



September 2, 2025

Company Name: Ateam Holdings Co., Ltd.

Representative: Takao Hayashi, President

(Code Number: 3662)

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**Notice Regarding Amendments to the Shareholder Return Policy in
the Medium-Term Business Plan (FY2025-FY2028) and
Dividend Forecast for the Fiscal Year Ending July 31, 2026**

Ateam Holdings Co., Ltd. (hereafter the "Company") announces that it has decided today to make the following amendments to the Shareholder Return Policy (hereafter the "Policy") in the Medium-Term Business Plan (FY2025-FY2028).

1. Details and Reasons for Amendments

(1) Implementation of Progressive Dividends

In light of the prospect of stable earnings over the medium term, we will introduce progressive dividends from the fiscal year ending July 31, 2026 through the fiscal year ending July 31, 2028 in order to achieve our goal of a total return ratio average of 100% and shareholder returns totaling 4 to 5 billion JPY

(2) Payment of Interim Dividends

We believe that it is important to solidify the financial base and upgrade our business portfolio through upfront investments in new business creation in pursuit of sustained growth. At the same time, we consider the return of earnings to shareholders to be an important issue, leading us to establish a dividend policy for providing continuous and stable shareholder returns. To enhance our commitment of returning profits to shareholders, the Company will introduce interim dividends starting from the fiscal year ending July 31, 2026. In addition to the year-end dividend, this will allow us to pay dividends twice a year.

2. Amended Policy in the Medium-Term Business Plan (FY2025-FY2028)

- Total Return Ratio Average 100%
- Total Shareholder Return of 4 to 5 billion JPY
- Implementation of Progressive Dividends
- Payment of Interim Dividends

The following English translation is for reference purposes only, as it was originally prepared and published by the Company in Japanese and is qualified in its entirety by the original Japanese version submitted to the Tokyo Stock Exchange. Please refer to the Japanese version in the event of any discrepancy between the English and Japanese versions.

3. Dividend Forecast for the Fiscal Year Ending July 31, 2026

	Annual Dividend Per Share		
	Q2	Q4	Total
Forecast for the Fiscal Year Ending July 31, 2026	14 JPY	14 JPY	28 JPY
Forecast for the Fiscal Year Ending July 31, 2025	—	22 JPY	22 JPY

4. Additional Information

The amended Policy listed in section two of this notice will be effective until the fiscal year ending July 31, 2028, and will be revised at the end of this fiscal year. The policy may be revised before the listed date in the event of a disaster, economic crisis, or other event that has a material impact on the Company's management.

(Note) The above is based on currently available information and certain assumptions that are judged to be reasonable and is not intended as a promise by the Company to realize the above. Actual dividend amounts may differ from the forecast due to various factors.