

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

TOKYO, JAPAN (December 9, 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 December 8, 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 its financial position.

### **Details of the purchase**

|                                    |  |
|------------------------------------|--|
| Type of shares                     | The Company's common stock   |
| Total number of shares repurchased | 1,424,300 shares<br>(0.10% of total number of shares issued and outstanding (excludes treasury stock)) |
| Total purchase amount              | 11,531,132,800 yen   |
| Date                               | December 9, 2025   |
| Method                             | Purchase through Off-Auction Own Share Repurchase Trading System (ToSTNeT-3)                           |

### **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<br>(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<br>(2) Purchase through Off-Auction Own Share Repurchase Trading System (ToSTNeT-3) |

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