

Profile

Establishment

On February 24, 1995 the Japanese government set a policy to merge the Mutual Aid association of Private School Personnel and the Japan Private School Promotion Foundation in order to solidify the foundation for promoting private schools in Japan, while giving consideration to their roles in the public social insurance system. (Cabinet decision on the Consolidation of Special Administrative Corporations With the promulgation of the Promotion and Mutual Aid Corporation for Private Schools of Japan Act (Act 48) on May 9, 1997, the two organizations were dissolved and the Promotion and Mutual Aid Corporation for Private Schools of Japan (PMAC) was established on January 1, 1998.

Since the programs carried out by the two former organizations have played important roles in promoting private schools, the PMAC decided to continue implementing all their programs and added new ones to accommodate the needs of people involved in private schools in order to assume the role of promoting private schools with a stronger foundation.

As part of Special Administrative Corporation reforms, the PMAC was later categorized as a mutual aid association-type corporation, and adopted the management methods of incorporated administrative agency to operate its financial support programs, starting October 2003. PMAC has to ensure the independence, autonomy, efficiency, and transparency under objectives (medium-term) designated by the Minister of Education, Culture, Sports, Science and Technology, and must also meet the obligations for accountability to the public. Accordingly, tasks performed in order to comply with those objectives are assessed by the Minister. Based on the outcome of that assessment, discussions are then held around such factors as the state of the PMAC and the necessity of continuing those tasks.

(Reference)

(Japan Private School Promotion Foundation)

The predecessor of the Japan Private School Promotion Foundation, the Association for the Advancement of Private Schools, was established on March 28, 1952 with the primary purpose of providing loans for the development of private school facilities and grants for faculty training. Based on the Japan Private School Promotion Foundation Act, the Japan Private School Promotion Foundation was established on July 1, 1970 as an organization to subsidize the operating costs of private schools, such as personnel expenses, comprehensively and efficiently as well as to provide surveys, consultation and advice regarding private school management.

(Mutual Aid Association of Private School Personnel)

The Mutual Aid Association of Private School Personnel was established on January 1, 1954 based on the Private School Personnel Mutual Aid System Act. At that time there were four types of voluntary welfare and benefit programs for faculty and staff of private schools, namely the Private School Pension Foundation, Employees' Pension Insurance, the Mutual Aid Association for Private School Personnel, and Health Insurance. However, because of limitations on the ability of these programs in terms of benefits and financial sources, there was a strong demand for setting up a mutual aid program that could maintain the equilibrium between the employees of national /public schools and those of private schools.

Mission

The PMAC contributes to the advancement of education and research in Japan by taking a leading role in activities to support private educational institutions comprehensively and efficiently in order to stabilize the management of these institutions and provide welfare and benefits to faculty and staff.

Programs

Financial Support Programs

Subsidies

Loans

Grants

Donations

(Donations to Designated Organizations, Young Researcher/Female Researcher Grants, Academic Research Promotion Fund)

Grant Program for Fund Tuition Fee Reduction and Exemption

Management Support and Information Provision

Mutual-Aid Programs (<https://www.pmac.shigaku.go.jp/en/index.html>)

Short-Term Benefits

Pension Benefits

Welfare Services

Healthcare Services, Medical Services, Accommodation Services

Installment Savings Account, Accumulated Fund Mutual Aid Annuity

Mutual Aid Term Insurance

Life Design Assistance Services

Loan Services

Capital

The PMAC has received all its capital from the government in order to enhance financial support programs. Its capital as of March 31, 2024 totals 108,677,863,000 yen.

Financial Support Programs

Subsidies

Subsidies for Private Universities 〈Budget 297,896,312 thousand yen〉

The PMAC receives subsidies for operating costs incurred by private universities and other institutions from the government and distribute them to school corporations that own universities in order to maintain and improve education and research conditions and reduce schooling-related financial burdens on students as well as to improve the soundness of management of private universities.

Subsidies provided from fiscal 1970 to fiscal 2023 total 13,905.2 billion yen.

These subsidies are provided in the form of general subsidies for personnel expenses, education and research expenses and other expenditures, and special subsidies to promote education and research in specific fields.

The Comprehensive Reform Support Program for Private Universities provides focused support for universities and other institutions that engage in organizational and systematic efforts for reform aimed at highlighting and enhancing their unique characteristics, strengths, and roles, such as by promoting distinctive education and research aimed at nurturing human resources that will shape the future, developing a system and environment to achieve advanced research, contributing to local communities, and promoting R&D and social implementation of research to address social issues.

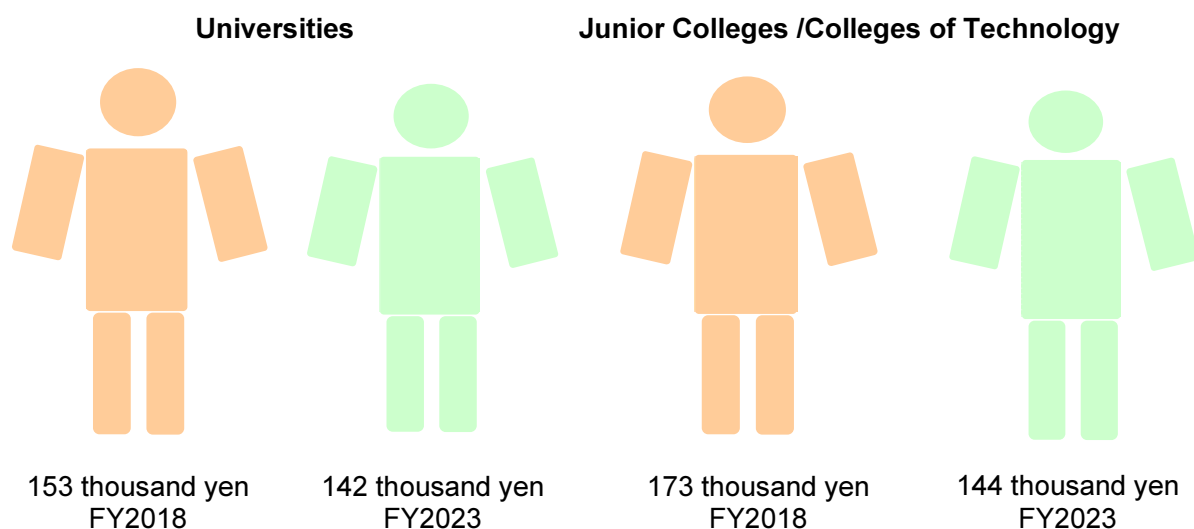
Budget for Operating Costs Subsidies for Private Universities, etc. (amount allocated to the Comprehensive Reform Support Program)

(Unit: thousand yen)

Category		FY2023 Budget	FY2024 Budget
General subsidies		277,074,223	277,150,235
Special subsidies		20,716,833	20,746,077
Total		297,791,056	297,896,312
	Comprehensive Reform Support Program	11,150,000	11,150,000

- Notes: 1. The special subsidies budget for FY 2023 includes a special account budget for reconstruction from the Great East Japan Earthquake (273,728 thousand yen) and the second supplementary budget (71,399 thousand yen).
2. The special subsidies budget for FY 2024 includes a special account budget for reconstruction from the Great East Japan Earthquake (195,896 thousand yen).

Operating Costs Subsidies per Student



Operating Costs Subsidies for Private Universities, etc. (FY2023)

Category		Universities	Junior Colleges /Colleges of Tech	Total
Number of personnel subject to subsidies	Teachers	90,320	5,243	95,563
	Students	2,005,419	87,712	2,093,131
	Staff	55,623	2,861	58,484
Amounts (thousand yen)	Teachers	166,452,574	6,893,411	173,345,985
	Students	42,310,260	1,811,005	44,121,265
	Staff	50,902,996	2,478,442	53,381,438
	Part-time teachers	4,704,468	313,907	5,018,375
	Accreditation expenses	285,486	42,546	328,032
	Public announcement expenses	850,307	28,821	879,128
	Special subsidies	19,468,682	1,074,070	20,542,752
	Total	284,974,773	12,642,202	297,616,975
Number of recipients	Educational corporations	545	88	633
	Number of schools	585	258	843
	Faculties (depts)	1,944	472	2,416

Note: Correspondence courses are included in the category for "Number of personnel subject to subsidies" and "Number of Recipients (Faculties)"

Special Subsidies

Special subsidies are provided to facilitate qualitative improvement of private universities by promoting academics and education in specific fields, courses, etc. at private universities.

In fiscal 2023, special subsidies totaling 20,542,752 thousand yen were distributed to 728 schools as shown in the table below.

The initial budget for FY2024 was 20,746,077,000 yen (including a special reconstruction budget of 195,896,000 yen), an increase of 100,643,000 yen from the initial budget of the previous year.

Special Operating Costs Subsidies for Private Universities, etc.

(Unit: thousand yen)

Category	FY2022	FY2023
I Development of human resources for employment in growth fields	6,135,257	5,697,522
II Organizational acceptance of working adults	383,822	310,310
III Foundational development of international exchange at universities, etc.	2,747,063	2,370,304
IV Advancement of the functions at graduate schools, etc.	11,929,860	11,941,563
V Restoration support related to the Great East Japan Earthquake	147,786	91,406
VI Restoration support related to the seasonal rain front and Typhoon Mawar of 2023, and the 2024 Noto Peninsula Earthquake	—	131,647
Restoration support related to Typhoon Meari, Typhoon Nanmadol, and Typhoon Talas of 2022	39,453	—
Total	21,383,241	20,542,752

Recipients of Special Operating Costs Subsidies for Private Universities, etc.

Category	FY2022		FY2023	
	Number of educational Corp.	Number of schools	Number of educational Corp.	Number of schools
Universities	500	521	488	498
Jr. Colleges /Colleges of Tech	87	252	80	230
Total	587	773	568	728

Increase through the Comprehensive Reform Support Program (FY2023)

Category	Number of chosen schools	Increase through general subsidies※	Increase through special subsidies※	Total increase※
Universities	198	7,807,486	3,692,249	11,499,735
Junior Colleges	40	94,381	431,688	526,069
Colleges of Tech	0	0	0	0
Total	238	7,901,867	4,123,937	12,025,804

※Unit: thousand yen

Loans

Loans to Educational Corporations (Planned Loans 60 billion yen)

The PMAC provides loans to educational corporations, quasi-educational corporations, and organizations that conduct programs deemed necessary for the promotion of private school education, when such loans are necessary for the development of private school grounds, buildings and other facilities and for other management purposes.

Loans are provided for the following types of expenditures.

Costs for General Facility

- (1) Construction of school buildings, gymnasiums, auditoriums, etc.

*There is an interest subsidy program by the Ministry of Education, Culture, Sports, Science and Technology for financing related to rebuilding and development projects for school facilities constructed before 1981 under previous earthquake-resistance standards that are considered to be dangerous buildings.

- (2) Purchase and development of school grounds, etc.

- (3) Program for Promoting Advancement of Education and Research Environment

Renovation of facilities selected for the following government-subsidized projects ① to ⑤

- ① ICT Utilization Promotion Program
- ② Development of Facilities for High Functionalization (development of school LAN or information rooms)
- ③ Development of Facilities to Reinforce Disaster Prevention Function (facility construction for crime prevention)
- ④ Eco-campus Promotion Program
- ⑤ Acceleration Program for Reorganization of Universities and Colleges of Technology

- (4) Renovations to reinforce disaster prevention measures (i.e. earthquake-resistance)

*The Ministry of Education, Culture, Sports, Science and Technology (MEXT) has an interest subsidy program for financing renovation work that is eligible for subsidiary aid for reinforce disaster prevention measures (i.e. earthquake-resistance).

Costs for Developing Educational Environments

- (1) Purchase of desks, chairs, library books, and other school furniture and supplies
- (2) Purchase of experiment/lab supplies and equipment, school buses and other vehicles.
- (3) Funds necessary for management, such as enhancing the educational environment
- (4) Funds necessary for facility demolition

Costs for Disaster Recovery

Restoration of buildings and other structures damaged by wind, flooding, or earthquakes

* There is a system that offers preferential loan conditions for the restoration of educational corporation facilities damaged by the Great East Japan Earthquake, the 2016 Kumamoto Earthquake, and the 2024 Noto Peninsula Earthquake.

