

Retirement Allowance Regulations for National University Corporation Kanazawa
University Employees

(Policy No. 15, dated April 1, 2004)

Revision

(Purpose)

Article 1.

These Regulations set forth necessary matters concerning the payment of retirement allowances for employees of the National University Corporation Kanazawa University (hereinafter, "the University") excluding foreign researchers as specified in Article 2, paragraph 2 of Employment Regulations (hereinafter "Employees") in accordance with the provisions of Article 45 of Employment Regulations for Employees of the National University Corporation Kanazawa University (Hereinafter "Employment Regulations").

2. Notwithstanding the provisions of the preceding paragraph, matters relating to retirement allowance for teaching staff contracted under an annual salary system are stipulated in Pay Regulations for the National University Corporation Kanazawa University Teaching Staff Contracted under an Annual Salary System, and matters relating to employees contracted under an annual salary system exclusive of teaching staff are stipulated in Pay Regulations for National University Corporation Kanazawa University Employees Contracted under an Annual Salary System.

(Payment of Retirement Allowance, Etc.)

Article 2.

In the event that an employee retires or is dismissed from his/her duties (except in the case set forth in Article 24, paragraph 1; the same shall apply hereinafter) (hereinafter "Retirement or the Like"), retirement allowance shall be paid to the employee or, if the employee retires due to his/her death, surviving family members of the deceased employee.

2. Retirement allowance shall be paid to employees to whom retirement allowance is payable or, if the employee retires due to his/her death, to surviving family members of the deceased employee, by means of a bank transfer to the savings account of the employee or surviving family member.

3. Retirement allowance payable under the following Article and Article 13 shall be paid within one (1) month of the date of the employee's retirement or the like, except in the case wherein a

person entitled to the retirement allowance for the deceased employee cannot be identified, or wherein other extraordinary circumstances do not permit it.

(Retirement Allowance)

Article 3.

The amount of retirement allowance payable to an employee who has gone into retirement or the like shall be the base amount as calculated in accordance with the provisions of the following Article through Article 12 plus retirement benefit adjustments as calculated in accordance with the provisions of Article 13.

(Base Amount of Retirement Allowance for Employees Who Have Gone into Retirement or the Like for Personal Reasons)

Article 4.

With the exception of cases that fall under the situations set forth in the following Article and Article 6, the base amount of the retirement allowance for an employee who has gone into retirement or the like shall be a total sum of results of multiplying the basic pay, basic pay adjustments and teaching position adjustments as of the date of retirement or dismissal (hereinafter, "Retirement or the Like") under Pay Regulations for National University Corporation Kanazawa University Employees (hereinafter "Pay Regulations") (Hereinafter "Basic Pay per Month." In the event that the whole or part of the basic pay per month has not been paid on the grounds of temporary retirement, suspension from office, a reduction of salary or other reason, the basic pay per month shall be the one he/she would have received if there had been no grounds for these actions. In the event that the basic pay per month has been reduced for the reason of his/her working a reduced schedule for childcare in accordance with Article 65, paragraph 2 of the Pay Regulations, the basic pay per month shall be the one he/she would have received if he/she had not worked a reduced schedule for childcare.) by the ratio appropriate for each period of his/her continued service as is set below:

- (1) For a period of no less than one (1) year and no more than 10 years of service: 100% per year;
- (2) For a period of no less than 11 years and no more than 15 years of service: 110% per year;
- (3) For a period of no less than 16 years and no more than 20 years of service: 160% per year;
- (4) For a period of no less than 21 years and no more than 25 years of service: 200% per year;
- (5) For a period of no less than 26 years and no more than 30 years of service: 160% per year;
- and
- (6) For a period of no less than 31 years of service: 120% per year.

2. Notwithstanding the provisions of the preceding paragraph, the base amount of retirement allowance for an employee under the preceding paragraph who has gone into retirement or the like for personal reasons, not for the reason of injuries and/or diseases (which shall be limited to

those corresponding to the grades of disability specified in Article 81, paragraph 2 of the National Public Officers Mutual Aid Association Act [Act No. 128 of 1958]; hereinafter “Injuries and/or Diseases”) shall be the results of multiplying the amounts calculated under the procedure set forth in the preceding paragraph by the appropriate ratio set forth below if he/she falls under any of situations set forth below:

- (1) If the duration of service is no less than one (1) year and no more than 10 years: 60%
- (2) If the duration of service is no less than 11 years and no more than 15 years: 80%
- (3) If the duration of service is no less than 16 years and no more than 19 years: 90%

3. Notwithstanding the provisions of the foregoing two paragraphs, the base amount of retirement allowance for an employee under paragraph 1 above who falls under any of the medical care technical staff, medical processing technical staff or nursing staff, each under fixed-term employment contracts as set forth in Article 6, item 4.2 and item 5 of National University Corporation Kanazawa University Employees Appointment and Removal Regulations (hereinafter, “Appointment and Removal Regulations”) (hereinafter, “Fixed-term Medical Care Technical Staff, Etc.”) shall be calculated by multiplying the basic pay per month under paragraph 1 above by the appropriate ratio set forth below according to termination reasons set forth below:

- (1) If the employee has gone into retirement or the like for his/her own reasons: 30% per year
- (2) If the employee has gone into retirement or the like for the reason of termination of his/her term of office or injuries and/or diseases resulting from commuting (The term “Commuting” shall have the meaning given in Article 7, paragraph 2 of the Industrial Accident Compensation Insurance Act [Act No. 50 of 1947]; hereinafter, the same shall apply) or his/her death resulting from a cause unrelated to employment: 50% per year
- (3) If the employee has gone into retirement or the like for the reason of injury, disease or death resulting from a cause related to employment: 135% per year

(Base Amount of Retirement Allowance for the Case of Mandatory Retirement after Continued Service of No Less Than 11 Years and Less Than 25 Years)

Article 5.

The base amount of the retirement allowance for an employee who has retired at the University’s mandatory retirement age set forth in Article 17 of Employment Regulations (including paragraph 3 of Supplementary Provisions thereof; hereinafter “Mandatory Retirement Age”) after continued service of no less than 11 years and less than 25 years, an employee who has gone into retirement or the like under the employment extension system set forth in Article 18 of Employment Regulations (hereinafter “Employment Extension System”) after continued service of no less than 11 years and less than 25 years, an employee who has retired upon termination of the term of office set forth in Article 7 of Appointment and Removal Regulations

(excluding fixed-term medical care technical staff, etc.) after continued service of no less than 11 years and less than 25 years, or an employee who has retired early through no fault of his/her own after continued service of no less than 11 years and less than 25 years shall be a total sum of the results of multiplying his/her basic pay as of the date of his/her retirement or the like (hereinafter "Basic Pay per Month as of the Date of Retirement") by the ratio appropriate for each period of his/her continued service as set below:

- (1) For a period of no less than one (1) year and no more than 10 years of service: 125% per year;
- (2) For a period of no less than 11 years and no more than 15 years of service: 137.5% per year; and
- (3) For a period of no less than 16 years and no more than 24 years of service: 200% per year.

2. The provisions of the preceding paragraph shall apply mutatis mutandis to the calculation of the base amount of the retirement allowance for an employee who has gone into retirement or the like for the reason of injuries and/or diseases resulting from commuting, a deceased employee (excluding those whose death resulted from a cause related to employment) or an employee who has retired at the mandatory retirement age or thereafter through no fault of his/her own (excluding those who meet the provision of the preceding paragraph), after continued service of no less than 11 years and less than 25 years in either case.

(Base Amount of Retirement Allowance in the Case of Retirement or the Like for the Reason of Corporate Arrangement)

Article 6.

The base amount of the retirement allowance for an employee who was dismissed due to difficulties arising in continuing to carry out duties as set forth in Article 20, paragraph 2 of Employment Regulations (excluding fixed-term medical care technical staff, etc.), an employee who has gone into retirement or the like for the reason of injury and/or diseases or his/her death resulting from a cause related to employment (excluding fixed-term medical care technical staff, etc.), an employee who has retired at the mandatory retirement age after continued service of no less than 25 years, an employee who has gone into retirement or the like under the employment extension system after continued service of no less than 25 years, an employee who has retired upon termination of the term of office set forth in Article 7 of Appointment and Removal Regulations after continued service of no less than 25 years, or an employee who has retired early through no fault of his/her own after continued service of no less than 25 years shall be a total sum of amounts as calculated by multiplying the basic pay per month as of the date of retirement by the ratio appropriate for each period of his/her continued service as set below:

- (1) For a period of no less than one (1) year and no more than 10 years of service: 150% per year;

- (2) For a period of no less than 11 years and no more than 25 years of service: 165% per year;
- (3) For a period of no less than 26 years and no more than 34 years of service: 180% per year;
- and
- (4) For a period of no less than 35 years of service: 105% per year.

2. The provisions of the preceding paragraph shall apply mutatis mutandis to the calculation of the base amount of the retirement allowance for an employee who has gone into retirement or the like for the reason of injuries and/or diseases resulting from commuting, a deceased employee, or an employee who has retired at the mandatory retirement age or thereafter through no fault of his/her own (excluding those who meet the provision of the preceding paragraph), after continued service of no less than 25 years in either case.

