

July 17, 2026

Company name:	Konoike Transport Co., Ltd.
Representative:	Tadahiko Konoike, Representative Director, Chairman, President and Chief Executive Officer (Securities code: 9025; Prime Market of the Tokyo Stock Exchange)
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Notice Regarding Disposal of Treasury Shares as Restricted Share-Based Remuneration

At the Board of Directors Meeting held today, Konoike Transport Co., Ltd. (the “Company”) resolved to dispose of treasury shares as restricted share-based remuneration (the “Disposal of Treasury Shares”), as described below.

1. Overview of the disposal

(1)	Date of payment	August 6, 2026						
(2)	Class and number of shares to be disposed of	33,463 common shares of the Company						
(3)	Disposal value	2,838 yen per share						
(4)	Total disposal value	94,967,994 yen						
(5)	Planned allottee	<table> <tr> <td>Directors*</td> <td>4 persons</td> <td>14,969 shares</td> </tr> <tr> <td>Executive Officers</td> <td>19 persons</td> <td>18,494 shares</td> </tr> </table> * Excluding external Directors	Directors*	4 persons	14,969 shares	Executive Officers	19 persons	18,494 shares
Directors*	4 persons	14,969 shares						
Executive Officers	19 persons	18,494 shares						

2. Purpose of and reason for the disposal

The Company, at its Board of Directors meeting held on May 20, 2021, resolved to introduce a restricted share-based remuneration plan (the “Plan”) as a new remuneration plan for Directors for the purpose of granting incentives to the Company’s Directors (excluding external Directors, hereinafter the same) to

facilitate continual improvement of the Company's corporate value as well as to further advance their sharing of value with shareholders.

At the Company's 81st Annual General Meeting of Shareholders held on June 24, 2021, it received approval to (i) set, based on the Plan, the transfer restriction period for the shares with transfer restrictions ("Restricted Shares") as the period from the date on which the relevant shares are delivered until the date on which the relevant Director retires or resigns from the position of Director of the Company or other position of the Company determined by the Board of Directors, (ii) to grant the restricted shares by issuing or disposing of common shares of the Company, which will be exchanged for exchanged for property in kind consisting of the entire amount of the monetary remuneration claims to be paid to the Directors, and (iii) set the total number of common shares of the Company to be issued or disposed of under the Plan to not more than 100,000 shares, and to set the maximum amount corresponding to those shares at not more than 100 million yen, among other matters.

Additionally, the Company has introduced a restricted share-based remuneration plan for the Company's Executive Officers that is similar to the Plan, for the purpose of granting incentives to the Executive Officers to facilitate continual improvement of the Company's corporate value as well as to further advance their sharing of value with shareholders.

On this occasion, after considering the purpose of the Plan, the scope of responsibility of each of the eligible officers, comprising 4 Directors of the Company and 19 Executive Officers of the Company ("Eligible Officers"), and various other circumstances, the Company has resolved at its Board of Directors meeting held today to grant a total of 94,967,994 yen in monetary remuneration claims and to dispose of 33,463 common shares of the Company, which will be delivered to the Eligible Officers using the monetary remuneration claims as the property contributed in kind ("Allotted Shares").

It should be noted that the number of shares to be disposed of by the Disposal of Treasury Shares represents a negligible 0.05% of the total number of issued shares (as of March 31, 2026), and the disposal is therefore considered reasonable in light of the purpose of granting the restricted shares, and other relevant factors.

<Overview of allotment agreement for the Allotted Shares>

In conjunction with the allotment of the Allotted Shares, the Company entered into a restricted share allotment agreement individually with each Eligible Officer. An overview of this agreement is described below.

(1) Transfer restriction period

The Eligible Officer must not transfer, set as collateral, or dispose of by any other means the Allotted Shares during the period from August 6, 2026 (the date of payment) to the date on which they retire as a Director or Executive Officer.

(2) Conditions for lifting transfer restriction

Provided that the Eligible Officer has continuously held the position of Director or Executive Officer throughout the required period, which for those who are Directors is from the date of the Company's annual general meeting of shareholders immediately preceding the date of payment until the date of the Company's annual general meeting of shareholders in the following year, and for those who are

Executive Officers is from April 1 immediately preceding the date of payment until March 31 of the following year (the “Service Provision Period”), the transfer restrictions will be lifted on all of the Allotted Shares upon the expiration of the transfer restriction period. However, if the Eligible Officer retires from all positions of Director or Executive Officer of the Company due to death or other reason recognized as legitimate by the Company’s Board of Directors, the transfer restrictions will be lifted on all of the Allotted Shares on the following day of that date of retirement.

(3) Acquisition by the Company without contribution

The Company shall automatically acquire without contribution the Allotted Shares on which the transfer restrictions have not been lifted at the expiration of the transfer restriction period. Furthermore, if an Eligible Officer violates laws, regulations, internal rules, or the Allotment Agreement, or otherwise falls under any other appropriate grounds, as determined by the Company’s Board of Directors, for the Company to acquire the Allotted Shares without contribution, the Company will automatically acquire all of the Allotted Shares without contribution.

(4) Management of the shares

During the transfer restriction period, the Allotted Shares are managed in a dedicated account for Restricted Shares, which the Eligible Officer has opened with Daiwa Securities Co., Ltd. This ensures that the shares cannot be transferred, used to create a security interest or otherwise disposed of during the transfer restriction period.

(5) Treatment during reorganization, etc.

If, during the transfer 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.), by resolution of the Board of Directors, the transfer restrictions on the Allotted Shares shall be lifted for all of the Allotted Shares at the time immediately before the business day prior to the effective date of the reorganization, etc.

3. Basis for calculation of the amount to be paid in and specifics thereof

The Disposal of Treasury Shares is conducted with the monetary remuneration claims, paid to the planned allottees in accordance with the Plan, used as the property for contribution, and to eliminate arbitrariness, that amount to be paid is set at 2,838 yen, the closing price of the Company’s common shares on the Tokyo Stock Exchange on July 16, 2026 (the business day prior to the date of the Board of Directors’ resolution). As this is the market share price immediately prior to the date of resolution by the Board of Directors, in a situation without special circumstances that would indicate the most recent share price cannot be relied upon, it is a reasonable price that appropriately reflects the Company’s corporate value, and the Company believes it does not constitute a particularly favorable price to the Eligible Officers.