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June 19, 2026

To whom it may concern

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## Notice Concerning Disposal of Treasury Shares as Restricted Stock Compensation

HAMAKYOREX CO., LTD. (the “Company”) hereby announces that the Company has resolved, at a meeting of its Board of Directors held on June 19, 2026, to dispose of its treasury shares as restricted stock compensation (hereinafter referred to as the “Disposal of Treasury Shares”) as described below.

### 1. Overview of disposal

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| (1) Date of disposal                             | July 17, 2026  |
| (2) Class and number of shares to be disposed of | 2,100 shares of the Company’s common stock   |
| (3) Disposal price                               | 1,787 yen per share  |
| (4) Total disposal value                         | 3,752,700 yen  |
| (5) Scheduled Allottees                          | Directors of the Company’s subsidiaries: 2 persons / 600 shares<br>Executive officers of the Company’s subsidiaries: 3 persons<br>/300shares<br>Senior employees of the Company’s subsidiaries: 20 persons<br>/1,200shares |

### 2. Purpose and reason for disposal

By a resolution at a meeting of the Board of Directors held today, the Company has decided to grant monetary claims totaling 3,752,700 yen from its subsidiaries (monetary compensation claims for Directors of the

Company's subsidiaries; the same applies hereinafter.) and allot the Company's 2,100 common shares as the Disposal of Treasury Shares (hereinafter referred to as the "Allotted Shares"), with the total amount of monetary claims being 3,752,700 yen as contribution in kind (the amount of monetary claims contributed for one share for subscription being 1,787 yen) to 2 Directors, 3 Executive Officers, and 20 Senior Employees of the Company's subsidiaries who meet certain requirements (hereinafter referred to as "Eligible Directors," "Eligible Executive Officers," and "Eligible Senior Employees," collectively referred to as "Allotees") for the purpose of enhancing the motivation of the officers and employees of the Company's subsidiaries, and further promoting value sharing with its shareholders, in order to continuously enhance the corporate value of the Company Group. From the perspective of encouraging medium- to long-term continuous service, etc., the Company has decided to impose transfer restrictions on the Allotted Shares, and to set the duration of such restriction to be a specific period determined by the Company's Board of Directors.

The Allotees will pay all monetary claims granted as assets contributed in kind, and will subscribe for the common shares to be allotted by the Company through the Disposal of Treasury Shares. Also, in conjunction with the Disposal of Treasury Shares, the Company will enter into a Restricted Stock Allotment Agreement (hereinafter referred to as the "Agreement") with the Allotees, which generally includes the following contents (this includes cases where the Allotees consent to the Restricted Stock Allotment Rules, which in outline include the following contents).

#### < Overview of the Agreement >

##### (1) Transfer restriction period

###### (a) In the case of Eligible Directors

The Eligible Directors may not transfer, pledge, or otherwise dispose of the Allotted Shares from July 17, 2026 (payment date) to the day on which they lose their positions as Directors of the Company's subsidiaries (hereinafter referred to as the "Transfer Restriction Period (1)").

###### (b) In the cases of Eligible Executive Officers and Eligible Senior Employees

The Eligible Executive Officers and Eligible Senior Employees may not transfer, pledge, or otherwise dispose of the Allotted Shares from July 17, 2026 (payment date) to the day on which they lose their positions as officers or employees of the Company's subsidiaries (hereinafter referred to as the "Transfer Restriction Period (2)").

##### (2) Conditions for lifting transfer restrictions

###### (a) In the case of Eligible Directors

The transfer restrictions for all of the Allotted Shares will be lifted upon expiration of the Transfer Restriction Period (1) on the condition that the Eligible Director continues to hold the position of Director of the Company's subsidiary from July 17, 2026 (payment date) to the conclusion of the Ordinary General Meeting of Shareholders for the fiscal year ending March 31, 2027 (hereinafter referred to as the "Service Period (1)"). However, if the Eligible Director loses his/her position as Director of the Company's subsidiary during the Service Period (1) due to death, or by any cause deemed justifiable by the Board of Directors of the Company, the transfer restrictions will be lifted upon the expiration of the Transfer Restriction Period (1) for the number of the Allotted Shares obtained by multiplying the number of the Allotted Shares (however, as a result of calculation, any fractional shares less than one share are to be rounded down) by the number obtained by dividing the number of months from July 2026 through the month including the relevant date of loss by 12 (however, when the quotient exceeds one, it is to be regarded as one).

