

Kawasaki Heavy Industries, Ltd.

February 7, 2025

Company Name: Kawasaki Heavy Industries, Ltd.  
 Representative: Yasuhiko Hashimoto,  
 Representative Director,  
 President and Chief Executive Officer  
 Stock code: 7012  
 TSE (Prime Market), and NSE (Premier  
 Market)  
 Contact: Takashi Torii,  
 Executive Officer, Group Manager,  
 Corporate Communication Group  
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## **Notice Concerning the Matters Determined in Connection with Share Acquisition under the Performance-Based Stock Compensation Plan**

Kawasaki Heavy Industries, Ltd. (hereinafter, “the Company”) had resolved, at the Board of Directors meeting held on June 26, 2024, to renew the stock compensation plan (hereinafter, “the Plan”) for the Directors of the Company (excluding the Outside Directors and those Directors who are Audit & Supervisory Committee Member), the Executive Officers, and the Directors (excluding Outside Directors) and Executive Officers of certain subsidiaries of the Company (hereinafter collectively, “Directors and Others”). In addition, the Company has decided, at the Board of Directors meeting held on February 7, 2025, to entrust an additional amount of money so as to enable the trustee of the trust already established for introduction of the Plan (hereinafter, “the Trust”) to acquire some additional shares of the Company. Accordingly, the Company hereby informs you of details on these matters as follows.

### **1. Outline of the Trust**

(1) Name	Executive stock ownership plan trust
(2) Settlor	The Company
(3) Trustee	Sumitomo Mitsui Trust Bank, Limited (Re-trustee: Custody Bank of Japan, Ltd.)
(4) Beneficiaries	Directors and Others who meet the beneficiary requirements
(5) Trust administrator	A third party independent of the Company and Directors and Others
(6) Exercise of voting rights	Throughout the trust period, the voting rights attached to the Company’s shares held in the trust will not be exercised.

(7) Type of trust	Trust of money other than money trust (third-party beneficiary trust)
(8) Date of trust agreement	August 16, 2021
(9) Date of entrustment of additional money	February 18, 2025 (scheduled)
(10) Date of trust termination (after renewal)	End of August, 2027 (scheduled)

## 2. Matters Concerning the Acquisition of the Company's Shares by the Trustee of the Trust

(1) Class of shares to be acquired	Common stock
(2) Total amount of share acquisition	Up to 2,700,000,000 yen
(3) Total number of shares to be acquired	Up to 330,000 shares
(4) Method of share acquisition	Acquisition by trading through a stock market exchange (including through after-hours trading)
(5) Period of share acquisition	From February 18, 2025 to March 17, 2025 (scheduled)

END