

October 2, 2012  
NIPPON SHOKUBAI CO., LTD

## Partial Repayment of Compensation for Members of the Board and Other Executives in Association with the Himeji Plant Explosion and Fire

NIPPON SHOKUBAI CO., LTD [Tokyo Stock Exchange - TOKSE:4114.T] (“NIPPON SHOKUBAI”) is deeply saddened by the loss of life resulting from the explosion and fire at the Himeji Plant on September 29 and extends its sincere condolences to family members. In addition, NIPPON SHOKUBAI extends its sincere apologies to the individuals who were injured by this accident and to the enormous problems this incident caused for people living near the plant and to other people associated with this incident.

NIPPON SHOKUBAI views this accident as an extremely serious matter due to the loss of life, many injuries, and considerable concerns and inconveniences among nearby residents and other associated individuals.

In response to this incident, a partial repayment of compensation will be made as follows by the president and other directors, corporate auditors and executive officers. These repayments do not apply to outside directors and outside corporate auditors.

### 1. Executives making repayments and repayment rates

Representative Members of the Board

President / Senior Managing Executive Officer: 30% of monthly directors' compensation

Members of the Board

Senior Managing Executive Officer: 20% of monthly directors' compensation

Managing Executive Officers: 15% of monthly directors' compensation

Corporate Auditors: 10% of monthly directors' compensation

Managing Executive Officers / Executive Officers: 15% to 10% of monthly compensation

### 2. Repayment period

From October 2012 to at least March 2013

NIPPON SHOKUBAI will consider imposing further repayments depending on the results of the investigation to determine the cause of the accident.

Contact

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