



IMPORTANT NOTICE

July 2, 2026

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: | Mar 31, 2026 | Mar 31, 2026 |
| Payable Date: | Jun 25, 2026 | Jul 10, 2026 |
| Exchange Rate: | 161.841 | |
| Final Dividend: Taxable | <u>JPY12.5</u> | |
| Gross Dividend Total: | JPY12.5 | USD0.015447 |
| Dividend Fee: | | USD0.003089 |
| Withholding Rate: 10.00% | | <u>USD0.001545</u> |
| Net Dividend Rate: | | USD0.010813 |
| Tax Relief Fee (if applicable): | | USD 0.001262 |
| Other applicable Tax Withholding Rates:Net Rates: | | 0.00% :0.011096 / 5.00% :0.010633 7.00% :0.010448 / 10.00% :0.010169 12.50% :0.009938 / 15.00% :0.009706 15.315% :0.009677 / 20.315% :0.00922 20.42% :0.009204 |

Foreign currency transaction was executed by BNY or its Affiliates.

Should you have any questions regarding this matter, please contact us at
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