

Regulations Pertaining to Retirement Allowance for National University Corporation Osaka University Staff

Note: The document below is an English translation of the University Work Regulations, originally composed in Japanese. The English version of the Work Regulations has been provided merely as a reference for international researchers and employees. Therefore, it should not be considered an official employment contract. Please note that any and all official employment contracts are concluded solely on the basis of the Japanese version of the Work Regulations.

Chapter 1: General Provisions

(Purpose)

Article 1: The purpose of these regulations shall be to define matters relating to retirement allowance in accordance with Article 52 of The Work Regulations for National University Osaka University Staff (hereinafter referred to as "The Work Regulations") for members of National University Corporation Osaka University (hereinafter referred to as "the University") working on full time basis (hereinafter referred to as "Employee(s)") and eligible for application of The Work Regulations.

(Payment of Retirement Allowance)

Article 2: Retirement allowance shall be paid to retiring Employees or the surviving family in all cash with the exception of cases of the existence of labor agreement in accordance with laws and ordinances or the proviso of Item 1, Article 24 of The Labor Standards Law (Law No. 49 of 1947). However, subject to agreement by the Employee, retirement allowance may be paid into an account in a stipulated bank or other financial institution.

2. The retirement allowance set forth in the foregoing Paragraph shall be paid no later than 1 month after the day of retirement. However, the foregoing provision shall not apply in cases where the location of the Employee concerned cannot be confirmed or in cases where other special circumstances exist.

(Non-payment of Retirement Allowance)

Article 3: Notwithstanding the provisions of the foregoing article, retirement allowance shall not be paid under any of the circumstances detailed hereunder. However, in cases where provision No. 6 applies, retirement allowance shall be paid within 1 month after the confirmation of the verdict, in respect of the period of continuous employment prior to the retirement, if requested by the Employee provided that it can be confirmed, after retirement, that said Employee is not guilty, or is subject to imposition of a sentence less than a punitive fine.

(1) In cases where the Employee concerned transfers to another National University Corporation or organization equivalent (hereinafter referred to as "National University Corporation") or, for the purposes of human resources exchange, to a national or regional public organization, a local incorporated administrative agency established in accordance with Article 7 of The Local Incorporated Administrative Agency Law (Law No. 118 of 2003), a government finance corporation as defined in Article 1 of the Act on Budget and Account Settlement of the Okinawa Development Finance Corporation (Law No. 99 of 1951), or otherwise a corporation established in accordance with special laws (except an agency engaged in administrative execution defined in item 4, Article 2 of the Act on General Rules for Incorporated Administrative Agencies (Law No. 103 of 1999) the work of which is closely associated with general affairs or the business of the Government (hereinafter referred to as "regional public organization"), and where the period of continuous service at the University is included in calculation of the period of continuous service at said National University Corporation, or national or regional public organization.

(2) In cases where the Employee concerned is dismissed during probation period, or where a decision is made not to employ said Employee at the end of said probation period in accordance with the provisions of Item 2, Article 10 of The Work Regulations.

(3) In cases where the Employee concerned assumes the post of Trustee (excluding the case where the Employee concerned is not required to work full-time as a Trustee) in accordance with the terms and provisions of Item 4, Article 17 of The Work Regulations (If the Employee concerned retires from the University in order to assume the post of Trustee and no retirement allowance is paid upon the retirement from the post of Trustee, the timing of payment of the retirement allowance and calculation method, etc., of the retirement allowance shall be determined separately).

- (4) In cases where the work contract of the Employee concerned is newly concluded in accordance with the provision of No. 5, Article 17 of The Work Regulations (this provision shall only apply to cases where the Employee falls under the definition of “Employee”, as specified in Article 1 of the Regulations Pertaining to Retirement Allowance for National University Corporation Osaka University Limited Term Staff, hereinafter referred to as “The Retirement Allowance Regulations for Limited Term Staff”).
 - (5) In cases where the Employee concerned is dismissed in accordance with the provisions of any of the numbers Item 2, Article 21 of The Work Regulations, or is subject to punitive dismissal in accordance with No. 5, Item 2, Article 37 of the same regulations (including cases where corresponding circumstances such dismissal or punitive dismissal come to light after retirement of the Employee concerned and before payment of retirement allowance).
 - (6) In cases where the Employee concerned is subject to criminal prosecution and said Employee retires prior to confirmation of the relevant verdict (excluding cases of summary proceedings in accordance with the provisions of the 6th volume of the Criminal Procedure Code (Law No. 131 of 1948) only in cases where a sentence in excess of imprisonment is determined with respect for crime for which said Employee is prosecuted) (including cases where Employee concerned is subject to prosecution after retirement and prior to payment of retirement allowance and where such prosecution is related to a criminal case concerning an act committed during the basic period of employment).
 - (7) In cases where the Employee concerned is retired in less than 6 months from the date of employment (excluding individuals other than those to whom The Salary Regulations for National University Corporation Osaka University Staff Subject to Annual Salary System (hereinafter referred to as the “Salary Regulations for Staff Subject to Annual Salary System”) apply throughout the entire period, and who meet any of the conditions in the provisions of No. 1 and 2, Item 3, Article 5).
 - (8) In cases where the Employee concerned who became an academic staff member on or after the date following the first 31 March arriving after the date when the Employee concerned reached the retirement age defined in No. 3, Item 1, Article 19 of The Work Regulations effective as of 31 March 2010 (hereinafter referred to as the “Former Retirement Age Date”) retires from the University (excluding cases where the Employee concerned retires from the University in order to assume the post of Trustee and no retirement allowance is paid upon the retirement from the post of Trustee, and where the Employee concerned becomes an academic staff member of the University after retirement from the post of Trustee).
2. In addition to the provisions of the foregoing item, in cases where corresponding circumstances such as dismissal or punitive dismissal in accordance with the provisions of No.5 of the foregoing item come to light after payment of retirement allowance, the Employee concerned shall return the full amount of said retirement allowance already paid.

