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Press Release

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Code: 4722, Tokyo Stock Exchange, Section I
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Notice Regarding Introduction of Restricted Stock Compensation System and Revision of Directors' Compensation

Future Corporation (hereinafter the "Company") hereby announces that, at its Board of Directors meeting held on February 22, 2019, it reviewed the directors' compensation system and resolved to submit proposals to introduce a restricted stock compensation system (hereinafter the "System") as follows at its 30th General Shareholders Meeting scheduled to be held on March 26, 2019 (hereinafter the "Shareholders Meeting").

1. Purpose of introducing the System, and requirements

(1) Purposes of introduction

The purposes of introducing the System is to offer incentives to motivate the Company's directors (excluding those who also serve as audit and supervisory committee members; hereinafter "Eligible Directors") to continuously enhance the Company's value and to further achieve shared value with shareholders.

(2) Requirements for introduction

The System intends to provide Eligible Directors with monetary compensation receivables as compensation for granting restricted stock. Therefore, the introduction of the System requires shareholders' approval for the provision of such compensation at the Shareholders Meeting.

At the general shareholders meeting held on March 22, 2016, it was approved that the annual amount of compensation, etc. for the Company's directors (excluding those who also serve as audit and supervisory committee members) shall be 500,000,000 yen or less (however, the amount shall not include the portion paid as employee salaries). In addition, at the general shareholders meeting held on March 22, 2011, it was approved that, apart from the above-mentioned amount of directors' compensation, etc., the annual amount of compensation, etc. relating to share acquisition rights in the form of share options

allocated to directors shall be 50,000,000 yen or less. However, it is proposed that the above-mentioned share options system and relevant maximum amount of director compensation, etc. be abolished and that a maximum amount of compensation, etc. for Eligible Directors under the System be set apart from the above-mentioned maximum amount of compensation, etc. for directors (excluding those who also serve as audit and supervisory committee members) on the condition that the System is approved at the Shareholders Meeting.

2. Outline of the System

Eligible Directors may receive or dispose of the Company's ordinary shares in exchange for all monetary compensation receivables received under the System as an in-kind contribution.

The annual amount of compensation paid to Eligible Directors will be 200,000,000 yen or less apart from the currently available amount of compensation, and the total number of the Company's ordinary shares to be issued or disposed of under the System will be 135,000 or less per year (under unavoidable circumstances requiring an adjustment to the number of shares (e.g., split or consolidation of the Company's ordinary shares), the number of shares issued or disposed of may be adjusted in a rational manner).

One of the purposes of introducing the System is to share shareholder value. To achieve this purpose from a medium- to long-term perspective, the Board of Directors sets a period of at least 2 years and no longer than 5 years as the restricted transfer period. The payment timing and allocation to each Eligible Director will be specifically resolved by the Board of Directors.

The amount to be paid per share for the issuance or disposition of the Company's ordinary shares under the System shall basically be the closing price of the Company's ordinary shares on the Tokyo Stock Exchange on the business day before the day of the relevant resolution of the Board of Directors (if no trading is reported on the day, the closing price on the immediately preceding day shall be used). However, if the price is considered particularly advantageous to Eligible Directors, an appropriate price shall be determined by the Board of Directors.

In issuing or disposing of the Company's ordinary shares under the System, the Company will enter into a restricted stock allocation agreement with Eligible Directors (hereinafter the "Allocation Agreement"). The Allocation Agreement will include the following matters.

- (i) During a predetermined period, Eligible Directors may not transfer, collateralize, or otherwise dispose of any of the shares allocated to them under the Allocation Agreement.
- (ii) The Company will acquire the said allocated shares free of charge if a certain event occurs.

● Any questions relating to the above press release should be directed to:

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