

February 14, 2025

(Translation)

To Whom It May Concern,

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|----------------|---|
| Company name | Adastria Co., Ltd. |
| Representative | Osamu Kimura, Representative Director and President (Securities code: 2685 TSE Prime Market) |
| Inquiries | Itsuo Iwakoshi, Senior Executive Officer, General Manager of Administration Division (TEL:03-5466-2060) |

Notice Concerning Board of Director Candidates and Change
in Executive Officer Assignments

At a meeting held today, the Adastria Co., Ltd. (“Company”) Board of Directors resolved to nominate candidates for the Board of Directors who are not members of the Audit and Supervisory Committee and make changes in executive officer assignments as described below.

The Company expects directors who are not members of the Audit and Supervisory Committee to be elected formally by resolution at the 75th Ordinary General Meetings of Shareholders scheduled for May 2025.

1. Candidates for directors who are not members of the Audit and Supervisory Committee

(To be proposed at the 75th Ordinary General Meeting of Shareholders scheduled for May 2025)

| Title | Name | Reappointment/ New appointment |
|---------------------------------------|--------------------|-----------------------------------|
| Representative Director and Chairman | Michio Fukuda | Reappointment |
| Representative Director and President | Osamu Kimura | Reappointment |
| Managing Director | Yoshiaki Kitamura | Reappointment |
| Managing Director | Taiki Fukuda | Reappointment |
| Outside Director | Koichi Mizutome | Reappointment |
| Outside Director | Tatsuhiro Matsuoka | Reappointment |
| Outside Director | Etsuko Shakespeare | New appointment |
| Outside Director | Xiqiao Liu | New appointment |

2. Retiring directors (who are not members of the Audit and Supervisory Committee)

(Scheduled to retire at the conclusion of the 75th Ordinary General Meeting of Shareholders scheduled for May 2025)

| Current Title | Name |
|------------------|-----------------|
| Outside Director | Hiromi Horie |
| Outside Director | Kazuo Nishiyama |

Reference: New Director Candidates Career Highlights

Directors who are not members of the Audit and Supervisory Committee

| | | |
|----------------|---|---|
| Name | Etsuko Shakespeare | |
| Date of Birth | June 20, 1967 | |
| Career History | April 1990 | Joined DENTSU INC. |
| | March 1998 | Joined Boots Company Japan. |
| | January 2001 | Head of Marketing, Boots Taiwan. |
| | September 2001 | Senior Strategic Planning Director, J. Walter Thompson Japan Ltd. |
| | April 2002 | Joined The Walt Disney Company (Japan) Ltd. |
| | October 2006 | Marketing Executive Director, Television Division, The Walt Disney Company (Japan) Ltd. |
| | October 2007 | Chief Marketing Officer, Vice President, The Walt Disney Company (Japan) Ltd. |
| | November 2017 | Vice President and General Manager, Music, Live Entertainment, Credit Card Alliance, The Walt Disney Company (Japan) Ltd. |
| | April 2020 | Director, Online Partnerships Business Department, Google Japan G. K. |
| | April 2021 | Director, Agency Partnership Sales Department, Google Japan G. K. |
| May 2024 | Director, Advertising Sales, Branding and Agency Partnership, Google Japan G. K. (current position) | |

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|----------------|------------------|--|
| Name | Xiqiao Liu | |
| Date of Birth | February 2, 1984 | |
| Career History | April 2008 | Joined The P&G Japan Limited. |
| | February 2012 | Brand Manager, Reckitt Benckiser Japan. |
| | April 2014 | Senior Brand Manager, Reckitt Benckiser Japan. |
| | January 2015 | Category Manager, Reckitt Benckiser Japan. |
| | June 2015 | Marketing Director, Johnson & Johnson. |
| | June 2017 | Country Director, Johnson & Johnson Hong Kong. |
| | July 2018 | Chief Marketing Officer, FOLIO Co., Ltd. |
| | September 2019 | Vice President and Director, FOLIO Co., Ltd. |
| | July 2020 | Chief Marketing Officer, Lenovo Japan LLC. |
| | July 2023 | President & Executive Director, SUNNY SIDE UP, Inc. (current position) |

3. Executive Officers

(March 1, 2025)

| | Position | Name | Reappointment/ New appointment |
|--------------------------|--|------------------|-----------------------------------|
| Senior Executive Officer | Representative Director and President of BUZZWIT Co., Ltd. | Hisahito Yamada | Reappointment |
| Senior Executive Officer | Executive General Manager of Corporate Division and Administration Division | Istuo Iwakoshi | Reappointment |
| Senior Executive Officer | Executive General Manager of Products Planning & Sourcing Headquarters | Mamoru Oya | Reappointment |
| Senior Executive Officer | Executive General Manager of Logistics Division. Representative Director and Chairman of Adastria Logistics Co., Ltd. | Masatake Hayashi | Reappointment |
| Executive Officer | Chief Branding Officer of and ST CO., Ltd. | Chiaki Kobayashi | Reappointment |
| Executive Officer | Senior Executive Manager of zetton inc. | Ryo Araya | Reappointment |
| Executive Officer | Executive General Manager of Sales Division 1 | Akira Hoshino | Reappointment |
| Executive Officer | Chief Marketing Officer of and ST CO., Ltd. | Junichi Tanaka | Reappointment |
| Executive Officer | Executive General Manager of Digital Transformation Division. Chief Digital Officer of and ST CO., Ltd. | Yuya Sakurai | Reappointment |
| Executive Officer | Executive General Manager of GLOBAL WORK Division | Satoru Oota | Reappointment |
| Executive Officer | Executive General Manager of Sales Division 2 | Kiyohisa Inose | New appointment |
| Executive Officer | Representative Director and President of Adastria Taiwan Co., Ltd. | Lin Hsin-Yu | New appointment |