(Reduction of Retirement Allowance)

Article 4: Notwithstanding the provisions of Article 2, in cases where an Employee is dismissed under instruction of the University in accordance with the provisions of No. 4, Item 2, Article 37 of The Work Regulations, the retirement allowance of the said Employee may be reduced to the extent of 50% of the retirement allowance paid in the case of retirement for personal reasons.

2. In addition to the provisions of the foregoing item, in cases where circumstances warranting resignation of the Employee concerned at the suggestion of the University set forth in said item come to light after payment of retirement allowance, said Employee may be obliged to pay back part of the retirement allowance already paid to the extent set forth in said item.

(Definition of Period of Continuous Employment)

Article 5: The term “period of continuous employment” used in these regulations shall refer to the period during which the Employee concerned has been continuously employed at the University.

2. In cases where the period of continuous employment of the foregoing item includes any of the periods defined hereunder, the period of continuous employment shall be defined as the actual period of continuous employment minus the said period defined hereunder by each of the Items. (Applicable only for months in which the duration of work extends from the beginning to the end of the month).

(1) The applicable period of Salary Regulations for Staff Subject to Annual Salary System.

(2) The period defined in the regulations pertaining to Leave to Accompany Spouse for the National University Corporation Osaka University Staff in the leaves of absence defined in Article 14.

(3) The period that is equivalent to one-half of the periods of leaves defined in the provisions of Article 14 of The Work Regulations (excluding leave shown in the preceding No, leave due to injury or illness arising

from work-related accidents (hereinafter referred to as “work-related accidents”) in accordance with No. 1, Item 1, Article 7 of the Industrial Accident Compensation Insurance Act (Law No. 50 of 1947) and leave for the purposes of work in national organizations, etc. and other leave recognized by the University).

- (4) Period of suspension as stipulated in Item 3, Paragraph 2, Article 37 of the Work Regulations: The period equivalent to one-half of the said period
 - (5) Period of Childcare and Family Care Leave taken (Excluding the period in the next Item.) in accordance with Regulation Pertaining to Childcare and Family Care Leave for National University Corporation Osaka University Staff (Hereinafter referred to as “Regulation for Childcare and Family Care Leave”): The period that equivalent to one-half of the said period
 - (6) Period of childcare leave (Including parental leave.) taken in accordance with the Regulation for Childcare and Family Care Leave (Limited to the period until the month that includes the date of which the child pertaining to childcare leave attains the age of 1 year.): The period equivalent to one-third of the said period
3. In cases where calculation of the period of continuous employment in accordance with the provisions of the foregoing 2 items produces fractions of less than 1 year, said fractions shall be rounded down to the nearest full year. However, in the cases set forth hereunder, periods of continuous employment of less than 1 year shall be taken as 1 year of continuous work at the University.
- (1) Resignation from the University due to injury, illness or death.
 - (2) Dismissal from the University in accordance with the provisions of No. 5, Item 1, Article 21 of The Work Regulations.
 - (3) Resignation from the University for reasons other than those set forth in foregoing Item1 and Item 2 (only in cases of periods of continuous employment of 6 months or more).
4. The provisions of the foregoing item shall not apply to calculation of periods of continuous employment for calculation of retirement allowance amounts in accordance with the provisions of Article 10-3.
5. Notwithstanding the provisions of Item 1, periods (only periods of full-time employment) falling under any of the categories detailed hereunder shall be included in the period of continuous employment. However, said periods detailed hereunder shall not be included in the period of continuous employment where said period terminates after payment of retirement allowance.
- (1) Periods engaged in national public service (for those other than successive Employees, only in cases of human resources exchange with national organizations).
 - (2) Periods engaged in service at other National University Corporations (only in cases where the National University Corporation applies regulations pertaining to cumulative calculation of periods of continuous employment equivalent to those of the University).
 - (3) Periods engaged in regional public service (only in cases of Employees who are hired by the University for the purposes of human resources exchange with regional public service organizations that provide regulations pertaining to cumulative calculation of periods of continuous employment equivalent to those of the University).
 - (4) Periods of service as a trustee of the University or other National University Corporations (only in cases where the National University Corporation applies regulations pertaining to cumulative calculation of periods of continuous employment equivalent to those of the University).
 - (5) Periods while The Retirement Allowance Regulations for Limited Term Staff apply to the Employee.
6. In cases where a period corresponding to the period as specified in each number of Item 2 (including a period approved by the University as a similar period) is included in the period that shall be included in the period of continuous employment in accordance with the provisions of the foregoing item, necessary adjustments shall be made in calculating the period of continuous employment.

(Regular Retirement Allowance)

Article 5-2: The amount of retirement allowance for retiring Employees shall be the basic retirement allowance calculated in accordance with the provisions of Articles 6 through 9 with the addition of the corresponding adjustments defined in the provisions of Article 10-2.

2. When the confirmed amount of retirement allowance calculated in accordance with these regulations contains fractions of less than 1 yen, such fractions shall be discarded.

Chapter 2: Retirement Allowance

(Basic Retirement Allowance for Employees Retiring for Personal Reasons, etc.)

Article 6: With the exception of Employees set forth in Item 1 of the following article or Item 1 Article 8, the basic retirement allowance for Employees to whom the Salary Regulations for National University Corporation Osaka University Staff (Hereinafter referred to as "the Salary Regulations") apply (Hereinafter referred to as "Staff to whom Salary Regulations apply") shall be the total of the basic salary and the adjusted monthly amount (including any amount of additional payment) applicable on the day of retirement in accordance with the provisions of Article 10 of The Salary Regulations for Staff (hereinafter referred to as "The Basic Monthly Amount"; excluding, however, the amount of basic monthly amount defined in Article 10-3) multiplied by the number of periods of continuous employment in line with the categories and ratios detailed hereunder.

