

Recruit Holdings Announces the Determination of Matters Related to the Repurchase of Own Shares (Expansion of Repurchase Limit)

TOKYO, JAPAN (April 25, 2025) – Recruit Holdings Co., Ltd. (TSE: 6098) (the “Company”) announced that its Board of Directors held on February 28, 2025 resolved to implement share repurchases (the “Purchases”). However, at the Meeting of the Board of Directors held on April 25, 2025, the Company resolved to expand the limit of the share repurchase. The details are as follows.

Reasons for the Purchases

The Company repurchases its own shares to further improve capital efficiency and to maximize 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. This approach is in line with the Company’s existing capital allocation policy.

In light of trends in the stock market, the Company has resolved to change the total number of shares to be repurchased.

Details of the Changes

(The changes are underlined.)

	Before changes (Details resolved at the board of directors meeting held on February 28, 2025)	After the Change (Details resolved at the board of directors meeting held on April 25, 2025)
Types of shares	Common shares of the Company	Common shares of the Company
Total number of shares to be repurchased	52,000,000 shares (maximum) (3.51 % of total number of shares issued excluding treasury shares)	<u>62,000,000</u> shares (maximum) <u>(4.23 %)</u> of total number of shares issued excluding treasury shares)
Total purchase price	450 billion yen (maximum)	450 billion yen (maximum)
Period	From March 3, 2025 to December 23, 2025	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) 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)

Total number of shares repurchased from March 3, 2025 to April 25, 2025 (execution date basis)

Total number of shares repurchased	41,599,200 shares
Total purchase price	333,315,119,800 yen



Treasury stock held as of March 31, 2025

Total number of shares issued and outstanding (excludes treasury stock)	1,466,715,587 shares
Total number of shares of treasury stock ¹	97,196,562 yen

¹ It includes the shares held in the Board Incentive Plan (“BIP”) trust and the Employee Stock Ownership Plan (“ESOP”) trust (60,788,181 shares).

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