

November 28, 2017

Company name: Recruit Holdings Co., Ltd.
 Representative: Masumi Minegishi, President, CEO, and Representative Director
 (Securities code: 6098, TSE First Section)
 Contact: Keiichi Sagawa, CFO, and Senior Managing Corporate Executive Officer
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Changes in Corporate Executive Officers

Recruit Holdings Co., Ltd. (“Recruit Holdings” or the “Company”) announces that its Board of Directors has resolved today on the changes in Corporate Executive Officers and its organizational structure.

“Recruit Holdings has built a strong management team that has allowed us to grow and streamline our operations. The promotions today of Hisayuki Idekoba, known as Deko, and Rob Zandbergen are examples of the depth of talent in our organization. Deko has successfully grown Indeed into a world-class global job site, and Rob has built USG into a premier recruiting firm. We look forward to tapping their talents and experience to further benefit Recruit and its shareholders,” said Masumi Minegishi, President and CEO of the Company. “I also want to personally thank Hitoshi Motohara for successfully heading our staffing businesses for the past 14 years. Under his leadership, Recruit has become a staffing industry leader. We highly appreciate his long-term services to our group and thank him for his continuing supports during this transition.”

1. Change in Organizational Structure

The Company will establish the Business Operations Division, which will manage the strategy and monitor the performance of each Strategic Business Unit (SBU), in accordance with the Group Reorganization announced on September 27, 2017.

As a result of the change, Global Online HR SBU (the HR Technology segment), Media & Solutions SBU (the Media & Solutions segment), and Global Staffing SBU (the Staffing segment) will be under the Business Operations Division.

2. Promotion

Hisayuki Idekoba will be promoted to Senior Managing Corporate Executive Officer and Chief Operating Officer to lead the Business Operations Division, in addition to his role leading the Global Online HR SBU, effective January 1, 2018.

Name	New Positions	Current Positions (as of November 2017)
Hisayuki Idekoba	Senior Managing Corporate Executive Officer COO, Business Operations Division Head of Global Online HR SBU	Managing Corporate Executive Officer Head of Global Online HR SBU

3. New Appointment

Rob Zandbergen, CEO of USG People B.V. will be appointed to Managing Corporate Executive Officer and will be responsible for the Global Staffing SBU, effective January 1, 2018.

Hitoshi Motohara, current Head of Global Staffing SBU, will step down from his role effective December 31, 2017.



Name	New Positions	Current Position (as of November 2017)
Rob Zandbergen	Managing Corporate Executive Officer Head of Global Staffing SBU CEO, Recruit Global Staffing B.V.	USG People B.V. CEO

Global Staffing SBU will be consolidated under Recruit Global Staffing B.V. (effective January 1, 2018 (planned)).