



January 27, 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 Senior  
 Managing Executive Officer, Senior General  
 Manager of Administrative Division  
 TEL (+81-3-5297-1650)

**Notice of Changes in Executive Officers and Organizational Changes**

The Company hereby announces that the Board of Directors resolved changes of Executive Officers and organizational changes as follows at the meeting held on January 27, 2025.

**1.Changes in Executive Officers and organizational changes (as of April 1, 2025)**

(1) Changes in Executive Officers

(a) Changes in positions and responsibilities

Name	New position	New responsibilities	Current position	Current responsibilities
Junji Irie	Representative Director Executive Vice President	Senior General Manager of Administrative Div.	Representative Director Senior Managing Executive Officer	(Not changed)
Gakuyuki Kajiyama	Director Senior Managing Executive Officer	Senior General Manager of Sales & Marketing Div.	Director Managing Executive Officer	(Not changed)
Tomozo Ogawa	Managing Executive Officer	Senior General Manager of Manufacturing Div. and Senior General Manager of Procurement Div.	Senior Executive Officer	Senior General Manager of Manufacturing Div. and Senior General Manager of Procurement Div.
Michihisa Tasaka	Senior Executive Officer	General Manager of Promotion Office For Startup And New Business Creation	(Not changed)	General Manager of Start-up Office for New Business Development
Fumitoshi Nakamura	Executive Officer	Regional Officer of ASEAN Deputy Senior General Manager of Sales & Marketing Div., General Manager of Transportation Business Unit and General Manager of Nagoya Sales Office	(Not changed)	Regional Officer of ASEAN 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. General Manager of Film Quality Control Dept.	(Not changed)	Senior General Manager of Quality Assurance Div.
Hiroaki Wakayama	Executive Officer	Senior General Manager of Compound Div. and General Manager of R&D Center	(Not changed)	Deputy Senior General Manager of Technical Div., General Manager of R&D Center and General Manager of Material R&D Dept. No.2, R&D Center

(b) Resignation (as of March 31, 2025)

Name	Current position	Current responsibilities
Hitoshi Sugino	Senior Executive Officer	Senior General Manager of Technical Div.
Hisashi Onozuka	Executive Officer	Deputy Senior General Manager of Sales & Marketing Div. and General Manager of Film Business Unit

(2) Organizational changes

(a) Sales & Marketing Div.

The Company will change its organizations as follows in order to improve profitability of the RIKEN TECHNOS GROUP as a whole. It will do this by enhancing its agility and further developing and strengthening the global business, through shifting from a structure of five business units administering market-specific strategies to a structure of four business units. This will be done by newly establishing the Compound Business Unit, which integrates the Electronics Business Unit and the Daily Life & Housing Environment Business Unit, to handle compounds other than automobile-related compounds.

New organization name	Current organization name	Changes
Transportation Business Unit	Transportation Business Unit	None
Compound Business Unit	Electronics Business Unit	Integration of the Electronics Business Unit and the Daily Life & Housing Environment Business Unit
	Daily Life & Housing Environment Business Unit	
Film Business Unit	Film Business Unit	None
Food Packaging Business Unit	Food Packaging Business Unit	None

(b) Manufacturing Div.

In order to further strengthen manufacturing capabilities as a manufacturer, the Company will establish the Manufacturing Div., which integrates departments relevant to manufacturing. The Company will establish the Compound Div. and the Film Div. as product-specific organizations under the Manufacturing Div. The Company will also establish the Compound R&D Dept., the Compound Production Dept., and the Compound Quality Control Dept. under the Compound Div., and the Film Processing R&D Dept., the Film Production Dept., and the Film Quality Control Dept. under the Film Div. By establishing development, manufacturing, and quality control departments within each Division, the Company will activate personnel exchanges and eliminate organizational barriers to improve development efficiency and speed up the process from development to mass production. Under the Manufacturing Div., the Company will establish the Procurement Div. and the Purchasing Dept., which ensure stable procurement of materials and raw materials as important elements of manufacturing, build relationships with suppliers, and collect information on materials, as well as the Engineering Dept., the R&D Center, the Saitama Factory, the Mie Factory, the Gunma Factory, the Nagoya Factory, the Logistics Dept., the Intellectual Property Dept., the Material Characterization & Analysis Center, and the Core Technology R&D Dept., which develops new products with target development periods of three to five years, as departments relevant to manufacturing.

At the same time, the Company will abolish the Manufacturing Quality Strategic Committee and the Technical Strategic Committee, and establish the Manufacturing Review Committee, which reviews and approves proposals for new items developed by the Compound Div., the Film Div., and the Core Technology R&D Dept.

