

August 29, 2025

To whom it may concern:

Company Name: &Do Holdings Co., Ltd.
Representative: Masahiro Ando, Chairman and CEO
(Code No.3457/PRIME of the Tokyo Stock Exchange)
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Announcement Regarding Payment of Dividends

The &Do Holdings Co., Ltd. (hereafter, “&Do HLD” or the “Company”) announces that August 29, 2025, at the meeting of the board of directors have resolved to submit a proposal to the 17th Ordinary General Meeting of Shareholders, to be held on September 26, 2025, for the payment of dividends from surplus with a record date of June 30, 2025, as follows.

1. Details of Dividend

Name	Resolved	Latest Forecast (announced on August 14, 2024)	(Reference) Previous Dividend (FY6/2024)
Record	June 30, 2025	Same as on the left	June 30, 2024
Dividend Per Share	45.00 yen	Same as on the left	43.00 yen
Total Dividend	898 million yen	-	855 million yen
Effective Date	September 29, 2025	-	September 27, 2024
Dividend Resource	Retained Earnings	-	Retained Earnings
Dividend Ratio	37.9%		34.5%

2. Reason

&Do HLD regards the return of profits to shareholders as an important management priority to achieve stable and continuous dividends and payout ratio of at least 30%.

Based on the above policy, &Do HLD have resolved annual dividend 45.00 yen per share (FY6/2024; 43.00 yen) considering management situation and prospect of performance.

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