

## DIC President and CEO Kaoru Ino Speaks at Induction Ceremony for New Recruits

**Tokyo, Japan** – DIC Corporation’s president and CEO, Kaoru Ino, spoke today at an induction ceremony for new recruits joining the Company in fiscal year 2020. Owing to COVID-19, the event was streamed online, with Mr. Ino speaking from corporate headquarters and new recruits watching from the sites to which they have been assigned, rather than gathering in Tokyo. The following is a summary of Mr. Ino’s remarks.

### Induction Ceremony Remarks by President and CEO Kaoru Ino

Allow me to begin by congratulating and welcoming all 84 of our new recruits. I am sure that all of you were sought by many potential employers. We are delighted that you have chosen DIC.

In fiscal year 2020, the DIC Group is celebrating its 112th anniversary. In addition to printing inks, we have succeeded in growing pigments and polymers—both raw materials for printing inks—into core businesses. This year, we find ourselves in a highly unusual situation that has made it necessary for new recruits to participate in the induction ceremony from their respective sites to prevent the spread of COVID-19. I am disappointed that I am unable to see your faces or speak to you in person. I am sure that you are also feeling somewhat forlorn, being unable to celebrate this special day with your fellow new recruits, but rest assured that there will be many opportunities to meet and form friendships in the future. Right now, our priority must be on remaining healthy so that we can overcome this challenge together.

I have three questions for each of you to consider as you embark on your careers as full-fledged employees of DIC. First, what does it mean to be grateful? Second, who does a company exist for? Third, what is DIC’s reason for being? It is my hope that you will continue to ask yourself these questions throughout your careers.

A company should be a place that enables individuals to reach their full potential. To ensure a management style that makes this possible, we will continue to prioritize two objectives: Promote work style reforms with the aim of creating workplaces that enable all motivated, capable employees to exercise their abilities, and build a corporate culture that emphasizes a commitment to “doing the right thing and doing it right.”

With this in mind, I have three requests for you.

1. Be tolerant, flexible and accepting of other cultures;
2. Learn to appreciate diversity and develop the ability to communicate with a broad spectrum of individuals;  
and
3. Be aware of the importance of having a brand that is trusted by society.

# ***News Release***



In closing, I look forward to marshaling the diversity of new employees and working with all of you to help build DIC's future as an excellent organization.

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