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To Whom It May Concern

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Notice Concerning the Reintroduction of the “Stock Benefit Trust (Employee Stockholding Association Purchase-Type)”

RIKEN TECHNOS CORPORATION (the “Company”) hereby announces that, at the meeting of the Board of Directors held today, it resolved to reintroduce the Stock Benefit Trust (Employee Stockholding Association Purchase-Type) (hereinafter, the “Plan”) for the purposes of promoting welfare benefits for employees and giving incentives pertaining to the improvements of corporate value of the Company. Details are as follows.

1. Purpose of Introducing the Plan

The Plan is intended to improve the Company’s corporate value by stably supplying the Company’s shares to the employee stockholding association and distributing to employees profits generated through the management and disposal of trust assets, thereby enhancing employee welfare benefits and increasing employees’ awareness of the share price and motivation to work.

The Plan is an employee welfare benefits plan established as part of the Company’s employee incentive plans, with reference to the Employee Stock Ownership Plan (ESOP), a compensation system widely used in the United States, as well as the “Report on a New Scheme for Holding Own Shares” published by the Ministry of Economy, Trade and Industry on November 17, 2008.

The Company introduced the Plan in March 2021, and the Plan terminated in March 2026. After comprehensively reviewing the results and effects of the Plan, the Company resolved to reintroduce it.

2. Overview of the Plan

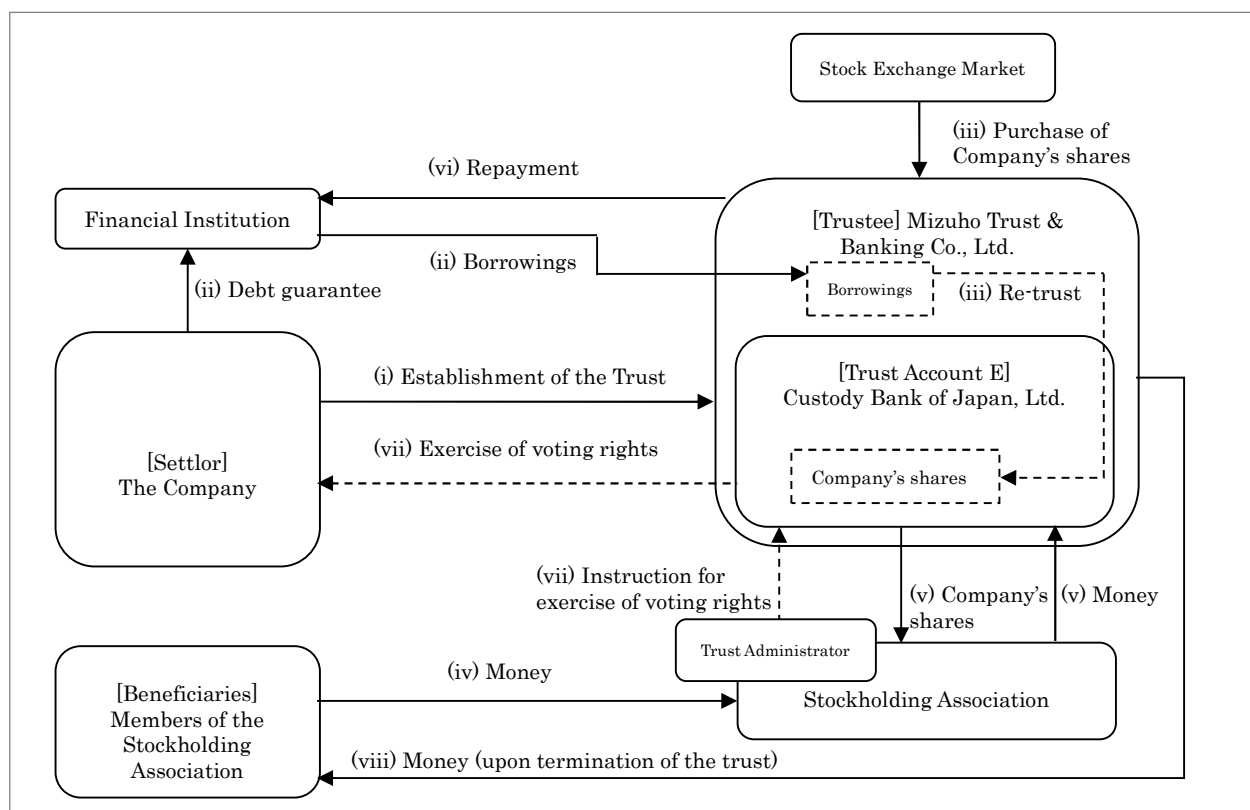
The Plan is an incentive plan under which the benefits of increases in the Company’s share price are passed along to all the employees who are members of the RIKEN TECHNOS Employee Stockholding Association (hereinafter, the “Stockholding Association”).

