



June 22, 2026

To whom it may concern:

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Notice Regarding Disposal of Treasury Shares as Restricted Stock Compensation

The Company hereby announces that at the meeting of its Board of Directors held today, it resolved to dispose of treasury shares (hereinafter, “this Disposal”) as described below.

1. Overview of the Disposal

(1) Date of Disposal	July 21, 2026
(2) Type and Number of Shares to be Disposed	Common stock of the Company, 16,116 shares
(3) Disposal Price	1,191 yen per share
(4) Total Disposal Amount	19,194,156 yen
(5) Recipients, Number of Recipients and Number of Shares	Directors (including outside directors): 4 persons, 7,051 shares Executive officers not concurrently serving as directors: 7 persons, 9,065 shares

2. Purpose and Reason for the Disposal

At the meeting of the Board of Directors held on May 14, 2026, the Company resolved to introduce a new restricted stock compensation plan (the “Plan”) for its directors (including outside directors; hereinafter collectively “Eligible Directors”) and executive officers who do not concurrently serve as directors (together with Eligible Directors, “Eligible Directors, etc.”), with the objectives of providing incentives to promote the sustainable enhancement of the Company’s corporate value and furthering value sharing with shareholders. At the 69th Annual General Meeting of Shareholders held on June 22, 2026, shareholders approved, as compensation for acquisition of restricted shares under the Plan (the “Restricted Stock Compensation”), the payment of monetary claims to Eligible Directors, etc. in amounts of up to JPY10.92 million per year as the “Tenure-Based Type” (of which up to JPY4.68 million is for outside directors) and up to JPY10.92 million per year as the “Performance-Based Type” (of which up to JPY4.68 million is for outside directors), for an aggregate of up to JPY21.84 million per year (of which up to JPY9.36 million is for outside directors), and the issuance or disposition of up to 8,400 shares per year as the “Tenure-Based Type” (of which up to 3,600 shares is for outside directors) and up to 8,400 shares per year as the “Performance-Based Type” (of which up to 3,600 shares is for

outside directors), for an aggregate of up to 16,800 shares per year (of which up to 7,200 shares is for outside directors). The transfer restriction period shall, pursuant to a restricted stock allocation agreement to be entered into between the Company and each Eligible Director, etc., commence on the date the Company's common shares are allocated and expire immediately after such Eligible Director, etc. ceases to hold a position specified in advance by the Company's Board of Directors among the officer or employee positions of the Company or its subsidiaries.

The Plan is summarized as follows.

[Outline of the Plan]

Restricted shares under the Plan consist of the "Tenure-Based Type," which is conditional upon continuous service for a specified period in a position determined in advance by the Company's Board of Directors among the officer or employee positions of the Company or its subsidiaries, and the "Performance-Based Type," which is subject to the tenure condition described above and the attainment of performance conditions determined in advance by the Company's Board of Directors. One or both types may be combined as necessary.

Eligible Directors, etc. shall contribute all monetary claims granted under the Plan as in-kind contributions and shall receive issuance or disposition of the Company's common shares. The payment amount per share shall be determined by the Board of Directors based on the closing price of the Company's common shares on the Tokyo Stock Exchange on the business day preceding the date of each Board resolution regarding the issuance or disposition (or, if no trades occurred on that day, the closing price on the most recent preceding trading day), within a range that does not confer any particular benefit to the subscribing Eligible Directors, etc.

In connection with the issuance or disposition of the Company's common shares under the Plan, the Company and each Eligible Director, etc. shall enter into a restricted stock allocation agreement, the material terms of which include:

- (i) a prohibition on transfer, creation of security interests or any other disposition of the allocated shares for a specified period; and
- (ii) the Company's acquisition of such shares without consideration upon the occurrence of certain events.

After consultation with the Nomination and Remuneration Committee, taking into account the purpose of the Plan, the Company's business performance, the scope of responsibilities of each Eligible Director, etc. and other circumstances, only the Performance-Based Type will be granted, consisting of aggregate monetary claims of 19,194,156 yen (the "Monetary Claims") and 16,116 shares of common stock.

Pursuant to the disposal of treasury shares under the Plan, the 11 Eligible Directors, etc. to be allocated shares shall contribute all of the Monetary Claims as in-kind contributions and shall receive disposition of the Company's common shares (the "Allocated Shares"). The outline of the restricted stock allocation agreement (the "Allocation Agreement") to be entered into between the Company and the Eligible Directors, etc. is set forth in Section 3 below.

