

June 20, 2025

Company name: IDEC CORPORATION
 Name of representative: Toshiyuki Funaki, Chairman and CEO
 (Securities code: 6652; Prime Market of the Tokyo Stock Exchange)
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Notice Regarding Disposal of Treasury Stock as Restricted Stock Remuneration

IDEC Corporation announces as follows that its Board of Directors, at a meeting held today, resolved to dispose of treasury stock (hereinafter referred to as the “Disposal of Treasury Stock”) as restricted stock remuneration.

1. Summary of Disposal

(1) Payment date	July 18, 2025
(2) Type and number of shares to be disposed	3,450 shares of common stock of the Company
(3) Disposal price	2,235 yen per share
(4) Total disposal amount	7,710,750 yen
(5) Scheduled recipients of disposal	Executive officers of the Company: 6 persons, 3,450 shares

2. Purpose and Reason for Disposal

At the 76th Ordinary General Meeting of Shareholders held on June 16, 2023, the Company obtained approval for the following matters, with the aim of further strengthening the shared interests of the Company's directors (excluding directors who are audit and supervisory committee members and outside directors) with shareholders in response to changes in the share price, and further increasing their motivation to contribute to the improvement of corporate value and medium- to long-term business performance.

1. To introduce a stock-based remuneration plan (hereinafter referred to as the “Plan”) that delivers shares with restrictions on transfer to the Company's directors (excluding directors who are audit and supervisory committee members and outside directors).
2. To set the total amount of monetary compensation claims paid as remuneration, etc., for shares with restrictions on transfer to the Company's directors (excluding directors who are audit and supervisory committee members and outside directors) based on the Plan at 20 million yen or less per year.
3. The total number of shares with restrictions on transfer allocated to the Company's directors (excluding directors who are audit and supervisory committee members and outside directors) in each fiscal year shall be limited to 10,000 shares.
4. The period of restriction on transfer of shares with restrictions on transfer shall be the period until the director, auditor, executive officer, or employee retires or resigns from any position at the Company or its subsidiaries.

At a meeting of the Board of Directors of the Company held today, a resolution was passed to grant a total of 7,710,750 yen in monetary compensation claims to six executive officers of the Company (hereinafter collectively referred to as the "Allottees"), as restricted stock remuneration for the period from the 78th Ordinary General Meeting of Shareholders of the Company to the 79th Ordinary General Meeting of Shareholders of the Company, which is scheduled to be held in June 2026. In addition, it was also resolved that 3,450 shares of the Company's common stock will be allocated as specified restricted shares by the Allottees providing all of the monetary compensation claims in question by way of in-kind contribution. The amount of monetary compensation claims for each Allottee has been determined after comprehensively taking into account various matters, including the degree of contribution of each Allottee to the Company. In addition, the monetary compensation claims will be provided on the condition that each Allottee enters into an agreement with the Company on the allocation of shares with restrictions on transfer (hereinafter referred to as the "Allocation Agreement"), which includes the following content.

3. Outline of the Allocation Agreement

(1) Restricted transfer period

The period from July 18, 2025 until the Allottee resigns or retires from the position of director, auditor, executive officer, or employee of the Company or its subsidiary

During the transfer restriction period set out above (hereinafter referred to as the "Transfer Restriction Period"), the Allottee may not transfer, create a pledge, create a transfer security interest, make a gift during one's lifetime, make a bequest, or otherwise dispose of the shares with transfer restrictions allocated to the Allottee (hereinafter referred to as the "Allotted Shares") to any third party (hereinafter referred to as the "Transfer Restriction").

(2) Handling of free acquisition

If Allottees resign or retire from any position as a director, auditor, executive officer, or employee of the Company or its subsidiaries before the end of the Transfer Restriction Period, the Company shall automatically and without consideration acquire the Allotted Shares as of the time of such resignation or retirement, unless the Board of Directors of the Company finds a justifiable reason.

In addition, if any of the Allotted Shares have not had the transfer restriction lifted in accordance with the provisions of the reasons for lifting of transfer restrictions in (3) below at the time when the Transfer Restriction Period expires (hereinafter referred to as the "Time of Expiration of the Period"), the Company shall automatically acquire them without compensation at the time immediately following the Time of Expiration of the Period.

(3) Lifting of transfer restrictions

The Company will lift the transfer restriction on all of the Allotted Shares held by the Allottee at the Time of Expiration of the Period, provided that the Allottee has continuously held the position of director, auditor, executive officer or employee of the Company or its subsidiary during the Transfer Restriction Period.

(4) Provisions regarding the management of shares

Allottees shall complete the opening of an account in which the Allotted Shares will be described or recorded at the securities company designated by the Company, using the method designated by the Company, and shall keep and maintain the Allotted Shares in said account until the restriction on transfer is lifted.

(5) Handling in the event of organizational restructuring, etc.

If, during the Transfer Restriction Period, a merger agreement in which the Company becomes the dissolving company, a share exchange agreement in which the Company becomes a wholly owned subsidiary, a share transfer plan, or any other proposal regarding organizational restructuring, etc., is approved at a general meeting of the Company's shareholders (or, if approval by the Company's general meeting of shareholders is not required for the relevant organizational restructuring, etc., by the Company's Board of Directors), the Company will, by resolution of the Company's Board of Directors, lift the transfer restriction on a number of Allotted Shares that is reasonably determined based on the period from the first month of the transfer restriction period to the date of approval of the relevant organizational restructuring, etc., at the time immediately before the business day immediately preceding the effective date of the relevant organizational restructuring, etc.

In this case, the Company will, on the business day immediately preceding the effective date of the relevant organizational restructuring, etc., automatically acquire without compensation all of the Allotted Shares for which the transfer restriction has not been lifted as of that date based on the above provisions.

4. Basis for Calculating the Amount to Be Paid and Specific Details

In order to eliminate arbitrariness from the disposal price for the Disposal of Treasury Stock, the price has been set at 2,235 yen, the closing price of the Company's common stock on the Tokyo Stock Exchange on the business day immediately prior to the date of resolution by the Company's Board of Directors (June 19, 2025). This is the market price immediately prior to the date of resolution by the Company's Board of Directors, and we believe that it is a reasonable and not particularly advantageous price.

5. Other

For those who are non-residents of Japan at the time of the delivery of stock-based remuneration, phantom stock equivalent to the stock-based remuneration will be provided.