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July 30, 2026

Company Name: TOKAI RIKA CO., LTD.
Name of representative: Hiroyoshi Ninoyu, Representative Director and President
(Security code 6995: Tokyo and Nagoya Stock Exchanges)
Inquiries: Yasuo Kumada, General Manager, Human Resource Division
TEL +81 587 95 5211

Notice Concerning Decision on Matters Relating to Share Acquisition for the Share-Based Remuneration System for Employees

TOKAI RIKA CO., LTD. (the "Company") hereby announces that it has resolved, at a meeting of the Board of Directors held today, in connection with the introduction of the share-based remuneration system for employees (the "System"; and the trust already established for the introduction of the System, the "Trust"), to partially amend the share delivery rules established by the Board of Directors of the Company, and to extend and continue the trust period of the Trust. In addition, the Company has resolved to entrust additional funds to the Trust for the additional acquisition of Company shares by the trustee of the Trust, as described below.

For an overview of the System, please refer to the "Notice Concerning Introduction of Share-Based Remuneration System for Employees" dated May 14, 2024.

Details

1. Overview of the Trust

(1)	Name	Share Delivery Trust for Employees (RS Trust)
(2)	Trustor	The Company
(3)	Trustee	Sumitomo Mitsui Trust Bank, Limited (Re-entrustment trustee: Custody Bank of Japan, Ltd.)
(4)	Beneficiaries	Employees who satisfy the beneficiary requirements
(5)	Trust administrator	A third party independent of the Company and its officers
(6)	Exercise of voting rights	The trustee will exercise the voting rights of shares in the Trust during the trust period based on the instructions of the trust administrator.
(7)	Type of trust	Trust of money other than money trust (third-party-benefit trust)
(8)	Date of trust agreement	August 20, 2024
(9)	Date of additional entrustment of funds	August 18, 2026
(10)	Date of termination of the Trust (after continuation)	End of August 2034 (scheduled)

2. Matters related to the additional acquisition of Company shares by the trustee of the Trust

(1)	Class of shares to be acquired	Common shares
(2)	Total amount for acquisition of shares	¥4,348,500,000
(3)	Total number of shares to be acquired	1,300,000 shares
(4)	Method of share acquisition	Acquisition by disposal of treasury shares
(5)	Term for share acquisition	August 18, 2026 (scheduled)

End