

## **Recruit Holdings Announces Appointment of Keiko Honda to Board of Directors and Takashi Nishimura to Audit & Supervisory Board Members; Akihito Fujiwara to Retire**

Recruit Holdings Co., Ltd. (TSE 6098) (“Recruit Holdings” or the “Company”) announced today its Board of Directors and Audit & Supervisory Board Members of FYE March, 2023. These members are subject to approvals at the Annual General Meeting of Shareholders scheduled in June 2022.

### **1. Purpose of the Change**

The Company has decided to make changes to its Board of Directors and Audit & Supervisory Board Members to further strengthen the management and supervision of its overall business operations and to enhance enterprise value.

Ms. Keiko Honda has been appointed to the role of Outside Director of the Board to further enhance corporate governance of Recruit Group. After gaining a wealth of experience in finance and economics during her time working to expand global business in financial institutions and consulting firms, she was appointed CEO of the World Bank Group’s Multilateral Investment Guarantee Agency (MIGA). She is also an Adjunct Professor and Adjunct Senior Research Scholar of Columbia University’s School of International and Public Affairs, where she teaches ESG (Environment, Social and Governance) investing.

In addition, Mr. Takashi Nishimura, based on his experience and knowledge of international business operations and management in our group companies, has been appointed to the Audit & Supervisory Board Member.

Commenting on the appointment of new Board of Directors members, “I am very excited to have such highly successful and experienced senior executives of leading Japanese publicly traded companies on our Board of Directors. We are pleased to welcome Keiko and Takashi to the Recruit Board,” Hisayuki Idekoba (Deko), President and CEO of the Company, said. “Their deep level of international business experience will help drive Recruit forward as we seek to build a future in which all can prosper.”

Finally, Mr. Akihito Fujiwara, who currently serves on the Audit & Supervisory Board Member of the Company, will retire at the Annual General Meeting of Shareholders scheduled in June 2022.

Deko added, “Akihito’s contributions to the Company have been tremendous. On behalf of Recruit Group, I would like to express our gratitude for his supervision of our overall business operations as he brought forth his IT knowledge and business experience that has helped us grow and scale.”

### **2. Change in Board of Directors**

#### **Candidate for New Board of Director**

(to be resolved at the Annual General Meeting of Shareholders scheduled in June 2022)

Name	Position
Keiko Honda	Outside Director of the Board

### Career Summary of Candidate for New Board Director

Name/Date of Birth	Career Summary	
Keiko Honda (September 27, 1961)	Apr. 1984	Joined Bain & Company Japan
	May 1986	Joined Shearson Lehman Brothers Securities Co., Ltd.
	Jul. 1989	Joined McKinsey & Company
	Jul. 1999	Partner of McKinsey & Company
	Jul. 2007	Senior Partner of McKinsey & Company
	Jul. 2013	CEO and Executive Vice President of Multilateral Investment Guarantee Agency (World Bank Group)
	Oct. 2019	Retired from said agency
	Jan. 2020	Joined Columbia University School of International and Public Affairs as Adjunct Professor (current)
	Mar. 2020	Independent Board member of AGC Inc, Chair of the Compensation Committee (current)
	Jun. 2020	Independent Board member of MUFG (current)

### 3. Change in Audit & Supervisory Board Members

#### Candidate for New Member of the Audit & Supervisory Board

(to be resolved at the Annual General Meeting of Shareholders scheduled in June 2022)

Name	Position
Takashi Nishimura	Standing Audit & Supervisory Board Member

#### Career Summary of Candidate for the Audit & Supervisory Board Member

Name/Date of Birth	Career Summary	
Takashi Nishimura (October 22, 1973)	Apr. 1997	Joined Recruit Co., Ltd. (current Recruit Holdings Co., Ltd.)
	Apr. 2012	Company partner of Business Management Department
	Apr. 2013	Head of International Business Management Department
	Feb. 2014	Executive Vice President of Recruit U.S.A.
	Apr. 2014	Director of the Board of Indeed, Inc.(Current)
	Apr. 2016	Head of Business Management Department for Global online HR SBU
	Jan. 2018	Director of the Board of Recruit Global Staffing B.V. (currently RGF Staffing B.V. ) (Current)
	Feb. 2019	Senior Vice President, GM of Recruiting Solutions, Indeed, Inc

#### Audit & Supervisory Board Member Scheduled to Retire

(to be resolved at the Annual General Meeting of Shareholders scheduled in June 2022)

Name	Position (as of February, 2022)
Akihito Fujiwara	Standing Audit & Supervisory Board Member

**Reference : Board of Directors and Audit & Supervisory Board Members**

(to be resolved at the Annual General Meeting of Shareholders scheduled in June 2022)

Name	Position
Masumi Minegishi	Chairperson and Representative Director of the Board
Hisayuki Idekoba	President, CEO and Representative Director of the Board
Ayano Senaha	Director of the Board
Rony Kahan	Director of the Board
Naoki Izumiya	Outside Director of the Board
Hiroki Totoki	Outside Director of the Board
Keiko Honda	Outside Director of the Board
Yukiko Nagashima	Standing Audit & Supervisory Board Member
Takashi Nishimura	Standing Audit & Supervisory Board Member
Yoichiro Ogawa	Outside Audit & Supervisory Board Member
Katsuya Natori	Outside Audit & Supervisory Board Member

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