Costs for Anti-Pollution Measures

Development of facilities and equipment to prevent pollution (noise, asbestos, etc.)

Costs for Special Facilities

- (1) Projects involving land acquisition and construction for dormitories, international exchange facilities, private school affiliated hospitals, etc.

*The interest subsidy program is applied to financing related to reconstruction and developments of affiliate hospitals of private universities.

- (2) Renovations of school buildings, etc. to adopt barrier-free designs.

Planned Loan Amounts and Loan Terms (FY2024)

(As of June 1, 2024)

Category	Planned amount	Interest rate	Period (including the period of deferment)	Percentage financed	Notes
Costs for general facility	Million yen 32,500	%(Annual interest)			
General	29,700	①2.10 ②1.70	①Less than 30 years	Less than 80%	Okinawa: interest rate of ①1.80% or ②1.40%
Facilities related to research advancement	100	①1.90 ②1.50	②Less than 20 years	Amount excluding subsidies from subsidy-eligible program costs	
Program for Promoting Advancement of Education and Research Environment	2,100	①1.90 ②1.50	For Okinawa, less than 22 years	Up to 100% of the school's portion of expenses qualifying for subsidies	
Disaster prevention (earthquake - resistance) measures	600	①2.10 ②1.70			
Costs for developing educational environments	10,000				
School furniture and supplies, etc.	100	0.80	Less than 5 years, 6 months	Less than 80%	
Educational environment enhancement fund					
Educational environment enhancement fund (Acceleration program for reorganization of universities and colleges of technology)	9,700	0.90	Less than 10 years		
Management costs for disaster recovery	100	0.40	Less than 7 years		
Large facilities and IT development, etc.	100	1.10	Less than 10 years		
Costs for disaster recovery	100	1.00	Less than 25 years Less than 20 years	Within amount of subsidy Less than 80%	Major disasters General disasters
Costs for anti-pollution measures	100	1.40	Less than 21 years	Less than 80%	
Costs for special facilities	17,100	①2.20 ②1.80 ①2.15 ②1.80 ①1.80 ②1.40	①Less than 30 years ②Less than 20 years	Less than 80%	Dorms, international exchange facilities, etc. University-affiliated hospitals Facilities for use by people with disabilities
Total	59,800				
[Disaster recovery financing related to the Great East Japan Earthquake, the 2016 Kumamoto Earthquake, and the 2024 Noto Peninsula Earthquake]					
Costs for disaster recovery	200	Y1-5: Interest free Y6-7: 0.80 Y8-25: 1.00	Less than 25 years	Within amount of subsidy Less than 80%	Major disasters General disasters
Total	200				
Total	60,000				

- Notes: 1. Costs for general facility and Costs for special facilities include 8.1 billion yen in planned loans (interest rate of 1.10% for general, 1.20% for special) with terms of less than 10 years.
2. The planned loans in Note 1 include 100 million yen of general facility costs (interest rate of 1.00%) with terms of less than 6 years.
3. In principle, the loan conditions in ① for general facility costs and special facility costs are available if the agreed loan amount is 1 billion yen or more, if the educational corporation is a subsidy recipient of the Acceleration Program for Reorganization of Universities and Colleges of Technology, or if the loan is for a university-affiliated hospitals.
4. The loan-to-value ratio for projects carried out by kindergartens and centers for early childhood education and care is 95%.

Funding for these loans is provided by borrowing from the government and private school pension reserves. The total amount of loans issued from fiscal 1952 to fiscal 2023 comes to 3,434 billion yen.



Loans over the Past 5 Years

(Unit: thousand yen)

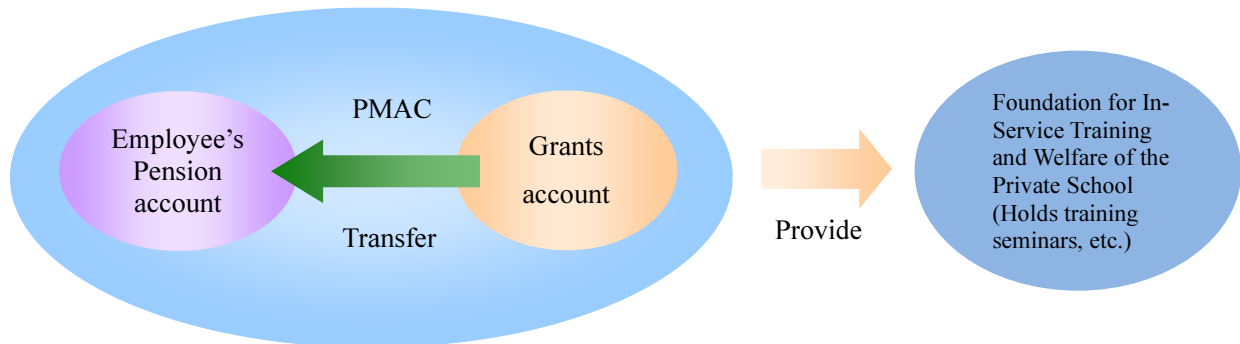
Category	FY2019	FY2020	FY2021	FY2022	FY2023
Costs for general facility	39,146,600	30,099,800	23,192,500	23,474,500	10,704,900
Amount for earthquake-proofing (included)	15,471,900	5,499,000	3,663,000	11,728,000	4,428,100
Costs for developing educational environments	4,135,200	2,482,000	481,000	920,000	7,992,500
Costs for disaster recovery	199,000	0	3,046,800	3,000,000	0
Costs for anti-pollution measures	16,700	7,400	531,000	0	0
Costs for special facilities	5,027,800	3,280,000	6,570,600	17,000,000	636,000
Total	48,525,300	35,869,200	33,821,900	44,394,500	19,333,400
Planned amount	(62,500,000)	(62,500,000)	(60,000,000)	(57,000,000)	(57,500,000)

Grants

Grants for Educators (Provision of Grants and Transfers to Employees' Pension Account)

Grants are provided to training programs run by the General Incorporated Foundation for In-Service Training and Welfare of the Private School, which are designed to improve the quality of faculty and staff of private schools.

Transfers are also made to the PMAC's Employees' pension account of the Mutual Aid Programs for the Pension Benefits (to increase pensions for existing pension recipients and serve as a resource for liquidating Pension Benefits) in order to enhance welfare and benefits for faculty and staff of private schools.

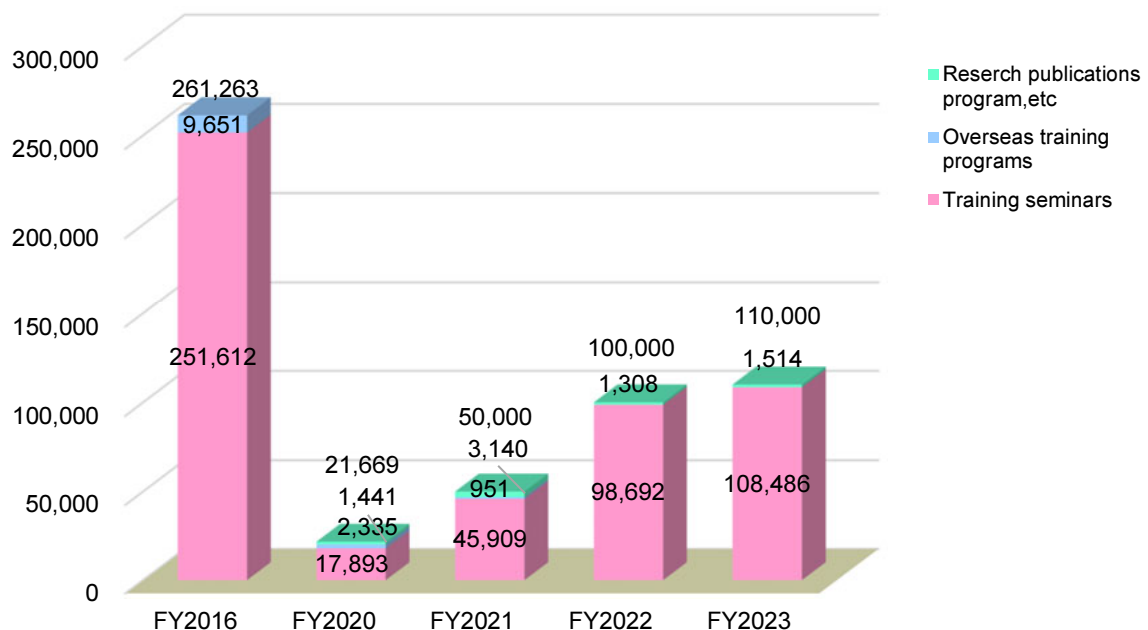


Funding for these grants is sourced from profits generated through the Grants Account of the PMAC in the previous fiscal year with the amount of grants provided between 1953 through 2023 reaching 24,084 million yen.

However, as there were no profits recorded in FY 2016 through FY 2018, there were no grants awarded in FY 2017 through FY 2019.

Grants Provided for Training Programs

unit : thousand yen



Donation

Donations to Designated Organizations

Planned acceptance amount 28 billion yen / Planned donation amount 28 billion yen

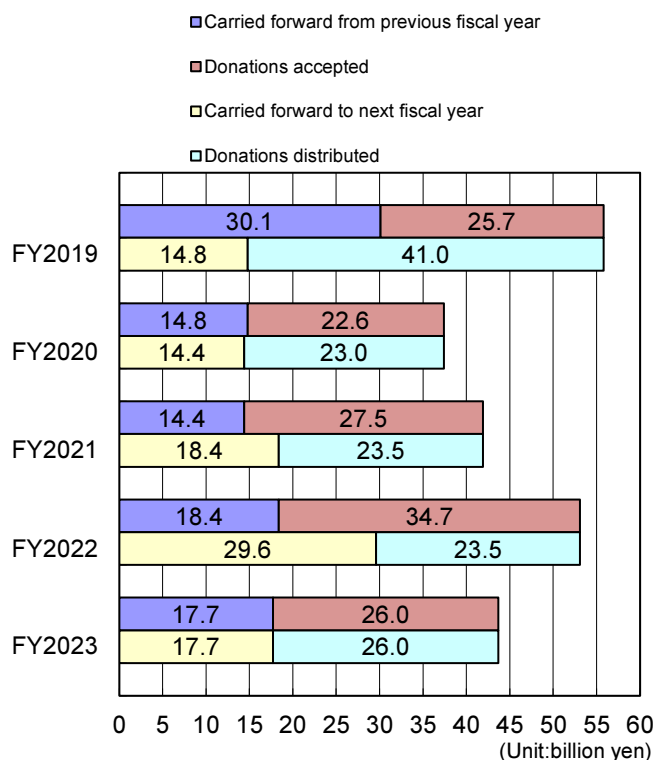
The PMAC welcomes donations for the advancement of education and research at private schools from corporations and individuals. Donations will be distributed to educational corporations that have been designated by the donors.

Donations enable the donor to receive preferential tax treatment on corporate taxes and income taxes (Ministry of Finance Notice No. 154, 1965), and when the donor is a corporation the entire amount of the donation may be accounted for as an expense, when the donation is offered to cover expenditures at private schools necessary for education or research, or to add to the school's endowment.



