

# Notice Concerning Reduction of Executive Compensation

**Tokyo, Japan and Cambridge, UK, 13 February 2026** – Nxera Pharma Co., Ltd. (“Nxera” or “the Company”; TSE 4565) announces that, in light of the full-year financial results for the fiscal year ended 31 December 2025, which were disclosed on 13 February 2026, the Company has resolved to reduce executive compensation for the Representative Executive Officer, President and Executive Officers as set forth below. This decision reflects our continued focus on disciplined capital stewardship and long-term value creation, prioritizing efficient deployment of resources to advance our pipeline and commercial operations.

① Eligible officers and reduction rates

Position	Details of the Reduction
Representative Executive Officer, President	Performance-linked remuneration (bonus) will be reduced by 85%
Executive Officers	Performance-linked remuneration (bonus) will be reduced by 70%

② Applicable period

From January 2026 through December 2026

**-ENDS-**

## About Nxera Pharma

Nxera Pharma is a technology powered biopharma company in pursuit of new specialty medicines to improve the lives of patients with unmet needs in Japan and globally. The Company has built an agile, new-generation commercial business in Japan to develop and commercialize innovative medicines, including several launched products, to address this high-value, large and growing market and those in the broader APAC region. In addition, the Company is advancing an extensive pipeline internally and in partnership with leading pharma and biotech companies powered by its unique NxWave™ GPCR structure-based drug discovery platform. Nxera Pharma operates at key locations in Tokyo and Osaka (Japan), London and Cambridge (UK), Basel (Switzerland) and Seoul (South Korea) and is listed on the Tokyo Stock Exchange (ticker: 4565).

For more information, please visit [www.nxera.life](http://www.nxera.life)

LinkedIn: [@NxeraPharma](#) | X: [@NxeraPharma](#) | YouTube: [@NxeraPharma](#)

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**Forward-looking statements**

This press release contains forward-looking statements, including statements about the discovery, development, and commercialization of products. Various risks may cause Nxera Pharma Group's actual results to differ materially from those expressed or implied by the forward looking statements, including: adverse results in clinical development programs; failure to obtain patent protection for inventions; commercial limitations imposed by patents owned or controlled by third parties; dependence upon strategic alliance partners to develop and commercialize products and services; difficulties or delays in obtaining regulatory approvals to market products and services resulting from development efforts; the requirement for substantial funding to conduct research and development and to expand commercialization activities; and product initiatives by competitors. As a result of these factors, prospective investors are cautioned not to rely on any forward-looking statements. We disclaim any intention or obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise.