

February 24, 2016

To whom it may concern:

Company name: Recruit Holdings Co., Ltd.  
Representative: Masumi Minegishi, President, CEO, and  
Representative Director  
(Securities code: 6098, TSE First Section)  
Contact: Keiichi Sagawa, Board Director,  
Managing Corporate Executive Officer  
(Tel: +81-3-6835-1111)

## Announcement of Appointment of Audit & Supervisory Board Member Candidates and Changes in Corporate Executive Officers

Recruit Holdings Co., Ltd. (hereinafter the “Company”) hereby announces the following appointment of Audit & Supervisory Board Member candidates and changes in Corporate Executive Officers, resolved at the Board of Directors meeting held today.

### 1. Changes in Audit & Supervisory Board Members

(1) New Audit & Supervisory Board Member Candidates (to be resolved at the Ordinary General Meeting of Shareholders scheduled in June)

Name	New Position
Yukiko Nagashima	Audit & Supervisory Board Member (standing)
Yasuaki Nishiura	Audit & Supervisory Board Member

#### Biography of New Audit & Supervisory Board Member Candidates

Name	Biography
Yukiko Nagashima (April 4, 1961)	April 1985      Joined the Company April 2004      Division Head of the Bridal Information Division, IMC Division Company April 2006      Corporate Executive Officer (current position), Bridal Company January 2008    President and Representative Director, Recruit Staffing Co., Ltd. (current position)
Yasuaki Nishiura (March 28, 1952)	November 1975    Joined Tohmatsu Awoki & Co. (current Deloitte Touche Tohmatsu LLC) March 1984      Registered as Certified Public Accountant of the U.S. June 1985      Acquired MBA (Taxation) at Golden Gate University June 1987      Partner, Deloitte Touche Tohmatsu Limited June 2011      West Region Leader of Japanese Corporate Service Group, Deloitte Touche Tohmatsu Limited

(2) Audit & Supervisory Board Members Scheduled to Retire (to retire at the Ordinary General Meeting of Shareholders scheduled in June)

Name	Current Position (as of February 2016)
Koichi Shima	Audit & Supervisory Board Member (standing)
Hideshi Takeuchi	Audit & Supervisory Board Member

**2. Changes in Corporate Executive Officers**

(1) Promoted Corporate Executive Officer (as of April 1, 2016)

Name	New Position	Current Position (as of February 2016)
Shogo Ikeuchi	Senior Managing Corporate Executive Officer	Managing Corporate Executive Officer
Shigeru Kusahara	Senior Managing Corporate Executive Officer	Managing Corporate Executive Officer
Keiichi Sagawa	Senior Managing Corporate Executive Officer	Managing Corporate Executive Officer
Hisayuki Idekoba	Managing Corporate Executive Officer	Corporate Executive Officer

(2) New Corporate Executive Officer (as of April 1, 2016)

Name	New Position	Current Position (as of February 2016)
Akihiko Okamoto	Corporate Executive Officer	Corporate Professional Officer

(3) Retiring Corporate Executive Officer (as of March 31, 2016)

Name	Position After Retirement	Current Position (as of February 2016)
Yukiko Nagashima	Advisor	Corporate Executive Officer

\*As stated above, Yukiko Nagashima is scheduled to become Audit & Supervisory Board Member at the Ordinary General Meeting of Shareholders scheduled in June.

**3. Changes in Representative Directors of Major Subsidiaries (as of April 1, 2016)**

Name	New Position
Mio Kashiwamura	President and Representative Director, Recruit Staffing Co., Ltd.
Yoshihiro Kitamura	President and Representative Director, Recruit Technologies Co., Ltd.
Suguru Tomizuka	President and Representative Director, Recruit Administration Co., Ltd.

**(For reference)**

## 1. Board Directors and Audit &amp; Supervisory Board Members

(to be resolved at the Ordinary General Meeting of Shareholders to be held in June and the Board of Directors meeting held thereafter.)

