

April 28, 2004  
Resona Holdings, Inc.

Announcement Regarding Reduction of Pension Benefit for Former Employees

Resona Holdings, Inc. ("Resona HD," President: Kenji Kawada) has been giving considerations to reviewing its supplementary pension system through a reduction of benefits for eligible beneficiaries (former employees). The progress in negotiations up to the present is as follows.

1. Collection of Consents from Eligible Beneficiaries

Started giving considerations in July 2003, and presented a reduction plan to all eligible beneficiaries in December 2003. Up to the present, we collected consent forms from approximately 80% of eligible beneficiaries.

2. Schedule

Resona HD will continue its efforts to collect consent forms from as many eligible beneficiaries as possible. However, since it obtained consent forms from over two thirds of eligible beneficiaries, Resona HD will apply to the Ministry of Health, Labor and Welfare for an alteration of its supplementary pension system by the end of April this year.

Contingent on the approval from the Ministry of Health, Labor and Welfare, Resona HD plans to modify its supplementary pension system during the first half of fiscal 2004.

3. Reduction of Pension Benefits

Since the level of pension benefits before this reduction differs depending on which bank an eligible beneficiary belonged to and also when he retired, the degree of reduction differs among beneficiaries. However, if we look at the average of all beneficiaries to whom this reduction relates, we expect a 13.1% reduction with a maximum reduction of 21.8%.

4. Impact on Retirement Benefit Obligations

Though based on a provisional calculation, the unfunded retirement benefit liabilities of Resona Group in relation to its employees' pension fund are expected to be reduced by approximately 39.0 billion yen. On a business accounting basis, Resona Group expects its retirement benefit liabilities to decline by approximately the same amount. Possible impact of this modification on profits and losses of the Group, Resona HD will announce the impact soon after it is fixed.