(Exception for the Base Amount of the Retirement Allowance for an Employee for Whom the Basic Pay per Month Has Been Reduced for Reasons Other than Rule Revision-induced Reduction of the Basic Pay per Month)

Article 7.

Notwithstanding the provisions of the preceding three Articles, in the event that a retired employee has been subjected to a reduction(s) of the basic pay per month for reasons other than rule revision-induced reduction(s) of the basic pay per month (As used herein, the term "Rule Revision-induced Reduction(s) of the Basic Pay per Month" shall mean a reduction of the basic pay per month as a result of the establishment of Pay Regulations requiring reduction(s) of the basic pay per month or detailed rules to a similar effect; hereinafter the same shall apply) during his/her "basic term of office" (as defined hereinafter) and in the event that the largest of the basic pay per month as of the date of occurrence of the event that gave grounds for the reduction(s) (hereinafter "Date of Reduction") which the said employee would have received if he/she had not been subjected to the reduction(s) (including basic pay adjustments and teaching position adjustments; hereinafter "Basic Pay per Month before Specified Reductions") is larger than the basic pay per month as of the date of retirement, the base amount of retirement allowance for him/her shall be a total sum of the following amounts:

- (1) An amount that is equivalent to the base amount of retirement allowance calculated on the supposition that he/she had gone into retirement or the like on the day before the latest of the dates of reduction relating to the basic pay per month before specified reductions for the same reason as the one for which he/she has actually gone into retirement or the like and based on the duration of his/her service as of the assumed date of retirement or the like and the basic pay per month before specified reductions in accordance with the provisions of the preceding three Articles; and
- (2) An amount obtained by multiplying the basic pay per month as of the date of retirement by the ratio set forth in item (a) less the one set forth in item (b).

- (a) The ratio of the base amount of retirement allowance for him/her which would have been obtained if it were calculated in accordance with the provisions of the preceding three Articles to the basic pay per month as of the date of retirement
- (b) The ratio of the amount calculated under the preceding item to the basic pay per month before specified reductions

2. The term "Basic Term of Office" as used in the preceding paragraph means a period of time prior to the date on which the employee goes into retirement or the like (excluding those who fall under any of the situations set forth in Article 20, paragraph 4, Article 21, paragraph 1 or Article 24, paragraph 2) which falls under any of the periods of continued service set forth in the following items. More specifically, if he/she has received retirement allowance under these Regulations during the relevant period of continued service or if he/she has received retirement allowance for the reason of his/her retirement as a national public officer or the like as set forth in Article 20 or as an employee of any other national university corporation or the like as set forth in Article 21, or if he/she has retired for the reason that he/she fell under any of the situations set forth in respective items of Article 24, paragraph 1 or equivalent situations, a period of time prior to the date of his/her retirement related to the payment of these retirement allowances or for the reason of falling under the situations set forth in respective items of Article 24, paragraph 1 or equivalent situations (or if he/she was rehired or hired as employee of the University, as a national public officer or the like as set forth in Article 20 or as an employee of any other national university corporation or the like as set forth in Article 21 on the date of such retirement, the period of time prior to such retirement) shall be excluded from the period of time set forth below.

- (1) The period of his/her continued service as an employee of the University;
- (2) The period of time during which an employee rehired under Article 20, paragraph 1 has continuously served as a national public officer or the like as set forth therein;
- (3) The period of his/her continued service as a national public officer or the like as set forth in Article 20, paragraph 2;
- (4) The period of his/her continued service during which the employee served as an employee of any other national university corporation or the like, which period of time shall be included in the period of time during which he/she served as an employee of the University in accordance with the provisions of Article 21, paragraph 3; or
- (5) Equivalent periods of his/her service separately specified for each case under the items above.

(Exception for the Base Amount of the Retirement Allowance for an Employee Who Has Retired Earlier Than the Mandatory Retirement Age)

Article 8. For the purpose of application of the provisions of Article 6, paragraph 1 and paragraph 1 of the preceding Article to an employee under Article 6, paragraph 1 who has retired at least

six (6) months before the day when he/she reaches his/her mandatory retirement age after continued service of no less than 25 years and whose age is no less than his/her mandatory retirement age minus 10 years, the provisions of the above-stated Articles and paragraphs (contained in the left column of the table below) shall have their wording and phrasing changed from those in the center column of the table below to those in the right column of the table below.

Articles and paragraphs setting forth provisions that require changes in the wording and phrasing thereof	Wording and phrasing to change from	Wording and phrasing to change to
Article 6, paragraph 1	basic pay per month as of the date of retirement	a total sum of the basic pay per month as of the date of retirement and the results of multiplying the basic pay per month as of the date of retirement by 2% per year for each year of age equivalent to the age difference between his/her mandatory retirement age specified as of the date of his/her retirement or the like and his/her age as of the date of his/her retirement or the like
Article 7, paragraph 1, item 1	and basic pay per month before specified reductions	and a total sum of the basic pay per month before specified reductions and results of multiplying the basic pay per month before specified reductions by 2% (or 1% if the basic pay per month before specified reductions is no less than an equivalent amount of the fourth-class executive salary set forth in Article 5 of National University Corporation Kanazawa University Executive Salaries Regulations [hereinafter "An Equivalent Amount of the Fourth-Class Executive Salary"]) per year for each year of age equivalent to the age difference between his/her mandatory retirement age specified as of the date of his/her retirement or the like and his/her age as of the date of his/her retirement or the like
Article 7, paragraph 1, item 2	the basic pay per month as of the date of retirement	a total sum of the basic pay per month as of the date of retirement and the results of multiplying the basic pay per month as of the date of retirement by 2% (or 1% if the basic pay per month before specified reductions is no less than an equivalent amount of the fourth-class executive salary) per year for each year of age equivalent to the age difference between his/her mandatory retirement age specified as of the date of his/her retirement or the like and his/her age as of the date of his/her retirement or the like
Article 7, paragraph 1,	the amount	an amount that is equivalent to the base amount of

item 2 (b)	calculated under the preceding item	retirement allowance as calculated on the supposition that he/she had gone into retirement or the like on the day before the latest of the dates of reduction relating to the basic pay per month before specified reductions for the same reason as the one for which he/she has actually gone into retirement or the like and based on the duration of his/her service as of the assumed date of retirement or the like and the basic pay per month before specified reductions in accordance with the provisions of Article 4 through the preceding Article.
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2. The provisions of the preceding paragraph shall not apply to retired employees set forth below:

- (1) An employee who has retired at the expiration of the term of office set forth in Article 7 of Appointment and Removal Regulations; or
- (2) An employee for whom the basic pay per month before specified reductions is no less than 1,066,000 yen.

(Adjustments of the Base Amount of Retirement Allowance)

Article 9. Notwithstanding the provisions of Article 4 through the preceding Article, the base amount of the retirement allowance for an employee who falls under any of the following situations shall be calculated in the manner set forth in the relevant item below.

- (1) The base amount of the retirement allowance for an employee who has gone into retirement or the like after continued service of no more than 35 years shall be the results of multiplying the amount calculated in accordance with the provisions of Article 4 through the preceding Article by 83.7%. In this case, the phrase "and Article 13" in the provision of Article 18, paragraph 1 shall be read as "and Article 13 and Article 9."
- (2) The base amount of the retirement allowance for an employee who has gone into retirement or the like after continued service of no less than 36 years and no more than 42 years and who falls under any of the situations set forth in Article 4, paragraph 1 shall be the results of multiplying the amount calculated in accordance with the provisions of the said paragraph or Article 7 by the ratio set forth in the preceding item.
- (3) The base amount of the retirement allowance for an employee who has gone into retirement or the like after continued service of more than 35 years and who falls under any of the situations set forth in Article 6 shall be the amount calculated on the supposition that he/she had continuously served for 35 years and by following the example in item (1) above.
- (4) The base amount of the retirement allowance for an employee who has gone into retirement or the like after continued service of more than 42 years and who falls under any of the situations set forth in Article 4, paragraph 1 shall be the amount calculated on the supposition that he/she had gone into retirement or the like in a manner which meets the

requirements of Article 6 and he/she had continuously served for 35 years and by following the example in item (1) above, regardless of the provisions of Article 4, paragraph 1.

(Maximum Limitation of the Base Amount of Retirement Allowance)

Article 10. In the event that the base amount of retirement allowance for a retired employee as calculated in accordance with the provisions of Article 4 through the preceding Article is more than the result of multiplying the basic pay per month as of the date of retirement by 60, that result shall be the base amount of his/her retirements allowance, regardless of the said provisions.

Article 11. In the event that the base amount of retirement allowance for an employee as calculated in accordance with the provisions of Article 7, paragraph 1 is more than the amount set forth in the following items classified according to the ratio under Article 7, paragraph 1, item 2 (b), the amount set forth in the following items shall be the base amount of his/her retirement allowance, regardless of the provisions of the said paragraph.

(1) If the ratio is no less than 60, the result of multiplying the basic pay per month before specified reductions by 60

(2) If the ratio is less than 60, a total sum of the results of multiplying the basic pay per month before specified reductions by the ratio under Article 7, paragraph 1, item 2 (b) and the result of multiplying the basic pay per month as of the date of retirement by the result of subtracting the ratio from 60.

