

(Translation)

To Whom It May Concern

Company	TSI Holdings Co., Ltd.
Representative	Tsuyoshi Shimoji, Representative Director & President
Stock Listing	Tokyo Stock Exchange Prime Market (Code: 3608)
Inquiry	Shunsuke Hasegawa, Public & Investor Relations +81 (0)3 5785 6400

### **Notification of Change in Shareholder Return Policy**

At the Board of Directors meeting held today, TSI Holdings Co., Ltd. (“Company”) resolved to change its shareholder return policy as follows.

#### **1. Change in Shareholder Return Policy**

##### (1) Reason for the Change

The Company has always strived to maintain a stable dividend level while simultaneously increasing corporate value in the long term. However, the Company has decided to change its shareholder return policy to further enhance shareholder returns. This will be achieved by reforming profitability and promoting financial and capital policies in accordance with the Medium-Term Management Plan, "TSI Innovation Program 2027 (TIP27)," which was publicly announced on April 12, 2024.

The Company has also decided to adopt a Dividend on Equity (DOE) ratio and repurchase additional treasury stock in addition to the dividend payout ratio. This decision demonstrates the Company's commitment to improving capital efficiency and proactively returning profits to shareholders through the duration of TIP27.

##### (2) Details of the Change

Previous Policy	The company's primary objective is to maintain a stable dividend level while also increasing its long-term value. To achieve this objective, the Company is committed to ensuring Shareholder Return by considering various factors such as the business environment, financial stability, and business performance. The Company believes that this approach will help enhance the overall corporate value over the long term.
After Change	<p>The Company's primary objective is to maintain a stable dividend level while also increasing its long-term value. To achieve this objective, the Company is committed to ensuring Shareholder Returns <u>with a payout ratio of 30% or more as an indicator</u> and by considering various factors such as the business environment, financial stability, and business performance. The Company believes that this approach will help enhance the overall corporate value over the long term.</p> <p>In order to improve PBR and ROE, the company aims to <u>repurchase 10 billion yen of treasury stock</u> during the term of the Medium-Term Management Plan (from FYE Feb 2025 to FYE Feb 2027) and to <u>achieve a DOE of 4% or higher by the final year of the same term.</u></p>

\*The previous Shareholder Return Policy is described in the Annual Securities Report (Dividend Policy).

(3) Effective Period of Said Shareholder Return Policy

Fiscal year ending February 28, 2025