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December 10, 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 the meeting of the Board of Directors held on December 10, 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	January 30, 2026
(2)	Class and number of shares to be disposed of	1,300 common shares of the Company
(3)	Disposal price	¥4,963 per share
(4)	Total amount of disposal price	¥6,451,900
(5)	Scheduled recipients	13 Executive Officers of the Company 1,300 shares

#### 2. Purpose and reason for disposal

At the Board of Directors meeting held on November 6, 2025, the Company resolved to introduce a restricted share compensation plan (hereinafter referred to as "the Plan") as a new compensation system for its executive officers. This initiative aims to provide incentives for the sustainable enhancement of the Company's corporate value and to further advance value sharing with shareholders.

At the Board of Directors meeting held today, it was resolved to allocate 1,300 shares of the Company's common share as restricted share to 13 executive officers of the Company (hereinafter referred to as the "Allocation Recipients") by having the Allocation Recipients pay a total monetary compensation claim of ¥6,451,900 and then contributing the entirety of said monetary compensation claim as an in-kind contribution. The amount of monetary compensation payable to each Allocation Recipient is determined after comprehensive consideration of various factors, including each recipient's contribution to the Company.

The outline of this plan is as follows.

[Outline and other matters of the Plan]

Allocation Recipients shall pay in all monetary compensation claims provided by the Company under this system as in-kind contribution assets and receive the issuance or disposition of the Company's common share.

The total number of shares of common share of the Company issued or disposed of under this plan shall not exceed 2,000 shares per year. The subscription price per share shall be determined by the Board of Directors of the Company based on the closing price of the Company's common share on the Tokyo Stock Exchange on the business day preceding the date of the resolution by the Board of Directors (or, if no trading occurred on that day, the closing price on the most recent trading day), provided that such price shall not be particularly advantageous to the Allocation Recipients subscribing for the restricted shares.

Furthermore, when issuing or disposing of the Company's common share under this plan, the Company and the Allocation Recipients shall enter into a restricted share allotment agreement (hereinafter referred to as the "Allotment Agreement"), the contents of which shall include the following matters.

- (i) The Allocation Recipients shall not transfer, grant security interests over, or otherwise dispose of the Company's common shares allocated pursuant to this Allotment Agreement during the predetermined period.
- (ii) Lifting Upon the occurrence of certain events, the Company shall acquire such common shares without compensation.

Today, by resolution of our Board of Directors, the Company have decided to grant monetary compensation claims totaling ¥6,451,900 (hereinafter referred to as the "Monetary Compensation Claims" ) to 13 Allocation Recipients. In exchange for the Allocation Recipients contributing the entirety of these Monetary Compensation Claims as in-kind contributions, the Company will allocate 1,300 shares of our common share as restricted share to them. The amount of the monetary compensation claims payable to the assignees is determined after comprehensive consideration of the Company's business performance, the duties and responsibilities of each Allocation Recipients, and other relevant circumstances. Furthermore, the Principal Monetary Compensation Claims shall be paid subject to conditions including the assignees entering into a restricted share allocation agreement with the Company that incorporates the following terms and conditions.

3. Outline of the Allocation Agreement

- (i) Transfer restriction period: From January 30, 2026 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"), Allocation Recipients 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) Conditions for the Transfer Restrictions

The Company shall lift the transfer restrictions on all allocated shares upon expiration of the restriction period, provided that the Allocation Recipients to whom the restricted shares were allocated continues to hold the position of director, executive officer, or employee of the Company or its affiliates throughout the period from April 1, 2025, to March 31, 2026 (hereinafter referred to as the "Service Period"). However, if

such Allocation Recipients resigns or retires from the aforementioned position during the Service Period for reasons deemed valid by the Company's Board of Directors, the number of allocated shares for which the transfer restriction is lifted and the timing of such lifting shall be reasonably adjusted as necessary. If, at the time of lifting the transfer restriction, three months have not yet elapsed since the end of the fiscal year in which the allocation date of such restricted shares falls, the transfer restriction shall be lifted after three months have elapsed since the end of that 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 conditions for lifting the Transfer Restrictions 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 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 automatically acquire all of the Allotted Shares held by the Allocation Recipients 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 Allocation Recipients 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 ¥4,963, the closing price of common shares of the Company on the Tokyo Stock Exchange on December 9, 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 is considered reasonable and does not fall under a particularly favorable price.