

## Recruit Holdings Announces Executive Appointments for FY2026

Recruit Holdings Co., Ltd. (TSE 6098) announced today its executive appointments effective April 1, 2026.

### Recruit Holdings Co., Ltd.

#### Executives

Name	Position	Responsibilities
Masumi Minegishi	Chairperson	
Hisayuki Idekoba	President and Chief Executive Officer	Internal Audit / Corporate Planning Division Head of HR Technology Business RGF OHR USA, Inc. CEO
Junichi Arai	Executive Vice President and Chief Financial Officer	Financial Management Division
Ayano Senaha	Executive Vice President and Chief Operating Officer	Corporate Communications Division Human Resources / General Affairs Division Risk Management Division Group Governance
Keiichi Ushida	Executive Vice President	Head of Marketing Matching Technologies Business Recruit Co., Ltd. President and Representative Director
Rob Zandbergen	Executive Vice President	Head of Staffing Business RGF Staffing B.V. CEO
Kanta Arai	Senior Vice President	Workplace
Akihiko Mori	Senior Vice President	Treasury, Accounting, Tax
Tsukasa Yoshizawa	Senior Vice President	Public Relations Risk Management Division, Japan
Lowell Brickman	Senior Vice President	Risk Management Division, International

The executive appointments for each segment, effective April 1, 2026, are as follows.

### HR Technology Segment: RGF OHR USA, Inc.

#### CEOs of Major Subsidiaries and Heads of Key Functions

Name	Position	Responsibilities
Hisayuki Idekoba	Chief Executive Officer	Business Development, Indeed, Inc. CEO
Ken Asano	SBU Executive Officer	Indeed Recruit Partners Co., Ltd. President and Representative Director
Anthony Moisant	SBU Executive Officer	IT, Security
Ayano Senaha	SBU Executive Officer	HR, Sustainability
Lisa Ramirez	SBU Executive Officer	Corporate Secretary
Lowell Brickman	SBU Executive Officer	Risk Management
Sean McSherry	SBU Executive Officer	Finance

**Staffing Segment: RGF Staffing B.V.**

Presidents and CEOs of Major Subsidiaries and Heads of Key Functions

Name	Position	Responsibilities
Rob Zandbergen	Chief Executive Officer	
Shinya Yamamoto	Chief Operating Officer	Operations
Stephaen Vereecken	Chief Financial Officer	Finance and Tax
Michael Whitmer	Chief Risk and Compliance Officer	Risk Management, Compliance and Legal
Han Oey	Chief Strategy Officer	Business Development and Strategy, M&A
Tomokazu Hachiya	Chief Product Officer	Product and IT
Yvonne Mastenbroek	Chief Sustainability Officer	Corporate Secretary, Sustainability, RGF Connect
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
Damian Auger	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
Maximilian Krijgsman	SBU Executive Officer	RGF Staffing the Netherlands B.V., CEO

**Marketing Matching Technologies Segment: Recruit Co., Ltd.**

Executives

Name	Position	Responsibilities
Keiichi Ushida	President	Business Development SaaS & Lifestyle Products
Mio Kashiwamura	Executive Vice President	Revenue
Tsukasa Yoshizawa	Executive Vice President	Administration
Jun Akiyama	Senior Vice President	Product Development SaaS & Life Events Products
Kanta Arai	Senior Vice President	ICT
Rena Okamoto	Senior Vice President	Legal, Compliance
Akira Sakata	Senior Vice President	Corporate Strategy
Yuko Nishimura	Senior Vice President	HR, Sustainability
Hiroshi Fuchinoue	Senior Vice President	Marketing
Osamu Monden	Senior Vice President	Finance

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