

Retirement Allowance Payment Rate List for National University Corporation the University of Osaka Staff
(from 1 April 2004)

Number of years of continuous employment	Article 6			Article 7			Article 8	
	Item 2	Item 1		Item 1/2			Item 1/2	
	Retirement for Personal Reasons (< 25 years)	Retirement age/Dehiring/Off-duty death (< 20 years) Off-duty death (< 20 years) Off-duty injury, etc. (< 25 years)		Retirement for Personal Reasons (≥ 25 years)	Administrative or operational lowering of enrollment limit/restructuring or abolition of organization Off-duty accident and sickness (≥ 25 years)	Retirement age/dehiring (≥ 20 years and < 25 years) Off-duty death (≥ 20 years and < 25 years)	On-duty accident and sickness On-duty death Lawful improvement or elimination of organization Retirement age/Dehiring/Off-duty death (≥ 25 years) Off-duty death (≥ 25 years)	
< 6 months	0	1	1	1.25			1.5	
≥ 6 months	0.6	1	1	1.25			(2.7a for less than 1 year) 1.5 (3.6a)	
2	1.2	2	2	2.5			3 (4.5a)	
3	1.8	3	3	3.75			4.5 (5.4a)	
4	2.4	4	4	5			6 (5.4a)	
5	3	5	5	6.25			7.5	
6	4.5	6	6	7.5			9	
7	5.25	7	7	8.75			10.5	
8	6	8	8	10			12	
9	6.75	9	9	11.25			13.5	
10	7.5	10	10	12.5			15	
11	8.88	11.1	11.1	13.875			16.65	
12	9.76	12.2	12.2	15.25			18.3	
13	10.64	13.3	13.3	16.625			19.95	
14	11.52	14.4	14.4	18			21.6	
15	12.4	15.5	15.5	19.375			23.25	
16	13.28	16.6	16.6	20.75			24.9	
17	14.16	17.7	17.7	22.175			26.55	
18	15.04	18.8	18.8	23.5			28.2	
19	15.92	19.9	19.9	24.875			29.85	
20	21	22.47		28.0875	28.0875		33.705	
21	22.2	23.754		29.6925	29.6925		35.631	
22	23.4	25.038		31.2975	31.2975		37.557	
23	24.6	26.322		32.9025	32.9025		39.483	
24	25.8	27.606		34.5075	34.5075		41.409	
25	(Item 1 of Article 6 for 20 years or longer)			33.75	36.1125		43.335	
26				35.25	37.7175		45.261	
27				36.75	39.3225		47.187	
28				38.25	40.9275		49.113	
29				39.75	42.5325		51.039	
30				41.25	44.1375		52.965	
31				42.5	45.475		54.57	
32				43.75	46.8125		56.175	
33				45	48.15		57.78	
34				46.25	49.4875		59.385	
35				47.5	50.825		60.99	
36				48.75	〃		〃	
37				50	〃		〃	
38				51.25			〃	
39				52.5			〃	
40				53.75			〃	
41				55			〃	
42				56.25			〃	
43				57.5			〃	
44				58.75			〃	
45				60			〃	

(Note) shows the payment rate based on Item 2 of Supplementary Provisions.

Retirement Allowance Payment Rate List for National University Corporation the University of Osaka Staff
(from 1 October 2004)

