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May 14, 2026

To whom it may concern

Company name	TAIHEI DENGYO KAISHA, LTD.
Representative	Hiroaki Ito, Representative Director, President and Chief Executive Officer (Code number 1968 Tokyo Stock Exchange Prime Market)
Contact	Shinya Kusaka, Director and Senior Managing Executive Officer/General Manager, General Affairs Administrative Division (Phone +81-3-5213-7211)

Notice on Continuation of the Performance-based Stock Compensation Plan for Directors

TAIHEI DENGYO KAISHA, LTD. (the “Company”) hereby announces that it has decided, at a meeting of the Board of Directors held on May 14, 2026, to continue the stock compensation plan (the “Plan”) introduced for directors (excluding outside directors and overseas residents; the same shall apply hereinafter), as described below.

For an overview of the Plan, please refer to “Notice on Introduction of the Performance-based Stock Compensation Plan for Directors” released on May 12, 2017.

1. Continuation of the Plan

The Company has introduced a BIP trust with the aim of further clarifying the linkage between the remuneration of directors and the Company’s business performance and stock value, and raising awareness of their contribution to improving the medium- to long-term business performance and increasing corporate value. The Company has decided to continue the Plan for fiscal year 2026 onward.

2. Overview of the Continuation of the Plan

In continuing the Plan, the details set forth in fiscal year 2017 will be maintained except for the following:

(1) Extension of the trust period

The trust period of the BIP trust will be extended to August 31, 2029, with the shares of the Company and cash remaining in the trust carried over.

(2) Covered period

The covered period of the Plan will be the three business years from the business year ending March 31, 2027 to the business year ending March 31, 2029.