



March 18, 2025

Notice of Introduction of “Special Incentive Scheme” Through Employee Shareholding Association

Company name: FEED ONE CO., LTD.
Listing: Tokyo
Securities code: 2060
URL: <https://www.feed-one.co.jp/english/>
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FEED ONE CO., LTD. announced that, as part of our efforts to invest in human capital for our employees and to enhance their sense of participation in management and engagement, we have decided to introduce a "Special Incentive Scheme that provides employees with the opportunity to acquire shares of our company, coinciding with the 10th anniversary of our establishment on October 1st of this year.

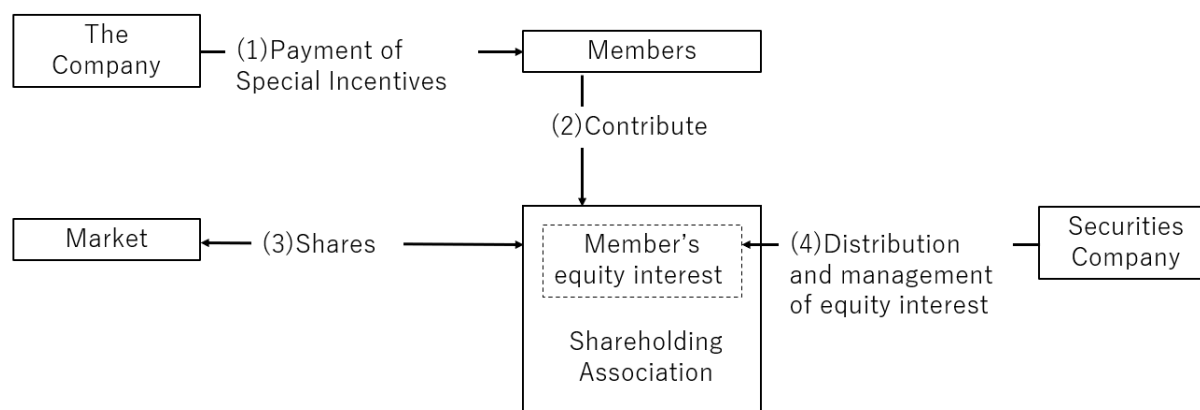
1. Purpose of the Scheme

Our company aims to enhance employees' motivation through asset formation by holding our shares. We provide incentives to members of the "Feed One Co., Ltd. Employee Shareholding Association" (hereinafter referred to as "Shareholding Association").

Our company was established on October 1, 2015, through the complete integration of Kyodo Shiryō Co., Ltd. and Nippon Formula Feed Manufacturing Co., Ltd. and will celebrate its 10th anniversary on October 1 this year. To commemorate the 10th anniversary, we have introduced a scheme to provide a special incentive of 100,000 yen per person to members to enhance employees' awareness of participation in management and motivation towards the company's medium- to long-term shareholder value.

By introducing this scheme and encouraging employees who are not yet members of the Shareholding Association to join, we believe we can provide more employees with the opportunity to share the company's medium- to long-term shareholder value with shareholders.

2. Structure of the Scheme



- (1) The Company provides a special incentive to Members.
- (2) Members contribute the special incentive provided to them to the Shareholding Association.
- (3) The Shareholding Association will collect the special incentives contributed by its members and acquire our company's shares from the market.
- (4) The acquired company shares will be allocated and managed within the Shareholding Association through Mizuho Securities Co., Ltd., which is entrusted with the stock administration by the Shareholding Association.

* Members may withdraw the allotted the Company's Shares to brokerage accounts in their individual names.

3. Regarding the allocation of company shares under this scheme

With the introduction of this scheme, we will provide a special incentive of 100,000 yen per member, and the Shareholding Association will use this as a source to purchase company shares on the market. The company shares acquired by the Shareholding Association will be allocated as the balance of each member's shareholding.

The recipients of the special incentive will be employees of the company as of March 31, 2025, and members of the Shareholding Association as of May 31, 2025. Employees who retire before the payment date will not be eligible.

The outline of the Shareholding Association covered by this scheme is as follows:

- (1) Name: Feed One Co., Ltd. Employee Shareholding Association
- (2) Address: 5-1-2, Minatomirai, Nishi-ku, Yokohama-shi, Kanagawa
- (3) Number of shares held: 516,101 shares (as of September 30, 2024)
- (4) Shareholding Ratio: 1.34% (as a percentage of the total number of issued shares)

4. Others

The impact of the introduction of this scheme on our consolidated financial results is expected to be minor and has already been factored into our consolidated earnings forecast.

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