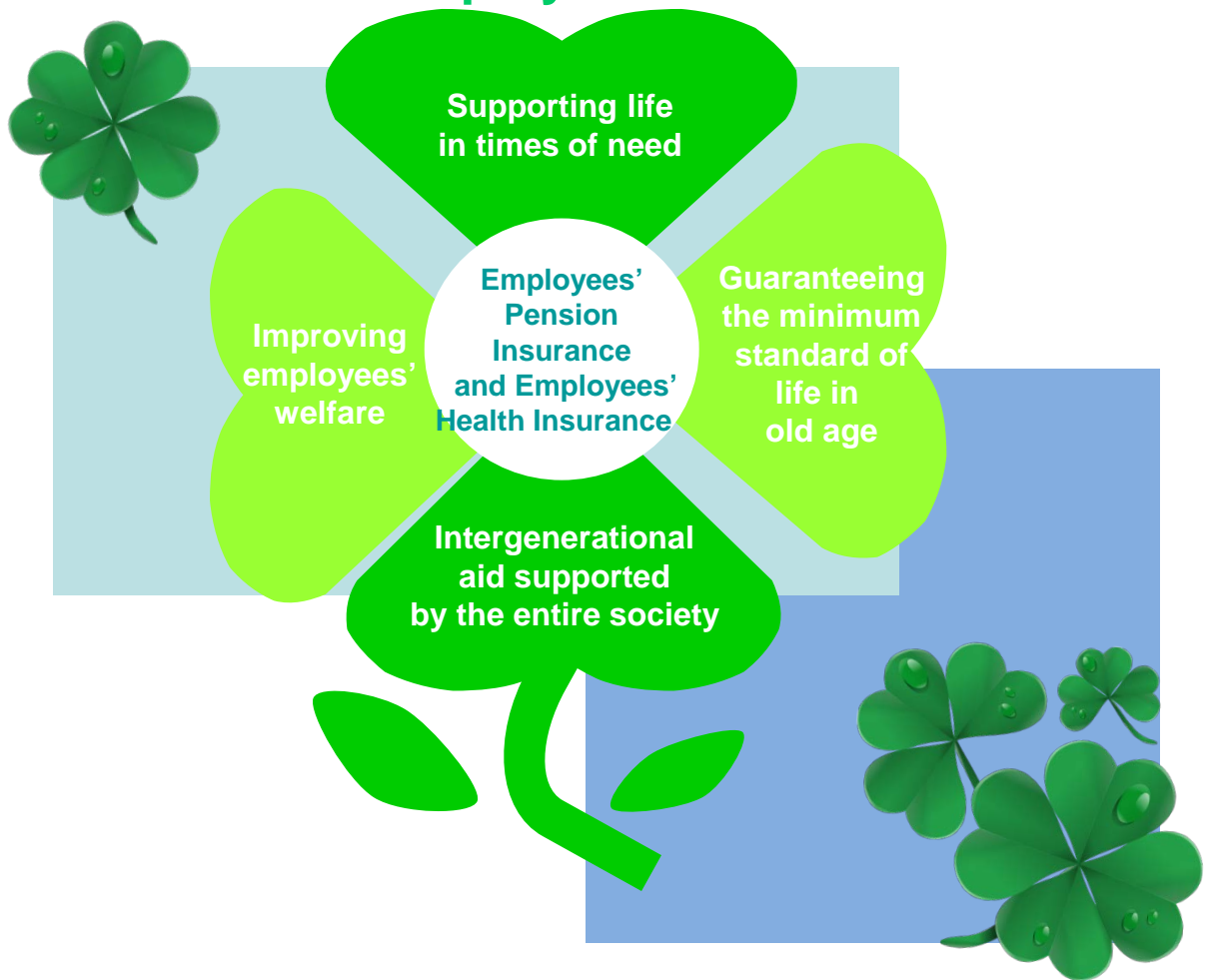


To Employers

Employees' Pension Insurance and Employees' Health Insurance

Your enrollment in the Employees' Pension Insurance system and the Employees' Health Insurance system will support your employees' lives.



Contact your nearest Japan Pension Service Branch Office for consultation and the enrollment process.

日本年金機構

Homepage of the Japan Pension Service <https://www.nenkin.go.jp/>

The Japan Pension Service is responsible for operation of public pension.

Obligation of Enrollment

The following workplaces are obliged by law to follow enrollment procedures of the Employees' Pension Insurance (EPI) and the Employees' Health Insurance (EHI).

(Mandatorily Covered Workplaces)

All HOJIN corporations

(with 1 insured person or more)



Private workplaces

(at which 5 or more employees work regularly)



* Despite their corporate status, incorporated schools are supposed to be enrolled in the Private School Mutual Aid system.

