



May 13, 2025

Daido Metal Co., Ltd.

Seigo Hanji

Chairman and Chief Executive Officer

(Code) 7245 Prime Market of TSE

Premier Market of NSE

(For inquiry)

Shigemasa Hakakoshi

Director and Managing Executive Officer

Head of Human Resources Planning Division

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**Notice on Decision Concerning Acquisition of Shares for
Stock-based Remuneration Scheme**

At a meeting of the Board of Directors held on March 26, 2025, Daido Metal Co., Ltd. (hereinafter, the “Company”) resolved to continue the stock based remuneration scheme for Directors of the Company (excluding Outside Directors; the same applying hereinafter) introduced on November 28, 2019 (hereinafter, “Stock-based Remuneration Scheme for Directors”; the trust established for which scheme is referred to as the “Board Benefit Trust for Directors”) as well as the stock based remuneration scheme for Executive Officers (excluding Executive Officers concurrently serving as Directors; the same applying hereinafter) (hereinafter, “Stock-based Remuneration Scheme for Executive Officers”; the trust established for which scheme; the trust established for which scheme is referred to as the “Benefit Trust for Executive Officers”).

Also, at the meeting of the Board of Directors held today, in regard to the Stock-based Remuneration Scheme for Directors and the Stock-based Remuneration Scheme for Executive Officers (hereinafter, collectively referred to as the “Scheme”), we resolved to place additional cash entrustment to the trustees of the Board Benefit Trust for Directors and the Benefit Trust for Executive Officers (hereinafter, collectively referred to as the “Trusts”) used to acquire additional shares of the Company. The Company hereby announces the details as below.

For an overview of the Scheme, please refer to "Introduction of Performance-linked Stock-based Remuneration Scheme for Directors" dated May 24, 2019.

1. Outline of the Trusts

	Stock-based Remuneration Scheme for Directors	Stock-based Remuneration Scheme for Executive Officers
(1) Name	Board Benefit Trust for Directors	Benefit Trust for Executive Officers
(2) Trustor	The Company	
(3) Trustee	Sumitomo Mitsui Trust Bank, Limited (Re-trustee: Custody Bank of Japan, Ltd.)	
(4) Beneficiaries	Directors who satisfy beneficiary requirements	Executive Officers who satisfy beneficiary requirements
(5) Administrator of Trusts	A third party independent of the Company and its executives	

(6) Exercise of voting rights	Not to be exercised during trust period.	Trust administrator to provide instructions on the exercise of voting rights.
(7) Type of Trust	Trust of money other than money trust (third-party-benefit trust)	
(8) Date of Trust agreements	November 28, 2019	
(9) Date of additional cash entrustment	May 21, 2025 (planned)	
(10) End of Trust period (after extension)	August 31, 2028 (planned)	

2. Matters relating to acquisition of the Company's shares by the trustee of the Trusts

	Board Benefit Trust for Directors	Benefit Trust for Executive Officers
(1) Class of shares to be acquired	Common stock	
(2) Total acquisition cost of shares	59,000,000 Yen	149,000,000 Yen
(3) Total number of shares to be acquired	84,000 shares (maximum)	212,100 shares (maximum)
(4) Method of share acquisition	Purchase from the market (including after-hour trading)	
(5) Period of share acquisition	May 21, 2025 – May 30, 2025 (planned)	

(End of document)