



To Investors:

March 29, 2023

MonotaRO Co, Ltd
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**Notice: Disposal of Treasury Stock
as Restricted Stock Compensation for Executive Officer**

MonotaRO Co., Ltd. (hereinafter “the Company”) hereby announces that at the Board of Directors meeting held on March 29, 2023, it has resolved to dispose treasury stocks as stock compensation (hereinafter “Disposal of Treasury Stocks”) as follows;

1. Outline of disposal

(1) Disposal date	April 28, 2023
(2) Class and number of stocks to be disposed	58,111 stocks of common stock of the Company
(3) Disposal price	1,662 JPY per stock
(4) Total value of stocks to be disposed	96,580,482 JPY
(5) Scheduled allocation	Six Executive Officers, 58,111 stocks

2. Purpose and reason of the disposal

The Company resolved, in a meeting of its Compensation Committee held on Feb 25, 2021, to introduce a restricted share-based remuneration plan (hereinafter “the Plan”) as an incentive for its Executive Officers to continuously improve the corporate value and shareholder value for the mid to long-term.

Considering purpose of the Plan, the Company’s operating result, responsibility scope of each Executive Officer, and other conditions, the Company has decided, at a meeting of Compensation Committee held today on March 29, 2023, to grant monetary claims pertaining to remuneration of 96,580,482 JPY in total, which are contributed to 58,111 common stocks (hereinafter “Allotted Stocks”), to six Executive Officers (hereinafter “Eligible Executive Officers”), and disposals of treasury stock are also resolved in the Board of Director meeting held today.

<Overview of restricted stock allotment contract>

The Company and every Eligible Executive Officer will conclude the restricted stock allotment contract (hereinafter “Allotment Contract”), and the overview of the Allotment Contract is as follows;

(1) Transfer restricted period

Eligible Executive Officers are not allowed to transfer, to set security rights, or any other disposal for Allotted Stocks from April 28, 2023 (Disposal date) until the expiration date of position as the Company’s Executive Officer.

(2) Condition for releasing transfer restriction

On the condition that Eligible Executive Officers maintain executive officer positions of the Company from the payment date to the closing of the general shareholders meeting for the fiscal year of 2023, the Company releases the transfer restriction for all of the Allotted Stocks for Eligible Executive Officers at the expiration of the transfer restriction period. In the event that Eligible Executive Officers lost their position of executive officer by death or any other reason which the Company’s board of directors recognize justifiable, the Company releases the transfer restriction for number of Allotted Stocks which is product of number of months from April 2023 to the month including the day, on which position is lost (if the date is before April 1, 2024, when April 1, 2024 has passed), divided by 12 (if it exceeds one, it is considered to be one) and number of Allotted Stocks for Eligible Executive Officers (rounded down if the calculation generates any fraction) on the time immediately after the expiration of position.

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- (3) The Company's acquisition of Allotted Stock without contribution
The Company naturally acquires without consideration the Allotted Shares for which the restriction on transfer has not been released at the time when the restriction on transfer is released in accordance with (2) above or at any other time stipulated in the contract.
- (4) Malus provisions
If the events, which include a material restatement of financial statement, material violation against the Company's internal regulations, material damage for the Company's business or reputation, material defect in risk management, or other events specified by Compensation Committee, occur during Eligible Executive Officers' tenure period, Malus (acquisition of Allotted Stock without contribution during transfer restriction period) is exercised.
- (5) Management of stock
Allotted Stock will be managed in accounts at Daiwa Securities Co., Ltd. opened by Executive Officers not to allow transferring, setting security rights, or any other disposal for Allotted Stocks.
- (6) Treatment for reorganization, etc.
If, during the transfer restriction period, matters relating to a merger agreement in which the Company is the dissolving entity, a stock exchange agreement or stock transfer plan in which the Company becomes a wholly owned subsidiary, or other reorganizations are approved in the Company's general shareholders meeting (or in the Company's Board of Directors if the approval at company's general shareholders meeting is not mandatory for the reorganization), based on the resolution of the Board of Directors, the Company releases the transfer restriction for number of Allotted Stocks which is product of number of months from April 2023 to the month including the day, on which the reorganization is resolved, divided by 12 (if it exceeds one, it is considered to be one) and number of Allotted Stocks (rounded down if the calculation generates any fraction) at the time immediately preceding the business day before the effective date of reorganization, etc. Notwithstanding the foregoing, however, if the business day preceding the effective date of the Reorganization falls on a date earlier than April 1, 2024, the Company naturally acquires all of the Allotted Stocks without consideration as of the time immediately before the business day preceding the effective date of the Reorganization.

3. Basis of calculation and specific details for the payment amount

The Disposal of Treasury Stocks to the Eligible Executive Officers is funded by monetary compensation claims or monetary claims which the Company provided as the Restricted Stock Compensations respectively in accordance with the Plan. To eliminate arbitrariness in the disposal price, 1,662 JPY, which is the closing price for the common stock of the Company in the Tokyo Stock Exchange on March 28, 2023 (the business day prior to the day of resolution in the meeting of the Board of Directors) is used as the disposal price. As this is the market price the day prior to the day of resolution in the Board of Directors, it is reasonable by appropriately reflecting the Company's corporate value in the situation without specific circumstance indicating that the latest stock price of the Company is unreasonable and does not represent a particularly favorable price for the Eligible Executive Officers.

End of notice

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