



April 04, 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 Enhancements to Shareholder Benefit Plan**

Adastria Co., Ltd. (the "Company") announced the following changes to the Company shareholder special benefit plan.

#### **1. Reason for Changes to the Shareholder Benefit Plan**

The Company established a shareholder benefit plan to show our appreciation for the support of our shareholders and to encourage shareholders to become fans of our brand. With the formulation and announcement of our new medium-term management plan, we decided to expand the offerings under our shareholder benefit program to increase the attraction of investing in our stock grow the number of shareholders who support us over the medium to long term.

#### **2. Effective Date of Changes to the Shareholder Benefit Plan**

The revised shareholder benefit plan will take effect starting from the plan with a record date at the end of February 2026.

\*The current shareholder benefit plan will remain in effect for the plan with a record date at the end of February 2025.

#### **3. Details of Changes to the Shareholder Benefit Plan**

(1) Introduced a new tier for shareholders holding between 500 and 1,000 shares, and revised the benefits for shareholders holding 1,000 shares or more to match the benefits of shareholders holding 10,000 shares or more

##### **(2) Increased benefit distribution**

Changed benefit distribution from annual (record date: end of February) to semiannual (record dates: end of February and end of August)

##### **(3) Changed the holding period requirement for the long-term shareholder benefit plan**

Increased the required holding period from two to three years

\*Holding for three years or more refers to shareholders who have held at least 100 shares under the same shareholder number and have been continuously listed in the shareholder register at each February-end and August-end record date for seven or more consecutive dates.

(4) Comparison of Current and Revised Plans  
(Before Change)

Shareholders Holding for Less Than Two Years		Shareholders Holding for Two Years or More	
Shares Held	Voucher Amount	Shares Held	Voucher Amount
100 to under 1,000	3,000 yen	100 to under 1,000	5,000 yen
1,000 to under 10,000	10,000 yen	1,000 to under 10,000	12,000 yen
10,000 shares or more	20,000 yen	10,000 shares or more	22,000 yen

Shareholders holding 100 shares or more for at least two years (i.e., listed under the same shareholder number in the shareholder register on each February-end and August-end for five or more consecutive dates) will receive an additional 2,000 yen in shareholder benefits for each record date.

(After Change)

Shareholders Holding for Less Than Three Years				Shareholders Holding for Three Years or More			
Shares Held	Voucher Amount			Shares Held	Voucher Amount		
	Record Date: End of February	Record Date: End of August	Annual Total		Record Date: End of February	Record Date: End of August	Annual Total
100 to under 500	1,500 yen	1,500 yen	3,000 yen	100 to under 500	2,500 yen	2,500 yen	5,000 yen
500 to under 1,000	5,000 yen	5,000 yen	10,000 yen	500 to under 1,000	6,000 yen	6,000 yen	12,000 yen
1,000 shares or more	10,000 yen	10,000 yen	20,000 yen	1,000 shares or more	11,000 yen	11,000 yen	22,000 yen

Shareholders holding 100 shares or more for at least three years (i.e., listed under the same shareholder number in the shareholder register on each February-end and August-end for seven or more consecutive dates) will receive an additional 1,000 yen in shareholder benefits for each record date (2,000 yen annually).

(Long-Term Shareholder Eligibility Examples)

Shareholder	3 years		2 years		1 year		Determinati on Date	Long-Term Holding Determination
	End of February	End of August	End of February	End of August	End of February	End of August	End of February	
Mrs. A	200 shares (1)	200 shares (2)	100 shares (3)	200 shares (4)	200 shares (5)	200 shares (6)	200 shares (7)	○: Eligible
Mrs. B	0 shares	200 shares (1)	100 shares (2)	200 shares (3)	200 shares (4)	200 shares (5)	200 shares (6)	×: Not eligible →Eligible starting from end of August
Mrs. C	200 shares (1)	200 shares (2)	100 shares (3)	0 shares	200 shares (1)	200 shares (2)	200 shares (3)	×: Not eligible

Shareholders with at least one unit (100 shares) under the same shareholder number at each record date will be recognized as long-term shareholders.