

Recruit Holdings Announces Changes in Board of Directors and Audit & Supervisory Board Members

TOKYO, JAPAN (February 14, 2020) – Recruit Holdings Co., Ltd. (TSE 6098) (“Recruit Holdings” or the “Company”) announced today changes in its Board of Directors and Audit & Supervisory Board Members. These changes are subject to the approval at the Annual General Meeting of Shareholders scheduled in June 2020.

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 overall business operations to enhance enterprise value.

Ayano Senaha, currently a corporate executive officer of the Company overseeing its corporate planning, human resources, communications and sustainability, has been elected to the Board Director to further enhance corporate governance of Recruit Group. She has played a major role in the rapid globalization of the group by leading and contributing to several post-merger integrations, and developed corporate governance structure which ensures the balance of business strategies and risk management.

Yoichiro Ogawa, based on his international accounting background and CEO experience of global accounting firm and Katsuya Natori, based on his extensive and in-depth knowledge of corporate legal matters, have been elected to the Audit & Supervisory Board Members.

Shogo Ikeuchi, the Chief HR Officer and has been a Board Director of the Company, and Keiichi Sagawa, the CFO and has been a Board Director of the Company, will retire at the Annual General Meeting of Shareholders scheduled in June 2020.

Masumi Minegishi, President and CEO as well as the chairman of the board of the Company said “on behalf of the Company’s Board of Directors and all the employees, I would like to thank both of them for their long-time dedication and numerous contribution to the Company. It was truly an honorable opportunity for us to work with those exceptional talents: Shogo for bringing in his experience and knowledge of corporate planning, human resources, international business management, research and development, and Keiichi for bringing in his experience and knowledge of Accounting, Finance, Legal Affairs, Corporate Communication and Business Management.

Finally, as for the retirement in the Audit & Supervisory Board, Hiroki Inoue and Yasuaki Nishiura, current Audit & Supervisory Board Members of the Company, will retire at the Annual General Meeting of Shareholders scheduled in June 2020.

Masumi added “with their tremendous contributions to the Company, I would like to express our gratitude to both of them for supervising overall business operations to enhance enterprise value: Hiroki with his insightful legal knowledge as a lawyer and his experience in business practice and Yasuaki with his profound accounting knowledge as a certified public accountant in the United States and as a business adviser based in Silicon Valley.

2. Change in Board of Directors

Candidate for New Board Director

Name	Current Position(s) (as of February 2020)
Ayano Senaha	Corporate Executive Officer (Corporate Planning, Sustainability & PR, Human Resources) RGF OHR USA, Inc. Director Glassdoor, Inc. Director

Career Summary of Candidate for New Board Director

Name/Date of Birth	Career Summary	
Ayano Senaha (Dec. 5, 1982)	Apr. 2006	Joined Recruit Co., Ltd. (current Recruit Holdings Co., Ltd.)
	Jan. 2013	Advantage Resourcing UK Ltd. Director Advantage XPO Ltd. Director
	Jan. 2014	Advantage Group Ltd. Managing Director Advantage Professional UK Ltd. Managing Director Advantage XPO Ltd. Director
	Jul. 2015	Executive Manager of the R&D Business Development Office, Recruit Holdings Co., Ltd.
	Apr. 2016	Executive Manager of the Talent Management Office
	Jan. 2018	Executive Manager of the Corporate Planning Office Executive Manager of the Talent Management Office Indeed Inc. Chief of Staff
	Jan. 2018	RGF OHR USA, Inc. Director (current position)
	Apr. 2018	Corporate Executive Officer (current position)
	Jan. 2020	Glassdoor, Inc. Director (current position)

Board Directors Scheduled to Retire (to be resolved at the Annual General Meeting of Shareholders scheduled in June 2020.)

