

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 Stock Options (Stock Acquisition Rights)

We hereby announce as follows that our Board of Directors, at a meeting held on June 20, 2025, resolved to issue stock acquisition rights as stock options to our employees and to the directors and employees of our subsidiaries (hereinafter referred to as "Employees, etc.") pursuant to the provisions of Articles 236, 238 and 239 of the Companies Act, which were approved at the 78th Ordinary General Meeting of Shareholders.

1. Reason for issuing stock acquisition rights as stock options

In order to raise the motivation and morale of our Employees, etc., and to contribute to the improvement of our Group's business performance and enhancement of its international competitiveness, we hereby issue stock acquisition rights free of charge without requiring any cash payment in accordance with the following terms and conditions.

2. Date of allocation of stock acquisition rights

July 1, 2025

3. Number of stock acquisition rights issued

3,000 units

(The number of shares to be issued per stock acquisition right is 100 shares.)

4. Amount of cash to be paid for the stock acquisition rights

To be issued without consideration (The stock acquisition rights shall not require the payment of cash.)

5. Type and number of shares subject to the stock acquisition rights

Common stock 300,000 shares

In the event that the Company conducts a stock split or stock consolidation, the Company may adjust the number of shares subject to the stock acquisition rights in accordance with the following formula. However, such adjustments shall only be made with respect to the number of shares subject to the stock acquisition rights that have not been exercised at the time of adjustment of the said stock acquisition rights. Any fractions of less than one share resulting from the adjustment shall be rounded down.

Number of shares after adjustment = Number of shares before adjustment × Ratio of split or consolidation

6. Value of assets contributed upon exercise of the stock acquisition rights

The value of assets to be contributed upon exercise of each unit of stock acquisition right shall be calculated by multiplying the amount to be paid in per share as set below by the number of shares subject to each unit of stock acquisition right.

The amount to be paid in per share shall be calculated by multiplying the average of the daily closing prices of common stock of the Company in the regular transactions at the Tokyo Stock Exchange for trading days (excluding days on which there is no trading) during each day of the month prior to the month of the allocation date, by 1.05, and any fractions of less than one yen shall be rounded up to the nearest one yen.

However, if the foregoing amount is less than the closing price of the common stock of the Company on the date of allocation of the stock acquisition rights (if there is no trading on that day, then the closing price for the immediate preceding trading day), it shall be the closing price on the date of allocation of the stock acquisition rights.

In the event that the Company conducts a stock split or stock consolidation after the date of allocation of the stock acquisition rights, the amount to be paid in shall be adjusted according to the following formula, and any fractions of less than one yen resulting from the adjustment shall be rounded up.

$$\text{Amount to be paid in after adjustment} = \frac{\text{Amount to be paid in before adjustment} \times 1}{\text{Rate of split or consolidation}}$$

Furthermore, in the event that the Company issues new shares or disposes its treasury stock at a price less than the market price, the amount to be paid in shall be adjusted according to the following formula, and any fractions of less than one yen resulting from the adjustment shall be rounded up.

$$\text{Amount to be paid in after adjustment} = \frac{\text{Amount to be paid in before adjustment} \times \frac{\text{Number of previously issued shares} + \frac{\text{Number of newly issued shares} \times \text{Amount to be paid in per share}}{\text{Market price per share prior to new issue}}}{\text{Number of previously issued shares} + \text{Number of increased shares}}}{\text{Number of previously issued shares} + \text{Number of increased shares}}$$

7. Exercise period of stock acquisition rights

From July 1, 2027 to June 30, 2029

8. Matters concerning an increase in capital stock and capital surplus in the event of issuance of shares upon exercise of stock acquisition rights

The increased amount in capital stock in the event of the issuance of shares upon the exercise of stock acquisition rights shall be equal to one half of the maximum increase in the amount of capital or the like calculated in accordance with Article 17, Paragraph 1 of the Company Calculation Rules. Any fractions of less than one yen resulting from the calculation shall be rounded up.

