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[TRANSLATION]

June 26, 2026

To whom it may concern:

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**Notice Regarding Disposal of Treasury Stock as Restricted Stock to Executive Officers**

SECOM CO., LTD. (the “Company”) hereby announces that its Board of Directors resolved at a meeting held today to dispose of its treasury stock (the “Disposal of Treasury Stock”) as set forth below.

1. Summary of disposal

(1) Date of disposal	July 24, 2026 (the “Disposal Date”)
(2) Class and number of shares to be disposed of	Shares of common stock of the Company: 7,199 shares
(3) Disposal price	JPY 6,374 per share
(4) Total disposal price	JPY 45,886,426
(5) Recipients, number of recipients and number of shares to be disposed of	Executive officers (excluding those who also serve as directors) of the Company, 23 recipients, 7,199 shares

2. Purpose and reason for disposal

The Company’s Board of Directors resolved, at the meeting held on May 12, 2026, to introduce a plan under which the Company’s common stock shares will be granted to executive officers (excluding those who also serve as directors (they are separately covered by the Restricted Stock Compensation Plan for directors), hereinafter referred to as “Subject Executive Officers”) as restricted stock (the "Plan") with the aim of enhancing the executive officers’ engagement, while fostering a sense of participation in management and strengthening incentives to improve corporate value over the medium to long term.

The summary of the Plan and other related matters are as set forth below:

[Summary of the Plan and other related matters]

The Subject Executive Officers will receive the Company's common stock shares as restricted stock through issuance or disposition of shares by paying, as contribution in kind, all of the monetary claims provided by the Company pursuant to the Plan.

The amount to be paid per share of the Company's common stock shares to be issued or disposed of by the Company to the Subject Executive Officers as restricted stock under the Plan shall be determined by the Board of Directors, based on the closing price of the common stock shares of the Company on the Tokyo Stock Exchange on the business day immediately preceding the day on which the resolution is made by the Board of Directors pertaining to such issuance or disposal (if such date was a non-trading day, the closing price of the immediately preceding trading day) and within the range of an amount not particularly advantageous to the Subject Executive Officers who are to subscribe to the common stock shares of the Company.

In addition, when issuing or disposing of common stock shares of the Company under the Plan, the Company shall enter into a restricted stock allotment agreement (the "Allotment Agreement") with each Subject Executive Officer who is to receive an allotment of such common stock shares (see 3 below for the summary of the Allotment Agreement).

The Company decided to pay 45,886,426 yen as the monetary claims and grant 7,199 shares of the Company's common stock as restricted stock to the twenty-three (23) Subject Executive Officers, taking into comprehensive consideration the duties and the number of years of office of each Subject Executive Officer, the financial performance of the Company and other related matters.

In the Disposal of Treasury Stock, each of the twenty-three (23) Subject Executive Officers, who are the planned allottees, will receive disposal of the common stock shares of the Company (the "Allotted Shares") pursuant to the Plan by paying to the Company, as contribution in kind, all of the monetary claims provided by the Company.

The monetary claims are to be provided as part of the employee benefit for the twenty-three (23) Subject Executive Officers.

Given the number of common stock shares of the Company to be disposed of in the Disposal of Treasury Stock and the total number of issued shares of the Company (except for treasury shares), we believe that the dilution ratio is insignificant and, in light of the purpose of and reasons for the Disposal of Treasury Stock, is reasonable.

### 3. Summary of Allotment Agreement

The summary of the Allotment Agreement is as follows:

#### (1) Non-transferable period

A Subject Executive Officer may not transfer, establish collateral or otherwise dispose of the Allotted Shares (such restrictions shall hereinafter be referred to as the “Transfer Restrictions”) during the period from the Disposal Date until the earlier of (i) the time when the Subject Executive Officer resigns or retires from all of the positions of the executive officer and employee of the Company, and director, executive officer, statutory auditor and employee of the Company’s subsidiaries (“Employee, etc.”) (including resignation and retirement due to death; hereinafter the “Retirement, etc.”), or (ii) the time when the Subject Executive Officer is newly appointed as a director or statutory auditor of the Company (the “Non-transferable Period”).