- (1) 1 year or more and 10 years or less: 100% per annum
- (2) 11 years or more and 15 years or less: 110% per annum
- (3) 16 years or more and 20 years or less: 160% per annum
- (4) 21 years or more and 25 years or less: 200% per annum
- (5) 26 years or more 30 years or less: 160% per annum
- (6) 31 years or more: 120% per annum

2. The basic retirement allowance for Employees retiring for personal reasons, etc. (excluding retirement due to injury, illness or death, and Applied for and Approved retirement defined in Article 10-4 (hereinafter referred to as the "Applied for and Approved Retirees"); and including cases of dismissal under the provisions of No. 1 through No. 4, Item 1, Article 21 of The Work Regulations; hereinafter referred to as the "Retirees for Personal Reasons, etc.") shall be, if the Employee concerned falls under any of the categories listed in the following numbers and notwithstanding the provisions of the foregoing item, equivalent to the amount calculated in accordance with the foregoing item multiplied by the corresponding ratios given hereunder.

- (1) 1 year or more 10 years or less: 60% per annum
- (2) 11 years or more 15 years or less: 80% per annum
- (3) 16 years or more 19 years or less: 90% per annum

3. Excluding individuals set forth in Paragraph 1 of the following Article or Items in Paragraph 1, Article 8, the Basic Retirement Allowance for Employees to whom Salary Regulations for National University Corporation Osaka University Staff Subject to New Annual Salary System (Hereinafter referred to as "Salary Regulations for Staff Subject to New Annual Salary System") apply (Hereinafter referred to as "Staff to whom Staff Subject to New Annual Salary System apply") shall be calculated by applying Starting Salary, Promotion, and regulations pertaining to pay rise as University Staff to whom Salary Regulations for Staff Subject to New Annual Salary System applies.

(Basic Retirement Allowance for Retirement Age Retirement after a Period of Continuous Employment of more than 11 Years and Less than 25 years, etc.)

Article 7: Of the Staff to whom Salary Regulations apply, the basic retirement allowance for Employees with a continuous employment record of more than 11 years and less than 25 years set forth hereunder shall be equivalent to the basic salary applicable on the day of retirement of said Employee multiplied by the number of periods of continuous employment in line with the categories and ratios detailed hereunder.

- (1) Employees retiring from the University in accordance with the provisions of No. 1 or 4, Article 17 of The Work Regulations after a period of continuous employment of 11 years or more but less than 25 years (excluding Employees not eligible for payment of retirement allowance upon retirement in accordance with the provisions of Item 1, Article 2).
- (2) Employees retiring from the University due to death after a period of continuous employment of 11 years or more but less than 25 years (only in cases where the death is due to reasons other than Work-related Accident(s)).
- (3) Employees retiring, not caused by their fault, after the day of attaining the age of retirement in accordance with the provisions of Item 1, Article 17 of The Work Regulations (Hereinafter referred as "Retirement Age") from the University after a period of continuous employment of 11 years or more but less than 25 years
- (4) Employees retiring as Applied for and Approved Retirees (only those who are retiring as a result of the solicitation defined in No. 1, Item 1, Article 10-4) from the University prior to reaching retirement age after a period of continuous employment of 11 years or more but less than 25 years.

2. Categories and ratios pertaining to the periods of continuous employment set forth in the foregoing item are detailed hereunder.

- (1) 1 year or more and 10 years or less: 125% per annum
 - (2) 11 years or more and 15 years or less: 137.5% per annum
 - (3) 16 years or more 24 years or less: 200% per annum
3. Of the Staff to whom Staff Subject to New Annual Salary System apply, Paragraph 3 of the foregoing Article shall apply to the Basic Retirement Allowance for Employees with continuous employment record of 11 years or more but less than 25 years set forth in the Items in Paragraph 1.

(Basic Retirement Allowance for Age Retirement after Continuous Employment of 25 Years or More, etc.)

Article 8: Of the Staff to whom Salary Regulations apply, the basic retirement allowance for Employees set forth hereunder retiring upon age retirement after continuous employment of 25 years or more shall be equivalent to the amount resulting from multiplication of the basic salary applicable on the day of retirement by the number of periods of continuous employment in accordance with the categories and ratios detailed hereunder.

- (1) Employees dismissed from the University as stipulated in Item 5, Paragraph 1, Article 21 of the Work Regulations.
 - (2) Employees resigning from the University due to injury or illness from Work-related Accident(s).
 - (3) Employees with a period of continuous employment of 25 years or more who resigned from the University as stipulated in Item 1 or Item 4, Article 17 of the Work Regulations (Excluding Employees not eligible for payment of retirement allowance upon retirement in accordance with the provisions of Item 3, Paragraph 1, Article 3).
 - (4) Employees deceasing after a period of continuous employment of 25 years or more (only in cases where said death is due to causes other than Work-related Accident(s)).
 - (5) Employees with a period of continuous employment of 25 years or more and retiring from the University after reaching retirement age in cases where said retirement is due to causes other than any fault of said Employee.
 - (6) Employees retiring as Applied for and Approved Retirees (Limited to those who are retiring as a result of the solicitation defined in Item 1, Paragraph 1, Article 10-4) after continuous employment of 25 years or more.
 - (7) Employees retiring as Applied for and Approved Retirees (Limited to those who are retiring as a result of the solicitation defined in Item 2, Paragraph 1, Article 10-4).
2. Categories and ratios pertaining to the periods of continuous employment set forth in the foregoing Paragraph are detailed hereunder.
- (1) 1 year or more and 10 years or less: 150% per annum
 - (2) 11 years or more and 25 years or less: 165% per annum
 - (3) 26 years or more and 34 years or less: 180% per annum
 - (4) 35 years or more: 105% per annum
3. Of the Staff to whom Staff Subject to New Annual Salary System apply, Paragraph 3 of Article 6 shall apply to the basic retirement allowance for Employees with a continuous employment record of 25 years or more as set forth in the Items in Paragraph 1.

