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)
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Notice Concerning Disposal of Treasury Shares in Connection with the Continuation of 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, to dispose of treasury shares as share-based remuneration (the “Disposal of Treasury Shares”), as described below.

Details

1. Overview of Disposal

(1)	Date of disposal	August 18, 2026
(2)	Class and number of shares for disposal	1,300,000 common shares of the Company
(3)	Disposal price	¥3,345 per share
(4)	Total disposal amount	¥4,348,500,000
(5)	Scheduled allottee	Sumitomo Mitsui Trust Bank, Limited (trust account) (Re-entrustment trustee: Custody Bank of Japan, Ltd. (trust account))
(6)	Other matters	An Extraordinary Report under the Financial Instruments and Exchange Act has been submitted in connection with the Disposal of Treasury Shares.

2. Purpose and reason for disposal

The Company has introduced a share-based remuneration system for employees (the “System”). The Disposal of Treasury Shares will be made to Sumitomo Mitsui Trust Bank, Limited (trust account) (re-entrustment trustee: Custody Bank of Japan, Ltd. (trust account)), as the trustee of the trust (the “Trust”) already established in connection with the introduction of the System.

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

The quantity of shares for disposal corresponds to the number of shares expected to be delivered to employees based on the share delivery rules established by the Company for the operation of the System. The scale of dilution is calculated to be 1.46% of the total number of shares outstanding as of March 31, 2026 (89,234,171 shares) (and

1.52% of the total number of voting rights as of March 31, 2026 (853,725 voting rights), with all values rounded to the second decimal place).

The Company believes that the System will lead to enhancement of the Company's corporate value over the medium to long term. The Company has determined that the disposal quantity and the scale of dilution resulting from the Disposal of Treasury Shares are reasonable, and that the impact on the trading market will be negligible.

(Reference) Overview of the Trust Agreement relating to the Trust

Trustor	The Company
Trustee	Sumitomo Mitsui Trust Bank, Limited (Re-entrustment trustee: Custody Bank of Japan, Ltd.)
Beneficiaries	Employees who satisfy the beneficiary requirements
Trust administrator	A third party independent of the Company and its officers
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.
Type of trust	Trust of money other than money trust (third-party-benefit trust)
Date of trust agreement	August 20, 2024
Trust period (after continuation)	August 20, 2024 to the end of August 2034 (scheduled)
Trust purpose	To deliver the Company's shares to beneficiaries based on the share delivery rules

3. Basis of calculation and specific details of the disposal price

In light of recent share price trends and in order to eliminate arbitrariness in pricing, the disposal price has been set at ¥3,345, which is the closing price of the Company's shares on the Tokyo Stock Exchange on July 29, 2026, the business day immediately preceding the date of the Board of Directors' resolution. The Company chose the closing price of the business day immediately preceding the Board of Directors' resolution because it reflects the market value immediately prior to the Board of Directors' resolution date, which the Company has determined to be a highly objective and reasonable basis for calculation.

End