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(Securities Code: 3864)  
February 13, 2026

To Our Shareholders

Ryuichi Kisaka  
President and CEO  
Mitsubishi Paper Mills Ltd.  
2-10-14 Ryogoku, Sumida-ku, Tokyo, Japan

## Notice Concerning Introduction (Establishment) of Shareholder Benefits Program

We hereby inform you that the Board of Directors of Mitsubishi Paper Mills Ltd. (hereinafter "the Company") resolved the introduction of a shareholder benefits program as follows at the meeting held today.

### 1. Purpose of Introduction of Shareholder Benefits Program

The purpose of introducing this shareholder benefits program is to express gratitude to shareholders for their ongoing support as well as to have shareholders further deepen their understanding of the business activities of the Company and encourage more of them to hold its shares over the medium to long term.

### 2. Description of Shareholder Benefits Program

#### (1) Eligible shareholders

Shareholders holding 500 shares or more who are listed or recorded in the Company's shareholder registry as of the record date (the last day of March) with continuous holding period\* more than 1 year. Please note that the initial record date will be March 31, 2026.

\*Continuous holding refers to being recorded, looking back from the record date, in the Company's shareholder registry of the last day of March (including the record date) and September 30 under the same shareholder number.

#### (2) Description of Shareholder Benefits

Eligible shareholders will receive the Company's brand "nacre" household paper product, one from A-D described below, regardless of the number of shares held.

	Product name	Spec.	Amount
A	'nacre' Facial Tissues	200pairs	5 boxes×10 packs (50 boxes)
B	'nacre' Toilet Papers (Single)	60m/roll	12 rolls×8 packs (96 rolls)
C	'nacre' Toilet Papers (Double)	30m/roll	12 rolls×8 packs (96 rolls)
D	'nacre' Paper Towel Dry-type	120pairs	5 boxes×10 packs (50 boxes)

About 'nacre':

Household paper brands such as tissue and toilet paper made mainly from pulp made from domestic wood. 'Nacre' is derived from a French adjective meaning 'pearly,' and is highly regarded for its superior quality.

### 3. Timing of Benefits Guidance

Information on application procedures and other details will be enclosed with the Notice of Convocation of the Company's Annual General Meeting mailed in early June every year. Shareholder benefits are scheduled to be dispatched sequentially from late August every year.

4. Miscellaneous

In the event of any changes to the shareholder benefits program, we plan to provide information on our website.

Gifts will only be sent to shareholders with delivery addresses only in Japan.

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