

Notice of Changes in Organizations and Executives

Effective January 1, 2020

◆Organizational changes

(1) Realignment of Purchasing and Logistics & Information Systems Unit

With the aim of strengthening group-wide IT and supply chain functions amidst the rapid globalization of the DIC Group, Purchasing and Logistics & Information Systems Unit will be separated and realigned into SCM (Supply Chain Management) Unit and Purchasing & Logistics Unit. With this change, Information Systems Department will be merged into SCM Unit.

(2) Establishment of Global IT Strategy Department

Global IT Strategy Department, which is tasked with formulating a group-wide IT strategy that will support DIC Group's medium- to long-term growth, will be newly established within SCM Unit.

(3) Establishment of Supply Chain Planning Department

Supply Chain Planning Department, which is tasked with building a supply chain management framework suited to DIC group's business models and supply chains, will be newly established within SCM Unit.

(4) Establishment of DX Promotion Department

With the objective of promoting digital transformation (DX) with a long-term perspective in a manner that synchronizes with corporate management and business strategies, DX Promotion Department will be established within Corporate Strategy Unit.

◆Changes in Executive Officers

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.	Representative Director Executive Vice President Assistant to President and CEO Chairman of the Board, Sun Chemical Corporation Chairman of the Supervisory Board, Sun Chemical Group Coöperatief U.A.
Masami Hatao	Managing Executive Officer President, Color & Display Business Group General Manager, Display Material Products Div.	Same as on the left
Toshifumi Tamaki	Director Managing Executive Officer Head of Corporate Strategy Unit In Charge of Kawamura Memorial DIC Museum of Art	Same as on the left
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

Name	Current Appointment	New Appointment
Kazuo Hatakenaka	Managing Executive Officer President, Functional Products Business Group General Manager, Performance Material Products Div.	Same as on the left
Kiyotaka Kawashima	Executive Officer General Manager, R&D Management Unit General Manager, Central Research Laboratories	Managing Executive Officer General Manager, Technical Management Unit
Rudi Lenz	Executive Officer Vice Chairman of the Board, Sun Chemical Corporation	Same as on the left
Shinsuke Toshima	Executive Officer Chairman, DIC (China) Co., Ltd. Chairman, DIC (Shanghai) Co., Ltd.	Same as on the left
Taihei Mukose	Executive Officer Head of Purchasing and Logistics & Information Systems Unit	Executive Officer Head of Purchasing and Logistics Unit Head of ESG Unit
Paul Koek	Executive Officer Managing Director, DIC Asia Pacific Pte Ltd	Same as on the left
Myron Petruch	Executive Officer President and CEO, Sun Chemical Corporation	Same as on the left
Takeshi Asai	Executive Officer General Manager, Corporate Planning Dept. Project Manager, DX Promotion Project In Charge of Osaka Branch and Nagoya Branch	Executive Officer General Manager, Corporate Planning Dept. In Charge of Osaka Branch and Nagoya Branch, Integration Promotion
Koji Asada	Executive Officer Head of ESG Unit	Executive Officer Head of SCM Unit
Masahiro Kikuchi	Executive Officer Deputy Managing Director (South Asia), DIC Asia Pacific Pte Ltd	Executive Officer Deputy Managing Director (AP Region Non Graphic Business and South Asia), DIC Asia Pacific Pte Ltd
Masamichi Sota	Executive Officer General Manager, Printing Material Products Div. General Manager, Packaging & Graphic Business Planning Dept.	Executive Officer President, Packaging & Graphic Business Group General Manager, Printing Material Products Div.
Yuji Morinaga	Executive Officer General Manager, Packaging Material Products Div.	Same as on the left
Shuji Furuta	Executive Officer Head of Finance and Accounting Unit	Executive Officer Head of Finance and Accounting Unit CFO
Kiyofumi Takano	Executive Officer General Manager, New Business Development Headquarters	Same as on the left
Yoshinari Akiyama	Executive Officer General Manager, Color Material Products Div.	Same as on the left

◇New Executive Officers

Name	Current Appointment	Effective January 1, 2020
Toshiro Ariga	Unit Leader, Health Care Business Unit, New Business Development Headquarters	Executive Officer General Manager, R&D Management Unit General Manager, Central Research Laboratories
Takashi Ikeda	General Manager, Functional Products Business Planning Dept.	Executive Officer General Manager, Composite Material Products Div.

◇Retiring Executive Officers

Name	Current Appointment	December 31, 2019
Kazunari Sakai	Managing Executive Officer General Manager, Technical Management Unit	Retirement * Advisor (Effective January 1, 2020)
Hideo Ishii	Director Managing Executive Officer President, Packaging & Graphic Business Group	Retirement * Advisor (Effective January 1, 2020) * Retirement from the post of Director (Effective on the date of the Ordinary Shareholders' Meeting in late March, 2020)
Koji Tanigami	Executive Officer President and CEO, DIC Graphics Corporation	Retirement * Advisor (Effective January 1, 2020)
Masanobu Mizukoshi	Executive Officer General Manager, Composite Material Products Div.	Retirement * Advisor (Effective January 1, 2020) (Director of Kawamura Memorial DIC Museum of Art)

◇Retiring Advisors

Name	Current Appointment	December 31, 2019
Haruyoshi Takatsu	Advisor	Retirement
Hitoshi Wakabayashi	Advisor	Retirement
Toshio Hasumi	Advisor	Retirement

Effective on the date of the Ordinary Shareholders' Meeting (In late March, 2020)

◇ Appointment of Directors

Name	Current Appointment	In late March, 2020
Yoshiyuki Nakanishi	Chairman of the Board of Directors	Reappointment
Kaoru Ino	Representative Director	Reappointment
Masayuki Saito	Representative Director	Reappointment
Yoshihisa Kawamura	Director	Reappointment
Toshifumi Tamaki	Director	Reappointment
Kazuo Tsukahara	Director (Outside)	Reappointment
Yoshiaki Tamura	Director (Outside)	Reappointment
Kuniko Shoji	Director (Outside)	Reappointment

◇ Retiring Director

Name	Current Appointment	In late March, 2020
Hideo Ishii	Director	Retirement

◇ New Audit & Supervisory Board Member

Name	Current Appointment	In late March, 2020
Akihiro Ikushima	General Manager, Internal Control Dept. (Manager, Internal Control Dept. Effective January 1, 2020)	Audit & Supervisory Board Member

◇ Retiring Audit & Supervisory Board Member

Name	Current Appointment	In late March, 2020
Yoshiyuki Mase	Audit & Supervisory Board Member	Retirement

End