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JDI Director, Officer, Management, & Employee Compensation Reduction

In line with its BEYOND DISPLAY growth strategy and focus on delivering profitability with speed and certainty, JDI has decided to reduce the compensation of its directors, officers, and management over the next year. JDI today also asked its labor union to participate in an employee compensation reduction.

1. Overview

Directors	30% base salary reduction for 12 months (no bonus is paid to Directors)
Corporate Officers	10% base salary reduction for 12 months and zero bonus (100% reduction)
Management	70% bonus reduction
Employees	50% bonus reduction (subject to labor union agreement)

Please note that Scott Callon, Chairman and CEO, at his request upon joining JDI, receives no compensation.

2. Time Period

Base Salary	April 2025 – March 2026
Bonus	June 2025 and December 2025 bonus payments

3. Earnings Impact

The compensation reduction is forecasted to reduce JDI's costs by c. JPY 1.1 billion in FY25/3 and c. JPY 1.2 billion in FY26/3. The FY25/3 impact has been incorporated into the revised earnings forecast announced today.