Note : This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

**April 30, 2025**

**To Whom It May Concern**


| | |
|---|---|
| **Company name** | **RIKEN TECHNOS CORPORATION** |
| **Representative** | **Kazuaki Tokiwa, Representative Director, President & CEO** |
| | **(Securities Code: 4220, TSE Prime)** |
| **Inquiries** | **Junji Irie, Representative Director and Executive Vice President, Senior General Manager of Administrative Division** |
| **TEL** | **(+81-3-5297-1650)** |


# Notice of Change of Directors

The Company hereby announces that the Board of Directors resolved changes of Directors as follows at the meeting held on April 30, 2025.

Note that this matter will be formally decided at the 96th Ordinary General Meeting of Shareholders and at the subsequent meetings of the Board of Directors and the Audit & Supervisory Committee to be held on June 20, 2025.

## 1. Change of Directors (As of June 20, 2025)

(1) Directors (excluding those who are Audit & Supervisory Committee Members) candidates

**a. New appointment**

| Name | New responsibilities | |
|---|---|---|
| Tomozo Ogawa | Director<br>Managing Executive Officer | Senior General Manager of Monozukuri Headquarters and Senior General Manager of Procurement Div. |

**b. Reappointment**

| Name | New responsibilities | |
|---|---|---|
| Kazuaki Tokiwa | Representative Director<br>President & CEO | |
| Junji Irie | Representative Director<br>Executive Vice President | Senior General Manager of Administrative Div. |
| Gakuyuki Kajiyama | Director<br>Senior Managing Executive Officer | Senior General Manager of Sales & Marketing Div. |

(2) Directors who are Audit & Supervisory Committee Members candidates

**a. New appointment**

| Name | New responsibilities |
|---|---|
| Sachie Kinugawa | Outside Director<br>Audit & Supervisory Committee Member<br>(Independent Director) |

*Sachie Kinugawa is scheduled to be reported as an Independent Director in accordance with the stipulations of the Tokyo Stock Exchange.

## 2. Management Structure Starting June 20, 2025

(1) Directors (including those concurrently serving as Executive Officers)

| Name | New responsibilities | |
|---|---|---|
| Kazuaki Tokiwa | Representative Director<br>President & CEO | |
| Junji Irie | Representative Director<br>Executive Vice President | Senior General Manager of Administrative Div. |
| Gakuyuki Kajiyama | Director<br>Senior Managing Executive Officer | Senior General Manager of Sales & Marketing Div. |
| Tomozo Ogawa | Director<br>Managing Executive Officer | Senior General Manager of Monozukuri Headquarters and Senior General Manager of Procurement Div. |
| Takashi Shimada | Director<br>Full-Time Audit & Supervisory Committee Member | |
| Shigeharu Nakamura | Outside Director<br>Audit & Supervisory Committee Member<br>(Independent Director) | |
| Shigeru Ehara | Outside Director<br>Audit & Supervisory Committee Member<br>(Independent Director) | |
| Aogi Suemura | Outside Director<br>Audit & Supervisory Committee Member<br>(Independent Director) | |
| Sachie Kinugawa | Outside Director<br>Audit & Supervisory Committee Member<br>(Independent Director) | |

*The Company's Board of Directors consists of nine members (seven male and two female), four of whom are Outside Directors.

(2) Executive Officers (excluding those concurrently serving as Directors)

| Name | New responsibilities | |
|---|---|---|
| Michihisa Tasaka | Senior Executive Officer | General Manager of Promotion Department For Startup And New Business Creation |
| Michio Noishiki | Senior Executive Officer | Senior General Manager of Corporate Planning Div. |
| Toshimi Yamanaka | Executive Officer | Regional Officer of North America<br>President of RIKEN AMERICAS CORPORATION and President of RIKEN ELASTOMERS CORPORATION |
| Fumitoshi Nakamura | Executive Officer | Regional Officer of ASEAN<br>Deputy Senior General Manager of Sales & Marketing Div. and General Manager of Transportation Business Unit |
| Akihiro Tamura | Executive Officer | Senior General Manager of Film Div. and General Manager of Film Quality Control Dept. |
| Hiroaki Wakayama | Executive Officer | Senior General Manager of Compound Div. and General Manager of R&D Center |

## [Attachment] Skills Matrix of the Board of Directors

In order to appropriately supervise the promotion of the three strategies set forth in the "One Vision, New Stage 2027" a management policy under our three-year medium-term business plan, as well as the measures supporting those strategies, we have identified the skills expected of the Board of Directors as follows and formulated a skills matrix.

