



August 29, 2022

Company name: Maruha Nichiro Corporation
 Stock exchange listing: Tokyo Stock Exchange, Prime Market
 Stock code: 1333 URL <https://www.maruha-nichiro.com/>
 Representative:
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**Notice Regarding the Introduction of the Performance-linked Stock Compensation Plan
(Decided Details)**

Maruha Nichiro Corporation (hereinafter referred to as "the Company") announced the launch of a performance-based stock compensation plan, the "Stock Benefit Trust (BBT = Board Benefit Trust)" (hereinafter referred to as the "Plan", and the trust to be established in accordance with the trust agreement to be executed with Mizuho Trust & Banking Co. ("Mizuho Trust & Banking Co.") the "Trust") was resolved at the 78th Ordinary General Meeting of Shareholders held on June 28, 2022.

The details of this plan were subsequently announced in the "Notice Concerning Postponement of the Introduction Date of the Performance-Linked Stock Compensation Plan" dated August 8, 2022, regarding changes to the date of the trust agreement, etc. Details have been decided at a meeting of the Board of Directors held today as follows:

1. Summary of the Trust

1) Name	Board Benefit Trust (BBT)
2) Entrustor	The Company
3) Trustee	Mizuho Trust & Banking Co., Ltd. (Re-trustee: Custody Bank of Japan, Ltd.)
4) Beneficiaries	Retired directors (excluding outside directors and domestic nonresidents) and executive officers (excluding domestic nonresidents) who meet the requirements for beneficiaries as stipulated in the Directors' and Corporate Auditors' Share Benefit Regulations.
5) Trust Administrator	A third party that has no conflict of interest with the Company is to be selected
6) Type of Trust	Money held in trust other than in the form of a monetary trust (third party beneficiary trust)
7) Date of execution of the trust agreement	September 27, 2022 (scheduled)
8) Date on which funds are entrusted	September 27, 2022 (scheduled)
9) Period of the Trust	September 27, 2022 until the termination of the Trust. (No specific termination date is set, and the Trust will continue as long as the Plan continues.)

2. Details of acquisition of shares in the Trust

1) Type of stocks to be acquired	Common stocks of the Company
2) Amount held in trust to fund acquisition of shares	220,000,000 yen
3) Maximum number of stocks to be acquired	150,000 stocks
4) Method of acquiring stocks	Acquired from the exchange market
5) Stock acquisition period	From September 27, 2022 (scheduled) to October 11, 2022 (scheduled)