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the original shall prevail.



May 14, 2025

To whom it may concern

Company name: Tokushu Tokai Paper Co., Ltd.  
Name of representative: Yuji Matsuda,  
President and Chief Executive Officer  
(Securities code: 3708; TSE Prime Market)  
Contact: Hiroshi Tanaka,  
Executive Officer and Senior General  
Manager  
(Tel: +81-3-5219-1810)

### **Notice of Introduction of Restricted Stock Compensation Plan**

Tokushu Tokai Paper Co., Ltd. (the "Company") hereby announces that at the meeting of the Board of Directors of the Company held on May 14, 2026, a resolution was passed to review the executive compensation system and to introduce a restricted stock compensation system (hereinafter referred to as the "System".) and to submit an agenda concerning the System to the 19 th Ordinary General Meeting of Shareholders of the Company to be held on June 26, 2026, as described below.

The System is intended to provide incentives for the Company's directors (excluding outside directors and directors who are Audit and Supervisory Committee members) to contribute to the sustainable enhancement of Our Group's corporate value as well as to share the benefits and risks of stock price fluctuations with shareholders and promote further value sharing. Please see the following materials for further details.

<https://www.tt-paper.co.jp/news/>

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