Number of years of continuous employment	Article 6			Article 7			Article 8	
	Item 2	Item 1		Item 1/2			Item 1/2	
	Retirement for Personal Reasons (< 25 years)	Retirement age/Dehiring/Off-duty death (< 20 years) Off-duty death (< 20 years) Off-duty injury, etc. (< 25 years)		Retirement for Personal Reasons (≥ 25 years)	Administrative or operational lowering of enrollment limit/restructuring or abolition of organization Off-duty accident and sickness (≥ 25 years)	Retirement/dehiring (≥ 20 years and < 25 years) Off-duty death (≥ 20 years and < 25 years)	On-duty accident and sickness On-duty death Lawful improvement or elimination of organization Retirement/Dehiring/Off-duty death (≥ 25 years) Off-duty death (≥ 25 years)	
< 6 months	0	1	1	1.25			1.5	
≥ 6 months 1 year	0.6	1	1	1.25			(2.7a for less than 1 year) 1.5 (3.6a)	
2	1.2	2	2	2.5			3 (4.5a)	
3	1.8	3	3	3.75			4.5 (5.4a)	
4	2.4	4	4	5			6 (5.4a)	
5	3	5	5	6.25			7.5	
6	4.5	6	6	7.5			9	
7	5.25	7	7	8.75			10.5	
8	6	8	8	10			12	
9	6.75	9	9	11.25			13.5	
10	7.5	10	10	12.5			15	
11	8.88	11.1	11.1	13.875			16.65	
12	9.76	12.2	12.2	15.25			18.3	
13	10.64	13.3	13.3	16.625			19.95	
14	11.52	14.4	14.4	18			21.6	
15	12.4	15.5	15.5	19.375			23.25	
16	13.28	16.6	16.6	20.75			24.9	
17	14.16	17.7	17.7	22.175			26.55	
18	15.04	18.8	18.8	23.5			28.2	
19	15.92	19.9	19.9	24.875			29.85	
20	21	21.84		27.3		27.3	32.76	
21	22.2	23.088		28.86		28.86	34.632	
22	23.4	24.336		30.42		30.42	36.504	
23	24.6	25.584		31.98		31.98	38.376	
24	25.8	26.832		33.54		33.54	40.248	
25	(Item 1 of Article 6 for 20 years or longer)			33.75			42.12	
26				35.25			43.992	
27				36.75			45.864	
28				38.25			47.736	
29				39.75			49.608	
30				41.25			51.48	
31				42.5			53.04	
32				43.75			54.6	
33				45			56.16	
34				46.25			57.72	
35				47.5			59.28	
36				48.75	〃		〃	
37				50			〃	
38				51.25			〃	
39				52.5			〃	
40				53.75			〃	
41				55			〃	
42				56.25			〃	
43				57.5			〃	
44				58.75			〃	
45				59.28			〃	

(Note) ■ shows the payment rate based on Item 2 of Supplementary Provisions.

Basic Retirement Allowance Payment Rate List for National University Corporation the University of Osaka Staff
(from 1 April 2006)

Length of Service	Article 6			Article 7	Article 8
	Item 2	Item 1		Item 1/2	Item 1/2
	Retirement for Personal Reasons	Retirement age/dehiring/Off-duty death (< 11 years)	Off-duty injury, etc.	Administrative or operational dismissal due to unavoidable circumstances (< 25 years) Retirement age/dehiring/Off-duty death (≥ 11 years and < 25 years)	On-duty accident and sickness On-duty decease Dismissal due to lawful restructuring or abolition of organization Administrative or operational dismissal due to unavoidable circumstances (≥ 25 years) Retirement age/dehiring/Off-duty death (≥ 25 years)
< 6 months	0	0	1	1.25	1.5
≥ 6 months 1 year	0.6	1	1	1.25	(2.7a for less than 1 year) 1.5 (3.6a)
2	1.2	2	2	2.5	3 (4.5a)
3	1.8	3	3	3.75	4.5 (5.4a)
4	2.4	4	4	5	6 (5.4a)
5	3	5	5	6.25	7.5
6	3.6	6	6	7.5	9
7	4.2	7	7	8.75	10.5
8	4.8	8	8	10	12
9	5.4	9	9	11.25	13.5
10	6	10	10	12.5	15
11	8.88		11.1	13.875	16.65
12	9.76		12.2	15.25	18.3
13	10.64		13.3	16.625	19.95
14	11.52		14.4	18	21.6
15	12.4		15.5	19.375	23.25
16	15.39		17.1	21.375	24.9
17	16.83		18.7	23.375	26.55
18	18.27		20.3	25.375	28.2
19	19.71		21.9	27.375	29.85
20	(Item 1 of Article 6 for 20 years or longer) 23.5		24.44	30.55	32.76
21	25.5		26.52	32.63	34.476
22	27.5		28.6	34.71	36.192
23	29.5		30.68	36.79	37.908
24	31.5		32.76	38.87	39.624
25	33.5		34.84		41.34
26	35.1		36.504		43.212
27	36.7		38.168		45.084
28	38.3		39.832		46.956
29	39.9		41.496		48.828
30	41.5		43.16		50.7
31	42.7		44.408		52.572
32	43.9		45.656		54.444
33	45.1		46.904		56.316
34	46.3		48.152		58.188
35	47.5		49.4		59.28
36	48.7		49.4		〃
37	49.9		49.9		〃
38	51.1		51.1		〃
39	52.3		52.3		〃
40	53.5		53.5		〃
41	54.7		54.7		〃
42	55.9		55.9		〃
43	57.1		57.1		〃
44	58.3		58.3		〃
45	59.28		59.28		〃

