



April 20, 2022

To Whom It May Concern,

Company name	Adastria Co., Ltd.
Representative	Michio Fukuda, Chairman of the Board (Securities code: 2685 TSE Prime Market)
Inquiries	Itsuo Iwakoshi, Senior Vice President, Head of Corporate Planning Office  (TEL:03-5466-2060)

## Notice of Continuation of Stock Incentive Plan and Acquisition of Additional Shares

At a meeting held today, the Adastria Co., Ltd. (“Company,” below) board of directors resolved to continue the employee stock option plan trust (“ESOP Trust,” below) adopted in fiscal 2016 as a stock incentive plan for executive officers (excluding directors serving concurrently as executive officers) and management-level employees (“Executive Officers,” below). The Company also resolved to make an acquisition of additional shares of Company stock.

For an overview of this plan, please refer to Notice Concerning Adoption of Incentive Plan for Executive Officers, published April 4, 2016, and Notice Concerning Continuation of Stock Incentive Plan, published April 17, 2019.

### 1. Continuation of the stock incentive plan

- (1) The Company has decided to continue its stock incentive 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) This stock incentive 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. Acquisition of additional shares

In connection with the stock incentive plan described above, the Company has decided to acquire additional shares of Company stock through the ESOP Trust. The objective for this acquisition is to extend the period of the ESOP Trust currently established and in place, while also securing shares of Company stock that are expected to be granted during the extended period of the ESOP Trust.

The Company plans to use the money remaining in trust assets to acquire the shares, and no additional contribution is expected to be made.

### 3. Extension of trust period and acquisition of additional shares

Trust agreement date	August 8, 2016 (scheduled to be changed in April 2022 to extend the trust period)
Term of trust	(Before change) August 8, 2016 - August 20, 2023 (After change) August 8, 2016 - August 20, 2025 (planned) (scheduled to be extended via amendment to the trust agreement in April 2022)
Maximum total share acquisition	92 million yen (planned)
Share acquisition period	April 22, 2022 - April 28, 2022 (scheduled)
Method of share acquisition	Acquisition from the stock market

End