

Recruit Holdings Co., Ltd. Announces Changes in Corporate Executive Officers

Recruit Holdings Co., Ltd. (TSE 6098) (“Recruit Holdings” or the “Company”) announced today changes in Corporate Executive Officers effective April 1, 2018.

1. Purpose of the Changes in Corporate Executive Officers

Recruit Holdings and its subsidiaries (collectively, the “Recruit Group”) will begin operating under a new group management structure effective April 1, 2018, as a result of the Group Reorganization.

This new management structure will allow the Company to focus on its holding company functions with a highly efficient group management structure including group governance, monitoring and managing systems for the group companies’ operating performance and financial data. Each Strategic Business Unit (“SBU’s”) will strengthen its management capabilities at its respective SBU headquarters to develop their businesses more quickly in line with business strategies.

Under this new structure, the Recruit Group aims to increase enterprise value and accelerate the development of its next generation of leaders.

In accordance with the launch of this new structure, the Company’s Board of Directors resolved the new executive structure and leadership team.

2. New Executive Structure (as of April 1, 2018)

1. Recruit Holdings Corporate Executive Officers

Name	Position	Responsibilities
Masumi Minegishi	President and CEO	Internal Audit
Shogo Ikeuchi	Senior Managing Corporate Executive Officer	Corporate Planning Division Human Resource Division
Keiichi Sagawa	Senior Managing Corporate Executive Officer	Finance Division Risk Division General Affairs
Hisayuki Idekoba	Senior Managing Corporate Executive Officer	Business Operations Division HR Technology Segment RGF OHR USA, Inc. CEO
Yoshihiro Kitamura	Managing Corporate Executive Officer	Media & Solutions Segment President and Representative Director, Recruit Co., Ltd.
Rob Zandbergen	Managing Corporate Executive Officer	Staffing Segment Recruit Global Staffing B.V. CEO
Junichi Arai	Corporate Executive Officer	Capital Market Strategies Corporate Planning
Hiroaki Ogata	Corporate Executive Officer	Business Development
Ayano Senaha	Corporate Executive Officer	Corporate Planning Corporate Communication Talent Management
Iwaaki Taniguchi	Corporate Executive Officer	Finance / Accounting / Tax
Mark Schultz	Corporate Executive Officer	Legal / Compliance / Information Security

**2. Media & Solutions Segment: Recruit Co., Ltd.
Corporate Executive Officers and Corporate Officers**

Name	Position	Responsibilities
Yoshihiro Kitamura	President	Small Business Support Business Financial Business Health Care Business
Ken Asano	Corporate Executive Officer	ID Strategy President and Representative Director, Recruit Lifestyle Co., Ltd. President and Representative Director, Recruit Sumai Company, Ltd.
Akihiko Okamoto	Corporate Executive Officer	R&D
Takashi Kuzuhara	Corporate Executive Officer	President and Representative Director, Recruit Jobs Co., Ltd. Chairman, International Recruitment
Kazunori Goshima	Corporate Executive Officer	Finance/Business Development
Daizo Kobayashi	Corporate Executive Officer	President and Representative Director, Recruit Career Co., Ltd.
Takahiro Noguchi	Corporate Executive Officer	Human Resource / General Affairs
Mark Schultz	Corporate Executive Officer	Risk Management (Legal Due Diligence)
Kentaro Mori	Corporate Executive Officer	Risk Management (Legal / Compliance / Information Security)
Masaki Yanagawa	Corporate Executive Officer	Corporate Planning
Fumihiro Yamaguchi	Corporate Executive Officer	Education Business President and Representative Director, Recruit Marketing Partners Co., Ltd.
Kazumasa Watanabe	Corporate Executive Officer	International Online Marketing
Yukio Okubo	Corporate Officer	Recruit Works Institute

**3. HR Technology Segment: RGF OHR USA, Inc.
CEO of Major Subsidiary and Heads of Key Functions**

Name	Position	Responsibilities
Hisayuki Idekoba	CEO	CEO, Indeed, Inc. Corporate Planning
Chris Hyams	SBU Executive Officer	Business Development Human Resource
Dave O'Neill	SBU Executive Officer	Finance Risk Management

**4. Staffing Segment: Recruit Global Staffing B.V.
CEO's and Presidents of Major Subsidiaries and Heads of Key Functions**

Name	Position	Responsibilities
Rob Zandbergen	CEO	
Graeme Maude	COO	Corporate Planning Business Development & M&A / HR / IT
Leen Geirnaerd	CFO	Finance / Risk Management / Fiscal affairs / Legal & Compliance
Mio Kashiwamura	SBU Executive	President and Representative Director,

	Officer	Recruit Staffing Co., Ltd.
Koji Sakamoto	SBU Executive Officer	President and Representative Director, Staff Service Holdings Co., Ltd.
Rafe Sanson	SBU Executive Officer	CEO, The CSI Companies, Inc.
Eugene Cutolo	SBU Executive Officer	CEO, Staffmark Holdings, Inc. CEO, Advantage Resourcing America, Inc.
Mike Brooksbank	SBU Executive Officer	MD, Advantage Resourcing UK Limited.
Peter Acheson	SBU Executive Officer	CEO, Peoplebank Australia Ltd.
Shinya Yamamoto	SBU Executive Officer	CEO, Chandler Macleod Group Limited.
Benedicte Autem	SBU Executive Officer	CEO, USG People Germany
Katty Scheerlinck	SBU Executive Officer	CEO, USG People Belgium
Raymond Puts	SBU Executive Officer	CEO, USG People Netherlands
Olivier Guiraud	SBU Executive Officer	CEO, USG People France

3. Changes in Corporate Executive Officers of Recruit Holdings

1. New Corporate Executive Officers (as of April 1, 2018)

Name	New Position	Current Position (as of February 2018)
Junichi Arai	Corporate Executive Officer	Corporate Officer
Ayano Senaha	Corporate Executive Officer	-

2. Retiring Corporate Executive Officers (as of March 31, 2018)

Name	Position After Retirement	Current Position (as of February 2018)
Hitoshi Motohara	Advisor	Managing Corporate Executive Officer
Hideaki Kitou	Advisor	Managing Corporate Executive Officer
Suguru Tomizuka	-	Corporate Executive Officer

*As stated above, Hitoshi Motohara and Hideaki Kitou are scheduled to become Advisors upon retirement of Corporate Executive Officers on March 31, 2018.

IR Promotion Office

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