

Recruit Holdings Announces Appointment of Katrina Lake to Board of Directors

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

1. Candidate for New Board Director

The Company has decided to appoint Katrina Lake to the role of Outside Director of the Board to further strengthen the management and supervision of its overall business operations and to enhance enterprise value.

Katrina has a wealth of experience and extensive knowledge gained both from building a technology based platform business in the U.S., and her tenure serving as CEO and Chairperson of an expanding business that is publicly traded on the U.S. stock exchange. She also has experience serving on the Board of Directors of some platform companies, including one that was publicly traded.

President and CEO of the Company, Hisayuki Idekoba, commenting on the appointment, said "We are pleased to welcome Katrina to the Recruit Board of Directors. In addition to her entrepreneurial spirit and impressive experience, Katrina shares a deep commitment for our mission to help connect people to opportunity faster and more simply."

2. Career Summary of Candidate for New Board Director

(to be resolved at the Annual General Meeting of Shareholders scheduled in June 2023)

Name/Date of Birth	Career Summary
	June. 2005 Graduated Stanford University Sept. 2005 Joined Parthenon Group Sept. 2007 Joined Leader Ventures Jan. 2011 Stitch Fix, Founder and CEO May. 2011 Graduated Harvard University, Master of Business
Katrina Lake (December 24, 1982)	administrations Dec. 2015 Grubhub, Outside Director June. 2018 Glossier, Inc, Outside Director (Current) Aug. 2021 Stitch Fix, Chairperson Jan. 2023 Stitch Fix, CEO and Chairperson (Current)

Diversity in the boardroom is critical to ensure higher quality decision-making, and to this end, the Company targets to achieve gender parity among the members of the Board of Directors and Audit & Supervisory Board by FY2030. Upon the resolution of Katrina’s appointment as the Outside Director of the Board, 4 out of 12 members of the Board of Directors and Audit & Supervisory Board will be female.

Katrina will bring not only skills and professional experiences but also the diversity in the boardroom including nationality, age and gender. The Company believes she will champion the culture that respects different opinions to create meaningful new value at Recruit Holdings.

Reference : Board of Directors and Audit & Supervisory Board Members

(to be resolved at the Annual General Meeting of Shareholders scheduled in June 2023)

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
Katrina Lake	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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<https://recruit-holdings.com/ir/>