Overview of the Private School Mutual System（PMAC）

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.

Short-Term Benefits

To provide benefit to members and their dependents in the event of illness, injury, childbirth, death, absence from work (dependents not included), and disasters.

- Statutory Benefits
  - Health insurance
  - Leave Benefits
  - Disaster relief Benefits
- Supplementary Benefits
- Copayment refund

Pension Benefits

To provide pension and lump-sum payment to members and their survivors when the member reaches a specific age, becomes disabled, or dies.

- Old-age Benefits
  Retirement Benefits
- Disability Benefits
- Survivor’s Benefits

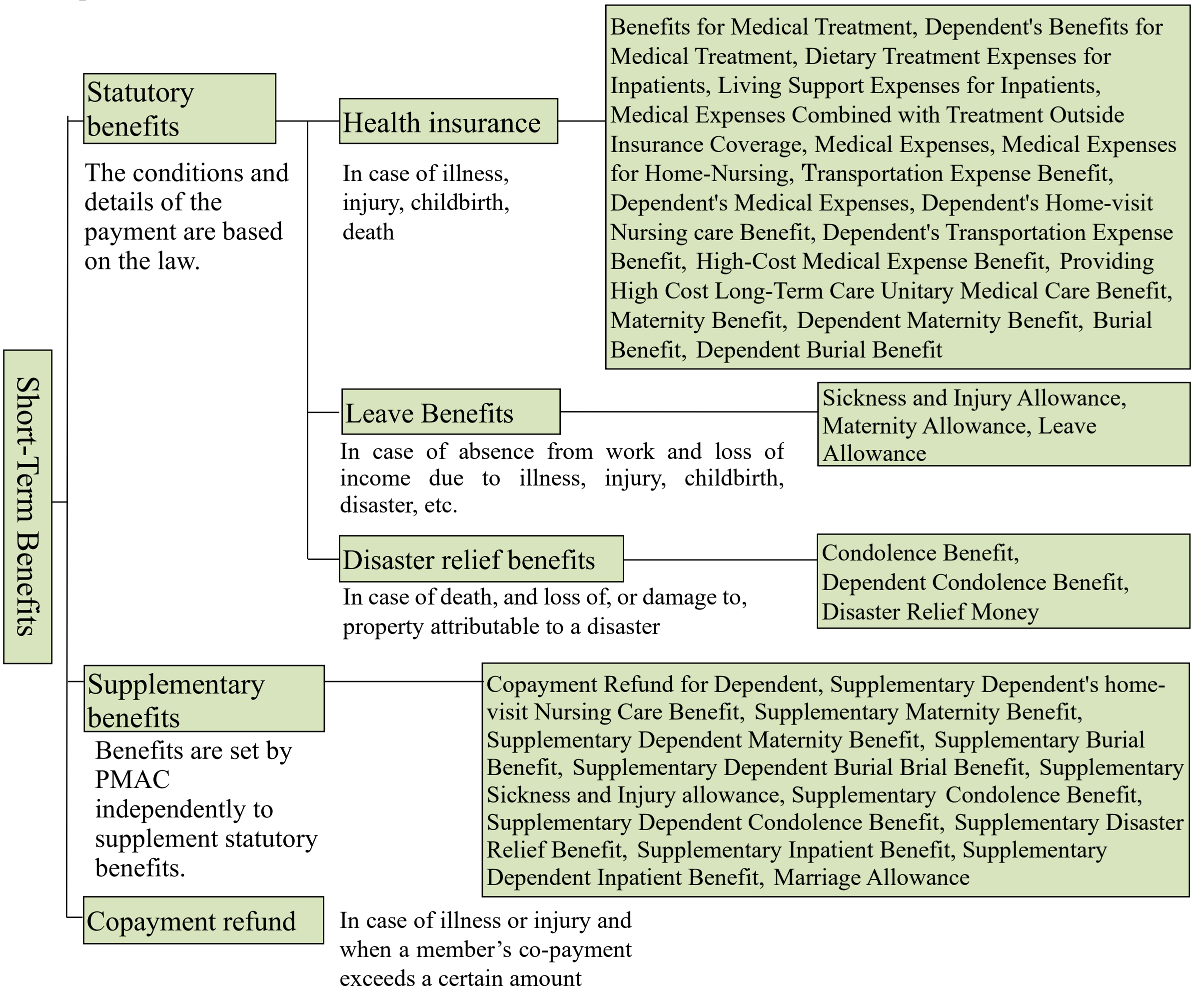
Welfare Services

To provide welfare services for members and their dependents, such as health improvement and maintenance services, hospital and lodging facilities management, saving services, accumulated fund mutual aid annuity, mutual aid term insurance as well as loan service.

