

Recruit Holdings Announces Appointment of Keiko Honda to Board of Directors and Takashi Nishimura to Audit & Supervisory Board Members; Akihito Fujiwara to Retire

Recruit Holdings Co., Ltd. (TSE 6098) (“Recruit Holdings” or the “Company”) announced today its Board of Directors and Audit & Supervisory Board Members of FYE March, 2023. These members are subject to approvals at the Annual General Meeting of Shareholders scheduled in June 2022.

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 its overall business operations and to enhance enterprise value.

Ms. Keiko Honda has been appointed to the role of Outside Director of the Board to further enhance corporate governance of Recruit Group. After gaining a wealth of experience in finance and economics during her time working to expand global business in financial institutions and consulting firms, she was appointed CEO of the World Bank Group’s Multilateral Investment Guarantee Agency (MIGA). She is also an Adjunct Professor and Adjunct Senior Research Scholar of Columbia University’s School of International and Public Affairs, where she teaches ESG (Environment, Social and Governance) investing.

In addition, Mr. Takashi Nishimura, based on his experience and knowledge of international business operations and management in our group companies, has been appointed to the Audit & Supervisory Board Member.

Commenting on the appointment of new Board of Directors members, “I am very excited to have such highly successful and experienced senior executives of leading Japanese publicly traded companies on our Board of Directors. We are pleased to welcome Keiko and Takashi to the Recruit Board,” Hisayuki Idekoba (Deko), President and CEO of the Company, said. “Their deep level of international business experience will help drive Recruit forward as we seek to build a future in which all can prosper.”

Finally, Mr. Akihito Fujiwara, who currently serves on the Audit & Supervisory Board Member of the Company, will retire at the Annual General Meeting of Shareholders scheduled in June 2022.

Deko added, “Akihito’s contributions to the Company have been tremendous. On behalf of Recruit Group, I would like to express our gratitude for his supervision of our overall business operations as he brought forth his IT knowledge and business experience that has helped us grow and scale.”

2. Change in Board of Directors

Candidate for New Board of Director

(to be resolved at the Annual General Meeting of Shareholders scheduled in June 2022)

| Name | Position |
|-------------|-------------------------------|
| Keiko Honda | Outside Director of the Board |

Career Summary of Candidate for New Board Director

| Name/Date of Birth | Career Summary | |
|--|----------------|--|
| Keiko Honda (September 27, 1961) | Apr. 1984 | Joined Bain & Company Japan |
| | May 1986 | Joined Shearson Lehman Brothers Securities Co., Ltd. |
| | Jul. 1989 | Joined McKinsey & Company |
| | Jul. 1999 | Partner of McKinsey & Company |
| | Jul. 2007 | Senior Partner of McKinsey & Company |
| | Jul. 2013 | CEO and Executive Vice President of Multilateral Investment Guarantee Agency (World Bank Group) |
| | Oct. 2019 | Retired from said agency |
| | Jan. 2020 | Joined Columbia University School of International and Public Affairs as Adjunct Professor (current) |
| | Mar. 2020 | Independent Board member of AGC Inc, Chair of the Compensation Committee (current) |
| | Jun. 2020 | Independent Board member of MUFG (current) |

3. Change in Audit & Supervisory Board Members

Candidate for New Member of the Audit & Supervisory Board

(to be resolved at the Annual General Meeting of Shareholders scheduled in June 2022)

| Name | Position |
|-------------------|---|
| Takashi Nishimura | Standing Audit & Supervisory Board Member |

Career Summary of Candidate for the Audit & Supervisory Board Member

| Name/Date of Birth | Career Summary | |
|---|----------------|--|
| Takashi Nishimura (October 22, 1973) | Apr. 1997 | Joined Recruit Co., Ltd. (current Recruit Holdings Co., Ltd.) |
| | Apr. 2012 | Company partner of Business Management Department |
| | Apr. 2013 | Head of International Business Management Department |
| | Feb. 2014 | Executive Vice President of Recruit U.S.A. |
| | Apr. 2014 | Director of the Board of Indeed, Inc.(Current) |
| | Apr. 2016 | Head of Business Management Department for Global online HR SBU |
| | Jan. 2018 | Director of the Board of Recruit Global Staffing B.V. (currently RGF Staffing B.V.) (Current) |
| | Feb. 2019 | Senior Vice President, GM of Recruiting Solutions, Indeed, Inc |

Audit & Supervisory Board Member Scheduled to Retire

(to be resolved at the Annual General Meeting of Shareholders scheduled in June 2022)

| Name | Position (as of February, 2022) |
|------------------|---|
| Akihito Fujiwara | Standing Audit & Supervisory Board Member |

Reference : Board of Directors and Audit & Supervisory Board Members

(to be resolved at the Annual General Meeting of Shareholders scheduled in June 2022)

| Name | Position |
|-------------------|---|
| Masumi Minegishi | Chairperson and Representative Director of the Board |
| Hisayuki Idekoba | President, CEO and Representative Director of the Board |
| Ayano Senaha | Director of the Board |
| Rony Kahan | Director of the Board |
| Naoki Izumiya | Outside Director of the Board |
| Hiroki Totoki | Outside Director of the Board |
| Keiko Honda | Outside Director of the Board |
| Yukiko Nagashima | Standing Audit & Supervisory Board Member |
| Takashi Nishimura | Standing Audit & Supervisory Board Member |
| Yoichiro Ogawa | Outside Audit & Supervisory Board Member |
| Katsuya Natori | Outside Audit & Supervisory Board Member |

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