August 13, 2026

Dear all

Company Name Value HR Co., Ltd.
Representative President and CEO Michio Fujita
(Code No: 6078, TSE Prime Market)
Contact Executive Vice President Gentaro Fujita
(TEL: +81-3-6380-1300)

Notice Regarding the Interim Dividend

We hereby announce that, at the Board of Directors meeting held on August 13, 2026, our company resolved to pay an interim dividend with June 30, 2026, as outlined below.

Details are as follows

１． Details of the Dividend

	Determined Amount	Latest Dividend Forecast (Published on May 14, 2026)	Previous Year (FY2025)
Record Date	June 30, 2026	June 30, 2026	June 30, 2025
Dividend per Share	14.50 yen (Regular Dividend: 14.50 yen）	14.50 yen (Regular Dividend: 14.50 yen）	13.00 yen (Regular Dividend: 13.00 yen）
Total Dividend Amount	392,039,458yen	―	351,750,672 yen
Effective Date	August 20, 2026	―	August 18, 2025
Dividend Source	Retained Earnings	―	Retained Earnings

２． Reason

Our company regards stable and continuous profit distribution to shareholders as one of its key management priorities. Our dividend policy follows a progressive approach based on whichever is higher: a payout ratio of 50% or a dividend on equity (DOE) of 10%. This policy aims to provide stable dividends that are not affected by temporary fluctuations in performance, thereby meeting shareholders' expectations for returns.

Based on this policy, the interim dividend has been determined to be 14.50 yen per share, in line with the most recent dividend forecast.

(Reference) Breakdown of Annual Dividends

	Dividend per Share(yen)		
Record Date	End of the Second Quarter	Fiscal Year-End	Total
Dividend Forecast for the Current Period		13.50 yen	28.00 yen
Actual Results for the Current Period	14.50 yen		
Previous Year (FY 2025)	13.00 yen	13.00 yen	26.00 yen

End