



IMPORTANT NOTICE

December 18, 2025

To: Holders of Recruit Holdings

Re: Cash Dividend - **Final Rate**

Security Name: Recruit Holdings

Country of Incorporation: JAPAN

CUSIP: 75629J101

Ratio (Local Shares:DRs): 1:5

	<u>Local Shares</u>	<u>DRs</u>
Record Date:	Sep 30, 2025	Sep 30, 2025
Payable Date:	Dec 15, 2025	Dec 30, 2025
Exchange Rate:	155.201	
Interim Dividend: Taxable	<u>JPY12.5</u>	
Gross Dividend Total:	<u>JPY12.5</u>	USD0.016108
Dividend Fee:		USD0.001925
Withholding Rate: 10.00%		<u>USD0.001611</u>
Net Dividend Rate:		<u>USD0.012572</u>
Tax Relief Fee (if applicable):		USD 0.001316
Other applicable Tax Withholding Rates:Net Rates:		0.00% :0.012867 / 5.00% :0.012384 7.00% :0.01219 / 10.00% :0.011901 12.50% :0.011659 / 15.00% :0.011418 15.315% :0.011387 / 20.315% :0.010911 20.42% :0.010894

Foreign currency transaction was executed by BNY or its Affiliates.

Should you have any questions regarding this matter, please contact us at  
Toll Free 1-888-BNY-ADRS(1-888-269-2377) or International Callers 1-201-680-6825.

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