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Jun 26, 2025

To Whom It May Concern

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Representative: President and CEO Masakatsu Kayamori
(Code: 6430, Prime Market of the Tokyo Stock Exchange / Premier Market of the Nagoya Stock Exchange)
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Notice Regarding Issuance of New Shares as Restricted Stock Compensation

The Company hereby announces that at the meeting of its Board of Directors held today, it resolved to issue new shares (hereinafter referred to as the “New Share Issuance” or the “Issuance”) as restricted stock compensation, as outlined below..

The decision is as follows:

1. Overview of the Issuance

(1) Payment Date	July 25, 2025
(2) Type and Number of Shares to Be Issued	20,943 shares of the Company’s common stock
(3) Issue Price	¥2,158 per share
(4) Total Amount to Be Raised	¥45,194,994
(5) Allottees, Number of Allottees, and Number of Shares to Be Allotted	Directors of the Company (excluding outside directors): 4 persons 13,464 shares Executive Officers who do not concurrently serve as Directors: 8 persons 7,479 shares
(6) Other	This issuance of new shares constitutes an offering of securities that is exempt from the filing requirements for offerings or sales under Article 2, Paragraph 12, Item 1 of the Enforcement Order of the Financial Instruments and Exchange Act.

2. Purpose and Reason for the Issuance

At a meeting of the Board of Directors held on May 15, 2024, the Company resolved to introduce a new compensation plan—the Restricted Stock Compensation Plan (hereinafter referred to as the “Plan”)—for its directors (excluding outside directors; hereinafter referred to as the “Eligible Directors”), executive officers who do not concurrently serve as directors, and directors of the Company’s subsidiaries (collectively with the Eligible Directors, the “Eligible Recipients”). The purpose of this Plan is to provide incentives that contribute to the sustainable enhancement of the Company’s corporate value and to promote greater value sharing with shareholders.

Furthermore, at the 51st Annual General Meeting of Shareholders held on June 26, 2024, shareholders approved the issuance or disposal of up to 40,000 shares of the Company’s common stock per year as restricted stock compensation, and the granting of monetary claims of up to ¥160 million per year to the Eligible Directors under the Plan, as well as the setting of a 30-year transfer restriction period for the restricted shares.

An outline of the Plan is provided below.

[Overview of the Plan]

Under the Plan, each Eligible Officer will contribute in kind the entire amount of the monetary claims granted by

the Company as consideration, and in return, will be allotted shares of the Company's common stock through issuance or disposal by the Company. The per-share payment amount will be determined by resolution of the Board of Directors, based on the closing price of the Company's common stock on the Tokyo Stock Exchange on the business day immediately preceding the date of each such resolution of the Board of Directors (or, if no trading occurred on that day, the closing price on the most recent preceding trading day), within a range that does not constitute particularly favorable terms for the Eligible Officers who subscribe to the shares.

In addition, upon such issuance or disposal of common stock under the Plan, the Company will enter into a Restricted Stock Allotment Agreement with each Eligible Officer. The terms of such agreement will include, but are not limited to:

- (i) the prohibition, for a certain period, of any transfer, creation of a security interest, or other form of disposal by the Eligible Officer of the allotted shares of the Company's common stock; and
- (ii) provisions that allow the Company to acquire such shares without consideration under certain circumstances.

This time, after deliberation by the Compensation Advisory Committee and in consideration of the objectives of the Plan, the Company's business performance, the scope of duties of each Eligible Officer, and other relevant factors, it has been determined to grant a total monetary claim of ¥45,194,994 (hereinafter the "Monetary Compensation Claim") and allot 20,943 shares of common stock, with the aim of further motivating each Eligible Officer.

Furthermore, to achieve the Plan's objective of promoting long-term value sharing with shareholders, the restriction period for the transfer of the allotted shares will be set at 30 years for this allotment.

