



May 14, 2026

To Whom It May Concern

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Notice Regarding the Introduction of a Restricted Stock Compensation Plan

At the meeting of the Board of Directors held today, the Company resolved to revise its executive compensation system and introduce a restricted stock compensation plan (hereinafter the “Plan”). In connection therewith, the Company will submit an agenda item regarding the Plan to the 69th Annual General Meeting of Shareholders scheduled to be held on June 22, 2026 (hereinafter the “AGM”). Details are as follows.

1. Purpose of Introducing the Plan

The Plan is intended for the Company’s directors (including outside directors; hereinafter “Eligible Directors”) and aims to provide incentives to promote the sustainable enhancement of the Company’s corporate value and to further align interests with shareholders.

In introducing the Plan, the Company will pay monetary claims as compensation to Eligible Directors for the purpose of granting restricted stock. Accordingly, implementation is conditional upon obtaining shareholders’ approval at the AGM to pay such compensation. At the 57th Annual General Meeting of Shareholders held on June 27, 2014, shareholders approved an annual remuneration cap for the Company’s directors of up to JPY 165 million (excluding the portion of salaries paid to directors who concurrently serve as employees). At the upcoming AGM, the Company plans to seek shareholders’ approval to establish, separately from the above remuneration cap, a new compensation framework specifically for the Plan to be granted to Eligible Directors.

2. Overview of the Plan

Restricted stock (“RS”) under the Plan will consist of two types: (i) tenure-based RS, the vesting of which is conditional upon continued service in a position predetermined by the Board of Directors for

a specified period (“Tenure-Based RS”); and (ii) performance-based RS, the vesting of which is conditional upon achievement of performance conditions predetermined by the Board of Directors in addition to the tenure condition (“Performance-Based RS”). One or both types may be combined as necessary.

- The total annual amount of monetary claims to be paid to Eligible Directors under the Plan will be up to JPY 10.92 million for Tenure-Based RS (of which up to JPY 4.68 million is allocable to outside directors) and up to JPY 10.92 million for Performance-Based RS (of which up to JPY 4.68 million is allocable to outside directors), for an aggregate maximum of JPY 21.84 million per year (of which up to JPY 9.36 million is allocable to outside directors).
- The total number of shares of the Company’s common stock to be newly issued or disposed of under the Plan will be up to 8,400 shares per year for Tenure-Based RS (of which up to 3,600 shares are for outside directors) and up to 8,400 shares per year for Performance-Based RS (of which up to 3,600 shares are for outside directors), for an aggregate maximum of 16,800 shares per year (of which up to 7,200 shares per year are for outside directors). However, if, on or after the date of the AGM resolution, a stock split (including a free allotment of shares) or a reverse stock split of the Company’s common stock becomes effective, the foregoing totals will be adjusted as reasonably necessary in accordance with the split or reverse split ratio.

Eligible Directors will contribute the entire amount of the monetary claims paid by the Company under the Plan as in-kind contributions and will be allotted or transferred shares of the Company’s common stock. The paid-in amount per share will be determined by the Board of Directors so as not to be a particularly favorable price for the Eligible Directors subscribing for such shares, 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 relevant Board resolution approving the issuance or disposal (or, if no trade is executed on that day, the closing price on the most recent day on which a trade was executed). The specific timing and allocation to each Eligible Director will be determined by the Board of Directors following consultation with the Nomination and Compensation Committee of the Company.

In addition, the issuance or disposal of the Company’s common stock under the Plan (hereinafter the “Shares”) will be subject to the execution between the Company and each Eligible Director of a restricted stock allotment agreement that includes, among other terms: (i) a prohibition, during a certain period (the “Restricted Period”), on any transfer, creation of a security interest, or other disposition of the Shares; and (ii) provisions allowing the Company to acquire the Shares without consideration upon the occurrence of certain events. During the Restricted Period, the Shares will be managed in a dedicated account to be opened by the Eligible Directors at Nomura Securities Co., Ltd., in order to prevent any transfers, creation of security interests, or other dispositions of Shares.

Subject to approval of the Plan-related agenda item at the AGM, the Company intends to introduce a restricted stock compensation plan on terms similar to the Plan for executive officers who do not concurrently serve as directors as well.

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