

To all persons concerned

Address of Head Office	5-12, Juniken-cho, Chuo-ku, Osaka
Listed company name	Mandom Corporation
Representative	Motonobu Nishimura, President Executive Officer & Director
Securities identification code	Tokyo Stock Exchange 1 st Section 4917
Contact	mail:press@mandom.co.jp (Please contact us in Japanese or English.)

Announcement of Changes in Directors, Executive Officers, and Personnel

Mandom Corporation (hereinafter referred to as “the Company”) hereby announces the following changes in Directors, Executive Officers, and personnel and the structural reform by the resolution of the Board of Directors Meeting scheduled for March 18, 2016.

1. Changes in Directors and Executive Officers (as of April 1)

(1) Promotion and changes in roles of Directors and Executive Officers

(Note) Underlines indicate changes.

Name	New position		Present position	
	Title	Roles	Title	Roles
Ryuichi Terabayashi	Director	N/A	Director <u>Senior Managing Executive Officer</u>	<u>Supervising Sales Units</u>
Tatsuyoshi Kitamura	Director <u>Senior Managing Executive Officer</u>	Supervising the Human Resources Units In charge of the General Administration Division, CSR Promotion Division, and Legal Affairs Division	Director <u>Managing Executive Officer</u>	Supervising the Human Resources Units In charge of the General Administration Division, CSR Promotion Division, and Legal Affairs Division

(2) Changes in roles of Executive Officers

Name	New position		Present position	
	Title	Roles	Title	Roles
Shinichiro Koshiba	Managing Executive Officer	Supervising the Marketing Units In charge of the Marketing Division 2, the Group Marketing Strategy Division, the Product PR Division, the Beauty Sleep Marketing Division, and the <u>Marketing Management Project Division</u>	Managing Executive Officer	Supervising the Marketing Units In charge of <u>the Product Development Division</u> , the Marketing Division 2, the Group Marketing Strategy Division, the Product PR Division, and the Beauty Sleep Marketing Division
Tatsuya Arichi	Managing Executive Officer	Supervising the Overseas Business Units In charge of the Global Group Management Division, Global Market Development Division, and Global Business Planning Division	Managing Executive Officer	Supervising the International Business Units In charge of the Global Group Management Division, Global Market Development Division, and Global Business Planning Division <u>General Manager of the Global Group Management Division</u>
Yasuaki Kameda	Managing Executive Officer	Supervising the Management Planning Units In charge of the Corporate Planning	Managing Executive Officer	Supervising the Corporate Planning Units In charge of the Corporate Planning

		Division, the Corporate Communications & Investor Relations Division, and the Secretary Office		Division, the Corporate Communications & Investor Relations Division, and the Secretary Office <u>General Manager of the Corporate Planning Division</u>
Takeshi Hibi	Managing Executive Officer	Supervising <u>the Sales Units</u> In charge of the East Japan Sales Division, and the West Japan Sales Division	Managing Executive Officer	In charge of the East Japan Sales Division, and the West Japan Sales Division
Noboru Nonaka	Executive Officer	In charge of the Sales Planning Division, Chain Store Sales Division Section 1, the Chain Store Sales Division Section 2, <u>the Chain Store Sales Division Section 3</u> , and the Sales Channel Development Division General Manager of the Sales Planning Division	Executive Officer	In charge of the Sales Planning Division, Chain Store Sales Division Section 1, the Chain Store Sales Division Section 2, and the Sales Channel Development Division General Manager of the Sales Planning Division
Misao Tsubakihara	Executive Officer	In charge of the Technical Development Center, the Product Assurance Division, and <u>the Fundamental Research Institute</u> <u>General Manager of the Technical Development Center</u>	Executive Officer	In charge of the Technical Development Center and the Product Assurance Division
Kenji Uchiyama	Executive Officer	In charge of the Advertisement & Sales Promotion Division, the <u>Product Development Division</u> , and the Marketing Division 1 <u>General Manager of the Advertisement & Sales Promotion Division</u>	Executive Officer	In charge of the Advertisement & Sales Promotion Division, and the Marketing Division 1 <u>General Manager of the Marketing Division 1</u>

(3) Newly appointed Executive Officer

Name	New position		Present position	
	Title	Roles	Title	Roles
Kuniyuki Ota	<u>Executive Officer</u>	N/A	<u>General Manager</u>	<u>Advertisement & Sales Promotion Division</u>

