

December 1, 2025

Status of Share Repurchases

TOKYO, JAPAN (December 1, 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 November 1, 2025 to November 30, 2025 (execution date basis)

| | |
|------------------------------------|---|
| Types of shares | The Company’s common stock |
| Total number of shares repurchased | 6,508,100 shares |
| Total purchase price | 50,941,278,600 yen |
| Method | Market purchases on the Tokyo Stock Exchange through an appointed securities dealer with transaction discretion |

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

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|--|--|
| Types of shares | The Company’s common stock |
| Total number of shares to be repurchased (maximum) | 38,000,000 shares (up to 2.68% of total number of shares issued and outstanding (excludes treasury stock ¹)) |
| 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 (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 October 17, 2025 to November 30, 2025 (execution date basis)

| | |
|------------------------------------|--|
| Total number of shares repurchased | 11,835,300 shares (31.15% of upper limit) |
| Total purchase price | 92,212,013,400 yen (36.88% of upper limit) |

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<https://recruit-holdings.com/en/ir/>