

March 15, 2017

To all persons concerned

Address of Head Office	5-12, Juniken-cho, Chuo-ku, Osaka
Listed company name	Mandom Corporation
Representative	Motonobu Nishimura, President Executive Officer & Director
Securities identification code	Tokyo Stock Exchange 1 st Section 4917
Contact	mail:press@mandom.co.jp (Please contact us in Japanese or English.)

Announcement of Changes in Directors, Executive Officers, and Personnel

Mandom Corporation hereby announces the following changes in Directors, Executive Officers, and personnel and the structural reform by the resolution of the Board of Directors Meeting scheduled for March 15, 2017.

1. Changes in Directors and Executive Officers (as of April 1)

(1) Changes in roles of Directors and Executive Officers

(Note) Underlines indicate changes.

Name	New position		Present position	
	Title	Roles	Title	Roles
Tatsuyoshi Kitamura	Director Senior Managing Executive Officer	Supervising <u>the International Business Operation Units</u> In charge of <u>the International Business Planning Division and the International Business Strategy Division</u>	Director Senior Managing Executive Officer	Supervising <u>the Human Resources & General Resources Units</u> In charge of <u>the General Administration Division, the CSR Promotion Division, and the Legal Affairs Division</u>
Shinichiro Koshiba	Director Managing Executive Officer	Supervising the Marketing Units In charge of the Marketing Division 2, <u>the Marketing Division 3, the Group Marketing Strategy Division, and the Public Relations Division</u>	Director Managing Executive Officer	Supervising the Marketing Units In charge of the Marketing Division 2, <u>the Group Marketing Strategy Division, the Product Promotion Division, the Beauty Sleep Marketing Division, and the Marketing Project Management Division</u>
Takeshi Hibi	Director Managing Executive Officer	Supervising the Domestic Sales Units In charge of <u>the Sales Planning Division, the Distribution Channel Development Division, the East Japan Sales Division, and the West Japan Sales Division</u>	Director Managing Executive Officer	Supervising <u>the Sales Units</u> In charge of the East Japan Sales Division, and the West Japan Sales Division
Masayoshi Momota	Director	In charge of <u>the CSR Promotion Division</u> and the Internal Audit Division	Director	In charge of the Internal Audit Division

(2) Changes in roles of Executive Officers

Name	New position		Present position	
	Title	Roles	Title	Roles
Hironao Suzuki	Managing Executive Officer	Supervising the Technology and Production Units In charge of the Purchasing Division, <u>Fukusaki Factory, the Production Engineering Division, and the Production Strategy Division</u>	Managing Executive Officer	Supervising the Technology and Production Units In charge of the Purchasing Division and the Production Strategy Division

		<u>General Manager of Fukusaki Factory</u>		
Tatsuya Arichi	Managing Executive Officer	N/A	Managing Executive Officer	Supervising <u>the International Business Units</u> In charge of <u>the Global Group Management Division, Global Market Development Division, and Global Business Planning Division</u>
Yasuaki Kameda	Managing Executive Officer	Supervising <u>the Corporate Planning & Financial Units and the Human Resources & General Resources Units</u> In charge of <u>the Corporate Strategy Division, the Corporate Administration Division, the Investor Relations Division, the Legal Affairs Division, and the Executive Secretary Division</u> <u>General Manager of the Corporate Strategy Division</u>	Managing Executive Officer	Supervising <u>the Management Planning Units</u> In charge of <u>the Corporate Planning Division, the Corporate Communications & Investor Relations Division, and the Secretary Office</u>
Kazunori Koshikawa	Executive Officer	In charge of the Information System Division and the <u>Financial Division</u> <u>General Manager of the Financial Division</u>	Executive Officer	In charge of the Information System Division and <u>the Financial Management Division</u> <u>General Manager of the Financial Management Division</u>
Norikazu Furubayashi	Executive Officer	<u>In charge of special issues on technology and production</u>	Executive Officer	<u>Representative Director and Vice President of Pt Mandom Indonesia Tbk</u>
Noboru Nonaka	Executive Officer	N/A	Executive Officer	In charge of <u>the Sales Planning Division, Chain Store Sales Division Section 1, the Chain Store Sales Division Section 2, the Chain Store Sales Division Section 3, and the Sales Channel Development Division</u> <u>General Manager of the Sales Planning Division</u>
Koichi Watanabe	Executive Officer	N/A	Executive Officer	In charge of <u>Fukusaki Factory and the Production Technology Division</u> <u>General Manager of Fukusaki Factory</u>
Takeshi Mito	Executive Officer	In charge of <u>the General Administration Division</u> and the Human Resources Division <u>General Manager of the Human Resources Division</u>	Executive Officer	In charge of the Human Resources Division <u>General Manager of the Human Resources Division</u>
Kenji Uchiyama	Executive Officer	In charge of <u>the GB Marketing Headquarters</u> and the Marketing Division 1 <u>General Manager of the GB Marketing Headquarters and the Communication Strategy Division</u>	Executive Officer	In charge of <u>the Advertisement & Sales Promotion Division, the Product Development Division, and the Marketing Division 1</u> <u>General Manager of the Advertisement & Sales Promotion Division</u>

(3) Newly appointed Executive Officer

Name	New position		Present position	
	Title	Roles	Title	Roles
Kiyoshi Tai	<u>Executive Officer</u>	In charge of <u>the Chain Store Sales Division 1, the Chain Store Sales Division 2, and the Chain Sales Division 3</u> <u>General Manager of the Chain Store Sales Division 2</u>	General Manager	Chain Store Sales Division 2

