

## Recruit Holdings Announces Leadership Structure for FY2020

TOKYO, JAPAN (February 14, 2020) – Recruit Holdings Co., Ltd. (TSE 6098) (“Recruit Holdings” or the “Company”) announced today its leadership structure for FY2020 effective April 1, 2020.

### New Executive Structure (as of April 1, 2020)

#### 1. Recruit Holdings Corporate Executive Officers

Name	Position	Responsibilities
Masumi Minegishi	President and CEO	Internal Audit
Hisayuki Idekoba	Executive Vice President and COO	Finance Division Business Operations Division HR Technology Segment RGF OHR USA, Inc. CEO
Yoshihiro Kitamura	Managing Corporate Executive Officer	Finance Division Business Performance Management Media & Solutions Segment Recruit Co., Ltd. President and Representative Director
Ayano Senaha	Managing Corporate Executive Officer, CSO, CHRO and CRO	Corporate Planning Division Corporate Planning, Sustainability Human Resources / General Affairs Division Human Resources Risk Management Division
Rob Zandbergen	Managing Corporate Executive Officer	Staffing Segment RGF Staffing B.V. CEO
Junichi Arai	Corporate Executive Officer	Capital Market Strategies & Investor Relations
Hiroaki Ogata	Corporate Executive Officer	Business Development
Mio Kashiwamura	Corporate Executive Officer	Public Relations
Iwaaki Taniguchi	Corporate Executive Officer	Finance, Accounting, Tax
Takahiro Noguchi	Corporate Executive Officer	General Affairs
Kentaro Mori	Corporate Executive Officer	Risk Management Division, Japan
Lowell Brickman	Corporate Executive Officer	Risk Management Division, International

Shogo Ikeuchi (currently Senior Managing Corporate Executive Officer, CHRO) and Keiichi Sagawa (currently Senior Managing Corporate Executive Officer, CFO) are scheduled to retire from Senior Managing Corporate Executive Officer on March 31, 2020 and become Advisors to Recruit Holdings on April 1, 2020.

#### 2. HR Technology Segment: RGF OHR USA, Inc. CEOs of Major Subsidiaries and Heads of Key Functions

Name	Position	Responsibilities
Hisayuki Idekoba	CEO	
Chris Hyams	SBU Executive Officer	Indeed, Inc. CEO

Christian Sutherland-Wong	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 Resources
Lowell Brickman	SBU Executive Officer	Risk Management

### 3. Media & Solutions Segment: Recruit Co., Ltd. Corporate Executive Officers and Corporate Officers

Name	Position	Responsibilities
Yoshihiro Kitamura	President	Corporate Planning R&D
Ken Asano	Managing Corporate Executive Officer	Product Division, Product Division HR Solutions Recruit Sumai Company, Ltd. President and Representative Director Recruit Lifestyle Co., Ltd. President and Representative Director
Jun Akiyama	Corporate Executive Officer	Product Division, Marketing Solutions
Keiichi Ushida	Corporate Executive Officer	Product Division, SaaS
Hiroaki Ogata	Corporate Executive Officer	Business Development
Mio Kashiwamura	Corporate Executive Officer	Public Relations / Sustainability Recruit Marketing Partners Co., Ltd. President and Representative Director
Kazunori Goshima	Corporate Executive Officer	Finance Business Development Financial Business
Tadasuke Shiomi	Corporate Executive Officer	Product Division, Marketing
Atsushi Shimizu	Corporate Executive Officer	Cross-Function
Takahiro Noguchi	Corporate Executive Officer	Human Resources / General Affairs
Kentaro Mori	Corporate Executive Officer	Risk Management
Fumihiro Yamaguchi	Corporate Executive Officer	Product Division, Education Business
Kazumasa Watanabe	Corporate Executive Officer	Global Business
Hidehiro Okumoto	Corporate Officer	Recruit Works Institute

Daizo Kobayashi (currently Managing Corporate Executive Officer, HR Solutions Division), Takashi Kuzuhara (currently Corporate Executive Officer, President and Representative Director Recruit Jobs Co., Ltd.) and Masaki Yanagawa (currently Corporate Executive Officer, Corporate Planning) are scheduled to retire from Corporate Executive Officer on March 31, 2020 and become Advisors to Recruit Co., Ltd on April 1. Yukio Okubo (currently Corporate Officer, Chief of Recruit Works Institute) is scheduled to retire from Corporate Officer and become Fellow to Recruit Co., Ltd on April 1, 2020.

### Presidents and Representative Directors of Major Subsidiaries

Company	Name
Recruit Career Co., Ltd.	Manabu Sato
Recruit Jobs Co., Ltd.	Hisanori Sakai
Recruit Sumai Company, Ltd.	Ken Asano
Recruit Marketing Partners Co., Ltd.	Mio Kashiwamura
Recruit Lifestyle Co., Ltd.	Ken Asano

#### 4. Staffing Segment: RGF Staffing B.V.

##### CEOs and Presidents of Major Subsidiaries and Heads of Key Functions

Name	Position	Responsibilities
Rob Zandbergen	CEO, CFO	Corporate Planning, Finance, Human Resources
Jun Onimaru	CRMO	Risk Management, Legal, Tax
Han Oey	CSO	Business Development and Strategy, M&A
Michael Whitmer	CIO	IT
Shinya Yamamoto	SBU Executive Officer	Recruit Staffing, President and Representative Director
Koji Sakamoto	SBU Executive Officer	Staff Service Group, President and Representative Director
Rafe Sanson	SBU Executive Officer	The CSI Companies, CEO
Geno Cutolo	SBU Executive Officer	Staffmark Group, CEO
Peter Acheson	SBU Executive Officer	Chandler Macleod Group, CEO
Olivier Guiraud	SBU Executive Officer	USG People France, CEO
Katty Scheerlinck	SBU Executive Officer	USG People Belgium, CEO
Philipp Geyer	SBU Executive Officer	USG People Germany, CEO
Adriaan Belonje	SBU Executive Officer	USG People the Netherlands, CEO
Charlotte Fisher	SBU Executive Officer	Advantage Resourcing Group UK, CEO

For the related FAQ, please refer to below:

“FAQ's for Q3 FY2019”

[https://recruit-holdings.com/ir/library/upload/report\\_20203Q3\\_fq\\_en.pdf](https://recruit-holdings.com/ir/library/upload/report_20203Q3_fq_en.pdf)

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