Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

January 31, 2025

Company name: TSUBAKIMOTO KOGYO CO., LTD.
Name of representative: Masashi Koda, President & COO
(Securities code: 8052; Tokyo Stock Exchange Prime Market)
Inquiries: Junshi Koketsu, Managing Officer
(Telephone: +81-6-4795-8832)

Notice Concerning Changes (Expansion) in Shareholder Benefit Program

TSUBAKIMOTO KOGYO CO., LTD. (the "Company") hereby announces that at the Board of Directors meeting held today, January 31, 2025, a resolution was passed concerning changes (expansion) in shareholder benefit program as follows.

1. Purpose of change

To further increase the attractiveness of investing in the Company's shares, to encourage more individual shareholders to support the Group, and to hold the Company's shares over the medium to long term.

2. Details of change

(Before change)

Number of shares held	Benefits	Record date
100 shares or more but less than 200 shares	QUO card worth 1,000 yen or donation	Last day of March and September (Twice a year)
200 shares or more but less than 300 shares	QUO card worth 2,000 yen or donation	
300 shares or more	QUO card worth 3,000 yen or donation	

(After change) (Changes are underlined.)

Number of shares held	Benefits	Record date
100 shares or more but less than 200 shares	QUO card worth 2,000 yen or donation	Last day of March and September (Twice a year)
200 shares or more but less than 300 shares	QUO card worth 3,000 yen or donation	
300 shares or more	< Shareholders who have held the shares for less than 3 years > QUO card worth 4,000 yen or donation < Shareholders who have held the shares for 3 years or more > QUO card worth 5,000 yen or donation	

* Shareholders who have continuously held shares for 3 years or more are defined as those who have been stated or recorded as holding 100 shares or more seven or more times in a row under the same shareholder number in the Company's shareholder registry with record dates of March 31 and September 30. The continuing shareholder benefit is offered to shareholders holding 300 or more shares on each record date.
* If shareholders choose donation, the donation will be made to the Keidanren Nature Conservation Fund.

3. Timing of change

The new system will be applied to shareholders listed or recorded in the Company's shareholder registry as of March 31, 2025.
The determination of the continuous holding period will be made retroactively from the relevant record date.