Article 12. For the purpose of application of the provisions of the preceding two Articles to an employee under Article 8, the provisions of the above-stated Articles (contained in the left column of the table below) shall have their wording and phrasing changed from those in the center column of the table below to those in the right column of the table below.

Articles and paragraphs setting forth provisions that require changes in the wording and phrasing thereof	Wording and phrasing to change from	Wording and phrasing to change to
Article 10	Article 4 through the preceding Article basic pay per month as of the date of retirement	Article 6 as applied with necessary changes of wording and phrasing in accordance with the provisions of Article 8 a total sum of the basic pay per month as of the date of retirement and the results of multiplying the basic pay per month as of the date of retirement by 2% per year for each year of age equivalent to the age difference between his/her mandatory retirement age specified as of the date of his/her retirement or the like and his/her age as of the date of his/her retirement or the like

	the said provisions	the provisions of Article 6 as applied with necessary changes of wording and phrasing in accordance with the provisions of Article 8
Article 11	of Article 7, paragraph 1	of Article 7, paragraph 1 as applied with necessary changes of wording and phrasing in accordance with the provisions of Article 8
	under Article 7, paragraph 1, item 2 (b)	under Article 7, paragraph 1, item 2 (b) as applied with necessary changes of wording and phrasing in accordance with the provisions of Article 8
	the provisions of the said paragraph	the provisions of the said paragraph as applied with the necessary changes of wording and phrasing in accordance with the provisions of Article 8
Article 11, item 1	basic pay per month before specified reductions	a total sum of the basic pay per month before specified reductions and the results of multiplying the basic pay per month before specified reductions by 2% (or 1% if the basic pay per month before specified reductions is no less than an equivalent amount of the fourth-class executive salary) per year for each year of age equivalent to the age difference between his/her mandatory retirement age specified as of the date of his/her retirement or the like and his/her age as of the date of his/her retirement or the like
Article 11, item 2	basic pay per month before specified reductions	a total sum of the basic pay per month before specified reductions and the results of multiplying the basic pay per month before specified reductions by 2% (or 1% if the basic pay per month before specified reductions is no less than an equivalent amount of the fourth-class executive salary) per year for each year of age equivalent to the age difference between his/her mandatory retirement age specified as of the date of his/her retirement or the like and his/her age as of the date of his/her retirement or the like
	Article 7, paragraph 1, item 2 (b)	Article 7, paragraph 1, item 2 (b) as applied with necessary changes of wording and phrasing in accordance with the provisions of Article 8
	and the basic pay per month as of the date of retirement	and a total of the basic pay per month as of the date of retirement and the results of multiplying the basic pay per month as of the date of retirement by 2% (or 1% if the basic pay per month before specified reductions is no less than an equivalent amount of the fourth-class executive salary) per year for each year of age equivalent to the age difference between his/her mandatory retirement age specified as of the date of his/her retirement or the like and his/her age as of the date of his/her retirement or the like
	the ratio	the ratio under the provisions of Article 7, paragraph 1, item 2 (b) as applied with necessary changes in the

		wording and phrasing thereof in accordance with the provisions of Article 8
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(Retirement Allowance Adjustments)

Article 13. Retirement allowance adjustments for an employee who has gone into retirement or the like (excluding fixed-term medical care technical staff, etc.) shall be a total sum of monthly amounts of adjustment (as hereinafter defined) obtained by: (i) determining the monthly amount of adjustment according to the staff classification listed below under which he/she has fallen in each of months falling in a period from the starting day of his/her basic term of office (as defined in Article 7, paragraph 2; hereinafter, the same shall apply) to the last day of his/her basic term of office (excluding those falling in any of a period of temporary retirement under Article 12 of Employment Regulations [exclusive of relevant parts, as separately specified herein, of those falling in a period of temporary retirement for the reason of injury and/or disease resulting from a cause related to employment or commuting under paragraph 1, item 1; those falling in a period of temporary retirement under paragraph 1, item 3; those falling in a period of temporary retirement under, paragraph 1, item 7; those falling in a period of temporary retirement for the reason of having gone missing resulting from a cause related to employment under paragraph 1, item 9; and those falling in a period of temporary retirement under paragraph 1, item 10], those falling in a period of childcare leave under Article 65 of Employment Regulations, those falling in a period of personal development leave under Article 66-2 of Employment Regulations, those falling in a period of suspension from the office under Article 72, paragraph 2, item 3 of Employment Regulations, and those during which he/she was not required to actually attend to his/her duties for similar reasons [each of which excludes those during which he/she was required to actually attend to his/her duties; hereinafter "Month[s] of Temporary Retirement, etc.,"] unless set forth otherwise separately) (hereinafter "Monthly Amount of Adjustment"); (ii) ranking the monthly amounts of adjustment from the largest to the smallest; and (iii) adding up the first- to sixtieth-ranking monthly amount of adjustment. Alternatively, if the total number of the relevant months is less than 60, his/her retirement allowance adjustments shall be a total sum of the monthly amount of adjustment for each of the relevant months.

- (1) Classification No. 1: 78,750 yen
- (2) Classification No. 2: 70,400 yen
- (3) Classification No. 3: 65,000 yen
- (4) Classification No. 4: 59,500 yen
- (5) Classification No. 5: 54,150 yen
- (6) Classification No. 6: 43,350 yen
- (7) Classification No. 7: 32,500 yen

(8) Classification No. 8: 27,100 yen

(9) Classification No. 9: 21,700 yen

(10) Classification No. 10: 0 yen

2. The staff classification under each item of the preceding paragraph (hereinafter "Staff Classification") has been established according to the criteria set forth in Exhibit 1 in consideration of his/her level in office organization, the class of his/her duties, and the level of complexity, difficulty and responsibility involved in the fulfillment of his/her duties.³ Notwithstanding the provisions of the paragraph 1 of this Article, the amount of retirement allowance adjustments for an employee who falls under any of the situations stated below shall be the amount stated in the relevant item.

(1) If he/she has gone into retirement or the like after continued service of no more than four years or if he/she has gone into retirement or the like for personal reasons, not for the reason of injuries and/or diseases or his/her death under Article 4, paragraph 2 after continued service of no less than 10 years and no more than 24 years (excluding those who fall under situations set forth in the following item), an amount equal to half of the calculated amount under paragraph 1

(2) If he/she falls under situations set forth in one of the following two subitems, an amount equal to 8.3% of the base amount of retirement allowance as calculated in accordance with the provisions of Article 4 through the preceding Article

(a) If his/her basic pay per month as of the date of retirement is more than the smallest of the amounts set forth in Exhibit 2 or if he/she has received basic pay per month in excess of the amount set forth in the right column of Exhibit 2 during any of the periods in the left column thereof (which period shall be limited to those that fall within the basic term of his/her office); or

(b) If the basic term of his/her office is completely included in the term of his/her office as a government official of special service under the respective items of Article 1 of the Act on Salaries of Government Officials of Special Service

4. A period during which he/she worked a reduced schedule for childcare in accordance with the provisions of Article 65, paragraph 2 of Employment Regulations shall be deemed to fall under a period during which he/she was not required to actually attend to his/her duties under paragraph 1 above. (The same shall apply in item 3 of the following Paragraph.)

(Exception for the Amount of Retirement Allowance for Fixed-term Teaching Staff)

- Article 13-2. The amount of the retirement allowance for an employee under Article 6, item 1 of Appointment and Removal Regulations (fixed-term teaching staff) who has retired at the expiration of his/her term of office set forth in Article 7, paragraph 1 of Appointment and

Removal Regulations (excluding any employee whose term of office has expired on the date on which he/she has reached mandatory retirement age as set forth in Article 17 of Employment Regulations; hereinafter "Retired Fixed-term Teaching Staff") shall be a total sum of the amount of retirement allowance calculated in accordance with the provisions of Article 4 through the preceding Article and the calculated result of multiplying the basic pay per month as of the date of retirement by 100%.

(Months of Temporary Retirement, etc.)

Article 14.

The month(s) of temporary retirement, etc., that the provisions of Article 13, paragraph 1 require to be specified separately shall be an appropriate number of months of temporary retirement, etc. set forth under respective items below according to the classifications thereof specified thereunder.