(b) In the case of Eligible Executive Officers

The transfer restrictions for all of the Allotted Shares will be lifted upon expiration of the Transfer Restriction Period (2) on the condition that the Eligible Executive Officer continues to hold the position of Executive Officer of the Company's subsidiary during the Service Period (1). However, if the Eligible Executive Officer loses his/her position as executive officer of the Company's subsidiary during the Service Period (1) due to death, mandatory retirement, layoff, or any other reason deemed justifiable by the Board of Directors of the Company, the transfer restrictions will be lifted for all of the Allotted Shares upon expiration of the Transfer Restriction Period (2).

(c) In the case of Eligible Senior Employees

The transfer restrictions for all of the Allotted Shares will be lifted upon expiration of the Transfer Restriction Period (2) on the condition that the Eligible Senior Employee continues to hold the position of senior employee of the Company's subsidiary from July 17, 2026 (payment date) to March 31, 2027 (hereinafter referred to as the "Service Period (2)"). However, if the Eligible Senior Employee loses his/her position of senior employee of the Company's subsidiary during the Service Period (2) due to death, mandatory retirement, layoff, or any other reason deemed justifiable by the Board of Directors of the Company, the transfer restrictions will be lifted for all of the Allotted Shares upon expiration of the Transfer Restriction Period (2).

(3) Acquisition by the Company for no consideration

Upon expiration of the Transfer Restriction Period, the Company shall automatically acquire the Allotted Shares for which the transfer restrictions have not been lifted, for no consideration.

(4) Management of shares

During the Transfer Restriction Period, the Allotted Shares shall be managed in a dedicated account for Transfer Restricted Shares opened by the Allottees at Daiwa Securities Co., Ltd., so the shares may not be transferred, pledged, or otherwise disposed of during the Transfer Restriction Period.

(5) Handling in Reorganization, etc.

(a) In the case of Eligible Directors

During the Transfer Restriction Period (1), if a merger agreement under which the Company will become the dissolved company, a share exchange agreement, or share transfer plan under which the Company will become a wholly-owned subsidiary, or other matters related to the Reorganization, etc., are approved at the General Meeting of Shareholders of the Company (however, if the Reorganization, etc., does not require an approval by a General Meeting of Shareholders of the Company, the Board of Directors of the Company), the Company shall, by a resolution of the Board of Directors, lift the transfer restrictions for the number of the Allotted Shares calculated by multiplying the number of the Allotted Shares by the number obtained by dividing the number of months from July 2026 through the month including the effective date of the Reorganization, etc., by 12 (however, if the quotient exceeds one, it shall be regarded as one) immediately prior to the business day immediately preceding the effective date of the Reorganization, etc. (if the number obtained by the multiplication includes a fraction less than one, the obtained number is rounded down).

(b) In the case of Eligible Executive Officers or Eligible Senior Employees

During the Transfer Restriction Period (2), if a merger agreement under which the Company will become the dissolved company, a share exchange agreement or share transfer plan under which the Company will become a wholly-owned subsidiary, or other matters related to the Reorganization, etc., are approved at the General Meeting of Shareholders of the Company (however, if the Reorganization, etc., does not require an approval by a General Meeting of Shareholders of the Company, the Board of Directors of the Company), the Company shall, by a resolution of the Board of Directors, lift the transfer restrictions for

all Allotted Shares owned by the Eligible Executive Officers or Eligible Senior Employees on the approval day of the Reorganization, etc., immediately prior to the business day immediately preceding the effective date of the Reorganization, etc.

3. Basis of calculation and specific details of the amount to be paid

The Disposal of Treasury Shares will be conducted using monetary claims granted to the Allottees based on the Plan as assets contributed in kind, and in order to ensure a value free from arbitrariness, the amount to be paid in has been set at 1,787 yen, which is the closing price of the Company's common shares on the Tokyo Stock Exchange on June 18, 2026 (the business day immediately preceding the date of resolution at the meeting of the Board of Directors). This is the market share price immediately preceding the date of resolution at the meeting of the Board of Directors. In the absence of any special circumstances that indicate that the latest share price cannot be relied upon, the Company believes that this price is reasonable, and that it appropriately reflects the corporate value of the Company, and does not consider the price to be particularly advantageous for the Allottees.