3. Outline of the Allocation Agreement

(Performance-Based Type)

(1) Transfer Restriction Period

From July 21, 2026 until the time immediately after the Eligible Director, etc. ceases to hold any position as a director of the Company or an executive officer who does not concurrently serve as a director or any equivalent position.

(2) Conditions for Lifting Transfer Restrictions

Provided that during the period from the date on which each Eligible Director, etc. begins to perform duties until immediately before the conclusion of the first Annual General Meeting of Shareholders thereafter (or, in the case of an executive officer who does not concurrently serve as a director, until immediately before the end of the Board meeting held immediately after the conclusion of such Annual General Meeting of Shareholders; hereinafter referred to as the “Service Period”) each Eligible Director, etc. has continuously held a position as a director of the Company or an executive officer who does not concurrently serve as a director or an equivalent position, and the consolidated operating profit (the “Performance Metric”) for the relevant fiscal year as stated in the Company’s Annual Securities Report for the 70th fiscal year reaches 4,352 million yen or more (the “Performance Condition”), the transfer restrictions shall be lifted in full with respect to all Allocated Shares upon expiration of the Transfer Restriction Period.

(3) Treatment upon Resignation or Retirement of Eligible Directors, etc. during or after the Service Period

- (i) If an Eligible Director, etc. resigns or retires during the Service Period, for any reason, the transfer restrictions shall not be lifted with respect to any of the Allocated Shares.
- (ii) If an Eligible Director, etc. resigns or retires after the Service Period by the expiration of his or her term of office or for any other valid reason (including retirement due to death), and the Performance Condition is met, the transfer restrictions shall be lifted in full with respect to all Allocated Shares at the later of (a) the time immediately after such resignation or retirement or (b) the time when the day following the filing date of the Annual Securities Report for the 70th fiscal year arrives.

(4) Acquisition by the Company without Consideration

If an Eligible Director, etc. commits an act in violation of laws or regulations, the Performance Condition is not achieved, or other events specified in the Allocation Agreement occur, the Company shall automatically acquire all Allocated Shares held by such Eligible Director, etc. at no cost at such time. In addition, at the expiration of the Transfer Restriction Period or at the transfer restriction lifting time specified in (3)(ii), the Company shall automatically acquire, at no cost, any Allocated Shares for which transfer restrictions have not been lifted. Furthermore, if an Eligible Director, etc. resigns or retires during the Service Period as described in (3)(i), the Company shall automatically acquire all Allocated Shares for which transfer restrictions have not been lifted immediately upon such resignation or retirement.

(5) Treatment in Corporate Reorganization, etc.

If, during the Transfer Restriction Period, matters relating to a merger in which the Company is the disappearing entity, a share exchange agreement or a share transfer plan under which the Company becomes a wholly owned subsidiary, or any other corporate reorganization, etc. are approved at a Shareholders' Meeting of the Company (or, if no Shareholders' Meeting approval is required for such corporate reorganization, by the Company's Board of Directors), provided that the Performance Condition is satisfied based on the Performance Metric in the Annual Securities Report filed between the end of the 70th fiscal year and the date of such approval, all transfer restrictions on all Allocated Shares held at that time shall be lifted immediately before the business day prior to the effective date of such corporate reorganization. However, notwithstanding the foregoing, if the time immediately before the business day prior to the effective date of such corporate reorganization falls on or before the time immediately before the day following the filing date of the Securities Report for the 70th fiscal year, the Company shall automatically acquire all Allocated Shares at no cost at the time immediately before the business day prior to such effective date.

(6) Management of Shares

During the Transfer Restriction Period, the Allocated Shares shall be held in a dedicated account established by the Eligible Director, etc. at Nomura Securities Co., Ltd., so that they cannot be transferred, subject to security interests, or otherwise disposed of. In order to ensure the effectiveness of the transfer restrictions, the Company shall enter into an agreement with Nomura Securities Co., Ltd. relating to the management of the account holding the Allocated Shares, and each Eligible Director, etc. shall agree to the terms of the account management.

4 . Basis of Calculation of the Payment Amount and Details

The disposal of treasury shares to the prospective allottees will be conducted by contributing the monetary claims granted as restricted stock compensation under the Plan for the Company's 70th fiscal year as in-kind contributions. The disposal price is set at 1,191 yen, which is the closing price of the Company's common shares on the Tokyo Stock Exchange Prime Market on June 19, 2026 (the business day preceding the date of the Board resolution). This price reflects the market price immediately before the Board resolution and is considered reasonable and not particularly favorable.

Ends