(Special Regulations Pertaining to Basic Retirement Allowance in cases of Reduction of Retirement Allowance for Reasons other than Downward Revision of Basic Salary)

Article 8-2: In cases of reduction of the monthly amount of basic salary of a retired Employee (excluding cases of demotion or downgrading in accordance with the provisions of Article 19 of The Salary Regulations for Staff and the provisions of Article 19 of The Salary Regulations for Staff Subject to New Annual Salary System) during the basic period of employment served with the University, due to reasons other than downward revision of the monthly amount of basic salary (i.e. reduction of monthly amount of basic salary received prior to said revision in accordance with revisions to The Work Regulations) and where the highest monthly amount of basic salary (hereinafter referred to as "monthly amount of basic salary prior to special reduction"), assuming no reduction on the said day of occurrence of the reason for said reduction (hereinafter referred to as "the day of reduction") exceeds the amount of the retirement allowance on the day of retirement of said Employee, the basic retirement allowance shall, notwithstanding the provisions of articles 6 through 8-1, be subject to the addition of amounts given hereunder.

- (1) For Employees deemed to have retired for the same reason as that actually valid on the day preceding the latest day of reduction relating to the monthly amount of basic salary prior to special reduction, the amount shall be equivalent to the basic amount calculated, based on the number of days of continuous

employment up to said day and the monthly amount of basic salary prior to special reduction, in accordance with the provisions of articles 6 through 8-1.

(2) Amount resulting from multiplication of the basic monthly salary of the day of retirement by the ratio achieved by subtraction of the ratio set forth in (b) below from the ratio set forth in (a) below.

(a) Ratio for the basic amount of monthly salary at the date of said Employee's retirement, corresponding to retirement allowance assuming a basic retirement allowance amount for the Employee, based on calculation as stipulated in Article 6 through the foregoing Article.

(b) Ratio corresponding to the monthly amount of basic salary prior to special reduction set forth in the foregoing provision.

2. The basic employment period set forth in the provision of Item. 6, Paragraph 1, Article 3 and the foregoing Paragraph shall refer to the period during which the Employee was employed continuously by the University (excluding the period of continuous employment prior to the day of retirement during which said Employee received retirement allowance in accordance with the provision of these regulations) extending until the preceding day of retirement of said Employee (excluding retirements in accordance with the provisions of No. 1 or 3, Item 1, Article 3) and the period defined in the provisions of Item 5, Article 5.

(Special Cases of Basic Retirement Allowance for Employees Taking Early Retirement)

Article 9: Notwithstanding what is stipulated in Article 7 and Article 8, the basic amount of retirement allowance for Staff to whom Salary Regulations apply or Staff to whom Staff Subject to New Annual Salary System apply equivalent to them to whom the provisions of No. 4, Item 1, Article 7, or No. 1, 6 or 7, Item 1, Article 8 (excluding those specified by the University) apply, who retired from the University 6 months or more before reaching the stipulated retirement age, whose period of continuous employment is 20 years or more and whose age on the day of said retirement is within 15 years difference of the stipulated retirement age for said Employee, shall be determined in accordance with separate provisions.

2. The stipulation in the foregoing Paragraph shall apply to Staff to whom Salary Regulations apply or Staff to whom Staff Subject to New Annual Salary System apply equivalent to them to whom the provisions of No. 2, Item 1, Article 8 apply and who have a record of continuous employment of 20 years or more.

(Maximum Amount of Basic Retirement Allowance)

Article 10: The amount of basic retirement allowance calculated in accordance with the provisions of articles 7 through 8 shall, notwithstanding the provisions of said articles, in cases where said amount exceeds the amount resulting from multiplication of the basic monthly salary of the Employee on the date of the retirement by a ratio of 59.28, be taken as the amount resulting from said calculation.

2. In cases where the basic amount of retirement allowance resulting from calculation in accordance with the provisions of Item 1, Article 8-2 exceeds the amounts shown in the provisions hereunder determined in accordance with the classifications given in (b), No. 2 of the same item, the amount resulting from application of the following provisions shall, notwithstanding the provisions of said item, be taken as the basic retirement allowance for the Employee.

(1) 59.28 or more: The amount resulting from multiplication of the monthly amount of basic salary prior to special reduction by 59.28.

(2) Less than 59.28: Total of the amount resulting from multiplication of the monthly amount of basic salary prior to special reduction by the ratio given in (b), No. 2, Item 1, Article 8-2 and the amount resulting from multiplication of the amount of basic salary on the day of retirement by the ratio achieved by subtraction of the said ratio from 59.28.

3. Application of the provisions of the foregoing Item 2 to Employees eligible under the provisions of the foregoing article shall be restricted to Employees determined by the University.

(Amount of Adjusted Retirement Allowance)

Article 10-2: The amount of adjusted retirement allowance for retiring Employees shall be the total of the adjusted retirement allowance amounts (hereinafter referred to as "adjusted monthly amount") corresponding to the classes set out hereunder, said amounts applicable to each month (excluding months occurring in periods during which the University determines that the Employee was not actually required to perform duties for reason of leave taken in accordance with the provisions of Item 1, Article 14 of The Work Regulations (excluding leave due to injury or illness caused by Work-related Accident(s) or for the purpose of performance of national duties and other periods of leave recognized by the University), or for reason of suspension in accordance with the provisions of No. 3, Item 2, Article 37 of the same regulations, or for

other similar reasons recognized by the University) to which said classes apply within the period commencing in the month within which the first day of the basic period of employment (i.e. basic period of employment as defined in the provisions of Item 2, Article 8-2. This shall also apply hereinafter) of the Employee falls and terminating in the month within which the last day of said period falls, said amounts allocated in sequence from ranks 1 to 60 from the highest amount (in cases where the total number of applicable months is less than 60, the adjusted monthly amount for applicable months).

