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FOR IMMEDIATE RELEASE

KUBOTA Corporation

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Notice Regarding the Decision on the Acquisition of Company Shares in a Performance-linked Stock Compensation Plan (RS Trust)

Kubota Corporation (hereinafter, the “Company”) has resolved to introduce a performance-linked stock compensation plan using a trust (hereinafter, the “Performance-Linked Stock Compensation Plan”) for the Company’s Directors (excluding Outside Directors; the same applies hereinafter) at the meeting of the Board of Directors held on February 14, 2022. The introduction of the Performance-Linked Stock Compensation Plan was approved at the 132nd Ordinary General Meeting of Shareholders held on March 18, 2022.

In addition, the Company has also resolved to introduce the Performance-Linked Stock Compensation Plan to the executive officers who have entered into a mandate contract with the Company (hereinafter, the “Mandated Executive Officers”) and executive officers who are employed by the Company (hereinafter, the “Employed Executive Officers”).

At the meeting of the Board of Directors held today, the Company decided the matters related to the acquisition of the Company’s shares in the “Performance-Linked Stock Compensation Plan.” The Company will establish a trust for Directors and Mandated Executive Officers (hereinafter, the “RS Trust for Directors and Mandated Executive Officers”) and also establish a trust for Employed Executive Officers (hereinafter, the “RS Trust for Employed Executive Officers”) (the two trusts will be collectively referred to as the “Trust”).

The details of the Trust and the acquisition of the Company’s shares by the trustee of the Trust are described below.

1. Outline of the Trust

	RS Trust for Directors and Mandated Executive Officers	RS Trust for Employed Executive Officers
Trustor	The Company	
Trustee	Sumitomo Mitsui Trust Bank, Limited (Re-trust trustee: Custody Bank of Japan, Ltd.)	
Beneficiaries	Directors and Mandated Executive Officers who satisfy the beneficiary requirements	Employed Executive Officers who satisfy the beneficiary requirements
Trust administrator	Plan to select a third party independent from the Company and its Directors	
Exercise of voting rights	No voting rights pertaining to the Company’s shares in the Trust shall be exercised throughout the term of the Trust	The trust administrator will provide instructions on the exercise of voting rights pertaining to the Company’s shares in the Trust.
Type of the trust	Cash in trust other than money trusts (with third-party beneficiaries)	
Trust agreement date	May 19, 2022	
Date entrusted	May 19, 2022	
Trust termination date	April 30, 2027 (Planned)	April 30, 2025 (Planned)

2. Matters regarding the acquisition of the Company's shares by the trustee of the Trust

	RS Trust for Directors and Mandated Executive Officers	RS Trust for Employed Executive Officers
(1) Type of shares to be acquired	Common stock	
(2) Amount of funds the Company is entrusting for the acquisition of shares	3,141,000,000 yen	270,000,000 yen
(3) Maximum number of shares to be acquired	2,643,000 shares	227,000 shares
(4) Method of the acquisition of shares	Acquisition through trading on stock exchanges (including off-auction trading)	
(5) Term of the acquisition of shares	May 19, 2022 – May 27, 2022 (Planned)	

< Cautionary Statements with Respect to Forward-Looking Statements >

This document may contain forward-looking statements that are based on management's expectations, estimates, projections and assumptions. These statements are not guarantees of future performance and involve certain risks and uncertainties, which are difficult to predict. Therefore, actual future results may differ materially from what is forecast in forward-looking statements due to a variety of factors, including, without limitation: general economic conditions in the Company's markets, particularly government agricultural policies, levels of capital expenditures both in public and private sectors, foreign currency exchange rates, the occurrence of natural disasters, continued competitive pricing pressures in the marketplace, as well as the Company's ability to continue to gain acceptance of its products.

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