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May 8, 2025

Company name: KH Neochem Co., Ltd.  
Name of representative: Michio Takahashi, Representative  
Director and President & Chief  
Executive Officer  
(Securities code: 4189; Prime  
Market, Tokyo Stock Exchange)  
Contact for inquiries: Masaya Hamamoto, Board  
Director and Senior Corporate  
Officer  
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### **Notice Concerning Additional Contribution to the Board Benefit Trust (BBT)**

KH Neochem Co., Ltd. (the "Company") hereby announces that the Meeting of the Board of the Directors held today has passed a resolution to make additional contribution of funds to the Board Benefit Trust (BBT) (hereinafter the "Plan", and the trust which was established based on a trust agreement concluded with Mizuho Trust & Banking Co., Ltd in relation to the Plan, "Trust")<sup>1</sup>.

For the outline of the Plan, please refer to the "Notice Concerning Continuation of Performance-linked Share-based Remuneration Plan"<sup>2</sup> dated February 15, 2021.

#### **1. Reason for the additional contribution**

In continuing the Plan, the Company has decided to make an additional contribution of funds to the Trust ("Additional Entrustment") in order to fund the Trust to acquire shares that are expected to be required for future benefits.

#### **2. Outline of the Plan and Additional Entrustment**

##### **(1) Name:**

Board Benefit Trust (BBT)

##### **(2) Trustor:**

KH Neochem Co., Ltd.

##### **(3) Trustee:**

Mizuho Trust & Banking Co., Ltd

(Sub-Trustee: Custody Bank of Japan, Ltd.)

<sup>1</sup> This contribution is within the total amount approved at the 14<sup>th</sup> Ordinary General Meeting of Shareholders held on March 26, 2024.

<sup>2</sup> Please note that an English translation of the "Notice Concerning Continuation of Performance-linked Share-based Remuneration Plan" is not available. For the outline of the Plan, please refer to Proposal No. 8 in the Reference Documents for the Meeting of the Notice of 14<sup>th</sup> Ordinary General Meeting of Shareholders for which English translation is available.

(4) Beneficiaries:

Directors and Corporate Officers who have retired (meaning retirement from all positions as Directors, including Directors who are Audit and Supervisory Committee Members, and Corporate Officers) and who meet the beneficiary requirements stipulated in the Rules for Delivery of Shares to Officers

(5) Date of Additional Entrustment:

May 28, 2025 (planned)

(6) Amount of Additional Entrustment:

55 million yen

(7) Types of shares to be acquired:

The Company's common stock

(8) Acquisition period of shares:

From May 28, 2025 to June 11, 2025 (planned)

(9) Acquisition method of shares:

Acquisition through trading markets

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