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July 3, 2025

To whom it may concern,

Company name: OBIC BUSINESS CONSULTANTS CO.,LTD.
Name of representative: Shigefumi Wada, President and Executive Officer
(TSE Prime Market Code: 4733)
Contact: Hiroko Wada, Vice President and Executive Officer,
Chief Administrative Officer
(TEL 03-3342-1881)

Notice Concerning Disposal of Treasury Shares as Transfer-restricted Stocks

OBIC BUSINESS CONSULTANTS CO.,LTD. (the "Company") hereby announces that the Board of Directors today passed a resolution to dispose of its treasury shares (hereinafter the "disposal of treasury shares" or "disposal"). Details are as follows.

1. Outline of the disposal

(1)	Date of the disposal	July 31, 2025
(2)	Class and the number of stocks to be disposed of	The Company's common stocks: 1,000 stocks
(3)	Disposal price	¥8,458 per stock
(4)	Total disposal amount	¥8,458,000
(5)	Allottees, the number of persons, and the number of stocks to be disposed of	Two Executive Officers who do not serve concurrently as Directors of the Company: 1,000 stocks

2. Purpose and reason for the disposal

The Company has newly introduced an executive officer system as announced in the "Notice Concerning Introduction of an Executive Officer System" dated March 25, 2025. In addition, at a Board of Directors meeting held today, the Company resolved to introduce the system with the aim of providing Executive Officers who do not concurrently serve as Directors (the "eligible Executive Officers") with an incentive to continuously improve the Company's corporate value and to further promote value sharing with shareholders.

The outline of the system is as follows.

[Outline of the system]

Under the system, the eligible Executive Officers will pay all receivables paid by the Company as properties contributed in kind and receive issuance or disposition of the Company's common stocks. The amount to be paid in per stock shall be determined by the Board of Directors, 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 each Board of Directors resolution (If no transaction has been closed on the same day, the closing price of the most recent transaction day), to the extent that the amount is not particularly favorable to the eligible Executive Officers who subscribe for the said common stocks.

In addition, upon the issuance or disposition of the Company's common stocks under the system, the Company and the eligible Executive Officers shall enter into a Restricted Stock Allotment Agreement, which shall include provisions such as (1) the eligible Executive Officers shall be, for a certain period of time, prohibited from transferring to third parties, pledging as security interests, and performing any other disposition of the Company's common stocks allotted under the Restricted Stock Allotment Agreement, and (2) in the event of certain circumstances, the Company shall acquire such common stocks without consideration.

The Company has decided to grant a total of ¥8,458,000 in receivables (hereinafter the "receivables") and 1,000 common stocks with the aim of further motivating each eligible Executive Officer while taking into account the purpose of the system, the Company's business conditions, the scope of responsibilities of each eligible Executive Officer, and various circumstances. In addition, for medium- and long-term value sharing with shareholders, which is the purpose of introducing the system, the transfer restriction period is set at 30 years.

In the disposal of treasury shares, the two eligible Executive Officers to whom stocks are allotted will pay in all of the receivables against the Company as properties contributed in kind under the system and will receive disposal of the Company's common stocks (hereinafter the "allotted stocks"). The items below in 3. outline the Restricted Stock Allotment Agreement (hereinafter the "Allotment Agreement") concluded between the Company and the eligible Executive Officers in the disposal of treasury shares.

3. Outline of the Allotment Agreement

(1) Transfer restriction period: July 31, 2025 to July 30, 2055

(2) Conditions for lifting the transfer restriction

The transfer restriction for all of the allotted stocks shall be lifted at the time of expiration of the transfer restriction period, on the condition that during the transfer restriction period, the eligible Executive Officers continue to hold the position of Directors, Executive Officers who do not concurrently serve as Directors, Corporate Auditors, Audit & Supervisory Board Member, employees or any other positions equivalent thereto of the Company or the Company's subsidiaries.

(3) Handling in the event that an eligible Executive Officer resigns or retires during the transfer restriction period due to the expiration of his/her term of office, retirement age, or any other reasons deemed justifiable by the Board of Directors of the Company

(i) When to lift the transfer restriction

If an eligible Executive Officer resigns or retires from any of the positions of Director, Executive Officer who does not concurrently serve as Director, Audit & Supervisory Board Member, employee or any other position equivalent thereto of the Company or the Company's subsidiaries due to the expiration of the term of office, mandatory retirement age or any other reasons deemed justifiable by the Board of Directors of the Company (however, excluding cases of resignation or retirement due to death), the transfer restriction shall be lifted immediately after the resignation or retirement of the eligible Executive Officer. In the case of resignation or retirement due to death, the transfer restriction shall be lifted at a time determined separately by the Board of Directors after the death of the eligible Executive Officer.

(ii) Number of stocks subject to lifting of the transfer restriction

The number of the allotted stocks held at the time of retirement or resignation as specified in (i) above, multiplied by the number obtained by dividing the number of months from the month including the day of the allotment resolution to the month including the day of retirement or resignation of the eligible Executive Officer by 9 (If the number exceeds 1, it shall be 1)

(4) Acquisition by the Company without consideration

At the time of expiration of the transfer restriction period or at the time of lifting of the transfer restriction as specified in (3) above, the Company shall automatically acquire without consideration the allotted stocks for which the transfer restriction has not been lifted.

(5) Handling in organizational restructuring, etc.

During the transfer restriction period, if a merger agreement under which the Company becomes a dissolved company, a stocks exchange agreement under which the Company becomes a wholly-owned subsidiary, or a stocks transfer plan or other matters related to organizational restructuring, etc. is approved at a general meeting of shareholders of the Company (however, in cases where the organizational restructuring, etc. does not require approval at a general meeting of shareholders of the Company, the Board of Directors of the Company), the transfer restriction related to such matters shall be lifted by a resolution of the Board of Directors of the Company immediately before the business day preceding the effective date of organizational restructuring, etc. for the number of stocks obtained by multiplying the number of allotted stocks held at such time by the number obtained by dividing the number of months from the month including the date of the allotment resolution to the month including the approval date by 9 (If the number exceeds 1, it shall be 1) (however, fractions of one stock, if occur as a result of the calculation, shall be rounded down). In addition, at the time immediately after the lifting of the transfer restriction, the Company will automatically acquire all of the allotted stocks for which the transfer restriction has not been lifted without consideration.

(6) Management of the stocks

The allotted stocks shall be managed in a dedicated account opened by the eligible Executive Officers at Nomura Securities Co., Ltd. to prevent those stocks from being transferred, pledged as security interests, or otherwise disposed of during the transfer restriction period. To ensure the effectiveness of the restriction on transfer or other specified conditions related to the allotted stocks, the Company has concluded an agreement with Nomura Securities Co., Ltd. concerning the management of the accounts of the allotted stocks held by each eligible Executive Officer. In addition, the eligible Executive Officers shall consent to the details of account management.

4. Basis of calculation and specific details of the amount to be paid in

The disposal of treasury shares will be made using receivables paid to the eligible allottees as properties contributed. The disposal price is set at ¥8,458, which is the closing price of the Company's common stocks on the Prime Market of the Tokyo Stock Exchange on July 2, 2025 (the business day preceding the date of the resolution of the Board of Directors), in order to eliminate arbitrariness. This is the market share price immediately before the date of resolution of the Board of Directors, which the Company believes is reasonable and does not fall under a particularly favorable value.