



トヨタ紡織

カフェテリアプラン USER MANUAL

LOGIN ID

3116 — Employee No.

PASS

8-digit date of birth (initial login only)

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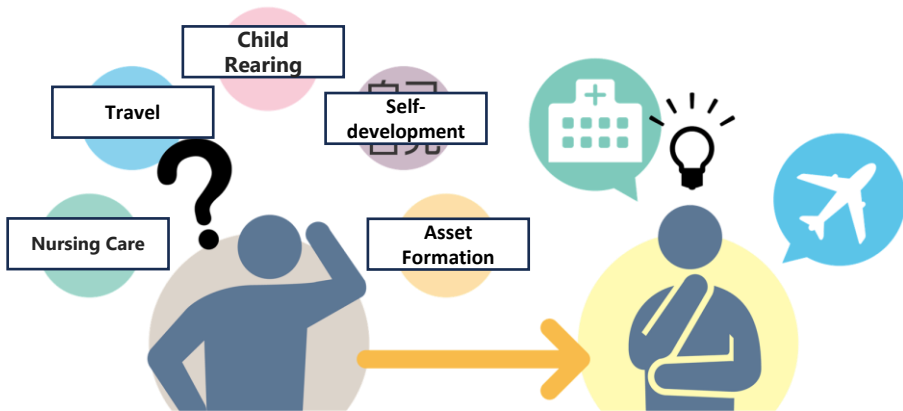
Overview of the Cafeteria Plan

What is a Cafeteria Plan?



The “Cafeteria Plan” (a flexible benefits system) is a system where each employee can freely select and utilize pre-prepared benefits menus according to their individual needs, within the limits of a certain number of points allocated to them.

This benefits system allows you to freely select the benefits menu that best suits your needs within your allocated points budget, much like choosing your favorite dishes at a cafeteria.



Features of the Cafeteria Plan

fair support	We distribute the limited company welfare budget equally to all employees in the form of points.
expansion of the menu	We have developed a variety of menus across different fields to meet a wide range of needs, offering a rich selection of options.
Support for Self-Help Efforts	Within the equally allocated points, you can effectively use them according to your life plan, deciding “when” and “how” to utilize the points.

Overview of the Cafeteria Plan

1 Eligible Participants

Regular employees, semi-regular employees, re-employed staff, contract employees, and ICT staff are eligible for the Cafeteria Plan.

(Domestic transferees and employees on leave are also subject to the system as outlined in this manual.)

2 Basic Rules

Item	Contents	Remarks
Availability Period	April 1 ~ March 15 of the following year	Start date: After 00:00 End date: Until 23:59
Number of Points to be Provided	900 points/year (1 point = 100 yen)	*Points awarded vary depending on employee category. Please see "Points Awarded Details" below for details.
Date Points will be Provided	April 1	
Point Application Period	April 1 ~ March 15 of the following year	Points cannot be carried over (except for accumulated points)
Tax Treatment	Taxation	Social insurance premium calculations are not included

■ Regular employees (including domestic transferees and employees on leave), and semi-regular employees

900 points (1point =100YEN)

《 Points Allocation for Mid-Career Hires 》

Month of Joining	April	May	June	July	August	September
Points Allocation	900	825	750	675	600	525
Month of Joining	October	November	December	January	February	March
Points Allocation	450	375	300	225	150	75

※For employees who join the company in March, the application deadline is short. Therefore, points will not be granted in March. Instead, starting in April, the points for joining in March will be added to the points for the following year.

Overview of the Cafeteria Plan

■ Re-employed after retirement, contract employee (Granted Based on Contract Terms)

800points (1point =100YEN)

400points (1point =100YEN) ... Rehired Part-Time Employees

《 Contract Employee: Points Allocation for Mid-Career Hires 》

Month of Joining	April	May	June	July	August	September
Points Allocation	800	734	667	600	534	467
Month of Joining	October	November	December	January	February	March
Points Allocation	400	334	267	200	134	67

※For employees who join the company in March, the application deadline is short. Therefore, points will not be granted in March. Instead, starting in April, the points for joining in March will be added to the points for the following year.

■ ICT

600points (1point =100YEN)

《 Points Allocation for Year of joining 》

Month of Joining	April	May	June	July	August	September
Points Allocation	600	550	500	450	400	350
Month of Joining	October	November	December	January	February	March
Points Allocation	300	250	200	150	100	50

※For employees who join the company in March, the application deadline is short. Therefore, points will not be granted in March. Instead, starting in April, the points for joining in March will be added to the points for the following year.

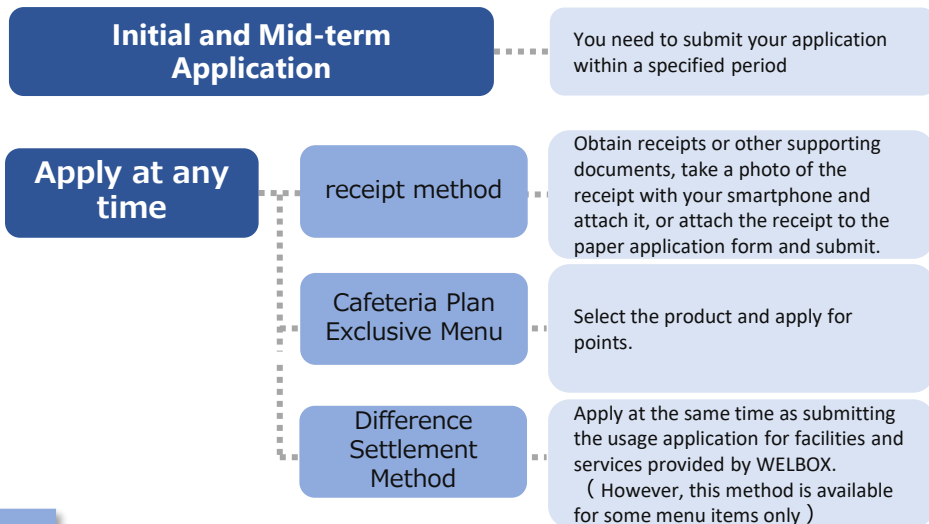
《 Points Allocation for Year of Reassignment 》

Month of Reassignment	April	May	June	July	August	September
Points Allocation	50	100	150	200	250	300
Month of Reassignment	October	November	December	January	February	March
Points Allocation	350	400	450	500	550	600

Overview of the Cafeteria Plan

3 How to Apply

There are four application methods depending on the menu items.



4 Application rules for the end of the fiscal year

The application deadline at the end of the fiscal year varies depending on the application method. **Please apply well in advance so that the Cafeteria Center can complete its approval by the deadline.**

*Even if you apply by the deadline, your application may be rejected due to incompleteness.

Be sure to check the website to see if your application has been approved.

For inquiries regarding the status of your application, please contact the Cafeteria Center.

item		substance	
Initial and Mid-term Application		until March 15th of the following year	
Apply at any time	Cafeteria Plan	receipt method	until March 15th of the following year
		Cafeteria Plan Exclusive Menu	until the end of February of the following year
	difference settlement method (WELBOX)	accommodation	Accommodation usage until the end of February of the following year is eligible.
		other	Applications submitted 7 days before the end of February of the following year are eligible. (In the case where the last day is February 28th, applications submitted by February 21st are eligible.)

Overview of the Cafeteria Plan

5 Rules for Resignation

Please apply to use your points yourself.

Please apply well in advance so that the Cafeteria Center can complete approval by the deadline.

*Even if you apply by the deadline, your application may be rejected due to incompleteness.

Please be sure to check on the website to see if your application has been approved.

If you have any questions about the status of your application, please contact the Cafeteria Center.

Please note that if approval is not completed by the deadline,

both your accumulated points and rolling points will expire.

How to Apply	Last Month of Use		attention
receipt method	Validity Period of Supporting Documents	By the 15th of the Month of Resignation	Final application will be settled with final pay
	Application and approval completion deadline		
Cafeteria Plan Exclusive Menu	By the End of the Month Before the Month of Resignation		
Difference Settlement Method (WELBOX)	By the End of the Month Before the Month of Resignation (Accommodation: Stays until the end of the month before the month of resignation are eligible Others: Applications submitted by 7 days before the end of the month before the month of resignation are eligible)		Reservations after the month prior to resignation will be canceled.

6 Tax Treatment

Company subsidies received through the use of individually allocated points are considered income and will be taxed as employment income.

【 Taxation Method 】

Company subsidies will be taxed as part of the salary for the month they are received (withholding tax applied).

