

Introduction of Officers (As of June 24, 2022)



Representative Director and Chairman

Motonobu Nishimura

(Born on January 9, 1951)

1977 April Joined the Company
 1983 April General Manager, the East Japan Sales Division
 1984 June Director (current position)
 1987 June Managing Director
 1990 June Representative Director (current position); Senior Vice President
 1995 June President Director
 2000 May Audit & Supervisory Board Member, PT. Mandom Indonesia Tbk
 2004 June President Executive Officer
 2008 April In charge of the Internal Control Promotion Division (now the Internal Audit Division) (until June 2015)
 2019 April In charge of the Internal Audit Division
 2021 April Chairman (current position)

Number and rate of attendance at the Board of Directors meetings

2022 (Year ended March 31): 13/13 (100%)

Chairperson of Board of Directors



President Executive Officer & Director

Ken Nishimura

(Born on May 12, 1982)

In charge of the Internal Audit Division

2008 April Joined the Company
 2011 January Assistant Manager, Mandom Corporation (Singapore) Pte. Ltd.
 2013 April Human Resources Division
 2015 July The Human Resources Division stationed at Europe IESE Business School (Spain)
 2017 May Graduated from IESE Business School (MBA)
 2017 July Executive Officer; General Manager, the Corporate Strategy Division
 2018 April Managing Executive Officer; In charge of the Marketing Units
 2019 June Director (current position)
 2021 April Representative Director (current position) President Executive Officer (current position)
 2021 May Audit & Supervisory Board Member, PT. Mandom Indonesia Tbk (current position)
 2022 April In charge of the Internal Audit Division (current position)

Number and rate of attendance at the Board of Directors meetings

2022 (Year ended March 31): 13/13 (100%)

Chairperson of Management Council and Executive Board
 Chairperson of Sustainability Committee



Senior Vice President Executive Officer & Director

Yasuaki Kameda

(Born on November 1, 1961)

Supervising of Japan Business Management, in charge of the Corporate Planning & Financial Units and the Human Resources & General Resources Units, the Investor Relations Division, and the Secretarial Office

1984 April Joined the Company
 2008 April General Manager, the Product Development Department Section 1 (now the Brand Marketing Division 1)
 2009 April Executive Officer
 2012 April In charge of the Chain Store Sales Division 1, the Chain Store Sales Division 2 and the Distribution Channel Development Division; General Manager, the Chain Store Sales Division 2
 2014 April In charge of the Corporate Planning Division (now the Corporate Administration Division) and the Corporate Communications & Investor Relations Division (now the Investor Relations Division); General Manager, the Corporate Planning Division
 2015 April Managing Executive Officer; In charge of the Corporate Planning Units
 2017 April In charge of the Corporate Planning & Financial Units and the Human Resources & the General Resources Units (current position)
 2017 June Director (current position)
 2018 April Senior Managing Executive Officer
 2021 April Senior Vice President Executive Officer (current position); Supervising of Japan Business Management (current position)

Number and rate of attendance at the Board of Directors meetings

2022 (Year ended March 31): 13/13 (100%)



Senior Managing Executive Officer & Director

Shinichiro Koshiba

(Born on December 24, 1963)

Supervising of International Business Management, in charge of the International Business Operation Units, the International Business Division 2, the International Business Division 3

1987 April Joined the Company
 1993 July Senior Managing Director, Sunwa Marketing Co., Ltd.
 1997 May General Manager, Zhongshan City Rida Fine Chemical Co., Ltd. (now, Zhongshan City Rida Cosmetics Co., Ltd.)
 2002 April General Manager, the Sales Planning Division
 2008 June Executive Officer
 2013 April Managing Executive Officer; In charge of the Marketing Units
 2016 June Director (current position)
 2018 April Senior Managing Executive Officer (current position); In charge of the International Business Operation Units (current position); Audit & Supervisory Board Member, Chairman, PT Mandom Indonesia Tbk (current position)
 2021 April Supervising of International Business Management (current position)

Number and rate of attendance at the Board of Directors meetings

2022 (Year ended March 31): 13/13 (100%)

Executive Officers

Managing Executive Officer **Koichi Watanabe** Supervising Production Units In charge of the Purchasing Division and the Production Strategy Division

Managing Executive Officer **Masahiro Ueda** PT MANDOM INDONESIA Tbk Representative Director and President Executive Officer

Managing Executive Officer **Fumihiko Okada** Supervising Technology Units In charge of Skin Science Development Institute, Regulatory Strategy & Affairs Division, Technology Strategy Division, Quality Assurance Division, and Customer Support Division

Managing Executive Officer **Kenji Uchiyama** Supervising Domestic Sales In charge of the Sales Strategy Division, Sales Management Division, the Chain Store Sales Division 1, the Chain Store Sales Division 2, and the Chain Store Sales Division 3

Managing Executive Officer **Yasumasa Yoshida** Supervising the Marketing Units In charge of the Development Management & OEM Planning Division, the International Marketing Division, the Marketing Strategy Division, and the Public Relations Division



External Director

Reiko Nakayama

(Born on April 2, 1959)

