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Notice Regarding Disposal of Treasury Shares as Restricted Stock to Directors, etc. of the Company

Maruichi Steel Tube Ltd. (the “Company”) hereby announces that, at the Board of Directors meeting held today, it has resolved to dispose of treasury shares as restricted stock (the “Disposal of Treasury Shares”).

I. Overview of the Disposal

(1) Payment date	August 6, 2025
(2) Type and total number of shares to be disposed of	96,400 common shares of the Company
(3) Disposal price	3,538 yen per share
(4) Total value of shares to be disposed of	341,063,200 yen
(5) Scheduled recipients	3 Directors of the Company:* 13,400 shares (RS and PSU) 51 employees of the Company: 71,000 shares (RS only) 13 employees of a Company subsidiary: 12,000 shares (RS only) *Excluding non-executive directors, including outside directors .
(6) Other information	An extraordinary report, as per the Financial Instruments and Exchange Act, has been filed with regard to the Disposal of Treasury Shares.

II. Purposes and Reason for the Disposal

1. Restricted stock compensation (grant) system

At the meeting of the Board of Directors held on May 13, 2019, the Company resolved to introduce a restricted stock compensation system (the “RS System”) as a new remuneration scheme for Directors of the Company (excluding Outside Directors; the same shall apply hereinafter) with the aim of providing incentives to sustainably enhance the Company’s corporate value and further promote value sharing with shareholders. In addition, at the 85th Annual General Meeting of Shareholders held on June 25, 2019, the Company received approval 1) to grant monetary compensation claims of up to 50 million yen per year to its Directors as assets contributed in kind for the granting of restricted stock under the RS

System, within the existing monetary compensation budget; 2) to set a period of 50 years from the date of delivery of the restricted stock as the transfer restriction period; and 3) to cancel the transfer restrictions in the event that a Director resigns prior to the expiration of the transfer restriction period for reasons deemed justifiable by the Board of Directors of the Company. The total number of the Company's common shares to be issued or disposed of to Directors under the RS System was set at up to 20,000 shares per year.

In addition, at the meeting of the Board of Directors held on December 7, 2023, the Company resolved to introduce a restricted stock compensation system for the Company's employees, etc. with the aim of deepening employee engagement, together with promoting the improvement of the workplace environment and the expansion of various education and training programs so that the Company's employees, etc., can share the Company's philosophy and vision, link their personal growth to the enhancement of corporate value, and feel more satisfaction in their work.

Based on the above and by a resolution at the Board of Directors meeting held today, the Company has (i) granted monetary compensation claims totaling 35,733,800 yen to 3 Directors (excluding non-executive directors, including outside directors) of the Company (the "RS Eligible Directors"), taking into consideration the purpose of the RS System, the performance of the Company, the scope of each eligible Director's responsibilities, and other various circumstances; and (ii) granted monetary claims against the Company totaling 251,198,000 yen to 51 employees of the Company (the "Eligible Employees") in order to achieve the above-mentioned purpose. In addition, by a resolution at the Board of Directors meeting held today, Maruichi Kohan Ltd., a subsidiary of the Company, has (iii) granted monetary claims in the amount of 42,456,000 yen to employees of Maruichi Kohan Ltd. (the "Eligible Subsidiary Employees") for the same purpose. The Company has decided to dispose of 93,100 common shares of the Company (the "RS Allotted Shares") in exchange for these monetary (compensation) claims totaling 329,387,800 yen as assets contributed in kind (the amount of monetary [compensation] claims to be contributed per offered share is 3,538 yen).

<Overview of the restricted stock allotment agreement to be concluded with the RS Eligible Directors>

In connection with the Disposal of Treasury Shares, the Company and the RS Eligible Directors will individually enter into a restricted stock allotment agreement, an overview of which is as follows.

(1) Transfer restriction period

The RS Eligible Directors shall not transfer, create a security interest in, or otherwise dispose of the RS Allotted Shares during the period from August 6, 2025 (the payment date) to August 6, 2075.

(2) Conditions for canceling the transfer restrictions

Provided that the RS Eligible Directors hold the position of Director of the Company continuously during the transfer restriction period, the transfer restrictions on all of the RS Allotted Shares shall be canceled on the expiration date of the transfer restriction period. However, if one of the RS Eligible Directors resigns from the Board of Directors of the Company during the transfer restriction period due to death or other reasons deemed justifiable by the Board of Directors of the Company, the

transfer restrictions on all of the RS Allotted Shares shall be cancelled at the time immediately following such resignation.

