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February 24, 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 Concerning Personnel Changes to Executive Officers

The Company hereby announce that our Board of Directors has decided at its meeting held on February 24, 2026 to make the following personnel changes to our Executive Officers.

1. Changes in Executive Officers (as of April 1, 2026)

(1) Changes in Executive Officers

a. New Appointments

Name	Responsibilities after Transfer	Responsibilities before Transfer
Hiroki Ieda	Executive Officer Managing Director of RIKEN (THAILAND) CO., LTD.	Seconded to Corporate Planning Division (RIKEN (THAILAND) CO., LTD.)

b. Changes in Position and Responsibilities

Name	Responsibilities after Transfer	Responsibilities before Transfer
Hiroaki Wakayama	Executive Officer Regional Officer of North America President of RIKEN AMERICAS CORPORATION and President of RIKEN ELASTOMERS CORPORATION	Executive Officer RIKEN AMERICAS CORPORATION and RIKEN ELASTOMERS CORPORATION

c. Retirements

Name	Current Responsibilities
Michihisa Tasaka	Senior Executive Officer General Manager of Promotion Department For Startup And New Business Creation
Toshimi Yamanaka	Executive Officer Regional Officer of North America President of RIKEN AMERICAS CORPORATION and President of RIKEN ELASTOMERS CORPORATION

*Michihisa Tasaka is scheduled to assume the role of RIKEN TECHNOS CORPORATION Executive Fellow and General Manager of Promotion Department For Startup And New Business Creation on April 1, 2026.

*Toshimi Yamanaka is scheduled to be seconded to the Sales & Marketing Division of RIKEN AMERICAS CORPORATION on April 1, 2026.