※ Tax processing is automatically managed through payroll calculations, eliminating the need for individual procedures.

Please note that this is not subject to social insurance premium calculation.

Overview of the Cafeteria Plan

Contact Information · Where to submit the application

When you contact us, please provide your membership number (3116 followed by your 6-digit employee number).
Please contact us at the address below.

For Inquiries About the Cafeteria Plan

Name **Cafeteria center**

TEL **0570-099-088**

050-3850-5716 (When calling from overseas)

Reception hours **Weekday 9:30~18:00**

※Excluding Weekends, Public Holidays, and Year-End/New Year Holidays

For Inquiries About difference settlement method(WELBOX)

Name **WELBOX center**

TEL **0120-964-545**

050-3850-5722 (When calling from overseas)

Reception hours **All Day 10:00~21:00**

※Excluding Year-End/New Year Holidays

Paper application Where to obtain and submit application form

Name **TB Corporate Services
Welfare Office**

TEL **0565-52-8533**

extension **821-2134 / 821-2143**

Overview of the Cafeteria Plan

How to log in

Access the login screen and enter the following information.

(<https://www.welbox.com/>)

※ You can easily access it by searching for "WELBOX" on Google or other search engines.

※ The site is available in English, Chinese, and Korean after logging in.

① Search for "WELBOX" on a search engine.



Log in from your smartphone



② Enter your membership number. (3116 is the common number.)

A screenshot of the login page. The text "会員番号またはメールアドレスをご入力ください" is at the top. Below it, the "3116- Employee Number" is entered in the membership number field, which is highlighted with a red box. Below the input field, there is a "次へ" button. At the bottom, there are links for "会員番号・パスワードをお忘れの方", "ログインについてよくあるご質問", "初めての方へ、WELBOXとは", and "Login(English)".

③ Enter your password. (Change to a password of your choice.)

A screenshot of the login page. The text "会員番号 1993-welbox1993" is at the top. Below it, the password field is highlighted with a red box and contains the text "Please enter your birthday in VVVVMMDD format" and "※ First time only". Below the input field, there are "戻る" and "ログイン" buttons. At the bottom, there are links for "会員番号・パスワードをお忘れの方", "ログインについてよくあるご質問", "初めての方へ、WELBOXとは", and "Login(English)".

④ Initial Setup (First Login Only)

A registration screen for your account email address, verification code, and membership information will appear. Please follow the instructions to complete the setup.

*If you are on overseas secondment, please register your Japanese address.
If you do not have a Japanese address, please register your company address (1-1 Toyoda-cho, Kariya City, Aichi Prefecture).

Overview of the Cafeteria Plan

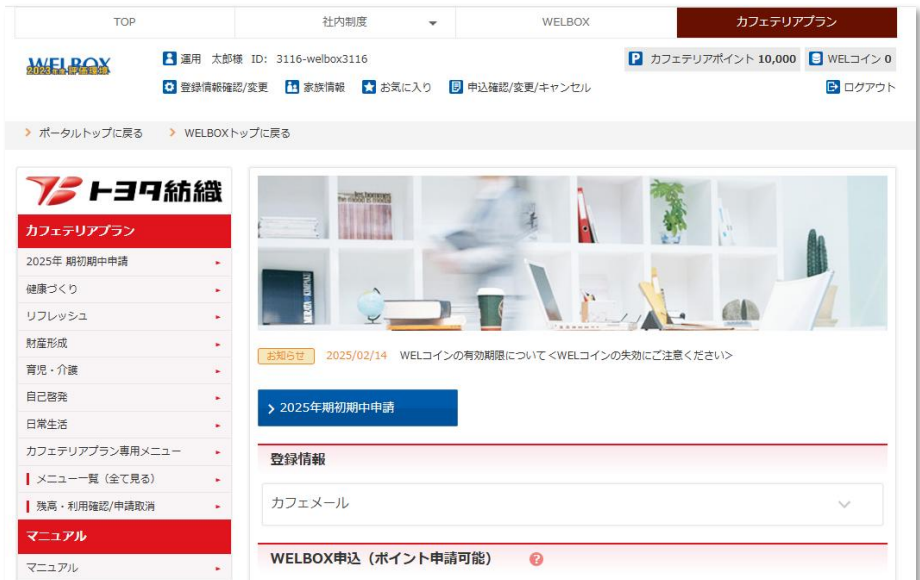
< For the Computer Screen >

※ The image is for illustrative purposes only.

⑤ The top screen will be displayed, so click on the "カフェテリアプラン" tab.



⑥ The Cafeteria Plan home screen will appear.



Overview of the Cafeteria Plan

< For the smartphone screen > ※ The image is for illustrative purposes only.

⑤ The top screen will be displayed, so click on the "カフェテリアプラン" tab.

⑥ The Cafeteria Plan home screen will be displayed.





How to apply for points

How to apply for points

◆ How to apply for points

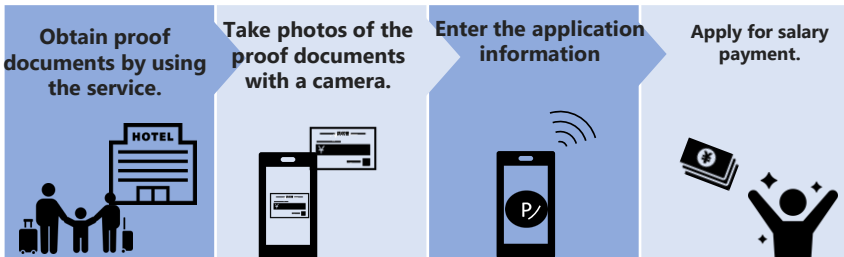
There are two application methods:

1. Paperless Application: This method does not require printing and allows for changes or cancellations within the application period, making it convenient.

2. Paper Application: This method is for those who do not have access to a PC or smartphone and cannot use the paperless application. It requires the submission of an application form with attached proof documents such as receipts.

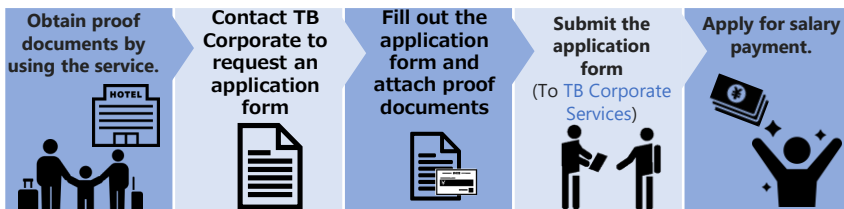
	Paperless Application	Paper Application
Application Methods	Submit via the PC or smartphone member site.	Obtain and fill out the application form
Submission destination for paper application forms	Submission Not Required	Submit to the TB Corporate Services Welfare Office. <i>Must be received by the 15th</i>
Changes/Cancellations	Changes and cancellations are allowed within the application period.	After submission, changes and cancellations are not allowed.

Paperless Application



★ Paperless applications are simple because printing and submitting the application form are not required. Additionally, the review results are quick and convenient.

Paper Application



※ Receipts and any other supporting documents used for the application will not be returned.

How to apply for points

1 Initial and Mid-term Application

Initial and mid-term applications refer to the method of applying for points granted in April all at once.

◆ About Point Applications

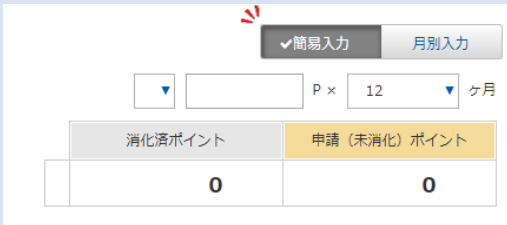
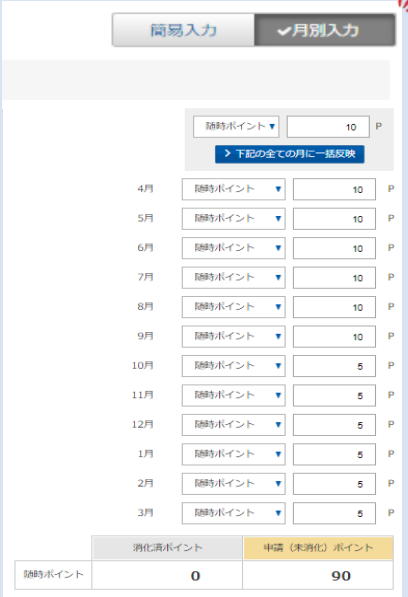
item	substance
Applicable Menu	Happy Life Insurance Subsidy Group Auto Insurance Premium Subsidy General Property Accumulation Savings Subsidy Employee Stock Ownership Plan Subsidy Defined Contribution Pension (DC) Contribution Subsidy Canteen Cost Subsidy <hr/> Travel · Self-Development · Nursing Care Savings
Point Application Period	From the 16th of each month to the 15th of the following month. <i>*At the beginning of the fiscal year, from April 1st to April 15th</i>
Payroll Reflection	The month following the payroll deduction for each plan (excluding Travel, Self-Development, and Caregiving Savings) *If the actual amount is less than the requested amount, the difference will be refunded as points as needed.
Others	A dedicated button will be displayed only during the applicable period. <div style="border: 1px solid black; padding: 2px; display: inline-block; margin-top: 5px;"> > 20XX年度期初期中申請 </div>

◆ Point Application Method

Application Method	Apply via the member site on PC or smartphone.
Change/Cancel	Changes and cancellations are allowed within the application period (excluding Travel, Self-Development, and Caregiving Savings).

