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September 25, 2025

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Notice Concerning Disposal of Treasury Shares as Restricted Stock Remuneration

MAEDAKOSEN CO., LTD. (the “Company”) hereby announces that it resolved at a meeting of its Board of Directors held on September 25, 2025, to dispose of treasury shares (the “Disposal of Treasury Shares” or the “Disposal”) as restricted stock remuneration as described in I., II., and III. below.

I. Restricted stock remuneration

1. Outline of disposal

(1) Date of disposal	October 24, 2025
(2) Class and number of shares to be disposed of	Common stock of the Company: 58,800 shares
(3) Disposal value	1,943 yen per share
(4) Total amount of disposal	114,248,400 yen
(5) Scheduled disposal recipient	4 Directors (excluding outside Directors): 36,000 shares 13 Executive Officers: 22,800 shares
(6) Other	An Extraordinary Report will be submitted for the Disposal of Treasury Shares in accordance with the Financial Instruments and Exchange Act.

2. Purpose and reasons for disposal

The Company resolved at a meeting of its Board of Directors held on December 19, 2018, to introduce a restricted stock remuneration plan (“Plan I”) for the Company’s Directors (excluding Outside Directors; “Eligible Directors” in I.) and Executive Officers (collectively, “Eligible Officers”) for the purpose of incentivizing them to enhance corporate value while also promoting greater value sharing with the Eligible Officers and shareholders.

An overview of Plan I is as follows:

The Eligible Officers shall make an in-kind contribution of all the monetary remuneration claims to be paid by the Company based on Plan I to have shares of the Company's common stock issued thereto or disposed of therefor.

The total amount of monetary remuneration claims to be paid to Eligible Directors based on Plan I shall not exceed ¥200 million per term of office, and the specific timing and allocation of payments to each Eligible Director shall be determined by the Board of Directors.

The total number of common stock to be issued or disposed of by the Company under Plan I shall not exceed 20,000 shares per term of office for Eligible Directors, and the amount to be paid in per such share shall be the closing price of the Company's common stock at the Tokyo Stock Exchange on its business day preceding the day when the relevant resolution is made by the Board of Directors (or, if the stock's trading is not closed, the closing price on the day when such trading is closed immediately before).

Regarding the issuance or disposal of shares of the Company's common stock under Plan I, a contract on the allotment of restricted stock shall be concluded between the Company and Eligible Officers. Such contracts include the following provisions: (i) the Eligible Officers shall not transfer, create security interests in, or otherwise dispose of the Company's common stock allotted to them under said contract for a certain consecutive period; (ii) under certain circumstances, the Company shall acquire said common stock without consideration.

Taking into consideration the purpose of Plan I, the performance of the Company, the scope of each Eligible Officer's responsibilities, and various circumstances, the Company has decided to grant a total of ¥114,248,400 in monetary remuneration claims and a total of 58,800 shares of the Company's common stock to Eligible Officers.

In addition, in order to realize the provision of incentives to enhance corporate value and sharing of shareholder value, which is the purpose of introducing Plan I, the restriction period has been set at 50 years.

For the Disposal of Treasury Shares, 17 Eligible Officers who are the scheduled allottees, shall pay all monetary remuneration claims to the Company under Plan I, in the form of property contributed in kind, and shall, in return, receive common stock to be disposed of by the Company.

Note: The Company executed a 2-for-1 share split of its common stock with the effective date of July 1, 2024. Accordingly, on and after July 1, 2024, the upper limit for the number of shares under the restricted stock remuneration plan set at not exceeding 20,000 shares per year is adjusted not to exceed 40,000 shares per year.

3. Outline of contract on the allotment of restricted stock

The Company will enter into a contract on the allotment of restricted stock (the "Allotment Contract" in I.) with the Eligible Officers on an individual basis. The following is an outline of the Allotment Contract.

(1) Restriction period

The Company's common stock received under the Allotment Contract (the "Stock" in I.) may not be transferred, have a security interest created in them, or otherwise disposed of during the period of October 24, 2025 (date of disposal) to October 23, 2075 (the "Restriction Period" in I.).