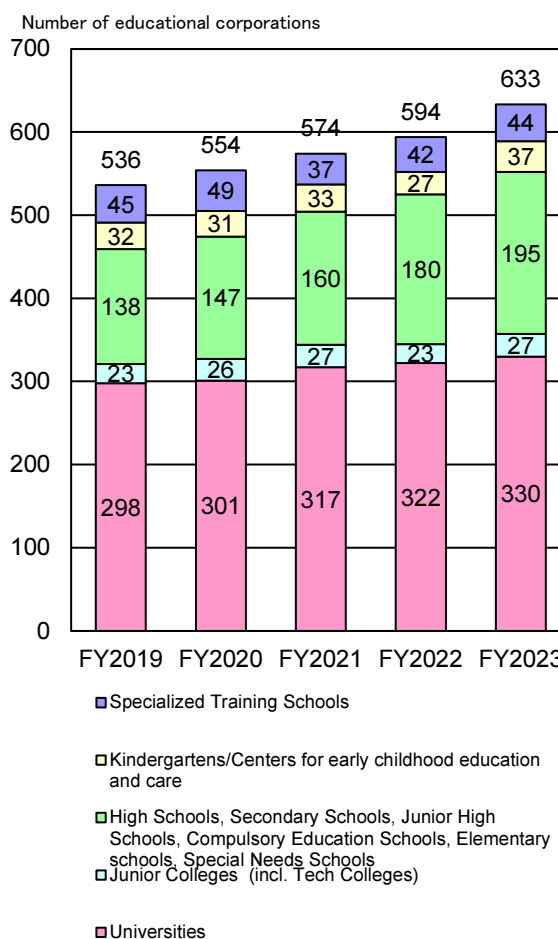
Donations accepted from fiscal 1967 through the end of fiscal 2023 total 801.1 billion yen, and the amount distributed comes to 770.1 billion yen.

Donations Handled Over the Past 5 Years



- Notes:
1. Amounts carried forward are donations carried forward to the next fiscal year because of the lack of an application for distribution from educational corporations.
 2. The amounts carried forward will not match in cases where donations received in past fiscal years are returned to the donor.

Educational Corporations Accepting Donations Over the Past 5 Years



Fundraising for the Young Researcher/Female Researcher Grants

Budget 30 million yen

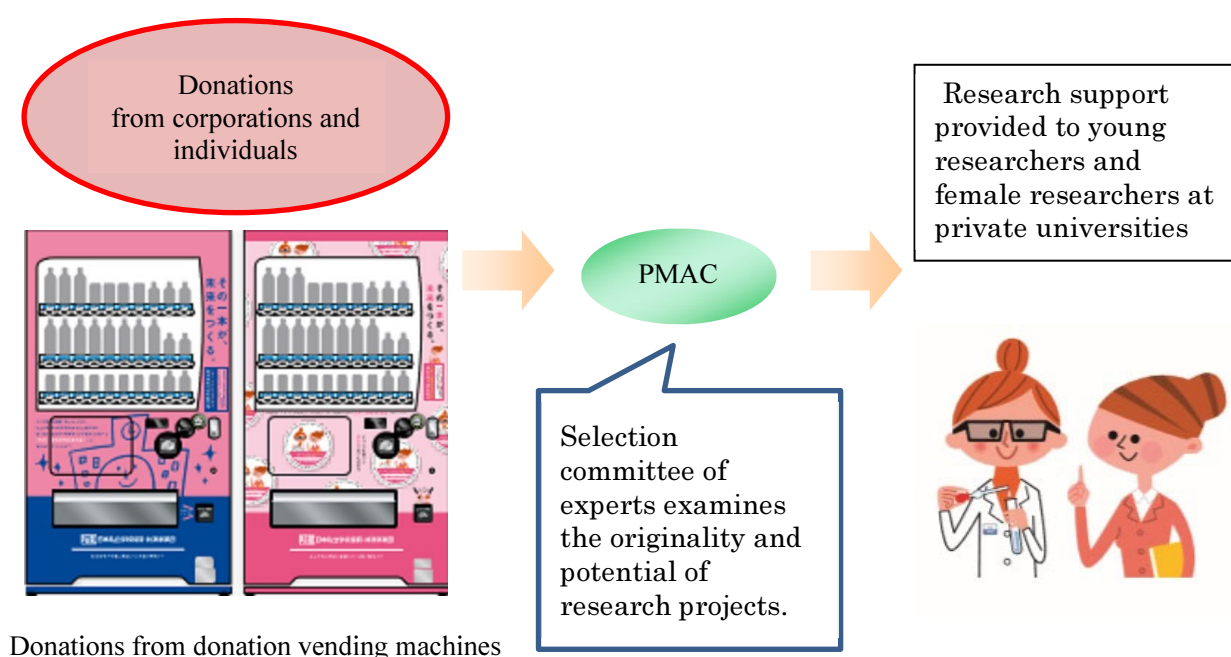
The grant programs are funded by donations from the public to help young researchers and female researchers who belong to a private universities etc. They are designed to enable researchers to acknowledge “social support for their research” and encourage them to give back to society, and by so doing create a connection between society and private universities.

The grant programs are funded directly by donations from the public. As such, we ask corporations and individuals that are supportive of the programs’ purpose for their support.

Donors can learn more about the initiatives by private universities in education and research through award ceremonies where they can meet the researchers in person, as well as through research reports created by the researchers.

Moreover, from the perspective of raising awareness of the grant programs among a wider public and reaching out to the public for further support, we ask educational corporations to let us install “donation vending machines” on their campuses—part of the revenue is donated to the Young Researcher/Female Researcher Grants programs.

Further, these donations are recognized as donations to a specified-public service promotion corporation, and are subject to preferential tax treatment, including exemption and reduction of income and corporate taxes.



Provision of the Young Researcher/Female Researcher Grants

Planned Grants 30 million yen

The Young Researcher/Female Researcher Grants consist of two grant programs: the Young Researcher Grant and the Female Researcher Grant. The grant programs aim to provide researchers with the opportunity to realize their own research plans, thereby contributing to the advancement of research motivation and development of human resources.

Any research project is eligible as long as it is conducted individually by an assistant professor or postdoctoral researcher who belongs to a private university, or a lecturer who has worked for a private university for 10 years or less (excluding departments of medicine, dentistry, and pharmacy). The application does not restricted to specific disciplines and accepts research from all disciplines whether it is basic research or applied research. The grant programs place more value on the characteristics, originality, and prospects of research, and the passion of researchers, as well as the validity of research plans, rather than past research performance of applicants.

The Young Researcher Grant is available to researchers aged 39 or under. By helping young researchers build a successful career, the program aims to contribute to the development of human resources capable of playing a leading role in Japan's future.

The Female Researcher Grant is open to female researchers of all ages and aims to contribute to the development of human resources that are expected to play a leading role in promoting diversity.

The amount of grants is 400,000 yen per research.

In FY 2024, 37 young researchers and 37 female researchers received these scholarships to the total of 29.6 million yen.

Category		FY2018 ~2019	FY2020	FY2021	FY2022	FY2023	FY2024	Total
Young Researcher Grants	Number of scholarships	62	31	37	37	37	37	241
	Amount (thousands of yen)	24,800	12,400	14,800	14,800	14,800	14,800	96,400
Female Researcher Grants	Number of scholarships	62	31	38	38	37	37	243
	Amount (thousands of yen)	24,800	12,400	15,200	15,200	14,800	14,800	97,200
Total	Number of scholarships	124	62	75	75	74	74	484
	Amount (thousands of yen)	49,600	24,800	30,000	30,000	29,600	29,600	193,600

* The total sum of grants and the amount per research are determined annually.

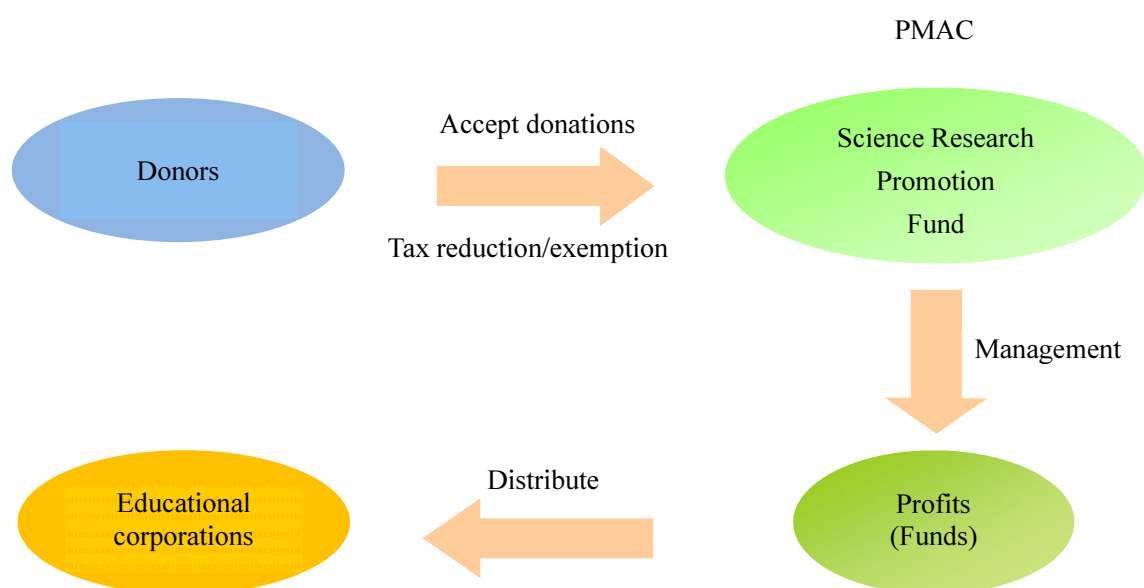
* The total number of research projects that are selected for the grant programs may differ each year depending on the selection results.

The Science Research Promotion Fund (Fundraising)

Fund holdings 5,415,900 thousand yen (end of May, 2024)

The Science Research Promotion Fund was established to subsidize the expenses necessary for research projects. It invests donations from a wide range of public and uses the generated profits to fund outstanding research projects conducted at private universities and other institutions.

These donations are treated as donations to a specified public-service promotion corporation and are thus eligible for preferential tax treatment including exemption from or reduction of income and corporate taxes.



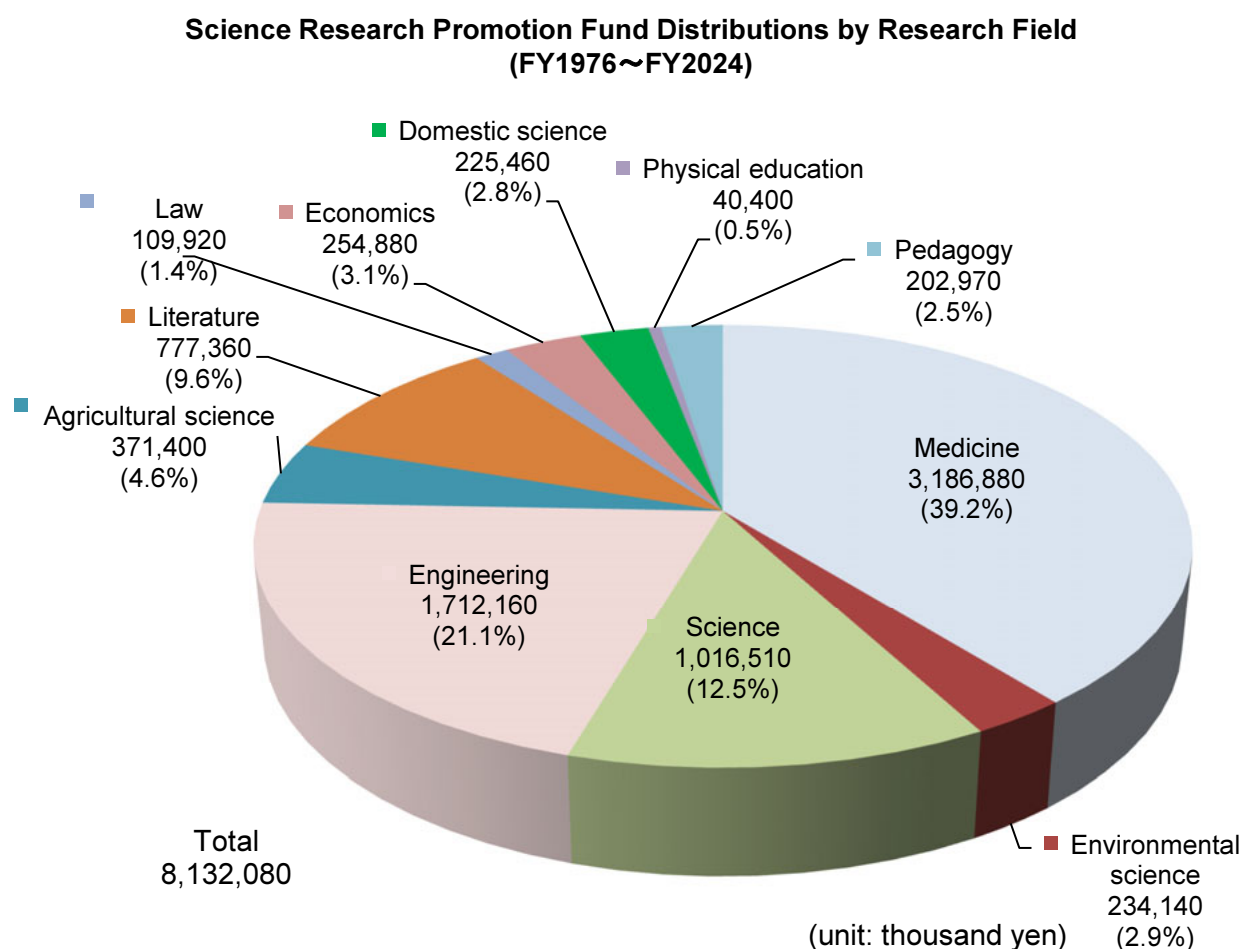
The Fund holds 5,415,900 thousand yen as of May 31, 2024.

