April 1, 2025

Status of Share Repurchases

TOKYO, JAPAN (April 1, 2025) – Recruit Holdings Co., Ltd. (TSE: 6098) announced the status of the share repurchases resolved at a meeting of the Board of Directors held on February 28, 2025.

Total number of shares repurchased from March 3, 2025 to March 31, 2025 (execution date basis)

Types of shares	Common stock of Recruit Holdings Co., Ltd.
Total number of shares repurchased	14,608,700 shares
Total purchase price	128,369,939,900 yen
Method of repurchases	(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)

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[1]))
Total purchase price	450 billion yen (maximum)
Period	From March 3, 2025 to December 23, 2025
Method of repurchases	(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)

[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 March 3, 2025 to March 31, 2025 (execution date basis)

Total number of shares repurchased	14,608,700 shares (28.09% of upper limit)
Total purchase price	128,369,939,900 yen (28.53% of upper limit)

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