(2) Conditions for lifting of transfer restrictions

The Company shall, in principle, lift transfer restrictions on all Stock upon the expiration of the Restriction Period, on the condition that Eligible Officers have continuously held the position of Director, Auditor, Executive Officer or employees of the Company during the Restriction Period.

However, in the event that an Eligible Officer resigns or retires from any of the aforementioned positions due to death, expiration of the term of office, or other justifiable reason, transfer restrictions shall be lifted as of the time immediately following such resignation or retirement for a proportion of the Stock calculated by dividing the number of months from the month that includes the due date of payment to the month that includes the date of said resignation or retirement by 12 (provided, however, that the number shall be one when the calculated number exceeds one), multiplied by the number of their Stocks (provided, however, that fractions of less than one unit arising from the calculation shall be rounded up).

(3) Acquisition by the Company without consideration

The Company shall naturally acquire without consideration any Stock for which transfer restrictions are not lifted immediately following the time it is decided that transfer restrictions will not be lifted.

(4) Management of shares

The Stock shall be managed under dedicated accounts opened by Eligible Officers with Nomura Securities Co., Ltd. during the Restriction Period to ensure that Stock may not be transferred, have a security interest created in them, or otherwise disposed of during the Restriction Period. In order to ensure the effectiveness of the transfer restriction of the Stock, the Company and Eligible Officers have entered into an agreement with Nomura Securities Co., Ltd. in relation to the management of the accounts for the Stock held by each Eligible Officer.

(5) Treatment during reorganization, etc.

Notwithstanding the provisions of (1) above, if, during the Restriction Period, matters relating to a merger agreement in which the Company is the disappearing company, a share exchange agreement or share transfer plan in which the Company becomes a wholly owned subsidiary, or other reorganization, etc. are approved at the Company's General Meeting of Shareholders (or at a meeting of its Board of Directors in cases where approval at the Company's General Meeting of Shareholders is not required in relation to the reorganization, etc.), the transfer restrictions shall be lifted for a proportion of Stock calculated by dividing the number of months from the month that includes the due date of payment to the month that includes the date of said approval by 12 (provided, however, that the number shall be one when the calculated number exceeds one), multiplied by the number of Stocks held by Eligible Officers on the approval date of the reorganization, etc. (provided, however,

that fractions of less than one unit arising from the calculation shall be rounded up) as of the time immediately before the business day prior to the date on which the reorganization, etc. becomes effective, by resolution of the Board of Directors. In addition, if the provisions above apply, the Company shall naturally acquire without consideration any Stock for which transfer restrictions are not lifted immediately following the lifting of transfer restrictions.

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

In order to prevent any arbitrariness in the value, the amount disposed in connection with the Treasury Share Disposal is set at ¥1,943, the closing price of the Company's common stock on the Tokyo Stock Exchange on September 24, 2025 (the business day prior to the date of the Board of Directors' resolution). This is the market share price immediately prior to the date of the Board of Directors' resolution, and we consider this to be a reasonable and not particularly favorable price.

II. Restricted stock remuneration with performance conditions

1. Outline of disposal

(1) Date of disposal	October 24, 2025
(2) Class and number of shares to be disposed of	Common stock of the Company: 34,200 shares
(3) Disposal value	1,943 yen per share
(4) Total amount of disposal	66,450,600 yen
(5) Scheduled disposal recipient	4 Directors (excluding outside Directors): 14,000 shares 15 Senior Employees: 20,200 shares
(6) Other	An Extraordinary Report will be submitted for the Disposal of Treasury Shares in accordance with the Financial Instruments and Exchange Act.

2. Purpose and reasons for disposal

In accordance with the provisions of Article 370 of the Companies Act and Article 25, paragraph (2) of the Company's Articles of Incorporation (written resolution in lieu of a resolution by the Board of Directors), the Company resolved on September 3, 2025, to newly introduce a restricted stock remuneration plan with performance conditions ("Plan II") for Company Directors (excluding outside Directors; "Eligible Directors" in II.) and senior employees (collectively, "Eligible Directors, etc.") for the purpose of incentivizing them to achieve the performance targets set in the Company's medium-term management plan and to enhance corporate value through improved medium-to long-term performance, while also promoting greater value sharing with the shareholders.

