



July 21, 2026

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Notice of Introduction of the Mandate-Based Executive Officer System

AXXZIA Inc. (the "Company") hereby announces that, at the Board of Directors meeting held on July 21, 2026, it resolved to introduce the mandate-based Executive Officer System as set forth below.

1. Purpose of Introducing the Mandate-Based Executive Officer System

Although the Company has already adopted an employment-based Executive Officer System, from the perspective of further strengthening corporate governance, it will introduce a mandate-based Executive Officer System in order to more clearly separate the management decision-making and oversight functions from the business execution function. By ensuring a high degree of independence for Executive Officers and clarifying the roles and responsibilities of the divisions under their supervision, the Company will strengthen the functions of the Board of Directors while also establishing an Executive Officers' Meeting to enhance execution capabilities by improving operational efficiency, accelerating decision-making, and clarifying accountability for results. The existing employment-based Executive Officer System will be abolished.

2. Overview of the Mandate-Based Executive Officer System

- The appointment and dismissal of Executive Officers will be determined by the Board of Directors after receiving a recommendation from the Nomination Committee.
- The duties assigned to Executive Officers will be determined by resolution of the Board of Directors, and Executive Officers will be responsible for business execution under the supervision of the Board of Directors in accordance with the Company's policies as resolved by the Board of Directors.
- The term of office of Executive Officers shall, in principle, be one year from the date of appointment.
- Directors may concurrently serve as Executive Officers.

3. Scheduled Date of Introduction of the Mandate-Based Executive Officer System

November 1, 2026