

TRANSLATION FOR REFERENCE PURPOSE ONLY

This notice has been translated from the original Japanese text of the timely disclose statement and is for reference purpose only. In the event of any discrepancy between the original Japanese and this translation, the Japanese text shall prevail.

May 20, 2025

Company Name: **ARE Holdings, Inc.**
Representative: Tomoya Higashiura, President & CEO
(Code: 5857, Tokyo Stock Exchange - Prime Market)
Contact: Jiro Saito, General Manager
Corporate Planning & Communications Department
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Notice Concerning Dividends of Surplus

ARE Holdings, Inc. (the “Company”) hereby announces that the Company has resolved today, in a written resolution in lieu of resolution of its Board of Directors based on the provisions of Article 370 of the Companies Act and the Company’s Articles of Incorporation, to pay year-end dividends of surplus with a record date of March 31, 2025.

The details are as follows:

1. Details of dividend

| | Determined amount | Most recent dividend forecast (Announced on April 25, 2024) | Actual results for the previous fiscal year (Fiscal year ended March 31, 2024) |
|---------------------------|-------------------|----------------------------------------------------------------|-----------------------------------------------------------------------------------|
| Record date | March 31, 2025 | Same as on the left | March 31, 2024 |
| Dividend per share | ¥40.00 | Same as on the left | ¥45.00 |
| Total amount of dividends | ¥3,096 million | – | ¥3,506 million |
| Effective date | June 3, 2025 | – | June 4, 2024 |
| Source of dividends | Retained earnings | – | Retained earnings |

2. Reason

The Company considers improving corporate value by maintaining stable profitability and sustainable growth as well as meeting the expectations of shareholders through a return of profits to be critical tasks of management. The policy to determine the distribution of surplus is to maintain a dividend payout ratio of approximately 40%, while retaining sufficient internal reserves for capital investment and M&A for future growth.

Based on the above policy, the Company determined to pay 40 yen for year-end dividends of surplus with a record date of March 31, 2025 in accordance with the most recent dividend forecast.

(Ref.) The breakdown of dividends is as follows:

| Record date | Dividend per share | | |
|-----------------------------------------------------------------------------------|--------------------|-----------------|--------|
| | Second quarter-end | Fiscal-year end | Total |
| Actual results for the current fiscal year (Fiscal year ended March 31, 2025) | ¥40.00 | ¥40.00 | ¥80.00 |
| Actual results for the previous fiscal year (Fiscal year ended March 31, 2024) | ¥45.00 | ¥45.00 | ¥90.00 |

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