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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 the Decision on Matters Concerning the Acquisition of Shares Under the Stock Compensation Plan

At a meeting of the Board of Directors held on June 26, 2025, the Company decided on matters regarding the acquisition of shares under the stock compensation plan introduced on August 10, 2018, which applies to the Company's directors (excluding outside directors; the same applies hereinafter)and executive officers (excluding non-residents; hereinafter collectively referred to as "Directors, etc.") (hereinafter referred to as the "Program"; the trust established for the implementation of the Program is referred to as the "Trust").

The company hereby announce that at a Board of Directors meeting held today, the Company decided that the trustee of the Trust shall acquire additional shares of the Company (note that no additional cash will be contributed to the Trust).

For an overview of this Plan, please refer to the "Notice Regarding the Introduction of a Stock Compensation Plan for Officers" dated May 15, 2018.

1. Overview of the Trust

(1) Name	Trust for the Grant of Shares to Officers
(2) Trustor	The Company
(3) Trustee	Sumitomo Mitsui Trust Bank, Limited (Sub-trustee: Japan Custody Bank, Ltd.)
(4) Beneficiaries	Directors and other officers who meet the beneficiary requirements
(5) Trust Administrator	A third party independent of the Company and its officers
(6) Exercise of Voting Rights	Voting rights attached to the Company's shares held in this trust will not be exercised throughout the term of the trust
(7) Type of Trust	A trust of money other than a cash trust (trust for the benefit of others)
(8) Date of Trust Agreement	August 10, 2018
(9) Date of Additional Cash Trust	May 26, 2026 (scheduled)

(10) Trust Termination Date (After Extension)	End of August 2026 (scheduled)

2. Matters Concerning the Additional Acquisition of the Company's Shares by the Trustee of This Trust

(1) Class of Shares to Be Acquired	Common stock
(2) Total Acquisition Cost of Shares	6,636,000 yen (maximum)
(3) Total Number of Shares to Be Acquired	4,000 shares (maximum)
(4) Method of share acquisition	Acquisition through trading on an exchange market (including off-auction trading)
(5) Timing of Share Acquisition	May 26, 2026 – May 29, 2026 (planned)

End