February 15, 2021

Recruit Holdings Announces Leadership Structure for FY2021

Recruit Holdings Co., Ltd. (TSE 6098) ("Recruit Holdings" or the "Company") announced today its leadership structure effective April 1, 2021.

1. Recruit Holdings Co., Ltd.
Corporate Executive Officers

Name	Position	Responsibilities
Masumi Minegishi	Chairperson	
Hisayuki Idekoba	President and CEO	Corporate Planning Division HR Technology Segment RGF OHR USA, Inc. CEO
Ayano Senaha	COO and Managing Corporate Executive Officer	Human Resources / General Affairs Division Risk Management Division Finance Division Corporate Planning, Sustainability Transformation
Yoshihiro Kitamura	Managing Corporate Executive Officer	Business Performance Management Media & Solutions Segment Recruit Co., Ltd. President and Representative Director
Rob Zandbergen	Managing Corporate Executive Officer	Staffing Segment RGF Staffing B.V. CEO
Junichi Arai	Corporate Executive Officer	Investor Relations and Special Advisor to CEO
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

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 Officer

Name	Position	Responsibilities
Yoshihiro Kitamura	President	Corporate Planning
Ken Asano	Managing Corporate Executive Officer	Product Management Division Product Management Division, HR
Junjiro Iwashita	Managing Corporate Executive Officer	Business Management Division
Jun Akiyama	Corporate Executive Officer	Product Management Division, Marketing Solutions / System Development
Keiichi Ushida	Corporate Executive Officer	Product Management Division, SaaS
Hiroaki Ogata	Corporate Executive Officer	Business Development
Mio Kashiwamura	Corporate Executive Officer	Public Relations / Sustainability HR
Kazunori Goshima	Corporate Executive Officer	Finance Business Development
Tadasuke Shiomi	Corporate Executive Officer	Product Management Division, Marketing
Takahiro Noguchi	Corporate Executive Officer	General Affairs
Kentaro Mori	Corporate Executive Officer	Risk Management
Fumihiro Yamaguchi	Corporate Executive Officer	Product Management Division, Education Business
Hidehiro Okumoto	Corporate Officer	Recruit Works Institute

Atsushi Shimizu (currently Corporate Executive Officer, Cross-function) and Kazumasa Watanabe (currently Corporate Executive Officer, Global Business) are scheduled to retire from Corporate Executive Officer on March 31, 2021 and become Advisors to Recruit Co., Ltd on April 1.

4. Staffing Segment: RGF Staffing B.V.

Presidents and CEOs of Major Subsidiaries and Heads of Key Functions

Name	Position	Responsibilities
Rob Zandbergen	CEO	Corporate Planning and Human Resources
Tom Dejonghe	CFO	Finance and Tax
Han Oey	CSO	Business Development and Strategy, M&A
Jun Onimaru	CRMO	Risk Management and Legal
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
Eric de Jong	SBU Executive Officer	USG People the Netherlands, CEO
Charlotte Fisher	SBU Executive Officer	Advantage Resourcing Group UK, CEO

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