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May 15, 2025

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Representative Masahide Inoue,
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(Securities code: 3104,
TSE Prime Market)
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# Notice Regarding the Revision of Dividend policy

Fujibo Holdings, Inc. (hereinafter the "Company") hereby announces that at its Board of Directors meeting held on May 15, 2025, the Company decided to revise its dividend policy as follows:

1. Revision of Dividend Policy

(1) Details of the Revision

(Before changes)

The Company considers profit returns to shareholders as one of the most important management matters. As such, we take into consideration matters of business environment and business performance trends, and carry out a lasting and stable dividend policy based on performance.

(After changes)

The Company considers profit returns to shareholders as one of the most important management matters. As such, we take into consideration matters of business environment and business performance trends, and carry out a lasting and stable dividend policy based on performance.

Specifically, the Company will now aim for a consolidated dividend payout ratio of 35% and set a minimum dividend on equity ratio (DOE) of 3.5%.

(2) Reason for the Revision

Aligned with the core strategies of our medium-term management plan "Zokyo 21-25," covering the five-year period from 2021 to 2025, the Company has continuously focused on enhancing corporate value while prioritizing shareholder returns as a key management objective. To ensure more stable dividends based on performance, we have now established clear dividend targets as part of a refined profit distribution policy. We will continue to maximize shareholder returns and improve capital efficiency.

(3) Timing of the Revision

The new policy will be applied from the fiscal year ending March 2026 (FY2025).

2. Reference

Under the current forecast for the fiscal year ending March 2026, dividends are expected to increase by 20 yen compared to the fiscal year ended March 2025.

| | Annual Dividend per share | | |
|---|---|---|---|
| Reference date | Second quarter-end | Fiscal year-end | Total |
| Fiscal year<br>End of March 2026<br>(Forecast) | 75.00 yen | 75.00 yen | 150.00 yen |
| Fiscal year<br>End of March 2025<br>(Reference) | 60.00 yen | 70.00 yen | 130.00 yen |