Furthermore, at the 53rd Ordinary General Meeting of Shareholders held on September 25, 2025, approval was given to pay Eligible Directors monetary remuneration claims of not exceeding ¥200

million per year as remuneration for assets contributed for restricted shares, to issue or dispose of not exceeding 40,000 shares per year according to Plan II, and that the restriction period for restricted stock shall be set at not more than five years, as determined by the Company's Board of Directors.

An overview of Plan II is as follows:

Under Plan II, in principle, each fiscal year, Eligible Directors, etc. are granted monetary remuneration claims in order to allocate restricted stock to them, and by paying said monetary remuneration claims as an in-kind contribution, they will receive an issuance or disposal of the Company's common stock. The total amount of monetary remuneration claims for Eligible Directors based on Plan II shall not exceed ¥200 million per year, and the specific timing and allocation of payments to each Eligible Director, etc. shall be determined by the Board of Directors.

The total number of common stock to be issued or disposed of by the Company under Plan II shall not exceed 40,000 shares per year for Eligible Directors, and the amount to be paid in per such share shall be the closing price of the Company's common stock at the Tokyo Stock Exchange on its business day preceding the day when the relevant resolution is made by the Board of Directors (or, if the stock's trading is not closed, the closing price on the day when such trading is closed immediately before).

Regarding the issuance or disposal of shares of the Company's common stock under Plan II, a contract on the allotment of restricted stock shall be concluded between the Company and Eligible Directors, etc. Such contracts include the following provisions: (i) the Eligible Directors, etc. shall not transfer, create security interests in, or otherwise dispose of the Company's common stock allotted to them under said contract for a certain consecutive period; (ii) under certain circumstances, the Company shall acquire said common stock without consideration.

Taking into consideration the purpose of Plan II, the performance of the Company, the scope of responsibilities for each Eligible Director, etc., and various circumstances, the Company has decided to grant a total of ¥66,450,600 in monetary remuneration claims and a total of 34,200 shares of the Company's common stock to Eligible Directors, etc.

In addition, in order to realize the purpose of introducing Plan II, the restriction period has been set at no more than five years.

3. Outline of contract on the allotment of restricted stock

The Company will enter into a contract on the allotment of restricted stock (the "Allotment Contract" in II.) with the Eligible Officers on an individual basis. The following is an outline of the Allotment Contract.

(1) Restriction period

The Company's common stock received under the Allotment Contract (the "Stock" in II.) may not be transferred, have a security interest created in them, or otherwise disposed of during the period of October 24, 2025 (date of disposal) to September 30, 2027 (the "Restriction Period" in II.).

(2) Conditions for lifting of transfer restrictions

The Company shall, in principle, lift transfer restrictions on all Stock upon the expiration of the Restriction Period in the event either of the following conditions are met.

- (i) The Eligible Director, etc. has continuously held the position of Director, Auditor, Executive Officer, or employee of the Company or its subsidiaries during the period from the day following the Ordinary General Meeting of Shareholders held immediately before the Disposal Date to June 30, 2027 (the “Service Provision Period” in II.).
- (ii) The Eligible Directors, etc. shall achieve the performance targets for the medium-term management plan determined by the Company’s Board of Directors (“Performance Targets” in II.).

(3) Acquisition by the Company without consideration

- (i) If it is confirmed that an Eligible Director, etc. retires or resigns from his/her position as a Director, Auditor, Executive Officer, or employee of the Company or its subsidiaries for reasons other than the expiration of his/her term of office, mandatory retirement age, or other justifiable reasons, the Company shall acquire all of the Stock without consideration.
- (ii) Other reasons for the acquisition without consideration shall be as set forth in the Allotment Contract based on a resolution of the Company’s Board of Directors.

(4) Treatment of mid-career retirement

Notwithstanding the provisions of (1) and (2) above, if an Eligible Director, etc. retires or resigns from his/her position as a Director, Auditor, Executive Officer, or employee of the Company or its subsidiaries during the Service Provision Period due to the expiration of his/her term of office, mandatory retirement age, or other justifiable reasons, the Company shall naturally acquire without consideration the number of Stock shares calculated by subtracting the number obtained from dividing the number of months from the month that includes the date of the Ordinary General Meeting of Shareholders held immediately before the Disposal Date to the month that includes the date of said retirement or resignation by 21 (provided, however, that the number shall be one when the calculated number exceeds one), multiplied by the number of Stocks (provided, however, that fractions of less than one share arising from the calculation shall be rounded up) as of the time of said retirement or resignation. Additionally, subject to the condition that the performance targets are achieved, the transfer restrictions shall be lifted on Stock not acquired without consideration as of the completion of the Restriction Period.

