

Exhibit I: Comparison Table of Raised Statutory Retirement Ages

1. Comparison Table of Raised Statutory Retirement Ages for Male Employees

Statutory retirement age raised by one month every four months				Statutory retirement age raised by one month every four months			
<i>Time of birth</i>	<i>Post-reform statutory retirement age</i>	<i>Post-reform time of retirement</i>	<i>Increase in months</i>	<i>Time of birth</i>	<i>Post-reform statutory retirement age</i>	<i>Post-reform time of retirement</i>	<i>Increase in months</i>
January 1965	60 years 1 month	February 2025	1	May 1966	60 years 5 months	October 2026	5
February 1965		March 2025		June 1966		November 2026	
March 1965		April 2025		July 1966		December 2026	
April 1965		May 2025		August 1966		January 2027	
May 1965	60 years 2 months	July 2025	2	September 1966	60 years 6 months	March 2027	6
June 1965		August 2025		October 1966		April 2027	
July 1965		September 2025		November 1966		May 2027	
August 1965		October 2025		December 1966		June 2027	
September 1965	60 years 3 months	December 2025	3	January 1967	60 years 7 months	August 2027	7
October 1965		January 2026		February 1967		September 2027	
November 1965		February 2026		March 1967		October 2027	
December 1965		March 2026		April 1967		November 2027	
January 1966	60 years 4 months	May 2026	4	May 1967	60 years 8 months	January 2028	8
February 1966		June 2026		June 1967		February 2028	
March 1966		July 2026		July 1967		March 2028	

Statutory retirement age raised by one month every four months				Statutory retirement age raised by one month every four months			
<i>Time of birth</i>	<i>Post-reform statutory retirement age</i>	<i>Post-reform time of retirement</i>	<i>Increase in months</i>	<i>Time of birth</i>	<i>Post-reform statutory retirement age</i>	<i>Post-reform time of retirement</i>	<i>Increase in months</i>
April 1966		August 2026		August 1967		April 2028	
September 1967	60 years 9 months	June 2028	9	May 1969	61 years 2 months	July 2030	14
October 1967		July 2028		June 1969		August 2030	
November 1967		August 2028		July 1969		September 2030	
December 1967		September 2028		August 1969		October 2030	
January 1968	60 years 10 months	November 2028	10	September 1969	61 years 3 months	December 2030	15
February 1968		December 2028		October 1969		January 2031	
March 1968		January 2029		November 1969		February 2031	
April 1968		February 2029		December 1969		March 2031	
May 1968	60 years 11 months	April 2029	11	January 1970	61 years 4 months	May 2031	16
June 1968		May 2029		February 1970		June 2031	
July 1968		June 2029		March 1970		July 2031	
August 1968		July 2029		April 1970		August 2031	
September 1968	61 years	September 2029	12	May 1970	61 years 5 months	October 2031	17
October 1968		October 2029		June 1970		November 2031	
November 1968		November 2029		July 1970		December 2031	
December 1968		December 2029		August 1970		January 2032	
January 1969	61 years 1 month	February 2030	13	September 1970	61 years 6 months	March 2032	18
February 1969		March 2030		October 1970		April 2032	

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Statutory retirement age raised by one month every four months				Statutory retirement age raised by one month every four months			
<i>Time of birth</i>	<i>Post-reform statutory retirement age</i>	<i>Post-reform time of retirement</i>	<i>Increase in months</i>	<i>Time of birth</i>	<i>Post-reform statutory retirement age</i>	<i>Post-reform time of retirement</i>	<i>Increase in months</i>
March 1969		April 2030		November 1970		May 2032	
April 1969		May 2030		December 1970		June 2032	
January 1971	61 years 7 months	August 2032	19	September 1972	62 years	September 2034	24
February 1971		September 2032		October 1972		October 2034	
March 1971		October 2032		November 1972		November 2034	
April 1971		November 2032		December 1972		December 2034	
May 1971	61 years 8 months	January 2033	20	January 1973	62 years 1 month	February 2035	25
June 1971		February 2033		February 1973		March 2035	
July 1971		March 2033		March 1973		April 2035	
August 1971		April 2033		April 1973		May 2035	
September 1971	61 years 9 months	June 2033	21	May 1973	62 years 2 months	July 2035	26
October 1971		July 2033		June 1973		August 2035	
November 1971		August 2033		July 1973		September 2035	
December 1971		September 2033		August 1973		October 2035	
January 1972	61 years 10 months	November 2033	22	September 1973	62 years 3 months	December 2035	27
February 1972		December 2033		October 1973		January 2036	
March 1972		January 2034		November 1973		February 2036	
April 1972		February 2034		December 1973		March 2036	

