



April 16, 2026

To Whom It May Concern,

Company name and ST HD Co., Ltd.
Representative Taiki Fukuda, Representative Director and President
(Securities code: 2685 TSE Prime Market)
Inquiries Masatake Hayashi, Group Executive Officer,
General Manager of Corporate Planning Office
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**Notice Concerning Continuation of Performance-Linked Stock
Compensation Plan for Directors**

At a meeting held today, the and ST HD Co., Ltd. ("Company") Board of Directors approved a resolution to continue the Company's performance-linked stock compensation plan ("Plan"; first implemented in 2016) for directors (excluding directors and outside directors who are members of the Audit and Supervisory Committee, as well as non-residents of Japan; same below). See *Notice Regarding Partial Revision of Performance-Linked Stock Compensation Plan for Directors*, published April 16, 2025, for more details regarding the Plan.

Continuation of the Plan

- (1) The Company has decided to continue the Plan for directors, which has been in place since fiscal 2016. The aim of this plan is to raise awareness among Directors of their contribution to improving Company performance and increasing corporate value over the medium to long term.
- (2) The BIP Trust ("Trust") period has been set to expire at the end of February 2026. The Company intends to continue the Plan by modifying the Trust agreement to extend the Trust period for an additional three years. The period covered under the continuation of the Plan will be three fiscal years from the fiscal year ending on the last day of February 2027 to the fiscal year ending on the last day of February 2029.
- (3) To continue the Plan, the Company will extend the trust period of the Trust, while leaving the details of the Plan unchanged, provided that the period covered by the Plan will be updated as necessary.

(Reference)

[Details of Trust Agreement]

Name of Plan	BIP Trust
Type of Trust	A money trust other than an individually-operated designated money trust (third party benefit trust)
Purpose of the Trust	Incentive for Directors
Trustor	and ST HD Co., Ltd.
Trustee	Mitsubishi UFJ Trust and Banking Corporation (Co-Trustee: The Master Trust Bank of Japan, Ltd.)
Beneficiaries	Directors who meet the requirements to be beneficiaries
Trust Administrator	An independent third party (certified public accountant) with no interest in the Company
Trust Agreement Date	August 8, 2016 (scheduled to be changed in April 2026 to extend the trust period)
Term of Trust	Scheduled to be extended to August 20, 2030, pursuant to an amendment to the trust agreement in April 2026. (Before change) August 8, 2016 to August 20, 2027 (After change) August 8, 2016 to August 20, 2030 (planned) (scheduled to be extended via amendment to the trust agreement in April 2026)
Plan Start Date	September 1, 2016
Policy on the Exercise of Voting Rights	Voting rights not exercised

End