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, 2026

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**
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Notice of Change of Directors

The Company hereby announces that the Board of Directors resolved the following changes in Directors at its meeting held on April 30, 2026.

Note that this matter will be formally decided at the 97th 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 19, 2026.

1. Change of Directors (As of June 19, 2026)

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

a. New appointment

Name	New responsibilities	
Takeshi Hagiwara	Outside Director (Independent Director)	

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

b. Reappointment

Name	New responsibilities	
Kazuaki Tokiwa	Representative Director President & CEO	
Junji Irie	Representative Director Executive Vice President	Senior General Manager of Administrative Division.
Gakuyuki Kajiyama	Director Senior Managing Executive Officer	Senior General Manager of Sales & Marketing Division.
Tomozo Ogawa	Director Managing Executive Officer	Senior General Manager of Monozukuri Headquarters and Senior General Manager of Compound Division, Monozukuri Headquarters and Senior General Manager of Procurement Division, Monozukuri Headquarters

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

a. New appointment

Name	New responsibilities
Minoru Oba	Director Full-Time Audit & Supervisory Committee Member

b. Reappointment

Name	New responsibilities
Shigeru Ehara	Outside Director Audit & Supervisory Committee Member (Independent Director)
Aogi Suemura	Outside Director Audit & Supervisory Committee Member (Independent Director)

* Mr. Shigeru Ehara, and Ms. Aogi Suemura have been registered as Independent Directors as specified by the Tokyo Stock Exchange.

(3) Retiring Directors serving as Audit & Supervisory Committee members

Name	responsibilities
Takashi Shimada	Director Full-Time Audit & Supervisory Committee Member
Shigeharu Nakamura	Outside Director Audit & Supervisory Committee Member (Independent Director)

2. Management Structure Starting June 19, 2026

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

Name	New responsibilities	
Kazuaki Tokiwa	Representative Director President & CEO	
Junji Irie	Representative Director Executive Vice President	Senior General Manager of Administrative Division
Gakuyuki Kajiyama	Director Senior Managing Executive Officer	Senior General Manager of Sales & Marketing Division
Tomozo Ogawa	Director Managing Executive Officer	Senior General Manager of Monozukuri Headquarters and Senior General Manager of Compound Division, Monozukuri Headquarters and Senior General Manager of Procurement Division, Monozukuri Headquarters
Takeshi Hagiwara	Outside Director (Independent Director)	
Minoru Oba	Director Full-Time Audit & Supervisory Committee Member	
Shigeru Ehara	Outside Director Audit & Supervisory Committee Member (Independent Director)	

Aogi Suemura	Outside Director Audit & Supervisory Committee Member (Independent Director)	
Sachie Kinugawa	Outside Director Audit & Supervisory Committee Member (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	
Michio Noishiki	Senior Executive Officer	Senior General Manager of Corporate Planning Division
Fumitoshi Nakamura	Executive Officer	Regional Officer of ASEAN Deputy Senior General Manager of Sales & Marketing Division, and General Manager of Transportation Business Unit, Sales & Marketing Division
Akihiro Tamura	Executive Officer	Senior General Manager of Film Division Monozukuri Headquarters and General Manager of Film R&D Department, Film Division, Monozukuri Headquarters and General Manager of Core Technology R&D Department, Monozukuri Headquarters
Hiroaki Wakayama	Executive Officer	Regional Officer of North America President of RIKEN AMERICAS CORPORATION and President of RIKEN ELASTOMERS CORPORATION
Hiroki Ieda	Executive Officer	Managing Director of RIKEN (THAILAND) CO., LTD.

[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
Global One Company</td><td>Strategy 2
Stay Ahead of Customers' Expectations</td><td>Strategy 3
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) 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. Knowledge of finance/accounting
6	Legal/Risk management	Work experience in legal/risk management, or similar divisions Knowledge of legal affairs/risk management
7	Personnel/Labor/ Human resource development	Work experience in personnel/labor/human resources development, or similar divisions Knowledge of personnel/labor/human resources development
8	ESG/Sustainability	Work experience in ESG-related divisions Knowledge of ESG/sustainability
9	DX/IT	Experience in promoting operational innovation utilizing DX/IT(including initiatives to promote digital transformation in manufacturing, research and development, and other functions) 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 ・Experience as a Sales, Corporate Planning, and Quality Assurance team member								
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 ・Experience as a member of the sales and R&D divisions								
Tomozo Ogawa	Director, Managing Executive Officer	○		○	○				○	○
		・Experience as a senior general manager in a manufacturing division ・Experience as a manager of a U.S. subsidiary ・Experience as working in corporate planning/R&D divisions								
Takeshi Hagiwara	Outside Director, (Independent)	○	○	○				○		
		・Experience as an Executive Officer in a trading company ・Experience as an overseas employee ・Experience as a professional in the chemical industry at a trading company								
Minoru Oba	Director, Full-time Audit & Supervisory Committee Member	○	○	○			○			
		・Experience as President of a U.S. subsidiary ・Experience as a professional in the chemical industry at a trading company ・Experience as an audit professional at a trading company								
Shigeru Ehara	Outside Director, Audit & Supervisory Committee Member (Independent)	○		○		○	○	○		
		・Experience as a vice president/executive officer at a non-life insurance company ・Experience as an overseas employee								
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								