How to apply for points

◆ About Point Entry

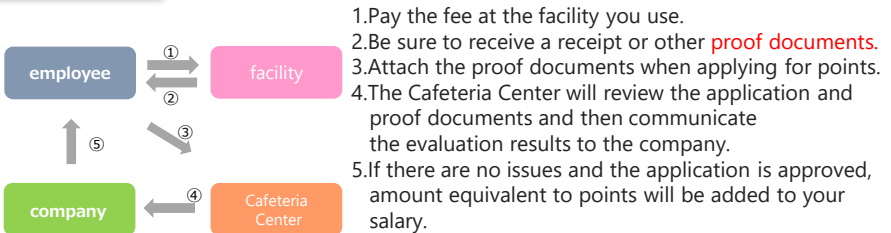
item	substance
Simple Entry	<p>You can easily enter the same number of points each month.</p>
	
Monthly Entry	<p>You can enter the number of points if you want to change it for specific months. (You can adjust according to your plans, such as long vacations or retirement.)</p>
	

How to apply for points

2 Apply at any time (receipt method)

The receipt method involves submitting an application with receipts or other proof documents after using facilities or services, or after purchasing goods. You apply for points after using each service to receive subsidies.

Receipt flow



◆ About applying for points

item	substance	
Proof Documents Validity Period	Proof documents obtained between April 1st and March 15th of the following year <i>※Proof documents from March 16th to March 31st are not accepted.</i>	
Application and approval completion deadline	From April 1st to March 15th of the following year	
	Monthly	End of Fiscal Year
	every 15th of the month	Until March 15t
Payroll Reflection	Applications submitted by the 15th of each month will be paid in the following month's salary. <example> If the application is submitted by July 15th and approved, it will be paid in the August salary.	

How to apply for points

◆ Rules for Proof Documents

As a general rule, when applying, please submit **receipts** that meet all of the following required items (1-5). If any required items are missing, the application will not be accepted.

1 Recipient Name

Full name of the user
*Handwritten signature allowed

Examples of unacceptable entries: "Customer", surname only, Company Name, or blank

2 Payment amount

Specific product or service name

Examples of unacceptable entries: "Goods" or "etc." which may include non-eligible items

1 Addressee

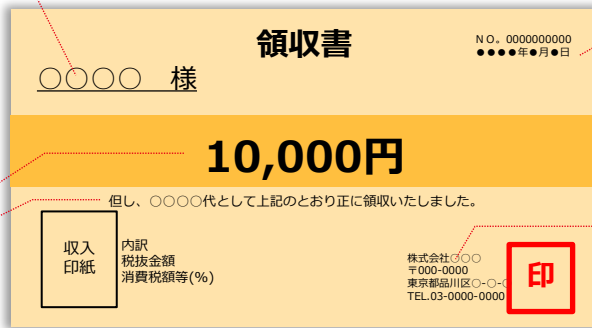
• User's handwritten full name

2 Payment Amount

• If a receipt includes items that are not eligible for the subsidy, please apply using the amount for the eligible items only, not the total amount.

3 Details of Use

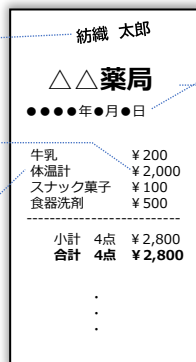
• If there are no details of use, please attach additional supporting documents that allow verification of the matching amount.



4 Date of issue

5 Issuer's Name, Address, Phone Number, and Seal

※ If the issuer's name is a personal name but includes all required items, it is acceptable



4 Receipt Issue Date

5 Issuer (Store Name)

【Example】

Apply for a thermometer as a subsidy for the purchase of health and hygiene products.

Please ensure that items ① through ⑤ are included, and apply only for the amount eligible for the subsidy. For the receipt shown on the left, please apply for 20 points (¥2,000). ※ Applications that exceed the eligible amount will be considered incomplete.

Please Note

● Please always attach proof documents such as receipts when applying (copies are acceptable).

• **Receipt Validity Period:** Receipts are valid within the fiscal year (April 1 to March 15 of the following year).

• **Non-returnable:** Receipts and other proof documents used for the application will not be returned.

• **Foreign Currency Payments:** For payments in foreign currency, convert to Japanese yen using the specified rate (TTS) on the receipt issue date. <Check the specified rate here>

http://www.murc-kawasesouba.jp/fx/past_3month.php



How to apply for points

◆ Handling of Proof Documents by Payment Method

If a receipt cannot be obtained at the time of payment, the following proof documents can be used for the application. However, always include the **details of use** when applying.

Payment Method	Proof Document	Required Proof Documents
Credit Card Payment	Credit Card Statement (copies acceptable)	① Recipient Name ② Payment Amount ③ Details of Use ④ Payment Date ⑤ Issuer
Bank Transfer Account Withdrawal	Bank Transfer: Transfer slip with bank's receipt stamp Post Office Payment: Transfer request form Convenience Store Payment: Payment slip	Ensure the following items (1-5) are included
Direct Debit	① Name page of the passbook and a copy of the withdrawal page Documents showing the breakdown of the amount (e.g., notifications, flyers, website printouts)	Passbook holder's name, withdrawal date, withdrawal destination, withdrawal amount, and details of use

How to apply for points

3 Cafeteria Plan Exclusive Menu

This is the application method to exchange points for the following products on the Cafeteria Plan exclusive website.

Safety Disaster Prevention & Security Pack



Memorial Plan (Picture Book)

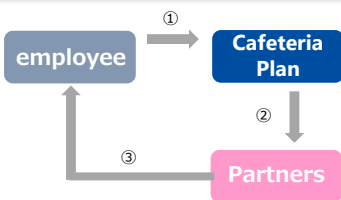


Anniversary Plan (Flowers)



※ The image is for illustrative purposes only

Flow of the cafeteria plan Exclusive menu



- ① Apply for each product on the Cafeteria Plan exclusive website. At the same time, apply for points.
- ② The Cafeteria Center will arrange with each partner.
- ③ The products will be delivered from each partner.

◆ How to apply for points

item	substance
Application Period	Applications submitted by the end of February are eligible.
Support Method	Exchange points when applying for products.
Eligible Menus	Safety Disaster Prevention & Security Pack, Memorial Plan, and Anniversary Plan

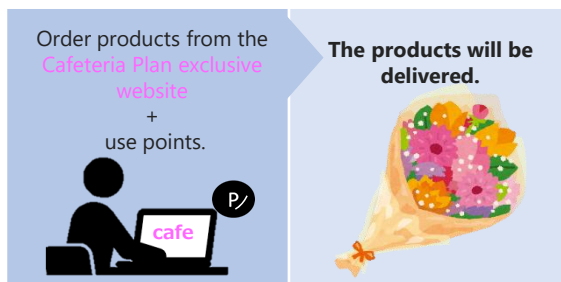
How to apply for points

◆How to apply for points

Applications are submitted at the same time as product orders.

	PC/Smartphone Application	Paper Application
Application Method	Submit via the PC or smartphone Cafeteria Plan website.	-
Where to submit the application	Submission is not required.	-
Modification / Cancellation	Changes and cancellations are not allowed.	-

Cafeteria Plan Exclusive Menu

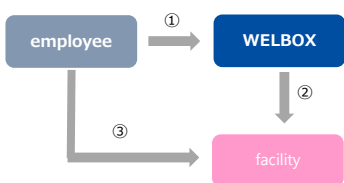


How to apply for points

4 Difference Settlement Method (WELBOX)

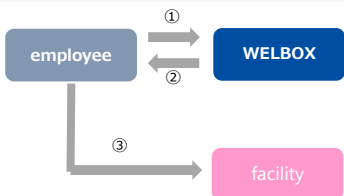
This method allows you to apply for points at the same time as your application, but only when using the [Difference Settlement] services within the "WELBOX" service.

