



July 25, 2025

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 (Securities code: 7874; Tokyo Stock
 Exchange, Prime Market)
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Notice Concerning the Disposal of Treasury Stock as Restricted Stock Compensation

LEC, Inc. (the “Company”) hereby announces that, at its Board of Directors meeting held today, it resolved to dispose of treasury stock as restricted stock compensation (the “Treasury Stock Disposal”) as follows.

1. Overview of the disposal

(1) Payment date	August 21, 2025
(2) Class and number of shares to be disposed of	158,000 shares of the Company’s common stock
(3) Disposal price	1,128yen per share
(4) Total disposal amount	178,224,000 yen
(5) Scheduled allottees	Directors of the Company* : 5 persons, 150,000 shares Executive Officers of the Company : 2 persons, 8,000 shares * Excluding Directors who are Audit and Supervisory Committee Members and Outside Directors
(6) Other matters	The Company has submitted an extraordinary report on the Treasury Stock Disposal in accordance with the Financial Instruments and Exchange Act.

2. Purpose and reason for the disposal

At the 38th Ordinary General Meeting of Shareholders of the Company held on June 26, 2020, approval was received for the introduction of a stock-based compensation plan (the “Plan”) by means of delivering restricted stock to the Company’s Directors (Excluding Directors who are Audit and Supervisory Committee Members and Outside Directors; the “Eligible Director(s)”) for the purpose of having them more closely share with the Company’s shareholders the benefits and risks arising from stock price fluctuations and motivating them further to contribute to raising stock prices and enhancing corporate value. Approval was also received for other matters regarding the Plan, including that the total amount of monetary compensation claims granted to the Eligible Directors as restricted stock compensation, etc. shall be no more than 300 million yen per year, that the

maximum total number of shares of restricted stock allotted to the Eligible Directors shall be 150,000 shares per fiscal year, and that the transfer restriction period for the restricted stock shall be from the date of delivery of the restricted stock until the date of resignation or retirement from all of the positions of Director, Executive Officer, and employee of the Company.

At its Board of Directors meeting held today, the Company resolved to allot 158,000 shares of its common stock as specified restricted stock to the scheduled allottees, namely, five Eligible Directors, and two Executive Officers (the “Allottee(s)”). For this allotment, the Company will grant to the Allottees a total of 178,224,000 yen in monetary compensation claims as restricted stock compensation that covers, for the Eligible Directors, the period from the Company’s 43rd Ordinary General Meeting of Shareholders until the 44th Ordinary General Meeting of Shareholders to be held in June 2026 or that covers, for the Company’s Executive Officers, the Company’s 44th fiscal year (from April 1, 2025 to March 31, 2026), and the Allottees will then provide all of these monetary compensation claims as a contribution in kind. The amount of monetary compensation claims granted to each Allottee is determined by taking into account the totality of each Allottee’s contribution and other performance at the Company. The grant of the monetary compensation claims is subject to conditions, including the conclusion of a restricted stock allotment agreement (the “Allotment Agreement”) between each Eligible Director and the Company that includes the general content stipulated below.

3. Overview of the Allotment Agreement

(1) Transfer restriction period

The period from August 21, 2025 until the date on which the Allottee resigns or retires from all of the positions of Director, and Executive Officer of the Company

During the transfer restriction period specified above (the “Transfer Restriction Period”), the Allottees may not transfer to a third party, establish the right of pledge on, assign as mortgage, provide as an inter vivos gift, bequeath, or otherwise dispose of (the “Transfer Restriction”) the restricted stock allotted to them (the “Allotted Stock”).

(2) Gratis acquisition of restricted stock

If an Allottee resigns or retires from all of the positions of Director, and Executive Officer of the Company before the day preceding the date of the first ordinary general meeting of shareholders of the Company held after the start date of the Transfer Restriction Period (or before the day preceding the last day of the Company’s fiscal year following the start date of the Transfer Restriction Period if the Allottee is the Company’s Executive Officer), the Company shall rightfully acquire without compensation the Allotted Stock as of the time of such resignation or retirement unless there are reasons deemed justifiable by the Company’s Board of Directors.

