November 11, 2026

Company Name: PERSOL HOLDINGS CO., LTD.
Representative: Takao Wada
Representative Director, President and CEO
(Security code:2181; TSE Prime Market)
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Notification of Resolution Related to Share Repurchase
(Share repurchase based on the provisions of the Articles of Incorporation pursuant to Article 165, paragraph 2 of the Companies Act)

At the board of directors meeting on November 11, 2026, PERSOL HOLDINGS CO., LTD (the Company) decided certain matters related to share repurchase pursuant to the provisions of Article 156 of the Companies Act as applied with deemed replacement of terms under the provision of Article 165, paragraph 3 of the same Act, as follows.

1. Reasons for share repurchase
   The Company takes it as an important management agenda to achieve shareholder returns by raising our corporate value in the medium- to long-term and paying dividends continuously. The purpose of the share repurchase is to increase shareholder returns in the light of the progress of our mid-term management plan, financial condition and stock price, etc.

2. Details of the repurchase

(1)	Types of repurchased shares	PERSOL HOLDINGS ordinary shares
(2)	Total number of repurchased shares	45,100,000 shares (maximum) (Percentage of the total number of issued shares (excluding treasury shares): 2.0%)
(3)	Total share repurchase cost	JPY 10 billion (maximum)
(4)	Period for share repurchase	From November 12, 2026 to March 31, 2027
(5)	Repurchase method	Purchase on the Tokyo Stock Exchange
(6)	Other	One-half of the repurchased shares will be retained for use in future stock-based compensation plan, while the remaining shares will be canceled by the resolution of the board of directors pursuant to the provisions of Article 178 of the Companies Act.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

(Reference) Treasury shares held as of September 30, 2026

Total number of issued shares (excluding treasury shares)	2,245,503,365 shares
Number of treasury shares	32,934,445 shares

Please note that the Company's shares (24,180,469 shares) held by the "Executive Compensation BIP Trust Account" and the "Share Grant ESOP Trust Account" are included in the above treasury shares.

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