The Science Research Promotion Fund (Distributing Funds)

Planned Distribution 80 million yen

Funds from investment profits made by the Science Research Promotion Fund are distributed to subsidize acquisition costs and maintenance costs for academic research facilities at private universities and other institutions as well as other expenditures associated with academic research.

The PMAC has distributed 8,271,380 thousand yen in funds for a total of 3,528 research projects during the period from fiscal 1976 to May 31, 2024.



* In addition to the above, we have awarded 139,300 thousand yen in Young Researcher Scholarships as part of the Science Research Promotion Fund between FY 2008 and FY 2017.

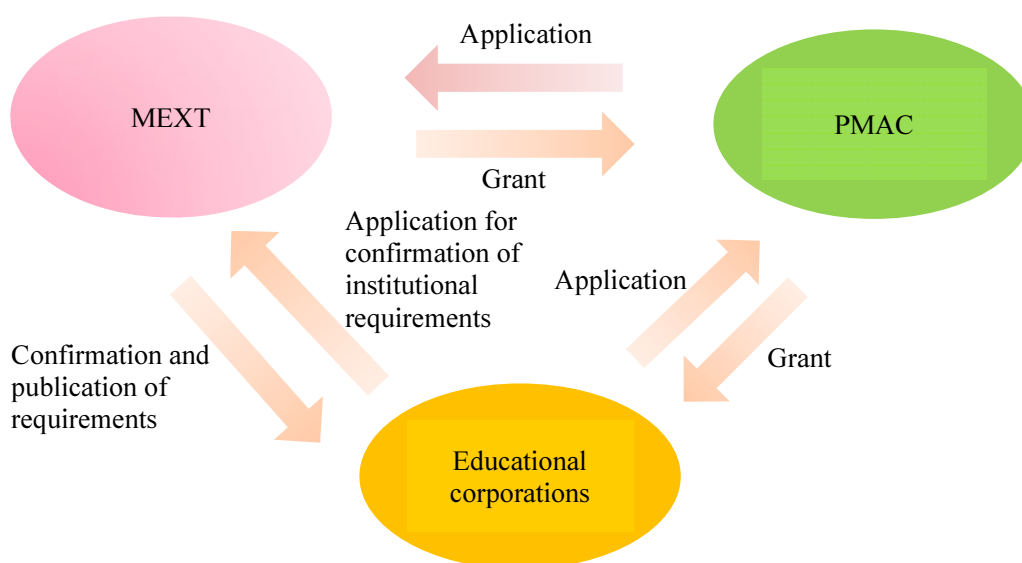
* The figures may not add up to 100% due to rounding off.

Grant Program for Fund Tuition Fee Reduction and Exemption

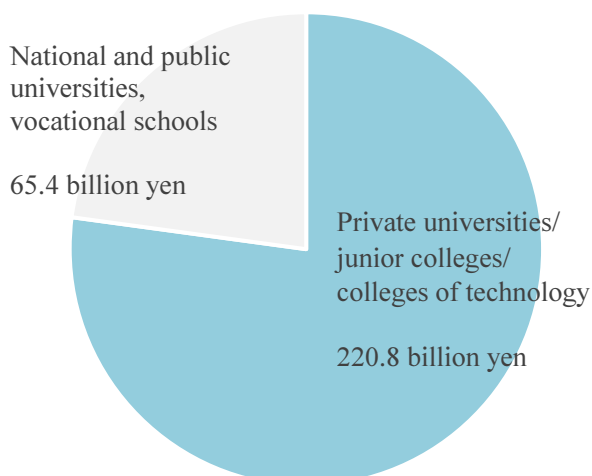
Grants to fund tuition fee reductions and exemptions

Budget 220.8 billion yen

In accordance with Article 17 of the Act on Support for Schooling in Universities, etc., we receive the government funds required to cover the cost of tuition fee reductions and exemptions (hereinafter, “funds for fee reductions and exemptions”) for private universities, private junior colleges, and private colleges of technology, as defined in Article 10 of the Act. Our work is to use these funds as financial resources to provide educational corporations with funds for fee reductions and exemptions.



Budget for FY 2024 (for tuition fee reductions and exemption, etc.)

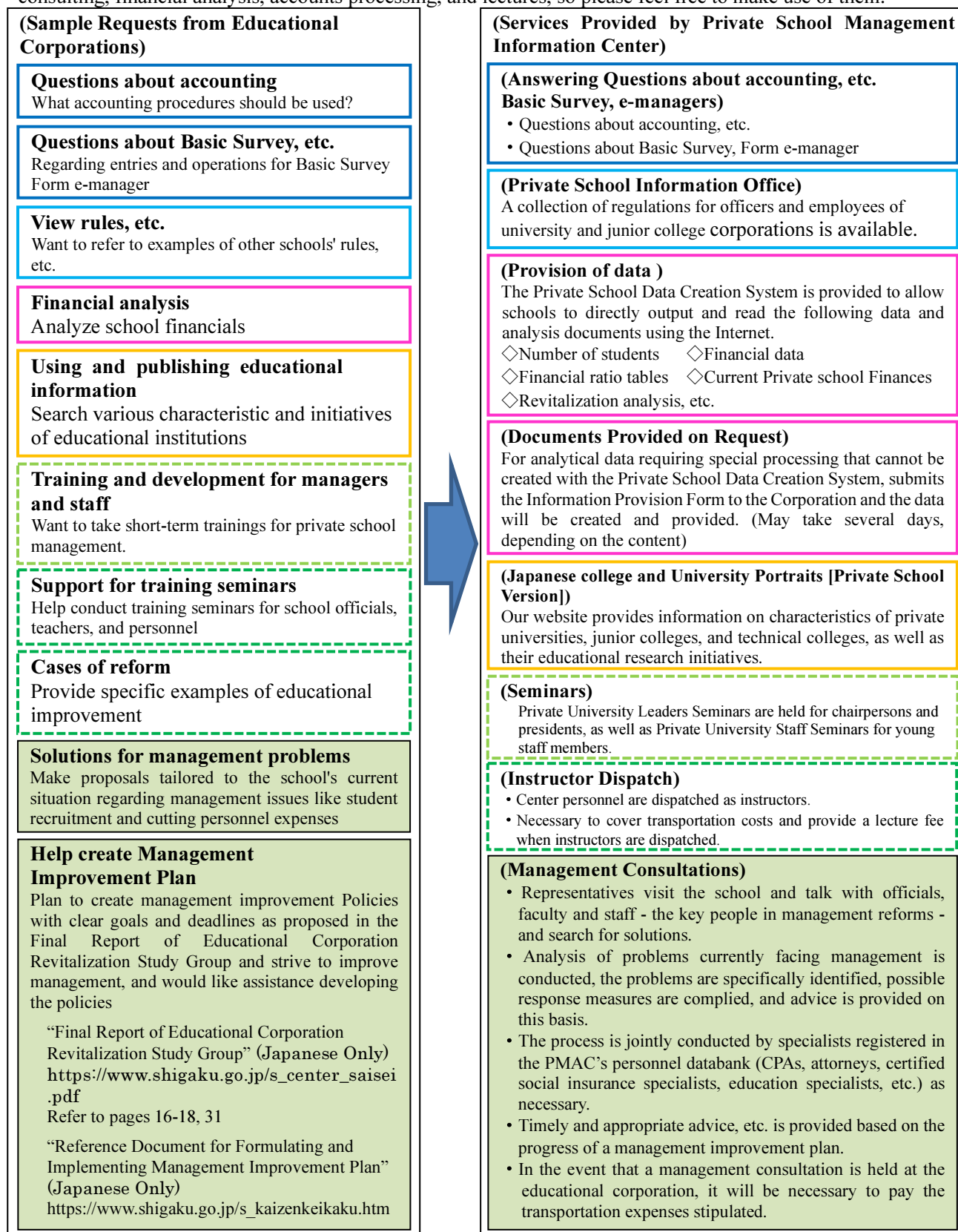


Management Support and Information Provision

Management Consultation Services for Private Schools and Analysis and Provision of Information Related to Education and Management

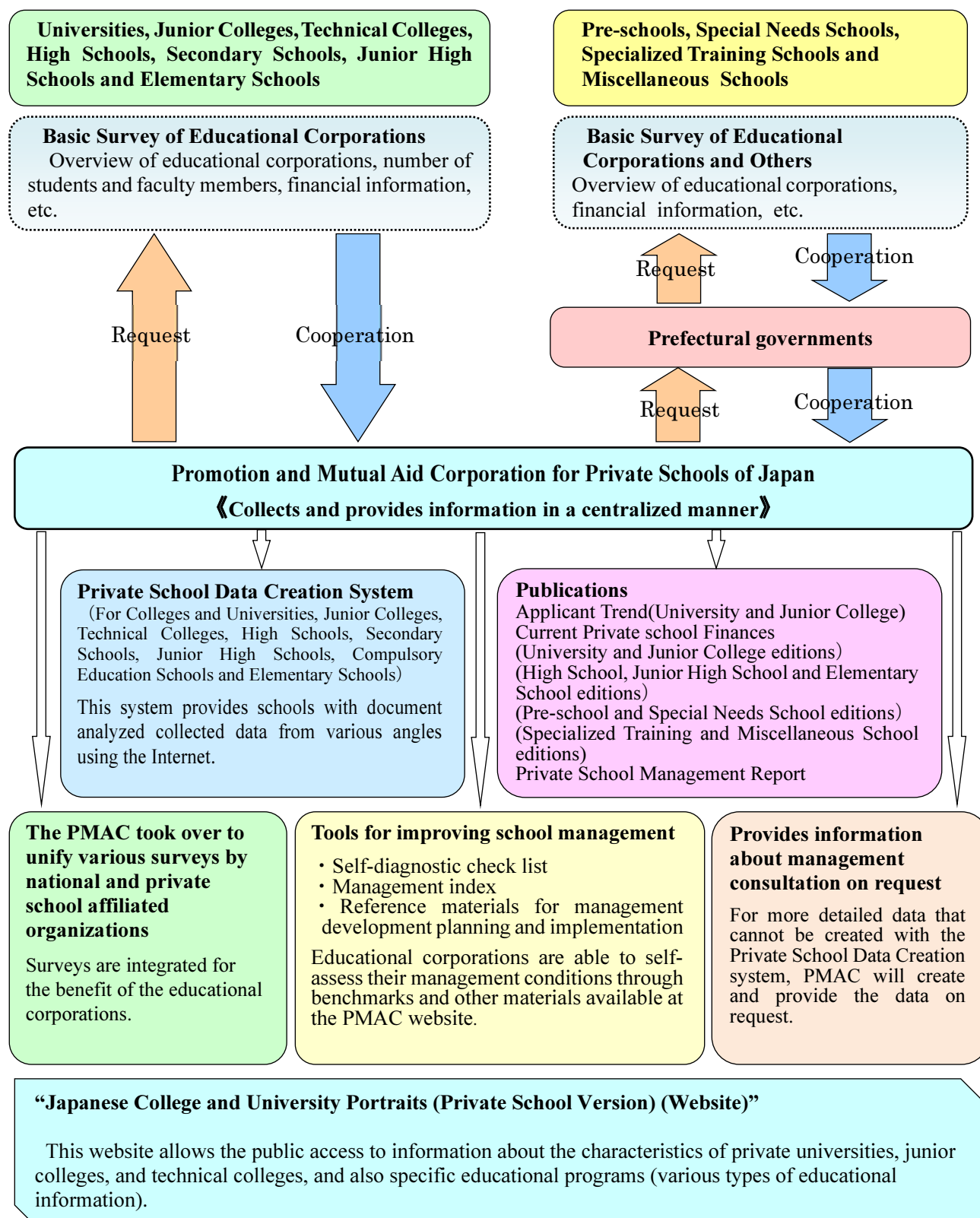
FY2024: Services Provided by the Private School Management Information Center

The Private School Management Information Center offers support for improving the operation of educational corporations, as well as the collection and provision of information on educational conditions and management. The main services provided by the Center are as follows. We offer a wide range of services including management consulting, financial analysis, accounts processing, and lectures, so please feel free to make use of them.



