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March 23, 2026

Company name: OSAKA SODA Co., Ltd.
Name of representative: Kenshi Terada, Representative
Director and President and Chief
Executive Officer
(Securities code: 4046; Tokyo
Stock Exchange)
Inquiries: Toru Imamura, Executive Officer,
General Manager, Administration
Division
(Telephone: +81-6-7733-1001)

Notice Concerning the Introduction of Restricted Stock Incentive System for Employee Shareholding Association

OSAKA SODA Co., Ltd. (the “Company”) hereby announces that it has decided to introduce a restricted stock incentive system (the “System”) by the resolution of the Board of Directors meeting held on March 23, 2026. The System grants restricted stock to employees of the Company and its group through our employee shareholding association (the "Shareholding Association").

1. Purpose of Introduction of the System

The System aims to enhance awareness in management participation of employees of the Company and its group and promote greater sharing of corporate value with the Company’s shareholders through employees’ shareholding in the Company’s stock.

Furthermore, the System also intends to support employee asset-building by providing employees of the Company and its group with an opportunity to acquire the Company’s common stock, which will be issued or disposed of by the Company as restricted stock, through the Shareholding Association.

2. Overview of the System

Under the System, employees of the Company and its group who are members of the Shareholding Association (excluding non-residents of Japan) and who consent to the System (the “Eligible Employees”) will be granted monetary claims as special incentive payments for the granting of restricted stock (the “Special Incentive Payment”) by the Company group.

Eligible Employees will contribute the Special Incentive Payment to the Shareholding Association, which will in turn contribute the amount in kind to the Company.

As a result, Company’s common stock will be issued or disposed of by the Company as restricted stock to the Eligible Employees through the Shareholding Association.

The Company will promptly announce further details of the System once determined, including the Company’s common stock that will be issued or disposed of as restricted stock based on the System.