- (Note) 1. ■ shows the payment rate based on Item 2 of Supplementary Provision.
2. Figure in () shows the basic assured retirement allowance payment rate.
3. "a " next to numbers in the figure shows monthly payment of basic salary.
(The monthly payment of basic salary consists of the total amount of basic salary and the adjusted amount thereof.)

Basic Retirement Allowance Payment Rate List for National University Corporation the University of Osaka Staff
(from 1 January 2013)

Length of Service	Article 6			Article 7	Article 8
	Item 2	Item 1			
	Retirement for Personal Reasons	Retirement age/dehiring/Off-duty death (< 11 years)	Off-duty injury, etc.		
< 6 months	0	0	0.98	1.225	1.47
≧ 6 months 1 year	0.588	0.98	0.98	1.225	(2.7a for less than 1 year) 1.47 (3.6a)
2	1.176	1.96	1.96	2.45	2.94 (4.5a)
3	1.764	2.94	2.94	3.675	4.41 (5.4a)
4	2.352	3.92	3.92	4.9	5.88 (5.4a)
5	2.94	4.9	4.9	6.125	7.35
6	3.528	5.88	5.88	7.35	8.82
7	4.116	6.86	6.86	8.575	10.29
8	4.704	7.84	7.84	9.8	11.76
9	5.292	8.82	8.82	11.025	13.23
10	5.88	9.8	9.8	12.25	14.7
11	8.7024		10.878	13.598	16.317
12	9.5648		11.956	14.945	17.934
13	10.427		13.034	16.293	19.551
14	11.29		14.112	17.64	21.168
15	12.152		15.19	18.988	22.785
16	15.082		16.758	20.948	24.402
17	16.493		18.326	22.908	26.019
18	17.905		19.894	24.868	27.636
19	19.316		21.462	26.828	29.253
20	(Item1 of Article 6 for 20 years or longer) 23.03		23.03	28.788	30.87
21	24.99		24.99	30.748	32.487
22	26.95		26.95	32.708	34.104
23	28.91		28.91	34.668	35.721
24	30.87		30.87	36.628	37.338
25	32.83		32.83		38.955
26	34.398		34.398		40.719
27	35.966		35.966		42.483
28	37.534		37.534		44.247
29	39.102		39.102		46.011
30	40.67		40.67		47.775
31	41.846		41.846		49.539
32	43.022		43.022		51.303
33	44.198		44.198		53.067
34	45.374		45.374		54.831
35	46.55		46.55		55.86
36	47.726		47.726		〃
37	48.902		48.902		〃
38	50.078		50.078		〃
39	51.254		51.254		〃
40	52.43		52.43		〃
41	53.606		53.606		〃
42	54.782		54.782		〃
43	55.86		55.86		〃
44	55.86		55.86		〃
45	55.86		55.86		〃

- Figure shows the payment rate based on Item 2 through 5 of Supplementary Provision (implemented as of 1 January 2004) and Item 2 Supplementary Provision (implemented as of 1 January 2013) .
- (Note) 1. Figure in () shows the basic assured retirement allowance payment rate.
2. "a " next to numbers in the figure shows monthly payment of basic salary.
3. (The monthly payment of basic salary consists of the total amount of basic salary, the adjusted amount thereof (including any amount of additional payment), monthly amount of dependent allowance and monthly amount of regional allowance.)

