



Company Name: Ateam Inc.

September 11, 2015

Representative: Takao Hayashi, President

(Code Number: 3662)

Contact: Akinori Mitsuoka, IR Officer, General Manager of Corporate Development Division

(Tel: +81-52-527-3091)

Notice Concerning Introduction of a Stock Compensation Plan for Executives

Ateam Inc. (hereafter “Ateam”) hereby announces that its Board of Directors today resolved to implement a new stock compensation plan (hereafter the “Plan”) for directors (excluding outside directors and part-time directors), as well as for directors (excluding outside directors and part-time directors) of four subsidiary companies (hereafter collectively referred to as the “Directors”) as described below. The Plan is to be resolved at a future Board of Directors meeting as a proposal for discussion at the Annual Shareholders Meeting and proposed at the 16th general ordinary meeting of shareholders (hereafter the “Annual Shareholders Meeting,”), which is scheduled for October 30, 2015.

1. Objective for Introducing the Plan

- (1) The plan is being considered for implementation in order to further increase the Directors’ desire to increase contributions to operating performance and corporate value over the medium to long term (*Note).
- (2) Implementation of the Plan is subject to approval at the Annual Shareholders Meeting.
- (3) The Plan employs a framework referred to as the executive compensation BIP (Board Incentive Plan) trust (hereafter “BIP Trust”). BIP Trust is an executive incentive plan modeled on the performance share and restricted stock systems used in the United States of America. BIP Trust provides Directors and other executives with the Company’s shares based on their position and the percentage of operating performance targets achieved.
- (4) In the event of the trust period of this BIP Trust has expired, Ateam will set a new BIP trust, or to replace the existing expired plan, or to set additional trust to implement this plan continuously.

*Note:

With the implementation of this plan, compensation for the Company Directors consists of “Base Compensation,” and “Stock Compensation.” Compensation for outside directors, part-time directors, and corporate auditors, who are independent from the Company’s business operations, will consist of “Base Compensation” as before.