- (1) Class 1: 95,400 yen
- (2) Class 2: 78,750 yen
- (3) Class 3: 70,400 yen
- (4) Class 4: 65,000 yen
- (5) Class 5: 59,550 yen
- (6) Class 6: 54,150 yen
- (7) Class 7: 43,350 yen
- (8) Class 8: 32,500 yen
- (9) Class 9: 27,100 yen
- (10) Class 10: 21,700 yen
- (11) Class 11: 0

2. The classes of Employee shown above shall be determined by the University in consideration of the work grade and rank or classification, and other factors such as the degree of complexity, difficulty and responsibility of work.
3. Notwithstanding the provisions of Item 1, the adjusted monthly amount of retirement allowance for Employees falling under any of the following categories shall be in the amounts set out in said categories.
 - (1) Retired Employees with a period of continuous employment of 1 year or more and 4 years or less, who are other than Retirees for Personal Reasons, etc., and Employees with a period of continuous employment of 10 years or more and 24 years or less (excluding Employees defined in the provision of No. 3 hereunder), who are Retirees for Personal Reasons, etc.: Amount equivalent to one-half of the amount calculated in accordance with the provisions of the No.1.
 - (2) Retired Employees with a period of continuous employment of 0 years, who are other than Retirees for Personal Reasons, etc., and retired Employees with a period of continuous employment of 9 years or less (excluding Employees defined in the provision of No. 3 hereunder), who are Retirees for Personal Reasons, etc.: 0
 - (3) Employees with a monthly basic salary on the day of retirement in excess of the amount stipulated in the Designated Duties Basic Monthly Salary Table Grade-8 and other similar Employees: The amount equivalent to 8% of the basic retirement allowance calculated in accordance with the provisions of Articles 6 through 10.
4. Items necessary to the calculation of adjusted retirement allowance amounts in accordance with the provisions of this article, including the method of placing the priority of the adjusted monthly amount in cases where there are two or more of the same amount of the calculated adjusted monthly amount, other than the cases of the foregoing items, shall be determined by the University.

(Special Cases Pertaining to Amounts of Regular Retirement Allowance)

Article 10-3: Employees defined in Item 1, Article 8 and falling under any of the categories hereunder shall, in cases where multiplication of the monthly basic salary on the day of retirement of said Employee by the ratio shown in the corresponding category produces a total of less than said retirement allowance, regardless of the provisions of Article 5-2, Article 8, Article 8-2, and the foregoing Article, receive a retirement allowance for the larger amount.

- (1) Period of continuous employment of less than 1 year: 270%
 - (2) Period of continuous employment of 1 year or more and less than 2 years: 360%
 - (3) Period of continuous employment of 2 years or more and less than 3 years: 450%
 - (4) Period of continuous employment of 3 years or more: 540%
2. The "monthly basic salary" referred to in the preceding item shall be the monthly total of the basic salary and the adjusted basic salary (including any amount of additional payment), the monthly dependent allowance, and the monthly regional allowance, each of which is defined in The Salary Regulations for Staff.
 3. Of the Staff to whom Staff Subject to New Annual Salary System apply, stipulation of the foregoing 2 Paragraphs shall apply mutatis mutandis to the individuals set forth in the Items in Paragraph1.

(Approval of Applied Retirement)

Article 10-4: If an Employee applies for any of the solicitations listed in the following numbers which is conducted by the University, the University may, where it is deemed appropriate by the University, approve that such retirement shall be treated as applied for retirement.

(1) Solicitation aimed at the Employees whose age on the day of retirement is within 15 years difference of the stipulated retirement age for said Employees, with the purpose of securing proper age composition for Employees.

(2) Solicitation aimed at the Employees belonging to a certain organization or workplace, with the purpose of smoothly implementing organizational change or abolition, or transfer of workplace.

2. In addition to what is stipulated in the preceding Paragraph, matters necessary for the approval of applied retirement shall be set forth separately.

Chapter 3: Supplementary Provisions

(Scope and Priority of Surviving Family)

Article 11: The surviving family set forth in the provisions of Article 2 shall refer to the following individuals.

(1) Spouses (including individuals who, while not officially married to the Employee, have a relationship equivalent to a de facto marriage with said Employee at the time of the death of the same).

(2) Children, parents, grandchildren, grandparents and siblings who were principally dependent of the income of the Employee for living expenses at the time of the death of said Employee.

(3) Relatives of the Employee other than the above who were principally dependent on the income of said Employee for living expenses at the time of the death of the same.

(4) Children, parents, grandchildren and siblings to whom provision No. 2 above does not apply.

2. The above members of the surviving family shall be eligible for receipt of retirement allowance in accordance with the priority of payment above, while members of the surviving family set forth in provisions of No. 2 and No. 4 shall be eligible in accordance with the priority in which they are set forth in the corresponding provision. In such cases, foster parents shall take priority over birth parents, the parents of foster parents shall take priority over the parents of birth parents and the foster parents of parents shall take priority over the birth parents of parents.

3. In cases where 2 or more members of surviving family are accorded the same level of priority in respect of eligibility for receipt of retirement allowance, said allowance shall be divided equally between said eligible members.

(Exclusion from Surviving Family)

Article 12: Notwithstanding what is stipulated in the foregoing Article, the following individuals shall be excluded from surviving family:

(1) Individual(s) willfully caused the death of the Employee.

(2) Individual(s) willfully caused the death of surviving family members either with higher or equal entitlement to receipt of the retirement allowance of said Employee, prior to the death of the Employee.

(Changes to Content of Regulations)

Article 13: These regulations shall be subject to change concomitant with revision of Law respecting relating to Retirement Allowances for the National Public Service (Law No. 182 of 1953, hereinafter referred to as "The Retirement Allowance Law").

2. Changes to the content of regulations set forth in the foregoing Paragraph shall be implemented with consideration to such factors as tends in the retirement allowance systems of other National University Corporations and the financial standing of the University.

Chapter 4: Implementation of Regulations

(Matters Necessary for Implementation)

Article 14: Matters necessary for implementing these regulations shall be set forth separately.

