

**Effective January 1, 2025**

**◆Organizational Changes**

**(1) Establishment of new production divisions**

The Packaging Material Production Division and the Specialty Compounds Production Division will be established within the Production Management Unit.

**(2) Creation of the Global Innovation Center**

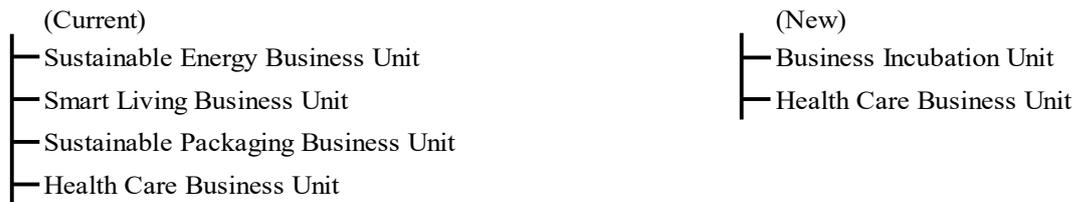
The Global Innovation Center will be created within the R&D Management Unit to conduct R&D aimed at realizing new technologies that support global businesses.

**(3) Inauguration of the Global HR Department**

With the goal of exploring, determining and introducing a human resources management framework that will help advance integrated management across the entire DIC Group, the Global HR Department will be established within the General Affairs and Legal Unit.

**(4) Realignment of the New Business Development Headquarters**

In line with a review of the departments responsible for promoting related themes, the New Business Development Headquarters will be realigned as indicated below.



**(5) Elimination of the Display Material Products Division**

Owing to the Company's withdrawal from the LC materials business, the Display Material Products Division will be eliminated.

**◆Changes related to Directors and Executives**

Name	Current Appointment	New Appointment
Takashi Ikeda	Representative Director President and CEO	Same as on the left
Shuji Furuta	Representative Director Executive Vice President Assistant to President and CEO Head of Corporate Strategy Unit In Charge of Kawamura Memorial DIC Museum of Art	Representative Director Executive Vice President Assistant to President and CEO
Masaya Nakafuji	Director Senior Managing Executive Officer Head of General Affairs and Legal Unit In Charge of Risk management, Osaka Branch and Nagoya Branch	Same as on the left

Name	Current Appointment	New Appointment
Takeshi Asai	Director Senior Managing Executive Officer Head of Finance and Accounting Unit CFO Chairman of the Board, Sun Chemical Corp.	Same as on the left
Masamichi Sota	Managing Executive Officer President, Packaging & Graphic Business Group General Manager, Printing Material Products Div.	Same as on the left
Kiyofumi Takano	Managing Executive Officer General Manager, New Business Development Headquarters	Same as on the left
Yoshinari Akiyama	Managing Executive Officer President, Color & Display Business Group General Manager, Color Material Products Div.	Same as on the left
Myron Petruch	Managing Executive Officer President and CEO, Sun Chemical Corporation	Same as on the left
Koji Asada	Managing Executive Officer Head of IT Strategy Unit	Same as on the left
Toshiro Ariga	Managing Executive Officer In Charge of Technical Management Unit and R&D Management Unit General Manager, Technical Management Unit	Same as on the left
Yuji Kikuchi	Managing Executive Officer President, Functional Products Business Group General Manager, Performance Material Products Div.	Same as on the left
Tomoyuki Tanaka	Executive Officer General Manager, Corporate Planning Dept.	Managing Executive Officer Head of Corporate Strategy Unit. General Manager, Corporate Planning Dept. In charge of DIC Kawamura Memorial Museum of Art.
Paul Koek	Executive Officer Managing Director, DIC Asia Pacific Pte Ltd	Same as on the left
Masahiro Kikuchi	Executive Officer Chairman, DIC (China) Co., Ltd. Chairman, DIC (Shanghai) Co., Ltd.	Same as on the left
Yuji Morinaga	Executive Officer General Manager, Packaging Material Products Div.	Same as on the left
Kuniko Torayama	Executive Officer Head of ESG Unit General Manager, Sustainability Strategy Dept. In Charge of Diversity	Same as on the left

Name	Current Appointment	New Appointment
Masaaki Kusaka	Executive Officer General Manager, Legal Dept.	Same as on the left
Takao Iribe	Executive Officer Head of SCM Unit General Manager, Corporate Supply Chain Dept.	Same as on the left
Yoshiharu Ootoshi	Executive Officer General Manager, Production Management Unit	Same as on the left
Kevin Michaelson	Executive Officer Vice President & Chief Financial Officer, Sun Chemical Corp.	Same as on the left
Hisashi Komoto	Executive Officer General Manager, Composite Material Products Div.	Same as on the left

**◇Retiring Advisors**

Name	Current Appointment	December 31, 2024
Toshifumi Tamaki	Advisor	Retirement
Kazuo Hatakenaka	Advisor	Retirement
Kiyotaka Kawashima	Advisor	Retirement

## Effective the date of the Ordinary Shareholders' Meeting (In late March, 2025)

### ◇Candidates for Directors

Name	Current Appointment	In late March, 2025
Kaoru Ino	Chairman of the Board of Directors *as of Jan. 1, 2025	Reappointment
Takashi Ikeda	Representative Director	Reappointment
Shuuji Furuta	Representative Director	Reappointment
Takeshi Asai	Director	Reappointment
Masaya Nakafuji	Director	Reappointment
Masami Fujita	Director (Outside)	Reappointment
Shiro Saito	Director (Outside)	Reappointment
Donna Costa	Director (Outside)	Reappointment
Shie Lundberg		Director(Outside) (new appointment)

### ◇Retiring Directors

Name	Current Appointment	In late March, 2025
Yoshihisa Kawamura	Director	Retirement * Executive Advisor (as of the date of the Ordinary Shareholders' Meeting in late March 2025.)
Kuniko Shoji	Director (Outside)	Retirement

### ◇Candidate for Audit & Supervisory Board Member

Name	Current Appointment	In late March, 2025
Keita Nagura	Audit & Supervisory Board Member (Outside)	Reappointment

End