

Introduction of Officers (As of June 23, 2023)



Representative Director & Chairman
Motonobu Nishimura
(Date of birth: January 9, 1951)

Apr. 1977 Joined the Company
Apr. 1983 General Manager, the East Japan Sales Div.
Jun. 1984 Director (current position)
Jun. 1987 Managing Director
Jun. 1990 Representative Director (current position), Senior Vice President
Jun. 1995 President Director
May 2000 Audit & Supervisory Board Member, PT Mandom Indonesia Tbk
Jun. 2004 President Executive Officer of the Company
Apr. 2008 In charge of the Internal Control Promotion Div. (until June 2015)
Apr. 2019 In charge of the Internal Audit Div.
Apr. 2021 Chairman (current position)

Number and rate of attendance at the Board of Directors meetings 2023 (Year ended March 31): 13/13 (100%)

Chairperson of Board of Directors



Representative Director & President Executive Officer
Ken Nishimura
(Date of birth: May 12, 1982)

In charge of the Marketing Units, the Internal Audit Div. and the Corporate Transformation Div.

Apr. 2008 Joined the Company
Jan. 2011 Assistant Manager, Mandom Corporation (Singapore) Pte. Ltd.
Apr. 2013 The Human Resources Div. of the Company
Jul. 2015 The Human Resources Div., stationed in Europe; IESE Business School (Spain)
May 2017 Graduated from IESE Business School (MBA)
Jul. 2017 Executive Officer; General Manager, the Corporate Strategy Div. of the Company
Apr. 2018 Managing Executive Officer; In charge of the Marketing Units
Jun. 2019 Director (current position)
Apr. 2021 Representative Director (current position), President Executive Officer (current position)
May 2021 Audit & Supervisory Board Member, PT Mandom Indonesia Tbk (current position)
Apr. 2022 In charge of the Internal Audit Div. of the Company (current position)
Apr. 2023 In charge of the Marketing Units (current position)
In charge of the Corporate Transformation Div.; General Manager, the Corporate Transformation Div. (current position)

Number and rate of attendance at the Board of Directors meetings 2023 (Year ended March 31): 13/13 (100%)

Chairperson of Management Council and Executive Board
Chairperson of Sustainability Committee



Director & Senior Vice President Executive Officer
Yasuaki Kameda
(Date of birth: November 1, 1961)

In charge of the Corporate Planning & the Financial Units and the Human Resources & the General Resources Units, the Legal Affairs Office, and the Executive Secretary Div.

Apr. 1984 Joined the Company
Apr. 2008 General Manager, the Product Development Dept. Sec. 1
Apr. 2009 Executive Officer
Apr. 2012 In charge of the Chainstore Sales Div. 1, the Chainstore Sales Div. 2 and the Distribution Channel Development Div.; General Manager, the Chainstore Sales Div. 2
Apr. 2014 In charge of the Corporate Planning Div. and the Corporate Communications & Investor Relations Div.; General Manager, the Corporate Planning Div.
Apr. 2015 Managing Executive Officer; In charge of the Corporate Planning Units
Apr. 2017 In charge of the Corporate Planning & the Financial Units and the Human Resources & the General Resources Units (current position)
Jun. 2017 Director (current position)
Apr. 2018 Senior Managing Executive Officer
Apr. 2021 Senior Vice President Executive Officer (current position); Supervising Domestic Business

Number and rate of attendance at the Board of Directors meetings 2023 (Year ended March 31): 13/13 (100%)



Director & Senior Managing Executive Officer
Shinichiro Koshiba
(Date of birth: December 24, 1963)

In charge of the International Business Operation Units and the INTERNATIONAL BUSINESS STRATEGY DIV.

Apr. 1987 Joined the Company
Jul. 1993 Senior Managing Director, Sunwa Marketing Co., Ltd.
May 1997 General Manager, Zhongshan City Rida Fine Chemical Co., Ltd. (now Zhongshan City Rida Cosmetics Co., Ltd.)
Apr. 2002 General Manager, the Sales Planning Div. of the Company
Jun. 2008 Executive Officer
Apr. 2013 Managing Executive Officer; In charge of the Marketing Units
Jun. 2016 Director (current position)
Apr. 2018 Senior Managing Executive Officer (current position); In charge of the International Business Operation Units (current position)
Audit & Supervisory Board Member, Chairman, PT Mandom Indonesia Tbk (current position)
Apr. 2021 Supervising Overseas Business of the Company

Number and rate of attendance at the Board of Directors meetings 2023 (Year ended March 31): 13/13 (100%)

Executive Officers

Managing Executive Officer **Fumihiko Okada**
Supervising Technology Units
In charge of the Regulatory Strategy & Affairs Div., the Technology Strategy Div., and the Quality Assurance Div.

Managing Executive Officer **Koichi Watanabe**
Supervising Production Units
In charge of the Purchasing Div.

Managing Executive Officer **Kenji Uchiyama**
Supervising Domestic Sales
In charge of the East Japan Sales Div., the West Japan Sales Div., and the Chainstore Sales Div.

Executive Officer **Gosuke Omori**
In charge of the Brand Marketing Div. 1, the Brand Marketing Div. 2, the Sales Marketing Div., and the Marketing Strategy Div.; General Manager, the Brand Marketing Div. 1

Executive Officer **Ichiro Kagawa**
In charge of the International Marketing Div., the EC Marketing Div., and the Public Relations Div.; General Manager, the International Marketing Div.

