

Recruit Holdings Co., Ltd. Announces the Group Reorganization and Change in Sub-subsidiary (Update of Disclosure)

Recruit Holdings Co., Ltd. (TSE 6098) (the “Company”) announced that its Board of Directors resolved today on the particulars of the Group Reorganization, which was previously mentioned in the “Notification of the Group Reorganization and Dividends from Consolidated Subsidiaries,” dated September 27, 2017, as detailed below.

1. Particulars of the Group Reorganization

The Company has been preparing the Group Reorganization with its three Strategic Business Units (SBUs) at the core.

As previously announced (*), the Media & Solutions segment and the Staffing segment will be restructured under Recruit Co., Ltd. (formerly Recruit Administration Co., Ltd.) and Recruit Global Staffing B.V. (formerly USG People B.V.) as their SBU Headquarters respectively, and the two companies will hold the shares of the operating companies in their respective business operations. The HR Technology segment, will be operated under RGF OHR USA, Inc. as its SBU Headquarters, but said company will not necessarily hold the shares of all of the operating companies in its corresponding business operations as the Company decided today that it will retain the current subsidiary framework of the HR Technology segment for the time being.

As a result, following the Group Reorganization, the SBU Headquarters and major operating companies of each segment will be as follows.

(*) “Notification of the Group Reorganization and Dividends from Consolidated Subsidiaries,” dated September 27, 2017

“Notification of Execution of Company-split (Absorption-type Split) Agreement with the Company’s Subsidiary,” dated November 14, 2017

“Changes in Corporate Executive Officers,” dated November 28, 2017

“Notification of Resolution of the Extraordinary General Meeting of Shareholders,” dated January 17, 2018

Segment	SBU Headquarters	Major operating company(ies)
HR Technology segment	RGF OHR USA, Inc.	Indeed, Inc. Recruit Sumai Company Ltd.
Media & Solutions segment	Recruit Co., Ltd. (shareholding of the operating companies in its corresponding business operations)	Recruit Marketing Partners Co., Ltd. Recruit Lifestyle Co., Ltd. Recruit Career Co., Ltd. Recruit Jobs Co., Ltd. Recruit Staffing Co., Ltd.
Staffing segment	Recruit Global Staffing B.V. (shareholding of the operating companies in its corresponding business operations)	STAFF SERVICE HOLDINGS CO., LTD. STAFFMARK HOLDINGS, INC. Chandler Macleod Group Limited

2. Change in sub-subsidiary

As a result of the above Group Reorganization, the following specified subsidiaries will be changed from subsidiaries to sub-subsidiaries.

(Outline of subsidiaries to become sub-subsidiaries)

Media & Solutions segment

(1) Name	RGF Hong Kong Limited	
(2) Location	Unit 2206, 22/F, Wu Chung House, 213 Queen's Road East, Wanchai, Hong Kong	
(3) Title and name of the representative	President & CEO: Takashi Kuzuhara	
(4) Description of business	HR Media business	
(5) Capital	HKD 783,623 thousand	
(6) Foundation	August 7, 2009	
(7) Major shareholder and shareholding ratio	Recruit Holdings Co., Ltd.	100%
(8) Date of change	April 1, 2018 (planned)	

(1) Name	RIP 3 rd R&D Investment Partnership	
(2) Location	8-4-17 Ginza, Chuo-ku, Tokyo	
(3) Title and name of the representative	Partner: Recruit Strategic Partners Co., Ltd. President & Managing Director: Akihiko Okamoto	
(4) Description of business	Investment fund business	
(5) Capital	¥2,500 million	
(6) Foundation	September 8, 2011	
(7) Major shareholder and shareholding ratio	Recruit Holdings Co., Ltd.	95%
(8) Date of change	April 1, 2018 (planned)	