Exhibit I: Comparison Table of Raised Statutory Retirement Ages

Statutory retirement age raised by one month every four months				Statutory retirement age raised by one month every four months			
<i>Time of birth</i>	<i>Post-reform statutory retirement age</i>	<i>Post-reform time of retirement</i>	<i>Increase in months</i>	<i>Time of birth</i>	<i>Post-reform statutory retirement age</i>	<i>Post-reform time of retirement</i>	<i>Increase in months</i>
May 1972	61 years 11 months	April 2034	23	January 1974	62 years 4 months	May 2036	28
June 1972		May 2034		February 1974		June 2036	
July 1972		June 2034		March 1974		July 2036	
August 1972		July 2034		April 1974		August 2036	
May 1974	62 years 5 months	October 2036	29	September 1975	62 years 9 months	June 2038	33
June 1974		November 2036		October 1975		July 2038	
July 1974		December 2036		November 1975		August 2038	
August 1974		January 2037		December 1975		September 2038	
September 1974	62 years 6 months	March 2037	30	January 1976	62 years 10 months	November 2038	34
October 1974		April 2037		February 1976		December 2038	
November 1974		May 2037		March 1976		January 2039	
December 1974		June 2037		April 1976		February 2039	
January 1975	62 years 7 months	August 2037	31	May 1976	62 years 11 months	April 2039	35
February 1975		September 2037		June 1976		May 2039	
March 1975		October 2037		July 1976		June 2039	
April 1975		November 2037		August 1976		July 2039	
May 1975	62 years 8 months	January 2038	32	September 1976	63 years	September 2039	36
June 1975		February 2038		October 1976		October 2039	

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Statutory retirement age raised by one month every four months				Statutory retirement age raised by one month every four months			
<i>Time of birth</i>	<i>Post-reform statutory retirement age</i>	<i>Post-reform time of retirement</i>	<i>Increase in months</i>	<i>Time of birth</i>	<i>Post-reform statutory retirement age</i>	<i>Post-reform time of retirement</i>	<i>Increase in months</i>
July 1975		March 2038		November 1976		November 2039	
August 1975		April 2038		December 1976		December 2039	

Exhibit I: Comparison Table of Raised Statutory Retirement Ages

2. Comparison Table of Raised Statutory Retirement Ages for Female Employees Whose Original Statutory Retirement Age Is 55

Statutory retirement age raised by one month every four months				Statutory retirement age raised by one month every four months			
<i>Time of birth</i>	<i>Post-reform statutory retirement age</i>	<i>Post-reform time of retirement</i>	<i>Increase in months</i>	<i>Time of birth</i>	<i>Post-reform statutory retirement age</i>	<i>Post-reform time of retirement</i>	<i>Increase in months</i>
January 1970	55 years 1 month	February 2025	1	May 1971	55 years 5 months	October 2026	5
February 1970		March 2025		June 1971		November 2026	
March 1970		April 2025		July 1971		December 2026	
April 1970		May 2025		August 1971		January 2027	
May 1970	55 years 2 months	July 2025	2	September 1971	55 years 6 months	March 2027	6
June 1970		August 2025		October 1971		April 2027	
July 1970		September 2025		November 1971		May 2027	
August 1970		October 2025		December 1971		June 2027	
September 1970	55 years 3 months	December 2025	3	January 1972	55 years 7 months	August 2027	7
October 1970		January 2026		February 1972		September 2027	
November 1970		February 2026		March 1972		October 2027	
December 1970		March 2026		April 1972		November 2027	
January 1971	55 years 4 months	May 2026	4	May 1972	55 years 8 months	January 2028	8
February 1971		June 2026		June 1972		February 2028	
March 1971		July 2026		July 1972		March 2028	
April 1971		August 2026		August 1972		April 2028	
September 1972	55 years 9 months	June 2028	9	May 1974	56 years 2 months	July 2030	14

