RECRUIT

June 2, 2025

Status of Share Repurchases

TOKYO, JAPAN (June 2, 2025) – Recruit Holdings Co., Ltd. (TSE: 6098) (the "Company") 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 May 1, 2025 to May 31, 2025 (execution date basis)

Types of shares	Common stock of Recruit Holdings Co., Ltd.
Total number of shares repurchased	7,430,000 shares
Total purchase price	63,350,377,800 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 and April 25, 2025

Types of shares	Common stock of Recruit Holdings Co., Ltd.
Total number of shares to be repurchased	62,000,000 shares[1] (maximum) (up to 4.23% of total number of shares issued and outstanding (excludes treasury stock[2]))
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] The Company resolved to expand the limit of the share repurchase from 52,000,000 shares to 62,000,000 shares at a meeting of the Board of Directors held on April 25, 2025.

[2] 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 May 31, 2025 (execution date basis)

Total number of shares repurchased	49,979,200 shares (80.61% of upper limit)
Total purchase price	404,017,205,200 yen (89.78% of upper limit)

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