2. Changes in Personnel (as of April 1)

Name	New position		Present position	
	Title	Roles	Title	Roles
Yumiko Hosokawa	<u>General Manager</u>	<u>Marketing Division 1</u>	<u>General Manager</u>	<u>Beauty Sleep Marketing Division</u>
Shinya Nagai	<u>General Manager</u>	<u>Product PR Division</u>	<u>Executive Officer</u>	<u>Representative Director and Vice President of PT Mandom Indonesia Tbk</u>
Satoshi Yamamoto	<u>General Manager</u>	Beauty Sleep Marketing Division	<u>Group Leader</u>	Beauty Sleep Marketing Division
Tsutomu Baba	<u>General Manager</u>	<u>Marketing Project Management Division</u>	<u>Manager</u>	<u>Marketing Division 2</u>
Fumihiro Okada	General Manager	<u>Fundamental Research Institute</u>	General Manager	<u>Technical Development Center</u>
Koji Mitsuno	<u>General Manager</u>	<u>Production Engineering Division</u>	<u>Deputy General Manager</u>	<u>Technical Development Center</u>
Junichi Ota	General Manager	<u>Sales Channel Development Division</u>	General Manager	<u>East Japan Sales Division</u>
Jun Terashima	<u>General Manager</u>	<u>East Japan Sales Division</u>	<u>General Manager</u>	<u>Tokyo Sales Office of East Japan Sales Division</u>
Masanori Funakura	General Manager	West Japan Sales Division and <u>Chain Store Sales Division 3</u>	General Manager	West Japan Sales Division

Kazutoshi Morishita	<u>General Manager</u>	<u>Global Market Development Division</u>	N/A	<u>Representative Director and President of Mandom Corporation (Singapore) Pte. Ltd.</u>
Hiroaki Yagi	General Manager	<u>Global Group Management Division</u>	General Manager	<u>Global Market Development Division</u>
Hirohide Maki	<u>General Manager</u>	<u>Legal Affairs Division</u>	<u>Manager</u>	<u>General Administration Division</u>
Takehiko Ikehata	<u>General Manager</u>	Corporate Planning Division	<u>Deputy General Manager</u>	<u>Corporate Planning Division</u>
Kazushige Inoshita	General Manager	<u>Internal Audit Division</u>	General Manager	<u>Legal Affairs Division</u>

3. Changes in Directors of Subsidiary Companies (as of April 21)

Name	New position		Present position	
	Company	Title	Company	Title
Tatsuyoshi Kitamura	<u>PT Mandom Indonesia Tbk</u>	<u>Director and Chairman</u>	N/A	N/A
Kuniyuki Ota	<u>PT Mandom Indonesia Tbk</u>	<u>Representative Director and Vice President</u>	N/A	N/A
Hiroo Masuda	<u>PT Mandom Indonesia Tbk</u>	<u>Director</u>	<u>Mandom Corporation</u>	<u>General Manager of the Production Engineering Division</u>

* Changes in Directors of PT Mandom Indonesia Tbk will be examined on the agenda for selection of Directors at the General Meeting of Shareholders scheduled for April 21, 2016 and will be selected and changed on April 21, 2016.

4. Changes in Directors and Executive Officers (as of June 24)

(1) Candidates for new Directors

Name	New position		Present position	
	Title	Roles	Title	Roles
Shinichiro Koshihira	<u>Director</u> Managing Executive Officer	Supervising the Marketing Units In charge of the Marketing Division 2, the Group Marketing Strategy Division, the Product PR Division, the Beauty Sleep Marketing Division, and the Marketing Project Management Division	Managing Executive Officer	Supervising the Marketing Units In charge of the Marketing Division 2, the Group Marketing Strategy Division, the Product PR Division, the Beauty Sleep Marketing Division, and the Marketing Project Management Division
Takeshi Hibi	<u>Director</u> Managing Executive Officer	Supervising the Sales Units In charge of the East Japan Sales Division, and the West Japan Sales Division	Managing Executive Officer	Supervising the Sales Units In charge of the East Japan Sales Division, and the West Japan Sales Division

(2) Director and Audit & Supervisory Board Members scheduled to resign and the candidates for the new Audit & Supervisory Board Members

Name	New position		Present position	
	Title	Roles	Title	Roles
Ryuichi Terabayashi	<u>Audit & Supervisory Board Member (full time)</u>	N/A	<u>Director</u>	N/A
Masatoshi Tsuda	N/A	N/A	<u>Audit & Supervisory Board Member (external)</u>	N/A
Masahiro Nishio	<u>Audit & Supervisory Board Member (external)</u>	N/A	N/A	N/A

* Selection of new Directors and new Audit & Supervisory Board Members will be examined on the agenda for selection of Directors and new Audit & Supervisory Board Members at the General Meeting of Shareholders scheduled for June 24, 2016 and will be selected and changed on June 24, 2016.

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