

To all persons concerned

Address of Head Office	5-12, Juniken-cho, Chuo-ku,
Company name	Mandom Corporation
Representative	Ken Nishimura, Representative Director & President Executive Officer
Contact	mail: <a href="mailto:press@mandom.com">press@mandom.com</a> (Please contact us in Japanese or English.)

## Notice Regarding Organizational Changes, Changes in Directors and Personnel, and Revisions to the Governance Structure

Mandom Corporation hereby announces that, at the Extraordinary General Meeting of Shareholders and the subsequent meeting of the Board of Directors held today, it resolved the following organizational changes and personnel appointments. The Company also announces that it has transitioned from a company with an Audit & Supervisory Board to a company with an Audit and Supervisory Committee.

### 1. Organizational Changes

#### (1) Establishment of the Corporate Management Div. (as of June 1)

The Company will establish a new Corporate Management Div. by transferring the management control functions currently consolidated under the Finance Department to the corporate planning function. This change is intended to further strengthen alignment with management strategy and business operations, enhance company-wide management oversight, and speed up decision-making.

#### (2) Reorganization of the Northeast Asia, Southeast Asia and India businesses, and revision of the responsible CxO structure (as of July 1)

Taking into account the differing market characteristics and business environments across overseas regions, the business scope previously overseen by the COO responsible for Northeast Asia, Southeast Asia and India will be reorganized into two areas: Southeast Asia (including India) and Northeast Asia. A dedicated CxO will be appointed to each area.

### 2. Changes in Directors and Officers

#### (1) Changes in Directors (as of May 19)

Name	New position	Present position	Concurrent Positions
Takeshi Kamigochi	Representative Director & Senior Vice President Executive Officer	CVC Asia Pacific (Japan) K.K. Advisor	J-OIL MILLS, INC. Advisor, JTB Corp. Board of Directors, IZUMI CO., LTD. Senior Advisor

Yukinori Sugiyama	Non-Executive Director	—	CVC Asia Pacific (Japan) K.K. Partner, Co-Head of Japan
Yoshiaki Fujimori	External Director	—	CVC Asia Pacific (Japan) K.K. Senior Executive
Hirofumi Imaji	External Director	—	CVC Asia Pacific (Japan) K.K. Senior Advisor
Daisuke Takatsuki	External Director	—	CVC Asia Pacific (Japan) K.K. Partner
Yasuaki Kameda	Director, Full-time Member of the Audit and Supervisory Committee	Audit & Supervisory Board Member of the Company	—
Yuichi Jimbo	Director, Outside Member of the Audit and Supervisory Committee	—	CVC Asia Pacific (Japan) K.K. Chair of the Senior Advisory Board to CVC Japan
Wataru Kodama	Director, Outside Member of the Audit and Supervisory Committee	—	CVC Asia Pacific (Japan) K.K. Managing Director
Hitoshi Tanii	Retired	External Director of the Company	—
Mami Ito	Retired	External Director of the Company	—
Tetsuro Harada	Retired	External Director of the Company	—
Mikiharu Mori	Retired	External Audit & Supervisory Board Member of the Company	—
Motohiro Tanaka	Retired	External Audit & Supervisory Board Member of the Company	—

## (2) Changes in CxO (as of May 19)

Name	New position	Present position	Concurrent Positions
Ken Nishimura	Global CEO (Global Chief Executive Officer)	CEO of the Company; Japan COO (Japan Chief Operating Officer)	Representative Director & President Executive Officer of the Company
Takeshi Kamigochi	Global COO (Global Chief Operating Officer), Japan COO (Japan Chief Operating Officer)	CVC Asia Pacific (Japan) K.K. Advisor	J-OIL MILLS, INC. Adviser JTB Corp. Board of Directors IZUMI CO., LTD. Senior Advisor

