

(Translation)

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To whom it may concern:

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Notice Regarding the Introduction of a Performance-Based Stock Compensation Plan
(Determination of Details)

On May 13, 2019, Kyushu Railway Company (“JR Kyushu”) announced the introduction of a Board Benefit Trust (BBT) (hereinafter referred to as “the Plan”; the trust established pursuant to the trust agreement concluded with Mizuho Trust & Banking Co., Ltd., in connection with the Plan is hereinafter referred to as “the Trust”). At the 32nd Annual General Meeting of Shareholders held on June 21, 2019, the Plan was adopted as officer remuneration, and at a Board of Directors meeting held today, the details were decided, as follows.

1. Overview of the Trust

- (1) Name: Board Benefit Trust (BBT)
- (2) Trustor: JR Kyushu
- (3) Trustee: Mizuho Trust & Banking Co., Ltd.
(Re-Trustee: Trust & Custody Services Bank, Ltd.)
- (4) Beneficiaries: Retired Directors, etc., who satisfy the beneficiary requirements stipulated in the Officers Stock Benefit Rules
- (5) Trust administrator: Plans call for the selection of a third-party with no vested interest in JR Kyushu
- (6) Type of trust: Money trust other than cash trust (third-party beneficiary trust)
- (7) Date of conclusion of trust agreement: August 23, 2019 (planned)
- (8) Date of entrustment of money: August 23, 2019 (planned)
- (9) Period of trust: From August 23, 2019 (planned) until termination of the trust
(The Trust will continue, without a specific termination date, as long as the Plan continues.)

2. Details of the acquisition of the Company's stock by the Trust

- (1) Type of shares to be acquired: JR Kyushu common stock
- (2) Amount of money to be entrusted for acquisition of shares: ¥600,000,000

- (3) Upper limit of shares to be acquired: 200,000 shares
- (4) Method of acquisition of shares: Acquisition through market transaction
- (5) Period for acquisition of shares: August 23, 2019 (planned) to September 6, 2019 (planned)