative Index.

³ Industries and sectors are based on [Industry Classification Benchmark \(ICB\)](#). The largest classifications are industries, and sectors are subdivisions to it.

⁴ Morningstar, Inc., and/or one of its affiliated companies (individually and collectively, "Morningstar") has authorized Recruit Holdings Co., Ltd. to use of the Morningstar Japan ex-REIT Gender Diversity Tilt Logo ("Logo") to reflect the fact that, for the designated ranking year, Recruit Holdings Co., Ltd. ranks in the top quintile of companies comprising the Morningstar® Japan ex-REIT Gender Diversity Tilt IndexSM("Index") on the issue of gender diversity in the workplace. Morningstar is making the Logo available for use by Recruit Holdings Co., Ltd. for informational purposes.
[Read more about the information and notes on each index](#)

⁵ Fiscal years begin on April 1 each year and end March 31 of the following year.

⁶ GHG emissions throughout the Company's business activities are the sum of direct emissions from the use of fuels in owned or controlled sources and are referred to as Scope 1. Indirect emissions from the use of purchased electricity, heat, or steam in owned or controlled sources are referred to as Scope 2. GHG emissions from the value chain are referred to as Scope 3, and comprise indirect emissions other than Scope 1 and 2. The entire value chain represents the sum of Scopes 1, 2 and 3 GHG emissions. The Company aims to achieve carbon neutrality upon completion of the following steps: measurement of GHG emissions, obtaining an accredited third-party assurance on the amount of GHG emissions, and offsetting of those emissions.

⁷ The period from the time a user starts an active job search on the Indeed job platform to the time the user confirms receipt of a job offer.

⁸ Current initiatives include providing assistance through the Company's online hiring platform, and through partnerships with NPOs and other organizations that it collaborates with. The Company may also aim to reduce various other barriers, including new issues that emerge in the labor market through the time period until FY2030.

⁹ Senior executive positions are defined as Senior Vice Presidents and Corporate Officers of the Company and Matching & Solutions Strategic Business Unit (SBU), and CEOs of its major subsidiaries and heads of key functions in the HR Technology and Staffing SBUs. Figures for managerial positions and employees are calculated from Recruit Holdings, SBU Headquarters, and



primary operating companies of each SBU. Managerial positions refer to all of those that have subordinate employees.

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