



Translation

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Notice Regarding Disposal of Treasury Shares as Restricted Stock Compensation

ORO Co., Ltd. (the “Company”) hereby announces that at the Board of Directors meeting held on March 24, 2026, it resolved to dispose of treasury shares (the “Disposal of Treasury Shares”). The details are as follows.

Details

1. Outline of the Disposal

(1) Disposal date	April 23, 2026
(2) Class and number of shares to be disposed of	8,713 shares of common stock of the Company
(3) Disposal price	¥1,836 per share
(4) Total value of share disposal	¥15,997,068
(5) Allottees, Number Thereof, and Number of Shares to Be Disposed of	The Company's Directors* 2 persons, 7,352 shares * excluding Directors who are Audit and Supervisory Committee Members. The Company's Titled Executive Officer 1 person, 1,361 shares

2. Purposes and Reasons for the Disposal

At the meeting of its Board of Directors held on February 14, 2020, the Directors decided to introduce a restricted stock compensation plan (the “Compensation Plan”). This is for the Company’s Directors (excluding Outside Directors) (the “Eligible Directors”) to further share the benefits and risks of stock price fluctuations with shareholders and to enhance their motivation toward further contribution to the rise in stock price and the increase in corporate value. At the 22nd Ordinary Stockholders’ Meeting on March 26, 2020 (the “General Meeting of Shareholders”), based on the Compensation Plan, it was approved that the amount of monetary compensation to serve as invested assets to acquire the restricted stocks (the “Restricted Stock Compensation”) for the Eligible Directors shall not exceed 50 million yen, and that the restricted period on stock transfer shall be decided by its Board of Directors from three (3) years to fifty (50) years.

As resolved at the 24th Annual General Meeting of Shareholders held on March 25, 2022, the Company will provide monetary remuneration receivables of up to 50 million yen per year to Directors (excluding Directors who are Audit and Supervisory Committee Members; hereinafter, the same shall apply) as restricted stock remuneration, in line with the transition to a company with an audit and supervisory committee and the remuneration plan prior to the transition. In this regard, the Company has obtained shareholders' approval for the Board of Directors to determine the specific timing of payment and allotment to the Eligible Directors.

At the 25th Annual General Meeting of Shareholders held on March 24, 2023, it was approved that the Eligible Directors may continue to hold restricted stocks even after their retirement, while serving as Titled Executive Officers. This measure aims to enhance the motivation of Eligible Directors and Titled Executive Officers to contribute to the sustainable improvement of our corporate value and to enable value-sharing with our shareholders for as long as possible. The following presents the overview of the Plan.

[Outline of the Plan]

The Eligible Directors, etc., shall make an in-kind contribution of all monetary compensation claims or monetary claims to be provided by the Company according to the Compensation Plan, and shall, in return, receive shares of common stock of the Company that shall be issued or disposed of by the Company. The total number of shares of common stock of the Company to be issued or disposed of under the plan shall not exceed 15,000 shares per year, and the amount to be paid per share shall be the amount decided by the Board of Directors within a range that is not specially advantageous to the Eligible Directors and Titled Executive Officers who will receive the common stock, based on the closing price of the Company's common stock on the Tokyo Stock Exchange on the business day immediately preceding the date of the resolution of the Board of Directors (if such date is a non-trading day, the closing price on the most recent trading day prior to that date). For the issuance of shares of common stock of the Company under the Compensation Plan, the Company and the Eligible Directors and Titled Executive Officers, etc., shall make an agreement on the allotment of restricted stocks (the "Allotment Agreement"), which includes: (1) The Eligible Directors and Titled Executive Officers, etc., shall not transfer, create a security interest on, or otherwise dispose of the allotted stock during a certain restriction period (the "Transfer Restriction Period"), and (2) The Company shall take back all or part of the allotted stock without cost in cases where certain events happen.

This time, the Company has decided to grant monetary compensation receivables of 15,997,068 yen in total (the "monetary compensation receivables") and 8,713 shares of the Company's common stock to Eligible Directors and Titled Executive Officers, considering the scope of responsibilities of each such Director, for them to further share the benefits and risks of stock price fluctuations with shareholders and boost their motivation toward further contribution to the rise in the stock price and the increase in corporate value.

