

## Recruit Holdings Announces Executive Appointments for FY2024

Recruit Holdings Co., Ltd. (TSE 6098) (“Recruit Holdings” or the “Company”) announced today its executive appointments effective April 1, 2024.

### 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
Ayano Senaha	Executive Vice President and COO	Human Resources / General Affairs Division Finance Division Risk Management Division Group Governance, Sustainability Transformation
Yoshihiro Kitamura	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
Junichi Arai	Senior Vice President	Corporate Strategy Investor Relations
Hiroaki Ogata	Senior Vice President	Business Development
Mio Kashiwamura	Senior Vice President	Public Relations
Akihiko Mori	Senior Vice President	Business Performance Management Finance, Accounting, Tax
Kentaro Mori	Senior Vice President	Risk Management Division, Japan General Affairs
Lowell Brickman	Senior Vice President	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
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
Priscilla Koranteng	SBU Executive Officer	HR
Sean McSherry	SBU Executive Officer	Finance

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

#### Executives

Name	Position	Responsibilities
Yoshihiro Kitamura	President	Business Development
Ken Asano	Executive Vice President	Product Division
Junjiro Iwashita	Executive Vice President	Sales Division
Jun Akiyama	Senior Vice President	Product Division, Marketing Solutions / System Development
Keiichi Ushida	Senior Vice President	Product Division, SaaS
Hiroaki Ogata	Senior Vice President	Business Development
Mio Kashiwamura	Senior Vice President	Human Resources (CHRO) / Public Relations / Sustainability
Akira Sakata	Senior Vice President	Sales Division, Business Strategy / Product Division, Business Strategy
Tadasuke Shiomi	Senior Vice President	Product Division, Marketing
Kentaro Mori	Senior Vice President	Administration
Osamu Monden	Senior Vice President	Finance
Masamichi Yamaguchi	Senior Vice President	Product Division, HR
Tsukasa Yoshizawa	Senior Vice President	Corporate Planning

Hidehiro Okumoto (currently Corporate Officer, Recruit Works Institute) is scheduled to retire from Corporate Officer on March 31, 2024 and become Advisor to Recruit Co., Ltd. on April 1, 2024.

### 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	CFO	Finance, Tax, Risk Management and Legal
Michael Whitmer	CIO	IT
Han Oey	CSO	Business Development and Strategy, M&A
Tomokazu Hachiya	CPO	Product
Yvonne Mastenbroek	Chief Sustainability Officer	Corporate Secretary, Sustainability
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
Olivier Guiraud	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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