

July 30, 2004  
Resona Holdings, Inc.

### Announcement Regarding Reduction of Pension Benefit for Former Employees

Resona Employees' Pension Fund (Administrative Director: Kazuma Yamaoka), which is an employees' welfare pension fund for Resona Group employees, applied on April 30, 2004 to the Ministry of Health, Labor and Welfare for an alteration of its supplementary pension system through a reduction of benefits for eligible beneficiaries (former employees). The application was approved by the Minister of Health, Labor and Welfare on July 28, 2004 and the intended alteration is put into effect on August 1, 2004.

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%.

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, which varies depending on how many eligible beneficiaries apply for the offered option of lump-sum payment, Resona Holdings will announce the impact soon after such details are fixed.