Basic Retirement Allowance Payment Rate List for National University Corporation the University of Osaka Staff
(from 1 October 2013)

Length of Service	Article 6			Article 7	Article 8
	Item 2	Item 1			
	Retirement for Personal Reasons	Retirement age/dehiring/Off-duty death (< 11 years)	Off-duty injury, etc.		
< 6 months	0	0	0.92	1.15	1.38
Ⅳ/6 months 1 year	0.552	0.92	0.92	1.15	(2.7a for less than 1 year) 1.38 (3.6a)
2	1.104	1.84	1.84	2.3	2.76 (4.5a)
3	1.656	2.76	2.76	3.45	4.14 (5.4a)
4	2.208	3.68	3.68	4.6	5.52 (5.4a)
5	2.76	4.6	4.6	5.75	6.9
6	3.312	5.52	5.52	6.9	8.28
7	3.864	6.44	6.44	8.05	9.66
8	4.416	7.36	7.36	9.2	11.04
9	4.968	8.28	8.28	10.35	12.42
10	5.52	9.2	9.2	11.5	13.8
11	8.1696		10.212	12.765	15.318
12	8.9792		11.224	14.03	16.836
13	9.7888		12.236	15.295	18.354
14	10.598		13.248	16.56	19.872
15	11.408		14.26	17.825	21.39
16	14.159		15.732	19.665	22.908
17	15.484		17.204	21.505	24.426
18	16.808		18.676	23.345	25.944
19	18.133		20.148	25.185	27.462
20	21.62		21.62	27.025	28.98
21	23.46		23.46	28.865	30.498
22	25.3		25.3	30.705	32.016
23	27.14		27.14	32.545	33.534
24	28.98		28.98	34.385	35.052
25	30.82		30.82		36.57
26	32.292		32.292		38.226
27	33.764		33.764		39.882
28	35.236		35.236		41.538
29	36.708		36.708		43.194
30	38.18		38.18		44.85
31	39.284		39.284		46.506
32	40.388		40.388		48.162
33	41.492		41.492		49.818
34	42.596		42.596		51.474
35	43.7		43.7		52.44
36	44.804		44.804		//
37	45.908		45.908		//
38	47.012		47.012		//
39	48.116		48.116		//
40	49.22		49.22		//
41	50.324		50.324		//
42	51.428		51.428		//
43	52.44		52.44		//
44	52.44		52.44		//
45	52.44		52.44		//

- (Note) 1. Figure shows the payment rate based on Item 2 through 5 of Supplementary Provision (implemented as of 1 January 2004) and Item 2 Supplementary Provision (implemented as of 1 January 2013) .
2. Figure in () shows the basic assured retirement allowance payment rate.
3. "a " next to numbers in the figure shows monthly payment of basic salary.
(The monthly payment of basic salary consists of the total amount of basic salary, the adjusted amount thereof (including any amount of additional payment), monthly amount of dependent allowance and monthly amount of regional allowance.)

Basic Retirement Allowance Payment Rate List for National University Corporation the University of Osaka Staff
(from 1 November 2013)