Supplementary Provisions

(Date of Implementation)

1. The foregoing regulations shall be implemented from 14 April 2004 and applied from 1 April 2004.

(Interim Measures Pertaining to Basic Amount of Retirement Allowance)

2. Until further notice, the basic amount of retirement allowance for the Employees retiring after a period of continuous employment of 35 years or less shall be the amount resulting from multiplication of the amount calculated in accordance with the provisions of Article 6 through Article 9 by 83.7%. In this case, the "preceding article" referred to in Article 10-3 shall be deemed to be replaced with "preceding article and Item 2 of the Supplementary Provisions (implemented on 14 April 2004)."
3. Until further notice, the basic amount of retirement allowance for the Employees retiring after a period of continuous employment of 36 years or more and 42 years or less, whose retirement falls under the provision of Item 1, Article 6, shall be the amount resulting from multiplication of the amount calculated in accordance with the provisions of Item 1, Article 6 or Article 8-2 by the rate prescribed in the preceding item.
4. Until further notice, the basic amount of retirement allowance for the Employees retiring after a period of continuous employment of 35 years or more, whose retirement falls under the provision of Article 8, shall be the amount calculated by the provision of Item 2 of the Supplementary Provisions, assuming that the period of continuous employment of the Employee concerned is 35 years.
5. Until further notice, the basic amount of retirement allowance for the Employees retiring after a period of continuous employment of 42 years or more, whose retirement falls under the provision of Item 1, Article 6, shall be, notwithstanding the provision of Item 1, Article 6, the amount calculated by the provision of Item 2 of the Supplementary Provisions, assuming that the retirement of the Employee concerned falls under the provision of Article 8 and that the period of continuous employment of the Employee concerned is 35 years.

(Interim Measures Pertaining to the Maximum Amount of Retirement Allowance)

6. Notwithstanding the provisions of Article 10, for Employees retiring from the University by 30 September 2004, the ratio "59.28" set forth with the same article shall be read "60.99".
7. In the case of an academic staff member retiring on or after the Former Retirement Age Date, the text in the middle columns of the following Table shall be deemed to be replaced with the text indicated in the right columns of the same Table, in the application of Items 1, 2 and 5, Article 5; Article 6; Item 1, Article 7; Item 1, Article 8; Article 8-2; Items 1 and 2, Article 10; Item 3, Article 10-2; and Item 1, Article 10-3 as indicated in the left columns of the same Table.

Provisions deemed to be replaced	Text deemed to be replaced	Replacement text
Item 1, Article 5	period of continuous employment	period of continuous employment (limited only to the period until the first 31 March following the Former Retirement Age Date)
Item 2, Article 5	period of continuous employment	period of continuous employment (limited only to the period until the first 31 March following the Former Retirement Age Date)
No. 1 to 3, Item 5, Article 5	periods engaged	periods engaged (limited only to the period until the first 31 March following the Former Retirement Age Date)
Item 1, Article 6	the day of retirement	the day of retirement (however, if an Employee retires on or after the first 31 March following the Former Retirement Age Date, the day shall be the first 31 March following the Former Retirement Age Date)
Item 2, Article 6	cases of retirement due to injury, illness or death, and cases of Applied for and Approved retirement defined in Article 10-4 (hereinafter referred to as the "Applied for and Approved Retirees")	cases of retirement due to injury, illness or death, cases of Applied for and Approved retirement defined in Article 10-4 (hereinafter referred to as the "Applied for and Approved Retirees") or cases of retirement on or after the first 31 March following the Former Retirement Age Date
Item 1, Article 7	the day of retirement	the day of retirement (however, if an Employee retires on

		or after the first 31 March following the Former Retirement Age Date, the day shall be the first 31 March following the Former Retirement Age Date)
No. 1, Item 1, Article 7	No. 1, Article 17 of The Work Regulations	No. 1, Article 17 of The Work Regulations (including the case where an Employee retires on or after the first 31 March following the Former Retirement Age Date)
No. 3, Item 1, Article 7	the day of attaining the age of retirement (hereinafter referred as "retirement age")	the Former Retirement Age Date
Item 1, Article 8	the day of retirement	the day of retirement (however, if an Employee retires on or after the first 31 March following the Former Retirement Age Date, the day shall be the first 31 March following the Former Retirement Age Date)
No. 3, Item 1, Article 8	No. 1, Article 17 of The Work Regulations	No. 1, Article 17 of The Work Regulations (including the case where an Employee retires on or after the first 31 March following the Former Retirement Age Date)
No. 5, Item 1, Article 8	reaching retirement age	the Former Retirement Age Date
Item 1, Article 8-2	the monthly amount of basic salary of a retired Employee	the monthly amount of basic salary of a retired Employee (however, if an Employee retires on or after the first 31 March following the Former Retirement Age Date, the monthly amount of basic salary shall be the amount effective as of the first 31 March following the Former Retirement Age Date)
Item 2, Article 8-2	the day of retirement	the day of retirement (however, if an Employee retires on or after the first 31 March following the Former Retirement Age Date, the day shall be the first 31 March following the Former Retirement Age Date)
	period of continuous employment	period of continuous employment (limited only to the period until the first 31 March following the Former Retirement Age Date)
Item 1, Article 10	the day of retirement	the day of retirement (however, if an Employee retires on or after the first 31 March following the Former Retirement Age Date, the day shall be the first 31 March following the Former Retirement Age Date)
No. 2, Item 2, Article 10	monthly amount of basic salary on the day of retirement	monthly amount of basic salary on the day of retirement (however, if an Employee retires on or after the first 31 March following the Former Retirement Age Date, the monthly amount of basic salary shall be the amount effective as of the first 31 March following the Former Retirement Age Date)
No. 3, Item 3, Article 10-2	monthly amount of basic salary on the day of retirement	monthly amount of basic salary on the day of retirement (however, if an Employee retires on or after the first 31 March following the Former Retirement Age Date, the monthly amount of basic salary shall be the amount effective as of the first 31 March following the Former Retirement Age Date)
Item 1, Article 10-3	the day of retirement	the day of retirement (however, if an Employee retires on or after the first 31 March following the Former Retirement Age Date, the day shall be the first 31 March following the Former Retirement Age Date)

(Special Exception for Basic Amount of Retirement Allowance for Academic Staff Retired before Retirement Age)

8. Notwithstanding the provision of Item 1, Article 9, in the cases of academic staff, "before reaching the stipulated retirement age" in the same item shall be deemed to be replaced with "before arrival of the Former Retirement Age Date" and "the stipulated retirement age" shall be deemed to be replaced with "the age as of the first 31 March arriving after the Former Retirement Age Date."