Payment Difference Process (Accommodation)




- ① Search for accommodation facilities on the WELBOX member website and make a reservation. Apply for points at the same time as the reservation application.
- ② The accommodation facility will be informed of your usage details and point usage information.
- ③ At the time of payment at the accommodation facility, pay the amount after deducting the applied points. The point application is completed without submitting an application form.

Payment Difference Process (Ticket/Coupon Purchase)



- ① Apply for tickets or coupons from the WELBOX member website. Apply for points at the same time. Pay the difference by selecting a payment method.
- ② Tickets or coupons will be sent from the WELBOX Center.
- ③ Present the tickets or coupons at the facility and use the facility.

◆ How to apply for points

item	substance	
Application Period	Accommodation Menu	Other Menus
	<p>Applications for stays until the end of February are eligible. Reservations made after March 31 cannot apply for points in the current fiscal year as the payment will be in the next fiscal year.</p>	<p>Applications submitted by February 21 are eligible. Even if you apply before February 21, if the payment is not confirmed by the end of February, the points will be deducted from the next fiscal year.</p>
Subsidy Method	Deducted from the Payment at the Time of Use	
Applicable Menus	 ボイント(差額決済)使える menus with an icon	

How to apply for points

◆How to apply for points

The application will be submitted simultaneously with the WELBOX registration.

	PC/Smartphone Application	Paper Application
Application Method	Submit via the PC or smartphone WELBOX	-
Where to submit the application	Submission is not required.	-
Modification / Cancellation	Changes and cancellations are not allowed.	-

Difference Settlement Method



WELBOX

This is a membership-based welfare service provided by EWEL Inc. As a WELBOX member, you can enjoy a variety of welfare services. Please make use of these services to suit your lifestyle.

- | | | |
|------------|------------|-----------|
| 国内旅行・宿泊 | 海外旅行 | グルメ |
| ショッピング・暮らし | スポーツ | レジャー・エンタメ |
| リラク・ビューティー | 学び | 健康 |
| 子育て | 介護 | 住宅・引越し |
| 車・レンタカー | プライダル | 葬儀 |
| マネー | WELBOXイベント | お祝い・支援制度 |



たくさん
WELBOXの魅力を
伝えていこう！

WELBOXから選ぼう
ぽんうえる



ほんっ

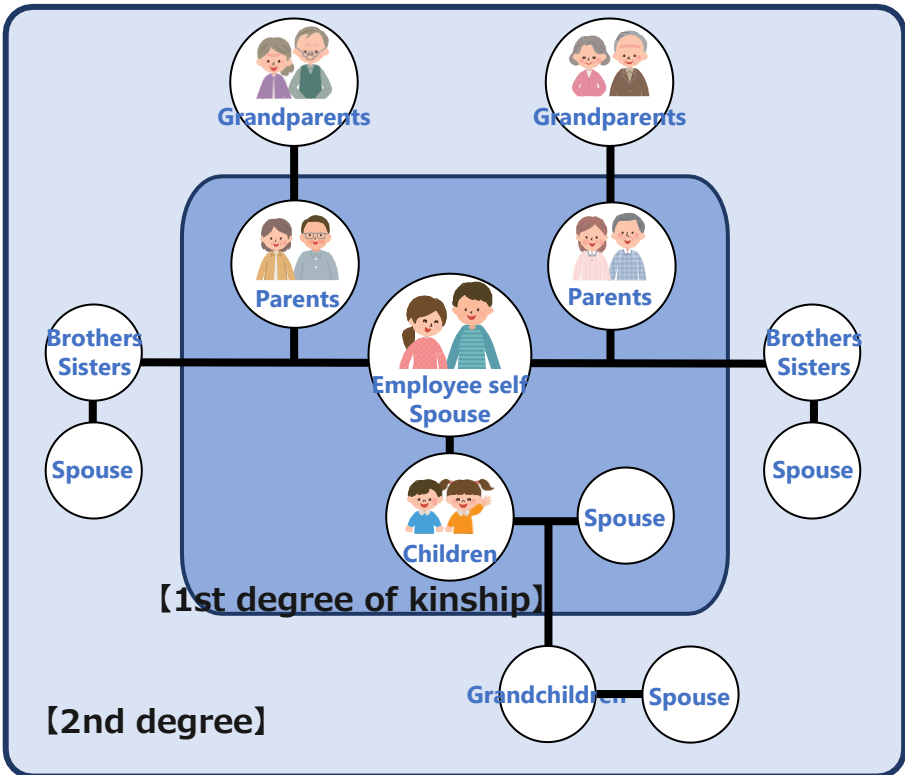
Menu Details

Menu Details

◆ Scope of Users

The eligible users vary depending on the menu. When applying, please check the eligible users and apply accordingly.

Eligible Users



Menu Details

Category	Menu	Applying Method	Types of Available Points	Taxable/Non-Taxable	Available point units	Subsidy limit
Health Promotion	Subsidy for Medical Checkup and Health Examination Costs (for employee)	Rolling	Rolling points	Taxable	100 yen	100%
	Subsidy for Medical Checkup and Health Examination Costs (for family)	Rolling	Rolling points	Taxable	100 yen	100%
	Smoking Cessation Subsidy	Rolling	Rolling points	Taxable	100 yen	100%
	Subsidy for Health and Hygiene Product Purchases	Rolling	Rolling points	Taxable	100 yen	100%
	F-Care Cost Subsidy	Rolling	Rolling points	Taxable	100 yen	100%
	Subsidy for Purchasing Disability Support Equipment	Rolling	Rolling points	Taxable	100 yen	100%
	Sports Expense Subsidy	Rolling	Rolling points	Taxable	100 yen	100%
Wealth creation	Happy Life Security Subsidy	Initial and Mid-term	Rolling points	Taxable	100 yen	100%
	Group Auto Insurance Premium Subsidy	Initial and Mid-term	Rolling points	Taxable	100 yen	100%
	General Asset Formation Savings Subsidy	Initial and Mid-term	Rolling points	Taxable	100 yen	100%
	Stock Ownership Plan Subsidy	Initial and Mid-term	Rolling points	Taxable	100 yen	100%
	Defined Contribution (DC) Pension Contribution Subsidy	Initial and Mid-term	Rolling points	Taxable	100 yen	100%
	Life Plan Consultation Fee Subsidy	Rolling	Rolling points	Taxable	100 yen	100%
Childcare and nursing care	Childcare Facility Usage Fee Subsidy	Rolling	Rolling points	Taxable	100 yen	100%
	Subsidy for Purchase and Rental of Childcare Products	Rolling	Rolling points	Taxable	100 yen	100%
	Subsidy for the Use of Nursing Care Facilities	Rolling	Rolling/Accumulated points	Taxable	100 yen	100%
	Subsidy for Purchase and Rental of Nursing Care Products	Rolling	Rolling/Accumulated points	Taxable	100 yen	100%
	Subsidy for Using Housekeeping Services	Rolling	Rolling points	Taxable	100 yen	100%
Refresh	Travel Expense Subsidy	Rolling	Rolling/Accumulated points	Taxable	100 yen	100%
	Subsidy for Using Leisure Facilities	Rolling	Rolling points	Taxable	100 yen	100%
Self-Development	Subsidy for Self-Development	Rolling	Rolling/Accumulated points	Taxable	100 yen	100%
Daily Life	Subsidy for Canteen Costs	Initial and Mid-term	Rolling points	Taxable	100 yen	100%
	Subsidy for Purchasing Workwear	Rolling	Rolling points	Taxable	100 yen	100%
	Subsidy for Vehicle Maintenance Costs	Rolling	Rolling points	Taxable	100 yen	100%
	Subsidy for Vehicle Purchase Costs	Rolling	Rolling points	Taxable	100 yen	100%
	Subsidy for Ceremonial Occasions Costs	Rolling	Rolling points	Taxable	100 yen	100%
	Subsidy for Donations	Rolling	Rolling points	Taxable	100 yen	100%
	Disaster Prevention and Crime Prevention Pack	Rolling	Rolling points	Taxable	100 yen	100%
	Memorial Plan	Rolling	Rolling points	Taxable	100 yen	100%
	Anniversary Plan	Rolling	Rolling points	Taxable	100 yen	100%
Point Accumulation	Point Accumulation for Travel, Self-Development, and Nursing Care	Initial and Mid-term	Rolling points	-	100 yen	100%