(3) Acquisition by the Company without consideration

The Company shall automatically acquire the RS Allotted Shares for which the transfer restrictions have not been cancelled at the time the transfer restriction period expires, without compensation.

(4) Management of shares

The RS Allotted Shares shall be managed in a dedicated account for restricted stock opened by the RS Eligible Directors at Daiwa Securities Co. Ltd. during the transfer restriction period so that the RS Eligible Directors may not transfer, create a security interest in, or otherwise dispose of the RS Allotted Shares during the transfer restriction period.

(5) Treatment in organizational restructuring, etc.

If, during the transfer restriction period, a merger agreement in which the Company will become the disappearing company, a share exchange agreement or a share transfer plan in which the Company will become a wholly owned subsidiary, or any other matter concerning organizational restructuring is approved at a General Meeting of Shareholders of the Company (or the Board of Directors of the Company if approval at a General Meeting of Shareholders of the Company is not needed), the transfer restrictions on all of the RS Allotted Shares will be cancelled by a resolution of the Board of Directors immediately before the business day preceding the day on which the organizational restructuring takes effect.

<Overview of the restricted stock allotment agreement to be concluded with the Eligible Employees and Eligible Subsidiary Employees>

In connection with the Disposal of Treasury Shares, the Company and the Eligible Employees and Eligible Subsidiary Employees will individually enter into a restricted stock allotment agreement, an overview of which is as follows.

(1) Transfer restriction period

The Eligible Employees shall not transfer, create a security interest in, or otherwise dispose of the RS Allotted Shares from August 6, 2025 (the payment date) until they lose the status of employee of the Company or its subsidiary or Director of the subsidiary of the Company (the "Status").

(2) Conditions for canceling the transfer restrictions

If one of the Eligible Employees loses the Status during the transfer restriction period due to mandatory retirement, expiration of term of office, death, or other reasons deemed justifiable by the Representative Director of the Company, the transfer restrictions on all of the RS Allotted Shares shall be cancelled at the time immediately following such loss of status.

(3) Acquisition by the Company without consideration

The Company shall automatically acquire the RS Allotted Shares for which the transfer restrictions have not been cancelled at the time the transfer restriction period expires, without compensation.

(4) Management of shares

The RS Allotted Shares shall be managed in a dedicated account for restricted stock opened by the Eligible Employees at Daiwa Securities Co. Ltd. during the transfer restriction period so that the

Eligible Employees may not transfer, create a security interest in, or otherwise dispose of the RS Allotted Shares during the transfer restriction period.

(5) Treatment in organizational restructuring, etc.

If, during the transfer restriction period, a merger agreement in which the Company will become the disappearing company, a share exchange agreement or a share transfer plan in which the Company will become a wholly owned subsidiary, or any other matter concerning organizational restructuring is approved at a General Meeting of Shareholders of the Company (or the Board of Directors of the Company if approval at a General Meeting of Shareholders of the Company is not needed), the transfer restrictions on all of the RS Allotted Shares will be cancelled by a resolution of the Board of Directors immediately before the business day preceding the day on which the organizational restructuring takes effect.

2. Performance-linked stock compensation system

At the Board of Directors meeting held on May 12, 2022, the Company introduced a performance-linked stock compensation (with transfer restrictions) system (the “PSU System”) for its Directors (excluding Outside Directors; the “PSU Eligible Directors”). The aim of the system is to clarify the linkage between the remuneration of PSU Eligible Directors and the Company’s business performance and stock value, to provide incentives for achieving the performance targets set forth in the Company’s mid-term management plan as well as for sustainably enhancing corporate value through the improvement of medium- to long-term performance, and to further promote value sharing with shareholders. At the 88th Annual General Meeting of Shareholders held on June 24, 2022, the Company received approval 1) to grant monetary compensation claims of up to 150 million yen per year to its Directors as assets contributed in kind for the granting of common shares of the Company under the PSU System, within the existing cash compensation budget; and 2) for the total number of the Company’s common shares to be issued or disposed of to the PSU Eligible Directors under such system to be up to 30,000 shares per year.

Under the PSU System, the Company’s common shares will be issued or disposed of to the PSU Eligible Directors after the end of the performance evaluation period in accordance with the degree of achievement of the Company’s performance under the mid-term management plan. The performance-linked stock compensation under the system consists of a single-year evaluation portion for each fiscal year included in the period covered by the mid-term management plan, and a multi-year evaluation portion for the three fiscal years covered by the mid-term management plan.