Supplementary Provision

The foregoing amendments shall be implemented from 1 December 2004 and applied from 1 April 2004.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2005.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April 2006.

(Basic Monthly Payment in Cases where the Provisional Regular Service Basic Salary, etc. Is Guaranteed)

2. In cases where the amount of basic monthly payment of a retired Employee was reduced in accordance with revisions to the basic monthly salary (excluding revisions implemented prior to 31 March 2006) during the basic period of employment of said Employee and in cases where said Employee had been eligible for application of regulations stipulating payment of the difference when the basic monthly amount after reduction was less than the monthly amount of the Provisional Regular Service Basic Salary indicated in Separate Tables 1-A to 4-A of The Salary Regulations for Staff, the basic monthly salary in accordance herewith shall not include said difference.

(Application of Special Regulations Pertaining to Basic Amount of Retirement Allowance in Cases where Basic Monthly Salary has been reduced for reasons other than Revisions to Reduction of Basic Monthly Salary)

3. Notwithstanding the provisions of Article 8-2, eligibility for application of special regulations pertaining to basic amount of retirement allowance in cases where basic monthly salary has been reduced for reasons other than revisions to reduction of basic monthly salary shall be restricted to the following.
 - (1) In cases where an Employee, who was eligible for the application of designated duties basic salary tables at the University prior to acquisition of university corporation status and eligible for continued application of the same after 1 April 2004, becomes eligible for application of other basic salary tables after the date of the implementation of Item 1 (only in cases of reduction of monthly basic salary).
 - (2) Other cases where necessity is recognized by the University.

(Interim Measures)

4. In cases where Employees eligible for application of the revised regulations retire (i.e. Employees retiring after the date of the implementation of the revised regulations and eligible for receipt of payment of retirement allowance under said revised regulations. This shall also apply hereinafter) with the reason for said retirement being identical to the reason applicable the time of actual retirement on the day preceding the date of the implementation of the revised regulations, etc. (i.e. date of the implementation of revised regulations and dates determined by the University. This shall also apply hereinafter) and where, based on the period of continuous employment and the basic monthly salary valid on said day, the amount resulting from multiplication of the amount of the retirement allowance calculated in accordance with regulations prior to revision and to other considerations determined by the University (or, in the cases of the Employees retiring due to personal reasons other than injury, illness or death, or injury or illness other than a workplace accident, whose period of continuous employment is 43 or 44 years, the amount calculated in accordance with the provision of Item 2 of the Supplementary Provisions prior to revision, assuming that the retirement of the Employee concerned falls under the provisions of Article 8 prior to revision and that the period of continuous employment of the Employee concerned is 35 years) by 83.7% (or, in the cases of the Employees whose period of continuous employment is 20 years or more (excluding the Employees retiring due to personal reasons other than injury, illness or death, whose period of continuous employment is 42 years or less, and the Employees retiring due to injury or illness other than a workplace accident, whose period of continuous employment is 37 years or more and 42 years or less), 83.7/104) is greater than the amount calculated in accordance with regulations after revision and to other considerations determined by the University (hereinafter referred to "retirement allowance after revision of regulations"), notwithstanding these regulations, the larger of the 2 amounts above shall be taken as the amount of the retirement allowance to the Employee.
5. For Employees eligible for application of the revised regulations retiring within the period from the date of the

implementation of the revised regulations to 31 March 2009, in cases where the retirement allowance after revision of regulations for said Employees is greater than the amount of retirement allowance calculation of which is based on assumption of the basic monthly salary received by said Employee on the day preceding the date of the implementation of the revised regulations, etc. as being the basic monthly salary on the day of retirement in accordance with regulations prior to revision and with other considerations determined by the University (hereinafter referred to "retirement allowance prior to revision of regulations"), notwithstanding these regulations, the amount of retirement allowance payable to the Employee shall be the amount resulting from subtraction from the retirement allowance after revision of regulations of the amounts given in each of the categories hereunder corresponding to the classification of Employee therein.

- (1) Retired Employees with a record of continuous employment of 25 years or more: The lower of the following amounts (In cases where the amount exceeds 100,000 yen, it shall be adjusted to 100,000 yen)
 - (a) 5% of the adjusted retirement allowance calculated in accordance with the provisions of Article 10-2.
 - (b) Amount resulting from subtraction of the retirement allowance prior to revision of regulations from the retirement allowance after revision of regulations.
- (2) Employees with a period of continuous employment of 24 years or less retiring within the period from the date of the implementation of the revised regulations, to 31 March 2007: The lower of the following amounts (In cases where the amount exceeds 100,000 yen, it shall be adjusted to 100,000 yen)
 - (a) 70% of the adjusted retirement allowance calculated in accordance with the provisions of Article 10-2.
 - (b) Amount resulting from subtraction of the retirement allowance prior to revision of regulations from the retirement allowance after revision of regulations.
- (3) Employees with a record of continuous employment of 24 years or less retiring within the period from 1 April 2007 to 31 March 2009: The lower of the following amounts (In cases where the lower amount exceeds 500,000 yen, it shall be adjusted to 500,000 yen)
 - (a) 30% of the adjusted retirement allowance calculated in accordance with the provisions of Article 10-2.
 - (b) Amount resulting from subtraction of the retirement allowance prior to revision of regulations from the retirement allowance after revision of regulations.

Supplementary Provision

The foregoing amendments shall be implemented from 17 August 2006 and applied from 1 April 2006.

Supplementary Provision

The foregoing amendments shall be implemented from 19 February 2008.

Supplementary Provision

The foregoing amendments shall be implemented from 21 April 2008.

Supplementary Provision

The foregoing amendments shall be implemented from 1 December 2009.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April 2010.

(Interim Measure)

2. Notwithstanding the provisions of Items 7 and 8 of the Supplementary Provisions (implemented as of 14 April 2004), the same provisions shall not apply, until 31 March 2016, to an academic staff member who held office in the National University Corporation Osaka University of Foreign Studies prior to the integration as of 30 September 2007 and whose status was transferred to the University due to the integration.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 December 2010.

