

April 26, 2017

To all persons concerned

Company: AMANO Corporation  
 Representative: President & Representative Director  
 Izumi NAKAJIMA  
 (Code 6436: The first section of the TSE)  
 Contact: Director & Operating Officer  
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**Notice on the Introduction (and Details) of the Employee Stock Ownership Plan (J-ESOP)**

Amano Corporation (the "Company") announced the introduction of the Employee Stock Ownership Plan (J-ESOP) (J-ESOP; hereinafter called the "Plan," and the trust established pursuant to the trust agreement with Mizuho Trust & Banking Co., Ltd. regarding the Plan; hereinafter called the "Trust,") as of April 25, 2016. The details of the Plan, such as the date of the establishment of the Trust and the initial amount of funds to be entrusted, were determined today as follows:

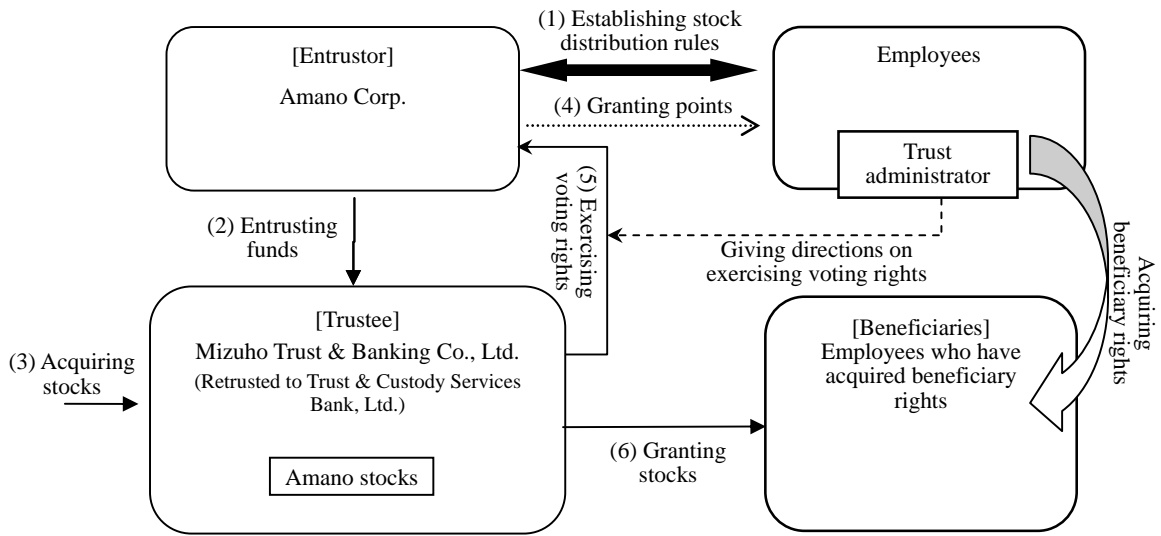
1. Overview of the Trust

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|---------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (1) Type of trust               | Money held in trust other than in the form of a monetary trust (Third-party beneficiary trust)                                                                                                                                           |
| (2) Purpose of trust            | Distribution of assets such as stocks of the Company to the beneficiaries in accordance with the stock distribution rules                                                                                                                |
| (3) Entrustor                   | Amano Corporation                                                                                                                                                                                                                        |
| (4) Trustee                     | Mizuho Trust & Banking Co., Ltd.<br>Mizuho Trust & Banking Co., Ltd. will enter into a comprehensive trust agreement with Trust & Custody Services Bank, Ltd., and the trust will be re-entrusted to Trust & Custody Services Bank, Ltd. |
| (5) Beneficiaries               | Those who are vested with the right to receive assets under the stock distribution rules                                                                                                                                                 |
| (6) Date of trust agreement     | August 2, 2017 (Provisional)                                                                                                                                                                                                             |
| (7) Date of trust establishment | August 2, 2017 (Provisional)                                                                                                                                                                                                             |
| (8) Period of the trust         | From August 2, 2017 (provisional) until the completion of the trust<br>(No termination date will be set as the trust continues for as long as the plan itself continues)                                                                 |
| (9) Start date of the plan      | August 2, 2017 (Provisional)                                                                                                                                                                                                             |

2. Details of the Company's stocks to be acquired under the Trust

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|---------------------------------------|-------------------------------------------------------|
| (1) Amount of funds to acquire stocks | JPY390 million (Provisional)                          |
| (2) Period of acquiring stocks        | From August 2, 2017 to October 31, 2017 (Provisional) |
| (3) Method of acquiring stocks        | Stock market transaction                              |

Structure of the Plan



- (1) In order to enact the Plan, the Company establishes its stock distribution rules.
- (2) In order to acquire stocks in advance for future distribution to employees in accordance with the aforementioned rules, the Company places funds in trust (third-party beneficiary trust) with Mizuho Trust & Banking (retrusted to Trust & Custody Services Bank; hereinafter referred to as the "Trust Bank").
- (3) The Trust Bank acquires the Company's stocks with the entrusted funds.
- (4) The Company grants points to each employee in accordance with the stock distribution rules.
- (5) The Trust Bank exercises voting rights under instructions received from the trust administrator.
- (6) After acquiring beneficiary rights, the employee receives the Company's stocks that correspond to his or her accumulated points from the Trust Bank.

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