

Introduction of Officers (as of June 24, 2025)



Motonobu Nishimura

Representative
Director & Chairman
(Date of birth:
Tuesday, January 09, 1951)

Since being appointed as the company's president in 1995, Motonobu Nishimura has led group management, appropriately executed duties, steadily achieved results, and fulfilled responsibilities. As Representative Director & Chairman, the Company expects him to contribute to the growth and development of the group's financial and non-financial areas.



Ken Nishimura

Representative Director &
President Executive Officer
(Date of birth: May 12, 1982)

Chief Executive Officer (CEO),
Chief Operating Officer (COO)
of Japan businesses and Chief
Marketing Officer (CMO),
In charge of Internal Audit Div.

After holding key positions in management strategy and marketing areas, Ken Nishimura is currently serving as President Executive Officer & Director and CEO, leading the group's management. By proactively promoting structural reforms in management and appropriately executing duties, he has fulfilled responsibilities. Going forward, the Company expects that he will demonstrate leadership in corporate transformation, including BX and CX, driving the growth and development of the Group.



Shinichiro Koshiba

Director & Senior Managing
Executive Officer
(Date of birth: December 24, 1963)

CRO, Risk Management Office,
Legal Affairs Office,
In charge of Quality
Assurance Division
Chairman of the Audit &
Supervisory Board of PT
MANDOM INDONESIA Tbk

After serving as a manager of overseas group companies, Shinichiro Koshiba has appropriately executed duties and steadily achieved results in marketing and overseas business areas, fulfilling responsibilities. Utilizing these experiences, the Company expects that he will contribute to the growth and development of the group as Senior Managing Executive Officer and CRO by further strengthening risk management and compliance.



Koichi Watanabe

Director & Senior Managing
Executive Officer
(Date of birth: November 16, 1965)

Chief Operating Officer
of Indonesia Businesses,
President Director,
PT Mandom Indonesia Tbk

Having served as production supervisor and executive in PT MANDOM INDONESIA Tbk, Koichi Watanabe has appropriately executed duties and steadily achieved results in the he has overseen possessing high insight. Utilizing these experiences, the Company expects that he will contribute to the Group's growth and development as Managing Executive Officer by further strengthening global business expansion.

Chief Officers/Executive Officers

CTO	Takuji Asada	Advanced Technology Institute, in charge of Technology Strategy Division, Regulatory Strategy & Affairs General Manager of Technology Strategy Division
CSCO	Tsunehisa Hirota	Fukusaki Factory, in charge of Production Engineering Division General Manager of Fukusaki Factory
CHRO	Tetsuya Takahashi	In charge of Human Resources & General Administration Division, Executive Secretary Division General Manager of Human Resources & General Administration Division
CSO	Tetsuaki Matsuda	In charge of Corporate Planning Division, IT Innovation Promotion Division General Manager of Corporate Planning Division
CFO	Masanori Sawada	In charge of Finance Division, Investor Relations Division General Manager of Finance Division

Chief Sales Officer (CSLO) of Japan businesses	Kenji Uchiyama	In charge of Chain Store Sales Division, Distribution Development Division
COO of Northeast Asia, Southeast Asia, and India Business (NSI Business)	Hidegori Yamada	In charge of NSI Business Division
Executive Officer	Ichiro Kagawa	In charge of Brand Communication Division, Public Relations Division General Manager of Brand Communication Division
Executive Officer	Gosuke Omori	In charge of Product Marketing Division 1, Product Marketing Division 2, BX Promotion Division General Manager of Product Marketing Division 1
Executive Officer	Teruhiko Komatsu	In charge of Sales Strategy Division, East Japan Sales Division, West Japan Sales Division General Manager of Sales Strategy Division



Directors' Biographies

About Mandom > Board of Directors, Audit & Supervisory Board Members, and Executive Officers



External

Hitoshi Tanii

External Director

(Date of birth: June 02, 1972)

Having management experience in multiple companies, broad knowledge, and excellent insight, Hitoshi Tanii has actively contributed to Board of Directors' Meetings, fulfilling appropriate roles as an External Director. Going forward, the Company expects that he will continue fulfilling these roles, supervising and advising directors' execution of duties from an independent standpoint, and participating in the Nominating Committee and Compensation Committee as chairman, objectively and neutrally selecting officer candidates and determining officer compensation.



External

Mami Ito

External Director

(Date of birth: November 24, 1967)

With extensive experience as a corporate executive and an international perspective, Mami Ito has actively contributed unique and meaningful opinions and observations at Board of Directors' Meetings, fulfilling appropriate roles as an External Director. Going forward, the Company expects her to continue fulfilling these roles, supervising and advising directors' execution of duties from an independent standpoint, and participating in the Nominating Committee and Compensation Committee as a member, objectively and neutrally selecting officer candidates and determining officer compensation.



External

Tetsuro Harada

External Director

(Date of birth: September 22, 1965)

Having knowledge and insight cultivated through consulting for companies in various industries, Tetsuro Harada has provided strategic advice and important proposals to enhance management transparency and soundness, fulfilling appropriate roles as an External Director. Going forward, the Company expects that he will continue fulfilling these roles, supervising and advising directors' execution of duties from an independent standpoint, and participating in the Nominating Committee and Compensation Committee as a member, objectively and neutrally selecting officer candidates and determining officer compensation.

**Yasuaki Kameda**Audit & Supervisory
Board Member

Having held key positions in marketing and administrative departments, and serving as Vice President Executive Officer overseeing domestic business since April 2021, Yasuaki Kameda has extensive experience within the company. Going forward, the Company expects him to utilize the high insight cultivated through these experiences across financial and non-financial areas, fulfilling responsibilities as an Audit & Supervisory Board Member.



External

Mikiharu MoriExternal Audit &
Supervisory Board Member

As an attorney, Mikiharu Mori is well-versed in international corporate law, including cross-border M&A. Beyond compliance and risk management, he has provided meaningful advice and opinions on matters related to the execution of duties by other auditors from an independent standpoint. Going forward, the Company expects him to reflect this high insight in the company's management, contributing to qualitative improvements in group management overall.

Executive Officer	Shinya Hara	In charge of Package Development Division, Hair Care Institute, Skin Care Institute General Manager of Hair Care Institute
Executive Officer	Masao Kozu	In charge of Corporate Transformation Division General Manager of Corporate Transformation Division
Executive Officer	Shohei Ishigami	Marketing Strategy Office, in charge of Sales Marketing Division General Manager of Marketing Strategy Office
Executive Officer	Tetsuya Sugaki	In charge of Strategic Procurement Division General Manager of Strategic Procurement Division



External

Motohiro TanakaExternal Audit &
Supervisory Board Member

As a CPA, Motohiro Tanaka is well-versed in accounting and auditing, possessing high insight in corporate management. Reflecting this insight in the Company's management is expected to contribute to strengthening corporate governance and qualitative improvements in group management overall.