



[Translation]

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Company Name	Sapporo Holdings Limited
Representative	Masaki Oga President and Representative Director
Securities code	2501
Listed on	Tokyo Stock Exchange Sapporo Securities Exchange
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### **Notice Concerning First Application for Early Retirement Incentive Plan**

Since the first 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 second application, we will announce the status promptly after it becomes available.

#### 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. Result of the early retirement incentive plan for the first application period

Number of employees to whom the plan has been applied: 51 employees

#### 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 will be recorded under “other operating expenses” in the financial results for the second quarter of the year ending December 31, 2020. The forecast of consolidated earnings for the year ending December 31, 2020, including the above-mentioned expenses, will be announced when the financial results for the second quarter of the year ending December 31, 2020 are announced.

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