

March 2, 2020

To all persons concerned

Address of Head Office 5-12, Juniken-cho, Chuo-ku,
 Listed company name Mandom Corporation
 Representative Motonobu Nishimura,
 President Executive Officer &
 Director
 Securities Tokyo Stock Exchange 1st
 identification code Section 4917
 Contact mail: press@mandom.com
 (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 structural reform.

1. Changes in Directors (as of April 1)

(1) Changes in roles of Directors

(Note) Underlines indicate changes

Name	New position		Present position	
	Title	Roles	Title	Roles
Motonobu Nishimura	Representative Director & President Executive Officer	—	Representative Director & President Executive Officer	In charge of <u>Internal Audit Div.</u>
Yasuaki Kameda	Director Senior Managing Executive Officer	Supervising Corporate Planning & Financial Units and the Human Resources & General Resources Units In charge of Investor Relations Div., Executive Secretary Div. and Legal Affairs Div.	Director Senior Managing Executive Officer	Supervising Corporate Planning & Financial Units and the Human Resources & General Resources Units In charge of Investor Relations Div., Executive Secretary Div., <u>CSR Promotion Div.</u> and Legal Affairs Div.
Takeshi Hibi	Director Managing Executive Officer	Supervising the Domestic Sales Units In charge of Sales Planning Div. and Distribution Channel Development Div.	Director Managing Executive Officer	Supervising the Domestic Sales Units In charge of <u>E-Commerce Div.</u> , Sales Planning Div. and Distribution Channel Development Div.
Ken Nishimura	Director Managing Executive Officer	Supervising the Marketing Units In charge of <u>Direct Marketing Div.</u> , Group Marketing Strategy Div. and Public Relations Div.	Director Managing Executive Officer	Supervising the Marketing Units In charge of <u>Marketing Div.2,</u> <u>New Business Development Div.</u> , Group Marketing Strategy

				Div. and Public Relations Div.
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(2) Changes in roles of Executive Officers

Name	New position		Present position	
	Title	Roles	Title	Roles
Koichi Watanabe	<u>Managing Executive Officer</u>	Supervising <u>Production Units</u> In charge of <u>Purchasing Div.</u> and <u>Production Strategy Div.</u>	<u>Executive Officer</u>	<u>Senior Managing Director, PT Mandom Indonesia Tbk.</u>
Masahiro Ueda	<u>Managing Executive Officer</u>	<u>Representative Director and President, PT Mandom Indonesia Tbk</u>	<u>Executive Officer</u>	<u>Senior Managing Director, PT Mandom Indonesia Tbk.</u>
Fumihiro Okada	<u>Managing Executive Officer</u>	Supervising <u>Technology Units</u> In charge of <u>Technology Strategy Div., Skin Science Development Institute, Fundamental Research Institute, Quality Assurance Div. and Customer Support Div.</u> General Manager of <u>Fundamental Research Institute</u>	<u>Executive Officer</u>	In charge of <u>Fundamental Research Institute</u> General Manager of <u>Fundamental Research Institute</u>
Tatsuya Arichi	<u>Executive Officer</u>	In charge of <u>Internal Audit Div.</u> General Manager of <u>Internal Audit Div.</u>	<u>Managing Executive Officer</u>	<u>Representative Director and President, PT Mandom Indonesia Tbk</u>
Misao Tsubakihara	<u>Executive Officer</u>	In charge of <u>Product Evaluation Institute and Technical Development Institute</u> General Manager of <u>Technical Development Institute</u>	<u>Executive Officer</u>	In charge of <u>Product Assurance Div., Technical Development Center and Technical Strategy Div.</u> General Manager of <u>Technical Development Center</u>
Kenji Uchiyama	<u>Executive Officer</u>	In charge of <u>Chainstore Sales Div.1, Chainstore Sales Div.2 and Chainstore Sales Div.3</u> General Manager of <u>Chainstore Sales Div.1</u>	<u>Executive Officer</u>	In charge of <u>Product Planning Div., Communication Design Div., Marketing Div.1 and International Marketing Div.</u> General Manager of <u>Communication Design Div.</u>
Masanori Sawada	<u>Executive Officer</u>	In charge of <u>IT Innovation Promotion Div. and Finance Div.</u>	<u>Executive Officer</u>	In charge of <u>Information Systems Div. and Finance Div.</u> General Manager of <u>Finance</u>

		General Manager of Finance Div.		Div.
Yasumasa Yoshida	Executive Officer	In charge of <u>Brand Marketing Div.1</u> , <u>Brand Marketing Div.2</u> , <u>Brand Marketing Div.3</u> , <u>International Marketing Div.</u> and <u>EC Marketing Div.</u> General Manager of <u>Brand Marketing Div.1</u>	Executive Officer	In charge of <u>Corporate Strategy Div.</u> and <u>Corporate Administration Div.</u> General Manager of <u>Corporate Strategy Div.</u>

