

Recruit Holdings Announces Leadership Structure for FY2022

Recruit Holdings Co., Ltd. (TSE 6098) (“Recruit Holdings” or the “Company”) announced today its leadership structure effective April 1, 2022.

1. Recruit Holdings Co., Ltd.

Corporate Executive Officers

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
Ayano Senaha	COO and Managing Corporate Executive Officer	Human Resources / General Affairs Division Finance Division Risk Management Division Corporate Planning, Sustainability Transformation
Yoshihiro Kitamura	Managing Corporate Executive Officer	Business Performance Management Head of Media & Solutions Business Recruit Co., Ltd. President and Representative Director
Rob Zandbergen	Managing Corporate Executive Officer	Head of Staffing Business 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
Kentaro Mori	Corporate Executive Officer	Risk Management Division, Japan General Affairs
Akihiko Mori	Corporate Executive Officer	Finance, Accounting, Tax
Lowell Brickman	Corporate Executive Officer	Risk Management Division, International

Iwaaki Tanigichi (currently Corporate Executive Officer, Finance, Accounting, Tax) is scheduled to retire from Corporate Executive Officer on March 31, 2022 and become Advisor to Recruit Holdings on April 1, 2022.

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
Anthony Moisant	SBU Executive Officer	IT, Security
Hiroaki Ogata	SBU Executive Officer	Business Development
LaFawn Davis	SBU Executive Officer	Sustainability
Lisa Ramirez	SBU Executive Officer	Corporate Secretary

Lowell Brickman	SBU Executive Officer	Risk Management
Sean McSherry	SBU Executive Officer	Finance

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

Corporate Executive Officers and Corporate Officer

Name	Position	Responsibilities
Yoshihiro Kitamura	President	
Ken Asano	Managing Corporate Executive Officer	Product Division
Junjiro Iwashita	Managing Corporate Executive Officer	Sales Division
Jun Akiyama	Corporate Executive Officer	Product Division, Marketing Solutions / System Development
Keiichi Ushida	Corporate Executive Officer	Product Division, SaaS
Hiroaki Ogata	Corporate Executive Officer	Business Development
Mio Kashiwamura	Corporate Executive Officer	HR / Public Relations / Sustainability
Akira Sakata	Corporate Executive Officer	Product Division, Product strategy
Tadasuke Shiomi	Corporate Executive Officer	Product Division, Marketing
Kentaro Mori	Corporate Executive Officer	Administration
Osamu Monden	Corporate Executive Officer	Corporate Planning / Business Development
Masamichi Yamaguchi	Corporate Executive Officer	Product Division, HR
Tsukasa Yoshizawa	Corporate Executive Officer	Sales Division, Business Management
Hidehiro Okumoto	Corporate Officer	Recruit Works Institute

Kazunori Goshima (currently Corporate Executive Officer, Finance and Business Development) and Takahiro Noguchi (currently Corporate Executive Officer, General Affairs) are scheduled to retire as Corporate Executive Officer on March 31, 2022 and become Advisors to Recruit Co., Ltd. on April 1, 2022. Fumihiko Yamaguchi (currently Corporate Executive Officer, Education Business) is scheduled to retire as Corporate Executive Officer on March 31, 2022.

4. Staffing Segment: RGF Staffing B.V.

Presidents and CEOs of Major Subsidiaries and Heads of Key Functions

Name	Position	Responsibilities
Rob Zandbergen	CEO	Human Resources
Tom Dejonghe	CFO	Finance and Tax
Jun Onimaru	CRO	Risk Management and Legal
Michael Whitmer	CIO	IT
Han Oey	CSO	Business Development and Strategy, M&A
Yvonne Mastenbroek	Chief of Staff	Corporate Secretary
Shinya Yamamoto	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, CEO
Geno Cutolo	SBU Executive Officer	Staffmark Group, CEO
Peter Acheson	SBU Executive Officer	RGF Staffing APEJ, CEO
Olivier Guiraud	SBU Executive Officer	RGF Staffing France, CEO
Katty Scheerlinck	SBU Executive Officer	RGF Staffing Belgium, CEO
Philipp Geyer	SBU Executive Officer	RGF Staffing Germany, CEO
Eric de Jong	SBU Executive Officer	RGF Staffing Netherlands, CEO
Charlotte Fisher	SBU Executive Officer	RGF Staffing UK, CEO

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