February 12, 2025

Recruit Holdings Announces Executive Appointments for FY2025

Recruit Holdings Co., Ltd. (TSE 6098) (“Recruit Holdings” or the “Company”) announced today its executive appointments effective April 1, 2025.

1. Recruit Holdings Co., Ltd.

Executives

Name	Position	Responsibilities
Masumi Minegishi	Chairperson	
Hisayuki Idekoba	President and CEO	Internal Audit / Corporate Planning Division Head of HR Technology Business RGF OHR USA, Inc. CEO
Junichi Arai	Executive Vice President and CFO	Financial Management Division
Ayano Senaha	Executive Vice President and COO	Corporate Communications Division Human Resources / General Affairs Division Risk Management Division Corporate Planning Division, Group Governance
Keiichi Ushida	Executive Vice President	Head of Matching & Solutions Business Recruit Co., Ltd. President and Representative Director
Rob Zandbergen	Executive Vice President	Head of Staffing Business RGF Staffing B.V. CEO
Kanta Arai	Senior Vice President	Corporate Communications Division, Work Place
Akihiko Mori	Senior Vice President	Financial Management Division, Treasury, Accounting, Tax
Tsukasa Yoshizawa	Senior Vice President	Corporate Communications Division, Public Relations Risk Management Division, Japan
Lowell Brickman	Senior Vice President	Risk Management Division, International

Yoshihiro Kitamura (currently Executive Vice President, Head of Matching & Solutions Business) is scheduled to retire from Executive Vice President on March 31, 2025 and become Advisor to Recruit Holdings on April 1, 2025.

2. HR Technology Segment: RGF OHR USA, Inc.

CEOs of Major Subsidiaries and Heads of Key Functions

Name	Position	Responsibilities
Hisayuki Idekoba	CEO	Business Development
Chris Hyams	SBU Executive Officer	Indeed, Inc. CEO
Christian Sutherland-Wong	SBU Executive Officer	Glassdoor, Inc. CEO
Ken Asano	SBU Executive Officer	Indeed Recruit Partners Co., Ltd. President
Anthony Moisant	SBU Executive Officer	IT, Security
LaFawn Davis	SBU Executive Officer	HR, Sustainability
Lisa Ramirez	SBU Executive Officer	Corporate Secretary
Lowell Brickman	SBU Executive Officer	Risk Management
Sean McSherry	SBU Executive Officer	Finance

Executives of Indeed Recruit Partners Co., Ltd.（Previously part of Recruit Co., Ltd.）

Name	Position	Responsibilities
Ken Asano	President	
Tsukasa Yoshizawa	Executive Vice President	Administration
Kanta Arai	Senior Vice President	Administration, ICT
Junjiro Iwashita	Senior Vice President	Partner Engagement
Hiroyuki Oyagi	Senior Vice President	Online Platform Business
Rena Okamoto	Senior Vice President	Administration, Legal, Compliance
Hiroshi Kondo	Senior Vice President	Recruitment Agency Services
Tadasuke Shiomi	Senior Vice President	Marketing
Yuko Nishimura	Senior Vice President	HR, Sustainability
Joji Miyoshi	Senior Vice President	Business Strategy
Akihiko Mori	Senior Vice President	Finance

Executives of Indeed Recruit Technologies Co., Ltd.（Previously part of Recruit Co., Ltd.）

Name	Position	Responsibilities
Ken Asano	President	
Masamichi Yamaguchi	Executive Vice President	Japan HR Products
Tsukasa Yoshizawa	Executive Vice President	Administration
Jun Akiyama	Senior Vice President	Product Development
Kanta Arai	Senior Vice President	Administration, ICT
Masayoshi Oshima	Senior Vice President	Japan HR Products, Technology
Rena Okamoto	Senior Vice President	Administration, Legal, Compliance
Shunsuke Kai	Senior Vice President	Japan HR Products, Online Platform Products
Yusuke Katayama	Senior Vice President	Japan HR Products, Design
Akira Sakata	Senior Vice President	Product Strategy
Yuko Nishimura	Senior Vice President	HR, Sustainability
Nobuo Fujiwara	Senior Vice President	Japan HR Products, Recruitment Agency Products
Akihiko Mori	Senior Vice President	Finance
Sekieisetsu Li	Senior Vice President	Japan HR Products, Data

3. Matching & Solutions Segment: Recruit Co., Ltd.

Executives

Name	Position	Responsibilities
Keiichi Ushida	President	Business Development SaaS & Lifestyle Products
Mio Kashiwamura	Executive Vice President	Revenue
Tsukasa Yoshizawa	Executive Vice President	Administration
Jun Akiyama	Senior Vice President	Product Development SaaS & Life Events Products
Kanta Arai	Senior Vice President	Administration, ICT
Rena Okamoto	Senior Vice President	Administration, Legal, Compliance
Akira Sakata	Senior Vice President	Product Strategy Revenue, Business Strategy
Tadasuke Shiomi	Senior Vice President	Marketing
Yuko Nishimura	Senior Vice President	HR, Sustainability
Osamu Monden	Senior Vice President	Administration, Finance

Kentaro Mori (currently Senior Vice President, Administration) is scheduled to retire from Senior Vice President on March 31, 2025 and become Advisor to Recruit Co., Ltd. on April 1, 2025.

4. Staffing Segment: RGF Staffing B.V.

Presidents and CEOs of Major Subsidiaries and Heads of Key Functions

Name	Position	Responsibilities
Rob Zandbergen	CEO	
Shinya Yamamoto	COO and CFO	Operations, Finance and Tax
Michael Whitmer	CRCO	Risk Management, Compliance and Legal
Han Oey	CSO	Business Development and Strategy, M&A
Tomokazu Hachiya	CPO	Product and IT
Yvonne Mastenbroek	Chief Sustainability Officer	Corporate Secretary, Sustainability, RGF Connect
Tomomi Tanaka	SBU Executive Officer	Recruit Staffing, President and Representative Director
Koji Sakamoto	SBU Executive Officer	Staff Service Group, President and Representative Director
Chris Flakus	SBU Executive Officer	The CSI Companies, Inc., CEO
Stacey Lane	SBU Executive Officer	Staffmark Group, LLC, CEO
Brent Leahy	SBU Executive Officer	RGF Staffing ANZ PTY LTD, CEO
Annie Cheung	SBU Executive Officer	RGF Staffing HKSG, CEO
Damian Auger	SBU Executive Officer	RGF Staffing France SAS, CEO
Katty Scheerlinck	SBU Executive Officer	RGF Staffing Belgium NV, CEO
Philipp Geyer	SBU Executive Officer	RGF Staffing Germany GmbH, CEO
Fleur Klijnsmit	SBU Executive Officer	RGF Staffing the Netherlands B.V., CEO
Lisa McLean	SBU Executive Officer	RGF Staffing UK Limited, CEO

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