



April 30, 2024

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

## Notice of Changes in Directors

The Company hereby announces that the following changes in directors were decided on at the Board of Directors meeting held on April 30, 2024.

This matter will be officially decided on at the Company's 95th Ordinary General Meeting of Shareholders to be held on June 21, 2024, and at the subsequent Board of Directors and Audit and Supervisory Committee meetings.

### 1. Changes in Directors (as of June 21, 2024)

(1) The candidates for Directors (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, Administrative Division
Gakuyuki Kajiyama	Director, Managing Executive Officer	Senior General Manager, Sales & Marketing Division

(2) The candidates for Directors serving as Audit & Supervisory Committee Members

#### **I. New appointment**

Name	New division of duties
Takashi Shimada	Director, Full-time Audit & Supervisory Committee Member

#### **II. Reappointment**

Name	New division of duties
Shigeharu Nakamura	Outside Director, Audit & Supervisory Committee Member (Independent Director)
Shigeru Ehara	Outside Director, Audit & Supervisory Committee Member (Independent Director)
Aogi Suemura	Outside Director, Audit & Supervisory Committee Member (Independent Director)

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

(3) Retiring Directors (excluding Directors serving as Audit & Supervisory Committee Members)

Name	Division of duties	
Hitoshi Sugino	Director, Senior Executive Officer	Senior General Manager, Technical Division

\* Mr. Hitoshi Sugino will retire from his post at the conclusion of the Ordinary General Meeting of Shareholders to be held on June 21, 2024, when his term of office will expire, but will continue to serve as Senior Executive Officer and Senior General Manager, Technical Division.

(4) Retiring Directors serving as Audit and Supervisory Committee members

Name	Division of duties	
Masato Koizumi	Director, Full-time Audit & Supervisory Committee Member	
Takayuki Hayakawa	Outside Director, Audit & Supervisory Committee Member (Independent Director)	

## **2. Management Structure After June 21, 2024**

(1) Directors (including those concurrently serving 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, Administrative Division
Gakuyuki Kajiyama	Director, Managing Executive Officer	Senior General Manager, Sales & Marketing Division
Takashi Shimada	Director, Full-time Audit & Supervisory Committee Member	
Shigeharu Nakamura	Outside Director, Audit & Supervisory Committee Member (Independent Director)	
Shigeru Ehara	Outside Director, Audit & Supervisory Committee Member (Independent Director)	
Aogi Suemura	Outside Director, Audit & Supervisory Committee Member (Independent Director)	

\* The Company's Board of Directors consists of seven members (six men and one woman), three of whom are Outside Directors.

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

Name	New division of duties	
Michihisa Tasaka	Senior Executive Officer	General Manager of Start-up Office for New Business Development
Hitoshi Sugino	Senior Executive Officer	Senior General Manager of Technical Division
Tomozo Ogawa	Senior Executive Officer	Senior General Manager of Manufacturing Division; Senior General Manager of Procurement Division
Michio Noishiki	Senior Executive Officer	Senior General Manager of Corporate Planning Division

Toshimi Yamanaka	Executive Officer	Regional Officer of North America; President, RIKEN AMERICAS CORPORATION; President, RIKEN ELASTOMERS CORPORATION
Hisashi Onozuka	Executive Officer	Deputy Senior General Manager of Sales & Marketing Division; General Manager of Film Business Unit; General Manager of Sales & Marketing Strategy Department
Fumitoshi Nakamura	Executive Officer	Regional Officer of ASEAN Deputy Senior General Manager of Sales & Marketing Division; General Manager of Transportation Business Unit
Akihiro Tamura	Executive Officer	Senior General Manager of Quality Assurance Division
Hiroaki Wakayama	Executive Officer	Deputy Senior General Manager of Technical Division; General Manager of R&D Center; General Manager of Material R&D Dept. No.2, R&D Center

[Attachment] Skills Matrix of the Board of Directors

In order to appropriately supervise the promotion of the four strategies set forth in the “Challenge Now for Change New 2024,” 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 >

Four Strategies of the Three-year Medium-term Business Plan	Strategies to Grow Strengths of Businesses		Strategies for Future Growth		Measures that Support the Four Strategies (Capital investments in manufacturing facilities, Intellectual property and R&D investments, DX investments, Human capital investments, and Reinforcement of governance structures)	
	Strategy 1 Intensify global management and generate synergies	Strategy 2 Stay ahead of customers' expectations	Strategy 3 Take on the challenge toward new businesses and products	Strategy 4 Contribute to solving environmental and social issues		
Skill Items	Corporate management/ Management strategy	Sales/ Marketing	R&D/ Manufacturing	ESG/ Sustainability	Finance/ Accounting	Legal/ Risk management
	Global experience				Personnel/Labor/ Human resource development	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, Senior Managing Executive Officer	○				○	○	○	○	○
		• 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, 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								
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								

< 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/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	Work experience in system development divisions, etc. Knowledge of DX/IT