If there is any Allotted Stock for which the Transfer Restriction has not been lifted at the time of the expiration of the Transfer Restriction Period (the “Time of Expiration”) in accordance with the requirements for lifting stipulated in (3) below, the Company shall rightfully acquire without compensation such Allotted Stock immediately after the Time of Expiration.

(3) Lifting of the Transfer Restriction

The Company shall, upon the Time of Expiration, lift the Transfer Restriction on the entire Allotted Stock held by an Allottee at that time on condition that the Allottee has continuously

held the position of Director, or Executive Officer of the Company from the start date of the Transfer Restriction Period until the date of the first ordinary general meeting of shareholders of the Company held after that date (or from the start date of the Transfer Restriction Period until the last day of the Company's first fiscal year following that date if the Allottee is the Company's Executive Officer). However, if, for reasons deemed justifiable by the Company's Board of Director, an Allottee resigns or retires from all of the positions of Director, and Executive Officer of the Company at any time between the start date of the Transfer Restriction Period and the day preceding the date of the first ordinary general meeting of shareholders of the Company held after that date (or between the start date of the Transfer Restriction Period and the day preceding the last day of the Company's first fiscal year following that date if the Allottee is the Company's Executive Officer), the Company shall lift the Transfer Restriction immediately following such resignation or retirement for the specified number of the Allotted Stock. The specified number shall be calculated by dividing by 12 the number of months from July 2025 (or April 2025 if the Allottee is the Company's Executive Officer) to the month including the day on which the Allottee resigns or retires from all of the positions of Director, and Executive Officer of the Company and multiplying the resultant figure by the number of shares of the Allotted Stock held by the Allottee at that time. (Should the calculation result in a fraction less than one unit of shares, it shall be disregarded.)

(4) Provisions for management of shares

The Allottees shall, in a manner designated by the Company, open an account in Nomura Securities Co., Ltd. to book or record the Allotted Stock, and retain and maintain the Allotted Stock in that account until the Transfer Restriction is lifted.

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

If, during the Transfer Restriction Period, a proposal involving a merger agreement in which the Company is the disappearing company, a share exchange agreement or share transfer plan in which the Company becomes a wholly owned subsidiary, or any other matter related to reorganization, etc. is approved at a general meeting of shareholders of the Company (or by the Board of Directors of the Company in cases where approval at the Company's general meeting of shareholders is not required for the reorganization, etc.), the Company shall, by resolution of its Board of Directors, lift the Transfer Restriction as of immediately before the business day preceding the effective date of the organizational restructuring, etc. on the specified number of the Allotted Stock. The specified number shall be calculated by dividing by 12 the number of months from July 2025 (or April 2025 if the Allottee is the Company's Executive Officer) to the month including the day of such approval and multiplying the resultant figure (which shall be rounded to 1 if exceeding 1) by the number of shares of the Allotted Stock held by the Allottee on the day of such approval. (Should the calculation result in a fraction less than one unit of shares, it shall be disregarded.)

In such events, the Company shall, as of the business day preceding the effective date of the organizational restructuring, etc., rightfully acquire without compensation any Allotted Stock for which the Transfer Restriction has not been lifted on that date pursuant to the provisions above.

4. Basis of calculation and specific details of the payment amount

To avoid arbitrary pricing, the disposal price for the Treasury Stock Disposal shall be set at 1,128

yen, which is the closing share price of the Company's common stock on the Tokyo Stock Exchange on the business day immediately preceding the date of the resolution by the Board of Directors of the Company (July 24, 2025). As this is the market share price immediately before the date of the resolution by the Board of Directors of the Company, the Company considers it reasonable and not constituting a particularly advantageous price.