Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

June 26,2026

Company name: MARUDAI FOOD CO., LTD.
Name of representative: Yuji Sato, President and Representative Director
(Securities code: 2288; Prime Market Tokyo Stock Exchange)
Inquiries: Tomoaki Sano, Executive Officer, General Manager of General Affairs and Human Resources Dept.
(Telephone: +81-72-661-2514)

Notice Concerning Introduction of a Performance-Linked Share-Based Remuneration System for Executive Officer (employee)etc.

MARUDAI FOOD CO., LTD. (the "Company") hereby announces that it has resolved, at a meeting of the Board of Directors held today, to introduce a performance-linked share-based remuneration system (the "System"), using a trust, for certain employees of the Company ("Executive Officer (employee)etc.").

1. Purpose of Introduction of the System

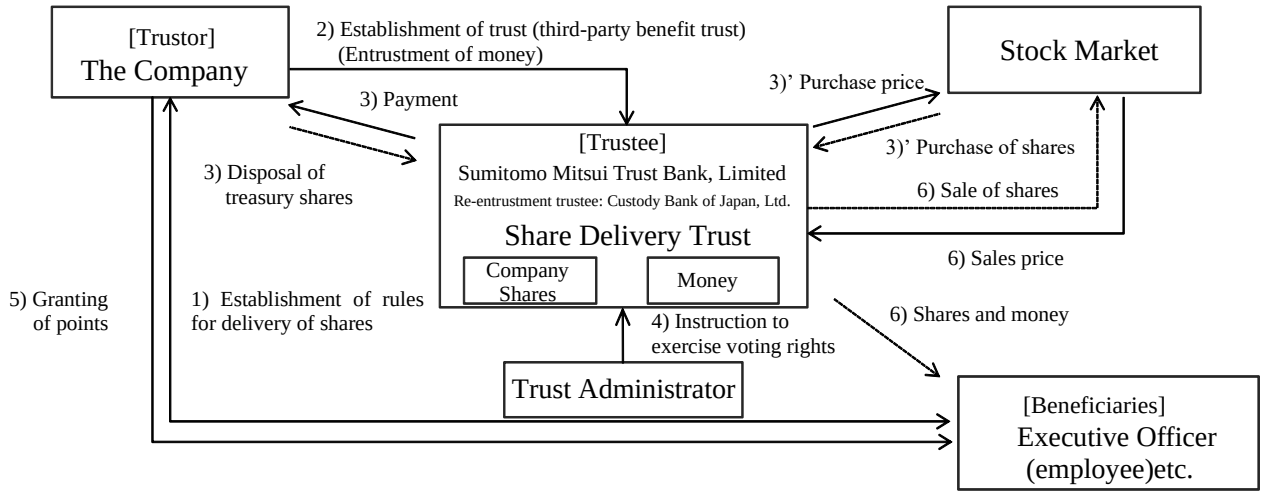
The System is intended to increase Executive Officer (employee)etc. awareness of the Company Group's business performance and share price, thereby encouraging improved business performance and enhancing the Company Group's medium- to long-term corporate value.

2. Overview of the System

The System is a performance-linked share-based remuneration system in which a trust (the "Trust"), established with money contributed by the Company, will acquire common shares of the Company ("Company Shares") and, through the Trust, Company Shares corresponding to the number of points granted by the Company to Executive Officer (employee)etc. who satisfy certain requirements will be delivered to such Executive Officer (employee)etc.

Since the funds for acquisition of Company Shares by the Trust will be fully contributed by the Company, there is no burden on Executive Officer (employee)etc.

< Overview of the Structure of the System >



1) The Company establishes share delivery rules for Executive Officer (employee)etc.

2) The Company establishes a share delivery trust (third-party-benefit trust) with Executive Officer (employee)etc. who acquire beneficial rights, as described in 6) below, as the beneficiaries (the Trust). At that time, the Company entrusts the amount of money to the trustee, equivalent to the funds for the acquisition of shares.

3) The trustee acquires, in a single tranche, the number of Company Shares sufficient for the expected delivery of shares in the future (the acquisition shall be through disposal of treasury shares or acquisition from the stock market (including off-auction trading)).

4) A trust administrator (who must be independent from the Company and its officers) is appointed to protect the interests of the beneficiaries who are covered by the share delivery rules and supervise the trustee, throughout the trust period. Note, with respect to the Company Shares held in the Trust, the trust administrator instructs the trustee to exercise voting rights and, based on this instruction, the trustee shall exercise voting rights throughout the trust period.

5) The Company grants points to Executive Officer (employee)etc. based on the share delivery rules.

6) Executive Officer (employee)etc. who satisfy the requirements stipulated in the share delivery rules and the trust agreement pertaining to the Trust, as beneficiaries of the Trust, receive delivery of the Company Shares from the trustee corresponding to the points granted to them. Note, in certain cases set forth in advance in the share delivery rules / trust agreement, a portion of the Company Shares to be delivered will be sold on the stock market, and money will be delivered.

Sumitomo Mitsui Trust Bank, Limited which will be the trustee under the System, will delegate (re-entrust) management of the trust assets to Custody Bank of Japan, Ltd.

3. About the Trust

(1)	Name	Share Delivery Trust for Executive Officer (employee)etc.
(2)	Trustor	The Company
(3)	Trustee	Sumitomo Mitsui Trust Bank, Limited (Re-entrustment trustee: Custody Bank of Japan, Ltd.)
(4)	Beneficiaries	Executive Officer (employee)etc. who satisfy the beneficiary requirements
(5)	Trust administrator	A third party to be selected that is independent of the Company and its officers
(6)	Exercise of voting rights	The trustee will exercise the voting rights of shares in the Trust during the trust period based on the instructions of the trust administrator.

(7)	Type of trust	Trust of money other than “money trust” (*kinsen-shintaku*) (third-party-benefit trust)
(8)	Date of trust greement	August, 2026 (scheduled)
(9)	Trust period	August,2026 ~ August,2029 (scheduled)
(10)	Trust purpose	To deliver the Company Shares to the beneficiaries based on the share delivery rules