



July 29, 2016

To whom it may concern:

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 (Securities code: 4971)
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Determination of details of the performance-linked stock-based compensation plan for the Directors of the Company

We hereby notify you that at a meeting of the board of directors held on May 10, 2016, it was decided to introduce a performance-linked share-based compensation plan (hereinafter “the Plan”) for the Directors of the Company (except for Outside Directors; the same applies hereinafter). The introduction of the Plan was approved at the 47th Ordinary General Meeting of Shareholders held on June 21, 2016, and the details were determined at the meeting of the Board of Directors held today. The details are as follows.

Details

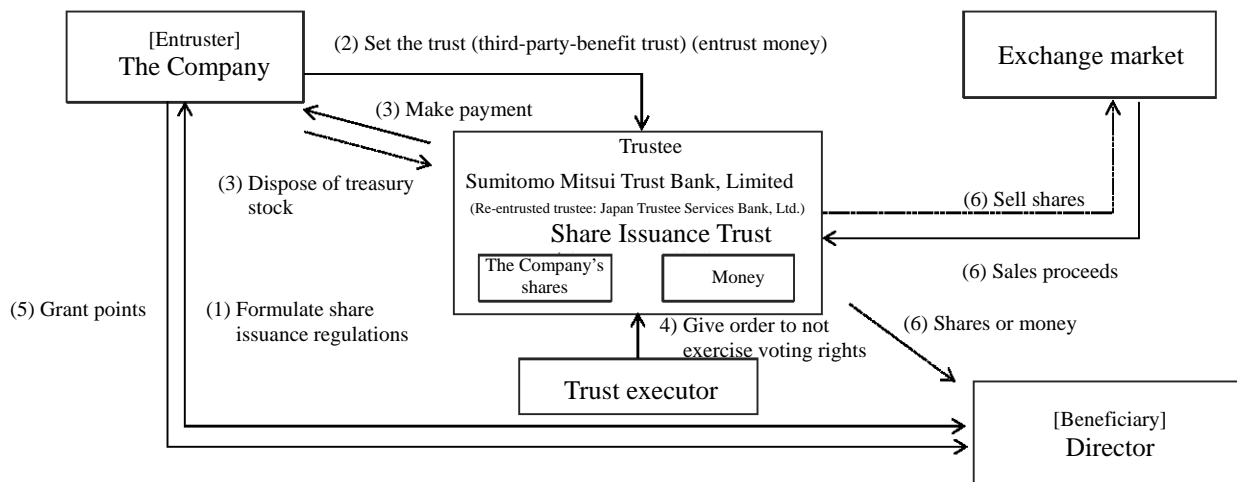
1. Share Issuance Trust for Directors that the Company will introduce

(1) Name	Share Issuance Trust for Directors
(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 Directors who meet the beneficiary requirements
(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)

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

(1) Type of shares to be acquired	The Company's common share
(2) Amount of money to entrust to acquire shares	72,259,824 yen
(3) Total number of shares to be acquired	78,288
(4) Method of share acquisition	Acquisition via disposal of treasury stock (third-party allotment)
(5) Method of share acquisition	August 18, 2016 (planned)

Overview of the structure of the Plan



- (1) We will formulate share issuance rules that apply to Directors.
 - (2) We will set a share issuance trust (third-party-benefit trust) in which the beneficiaries are the Directors of the Company (such trust is hereinafter referred to as “the Trust”). At that time, we will entrust to the trustee an amount of money equivalent to the funds need to acquire shares (however, this amount of money shall be within the amount approved at the shareholders’ meeting).
 - (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. Voting rights that are related to the Company’s shares in the Trust shall not be executed throughout the trust period.
 - (5) The Company will grant points to Directors based on the share issuance rules.
 - (6) Directors 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.