

## Recruit Holdings Announces Leadership Structure for FY2019

Recruit Holdings Co., Ltd. (TSE 6098) (“Recruit Holdings” or the “Company”) announced today its leadership structure for FY2019 effective April 1, 2019.

### New Executive Structure (as of April 1, 2019)

#### 1. Recruit Holdings Corporate Executive Officers

Name	Position	Responsibilities
Masumi Minegishi	President and CEO	Internal Audit
Shogo Ikeuchi	Senior Managing Corporate Executive Officer, CHRO	Human Resource / General Affairs Division
Hisayuki Idekoba	Senior Managing Corporate Executive Officer, COO, CSO, CRO	Corporate Planning Division Administration Division Business Operations Division HR Technology Segment RGF OHR USA, Inc. CEO
Keiichi Sagawa	Senior Managing Corporate Executive Officer, CFO	Finance Division
Yoshihiro Kitamura	Managing Corporate Executive Officer	Media & Solutions Segment Recruit Co., Ltd. President and Representative Director
Rob Zandbergen	Managing Corporate Executive Officer	Staffing Segment Recruit Global Staffing B.V. CEO
Junichi Arai	Corporate Executive Officer	Capital Market Strategies
Hiroaki Ogata	Corporate Executive Officer	Business Development
Ayano Senaha	Corporate Executive Officer	Corporate Planning Sustainability/PR Human Resources
Iwaaki Taniguchi	Corporate Executive Officer	Finance / Accounting / Tax
Takahiro Noguchi	Corporate Executive Officer	Work Style Innovation General Affairs
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	Operation Support for SME Business Financial Business R&D
Ken Asano	Managing Corporate Executive Officer	Marketing Solutions Division ID Strategy Recruit Lifestyle Co., Ltd. President and Representative Director Recruit Sumai Company, Ltd. President and Representative Director

Daizo Kobayashi	Managing Corporate Executive Officer	HR Solutions Division Recruit Career Co., Ltd. President and Representative Director
Hiroyuki Ogata	Corporate Executive Officer	Business Development
Mio Kashiwamura	Corporate Executive Officer	Recruit Marketing Partners Co., Ltd. President and Representative Director
Takashi Kuzuhara	Corporate Executive Officer	Recruit Jobs Co., Ltd. President and Representative Director
Kazunori Goshima	Corporate Executive Officer	Finance Business Development
Tadasuke Shiomi	Corporate Executive Officer	Marketing
Atsushi Shimizu	Corporate Executive Officer	Cross-Function
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
Fumihiko Yamaguchi	Corporate Executive Officer	Education Business Recruit Marketing Partners Co., Ltd. Education
Kazumasa Watanabe	Corporate Executive Officer	International Online Marketing
Yukio Okubo	Corporate Officer	Recruit Works Institute

\*Akihiko Okamoto (current Corporate Executive Officer, R&D) is scheduled to become Advisor to Recruit Co., Ltd on April 1, 2019 after retiring from Corporate Executive Officer on March 31, 2019.

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

Name	Position	Responsibilities
Hisayuki Idekoba	CEO	
Chris Hyams	SBU Executive Officer	Indeed, Inc. CEO
Robert Hohman	SBU Executive Officer	Glassdoor, Inc. CEO
Hiroaki Ogata	SBU Executive Officer	Business Development
Dave O'Neill	SBU Executive Officer	Finance
Takashi Nishimura	SBU Executive Officer	Corporate Planning
Paul Wolfe	SBU Executive Officer	Human Resource
Lowell Brickman	SBU Executive Officer	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



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

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