May 14, 2026

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Notice Concerning the Introduction of a Performance-linked Share-based Remuneration Plan

Daiki Aluminium Industry Co., Ltd. ("**the Company**") hereby announces that it resolved at a meeting of the Board of Directors held today to introduce a new performance-linked share-based remuneration plan, the Board Benefit Trust (BBT) (hereinafter referred to as "**the Plan**"), and has resolved to submit a proposal regarding the Plan to the 99th Annual General Meeting of Shareholders (hereinafter referred to as "**the General Meeting**") scheduled to be held on June 19, 2026, as described below.

1. Background and purpose of introduction

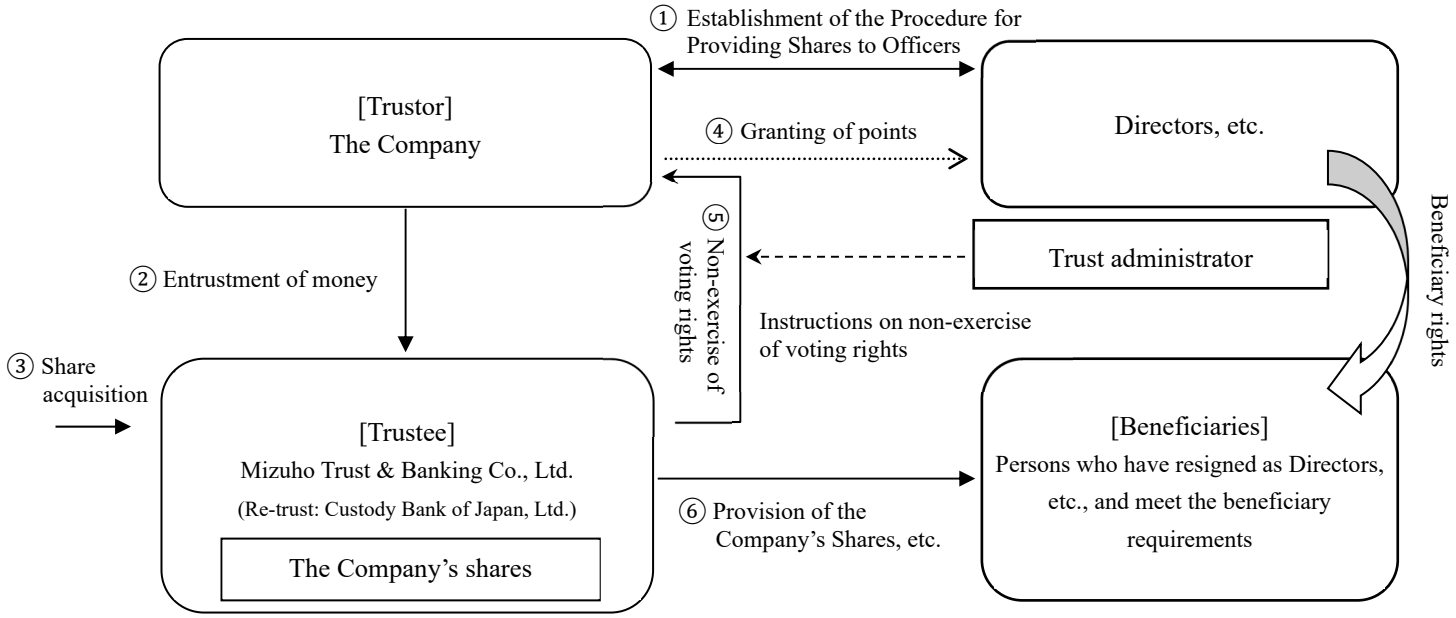
The Board of Directors of the Company has resolved to introduce the Plan, subject to the approval of executive compensation by the shareholders at the General Meeting, and submit a proposal for it at the General Meeting, to further clarify the linkage between the remuneration of directors (excluding outside directors hereinafter unless otherwise specified) and delegated executive officers hereinafter directors and delegated executive officers referred to as "**Directors, etc.**") and the performance and share value of the Company, as well as to raise the awareness of Directors, etc., regarding their contribution to the improvement of medium- to long-term performance and corporate value through their sharing of the profit and risk of stock price fluctuations along with other shareholders.

