(Translation)

To Whom It May Concern,

Company name Adastria Co., Ltd.

Representative Osamu Kimura, Representative Director and

President

(Securities code: 2685 TSE Prime Market)

Itsuo Iwakoshi, Senior Executive Officer, General Inquiries

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/
Title		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)

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 Technology 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