



April 16, 2025

(Translation)

To Whom It May Concern,

Company name	Adastria Co., Ltd.
Representative	Osamu Kimura, Representative Director and President (Securities code: 2685 TSE Prime Market)
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Notice Concerning the Continuation of and Additional Contributions to Stock Incentive Plan

At a meeting held today, the Adastria Co., Ltd. ("Company") board of directors approved a resolution to continue and provide additional contributions to a stock grant ESOP trust ("ESOP Trust"), adopted in fiscal 2016 for executive officers (excluding officers concurrently serving as directors) and senior management (collectively, "Executive Officers") as an incentive plan ("Plan").

See *Notice Concerning Adoption of Incentive Plan for Executive Officers* (published April 4, 2016), *Notice Concerning Continuation of Stock Incentive Plan* (published April 17, 2019), and *Notice of Continuation of Stock Incentive Plan and Acquisition of Additional Shares* (published April 20, 2022) for more information about the Plan.

1. Continuation of the Plan

- (1) The Company has decided to continue the Plan for Executive Officers, which has been in place since fiscal 2016. The aim of this plan is to raise awareness among Executive Officers of their contribution to improving Company performance and increasing corporate value over the medium to long term.
- (2) The Plan is an incentive plan for Executive Officers. Under this plan, Company shares are granted to Executive Officers in accordance with their position, degree of performance target achievement, etc.

2. Additional Monetary Contributions

To continue the Plan, the Company has decided to extend the period of the existing ESOP Trust and make an additional monetary contribution to fund the ESOP Trust to ensure funds for acquiring Company stock expected to be delivered during the extended ESOP Trust period.

3. Extension of Trust Period, Additional Contributions, and Acquisition of Shares

Trust agreement date	August 8, 2016 (scheduled to be changed in April 2025 to extend the trust period)
Term of trust	(Before change) August 8, 2016 to August 20, 2025 (After Change) August 8, 2016 to August 20, 2028 (planned) (scheduled to be extended via amendment to the trust agreement in April 2025)
Maximum total share acquisition	636 million yen (planned)
Share acquisition period	April 22, 2025 to April 30, 2025 (scheduled)
method of share acquisition	Acquisition from the stock market

End