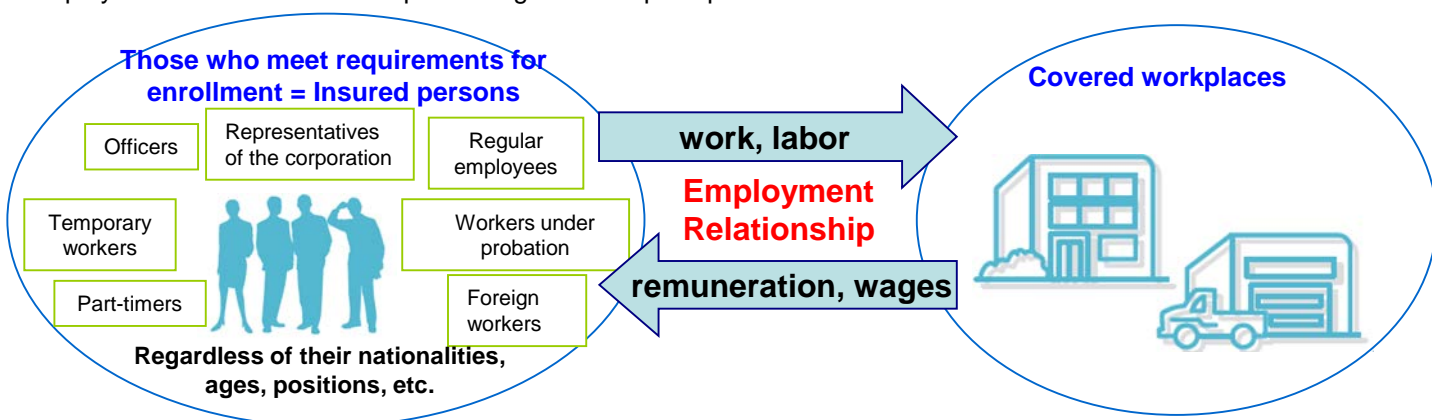
* Even with 5 or more employees, private workplaces engaged in some services, agriculture and forestry, the fishing industry, the livestock industry, or judicial affairs are exempt from mandatory coverage.

Workplaces that are not mandatorily covered may take enrollment procedures of EPI and EHI if they meet certain conditions. (Voluntarily Covered Workplaces)

Insured Persons

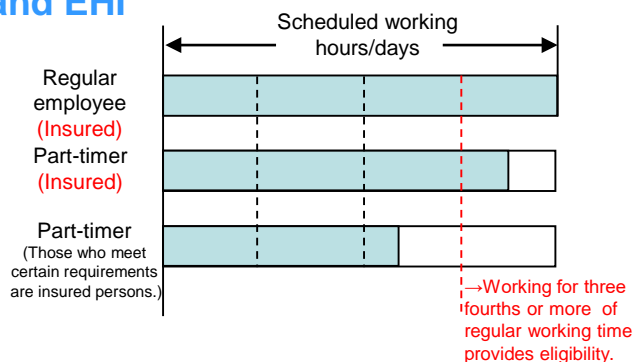
Respective companies (workplaces) are covered by EPI and EHI, and all of their employees are insured persons.

* Employees are enrolled in EPI up to the age of 70 in principle.



Requirements for Being Enrolled in EPI and EHI

Regular employees and representatives/officers of corporations are insured persons. In addition, part-timers and temporary workers whose scheduled working hours per week or scheduled working days per month are at least three-fourths of those of regular employees engaged in the same task at the same workplace are insured persons. Even workers whose scheduled working hours/days are less than three fourths of those of regular employees may be insured if they meet certain requirements.



Case of employing recipients of pension

Employees who are recipients of Old-age Employees' Pension (including Special Benefits) and are younger than 70 years old are insured persons if they meet the requirements for enrollment.

Payment of Old-age Employees' Pension while they are at work may be suspended in whole or in part, depending on their monthly sum of income calculated from their salary, bonus and pension.

Case of employing foreigners

All foreign workers who meet the requirements for enrollment are insured persons regardless of their nationalities.

Treatment of social insurance for workers under probation

Regardless of what their legal employment contract states or what they consent to, the workers who meet the requirements for enrollment are insured persons from the beginning of their probationary period.

Procedures for Enrollment

For enrollment in EPI and EHI, employers have to submit notifications.



