

## Effective January 1, 2016

### ◆Changes related to Directors and Executives

Name	Current Appointment	New Appointment
Yoshiyuki Nakanishi	Representative Director President & CEO	Same as on the left
Masayuki Saito	Representative Director Senior Managing Executive Officer, Finance and Accounting Div. Assistant to President & CEO Chairman of the Board, Sun Chemical Corp. Chairman of the Supervisory Board, Sun Chemical Group Coöperatief U.A.	Representative Director Executive Vice President Assistant to President & CEO CFO Chairman of the Board, Sun Chemical Corp. Chairman of the Supervisory Board, Sun Chemical Group Coöperatief U.A.
Yoshiaki Masuda	Managing Executive Officer, Application Materials Segment General Manager, Liquid Compounds Product Div.	Managing Executive Officer, General Affairs and Legal Div.
Toshio Hasumi	Managing Executive Officer President & CEO, DIC Graphics Corporation	Managing Executive Officer President, Polymers Segment General Manager, Polymers Product Div.
Hitoshi Wakabayashi	Director Managing Executive Officer, Fine Chemicals Segment General Manager, Fine Chemicals Product Div. Senior Manager, Pigments Product	Director Managing Executive Officer President, Fine Chemicals Segment General Manager, Pigments Product Div. Senior Manager, Pigments Product
Kazunari Sakai	Managing Executive Officer Managing Director, DIC Asia Pacific Pte Ltd	Same as on the left
Hideo Ishii	Managing Executive Officer, Printing Inks Segment General Manager, Printing Inks Product Div.	Managing Executive Officer President, Printing Inks Segment General Manager, Printing Inks Product Div. General Manager, Printing Inks Production Div.
Masami Hatao	Executive Officer General Manager, Advanced Technology Sales Administrative Div. Senior Manager, Liquid Crystal Materials Product, Fine Chemicals Product Div.	Managing Executive Officer General Manager, Marketing Div.

Kaoru Ino	Executive Officer, Corporate Strategy Div.	Managing Executive Officer, Corporate Strategy Div. and Kawamura Memorial DIC Museum of Art
Toshifumi Tamaki	Executive Officer General Manager, Corporate R&D Div. General Manager, Central Research Laboratories	Managing Executive Officer, Technical Segment (Technical Administrative Div., Corporate R&D Div). General Manager, Technical Administrative Div.
Naoyoshi Furuta	Executive Officer Deputy Managing Director (South Asia), DIC Asia Pacific Pte Ltd	Same as on the left
Rudi Lenz	Executive Officer President & CEO, Sun Chemical Corp.	Same as on the left
Hideki Inouchi	Executive Officer Chairman and General Manager, DIC (China) Co., Ltd. Chairman, DIC (Shanghai) Co., Ltd.	Same as on the left
Masaya Nakafuji	Executive Officer General Manager, Corporate Planning Dept.	Executive Officer, Osaka Branch and Nagoya Branch General Manager, Corporate Planning Dept.
Koji Tanigami	Executive Officer General Manager, Printing Inks Production Div. Senior Managing Executive Officer, DIC Graphics Corporation	Executive Officer President & CEO, DIC Graphics Corporation
Shinsuke Toshima	Executive Officer General Manager, Life & Living Sales Administrative Div.	Executive Officer President, Application Materials Segment General Manager, Application Materials Product Div.
Sakae Yoshida	Executive Officer General Manager, Production Administrative Div.	Same as on the left

◇New Executive Officers

Name	Current Appointment	Effective January 1, 2016
Taihei Mukose	General Manager, Finance Dept.	Executive Officer, Purchasing and Logistics & Information Systems Div. General Manager, Purchasing Dept.
Kiyotaka Kawashima	General Manager, Solid Compounds Product Div. Senior Manager, Film and PPS Product	Executive Officer General Manager, Corporate R&D Div. General Manager, Central Research Laboratories
Masanobu Mizukoshi	General Manager, Information Equipment Materials Sales Div.	Executive Officer President, Compounds Segment General Manager, Liquid Compounds Product Div.
Hiroyuki Ninomiya	General Manager, Accounting Dept.	Executive Officer, Finance and Accounting Div.
Kazuo Hatakenaka	General Manager, Advanced Polymer Sales Div.	Executive Officer General Manager, Liquid Crystal Materials Product Div. Senior Manager, Liquid Crystal Materials Product

