

December 8, 2025

Status of Share Repurchases

TOKYO, JAPAN (December 8, 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 December 1, 2025 to December 8, 2025 (execution date basis)

Types of shares	The Company’s common stock
Total number of shares repurchased	1,200,000 shares
Total purchase price	9,851,789,200 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

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 December 8, 2025 (execution date basis)

Total number of shares repurchased	13,035,300 shares (34.30% of upper limit)
Total purchase price	102,063,802,600 yen (40.83% of upper limit)

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