2. Changes in Personnel (as of April 1)

Name	New position	Present position
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	Title	Roles	Title	Roles
Kenji Tozawa	General Manager	<u>Product Strategy Division</u>	General Manager	<u>Product Development Division</u>
Tsutomu Baba	<u>General Manager</u>	<u>Marketing Division 3</u>	<u>General Manager</u>	<u>Marketing Project Management Division</u>
Masahiko Ushigami	<u>General Manager</u>	<u>Group Marketing Strategy Division</u>	<u>General Manager</u>	<u>Group Marketing Strategy Division</u>
Shinya Nagai	<u>General Manager</u>	<u>Public Relations Division</u>	<u>General Manager</u>	<u>Product Promotion Division</u>
Tokuto Muraji	<u>General Manager</u>	Purchasing Division	<u>Deputy General Manager</u>	Purchasing Division
Teruhiko Komatsu	<u>General Manager</u>	Sales Planning Division	<u>Manager</u>	Sales Planning Division
Toshihiko Soma	<u>General Manager</u>	Chain Store Sales Division 1	<u>Manager</u>	Chain Store Sales Division 1
Tomotada Koga	<u>General Manager</u>	Chain Store Sales Division 3	<u>Manager</u>	Chain Store Sales Division 3
Masanori Funakura	General Manager	West Japan Sales Division	General Manager	West Japan Sales Division <u>Chain Store Sales Division 3</u>
Kazutoshi Morishita	<u>General Manager</u>	<u>International Business Strategy Division</u>	<u>General Manager</u>	<u>Global Market Development Division</u>
Hiroaki Yagi	General Manager	<u>International Business Planning Division</u>	General Manager	<u>Global Group Management Division</u>
Takehiko Ikehata	General Manager	<u>Corporate Administration Division</u>	General Manager	<u>Corporate Planning Division</u>
Munehiro Nishimura	General Manager	<u>Investor Relations Division</u>		<u>Corporate Planning Division</u>
Katsutoshi Shigemura	General Manager	<u>Executive Secretary Division</u>	General Manager	<u>Corporate Communications & Investor Relations Division</u>
Takashi Maekawa	General Manager	<u>CSR Promotion Division</u>	General Manager	<u>Purchasing Division</u>

3. Changes in Directors of Major Consolidated Subsidiary Companies (as of April 20)

Name	New position		Present position	
	Company	Title	Company	Title
Tatsuyoshi Kitamura	PT Mandom Indonesia Tbk	<u>Audit & Supervisory Board Member, Chairman</u>	PT Mandom Indonesia Tbk	<u>Director and Chairman</u>
Tatsuya Arichi	PT Mandom Indonesia Tbk	<u>Representative Director and President</u>	PT Mandom Indonesia Tbk	<u>Audit & Supervisory Board Member, Chairman</u>
Kuniyuki Ota	PT Mandom Indonesia Tbk	<u>Senior Managing Director</u>	PT Mandom Indonesia Tbk	<u>Representative Director and Vice President</u>
Noboru Nonaka	<u>PT Mandom Indonesia Tbk</u>	<u>Senior Managing Director</u>	N/A	N/A
Koichi Watanabe	<u>PT Mandom Indonesia Tbk</u>	<u>Senior Managing Director</u>	N/A	<u>N/A</u>

* Changes in Directors of PT Mandom Indonesia Tbk will be examined on the agenda for selection of Directors at the General Meeting of Shareholders scheduled for April 20, 2017 and will be selected and changed on April 20, 2017.

4. Change in Director (as of June 23)

(1) Candidate for new Director

Name	New position		Present position	
	Title	Roles	Title	Roles
Yasuyuki Kameda	<u>Director</u> Managing Executive Officer	Supervising the Corporate Planning & Financial Units and the Human Resource & General Resources Units In charge of the Corporate Strategy Division, the Corporate Administration Division, the Investor Relations Division, the Legal Affairs	Managing Executive Officer	Supervising the Corporate Planning & Financial Units and the Human Resource & General Resources Units In charge of the Corporate Strategy Division, the Corporate Administration Division, the Investor Relations Division, the Legal Affairs

		Division, and Executive Secretary Division General Manager of the Corporate Strategy Division		Division, and Executive Secretary Division General Manager of the Corporate Strategy Division
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(2) Audit & Supervisory Board Member scheduled to resign and the candidate to be the new Audit & Supervisory Board Member

Name	New position		Present position	
	Title	Roles	Title	Roles
Yoshiaki Saito	N/A	N/A	<u>Audit & Supervisory Board Member (full time)</u>	N/A
Hiroo Mizuno	<u>Audit & Supervisory Board Member (full time)</u>	N/A	<u>General Manager</u>	<u>Executive Secretary Division</u>

* Selection of new Director and new Audit & Supervisory Board Member will be examined on the agenda for selection of Director and Audit & Supervisory Board Member at the General Meeting of Shareholders scheduled for June 23, 2017 and will be selected and changed on June 23, 2017.

5. Change in Executive Officer (as of July 1)

Newly appointed Executive Officer

Name	New position		Present position	
	Title	Roles	Title	Roles
Ken Nishimura	<u>Executive Officer</u>	<u>In charge of the Corporate Strategy Division</u> <u>General Manager of the Corporate Strategy Division</u>	N/A	<u>The Human Resources Division</u>

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