

Status of Share Repurchases

TOKYO, JAPAN (January 6, 2025) – Recruit Holdings Co., Ltd. (TSE: 6098) announced the status of the share repurchases resolved at a meeting of the Board of Directors held on July 9, 2024.

Total number of shares repurchased from December 1, 2024 to December 31, 2024 (execution date basis)

Types of shares	Common stock of Recruit Holdings Co., Ltd.
Total number of shares repurchased	2,546,700 shares
Total purchase price	28,647,634,500 yen
Method of repurchases	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 July 9, 2024

Types of shares	Common stock of Recruit Holdings Co., Ltd.
Total number of shares to be repurchased	87,000,000 shares (maximum) (up to 5.67% of total number of shares issued and outstanding (excludes treasury stock ¹))
Total purchase price	600 billion yen (maximum)
Period	From July 10, 2024 to July 9, 2025
Method of repurchases	(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 It includes the shares held in the Board Incentive Plan (“BIP”) trust and the shares held in the Employee Stock Ownership Plan (“ESOP”) trust.

Total number of shares repurchased from July 10, 2024 to December 31, 2024 (execution date basis)

Total number of shares repurchased	59,536,300 shares (68.43% of upper limit)
Total purchase price	544,499,971,000 yen (90.75% of upper limit)

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