- (1) For the purpose of month(s) of temporary retirement, etc. falling in a period during which the employee was not required to actually attend to his/her duties for the reason of temporary retirement for service as a full-time union official under Article 12, paragraph 1, item 8 of Employment Regulations or for equivalent reasons (excluding month(s) of temporary retirement, etc. in which he/she was not required to actually attend to his/her duties under the following item through item 5 below), the relevant number of months of temporary retirement, etc.
- (2) For the purpose of month(s) of temporary retirement, etc. falling in a period during which the employee was not required to actually attend to his/her duties for any of the reasons set forth in Article 66-2 of Employment Regulations, with the exception of the case wherein the President deems that his/her studies in a university, etc. or his/her activities for international contribution would contribute to the efficient business operation of the University after the temporary retirement under the said article is over (excluding month(s) of temporary retirement, etc., in which he/she was not required to actually attend to his/her duties under the following item through to item 5 below), the relevant number of month(s) of temporary retirement, etc.
- (3) For the purpose of a period during which the employee worked a reduced schedule for childcare in accordance with the provisions of Article 65, paragraph 2 of Employment Regulations (hereinafter "A Period of Working a Reduced Schedule for Childcare"), the number of months obtained by changing the phrasing of the provision of the said article and paragraph from "a number of months equal to a half of the number of months" to "a number of months equal to one-third of the number of months" on the supposition that the period of working a reduced schedule for childcare falls under a period during which the employee was not required to actually attend to his/her duties under item 5 below

(4) For the purpose of the number of months of temporary retirement, etc., falling in a period of childcare leave under Article 65, paragraph 1 of Employment Regulations during which the employee was not required to actually attend to his/her duties, which period shall be limited to the one starting on April 1, 1992 (or the first day of the period of his/her childcare leave if he/she had been on childcare leave before April 1, 1992, and extending beyond April 1, 1992) and ending in the month during which the relevant child became one [1] year old (either period shall be hereinafter referred to as "Exceptional Period of Childcare Leave"), if there is any month of temporary retirement, etc. that has the same staff classification he/she belonged to the month in common with another month of temporary retirement, etc., for each of the staff classifications in the months of temporary retirement, etc., the total number of the months of temporary retirement, etc. starting from the one in which the relevant staff classification was applied to him/her for the first time and ending at the one at which the number of the months of temporary retirement, etc. in which the said staff classification was applied to him/her became equal to one-third of the overall number of the said months as arranged in chronological order (Any fraction of which number shall be rounded up to an integer.)

(5) For the purpose of the number of months of temporary retirement, etc., falling in a period during which he/she was not required to actually attend to his/her duties for any reason other than those specified in the preceding four items (excluding the months of temporary retirement, etc., falling in a period during which he/she was not required to actually attend to his/her duties under the preceding item), if there is any month of temporary retirement, etc. that has the same staff classification he/she belonged to the month in common with another month of temporary retirement, etc., for each of the staff classifications in the months of temporary retirement, etc., the total number of the months of temporary retirement, etc. starting from the one in which the relevant staff classification was applied to him/her for the first time and ending at the one at which the number of the months of temporary retirement, etc. in which the said staff classification was applied to him/her became equal to a half of the overall number of the said months as arranged in chronological order (Any fraction of which number shall be rounded up to an integer.) or if no month of temporary retirement, etc. has the same staff classification he/she belonged to the month in common with another month of temporary retirement, etc., the relevant number of months of temporary retirement, etc.

(Treatment of a Retired Employee Whose Basic Term of Office Includes a Specified Basic Term of Office)

Article 15.

For the purpose of the application of the provisions of Article 13, paragraph 1, the preceding Article and the following Article to an employee who has gone into retirement or the like and

whose basic term of office includes any of periods set forth in Article 7, paragraph 2, items 2 through 5 (hereinafter "Specified Basic Term of Office"), the employee shall be deemed as if he/she had been engaged in the type of job set forth below during the specified basic term of office:

- (1) For the purpose of a specified basic term of office before or after the period of continued service as an employee of the University (which period shall be limited to a period included in the basic term of his/her office), the employee shall be deemed to have been engaged in the same type of job as the one in which he/she was engaged in on the last day of the period of his/her continued service as an employee of the University, or alternatively, he/she shall be deemed to have been engaged in the same type of job as the one in which he/she was engaged in on the first day of the period of his/her continued service as an employee of the University that followed the period of the specified basic term of office.
- (2) For the purpose of a specified basic term of office other than that under the item (1) above, he/she shall be deemed to have been engaged in the same type of job as the one in which he/she was engaged in on the first day of the period of his/her continued service as an employee of the University that followed the period of the specified basic term of office.

(Staff Classifications)

Article 16.

An employee who has gone into retirement or the like shall be deemed to have belonged to the staff classification in the left column of Table (1) or (2) of Exhibit 1 that corresponds to his/her status in the right column of Table (1) or (2) of Exhibit 1 for each of the months which fall under the period starting from the month (inclusive) in which the first day of the basic term of his/her office falls until the month (inclusive) in which the last day of the basic term of his/her office falls. In this context, an employee who has belonged to no less than two statuses in the right column of an appropriate table for the same month shall be deemed to have belonged to the staff classification(s) in the left column that corresponds to each of these classifications in the right column with respect to the month.

(Methodology, etc., for Ranking the Monthly Amounts of Adjustment)

Article 17.

If it turns out that an employee who has gone into retirement or the like in accordance with the provisions of the latter part of the preceding Article, including those pertaining to presumptive application thereof under the provisions of Article 15, has belonged to no less than two staff classifications for the same month, the employee shall be deemed to have belonged to the one of those staff classifications under which he/she would be entitled to the largest monthly amount of adjustment with respect to the month.

2. In the event that a monthly amount of adjustment for an employee is equal in value to another, the one related to the month that is closest to the month in which the last day of the basic term of his/her office falls shall take precedence.

(Exceptions for the Amount of Retirement Allowance)

Article 18.

Notwithstanding the provisions of Article 3, Article 6, Article 7 and Article 13, in the event that the amount of retirement allowance for an employee under Article 6, paragraph 1 who falls under any of situations set forth in the items below is less than the calculated result of multiplying the amount of his/her basic salary per month as of the date of retirement or the like by the appropriate ratio set forth below, that result shall be the amount of the retirement allowance.

(1) If the duration of his/her service is less than one (1) year: 270%

(2) If the duration of his/her service is no less than one (1) year and less than two (2) years:
360%

(3) If the duration of his/her service is no less than two (2) years and less than three (3) years:
450%

(4) If the duration of his/her service is no less than three (3) years: 540%

2. The term "the Amount of Basic Salary per Month" as used in the preceding paragraph shall refer to a total sum of basic pay per month, a monthly amount of dependent allowance, and a monthly amount of area allowance for each of these monthly amounts, each as set forth in Pay Regulations.

(Calculation of Duration of Service)

Article 19.

The duration of service of a retired employee that underlies calculation of retirement allowance shall be calculated based on a period of his/her continued service as an employee of the University.

2. The period of his/her continued service as an employee of the University under the preceding paragraph shall be calculated as the number of months falling in a period starting from the month (inclusive) in which the date of his/her employment falls and ending in the month (inclusive) in which the date of his/her retirement or the like falls.

3. In the event that an employee who had gone into retirement or the like (except in the cases wherein he/she falls under any of situations set forth in the items of Article 24, paragraph 1) has been reemployed on the date of his/her retirement or the like or on the day thereafter, for the purpose of calculating the period of his/her continued service as an employee of the University under the preceding two paragraphs, he/she shall be deemed to have continuously served as an employee of the University; provided, however, that a period of service as fixed-term

medical care technical staff, etc. and a period of service as an employee other than fixed-term medical care technical staff, etc. shall not be aggregated.

4. In the event the period of his/her continued service under the preceding three paragraphs includes no less than one (1) month of temporary retirement, etc., the relevant number of months set forth in the items below shall be deducted from the period of service as calculated in months under the preceding three paragraphs.

(1) For the purpose of a period during which he/she was not required to actually attend to his/her duties in accordance with the provisions of Article 12, paragraph 1, item 8 of Employment Regulations, the relevant number of months of temporary retirement, etc.;

(2) For the purpose of an exceptional period of childcare leave, a number of months equal to one-third of the number of months of temporary retirement, etc.;

(3) For the purpose of a period of working a reduced schedule for childcare, a number of months equal to one-third of the number of months of temporary retirement, etc.;

(4) For the purpose of a period during which the employee was not required to actually attend to his/her duties for any of the reasons set forth in Article 66-2 of Employment Regulations, with the exception of the case wherein the President deems that his/her studies in a university, etc. or his/her activities for international contribution would contribute to the efficient business operation of the University after the period of the temporary retirement under the said article is over, the relevant number of month(s) of temporary retirement, etc.;

and

(5) For the purpose of any period other than those under the preceding four items in which the employee was not required to actually attend to his/her duties, a number of months equal to one-half of the number of months of temporary retirement, etc.

5. Deleted

6. Any fraction of the period of service as calculated in years under the preceding paragraphs shall be disregarded; provided, however, that for an employee whose period of service is no less than six (6) months and less than one year (or for the purpose of calculating the base amount of the retirement allowance for an employee whose period of service is less than one (1) year in accordance with the provisions of Article 4, paragraph 1 [limited to the part thereof that relates to retirement for the reason of injuries and/or diseases or his/her death] or Article 6, paragraph 1), such a fraction shall be counted as one (1) year.

7. For the purpose of calculating the amount of retirement allowance under the preceding Article, the provisions of the preceding paragraph shall not apply to the calculation of the duration of his/her service.

(Exceptions for Retirement Allowance for an Employee Rehired Immediate after Service as a National Public Officer or the Like)

Article 20. For the purpose of calculating the duration of service under paragraph 1 of the preceding Article for an employee who, at the request of the President, retired from his/her job to be an employee of a national agency or the like (including the national government, “agency engaged in administrative execution” [as defined in Article 2, paragraph 4 of the Act on General Rules for Incorporated Administrative Agencies [Act No. 103 of 1999]; hereinafter the same shall apply], a local government [limited to those for which the ordinance on employee retirement allowance of the relevant local government stipulates that if he/she becomes an employee of the local government at the request of the President, the period of his/her continued service as an employee of the University shall be incorporated in the period of his/her continued service as an employee of the local government] or a national finance corporation or the like as set forth in Article 7-2, paragraph 1 of the Act on National Public Officers' Retirement Allowance [Act No. 182 of 1953; hereinafter “Retirement Allowance Act”] but excluding other national university corporations or the like, whose employees' period of continued service as employees of the University shall be handled in accordance with Article 21) (which employee shall be limited to full-time staff; hereinafter “National Public Officer or the like”) and who became an employee of the University immediately after his/her continued service as a national public officer or the like, a period extending from the beginning of the period of his/her continued service as an employee of the University to the end of the period of his/her continued service as a national public officer or the like shall be deemed to form an integral part of a constitute one single period of his/her continued service.

