November 2, 2026

Status of Share Repurchases

TOKYO, JAPAN (November 2, 2026) – Recruit Holdings Co., Ltd. (TSE: 6098) (the "Company") announced the status of the share repurchases resolved at a meeting of the Board of Directors held on March 31, 2026.

Total number of shares repurchased from October 1, 2026 to October 31, 2026 (execution date basis)

Types of shares	The Company's common stock
Total number of shares repurchased	28,200 shares
Total purchase amount	465,259,000 yen
Method	Market purchases on the Tokyo Stock Exchange through an appointed securities dealer with transaction discretion

Details of the repurchase resolved by the Board of Directors on March 31, 2026 and October 14, 2026

Types 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[1]))
Total purchase amount (maximum)	350 billion yen
Period	From April 1, 2026 to the earlier of: (1) March 31, 2027[2] (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) 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.
[2] The Company resolved to extend the period of the share repurchase, from April 1, 2026 to November 30, 2026, to March 31, 2027 at a meeting of the Board of Directors held on October 14, 2026.

Total number of shares repurchased from April 1, 2026 to October 31, 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)

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