(Special Exception for Monthly Basic Salary)

2. When calculating the monthly basic salary under these regulations for Employees to whom the provisions of

Items 2 through 7 of the Supplementary Provisions of The Salary Regulations for Staff (implemented on 1 December 2010) apply, the provisions of Items 2 through 7 of the same Supplementary Provisions shall not apply.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 January 2013.

(Interim Measure Pertaining to Basic Amount of Retirement Allowance)

2. Notwithstanding the provisions of Item 2 of the Supplementary Provisions (implemented as of 14 April 2004) and Item 4 of the Supplementary Provisions (implemented as of 1 April 2006), "87%" in Item 2 of the Supplementary Provisions (implemented as of 1 April 2004) shall be deemed to be replaced with "98%," and "87%" and "87/104" in Item 4 of the Supplementary Provisions (implemented as of 1 April 2006) shall be deemed to be replaced with "98%" and "98/104", respectively, during the period from 1 January 2013 to 30 September 2013; "87%" in Item 2 of the Supplementary Provisions (implemented as of 1 April 2004) shall be deemed to be replaced with "92%," and "87%" and "87/104" in Item 4 of the Supplementary Provisions (implemented as of 1 April 2006) shall be deemed to be replaced with "92%" and "92/104", respectively, during the period from 1 October 2013 to 30 June 2014.
3. In cases where retirement allowance is paid to an academic staff member retiring on or after the first 31 March arriving on or after the Former Retirement Age Date (excluding an academic staff member of the Dental Technology Institute attached to the School of Dentistry), the amount of retirement allowance paid to the academic staff member shall be, notwithstanding the provisions after revision, the amount calculated in accordance with the provisions as of the first 31 March arriving on or after the Former Retirement Age Date.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 November 2013.

(Special Exception Pertaining to Handling of Retirement Allowance for Applied for and Approved Retirees)

2. Notwithstanding the provision of Item 4 of the Supplementary Provisions (implemented as of 1 April 2006), the provision of said item shall not apply to Applied for and Approved Retirees.

Supplementary Provisions

The foregoing amendments shall be implemented from 1 January 2014.

Supplementary Provision

The foregoing amendments shall be implemented from 26 May 2014.

Supplementary Provision

The foregoing amendments shall be implemented from 1 July 2014.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2015.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April 2015.

(Handling of the individuals to whom the Salary Regulations for Staff Subject to Annual Salary System apply)

2. The retirement allowance that an individual to whom the Salary Regulations for Staff Subject to Annual Salary System applies is entitled to receive shall be calculated on the basis of the basic monthly salary on the day before the date the Salary Regulations for Staff Subject to Annual Salary System is applied to the individual (hereinafter referred to as the "Date of Transition"). In addition, the individual shall be deemed to have retired from the University on the day before the Date of Transition under No. 3, Article 17 of the Work Regulations.
3. Notwithstanding the foregoing item, the retirement allowance that an individual who has already passed the Former Retirement Age Date on the day before the Date of Transition (Excluding individuals to whom Item 2 of supplementary provisions, implemented from 1 April 2010, applies) is entitled to receive shall be calculated on the basis of the basic monthly salary on the day before the Date of Transition (however, in cases where the Salary Regulations for Staff Subject to Annual Salary System applies to the individual on or after the day after the first 31 March following the Former Retirement Age Date, the basic monthly salary

on the first 31 March following the Former Retirement Age Date shall be used); in addition, the individual shall be deemed to have retired from the University on the day before the Date of Transition under No. 1, Article 17 of the Work Regulations.

4. Notwithstanding the No. 2 and No. 3, the retirement allowance that an individual who was subjected to dismissal under instructions defined in No. 4, Item 2, Article 37 of the working regulations is entitled to receive shall be calculated on the basis of the basic monthly salary on the day before the Date of Transition (however, in cases where the Salary Regulations for Staff Subject to Annual Salary System applies to the individual on or after the day after the first 31 March following the Former Retirement Age Date, the basic monthly salary on the first 31 March following the Former Retirement Age Date shall be used); in addition, the individual shall be deemed to have retired from the University for the actual reason for dismissal.
5. Notwithstanding the No. 2 and No. 3, an individual to whom the provisions of No. 2, Item 1, Article 7, No. 2 or No. 4, Item 1, Article 8 apply or an Applied for and Approved Retiree, as being subject to the Salary Regulations for National University Corporation Osaka University Staff on the day of said retirement, is entitled to receive the retirement allowance which shall be calculated on the basis of the basic monthly salary to which necessary adjustments shall be made and on the actual reason for retirement.
6. The foregoing item shall apply to the calculation of the retirement allowance for the individual to whom the provisions of the Regulations Pertaining to the Early Retirement System apply.
7. In the cases where the individual to whom the provisions from No. 2 to No. 6 apply has periods that are deemed to be included in the periods of continuous employment by Item 5, Article 5 (including the periods specified by the University as equivalent to said periods), the basic monthly salary defined in the provisions from No. 2 to No. 6 shall be determined with the necessary modifications.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2015.

Supplementary Provision

The foregoing amendments shall be implemented from 22 June 2015 and be applied from 1 April 2015.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 January 2018.

(Interim Measures pertaining to Amount of Adjusted Retirement Allowance)

2. Until further notice, as for the application of the provision No. 3, Item 3, Article 10-2 to those who are listed in the same item (limited to the part pertaining to the same number) and Item 2 of Supplementary Provision (effective from April 14, 2004), the term "8%" in the same number shall be deemed to be replaced with "8.3%", and the term "Item 2 of Supplementary Provision (effective from April 14, 2004)" in the same item shall be deemed to be replaced with "Item 2 of Supplementary Provision (effective from 14th April 2004) and Item 2 of Supplementary Provision (effective from January 1, 2018)".

Supplementary Provision

The foregoing amendments shall be implemented from 14 December 2019.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2021.

Supplementary Provision

The foregoing amendments shall be implemented from 1 October 2022.