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(Securities code: 6718; Prime Market of Tokyo Stock
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Notice Concerning Disposal of Treasury Shares as Restricted Share-Based Remuneration

AIPHONE CO., LTD. (the “Company”) hereby announces that it has resolved, at a meeting of the Board of Directors held today, to dispose of treasury shares (the “Disposal of Treasury Shares” or “Disposal”).

1. Summary of Disposal

(1) Date of Disposal	July 18, 2025
(2) Class and number of shares of Disposal	993 shares of the Company’s common shares
(3) Disposal value	¥2,718 per share
(4) Total amount of Disposal	¥2,698,974
(5) Allottees, number of allottees, and number of shares of Disposal	Executive Officers of the Company who do not concurrently serve as Directors: one person, 993 shares

2. Purpose and reason for Disposal

The Company resolved, at a meeting of the Board of Directors held on May 21, 2019, to introduce a restricted share-based remuneration plan (the “Plan”) as a new remuneration plan for the Company’s Directors other than Outside Directors (“Eligible Directors”), for the purpose of providing incentives for the sustainable enhancement of corporate value and to share value with shareholders to an even greater extent. In addition, the shareholders of the Company approved, at the 61st Annual General Meeting of Shareholders (the “AGM”) held on June 27, 2019, the payment of monetary receivables of up to ¥90 million per year (not including the portion of employee salaries

of Directors who concurrently serve as employees) to the Eligible Directors as remuneration to be paid as property contributed in kind for the acquisition of restricted shares (“Restricted Share-Based Remuneration”) according to this Plan, the issuance or disposal of the Company’s common shares up to 70,000 shares per year, and setting the transfer restriction period to be between one year and three years, as determined in advance by the Board of Directors of the Company.

At a meeting of the Board of Directors held on May 21, 2019, the Company also resolved to introduce an incentive plan (collectively with the Plan, the “Plan, etc.”) that utilizes restricted shares similarly to the Plan for Executive Officers who do not concurrently serve as Directors (collectively with the Eligible Directors, “Eligible Grantees”).

The overview of the Plan is as follows.

[Overview of the Plan, etc.]

The Eligible Grantees will pay all of the monetary receivables paid by the Company under the Plan, etc. as property contributed in kind and will receive the Company’s common shares issued or disposed of by the Company. The amount to be paid per share shall be determined by the Board of Directors on the basis of the closing price of the Company’s common share on the Tokyo Stock Exchange on the business day immediately preceding the date of resolution by each meeting of the Board of Directors (if no trading was effected on that date, the closing price on the immediately preceding business day), within an amount not particularly favorable to the Eligible Grantees who shall receive such shares.

In addition, upon the issuance or disposal of the Company’s common shares under the Plan, the Company and the Eligible Grantees shall enter into a restricted share allotment agreement, which shall include, among other restrictions, that (i) the Eligible Grantees shall not transfer to third parties, pledge or otherwise dispose of the Company’s common shares allotted under the restricted share allotment agreement for a certain period, and (ii) the Company shall acquire such common shares without contribution upon the occurrence of certain events.

Taking into consideration the purpose of the Plan, etc., the Company’s business conditions, the scope of the Eligible Grantee’s responsibilities, and various circumstances, the Company has decided to grant a total of ¥2,698,974 in monetary receivables (the “Monetary Receivables”) and 993 shares of common shares to further motivate the Eligible Grantee. Also, within the Company’s medium-term management plan for the 66th to 68th fiscal years (the “Current MTMP”), the transfer restriction period shall be set as one year in line with the period covered by the Current MTMP.

In the Disposal of Treasury Shares, the one Eligible Grantee who is the scheduled allottee will pay all of the Monetary Receivables to the Company as property contributed in kind and will receive the Company’s common shares (the “Allotted Shares”) for disposal under the Plan, etc. An outline of the restricted share allotment agreement (the “Allotment Agreement”) to be entered into between the Company and each Eligible Grantee in connection with the Disposal of Treasury Shares is set forth in 3 below.

