

April 17, 2025

Status of Share Repurchases

TOKYO, JAPAN (April 17, 2025) – Recruit Holdings Co., Ltd. (TSE: 6098) announced the status of the share repurchases resolved at a meeting of the Board of Directors held on February 28, 2025.

Total number of shares repurchased from April 1, 2025 to April 17, 2025 (execution date basis)

Types of shares	Common stock of Recruit Holdings Co., Ltd.
Total number of shares repurchased	22,415,500 shares
Total purchase price	169,758,854,900 yen
Method of repurchases	Market purchases on the Tokyo Stock Exchange, Inc. through an appointed securities dealer with transaction discretion

Details of the repurchase resolved by the Board of Directors on February 28, 2025

Types of shares	Common stock of Recruit Holdings Co., Ltd.
Total number of shares to be repurchased	52,000,000 shares (maximum) (up to 3.51% of total number of shares issued and outstanding (excludes treasury stock ¹))
Total purchase price	450 billion yen (maximum)
Period	From March 3, 2025 to December 23, 2025
Method of repurchases	(1) Market purchases on the Tokyo Stock Exchange, Inc. through an appointed securities dealer with transaction discretion (2) Purchases through Off-Auction Own Share Repurchase Trading System (ToSTNeT-3)

¹ It includes the shares held in the Board Incentive Plan ("BIP") trust and the shares held in the Employee Stock Ownership Plan ("ESOP") trust.

Total number of shares repurchased from March 3, 2025 to April 17, 2025 (execution date basis)

Total number of shares repurchased	37,024,200 shares (71.20% of upper limit)
Total purchase price	298,128,794,800 yen (66.25% of upper limit)

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