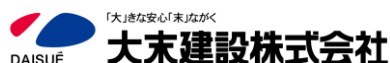


Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.



November 6, 2025

Company name: DAISUE CONSTRUCTION CO., LTD.
Name of Representative: Kazunori Murao,
President and Representative Director
(Security code: 1814; TSE Prime Market)
Contact: Yasumi Iwata,
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(TEL: +81-6-6121-7121)

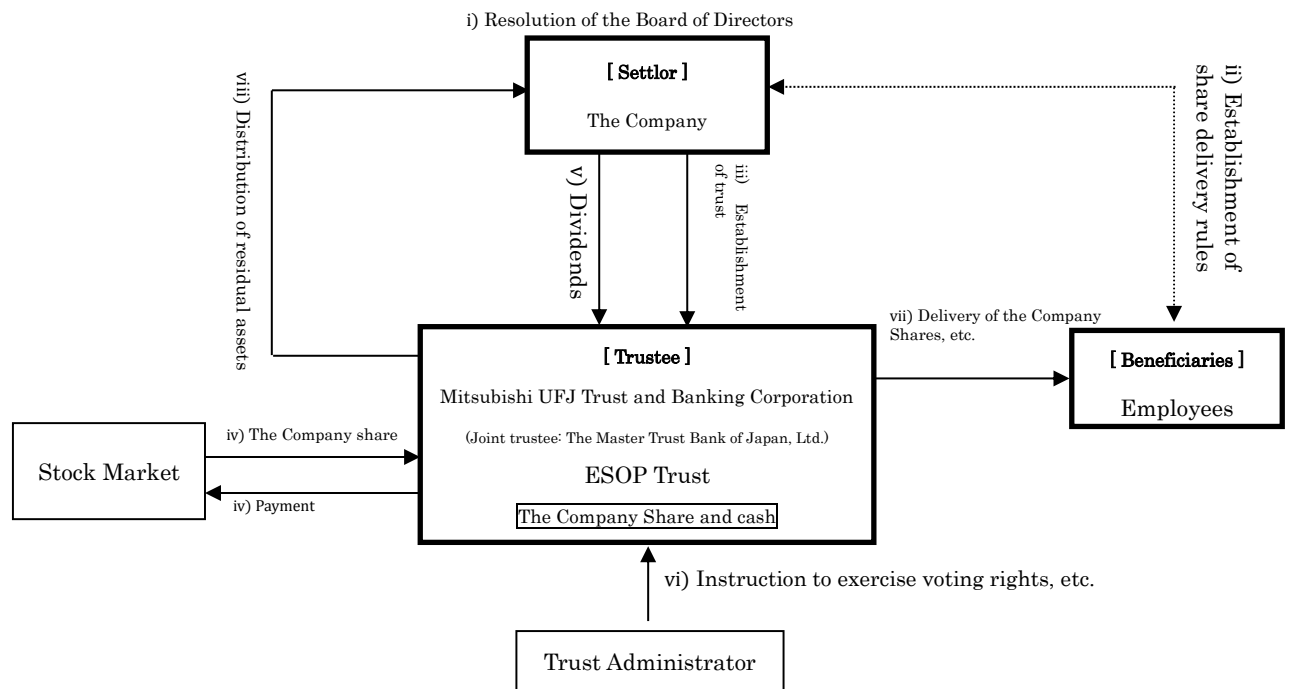
Notice Concerning Introduction of Stock Grant ESOP Trust

DAISUE CONSTRUCTION CO., LTD (the "Company") hereby announces that it has resolved at its Board of Directors meeting held today to introduce an incentive plan (a Stock Grant Employee Stock Ownership Plan, hereinafter referred to as "the Plan") for its employees who meet prescribed requirements (excluding Non-Residents of Japan. Hereinafter referred to as "Employees"), as follows.

