

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

TOKYO, JAPAN (February 28, 2025) – Recruit Holdings Co., Ltd. (TSE: 6098) (the “Company”) today announced that the specific method of its planned share repurchases (the “Purchases”) was determined as follows, with reference to the resolutions of its Board of Directors on February 28, 2025.

Method of the Purchases

The commission of repurchases at today’s closing price of ¥8,800 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 March 3, 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 Purchases

Types of shares	Common stock of Recruit Holdings Co., Ltd.
Total number of shares to be repurchased	15,000,000 shares (maximum) (up to 1.01% 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 Repurchases will be made with sell orders corresponding to the number of shares to be purchased.

Announcement of the results of the Purchases

The results of the share repurchase will be announced following the completion of the trade at 8:45 a.m. on March 3, 2025.

After the completion of the purchases 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 February 28, 2025

Types of shares	Common stock of Recruit Holdings Co., Ltd.
Total number of shares to be repurchased	52,000,000 shares (maximum) (up to 3.51% of total number of shares issued and outstanding (excludes treasury stock))
Total purchase price	450 billion yen (maximum)
Period	From March 3, 2025 to December 23, 2025
Method	(1) Market purchases on the Tokyo Stock Exchange, Inc. through an appointed securities dealer with transaction discretion (2) Purchases through Off-Auction Own Share Repurchase Trading System (ToSTNeT-3)



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