

Translation

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August 9, 2019

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(Code No.8051; The first section of Tokyo Stock Exchange)
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Notice Regarding Introduction of Performance-linked Share-based Remuneration Plan
(Details Determined)

YAMAZEN CORPORATION (the “Company”) announced the introduction of “Board Benefit Trust (BBT)” (the “Plan,” and hereinafter the trust that is established based on the trust agreement to be executed with Mizuho Trust & Banking Co., Ltd. regarding the Plan is referred to as the “Trust”) on May 14, 2019, and it was resolved as a remuneration for officers at the 73rd Annual General Meeting of Shareholders held on June 26, 2019 (the “General Meeting of Shareholders”). The details were determined at the Board of Directors’ meeting held today, as described below.

1. Outline of the Trust

- (i) Name: Board Benefit Trust (BBT)
- (ii) Settlor: YAMAZEN CORPORATION
- (iii) Trustee: Mizuho Trust & Banking Co., Ltd.
(Re-trust trustee: Trust & Custody Services Bank, Ltd.)
- (iv) Beneficiaries: Retired Directors (excluding Directors who are Audit and Supervisory Committee Members and outside Directors) and Corporate Officers who fulfill the beneficiary requirements stipulated in the Share Benefit Regulations for Directors and Officers
- (v) Trust administrator: The Company shall select a third party that has no interest in the Company
- (vi) Type of trust: Trust of money other than money trust (third-party-benefit trust)
- (vii) Date of Trust agreement: August 26, 2019 (planned)
- (viii) Date of entrusting money: August 26, 2019 (planned)
- (ix) Trust period: From August 26, 2019 (planned) until the termination of the Trust
(The date of termination of the Trust shall not be specified. The Trust will continue as long as the Plan is not terminated.)

2. Details of the acquisition of the Company’s shares in the Trust

- (i) Class of shares to be acquired: The Company’s common shares
- (ii) Amount to be entrusted for the purchasing of shares: 198,000,000 yen
- (iii) Maximum number of shares to be acquired: 180,000 shares
- (iv) Acquisition method of shares: Acquisition from the stock market
- (v) Acquisition period of shares: August 26, 2019 (planned) to September 20, 2019 (planned)

END