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March 25, 2026

To Whom It May Concern,

Company name : DAINICHISEIKA COLOR & CHEMICALS MFG. CO., LTD.

Representative : Koji Takahashi, Representative Director and President

(Code number: 4116, Tokyo Stock Exchange Prime Market)

Contact : Masahiko Aoba

Representative Executive Director, Head of HR Strategy Structure

(TEL +81-3-3662-1638)

### **Notice Concerning Changes in Directors (Excluding Directors who are Audit and Supervisory Committee Members)**

DAINICHISEIKA COLOR & CHEMICALS MFG. CO., LTD. (the “Company”) hereby announces that, at the Board of Directors meeting held today, the Company resolved (provisionally decided) on changes in Directors (excluding Directors who are Audit and Supervisory Committee Members), based on the consultation and report of the Nomination and Remuneration Committee held on February 13, 2026, as described below.

These appointments are scheduled to be officially finalized subject to the resolutions of the 123rd Annual General Meeting of Shareholders and the subsequent Board of Directors meeting, both scheduled for June 26, 2026.

#### 1. Candidates for Directors (Excluding Directors who are Audit and Supervisory Committee Members)

Name	Current Position	New Position
Koji Takahashi *	Representative Director and President	Representative Director
Masahiko Aoba *	Representative Executive Director	Representative Director
Osamu Takeda *	Senior Managing Director	Director
Takashi Nakayama *	Executive officer	Director
Yoshiaki Nakagawa	Outside Director	As is Left
Akiko Nagahama	Outside Director	As is Left
Kiyofumi Nakano	Outside Director	As is Left

\* Will concurrently serve as Executive Officer and Chief Officer (CxO).

2. Career Summary of New Candidate for Director (Excluding Directors who are Audit and Supervisory Committee Members)

Name (Date of Birth)	Career Summary		Term of Office	Number of the Company's shares owned
Takashi Nakayama (December 5, 1976)	Apr. 2002	Joined Kao Corporation	1 year	0 shares
	Feb. 2020	Joined Rakuten, Inc. (currently Rakuten Group, Inc.)		
	Oct. 2021	Director, Rakuten TV Europe, S.L.U.		
	Jan. 2024	Joined the Company		
	Apr. 2025	Executive Officer (current position)		

3. Directors Scheduled to Retire (Excluding Directors who are Audit and Supervisory Committee Members)

Name	Current Position	New Position
Taiyo Aoyagi	Director	Managing Executive Officer

End

(Reference) Composition of Directors as of the conclusion of the 123rd Annual General Meeting of Shareholders  
and the Board of Directors meeting, both scheduled for June 26, 2026

Position	Name	Remarks
Representative Director	Koji Takahashi	Nomination and Remuneration Committee Member
Representative Director	Masahiko Aoba	Nomination and Remuneration Committee Member
Director	Osamu Takeda	
Director	Takashi Nakayama	
Outside Director	Yoshiaki Nakagawa	Nomination and Remuneration Committee Chairperson
Outside Director	Akiko Nagahama	Nomination and Remuneration Committee Member
Outside Director	Kiyofumi Nakano	Nomination and Remuneration Committee Member
Director Full-time Audit and Supervisory Committee Member	Shuichi Murata	
Outside Director Audit and Supervisory Committee Member	Ichiro Wakabayashi	
Outside Director Audit and Supervisory Committee Member	Shuichiro Ikari	

(Reference) Composition of Executive Officers and Chief Officers (CxO) as of the conclusion of the 123rd Annual General Meeting of Shareholders and the Board of Directors meeting, both scheduled for June 26, 2026

Position	Name	CxO, Responsibility, and Title
President	Koji Takahashi	Chief Executive Officer Head of Global Information Security
Senior Managing Executive Officer	Osamu Takeda	Chief Revenue Officer Head of Business Structure General Manager of New Business Development Division
Senior Managing Executive Officer	Tatsuhiko Komada	Head of Business Promotion Structure General Manager of Corporate Planning & Control Division General Manager of CSR/ESG Promotion Group Headquarters General Manager of Public Relations Division IR Administrator
Managing Executive Officer	Masahiko Aoba	Chief Product Officer Head of HR Strategy Structure Head of Plant Operation Structure
Managing Executive Officer	Taiyo Aoyagi	Chief Technology Officer Head of R&D Structure General Manager of Technical Coordination Division
Managing Executive Officer	Takahiro Shoda	Business Structure Administrator General Manager of Plastic Colors No.1 Division
Managing Executive Officer	Morihiro Kamo	Business Structure Administrator General Manager of Advanced Polymers Division
Executive Officer	Eiichi Mikumo	General Manager of Central Purchasing Division
Executive Officer	Takeo Kakizaki	General Manager of Coating Materials Division
Executive Officer	Takahiro Tabata	President of West Japan Head Branch President of Central Japan Head Branch Representative Director and President of KYUSHU DAINICHISEIKA CO., LTD.
Executive Officer	Koji Takatsuka	General Manager of Pigments Division
Executive Officer	Hiromasa Sato	General Manager of Future Innovation Division
Executive Officer	Yuji Arashima	General Manager of Business Development Division
Executive Officer	Koshi Mitsuta	Plant General Manager of Osaka Production Plant
Executive Officer	Takashi Nakayama	Chief Strategy Officer General Manager of Office of the President General Manager of Corporate Planning Division
Executive Officer	Kazuya Kimura	General Manager of Research & Development Division
-	Yuji Asari	Chief Financial Officer General Manager of Corporate Finance & Accounting Division