Enrollment of workplaces

Notification of new coverage



Enrollment of employees as insured persons

Notification of acquisition of eligibility as insured persons



Insured persons' dependents

Notification of dependents (change)

*** Please contact your nearest Japan Pension Service Branch Office for details of notifications and necessary forms for notifications.**

You can download notification forms from the homepage of the Japan Pension Service: <https://www.nenkin.go.jp/>

Benefits of Employees' Pension Insurance

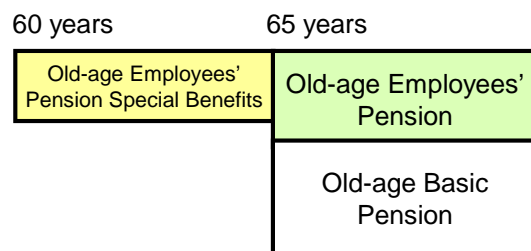
The Employees' Pension Insurance is a system under which pensions or lump sums are paid based on claims submitted when insured persons become old enough, become disabled, or die.

Old Age <Old-age Employees' Pension>

Old-age Employees' Pension is paid in addition to Old-age Basic Pension if persons insured by EPI meet the following conditions:

- (1) They are 65 years of age or older (earlier receipt from the age of 60, or later receipt from the age of 66 or older is allowed);
- (2) They have been enrolled in EPI for a month or longer; and
- (3) They have the required period of validity for the Old-age Basic Pension.

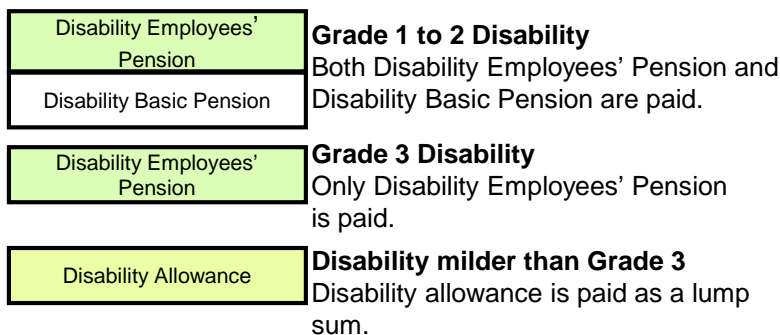
Those who meet the following conditions may receive Old-age Employees' Pension Special Benefits between 60 and 65 (the age when they start to receive the special benefits varies depending on their date of birth and sex):



- ① They are 60 years of age or older;
- ② They have been enrolled in EPI for year or longer; and
- ③ They have the required period of validity for Old-age Basic Pension.

Disability <Disability Employees' Pension>

When workers become disabled because of sickness or injury whose date of initial medical consultation occurred in their period of enrollment in EPI, they may receive benefits depending on the condition of the disability.



* It is required that workers paid premiums for at least a certain percentage of the period they were supposed to be paying them.

Death <Survivors' Welfare Pension>

When workers enrolled in EPI die (including the case that workers die because of sickness or injury that started while they were enrolled in EPI and the death is within 5 years of the date of initial medical consultation), Survivors' Welfare Pension is paid to those who have depended on the workers for their living.

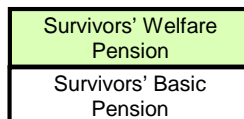
* It is required that workers paid premiums for at least a certain percentage of the period they were supposed to be paying them.

- Priority for receiving Survivors' Welfare Pension (There are conditions, including age limit.)

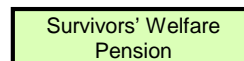


- A spouse with children or children receive Survivors' Basic Pension, as well. (There are conditions, including age limit.)