Upon introducing the Plan, the Company will enter into a Stock Benefit Trust (Employee Shareholding Association Purchase-Type) Agreement (hereinafter, the “Trust Agreement”), under which the Company will act as settlor and Mizuho Trust & Banking Co., Ltd. (hereinafter, the “Trustee”) will act as trustee. The trust established pursuant to the Trust Agreement shall hereinafter be referred to as the “Trust.” In addition, the Trustee will enter into an agreement with Custody Bank of Japan, Ltd. under which management of trust assets, including securities, will be re-entrusted to Custody Bank of Japan, Ltd. as the re-trustee.

Custody Bank of Japan, Ltd. will, through Trust Account E established with Custody Bank of Japan, Ltd. (hereinafter, “Trust Account E”), acquire in advance in a lump sum the number of the Company’s shares expected to be purchased by the Stockholding Association over the next five years, and thereafter will periodically sell the acquired shares to the Stockholding Association when the association purchases shares. If, through the sale of the Company’s shares by Trust Account E to the Stockholding Association, an amount equivalent to gain on sales of share sales is accumulated within the trust assets by the termination of the trust, the accumulated amount will be distributed as residual assets to the employee members of the Stockholding Association who satisfy the beneficiary eligibility requirements.

The Company will guarantee borrowings made by the Trustee for Trust Account E to acquire the Company’s shares. Accordingly, if there are outstanding debts equivalent to loss on sales of shares at the termination of the trust due to a decline in the Company’s share price or other factors, the Company will repay such outstanding debts pursuant to the guarantee agreement.

### 3. Structure of the Plan



- (i) The Company will contribute cash to Trust Account E and establish a third-party trust.
- (ii) The Trustee will borrow funds from a financial institution for the acquisition of shares. (The Company will provide a debt guarantee to the financial institution.)

- (iii) The Trustee will re-entrust the borrowed funds to Trust Account E, and Trust Account E will use such funds to acquire the Company's shares through the stock exchange market.
- (iv) Members of the Stockholding Association will contribute cash to the Stockholding Association together with incentive payments.
- (v) Each month, the Stockholding Association will purchase the Company's shares from Trust Account E at market price using purchase funds contributed by employees.
- (vi) The Trustee will repay the principal of the borrowings using proceeds from Trust Account E's sale of shares to the Stockholding Association, and will repay interest on the borrowings using dividends and other payments Trust Account E receives from the Company.
- (vii) Throughout the trust term, Trust Account E will exercise voting rights attached to the Company's shares it holds in accordance with instructions from the trust administrator.
- (viii) The Trust will terminate due to reasons such as expiration of the trust term or exhaustion of trust assets. Upon termination of the Trust, any remaining shares in the Trust will be disposed of. If any surplus funds remain after full repayment of the borrowings, such funds remaining will be distributed to the members of the Stockholding Association who satisfy the beneficiary eligibility requirements.  
(If, upon termination of the Trust, the Trustee is unable to repay the borrowings using trust assets, the Company will fulfill its guarantee obligations and repay the borrowings.)

#### 4. Outline of the Trust

- (1) Purpose of the Trust                      Stable supply of the Company's shares to the Stockholding Association, and provision for beneficiaries of profits generated through the management and disposition of trust assets
- (2) Settlor                                      The Company
- (3) Trustee                                      Mizuho Trust & Banking Co., Ltd.  
Mizuho Trust & Banking Co., Ltd. will enter into a comprehensive trust agreement with Custody Bank of Japan, Ltd., which will serve as the re-trustee.
- (4) Beneficiaries                              Members of the Stockholding Association who satisfy the beneficiary eligibility requirements
- (5) Trust Establishment Date              June 2, 2026
- (6) Trust Term                                 From June 2, 2026, to June 10, 2031 (scheduled)

#### 5. Details of Acquisition of the Company's Shares by the Trust

- (1) Shares to Be Acquired                  Common shares of the Company
- (2) Total Acquisition Price                763 million yen (scheduled)
- (3) Share Acquisition Period              From June 2, 2026, to August 14, 2026 (scheduled)
- (4) Method of Share Acquisition        Acquisition through the stock exchange market

※For reference:

If the Trust is assumed to acquire the Company's shares up to the above-mentioned Total Acquisition Price of 763 million yen (scheduled) at an average acquisition price of 1,727 yen, which represents the average closing price of the Company's shares for the most recent one-month period (from March 30, 2026 to April 28, 2026), the Total Shares to Be Acquired would be 441,800 shares.