(1) Name	Recruit Communications Co., Ltd.	
(2) Location	8-4-17 Ginza, Chuo-ku, Tokyo	
(3) Title and name of the representative	President and Representative Director: Atsushi Shimizu	
(4) Description of business	Provision of a range of services in the Recruit Group, including solutions that help clients attract customers, web marketing, media production, distribution, advertising, and customer support	
(5) Capital	¥100 million	
(6) Foundation	May 31, 1971	
(7) Major shareholder and shareholding ratio	Recruit Holdings Co., Ltd.	100%
(8) Date of change	April 1, 2018 (planned)	

Staffing segment

(1) Name	Advantage Resourcing Europe B.V.	
(2) Location	Herikerbergweg 238, 1101CM Amsterdam, the Netherlands	
(3) Title and name of the representative	Chairman: Hitoshi Motohara	
(4) Description of business	Staffing business	
(5) Capital	GBP 32,299 thousand	
(6) Foundation	December 29, 2004	
(7) Major shareholder and shareholding ratio	Recruit Holdings Co., Ltd.	100%
(8) Date of change	January 1, 2018	

(1) Name	RGF Staffing Melbourne One Pty Ltd	
(2) Location	Level 14, 15 Blue Street, North Sydney, NSW 2060, Australia	
(3) Title and name of the representative	Chairman: Hitoshi Motohara	
(4) Description of business	Staffing business	
(5) Capital	AUD 122,012 thousand	
(6) Foundation	January 6, 2015	
(7) Major shareholder and shareholding ratio	Recruit Holdings Co., Ltd.	100%
(8) Date of change	January 1, 2018	

(1) Name	RGF Staffing Melbourne Two Pty Ltd	
(2) Location	Level 5, 345 George Street, Sydney, NSW 2000, Australia	
(3) Title and name of the representative	Chairman: Hitoshi Motohara	
(4) Description of business	Staffing business	
(5) Capital	AUD 294,892 thousand	
(6) Foundation	January 6, 2015	
(7) Major shareholder and shareholding ratio	Recruit Holdings Co., Ltd.	100%
(8) Date of change	November 30, 2017	

*As this is an intra-group transfer of subsidiaries, the following items are omitted from the above description: "Relationship between the Company and the company concerned," "Financial position and financial results for the last three years," "Number and amount of shares to be transferred" and "Number of shares held before and after the transfer, and ratio of voting rights held."

*The location, representative, capital, major shareholder and shareholding ratio of each company are based on information prior to the change.

(Outline of the recipient of the transfer of shares)

Media & Solutions segment

(1) Name	Recruit Co., Ltd.	
(2) Location	8-4-17 Ginza, Chuo-ku, Tokyo	
(3) Title and name of the representative	President and Representative Director: Yoshihiro Kitamura	
(4) Description of business	Media & Solutions business	
(5) Capital	¥350 million	
(6) Foundation	October 1, 2012	
(7) Major shareholder and shareholding ratio	Recruit Holdings Co., Ltd.	100%

*The name, title and name of the representative, description of business and capital represent information assumed as of April 1, 2018.

Staffing segment

(1) Name	Recruit Global Staffing B.V.	
(2) Location	P.J. Oudweg 61, 1314 CK Almere, the Netherlands	
(3) Title and name of the representative	CEO: Rob Zandbergen	
(4) Description of business	Staffing business	
(5) Capital	EUR 1	
(6) Foundation	December 21, 1917	
(7) Major shareholder and shareholding ratio	Recruit Holdings Co., Ltd.	100%

*As this is an intra-group transfer of subsidiaries, the following items are omitted from the above description: "Relationship between the Company and the company concerned," "Net assets and total assets for the immediately preceding fiscal year," "Number and amount of shares acquired," and "Number of shares held before and after the acquisition, and ratio of voting rights held."



3. Future outlook

This matter will not affect the consolidated financial forecasts for the fiscal year ending March 31, 2018 announced on February 14, 2018.

IR Promotion Office

Contact:

Tel: +81 3 6835 3193

E-mail: Recruit_HD_IR@r.recruit.co.jp

Address: 1-9-2, Marunouchi, Chiyoda-ku, Tokyo 100-6640, Japan