RECRUIT

September 1, 2026

Status of Share Repurchases

TOKYO, JAPAN (September 1, 2026) – Recruit Holdings Co., Ltd. (TSE: 6098) (the "Company") announced the status of the share repurchases resolved at a meeting of the Board of Directors held on March 31, 2026.

Total number of shares repurchased from August 1, 2026 to August 31, 2026 (execution date basis)

Types of shares	The Company's common stock
Total number of shares repurchased	568,900 shares
Total purchase amount	7,230,720,000 yen
Method	Market purchases on the Tokyo Stock Exchange through an appointed securities dealer with transaction discretion

Details of the repurchase resolved by the Board of Directors on March 31, 2026

Types of shares	The Company's common stock
Total number of shares to be repurchased (maximum)	64,000,000 shares (up to 4.58% of total number of shares issued and outstanding (excludes treasury stock[1]))
Total purchase amount (maximum)	350 billion yen
Period	From April 1, 2026 to the earlier of: (1) November 30, 2026 (2) The date on which either the total number of shares to be repurchased or the total purchase amount reaches its maximum limit
Method	(1) Market purchases on the Tokyo Stock Exchange 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 April 1, 2026 to August 31, 2026 (execution date basis)

Total number of shares repurchased	13,653,500 shares (21.33% of upper limit)
Total purchase amount	134,476,778,900 yen (38.42% of upper limit)

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