



July 29, 2016

To whom it may concern:

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Details of introducing share issuance trust for Executive Officers

We hereby notify you that at a meeting of the board of directors held on July 29, 2016, it was decided to introduce a performance-linked share-based compensation plan (hereinafter “the Plan”) for the Executive Officers of the Company (except for those who concurrently serve as Directors; the same applies hereinafter). The details are as follows. It should be noted that the Plan for the Directors of the Company (except for Outside Directors; the same applies hereinafter) was approved at the 47th Ordinary General Meeting of Shareholders held on June 21, 2016. The details of introducing the Plan were determined at the meeting of the Board of Directors held today, and we will announce them in the press release “Determination of details of the performance-linked share-based compensation plan for the Directors of the Company” to be issued today.

Details

1. Purpose of introducing the Plan

The Company offers fixed monetary remuneration and monetary remuneration linked to consolidated ordinary income as remuneration for Executive Officers. We decided to introduce the Plan as an incentive plan to encourage the Officers to improve the Company’s medium- and long-term performance and increase the corporate value.

2. Overview of the Plan

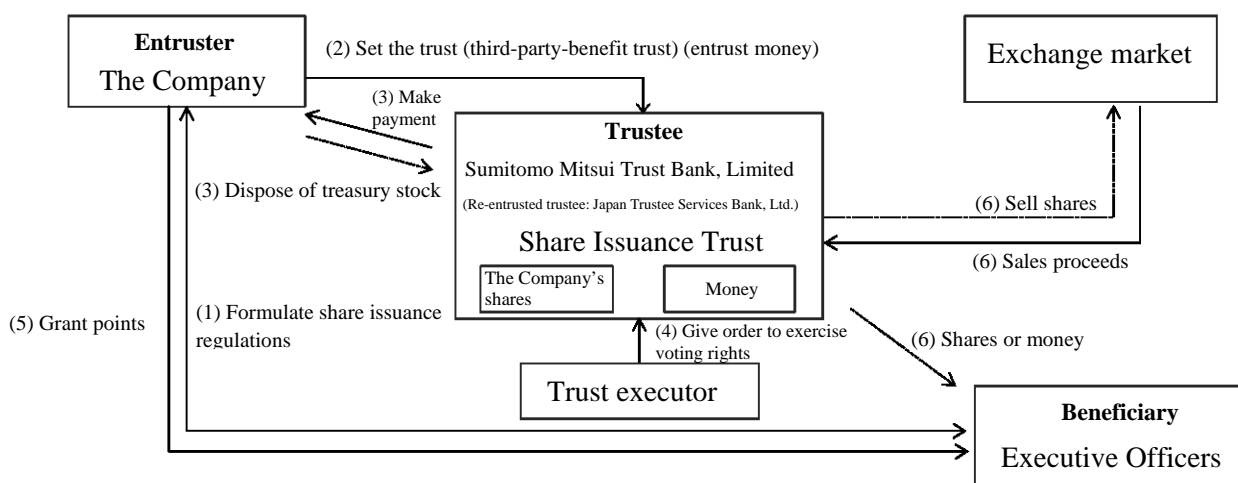
In the Plan, we shall set a trust (hereinafter “the Trust”) funded by money contributed by the Company and the beneficiaries shall acquire the Company’s shares (the Company’s common stock; the same hereinafter) via the Trust. Then, in accordance with the share issuance rules determined by the Company’s Board of Directors the Executive Officers shall, based on share issuance points to be granted in accordance with the relevant Executive Officer’s position and a predetermined performance-based number, be issued with the Company’s shares through the trust (however, in accordance with the share issuance rules, in some cases some or all of this may be money having a market value equivalent to the Company’s shares; hereinafter referred to as the “Company’s Shares, etc.”). Hence, it is a stock-based compensation plan linked to medium- and long-term performance. In accordance with the share issuance rules, the Board of Directors of the Company shall call the consecutive fiscal years (three consecutive fiscal years) in the period of the medium-term management plan that are covered by the Plan the period for carrying out an evaluation to calculate the share issuance points (hereinafter “the Evaluation Period”). However, when calculating the share issuance points for the first time, already one fiscal year shall have passed among the fiscal years covered by the medium-term management plan, and so the Evaluation Period shall be the two fiscal years from the one ending on March 31, 2017 to the one ending on March 31, 2018. Then, taking into account the figure that is based on the medium- and long-term performance, we shall calculate the share issuance points for each Executive Officer. Each Executive Officer will be issued the Company’s Shares, etc. that correspond to the cumulative value of their share issuance points at the time of their

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retirement, as a general rule.

An overview of the structure of the Plan is as follows.

Overview of the structure of the Plan



- (1) We will formulate share issuance rules that apply to Executive Officers.
 - (2) We will set a share issuance trust (third-party-benefit trust) in which the beneficiaries are the Executive Officers of the Company. At that time, we will entrust to the trustee an amount of money equivalent to the funds need to acquire shares.
 - (3) The trustee will acquire in one go a considerable number of the Company's shares that are expected to be issued in the future (the method of acquisition will vary depending on the method used to dispose of treasury stock).
 - (4) Throughout the trust period, we will protect the interests of the beneficiaries to whom the share issuance rules apply, and stipulate a trust executor (who shall be independent of the Company and the Company's Officers) to supervise the trustee.
Orders to exercise voting rights that are related to the Company's shares in the Trust shall be given by the trust executor.
 - (5) The Company will grant points to Executive Officers based on the share issuance rules.
 - (6) Executive Officers who meet the requirements stipulated in the share issuance rules and a trust agreement pertaining to the Trust shall be the beneficiaries of the Trust and they shall be able to receive from the trustee the Company's shares equivalent to their cumulative points. It should be noted that, in the case where the amount of Company's shares corresponds to a certain level stipulated in the share issuance rules and trust agreement in advance, then some of the Company's shares that should be issued shall be sold on an exchange market and money shall be issued.
- In addition, Mitsui Sumitomo Trust & Banking Co., Ltd., which is the trustee in the Plan, shall commission (re-trust) management of the trust assets to the Japan Trustee Services Bank, Ltd.

3. Overview of the structure of the Plan

(1) Name	Share Issuance Trust for Executive Officers
(2) Entruster	The Company
(3) Trustee	Sumitomo Mitsui Trust Bank, Limited (Re-entrusted trustee: Japan Trustee Services Bank, Ltd.)
(4) Beneficiary	Those among the Company's Executive Officers who meet the beneficiary requirements

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(5) Trust executor	We plan to select a third party that has no special interest in the Company
(6) Type of trust	Money held in trust other than cash (third-party-benefit trust)
(7) Date of entering into trust contract	August 18, 2016 (planned)
(8) Date of entrusting money	August 18, 2016 (planned)
(9) End date of trust	End of August 2018 (planned)

4. Details of acquiring the Company's shares in the Trust

- (1) Type of shares to be acquired: The Company's common stock
- (2) Total monetary amount of shares to acquire: 53,429,701 yen
- (3) Number of shares in the trust: 57,887
- (4) Period of acquiring the shares: August 18, 2016 (planned)
- (5) Method of share acquisition: Acquisition via disposal of treasury stock (third-party allotment)

End