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February 27, 2023

Company Name: RIKEN TECHNOS CORPORATION
Representative: Kazuaki Tokiwa, Representative Director, President & CEO
(Securities Code: 4220; TSE Prime Market)
For Inquiries: Junji Irie, Representative Director, Senior Managing Executive Officer, Senior General Manager of Administrative Division, Senior General Manager of Corporate Planning Division
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Notice Regarding Personnel Changes Pertaining to Directors and Executive Officers

RIKEN TECHNOS CORPORATION hereby announces the following personnel changes pertaining to Directors and Executive Officers decided upon at a meeting of the Board of Directors held on February 27, 2023.

Please note that personnel changes pertaining to Directors to take effect on June 16, 2023, will be officially decided at the 94th Ordinary Meeting of Shareholders to be held on the same day and at the subsequently held Board of Directors meeting.

Details

1. Personnel Changes Pertaining to Directors and Executive Officers (As of April 1, 2023)

(1) Personnel Changes Pertaining to Directors (Individuals Also Serving Concurrently as Executive Officers)

I. Changes in Job Titles and Division of Duties

Name	Division of duties after transfer	Division of duties before transfer
Junji Irie	Representative Director Senior Managing Executive Officer, Senior General Manager of Administrative Division	Representative Director Senior Managing Executive Officer, Senior General Manager of Administrative Division, Senior General Manager of Corporate Planning Division
Hitoshi Sugino	Director Senior Executive Officer, Senior General Manager of Technical Division	Director Senior Executive Officer, Senior General Manager of Technical Division, General Manager of R&D Center

(2) Personnel Changes Pertaining to Executive Officers (Excluding Individuals Concurrently Serving as Directors)

I. Newly Appointed

Name	Division of duties after transfer	Division of duties before transfer
Michio Noishiki	Executive Officer Senior General Manager of Corporate Planning Division	Associate Director General Manager of Corporate Planning Department
Akihiro Tamura	Executive Officer Regional Officer of ASEAN Managing Director of RIKEN THAILAND CO., LTD.	Corporate Planning Division Seconded to RIKEN THAILAND CO., LTD.

II. Changes in Job Titles and Division of Duties

Name	Division of duties after transfer	Division of duties before transfer
Michihisa Tasaka	Senior Executive Officer Senior General Manager of Quality Assurance Division, General Manager of Quality Assurance Department, General Manager of Start-up Office for New Business Development	Senior Executive Officer Senior General Manager of Quality Assurance Division, General Manager of Start-up Office for New Business Development
Toshimi Yamanaka	Executive Officer Regional Officer of North America President of RIKEN AMERICAS CORPORATION, President of RIKEN ELASTOMERS CORPORATION	Executive Officer President of RIKEN AMERICAS CORPORATION, President of RIKEN ELASTOMERS CORPORATION
Tomozo Ogawa	Executive Officer Senior General Manager of Manufacturing Division, Factory Manager of Saitama Factory	Executive Officer Senior General Manager of Manufacturing Division, General Manager of Process Management Department, General Manager of TPM Promotion Department
Fumitoshi Nakamura	Executive Officer Deputy Senior General Manager of Sales & Marketing Division, General Manager of Transportation Business Unit, General Manager of Nagoya Sales Office	Executive Officer General Manager of Transportation Business Unit, General Manager of Nagoya Sales Office

2. Personnel Changes Pertaining to Directors (As of June 16, 2023)

(1) Director Candidates (Excluding Directors Serving as Audit & Supervisory Committee Members)

I. Reappointment

Name	New division of duties	
Kazuaki Tokiwa	Representative Director President & CEO	
Junji Irie	Representative Director Senior Managing Executive Officer	Senior General Manager of Administrative Division
Gakuyuki Kajiyama	Director Managing Executive Officer	Senior General Manager of Sales & Marketing Division
Hitoshi Sugino	Director Senior Executive Officer	Senior General Manager of Technical Division

3. Management Structure as of June 16, 2023

(1) Directors (Including Individuals Serving Concurrently as Executive Officers)

Name	New division of duties	
Kazuaki Tokiwa	Representative Director President & CEO	
Junji Irie	Representative Director Senior Managing Executive Officer	Senior General Manager of Administrative Division
Gakuyuki Kajiyama	Director Managing Executive Officer	Senior General Manager of Sales & Marketing Division
Hitoshi Sugino	Director Senior Executive Officer	Senior General Manager of Technical Division
Masato Koizumi	Director Full-time Audit & Supervisory Committee Member	
Takayuki Hayakawa	Outside Director Audit & Supervisory Committee (Independent Director)	
Shigeharu Nakamura	Outside Director Audit & Supervisory Committee (Independent Director)	
Shigeru Ehara	Outside Director Audit & Supervisory Committee (Independent Director)	
Aogi Suemura	Outside Director Audit & Supervisory Committee (Independent Director)	

* The Company's Board of Directors consists of nine members (eight men and one woman), four of whom are Outside Directors.

(2) Executive Officers (Excluding Individuals Concurrently Serving as Directors)

Name	New division of duties	
Michihisa Tasaka	Senior Executive Officer	Senior General Manager of Quality Assurance Division, General Manager of Quality Assurance Department, General Manager of Start-up Office for New Business Development
Takeshi Sugie	Executive Officer	Senior General Manager of Procurement Division, General Manager of Logistics Department
Toshimi Yamanaka	Executive Officer	Regional Officer of North America President of RIKEN AMERICAS CORPORATION, President of RIKEN ELASTOMERS CORPORATION
Tomozo Ogawa	Executive Officer	Senior General Manager of Manufacturing Division, Factory Manager of Saitama Factory
Hisashi Onozuka	Executive Officer	Deputy Senior General Manager of Sales & Marketing Division, General Manager of Sales & Marketing Strategy Department, General Manager of Film Business Unit
Fumitoshi Nakamura	Executive Officer	Deputy Senior General Manager of Sales & Marketing Division, General Manager of Transportation Business Unit, General Manager of Nagoya Sales Office
Michio Noishiki	Executive Officer	Senior General Manager of Corporate Planning Division
Akihiro Tamura	Executive Officer	Regional Officer of ASEAN Managing Director of RIKEN THAILAND CO., LTD.

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