

Introduction of Officers (as of June 21, 2024)



Motonobu Nishimura

Representative Director & Chairman
(Date of birth: Tuesday, January 09, 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)



Ken Nishimura

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

Chief Executive Officer (CEO), Chief Operating Officer (COO) of Japan businesses and Chief Marketing Officer (CMO), In charge of Internal Audit 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)
Apr. 2024 Chief Executive Officer, Chief Operating Officer of Japan Businesses, Chief Marketing Officer (current position)



Shinichiro Koshiba

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

Chief Operating Officer of the International Business Operation Units and in charge of 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
Apr. 2024 Chief Operating Officer of the International Businesses (current position)



Koichi Watanabe

Director & Senior Managing Executive Officer
(Date of birth: November 16, 1965)

Chief Operating Officer of Indonesia Businesses, President Director, PT Mandom Indonesia Tbk

Apr. 1988 Joined the Company
Apr. 2007 Director, PT Mandom Indonesia Tbk
Apr. 2011 Senior Director, PT Mandom Indonesia Tbk
Apr. 2014 Executive Officer of the Company, In charge of Fukusaki Factory and Production Engineering Div.; General Manager, Fukusaki Factory
Apr. 2017 Senior Managing Director, PT Mandom Indonesia Tbk
Apr. 2020 Managing Executive Officer (current position) In charge of Production Units
Apr. 2024 Chief Operating Officer of Indonesia Businesses (current position)
May 2024 President Director, PT Mandom Indonesia Tbk (current position)
Jun. 2024 Director (current position)

Chief Officers/Executive Officers

CTO	Takuji Asada	In charge of Advanced Technology Institute, Technology Strategy Div., Regulatory Strategy & Affairs and Quality Assurance Div.; General Manager of Technology Strategy Div.
CSCO	Tsunehisa Hirota	In charge of Fukusaki Factory, Production Engineering Div. and Purchasing Div.
CHRO	Tetsuya Takahashi	In charge of Human Resources & General Administration Div., Legal Affairs Div. and Executive Secretary Div.; General Manager of Human Resources & General Administration Div.

CSO	Tetsuaki Matsuda	In charge of Corporate Planning Div. and IT Innovation Promotion Div.; General Manager of Corporate Planning Div.
CFO	Masanori Sawada	In charge of Finance Div. and Investor Relations Div.; General Manager of Finance Div.
Chief Sales Officer (CSLO) of Japan businesses	Kenji Uchiyama	In charge of East Japan Sales Div., West Japan Sales Div. and Chainstore Sales Div.



External

Hitoshi Tanii

External Director
(Date of birth: Friday, June 02, 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, SpaceEngine Co., Ltd. (current position)
 Jul. 2019 Chairperson of the Board, Synergy Marketing, Inc. (current position)
 Aug. 2019 External Director, any Carry Inc. (current position)
 Dec. 2019 External Director, ONDECK Co., Ltd.
 Jan. 2020 Established Happy PR Inc., Representative Director (current position)
 Jun. 2020 External Director of the Company (current position)



External

Mami Ito

External Director
(Date of birth: Friday, 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)



External

Tetsuro Harada

External Director
(Date of birth: September 22, 1965)

Apr. 1981 Joined the Japan Maritime Self-Defense Force
 Apr. 1990 Joined Nippon Life Insurance Company
 Jun. 1996 MBA, Haas School of Business, University of California, Berkeley
 Jun. 2006 Executive Officer, Dream Incubator Inc.
 Nov. 2017 Director, ipet Insurance Co., Ltd.
 Jun. 2018 Director, Dream Incubator Inc.
 Jun. 2020 Representative Director and CEO, Dream Incubator Inc.
 Oct. 2020 Director (Audit and Supervisory Committee Member), ipet Holdings, Inc.
 Jun. 2021 Director, ipet Holdings, Inc.
 Jun. 2023 Director, Dream Incubator Inc. (current position)
 Jun. 2024 External Director of the Company (current position)



Takeshi Hibi

Audit & Supervisory Board Member



Yasuaki Kameda

Audit & Supervisory Board Member



External

Mikiharu Mori

External Audit & Supervisory Board Member



External

Motohiro Tanaka

External Audit & Supervisory Board Member

Executive Officer	Ichiro Kagawa	In charge of Global Brand Strategy Div., Communication Marketing Div. and Public Relations Div. General Manager of Global Brand Strategy Div. and Communication Marketing Div.
Executive Officer	Gosuke Omori	In charge of Product Marketing Div.1, Product Marketing Div.2, Sales Marketing Div. and BX Promotion Div.; General Manager of Product Marketing Div.1

Executive Officer	Teruhiko Komatsu	In charge of Sales Strategy Div. and Distribution Channel Development Div.; General Manager of Sales Strategy Div.
Executive Officer	Hidenori Yamada	In charge of International Business Div.; General Manager of International Business Div.
Executive Officer	Shinya Hara	In charge of Package Development Div., Hair Care Institute and Skin Care Institute; General Manager of Hair Care Institute
Executive Officer	Masao Takatsu	In charge of Corporate Transformation Div.; General Manager of Corporate Transformation Div.