

Daido Metal Co., Ltd.

Seigo Hanji
Chairman and Chief Executive Officer

(For inquiry)
Motoyuki Miyo
Director and Managing Executive Officer
Head of Corporate and Financial Planning
Division
(TEL: +81-52-205-1400)

**Notice on Changes in Date of Trust Contract and Trust Period
of Trust-Type Employee Stock Purchase Incentive Plan**

As reported in the “Notice on Introduction of Trust-Type Employee Stock Purchase Incentive Plan” dated May 24, 2019, Daido Metal Co., Ltd. (hereinafter “the Company”) decided to introduce an E-Ship® Trust-Type Employee Stock Purchase Incentive Plan (hereinafter “ESPP”). Today, the Company resolved at a board of directors’ meeting to postpone the date of trust contract and to revise trust period, as described below. The revised parts are underlined.

1. Outline of Employee Stock Purchase Plan Trust

- (1) Name: Daido Metal Employee Stock Purchase Plan Trust
- (2) Trustor: The Company
- (3) Trustee: The Nomura Trust and Banking Co., Ltd.
- (4) Beneficiaries: Employees who meet beneficiary eligibility criteria
- (5) Date of trust contract:
Before revision The end of October, 2019 (Plan)
After revision November 27, 2019 (Plan)
- (6) Trust period:
Before revision From the end of October, 2019 to the end of May, 2024 (Plan)
After revision From November 27, 2019 to the end of May, 2024 (Plan)
- (7) Purpose of trust: Stable and continuous supply of shares to the ESPP and distribution of trust assets to those employees who meet beneficiary eligibility criteria
- (8) Beneficiary eligibility criteria: To be eligible, a beneficiary must be alive on the date when procedures for confirming eligibility begin (such as, the date on which the trust period ended, when all trust assets were converted to cash or all the Company stock held as trust assets were sold to the ESPP), and be a member of this ESPP (or a former member who withdrew its membership due to mandatory retirement, job transfer or promotion to an executive position on or after the trust contract was signed and up to the date when procedures for confirming beneficiary eligibility begin).

(Reference)

E-Ship[®] is the registered trademark of Nomura Securities Co., Ltd.

E-Ship[®] (an abbreviation of Employee Shareholding Incentive Plan) is an incentive plan for employees modeled after employee stock ownership plans widely used in the United States. It was jointly developed by Nomura Securities Co., Ltd., and The Nomura Trust and Banking Co., Ltd., for use as an employee stock ownership plan.

This is a translation of the Japanese press release for reference purposes only. In the event of any discrepancy, the Japanese original shall prevail.