2. For the purpose of a national public officer or the like who, at the request of a national agency or the like, retired to be an employee of the University and actually became an employee of the University immediately thereafter, the period of his/her continued service as an employee of the University under paragraph 1 of the preceding Article (except in the case wherein a retirement allowance for the period was paid to him/her) shall include a period of his/her continued service as a national public officer or the like.
3. For the purpose of calculating the period of service as a national public officer or the like under the preceding two paragraphs, the provisions of the preceding Article shall apply *mutatis mutandis*.
4. In the event that an employee of the University retired under paragraph 1 above and became a national public officer or the like immediately thereafter or in the event that an employee of the University who falls under the situation set forth in paragraph 2 above retired and became a national public officer or the like immediately thereafter, no retirement allowance hereunder shall be paid to him/her except as otherwise provided separately.

5. Notwithstanding the provisions of paragraph 4 of the preceding Article, all of the periods of temporary retirement during which an employee shall be engaged in the affairs of a national agency or the like shall be counted in the period of his/her continued service.
6. For the purpose of calculating the duration of service in accordance with the provisions of paragraph 1 of the preceding Article for an employee who became an employee of the University while holding his/her position as a national public officer or the like, he/she shall not be deemed to have served as an employee of the University in any period of time.
(Inclusion of a Period of Service as an Employee of Any Other National University Corporation or the Like in the Calculation of the Period of his/her Service as an Employee of the University)

Article 21.

- In the event that an employee retired to be an employee of any other national university corporation, an inter-university research institute corporation, National Institute of Technology, National Institution for Academic Degrees and Quality Enhancement of Higher Education (including the former National Institution for Academic Degrees and the former Center for National University Finance and Management), Japan Aerospace Exploration Agency or National Center for University Entrance Examination (hereinafter, "Other National University Corporations or the Like") (For the purpose of Japan Aerospace Exploration Agency, such employees shall be limited to educational staff as set forth in the Employment Regulation of the said Agency; hereinafter, the same shall apply) immediately thereafter and in the event that it is stipulated that the period of his/her continued service as an employee of the University shall be included in the calculation of the period of his/her continued service as an employee of the other national university corporation or the like, no retirement allowance hereunder shall be paid to him/her; provided, however, that the foregoing provisions shall not apply to an employee who had been listed under Medical Care Staff Basic Pay Schedule II or Medical Care Staff Basic Pay Schedule I and a medical care technical staff member or an employee who had been listed under Medical Care Staff Basic Pay Schedule II or Medical Care Staff Basic Pay Schedule I or had been a medical care technical staff member when he/she was employed by the University.
2. Notwithstanding the provisions of the preceding paragraph, in the event that at the request of the President, an employee who is listed under Medical Care Staff Basic Pay Schedule II or Medical Care Staff Basic Pay Schedule I or is a medical care technical staff member, each under the provisory clause of the preceding paragraph, retired to become an employee of any other national university corporation or the like immediately thereafter and in the event that it is stipulated that the period of his/her continued service as an employee of the University shall be included in the calculation of the period of his/her continued service as an employee of the other national university corporation or the like, no retirement allowance hereunder shall be paid to him/her.

3. The period of continued service as an employee of the University under Article 19, paragraph 1 shall include a period of continued service as an employee of any other national university corporation or the like (which period shall be limited to one for which inclusion in the calculation of the period of his/her continued service for the purpose of retirement allowances is permitted by the University) if he/she becomes an employee of the University immediately thereafter.
4. For the purpose of calculating the period of service as an employee of any other national university corporation or the like under the preceding paragraph, the provisions of Article 19 shall apply mutatis mutandis.

(Inclusion of a Period of Service as an Executive Officer in the Calculation of the Period of Continued Service as an Employee)

Article 22.

In the event that an employee has gone into retirement or the like and holds an executive post (excluding one which does not require him/her to attend to his/her duties on a full-time basis; hereinafter, the same shall apply) immediately thereafter, no retirement allowance hereunder shall be paid to him/her.

2. The period of continued service as an employee of the University under Article 19, paragraph 1 shall include a period of his/her continued service as an executive officer if he/she becomes an employee immediately thereafter.
3. For the purpose of calculating the period of service as an executive officer under the preceding paragraph, the provisions of Article 19 shall apply mutatis mutandis.

(Exceptions for the Amount of the Retirement Allowance for an Employee for Whom the Period of Continued Service as an Executive Officer Is Included in the Calculation of the Period of His/Her Continued Service)

Article 23.

The amount of the retirement allowance for an employee for whom the period of continued service as an executive officer is included in the period of his/her continued service may be increased or decreased for his/her tenure of office as an executive officer according to his/her performance as the executive officer.

(Exceptions for the Calculation of Base Amount, Etc. of Retirement Allowance)

Article 23-2.

In the event that the monthly amount of basic pay, basic pay adjustments and teaching position adjustments as recalculated by applying mutatis mutandis Rules of the National Personnel Authority 9-8 (Standards for Starting Pay, Promotion, Pay Raise, etc.) and other relevant notices, etc. in a manner separately specified (hereinafter "Hypothetical Base Amount, Etc., for a National Public Officer") is less than the amount of basic pay per month set forth in Article 4, the hypothetical base amount, etc., for a national public officer shall be deemed to constitute the

amount of basic pay per month and the provisions of Article 4 through Article 12 and those of Article 18 shall apply.

(Restrictions on Payment of Retirement Allowance)

Article 24.

No retirement allowance shall be paid to an employee who falls under any of the situations set forth in the items below:

(1) If he/she has been dismissed on disciplinary grounds under respective items of Article 72, paragraph 1 of Employment Regulations;

(2) If he/she has been dismissed on grounds under Article 20, paragraph 1, item 5 of Employment Regulations;

2. A part of retirement allowance which is equal in value to retirement allowance adjustments as calculated in accordance with the provisions of Article 13 shall not be paid to an employee who falls under any of the situations set forth in the items below.

(1) If the base amount of retirement allowance for him/her as calculated in accordance with the provisions of Article 4, paragraph 1 and Article 7 is nil or if he/she has gone into retirement or the like for personal reasons, not for the reason of injuries and/or diseases or his/her death after continued service of no more than nine (9) years (excluding those who fall under the situation set forth in Article 13, paragraph 3, item 2); or

(2) If he/she has gone into retirement or the like by the reason of default of his/her own (excluding those who fall under any of the situations stated in items of the preceding paragraph) and has been subject to disciplinary punishment under Article 72, paragraph 2 of Employment Regulations (excluding punitive dismissal under Article 72, paragraph 2, item 5 of the said Regulations) or equivalent punishment within three (3) months of the date of his/her retirement or the like for the reason of the said default.

3. In the event that an employee has gone into retirement or the like and is rehired as an employee on the date of retirement or the like or the next day, no retirement allowance shall be paid to him/her for the relevant retirement or the like.

(Scope and Priority Ranking of Surviving Family Members of a Deceased Employee)

Article 25.

The term "Surviving Family Members of a Deceased Employee" as used in Article 2 shall mean any of the persons set forth in the respective items below.

(1) His/her spouse (including one who was in a de facto marriage without registration at the time of his/her death);

(2) His/her child or children, parents, grandchild or grandchildren, grandparents or sibling(s) who has or have been chiefly depending on him/her for financial support at the time of his/her death;

(3) His/her relative(s) other than people under the preceding item who has or have been depending on him/her for financial support at the time of his/her death; or

(4) His/her child or children, parents, grandchild or grandchildren, grandparents or sibling(s) who does not or do not fall under item 2 above.

2. Surviving family members of a deceased employee under the preceding paragraph shall be entitled to receive retirement allowance for the deceased employee in the order of the respective items specified in the preceding paragraph, and for the purpose of surviving family members of a deceased employee under item 2 and item 4 above, in the order specified in the respective items. In this case, for the purpose of parents, adopted parents shall take precedence over biological parents; for the purpose of grandparents, parents of the deceased employee's adopted parents shall take precedence over parents of the deceased employee's biological parents, with adopted parents of the deceased employee's parents taking precedence over biological parents of the deceased employee's parents.

3. In the event that there are no less than two (2) persons in the same priority ranking in entitlement to the retirement allowance for the deceased employee, the retirement allowance shall be equally divided among those people depending on the headcount thereof.

(Exclusion from Surviving Family Members of a Deceased Employee)

Article 26.

A person who falls under any of the following situations shall constitute a surviving family member who is not entitled to receive retirement allowance for a deceased employee.

(1) If he/she has intentionally caused the employee to die; or

(2) If he/she has intentionally caused any other person meant to be a surviving family member of an equal or higher priority ranking in entitlement to retirement allowance for a deceased employee to die prior to the death of the employee.

