

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 (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 (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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