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**Mitsubishi Electric Announces Additional Contributions to
Performance-based Stock Compensation Plan
for Executive Officers and Executive Officers (Associate)**

TOKYO, November 4, 2025 – [Mitsubishi Electric Corporation](https://www.mitsubishielectric.com/en/) (TOKYO: 6503) announced today that, at a compensation committee meeting held on October 31 and at an executive officers’ meeting held today, it has resolved to make additional contributions to its board incentive plan (BIP) trust (hereinafter, the “BIP trust”) under its performance-based stock compensation plan for the company’s executive officers and executive officers (associate) (hereinafter, “executive officers, etc.”).

Also, since fiscal 2023, the company has adopted a separate type of stock compensation plan for executive officers (associate) from that for executive officers, but effective from the current fiscal year ending March 2026 (fiscal 2026), it will adopt the same plan as that for executive officers.

See below for specific details regarding the plan and the additional contributions.

The shares for the additional contributions will be acquired through the disposal of treasury stock, with details explained in the “Mitsubishi Electric to Extend BIP Trust and Dispose of Treasury Stock” announced separately on November 4.

1. Purpose

The plan is a medium- to long-term scope incentive geared toward raising awareness and motivating executive officers, etc. to contribute to the medium- to long-term improvement of the Mitsubishi Electric Group’s corporate value and to better share that value among all of the company’s shareholders.

2. Outline of the Plan

A BIP trust system was adopted as the performance-based stock compensation plan for executive officers, etc. (hereinafter, the “BIP trust system”). Under this system, shares of the company themselves or shares of the company converted and delivered as cash equivalent to the disposal price (hereinafter, the “shares of the company, etc.”) are delivered and paid (hereinafter, “delivered”) to executive officers, etc., in accordance with the growth in corporate/shareholder value and other metrics. Executive officers, etc., are granted points at certain times each year in accordance with their role within the company. The company then delivers those

executive officers, etc. a number of shares of the company, etc., which would be determined using a predefined calculation method. Until the retirement of those executive officers, etc., however, transfer restrictions will be applied to certain shares (as described in item (5) under section 3).

3. Details of the BIP Trust System

(1) Amendments to the BIP Trust System and Process for Determining the Compensation Amount

The company has a three-committee system, whereby any amendments to the BIP trust system for executive officers are determined by the compensation committee¹. Furthermore, the amount of the performance-based stock compensation (the maximum amount of money in the trust) for each year, the method for acquiring shares, and any details pertaining to the BIP trust will be, in principle, determined at the compensation committee meeting, etc., held in May each year².

Notes: 1 The company has a compensation committee where outside directors form a majority. Amendments to the BIP trust system are resolved by the compensation committee. The committee also provides an impartial evaluation of a range of items, including the appropriateness of, and level of progress toward, performance targets, thereby ensuring transparency and objectivity when it comes to the decision-making process and results of the compensation system. Any amendments to the BIP trust system for executive officers (associate) shall be determined by the President & CEO.

2 The amount of performance-based stock compensation for executive officers will be determined by a resolution of the compensation committee. The method of acquiring shares and any details pertaining to the BIP trust will be determined based on the deliberations of executive officers' meetings. For fiscal 2026, the matter of additional contributions was determined at the compensation committee meeting held on October 31 and the executive officers' meeting held on November 4.

(2) Eligible Persons for the BIP Trust System (Beneficiary Requirements)

On the condition that the executive officer, etc., satisfies the beneficiary requirements, they shall be delivered shares of the company, etc., corresponding to the number of points they have been allotted from the respective BIP trusts (see (4) below). The beneficiary requirements are as follows:

- 1) The person must be an executive officer, etc., for all or part of a fiscal year in which points are granted, and determined by the compensation committee, etc. to be eligible to receive such compensation.
- 2) The person must be a resident of Japan³.
- 3) The person must not have committed any unlawful acts during their term of office.
- 4) The person must have been allotted a determined number of points.
- 5) The person must satisfy any other conditions deemed necessary to achieve the aims of the BIP trust system.

Notes: 3 In the event that an executive officer, etc. becomes a non-resident of Japan during the deferred period between the granting of the points and the delivery of the shares, a number of shares of the company determined in accordance with the number of points accumulated up to that point will be converted into a monetary amount, which will then be paid from the BIP trust to the said executive officer, etc.

