

Recruit Holdings Announces Share Repurchase through Off-Auction Own Share Repurchase Trading System (“ToSTNeT-3”)

TOKYO, JAPAN (December 8, 2025) – Recruit Holdings Co., Ltd. (TSE: 6098) (the “Company”) today announced that the specific method of its planned share repurchase (the “Purchase”) was determined as follows, with reference to the resolutions of its Board of Directors on October 16, 2025.

Method of the Purchase

The commission of repurchase at today's closing price of ¥8,096 will take place through brokerage on the Tokyo Stock Exchange Trading Network Off-Auction Own Share Repurchase Trading System (ToSTNeT-3), at 8:45 a.m. on December 9, 2025, with no other changes made to the trading system or time. Purchase orders shall be limited to orders made only within the applicable trading time.

Details of the Purchase

Type of shares	The Company's common stock
Total number of shares to be repurchased (maximum)	2,500,000 shares (up to 0.18% of total number of shares issued and outstanding (excludes treasury stock))

¹ No changes will be made to the number of above-mentioned shares. Depending on 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.

² Repurchase will be made with sell orders corresponding to the number of shares to be purchased.

Announcement of the results of the Purchase

The results of the share repurchase will be announced following the completion of the trade at 8:45 a.m. on December 9, 2025.

After the completion of the Purchase above, promptly, the Company plans to implement market purchases on the Tokyo Stock Exchange, Inc. through an appointed securities dealer with transaction discretion.

Details of the repurchase resolved by the Board of Directors on October 16, 2025

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)

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