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January 19, 2026

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 Directors and Executive Officers

We hereby announce the following personnel changes to our Directors and Executive Officers.

1. Changes as of February 1, 2026

(1) Changes in Directors (concurrently serving as Executive Officers)

Name	Responsibilities after Transfer	Responsibilities before Transfer
Tomozo Ogawa	Director, Managing Executive Officer Senior General Manager of Monozukuri Headquarters and Senior General Manager of Compound Division, Monozukuri Headquarters and Senior General Manager of Procurement Division, Monozukuri Headquarters	Director, Managing Executive Officer Senior General Manager of Monozukuri Headquarters and Senior General Manager of Procurement Division, Monozukuri Headquarters

(2) Changes in Executive Officers (excluding those concurrently serving as Directors)

Name	Responsibilities after Transfer	Responsibilities before Transfer
Hiroaki Wakayama	Executive Officer RIKEN AMERICAS CORPORATION and RIKEN ELASTOMERS CORPORATION	Executive Officer Senior General Manager of Compound Division, Monozukuri Headquarters