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November 28, 2025

News Release

Company name: ASAHI KOGYOSHA CO., LTD.
Representative: Yasutomo Takasu, President and Representative Director
(Securities code: 1975, TSE Prime)
Contact: Michiya Kameda
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**Notice of Completion of Disposal of Treasury Shares Through Restricted Stock Incentive Plan
for Employees and Partial Forfeiture**

ASAHI KOGYOSHA CO., LTD. ("Company" hereinafter) today announced that it completed pay-in procedures for the disposal of treasury stock as restricted share compensation for employees under a resolution proposed by the Board of Directors at its meeting held August 6, 2025, as outlined below.

The Company also announced changes in the number of shares disposed of and the total disposal amount initially planned, due to partial forfeiture. Details of these changes are also provided below.

For more information, see the August 6, 2025 News Release, "Notice of Disposal of Treasury Shares Through Restricted Stock Incentive Plan for Employees."

Details

1. Overview of disposal of treasury shares (changes are underlined)

	After	Before
(1) Date of disposal	November 28, 2025	November 28, 2025
(2) Class and number of shares to be disposed of	<u>103,100</u> shares of Company common stock	<u>108,200</u> shares of Company common stock
(3) Disposal price	2,778 yen/share	2,778 yen/share
(4) Total disposal amount	286,411,800 yen	300,579,600 yen
(5) Method (planned assignees) of disposal	Third-party allotment (<u>103,100</u> shares to the Asahi Kogyosha Employee Shareholding Association)	Third-party allotment (<u>108,200</u> shares to the Asahi Kogyosha Employee Shareholding Association)

2. Reason for changes

The changes in the number of shares to be disposed of and total disposal amount arises from the finalization of the number of members consenting to participation in the restricted stock incentive plan for employees.