

June 26, 2025

To whom it may concern

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### Notice Concerning Disposal of Treasury Shares as Restricted Share-Based Remuneration

OBIC Co., Ltd. (the "Company") hereby announces that it has resolved, at a meeting of the Board of Directors held on June 26, 2025, to dispose of treasury shares as restricted share-based remuneration (the "Disposal of Treasury Shares" or "Disposal") as described below.

#### 1. Overview of disposal

(1) Date of disposal	July 25, 2025
(2) Class and number of shares to be disposed of	21,700 common shares of the Company
(3) Disposal price	¥5,462 per share
(4) Total amount of disposal price	¥118,525,400
(5) Scheduled recipients	Directors of the Company (excluding outside directors.) 3 persons 21,700 shares
(6) Other matters	The Company has submitted an extraordinary report pursuant to the Financial Instruments and Exchange Act regarding the Disposal of Treasury Shares.

#### 2. Purpose and reason for disposal

At a meeting of the Board of Directors held on April 21, 2022, with the aim of providing directors (excluding outside directors) (the "Eligible Directors") of the Company with an incentive to continuously enhance the corporate value of the Company and promoting value sharing with shareholders, the Company resolved to introduce a restricted share-based remuneration plan (the "Plan") as a new remuneration plan for the Eligible Directors. At the Ordinary General Meeting of Shareholders held on June 29, 2022, approval was obtained for the following matters: granting, to the Eligible Directors monetary remuneration claims of up to ¥500 million per year (up to 30,000 shares)

as monetary remuneration to be used as properties contributed for the acquisition of restricted shares under the Plan, separately from the existing monetary remuneration for directors; and determining the transfer restriction period for restricted shares to be the period from the date of allotment of the restricted shares to when each Eligible Director resigns or retires from any position as a director, executive officer or employee of the Company or its affiliates. At the Ordinary General Meeting of Shareholders held on June 29, 2023, the Company approved a revision of the upper limit of the total amount of monetary remuneration claims to ¥600 million per year (with the upper limit of the number of shares unchanged at 30,000).

The outline and other matters of the Plan are as follows.

[Outline and other matters of the Plan]

The Eligible Directors shall pay in all of the monetary remuneration claims granted by the Company under the Plan as properties contributed in kind and receive the issuance or disposal of common shares of the Company.

The total number of common shares of the Company to be issued or disposed of under the Plan shall not exceed 30,000 shares per year (not exceed 150,000 shares per year when calculated with the stock split on October 1, 2024 taken into account), and the amount to be paid in per share shall be determined by the Board of Directors of the Company, based on the closing price of common shares of the Company on the Tokyo Stock Exchange on the business day immediately preceding the date of the resolution of the Board of Directors of the Company (or, if no transaction has been executed on the same business day, the closing price on the most recent transaction date), to the extent that the amount is not particularly favorable to the Eligible Directors who will receive the restricted shares.

Upon issuance or disposal of common shares of the Company under the Plan, the Company and each Eligible Director shall execute a restricted share allotment agreement (the "Allotment Agreement"), the terms of which shall include the following:

- (i) The Eligible Director shall not transfer, pledge or otherwise dispose of common shares of the Company allotted to them under the Allotment Agreement for the period specified in advance.
- (ii) The Company shall acquire such common shares without consideration in the event of certain circumstances.

The Company has decided today, by a resolution of the Board of Directors of the Company, to allot 21,700 common shares of the Company as restricted shares by granting to the three Eligible Directors monetary remuneration claims, which total ¥118,525,400, (the "Monetary Remuneration Claims") and having the Eligible Directors pay all of the Monetary Remuneration Claims as properties contributed in kind. The amounts of monetary remuneration claims for the Eligible Directors have been determined based on comprehensive consideration of various circumstances, including the Company's business performance and the responsibilities of each Eligible Director. In addition, the Monetary Remuneration Claims will be granted under certain conditions such as that each Eligible Director executes with the Company the restricted share allotment agreement that includes the following terms:

### 3. Outline of the Allocation Agreement

- (i) Transfer restriction period: From July 25, 2025 until resignation or retirement from any position as a director, executive officer or employee of the Company and its affiliates

During the transfer restriction period set forth above (the "Transfer Restriction Period"), the Eligible Director may not transfer, create a security interests on, create a transfer security interest, offer as a gift before death, bequeath, or otherwise dispose of the allotted restricted shares (the "Allotted Shares") to any third party (the "Transfer Restriction").