You can receive a subsidy for the cost of medical checkups (including brain checkups) and various health examination services received at medical institutions.

taxation

Eligible Items	○	<ul style="list-style-type: none"> • Cost of medical checkups (including brain checkups) • Cancer screenings / Women's health screenings / Lifestyle disease screenings / Dental checkups, etc. • Optional examination costs • Expenses related to follow-up medical examinations instructed by the company (insurance-covered examination costs are also eligible). • Influenza vaccination <p>※Excludes out-of-pocket expenses covered by company or health insurance union subsidies. ※Only non-insurance-covered costs are eligible.</p>
	×	<p>Non-eligible Items</p> <p>Treatment costs, Insurance-covered examination costs, Transportation costs</p>
Eligible Users	Employee or Immediate Family within one degree of kinship	
Point Unit Price	1point = 100YEN	
Subsidy Rate	100%	
Points Available for Application	Points Anytime	
Application Method	Application Anytime (Receipt Method)	
Application Form Attachments	Submit one of the following: ①Receipt(copy acceptable if used for medical expense deduction) ②Transfer slip ③Passbook (name + transaction copy) ④Credit card statement/sales slip	

Q1	Can I apply for an additional subsidy if part of the cost is covered by health insurance?	A1	No, you cannot apply. Only non-insurance-covered costs are eligible.
Q2	Are additional examination costs during a medical checkup eligible for a subsidy?	A2	Yes, they are eligible.
Q3	I bought cold medicine at a drugstore. Can I apply for a subsidy?	A3	No, you cannot apply for medicines.

You can receive a subsidy for the cost of smoking cessation outpatient treatment and the purchase of smoking cessation aids.

taxation

Eligible Items	○	Out-of-pocket costs for smoking cessation outpatient treatment, purchase of smoking cessation aids (medications), and nicotine products (nicotine patches, nicotine gum)
	×	Non-eligible items Examples: Smoking cessation pipes, electronic cigarettes, smoking cessation supplements, smoking cessation seminar fees
Eligible Users	Employee or Immediate Family within one degree of kinship	
Point Unit Price	1point = 100YEN	
Subsidy Rate	100%	
Points Available for Application	Points Anytime	
Application Method	Application Anytime (Receipt Method)	
Application Form Attachments	Submit one of the following: ①Receipt (copy acceptable if used for medical expense deduction) ②Transfer slip ③Passbook (name + transaction copy) ④Credit card statement/sales slip	

Frequently Asked Questions Q&A

Q1	I bought nicotine gum at a drugstore. Can I apply for a subsidy?	A1	Yes, you can apply if it is an eligible product.
Q2	Is my father's smoking cessation product eligible for a subsidy?	A2	Yes, it is eligible if he is an immediate family member within one degree of kinship.
Q3	Can I apply for transportation costs to the hospital for a consultation?	A3	No, transportation costs cannot be applied for.

You can receive a subsidy for the cost of purchasing health and hygiene products.

taxation

Eligible Items	○	<p>This includes health products aimed at maintaining and improving health, and hygiene products (consumables) aimed at maintaining health and preventing infections.</p> <p>【Examples of Health Products】</p> <p>Blood pressure monitors, scales, body fat monitors, pedometers, thermometers, wearable devices (portable electronic devices primarily for health management)</p> <p>Training equipment, balance balls, barbells, jump ropes, hula hoops, EMS devices, pulse oximeters, cancer risk test kits, etc.</p> <p>【Examples of Hygiene Products】</p> <p>Masks, face shields, mouth shields, disinfectant products (wet wipes, disinfectant sprays, gels, solutions, sheets, hand soap, soap), etc.</p>
	×	<p>Other than the above, Food (including supplements), medicines, mobile phones · smartphones, beauty devices, massage devices, eye masks</p>
Eligible Users	Employee or Immediate Family within one degree of kinship	
Point Unit Price	1point = 100YEN	
Subsidy Rate	100%	
Points Available for Application	Points Anytime	
Application Method	Application Anytime (Receipt Method)	
Application Form Attachments	<p>Submit one of the following:</p> <ul style="list-style-type: none"> ①Receipt (copy acceptable if used for medical expense deduction) ②Transfer slip ③Passbook (name + transaction copy) ④Credit card statement/sales slip 	

Q1	I bought an Apple Watch. Can I apply for a subsidy?	A1	Yes, you can apply because wearable devices are eligible for the subsidy.
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You can receive a subsidy for costs related to femtech.

taxation

<p>Eligible Items</p>	<p>○</p>	<p>The following items (1-8) are eligible for subsidies, including the purchase of goods and hospital expenses. ※Excludes out-of-pocket expenses covered by company or health insurance union subsidies. ※Only non-insurance-covered costs are eligible. ①Menstrual-related Menstrual products (absorbent shorts, sanitary shorts, pads, tampons, menstrual cups), Menstrual management apps (LunaLuna, CareMe, etc.) · PMS relief (costs related to medications such as low-dose pills, hormonal agents, herbal medicines) ②Fertility-related Fertility support, infertility treatment, fertility tests (e.g., F-Check ovarian age test kit) ③Wellness Female-specific disease test kits, breast pumps ④Pregnancy and Postpartum Labor trackers, pelvic floor muscle training products, online consultation services ⑤Menopause Pelvic floor muscle support/training products, supplements ⑥Mental Care Counselor/mental health service fees ⑦Egg/Sperm Freezing Costs related to testing, egg retrieval, freezing, storage, anesthesia, release, ovulation induction agents ⑧Postpartum Care Facilities ※Must clearly indicate use for postpartum care</p>
	<p>×</p>	<p>Examples: Food and drink costs, purchase costs of goods, transportation costs, spectator fees</p>
<p>Eligible Users</p>	<p>Employee or Immediate Family within one degree of kinship</p>	
<p>Point Unit Price</p>	<p>1point = 100YEN</p>	
<p>Subsidy Rate</p>	<p>100%</p>	
<p>Points Available for Application</p>	<p>Points Anytime</p>	
<p>Application Method</p>	<p>Application Anytime (Receipt Method)</p>	
<p>Application Form Attachments</p>	<p>Submit one of the following: ①Receipt (copy acceptable if used for medical expense deduction) ②Transfer slip ③Passbook (name + transaction copy) ④Credit card statement/sales slip</p>	

You can receive subsidies for the purchase and repair costs of disability support equipment.

taxation

Eligible Items	○	<p>Eligible Items under the Comprehensive Support for Persons with Disabilities Act</p> <p>Examples include: White canes for the visually impaired, Artificial eyes, Glasses, Hearing aids, Prosthetic limbs (arms and legs), Orthotic devices, Wheelchairs, Electric wheelchairs, Walkers, Seating support devices, Walking aid canes, Communication devices for severely disabled persons, Seating support chairs, Standing supports, Head supports, Bowel movement aids, etc.</p>
	×	<ul style="list-style-type: none"> • Items that cannot be identified on the receipt • Installation costs
Eligible Users	Employee or Immediate Family within one degree of kinship	
Point Unit Price	1point = 100YEN	
Subsidy Rate	100%	
Points Available for Application	Points Anytime	
Application Method	Application Anytime (Receipt Method)	
Application Form Attachments	<p>Submit one of the following:</p> <ul style="list-style-type: none"> ① Receipt (copy acceptable if used for medical expense deduction) ② Transfer slip ③ Passbook (name + transaction copy) ④ Credit card statement/sales slip 	

Q1	Can I apply for a subsidy if I purchased a walking aid cane for my child with a disability?	A1	Yes, you can apply.
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You can receive subsidies for the costs associated with using sports facilities.

taxation

Eligible Items	○	Membership fees, Facility usage fees, Equipment rental fees, Lesson fees, Event participation fees, Sports injury insurance
	×	Non-Eligible Expenses Examples include: Food and beverage costs, Purchase of goods, Transportation costs, Spectator fees
Eligible Users	Employee or Immediate Family within one degree of kinship	
Point Unit Price	1point = 100YEN	
Subsidy Rate	100%	
Points Available for Application	Points Anytime	
Application Method	Application Anytime (Receipt Method)	
Application Form Attachments	Submit one of the following: ①Receipt ②Transfer slip ③Passbook (name + transaction copy) ④Credit card statement/sales slip	

Frequently Asked Questions Q&A

Q1	Are food and beverage costs at a golf course eligible for subsidies?	A1	No, food and beverage costs are not eligible for subsidies.
Q2	Are spectator fees eligible for subsidies?	A2	No, please apply for "Leisure Facility Usage Subsidy" for spectator fees.
Q3	Can I apply for a subsidy with a ticket stub when using sports facilities?	A3	No, ticket stubs are not recognized as valid proof for subsidy applications.

