

May 12, 2017

To whom it may concern:

Company name: Recruit Holdings Co., Ltd.  
Representative: Masumi Minegishi, President, CEO, and  
Representative Director  
(Securities code: 6098, TSE First Section)  
Contact: Keiichi Sagawa, CFO, and  
Senior Managing Corporate Executive Officer  
(Tel: +81-3-6835-1111)

### **Notification of Revision of Dividend Policy (Payment of Interim Dividend)**

Recruit Holdings Co., Ltd. (the “Company”) hereby announces that its Board of Directors has resolved today to revise the dividend policy (payment of interim dividend), as follows.

#### **1. Outline of and Reason for the Revision of Dividend Policy (Payment of Interim Dividend)**

Regarding dividends from surplus, the Company had previously set a core dividend policy of paying a dividend once a year as a year-end dividend. However, in order to enhance opportunities for the return of capital to our shareholders, the Company has decided to change the policy to pay an interim dividend, beginning from the fiscal year ending March 31, 2018.

The Company stipulates in the Articles of Incorporation that the Company may pay an interim dividend by a resolution of the Board of Directors, and that in cases where an interim dividend will be paid, the record date thereof shall be September 30 of each year.

#### **2. Record Date of Interim Dividend**

Saturday, September 30, 2017

#### **3. Dividend Forecast for the Fiscal Year Ending March 31, 2018 (from April 1, 2017 to March 31, 2018)**

	Dividends per share (yen)				
	First quarter-end	Second quarter-end	Third quarter-end	Year-end	Total
Revised forecast (announced on May 12, 2017)	–	11.00	–	11.00	22.00
Dividends paid for the previous fiscal year (year ended March 31, 2017)	–	0.00	–	65.00 (Note)	65.00 (Note)

(Note) As stated in a separate announcement today titled “Notification of Stock Split and Partial Amendment to the Articles of Incorporation in Relation to Stock Split,” the Company is planning to implement a three-for-one stock split with a record date of June 30, 2017 and an effective date of July 1, 2017. The amount of the year-end dividend for the fiscal year ended March 31, 2017 is the dividend per share prior to said stock split.

This release includes forward-looking statements that incorporate the Company’s assumptions and outlook for the future and estimates based on the Company’s plans as of the date of this release. These forward-looking statements are based on information available to and certain assumptions by the Company as of the date of this release, and there can be no assurance that the relevant forecasts will be achieved.