

FOR IMMEDIATE RELEASE

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**Polaris Completes Management Structure Integration and Reorganization with Minacia Co., Ltd.**

Polaris Holdings Co., Ltd. (hereinafter the “Polaris” or the “Company”) announced today that the Company has completed the management integration (hereinafter the “Management Integration”) with Minacia Co., Ltd. (hereinafter “Minacia”) as the effective date of the share exchange, making Minacia a wholly-owned subsidiary as disclosed “Polaris to Drastically Expand Operational Platform through Share Exchange and Wholly-owned Subsidiarization of Minacia with Changes of Shareholder and subsidiaries, etc” on October 15, 2024. In order to quickly maximize the synergy effects of the Management Integration, the Company has implemented strategic management structure changes and reorganization as of today. Details are provided below.

1. Completion of the Management Integration

With the completion of the Management Integration, the total number of hotels and rooms operated by Polaris Group reached 97 hotels and 14,964 rooms (including rooms to be operated) respectively. Moving forward, the two companies will quickly work to realize synergy effects from Management Integration and generate further shareholder value by implementing a unified management and smooth promotion of the integration process (PMI: Post-Merger Integration).

2. Changes in Management Structure

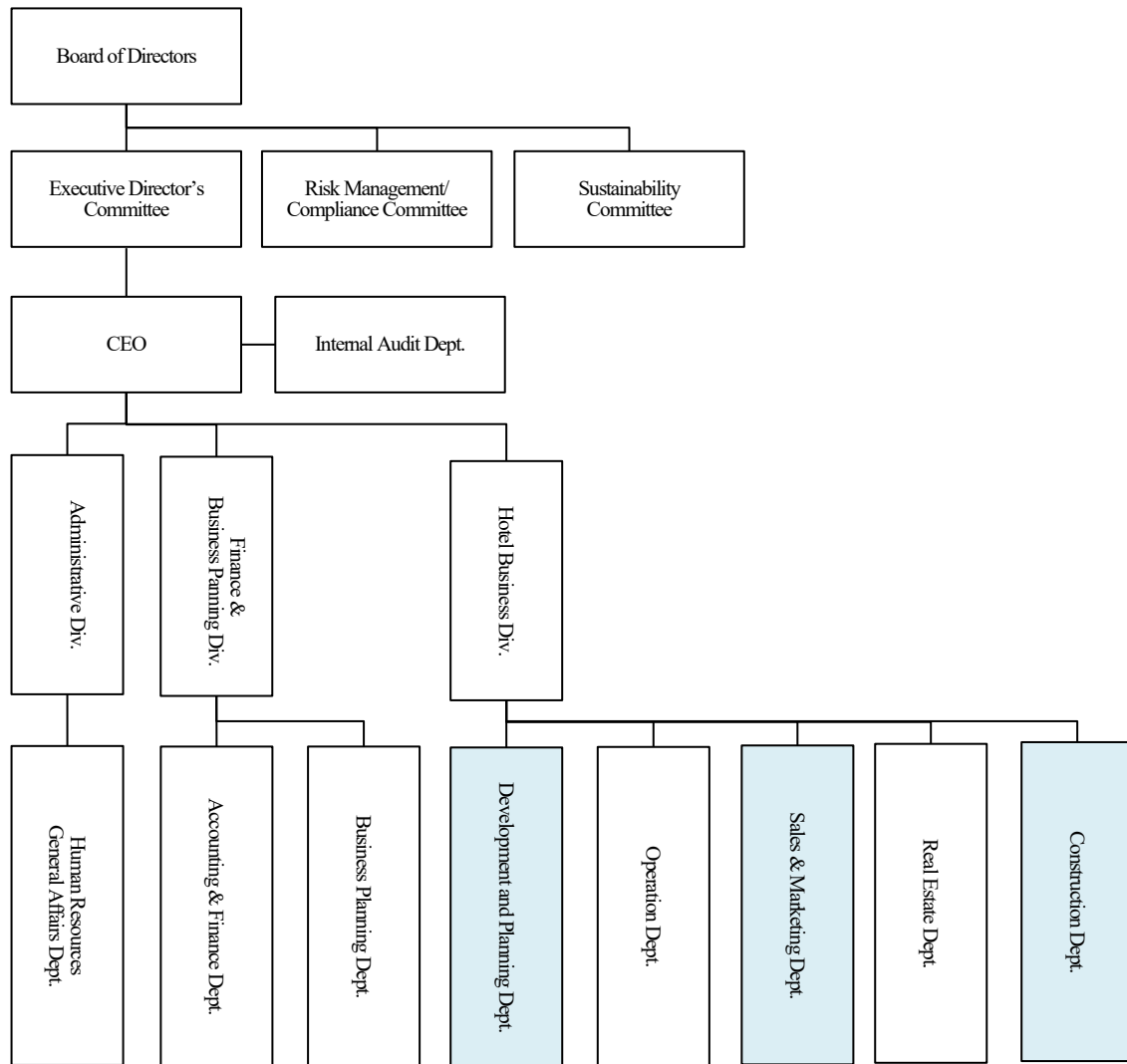
As part of the changes in management, Mr. Kazuyoshi Shimojima, Representative Director and President of Minacia, has now been appointed to Director and Vice President of the Company, while Mr. Mitsuhiro Matsuzaki, Representative Director and Vice President of Minacia, has been appointed as a Director of the Company. Finally, Ryosuke Miyamori, an Advisor of the Company, has been appointed as Director and General Manager of Administrative Division of both the Company and Minacia.

Position in the Company	Name	Date of Inauguration	Previous Position in the Company
Director and Vice President	Kazuyoshi Shimojima	December 27, 2024	-
Director	Mitsuhiro Matsuzaki	Same as the above	-
Director and General Manager of Administrative Division	Ryosuke Miyamori	Same as the above	Advisor

### 3. Reorganization

As part of the strategic initiatives to manage the increasing size of the management portfolio, promote a smooth integration process as well as make the most utilized human resources of the Company and Minacia, the Company has reorganized the management structure within the Hotel Business Division to create a “Development and Planning Department” to help accelerate the acquisition of new hotel management mandates, as well as a “Sales & Marketing Department” to pursue the maximization of revenue and brand recognition, and lastly a “Construction Department” to manage the construction and facilities of the integrated operational portfolio. and has appointed the Department Heads including Minacia to those positions of the subject new departments. Additionally, Polaris Group will work to further centralize headquarter functions and seek enhanced synergy effects from the Management Integration to achieve more efficient hotel operations across the portfolio and generate further corporate value by utilizing economies of scale.

After Reorganization



4. Outlook

The impact of the completion of the Management Integration, changes in management structure, and reorganization on the current fiscal year's financial results is disclosed in the "Polaris Revises Upward Consolidated Financial Forecast for the Year Ending March 31, 2025" note also released today.

*NOTE: This is an English translation summary of the Company's announcement in Japanese. No assurances or warranties are given for completeness or accuracy of this English translation summary.*