Executive Officer **Teiji Izawa**
In charge of the Hair Care Institute, the Advanced Technology Institute, and the Skin Care Institute; General Manager, the Hair Care Institute



External Director
Shigeki Suzuki
(Date of birth: January 2, 1953)

Apr. 1975 Joined Toyota Motor Co., Ltd. (now Toyota Motor Corporation)
Jan. 1999 Project General Manager, Material Engineering Div. No. 2 (High Polymer Materials)
Jan. 2001 Project General Manager, Material Engineering Div. No. 3 (Advanced Materials Technology Research)
Jan. 2003 Project General Manager, Material Engineering Div. No. 1 (Metal/Inorganic Materials)
Jun. 2007 Managing Officer (Material Technology Field, Intellectual Property Div., Environmental Affairs Div. and Future Project Div.)
Apr. 2013 Advisor, Primearth EV Energy Co., Ltd.
Jun. 2013 Representative Director and Vice President
Jun. 2014 Representative Director and President
Jun. 2020 External Director of the Company (current position)

Number and rate of attendance at the Board of Directors meetings
2023 (Year ended March 31):
13/13 (100%)



External Director
Hitoshi Tanii
(Date of birth: June 2, 1972)

Apr. 1996 Joined NIPPON TELEGRAPH AND TELEPHONE CORPORATION
Sep. 1997 Established Digital Network Service Limited Partnership Company, Representative Partner
Jan. 2000 Established Infocast, Inc., Representative Director
Sep. 2000 Established Index Digital Co., Ltd., Representative Director and President
Jun. 2005 Established Synergy Marketing, Inc., Representative Director
Sep. 2016 External Director, MarketEnterprise Co., Ltd. (current position)
Feb. 2017 Representative Director, Payforward Inc. (current position)
Mar. 2017 External Director, adish Co., Ltd.
Jan. 2019 External Director, Space Engine Co., Ltd. (current position)
Jul. 2019 Chairperson of the Board, Synergy Marketing, Inc. (current position)
Aug. 2019 External Director, any Carry Co., Ltd. (current position)
Dec. 2019 External Director, ONDECK Co., Ltd. (current position)
Jan. 2020 Established Happy PR Inc., Representative Director (current position)
Jun. 2020 External Director of the Company (current position)

Number and rate of attendance at the Board of Directors meetings
2023 (Year ended March 31):
13/13 (100%)

Chairperson of Nominating Committee
Chairperson of Compensation Committee



External Director
Mami Ito
(Date of birth: November 24, 1967)

Mar. 2000 Representative Director, NIHON DENTO KOUGYO Co., Ltd. (current position)
Apr. 2012 Representative Director and President, Japan Accessories Co., Ltd. (current position)
Jul. 2012 Representative Director and President, JULICO Co., Ltd. (current position)
Jun. 2020 External Director, KIMOTO Co., Ltd. (current position)
Mar. 2023 Outside Director, RYOBI LIMITED (current position)
Jun. 2023 External Director of the Company (current position)

Number and rate of attendance at the Board of Directors meetings
*New appointment



Audit & Supervisory Board Member
Takehiko Ikehata

Number and rate of attendance at the Board of Directors meetings
2023 (Year ended March 31): 13/13 (100%)
Number and rate of attendance at the Audit & Supervisory Board meetings
2023 (Year ended March 31): 16/16 (100%)



Audit & Supervisory Board Member
Takeshi Hibi

Number and rate of attendance at the Board of Directors meetings
2023 (Year ended March 31): 13/13 (100%)
Number and rate of attendance at the Audit & Supervisory Board meetings
2023 (Year ended March 31): 16/16 (100%)
Chairperson of Audit & Supervisory Board



External Audit & Supervisory Board Member
Masahiro Nishio

Number and rate of attendance at the Board of Directors meetings
2023 (Year ended March 31): 13/13 (100%)
Number and rate of attendance at the Audit & Supervisory Board meetings
2023 (Year ended March 31): 16/16 (100%)



External Audit & Supervisory Board Member
Mikiharu Mori

Number and rate of attendance at the Board of Directors meetings
2023 (Year ended March 31): 13/13 (100%)
Number and rate of attendance at the Audit & Supervisory Board meetings
2023 (Year ended March 31): 16/16 (100%)

Executive Officer	Tsunehisa Hirota	In charge of the Fukusaki Factory and the Production Engineering Div.; General Manager, the Fukusaki Factory
Executive Officer	Teruhiko Komatsu	In charge of the Sales Strategy Div. and the Distribution Channel Development Div.; General Manager, the Sales Strategy Div.
Executive Officer	Hiddenori Yamada	In charge of the International Business Div.; General Manager, the International Business Div.
Executive Officer	Masahiro Ueda	Representative Director and President Executive Officer, PT Mandom Indonesia Tbk

Executive Officer	Yasumasa Yoshida	Representative Director and Vice President Executive Officer, PT Mandom Indonesia Tbk
Executive Officer	Tetsuya Takahashi	In charge of the Human Resources & General Administration Div.; General Manager, the Human Resources & General Administration Div.
Executive Officer	Tetsuaki Matsuda	In charge of the Corporate Planning Div. and the IT Innovation Promotion Div.; General Manager, the Corporate Planning Div.
Executive Officer	Masanori Sawada	In charge of the Finance Div. and the Investor Relations Div.; General Manager, the Finance Div.