



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
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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 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 President & CEO	
Junji Irie	Representative Director Executive Vice President	Senior General Manager of Administrative Div.
Gakuyuki Kajiyama	Director 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 Audit & Supervisory Committee Member (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 President & CEO	
Junji Irie	Representative Director Executive Vice President	Senior General Manager of Administrative Div.
Gakuyuki Kajiyama	Director Senior Managing Executive Officer	Senior General Manager of Sales & Marketing Div.
Tomozo Ogawa	Director Managing Executive Officer	Senior General Manager of Monozukuri Headquarters and Senior General Manager of Procurement Div.
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)	
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	
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 President of RIKEN AMERICAS CORPORATION and President of RIKEN ELASTOMERS CORPORATION
Fumitoshi Nakamura	Executive Officer	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. 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 >

Three-year Medium-term Business Plan	Growth/Earning Power			Perpetuity/Sustainab ility	Financial Strategy
	Strategy 1 GlobalOneCompany	Strategy 2 Stay Ahead of Customers’ Expectations	Strategy 3 Take on the Challenge Toward New Businesses and Products		
Skill Items	Corporate management/ Management strategy	Sales/ Marketing	R&D/ Manufacturing	ESG/ Sustainability	Finance/ Accounting
	Global experience	DX/IT		Legal/ Risk management	
	Personnel/Labor/ Human resource development				

< 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 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								