Overview of “Information Collection and Provision”

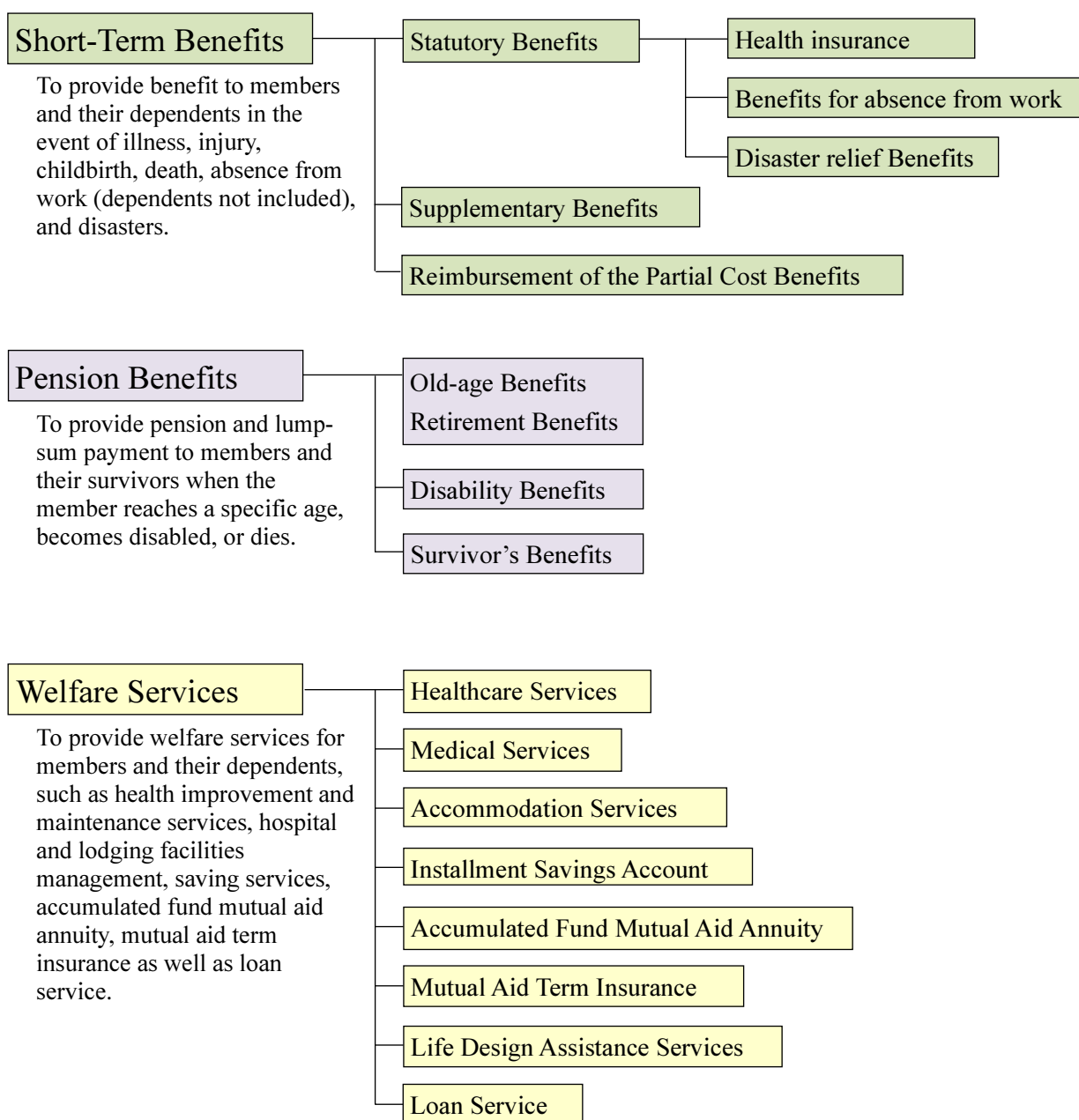
In the Private School Management Information Center, the “Basic Survey of Educational Corporations” has been used since 1971 to collect information on private schools, from Elementary to Universities, and the “Basic Survey of Educational Corporations and Others” has been used since 1999 to collect information on Pre-schools, Special Needs Schools, Specialized Training Schools, and Miscellaneous Schools. Information on educational condition and management of private schools are promptly collected and provided in the following ways.



Mutual Aid Programs

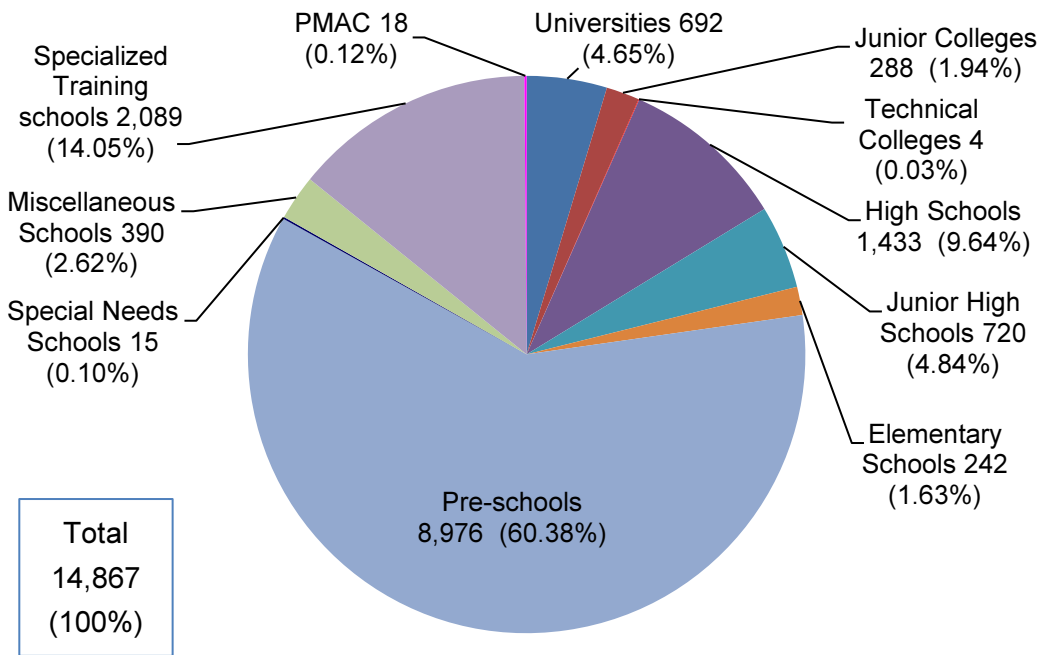
Services Overview

The Private School Mutual Aid System of The Promotion and Mutual Aid Corporation for Private Schools of Japan (PMAC) has been established, based on the objectives of the Basic Act on Education, in order to maintain parity with the welfare and benefit system for national and public school faculty members. PMAC is engaged in short- and pension benefits services, as well as welfare services, to improve the welfare and benefits of private school faculty members through this mutual aid system, and to contribute to the promotion and development of private schools and its education.



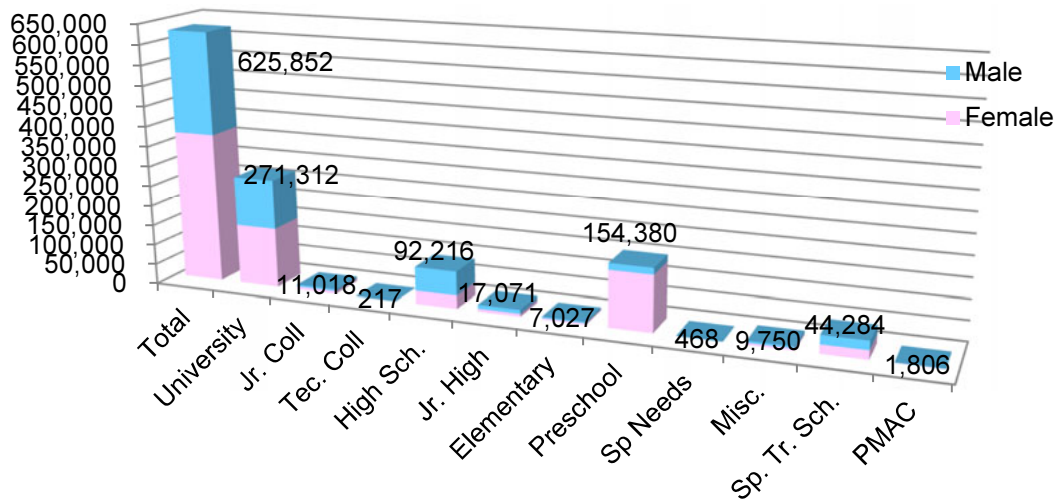
◇ Group Composition (end of March,2024) ◇

(1) Number of schools per school category



Note: The figures may not add up to 100% due to rounding off.

(2) Number of members per school category



	Total	University	Jr. Coll	Tec. Coll	High Sch.	Jr. High	Elementary	Preschool	Sp Needs	Misc.	Sp. Tr. Sch.	PMAC
Total	625,852	271,312	11,018	217	92,216	17,071	7,027	154,380	468	9,750	44,284	1,806
Male	253,077	122,806	4,431	156	58,820	9,731	3,088	16,083	238	4,739	22,173	847
Female	372,775	148,506	6,587	61	33,396	7,340	3,939	138,297	230	5,011	22,111	959