Position	Name
Representative Director	Masumi Minegishi
Board Director	Shogo Ikeuchi
Board Director	Shigeru Kusahara
Board Director	Keiichi Sagawa
External Board Director	Shigeo Ohyagi
External Board Director	Yasushi Shingai
Audit & Supervisory Board Member (standing)	Yukiko Nagashima
Audit & Supervisory Board Member (standing)	Akihito Fujiwara
Audit & Supervisory Board Member	Hiroki Inoue
Audit & Supervisory Board Member	Yasuaki Nishiura

## 2. Corporate Executive Officers (as of April 1, 2016)

Name	Position	Areas Responsible	
Masumi Minegishi	President and CEO	Internal Audit	
Shogo Ikeuchi	Senior Managing Corporate Executive Officer	Corporate Planning Corporate Planning Human Resources Human Resources R&D	Corporate Planning  Global Human Resource Management
Shigeru Kusahara	Senior Managing Corporate Executive Officer	Administration Administration	Legal & Internal Control Information Systems Recruit HR Research Organization
Keiichi Sagawa	Senior Managing Corporate Executive Officer	Finance Finance	Financial Management
Hisayuki Idekoba	Managing Corporate Executive Officer	R&D Global Online HR SBU Global Online HR SBU	Global Internet Business Development  Global Online HR Company
Yoshihiro Kitamura	Managing Corporate Executive Officer	R&D Media & Solution SBU Media & Solution SBU	Domestic Internet Business Development  Small Business Support Health Care Business New Business
Hitoshi Motohara	Managing Corporate Executive Officer	Global Staffing SBU Global Staffing SBU	International Staffing Company
Hideaki Kitou	Managing Corporate Executive Officer	Global Staffing SBU	President and Representative Director, STAFF SERVICE HOLDINGS CO., LTD.

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Name	Position	Areas Responsible	
Ken Asano	Corporate Executive Officer	Media & Solution SBU Media & Solution SBU	ID Strategy President and Representative Director, Recruit Lifestyle Co., Ltd.
Toshio Oka	Corporate Executive Officer	Global Staffing SBU	International Staffing Company
Akihiko Okamoto	Corporate Executive Officer	R&D	R&D
Mio Kashiwamura	Corporate Executive Officer	Global Staffing SBU	President and Representative Director, Recruit Staffing Co., Ltd.
Takashi Kuzuhara	Corporate Executive Officer	Media & Solution SBU	International Recruitment Company
Daizo Kobayashi	Corporate Executive Officer	Corporate Planning Media & Solution SBU	Corporate Planning Media & Solution SBU Management
Suguru Tomizuka	Corporate Executive Officer	Finance Administration	IR Work Style Innovation Corporate Communication
Takahiro Noguchi	Corporate Executive Officer	Media & Solution SBU	President and Representative Director, Recruit Sumai Company Ltd.
Masaki Yanagawa	Corporate Executive Officer	Media & Solution SBU	President and Representative Director, Recruit Career Co., Ltd.
		Media & Solution SBU	President and Representative Director, Recruit Jobs Co., Ltd.
Fumihiro Yamaguchi	Corporate Executive Officer	Media & Solution SBU Media & Solution SBU	Education Business President and Representative Director, Recruit Marketing Partners Co., Ltd.
Kazumasa Watanabe	Corporate Executive Officer	Media & Solution SBU	International Online Marketing

### 3. Corporate Professional Officers (as of April 1, 2016)

Name	Position	Areas Responsible	
Yukio Okubo	Corporate Professional Officer	Administration	Recruit Works Institute
Hiroaki Ogata	Corporate Professional Officer	R&D	Global Internet Business Development

#### **4. Changes in Organizational Structure**

The following three areas will be established as Strategic Business Units (SBU) and the Company will change through such units to a structure that will accelerate the enhancement of our business value.

- 1) **Media & Solution SBU:** A unit that integrates the domestic and overseas marketing media business, the domestic HR business and international recruitment  
By combining assets of our proprietary media and solution business, the Company will establish the Media & Solution SBU, to generate new industry contribution value as well as to maximize our existing industry contribution value.
- 2) **Global Online HR SBU:** A unit led by Indeed to globally expand the online HR business  
The Company will establish the Global Online HR SBU and aim for the No. 1 position in global HR by accelerating Indeed's business expansion.
- 3) **Global Staffing SBU:** A staffing business unit that integrates the domestic staffing business and overseas staffing business  
The Company will establish the Global Staffing SBU to share and evolve the knowledge that we have accumulated both in Japan and overseas, with the aim of achieving the world's highest productivity by disseminating unit management system.