Subscribers to the Happy Life Security System can receive subsidies for their monthly contributions.

taxation

Eligible Items	○	Monthly contributions
	×	Non-Subscribers
Eligible Users	Employee	
Point Unit Price	1point = 100YEN	
Subsidy Rate	100%	
Points Available for Application	Points Anytime	
Application Method	Early and Mid-term Application	
Application Form Attachments	-	

Frequently Asked Questions Q&A

Q1	Can I apply for the subsidy if I am not using the system at the time of application?	A1	No, you can't apply.
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Subscribers to the Group Auto Insurance Premium System can receive subsidies for their monthly contributions.

taxation

Eligible Items	○	Monthly contributions ※Annual payments are also acceptable (Please specify the month for payroll deduction of insurance premiums and enter the number of points used for each month, then submit your application.)
	×	Non-Subscribers
Eligible Users	Employee	
Point Unit Price	1point= 100YEN	
Subsidy Rate	100%	
Points Available for Application	Points Anytime	
Application Method	Early and Mid-term Application	
Application Form Attachments	-	

Frequently Asked Questions Q&A

Q1	Can I apply for the subsidy if I am not using the system at the time of application?	A1	No, you can't apply.
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Subscribers to the General Asset Formation System can receive subsidies for their monthly savings contributions.

taxation

Eligible Items	○	Monthly savings contributions
	×	Non-Subscribers
Eligible Users	Employee	
Point Unit Price	1point= 100YEN	
Subsidy Rate	100%	
Points Available for Application	Points Anytime	
Application Method	Early and Mid-term Application	
Application Form Attachments	-	

Frequently Asked Questions Q&A

Q1	Can I apply for the subsidy if I am not using the system at the time of application?	A1	No, you can't apply.
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Subscribers to the Stock Ownership Plan can receive subsidies for their monthly contributions.

taxation

Eligible Items	<input type="radio"/>	Monthly contributions to the Stock Ownership Plan
	<input checked="" type="checkbox"/>	Non-Subscribers
Eligible Users	Employee	
Point Unit Price	1point= 100YEN	
Subsidy Rate	100%	
Points Available for Application	Points Anytime	
Application Method	Early and Mid-term Application	
Application Form Attachments	-	

Frequently Asked Questions Q&A

Q1	Can I apply for the subsidy if I am not using the system at the time of application?	A1	No, you can't apply.
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Subscribers to the company's contracted Defined Contribution (DC) Pension System can receive subsidies for their monthly contributions.

taxation

Eligible Items	<input type="radio"/>	Monthly contributions
	<input checked="" type="checkbox"/>	Non-Subscribers
Eligible Users	Employee	
Point Unit Price	1point= 100YEN	
Subsidy Rate	100%	
Points Available for Application	Points Anytime	
Application Method	Early and Mid-term Application	
Application Form Attachments	-	

Frequently Asked Questions Q&A

Q1	Can I apply for the subsidy if I am not using the system at the time of application?	A1	No, you can't apply.
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You can receive subsidies for the costs associated with using life plan consultation services.

taxation

Eligible Items	○	<ul style="list-style-type: none"> • Life plan consultation service fees • Financial planning consultation service fees
	×	<p>Non-Eligible Expenses</p> <p>Examples: Transportation costs, Insurance contract fees</p>
Eligible Users	Employee or Immediate Family within one degree of kinship	
Point Unit Price	1point = 100YEN	
Subsidy Rate	100%	
Points Available for Application	Points Anytime	
Application Method	Application Anytime (Receipt Method)	
Application Form Attachments	<p>Submit one of the following:</p> <ul style="list-style-type: none"> ① Receipt (copy acceptable if used for medical expense deduction) ② Transfer slip ③ Passbook (name + transaction copy) ④ Credit card statement/sales slip 	

Frequently Asked Questions Q&A

Q1	Are financial seminar participation fees eligible for subsidies?	A1	Yes, they are eligible for subsidies.
Q2	Can I apply for transportation costs to attend the seminar?	A2	No, transportation costs are not eligible for subsidies.

You can receive subsidies for the costs associated with using childcare facilities and services for your children.

taxation

Eligible Items	○	Usage fees for eligible facilities and services Meal fees, Snack fees, Uniform fees, School bus fees, 【Eligible Facilities】 Daycare centers, Nursery schools, Kindergartens, Combined nursery and kindergarten facilities, Babysitters, After-school care
	×	Purchase costs for items not related to eligible facilities, Fees for extracurricular activities (cram schools, classes), Cancellation fees
Eligible Users	Employee's own child	
Point Unit Price	1point = 100YEN	
Subsidy Rate	100%	
Points Available for Application	Points Anytime	
Application Method	Application Anytime (Receipt Method)	
Application Form Attachments	Submit one of the following: ①Receipt ②Transfer slip ③Passbook (name + transaction copy) ④Credit card statement/sales slip	

Frequently Asked Questions Q&A

Q1	Are membership and annual fees for childcare facilities or babysitters eligible for subsidies?	A1	Yes, these fees are eligible for subsidies.
Q2	Are fees for after-school care or nursery schools, including meals, snacks, and bus fees, covered?	A2	Yes, these fees are eligible for subsidies.
Q3	Are costs for children's cram schools or extracurricular activities eligible for subsidies?	A3	No, these costs are not eligible for subsidies.

You can receive a subsidy for the costs of purchasing or renting childcare products for your child..

taxation

Eligible Items	○	Costs for Purchase and Rental of Childcare Products 〈Examples of Recognized Childcare Products〉 Strollers, Child car seats, Baby chairs, Bouncers, Baby beds, Baby baths, Baby bedding, Walkers, Potties, Baby bottles, Diapers, Baby food and milk (food items)
	×	Toys, Baby clothes, CDs/DVDs, Game software, Seasonal festival items
Eligible Users	Employee's own child	
Point Unit Price	1point= 100YEN	
Subsidy Rate	100%	
Points Available for Application	Points Anytime	
Application Method	Application Anytime (Receipt Method)	
Application Form Attachments	Submit one of the following: ①Receipt ②Transfer slip ③Passbook (name + transaction copy) ④Credit card statement/sales slip	

Frequently Asked Questions Q&A

Q1	I rented a stroller. Is the rental fee eligible for the subsidy?	A1	Yes, rental fees are also eligible for the subsidy.
Q2	I am planning to purchase childcare products for my grandchild. Are these eligible for the subsidy?	A2	No, the subsidy is only available for the children of the employees themselves.
Q3	Are shoes used for school club activities eligible for the subsidy?	A3	No, the subsidy is limited to childcare products.

You can receive a subsidy for the costs of using nursing care facilities.

taxation

Eligible Items	○	Costs for Using Nursing Care Facilities Nursing Care Service Costs: Fees for nursing care facilities, home care, day services, home helpers, etc. Rental fees for welfare vehicles, nursing care taxis, nursing care renovations, meal delivery services (must be clearly marked as for nursing care)
	×	Purchase costs for items paid to non-designated facilities Cancellation fees
Eligible Users	Employee or Immediate Family within one degree of kinship	
Point Unit Price	1point = 100YEN	
Subsidy Rate	100%	
Points Available for Application	Points Anytime, Accumulation points	
Application Method	Application Anytime (Receipt Method)	
Application Form Attachments	Submit one of the following: ①Receipt ②Transfer slip ③Passbook (name + transaction copy) ④Credit card statement/sales slip	

Frequently Asked Questions Q&A

Q1	Is the membership fee for a nursing care facility eligible for the subsidy?	A1	Yes, it is eligible for the subsidy.
Q2	Are the costs for using a home helper eligible for the subsidy?	A2	Yes, it is eligible for the subsidy.
Q3	renovated my home for nursing care purposes. The receipt does not indicate that it was for nursing care purposes. Can I apply with this receipt?	A3	No, you cannot apply. The receipt must clearly indicate that it was for nursing care purposes.