- (ii) Lifting of the Transfer Restriction

The Company shall lift the Transfer Restriction for all of the Allotted Shares at the expiration of the Transfer Restriction Period on condition that the Eligible Director to whom the restricted shares have been allotted has held any position as a director, executive officer or employee of the Company or its affiliates continuously during the period from June 26, 2025 (the date of the 58th Annual General Meeting of Shareholders) to the date of the next Annual General Meeting of Shareholders (the "Service Provision Period"). However, if the Eligible Director resigns or retires from the above position during the Service Provision Period for a reason deemed justifiable by the Board of Directors of the Company, the number of Allotted Shares for which the Transfer Restriction is lifted and the timing when the Transfer Restriction is lifted shall be reasonably adjusted as necessary. If, at the timing when the Transfer Restriction should be lifted, three months have not passed since the end of the fiscal year to which the date of the allotment of the Restricted Shares belongs, the Transfer Restriction shall be lifted after three months from the end of the above fiscal year.

- (iii) Acquisition of restricted shares without consideration

If there are Allotted Shares for which the Transfer Restriction has not been lifted at the expiration of the Transfer Restriction Period in (i) of "Outline of the Allotment Agreement" in accordance with the grounds for lifting the Transfer Restriction in (ii) of "Outline of the Allotment Agreement," the Company shall automatically acquire such shares without consideration.

- (iv) Treatment in reorganization or similar event

During the Transfer Restriction Period, if a matter related to reorganization or similar event such as a merger agreement under which the Company becomes the dissolved company or a share exchange agreement or share transfer plan under which the Company becomes a wholly-owned subsidiary is approved at a general meeting of shareholders of the Company (or a meeting of the Board of Directors of the Company in a case where the reorganization or similar event does not require an approval by a general meeting of shareholders of the Company), the Company shall, by a resolution of the Board of Directors of the Company, lift the Transfer Restriction on a certain number of Allotted Shares prior to the effective date of the reorganization or similar event, where the certain number is reasonably determined based on the period from the commencement date of the Service Provision Period to the date of approval of the reorganization or similar event. In the case set forth above, the Company shall automatically acquire without consideration the

Allotted Shares for which the Transfer Restriction has not been lifted immediately after the lifting of the Transfer Restriction. If, at the timing when the Transfer Restriction should be lifted, three months have not passed since the end of the fiscal year to which the date of the allotment of the Restricted Shares belongs, the Company will naturally acquire all of the Allotted Shares held by the Eligible Director without consideration immediately before the business day immediately preceding the effective date of the reorganization or similar event.

(v) Management of the Allotted Shares

In order that the Allotted Shares may not be transferred, used for creation of a security interest, or otherwise disposed of during the Transfer Restriction Period, the Eligible Director will open a dedicated account at a financial instruments business operator (Mitsubishi UFJ Morgan Stanley Securities Co., Ltd.) designated in advance by the Company, and the Allotted Shares will be managed in that account until the Transfer Restriction is lifted.

4. Basis for calculation of disposal price and specific details thereof

In order to eliminate arbitrariness, the disposal price has been set at ¥5,462, the closing price of common shares of the Company on the Tokyo Stock Exchange on June 25, 2025 (the business day immediately preceding the date of the resolution of the Board of Directors of the Company). This is the market share price immediately before the date of the resolution of the Board of Directors of the Company, and we believe that it is reasonable and does not fall under a particularly favorable price.