< Relationship between management strategy and skill items >

<table>
<tr><td rowspan="2">Three-year Medium-term Business Plan</td><td colspan="3">Growth/Earning Power</td><td rowspan="2">Perpetuity/Sustainability</td><td rowspan="2">Financial Strategy</td></tr>
<tr><td>Strategy 1<br>Global One Company</td><td>Strategy 2<br>Stay Ahead of Customers' Expectations</td><td>Strategy 3<br>Take on the Challenge Toward New Businesses and Products</td></tr>
<tr><td rowspan="3">Skill Items</td><td>Corporate management/ Management strategy</td><td>Sales/ Marketing</td><td rowspan="2">R&D/ Manufacturing</td><td>ESG/ Sustainability</td><td rowspan="3">Finance/ Accounting</td></tr>
<tr><td>Global experience</td><td>DX/IT</td><td rowspan="2">Legal/ Risk management</td></tr>
<tr><td colspan="3">Personnel/Labor/ Human resource development</td></tr>
</table>

< Definitions of skills >

| | Skill Items | Definitions |
|---|---|---|
| 1 | Corporate management/ Management strategy | Experience as a director, executive officer, etc., at other companies (at a consolidated subsidiary, experience as a president)<br>Work experience at a corporate planning division, etc. |
| 2 | Sales/Marketing | Experience as a sales rep in the chemical industry, work experience in marketing division, etc. |
| 3 | Global experience | Overseas work experience, work experience in international division, etc. |
| 4 | R&D/Manufacturing | Work experience in R&D/manufacturing, or similar divisions |
| 5 | Finance/Accounting | Work experience in accounting/finance divisions, or financial institutions, etc.<br>Knowledge of finance/accounting |
| 6 | Legal/Risk management | Work experience in legal/risk management, or similar divisions<br>Knowledge of legal affairs/risk management |
| 7 | Personnel/Labor/ Human resource development | Work experience in personnel/labor/human resources development, or similar divisions<br>Knowledge of personnel/labor/human resources development |
| 8 | ESG/Sustainability | Work experience in ESG-related divisions<br>Knowledge of ESG/sustainability |
| 9 | DX/IT | Experience in promoting operational innovation utilizing DX/IT<br>Knowledge of DX/IT |

< Skill possession status (planned) >

| Name | Position | Skills | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | Corporate management/ Management strategy | Sales/ Marketing | Global experience | R&D/ Manufacturing | Finance/ Accounting | Legal/Risk management | Personnel/ Labor/ Human resource development | ESG/ Sustainability | DX/IT |
| Kazuaki Tokiwa | Representative Director, President & CEO | ○ | ○ | ○ | ○ | | | | ○ | |
| | | ・Experience as a president of a U.S. subsidiary ・Work experience in sales, corporate planning, and quality assurance divisions | | | | | | | | |
| Junji Irie | Representative Director, Executive Vice President | ○ | | | | ○ | ○ | ○ | ○ | ○ |
| | | ・Experience as an executive officer at a bank ・Experience as a senior general manager of the Company's administrative (personnel/accounting/legal/system)/corporate planning divisions | | | | | | | | |
| Gakuyuki Kajiyama | Director, Senior Managing Executive Officer | ○ | ○ | ○ | ○ | | | | ○ | |
| | | ・Experience as a president of a U.S. subsidiary ・Experience as a senior general manager of corporate planning division ・Work experience in sales/R&D divisions | | | | | | | | |
| Tomozo Ogawa | Director, Managing Executive Officer | ○ | | ○ | ○ | | | | ○ | ○ |
| | | ・ Experience as a senior general manager in a manufacturing division ・ Experience as a manager at a US subsidiary ・ Experience working in corporate planning/technical divisions | | | | | | | | |
| Takashi Shimada | Director, Full-time Audit & Supervisory Committee Member | ○ | | ○ | ○ | | | ○ | ○ | |
| | | ・Experience as a president of a U.S./domestic subsidiary ・Experience as a senior general manager of manufacturing/quality assurance divisions ・Work experience in R&D/personnel divisions | | | | | | | | |
| Shigeharu Nakamura | Outside Director, Audit & Supervisory Committee Member (Head/Independent) | ○ | | ○ | | ○ | ○ | ○ | | |
| | | ・Experience as a vice president/executive officer at a bank ・Work experience in international/corporate governance divisions | | | | | | | | |
| Shigeru Ehara | Outside Director, Audit & Supervisory Committee Member (Independent) | ○ | | ○ | | ○ | ○ | ○ | | |
| | | ・Experience as a vice president/executive officer at a non-life insurance company ・Overseas work experience | | | | | | | | |
| Aogi Suemura | Outside Director, Audit & Supervisory Committee Member (Independent) | | | | | ○ | ○ | ○ | | |
| | | ・Experience as a partner at an auditing firm ・Certified Public Accountant qualification | | | | | | | | |
| Sachie Kinugawa | Outside Director, Audit & Supervisory Committee Member (Independent) | ○ | | | | ○ | | ○ | ○ | |
| | | ・ Experience as an executive officer of a securities company ・ Experience as a president of a human resource services company | | | | | | | | |