

November 4, 2025

## Status of Share Repurchases

TOKYO, JAPAN (November 4, 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 October 16, 2025.

### Total number of shares repurchased from October 17, 2025 to October 31, 2025 (execution date basis)

|                                    |  |
|------------------------------------|--|
| Types of shares                    | The Company's common stock   |
| Total number of shares repurchased | 5,327,200 shares   |
| Total purchase price               | 41,270,734,800 yen   |
| Method                             | (1) Market purchases on the Tokyo Stock Exchange through an appointed securities dealer with transaction discretion<br>(2) Purchases through Off-Auction Own Share Repurchase Trading System (ToSTNeT-3) |

### Details of the repurchase resolved by the Board of Directors on October 16, 2025

|  |  |
|--|--|
| Types of shares                                    | The Company's common stock   |
| Total number of shares to be repurchased (maximum) | 38,000,000 shares<br>(up to 2.68% of total number of shares issued and outstanding (excludes treasury stock <sup>1</sup> ))  |
| Total purchase price (maximum)                     | 250 billion yen  |
| Period   | From October 17, 2025 to April 30, 2026  |
| Method   | (1) Market purchases on the Tokyo Stock Exchange through an appointed securities dealer with transaction discretion<br>(2) Purchases through Off-Auction Own Share Repurchase Trading System (ToSTNeT-3) |

<sup>1</sup> 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 October 17, 2025 to October 31, 2025 (execution date basis)

|                                    |  |
|------------------------------------|--|
| Total number of shares repurchased | 5,327,200 shares (14.02% of upper limit)   |
| Total purchase price               | 41,270,734,800 yen (16.51% of upper limit) |

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