

December 25, 2025

Company name: DAI-DAN CO., LTD.
 Name of representative: Yasuhiro Yamanaka, Representative Director,
 President, and Corporate Officer
 (Securities code: 1980; Prime Market of the Tokyo
 Stock Exchange)
 Inquiries: Yoji Sasaki, Director and Senior Corporate Officer,
 CIO and Head of General Administration Division
 (Telephone: +81-6-6447-8000)
 (URL: <https://www.daidan.co.jp/> (in Japanese))

Notice Concerning Change of Representative Directors

DAI-DAN CO., LTD. (the “Company”) hereby announces that, following deliberations by the Nomination and Compensation Committee, which serves as an advisory body to the Board of Directors, the Company has resolved at the Board of Directors meeting held on December 25, 2025, to make the following changes to the position of Representative Director.

1. Details of the change

| Name | New position title | Former position title |
|-----------------|---|--|
| Ichiro Fujisawa | Director and Chairman | Representative Director and Chairman |
| Hisao Sasaki | Representative Director and Senior Executive Corporate Officer General Manager of East Japan Division and General Manager of Tokyo Head Office | Director and Senior Executive Corporate Officer General Manager of East Japan Division and General Manager of Tokyo Head Office |

2. Reasons for the change

Starting in April 2026, the Company will enter the final year of the Mid-Term Management Plan Phase 2, the “Refining Stage,” and begin formulating Phase 3, the “Excellence Stage.” At this important juncture, the Company’s aim is to further strengthen our management structure to ensure we are fully prepared for significant advancements during the “Excellence Stage.”

Since joining the Company in 1988, Hisao Sasaki has worked on equipment designs for many years, after which he led the industrial facilities business field, and grew said business into a significant business domain for the Company. Subsequently, he has gained extensive experience and a track record managing core divisions and locations at the East Japan Division and Tokyo Head Office. Moving forward, he will demonstrate his strong leadership and support the President, contributing to the further growth of the corporate group.

Ichiro Fujisawa will relinquish his representative authority and will focus on overseeing management as the Chairperson of the Board of Directors.

3. Scheduled date for the change

April 1, 2026

4. Career summary of the newly appointed Representative Director

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|------------------------|---|---|
| Name | Hisao Sasaki | |
| Date of birth | September 7, 1965 (60 years old) | |
| Career summary | Apr. 1988 | Joined the Company |
| | Apr. 2011 | General Manager of Engineering Department, Industrial Facilities Division |
| | Apr. 2016 | Executive Officer Status, Head of Industrial Facilities Division |
| | Apr. 2017 | Corporate Officer and Head of Industrial Facilities Division |
| | Apr. 2018 | Senior Corporate Officer and Head of Technical Development Group |
| | Apr. 2019 | Senior Corporate Officer and Head of Engineering Division |
| | Apr. 2020 | Executive Corporate Officer and Head of Engineering Division |
| | June 2020 | Director, Executive Corporate Officer, and Head of Engineering Division |
| | Apr. 2022 | Director, Executive Corporate Officer, Head of Technical Division, and in charge of Engineering Division |
| | Apr. 2024 | Director, Senior Executive Corporate Officer, General Manager of East Japan Division, and General Manager of Tokyo Head Office (present position) |
| Number of shares owned | 17,600 shares (as of November 30, 2025) | |

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