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To Our Shareholders and Investors

May 15, 2026

Company name: Startia Holdings, Inc.
Name of representative: Hideyuki Hongo, Director and President
(Code: 3393, TSE Prime Market)
Inquiries: Takao Uematsu, Executive Officer and CFO, and General Manager of Corporate Headquarters
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Notice Regarding Differences between Full-Year Consolidated Financial Forecasts and Actual Results, and Dividends of Surplus (Dividend Increase)

At the meeting of the Board of Directors held today, Startia Holdings, Inc. (the "Company") resolved to revise the full-year consolidated financial forecasts for the fiscal year ended March 31, 2026 (April 1, 2025 – March 31, 2026) and the dividend forecast, both of which were previously announced on February 13, 2026, as follows.

1. Differences between Full-Year Consolidated Financial Forecasts and Actual Results

(1) Differences between the Full-Year Consolidated Financial Forecasts and Actual Results

(April 1, 2025 – March 31, 2026)

	Net Sales	Operating Profit	Ordinary Profit	Profit Attributable to Owners of Parent	Net Income per Share
	(Millions of yen)	(Millions of yen)	(Millions of yen)	(Millions of yen)	(Yen)
Previous Forecast (A)	23,600	3,150	3,190	2,160	230.61
Actual Results(B)	23,600	3,242	3,294	2,318	247.58
Change (B - A)	190	92	104	158	-
Percentage Change (%)	0.8%	2.9%	3.3%	7.3%	-
(Ref.) Previous FY Results	22,211	2,737	2,784	1,960	206.29

(2) Reasons for the Differences

In the first year of our three-year Medium-Term Management Plan, the Group focused on driving organic growth in existing businesses and promoting our M&A strategy. During the current consolidated fiscal year, new graduates who joined in April 2025 steadily became productive members of the workforce. Simultaneously, by focusing on upselling and cross-selling through building stronger relationships with existing clients, productivity per employee improved. As a result, both revenue and profits increased year-on-year, reaching record highs.

Consequently, net sales, operating profit, ordinary profit, and profit attributable to owners of parent exceeded the financial forecasts announced on February 13, 2026. For further details, please refer to the "Consolidated Financial Results for the Fiscal Year Ended March 31, 2026 [Japanese GAAP]" disclosed today.

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2. Dividends of Surplus

(1) Details of Dividends

	Resolution	Latest Forecast (Feb 13, 2026)	Previous FY Results (Ended March 31, 2025)
Record Date	March 31, 2026	Same as left	March 31, 2025
Dividend per Share	91.00 Yen (Incl. commemorative: 8.00)	81.00 Yen (Incl. commemorative: 8.00)	68.00 Yen
Total Dividends	887 Million Yen	-	673 Million Yen
Effective Date	June 19, 2026	-	June 23, 2025
Dividend Resource	Retained Earnings	-	Retained Earnings
(Ref) Q2-end Dividend	54.00 Yen	54.00 Yen	46.00 Yen
(Ref) Annual Dividend	145.00 Yen (Incl. commemorative: 8.00)	135.00 Yen (Incl. commemorative: 8.00)	114.00 Yen

(2) Reasons for the Revision

Regarding the dividends of surplus for the fiscal year ended March 31, 2026, the Company’s basic policy is to maintain financial soundness while securing the internal reserves necessary for future growth and development. Based on this policy, we aim to implement continuous progressive dividends and target a consolidated dividend payout ratio of approximately 55%, taking into account consolidated financial results and future business developments in a comprehensive manner.

While the year-end dividend for the current fiscal year was previously forecasted at 81 yen per share (as announced on February 13, 2026), the Company has decided to increase the year-end dividend by 10 yen to 91.00 yen per share (including a commemorative dividend of 8.00 yen for the 30th anniversary of our founding), in accordance with the aforementioned dividend policy and in light of the actual financial performance for the period. As a result, the annual dividend for the current fiscal year, including the interim dividend of 54 yen, will be 145.00 yen per share.

The year-end dividend (appropriation of surplus) was officially resolved at the meeting of the Board of Directors held today. Additionally, while the 8.00 yen commemorative dividend was initially excluded from the scope of our progressive dividend policy, we have decided to change this and include it within the scope of progressive dividends in our dividend forecast for the fiscal year ending March 31, 2027.

For further details, please refer to the "Consolidated Financial Results for the Fiscal Year Ended March 31, 2026 [Japanese GAAP]" disclosed today.

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