

June 20, 2025

To whom it may concern:

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Notice Regarding the Disposal of Treasury Shares as Restricted Stock Compensation

At a meeting of the Board of Directors held on June 20, 2025, the Company resolved, as outlined below, to dispose of treasury shares as restricted stock compensation (hereinafter referred to as the “Disposal of Treasury Shares”). Accordingly, notice is hereby given as follows.

1. Overview of the disposal

(1) Payment date	July 22, 2025
(2) Class and number of shares to be disposed of	Common shares of the Company – 61,967 shares
(3) Disposal price	729 yen per share
(4) Total disposal amount	45,173,943 yen
(5) Allottees, number of allottees, and number of shares allotted	- Directors (excluding Outside Directors and Directors who are Audit and Supervisory Committee Members): 5 persons, 38,269 shares - Executive Officers: 6 persons, 15,142 shares - Corporate Officers: 4 persons, 8,556 shares
(6) Other	Since the Disposal of Treasury Shares satisfies the special requirements for the issuance of restricted stock compensation, a securities notification has not been filed.

2. Purpose and reason for the Disposal of Treasury Shares

At the meeting of the Board of Directors held on May 9, 2023, the Company resolved to introduce a restricted stock compensation plan (hereinafter referred to as the “Plan”) for its Directors (excluding Outside Directors), Executive Officers, and Executive Advisors, to provide incentives to promote sustainable enhancement of the Company’s corporate value and further align interests with shareholders. Furthermore, at the 113th Annual General Meeting of Shareholders held today, the shareholders approved, in connection with the Company’s transition to a Company with an Audit and Supervisory Committee, the granting of monetary compensation claims in an amount not exceeding 50 million yen per year to the Company’s Directors (excluding Outside

Directors and Directors who are Audit and Supervisory Committee Members; hereinafter referred to as “Eligible Directors”) to grant restricted shares under the Plan, and the granting of up to 100,000 shares of restricted stock per year to such Eligible Directors.

At the Board of Directors meeting held today, taking into consideration the purpose of the Plan, the Company’s performance, the scope of responsibilities of each of the Eligible Directors, Executive Officers, and Executive Advisors (hereinafter collectively referred to as the “Eligible Persons”), and various other factors, the Board resolved to grant monetary compensation claims totaling 45,173,943 yen to the Eligible Person, on the condition that such monetary compensation claims will be contributed in kind as property for the allotment of restricted shares, and to dispose of the Company’s treasury shares to the Eligible Person accordingly.

To fulfill the Plan’s purpose of providing incentives to promote sustainable enhancement of corporate value and to align shareholder value with that of the Company’s officers, the restriction period for the transfer of such shares shall, as stipulated in Section 3 below, continue until the date on which the recipient resigns from all positions as Director, Executive Officer, or Executive Advisor of the Company (hereinafter referred to as “resignation,” and the term shall have the same meaning hereinafter).

3. Overview of the share allocation agreement with transfer restrictions

The Company will individually enter into a share allocation agreement with transfer restrictions (hereinafter referred to as the “Allocation Agreement”) with each Eligible Person. A summary of the agreement is as follows:

(1) Transfer restriction period

The transfer restriction period shall be from July 22, 2025, until the date the Eligible Person retires. During this period, the Eligible Person shall not transfer, pledge, or otherwise dispose of the Company’s common shares allocated to them (hereinafter referred to as the “Allocated Shares”).

(2) Lifting of transfer restrictions

The Company shall lift the transfer restrictions on all Allocated Shares (However, if the Company acquires all or part of the allocated shares without consideration pursuant to (3) (ii) below, the remaining portion after such acquisition without consideration shall be) at the expiration of the transfer restriction period, provided that the Eligible Person retires for a reason deemed justifiable by the Board of Directors of the Company.

(3) Acquisition of allocated shares without compensation

- (i) The Company shall automatically acquire without compensation any Allocated Shares for which the transfer restrictions have not been lifted at the expiration of the transfer restriction period pursuant to item (2) above.
- (ii) In addition, if the Eligible Person retires during the performance period of the duties subject to compensation, the Company shall acquire a number of Allocated Shares corresponding to the remaining period without compensation. Furthermore, if certain conditions specified in the Allocation Agreement are met, such as misconduct, the Company may acquire all or part of the Allocated Shares without compensation.

(4) Management of shares

To prevent any transfer, pledge, or other disposition of the Allocated Shares during the transfer restriction period, the Eligible Person shall open a designated account with a securities company designated by the Company to manage the shares. The designated securities company shall be Nomura Securities Co., Ltd.

(5) Handling in case of reorganization, etc.

Notwithstanding item (1) above, if matters related to reorganization, such as a merger agreement under which the Company becomes a dissolved entity, a share exchange agreement under which the Company becomes a wholly owned subsidiary, or a share transfer plan, are approved at a shareholders meeting of the Company (or at a meeting of the Board of Directors of the Company if shareholder approval is not required), the Company may, by resolution of the Board of Directors, lift the transfer restrictions on a reasonable number of Allocated Shares based on the period from the start date of the transfer restriction period to the effective date of such reorganization. In such cases, the Company shall automatically acquire without compensation any Allocated Shares for which the transfer restrictions remain at the time immediately following the lifting of the transfer restrictions.

4. Basis and specific details for calculation of the amount to be paid in

The disposal price for the Disposal of Treasury Shares to be allotted to the Eligible Persons has been set at 729 yen, which is the closing price of the Company's common shares on the Tokyo Stock Exchange on the business day immediately preceding the date of the resolution of the Board of Directors, to eliminate arbitrariness in the pricing. We believe the disposal price for the Disposal of Treasury Shares is reasonable and not particularly favorable to the Eligible Persons.

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