



May 15, 2026

To Shareholders,

Company name:	MITSUBA Corporation
Name of representative:	Sadami Hino, Representative Director, President
Security code:	7280 (Prime Market of Tokyo Stock Exchange)
Inquiries:	Koji Ogino, General Manager, Accounting and Finance Department
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Notice Regarding Shareholder Return Policy

MITSUBA Corporation hereby announces that the Company has adopted at a meeting of its Board of Directors held today, the following shareholder return policy, in particular its dividend policy.

1. Basic Approach to Dividend Policy

The Company considers the stable and continuous profit returns to its shareholders as one of its key management priorities. The Company's basic policy on dividends is to determine them after comprehensively taking into consideration the soundness of financial position, internal reserves required for future growth investments, as well as business performance trends and the business environment in each fiscal year.

2. Medium- to Long-Term Dividend Policy

From the standpoint of appropriately returning medium-term profit growth to shareholders, the Company has established the following medium- to long-term dividend policy.

- From the fiscal year ending March 31, 2027 onward, the Company will seek to expand shareholder returns in a phased manner in line with profit growth, aiming to achieve a consolidated payout ratio of approximately 30% by the fiscal year ending March 31, 2031.
- In each fiscal year, the Company will determine the dividend amount based on its business performance, financial position, and other relevant factors, with a minimum dividend of 25 yen per share as a guideline.

3. Notes

This policy has been established based on the Company's current performance outlook and business environment, and may be revised in response to future changes in economic conditions, the business environment, financial position, and other factors. In addition, this policy does not guarantee future dividends.