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February 18, 2026

To Whom It May Concern,

Company Name: Kubota Pharmaceutical Holdings Co., Ltd.

Title and Name of Representative: Ryo Kubota,

Representative Executive Officer,

Director, Chairman, President, and CEO

(TSE Growth: Code 4596)

Contact: Public Relations & Investor Relations, Administration Dept.

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Notice regarding the Waiver of Executive Compensation by the Chairman, President & CEO

In light of the current decline in sales of Kubota Pharmaceutical Holdings Co., Ltd. (the “Company”), the Chairman, President, and Chief Executive Officer offered to waive his executive compensation for the fiscal year ending December 2026. At the Board of Directors meeting held today (February 18, 2026), the Board accepted this offer.

Details

1. Details of the Waiver

Executive Director: Ryo Kubota, Chairman, President & Chief Executive Officer (CEO)

Type of Compensation	Waived Amount (JPY)	Period/Details
Monthly compensation (annual salary)	22,500,000 yen	Annual salary for the period from January 2026 to March 2026 (fixed remuneration)
Monthly compensation (annual salary)	67,500,000 yen	Annual salary for the period from April 2026 to December 2026, following reappointment at the 21st Ordinary General Meeting of Shareholders (fixed remuneration)
Total	90,000,000 yen	

Reason for the Waiver: In order to clearly demonstrate management accountability for the recent decline in the Company’s sales and to express his commitment to ongoing management reforms. Although the Company recognizes that Dr. Kubota continues to fulfill his responsibilities as Representative Director, he strongly expressed his intention to waive his executive compensation, and the Company respected and accepted his decision.

2. Impact on Financial Performance

The impact of this matter on the Company’s consolidated financial results for the current fiscal year is expected to be immaterial. At the same time, the Company considers this decision to be an effective investment that will contribute to strengthening the earnings base and improving capital efficiency in future periods, thereby enhancing corporate value over the medium to long term.



The Company will continue to advance its business with a unified commitment to achieving its mission of eliminating myopia worldwide and to meeting the expectations of its shareholders.

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