In this issuance of new shares, pursuant to the Plan, 12 Eligible Officers to whom the shares will be allotted will contribute the entire amount of their respective Monetary Compensation Claims in kind, and receive an allotment of the Company's common stock (hereinafter referred to as the "Allotted Shares").

An outline of the Restricted Stock Allotment Agreement (hereinafter the "Allotment Agreement") to be entered into between the Company and the Eligible Officers in connection with this new issuance of shares is provided in Section 3 below.

3. Outline of the Allotment Agreement

(1) Transfer Restriction Period

From July 25, 2025 to July 24, 2055

(2) Conditions for Lifting of Transfer Restrictions

The transfer restrictions on all of the Allotted Shares will be lifted at the expiration of the transfer restriction period, provided that the Eligible Officer has continuously held any position as a director, executive officer, executive officer without concurrent directorship, auditor, advisor, counselor, employee, or any other equivalent position at the Company or its subsidiaries during the restriction period.

(3) Treatment upon Resignation or Retirement during the Transfer Restriction Period due to Expiration of Term, Retirement Age, or Other Legitimate Reasons

(i) Timing of Lifting of Transfer Restrictions

If an Eligible Officer resigns or retires from all positions at the Company or its subsidiaries, including director, executive officer, executive officer without concurrent directorship, auditor, advisor, counselor, or employee, due to expiration of term, retirement age, or other legitimate reasons (including death), the transfer restrictions will be lifted immediately upon such resignation or retirement.

(ii) Number of Shares Subject to Lifting of Transfer Restrictions

The number of Allotted Shares subject to lifting of transfer restrictions will be calculated by multiplying the

number of Allotted Shares held at the time of such resignation or retirement as described in (i), by a fraction calculated as the number of months from the month including the Payment Date (or, in the case of executive officers without concurrent directorship, from the first month of the fiscal year including the Payment Date) to the month including the resignation or retirement date, divided by 12 (rounded down to the nearest whole share, and capped at 1 if the result exceeds 1).

(4) Acquisition without Consideration by the Company

The Company will automatically acquire without consideration all Allotted Shares for which transfer restrictions have not been lifted either upon expiration of the transfer restriction period or immediately after the lifting timing set forth in (3) above.

(5) Treatment in the Event of Organizational Restructuring

If, during the transfer restriction period, a matter related to organizational restructuring—such as a merger agreement in which the Company becomes the dissolving entity, a share exchange agreement or share transfer plan in which the Company becomes a wholly owned subsidiary, or other similar event—is approved at a shareholders' meeting of the Company (or at a meeting of the Board of Directors if shareholder approval is not required), then, pursuant to a resolution of the Board of Directors, the transfer restrictions will be lifted immediately before the business day preceding the effective date of the organizational restructuring. The number of shares subject to such lifting will be calculated in the same manner as described in (3)(ii), using the month of such approval as the endpoint. Any Allotted Shares for which transfer restrictions are not lifted by such time will be automatically acquired without consideration by the Company on the business day preceding the effective date of the restructuring.

(6) Management of Shares

To prevent transfer, pledge, or any other disposal of the Allotted Shares during the transfer restriction period, such shares will be managed in a dedicated account opened by each Eligible Officer at Nomura Securities Co., Ltd. The Company has entered into an agreement with Nomura Securities to ensure the effectiveness of the transfer restrictions and other conditions related to the Allotted Shares, and each Eligible Officer is required to consent to the terms of such account management.

4. Basis for Calculation and Specific Details of the Payment Amount

The issuance of the new shares to the intended allottees is carried out through in-kind contribution of monetary claims granted as restricted stock compensation for the Company's 52nd fiscal year under the Plan.

To ensure that the issue price is free from arbitrariness, it has been set at ¥2,158 per share, which corresponds to the closing price of the Company's common stock on the Prime Market of the Tokyo Stock Exchange on June 25, 2025 (the business day immediately preceding the date of the Board resolution).

This price reflects the market value of the Company's shares immediately prior to the resolution date and is considered to be reasonable and not particularly favorable to the allottees.

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