Statutory retirement age raised by one month every four months				Statutory retirement age raised by one month every four months			
<i>Time of birth</i>	<i>Post-reform statutory retirement age</i>	<i>Post-reform time of retirement</i>	<i>Increase in months</i>	<i>Time of birth</i>	<i>Post-reform statutory retirement age</i>	<i>Post-reform time of retirement</i>	<i>Increase in months</i>
October 1972		July 2028		June 1974		August 2030	
November 1972		August 2028		July 1974		September 2030	
December 1972		September 2028		August 1974		October 2030	
January 1973	55 years 10 months	November 2028	10	September 1974	56 years 3 months	December 2030	15
February 1973		December 2028		October 1974		January 2031	
March 1973		January 2029		November 1974		February 2031	
April 1973		February 2029		December 1974		March 2031	
May 1973	55 years 11 months	April 2029	11	January 1975	56 years 4 months	May 2031	16
June 1973		May 2029		February 1975		June 2031	
July 1973		June 2029		March 1975		July 2031	
August 1973		July 2029		April 1975		August 2031	
September 1973	56 years	September 2029	12	May 1975	56 years 5 months	October 2031	17
October 1973		October 2029		June 1975		November 2031	
November 1973		November 2029		July 1975		December 2031	
December 1973		December 2029		August 1975		January 2032	
January 1974	56 years 1 month	February 2030	13	September 1975	56 years 6 months	March 2032	18
February 1974		March 2030		October 1975		April 2032	
March 1974		April 2030		November 1975		May 2032	
April 1974		May 2030		December 1975		June 2032	

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Statutory retirement age raised by one month every four months				Statutory retirement age raised by one month every four months			
<i>Time of birth</i>	<i>Post-reform statutory retirement age</i>	<i>Post-reform time of retirement</i>	<i>Increase in months</i>	<i>Time of birth</i>	<i>Post-reform statutory retirement age</i>	<i>Post-reform time of retirement</i>	<i>Increase in months</i>
January 1976	56 years 7 months	August 2032	19	September 1977	57 years	September 2034	24
February 1976		September 2032		October 1977		October 2034	
March 1976		October 2032		November 1977		November 2034	
April 1976		November 2032		December 1977		December 2034	
May 1976	56 years 8 months	January 2033	20	January 1978	57 years 1 month	February 2035	25
June 1976		February 2033		February 1978		March 2035	
July 1976		March 2033		March 1978		April 2035	
August 1976		April 2033		April 1978		May 2035	
September 1976	56 years 9 months	June 2033	21	May 1978	57 years 2 months	July 2035	26
October 1976		July 2033		June 1978		August 2035	
November 1976		August 2033		July 1978		September 2035	
December 1976		September 2033		August 1978		October 2035	
January 1977	56 years 10 months	November 2033	22	September 1978	57 years 3 months	December 2035	27
February 1977		December 2033		October 1978		January 2036	
March 1977		January 2034		November 1978		February 2036	
April 1977		February 2034		December 1978		March 2036	
May 1977	56 years 11 months	April 2034	23	January 1979	57 years 4 months	May 2036	28
June 1977		May 2034		February 1979		June 2036	
July 1977		June 2034		March 1979		July 2036	