To achieve the purpose of introducing the Plan, the transfer restriction period for restricted stocks has been set at fifty (50) years.

For the Disposal of Treasury Shares, 2 persons who are Eligible Directors and 1 person who is a Titled Executive Officer to whom the share allotment is scheduled to be made shall pay in the entire monetary remuneration claims as properties contributed, and receive the common stock of the Company to be disposed of by the Company (the "Allotted Stock") under the Plan. The allotment agreement made and entered into between the Company and each of the Eligible Directors and Titled Executive Officers is summarized in 3. below.

3. Overview of the Allotment Agreement

- (1) Transfer restriction period: April 23, 2026 to April 22, 2076
- (2) Treatment in cases where the Eligible Director or Titled Executive Officer resigns from or retires from any position due to expiration of the term of office, reaching retirement age, or any other justifiable reason during the transfer restriction period.

If an Eligible Director resigns from or retires from any position as a Director or Titled Executive Officer of the Company before the end of the transfer restriction period, the Company shall automatically acquire the allocated shares without compensation, except in cases of retirement due to completion of the term of office, death, or other legitimate reasons.

- (3) Conditions for releasing transfer restriction

Notwithstanding the provision of (1) above, ORO Co., Ltd. shall remove the Transfer Restriction on all of

the Allotted Stock upon expiration of the Transfer Restriction Period, on the condition that the recipient has held any of the positions of Director or Titled Executive Officer of ORO Co., Ltd. throughout the Transfer Restriction Period. If, however, Eligible Directors and Titled Executive Officers resign from or retire from the positions stipulated in (2) above, the number of the allotted stock whose transfer restriction shall be lifted and the timing of the lifting of the transfer restriction shall be adjusted if necessary within a reasonable range. In addition, any Allotted Stock that is outside the scope of the removal of the Transfer Restriction will be acquired by ORO Co., Ltd. without consideration after the relevant removal without delay.

(4) Control of shares

To ensure compliance with the transfer restriction during the transfer restriction period, the allotted stock shall be managed in a dedicated account at Nomura Securities Co., Ltd., opened by the Eligible Directors and the Titled Executive Officers, etc. The Company executes the memorandum on the control of the dedicated accounts of the Eligible Directors and Titled Executive Officers, etc., with Nomura Securities Co., Ltd., in order to secure the effectiveness of the transfer restriction pertaining to the allotted stock. In addition, the Company has separately obtained the consent of the Eligible Directors and Titled Executive Officers, etc., on the contents of the transfer restriction, etc.

(5) Treatment during reorganization, etc.

If, during the transfer restriction period, matters relating to a merger agreement in which the Company is the dissolving company, a share exchange agreement or share transfer plan in which the Company becomes a wholly owned subsidiary, or other reorganization are approved at the Company's General Meeting of Shareholders (or, in the case where the approval at the Company's General Meeting of Shareholders is not required, in relation to the reorganization in question, a meeting of its Board of Directors), based on the resolution of the Board of Directors, the number of shares that is reasonably calculated considering the number of months from the beginning of the transfer restriction period to the month including the approval day of the reorganization shall be released prior to the date the reorganization becomes effective. In addition, the Allotted Stock for which the Transfer Restriction has not been removed as of the time immediately after the removal of the Transfer Restriction under the above provisions will be acquired by ORO Co., Ltd. without consideration.

4. Basis of Calculation and Specific Details for the Payment Amount

The Disposal of Treasury Shares to the Eligible Directors and Titled Executive Officers shall be funded by monetary compensation claims which the Company provided as the Restricted Stock Compensation for 2026 in accordance with the Compensation Plan. To eliminate arbitrariness in the disposal price, the closing price for the common shares of the Company on the Prime Market of the Tokyo Stock Exchange on March 23, 2026 (the business day prior to the day of resolution at the meeting of the Board of Directors) of ¥1,836 is used as the disposal price. The Company believes this market-based price is reasonable and does not constitute a particularly favorable price for the recipients.