



January 12, 2009

JAL Received Required Approval from Retirees for
Adjustments to Corporate Pension Scheme

- As of January 12, 2010, 13:00 (JST), the number of approvals from retired pensioners totaled 5,991.

- Out of the total 8,936 retirees whose pension amounts will be subject to the adjustments, 67.0% have agreed to the proposed change. This surpasses the two thirds of approvals (5,957 positive replies) required to implement any change in the pension system.

- Considering that a 10-day window (until January 22, 2010) will be opened in the case of any request for a change in stance and that there may be a change in the total number of eligible pensioners due to increase in retirees, JAL will continue to put in utmost efforts to seek the consent of more retired pensioners during this period.

- Additionally, out of the 15,742 current employees whose pensions are subject to adjustments, 14,432 (91.7%) have replied with their approval. (10,495 approvals are required to implement any change in the pension system.)