(Treatment of the Retirement Allowance for an Employee Who Has Retired or Has Been Dismissed from the Service under Indictment)

Article 27.

In the event that an employee has been indicted on a criminal offense relating to a crime (which shall be limited to those on which penalty of imprisonment without work or a harsher penalty would be imposed if indicted; excluding those under summary proceedings under the Code of Criminal Procedure [Act No. 131 of 1948] Part VI; the same shall apply in the following paragraph) and in the event that he/she has gone into retirement or the like before the decision becomes final and binding, no retirement allowance shall be paid to him/her, except in the case wherein he/she is not subject to penalty of imprisonment without work or a harsher penalty.

2. In the event that retirement allowance has not been paid to an employee who has gone into retirement or the like and he/she is indicted on a criminal offense relating to his/her act

performed during his/her basic term of office, the provisions of the preceding paragraph shall apply mutatis mutandis.

(Retirement Allowance for the Case of Resignation under Instruction)

Article 27-2.

In the event that an employee has retired on the recommendation of retirement set forth in Article 72, paragraph 2, item 4 of Employment Regulations, the amount of retirement allowance for him/her shall be equal to two-thirds of the base amount of retirement allowance as calculated in accordance with the provisions of Article 4 through Article 12.

(Temporary Suspension, etc., of Retirement Allowance Payment)

Article 28.

In the event that retirement allowance has not been paid to an employee who has gone into retirement or the like and he/she falls under any of the situations set forth below, the President may impose a temporary suspension of retirement allowance payment to him/her.

- (1) If it turns out that the employee who has gone into retirement is guilty based on the situation at the time of his/her arrest, the contents of an interview with him/her, or the facts found as a result of survey with respect to a criminal offense relating to his/her action performed during the basic term of his/her office; or
 - (2) If he/she is under investigation or consideration for disciplinary action with respect to his/her action performed during the basic term of his/her office by a review committee, etc., for disciplinary actions.
2. An employee who has become subject to temporary suspension of retirement allowance payment under the preceding paragraph (hereinafter "Temporary Suspension") may request the President to revoke the temporary suspension.
 3. In the event that an employee under the preceding two paragraphs falls under any of the following situations set forth below with respect to the temporary suspension, the President shall immediately revoke the temporary suspension, except in the case wherein the employee under temporary suspension who falls under the situation set forth under item (2) below has actually been arrested with respect to a criminal offense relating to his/her action performed during the basic term of his/her office or otherwise wherein revocation thereof would obviously be unfit for the purpose of temporary suspension.
 - (1) If the employee under temporary suspension under paragraph 1, item (1) above has been notified that no public prosecution will be instituted with respect to a criminal offense relating to his/her action performed during the basic term of his/her office that triggered the temporary suspension;

- (2) If one (1) year has elapsed from the date of his/her retirement or the like without facing public prosecution with respect to a criminal offense relating to his/her action performed during the basic term of his/her office;
 - (3) If the employee under temporary suspension under paragraph 1, item (2) above has not been judged to merit the punitive dismissal or resignation under instruction with respect to his/her action performed during the basic term of his/her office after the elapse of six (6) months of the date of his/her retirement or the like; or
 - (4) If the necessity to temporarily suspend the payment of retirement allowance ceases to exist based on facts found and/or situations arising subsequent to the ruling of temporary suspension, exclusive of the situations set forth in the preceding items.
4. In the event that the President imposes temporary suspension, he/she shall offer written accounts for the reasons for the temporary suspension to the employee who would become subject to the temporary suspension when the temporary suspension is carried out.

Article 28-2. Retirement allowance payment based on the results of an investigation or consideration for disciplinary action under paragraph 1, item (2) of the preceding Article shall be handled in the manner set forth below.

- (1) In the event that he/she is judged to merit the punitive dismissal, no retirement allowance shall be paid to him/her;
- (2) In the event that he/she is judged to merit the resignation under instruction, retirement allowance shall be paid to him/her in an amount calculated by applying mutatis mutandis the provisions of Article 27-2.

(Returning of Retirement Allowance)

Article 29.

In the event that an employee who has gone into retirement or the like becomes subject to penalty of imprisonment or a harsher penalty with respect to a criminal offense relating to his/her act performed during his/her basic term of office or in the event that he/she is judged to merit the punitive dismissal or resignation under instruction with respect to his/her action performed during the basic term of his/her office, after retirement allowance has been paid to him/her in each case, the President may have the whole or part of retirement allowance paid to him/her returned.

2. The amount limit of retirement allowance to be returned under the preceding paragraph, the procedure for returning the same and other necessary matters for returning shall be set forth separately.

(Difference of Basic Pay per Month)

Article 30.

In the event that an employee who has gone into retirement or the like has been subject to a rule revision-induced reduction(s) of basic pay per month (excluding those carried out on or

before March 31, 2006) during his/her basic term of office and he/she has been subject to the provisions of Employment Regulations, etc., which stipulate that if the amount of his/her basic pay per month as reduced is less than that before the reduction, an amount equal to the difference shall be paid to him/her, the basic pay per month hereunder shall not include the difference, provided, however, that the provisions of this Article shall not apply to the monthly amount of basic pay which shall be included in basic salary per month under Article 18, paragraph 2.

(Handling of Fractions)

Article 31.

Any fraction of the amount of retirement allowance as calculated in yen hereunder shall be disregarded.

(Miscellaneous Provisions)

Article 32.

In the event that it is difficult to refer to these Regulations concerning retirement allowance, the President shall determine on a case-by-case basis.

Supplementary Provisions

1. These Regulations shall come into effect as of April 1, 2004.
2. Deleted
3. Deleted
4. For the purpose of calculating the period of continued service for an employee as set forth in Article 19, paragraph 1 who has become an employee of the University in accordance with the provisions of Article 4 of Supplementary Provisions of the National University Corporation Act (Act No. 112 of 2003), a period extending from the beginning of the period of his/her continued service as set forth in Article 2, paragraph 1 of the Act on National Public Officers' Retirement Allowance to the end of the period of his/her continued service as an employee of the University shall be deemed to form the whole period of his/her continued service as an employee of the University.
5. In the event that the employee under the preceding paragraph has retired and become an employee as set forth in Article 2, paragraph 1 of the Act on National Public Officers' Retirement Allowance immediately thereafter, no retirement allowance hereunder shall be paid to him/her.
6. In the event that, at the request of a person empowered to appoint, an employee of Kanazawa University as before the incorporation of National University Corporation Kanazawa University (hereinafter, "Former Kanazawa University") retired to become an employee of a local government or a national finance corporation or the like as set forth in Article 7-2, paragraph 1

of the Act on National Public Officers' Retirement Allowance (hereinafter, "National Finance corporation or the Like") immediately thereafter and in the event that he/she became an employee of the University immediately after he/she served as an employee of a national finance corporation or the like, for the purpose of calculating the period of his/her continued service as an employee of the University as set forth in Article 15, paragraph 1, such a period of continued service shall be deemed to form an integral part of the whole period of his/her continued service as an employee as set forth in Article 2, paragraph 1 of the Act on National Public Officers' Retirement Allowance.

7. In the event that at the request of a national finance corporation or the like, an employee of a national finance corporation or the like retired and became an employee of the Former Kanazawa University immediately thereafter and in the event that he/she became an employee of the University in accordance with the provisions of Article 4 of Supplementary Provisions of the National University Corporation Act immediately after a period of continued service as an employee of the Former Kanazawa University and retired to become an employee of a national finance corporation or the like immediately thereafter, no retirement allowance hereunder shall be paid to him/her if it is stipulated that the period of his/her continued service as an employee of the University shall be included in the calculation of the period of his/her continued service as an employee of the national finance corporation or the like.

Supplementary Provisions

1. These Regulations shall come into effect as of April 1, 2005.

Supplementary Provisions

1. These Regulations shall come into effect as of April 1, 2006.
 2. In the event that an employee retires as an "employee who becomes subject to the new retirement benefits system," which term means an employee who retires on or after April 1, 2006 (hereinafter, "the Effective Date"), and hence, becomes subject to the Retirement Allowance Regulations for National University Corporation Kanazawa University Employees as revised on April 1, 2006 (hereinafter, "New Regulations"), and in the event that the calculated result of multiplying the amount of retirement allowance as calculated on the supposition that he/she had retired on the day before the Effective Date for the same reason as that for which he/she has actually retired based on the duration of his/her service to the said day and the basic pay per month as of the said day in accordance with the provisions of the Retirement Allowance Regulations for National University Corporation Kanazawa University Employees as before the revision of April 1, 2006, (hereinafter, "Old Regulations") (or, if he/she

has retired for his/her personal reasons, not for the reason of injuries and/or diseases or his/her death, or for the reason of injuries and/or diseases unrelated to employment other than those resulting from commuting, after continued service of 43 or 44 years, the amount of retirement allowance as calculated by following the example in Article 7 of the Old Regulations on the supposition that he/she had retired in accordance with the provisions of Article 5 of the Old Regulations after continued service of 35 years) by 83.7% (or 83.7 one-hundred-fourths if he/she has retired after continued service of no less than 20 years, excluding any employee who has retired for his/her personal reasons, not for the reason of injuries and/or diseases or his/her death, after continued service of no more than 42 years or who has retired for the reason of injuries and/or diseases unrelated to employment other than those resulting from commuting, after continued service of no less than 37 years and no more than 42 years) is larger than the amount of retirement allowance calculated under the New Regulations (hereinafter, "Retirement Allowance under the New Regulations"), the larger amount shall be the amount of retirement allowance payable to him/her under the New Regulations, regardless of the provisions of the New Regulations.