By a resolution at the Board of Directors meeting held today, the Company has granted monetary compensation claims totaling 11,675,400 yen as performance-linked stock compensation for the single fiscal year evaluation portion for the fiscal year ended March 31, 2025, to 3 PSU Eligible Directors (excluding non-executive directors, including outside directors) during the said performance evaluation period, taking into consideration the purpose of the PSU System, the performance of the Company during the performance evaluation period, the scope of responsibilities of each of the PSU Eligible Directors, and other various circumstances. The Company has decided to dispose of 3,300 common shares of the Company (the “PSU Allotted Shares”) in exchange for these monetary compensation

claims as assets contributed in kind (the amount of monetary compensation claims to be contributed per offered share is 3,538 yen).

The issuance or disposal of common shares of the Company and the payment of monetary compensation claims as assets contributed in kind under the PSU System are subject to the conclusion of a restricted stock allotment agreement between the Company and the PSU Eligible Directors, which includes the following conditions: 1) the prohibition of transfer, creating of a security interest in, or any other disposition of the allotted shares to a third party for a certain period of time; and 2) if certain circumstances have arisen, the Company shall acquire such shares without consideration. An overview of the restricted stock allotment agreement to be concluded between the Company and the PSU Eligible Directors in connection with the Disposal of Treasury Shares follows.

<Overview of the restricted stock allotment agreement>

(1) Transfer restriction period

The PSU Eligible Directors shall not transfer, create a security interest in, or otherwise dispose of the PSU Allotted Shares during the period from August 6, 2025 (the payment date) until the time immediately following their resignation from their positions as Directors of the Company.

(2) Canceling the transfer restrictions

If one of the PSU Eligible Directors resigns from their position as a Director of the Company, the transfer restrictions on all of the PSU Allotted Shares shall be cancelled at the time the transfer restriction period expires (or the day following the date of submission of the semiannual securities report if the said time of expiration falls on a day before the date of submission of the Company's semiannual securities report for fiscal 2025, excluding in cases where a Director loses their position as a Director of the Company due to death, expiration of term of office, or other reasons deemed justifiable by the Board of Directors of the Company).

(3) Acquisition by the Company without consideration

The Company shall automatically acquire the PSU Allotted Shares for which the transfer restrictions have not been cancelled at the time immediately following the expiration of the transfer restriction period, without compensation.

(4) Management of shares

The PSU Allotted Shares shall be managed in a dedicated account for restricted stock opened by the PSU Eligible Directors at Nomura Securities Co., Ltd. during the transfer restriction period so that the PSU Eligible Directors may not transfer, create a security interest in, or otherwise dispose of the PSU Allotted Shares during the transfer restriction period. The Company has entered into an agreement with Nomura Securities Co., Ltd. concerning the management of accounts for the PSU Allotted Shares of the PSU Eligible Directors to ensure the effectiveness of transfer and other restrictions on the PSU Allotted Shares of each of the PSU Eligible Directors. Moreover, the PSU Eligible Directors shall agree to the details related to the management of the account.

(5) Treatment in organizational restructuring, etc.

If, during the transfer restriction period, a merger agreement in which the Company will become the disappearing company, a share exchange agreement or a share transfer plan in which the Company

will become a wholly owned subsidiary, or any other matter concerning organizational restructuring is approved at a General Meeting of Shareholders of the Company (or the Board of Directors of the Company if approval at a General Meeting of Shareholders of the Company is not needed), the transfer restrictions on all of the PSU Allotted Shares will be cancelled by a resolution of the Board of Directors immediately before the business day preceding the day on which the organizational restructuring takes effect.

III. Basis for Calculating the Amount to Be Paid in and Specific Details Thereof

The Disposal of Treasury Shares is to be conducted with the monetary (compensation) claims paid to the scheduled recipients under the RS System and the PSU System as assets contributed in kind, and the payment price is set at 3,538 yen, which is the closing price of the Company's common shares on the Tokyo Stock Exchange on July 4, 2025 (the business day preceding the date of resolution of the Board of Directors), to eliminate arbitrariness. This is the market share price immediately preceding the date of the resolution of the Board of Directors, and in the absence of special circumstances indicating that the most recent share price cannot be relied upon, the Company believes that this is a reasonable price that appropriately reflects its corporate value and does not constitute a particularly favorable price for the scheduled recipients.