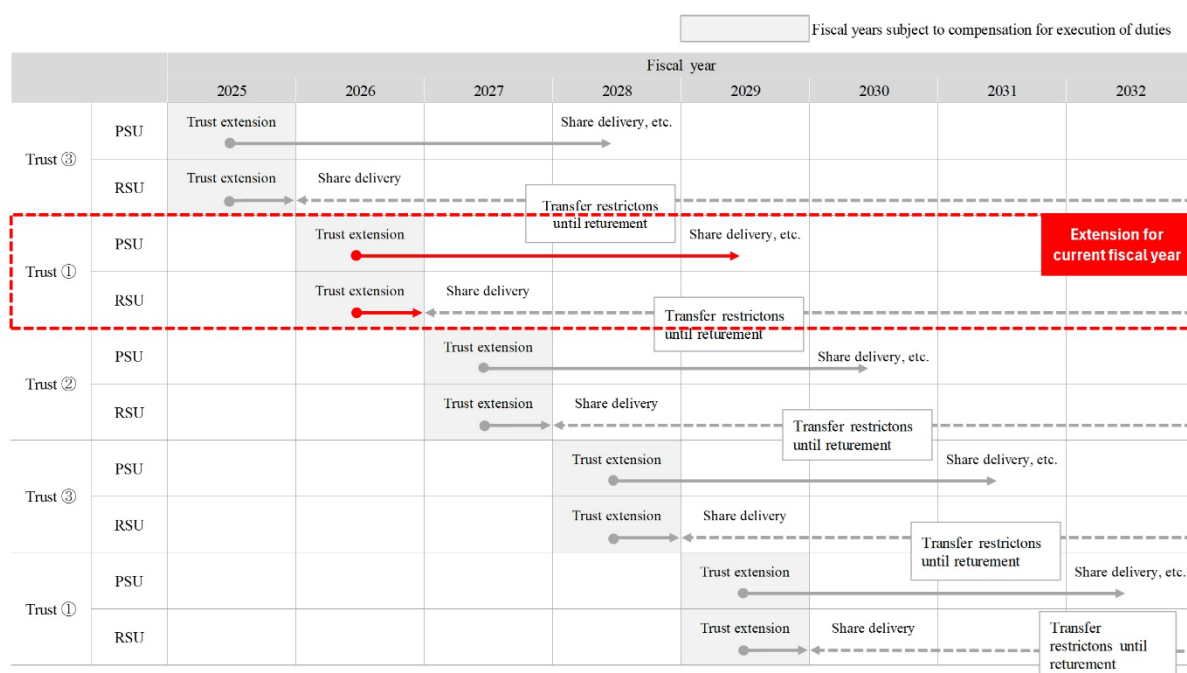
(3) Trust Period

The BIP trust system uses three trusts with trust periods being approximately three years (designed so that the respective trust periods commence and expire in a staggered manner within a year of the subsequent or preceding trust, with the overall trust period set to an approximate three-year period from roughly late May each year to

the end of August three years later. Trusts commencing in fiscal 2026 will expire at the end of August 2028.

In principle, the BIP trusts will be continued upon the expiry of the trust period through amendments to trust agreements and by adding trusts to the BIP trust system. In such an event, the trust periods of the BIP trusts will be further extended, and the company will, within the scope of the trust amount determined by the compensation committee and other such bodies, make additional contributions for each extended trust period along with continued granting of points to executive officers, etc., throughout these extended trust periods. However, in the event that such additional contributions are to be made, if there are any shares of the company remaining within the trust assets as of the final day of the trust period prior to its extension, excluding shares of the company equivalent to the points granted to executive officers, etc., that have yet to be delivered and/or cash (hereinafter, “remaining shares, etc.”), the total monetary amount comprising the remaining shares, etc., and the trust fund used to make the additional contributions must be within the scope of the trust amount determined by the compensation committee and other such bodies.

The relationship between the applicable fiscal years in which the executive officers, etc., execute their duties in return for compensation under the BIP trust system and the extension of the BIP trusts is described in the following overview chart. For details on PSU and RSU, see (4) below.



(4) Number of Shares of the Company Delivers to Executive Officers, etc.

The number of shares of the company, etc., delivered to executive officers, etc., shall be determined in accordance with the number of points granted, which will be calculated using the respective formulae for the corresponding points from the “PSU” and the “RSU” portions set out below, with one share of the company being equal to one point.

One point shall be equivalent to one share of the company’s common stock. In such a case that an event occurs in which it is deemed reasonable to adjust the ratio of the points to shares of the company, such as a share split or reverse split, the number of shares of the company delivered per point will be adjusted in

accordance with the ratios of the said split, reverse split, or other factors.

