

**HALDOR TOPSØE** 

Haldor Topsoe, Inc.  
17629 El Camino Real  
Suite 300  
Houston, Texas 77058  
www.topsoe.com

Tel: (281) 228-5000  
Fax: (281) 228-5019

**CERTIFIED MAIL NO. 7014 1200 0001 5133 7625**  
**RETURN RECEIPT REQUESTED**

November 12, 2014

Top Hat Plan Exemption  
Employee Benefits Security Administration  
Room N-1513  
U. S. Department of Labor  
200 Constitution Ave., N.W.  
Washington, D.C. 20210

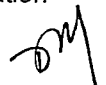
2014 NOV 18 PM 6:00  
USA/PUBLIC LIAISON

**Re: *Haldor Topsoe, Inc.—Nonqualified Deferred Compensation Agreement for Social Security Restoration***

Dear Sir or Madam:

In accordance with the Department of Labor Regulation § 2520.104-23, this letter will serve as the alternative method of compliance with the reporting and disclosure requirements of Part I of Title I of the Employee Retirement Income Security Act of 1974, as amended, for a pension plan for a select group of management or highly compensated employees.

1. The name and address of the employer is Haldor Topsoe, Inc., 17629 El Camino Real, Suite 300, Houston, Texas 77058.
2. The employer identification number assigned by the Internal Revenue Service to the employer is 13-1943844.
3. The employer declares that it maintains the following plans or agreements primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees:
  - A. Haldor Topsoe, Inc. Management Incentive Program (the "Program"). Currently, we do not believe that the Program is subject to regulation under Title I of ERISA. However, we are filing this top-hat statement with respect to the Program as a protective measure;
  - B. Haldor Topsoe, Inc. Supplemental Executive Retirement Plan (the "SERP"); and
  - C. Nonqualified Deferred Compensation Agreement for Social Security Restoration with Esben Lauge Sørensen (the "Social Security Restoration Plan").



4. Currently, the following number of employees participate in the plans or agreements listed in item 3:
- A. Five employees participate in the Program;
  - B. Six employees participate in the SERP; and
  - C. One employee participates in the Social Security Restoration Plan.

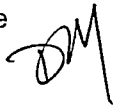
Very truly yours,

Haldor Topsoe Inc.



Edward R. Anderson III  
Vice President, Administration and Finance

cc: Robert T. Mashburn, Jr.



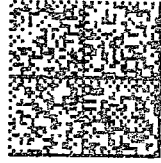
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