

Press Release



March 30, 2026

DAITRON CO., LTD.
Representative: Shinsuke Tsuchiya, President, CEO & COO
Code No.: 7609, TSE Prime Market
Contact: Hajimu Mouri, Senior Managing Director &
Representative Director, Senior Managing Corporate
Officer & Division Manager-Business Administration
Telephone: +81-6-6399-5041

Announcement of Disposal of Treasury Shares under the Performance-Linked Stock Compensation Plan

Daitron Co., Ltd. (hereinafter, the “Company”) announces that it resolved, at the meeting of the Board of Directors held today, to carry out the disposal of treasury shares under a performance-linked stock compensation plan (hereinafter, the “Treasury Share Disposal”), as detailed below.

1. Outline of Treasury Share Disposal

(1) Payment date	May 29, 2026
(2) Class and number of shares for disposal	5,900 shares of the Company’s common stock
(3) Disposal value	2,866 yen per share
(4) Total amount of disposal	16,909,400 yen
(5) Disposal recipients	Executive Directors: 2 persons 1,600 shares Contract-type Executive Officers: 2 persons 1,000 shares Employee-type Executive Officers: 5 persons 1,000 shares Senior Officers: 12 persons 2,300 shares

2. Purpose of and Reason for Treasury Share Disposal

The Company resolved at the meeting of the Board of Directors held on February 7, 2024, to introduce a performance-linked stock compensation plan as a new compensation program for the Executive Directors (the “Eligible Directors”). The purpose is to provide the Eligible Directors with incentives to promote the sustainable growth of the Company’s corporate value by clearly linking their compensation with the Company’s performance and stock value, and to further align the interests of the Eligible Directors and the shareholders.

At the 72nd Annual General Meeting of Shareholders held on March 28, 2024, the shareholders approved that the total number of shares of the Company’s common stock to be issued or disposed of based on the performance-linked stock compensation plan for the Executive Directors shall be limited to 10,000 shares per year, and that the monetary amount thereof shall be set at up to 35 million yen per year as a separate framework from the existing monetary compensation limits. Furthermore, at the 73rd Annual General Meeting of Shareholders held on March 28, 2025, the Company transitioned from a company with an audit and supervisory board to a company with an audit and supervisory committee, and the

*This document is an English translation of a statement written initially in Japanese.
The Japanese original should be considered the primary version.*

continuation of the performance-linked stock compensation plan for the Eligible Directors was approved at the same meeting.

In addition, the Company resolved at the meeting of the Board of Directors held on March 28, 2024, to extend the performance-linked stock compensation plan (the “Plan”, including the plan applicable to the Eligible Directors) to the Company’s Contract-type Executive Officers, Employee-type Executive Officers and Senior Officers (the “Eligible Directors and Officers”, including the Executive Directors). The Company resolved at the meeting of the Board of Directors held today to grant 2 Executive Directors, 2 Contract-type Executive Officers, 5 Employee-type Executive Officers and 12 Senior Officers monetary compensation claims totaling 16,909,400 yen and to have such claims contributed in kind in exchange for the disposition of 5,900 shares of the Company’s common stock.

3. Details of the Plan

I. The Outline of the Plan

The Plan is a performance-linked stock compensation plan that uses performance share units (“PSUs”), under which the Company sets performance targets for each fiscal year (the “Evaluation Period”) in advance by resolution of the Board of Directors, and grants to the Eligible Directors and Officers a number of shares of the Company’s common stock or cash equivalent (the “Stock or Cash Equivalent”) calculated primarily based on the degree of achievement of the performance targets.

II. Outline of the Conditions for the Grant of the Stock or Cash Equivalent

Under the Plan, upon the expiration of the Evaluation Period and provided that the requirements set forth below are satisfied, the Company shall grant the Eligible Directors and Officers the Stock or Cash Equivalent in accordance with item (III) below.

- A) (i) With respect to the Executive Directors, they must have continuously held the position from the date of the Company’s Annual General Meeting of Shareholders held in 2025 to that of the Meeting held in 2026; and with respect to the Contract-type Executive Officers, they must have continuously held the position during the period from April 1, 2025 to March 31, 2026. (ii) With regard to the Employee-type Executive Officers and Senior Officers, they must have continuously held the position and served for the service period each set by the Board of Directors.
- B) No misconduct specified by the Board of Directors has occurred.
- C) Any other requirements established by the Board of Directors as necessary to achieve the purpose of the Plan have been met.

III. Outline of the Calculation Method for the Number of Shares and Monetary Amount to Be Provided

The number of shares and monetary amount to be provided are calculated based on the following formulas.

*This document is an English translation of a statement written initially in Japanese.
The Japanese original should be considered the primary version.*

Number of shares = Reference number of shares (1) × Tenure ratio (2) × 0.5

Monetary amount = Reference number of shares (1) × Reference share price (3) × Tenure ratio (2) × 0.5

(1) Reference number of shares

The reference number of shares is determined based on the positions of the eligible individuals and the degree of achievement of the ROE (Return on Equity) targets set under the Company's medium- to long-term management plan for each fiscal year from January 1 to December 31 (the target for the current fiscal year being 12%).

(2) Tenure ratio

Tenure ratio is calculated based on the following formula.

$$\text{Tenure ratio} = \frac{\text{The number of months of tenure during the service period}}{12}$$

(3) Reference share price

The reference share price shall be the closing price of the Company's common stock on the Tokyo Stock Exchange on the business day immediately preceding the date of the Board resolution regarding the grant of shares under the Plan (or, if no trade is executed on that day, the closing price on the most recent prior trading day).

4. Basis for Calculation of the Paid-in Amount and Specific Details Thereof

This Treasury Share Disposal is conducted by using the monetary compensation claims granted to the scheduled allottees as the asset to be contributed. To exclude any arbitrariness in the payment amount, the amount is set at the closing price of the Company's common stock on the Tokyo Stock Exchange on March 27, 2026 (the business day immediately preceding the date of the Board resolution regarding the grant of shares), which is 2,866 yen. As this represents the market price immediately prior to the date of the Board resolution regarding the grant of shares, unless there are special circumstances indicating that reliance on the most recent market price would be inappropriate, the price is considered reasonable, appropriately reflecting the Company's corporate value, and does not constitute a particularly favorable price for the Eligible Directors and Officers.