Length of Service	Article 6			Article 7	Article 8
	Item 2	Item 1			
	Retirement for Personal Reasons	Retirement age/Applied for and Approved Retirement (No. 1)/Off-duty death (<11 years)	Off-duty injury, etc.		
<6 months	0	0	0.92		1.38
≥ 6 months	0.552	0.92	0.92		(2.7a for less than 1 year)
1 year					1.38 (3.6a)
2	1.104	1.84	1.84		2.76 (4.5a)
3	1.656	2.76	2.76		4.14 (5.4a)
4	2.208	3.68	3.68		5.52 (5.4a)
5	2.76	4.6	4.6		6.9
6	3.312	5.52	5.52		8.28
7	3.864	6.44	6.44		9.66
8	4.416	7.36	7.36		11.04
9	4.968	8.28	8.28		12.42
10	5.52	9.2	9.2		13.8
11	8.1696		10.212	12.765	15.318
12	8.9792		11.224	14.03	16.836
13	9.7888		12.236	15.295	18.354
14	10.598		13.248	16.56	19.872
15	11.408		14.26	17.825	21.39
16	14.159		15.732	19.665	22.908
17	15.484		17.204	21.505	24.426
18	16.808		18.676	23.345	25.944
19	18.133		20.148	25.185	27.462
20	21.62		21.62	27.025	28.98
21	23.46		23.46	28.865	30.498
22	25.3		25.3	30.705	32.016
23	27.14		27.14	32.545	33.534
24	28.98		28.98	34.385	35.052
25	30.82		30.82		36.57
26	32.292		32.292		38.226
27	33.764		33.764		39.882
28	35.236		35.236		41.538
29	36.708		36.708		43.194
30	38.18		38.18		44.85
31	39.284		39.284		46.506
32	40.388		40.388		48.162
33	41.492		41.492		49.818
34	42.596		42.596		51.474
35	43.7		43.7		52.44
36	44.804		44.804		//
37	45.908		45.908		//
38	47.012		47.012		//
39	48.116		48.116		//
40	49.22		49.22		//
41	50.324		50.324		//
42	51.428		51.428		//
43	52.44		52.44		//
44	52.44		52.44		//
45	52.44		52.44		//

- (Note) 1. Figure shows the payment rate based on Item 2 through 5 of Supplementary Provision (implemented as of 1 January 2004) and Item 2 Supplementary Provision (implemented as of 1 January 2013) .
2. Figure in () shows the basic assured retirement allowance payment rate.
3. "a " next to numbers in the figure shows monthly payment of basic salary.
(The monthly payment of basic salary consists of the total amount of basic salary, the adjusted amount thereof (including any amount of additional payment), monthly amount of dependent allowance and monthly amount of regional allowance.)

Basic Retirement Allowance Payment Rate List for National University Corporation the University of Osaka Staff
(from 1 July 2014)

Length of Service	Article 6			Article 7	Article 8
	Item 2	Item 1			
	Retirement for Personal Reasons	Retirement age/Applied for and Approved Retirement (No. 1)/Off-duty death (< 11 years)	Off-duty injury, etc.		
< 6 months	0	0	0.87		1.305
≥ 6 months	0.552	0.87	0.87		(2.7a for less than 1 year)
1 year					1.305 (3.6a)
2	1.044	1.74	1.74		2.61 (4.5a)
3	1.566	2.61	2.61		3.915 (5.4a)
4	2.088	3.48	3.48		5.22 (5.4a)
5	2.61	4.35	4.35		6.525
6	3.132	5.22	5.22		7.83
7	3.654	6.09	6.09		9.135
8	4.176	6.96	6.96		10.44
9	4.698	7.83	7.83		11.745
10	5.22	8.7	8.7		13.05
11	7.7256		9.657	12.0713	14.486
12	8.4912		10.614	13.2675	15.921
13	9.2568		11.571	14.4638	17.357
14	10.022		12.528	15.66	18.792
15	10.788		13.485	16.8563	20.228
16	13.389		14.877	18.5963	21.663
17	14.642		16.269	20.3363	23.099
18	15.895		17.661	22.0763	24.534
19	17.148		19.053	23.8163	25.97
20	20.445		20.445	25.5563	27.405
21	22.185		22.185	27.2963	28.841
22	23.925		23.925	29.0363	30.276
23	25.665		25.665	30.7763	31.712
24	27.405		27.405	32.5163	33.147
25	29.145		29.145		34.583
26	30.537		30.537		36.149
27	31.929		31.929		37.715
28	33.321		33.321		39.281
29	34.713		34.713		40.847
30	36.105		36.105		42.413
31	37.149		37.149		43.979
32	38.193		38.193		45.545
33	39.237		39.237		47.111
34	40.281		40.281		48.677
35	41.325		41.325		49.59
36	42.369		42.369		〃
37	43.413		43.413		〃
38	44.457		44.457		〃
39	45.501		45.501		〃
40	46.545		46.545		〃
41	47.589		47.589		〃
42	48.633		48.633		〃
43	49.59		49.59		〃
44	49.59		49.59		〃
45	49.59		49.59		〃

- (Note) 1. Figure shows the payment rate based on Item 2 through 5 of Supplementary Provision (implemented as of 1 January 2004) and Item 2 Supplementary Provision (implemented as of 1 January 2013) .
2. Figure in () shows the basic assured retirement allowance payment rate.
3. "a " next to numbers in the figure shows monthly payment of basic salary.
(The monthly payment of basic salary consists of the total amount of basic salary, the adjusted amount thereof (including any amount of additional payment), monthly amount of dependent allowance and monthly amount of regional allowance.)

