



December 1, 2025

To Whom It May Concern

Company name RIKEN TECHNOS CORPORATION
 Representative Kazuaki Tokiwa, Representative Director,
 President & CEO
 (Securities Code: 4220, TSE Prime)
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Notice Concerning Personnel Changes to Executive Officers

We hereby announce the following personnel changes to Executive Officers.

1. Changes as of January 1, 2026

Name	Responsibilities after Transfer	Responsibilities before Transfer
Akihiro Tamura	Executive Officer Senior General Manager of Film Div., Monozukuri Headquarters and General Manager of Film R&D Dept., Film Div., Monozukuri Headquarters and General Manager of Core Technology R&D Dept., Monozukuri Headquarters	Executive Officer Senior General Manager of Film Div., Monozukuri Headquarters and General Manager of Film R&D Dept., Film Div., Monozukuri Headquarters
Hiroaki Wakayama	Executive Officer Senior General Manager of Compound Div.	Executive Officer Senior General Manager of Compound Div. and General Manager of R&D Center