

February 28, 2017

To whom it may concern:

Company name: Recruit Holdings Co., Ltd.
Representative: Masumi Minegishi, President, CEO, and
Representative Director
(Securities code: 6098, TSE First Section)
Contact: Keiichi Sagawa, Board Director,
Senior Managing Corporate Executive Officer
(Tel: +81-3-6835-1111)

Announcement of Changes in Board Directors

Recruit Holdings Co., Ltd. (hereinafter the “Company”) hereby announces the following changes in Board Directors, resolved at the Board of Directors meeting held today.

1. Changes in Board Director

Board Director Scheduled to Retire (to retire at the Ordinary General Meeting of Shareholders scheduled in June 2017)

Name	Position After Retirement	Current Position (as of February 2017)
Shigeru Kusahara	Advisor	Board Director

2. Changes in Corporate Executive Officer

(1) New Corporate Executive Officer (as of April 1, 2017)

Name	New Position	Current Position (as of February 2017)
Hiroaki Ogata	Corporate Executive Officer	Corporate Officer

(2) Retiring Corporate Executive Officer (as of March 31, 2017)

Name	Position After Retirement	Current Position (as of February 2017)
Shigeru Kusahara	Advisor	Senior Managing Corporate Executive Officer

*As stated above, Shigeru Kusahara is scheduled to become an Advisor after resigning from the current position at the conclusion of the Ordinary General Meeting of Shareholders scheduled in June 2017.

3. Changes in Representative Directors of Major Subsidiaries (as of April 1, 2017)

Name	New Position
Ken Asano	President and Representative Director, Recruit Sumai Company
Daizo Kobayashi	President and Representative Director, Recruit Career Co., Ltd.

(For reference)

1. Board Directors and Audit & Supervisory Board Members

(to be resolved at the Ordinary General Meeting of Shareholders scheduled in June 2017 and the Board of Directors meeting held thereafter.)

Position	Name
Representative Director	Masumi Minegishi
Board Director	Shogo Ikeuchi
Board Director	Keiichi Sagawa
External Board Director	Shigeo Ohyagi
External Board Director	Yasushi Shingai
Audit & Supervisory Board Member (standing)	Yukiko Nagashima
Audit & Supervisory Board Member (standing)	Akihito Fujiwara
Audit & Supervisory Board Member	Hiroki Inoue
Audit & Supervisory Board Member	Yasuaki Nishiura

2. Corporate Executive Officers (as of April 1, 2017)

Name	Position	Areas Responsible	
Masumi Minegishi	President and CEO	Internal Audit	
Shogo Ikeuchi	Senior Managing Corporate Executive Officer	Corporate Planning Corporate Planning Human Resource Human Resource	Corporate Planning Global Talent Management
Keiichi Sagawa	Senior Managing Corporate Executive Officer	Finance Finance Finance Administration	Business Management Capital Markets Strategy
Hisayuki Idekoba	Managing Corporate Executive Officer	Global Online HR SBU Global Online HR SBU	Global Online HR Company
Yoshihiro Kitamura	Managing Corporate Executive Officer	Media & Solution SBU Media & Solution SBU	Health Care Business Small Business Support Business Financial Business
Hitoshi Motohara	Managing Corporate Executive Officer	Global Staffing SBU Global Staffing SBU	International Staffing
Hideaki Kitou	Managing Corporate Executive Officer	Global Staffing SBU	President and Representative Director, Staff Service Holdings Co., Ltd.
Ken Asano	Corporate Executive Officer	Media & Solution SBU Media & Solution SBU Media & Solution SBU	ID Strategy President and Representative Director, Recruit Lifestyle Co., Ltd. President and Representative Director, Recruit Sumai Company

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Name	Position	Areas Responsible	
Toshio Oka	Corporate Executive Officer	Global Staffing SBU	International Staffing
Hiroaki Ogata	Corporate Executive Officer	Global Online HR SBU	Global Internet Business Development
Akihiko Okamoto	Corporate Executive Officer	Media & Solution SBU	R&D
Mio Kashiwamura	Corporate Executive Officer	Global Staffing SBU	President and Representative Director, Recruit Staffing Co., Ltd.
Takashi Kuzuhara	Corporate Executive Officer	Media & Solution SBU	International Recruitment Company
Daizo Kobayashi	Corporate Executive Officer	Media & Solution SBU	President and Representative Director, Recruit Career Co., Ltd.
Iwaaki Taniguchi	Corporate Executive Officer	Finance	Finance/Accounting/Tax
Suguru Tomizuka	Corporate Executive Officer	Corporate Planning Administration	Sustainability/PR General Affairs
Takahiro Noguchi	Corporate Executive Officer	Media & Solution SBU	Media & Solution SBU Management
Mark Schultz	Corporate Executive Officer	Administration	Legal/Compliance/Information Security
Masaki Yanagawa	Corporate Executive Officer	Media & Solution SBU Media & Solution SBU	Recruit HR Research Organization President and Representative Director, Recruit Jobs Co., Ltd.
Fumihiro Yamaguchi	Corporate Executive Officer	Media & Solution SBU Media & Solution SBU	Education Business President and Representative Director, Recruit Marketing Partners Co., Ltd.
Kazumasa Watanabe	Corporate Executive Officer	Media & Solution SBU	International Online Marketing

3. Corporate Officers (as of April 1, 2017)

Name	Position	Areas Responsible	
Junichi Arai	Corporate Officer	Corporate Planning Finance	Corporate Planning Capital Markets Strategy
Yukio Okubo	Corporate Officer	Media & Solution SBU	Recruit Works Institute