

March 1, 2022

To all persons concerned

Address of Head Office 5-12, Juniken-cho, Chuo-ku,
 Listed company name Mandom Corporation
 Representative Ken Nishimura,
 Representative Director &
 President Executive Officer
 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
Ken Nishimura	Representative Director & President Executive Officer	In charge of <u>Internal Audit Div.</u>	Representative Director & President Executive Officer	—

(2) Changes in roles of Executive Officers

Name	New position		Present position	
	Title	Roles	Title	Roles
Fumihiko Okada	Managing Executive Officer	Supervising the Technology Units In charge of Skin Science Development Institute, <u>Regulatory Strategy & Affairs Div.</u> , <u>Technology Strategy Div.</u> , Quality Assurance Div. and Customer Support Div.	Managing Executive Officer	Supervising the Technology Units In charge of Skin Science Development Institute, Technology Strategy Div., Quality Assurance Div. and Customer Support Div.
Kenji Uchiyama	Managing Executive Officer	Supervising the Domestic Sales Units In charge of <u>Sales Strategy Div.</u> , <u>Sales Management Div.</u> , Chainstore Sales Div.1, Chainstore Sales Div.2 and Chainstore Sales Div.3	Managing Executive Officer	Supervising the Domestic Sales Units In charge of <u>Sales Planning Div.</u> , Chainstore Sales Div.1, Chainstore Sales Div.2 and Chainstore Sales Div.3

Yasumasa Yoshida	Managing Executive Officer	Supervising the Marketing Units In charge of <u>Development Management·OEM Planning Div.</u> , International Marketing Div., <u>Marketing Strategy Div.</u> and Public Relations Div.	Managing Executive Officer	Supervising the Marketing Units In charge of International Marketing Div., <u>EC Marketing Div.</u> , <u>Group Marketing Strategy Div.</u> , Public Relations Div. and <u>Development Management· OEM Planning Div.</u>
Gosuke Omori	Executive Officer	In charge of Brand Marketing Div.1, Brand Marketing Div.2, <u>Sales Marketing Div.</u> and <u>EC Marketing Div.</u> General Manager of Brand Marketing Div.1 and <u>EC Marketing Div.</u>	Executive Officer	In charge of Brand Marketing Div.1, Brand Marketing Div.2 and <u>Brand Marketing Div.3</u> General Manager of Brand Marketing Div.1

2.Changes in Personnel (as of April 1)

Name	New position		Present position	
	Title	Roles	Title	Roles
Yumiko Hosokawa	General Manager	<u>Brand Marketing Div.2</u>	General Manager	<u>Brand Marketing Div.3</u>
Noboru Kuraishi	General Manager	<u>Sales Marketing Div.</u>	General Manager	<u>Brand Marketing Div.2</u>
Ryuichi Nagano	<u>General Manager</u>	<u>Development Management· OEM Planning Div.</u>	<u>General Manager</u>	<u>Development Management· OEM Planning Div.</u>
Shinya Hara	<u>General Manager</u>	<u>Marketing Strategy Div.</u>	<u>Manager</u>	<u>Group Marketing Strategy Div.</u>
Takeharu Ishii	<u>General Manager</u>	Skin Science Development Institute	<u>Deputy Manager</u>	Skin Science Development Institute
Hiroya Okamoto	<u>General Manager</u>	<u>Regulatory Strategy & Affairs Div.</u>	<u>Manager</u>	<u>Technology Strategy Div.</u>
Takuji Asada	General Manager	<u>Technology Strategy Div.</u>	General Manager	<u>Group Marketing Strategy Div.</u>
Takashi Yamazaki	<u>General Manager</u>	<u>Quality Assurance Div.</u>	—	<u>Executive Officer</u> <u>PT Mandom Indonesia Tbk</u>
Keigo Kajiwara	<u>General Manager</u>	<u>Production Strategy Div.</u>	—	<u>Director</u> <u>PT Mandom Indonesia Tbk</u>

Toshihiko Soma	General Manager	<u>Distribution Channel Development Div.</u>	General Manager	<u>Chainstore Sales Div.1</u>
Teruhiko Komatsu	General Manager	<u>Sales Strategy Div.</u>	General Manager	<u>IT Innovation Promotion Div.</u>
Noboru Nonaka	General Manager	<u>Sales Management Div.</u>	General Manager	<u>Sales Planning Div. and Distribution Channel Development Div.</u>
Tomotada Koga	<u>General Manager</u>	<u>Chainstore Sales Div.1</u>	—	<u>President of Mandom China Corporation</u>
Tomoo Fukuda	<u>General Manager</u>	<u>Chainstore Sales Div.2</u>	—	<u>Director & Managing Executive Officer Sunwa Marketing Co., Ltd.</u>
Takuma Nozaki	<u>General Manager</u>	ESG Promotion Div.	<u>Manager</u>	ESG Promotion Div.
Hiroshi Nishimiya	<u>General Manager</u>	IT Innovation Promotion Div.	<u>Manager</u>	IT Innovation Promotion Div.
Kenji Kikuchi	<u>General Manager</u>	<u>Internal Audit Div.</u>	<u>Manager</u>	<u>Corporate Administration Div.</u>

3. Organizational Restructuring (Effective April 1, 2022)

The following organizational changes will be made for the purpose of strengthening the functions of our corporate organization.

■ Organizational Changes

(1) Brand Marketing Div.1 and Brand Marketing Div.2 are integrated. In association with the integration, Brand Marketing Div.3 will be renamed as Brand Marketing Div.2.

We will accelerate decision making by integrating the strategies and tactics of brand marketing and thereby exert synergistic effects and increase competitive capabilities.

(2) Sales Marketing Div. will be newly created.

We will separate the marketing support (sales marketing) functions of previous Brand Marketing Divisions. 1, 2, and 3, increase cooperation with sales areas, and thereby enhance existing products and strengthen comprehensive proposal capabilities, such as the introduction and fostering of new products, etc.

(3) Development Management・OEM Planning Div. will be upgraded to the division to have two independent sections.

We will strengthen management operations related to product development and OEM development functions for stores.

(4) Group Marketing Strategy Div. will be renamed to Marketing Strategy Div.

Division operations in each field have been normally implemented from the Group perspective and, therefore, the Group

Marketing Strategy Div. will be renamed as Marketing Strategy Div.

(5) Regulatory Strategy & Affairs Div. will be newly created.

In order to strengthen the collection, aggregation, and analysis of legislative information of important countries for group management, a Regulatory Strategy & Affairs Div. will be newly created.

(6) Sales Planning Div. will be split into Sales Strategy Div. and Sales Management Div.

In response to the sophistication and advancement of the logistics environment, Sales Planning Div. will be split into Sales Strategy Div., which focuses mainly on strategy establishment and monitoring, and Sales Management Div., which focuses mainly on management and maintenance functions and we will strengthen each function.

End of text