

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

TOKYO, JAPAN (September 26, 2025) – Recruit Holdings Co., Ltd. (TSE: 6098) (the "Company") announced the completion of its share repurchase through Off-Auction Own Share Repurchase Trading System (ToSTNeT-3) announced on September 25, 2025.

In addition, the Company announced that today's transaction completed the share repurchase as resolved at the meeting of its Board of Directors held on September 25, 2025.

Reasons for the purchase

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 purchase

Types of shares	Common stock of Recruit Holdings Co., Ltd.
Total number of shares repurchased	9,849,000 shares (up to 0.69% of total number of shares issued and outstanding (excludes treasury stock))
Total purchase amount	79,008,678,000 yen
Date	September 26, 2025
Method	Purchase through Off-Auction Own Share Repurchase Trading System (ToSTNeT-3)

Details of the repurchase resolved by the Board of Directors on September 25, 2025

Types of shares	Common stock of Recruit Holdings Co., Ltd.
Total number of shares to be repurchased	15,000,000 shares (maximum) (up to 1.05% of total number of shares issued and outstanding (excludes treasury stock))
Total purchase amount	130 billion yen (maximum)
Date	September 26, 2025
Method	Purchase through Off-Auction Own Share Repurchase Trading System (ToSTNeT-3)

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