

TAKE and GIVE NEEDS
Notice of Change in Dividend Policy (Introduction of DOE)
and Revision of the Year-end Dividend Forecast (Dividend Increase)

Tokyo, Jan. 8, 2025

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Today, the Company's Board of Directors approved resolutions to change the dividend policy and revise the year-end dividend forecast for the fiscal year ending March 31, 2025. The following are the specifics of the notice.

1. Change in dividend policy

Details of the dividend policy and the reason for change

Distributing profits to shareholders is one of the highest management priorities of the Company. The basic policy has been to pay a stable dividend. Beginning with the current fiscal year ending March 31, 2025, the Company has decided to adopt the dividend on equity ratio (DOE) as an indicator for dividend payments. The purpose of using this indicator is to further increase the clarity of the current policy of consistent dividend payments while maintaining the T&G Group's sound financial position.

The guideline is to pay fiscal year dividends that are at least 3.0% of consolidated shareholders' equity.

2. Revisions of the year-end dividend forecast

For the fiscal year ending March 31, 2025, the Company initially planned to pay interim and year-end dividends of 10 JPY per share each. Due to this dividend policy change, the Company increased year-end dividend forecast to 30 JPY which is 20 JPY higher than the previous forecast.

Consequently, the Company now plans to pay a fiscal year dividend of 40 JPY which is 20 JPY higher than the previous forecast.

	Dividend per share		
	Q2-end	Year-end	Total
Previous forecast (Announced on May 14, 2024)	—	10 JPY	20 JPY
Revised forecast	—	30 JPY	40 JPY
Current fiscal year	10 JPY	—	—
(Reference) Previous fiscal year (Fiscal year ended March 31, 2024)	10 JPY	10 JPY	20 JPY

Notes

The forecasts in this press release are based on current information acquired by TAKE and GIVE NEEDS as well as specific legitimate prerequisites, and actual results may differ considerably due to various factors.