(3) Newly appointed Executive Officers

Name	New position		Present position	
	Title	Roles	Title	Roles
Tsunehisa Hirota	<u>Executive Officer</u>	In charge of <u>Fukusaki Factory</u> and <u>Production Engineering Div.</u> General Manager of <u>Fukusaki Factory</u>	<u>General Manager</u>	<u>Production Strategy Div.</u>
Tetsuaki Matsuda	<u>Executive Officer</u>	In charge of <u>Corporate Strategy Div.</u> , <u>Corporate Administration Div.</u> and <u>ESG Promotion Div.</u> General Manager of <u>Corporate Strategy Div.</u>	<u>General Manager</u>	<u>Corporate Administration Div.</u>

2. Changes in Personnel (as of April 1)

Name	New position		Present position	
	Title	Roles	Title	Roles
Noboru Kuraish	General Manager	<u>Brand Marketing Div.2</u>	General Manager	<u>Marketing Div.1</u>
Yumiko Hosokawa	General Manager	<u>Brand Marketing Div.3</u>	General Manager	<u>Marketing Div.2</u>
Vincent Siow	<u>General Manager</u>	<u>Brand Marketing Div.3</u>	<u>Manager</u>	<u>International Marketing Div.</u>
Tsutomu Bab	General Manager	<u>Ec Marketing Div.</u>	General Manager	<u>E-Commerce Div.</u>
Ryuichi Nagano	General Manager	<u>Direct Marketing Div.</u>	General Manager	<u>New Business Development Div.</u>
Takuji Asada	<u>General Manager</u>	Group Marketing Strategy Div.	<u>Manager</u>	Group Marketing Strategy Div.

Mayu Shimokawa	<u>General Manager</u>	Public Relations Div.	<u>Deputy General Manager</u>	Public Relations Div.
Kunio Inoue	<u>General Manager</u>	<u>Product Evaluation Institute</u>	<u>General Manager</u>	<u>Product Assurance Div.</u>
Toshihiro Sakano	<u>General Manager</u>	<u>Technology Strategy Div.</u>	<u>Manager</u>	<u>Fundamental Research Institute</u>
Shu Sakuyama	<u>General Manager</u>	<u>Skin Science Development Institute</u>	<u>Deputy General Manager</u>	<u>Technical Development Center</u>
Koji Mitsuno	General Manager	<u>Quality Assurance Div.</u>	General Manager	<u>Production Engineering Div.</u>
Yasuhiro Otsuka	General Manager	<u>Customer Support Div.</u>	Manager	<u>Csr Promotion Div.</u>
Naoki Sasagawa	<u>General Manager</u>	<u>Technology Strategy Div.</u>	<u>Manager</u>	<u>Production Engineering Div.</u>
Tetsuya Sugaki	<u>General Manager</u>	<u>Purchasing Div.</u>	<u>Deputy General Manager</u>	<u>Product Planning Div.</u>
Keigo Kajiwara	<u>General Manager</u>	<u>Production Strategy Div.</u>	—	<u>Director of PT Mandom Indonesia Tbk</u>
Jun Terashima	General Manager	<u>Chainstore Sales Div.2</u>	General Manager	<u>Chainstore Sales Div.3</u>
Masayuki Kishi	<u>General Manager</u>	<u>Chainstore Sales Div.3</u>	<u>Manager</u>	<u>East Japan Sales Div.</u>
Toshihiko Soma	General Manager	<u>Distribution Channel Development Div.</u>	General Manager	<u>Chainstore Sales Div.1</u>
Yuichiro Nakanishi	<u>General Manager</u>	Legal Affairs Div.	<u>Group Leader</u>	Legal Affairs Div.
Yoshihiro Watanabe	<u>General Manager</u>	General Administration Div.	<u>Manager</u>	General Administration Div.
Masahiro Ozaki	<u>General Manager</u>	<u>Corporate Administration Div.</u>	—	<u>Director of PT Mandom Indonesia Tbk</u>
Teruhiko Komatsu	General Manager	<u>IT Innovation Promotion Div.</u>	General Manager	<u>Information Systems Div.</u>
Hideo Kawakita	<u>General Manager</u>	<u>Investor Relations Div.</u>	<u>Manager</u>	<u>Corporate Strategy Div.</u>
Minoru Yoneda	General Manager	<u>ESG Promotion Div.</u>	Manager	<u>Csr Promotion Div.</u>

3. Change in Director and Audit & Supervisory Board Member (as of June 23)

(1) Appointment or Resignation of Directors

Name	New position		Present position	
	Title	Roles	Title	Roles

Satoshi Nagao	—	—	Director(Independent)	—
Shigeki Suzuki	<u>Director(Independent)</u>	—	—	—
Hitoshi Tanii	<u>Director(Independent)</u>	—	—	—

*These change will come into effect officially after a general meeting of stockholders at June 23.

(2) Appointment or Resignation of Audit & Supervisory Board Member

Name	New position		Present position	
	Title	Roles	Title	Roles
Ryuichi Terabayashi	—	—	<u>Audit & Supervisory Board Member (External)</u>	—
Takehiko Ikehata	<u>Audit & Supervisory Board Member (External)</u>	—		<u>Corporate Administration Div.</u>

*These change will come into effect officially after a general meeting of stockholders at June 23.

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