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June 30, 2025

Company name: DAISUE CONSTRUCTION CO., LTD.
 Name of Representative: Kazunori Murao,
 President and Representative Director
 (Security code: 1814; TSE Prime Market)
 Contact: Masahito Ishimaru, Executive Officer
 General Manager of Corporate Planning Department
 (TEL: +81-6-6121-7127)

Notice Concerning Grant of Share Delivery Units under Performance-Linked Stock Remuneration Plan

DAISUE CONSTRUCTION CO., LTD. (the "Company") hereby announces that it has resolved, at a meeting of the Board of Directors held on today, to grant share delivery units (one unit equivalent to one share) to the eligible Directors and Executive Officers (excluding Outside Directors, Directors who are members of the Audit and Supervisory Committee, hereinafter referred to as "Directors, etc."), as follows.

1. Outline of Grant Shares

(1) Date of Grant	June 30, 2025
(2) Class and Number of Granted Shares	96,388 ordinary shares of the Company
(3) Paid-in Amount and Total Amount of Payment	To be determined (Note) The paid-in price will be based on the closing price of the Company's ordinary shares on the Tokyo Stock Exchange as of one business day before the Board of Directors' resolution regarding with the grant of shares (the Board of Directors meeting is scheduled for July 31). In the event that no transaction is executed on that day, the closing price from the immediately preceding trading day will be used instead.
(4) Planned Recipient	4 Directors of the Company 5 Executive Officers who do not concurrently serve as Directors of the Company 1 director * of a subsidiary of the Company (*) A person eligible for the plan who left the Board of Directors of the Company as of March 31, 2024 and were appointed as a Director of the Company's subsidiary on April 1, 2024

2. Purpose and Reason for Grant of Share Delivery Units

The Company has introduced a plan to grant the Company's shares according to the rank and the degree of attainment of performance evaluation goals, etc., to further clarify the link between the remuneration for Directors, etc. and the Company's business performance and the shareholder value, and enhancing

awareness of contribution to the medium- to long - term business performance and enhancement of corporate value. The Company grants share units to the eligible Directors, etc., as the period covered by the plan expired in March 2025, and the payment conditions were determined on June 30, 2025, the vesting date.

< About the plan >

i) Overview of the Plan

A performance-linked stock remuneration plan grants the Company's ordinary shares as remuneration for the period of execution of duties corresponding to three consecutive fiscal years (from April 2022 to March 2025) from the introduction of the plan, in the number calculated according to the degree of attainment of performance evaluation goals, etc. The monetary remuneration claims and the Company's ordinary shares to the eligible Directors, etc. will be granted after the completion of the period of execution of duties. Whether these will be granted and delivered, as well as the amount of the monetary remuneration claims and the number of shares, has not been determined at the time of the introduction of the plan.

ii) Requirements

Upon completion of the period of execution of duties and fulfillment of the following requirements, the Company's ordinary shares shall be delivered to the Directors, etc. by providing monetary remuneration claims to the Directors, etc. and having the Directors, etc. make a contribution in kind of all such claims. The delivery of the Company's ordinary shares will be made through the disposal of treasury shares. The delivery of the Company's ordinary shares to the Directors, etc. and the disposal of treasury shares will be resolved at the Board of Directors meeting after the expiration of the period of execution of duties.

- a. The market capitalization of tradable shares shall exceed 10 billion yen. The figure is obtained by multiplying the number of tradable shares as of the last day of March, 2025 by the average of the daily closing prices at Tokyo Stock Exchange for the three months from January to March, 2025.
- b. The Company shall maintain its listing on the Prime Market of the Tokyo Stock Exchange as of the end of June 2025, and shall not be designated to transfer its listing to another market.

iii) Maximum Number of Shares Pertaining to the Plan

The total number of the Company's ordinary shares received by eligible Directors, etc. for the period of execution of duties shall not exceed 64,000 shares for Directors and 57,000 shares for Executive Officers. If the total number of the Company's ordinary shares to be disposed under the plan needs to be adjusted, such as in the event of a split (including allotment of shares without contribution) or consolidation during the period, such total number will be adjusted to a reasonable extent.

iv) The Calculation Formula for the Number of the Company's Shares to be Delivered

The Board of Directors will determine the number of Company's ordinary shares to be delivered to each Eligible Director after the period of execution of duties (hereinafter referred to as "Share Delivery Units"). One unit equivalents to one share and the number of units will be determined by multiplying the standard units by the performance-linked factor. Standard units have been determined by the Board of Directors according to rank and the term of office. The performance-linked factor is calculated by dividing the Company's Total Shareholder Return (TSR) from March 31, 2022 to March 31, 2025 by the growth rate of the stock index of the Tokyo Stock Exchange (hereinafter referred to as "TOPIX") for the

same period. The upper limit of the performance-linked Factor is 120%, and the upper limit of the total number of share delivery units is 64,000 units for Directors and 57,000 units for Executive Officers.

The calculation will be made in accordance with the following formula. If the total number of the Company's ordinary shares to be disposed under the plan needs to be adjusted, such as in the event of a split (including allotment of shares without contribution) or consolidation during the period, such total number will be adjusted to a reasonable extent.

(Calculation Formula)

Share delivery unit = Accumulated standard unit × Performance-linked factor (*)

(*) Performance-linked factor is calculated according to the following formula.

Performance-linked factor = The Company TSR / TOPIX growth rate

The Company TSR = (B+C) / A

Growth rate of TOPIX = E / D

A: Closing price of the Company's ordinary shares on the Tokyo Stock Exchange on March 31, 2022

B: Closing price of the Company's ordinary shares on the Tokyo Stock Exchange on March 31, 2025

C: Total amount of dividend from surplus per share from Fiscal Year 2022 to Fiscal Year 2024

D: Closing price of TOPIX (including dividends) on March 31, 2022

E: Closing price of TOPIX (including dividends) on March 31, 2025

v) Paid-in Amount per Share

The paid-in amount per the Company's ordinary share to be granted under the plan will be resolved by the Board of Directors. The paid-in amount will use the closing price of the Company's ordinary shares on the Tokyo Stock Exchange as of one business day before the resolution on grant of shares by the Board of Directors. In the event that no transaction is executed on that day, the closing price from the immediately preceding trading day will be used instead. The amount of monetary remuneration claims to be paid to the eligible Directors shall be calculated according to the following formula.

(Calculation Formula)

Amount of monetary remuneration claim = Share delivery unit × Paid-in amount per share

vi) Period of Share Delivery

The shares will be delivered within two months of the vesting date after the period of execution of duties. The vesting date is June 30, 2025 when the payment conditions are fixed.

3. Basis for Calculation of the Paid-in Amount and Details Thereof

To eliminate price arbitrariness, the paid-in amount per share will be used as the closing price of the Company's ordinary shares on the Tokyo Stock Exchange as of one business day before the date of the Board of Directors' meeting scheduled for July 2025, where the grant of shares will be resolved. In the event that no transaction is executed on that day, the closing price from the immediately preceding trading day will be used instead. This is the market stock price before the date of resolution of the Board of Directors. The amount is considered reasonable and not particularly favorable to the recipients.