



29th July 2026

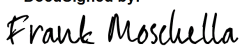
ICANN  
12025 Waterfront Drive, Suite 300  
Los Angeles  
CA 90094-2536  
USA

### Self-Certification Question Q3.2-1

We, Indeed, Inc., hereby represent and warrant the following:

1. As of the submission date of the application, the applying entity Indeed Inc is a wholly owned subsidiary of Recruit Holdings Corp which is currently listed in one or more of the public stock exchanges identified on ICANN's list from Market Statistics (<https://focus.world-exchanges.org/issue/december-2025/market-statistics>). Specifically, Recruit Holdings Corp is listed on the Tokyo using the ticker symbol, 6098.
2. Recruit Holdings Co Ltd. is in good standing with the public stock exchange in which it is a listed member.
3. The applying entity commits to the long-term funding of all applied-for gTLD strings.
4. The applying entity and/or its officers are bound by law in its jurisdiction to represent financial statements accurately and the applying entity is in good standing in that jurisdiction.

Yours,

DocuSigned by:  
  
2FB60C9D1DE343A...

Frank Moschella  
Global Controller



29<sup>th</sup> July 2026

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### **Self-Certification Question Q5.2-1**

We, Indeed, Inc., as the applicant for a top-level domain, hereby represent and warrant the following:

1. The applying entity will, no later than delegation of the Top-Level Domain (TLD), establish a dedicated abuse point of contact responsible for addressing matters requiring expedited attention and providing a timely response to abuse complaints concerning any name registered in the TLD.
2. The applying entity will, no later than delegation of the TLD, establish, publish, and provide to ICANN the location of a mechanism for members of the public to submit reports of abuse in accordance with the current obligations of the Base RA and any Consensus Policies.
3. The applying entity has developed proposed measures for removal of orphan glue records for names removed from the zone when provided with evidence in written form that the glue is present in connection with malicious conduct (see Specification 6).
4. The applying entity has or will have at time of delegation, established policies for handling complaints regarding abuse. Such policies are to be maintained and posted publicly so that anyone can review the policies via the Internet and any other means deemed appropriate by the applying entity. The applying entity's policies at a minimum should contain appropriate confirmation of the receipt of the abuse report, the process of review of the report, and actions that will be taken if the applying entity confirms the report is legitimate.
5. The applying entity understands that DNS Abuse is Phishing, Malware, Botnets, Pharming and Spam (when used to deliver other forms of DNS Abuse). The applying entity understands and is prepared to contribute to the mitigation or disruption of DNS Abuse in domains in the TLD zone.
6. The applying entity's abuse response capabilities are resourced appropriately to ensure a timely and adequate investigation and response to reports of DNS Abuse. This includes capabilities to receive and evaluate evidence of DNS Abuse in reports, and to take action to stop or disrupt the DNS Abuse.