



November 7, 2017

To Whom It May Concern:

Company name: Fujimi Incorporated  
Representative: Keishi Seki, President  
Listings: Tokyo and Nagoya Stock Exchanges  
(Stock code: 5384)  
Contact: Akira Suzuki, Director,  
Finance Division  
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Notice of Introduction of Performance-Based Stock Benefit Plan for Employees  
(Details Determined)

This is to inform you that Fujimi Incorporated (hereafter referred as “the Company”) has resolved at the Board of Directors Meeting held on November 7, 2017, to approve the detailed plan for the Stock Benefit Trust (hereafter referred to as “J-ESOP”), which is a new performance-based stock benefit plan for employees, arranged by Mizuho Trust & Banking Co., Ltd. The intention to introduce the Plan was originally announced on April 18, 2017.

The Company also finalized the details of the Board Benefit Trust (hereafter referred to as “BBT”) for the directors (excluding the outside directors) at the same Board of Directors Meeting. Please see the “Notice of Introduction of the Performance-Based Stock Compensation Plan for Board Directors (Details Determined)” for details of the BBT.

For the introduction of the plan and J-ESOP, the Company resolved to sell treasury stock at one time (383,700 shares; 1,016,037,600 yen) out of the 4,051,320 shares (as of September 30, 2017) to Trust & Custody Services Bank, Ltd. (Trust E Unit), the second trustee entrusted by Mizuho Trust & Banking Co., Ltd. as the trustee. For details, please see the “Notice of Disposal of Treasury Stock by Allocation to a Third Party,” which is released today.

1. Summary of Trust

- (1) Name: Stock Benefit Trust (J-ESOP)  
(2) Entrustor: Fujimi Incorporated  
(3) Trustee: Mizuho Trust & Banking Co., Ltd.  
(Second Trustee: Trust & Custody Services Bank, Ltd.)  
(4) Beneficiaries: Employees who have beneficiary rights in accordance with the regulations on the stock benefit plan

- (5) Trust Administrator: To be selected from the Company's employees
- (6) Type of Trust: Trust of cash equivalents other than monetary trust  
(Non-beneficiary trust)
- (7) Date of Trust Contract Conclusion:  
November 28, 2017
- (8) Date of Monetary Trust:  
November 28, 2017
- (9) Trust Period: From November 28, 2017, through the termination of the trust.  
(The termination of the trust shall not be specified. The trust is deemed to continue as long as the plan is not terminated.)

## 2. Details of Acquisition of Our Stock by Trust Contract

- (1) Type of Stock: The Company's common stock
- (2) Amount Trusted for Acquisition of Our Stock:  
928,124,000 yen
- (3) Number of Shares: 350,500 shares
- (4) Acquisition Method: Underwrite the sale of treasury stock
- (5) Date of Acquisition: November 28, 2017