## (3) Changes in CxO (as of July 1)

Name	New position	Present position	Concurrent Positions
Swadheen Sharma	SEA COO (Southeast Asia Chief Operating Officer)	Garudafood Group Director- International Business, Mondelēz International Managing Director, Procter & Gamble Malaysia Sales Director	—
Hidenori Yamada	NEA COO (Northeast Asia Chief Operating Officer)	COO for the Company's Northeast Asia, Southeast Asia and India businesses	—

## (4) Change in Executive Officer (as of June 1)

Name	New position	Present position	Concurrent Positions
Junsuke Umino	Executive Officer, General Manager of Corporate Management Div.	P&G Co.,Ltd Finance Director, McDonald's Holdings Company (Japan), Ltd. Finance Director, Kellanova Company Executive Officer, Managing Director	—

### 3. Revision to the Governance Structure

In order to strengthen the Board's oversight function and accelerate decision-making, the Company transitioned on May 19, 2026 from a company with an Audit & Supervisory Board to a company with an Audit and Supervisory Committee.

#### Reference

##### (1) Management Structure as of May 19, 2026

###### Directors

Title	Name
Representative Director & Chairman	Motonobu Nishimura
Representative Director & President Executive Officer	Ken Nishimura
Representative Director & Senior Vice President Executive Officer	Takeshi Kamigochi
Director & Senior Managing Executive Officer	Shinichiro Koshiba
Director & Managing Executive Officer	Koichi Watanabe
Non-Executive Director	Yukinori Sugiyama
External Director	Yoshiaki Fujimori
External Director	Hirofumi Imaji
External Director	Daisuke Takatsuki
Director, Full-time Member of the Audit and Supervisory Committee	Yasuaki Kameda
Director, Outside Member of the Audit and Supervisory Committee	Yuichi Jimbo
Director, Outside Member of the Audit and Supervisory Committee	Wataru Kodama

###### CxO / Executive Officers

Title	Name
Global CEO (Global Chief Executive Officer)	Ken Nishimura
Global COO (Global Chief Operating Officer) Japan COO (Japan Chief Operating Officer)	Takeshi Kamigochi
CRO (Chief Risk Officer)	Shinichiro Koshiba
Indonesia COO (Indonesia Chief Operating Officer)	Koichi Watanabe
CMO (Chief Marketing Officer)	Gosuke Omori
CTO (Chief Technology Officer)	Takuji Asada
CSCO (Chief Supply Chain Officer)	Tsunehisa Hirota
CHRO (Chief Human Resources Officer)	Tetsuya Takahashi
CSO (Chief Strategy Officer)	Tetsuaki Matsuda

CFO (Chief Financial Officer)	Masanori Sawada
Japan CSLO (Japan Chief Sales Officer)	Kenji Uchiyama
SEA COO (Southeast Asia Chief Operating Officer)	Swadheen Sharma
NEA COO (Northeast Asia Chief Operating Officer)	Hidenori Yamada
Executive Officer	Shohei Ishigami
Executive Officer	Ichiro Kagawa
Executive Officer	Shinya Hara
Executive Officer	Junsuke Umino
Executive Officer	Tetsuya Sugaki
Executive Officer	Masao Kozu
Executive Officer	Teruhiko Komatsu

## (2) Brief Biography of Takeshi Kamigochi

Representative Director & Senior Vice President Executive Officer

Name	Takeshi Kamigochi	
Date of Birth	July 13, 1964	
Career History	April 2006	Unilever Japan K.K. President and Representative Director COO and VP Finance (Japan and Korea Representative)
	May 2015	Walmart Japan Co., Ltd. (Seiyu) CEO
	April 2018	Sunstar SwissSA CEO Global Consumer Goods Division
	July 2023	J-OIL MILLS, INC. Senior Managing Director and Executive Officer COO
	July 2025	J-OIL MILLS, INC. Adviser (Current)
	July 2025	JTB Corp. Board of Directors (Current)
	July 2025	IZUMI CO., LTD. Senior Advisor (Current)
	July 2025	CVC Asia Pacific (Japan) K.K. Advisor
	May 2026	Mandom Corporation Representative Director & Senior Vice President Executive Officer, Global COO and Japan COO (Current)

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