

CONGRATULATORY & CONDOLENCES ALLOWANCES

| Allowance Type | Allowance Amount (JPY) |
|--|------------------------|
| Marriage | |
| Associate | 50,000 |
| Associate's Child | 10,000 |
| Child's birth | |
| Associate | 30,000 |
| Associate's Wife | 30,000 |
| Death | |
| Associate | 250,000 |
| Associate's Spouse | 100,000 |
| Associate's parents or child | 50,000 |
| Associate's/Spouse's grandparents | 20,000 |
| Natural Disaster | |
| Home completely destroyed, owner | 300,000 |
| Home completely destroyed, not the owner | 150,000 |
| Home partially destroyed, owner | 200,000 |
| Home partially destroyed, not the owner | 100,000 |