

May 23, 2011

## **Notice Concerning Revision of Executive Compensation Plan**

Company name: Unipres Corporation

Title and name of representative: Masanobu Yoshizawa, President and Representative Director

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Unipres Corporation (Head Office: Yokohama City, Kanagawa Pref., President: Masanobu Yoshizawa) passed a resolution at a meeting of its Board of Directors on May 23, 2011, to review its executive compensation plan as part of its management reform.

In addition to discontinuing the retirement bonus plan and the regular stock option plan for executives, Unipres will introduce a stock price-linked compensation plan for directors.

The disbursement of final retirement bonus payments to directors and corporate auditors with the discontinuation of the retirement bonus plan as well as the revision of the amount of director compensations, etc., will be placed on the agenda for the Ordinary General Meeting of Shareholders scheduled to be held on June 28 this year.

### 1. Objectives

The revision of the executive compensation plan aims to further promote shareholder-centered management by further enhancing the link between executive compensation and shareholder value and thereby raising incentive and motivation to increase the price of the company's stock and improve performance.

To ensure the independence of corporate auditors, however, their compensation will be set and not linked to the company stock.

### 2. Description

#### (1) Discontinuation of Retirement Bonus Plan for Executives

The retirement bonus plan for directors and corporate auditors, which is fixed compensation, will be discontinued as of the end of the Ordinary General Meeting of Shareholders scheduled to be held on June 28 this year.

Final retirement bonus payments in recognition of the executives' service through the end of the Ordinary General Meeting of Shareholders shall be disbursed. With the approval of the said General Meeting of Shareholders, payments are scheduled to be disbursed at the time of retirement of each executive from office.

(2) Discontinuation of Regular Stock Option Plan

The regular stock option plan, which was introduced in fiscal 2006, has contributed to the enhancement of corporate value as a performance-linked compensation plan. To resolve the dilution caused by the cumulative effect of outstanding options, however, no additional stock acquisition rights will be granted.

(3) Introduction of Stock Price-Linked Compensation

Stock price-linked compensation (compensation for acquisition of company stocks) shall be introduced as part of directors' monthly compensation. Under this framework, a certain amount of each director's monthly compensation will be contributed to the Unipres executive share ownership plan and the shares acquired will be held during directors' tenure in office. This will strengthen incentive to increase shareholder value by aligning directors with the twin shareholder perspectives of the merits of stock price increase and the risks of its decrease over the long term.