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April 12, 2024

To whom it may concern,

Listed company name:	Pasona Group, Inc.
Listing stock exchange:	Tokyo Stock Exchange Prime Market
Securities code number:	2168
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### **Resolution to Pay Special Dividends and Revision of Dividend Forecast for the Fiscal Year Ending May 2024**

Pasona Group Inc. (the “Company”) hereby announces that its Board of Directors, at a meeting held today, has resolved to pay a special dividend as a means of shareholder return in relation to the sale of the shares of its consolidated subsidiary Benefit One Inc., as detailed below. In addition, the ordinary year-end dividend forecast for the fiscal year ending May 2024, as announced on July 14, 2023, will be revised as detailed below in light of current business performance.

#### **1. Special Dividends**

As announced in the “Notice Concerning the Execution of an Agreement Relating to Subsidiary Shares, the Expected Recording of Extraordinary Gains/Losses, and Revision of Consolidated Earnings Forecast for the Fiscal Year Ending May 2024” dated February 8, 2024, the Company entered into an agreement with Dai-ichi Life Holdings, Inc. agreeing that (i) the Company would not tender any of its shares in the tender offer for the common shares of Benefit One Inc., a consolidated subsidiary of the Company, to be launched by Dai-ichi Life Holdings, Inc. and (ii) the Company would sell all shares of Benefit One Inc. held by the Company through a share repurchase to be conducted by Benefit One Inc. after completion of the tender offer (series of the transactions are collectively referred to as the “Transaction”).

Following the closing of the Transaction, the Company expects to record gains on the sale of affiliate shares as extraordinary gains in the amount of approximately 112.3 billion yen<sup>1</sup> on a non-consolidated basis, and approximately 112.0 billion yen<sup>1</sup> on a consolidated basis for the fiscal year ending May 2024.

The Company is committed to expanding shareholder returns by striving to strengthen the Company’s operating platform and earnings capacity to enhance corporate value while securing necessary funds for growth required to engage in new businesses and capital investments in order to fulfill the Company’s

<sup>1</sup> The amount is calculated using current estimates based on the consolidated earnings forecast for the fiscal year ending March 2024 announced by Benefit One Inc. on February 8, 2024 and is subject to change.

responsibilities as a sustainably developing company.

Accordingly, in order to enhance shareholder returns in connection with the Transaction, the Company has resolved to pay a special dividend of 60 yen per share in each fiscal year over five years from the fiscal year ending May 2024 to the fiscal year ending May 2028. The total amount of the special dividends to be paid over the five years is expected to reach approximately 12 billion yen.

## 2. Revision of Dividend Forecast for the Fiscal Year Ending May 2024

The ordinary year-end dividend for the fiscal year ending May 2024, as announced on July 14, 2023, will be revised in light of the earnings of the current year excluding the extraordinary gains. Together with the special dividend, the year-end dividend for the fiscal year ending May 2024 will be revised to a sum of 75 yen following revision of the ordinary dividend.

	Dividends Per Share (Yen)		
	End of Second Quarter	Fiscal Year-End	Annual
Previous Forecast (Announced on July 14, 2023)	—	35.00	35.00
Revised Forecast	—	75.00 (Ordinary dividend) 15.00 (Special dividend) 60.00	75.00 (Ordinary dividend) 15.00 (Special dividend) 60.00
Fiscal Year Ending May 2024 (Actual)	0.00		
Reference: Fiscal Year Ending May 2023 (Actual)	0.00	35.00	35.00

## 3. Basic Policy on Use of Funds from the Transaction

The funds obtained through the Transaction will be used, with the objective of improving the Company's corporate value over the medium to long term, to invest for growth such as engaging in new businesses, capital investments, and M&As, as well as to strengthen the Company's operating platform and enhance shareholder returns.

### < Expansion of Shareholder Return >

The Company plans to further expand shareholder return, such as paying a special dividend of 60 yen per share over five years from the fiscal year ending May 2024 to the fiscal year ending May 2028.

### < Investment for Growth >

In its current focus area of BPO services, the Company aims to invest in and expand the X-TECH BPO to provide higher value-added services using digital technology. Also, the Company will invest in its local development projects which are closely related to tourism that expects strong growth with increased tourists, including inbound tourists. The Company further plans to invest in M&As related to existing and new businesses and the development of ventures, as well as in accelerating the global business. At present, the Company is also considering investment in SDGs, such as the new Well-Being business and climate change programs, and will consider other investments for the medium- to

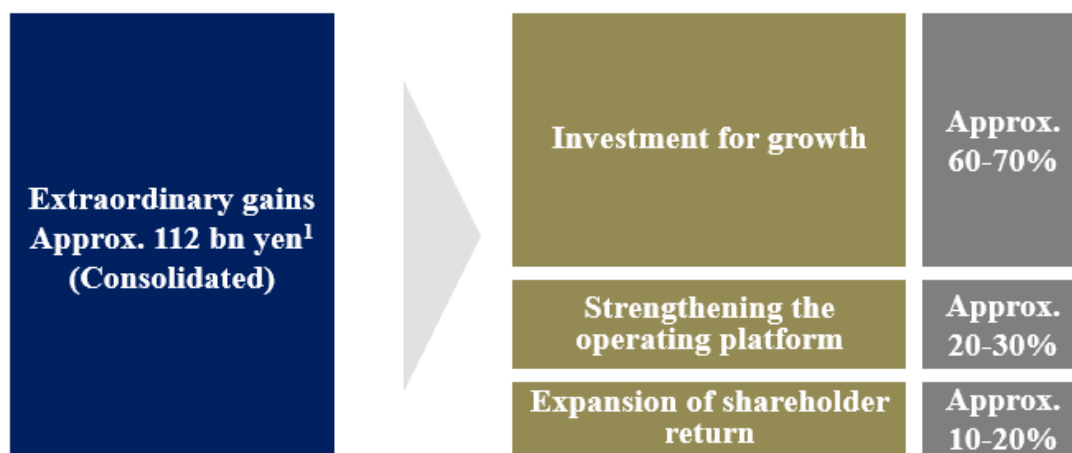
long-term business growth of the group.

**< Strengthening the Operating Platform >**

The Company will invest in human capital to create an environment in which diverse talent can thrive by training DX personnel and investing in digital transformation to enhance the productivity of the group management, which will lead to building a stronger operating platform. In addition, the Company has decided to exhibit a pavilion at EXPO 2025 Osaka, Kansai, Japan with the concept of “Thank You, Life.” through which the Company hopes to communicate that a society in a state of “Well-Being” is the future the Company is aiming for. In 2025, the Company will celebrate its 50<sup>th</sup> anniversary of its founding and intends to invest in strengthening the group branding to further enhance its corporate value.

A rough estimate of how to allocate the extraordinary gains resulting from the Transaction to the three themes of “expansion of shareholder return”, “investment for growth” and “strengthening the operating platform” is expected to be 10~20%, 60~70%, and 20~30%, respectively. The specific details of each investment will be disclosed as necessary.

**Allocation of the extraordinary gains resulting from the Transaction**



<sup>1</sup> The amount is calculated using current estimates based on the consolidated earnings forecast for the fiscal year ending March 2024 announced by Benefit One Inc. on February 8, 2024 and is subject to change.