◇Retiring Executive Officers and Fellow

Name	Current Appointment	December 31, 2015
Kazuo Kudo	Managing Executive Officer, General Affairs and Legal Div. and Kawamura Memorial DIC Museum of Art	Retirement
Tetsuro Agawa	Managing Executive Officer General Manager, Technical Administrative Div.	Retirement ※Retirement from the post of Director (Effective the date of the Ordinary Shareholders' Meeting (In late March , 2016) ) ※Advisor (Effective January 1, 2016)
Masao Hotozuka	Executive Officer General Manager, Packaging & Graphics Sales Administrative Div.	Retirement ※Advisor (Effective January 1, 2016)
Hiroshi Fujita	Executive Officer, Polymers Segment General Manager, Polymers Product Div.	Retirement ※Advisor (Effective January 1, 2016)

Toshio Kanbe	Executive Officer, Purchasing and Logistics Div. General Manager, Purchasing and Logistics Dept.	Retirement ※Advisor (Effective January 1, 2016)
Haruo Nishie	Fellow	Retirement ※Advisor (Effective January 1, 2016)

**Effective the date of the Ordinary Shareholders' Meeting ( In late March, 2016)**

◇ Change related to Directors

Name	Current Appointment	In late March, 2016
Yoshiyuki Nakanishi	Representative Director	Reappointment
Masayuki Saito	Representative Director	Reappointment
Yoshihisa Kawamura	Director	Reappointment
Tetsuro Agawa	Director	Retirement
Hitoshi Wakabayashi	Director	Reappointment
Kaoru Ino		Director (new appointment)
Takao Suzuki	Director (Outside)	Reappointment
Yukako Uchinaga	Director (Outside)	Reappointment

◇ Changes related to Corporate Auditor

Name	Current Appointment	In late March, 2016
Jiro Mizutani	Corporate Auditor	Reappointment
Yoshiyuki Mase	Corporate Auditor	Reappointment

## **Organizational changes (effective January 1, 2016)**

### (1) Reorganization of segments and product divisions and establishment of new positions

- A new Compounds segment will be established; the Liquid Compounds Product Division and the Solid Compounds Product Division will be transferred to the new segment from the Application Materials segment.
- The Fine Chemicals Product Division will be divided into the Pigments Product Division and the Liquid Crystal Materials Product Division.
- The Processed Products Division will be renamed the Application Materials Product Division.
- A president position will be established for each segment.
- A deputy general manager position will be established for the Polymers Product Division and the Application Materials Product Division.

### (2) Reorganization of sales configuration

- Sales administrative divisions (including their respective marketing departments) and sales divisions will be abolished and the operations thereof incorporated into the pertinent product divisions.
- Marketing operations from sales administrative divisions having no direct correlation with a specific product division will be transferred to a new Marketing Division, which will be established to spearhead such operations Companywide.

### (3) Reorganization of Technical segment

- An executive officer will be assigned to administrate Technical Segment (Technical Administrative Div. and Corporate R&D Div.).
- The Fine Synthesis Technical Division will be divided along functional lines to create the Fine Synthetics Technical Division 1 and the Fine Synthetics Technical Division 2.

### (4) Reorganization of the Purchasing and Logistics Department

- The Purchasing and Logistics Department will be divided along functional lines to create the Purchasing Department and the Logistics Department.
- The Information Systems Department will be transferred from the Finance and Accounting Division to the Purchasing and Logistics Division.
- To reflect these changes, the Purchasing and Logistics Division will be renamed the Purchasing and Logistics & Information Systems Division.

### (5) Reorganization of the Corporate Marketing Department

Companywide marketing operations currently under the purview of the Corporate Marketing Department will be transferred to the Marketing Division, allowing the former to focus on new business planning. Concurrently, the Corporate Marketing Department will be renamed the New Business Planning Department.

(6) The Adhesives Project will be discontinued and the principal functions thereof transferred to the Printing Inks Product Division. Certain other functions will be transferred to the Marketing Division.