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November 11, 2025

To Whom It May Concern

Company Name: MEC COMPANY LTD.
Representative: Kazuo MAEDA, CEO & President
(Securities Code: 4971, TSE Prime Market)
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Notice Regarding Change in Dividend Policy

We hereby notify you that at a meeting of the board of directors held on November 11, 2025, the Company decided to change its dividend policy as follows.

Details

1. Reason for the change

The Company places great importance on fulfilling our responsibilities to all stakeholders, including shareholders, and promotes a capital strategy aimed at sustainable growth through dialogue with stakeholders. With regard to our growth strategy, amid the ongoing digitalization of society and in a business environment that is creating new opportunities to deliver our products and services, our basic policy is to continue investing in growth by expanding and effectively utilizing retained earnings to enhance our corporate competitiveness and shareholder value, in order to further develop our strengths.

Based on this policy, the Company has set out the shareholder return policy of “maintain and increase the annual dividend per share,” “consolidated payout ratio target: 30%” and “flexibly implement share buybacks according to the circumstances” in its capital policy in the medium-term management plan “2030 Vision Phase 2 (2025-2027)” formulated in February 2025.

In order to further strengthen shareholder returns, the Company revised its basic dividend policy to “maintain a consolidated dividend payout ratio of 35% or higher and a consolidated dividend on equity (DOE) ratio of 4.0% or higher” while taking into consideration the Company's results and financial position.

2. Details of the change

(Before change)

- Maintain and increase the annual dividend per share
- Consolidated payout ratio target: 30%

(After change)

- Consolidated dividend payout ratio of 35% or higher and consolidated dividend on equity (DOE) of 4.0% or higher

3. Timing of the change

The new policy will apply from the fiscal year ending December 31, 2025.