

**Effective January 1, 2019**

**◆ Changes related to Directors and Executives**

Name	Current Appointment	New Appointment
Kaoru Ino	Representative Director President and CEO	Same as on the left
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
Kazunari Sakai	Managing Executive Officer In Charge of Technical Segment General Manager, Technical Management Unit	Managing Executive Officer General Manager, Technical Management Unit
Hideo Ishii	Director Managing Executive Officer President, Printing Inks Business Unit General Manager, Printing Inks Product Div.	Director Managing Executive Officer President, Packaging & Graphic Business Group
Masami Hatao	Managing Executive Officer General Manager, Marketing Management Unit	Managing Executive Officer President, Color & Display Business Group General Manager, Display Material Products Div.
Toshifumi Tamaki	Director Managing Executive Officer Head of Corporate Strategy Unit In Charge of Kawamura Memorial DIC Museum of Art Chairman, DIC (China) Co., Ltd.	Director Managing Executive Officer Head of Corporate Strategy Unit In Charge of Kawamura Memorial DIC Museum of Art
Naoyoshi Furuta	Managing Executive Officer General Manager, Production Management Unit	Same as on the left
Masaya Nakafuji	Managing Executive Officer Head of General Affairs and Legal Unit In Charge of Diversity	Same as on the left
Kazuo Hatakenaka	Managing Executive Officer President, Fine Chemicals Business Unit General Manager, Liquid Crystal Materials Product Div.	Managing Executive Officer President, Functional Products Business Group General Manager, Performance Material Products Div.

Rudi Lenz	Executive Officer President and CEO, Sun Chemical Corporation	Executive Officer Vice Chairman of the Board, Sun Chemical Corporation
Koji Tanigami	Executive Officer President and CEO, DIC Graphics Corporation Deputy General Manager, Printing Inks Product Div.	Executive Officer President and CEO, DIC Graphics Corporation
Shinsuke Toshima	Executive Officer President, Application Materials Business Unit General Manager, Application Materials Product Div.	Executive Officer Chairman, DIC (China) Co., Ltd. Chairman, DIC (Shanghai) Co., Ltd.
Taihei Mukose	Executive Officer Head of Purchasing and Logistics & Information Systems Unit	Same as on the left
Kiyotaka Kawashima	Executive Officer General Manager, R&D Management Unit General Manager, Central Research Laboratories	Same as on the left
Masanobu Mizukoshi	Executive Officer President, Compounds Business Unit General Manager, Liquid Compounds Product Div. General Manager, Solid Compounds Product Div.	Executive Officer General Manager, Composite Material Products Div.
Hiroyuki Ninomiya	Executive Officer Head of Finance and Accounting Unit	Executive Officer ESG Unit
Paul Koek	Executive Officer Managing Director, DIC Asia Pacific Pte Ltd	Same as on the left
Myron Petruch	Executive Officer General Manager, Pigments Product Div. President, Performance Pigments, Sun Chemical Corporation	Executive Officer President and CEO, Sun Chemical Corporation
Takeshi Asai	Executive Officer General Manager, Corporate Planning Dept. In Charge of Osaka Branch and Nagoya Branch	Same as on the left
Koji Asada	Executive Officer Head of ESG Unit	Same as on the left

◇New Executive Officers

Name	Current Appointment	Effective January 1, 2019
Masahiro Kikuchi	Deputy Managing Director (South Asia), DIC Asia Pacific Pte Ltd	Executive Officer Deputy Managing Director (South Asia), DIC Asia Pacific Pte Ltd
Masamichi Sota	Manager, Printing Inks Product Div.	Executive Officer General Manager, Printing Material Products Div. General Manager, Packaging & Graphic Business Planning Dept.
Yuji Morinaga	Manager, Marketing Management Unit	Executive Officer General Manager, Packaging Material Products Div.
Shuji Furuta	General Manager, Finance Dept.	Executive Officer Head of Finance and Accounting Unit
Kiyofumi Takano	General Manager, New Business Planning Dept.	Executive Officer General Manager, New Business Development Headquarters
Yoshinari Akiyama	Deputy General Manager, Pigments Product Div.	Executive Officer General Manager, Color Material Products Div.

◇Retiring Executive Officer

Name	Current Appointment	December 31, 2018
Toshio Hasumi	Managing Executive Officer President, Polymers Business Unit General Manager, Polymers Product Div.	Retirement * Advisor (Effective January 1, 2019)

◇Retiring Advisor

Name	Current Appointment	December 31, 2018
Sakae Yoshida	Advisor	Retirement

## Effective the date of the Ordinary Shareholders' Meeting (In late March, 2019)

### ◇ Change related to Directors

Name	Current Appointment	In late March, 2019
Yoshiyuki Nakanishi	Chairman of the Board of Directors	Reappointment
Kaoru Ino	Representative Director	Reappointment
Masayuki Saito	Representative Director	Reappointment
Yoshihisa Kawamura	Director	Reappointment
Hideo Ishii	Director	Reappointment
Toshifumi Tamaki	Director	Reappointment
Kazuo Tsukahara	Director (Outside)	Reappointment
Yoshiaki Tamura	Director (Outside)	Reappointment
Kuniko Shoji		Director (Outside) (new appointment)

### ◇Retiring Director

Name	Current Appointment	In late March, 2019
Yukako Uchinaga	Director (Outside)	Retirement

### ◇New Corporate Auditors

Name	Effective January 1, 2019	In late March, 2019
Hiroyuki Ninomiya	Executive Officer ESG Unit	Corporate Auditor(new appointment)
Michiko Chiba		Corporate Auditor (Outside)(new appointment)

#### ◇Retiring Corporate Auditors

Name	Current Appointment	In late March, 2019
Jiro Mizutani	Corporate Auditor	Retirement
Yoshiko Shirata	Corporate Auditor (Outside)	Retirement

### Organizational changes (Effective January 1, 2019)

#### 1. Reorganization of Business Units and Product Divisions

##### (1) Establishment of Business Groups and realignment of Product Divisions

To ensure that its organization reflects its belief in addressing social imperatives and delivering value to society, DIC will establish new business groups based essentially on markets served and value provided. In addition, the classification within each business group will be broadened to facilitate the swift reallocation of management resources. The new business groups and their respective underlying business concepts and product divisions are as follows:

■ Packaging & Graphic Business Group (“Packaging materials that bring safety and peace of mind”)

- Printing Material Products Division
- Packaging Material Products Division

■ Color & Display Business Group (“Color and display materials that make life colorful”)

- Color Material Products Division
- Display Material Products Division

■ Functional Products Business Group (“Functional products that add comfort”)

- Performance Material Products Division
- Composite Material Products Division

##### (2) Creation of Business Planning Departments

To provide assistance in the formulation of business strategies and the realignment of product portfolios, a Business Planning Department will be established directly under each business group.

#### 2. Establishment of the New Business Development Headquarters

New Business Planning Department, Marketing Management Unit and Product Innovation Center will be abolished. The basic research and product development functions of R&D Management Unit with these three entities will be transferred and integrated to establish New Business Development Headquarters.

#### 3. Reorganization of the Technical Segment

With the transfer of basic research and product development functions to New Business Development Headquarters, R&D Management Unit will become an entity focused on the development of basic technologies that will underpin future competitiveness.

#### 4. Establishment of Human Resources Strategy Department

To reinforce DIC’s global human resources planning function as corporate headquarters and promote related measures, the human resources strategy function will be split off from the General Affairs and HR Department to establish Human Resources Strategy Department.

End