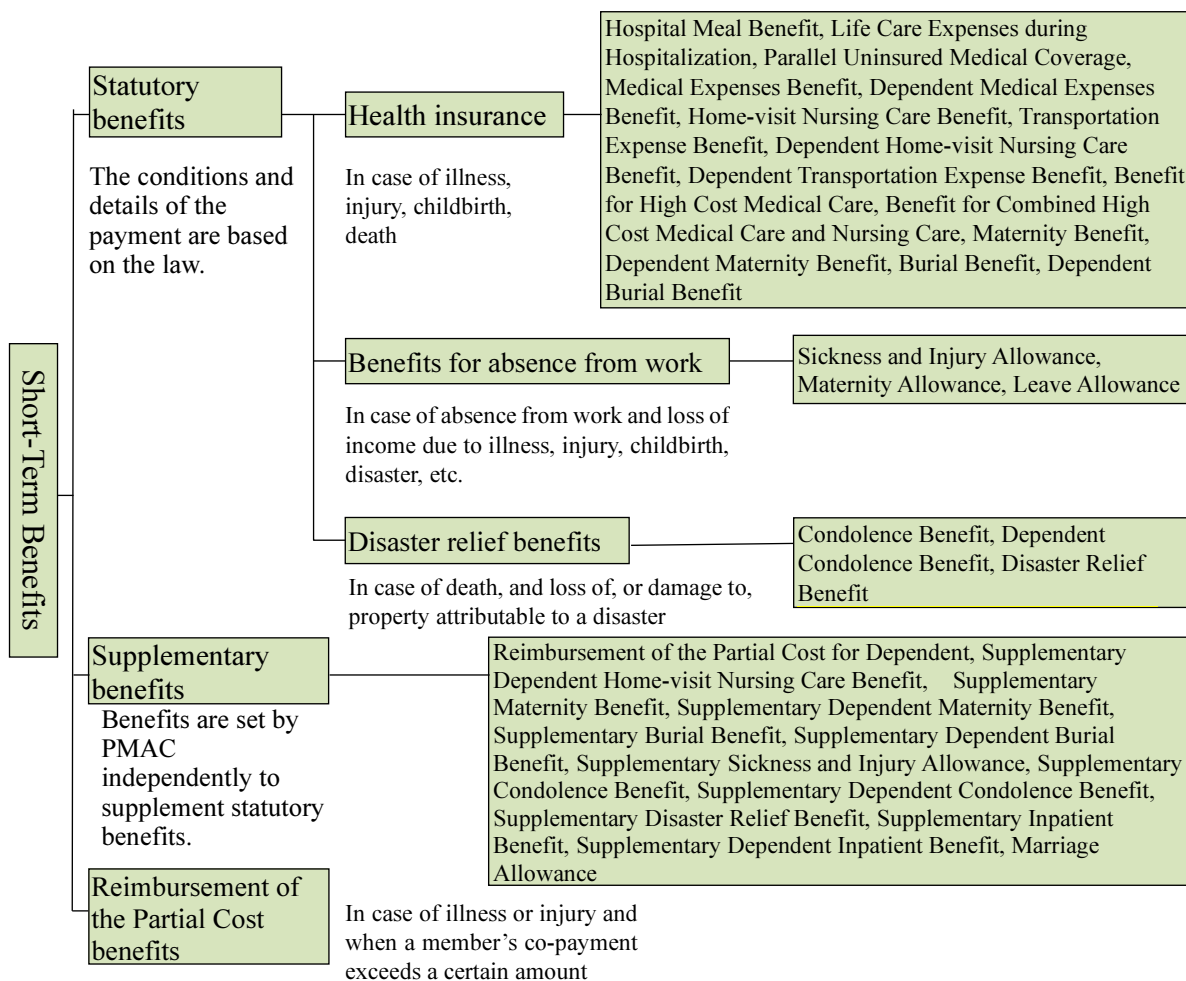
Note: The total number includes Voluntarily Continued Insurance members (16,303 members)

(3) Number of dependents

337,447 (Breakdown) M127,448 F 209,999

Short-Term Benefits

- The program is equivalent to the “health insurance” provided to employees of private businesses.
- Benefits are given to members in the event of illness, injury, childbirth, death, absence from work, and disasters, or to their dependents in the event of illness, injury, childbirth, death, and disasters.
- Short-term benefits include the statutory benefits (established through Private School Mutual Aid Act and Health Insurance Act, the payment eligibility and other details are specified by the law) and supplementary benefits (a benefit that supplements the statutory benefits can be set by the insurer in accordance to the regulations regarding the title and contents of the benefit based on their financial condition). In addition, the reimbursement plan of the partial cost benefit for the members is provided.
- In order to maintain a balanced budget for the next few years, the cost of short-term benefits is covered by premiums.



The PMAC covers the following expenses.

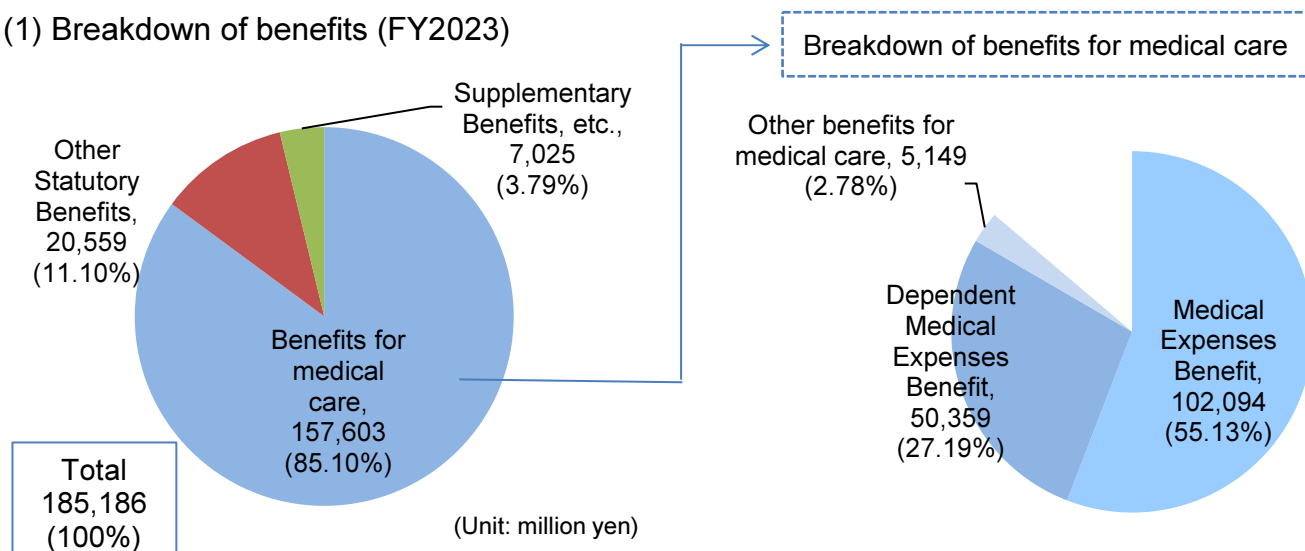
◎ Support fund for the old elderly

Elderly people over the age of 75 receive medical services from the Medical System for the Old Elderly, which was founded in 2008. The PMAC has supported approximately about 78.2 billion yen in fiscal 2023 as a means to support financial resources for the medical expenses of the old elderly.

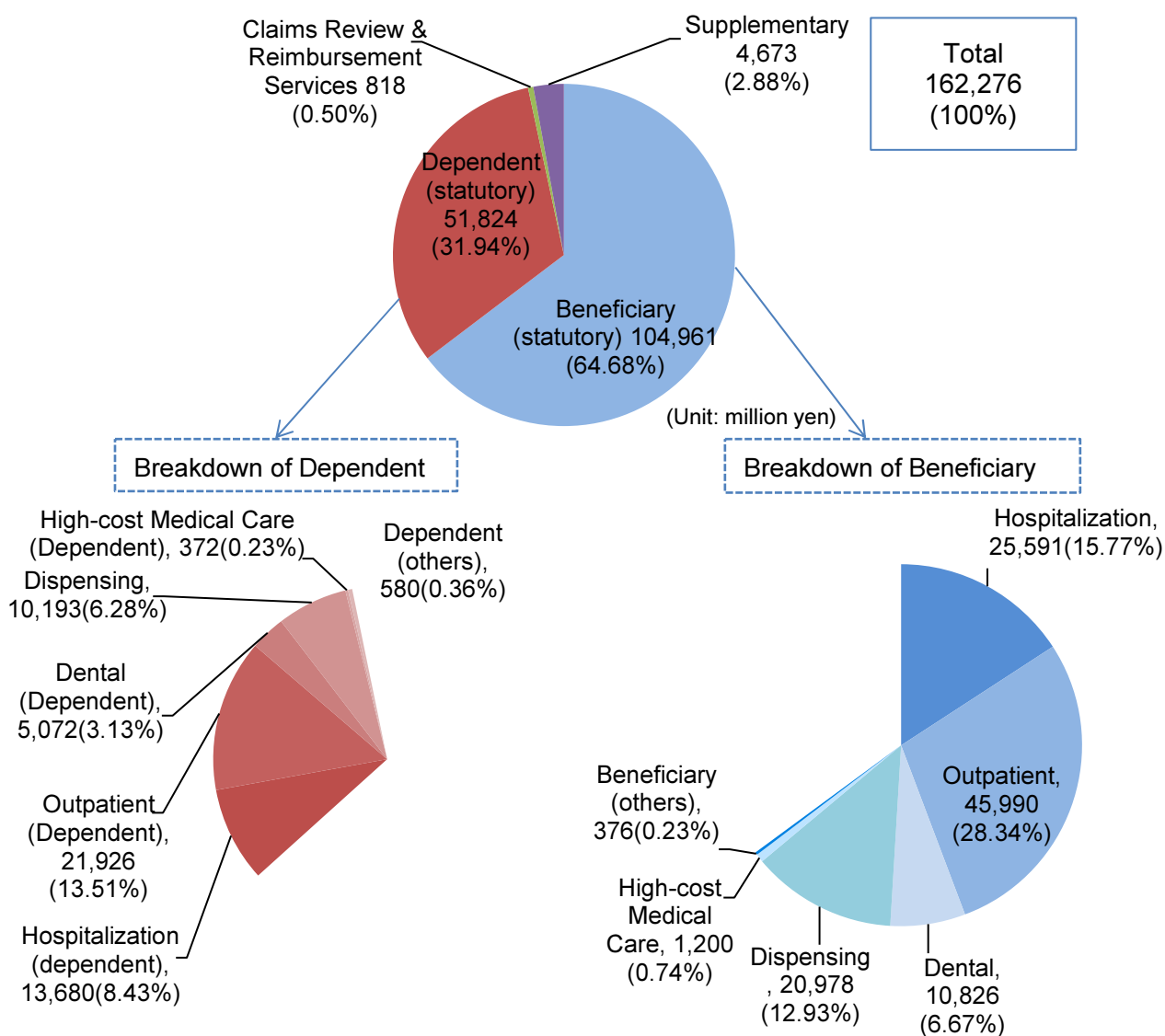
◎ Payments for the young elderly

A system was established in 2008 to adjust the imbalance in the charging of health insurance plans for the benefit expenses of young elderly members (ages 65-74). The PMAC was issued approximately about 48.9 billion yen in fiscal 2023 for the young elderly.

(1) Breakdown of benefits (FY2023)



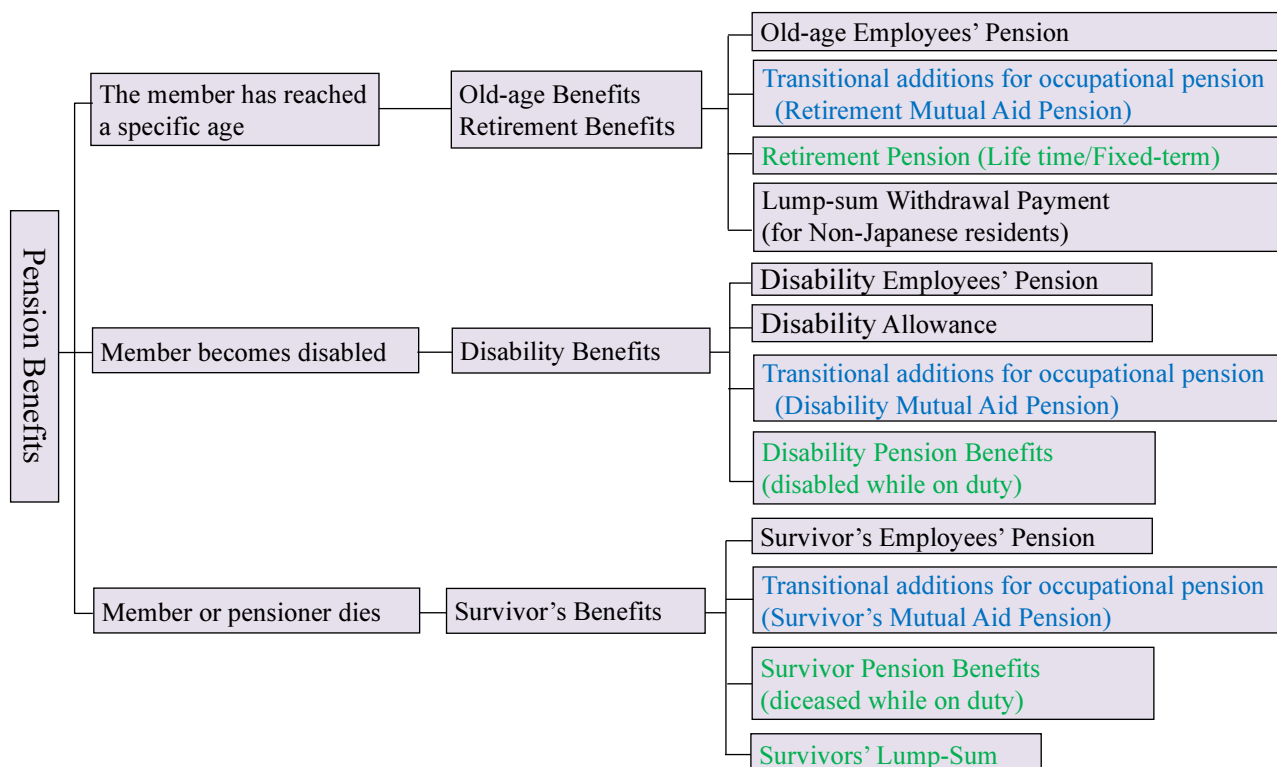
(2) Breakdown of benefits for medical care (including supplementary benefits) (FY2023)



Note: There are cases where the sum may not match with the total number as the results are rounded.

