



[Translation]

December 23, 2020

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|-----------------|---|
| Company Name    | Sapporo Holdings Limited  |
| Representative  | Masaki Oga<br>President and Representative Director                                 |
| Securities code | 2501  |
| Listed on       | Tokyo Stock Exchange<br>Sapporo Securities Exchange                                 |
| Inquiries       | Tatsuya Komatsu<br>Director of Corporate Planning Department<br>Tel: 81-3-5423-7407 |

### **Notice Concerning Results of Implementation of Early Retirement Incentive Plan**

Since the second application period for the Early Retirement Incentive Plan announced on February 13, 2020 has ended, Sapporo Holdings Limited hereby announces the status of the implementation of the above-mentioned plan. For the results of the first application period, please refer to the announcement made on July 17, 2020.

#### 1. Overview of the Early Retirement Incentive Plan

- (1) Eligibility: Employees who have worked at Sapporo Breweries Limited for ten (10) years or more and are forty-five (45) years of age or older (Employees in charge of certain duties are not eligible for this plan.).
- (2) Target number of applicants: Not set.
- (3) Timing of application and retirement date:

|                    | Application period             | Designated retirement date |
|--------------------|--------------------------------|----------------------------|
| First application  | May 1 to July 10, 2020*        | November 20, 2020          |
| Second application | October 1 to December 10, 2020 | May 20, 2021               |

\*: The first application period was changed on March 27, 2020, as set forth above.

- (4) Incentive: Provision of the second career assistance benefits in addition to regular retirement allowances.  
Provision of re-employment assistance services through the company.

#### 2. Results of the early retirement incentive plan for the second application period

Number of employees to whom the plan has been applied:

59 employees (together with 51 employees from the first application period, 110 employees in total)

#### 3. Impact on business performance

The second career assistance benefits and other expenses arising from the offering of the Early Retirement Incentive Plan at this time are expected to be recorded under “other operating expenses” in the financial results for the fiscal year ending December 31, 2020. For the forecast of consolidated earnings for the fiscal year ending December 31, 2020, including the above-mentioned expenses, please refer to “Notice Concerning Revision of Full-Year Earnings Forecast and Recording of Impairment Loss (in Consolidated Financial

Statements) and Loss on Valuation of Shares of Subsidiary (in Non-Consolidated Financial Statements)’ announced today (December 23, 2020).

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