<PSU⁴ Portion>

PSU points are granted at a specific time in the first year of the three consecutive fiscal years (hereinafter, the “performance evaluation period”). Upon expiry of the performance evaluation period, PSU share delivery points determined using the formula set out below will be granted to the executive officers, etc.

(Formula)

$$\text{PSU Share Delivery Points} = \text{PSU Points}^5 \times \text{PSU Grant Rate}^6$$

Notes: 4 PSU = Performance Share Unit

5 PSU Points

= PSU standard amount ÷ Average closing price of shares of the company on the Tokyo Stock Exchange based on March prices in the period immediately prior to the granting of points (fractional amounts are rounded up)

6 PSU Grant Rate: Varies between 0 percent and 200 percent, depending on the comparison result between the company’s TSR (total shareholder return) during the performance evaluation period and the TSR of a group of comparable Japanese and non-Japanese companies.

<RSU⁷ Portion>

RSU share delivery points⁸ are granted according to the role of executive officers, etc. at a specific time each year.

Notes: 7 RSU = Restricted Stock Unit

8 RSU Share Delivery Points

= RSU standard amount ÷ Average closing price of shares of the company on the Tokyo Stock Exchange based on March prices in the period immediately prior to the granting of points (fractional amounts are rounded up)

(5) Method for Delivery of Shares of the Company, etc., and Delivery Period

<PSU Portion>

In principle, executive officers, etc., who satisfy the beneficiary requirements set out in (2) above shall receive 50 percent of the shares of the company (share units) to be delivered to them corresponding to their respective PSU share delivery points upon expiration of the performance evaluation period, with the remaining amount granted as an equivalent monetary amount obtained after conversion in the BIP trusts.

<RSU Portion>

In principle, executive officers, etc., who satisfy the beneficiary requirements set out in (2) above will receive shares of the company corresponding to their respective RSU share delivery points in March subsequent to the date on which they received the said RSU share delivery points. In addition, from fiscal 2026, executive officers, etc., will also be granted a monetary amount equivalent to the amount paid for the corresponding shares to be delivered from the dividends paid within the trust (hereinafter, “benefit dividends”). Transfer restrictions will be imposed on such shares. These restrictions will, in principle, be lifted at the retirement of the specific executive officer, etc., meaning when the company’s director or executive officer, etc. retires from his/her position. Furthermore, in the event of any material misconduct or violation by an executive officer, etc., during the transfer restriction period, the company will

automatically acquire shares delivered to that officer without charge.

In addition, shares of the company subject to transfer restrictions should be managed throughout the transfer restriction period in dedicated accounts opened by the executive officers, etc., with Daiwa Securities Co. Ltd. such that they cannot be transferred, used as part of a security interest, or otherwise disposed of before the transfer restrictions are lifted.

(6) Planned Amount of Trust Fund Money to be Contributed to BIP Trusts and Planned Number of Shares of the Company to be Delivered Under BIP Trusts

In principle, the amount of trust fund money that will be contributed to the BIP trusts by the company will be determined through the compensation committee meeting and other such bodies held annually in May. When calculating this amount of trust funds, trust fees and trust expenses shall be added to the share acquisition funds.

The number of shares of the company to be delivered from the BIP trusts to executive officers, etc., will be limited to the number of shares obtained by dividing the total amount of money that comprises the remaining shares, etc., and the trust fund money contributed to the BIP trusts by the average closing price of shares of the company on the Tokyo Stock Exchange based on March prices in the immediately preceding fiscal year (hereinafter, “maximum number of shares to be delivered”)

(7) Method for Acquiring Shares of the Company Through the BIP Trusts

When acquiring shares of the company through the BIP trusts, they will be acquired directly from the company (disposal of treasury stock) or from the stock market, and the number will be within the scope allowed by the share acquisition funds and shall be within the maximum number of shares to be delivered, both mentioned in (6) above. Details on any such acquisitions will be determined by the compensation committee and other such bodies, and then disclosed to the public.

(8) Exercising of Voting Rights Pertaining to Shares of the Company Held Within BIP Trusts

Voting rights pertaining to shares of the company held within the BIP trusts (shares of the company that have not yet been delivered to executive officers, etc.,) may not be exercised during the trust period to ensure neutrality with respect to management.

(9) Treatment of Dividends from Shares of the Company Held Within BIP Trusts

Dividends received from shares of the company held within BIP trusts will be paid back into the BIP trusts and used to pay out benefit dividends as well as to cover trust fees and trust expenses. If any amount remains after the trust fees and trust expenses have been covered and the trust has been terminated, the company plans to donate it to an organization or organizations which have no conflict of interest with either the company itself or the executive officers, etc.