- (c) Procurement Div., Technical Div., (old) Manufacturing Div., and Quality Assurance Div.

These will be reorganized due to the establishment of the Manufacturing Div.

- (d) TPM Promotion Dept.

Departments under the Manufacturing Div. will be responsible for operations relevant to TPM, and the TPM Promotion Dept. will be abolished.

- (e) Integrated Management System Dept.

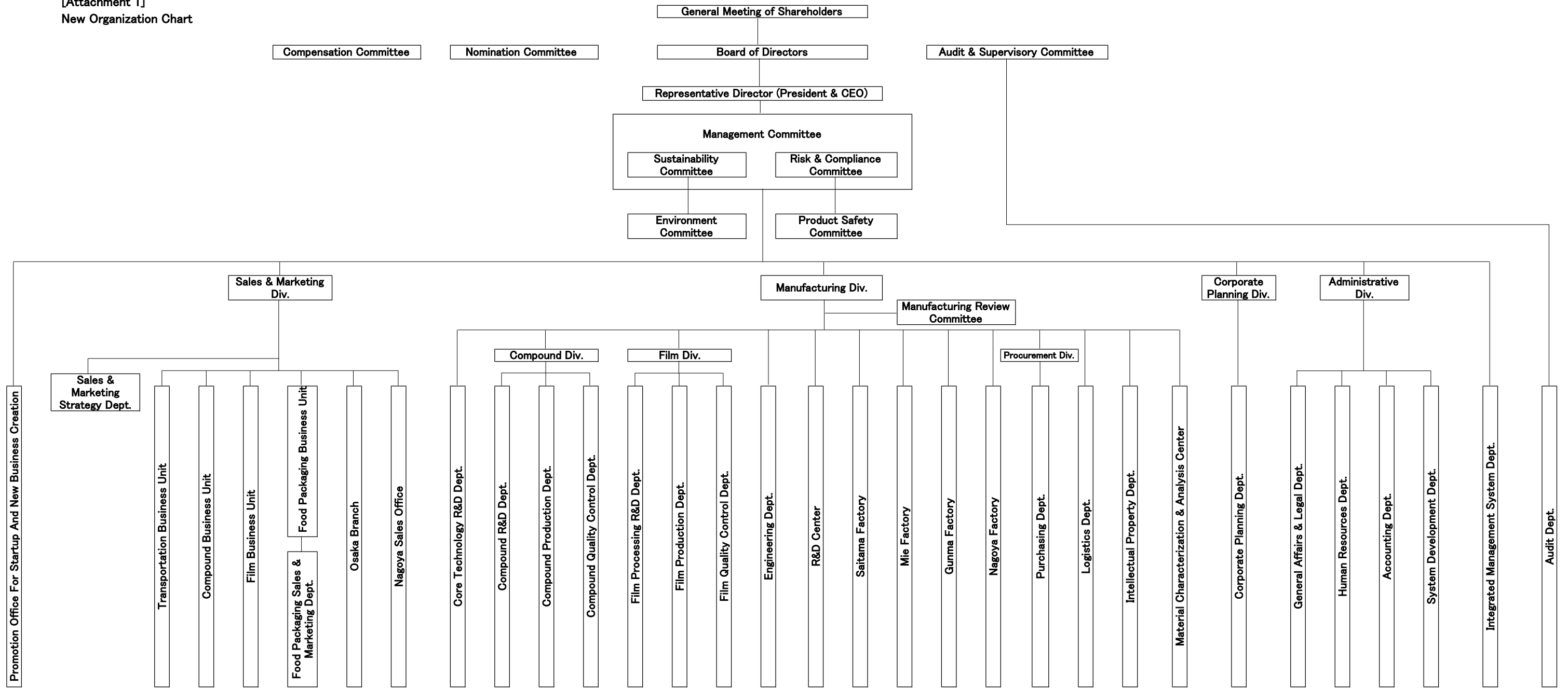
The Quality Assurance Dept. and the Responsible Care Dept. will be integrated to establish the Integrated Management System Dept., which will directly report to the President & CEO.

- (f) Promotion Office For Startup And New Business Creation

The Company will change the name of the Start-up Office for New Business Development into the Promotion Office For Startup And New Business Creation in order to more specifically promote the creation of new core businesses and more strongly promote the development of elemental technologies taking future changes in social challenges into consideration.

**\*For details of the organizational changes, please refer to the [Attachment] Organization Chart.**

[Attachment 1]  
New Organization Chart



[Attachment 2]  
Current Organization Chart