Pension Benefits

- The PMAC pays the Employees' Pension acts as an implementing institution for Employees' Pension Insurance, as well as decides and pays out retirement or other pension benefits to PMAC members and their families to enable them to live securely
- Pension payments can include **Employees' Pension**, **Transitional additions for occupational pension (mutual aid pension)**, and **Retirement Pensions**; this is a general term for Pension benefits or Lump-sum payments paid to enable members and their families to live securely in the event that the member reaches a certain age or retires, suffers an impairing injury or dies.
- The required cost of pension payments is covered by premiums as well as government and prefectural subsidies and investment earnings from reserve funds. Employees' pension, transitional occupational additional payouts (mutual aid pension), and retirement pensions are each calculated and managed separately.



The PMAC covers the following expenses.

◎ Basic Pension Contributions

To manage the Basic Pension of the National Pension Plan, the contributions that cover the expenses are proportional to the total number of members and their dependent spouses aged 20-59 years old, the contribution reached approximately about 242.9 billion yen in fiscal 2023.

However, half of the contribution amount, equivalent to approximately 122.3 billion yen, is subsidized by government.

◎ Employees' pension contributions

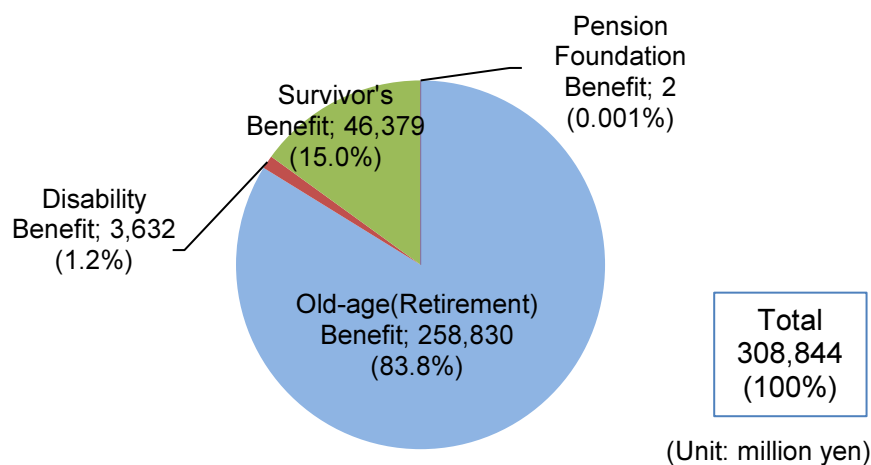
With the consolidation of employee pension schemes in October 2015, 1st tier and 2nd tier premium payments, as well as reserve funds now form a common funding source for all employees, with payment and responsibility for all schemes now accounted for at national level.

1st and 2nd tier premiums collected by the government (Japan Pension Service) are deposited directly into special employees' pension accounts, while PMAC and mutual aid associations for national/local government employees use the collected and accounted premiums as a source of funds and pay the necessary contributions into employees' pension accounts each year.

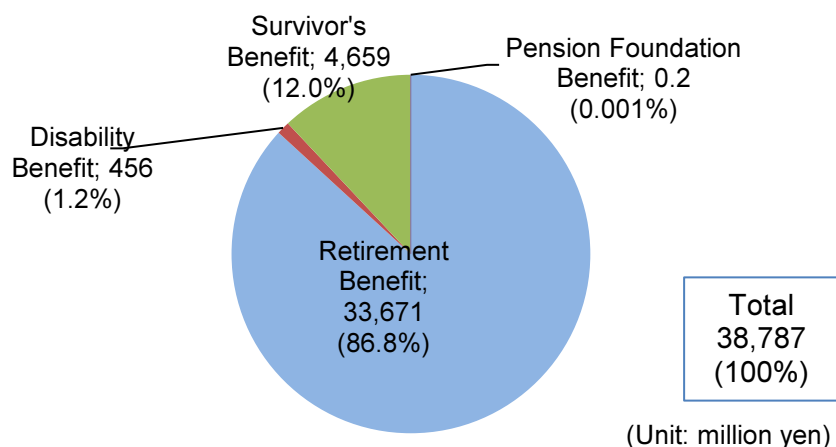
The government (Japan Pension Service) portion is paid directly from the employees' pension accounts to the beneficiaries, while the portion paid annually to mutual aid associations is paid out as subsidies to each association to be paid to the beneficiaries.

(1) Breakdown of benefits (FY2023)

① Employee's pension benefits



② Occupational pension benefits



③ Retirement pension benefits

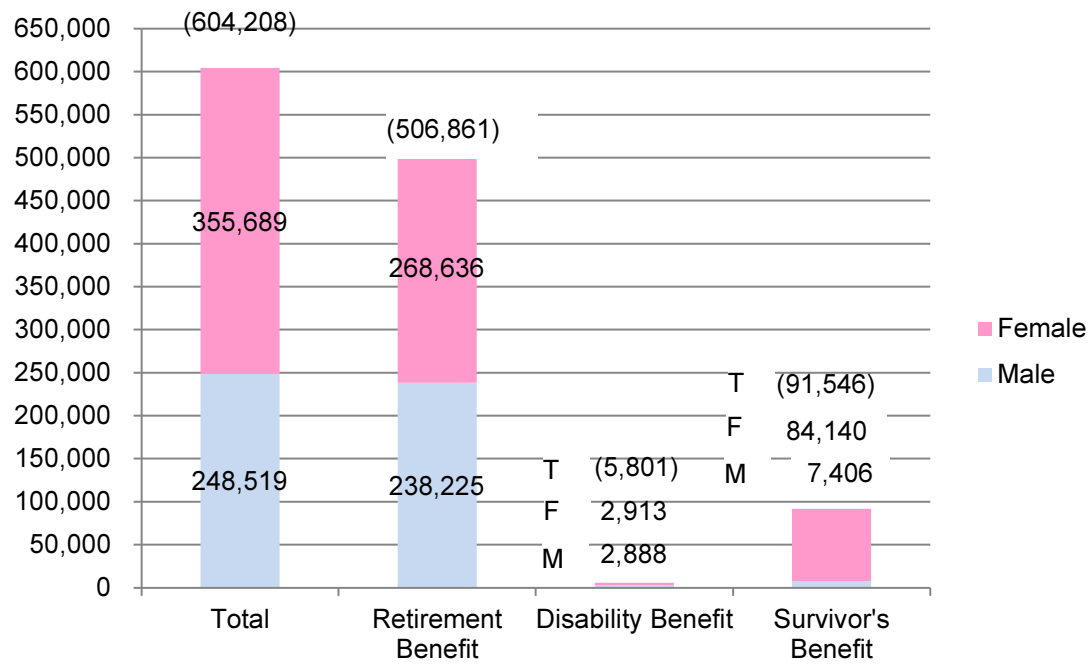
(Unit: million yen)

Total	2,366
Retirement Benefit	2,331
Lifetime retirement pension	543
20-year fixed-term retirement pension	199
10-year fixed-term retirement pension	533
Lump-sum fixed-term retirement pension	884
Lump-sum payment	
Settlement payment	142
Lump-sum withdrawal payments	30
Disability Benefit	26
Survivor's Benefit	8

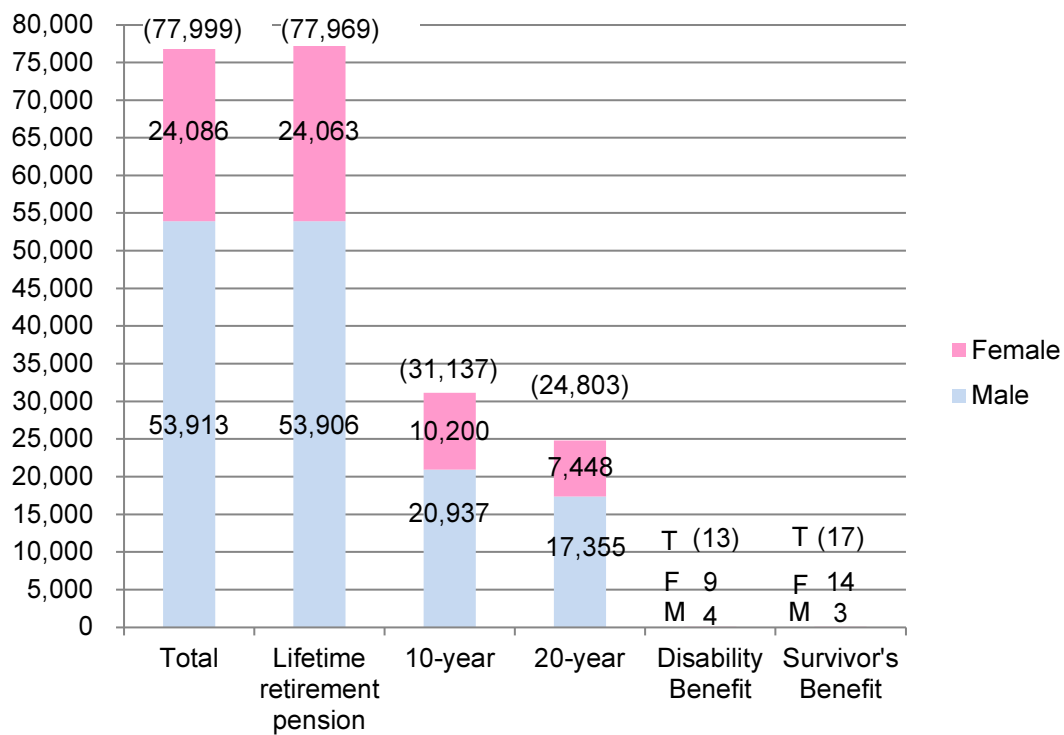
Note: There are cases where the sum may not match with the total number as the results are rounded.