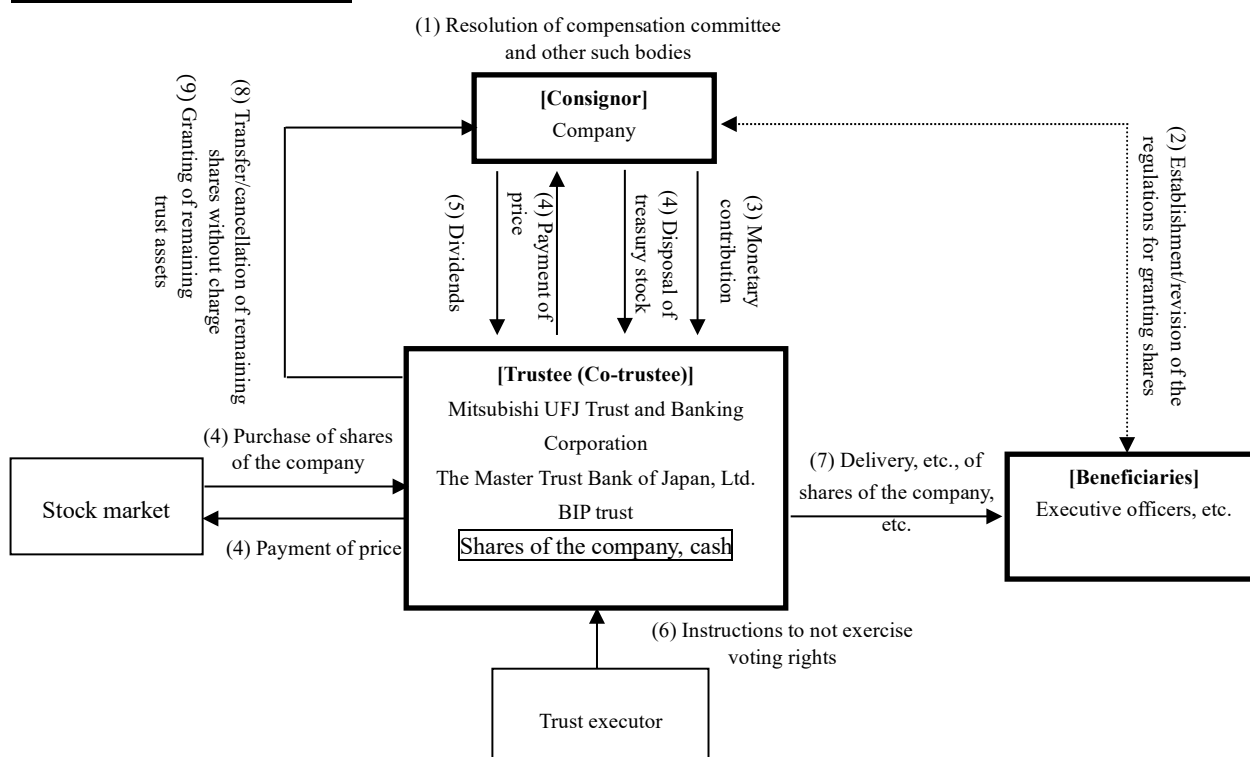
(10) Treatment of Remaining Trust Assets Upon Expiration of the Trust Period

In the event that there are any shares remaining within the trust upon expiration of the trust period, such as in cases where some of the executive officers, etc., who had met the beneficiary requirements when the

BIP trusts were set up or extended did not go on to become beneficiaries, the BIP trusts may continue to be used as part of an incentive plan similar in nature to the BIP trust system through amendments to the trust agreements or through the making of additional trust.

In the event that the BIP trusts are terminated due to the expiry of the trust period, the BIP trusts shall transfer the remaining shares to the company without charge, and the company plans to cancel those shares as part of its measures to return profits to shareholders.

4. Structure of the BIP Trust



- (1) As the company has a three-committee system, any amendments to the BIP trust system shall be made by the resolution of the compensation committee and other such bodies.
- (2) Any amendments to the BIP trust system will be made by making amendments to the regulations for granting shares as they pertain to executive compensation at a compensation committee meeting, etc.
- (3) The company will contribute money to the trust within the scope determined by the compensation committee, executive officers' meetings, and other such bodies. The company will also extend the BIP trusts for executive officers, etc. who satisfy the beneficiary requirements.
- (4) The trustee will, in accordance with the instructions of the trust executor, acquire shares of the company either directly from the company (disposal of treasury stock) or from the stock market, using the funds contributed in (3) as the source funds.
- (5) Dividends will be paid on shares of the company held within the trusts in the same manner as on other shares of the company.
- (6) Voting rights pertaining to shares of the company held within the trusts will not be exercised for the duration of the trust period.
- (7) A specific number of points will be granted to executive officers, etc. throughout the duration of the trust period. Executive officers, etc. who satisfy certain beneficiary requirements under the BIP trust system will, both annually and upon expiration of the trust period, receive shares of the company equivalent to

their number of points granted as described in 3. (5) above, a monetary amount obtained from the conversion of shares of the company based on a specific rate, and the benefit dividends, all in accordance with the company's regulations for granting shares.

