



February 18, 2026

(Translation)

To Whom It May Concern,

Company name and ST HD Co., Ltd.
Representative Osamu Kimura, Representative Director and President
(Securities code: 2685 TSE Prime Market)
Inquiries Masatake Hayashi, Group Executive Officer,
General Manager of Corporate Planning Office
(TEL:03-5466-2060)

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

At a meeting held today, and ST HD Co., Ltd. (“Company”) Board of Directors resolved to nominate candidates for the Board of Directors and make changes in executive officer assignments as described below.

The Company expects directors to be elected formally by resolution at the 76th Ordinary General Meetings of Shareholders scheduled for May 2026.

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

(To be proposed at the 76th Ordinary General Meeting of Shareholders scheduled for May 2026)

Title	Name	Reappointment/ New appointment
Representative Director and President	Taiki Fukuda	Reappointment
Managing Director	Yoshiaki Kitamura	New appointment*
Director	Masatake Hayashi	New appointment
Outside Director	Tatsuhiko Matsuoka	Reappointment
Outside Director	Etsuko Shakespeare	Reappointment

*Yoshiaki Kitamura was elected as a director who is not a member of the Audit and Supervisory Committee at the Annual General Meeting of Shareholders held on May 29, 2025. Yoshiaki Kitamura resigned from the position and the Company as of August 31, 2025.

2. Candidates for directors who are members of the Audit and Supervisory Committee

(To be proposed at the 76th Ordinary General Meeting of Shareholders scheduled for May 2026)

Title	Name	Reappointment/ New appointment
Director (Standing Audit and Supervisory Committee Member)	Yoichi Endo	Reappointment
Outside Director (Audit and Supervisory Committee Member)	Kazuhiko Ebihara	Reappointment
Outside Director (Audit and Supervisory Committee Member)	Kyoko Mogi	Reappointment

3. Candidate for substitute director who is a member of the Audit and Supervisory Committee

(To be proposed at the 76th Ordinary General Meeting of Shareholders scheduled for May 2026)

Title	Name	Reappointment/ New appointment
Substitute Director (Audit and Supervisory Committee Member)	Takashi Ino	Reappointment

*The Company requests the election in advance of a substitute director who is a member of the Audit and Supervisory Committee to fill any vacancy in the event that the number of such directors required by law is not met.

Reference: New Director Candidates Career Highlights

Directors who are not members of the Audit and Supervisory Committee

Name	Masatake Hayashi
Date of Birth	May 10, 1967
Career History	April 1991 Joined Sanwa Bank. (currently MUFG Bank, Ltd.)
	August 2006 Joined POINT INC. (currently and ST HD Co., Ltd.) General Manager, Accounting Department
	March 2008 Executive Officer, General Manager, Corporate Planning Office, POINT INC. (currently and ST HD Co., Ltd.)
	June 2010 Executive Officer, Executive General Manager, Planning Division, POINT INC. (currently and ST HD Co., Ltd.)
	February 2012 Executive Officer, Executive General Manager, LOWRYS Division, POINT INC. (currently and ST HD Co., Ltd.)
	March 2012 Managing Executive Officer, General Manager, LOWRYS Department, POINT INC. (currently and ST HD Co., Ltd.)
	September 2013 Managing Executive Officer, Executive General Manager, Administration Division, POINT INC. (New POINT INC, currently and ST HD Co., Ltd.)
	March 2014 Director, Executive General Manager, Administration Division, POINT INC. (currently and ST HD Co., Ltd.)
	November 2014 Director, General Manager, Sales Promotion Department, POINT INC. (currently and ST HD Co., Ltd.)
	March 2015 Senior Executive Officer, Executive General Manager of Administration Division, General Manager of Corporate Planning Department and Finance Department, Adastria Holdings, Co., Ltd. (currently and ST HD Co., Ltd.)
	May 2015 Representative Director and President, Adastria General Support Co., Ltd. (currently WeOur Co., Ltd.)
	March 2016 Senior Executive Officer, Executive General Manager, Strategy Development Division, Adastria Co., Ltd. (currently and ST HD Co., Ltd.)
	March 2018 Senior Executive Officer, Executive General Manager, Development Headquarters, Adastria Co., Ltd. (currently and ST HD Co., Ltd.)
	March 2020 Senior Executive Officer, Executive General Manager, Logistics Division, Adastria Co., Ltd. (currently and ST HD Co., Ltd.) Representative Director and Chairman, Adastria Logistics Co., Ltd. (currently and ST Logistics Co., Ltd.)

February 2022 Director, SES GLOBAL LOGISTICS (SHANGHAI) CO., LTD.
September 2025 Group Executive Officer, Executive General Manager, Corporate Planning Division, and ST HD Co., Ltd (present position)
Director, Adastria Logistics Co., Ltd. (currently and ST Logistics Co., Ltd.) (present position)

4. Executive Officers

(Effective March 1, 2026)

Position	Name	Reappointment/ New appointment
Group Executive Officer Representative Director and President of Adastria Co., Ltd.	Yoshiaki Kitamura	Reappointment
Group Executive Officer Executive General Manager of Corporate Planning Division	Masatake Hayashi	Reappointment
Group Executive Officer Representative Director and President of ELEMENT RULE Co., Ltd.	Masayuki Kindo	Reappointment
Group Executive Officer Representative Director and President of BUZZWIT Co., Ltd.	Hisahito Yamada	Reappointment
Group Executive Officer Representative Director and President of zetton inc.	Daisuke Kikuchi	Reappointment
Group Executive Officer President and CEO of and ST.Co., Ltd.	Yuya Sakurai	Reappointment
Group Executive Officer Executive General Manager of Corporate Division	Itsuo Iwakoshi	Reappointment
Group Executive Officer Executive General Manager of Products Planning & Sourcing Headquarters	Mamoru Oya	Reappointment
Group Executive Officer Representative Director and President of Adastria Taiwan Co., Ltd.	Lin Hsin-Yu	Reappointment
Group Executive Officer Executive General Manager of Store Development Division	Tatsuyoshi Tsuruoka	New appointment