

Status and Completion of Share Repurchases

TOKYO, JAPAN (February 5, 2026) – Recruit Holdings Co., Ltd. (TSE: 6098) announced the status and the completion of its share repurchases announced on October 16, 2025.

Total number of shares repurchased from February 1, 2026 to February 4, 2026 (execution date basis)

Types of shares	The Company's common stock
Total number of shares repurchased	3,489,200 shares
Total purchase amount	27,868,309,100 yen
Method	<ul style="list-style-type: none">(1) Market purchases on the Tokyo Stock Exchange through an appointed securities dealer with transaction discretion(2) Purchases through Off-Auction Own Share Repurchase Trading System (ToSTNeT-3)

Total number of shares repurchased from October 17, 2025 to February 4, 2026

Total number of shares repurchased	30,427,000 shares
Total purchase amount	249,998,987,500 yen

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

Types 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 ¹))
Total purchase amount (maximum)	250 billion yen
Period	From October 17, 2025 to April 30, 2026
Method	<ul style="list-style-type: none">(1) Market purchases on the Tokyo Stock Exchange through an appointed securities dealer with transaction discretion(2) Purchases through Off-Auction Own Share Repurchase Trading System (ToSTNeT-3)

¹ It includes the shares held in the Board Incentive Plan ("BIP") trust and the shares held in the Employee Stock Ownership Plan ("ESOP") trust.

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