

January 25, 2018
Recruit Holdings Co., Ltd.

Recruit Holdings Selected for the Bloomberg Gender-Equality Index (GEI)

Recruit Holdings Co., Ltd. (Headquarters: Chiyoda-ku, Tokyo; President and CEO: Masumi Minegishi) was selected for the 2018 Bloomberg Gender-Equality Index (hereinafter referred to as "2018 BGEI") which was announced by Bloomberg on January 22, 2018.

Based on Bloomberg's independent viewpoint, the 2018 GEI aims to evaluate the transparency and awareness of sociality and governance shown by companies working to create a gender-equal working environment and to provide additional information for investors seeking to assess the reputation, values, and performance results of the companies included in the index. This index was created on a global scale, and, including Recruit Holdings, a total of 104 companies from around the world were selected.

To realize the group's management philosophy of "Respect for All Individuals," the Recruit Group set the promotion of diversity as one of their management strategies for increasing business competitiveness and has been continually working to make improvements in this area since 2006. Furthermore, a number of initiatives have been put into practice throughout the Recruit Group as a whole so that each and every employee in the group can exercise their abilities to their highest potential. One of the examples are;

- Women's Leadership Program: A leadership training initiative for female candidates in executive management positions.
- Career Cafe 28: A training initiative providing career-building support for female employees who are to come across critical turning points in life events in the future so that they might have a chance to consider their own personal strengths and the future of their careers. In addition, Career Cafe 28 BOSS, is a management training initiative aimed primarily at the superiors of the women in the Career Cafe 28 program and provides those in management positions with a chance to study practical methods for accelerating the growth of their female team members.
- Be a DIVER! Project: A project that provides variety of topics such as male employees balancing work and childcare, LGBT individuals, nursing and work style innovation, through lectures and discussions performed by guests from both within and outside of the company.

In 2017, the group collaborated with the SILVER WOOD Corporation to develop a VR (Virtual Reality) experience showcasing a day in the life of working mothers and fathers and began to implement this experience in training initiatives targeting management level employees. The goal of the project is to give attention to the types of individual circumstances which these employees might find themselves in through a simulated VR experience and to both raise awareness and understanding of these conditions and put that experience to use in the organization's management.

The Recruit Group will continue aiming to be a corporate group which can meet the expectations of society by both promoting all-inclusive Diversity & Inclusion, which focuses on more than just the activity of women in the workplace, and seeking to realize the group's management philosophies.

About the Bloomberg Gender-Equality Index (GEI)

The 2018 GEI aims to use Bloomberg's independent viewpoint to evaluate the transparency and awareness of sociality and governance shown by companies working to create a gender-equal working environment and to provide additional information for investors seeking to assess the reputation, values, and performance results of the companies included in the index. This index is an expanded, sector-neutral version of the Bloomberg Financial Services Gender-Equality Index (BFGEI) for which Bloomberg began evaluations in 2016 as one step in the effort to provide more complete data for the environmental, social, and governance-related factors of financial services.

The recently-announced 2018 GEI includes a total of 104 firms from over 24 countries and regions around the world in industries such as telecommunications, consumer goods, energy, finance, resources, and technology.

See the URL below for the announcement from Bloomberg.

<https://www.bloomberg.com/company/announcements/104-companies-included-first-sector-neutral-bloomberg-gender-equality-index/>



Recruit Holdings will continue to provide people with useful information about the areas of work, learning, home, marriage, child rearing, travel, cars, hobbies and lifestyle. By offering services which provide users with new encounters and opportunities, we hope to be the one to help each of our users find their next big chance.

[For Inquiries on This Press Release]
<https://recruit-holdings.com/contact/support/>