

**Effective January 1, 2018**

**◆ Changes related to Directors and Executives**

Name	Current Appointment	New Appointment
Kaoru Ino	Director Managing Executive Officer Corporate Strategy Div. Kawamura Memorial DIC Museum of Art	Representative Director President and CEO
Masayuki Saito	Representative Director Executive Vice President Assistant to President and CEO CFO Chairman of the Board, Sun Chemical Corporation. Chairman of the Supervisory Board, Sun Chemical Group Coöperatief U.A.	Same as on the left
Toshio Hasumi	Managing Executive Officer President, Polymers Segment General Manager, Polymers Product Div.	Managing Executive Officer President, Polymers Business Unit General Manager, Polymers Product Div.
Kazunari Sakai	Managing Executive Officer Managing Director, DIC Asia Pacific Pte Ltd	Managing Executive Officer Technical Segment (Technical Management Unit, R&D Management Unit) General Manager, Technical Management Unit
Hideo Ishii	Director Managing Executive Officer President, Printing Inks Segment General Manager, Printing Inks Product Div. General Manager, Printing Inks Production Div.	Director Managing Executive Officer President, Printing Inks Business Unit General Manager, Printing Inks Product Div. General Manager, Printing Inks Production Div.
Masami Hatao	Managing Executive Officer General Manager, Marketing Div.	Managing Executive Officer General Manager, Marketing Management Unit
Toshifumi Tamaki	Managing Executive Officer Technical Segment (Technical Administrative Div., Corporate R&D Div.) General Manager, Technical Administrative Div.	Managing Executive Officer Head of Corporate Strategy Unit Kawamura Memorial DIC Museum of Art Chairman, DIC (China) Co., Ltd.
Naoyoshi Furuta	Executive Officer Deputy Managing Director (South Asia), DIC Asia Pacific Pte Ltd	Managing Executive Officer General Manager, Production Management Unit
Masaya Nakafuji	Executive Officer General Manager, Corporate Planning Dept. Osaka Branch and Nagoya Branch	Managing Executive Officer Head of General Affairs and Legal Unit Head of ESG Unit Diversity

Kazuo Hatakenaka	Executive Officer General Manager, Liquid Crystal Materials Product Div. Senior Manager, Liquid Crystal Materials Product	Managing Executive Officer President, Fine Chemicals Business Unit General Manager, Liquid Crystal Materials Product Div.
Rudi Lenz	Executive Officer President and CEO, Sun Chemical Corporation.	Same as on the left
Koji Tanigami	Executive Officer President and CEO, DIC Graphics Corporation	Executive Officer President and CEO, DIC Graphics Corporation Deputy General Manager, Printing Inks Product Div.
Shinsuke Toshima	Executive Officer President, Application Materials Segment General Manager, Application Materials Product Div.	Executive Officer President, Application Materials Business Unit General Manager, Application Materials Product Div.
Taihei Mukose	Executive Officer Purchasing and Logistics & Information Systems Div. General Manager, Purchasing Dept.	Executive Officer Head of Purchasing and Logistics & Information Systems Unit General Manager, Purchasing Dept.
Kiyotaka Kawashima	Executive Officer General Manager, Corporate R&D Div. General Manager, Central Research Laboratories	Executive Officer General Manager, R&D Management Unit General Manager, Central Research Laboratories
Masanobu Mizukoshi	Executive Officer President, Compounds Segment General Manager, Liquid Compounds Product Div.	Executive Officer President, Compounds Business Unit General Manager, Liquid Compounds Product Div. General Manager, Solid Compounds Product Div.
Hiroyuki Ninomiya	Executive Officer Finance and Accounting Div.	Executive Officer Head of Finance and Accounting Unit
Paul Koek	Executive Officer DIC Asia Pacific Pte Ltd CFO Regional Financial Director	Executive Officer Managing Director, DIC Asia Pacific Pte Ltd
Myron Petruch	Executive Officer Deputy General Manager, Pigments Product Div. Sun Chemical Corporation President, Performance Pigments	Executive Officer General Manager, Pigments Product Div. Sun Chemical Corporation President, Performance Pigments

◇New Executive Officer

Name	Current Appointment	Effective January 1, 2018
Takeshi Asai	General Manager, Business Performance Control Dept.	Executive Officer General Manager, Corporate Planning Dept. Osaka Branch and Nagoya Branch

◇Retiring Executive Officers

Name	Current Appointment	December 31, 2017
Yoshiyuki Nakanishi	Representative Director President and CEO	Retirement ※Chairman of the Board of Directors (Effective January 1, 2018)
Yoshiaki Masuda	Managing Executive Officer General Affairs and Legal Div.	Retirement ※Advisor (Effective January 1, 2018)
Hitoshi Wakabayashi	Director Managing Executive Officer President, Fine Chemicals Segment General Manager, Pigments Product Div.	Retirement ※Advisor (Effective January 1, 2018) ※Retirement from the post of Director (Effective the date of the Ordinary Shareholders' Meeting (In late March, 2018))
Hideki Inouchi	Executive Officer Chairman and General Manager, DIC (China) Co., Ltd. Chairman, DIC (Shanghai) Co., Ltd.	Retirement ※Transfer to Seiko PMC Corporation (Effective January 1, 2018)
Sakae Yoshida	Executive Officer General Manager, Production Administrative Div.	Retirement ※Advisor (Effective January 1, 2018)

◇Retiring Advisor

Name	Current Appointment	December 31, 2017
Akira Konishi	Advisor	Retirement

**Effective the date of the Ordinary Shareholders' Meeting ( In late March, 2018)**

◇ Change related to Directors

Name	Current Appointment	In late March, 2018
Yoshiyuki Nakanishi	Chairman of the Board of Directors (Effective January 1, 2018)	Reappointment
Kaoru Ino	Representative Director (Effective January 1, 2018)	Reappointment
Masayuki Saito	Representative Director	Reappointment

Yoshihisa Kawamura	Director	Reappointment
Hideo Ishii	Director	Reappointment
Toshifumi Tamaki		Director (new appointment)
Yukako Uchinaga	Director (Outside)	Reappointment
Kazuo Tsukahara	Director (Outside)	Reappointment
Yoshiaki Tamura		Director (Outside) (new appointment)

#### ◇Retiring Directors

Name	Current Appointment	In late March, 2018
Hitoshi Wakabayashi	Director	Retirement ※Advisor (Effective January 1, 2018)
Takao Suzuki	Director (Outside)	Retirement

### Organizational changes (effective January 1, 2018)

#### (1) Establishment of the ESG Unit

DIC will establish the ESG Unit, a new corporate headquarters administrative unit, to oversee the Company's environmental, social and governance (ESG)-related initiatives. The Internal Control Department will be transferred to the new unit. The sustainability section, currently part of the Corporate Communications Department, will be renamed the Sustainability Department, and will also be transferred to the new unit.

#### (2) Incorporation of corporate headquarters' administrative units into corporate organization

Corporate headquarters' administrative units, which are currently overseen by individual executive officers, will be incorporated into the Company's corporate organization as regular units. The executive officers currently in charge of the corporate headquarters' administrative units will be positioned as Head of the new units.

#### (3) Renaming of organization

The Marketing Division will be renamed the Marketing Management Unit and the Corporate R&D Division will be renamed the R&D Management Unit.

#### (4) Establishment of a new product division position

Product division deputy general managers will be established in the Printing Inks Product Division and the Solid Compounds Product Division to support the general managers of these divisions.

End