



(Translation)

August 28, 2025

To whom it may concern,

Company name: The Sumitomo Warehouse Co., Ltd.
Representative: Akihito Nagata, President
Security ID code: 9303 (Prime Market of TSE)
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Notice of Adoption of Restricted Share-Based Remuneration Plan for Employees of the Company

The Sumitomo Warehouse Co., Ltd. (“the Company”) announced today that the Board of Directors resolved at a meeting held on August 28, 2025, to adopt a restricted share-based remuneration plan for employees of the Company (“the Plan”), as follows.

1. Reason for the adoption of the Plan

The Plan has been adopted for the purposes of raising awareness of the share price of the Company among its employees, promoting the further sharing of value with shareholders, and increasing the motivation of employees to increase the medium- to long-term corporate value of the Company, which it seeks to achieve by allotting to employees the Company’s common shares, with the transfer of these shares restricted for a certain period.

2. Overview of the Plan

(1) Eligible Allottees

Employees of the Company who are eligible for the Plan (“Eligible Allottees”) are expected to be management personnel. The Company will pay monetary remuneration claims to Eligible Allottees, who will contribute all these monetary remuneration claims in the form of property contributed in kind as consideration for an allotment, by the Company, of common shares of the Company to Eligible Allottees. This will not result in a diminishment of the salaries of Eligible Allottees.

(2) Number of shares allotted

The total number of common shares of the Company allotted to Eligible Allottees in accordance with the Plan will be determined by a meeting of the Board of Directors of the Company to be held going forward. Moreover, the common shares of the Company allotted under the Plan will be treasury shares held by the Company, with the disposal price of these shares calculated in such a way as to eliminate arbitrariness, while not being particularly advantageous to Eligible Allottees.

(3) Other

Specific details of the Plan (the number of shares to be allotted, the timing of the adoption of the Plan, the transfer restriction period, etc.) will be determined by a meeting of the Board of Directors of the Company to be held going forward.

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