

Dividend Policy

1. Purpose

- 1.1. The Dividend Policy (the "**Policy**") aims to set out the principles and guidelines for the board of directors (the "**Board**") of DYNAM JAPAN HOLDINGS Co., Ltd. (the "**Company**") to determine (i) whether dividends are to be declared and paid, and (ii) the level of dividend to be paid to the shareholders of the Company.

2. General

- 2.1. It is the policy of the Company to allow its shareholders to participate in the Company's profits whilst to retain adequate reserves for meeting its working capital needs and future growth. Normally, the Company pays dividends twice a year, which are the interim dividend and final dividend.
- 2.2. The Company considers returning profits to shareholders in line with consolidated business performance to be one of its most important priorities. Its basic policy is to pay dividends that are not less than 35% of consolidated net income calculated in accordance with International Financial Reporting Standards (IFRS).

3. Principles and Guidelines

- 3.1. The Company shall take into account, inter alia, the following factors of the Company and its subsidiaries (collectively, the "**Group**") before declaring dividends:
 - a. the Group's actual and expected financial results;
 - b. general economic conditions and other internal or external factors that may have an impact on the business or financial performance and financial position of the Group;
 - c. the Group's business operation strategy, including expected working capital requirements, capital expenditure requirements and future expansion plans;
 - d. the Group's liquidity position;
 - e. retained earnings and distributable profit reserves of the Group;
 - f. any legal or statutory restrictions on payment of dividends; and
 - g. any other factors that the Board considers appropriate.
- 3.2. The declaration and payment of dividends shall be determined at the sole discretion of the Board and subject to the Company's articles of incorporation and all applicable laws and regulations and the factors set out above. There is no assurance that dividends of any amount will be declared or distributed in any year.
- 3.3. The Company may declare and pay dividends by way of cash or other means that the Board considers appropriate.

- 3.4. The Policy shall in no way constitute a legally binding commitment by the Company that dividends will be paid in any particular amount and/or in no way obligate the Company to declare a dividend at any time or from time to time.

4. Disclosure of the Policy

- 4.1. The Policy will be published on the Company's website for public information.
- 4.2. A summary of the Policy will be disclosed in the Corporate Governance Report contained in the Company's annual report annually.

5. Review of the Policy

- 5.1. This Policy will be reviewed and amended from time to time to ensure its continued effectiveness.

Note: This is a translation and in case of any discrepancies between the Japanese original version and this translation, the Japanese original version shall prevail.

(Adoption/Revision)

1. Adopted on 20 May 2012
2. Revised on 1 April 2026