3. Deleted

4. In the event that a fixed-term teaching staff member becomes subject to the provisions of paragraph 2 above, the amount of retirement allowance shall be calculated by adding the calculated result of multiplying the basic pay per month as of the date of retirement (or the basic pay which he/she had been entitled to as of the day before the Effective Date if he/she becomes subject to the provisions of paragraph 2 above) by 100% to the calculated amount in accordance with the provisions of paragraph 2 above, regardless of the provisions of Article 13-2.
5. For the purpose of applying the provisions of Article 7 of the New Regulations to an employee for whom the first day of the basic term of office falls on the day before the Effective Date, the term "basic term of office" in Article 7, paragraph 1 shall be read as "basic term of office (which shall be limited to a period starting from April 1, 2006)."
6. For the purpose of applying the provisions of Article 7 of the New Regulations to an employee who has retired under the New Regulations and whose basic term of office includes a period of service as an employee not subject to the New Regulations at some point on or after the Effective Date, the basic pay per month that he/she received as an employee not subject to the New Regulations shall not be deemed to fall under the Basic Pay per Month as set forth in Article 7, paragraph 1.
7. In calculating retirement allowance adjustments under Article 13 of the New Regulations, for the purpose of applying the provisions of Article 13 and Articles 15 through 17 to an employee for whom the first day of the basic term of office falls on a day before April 1, 1996, the

provisions of the above-stated Articles (contained in the left column of the table below) shall have their wording and phrasing changed from those in the center column of the table below to those in the right column of the table below.

Articles and paragraphs setting forth provisions that require changes in the wording and phrasing thereof	Wording and phrasing to change from	Wording and phrasing to change to
Article 13, paragraph 1	his/her basic term of office (his/her basic term of office starting from April 1, 1996 (
Article 15, Article 16 and Article 17	basic term of office	basic term of office starting from April 1, 1996

Supplementary Provisions

These Regulations shall come into effect as of April 1, 2006.

Supplementary Provisions

1. These Regulations shall come into effect as of March 31, 2007.

Supplementary Provisions

1. These Regulations shall come into effect as of April 1, 2008 (hereinafter, "Effective Date").
2. The provisory clause of Article 21, paragraph 1 of these regulations as revised shall not apply to any employee who has been listed under Medical Care Staff Basic Pay Schedule II as of the effective date hereof and who has served as an employee of the University for a period preceding the effective date hereof (excluding a period of his/her service as fixed-term medical care technical staff, etc.).
3. For the purpose of calculating retirement allowance adjustments under Article 13, handling of temporary retirement for school attendance at a graduate program under Article 15 of National University Corporation Kanazawa University Teaching Staff Regulations as before the revision of April 1, 2008, shall follow the previous precedent.

Supplementary Provisions

1. These Regulations shall come into effect as of April 1, 2011; provided, however, that for the purpose of the application of the provisions of Article 21, paragraph 1 as revised, the said provisions shall become effective as of March 31, 2011.
(Interim Measure for Handling of the Retirement Allowance for an Employee Who Used to Be an Employee of the National Institute of Multimedia Education)
2. Notwithstanding the provisions of Article 21, paragraph 1 as revised, the calculation of the term of office for an employee of the University who used to be an employee of the now-defunct

National Institute of Multimedia Education (hereinafter, "National Institute of Multimedia Education") on or before March 31, 2009, excluding those who fall under the situation set forth in the following paragraph, shall follow the previous precedent.

3. For the purpose of calculating the term of office for an employee of the University who used to be an employee of the National Institute of Multimedia Education as of March 31, 2009, and became an employee of the Open University of Japan (OUJ) immediately thereafter and became an employee of the University immediately after a period of service at the OUJ, the period of his/her service at the National Institute of Multimedia Education and the period of his/her service at the OUJ shall be deemed to form an integral part of the whole period of his/her continued service as an employee of the University, except in the case wherein he/she has received retirement allowance (or pay in an amount equal thereto) as a result of his/her retirement from the National Institute of Multimedia Education and/or the OUJ.

Supplementary Provisions

1. These Regulations shall come into effect as of March 31, 2012 (hereinafter, "Effective Date").
2. In the event that an adjunct employee under the National University Corporation Kanazawa University Adjuncts Employment Regulations (hereinafter, "Adjunct Employment Regulations") whose working pattern is the same as that of a regular equivalent becomes immediately thereafter an employee of the University prior to the effective date without receiving retirement allowance, any period of a number of consecutive months in each of which he/she, as an adjunct employee, worked for no less than the scheduled hours per day on no less than 18 days thereof (including a leave of absence as set forth in Article 29 and Article 30 of the Adjunct Employment Regulations) shall be included in the whole period of his/her continued service as an employee of the University; provided, however, the calculated result of adding the period to his/her period of service as an employee immediately following the period shall be more than six (6) months.

Supplementary Provisions

(Effective Date)

1. These Regulations shall come into effect as of March 1, 2013.
(Interim Measure for Retirement Allowance)
2. For the purpose of application of the provisions of Article 9, item 1 (including examples given in Article 9, items 3 and 4 of the "New Retirement Allowance Regulations" as defined below) and the provisions of Article 9, item 2 of the Retirement Allowance Regulations for National University Corporation Kanazawa University Employees as revised (hereinafter, "New Retirement Allowance Regulations"), the wording "87%" under Article 9, item 1 of the New

Retirement Allowance Regulations shall be read as: “99%” for a period starting on March 1, 2013, and ending on March 31, 2014; “95%” for a period starting on April 1, 2014, and ending on March 31, 2015; and “91%” for a period starting on April 1, 2015, and ending on March 31, 2016.

3. For the purpose of the Regulations Revising a Part of the Retirement Allowance Regulations for National University Corporation Kanazawa University Employees as revised (Policy No. 618 of 2006), the wording “87%” under Supplementary Provisions, paragraph 2 of the said Regulations shall be read as: “99%” for a period starting on March 1, 2013, and ending on March 31, 2014; “95%” for a period starting on April 1, 2014, and ending on March 31, 2015; and “91%” for a period starting on April 1, 2015, and ending on March 31, 2016. At the same time, the wording “ 87 one-hundred-fourths” thereunder shall be read as: “99 one-hundred-fourths” for a period starting on March 1, 2013, and ending on March 31, 2014; “95 one-hundred-fourths” for a period starting on April 1, 2014, and ending on March 31, 2015; and “91 one-hundred-fourths” for a period starting on April 1, 2015, and ending on March 31, 2016.

Supplementary Provisions

These Regulations shall come into effect as of April 1, 2013.

Supplementary Provisions

These Regulations shall come into effect as of April 1, 2014.

Supplementary Provisions

These Regulations shall come into effect as of June 1, 2014.

Supplementary Provisions

These Regulations shall come into effect as of January 1, 2015.

Supplementary Provisions

These Regulations shall come into effect as of March 1, 2015.

Supplementary Provisions

These Regulations shall come into effect as of April 1, 2015.

Supplementary Provisions

1. These Regulations shall come into effect as of April 1, 2017 (hereinafter, “the Effective Date”).
2. The provisory clause of Article 21, paragraph 1 of these Regulations as revised shall not apply to any employee or medical processing technical staff who has been listed under Medical Care

Staff Basic Pay Schedule I as of the effective date hereof and has served as an employee or medical processing technical staff of the University for a period preceding the effective date hereof (excluding a period of his/her service as fixed-term medical care technical staff, etc.)

Supplementary Provisions

These Regulations shall come into effect as of January 1, 2018.

Supplementary Provisions

These Regulations shall come into effect as of March 1, 2018.