Name	Position (as of February 2020)
Shogo Ikeuchi	Board Director
Keiichi Sagawa	Board Director

3. Change in Audit & Supervisory Board Members

Candidate for New Audit & Supervisory Board Members

Name	Position
Yoichiro Ogawa	Audit & Supervisory Board Member
Katsuya Natori	Audit & Supervisory Board Member

Career Summary of Candidate for Audit & Supervisory Board Members

Name/Date of Birth	Career Summary	
Yoichiro Ogawa (Feb.19, 1956)	Oct. 1980	Joined Tohmatsu & Aoki Audit Corporation (currently Deloitte Touche Tohmatsu LLC)
	Mar. 1984	Registered as a Certified Public Accountant
	Oct. 1985	Deloitte Nashville office
	Feb. 1987	Deloitte San Jose office
	Jun. 1993	Promoted to a partner
	Jul. 1999	Deloitte New York Office
	Jun. 2007	A member of the Management Committee of Tohmatsu & Aoki Audit Corporation (currently Deloitte)

	Jun. 2007	Touche Tohmatsu LLC) A member of the Board of Directors, Deloitte Touche Tohmatsu Limited
	Jun. 2011	Vice Chairman of the Board of Directors, Deloitte Touche Tohmatsu Limited
	Oct. 2013	Deputy CEO, Deloitte Touche Tohmatsu LLC
	Jun. 2015	Representative, Asia Pacific Region of Deloitte Touche Tohmatsu Limited
	Jul. 2015	CEO, Deloitte Tohmatsu Group
	Oct. 2018	Retired Deloitte Tohmatsu Group
	Nov. 2018	Yoichiro Ogawa CPA Office (current position)
	Apr. 1986	Joined Masuda Ejiri Law Office (currently Nishimura & Asahi)
	Jun. 1990	Joined Davis Wright Tremaine LLP
	Jul. 1992	Joined Wilmer, Cutler & Pickering
	Jul. 1993	Joined Esso Petroleum Corporation (currently JXTG Nippon Oil & Energy Corporation)
	Jan. 1995	Joined Apple Computer Co., Ltd. (currently Apple Japan, Inc.)
	Jan. 1998	Director, Sun Microsystems, Inc. (currently Oracle Information Systems (Japan) G.K.)
Katsuya Natori (May.15, 1959)	Mar. 2002	Executive Officer, Fast Retailing Co., Ltd.
	Jan. 2004	Director and Executive Officer, IBM Japan, Ltd.
	Apr. 2010	Executive Officer, IBM Japan, Ltd.
	Feb. 2012	Chief, Natori Law Office (current position)
	Apr. 2012	Outside Audit & Supervisory Board Member, Olympus Corporation
	Mar. 2015	Director, MODEC, INC. (current position)
	Apr. 2016	Supervisory Director, Global One Real Estate Investment Corp. (current position)
	Jun. 2019	Director, Olympus (current position)

Audit & Supervisory Board Members Scheduled to Retire (to be resolved at the Annual General Meeting of Shareholders scheduled in June 2020.)

Name	Position (as of February 2020)
Hiroki Inoue	Audit & Supervisory Board Member
Yasuaki Nishiura	Audit & Supervisory Board Member

For Reference

Board of Directors and Audit & Supervisory Board Members (to be resolved at the Annual General Meeting of Shareholders scheduled in June 2020 and the Board of Directors meeting held thereafter.)

Name	Position
Masumi Minegishi	Representative Director
Hisayuki Idekoba	Board Director
Ayano Senaha	Board Director
Rony Kahan	Board Director
Naoki Izumiya	External Board Director
Hiroki Totoki	External Board Director
Yukiko Nagashima	Audit & Supervisory Board Member (standing)
Akihito Fujiwara	Audit & Supervisory Board Member (standing)
Yoichiro Ogawa	Audit & Supervisory Board Member
Katsuya Natori	Audit & Supervisory Board Member



For the related FAQ, please refer to below:

“FAQ's for Q3 FY2019”

https://recruit-holdings.com/ir/library/upload/report_20203Q3_fg_en.pdf

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