



DISCLAIMER: This English document is translated using a machine translation. You may use this for reference purposes only, fully understanding that it may include inaccurate translations. It is your sole responsibility if you rely not on the Japanese original but on this translation.

May 15, 2025

To whom it may concern

2-13-8 Kamejima, Nakamura-ku, Nagoya-shi
MEIJI ELECTRIC INDUSTRIES CO., LTD.
President and Representative Director Hiroki Sugiwaki
(Securities Code: 3388, TSE Prime Market)
Inquiries: General Manager of Planning Katsuhisa Naruse
and Administration Division
(TEL: +81-52-451-7661)

Notice of Modification in the Dividend Policy

MEIJI ELECTRIC INDUSTRIES CO., LTD. (the “Company”) hereby announces that, at its Board of Directors meeting held on May 15, 2025, the Company resolved to modify its dividend policy as follows.

1. Reason for the modification in the dividend policy

The Company has positioned the return of profits to its shareholders as a key management priority, and has decided to modify its dividend policy as part of its management strategy with the aim of maximizing shareholder value and sustainable enhancement of corporate value, while comprehensively taking into account consolidated business results, dividend payout ratio, free cash flow, dividend on equity (DOE) and enhancement of internal reserves.

2. Details of the dividend policy

(1) Before modification

The Company regards the return of profits to shareholders as a key management priority, and its basic policy is to pay dividends while enhancing internal reserves necessary for sustainable future growth, targeting a consolidated dividend payout ratio of 30%.

During the **11th Medium-Term Management Plan period (from the fiscal year ended March 31, 2025 through the fiscal year ending March 31, 2027)**, the minimum annual dividend per share will be 60 yen per year.

(2) After modification

The Company regards the return of profits to shareholders as a key management priority, and its basic policy is to pay dividends while enhancing internal reserves necessary for sustainable future growth, targeting a consolidated dividend payout ratio of 40%.

For the **remainder of the 11th Medium-Term Management Plan period (from the fiscal year ending March 31, 2026 through the fiscal year ending March 31, 2027)**, the minimum annual dividend per share will be 88 yen per year.

(3) Timing of the modification

Effective from the interim and year-end dividends for the fiscal year ending March 31, 2026.

The year-end dividend for the fiscal year ended March 31, 2025 will be paid based on the policy before the modification.