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January 21, 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
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Notice Concerning Revision of the Executive Officer System and Introduction of the Chief Officer System

DAINICHISEIKA COLOR & CHEMICALS MFG. CO., LTD. (the “Company”) hereby announces that, at the Board of Directors meeting held today, the Company has resolved to revise the current executive officer system and introduce a new executive officer system as well as the Chief Officer system, as detailed below.

1. Introduction of the New Executive Officer System

(1) Purpose of the Introduction of the New Executive Officer System

In order to respond quickly and flexibly to changes in the environment surrounding the Company’s group and to management challenges, and to promote the Company’s group’s growth strategies and strengthen corporate governance, the Company will introduce a new executive officer system and abolish the current system.

The purpose of this is to enable the Board of Directors to focus on determining management strategies and providing supervision, while executive officers assume the role of executing those strategies, thereby enhancing management efficiency, and enabling swift decision-making.

(2) Overview of the New Executive Officer System

- i. Executive officers will be delegated authority for business execution based on the business policies determined by the Board of Directors, and will engage in business execution under the supervision of the Board of Directors.
- ii. The appointment and dismissal of executive officers shall be determined by a resolution of the Board of Directors.
- iii. The term of office for executive officers shall be one year, and re-appointment shall not be precluded.
- iv. The titles of executive officers will be expanded by adding "Executive Chairman," "President," and "Executive Vice President" to the current titles of "Senior Managing Executive Officer," "Managing Executive Officer," and "Executive Officer."
- v. Directors may concurrently serve as executive officers.

(3) Timing of Introduction

April 1, 2026

2. Introduction of the Chief Officer (CxO) System

(1) Purpose of the Introduction of the Chief Officer (CxO) System

The purpose of this system is to appoint Chief Officers (CxO) in areas of business execution that the Company considers particularly important, to further clarify the scope of their responsibilities and authorities, and to ensure the steady promotion of business execution.

(2) Overview of the Chief Officer (CxO) System

- i. The appointment and dismissal of Chief Officers (CxO) shall be determined by a resolution of the Board of Directors.
- ii. The term of office for Chief Officers (CxO) shall be one year, and re-appointment shall not be precluded.

(3) Timing of Introduction

June 26, 2026

End