1. Purposes of the Plan

- (1) The Company introduces the Plan to provide employees with incentives to contribute to the sustainable improvement of the Company's corporate value over the medium to long term. The plan is introduced as a new employee incentive in conjunction with the expiration of the Restricted Stock Compensation Plan..
- (2) The Plan adopts a scheme called a Stock Grant Employee Stock Ownership Plan (ESOP) Trust (hereinafter referred to as "ESOP Trust"). The ESOP Trust is an employee incentive plan based on the ESOP scheme in the United States. The Plan is a scheme that delivers or grants (hereinafter referred to as "deliver, etc.") an amount of money equivalent to the redemption value of the Company shares and the Company shares (hereinafter referred to as "the Company Shares, etc.") to Employees who meet the prescribed requirements in, pursuant to predetermined share delivery rules.
- (3) The introduction of the Plan will enable employees to receive financial benefits from increases in the Company's stock price. It is also expected to encourage employees to be more aware of the stock prices in the execution of their duties and increase their motivation to work. In addition, exercising voting rights for the Company's share that belong to the trust assets under the ESOP Trust reflects the intentions of the employees as prospective beneficiaries. The plan will be effective for increasing corporate value by encouraging employee participation in management.

2. Structure of the ESOP Trust



- i) The Company shall obtain a resolution of the Board of Directors concerning the introduction of the Plan.
- ii) The Company will establish Share Delivery Rules concerning the Plan by resolution of the Board of Directors.
- iii) The Company contributes money to the Trustee to establish an ESOP Trust (hereinafter, the “Trust”) for the benefit of employees who meet the beneficiary requirements.
- iv) In accordance with the instructions of the Trust Administrator, the Trust acquires the Company shares on the stock market using the money contributed in iii).
- v) Dividends on the Company shares held in the Trust will be paid in the same way as other shares of the Company.
- vi) With regard to the Company shares held in the Trust, the Trust Administrator will give instructions on the exercise of rights as a shareholder, such as the exercise of voting rights throughout the trust period, and the Trust will exercise its rights as a shareholder in accordance with these instructions.
- vii) During the trust period, points will be granted to Employees in accordance with the Share Delivery Rules. When Employees meet the beneficiary requirements, the Company shares, etc. corresponding to the number of the points will be granted from the Trust.
- viii) Residual assets after distribution to the beneficiaries at the time of expiration of the Trust are scheduled to be allocated to the Company to the extent of trust expense reserve, which is calculated by deducting the funds for acquiring shares from trust money.

(Note) During the trust period, if the number of shares held in the Trust may fall short of the number of shares to be granted to employees, or if the cash held in the Trust may fall short of payment of trust fees, trust expenses, etc., the Company may entrust additional cash to the Trust.

[Reference]

[Details of the Trust Agreement]

- | | |
|----------------------------------|---|
| a. Type of Trust | Money trust other than a money trust that is specifically managed independently (trust for others) |
| b. Purpose of Trust | Granting incentives to Employees |
| c. Consignor | The Company |
| d. Trustee | Mitsubishi UFJ Trust and Banking Corporation
(Joint Trustee: The Master Trust Bank of Japan, Ltd.) |
| e. Beneficiary | Employees who meet the beneficiary requirements |
| f. Trust Administrator | Third party (certified public accountant) who has no interest in the Company |
| g. Date of Trust Agreement | November 11, 2025 (planned) |
| h. Trust Period | From November 11, 2025, to January 31, 2029 (planned) |
| i. Starting date of the Plan | November 11, 2025 (planned) |
| j. Exercising voting rights | The voting rights of the Company's shares will be exercised in accordance with the instructions of the Trust Administrator which reflect the status of exercise of voting rights by the beneficiary candidate. |
| k. Class of acquired shares | The Company's ordinary shares |
| l. Maximum amount of trust money | 358 million yen (Including trust fees, trust expenses, etc.) |
| m. Period of share acquisition | From November 14, 2025, to December 12, 2025 (planned) |
| n. Method of share acquisition | Acquisition from the stock market |
| o. Vested rights holder | The Company |
| p. Residual assets | Residual assets that can be received by the Company, which is the holder of the vested rights, shall be within the extent of the trust expense reserve, which is calculated by deducting from the trust money the expense for acquiring the shares. |