You can receive a subsidy for the costs of purchasing or renting nursing care products.

taxation

Eligible Items	○	Costs for Purchase and Rental of Nursing Care Products (Examples of Recognized Nursing Care Products) Nursing care beds and mattresses, Bed pads, Wheelchairs, Nursing care lifts, Portable toilets, Shower and bath chairs, Bath boards, Pressure sore, prevention devices, Positioning aids, Handrails, Ramps, Walkers, Walking aids, Dementia patient wandering detectors, Transfer lifts, Installation labor costs for purchased items
	×	Food items
Eligible Users	Employee or Immediate Family within one degree of kinship	
Point Unit Price	1point= 100YEN	
Subsidy Rate	100%	
Points Available for Application	Points Anytime, Accumulation points	
Application Method	Application Anytime (Receipt Method)	
Application Form Attachments	Submit one of the following: ①Receipt ②Transfer slip ③Passbook (name + transaction copy) ④Credit card statement/sales slip	

Frequently Asked Questions Q&A

Q1	I purchased an electric bed for my parent's nursing care. Is it eligible for the subsidy?	A1	Yes, it is eligible for the subsidy.
Q2	If I use the products without receiving nursing care certification, are they still eligible for the subsidy?	A2	Yes, they are eligible for the subsidy regardless of nursing care certification.

You can receive a subsidy for the costs of using housekeeping services.

taxation

Eligible Items	○	Costs for Using Housekeeping Services and House Cleaning (Examples) Cleaning services, Cooking services, Organizing and storage services, etc.
	×	Garden maintenance by a gardener, Air conditioner cleaning, Payments to individuals, Gratuities
Eligible Users	Employee	
Point Unit Price	1point= 100YEN	
Subsidy Rate	100%	
Points Available for Application	Points Anytime	
Application Method	Application Anytime (Receipt Method)	
Application Form Attachments	Submit one of the following: ①Receipt ②Transfer slip ③Passbook (name + transaction copy) ④Credit card statement/sales slip	

Frequently Asked Questions Q&A

Q1	I had my parents' house cleaned. Can I apply for the subsidy?	A1	No, only the employee themselves are eligible for the subsidy.
Q2	I hired a landscaper to weed my garden. Can I apply for the subsidy for the work?	A2	No, garden maintenance by a gardener is not eligible.

You can receive a subsidy for travel expenses.

taxation

Eligible Items	○	<ul style="list-style-type: none"> Accommodation Fees Package Tour Fees: Accommodation costs, Fees for ancillary facilities (food and drink charges, parking fees, etc. paid to the accommodation), Package tour costs, Public transportation fees associated with accommodation Highway tolls incurred when traveling to or from an accommodation facility.
	×	<ul style="list-style-type: none"> Expenses paid to facilities other than accommodation Food and drink costs, Highway tolls, Parking fees, Gasoline costs, Accommodation cancellation fees, Accommodation costs at internet cafes or manga cafes
Eligible Users	Employee or Immediate Family within one degree of kinship	
Point Unit Price	1point = 100YEN	
Subsidy Rate	100%	
Points Available for Application	Points Anytime, Accumulation points	<div style="border: 1px solid black; padding: 5px;"> <p>■ In the Case of Company-Owned Resorts ■ Invoices issued by TB Corporate for Mikabi Retreat, Gorinsō, and Kashimo Cottage(Invoices issued by TB Corporate)</p> </div>
Application Method	Application Anytime (Receipt Method)	
Application Form Attachments	Submit one of the following: ①Receipt ②Transfer slip ③Passbook (name + transaction copy) ④Credit card statement/sales slip ⑤Shinkansen EX Usage Ticket ⑥ETC Usage Statement	

Frequently Asked Questions Q&A

Q1	I used an airplane to return home. Can I apply for the airfare alone?	A1	Yes, you can apply for transportation expenses (public transportation, taxi) alone.
Q2	I used the highway to travel for a trip and stayed at a hotel. Are highway tolls eligible for reimbursement?	A2	Yes. You may apply for highway tolls as long as they are submitted together with the hotel expenses.○ Please apply with the hotel receipt and the ETC usage statement.× Applications submitted with the ETC usage statement only are not accepted.
Q3	Can I apply for the food and drink costs at a restaurant used during the trip?	A3	No, you cannot apply for food and drink costs alone. However, if they are included in the same receipt as the accommodation, you can apply.

You can receive a subsidy for the costs of purchasing various leisure facility and entertainment tickets.

taxation

Eligible Items	○	Costs for Using Leisure Facilities: Entertainment Ticket Purchase Costs: Leisure and entertainment ticket purchase costs (theme parks, concerts, sports events, theater performances, movies, music performances) Admission fees for museums and art galleries, Admission fees for zoos and botanical gardens, Karaoke fees, Camping facility fees, etc.
	×	Costs not covered: Food and drink costs, Transportation fees, Rental car fees Taxi fees, Highway tolls, Gasoline costs, Souvenir costs, Accommodation costs at internet cafes or manga cafes, Cancellation fees
Eligible Users	Employee or Immediate Family within one degree of kinship	
Point Unit Price	1point= 100YEN	
Subsidy Rate	100%	
Points Available for Application	Points Anytime	
Application Method	Application Anytime (Receipt Method)	
Application Form Attachments	Required documents for application: Receipt Payment slip Copy of bankbook (showing name and transaction) Credit card statement/sales slip Ticket stub	

Frequently Asked Questions Q&A

Q1	Is the cost of tickets purchased at a convenience store eligible for the subsidy?	A1	Yes, a receipt that clearly shows the details of the purchase is required. Example: When purchasing a movie ticket NG: proviso "Ticket fee" OK: proviso "Movie ticket fee"
Q2	Can I apply for the subsidy with a ticket stub?	A2	Yes, you can apply with a ticket stub.
Q3	Are food and souvenir expenses at theme parks eligible for the subsidy?	A3	No, they are not eligible.

You can receive a subsidy for the costs of various correspondence and classroom courses, as well as exam fees for qualifications and certifications.

taxation

Eligible Items	○	Correspondence education, Classroom courses Exam fees for qualifications and certifications Membership fee for the Society of Automotive Engineers Book and textbook fees (excluding purchases from bookstores)
	×	Renewal fees for qualifications and licenses, Books and textbooks purchased from bookstores, Fees for obtaining a driver's license
Eligible Users	Employee	
Point Unit Price	1point = 100YEN	
Subsidy Rate	100%	
Points Available for Application	Points at any time, Accumulated points	
Application Method	On-demand application (receipt method)	
Application Form Attachments	Required documents for application: Receipt Payment slip Copy of bankbook (showing name and transaction) Credit card statement/sales slip Receipt for internal application self-development course fee issued by HR Strategy Div.	

Frequently Asked Questions Q&A

Q1	Is the cost of textbooks used in qualification courses eligible for the subsidy?	A1	Yes, if the textbooks are used in the course, they are eligible for the subsidy.
Q2	I purchased a textbook from a bookstore for a qualification. Is it eligible for the subsidy?	A2	No, textbooks purchased from bookstores are not eligible.

You can receive a subsidy for the costs of meals in the cafeteria.

taxation

Eligible Items	<input type="radio"/>	Cafeteria Meal Costs
	<input checked="" type="radio"/>	All Other Costs Not Covered
Eligible Users	Employee	
Point Unit Price	1point= 100YEN	
Subsidy Rate	100%	
Points Available for Application	Points at any time	
Application Method	Early and Mid-term Application	
Application Form Attachments	No	

Frequently Asked Questions Q&A

Q1	Are meal costs at external restaurants or cafes, or costs for purchasing bento boxes eligible for the subsidy?	A1	No, they are not eligible. The subsidy is limited to meals in the company cafeteria.
Q2	What happens if the meal costs are less than the subsidy amount?	A2	The difference between the actual costs and the subsidy amount will be returned as points at any time.

You can receive a subsidy for the costs of purchasing workwear.

taxation

Eligible Items	○	Business suits, Dress shirts, Blouses/Ties/Business shoes, Work clothes, Work shoes, Office wear, etc.
	×	Items not eligible Underwear, Socks
Eligible Users	Employee	
Point Unit Price	1point = 100YEN	
Subsidy Rate	100%	
Points Available for Application	Points Anytime, Accumulation points	
Application Method	Application Anytime (Receipt Method)	
Application Form Attachments	Required documents for application: Receipt Payment slip Copy of bankbook (showing name and transaction) Credit card statement/sales slip Uniform purchase request form Delivery note/invoice issued by TB Corporate Services	

Frequently Asked Questions Q&A

Q1	Is workwear or office wear purchased within the company eligible for the subsidy?	A1	Yes, it is eligible for the subsidy.
Q2	Is the cost of a dress shirt purchased at a retail store eligible for the subsidy?	A2	Yes, it is eligible for the subsidy.

