

Notification of Results and Completion of Share Repurchases

TOKYO, JAPAN (December 2, 2019) – Recruit Holdings Co., Ltd. (TSE: 6098) (the “Company”) announced today, the results and the completion of its share repurchase program (the “Share Repurchases”) announced on August 28, 2019.

Detail of the Share Repurchase

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| (1) Class of shares repurchased | Common stock of Recruit Holdings Co., Ltd. |
| (2) Total number of shares repurchased | 8,021,700 shares |
| (3) Total purchase price | 30,715,237,781 yen |
| (4) Period for the Share Repurchases | From Friday, November 1, 2019 through Friday, November 29, 2019 (execution date basis) |
| (5) Method of repurchases | Market purchases on the Tokyo Stock Exchange, Inc. through an appointed securities dealer with investment discretion |

(References)

1. Details of the Share Repurchases resolved at the meeting of the Board of the Directors held on August 28, 2019

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| (1) Class of shares to be repurchased | Common stock of Recruit Holdings Co., Ltd. |
| (2) Total number of shares to be repurchased | 30,000,000 shares (maximum) (up to 1.79% of total number of shares issued and outstanding (excludes treasury stock)) |
| (3) Total purchase price | 80.0 billion yen (maximum) |
| (4) Period for the Share Repurchases | From Thursday, September 19, 2019 through Friday, November 29, 2019 |
| (5) Method of repurchases | Market purchases on the Tokyo Stock Exchange, Inc. through an appointed securities dealer with investment discretion |

2. Total number of shares repurchased pursuant to the above resolution of the Board of Directors (as of November 29, 2019)

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| (1) Total number of shares repurchased | 22,259,600 shares |
| (2) Total purchase price | 79,999,688,129 yen |

Investor relations inquiries:

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