

Mandom to Introduce New HR Systems in April 2020

– Helping Senior Employees Maximize Their Potential and Revitalizing Managerial Positions –

Mandom Corporation (Head Office: Osaka City; President Executive Officer & Director: Motonobu Nishimura; hereinafter, “Mandom”) puts effort into developing valuable human resources and maintaining good working environments and systems with the aim of being a company that grows together with all of its employees by providing rewarding jobs that enable workers to put their abilities to full use as valuable human resources.

Mandom believes that realizing its VISION 2027 in today’s greatly changing social environment requires helping its employees create new value by effectively using their strengths and characteristics. Therefore, to create a good working environment where workers can fully use their abilities, in April 2020 Mandom will introduce the following two-HR systems designed to help its employees improve their career attitude and actively work toward advancing their careers.

Upholding its human-oriented mission, Mandom will work toward realizing its VISION 2027 by putting effort into vitalizing its divisions and creating a working environment where all employees can work comfortably.

■ New HR systems

(1) Senior Full-time Employee System to help senior employees maximize their potential

[Background]

Securing enough workers will become a social issue when the younger working population begins to decrease. Therefore, Mandom urgently needs to create a working environment where its senior employees can continue maximizing their potential by working actively. In addition to its previously introduced contracted Employee System for workers aged 60 and over, Mandom will introduce a new Senior Full-time Employee System. By providing its senior employees with more working options, Mandom aims to help them develop their careers even further by maintaining and enhancing their motivation to work.

[Outline]

When employees turn 60, if they want to continue working until 65, they can select one of the following working options:

- 1) Senior full-time employee expert (continue taking part in designing and coordinating projects aimed at achieving their division’s goals)
- 2) Senior full-time employee supporter (conduct clerical and other work related to supporting their division)

(2) Managerial Position Retirement System to revitalize managerial positions

[Background]

With the aim of helping them begin new careers and early achieve their potential, this system enables younger employees expected to serve primary roles in realizing VISION 2027 to experience working in management. On the other hand, senior employees reaching the managerial retirement age have acquired extensive experience and knowledge that younger employees yet lack. Therefore, under this system we will create new value by maximizing employees’ potential in their workplaces, and vitalize their divisions by cultivating the next generation.

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[Outline]

Retirement ages are set for each managerial position

Managerial position	Retirement age
Assistant manager (group leader, deputy manager)	50
Supervisor (manager)	55
Deputy general manager and higher positions, including executive officer	57