- 1983 April Joined Japan Associated Finance Co., Ltd. (now JAFCO Co., Ltd.)
- 1997 January Joined Marusan Securities Co., Ltd.
- 2000 March General Manager, Investment Information Department, Marusan Securities Co., Ltd.
- 2004 October General Manager, Underwriting Department, Marusan Securities Co., Ltd.
- 2008 October Director, LivTech, Inc.
- 2009 February Director, Head of Administrative H.Q. Division, LivTech, Inc.
- 2015 March External Director, LUCKLAND CO., LTD.
- 2016 March External Director (Audit and Supervisory Committee Member), LUCKLAND CO., LTD. (current position)
- 2017 March Standing Audit & Supervisory Board Member (Outside), UcarPAC Co. LTD. (current position)
- 2018 June External Director, YUSHIN PRECISION EQUIPMENT CO., LTD. (current position)
- 2019 June External Director of the Company (current position)

Number and rate of attendance at the Board of Directors meetings

2022 (Year ended March 31): 13/13 (100%)



External Director

Shigeki Suzuki

(Born on January 2, 1953)

- 1975 April Joined Toyota Motor Co., Ltd.
- 1999 January Project General Manager, Material Engineering Division No. 2 (High Polymer Materials), Toyota Motor Corporation
- 2001 January Project General Manager, Material Engineering Division No. 3 (Advanced Materials Technology Research), Toyota Motor Corporation
- 2003 January Project General Manager, Material Engineering Division No. 1 (Metal/Inorganic Materials), Toyota Motor Corporation
- 2007 June Managing Officer, (Material Technology Field, Intellectual Property Division Environmental Affairs Div. and Future Project Div.), Toyota Motor Corporation
- 2013 April Advisor, Primearth EV Energy Co., Ltd.
- 2013 June Representative Director and Vice President, Primearth EV Energy Co., Ltd.
- 2014 June Representative Director and President, Primearth EV Energy Co., Ltd.
- 2020 June External Director of the Company (current position)

Number and rate of attendance at the Board of Directors meetings

2022 (Year ended March 31): 13/13 (100%)



External Director

Hitoshi Tanii

(Born on June 2, 1972)

- 1996 April Joined NIPPON TELEGRAPH AND TELEPHONE CORPORATION
- 1997 September Established Digital Network Service Limited Partnership Company Representative Partner
- 2000 January Established Infocast, Inc. Representative Director
- 2000 September Established Index Digital Co., Ltd. Representative Director and President
- 2005 June Established Synergy Marketing, Inc. Representative Director
- 2016 September External Director, Market Enterprise Co., Ltd. (current position)
- 2017 February Representative Director, Pay-forward Inc. (current position)
- 2017 March External Director, adish Co., Ltd.
- 2019 January External Director, Space Engine Co., Ltd. (current position)
- 2019 July Chairperson of the Board, Synergy Marketing, Inc. (current position)
- 2019 August External Director, any Carry Co., Ltd. (current position)
- 2019 December External Director, ONDECK Co., Ltd. (current position)
- 2020 January Established Happy PR Co., Ltd. Representative Director (current position)
- 2020 June External Director of the Company (current position)

Number and rate of attendance at the Board of Directors meetings

2022 (Year ended March 31): 13/13 (100%)

Chairperson of Nominating Committee

Chairperson of Compensation Committee



Audit & Supervisory Board Member
Takehiko Ikehata

Number and rate of attendance at the Board of Directors meetings
2022 (Year ended March 31): 13/13 (100%)

Number and rate of attendance at the Audit & Supervisory Board meetings
2022 (Year ended March 31): 15/15 (100%)

Chairperson of Audit & Supervisory Board



Audit & Supervisory Board Member
Takeshi Hibi

Number and rate of attendance at the Board of Directors meetings
2022 (Year ended March 31): 13/13 (100%)

Number and rate of attendance at the Audit & Supervisory Board meetings
2022 (Year ended March 31): 10/10 (100%)



External Audit & Supervisory Board Member
Masahiro Nishio

Number and rate of attendance at the Board of Directors meetings
2022 (Year ended March 31): 12/13 (92%)

Number and rate of attendance at the Audit & Supervisory Board meetings
2022 (Year ended March 31): 15/15 (100%)



External Audit & Supervisory Board Member
Mikiharu Mori

Number and rate of attendance at the Board of Directors meetings
2022 (Year ended March 31): 10/10 (100%)

Number and rate of attendance at the Audit & Supervisory Board meetings
2022 (Year ended March 31): 9/10 (90%)

Executive Officer	Masanori Sawada	In charge of the IT Innovation Promotion Division and the Finance Division; General Manager, the Finance Division
Executive Officer	Tsunehisa Hirota	In charge of the Fukusaki Factory and the Production Engineering Division; General Manager, the Fukusaki Factory
Executive Officer	Tetsuaki Matsuda	In charge of the Corporate Strategy Division, the Corporate Administration Division and the ESG Promotion Division; General Manager, the Corporate Strategy Division
Executive Officer	Tetsuya Takahashi	In charge of the Human Resources Division, the General Administration Division and the Legal Affairs Office; General Manager, the Human Resources Division

Executive Officer	Hidenori Yamada	In charge of the International Business Strategy Division, the International Business Division 1; General Manager, the International Business Strategy Division
Executive Officer	Mitsushi Hiratani	In charge of the East Japan Sales Division, the West Japan Sales Division and the Distribution Channel Development Division; General Manager, the East Japan Sales Division
Executive Officer	Gosuke Omori	In charge of the Brand Marketing Division 1, the Brand Marketing Division 2, the EC Marketing Division, and the Sales Marketing Division; General Manager, the Brand Marketing Division 1 and EC Marketing Division
Executive Officer	Teiji Izawa	In charge of Technical Development Institute, Product Evaluation Institute and Fundamental Research Institute; General Manager, Technical Development Institute