(5) Treatment during reorganization, etc.

Notwithstanding the provisions of (1) and (2) above, if, during the Restriction Period, matters relating to a merger agreement in which the Company is the disappearing company, a share exchange agreement or share transfer plan in which the Company becomes a wholly owned subsidiary, or other reorganization, etc. are approved at the Company’s General Meeting of Shareholders (or at a meeting of its Board of Directors in cases where approval at the Company’s General Meeting of Shareholders is not required in relation to the reorganization, etc.), the Company shall naturally acquire without

consideration all Stock for which transfer restrictions are not lifted as of the time immediately before the business day prior to the date on which the reorganization, etc. becomes effective.

(6) Treatment in tender offers, etc.

Notwithstanding the provisions of (1) and (2) above, if a tender offer for the Company's common stock, as defined under Article 27-2 and subsequent provisions of the Financial Instruments and Exchange Act is initiated, the Company shall naturally acquire without consideration all Stock for which transfer restrictions are not lifted as of the day determined by the Company's Board of Directors.

(7) Management of shares

The Stock shall be managed under dedicated accounts opened by Eligible Directors with Nomura Securities Co., Ltd. during the Restriction Period to ensure that Stock may not be transferred, have a security interest created in them, or otherwise disposed of during the Restriction Period.

In order to ensure the effectiveness of the transfer restriction of the Stock, the Company and Eligible Directors have entered into an agreement with Nomura Securities Co., Ltd. in relation to the management of the accounts for the Stock held by each Eligible Director.

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

In order to prevent any arbitrariness in the value, the amount disposed in connection with the Treasury Share Disposal is set at ¥1,943, the closing price of the Company's common stock on the Tokyo Stock Exchange on September 24, 2025 (the business day prior to the date of the Board of Directors' resolution). This is the market share price immediately prior to the date of the Board of Directors' resolution, and we consider this to be a reasonable and not particularly favorable price.

III. Restricted stock remuneration for employees

1. Outline of disposal

(1) Date of disposal	October 24, 2025
(2) Class and number of shares to be disposed of	Common stock of the Company: 30,000 shares
(3) Disposal value	1,943 yen per share
(4) Total amount of disposal	58,290,000 yen
(5) Scheduled disposal recipient	3 Employees : 30,000 shares
(6) Other	An Extraordinary Report will be submitted for the Disposal of Treasury Shares in accordance with the Financial Instruments and Exchange Act.

2. Purpose and reasons for disposal

The Company resolved at a meeting of its Board of Directors held on September 25, 2025 to grant common stock of the Company through the Disposal of Treasury Shares under a restricted stock remuneration plan (“Plan III”) to Company employees who meet certain requirements (“Eligible Employees”) and to grant monetary remuneration claims to be used as consideration for the acquisition of such shares for the purpose of incentivizing them to enhance corporate value.

An overview of Plan III is as follows:

Under Plan III, Eligible Employees are granted monetary remuneration claims in order to allocate restricted stock to them, and by paying said monetary remuneration claims as an in-kind contribution, they will receive an issuance or disposal of the Company’s common stock. Furthermore, the specific timing and allocation of payments shall be determined by the Board of Directors.

The amount to be paid in per share of common stock to be issued or disposed of by the Company under Plan III shall be the closing price of the Company’s common stock at the Tokyo Stock Exchange on its business day preceding the day when the relevant resolution is made by the Board of Directors (or, if the stock’s trading is not closed, the closing price on the day when such trading is closed immediately before).

Regarding the issuance or disposal of shares of the Company’s common stock under Plan III, a contract on the allotment of restricted stock shall be concluded between the Company and Eligible Employees. Such contracts include the following provisions: (i) the Eligible Employees shall not transfer, create security interests in, or otherwise dispose of the Company’s common stock allotted to them under said contract for a certain consecutive period; (ii) under certain circumstances, the Company shall acquire said common stock without consideration.