Remaining amounts shall be incorporated into capital surplus.

9. Conditions for exercise of stock acquisition rights

- 1) At the time of exercise of the right, the stock acquisition right holder must be a Director, Executive Officer or employee of the Company or its subsidiary. However, right holder may exercise his or her stock acquisition right, if he or she has retired due to the expiration of his or her term of office, or if

he or she has reached the mandatory retirement age, or has any other valid reason.

- 2) Other conditions shall be set forth in the "Stock Acquisition Rights Allocation Agreement" between the Company and the person to whom the stock acquisition rights have been allocated pursuant to the resolution of the Board of Directors with regard to the issuance of the stock acquisition rights.

10. Restrictions on acquiring stock acquisition rights by way of transfer

Any acquisition of stock acquisition rights by way of transfer shall require the approval of the Board of Directors of the Company.

11. Reasons for acquiring stock acquisition rights

- 1) In the event that a proposal for approval of a share exchange agreement or share transfer, in which the Company is to become a wholly-owned subsidiary, is approved at the Company's General Meeting of Shareholders, the Company may acquire stock acquisition rights without consideration on a date separately determined at the Board of Directors.
- 2) If any person to whom stock acquisition rights have been allocated is no longer eligible under the terms for the exercise of the stock acquisition rights, the Company may acquire the stock acquisition rights without consideration on a date separately determined at the Board of Directors.

12. Handling of stock acquisition rights upon restructuring

In the event that the Company conducts a merger (limited to where the Company is dissolved as a result of the merger), an absorption-type demerger, an incorporation-type demerger, a share exchange or a stock transfer (hereinafter collectively referred to as "Restructuring"), stock acquisition rights of one of the companies listed in Article 236, Paragraph 1, Item 8 (a) through (e) of the Companies Act, as the case may be, (hereinafter referred to as "Restructured Company"), will be each delivered to the holders of the stock acquisition rights remaining at the time the Restructuring takes effect (hereinafter referred to as "Remaining Stock Acquisition Rights"), in accordance with the following conditions. However, the foregoing applies only where the delivery of the stock acquisition rights of the Restructured Company, in accordance with the following terms, is provided for in the relevant absorption-type merger agreement, incorporation-type merger agreement, absorption-type demerger agreement, incorporation-type demerger agreement, share exchange agreement or stock transfer agreement.

- 1) The type of shares of the Restructured Company subject to the stock acquisition rights The Restructured Company's common stock
- 2) The number of shares of the Restructured Company subject to the stock acquisition rights A decision will be made according to (2) above, upon considering the terms, etc., for the Restructuring.
- 3) Value of assets contributed upon exercise of the stock acquisition rights The amount calculated by multiplying the exercise price, which has been adjusted considering the terms, etc., for the Restructuring, by the number of shares determined in accordance with 2) above.
- 4) Exercise period of stock acquisition rights The exercise period shall be the same as the exercise period of the Remaining Stock Acquisition Rights.
- 5) Restrictions on acquiring stock acquisition rights by way of transfer Any acquisition of stock acquisition rights by way of transfer shall require the approval of the Restructured Company.
- 6) Other terms shall be determined subject to the terms of the Restructured Company.

13. Location for accepting requests to exercise stock acquisition rights and payment location

1) Location for accepting requests to exercise stock acquisition rights:

Human Resources and General Affairs Department at the Company's Head Office (or the department in charge of the relevant operations at the time)

2) Location for payment handling: Osaka Head Office Business Department

at Sumitomo Mitsui Trust Bank, Limited (or the successor bank or branch of the bank at the time)

14. Persons eligible for allocation of stock acquisition rights

Employees of the Company and its subsidiaries: 105

Note:

1. Date of resolution by the Board of Directors for submission to the Ordinary General Meeting of Shareholders: May 15, 2025
2. Date of resolution by the Ordinary General Meeting of Shareholders: June 20, 2025