March 3, 2025

Completion of Share Repurchases through Off-Auction Own Share Repurchase Trading System ("ToSTNeT-3")

TOKYO, JAPAN (March 3, 2025) – Recruit Holdings Co., Ltd. (TSE: 6098) (the “Company”) announced that the following transaction has been completed today in connection with the share repurchase announced on February 28, 2025.

Reasons for the purchases

The Company repurchased its shares through ToSTNeT-3 with the aim of further improving capital efficiency and maximizing shareholder returns, after considering several factors including the ability to make strategic business investments, the current stock price, market conditions, and the forecast of our financial position.

Details of the purchases

Types of shares	Common stock of Recruit Holdings Co., Ltd.
Total number of shares repurchased	7,197,500 shares (up to 0.49% of total number of shares issued and outstanding (excludes treasury stock))
Total purchase price	63,338,000,000 yen
Date	March 3, 2025
Method	Purchases through Off-Auction Own Share Repurchase Trading System (ToSTNeT-3)

Details of the repurchase resolved by the Board of Directors on February 28, 2025

Types of shares	Common stock of Recruit Holdings Co., Ltd.
Total number of shares to be repurchased	52,000,000 shares (maximum) (up to 3.51% of total number of shares issued and outstanding (excludes treasury stock))
Total purchase price	450 billion yen (maximum)
Period	From March 3, 2025 to December 23, 2025
Method	(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)

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