Taking into consideration the purpose of Plan III, the performance of the Company, the scope of each Eligible Employee’s responsibilities, and various circumstances, the Company has decided to grant a total of ¥58,290,000 in monetary remuneration claims and a total of 30,000 shares of the Company’s common stock to Eligible Employees.

In addition, in order to realize the purpose of introducing Plan III, the restriction period has been set at no more than five years.

3. Outline of restricted stock allocation agreement

The Company will enter into a contract on the allotment of restricted stock (the “Allotment Contract” in III.) with the Eligible Employees on an individual basis. The following is an outline of the Allotment Contract.

(1) Restriction period

The Company’s common stock received under the Allotment Contract (the “Stock” in III.) may not be transferred, have a security interest created in them, or otherwise disposed of during the period of October 24, 2025 (date of disposal) to November 15, 2028 (the “Restriction Period” in III.).

(2) Conditions for lifting of transfer restrictions

The Company shall, in principle, lift transfer restrictions on all Stock upon the expiration of the Restriction Period, on the condition that the Eligible Employee has continuously held the position of Director, Auditor, Executive Officer, or employee of the Company or its subsidiaries during the Restriction Period.

(3) Acquisition by the Company without consideration

- (i) If it is confirmed that an Eligible Employee retires or resigns from his/her position as a Director, Auditor, Executive Officer, or employee of the Company or its subsidiaries for reasons other than the expiration of his/her term of office, mandatory retirement age, or other justifiable reasons, the Company shall acquire all of the Stock without consideration.
- (ii) Other reasons for the acquisition without consideration shall be as set forth in the Allotment Contract based on a resolution of the Company's Board of Directors.

(4) Treatment of mid-career retirement

Notwithstanding the provisions of (1) and (2) above, if an Eligible Employee retires or resigns from his/her position as a Director, Auditor, Executive Officer, or employee of the Company or its subsidiaries during the Restriction Period due to the expiration of his/her term of office, mandatory retirement age, or other justifiable reasons, the Company shall lift the transfer restrictions for a number of Stock shares corresponding to their term of office, etc. upon the expiration of the Restriction Period. In addition, the Company shall naturally acquire without consideration the number of Stock shares minus the number of Stock shares corresponding to their term of office, etc. as of the time of such resignation or retirement.

(5) Treatment during reorganization, etc.

Notwithstanding the provisions of (1) and (2) above, if, during the Restriction Period, matters relating to a merger agreement in which the Company is the disappearing company, a share exchange agreement or share transfer plan in which the Company becomes a wholly owned subsidiary, or other reorganization, etc. are approved at the Company's General Meeting of Shareholders (or at a meeting of its Board of Directors in cases where approval at the Company's General Meeting of Shareholders is not required in relation to the reorganization, etc.), the Company shall naturally acquire without consideration all Stock for which transfer restrictions are not lifted as of the time immediately before the business day prior to the date on which the reorganization, etc. becomes effective.

(6) Treatment in tender offers, etc.

Notwithstanding the provisions of (1) and (2) above, if a tender offer for the Company's common stock, as defined under Article 27-2 and subsequent provisions of the Financial Instruments and Exchange Act is initiated, the Company shall naturally acquire without consideration all Stock for which transfer restrictions are not lifted as of the day determined by the Company's Board of Directors.

(7) Management of shares

The Stock shall be managed under dedicated accounts opened by Eligible Officers with Nomura Securities Co., Ltd. during the Restriction Period to ensure that Stock may not be transferred, have a security interest created in them, or otherwise disposed of during the Restriction Period.

In order to ensure the effectiveness of the transfer restriction of the Stock, the Company and Eligible Officers have entered into an agreement with Nomura Securities Co., Ltd. in relation to the management of the accounts for the Stock held by each Eligible Officer.

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

In order to prevent any arbitrariness in the value, the amount disposed in connection with the Treasury Share Disposal is set at ¥1,943, the closing price of the Company's common stock on the Tokyo Stock Exchange on September 24, 2025 (the business day prior to the date of the Board of Directors' resolution). This is the market share price immediately prior to the date of the Board of Directors' resolution, and we consider this to be a reasonable and not particularly favorable price.

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