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July 10, 2025

To whom it may concern

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Notice Regarding Disposal of Treasury Shares as Restricted Stock Compensation

Matching Service Japan Co.,Ltd. (Headquarters: Chiyoda-ku, Tokyo; Representative Director, Chairman and CEO: Takahiro Arimoto; hereinafter referred to as the "Company") hereby announces that, at the meeting of its Board of Directors held on July 10, 2025 (the "Allotment Resolution Date"), it resolved to dispose of treasury shares as described below (the "Disposal of Treasury Shares" or the "Disposal").

1. Overview of the Disposal

(1) Disposal Date	August 8, 2025
(2) Class and Number of Shares to be Disposed of	5,450 shares of the Company's common stock
(3) Disposal Price and Total Amount	941 yen per share (total: 5,128,450 yen) Although the shares will be granted without contribution as compensation (pursuant to Article 202-2 of the Companies Act), the disposal price was set as the closing price of the Company's shares on the Tokyo Stock Exchange Prime Market on the business day immediately preceding the resolution date (July 9, 2025), ensuring a fair value.
(4) Allottees and Number of Shares	2 Directors of the Company (excluding Directors who are Audit & Supervisory Committee Members and Outside Directors): 5,450 shares

2. Purpose and Reason for the Disposal

At the meeting of the Board of Directors held on May 20, 2025, the Company resolved to introduce a new compensation plan (the “Plan”) involving restricted stock for Directors of the Company (excluding Directors who are Audit and Supervisory Committee Members and Outside Directors; collectively, the “Eligible Directors”). The purpose of the Plan is to provide the Eligible Directors with incentives to enhance the Company’s corporate value on a sustainable basis and to promote greater value sharing with shareholders.

Subsequently, at the 35th Annual General Meeting of Shareholders held on June 25, 2025, approval was obtained to implement the Plan. Under the Plan, restricted stock compensation (the “Restricted Stock Compensation”) will be granted to the Eligible Directors, with such compensation consisting of the Company’s common shares. The total amount of such compensation shall be within 40 million yen per year, and the maximum number of common shares to be issued or disposed of under the Plan shall be 75,000 shares per year. The transfer restriction period for the restricted shares shall extend from the date of allotment until the time immediately following the resignation or retirement from a position predetermined by the Company’s Board of Directors, as stipulated in a restricted stock allotment agreement to be executed between the Company and each Eligible Director.

The outline of the Plan is as follows. Under the Plan, the Company will issue or dispose of its common shares to the Eligible Directors without requiring the payment of cash or contribution in kind, as compensation. Upon such issuance or disposal, a restricted stock allotment agreement will be executed between the Company and each Eligible Director. The agreement will provide, among other things, that (i) the Eligible Director shall not transfer, pledge, or otherwise dispose of the allotted shares during a certain restriction period, and (ii) in the event certain conditions are met, including those specified in the agreement, the Company shall acquire the allotted shares without compensation.

The Eligible Directors are not required to make payment of any monetary claims or contributions in kind in exchange for the allotted shares. The per-share amount of the Company’s common stock to be issued or disposed of under the Plan shall be determined based on the closing price of the Company’s common shares on the Tokyo Stock Exchange on the business day immediately preceding the date of the relevant resolution of the Board of Directors (or the closing price on the most recent trading day if no transaction was executed on such day).

This time, following deliberation by the Nomination and Compensation Committee, and taking into consideration the purpose of the Plan, the Company’s business performance, the roles and responsibilities of each Eligible Director, and other relevant factors, the Company has resolved to allot 5,450 shares of the Company’s common stock (the “Allotted Shares”) to two Eligible Directors for the purpose of further enhancing their motivation. In order to achieve the objective of the Plan to promote value sharing with shareholders over the medium to long term, the transfer restriction period for this

allotment has been set at 50 years.

The outline of the restricted stock allotment agreement (the “Allotment Agreement”) to be executed between the Company and the Eligible Directors in connection with this new issuance is as described in the following section 3.

3. Summary of the Allotment Agreement

(1) Transfer Restriction Period

The transfer restriction period shall commence on August 8, 2025, and continue until the time immediately following the resignation or retirement from all positions as a Director, Executive Officer (excluding those concurrently serving as Directors), Auditor, Advisor, Consultant, Employee, or other equivalent position of the Company or its subsidiaries.

(2) Conditions for Lifting of Transfer Restrictions

The transfer restrictions on all of the Allotted Shares shall be lifted upon the expiration of the transfer restriction period, provided that the Eligible Director has continuously held one of the specified positions during the service period, which is defined as the period from the commencement date of duties until immediately before the conclusion of the first Annual General Meeting of Shareholders thereafter (the “Service Period”).

(3) Treatment upon Resignation or Retirement during the Service Period due to Expiration of Term or Other Legitimate Reasons

(i) Timing of lifting of transfer restrictions:

If the Eligible Director resigns or retires from all of the specified positions at the Company or its subsidiaries due to expiration of term, reaching the retirement age, or other legitimate reasons (including resignation or retirement due to death), the transfer restrictions shall be lifted immediately following such resignation or retirement.

(ii) Number of shares subject to lifting of transfer restrictions:

The number of shares to be released from restrictions shall be calculated by multiplying the number of Allotted Shares held at the time of resignation or retirement by a fraction (limited to a maximum of 1) derived by dividing the number of months from the month including the allotment resolution date to the month including the resignation or retirement date by 12. Any fractional shares resulting from the calculation shall be rounded down.

(4) Acquisition without Compensation by the Company

If, during the transfer restriction period, the Eligible Director engages in any act in violation of laws or falls under any condition specified in the Allotment Agreement, the Company shall automatically acquire all of the Allotted Shares without compensation. In addition, any Allotted Shares not subject to the lifting of restrictions at the expiration of the transfer restriction period or upon resignation or

retirement as described in (3) above shall also be automatically acquired by the Company without compensation.

(5) Treatment in the Event of Organizational Restructuring

If, during the transfer restriction period, a matter such as a merger in which the Company becomes the dissolving entity, a share exchange or share transfer in which the Company becomes a wholly owned subsidiary, or any other corporate reorganization is approved at the Company's General Meeting of Shareholders (or by the Board of Directors where shareholder approval is not required), the Company may, by resolution of the Board of Directors, lift the transfer restrictions on a number of shares calculated in proportion to the number of months from the month including the allotment resolution date to the month including the date of such approval, divided by 12 (capped at 1). Any fractional shares resulting from the calculation shall be rounded down. The transfer restrictions shall be lifted immediately prior to the business day preceding the effective date of such reorganization, and the Company shall automatically acquire any remaining restricted shares without compensation on such date.

(6) Management of the Shares

The Allotted Shares shall be managed in a dedicated account opened by each Eligible Director at Nomura Securities Co., Ltd. during the transfer restriction period to ensure that the shares cannot be transferred, pledged, or otherwise disposed of. To ensure the effectiveness of the restrictions, the Company has entered into an agreement with Nomura Securities regarding the management of such accounts, and each Eligible Director shall agree to the terms of such management.