

(Translation)

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(Securities code: 4526; Tokyo Stock  
Exchange Prime Market)  
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## **Notice Regarding the Continuation of and Additional Contributions to the Performance-Linked Share-Based Remuneration System for Directors and Incentive Plan for Executive Officers**

Riken Vitamin Co., Ltd. (the “Company”) hereby announces that its Board of Directors, at a meeting held today, resolved to continue and make an additional monetary contribution to the Directors’ Remuneration BIP Trust (the “BIP Trust”), a performance-linked share remuneration system for the Company’s Directors and Managing Executive Officers (excluding Audit and Supervisory Committee members and Outside Directors, hereinafter “Directors, etc.”) introduced in FY2017, and the Stock Grant ESOP Trust (the “ESOP Trust,” and together with the BIP Trust referred to as the “Systems”), an incentive plan for the Company’s Executive Officers introduced in FY2018, as follows.

### 1. Continuation of the Systems

- (1) The Company decided to continue the Systems for Directors, etc. and Executive Officers with the aim of motivating them to contribute to improving the Company’s medium- to long-term performance and increasing its corporate value. For details of the Systems, please refer to the “Notice Regarding the Introduction of a Performance-Linked Share Remuneration System” released on May 22, 2017, “Notice Regarding the Introduction of a Share Grant ESOP Trust” released on July 31, 2018, and “Notice Regarding the Continuation and Partial Revision of the Performance-Linked Share Remuneration System for Directors, etc.” released on May 24, 2021. (These documents are available in Japanese only.)
- (2) In order to continue the Systems, the Company will extend the trust periods of the BIP Trust and ESOP Trust already established for three years. The Company also resolved to make an additional contribution of money to the ESOP Trust and to dispose of 37,100 shares (equivalent to approximately 93 million yen) of the 3,182,505 treasury shares held by the Company as of June 30, 2024 to the ESOP Trust, in order to ensure that the ESOP Trust has the funds to acquire shares. For further details, please refer to the “Notice Regarding Disposal of Treasury Shares through Third-Party Allotment” released today. As for the BIP Trust, no new financial contributions or additional acquisition of the Company’s shares by the BIP Trust are planned, as the remaining shares owned by the Trust will be utilized.

## 2. Details of Trust Agreements

	BIP Trust	ESOP Trust
(1) Type of trust	Money Trust other than a specified money trust for separate investment (third party benefit trust)	
(2) Purpose of trust	To grant incentives to Directors, etc.	To grant incentives to Executive Officers
(3) Trustor	The Company	
(4) Trustee	Mitsubishi UFJ Trust and Banking Corporation (Co-trustee: The Master Trust Bank of Japan, Ltd.)	
(5) Beneficiaries	Directors, etc. who fulfill beneficiary requirements	Executive officers who fulfill beneficiary requirements
(6) Trust administrator	A third-party specialist with no conflict of interest with the company (certified public accountant)	
(7) Date of trust agreement	August 25, 2017 (scheduled to amend trust agreement in August 2024)	August 27, 2018 (scheduled to amend trust agreement in August 2024)
(8) Trust term	From August 25, 2017 to September 2024 (scheduled to be extended until September 2027 under amended trust agreement in August 2024)	From August 27, 2018 to September 2024 (scheduled to be extended until September 2027 under amended trust agreement in August 2024)
(9) Start of the plan	September 1, 2017	September 1, 2018
(10) Exercise of voting rights	Not to be exercised	
(11) Type of additional shares to be acquired	No additional acquisition	Common stock of the Company
(12) Additional contribution amount	No additional contributions	90 million yen (planned)
(13) Method of additional share acquisition	No additional acquisition	Third-party allotment of the Company's treasury stock
(14) Rights holder	The Company	
(15) Residual assets	The residual assets to be received by the Company, as the rights holder, shall be within the Trust Expense Reserve, which is the Trust Fund less the funds for share acquisition.	