Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

May 15, 2026

To whom it may concern

Company name: Asahi Diamond Industrial Co., Ltd.
Representative: Kazuki Kataoka,
President and Representative Director
(Stock Exchange Code: 6140,
Tokyo Prime Market)
Contact: Hitoshi Kusakabe,
Executive Officer,
Administration Division Director
(Tel: +81-3-3222-6311)

Notice Concerning Organizational Changes and Personnel Affairs of Officers

Asahi Diamond Industrial Co., Ltd. (the "Company") hereby announces that it resolved at the Board of Directors meeting held today on changes to organizational and officers of the Company, as described below. The appointment is scheduled to be formally decided at the 107th Ordinary General Meeting of Shareholders (hereafter, "the General Meeting") scheduled for June 26, 2026, and at the subsequent Board of Directors meeting.

1. Organizational Changes (As of June 26, 2026)

Regarding the structure of the Sales Division, the Central Japan Division will be merged into the West Japan Division, resulting in a two-division structure comprising the East Japan Division and the West Japan Division.

2. Change of Director (As of June 26, 2026) (Underlined text shows changes)

New position and job title	Name	Current position and job title
Director Chiba Factory General Manager	Hiroaki Kawai	Director Central Japan Regional General Manager and Nagoya Branch General Manager
Director Tamagawa Factory General Manager and Procurement Department General Manager	Norikazu Kanemoto	Executive Officer Tamagawa Factory General Manager and Procurement Department General Manager
Director External Director (Independent Officer)	Tetsuya Nakamura	—

Retirement	Hideo Abe	Director Engineering Director and Chiba Factory General Manager
Retirement	Osamu Koyama	External Director

3. Appointment of Outside Director Candidates

①Reason for the appointment

To further strengthen our corporate governance, we have nominated Tetsuya Nakamura as a new candidate for external director, in addition to the current external directors Yuko Ichikawa and Eriko Kawajiri. This will result in a structure where three of the nine directors are external directors.

Mr. Nakamura possesses extensive experience and broad insight as a business executive, having served in roles such as Director, Senior Executive Officer of NEC Capital Solutions Limited and Director and Senior Vice President at Japan Aviation Electronics Industry, Limited. Based on this, we determined that he would be able to provide appropriate oversight of management and advice on general business operations, and we have therefore appointed him as a candidate for external director.

②Past experience of the External Director Candidate

Nama (Date of birth)	Past experience	Number of shares of the Company held
Tetsuya Nakamura (December 25, 1958)	April 2004 General Manager of Corporate Planning Division, NEC Corporation June 2005 Outside Statutory Auditor,Japan Aviation Electronics Industryn (retired in June 2008) July 2008 Chief Business Executive of NEC Electronics Corporation (currently Renesas Electronics Corporation) (retired in March 2010) June 2010 Representative Director, Senior Executive Officer of NEC Capital Solutions Limited (retired in June 2012) July 2012 Executive Expert of Corporate Planning and Investor Relations, Assistant to Director, Senior Vice President, Japan Aviation Electronics Industry June 2013 General Manager of Corporate Planning and Investor Relations Division, Japan Aviation	0

	Electronics Industry June 2019 Director and Associate Senior Vice President, Japan Aviation Electronics Industry August 2019 Deputy General Manager (related to new business project) of Connector Division , Japan Aviation Electronics Industry April 2021 Director and Senior Vice President, Japan Aviation Electronics Industry June 2025 Advisor, Japan Aviation Electronics Industry (retired in March 2026)	

③Matters concerning independence

Mr. Tetsuya Nakamura has no potential conflicts of interest with general shareholders of the Company because there is no offering or receiving of money between Mr. Nakamura. Mr. Nakamura is a former Chief Business Executive of NEC Electronics Corporation (currently Renesas Electronics Corporation), but it has been 16 years since he stepped down from that position. Furthermore, there are no cross-shareholdings between our company and that company, and the transaction volume between them accounts for less than 0.3% of our consolidated net sales. Mr. Nakamura is a former General Manager of Corporate Planning Division at NEC Corporation, Director, Senior Executive Officer of NEC Capital Solutions Limited, and Director and Senior Vice President at Japan Aviation Electronics Industry.; however, none of these companies has any special interest in the Company.
Therefore, Ms. Ichikawa satisfies the “Independence Criteria for External Directors and External Audit & Supervisory Board Members” of the Company and is judged to be independent.
The company plan to file a notification designating him as an independent director as defined in Article 436-2 of the Securities Listing Regulations of the Tokyo Stock Exchange, Inc.

４．Change of Executive Officer (As of June 26, 2026) （Underlined text shows changes）

New position and job title	Name	Current position and job title
Executive Officer Engineering Director and Chiba No.2 Factory General Manager	Keiichi Mizutani	Executive Officer Chiba No.2 Factory General Manager

(Reference)

Board of Directors and Officers after the General Meeting (current directors, auditors and executive officers other than those listed above are scheduled to be reappointed)
(*Indicates candidates for the election of directors and auditors at this general meeting)

President and Representative Director;	Kazuki Kataoka※
Representative Managing Director;	Tomohiko Hara※
Production Director and Mie Factory General Manager	
Director;	
Toshimasa Hagiwara※	
Marketing Division Director and East Japan Regional General Manager	
Director;	Junichi Matsuda※
International Division Director and Management Strategy Division Director	
Director;	Hiroaki Kawai※
Central Japan Regional General Manager and Nagoya Branch General Manager	
Director;	Norikazu Kanemoto※
Tamagawa Factory General Manager and Procurement Department General Manager	
Director (External Director)	Yuko Ichikawa※
Director (External Director)	Eriko Kawajiri※
Director (External Director)	Tetsuya Nakamura※
Audit & Supervisory Board Member;	Takemi Matsuzaki※
(Full-time Audit & Supervisory Board Member)	
Audit & Supervisory Board Member;	Yukio Otaka
(External Audit & Supervisory Board Member)	
Audit & Supervisory Board Member;	Masahito Kawashima
(External Audit & Supervisory Board Member)	
Executive Officer;	Ming-Shong Lan
President, Taiwan Asahi Diamond Industrial Co., Ltd.	
Executive Officer;	Hideki Matsukawa
President, Shanghai Xu Hui Diamond Industrial Co., Ltd	
Executive Officer;	Kimikazu Sato
West Japan Regional General Manager and Osaka Branch General Manager	
Executive Officer;	Minoru Sawada
President, P.T. Asahi Diamond Industrial Indonesia	
Executive Officer;	Hitoshi Kusakabe
Administration Division Director	
Executive Officer;	Tomoki Takahashi
President, Asahi Diamond Industrial Europe SAS	
Executive Officer;	Keiichi Mizutani
Engineering Director and Chiba No.2 Factory General Manager	
Executive Officer;	Katsuyuki Watanabe
President,Yamanashi Asahi Diamond Industrial Co., Ltd.	

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