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September 11, 2025

To whom it may concern

Company name: Tokushu Tokai Paper Co., Ltd.
Name of representative: Takashi Kimura, President
and Chief Executive Officer
(Securities code: 3708; TSE Prime Market)
Contact: Hiroshi Tanaka, Executive Officer
Managing Executive Officer
and Senior General Manager
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Notice Concerning Change of Shareholder Benefit Program

Tokushu Tokai Paper Co., Ltd. (the "Company") hereby announces that at a meeting of the Board of Directors held on September 11, 2025, the Company resolved to change its shareholder special benefit plan as follows.

1. Change of Shareholder Benefit Program

The Company sets the record date as of the end of March of each year, and presents a shareholder benefit program to shareholders recorded on register of members as of that date, in proportion to the number of shares held and the holding period.

In accordance with split, which was approved by the Board of Directors on August 8, 2025, with October 1, 2025 as the effective date, the Company has decided to change the Shareholder Benefit Program with the record date of the end of March 2026 as follows.

2. Details of the change

The criteria for the number of shares held will be changed as follows.

Shareholder Benefits Before Change

	Holding period of less than 3 years	Holding period of 3 years or longer (Selective system)
From 100 shares to less than 300 shares	Book card (1,000 yen)	1. toilet paper (@12 rolls x 8 packs)
		2. towper pop paper (M size @200 x 12)
300 shares or more (Selective system)	1. toilet paper (@12 rolls x 8 packs)	1. premium toilet paper (@12 rolls x 8 packs)
	2. towper pop paper (M size @200 x 12)	2. towper pop paper (M size @200 x 12)

Shareholder Benefits after Change (The underlined part is the changed part)

	Holding period of less than 3 years	Holding period of 3 years or longer (Selective system)
<u>From 300 shares to less than 900 shares</u>	Book card (1,000 yen)	1. toilet paper (@12 rolls x 8 packs)
		2. towper pop paper (M size @200 x 12)
<u>900 shares or more</u> (Selective system)	1. toilet paper (@12 rolls x 8 packs)	1.premium toilet paper (@12 rolls x 8 packs)
	2. towper pop paper (M size @200 x 12)	2. towper pop paper (M size @200 x 12)

*A holding period of three years or longer means that the holding period has been recorded seven times or more consecutively on register of members of Our Company as of the end of March and the end of September under the same shareholder number based on the latest March 31. If the shareholder number is changed due to inheritance or change of a securities company, etc., the number will be calculated from the immediately following record date.

*The book card is enclosed with the Notice of the Ordinary General Meeting of Shareholders.

*Shareholders holding 900 shares or more for less than 3 years or 300 shares or more for more than 3 years may choose one of the two Our Company products.

*If you do not submit your application within the deadline, we will send you a copy of the Tupperware Pop Paper. However, if you do not receive the Tupperware Pop Paper twice in a row, you will be deemed to have declined this year's shareholder benefit program.

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