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For Immediate Release

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Notice Concerning Dividend from Surplus

Global Link Management Inc. ("the Company") hereby announces that it resolved to provide a dividend from surplus with a record date of December 31, 2025 as below at a Board of Directors' meeting held today.

1. Dividend from Surplus

(1) Details of the Dividend

	Determined Amount	Latest Dividend Forecast (Announced on November 13, 2025)	Actual Dividend for the Fiscal Year Ended December 31, 2024
Record date	December 31, 2025	Same as on the left	December 31, 2024
Dividend per share	80.50 yen	Same as on the left	65.00 yen*
Total amount of the dividend	1,281 million yen	-	1,040 million yen
Effective date	March 12, 2026	-	March 12, 2025
Source of the dividend	Retained earnings	-	Retained earnings

*The Company has retroactively applied the two-for-one split of its common stock effective April 1, 2025 to the figures.

Reference: Breakdown of the Annual Dividend

Record date	Dividend Per Share		
	End of the Second Quarter (Yen)	Year-end (Yen)	Annual (Yen)
Actual dividend for the fiscal year ended December 31, 2025	0.00	80.50	80.50
Actual dividend for the fiscal year ended December 31, 2024	0.00	65.00	65.00

(2) Reason

The Company's basic policy concerning dividends from surplus (dividend policy) is to maintain stable dividends on an ongoing basis. Based on this policy, the Company determines dividends taking into account its business revenue and cash flow situation. In addition, the Company targets a dividend payout ratio of 30% and aims to provide progressive dividends. Moreover, the Company has stipulated in its Articles of Incorporation that it may pay dividends from surplus by a resolution of the Board of Directors pursuant to the stipulations in Article 459, Paragraph 1 of the Companies Act. The record dates for dividends are June 30 and December 31. Nevertheless,

the Company's basic policy is to provide a dividend once a year as year-end dividend.

In the fiscal year ended December 31, 2025, the first year of its 2025 Medium-Term Management Plan GLM100, the Company achieved its upwardly revised earnings forecasts. The Company set record highs for both net sales and profits at each level.

After comprehensively taking into account these strong results, its financial position, and other factors, the Company has decided to provide a dividend per common share for the fiscal year ended December 31, 2025 of 80.50 yen. This is an increase of 15.50 yen from the 65.00 yen in the previous fiscal year. The resulting dividend payout ratio will be 27.9%.

Based on its dividend policy, the Company forecasts it will provide a year-end dividend for the fiscal year ending December 31, 2026 of 100.00 yen. This represents an expected increase of 19.50 yen from the dividend for the fiscal year ended December 31, 2025. As a result, the forecast dividend payout ratio is 31.2%.

The Company will steadily achieve its GLM1000 long-term policy and its Medium-Term Management Plan GLM100. It will realize comprehensive shareholder returns together with corporate growth.