#### (2) Acquisition by the Company free of charge

- (a) If, upon the expiration of the Non-transferable Period, the reason for the Subject Executive Officer’s Retirement, etc. as Employee, etc. is not an expiration of their term of office or mandatory retirement, death or any other event deemed justifiable by the Board of Directors of the Company, the Company shall automatically acquire all of the Allotted Shares held by the Subject Executive Officer free of charge.
- (b) Even if, upon the expiration of the Non-transferable Period, the reason for the Subject Executive Officer’s Retirement, etc. as Employee, etc. is an expiration of their term of office or mandatory retirement, death or any other event deemed justifiable by the Board of Directors of the Company, if the Retirement, etc. is prior to the conclusion of the first Ordinary General Meeting of Shareholders of the Company held after the Disposal Date, the Company shall automatically acquire all of the Allotted Shares held by the Subject Executive Officer free of charge, except for the number of shares (if such number includes a fraction less than one (1), that fraction is to be rounded off) obtained by multiplying the number described in (i) below by the number described in (ii) below.
  - (i) The number of the Allotted Shares held by the Subject Executive Officer.
  - (ii) The number obtained by dividing the number of months from the first day of the month including the Disposal Date until the last day of the month including the date of the Subject Executive Officer’s Retirement, etc. as Employee, etc., by 12.
- (c) If, during the Non-transferable Period, the Company’s Board of Directors determines that any Subject Executive Officer has engaged in business that competes with the business of the Company or a subsidiary of the Company, violated laws or regulations or the Allotment Agreement in a material respect, or otherwise met certain conditions, or if the Company’s Board of Directors determines that it is appropriate for the Company to acquire all of the

Allotted Shares held by the Subject Executive Officer free of charge, the Company shall acquire all of the Allotted Shares held by the Subject Executive Officer free of charge by giving notice to the Subject Executive Officer.

(3) Management of shares

During the Non-transferable Period, the Allotted Shares shall be managed in a dedicated account opened by the Subject Executive Officers at Nomura Securities Co., Ltd. in accordance with the agreement the Company has entered into with Nomura Securities Co., Ltd. to secure the performance of the Transfer Restrictions, and the Subject Executive Officers agree to submit to such management without objection.

(4) Measures to be taken upon organizational restructuring, etc.

If a merger agreement under which the Company will become an absorbed company, a statutory stock exchange agreement or a statutory stock transfer plan under which the Company will become a wholly-owned subsidiary, or any other matters related to organizational restructuring, etc., are approved at a General Meeting of Shareholders of the Company (or by the Board of Directors of the Company, if such organizational restructuring, etc. does not require approval at a General Meeting of Shareholders under applicable law) during the Non-transferable Period, out of the Allotted Shares held by the Subject Executive Officers on the date of approval, the Company will cancel the Transfer Restrictions for a certain number of shares determined in accordance with a reasonable standard set out in advance by the Company's Board of Directors in line with the case of (2)(b) above, at the time immediately prior to the business day immediately preceding the effective date of such restructuring, etc., and the Company shall acquire all of the remaining Allotted Shares held by such Subject Executive Officers free of charge. However, such measures shall not apply if the Non-transferable Period expires before the time immediately prior to the business day immediately preceding the effective date of such restructuring, etc.

4. Basis for calculation of the amount paid in and specific details thereof

The Disposal of Treasury Stock to the planned allottees will be conducted pursuant to the Plan, in which the monetary claims provided by the Company to grant restricted stock to the Subject Executive Officers that are to be contributed.

In order to adopt a price that excludes arbitrariness, the disposal price will be JPY 6,374, which is the closing price of common stock shares of the Company on the Prime Market of the Tokyo Stock Exchange on June 25, 2026 (the business day immediately preceding the date on which the resolution was made by the Board of Directors pertaining to the Disposal of Treasury Stock). This is the market share price immediately preceding the date on which the resolution was made by the Board of Directors pertaining to the Disposal of Treasury Stock, and the Company believes that this is a

reasonable price, and does not fall within a price that is particularly advantageous.

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