- Healthcare Services
- Medical Services
- Accommodation Services
- Installment Savings Account
- Accumulated Fund Mutual Aid Annuity
- Mutual Aid Term Insurance
- Life Design Assistance Services
- Loan Service

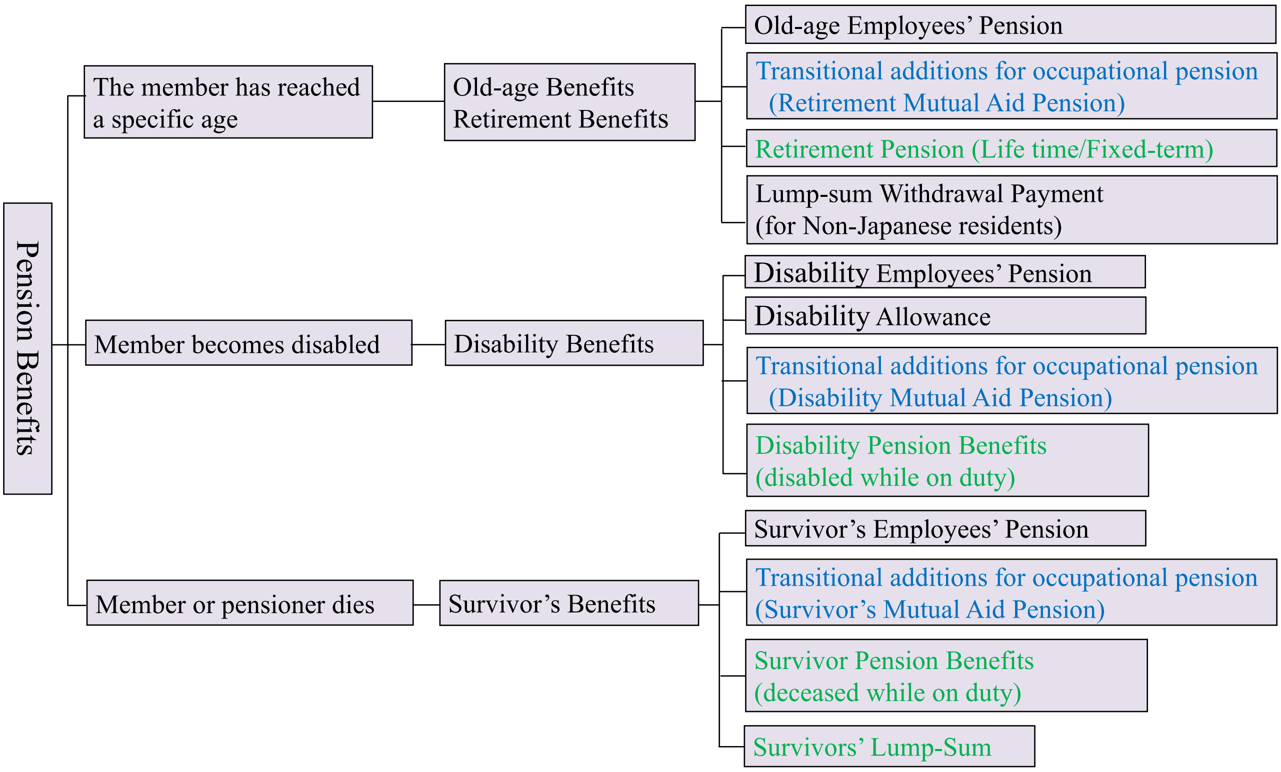
Short-Term Benefits

- ○ 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. (This excludes cases where the member is receiving benefits under the Industrial Accident Compensation Insurance Act.)
- ○ Short-term benefits include the statutory benefits (established through Private School Personal Mutual Aid Association 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, copayment refund 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.



Pension Benefits

- The PMAC pays the Employees' Pension acts as an implementing organization 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（Private schools version）; 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（private schools version） are each calculated and managed separately.



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 Specific Health Checkups 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 Services

Healthcare Services	Specific Health Checkups and specified health guidance, healthcare point program, Comprehensive health checkup expense subsidy, childbirth gifts, discount services, etc.
	Provision of lectures on health maintenance and improvement, sports competitions, various tours, etc., at each hall (Mutual Aid Division) in the seven blocks
Medical Services	Operation of directly managed medical facilities
Accommodation Services	Use of safe and comfortable lodging facilities
Installment Savings Account	Advantage of scale that allows the service to offer favorable rates
Accumulated Fund Mutual Aid Annuity	Support of life planning after retirement (supplement to public pension plan)
Mutual Aid Term Insurance	Support of life planning for members and their dependents (supplement to social insurance system)
Life Design Assistance Services	Life planning related know-how and information
Loan Service	Loans for members

◇ Welfare and Well-being ◇

■Services available to all members and dependents■

Assisting in health management

- Specific health checkups and specified health guidance
- Healthcare point program
- Comprehensive health checkup 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
- Long-service Members' Coupons for Directly Operated Facilities

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

- Accommodation facilities for health promotion
- Welfare 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