June 9, 2025

Company Japan Property Management Center Co., Ltd.
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Notice Concerning Disposal of Treasury Shares as Restricted Stock

Japan Property Management Center Co., Ltd. (the "Company") hereby announces that it has resolved, at a Board of Directors meeting held today, to implement disposal of treasury shares (the "Disposal of Treasury Shares" or "Disposal") as follows.

1. Overview of the Disposal

(1)	Date of disposal	June 26, 2025
(2)	Type and number of shares to be disposed of	41,748 ordinary shares of the Company
(3)	Disposal price	¥1,179 per share
(4)	Total amount of disposal	¥49,220,892
(5)	Recipient of the shares, number of persons, and number of disposed shares	347 employees of the Company 41,748 shares
(6)	Other	The Company has filed an extraordinary report on the Disposal of Treasury Shares pursuant to the Financial Instruments and Exchange Act.

2. Purpose and reason for the Disposal

At the meeting of the Board of Directors held on March 9, 2020, the Company resolved to introduce a restricted stock incentive plan (the "Plan") for the Company's employees (the "Eligible Employees") with the aim of providing long-term incentives to the Eligible Employees and sharing shareholder value.

The outline of the Plan is as follows.

Outline of the Plan

The Eligible Employees will pay in all of the monetary compensation claims provided by the Company under the Plan as properties contributed in kind, and receive the Company's ordinary shares, upon issuance or disposal thereof. The amount to be paid in per share of ordinary shares issued or disposed of by the Company for the Eligible Employees pursuant to the Plan shall be the closing price of the Company's ordinary shares on the Prime Market of the Tokyo Stock Exchange on the business day immediately preceding the day of each resolution by the Board of Directors (if no transaction was concluded on that day, the closing price on the

most recent trading day immediately preceding that day).

Furthermore, when issuing or disposing of the Company's ordinary shares pursuant to the Plan, the Company and the Eligible Employees shall enter into a restricted share allotment agreement (the "Allotment Agreement"), which includes provisions prescribing that (1) the Eligible Employees shall not transfer, create a security interest on, or otherwise dispose of the Company's ordinary shares allotted to them pursuant to the restricted share allotment agreement for a certain period of time and (2) under certain circumstances, the Company shall make a gratis acquisition of the ordinary shares allotted to them.

Under this Plan, monetary compensation claims will be provided by the Company to each Eligible Employee as properties to be contributed in kind, and therefore, the wages of the Company's employees will not be reduced as a result of the Disposal of Treasury Shares.

This time, with the aim of providing incentives to our employees to improve their performance and sustainably enhance corporate value, as well as to further promote value sharing with our shareholders, we resolved at the meeting of the Board of Directors held on June 9, 2025, to grant the Eligible Employees monetary compensation claims in a total of ¥49,220,892 (the "Monetary Compensation Claims") and 41,748 ordinary shares. In addition, in order to achieve the purpose of introducing the Plan, which is to share shareholder value over the long term, the transfer restriction period has been set at the time immediately following the retirement age of each Eligible Employee.

In the Disposal of Treasury Shares, 347 Eligible Employees who are the intended recipients of the allotment will pay in all of their Monetary Compensation Claims to the Company as properties contributed in kind and receive an allotment of the Company's ordinary shares (the "Allotted Shares").

3. Outline of the Allotment Agreement

(1) Transfer restriction period

From June 26, 2025 to the time immediately following the retirement age of each Eligible Employee

(2) Conditions for lifting the transfer restriction

Subject to the condition that each Eligible Employee continues to hold the position as an employee of the Company or a subsidiary of the Company, the transfer restriction on all of the Allotted Shares will be lifted on the expiration date of the transfer restriction period; provided, however, that if an Eligible Employee resigns from the position as an employee of the Company or a subsidiary of the Company for a valid reason (excluding resignation due to personal circumstances, including resignation due to death), the transfer restriction shall be lifted immediately upon the employee's resignation.

(3) Gratis acquisition of Allotted Shares by the Company

The Company shall automatically make a gratis acquisition of all the Allotted Shares for which the transfer restriction has not been lifted at the time of the expiration of the transfer restriction period or at the time of the lifting of the transfer restriction as stipulated in (2) above.

(4) Administration of shares

To prevent any transfer, creation of any security interest on, or disposal by other means of the Allotted Shares during the transfer restriction period, the Allotted Shares shall be administered in an individual account of each of the Eligible Employees opened with Nomura Securities Co., Ltd. To ensure the effectiveness of the transfer restriction, the Company has entered into an agreement with

Nomura Securities Co., Ltd. concerning the administration of the accounts for the Allotted Shares held by the Eligible Employees. In addition, the Eligible Employees have agreed to the details of the administration of said accounts.

(5) Procedures in the event of organizational restructuring etc.
If, during the transfer restriction period, any matters with regard to a merger agreement under which the Company will become a dissolving company, a share exchange agreement or a share transfer plan under which the Company will become a wholly owned subsidiary or any other organizational restructuring are approved by the general meeting of shareholders of the Company (or by the Board of Directors of the Company in the case where approval of the general meeting of shareholders of the Company about such organizational restructuring etc. is not necessary), the transfer restriction shall be lifted, subject to resolution of the Board of Directors, as of the time immediately before the business day prior to the effective date of said organizational restructuring etc., in respect of all the Allotted Shares.

4. Basis of calculating the amount to be paid in for the Allotted Shares and specific details thereof
The Disposal of Treasury Shares shall be funded by the monetary compensation claims provided to the intended recipients of the Allotted Shares. To eliminate arbitrariness in the disposal price, the closing price of the Company's ordinary shares on the Prime Market of the Tokyo Stock Exchange on June 6, 2025 (the business day immediately preceding the day of the relevant resolution of the Board of Directors) or ¥1,179 is to be designated as the disposal price. The Company believes that this value is reasonable insofar as it represents the share price on the market on the day immediately preceding the day of the relevant resolution of the Board of Directors and that the price is not especially favorable to the recipients.