3. Outline of the Allotment Agreement

- (1) Transfer restricted period: from July 18, 2025 to July 17, 2026
- (2) Handling at resignation or retirement

In the case of an Eligible Grantee resigning or retiring from the position of both Director and Executive Officer who does not concurrently serve as Director of the Company before the expiration of the transfer restricted period, the Company will acquire, by rights, without contribution, the Allotted Shares that have

been allotted to said Eligible Grantee, unless the resignation or retirement is due to the expiration of term of office, reaching mandatory retirement age, death, or any other reason deemed appropriate.

(3) Conditions for lifting transfer restrictions

On the condition that an Eligible Grantee continuously serves as a Director or Executive Officer who does not concurrently serve as Director of the Company throughout the transfer restriction period, the Company shall lift the transfer restrictions of the Allotted Shares as of the time when the transfer restriction period expires, in accordance with the degree of achievement of results targets for the main management indicators in the Current MTMP, namely net sales, operating profit, ROE, and CO₂ emissions reduction rate. However, in the case of an Eligible Grantee resigning or retiring from the position of both Director and Executive Officer who does not concurrently serve as Director of the Company due to the expiration of term of office, reaching mandatory retirement age, death, or any other reason deemed appropriate, then the Company shall lift the transfer restrictions with respect to the number of the Allotted Shares, calculated reasonably based on factors such as the degree of achievement of results targets at the time of said resignation or retirement, at a time immediately following the resignation or retirement of the Eligible Grantee (or in the case of resignation or retirement due to death, at a time following the death of the Eligible Grantee to be determined separately by the Board of Directors).

(4) Acquisition by the Company without contribution

The Company shall acquire, by rights, without contribution, the Allotted Shares for which the transfer restrictions are not lifted at the time of expiration of the transfer restriction period or as of the time immediately after lifting of the transfer restrictions stipulated in (3) above.

(5) Share management

The Allotted Shares shall be managed in an exclusive account opened by the Eligible Grantee at Nomura Securities Co., Ltd. during the transfer restriction period so that the Allotted Shares may not be transferred, pledged or otherwise disposed of during the transfer restriction period. The Company has entered into an agreement with Nomura Securities Co., Ltd. in relation to the management of the account for the Allotted Shares held by the Eligible Grantee in order to ensure the effectiveness of the transfer restrictions, etc. of the Allotted Shares. The Eligible Grantee shall also agree to the terms and conditions of the management of this account.

(6) Handling in organizational restructuring, etc.

In the event that a merger agreement under which the Company becomes a defunct company, a share exchange agreement under which the Company becomes a wholly owned subsidiary, a share transfer plan or any other matters relating 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 approval is not required) during the transfer restriction period, upon resolution of the Board of Directors, the transfer restrictions shall be lifted with respect to the number of the Allotted Shares, calculated reasonably, based on the Allotted Shares held at said time, taking into account factors such as the degree of achievement of results targets at said time, as of the time immediately prior to the business day immediately preceding the effective date of the organizational restructuring, etc. In addition, the Company will acquire, by rights, without contribution, all the Allotted Shares for which the transfer restrictions have not been lifted as of the time immediately following the lifting of the transfer restrictions.

4. Grounds for calculation of the amount paid in and its specific details

The Disposal of Treasury Shares to the scheduled allottee will be made with the monetary receivables paid as Restricted Share-Based Remuneration for the Company's 68th fiscal year as property contributed in kind. To

eliminate arbitrariness, the disposal value is set at ¥2,718, the closing price of the Company's common share on Prime Market of the Tokyo Stock Exchange on June 26, 2025 (the business day prior to the date of the Board of Directors' resolution). This is the market share price immediately prior to the date of the Board of Directors' resolution and we believe that it is reasonable and does not constitute a particularly favorable price.