



May 28, 2026

Company name: Diamond Electric Holdings Co., Ltd.
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(Securities code: 6699; Standard Market)
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Notice Concerning Partial Revision of the Performance-Linked Stock Compensation Plan

At the meeting of the Board of Directors held today, Diamond Electric Holdings Co., Ltd. (hereinafter referred to as the "Company") resolved to partially revise the "Performance-Linked Stock Compensation Plan" (the "Plan") introduced in FY2021 for directors (excluding external directors and directors who are Audit and Supervisory Committee members), commissioned executive officers, and senior technical officers (collectively, the "Eligible Directors, etc.>").

The Company also resolved to submit a proposal regarding the partial revision of the Plan to the 8th Ordinary General Meeting of Shareholders scheduled to be held on June 26, 2026 (the "General Meeting"), as set forth below.

1. Partial Revision of the Plan

The introduction of the Plan was approved at the 3rd Ordinary General Meeting held on June 25, 2021. The purpose of the Plan is to more clearly align the compensation of the Eligible Directors, etc., with the Company's performance and shareholder value. This ensures that the Eligible Directors, etc., share with shareholders not only the benefits arising from increases in the share price but also the risks associated with declines in the share price. It also aims to strengthen their commitment to short-term performance targets while incorporating indicators that contribute to the enhancement of medium- to long-term corporate value, thereby enhancing shareholder value and corporate value.

Subject to approval at the General Meeting, the Company shall partially revise the Plan. The Plan adopts a scheme based on a trust agreement (the "Trust") entered into with Resona Bank, Limited, and the revision shall take effect from FY2026 onward.

In addition, if the partial revision of the Plan is approved at the General Meeting, the Company also plans to make similar revisions to the Performance-Linked Incentive Program introduced for employees (general manager level and above) of the Company and its major Group companies.

2. Details of the Revised Plan

The partial revision of the Plan shall be subject to obtaining approval at the General Meeting, and the following revisions shall be made to the Plan. For details of the Plan prior to revision, please refer to the "Notice Concerning the Introduction of Restricted Stock Compensation and Performance-Linked Stock

Compensation Plan for Eligible Directors, etc.” dated May 24, 2021. (Available in Japanese only: https://www.diaelec-hd.co.jp/ir_news/11062/)

Item	Before Revision	After Revision
<p>Method of calculating and maximum number of Company shares to be delivered to Directors, etc.</p>	<p>[Basic Points by Position]</p> <p><u>Basic points shall increase at a fixed rate from FY2021 to FY2025.</u></p>	<p>[Basic Points by Position]</p> <p><u>From FY2026 onwards, the basic points stipulated for each position in FY2025 shall be granted each fiscal year.</u></p>
	<p>[Performance-Linked Coefficient]</p> <p>The performance-linked coefficient shall vary between 0% and 225% depending on the degree of achievement of the target performance indicators.</p> <p>The target performance indicators are <u>operating profit for FY2021 to FY2023; operating profit and Return on Equity (ROE) for FY2024; and operating profit, ROE, Total Shareholders Return (TSR), and Return on Carbon (ROC) for FY2025.</u></p>	<p>[Performance-Linked Coefficient]</p> <p>The performance-linked coefficient shall vary between 0% and 225% depending on the degree of achievement of the target performance indicators.</p> <p>The target performance indicators are <u>operating profit and Return on Equity (ROE) for FY2026 to FY2029; and operating profit, Return on Equity (ROE), Total Shareholders Return (TSR), and Return on Carbon (ROC) for FY2030.</u></p>

Note: This document is a translation of the original Japanese version. In the event of any discrepancies in meaning or wording between the English and Japanese versions, the Japanese version shall prevail.