2. Overview of the Plan

(1) Overview of the Plan

The Plan is a performance-linked share-based remuneration plan under which the Company's shares are acquired through a trust (hereinafter, the trust defined under the Plan is referred to as "**the Trust"**) using cash contributed by the Company as the source of funds and provided to Directors, etc., in the form of the Company's shares and cash amounts equivalent to the market value of the Company's shares (hereinafter referred to as "**the Company's Shares, etc.**") through the Trust in accordance with the Procedure for Providing Shares to Officers set out by the Company. In principle, the timing for Directors, etc., to receive the Company's Shares, etc., shall be upon their retirement.

＜Mechanism of the Plan＞



① The Company shall establish the Procedure for Providing Shares to Officers within the scope of the framework approved in the resolution on executive compensation passed at the General Meeting.

② The Company shall entrust cash within the scope approved by the resolution of the General Meeting in ① above.

③ The Trust shall acquire the Company's shares using the cash entrusted in ② above as the source of funds, either through the stock exchange or by subscribing to disposal of the Company's treasury shares.

④ The Company shall grant points to Directors, etc., based on the Procedure for Providing Shares to Officers.

⑤ The Trust shall not exercise voting rights for the Company's shares held in the Trust account, in accordance with the instructions of the trust administrator, who shall be independent from the Company.

⑥ The Trust shall provide Company's shares commensurate with the number of points granted to persons who have resigned as Directors, etc., and meet the beneficiary requirements set out in the Procedure for Providing Shares to Officers (hereinafter referred to as "**Beneficiaries**"). However, if persons who have resigned as Directors, etc., satisfy the requirements set out in the Procedure for Providing Shares to Officers, a certain percentage of the points shall be provided in the form of cash equivalent to the market value of the Company's shares.

(2) Eligibility for the Plan

Directors (outside directors are ineligible) and executive officers delegated by the Company

(3) Trust period

From August 2026 (planned) to termination of the Trust (There is no specific termination date for the trust

period of the Trust; the Trust shall continue as long as the Plan remains in effect. The Plan shall be terminated upon delisting of the Company's shares, abolition of the Procedure for Providing Shares to Officers, or other such circumstances.)

(4) Trust amount

Subject to approval of the introduction of the Plan at the General Meeting, the Company will introduce the Plan for the three fiscal years from the fiscal year ending March 31, 2027, to the fiscal year ending March 31, 2029, and each subsequent three-fiscal-year period thereafter (hereinafter, the first three-fiscal-year period is referred to as "**the Initial Defined Period**," each subsequent three-year-fiscal period beginning after the Initial Defined Period is referred to as a "**Defined Period**") and shall contribute the following cash amounts to the Trust as the source of funds for acquisition of the Company's shares by the Trust in order to provide the Company's Shares, etc., to Directors, etc.

First, when the Trust is created (August 2026; planned), the Company shall contribute the amount of cash estimated to be necessary for the Initial Defined Period to establish the Trust. The upper limit for the number of points to be granted to Directors, etc., under the Plan is 43,000 points per fiscal year, as defined in (5) below; therefore, when the Trust is created, the Company shall contribute the funds reasonably estimated to be necessary to acquire up to 129,000 shares, taking into consideration the closing price of the Company's common shares in ordinary trading on the Tokyo Stock Exchange immediately prior. For reference, using the closing price of 1,603 yen on May 13, 2026, the required funds would be roughly 209 million yen.

After the Initial Defined Period ends and until the Plan ends, the Company shall, in principle, make additional contributions of funds deemed necessary for the Trust to acquire shares in advance for each Defined Period, based on reasonable estimates of the number of shares necessary to provide to Directors, etc., under the Plan. However, when making these additional contributions, if there are any of the Company's shares (excluding any of the Company's shares that correspond to the number of points granted to Directors, etc., for each Defined Period immediately prior but not yet provided to the Directors, etc.) or cash (hereinafter referred to collectively as "**Remaining Shares, etc.**") remaining in the Trust assets, the Remaining Shares, etc., shall be allocated as a source of funds for payments under the Plan for subsequent Defined Periods, and the Company shall factor in the Remaining Shares, etc., when calculating additional contributions. The Company shall make proper and timely disclosures when determining additional contributions.

Note: The amount of money the Company actually contributes to the Trust corresponds to the estimated amount for trust fees and other expenses in addition to the aforementioned funds for acquiring shares.

(5) Method of acquisition of the Company's shares and number of shares to be acquired by the Trust

The Trust shall acquire the Company's shares using the funds contributed in (4) above as the source of funds, either through the stock exchange or by subscribing to the disposal of the Company's treasury shares.