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Statutory retirement age raised by one month every four months				Statutory retirement age raised by one month every four months			
<i>Time of birth</i>	<i>Post-reform statutory retirement age</i>	<i>Post-reform time of retirement</i>	<i>Increase in months</i>	<i>Time of birth</i>	<i>Post-reform statutory retirement age</i>	<i>Post-reform time of retirement</i>	<i>Increase in months</i>
August 1977		July 2034		April 1979		August 2036	
May 1979	57 years 5 months	October 2036	29	September 1980	57 years 9 months	June 2038	33
June 1979		November 2036		October 1980		July 2038	
July 1979		December 2036		November 1980		August 2038	
August 1979		January 2037		December 1980		September 2038	
September 1979	57 years 6 months	March 2037	30	January 1981	57 years 10 months	November 2038	34
October 1979		April 2037		February 1981		December 2038	
November 1979		May 2037		March 1981		January 2039	
December 1979		June 2037		April 1981		February 2039	
January 1980	57 years 7 months	August 2037	31	May 1981	57 years 11 months	April 2039	35
February 1980		September 2037		June 1981		May 2039	
March 1980		October 2037		July 1981		June 2039	
April 1980		November 2037		August 1981		July 2039	
May 1980	57 years 8 months	January 2038	32	September 1981	58 years	September 2039	36
June 1980		February 2038		October 1981		October 2039	
July 1980		March 2038		November 1981		November 2039	
August 1980		April 2038		December 1981		December 2039	

Exhibit I: Comparison Table of Raised Statutory Retirement Ages

3. Comparison Table of Raised Statutory Retirement Ages for Female Employees Whose Original Statutory Retirement Age Is 50

Statutory retirement age raised by one month every two months				Statutory retirement age raised by one month every two months			
<i>Time of birth</i>	<i>Post-reform statutory retirement age</i>	<i>Post-reform time of retirement</i>	<i>Increase in months</i>	<i>Time of birth</i>	<i>Post-reform statutory retirement age</i>	<i>Post-reform time of retirement</i>	<i>Increase in months</i>
January 1975	50 years 1 month	February 2025	1	May 1976	50 years 9 months	February 2027	9
February 1975		March 2025		June 1976		March 2027	
March 1975	50 years 2 months	May 2025	2	July 1976	50 years 10 months	May 2027	10
April 1975		June 2025		August 1976		June 2027	
May 1975	50 years 3 months	August 2025	3	September 1976	50 years 11 months	August 2027	11
June 1975		September 2025		October 1976		September 2027	
July 1975	50 years 4 months	November 2025	4	November 1976	51 years	November 2027	12
August 1975		December 2025		December 1976		December 2027	
September 1975	50 years 5 months	February 2026	5	January 1977	51 years 1 month	February 2028	13
October 1975		March 2026		February 1977		March 2028	
November 1975	50 years 6 months	May 2026	6	March 1977	51 years 2 months	May 2028	14
December 1975		June 2026		April 1977		June 2028	
January 1976	50 years 7 months	August 2026	7	May 1977	51 years 3 months	August 2028	15
February 1976		September 2026		June 1977		September 2028	
March 1976	50 years 8 months	November 2026	8	July 1977	51 years 4 months	November 2028	16
April 1976		December 2026		August 1977		December 2028	
September 1977	51 years 5 months	February 2029	17	May 1979	52 years 3 months	August 2031	27
October 1977		March 2029		June 1979		September 2031	

