



May 12, 2017
Resona Holdings, Inc.

Announcement of Details Regarding the Establishment of an Employee Stock Ownership Plan (Stock Benefit Trust) for the Employee Shareholding Association

Resona Holdings, Inc. (Resona HD, hereafter, President: Kazuhiro Higashi) announces today the newly establishment of the Employee Stock Ownership Plan (Stock Benefit Trust, the Plan, hereafter) for the Employee Shareholding Association (ESA, hereafter), due to the termination of the former plan in March, 2017, which was initially introduced in April, 2012.

Details including the timing of establishing the trust, trust period, and amount of the share acquisitions are as follows:

1. Outline of the Plan

The Plan was designed with reference to the ESOP scheme widely used in the U.S. and was made to comply with the relevant laws and regulations in Japan to promote the holding of shares by employees. A designated trust account, created as part of the stock benefit trust, is able to acquire the shares collectively, which will then be purchased by the ESA over time. The Plan is expected to not only motivate the group employees to work harder for a higher share price, but to also promote the increase in the number of employees registering in the ESA.

2. Details of the Plan

(1) Trustor	: Resona Holdings, Inc.
(2) Trustee	: Resona Bank, Ltd
(3) Beneficiary	: Certain eligible employees participating in the ESA
(4) Expected trust effective date	: May 15, 2017
(5) Expected trust period	: From May 15, 2017 to May 31, 2022
(6) Exercising of voting rights	: The Trustee will exercise the voting rights in accordance with the Trust Administrator, who will reflect the exercising of voting rights according to the guidelines set forth by the ESA.
(7) Type of stock to be acquired	: Common Shares of Resona Holdings, Inc
(8) Total amount of stock to be acquired	: 5,444 million yen
(9) Expected period of stock acquisition	: From May 18, 2017 to May 31, 2017
(10) Method of stock acquisition	: Common Shares will be acquired from the market

In case that the trust sells off all the shares to the ESA, trust profits will be paid out to the beneficiary, and the trust itself will terminate before the trust period ends.

(Reference Information)

Information regarding the trust and stock operations:

Trust related operations: All trust related operations will be executed by Resona Bank, Ltd, which will serve as a trustee of the Plan.

Stock related operations: All purchasing of common shares for the Plan will be executed by Daiwa Securities Co., Ltd. All stock related operations involving the ESA will be executed by Nomura Securities Co., Ltd.