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May 13, 2025

To Whom It May Concern:

Company name: DaikyoNishikawa Corporation
Representative: Ikuo Sugiyama, Representative Director and President
(Securities Code: 4246, Prime of Tokyo Stock Exchange)
Contact: Hironori Matsuo, Managing Executive Officer and Corporate Planning Division Manager
(Telephone: +81-82-493-5610)

Notice Regarding the Introduction of a Restricted Stock Incentive Plan for the DaikyoNishikawa Employee Stock Ownership Plan

DaikyoNishikawa Corporation (the "Company") hereby announces that, at the Board of Directors Meeting held on May 13, 2025, it resolved to introduce a restricted stock incentive plan for employees through the DaikyoNishikawa Employee Stock Ownership Plan (hereinafter the "ESOP"). Under this plan (hereinafter the "Plan"), eligible employees will be granted restricted stock in the Company through the ESOP. The details are as follows.

1. Purpose of the Plan's Introduction

The Plan is intended to create an opportunity, through the ESOP, for employees to acquire the Company's common stock, issued or disposed of by the Company, as restricted stock. It forms part of our investment in human capital aimed at supporting the continuous improvement of our corporate value. Through the Plan, we aim to help employees build personal assets, enhance their motivation to contribute to improvements in the Company's business performance and share price, and further promote value-sharing with our shareholders.

2. Overview of the Plan

Among employees who are members of the ESOP, those who agree to participate in the Plan (hereinafter the "Eligible Employees") will receive a monetary claim from the Company as a special incentive for the grant of restricted stock (hereinafter the "Special Incentive Payment"). The Eligible Employees will contribute the Special Incentive Payment to the ESOP, which will then make an in-kind contribution of the same to the Company. The Eligible Employees will thereafter receive an allotment of the Company's common stock, issued or disposed of as restricted stock, through the ESOP.

Other specific details regarding the restricted stock allocation will be determined at a future meeting of the Board of Directors. Further information will be disclosed as soon as decisions are made.