Given that the upper limit of points to be granted to Directors, etc., is 43,000 per fiscal year, as defined in (6) below, the upper limit for the number of the Company's shares to be acquired by the Trust for each

Defined Period shall be 129,000 shares. The Company shall make proper and timely disclosures regarding the details of acquisitions of the Company's shares by the Trust.

(6) Upper limit of Company's Shares, etc., to be paid to Directors, etc.

For each fiscal year, Directors, etc., shall be granted a number of points determined in accordance with the Procedure for Providing Shares to Officers, taking into account factors such as their position and the degree to which performance targets have been met. The upper limit of points to be granted to Directors, etc., per fiscal year is 43,000 (including 30,000 for directors). This limit was determined after comprehensive consideration of the current level of officer compensation, trends and future outlook for the number of Directors, etc., and other factors and is deemed to be appropriate.

When providing Company's Shares, etc., as described in (7) below, the points granted to Directors, etc., shall be converted at a rate of one of the Company's common shares per point (however, if a stock split, stock dividend, reverse stock split, or similar action is carried out with respect to the Company's shares after approval by the shareholders at the General Meeting, the upper limit for the number of points, the number of points already granted, or the conversion ratio shall be reasonably adjusted according to such ratio or other factors).

The ratio of votes associated with shares corresponding to the upper limit for points granted to directors per fiscal year (300 votes) relative to votes associated with the total number of shares issued (395,111 as of March 31, 2026) is approximately 0.08%.

In principle, the number of points for Directors, etc., to be used as the basis for providing Company's Shares, etc., in accordance with (7) below shall be the number of points having been granted to the Directors, etc., until retirement from office (hereinafter referred to as the "Final Number of Points").

(7) Provision of the Company's Shares, etc.

When Directors, etc., retire from office and satisfy the beneficiary requirements set out in the Procedure for Providing Shares to Officers, those who complete the prescribed beneficiary determination procedures shall, in principle, receive the number of the Company's shares corresponding to the Final Number of Points determined in accordance with (6) above. However, Directors, etc., who fulfill the requirements set out in the Procedure for Providing Shares to Officers shall receive a certain percentage of their points in the form of cash equivalent to the market value of the Company's shares instead of the Company's shares. The Trust may sell the Company's shares to make these cash payments.

Additionally, even if Directors, etc., have been granted points, they shall not acquire the right to receive the Company's Shares, etc., if a General Meeting or the Board of Directors passes a resolution to dismiss them, if they retire from office due to certain misconduct during their term, if they engage in inappropriate actions that damage the Company while in office, or if other such circumstances apply.

(8) Exercising voting rights

Without exception, voting rights for the Company's shares in the Trust account shall not be exercised, in accordance with the instructions of the trust administrator. This policy is intended to ensure neutrality toward

the Company's management with regard to the exercise of voting rights pertaining to the Company's shares held in the Trust account.

(9) Treatment of dividends

Dividends for the Company’s shares in the Trust account will be received by the Trust and allocated to cash for acquiring the Company’s shares, trust fees for the trustee of the Trust, and the like. In the event that the Trust is terminated, any dividends and other such distributions remaining in the Trust shall be paid to Directors, etc., in office at that time proportionally based on the number of points held by each, in accordance with the Procedure for Providing Shares to Officers.

(10) Treatment at trust termination

The Trust shall be terminated upon delisting of the Company’s shares, abolition of the Procedure for Providing Shares to Officers, or other such circumstances.

The Company intends to acquire all of the Company's shares included in the residual assets of the Trust without consideration upon termination of the Trust and to cancel them by resolution of the Board of Directors. The cash remaining in the residual assets of the Trust upon termination of the Trust, excluding the amounts to be paid to Directors, etc., pursuant to (9) above, shall be paid to the Company.

[Overview of the Trust]

① Name	:	Board Benefit Trust (BBT)
② Settlor	:	The Company
③ Trustee	:	Mizuho Trust & Banking Co., Ltd. (Re-trustee: Custody Bank of Japan, Ltd.)
④ Beneficiaries	:	Persons who have resigned as Directors, etc., and who meet the beneficiary requirements set out in the Procedure for Providing Shares to Officers
⑤ Trust Administrator	:	A third party with no conflicts of interest with the Company is planned to be selected
⑥ Type of Trust	:	Monetary trust other than a money trust (third-party benefit trust)
⑦ Date of Trust Agreement	:	August 2026 (planned)
⑧ Date of Money Trust	:	August 2026 (planned)
⑨ Trust Period	:	From August 2026 (planned) until the termination of the trust (No specific termination date is set, and the trust shall continue as long as the Plan remains in effect.)

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