January 21, 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.
(TEL：03-6550-8928 (main))

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

In light of the recent prolonged decline in the share price 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 2025. At the Board of Directors meeting held today (January 21, 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
Performance-linked bonus	15,000,000 yen	Full amount of the bonus scheduled to be paid in February 2026 based on performance for the fiscal year ending December 2025
Base compensation (Fixed salary)	32,600,000 yen	Portion of Fixed salary for the period January–December 2025
Total	47,600,000 yen	

Note: The waived amount for monthly compensation includes amounts already implemented during the 2025 fiscal year.

Reason for the Waiver: In order to clearly demonstrate management accountability for the recent decline in the Company's share price 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 Business Performance
As a result of this decision, accrued unpaid compensation in the consolidated statement of financial position for the

fiscal year ended December 2025 is expected to be reduced.

The Company will take this decision as an opportunity to further strengthen its corporate governance framework and pursue sustainable growth with all employees united in effort.

end