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July 15, 2025

To whom it may concern,

Company name: Pasona Group Inc.
Representative: Hirotaka Wakamoto,
Representative Director, President and CEO
(Securities code 2168, TSE Prime Market)
Inquiries: Yuko Nakase,
Executive Officer, Vice President and CFO
(TEL. +81 3 6734 0200)

Notice Regarding Change in Dividend Policy (Introduction of Progressive Dividends)

At today's Board of Directors meeting, we resolved the following dividend policy for the five-year med-term VISION “PASONA GROUP VISION 2030” covering the period from May 2026 to May 2030.

1. Changes

(Before change)

- Maintain continuous and stable dividends with a target dividend payout ratio of 40%.
- Pay a special dividend of 60 yen per share for each of the five fiscal years from May 2024 to May 2028.

(After change)

- Maintain continuous and stable dividends with a target dividend payout ratio of 40%.
- Implement a special dividend of 60 yen per share for each of the five fiscal years from May 2024 to May 2028.
- During the period of “PASONA GROUP VISION 2030,” introduce a progressive dividend system that maintains or increases dividends with a minimum of 75 yen per share.

2. Reasons for the change

We have designated the five-year period beginning in May 2026 as “PASONA GROUP VISION 2030” and will strive to achieve sustainable corporate growth and further enhance corporate value through a growth strategy aimed at reforming our revenue structure and achieving new business growth.

In addition, we consider the expansion of shareholder profits to be as important as business growth, and during the period covered by “PASONA GROUP VISION 2030,” we will change our dividend policy to ensure continuous and stable dividends to our shareholders, regardless of temporary fluctuations in performance.

3. Dividend Forecast

	Annual dividend per share		
	Mid-term	Year-end	Total
FY2025(Forecast)	—	75.00yen (Ordinary dividend) 15.00yen (Special dividend) 60.00yen	75.00yen (Ordinary dividend) 15.00yen (Special dividend) 60.00yen
(Reference) FY2024	—	75.00yen (Ordinary dividend) 15.00yen (Special dividend) 60.00yen	75.00yen (Ordinary dividend) 15.00yen (Special dividend) 60.00yen