Spouse with children, or children

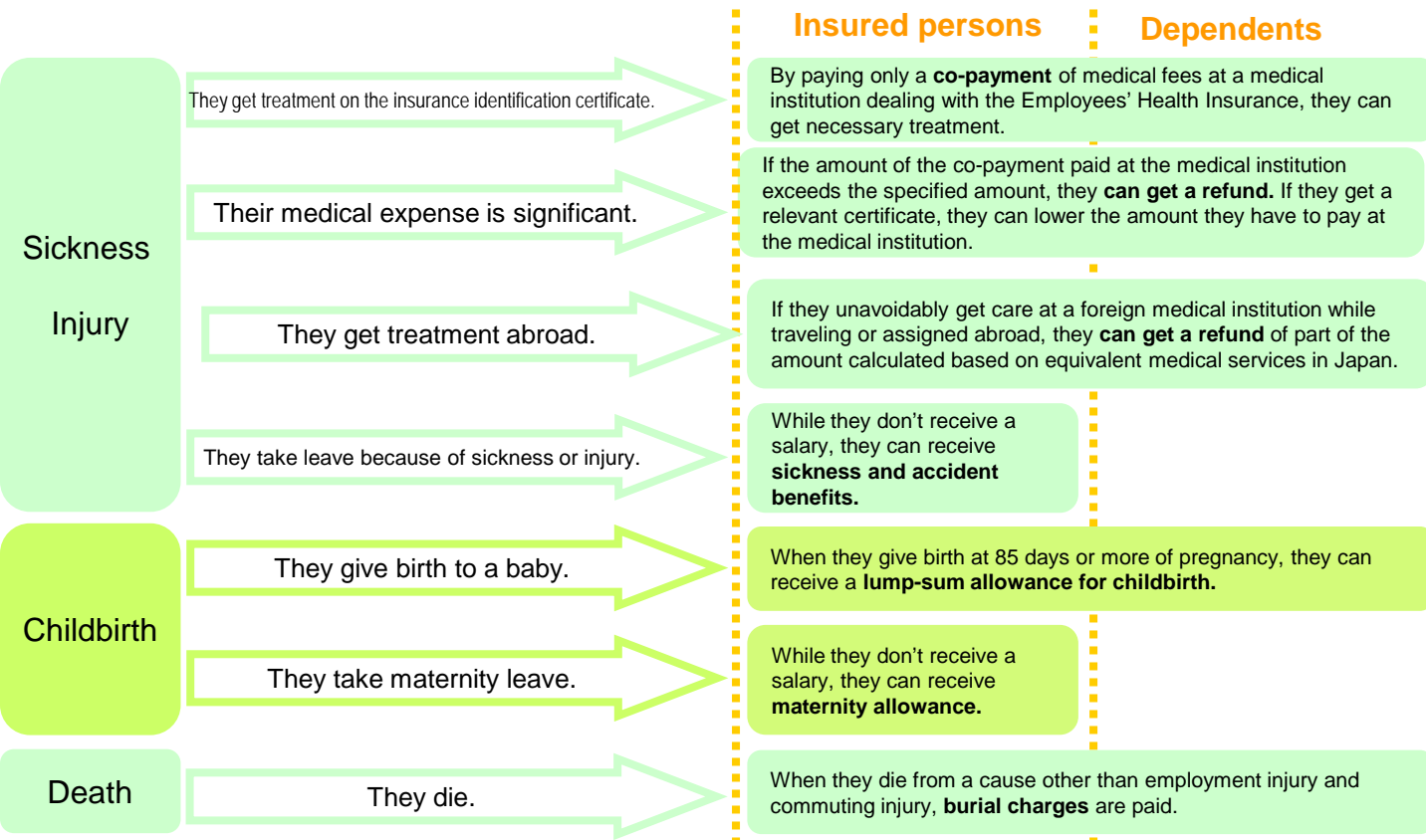


Other survivors



Benefits of Employees' Health Insurance

The Employees' Health Insurance is a system under which medical benefits and allowances are paid based on applications submitted when insured persons or their family members (dependents) become sick or injured (except for employment injury and commuting injury).



* They must meet certain requirements to receive Employees' Health Insurance benefits.

Please contact prefectural branches of the Japan Health Insurance Association for application for Employees' Health Insurance benefits or for consultation.

See the homepage of the Japan Health Insurance Association for details of benefits, application forms and procedures: <https://www.kyoukaikenpo.or.jp/>

Calculation Method of Insurance Premiums

Premiums of EPI and EHI are calculated by multiplying the standard monthly remuneration amount (decided based on the remuneration received by insured persons) by the insurance rates below.

Premiums for bonuses are calculated by multiplying the standard bonus amount by the same insurance rates as used for the monthly premium.

■ Standard Monthly Remuneration Amount

- Employees' Pension Insurance
Level 1 (88,000 yen) to Level 32 (650,000 yen)
- Health Insurance Administered by Japan Health Insurance Association
Level 1 (58,000 yen) to Level 50 (1,390,000 yen)

■ Standard Bonus Amount

The amount of received bonus rounded down to the nearest 1,000 yen

■ Insurance Rates (Rates are subject to change.)

- Employees' Pension Insurance
183.00/1,000
- Health Insurance Administered by Japan Health Insurance Association
Rates are set by prefecture. Please contact prefectural branches of Japan Health Insurance Association for details.
- Child and childcare contributions
3.6/1,000 (Employers bear the entire amount.)

Employers and insured persons each bear half of the premiums, and employers pay the total amount to the appropriate branch office of the Japan Pension Service. Child and childcare contributions are borne totally by employers as part of expenses required for payment of child allowance (insured persons don't bear them).

Please contact your nearest Japan Pension Service Branch Office for details.