

February 26, 2014

Recruit Holdings Co.,Ltd.

Announcement of Changes in External Board Directors and Statutory Auditors

Recruit Holdings Co., Ltd. (Headquarters: Chiyoda-ku, Tokyo; President and CEO: Masumi Minegishi) announces the following appointments of new external board director and statutory auditor candidates who were decided at today's Board of Directors meeting. The decision to introduce the external director system has been made, in the midst of accelerating overseas business, to reinforce supervision over business operations as well as to further enhance the transparency of the management. The new board directors and statutory auditor will be officially appointed after the 54th Ordinary Session of the General Meeting of Shareholders to be held in late June.

I. Changes in Board Directors and Statutory Auditor

1. New External Board Director Candidates

(subject to approval of General Meeting of Shareholders scheduled for late June)

Name	Current Position
Shigeo Ohyagi	President and CEO, Representative Director of the Board, Teijin Limited * Scheduled to become Chairman, Member of the Board on April 1, 2014
Yasushi Shingai	Representative Director and Executive Deputy President, Japan Tobacco Inc.

2. Scheduled Retiring Board Director Candidates

(term of service expires on the date of the General Meeting of Shareholders scheduled for late June)

Name	New Position	Current Position
Hitoshi Kashiwaki	Senior Advisor	(Board Director)
Koichi Nakamura	Senior Advisor	(Board Director)

3. New Statutory Auditor Candidate

(subject to approval of General Meeting of Shareholders scheduled for late June)

Name	New Position	Current Position
Akihito Fujiwara	Audit & Supervisory Board Member(Standing)	(Corporate Executive Officer, Recruit Marketing Partners Co., Ltd.)

【Inquiries】

<http://www.recruit-rgf.com/support/>

II. New Candidates Biography

1. New External Board Director Candidates Biography

Name (Birth Date)	Biography
<p>Shigeo Ohyagi (May 17, 1947)</p>	<p>March 1971 Joined Teijin Limited</p> <p>February 1992 Director of Pharmaceutical Marketing & Planning Department</p> <p>June 1999 Corporate Officer of Teijin Limited (Tokyo Branch Chief)</p> <p>June 2001 Executive Officer of Teijin Limited (Deputy General Manager of Pharmaceutical Marketing Division)</p> <p>June 2002 Senior Executive Officer of Teijin Limited (General Manager of Pharmaceutical Unit)</p> <p>June 2005 Managing Director of Teijin Limited (CIO, General Manager of Medical & Pharmaceutical Business Group, and President and Representative Director of Teijin Pharma Limited)</p> <p>June 2006 Senior Managing Director of Teijin Limited (CIO, General Manager of Medical & Pharmaceutical Business Group, and President and Representative Director of Teijin Pharma Limited)</p> <p>June 2008 President and CEO, Representative Director of the Board of Teijin Limited</p>
<p>Yasushi Shingai (January 11, 1956)</p>	<p>April 1980 Joined Japan Tobacco and Salt Public Corporation (now Japan Tobacco Inc.)</p> <p>July 2001 Vice President of Financial Planning Division</p> <p>June 2004 Senior Vice President, Head of Finance Group and Vice President of Financial Planning Division</p> <p>July 2004 Senior Vice President and Chief Financial Officer</p> <p>June 2005 Member of the Board, Senior Vice President, and Chief Financial Officer</p> <p>June 2006 Member of the Board, Executive Vice President of JT International S.A.</p> <p>June 2011 Member of the Board, Senior Vice President and Executive Vice President in charge of Overseas Tobacco Business</p> <p>June 2011 Representative Director and Executive Deputy President</p>

2. New Statutory Auditor Candidate Biography

Name (Birth Date)	Biography
<p>Akihito Fujiwara (September 8, 1962)</p>	<p>August 1986 Joined Recruit Co., Ltd. (now Recruit Holdings Co., Ltd)</p> <p>April 2000 Executive Manager, 1st Section of FIT , Business Staff Group * FIT (Federation of IT): IT system unit for the entire company</p> <p>April 2004 Executive Officer, FIT Federation</p> <p>April 2006 Corporate Executive Officer</p> <p>October 2012 Executive Officer, Recruit Marketing Partners Co., Ltd.</p>

(For reference)

■ Reference Items 1: List of Board Directors and Statutory Auditors
(subject to approval of General Meeting of Shareholders scheduled for late June)

Position	Name	Management Responsibilities
Representative Director	Masumi Minegishi	CEO, Internal Audit, Recruit Institute of Technology
Board Director	Shogo Ikeuchi	International Business, R&D
Board Director	Shigeru Kusahara	Medium to Long-term Strategy, Corporate Planning, Human Resources, Domestic Business
Board Director	Keiichi Sagawa	Administration
External Board Director	Shigeo Ohyagi (new)	—
External Board Director	Yasushi Shingai (new)	—
Audit & Supervisory Board Member (standing)	Koichi Shima	—
Audit & Supervisory Board Member (standing)	Akihito Fujiwara (new)	—
Audit & Supervisory Board Member	Hideshi Takeuchi	—
Audit & Supervisory Board Member	Naoto Nakamura	—

■ Reference Items 2: Corporate Executive Officers (As of April 1, 2014)

Name	Position	Responsibilities
Masumi Minegishi	President and CEO	—
Shogo Ikeuchi	Senior Corporate Executive Officer	International Business
Hideaki Kitou	Senior Corporate Executive Officer	STAFF SERVICE HOLDINGS CO., LTD President and Representative Director
Shigeru Kusahara	Senior Corporate Executive Officer	Medium to Long-term Strategy, Corporate Planning, Human Resources Management
Keiichi Sagawa	Senior Corporate Executive Officer	Financial Management, Administrative Management, Internal Control
Hitoshi Motohara	Senior Corporate Executive Officer	International Staffing Business
Hisayuki Idekoba	Corporate Executive Officer	International Online HR Business
Toshio Oka	Corporate Executive Officer	International Staffing Business
Yoshihiro Kitamura	Corporate Executive Officer	Recruit Lifestyle Co., Ltd. President and Representative Director
Takashi Kuzuhara	Corporate Executive Officer	International Recruitment Business
Daizo Kobayashi	Corporate Executive Officer	Domestic Business Management, IT Strategy
Suguru Tomizuka	Corporate Executive Officer	Recruit Marketing Partners Co., Ltd. President and Representative Director
Yukiko Nagashima	Corporate Executive Officer	Recruit Staffing Co., Ltd. President and Representative Director
Takahiro Noguchi	Corporate Executive Officer	Recruit Sumai Company Co., Ltd. President and Representative Director
Tomoyuki Mizutani	Corporate Executive Officer	Recruit Career Co., Ltd. President and Representative
Masaki Yanagawa	Corporate Executive Officer	Recruit Jobs Co., Ltd. President and Representative Director
Kazumasa Watanabe	Corporate Executive Officer	International Online Marketing Business, International Business Development

<For reference>

■ Reference Items 3: Professional Officers (As of April 1, 2014)

Name	Position	Responsibilities
Yukio Okubo	Professional Officer	Recruit Works Institute
Hiroaki Ogata	Professional Officer	International Business

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