Statutory retirement age raised by one month every two months				Statutory retirement age raised by one month every two months			
<i>Time of birth</i>	<i>Post-reform statutory retirement age</i>	<i>Post-reform time of retirement</i>	<i>Increase in months</i>	<i>Time of birth</i>	<i>Post-reform statutory retirement age</i>	<i>Post-reform time of retirement</i>	<i>Increase in months</i>
November 1977	51 years 6 months	May 2029	18	July 1979	52 years 4 months	November 2031	28
December 1977		June 2029		August 1979		December 2031	
January 1978	51 years 7 months	August 2029	19	September 1979	52 years 5 months	February 2032	29
February 1978		September 2029		October 1979		March 2032	
March 1978	51 years 8 months	November 2029	20	November 1979	52 years 6 months	May 2032	30
April 1978		December 2029		December 1979		June 2032	
May 1978	51 years 9 months	February 2030	21	January 1980	52 years 7 months	August 2032	31
June 1978		March 2030		February 1980		September 2032	
July 1978	51 years 10 months	May 2030	22	March 1980	52 years 8 months	November 2032	32
August 1978		June 2030		April 1980		December 2032	
September 1978	51 years 11 months	August 2030	23	May 1980	52 years 9 months	February 2033	33
October 1978		September 2030		June 1980		March 2033	
November 1978	52 years	November 2030	24	July 1980	52 years 10 months	May 2033	34
December 1978		December 2030		August 1980		June 2033	
January 1979	52 years 1 month	February 2031	25	September 1980	52 years 11 months	August 2033	35
February 1979		March 2031		October 1980		September 2033	
March 1979	52 years 2 months	May 2031	26	November 1980	53 years	November 2033	36
April 1979		June 2031		December 1980		December 2033	
January 1981	53 years 1 month	February 2034	37	September 1982	53 years 11 months	August 2036	47

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Statutory retirement age raised by one month every two months				Statutory retirement age raised by one month every two months			
<i>Time of birth</i>	<i>Post-reform statutory retirement age</i>	<i>Post-reform time of retirement</i>	<i>Increase in months</i>	<i>Time of birth</i>	<i>Post-reform statutory retirement age</i>	<i>Post-reform time of retirement</i>	<i>Increase in months</i>
February 1981		March 2034		October 1982		September 2036	
March 1981	53 years 2 months	May 2034	38	November 1982	54 years	November 2036	48
April 1981		June 2034		December 1982		December 2036	
May 1981	53 years 3 months	August 2034	39	January 1983	54 years 1 month	February 2037	49
June 1981		September 2034		February 1983		March 2037	
July 1981	53 years 4 months	November 2034	40	March 1983	54 years 2 months	May 2037	50
August 1981		December 2034		April 1983		June 2037	
September 1981	53 years 5 months	February 2035	41	May 1983	54 years 3 months	August 2037	51
October 1981		March 2035		June 1983		September 2037	
November 1981	53 years 6 months	May 2035	42	July 1983	54 years 4 months	November 2037	52
December 1981		June 2035		August 1983		December 2037	
January 1982	53 years 7 months	August 2035	43	September 1983	54 years 5 months	February 2038	53
February 1982		September 2035		October 1983		March 2038	
March 1982	53 years 8 months	November 2035	44	November 1983	54 years 6 months	May 2038	54
April 1982		December 2035		December 1983		June 2038	
May 1982	53 years 9 months	February 2036	45	January 1984	54 years 7 months	August 2038	55
June 1982		March 2036		February 1984		September 2038	
July 1982	53 years 10 months	May 2036	46	March 1984	54 years 8 months	November 2038	56
August 1982		June 2036		April 1984		December 2038	

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Statutory retirement age raised by one month every two months				Statutory retirement age raised by one month every two months			
<i>Time of birth</i>	<i>Post-reform statutory retirement age</i>	<i>Post-reform time of retirement</i>	<i>Increase in months</i>	<i>Time of birth</i>	<i>Post-reform statutory retirement age</i>	<i>Post-reform time of retirement</i>	<i>Increase in months</i>
May 1984	54 years 9 months	February 2039	57	September 1984	54 years 11 months	August 2039	59
June 1984		March 2039		October 1984		September 2039	
July 1984	54 years 10 months	May 2039	58	November 1984	55 years	November 2039	60
August 1984		June 2039		December 1984		December 2039	

Exhibit II: China Raised Minimum Pension Contribution Period

Year	Minimum pension contribution years
2025	15 years
2026	15 years
2027	15 years
2028	15 years
2029	15 years
2030	15 years + 6 months
2031	16 years
2032	16 years + 6 months
2033	17 years
2034	17 years + 6 months
2035	18 years
2036	18 years + 6 months
2037	19 years
2038	19 years + 6 months
2039	20 years