Basic Retirement Allowance Payment Rate List for National University Corporation the University of Osaka Staff
(1 Jan, 2018~)

Length of Service	Article 6			Article 7	Article 8		
	Item 2	Item 1			Administrative or operational dismissal due to unavoidable circumstances/Applied for and Approved Retirement (No. 2)/On-duty death/On-duty accident and sickness	Retirement age/Applied for and Approved Retirement (No. 1)/Off-duty death (≥ 25 years)	
	Retirement for Personal Reasons	Retirement age/Applied for and Approved Retirement (No. 1)/Off-duty death (< 11 years)	Off-duty injury, etc.				
< 6 months	0	0	0.837		1.2555		
≥ 6 months 1 year	0.5022	0.837	0.837		(2.7a for less than 1 year) 1.2555 (3.6a)		
2	1.0044	1.674	1.674		2.511 (4.5a)		
3	1.5066	2.511	2.511		3.7665 (5.4a)		
4	2.0088	3.348	3.348		5.022 (5.4a)		
5	2.511	4.185	4.185		6.2775		
6	3.0132	5.022	5.022		7.533		
7	3.5154	5.859	5.859		8.7885		
8	4.0176	6.696	6.696		10.044		
9	4.5198	7.533	7.533		11.2995		
10	5.022	8.37	8.37		12.555		
11	7.43256		9.2907	11.613375	13.93605		
12	8.16912		10.2114	12.76425	15.3171		
13	8.90568		11.1321	13.915125	16.69815		
14	9.64224		12.0528	15.066	18.0792		
15	10.3788		12.9735	16.216875	19.46025		
16	12.88143		14.3127	17.890875	20.8413		
17	14.08671		15.6519	19.564875	22.22235		
18	15.29199		16.9911	21.238875	23.6034		
19	16.49727		18.3303	22.912875	24.98445		
20	(Item 1 of Article 6 for 20 years or longer)	19.6695	19.6695	24.586875	26.3655		
21		21.3435	21.3435	26.260875	27.74655		
22		23.0175	23.0175	27.934875	29.1276		
23		24.6915	24.6915	29.608875	30.50865		
24		26.3655	26.3655	31.282875	31.8897		
25		28.0395	28.0395		33.27075		
26	(Item 1 of Article 6 for 20 years or longer)	29.3787	29.3787		34.77735		
27		30.7179	30.7179		36.28395		
28		32.0571	32.0571		37.79055		
29		33.3963	33.3963		39.29715		
30		34.7355	34.7355		40.80375		
31		35.7399	35.7399		42.31035		
32	36.7443	36.7443		43.81695			
33	37.7487	37.7487		45.32355			
34	38.7531	38.7531		46.83015			
35	39.7575	39.7575		47.709			
36	40.7619	40.7619		〃			
37	41.7663	41.7663		〃			
38	42.7707	42.7707		〃			
39	43.7751	43.7751		〃			
40	44.7795	44.7795		〃			
41	45.7839	45.7839		〃			
42	46.7883	46.7883		〃			
43	47.709	47.709		〃			
44	47.709	47.709		〃			
45	47.709	47.709		〃			

- (Note) 1. Figure shows the payment rate based on Item 2 through 5 of Supplementary Provision (implemented as of 14 April
2. Figure in () shows the basic assured retirement allowance payment rate.
3. "a " next to numbers in the figure shows monthly payment of basic salary.
(The monthly payment of basic salary consists of the total amount of basic salary, the adjusted amount thereof (including any amount of additional payment), monthly amount of dependent allowance and monthly amount of regional allowance.)