Exhibit 1. Matters related to Article 13, paragraph 2

(1) From April 1, 1996, to March 31, 2006

Staff Classification	Criteria	
	Basic Pay Schedule (which term shall mean Salary Schedule if the point in time concerned falls on or before March 31, 2004.)	Rank, Class of Salary, etc. (The term "An Executive Addition" as used therein shall refer to an additional payment relating to term-end bonus; and the term "An Allowance for a Managerial Job" as used therein shall refer to a special adjustment of salary if the point in time concerned falls on or before March 31, 2004.)
Classification No. 1	An employee in a specially designated high-level post	From fourth-class salary to eighth-class salary
Classification No. 2	An employee in a specially designated high-level post	From first-class salary to third-class salary
Classification No. 3	General Staff I	Rank 11
Classification No. 4	General Staff I	Rank 10
	Teaching Staff I	Rank 5 (Limited to any employee who has been entitled to an allowance for a managerial job)
Classification No. 5	General Staff I	Rank 9
	Teaching Staff I	Rank 5
	Medical Care Staff I	Rank 8
	Medical Care Staff II	Rank 7
Classification No. 6	General Staff I	Rank 8
	Teaching Staff I	Rank 4 (Limited to any employee who has been entitled to an allowance for a managerial job)
	Teaching Staff II	Rank 4 (Limited to any employee who has been entitled to a Class-IV allowance for a managerial job)
	Teaching Staff III	Rank 4 (Limited to any employee who has been entitled to a Class-IV allowance for a managerial job)

	Medical Care Staff I	Rank 6 or 7
	Medical Care Staff II	Rank 6
Classification No. 7	General Staff I	Rank 7
	General Staff II	Rank 6 (Limited to any employee who has been engaged in duties of personally directing and supervising at least three [3] persons acting as the head of a job category (or if two [2] persons acting as the head of job categories and the number of persons who have been engaged in duties of personally directing and supervising the said two [2] persons acting as the head of a job category would add up to 10 or more persons on average, the said two [2] persons acting as the head of a job category])
	Teaching Staff I	Rank 7
	Teaching Staff II	Rank 4 or Rank 3 (Limited to any employee who has been entitled to a Class-IV allowance for a managerial job)
	Teaching Staff III	Rank 4 or Rank 3 (Limited to any employee who has been entitled to a Class-IV allowance for a managerial job)
	Medical Care Staff II	Rank 5
	Classification No. 8	General Staff I
General Staff II		Rank 6
Teaching Staff I		Rank 3
Teaching Staff II		Rank 3 (Limited to any employee who has been entitled to a Class-V allowance for a managerial job); or Rank 2 (Limited to any employee whose years of experience after graduation from his/her senior year in university are at least 30 years)
Teaching Staff III		Rank 3 (Limited to any employee who has been entitled to a Class-V allowance for a managerial job); or Rank 2 (Limited to any employee whose years of experience after graduation from his/her senior year in university are at least 30 years)
Medical Care Staff I		Rank 5
Medical Care Staff II		Rank 7
Classification No. 9	General Staff I	Rank 4 or 5
	General Staff II	Rank 3 (Limited to any employee who had been listed under Administrative Officers' Salary Schedule II before June 1985 and whose ranking under his/her job category had been Rank 2 or a higher level for one or more period[s] of time or any employee who had been listed under Administrative Officers' Salary Schedule II or General Staff's Basic Pay Schedule II after July 1985 and whose ranking under his/her job

		category had been Rank 3 or a higher level for one or more period[s] of time, with a total of months falling in the period[s] going above 120 months, in either case); or Rank 4 or 5
	Teaching Staff I	Rank 2 (Limited to any employee who is entitled to a 5% executive addition)
	Teaching Staff II	Rank 2 (Limited to any employee whose years of experience after graduation from his/her senior year in university are at least 12 years)
	Teaching Staff III	Rank 2 (Limited to any employee whose years of experience after graduation from his/her senior year in university are at least 12 years)
	Medical Care Staff I	Rank 2 (Limited to any employee who had been listed under Medical Care Staff's Salary Schedule II before June 1985 and whose ranking under his/her job category had been Rank 4 or a higher level for one or more period[s] of time or any employee who had been listed under Medical Care Staff's Salary Schedule II or Medical Care Staff's Basic Pay Schedule I in or after July 1985 and whose ranking under his/her job category had been Rank 2 or a higher level for one or more period[s] of time, with a total of months falling in the period[s] going above 360 months in either case); or Rank 3 or 4.
	Medical Care Staff II	Rank 2 (Limited to any employee who had been listed under Medical Care Staff's Salary Schedule III before June 1985 and whose ranking under his/her job category had been Rank 3 or a higher level for one or more period[s] of time or any employee who had been listed under Medical Care Staff's Salary Schedule III or Medical Care Staff's Basic Pay Schedule II in or after July 1985 and whose ranking under his/her job category had been Rank 2 or a higher level for one or more period[s] of time, with a total of months falling in the period[s] going above 360 months in either case); or Rank 3.
Classification No. 10	Any employee other than those set forth above	

Remarks: For the purpose of application of staff classification before March 31, 2004, the term "Medical Care Staff I" as used in the "Basic Pay Schedule" column shall be read as "Medical Care Staff's Salary Schedule II" and the term "Medical Care Staff II" as used therein shall be read as "Medical Care Staff's Salary Schedule III."

(2) April 1, 2006, and thereafter

Staff Classification	Criteria	
	Basic Pay	Rank, Class of Salary, etc.

	Schedule	
Classification No. 1	Executive Salaries	
Classification No. 2	General Staff I	Rank 10
Classification No. 3	General Staff I	Rank 9
Classification No. 4	General Staff I	Rank 8
	Teaching Staff I	Rank 5 (Limited to any employee who has been entitled to an allowance for a managerial job)
Classification No. 5	General Staff I	Rank 7
	Teaching Staff I	Rank 5
	Medical Care Staff I	Rank 8
	Medical Care Staff II	Rank 7
Classification No. 6	General Staff I	Rank 6
	Teaching Staff I	Rank 4 (Limited to any employee who has been entitled to an allowance for a managerial job)
	Teaching Staff II	Rank 4 (Limited to any employee who has been entitled to a Class III allowance for a managerial job)
	Teaching Staff III	Rank 4 (Limited to any employee who has been entitled to a Class III allowance for a managerial job)
	Medical Care Staff I	Rank 6 or 7
	Medical Care Staff II	Rank 6
Classification No. 7	General Staff I	Rank 5
	General Staff II	Rank 5 (Limited to any employee who has been engaged in duties of personally directing and supervising at least three [3] persons acting as the head of a job category [or if two [2] persons acting as the head of a job categories and the number of persons who have been engaged in duties of personally directing and supervising the said two [2] persons acting as the head of a job category would add up to 10 or more persons on average, the said two [2] persons acting as the head of a job category])
	Teaching Staff I	Rank 7

	Teaching Staff II	Rank 4 or Rank 3 (Limited to any employee who has been entitled to a Class III allowance for a managerial job)
	Teaching Staff III	Rank 4 or Rank 3 (Limited to any employee who has been entitled to a Class III allowance for a managerial job)
	Medical Care Staff II	Rank 5
Classification No. 8	General Staff I	Rank 7
	General Staff II	Rank 5
	Teaching Staff I	Rank 3
	Teaching Staff II	Rank 3 (Limited to any employee who has been entitled to a Class-IV or higher class allowance for a managerial job); or Rank 2 (Limited to any employee whose years of experience after graduation from his/her senior year in university are at least 30 years)
	Teaching Staff III	Rank 3 (Limited to any employee who has been entitled to a Class-IV or higher class allowance for a managerial job); or Rank 2 (Limited to any employee whose years of experience after graduation from his/her senior year in university are at least 30 years)
	Medical Care Staff I	Rank 5
	Medical Care Staff II	Rank 7
Classification No. 9	General Staff I	Rank 3
	General Staff II	Rank 3 (Limited to any employee who had been listed under Administrative Officers' Salary Schedule II before June 1985 and whose ranking under his/her job category had been Rank 2 or a higher level for one or more period[s] of time or any employee who had been listed under Administrative Officers' Salary Schedule II or General Staff's Basic Pay Schedule II after July 1985 and whose ranking under his/her job category had been Rank 3 or a higher level for one or more period[s] of time, with a total of months falling in the period[s] over 120 months, in either case); or Rank 4.
	Teaching Staff I	Rank 2 (Limited to any employee who is entitled to a 5% executive addition)
	Teaching Staff II	Rank 2 (Limited to any employee whose years of experience after graduation from his/her senior year in university are at least 12 years)
	Teaching Staff III	Rank 2 (Limited to any employee whose years of experience after graduation from his/her senior year in university are at least 12

		years)
	Medical Care Staff I	Rank 2 (Limited to any employee who had been listed under Medical Care Staff's Salary Schedule II before June 1985 and whose ranking under his/her job category had been Rank 4 or a higher level for one or more period[s] of time or any employee who had been listed under Medical Care Staff's Salary Schedule II or Medical Care Staff's Basic Pay Schedule I in or after July 1985 and whose ranking under his/her job category had been Rank 2 or a higher level for one or more period[s] of time, with a total of months falling in the period[s] going above 360 months in either case); or Rank 3 or 4.
	Medical Care Staff II	Rank 2 (Limited to any employee who had been listed under Medical Care Staff's Salary Schedule III before June 1985 and whose ranking under his/her job category had been Rank 3 or a higher level for one or more period[s] of time or any employee who had been listed under Medical Care Staff's Salary Schedule III or Medical Care Staff's Basic Pay Schedule II in or after July 1985 and whose ranking under his/her job category had been Rank 2 or a higher level for one or more period[s] of time, with a total of months falling in the period[s] going above 360 months in either case); or Rank 3.
Classification No. 10	Any employee other than those set forth above	

Remarks: For the purpose of application of staff classification before May 31, 2014, the term "Class III allowance for a managerial job" as used in the "Rank, Class of Salary, etc." column shall be read as "Class IV allowance for a managerial job" and the term "Class IV allowance for a managerial job" as used therein shall be read as "Class V allowance for a managerial job."

Exhibit 2. Matters related to Article 13, paragraph 3, item 2

From April 1, 1996, to March 31, 1998	1,321,000 yen
From April 1, 1998, to November 30, 2002	1,346,000 yen
From December 1, 2002, to October 31, 2003	1,317,000 yen
From November 1, 2003, to November 30, 2005	1,301,000 yen
From December 1, 2005, to March 31, 2006	1,297,000 yen
On or after April 1, 2006	1,211,000 yen