October 17, 2025

To Whom It May Concern,

Name of company: Nippon Kayaku Co., Ltd.
Name of representative: Shigeyuki Kawamura, President
Code No.: 4272 Tokyo Stock Exchange, Prime Market
Contact: Ichio Kohinata, Director
General Manager of Legal Affairs Division
(Tel: +81-3-6731-5918)

Notice of Completion of Payment for Disposal of Treasury Shares as Restricted Stock Compensation for Employee Shareholding Association and Partial Forfeiture of Rights

Nippon Kayaku Co., Ltd. (the "Company") hereby announces that the payment procedures for the disposal of treasury shares as restricted stock compensation for the Nippon Kayaku Employee Shareholding Association (the "ESA"), as previously announced in the "Notice of Disposal of Treasury Shares as Restricted Stock Compensation for Employee Shareholding Association" dated August 26, 2025, have been completed today. Additionally, as there has been change to the number of shares to be disposed of and other details originally planned due to partial forfeiture, the Company also announces such changes are as follows.

１．Summary of Changes to the Disposition (The changes are underlined.)

	After the change	Before the change
(1) Disposal date	October 17, 2025	October 17, 2025
(2) Class and number of shares to be disposed of	<u>38,200</u> shares of common stock of the Company	<u>38,700</u> shares of common stock of the Company
(3) Disposal price	1,425.5 yen per share	1,425.5 yen per share
(4) Total value of shares to be disposed of	<u>54,454,100</u> yen	<u>55,166,850</u> yen

２．Reason for the Change

The change in the number of shares to be disposed of and the total disposal value resulted from the completion of consent confirmation for the employee stock incentive program (hereinafter referred to as "the Program") which grants restricted stock to non-participants in the ESA and to members of the ESA and the subsequent determination of the number of the employees who consented to the Program.

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