

April 21, 2006

RIKEN (The Institute of Physical and Chemical Research)
Auditing and Compliance Office
General Manager, Fumikazu Kabe

Radiation Work Allowance

In response to the point made by the Ministry of Education, Culture, Sports, Science and Technology in November 2005, RIKEN, an independent administrative corporation led by President Ryoji Noyori, conducted a survey on the radiation work allowance actually paid to radiation workers in our organization and individual work records of such workers for April to November 2005 and for the three (3) fiscal years (fiscal 2002, 2003, and 2004) for which records of radiation-controlled area entry and exit are required to be retained. The survey indicated that the radiation work allowance had been improperly paid for 1,937 man-months out of the applicable 2,541 man-months in total, which amounted to ten million, six hundred eighty-five thousand, seven hundred forty (10,685,740) yen. The erroneous payment of the radiation work allowance is attributed to a lack of awareness of the payment policy under which this allowance should only be paid to those workers who satisfy the criteria laid out in their work records in the radiation-controlled area. More specifically, those who engage in such work on more than one-half of his/her days of duty for the month. It is also attributed to a failure to check the work records of such workers. Under the policy, workers eligible for radiation work allowance should be legally qualified radiation workers who either work on the operation and/or maintenance of the cyclotron, heavy ion accelerator, or accumulation ring of SPring-8 or carry on research using these devices. The Auditing and Compliance Office and Harima Research Promotion Division of RIKEN Harima Institute also conducted a survey on the payment status of allowances other than radiation work allowance, which found no improper payments.

Based on the result of this survey, RIKEN will seek the return of the improperly paid allowance for subsequent return to the Government of Japan. As of April 20, 2006, RIKEN imposed punishment on the parties concerned, with one (1) person given light admonishment, five (5) persons given a written strict warning, and nineteen (19) persons given an oral warning.

RIKEN will review its internal rules to prevent the reoccurrence of misconduct, and will

give a training course for management level employees to make them aware of the internal rules and to enhance awareness of compliance. We will continue to fulfill accountability without covering up any issue.

For more information, please contact:

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