You can receive a subsidy for vehicle maintenance costs.

taxation

Eligible Items	○	Vehicle inspection fees, Legal fees (weight tax, stamp duty, compulsory insurance), Maintenance costs (inspections, oil changes, battery replacements, car washes), Bodywork ※ Labor costs and parts purchased for inspections are eligible ・ Vehicle Accessories Purchases 〈Examples of Accessories〉 Tires, Snow tires, Tire chains, ETC devices, Dashcams ※ Labor costs are eligible
	×	Costs not covered
Eligible Users	Employee or Immediate Family within one degree of kinship	
Point Unit Price	1point = 100YEN	
Subsidy Rate	100%	
Points Available for Application	Points Anytime	
Application Method	Application Anytime (Receipt Method)	
Application Form Attachments	Submit one of the following: ① Receipt (copy acceptable if used for medical expense deduction) ② Transfer slip ③ Passbook (name + transaction copy) ④ Credit card statement/sales slip	

Frequently Asked Questions Q&A

Q1	I purchased vehicle accessories at a retail store. Can I apply for the subsidy?	A1	Yes, if the items are specified, the purchase costs are eligible for the subsidy.
Q2	Can I apply for the subsidy for motorcycle maintenance costs?	A2	Motorcycles are also eligible.

You can receive a subsidy for the costs of purchasing a vehicle.

taxation

Eligible Items	○	Vehicle Costs
	×	Costs not covered: Motorcycles
Eligible Users	Employee or Immediate Family (within one degree of kinship)	
Point Unit Price	1point = 100YEN	
Subsidy Rate	100%	
Points Available for Application	Points Anytime	
Application Method	Application Anytime (Receipt Method)	
Application Form Attachments	Submit one of the following: ① Receipt (copy acceptable if used for medical expense deduction) ② Transfer slip ③ Passbook (name + transaction copy) ④ Credit card statement/sales slip	

Frequently Asked Questions Q&A

Q1	I purchased a vehicle at a dealership. Can I apply for the subsidy?	A1	Yes, you can apply for the subsidy.
Q2	Can I apply for the insurance and tax costs of the car?	A2	No, these costs are not eligible for the subsidy.
Q3	I purchased a motorcycle. Can I apply for the purchase costs?。	A3	No, motorcycle costs are not eligible for the subsidy.

You can receive a subsidy for costs incurred due to ceremonial occasions.

taxation

Eligible Items	○	Costs Incurred Due to Ceremonial Occasions
	×	Transportation Costs Points and Gift Certificates Purchase
Eligible Users	Employee	
Point Unit Price	1point = 100YEN	
Subsidy Rate	100%	
Points Available for Application	Points Anytime	
Application Method	Application Anytime (Receipt Method)	
Application Form Attachments	Required documents for application: Receipt Payment slip Copy of bankbook (showing name and transaction) Credit card statement/sales slip	

Frequently Asked Questions Q&A

Q1	I used the Shinkansen to attend a wedding. Is this eligible for the subsidy?	A1	No, transportation costs are not eligible for the subsidy.
Q2	Are the costs for pre-wedding photos eligible for the subsidy?	A2	Yes, they are eligible for the subsidy.

You can receive a subsidy for donations to various organizations and for emergency disaster relief.

taxation

Eligible Items	○	Donations to various organizations such as the Japanese Red Cross Society, Japan UNICEF Association, WWF Japan, and others Donations for emergency disaster relief
	×	Payments with Gift Certificates or Points
Eligible Users	Employee	
Point Unit Price	1point = 100YEN	
Subsidy Rate	100%	
Points Available for Application	Points Anytime	
Application Method	Application Anytime (Receipt Method)	
Application Form Attachments	Any of the following: Receipt Payment slip Credit card statement or sales slip + document showing the details of the usage Copy of bankbook (showing name and transaction)	

Frequently Asked Questions Q&A

Q1	Can I receive a subsidy for donations made through workplace fundraising activities?	A1	No, you cannot receive the subsidy without the required attached documents for the application.
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You can purchase disaster prevention goods.

taxation

Eligible Items	<input type="radio"/>	Disaster Prevention Goods
	<input checked="" type="radio"/>	Non-Disaster Prevention Goods (WEB application only)
Eligible Users	Employee	
Point Unit Price	1point= 100YEN	
Subsidy Rate	100%	
Points Available for Application	Points Anytime	
Application Method	Application Anytime (Cafeteria Plan Exclusive Menu)	
Application Form Attachments	-	

Frequently Asked Questions Q&A

Q1	What specific items are included in the eligible products	A1	You can search on the dedicated website.
Q2	Are disaster prevention goods purchased at department stores eligible for the subsidy?	A2	No, they are not eligible for the subsidy.

You can create and purchase picture books.

taxation

Eligible Items	<input type="radio"/>	Picture Books
	<input checked="" type="checkbox"/>	Non-Picture Book Goods(WEB application only)
Eligible Users	Employee	
Point Unit Price	1point= 100YEN	
Subsidy Rate	100%	
Points Available for Application	Points Anytime	
Application Method	Application Anytime (Cafeteria Plan Exclusive Menu)	
Application Form Attachments	-	

Frequently Asked Questions Q&A

Q1	What specific items are included in the eligible products?	A1	You can search on the dedicated website.
Q2	Are picture books created at department stores eligible for the subsidy?	A2	No, they are not eligible for the subsidy.

You can purchase flowers.

taxation

Eligible Items	<input type="radio"/>	Flowers
	<input checked="" type="checkbox"/>	Non-Flower Goods (WEB application only)
Eligible Users	Employee	
Point Unit Price	1point= 100YEN	
Subsidy Rate	100%	
Points Available for Application	Points Anytime	
Application Method	Application Anytime (Cafeteria Plan Exclusive Menu)	
Application Form Attachments	-	

Frequently Asked Questions Q&A

Q1	What specific items are included in the eligible products?	A1	You can search on the dedicated website.
Q2	Are bouquets purchased at local florists eligible for the subsidy?	A2	No, they are not eligible for the subsidy.

You can accumulate points for use in travel, self-development, and nursing care menus.

Taxable at the time of use

Accumulation Details	You can accumulate points for use in travel, self-development, and nursing care menus.
Usage of Accumulated Points	Accumulated points can be used for the following menus upon application: ※Points cannot be used for menus other than those listed above. Travel Expense Subsidy, Self-Development Expense Subsidy, Subsidy for Using Nursing Care Facilities, Subsidy for Purchase and Rental of Nursing Care Products
Subsidy Rate	1point = 100YEN
Application Method	Early and Mid-term Application
Special Note	For details, please check each page. Travel Expense Subsidy: Page 42 Self-Development Subsidy: Page 44 Caregiving Expense Subsidy: Pages 39 and 40

Frequently Asked Questions Q&A

Q1	When can I use the accumulated points?	A1	You can use them immediately after application.
Q2	Can I transfer the points accumulated for savings back to regular points?	A2	No, you cannot.



Frequently Asked Questions

Frequently Asked Questions

Q1	How do I log in?
A1	Access the login page (https://www.welbox.com/) and enter the following information: You can easily access the login page by searching for "WELBOX" on search sites like Yahoo!. Membership Number: 3116-Employee Number (6 digits) Password: Date of Birth (8 digits, initial login only)
Q2	What should I do if I forget my password?
A2	A temporary password will be sent to the email address registered during your initial login. Please proceed from the "Forgot Membership Number/Password" section on the TOP page.
Q3	When will the points I applied for be granted?
A3	Applications submitted by the 15th of each month will be reviewed and approved by the Cafeteria Center, and the points will be granted with the salary of the following month. However, if there are any issues, the application will be denied, and the above does not apply.
Q4	Can I reapply with a receipt that was returned due to denial?
A4	Yes, you can reapply by correcting the denial reasons and submitting the application again. However, for year-end or retirees, if application deficiencies are found after the final application submission date, reapplication is not possible. Therefore, please apply with sufficient time before the deadline.
Q5	What can I use the points for?
A5	There are 6 categories and 30 menus available. Please check the detailed menu page in the manual.
Q6	Where should I contact if I have questions about the Cafeteria Plan?
A6	There is a dedicated call center. If you have any questions or concerns, please contact the Cafeteria Center. [Cafeteria Center] 0570-099-088

【Contact Information】

Ewel Corporation Cafeteria Center

0570-099-088 (Navi Dial)

【Reception Hours】

9:30 AM - 6:00 PM (Closed on weekends,
public holidays, and year-end/New Year holidays)

