

## Recruit Holdings Announces Share Repurchases

TOKYO, JAPAN (October 16, 2025) – Recruit Holdings Co., Ltd. (TSE: 6098) (the “Company”) announced that its Board of Directors resolved today to implement share repurchases (the “Purchases”) of up to a maximum of 38,000,000 shares, and a maximum total purchase amount of 250 billion yen as set forth below.

Pursuant to this resolution, the Company will commence market purchases on the Tokyo Stock Exchange through an appointed securities dealer with transaction discretion. The Purchases period is scheduled to be from October 17, 2025 to April 30, 2026.

The Company may consider and execute strategic M&A transactions in compliance with laws and regulations during the Purchases.

### Details of the Purchases

Type of shares	The Company's common stock
Total number of shares to be repurchased (maximum)	38,000,000 shares (up to 2.68% of total number of shares issued and outstanding (excludes treasury stock))
Total purchase amount (maximum)	250 billion yen
Period	From October 17, 2025 to April 30, 2026
Method	(1) Market purchases on the Tokyo Stock Exchange through an appointed securities dealer with transaction discretion (2) Purchase through Off-Auction Own Share Repurchase Trading System (ToSTNeT-3)

Depending on investment opportunities, market environment and other factors, it is possible that no share repurchase, or a share repurchase of only a portion of the above, will be carried out.

### Reasons for the Purchases

In its announcement of its full-year consolidated results on May 15, 2024, the Company disclosed a policy to improve capital efficiency, targeting a reduction of its net cash position to approximately 600 billion yen by March 31, 2026.

In line with this policy, the Company repurchased 91 million shares for 819.6 billion yen in FY2024, and has subsequently repurchased 53 million shares for 423.7 billion yen in FY2025 as of September 30, 2025.

After considering several factors including the ability to make strategic business investments, the current stock price, market conditions, and the forecast of its financial position, the Company has determined that acquiring its own shares is the best way to further improve capital efficiency and to maximize shareholder returns. This approach is in line with the Company's existing capital allocation policy.

This resolution on the Purchases has been made in accordance with Article 156 of the Companies Act, as applied pursuant to Article 165, Paragraph 3 of the Companies Act.



The shares acquired through the Purchases may be used in the future for the delivery of shares upon the exercise of stock acquisition rights, for stock compensation using the Company's common stock for employees of the Group (the Company and its subsidiaries), or for strategic M&A with the Company's common stock as consideration, as well as may be cancelled.

### **Retirement of Treasury Stock**

Pursuant to the above policy, the Company retired 46 million and 85 million shares of its treasury stock, acquired through share repurchase programs, on March 29, 2024 and March 24, 2025, respectively.

As a result, the total number of shares issued and outstanding has decreased by approximately 8%, from 1,695,960,030 shares as of March 31, 2023, to 1,563,912,149 shares as of September 30, 2025.

Additionally, the total number of issued shares outstanding (excluding treasury stock, which includes shares held in the Board Incentive Plan ("BIP") trust and the Employee Stock Ownership Plan ("ESOP") trust) has decreased by approximately 10%, from 1,579,115,226 as of March 31, 2023, to 1,420,361,526 as of September 30, 2025.

The Company will also consider retiring the treasury shares to be acquired through its share repurchase programs in FY2025, taking into consideration the market and business conditions.

### **Treasury stock held as of September 30, 2025**

Total number of shares issued and outstanding (excludes treasury stock)	1,420,361,526 shares
Total number of shares of treasury stock*	143,550,623 shares

\* It includes the shares held in the BIP trust and the ESOP trust (53,712,772 shares).

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