

## Recruit Holdings Announces Share Repurchases

TOKYO, JAPAN (March 31, 2026) – Recruit Holdings Co., Ltd. (TSE: 6098) (the “Company”) announced that its Board of Directors resolved today to implement share repurchases (the “Purchases”) of up to a maximum of 64,000,000 shares, and a maximum total purchase amount of 350 billion yen as set forth below.

Pursuant to this resolution, the Company will commence market purchases on the Tokyo Stock Exchange through an appointed securities dealer with transaction discretion. The Purchases period is scheduled to be from April 1, 2026 to November 30, 2026.

The Company may consider and execute strategic M&A transactions in compliance with laws and regulations during the Purchases.

### Details of the Purchases

Type of shares	The Company’s common stock
Total number of shares to be repurchased (maximum)	64,000,000 shares (up to 4.58% of total number of shares issued and outstanding (excludes treasury stock))
Total purchase amount (maximum)	350 billion yen
Period	From April 1, 2026 to the earlier of: (1) November 30, 2026 (2) The date on which either the total number of shares to be repurchased or the total purchase amount reaches its maximum limit
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)

Depending on investment opportunities, 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.

### Reasons for the Purchases

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, the Company has determined that acquiring its own shares is the best way to further improve capital efficiency and to maximize shareholder returns. This approach is in line with the Company’s existing capital allocation policy.

This resolution on the Purchases has been made in accordance with Article 156 of the Companies Act, as applied pursuant to Article 165, Paragraph 3 of the Companies Act.

The shares acquired through the Purchases may be used in the future for the delivery of shares upon the exercise of stock acquisition rights, for stock compensation using the Company’s common stock for employees of the Group (the Company and its subsidiaries), or for strategic M&A with the Company’s common stock as consideration, as well as may be cancelled.



**Treasury stock held as of February 28, 2026**

Total number of shares issued and outstanding (excludes treasury stock)	1,396,213,450 shares
Total number of shares of treasury stock*	167,698,699 shares

\* It includes the shares held in the BIP trust and the ESOP trust (47,433,836 shares).

The Company resolved at its Board of Directors meeting on March 11, 2026 to cancel 91,408,000 shares of its treasury stock on March 23, 2026, pursuant to Article 178 of the Companies Act. Following the cancellation, the number of shares of treasury stock is 76,290,699.

**Contact:**

Investor Relations

+81-3-3511-6383

[Recruit\\_HD\\_IR@r.recruit.co.jp](mailto:Recruit_HD_IR@r.recruit.co.jp)

<https://recruit-holdings.com/en/ir/>