(2) Number of pensioners by pension type (end of March, 2024)

① Employee's pension benefits , Mutual Aid Pension benefits, Occupational pension benefits

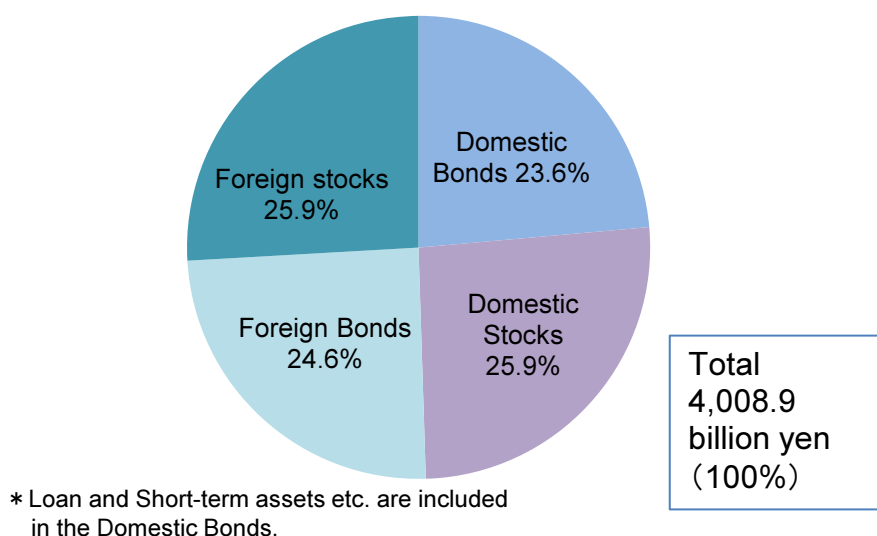


② Retirement pension benefits

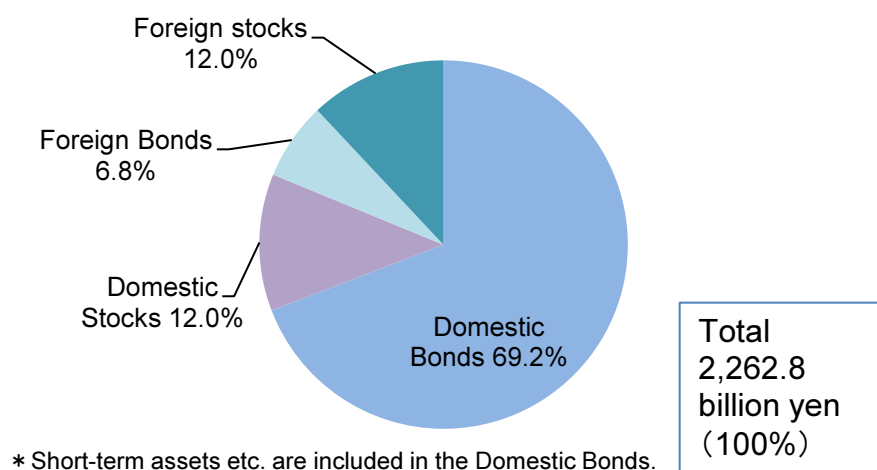


(3) Assets for Employee's pension account and Retirement pension benefits account (end of March, 2024)

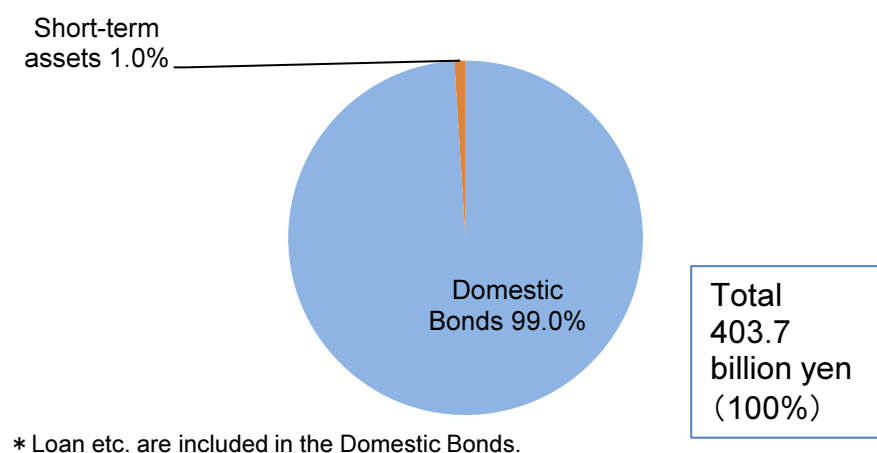
① Employees' pension accounting asset [market value]



② Occupational pension accounting asset [market value]



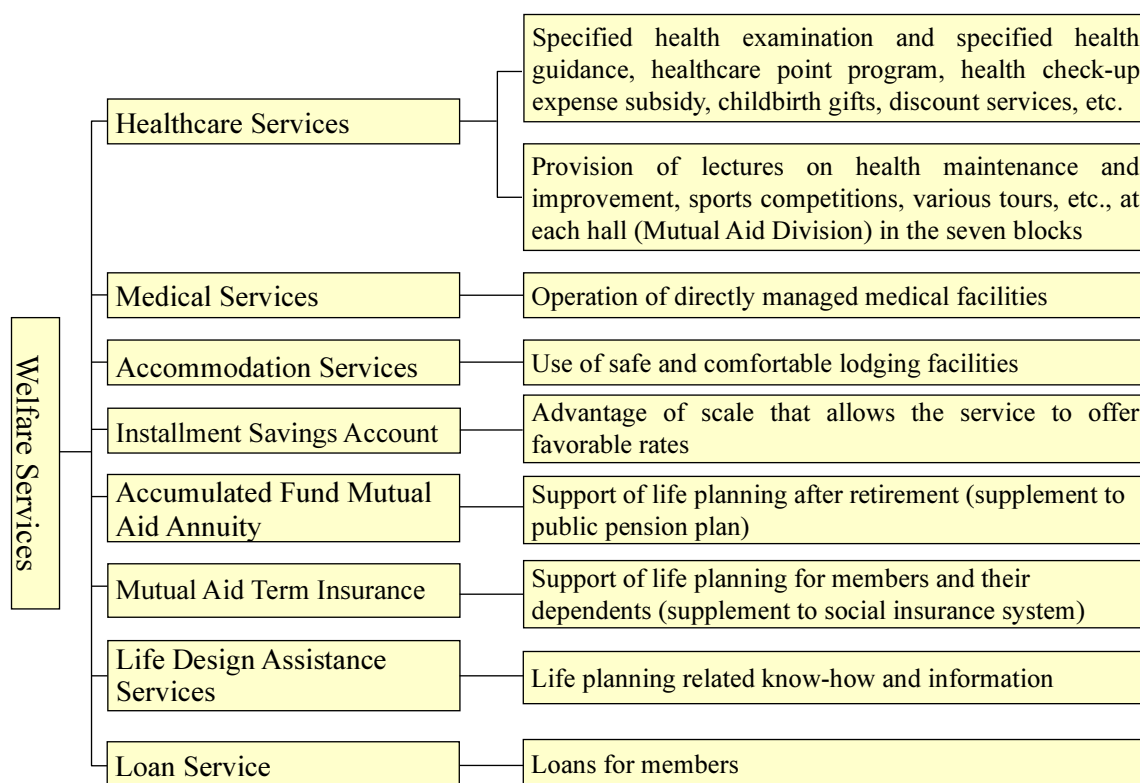
③ Retirement pension benefits account asset [book value]



Note: The figures may not add up to 100% due to rounding off.

Welfare Services

- With the purpose of maintaining and improving the health of members and their dependents, and assisting their daily living, the following welfare-related services are provided with the theme “Enriched daily living and better health.”
 - ① Specified health examination check-up and specified health guidance through medical care-related laws for the elderly
 - ② Health education, health consultations, health check-ups, support for self-help efforts related to health management and disease prevention, and other necessary services to maintain and improve the health of members and their dependents.
 - ③ Management of recreational accommodation and educational facilities for members
 - ④ Property acquisition, management and rental services for members
 - ⑤ Management of members’ savings
 - ⑥ Provision of daily necessities based on members’ needs
 - ⑦ Other services that contribute to the promotion of the members’ welfare and are defined by the provisions of the mutual aid
 - Accumulated Fund Mutual Aid Annuity
 - Mutual Aid Term Insurance
 - ⑧ Member loans for temporary expenditures
- The cost of welfare services is covered by the revenue associated with management of the above-mentioned services, as well as from premiums for welfare services.



◇ Welfare and Well-being ◇

■ Services available to all members and dependents ■

Assisting in health management

- Specified health check-up and specified health guidance
- Healthcare point program
- Health check-up expense subsidy
- Medical check-up by mail
- Health and nursing care counseling program
- Mental healthcare counseling program

Gifts

- Childbirth gifts
- Disaster relief items
- Gifts to long-term recuperated members
- Premium tickets to long-term members

Facilities that can be used as a corporate member

- Sport facilities

Discounts and discount coupons

- Department stores
- Specialty stores (glasses, furniture, etc.)
- Funeral services
- Package tours
- Rent-a-car
- Admission tickets to performances
- Correspondence courses

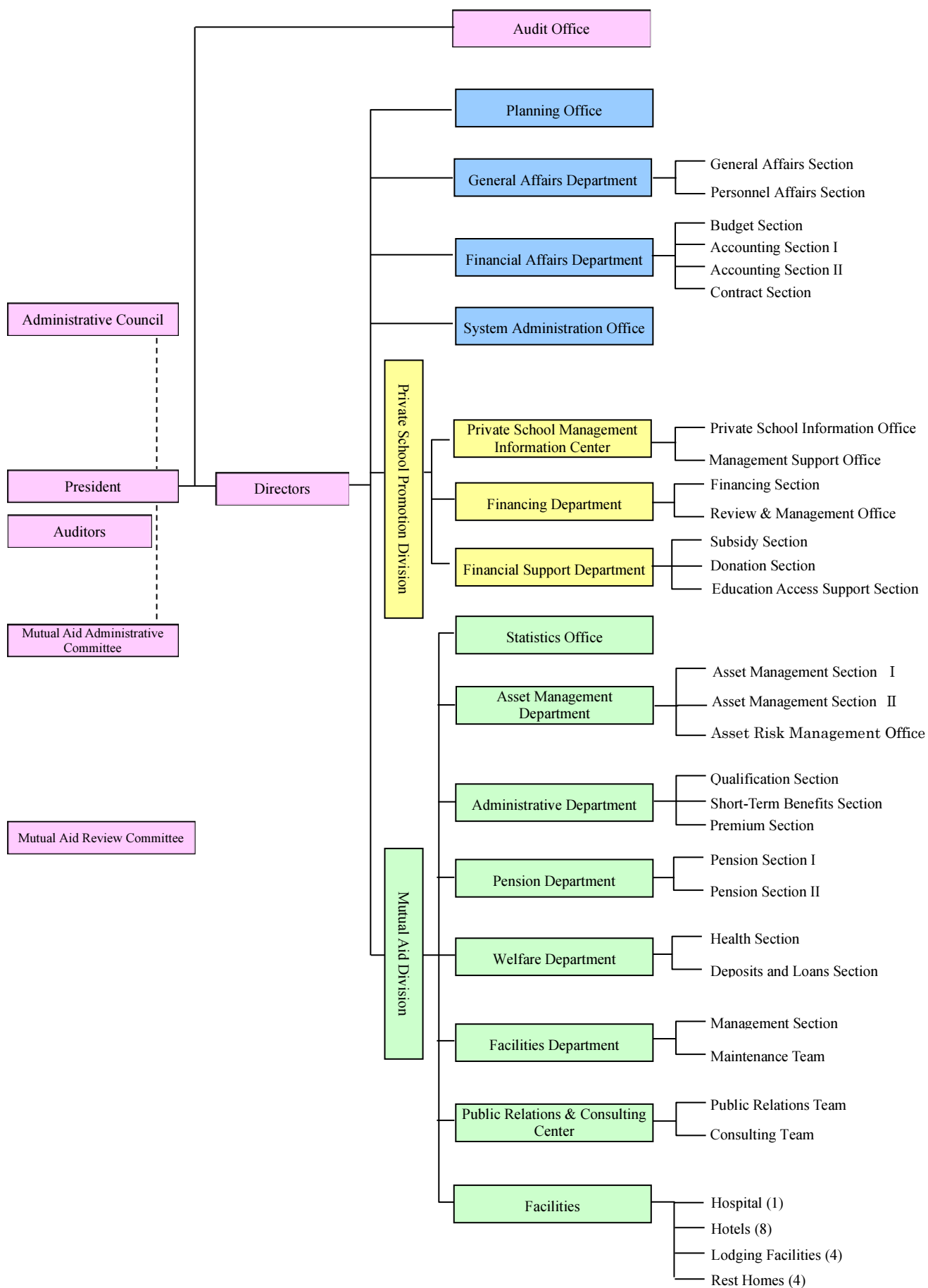
Subsidizing facility fees

- Lodging facilities
- Recreational facilities

Healthcare services in each block

- Facilities designated for health check-up
- Health promotion seminars
- Seminars and sport events
- Organizing various tours
- Organizing caregiving seminars
- Publication of information magazines for each block
- Other discounts and discount coupon services

Organization chart



Note : Numbers in parenthesis represents numbers of offices.