- (8) In the event that there are any shares remaining within the trusts upon expiration of the trust period, such as in cases where some of the executive officers, etc., who had met the beneficiary requirements when the trusts were set up or extended did not go on to become beneficiaries, the trusts may continue to be used as part of an incentive plan similar in nature to the plans through amendments to the trust agreements or through the making of additional trust. Alternatively, the trusts will transfer the remaining shares to the company without charge, and the company plans to acquire the shares and cancel them.
- (9) Upon expiration of the trusts, any residual assets after distribution to the beneficiaries are scheduled to be returned to the company within the amount of the trust expense reserve, which is the amount of the trust fund excluding the funds for share acquisition.

Note: In the event that there are no more shares of the company within the trust due to delivery of shares of the company, etc., to executive officers, etc. who satisfy the beneficiary requirements, the trust shall be terminated prior to the expiration of the trust period.

The company may entrust additional funds to the trusts and use the trusts to acquire additional shares of the company within the scope of the funds designated for use in acquiring stock as determined by the compensation committee, executive officers' meetings, or other such bodies, and within the scope of the maximum number of shares to be delivered.

5. Details of the Trust Agreements

(1) Type of trust	Trust of money other than that held in a money trust for separate investment (third-party benefit trust)
(2) Purpose of trust	To incentivize executive officers, etc.
(3) Consignor	Mitsubishi Electric Corporation
(4) Trustee	Mitsubishi UFJ Trust and Banking Corporation (Co-trustee: The Master Trust Bank of Japan, Ltd.)
(5) Beneficiary	Executive officers, etc. who satisfy the requirements as beneficiary
(6) Trust executor	Third party (certified public accountant) with no interest in Mitsubishi Electric Corporation
(7) Trust agreement date	August 8, 2025 ⁹
(8) Trust period	August 8, 2025 ⁹ to August 31, 2028
(9) Scheduled amount of trust fund	1,424,520 thousand yen ^{10 11} (Reference) Stock compensation for fiscal 2026 for executive officers, etc. For executive officers: 792,008 thousand yen ¹² For executive officers (associate): 579,523 thousand yen ¹²
(10) Type of shares to be acquired	Shares of common stock of Mitsubishi Electric Corporation
(11) Method of share acquisition	To be acquired through treasury stock disposal
(12) Time of acquisition of shares	November 25, 2025 (scheduled)
(13) Vested rights holders	Mitsubishi Electric Corporation
(14) Exercise of voting rights	Voting rights shall not be exercised.
(15) Residual assets	The residual assets to be received by Mitsubishi Electric Corporation, as the vested right holder, shall be within the amount of trust expense reserve, which is the amount of the trust fund excluding the funds for share acquisition.

Notes: 9 For fiscal 2026, the trust period alone has already been extended in August.

10 The scheduled amount of trust fund includes the residual assets to be succeeded from the existing BIP trust.

11 The scheduled amount of trust fund includes trust fees and trust expenses as well as the amount affected by stock price fluctuations at the time of stock acquisition, and therefore does not match the total amount of stock compensation for executive officers, etc.

12 The amount indicated is the total amount of the PSU portion of stock compensation at its maximum award rate (200 percent) and the RSU portion of stock compensation.

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About Mitsubishi Electric Corporation

With more than 100 years of experience in providing reliable, high-quality products, Mitsubishi Electric Corporation (TOKYO: 6503) is a recognized world leader in the manufacture, marketing and sales of electrical and electronic equipment used in information processing and communications, space development and satellite communications, consumer electronics, industrial technology, energy, transportation and building equipment. Mitsubishi Electric enriches society with technology in the spirit of its “Changes for the Better.” The company recorded a revenue of 5,521.7 billion yen (U.S.\$ 36.8 billion*) in the fiscal year ended March 31, 2025. For more information, please visit www.MitsubishiElectric.com

*U.S. dollar amounts are translated from yen at the rate of ¥150=U.S.\$1, the approximate rate on the Tokyo Foreign Exchange Market on March 31, 2025