

Recruit Holdings Announces the Determination of Matters Related to the Repurchase of Own Shares (Extension of Repurchase Period)

TOKYO, JAPAN (October 14, 2026) – Recruit Holdings Co., Ltd. (TSE: 6098) (the “Company”) announced that its Board of Directors meeting held on March 31, 2026 resolved to implement share repurchases (the “Purchases”). However, at the Board of Directors meeting held on October 14, 2026, the Company resolved to extend the period of the share repurchase. The details are as follows.

Reasons for the Extension of the Repurchase Period

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.

In light of trends in the stock market, the Company has resolved to extend the period of the share repurchase.

Details of the Changes

(The changes are underlined.)

	Before changes (Details resolved at the Board of Directors meeting held on March 31, 2026)	After the Change (Details resolved at the Board of Directors meeting held on October 14, 2026)
Types of shares	The Company’s common stock	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))	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	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	From April 1, 2026 to the earlier of: (1) <u>March 31, 2027</u> (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, Inc. through an appointed securities dealer with transaction discretion (2) Purchases through Off-Auction Own Share Repurchase Trading System (ToSTNeT-3)	(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)

Total number of shares repurchased from April 1, 2026 to October 14, 2026 (execution date basis)

Total number of shares repurchased	16,384,200 shares	(25.60% of maximum limit)
Total purchase amount	178,135,923,900 yen	(50.90% of maximum limit)

Treasury stock held as of September 30, 2026

Total number of shares issued and outstanding (excludes treasury stock)	1,386,178,118 shares
Total number of shares of treasury stock*	86,326,031 shares

* It includes the shares held in the BIP trust and the ESOP trust (41,857,551 shares).

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