



March 11, 2026

To whom it may concern:

Company name: Aichi Financial Group, Inc.
Name of representative: Yukinori Ito
Representative Director, President and Executive Officer
(Securities code: 7389; Tokyo Stock Exchange, Prime Market /
Nagoya Stock Exchange, Premier Market)
Inquiries: Toshiyuki Kitagawa
General Manager of Group Corporate Planning Department
(Telephone: +81-52-262-6512)

Notice Regarding Organizational Changes and Changes in Directors and Officers of the Company and Its Subsidiaries

Aichi Financial Group, Inc. (the “Company”; Representative Director, President and Executive Officer, Yukinori Ito) and Aichi Bank, Ltd. (the “Aichi Bank”; Representative Director, President and Executive Officer, Takehiro Suzuki) hereby announce that it has resolved to propose the following candidates for Directors and Officers at the Board of Directors Meeting held today based on the organizational changes planned to take effect on April 1, 2026.

In addition, the appointment of Directors of the Company related to the above changes will be formally determined at the Annual General Meeting of Shareholders of the Company scheduled to be held in June 2026 and at the Board of Directors Meeting to be held thereafter.

1 Regarding Organizational Changes

(1) Purpose of Organizational Changes

- To further strengthen the Group's sales capabilities through enhanced solution-based sales for corporate and individual customers, smart innovation of branch operations, and stronger customer engagement via non-face-to-face channels
- To respond to compliance-related operations with growing importance and risk management operations with increasing complexity
- To ensure steady implementation of various measures under the Second Medium-Term Business Plan

(2) Key Organizational Changes

- (i) Reorganization and Establishment of Departments and Groups at Aichi Financial Group, Inc.
 - Reorganization of Group Compliance & Risk Management Department into “Group Compliance Management Department” and “Group Risk Management Department”
- (ii) Reorganization and Establishment of Departments and Groups at Aichi Bank, Ltd.
 - Reorganization of Compliance & Risk Management Department into “Compliance Management Department” and “Risk Management Department”
 - Reorganization of Securities & Foreign Business Department into “Market & International Business Department” and “Treasury & Securities Department”
 - Reorganization of Business Planning Department and Sales Promotion Department into “Business Strategy Department” and “Finance Sales Department”

(Note) For details of the reorganization of Groups under each Department, please refer to the attached Former and New Organization Charts.

(3) Effective Date April 1, 2026

(4) Appendix Former and New Organization Charts (Aichi Financial Group, Inc. and Aichi Bank, Ltd.)

2 Regarding Changes in Directors and Officers

(1) Aichi Financial Group, Inc. (Effective April 1, 2026)

(i) List of Directors and Officers after Changes in Duties and Responsibilities

Directors (Excluding those who are Audit and Supervisory Committee Members)

(Title)	(Name)	(Duties and Responsibilities)
Representative Director, President and Executive Officer	Yukinori Ito	Duties of Group Management Strategy Department
Representative Director and Managing Executive Officer	Makoto Hayakawa	Duties of Group Management Audit Department
Representative Director and Managing Executive Officer	Hiroaki Yoshikawa	Duties of Group DX & Business Process Re-engineering Management Department
Director and Managing Executive Officer	Hiroshi Kawai	
Director and Managing Executive Officer	Kenji Ito	Auditor, Aichi FG Lease Co., Ltd.
Director and Executive Officer	Takehiro Suzuki	Representative Director, President and Executive Officer of Aichi Bank, Duties of Group Corporate Planning Department and Group Sustainability Management Department

Executive Officers (Excluding those who are Directors)

(Title)	(Name)	(Duties and Responsibilities)
Managing Executive Officer	Keiichi Ishikawa	Duties of Group Human Resources Strategy Department and Group General Affairs Department
Managing Executive Officer	Tetsuji Kawabata	Duties of Group Compliance Management Department and Group Risk Management Department
Managing Executive Officer	Tatsuya Sakamoto	Representative Director and President, Aichi FG Lease Co., Ltd.
Managing Executive Officer	Manabu Ozeki	Duties of Group Sales Strategy Department
Senior Executive Officer	Tatsuhiro Morita	General Manager of Group Management Audit Department

(2) Aichi Financial Group, Inc. (Scheduled to be Effective June 26, 2026)

(i) Changes in Directors

Director Candidate (Promotion)

Director and Managing Executive Officer	Takehiro Suzuki	(Current Director and Executive Officer)
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Director Candidates (New Appointment)

Director and Executive Officer	Keiichi Ishikawa	(Current Managing Executive Officer)
Director and Executive Officer	Toshiyuki Kitagawa	(Current General Manager of Group Corporate Planning Department)

Retiring Directors

Director and Managing Executive Officer	Hiroshi Kawai
Director and Managing Executive Officer	Kenji Ito

(ii) List of Directors and Officers after Changes

Directors (Excluding those who are Audit and Supervisory Committee Members)

(Title)	(Name)	(Duties and Responsibilities)
Representative Director, President and Executive Officer	Yukinori Ito	Duties of Group Management Strategy Department
Representative Director and Managing Executive Officer	Makoto Hayakawa	Duties of Group Management Audit Department
Representative Director and Managing Executive Officer	Hiroaki Yoshikawa	Duties of Group DX & Business Process Re-engineering Management Department
Director and Managing Executive Officer	Takehiro Suzuki	Representative Director, President and Executive Officer of Aichi Bank
Director and Executive Officer	Keiichi Ishikawa	Duties of Group Human Resources Strategy Department and Group General Affairs Department
Director and Executive Officer	Toshiyuki Kitagawa	Duties of Group Corporate Planning Department and Group Sustainability Management Department

Executive Officers (Excluding those who are Directors)

(Title)	(Name)	(Duties and Responsibilities)
Managing Executive Officer	Tetsuji Kawabata	Duties of Group Compliance Management Department and Group Risk Management Department
Managing Executive Officer	Tatsuya Sakamoto	Representative Director and President, Aichi FG Lease Co., Ltd.
Managing Executive Officer	Manabu Ozeki	Duties of Group Sales Strategy Department
Senior Executive Officer	Tatsuhiro Morita	General Manager of Group Management Audit Department

(3) Aichi Bank, Ltd. (Effective April 1, 2026)

(i) Changes in Representative Directors

Representative Director Candidate (New Appointment)

Representative Director and Managing Executive Officer Makoto Hayakawa (New Appointment)

Retiring Representative Director

Representative Director and Managing Executive Officer Hiroshi Kawai

(ii) Changes in Directors

Director Candidates (New Appointment)

Director and Managing Executive Officer Hiroaki Yoshikawa (New Appointment)

Director and Executive Officer Manabu Ozeki (New Appointment)

Director and Executive Officer Toshiyuki Kitagawa (Current Executive Officer and General Manager of General Planning Department)

Retiring Directors

Director and Executive Officer Toru Suzuki (Managing Executive Officer Candidate)

Director and Executive Officer Hisashi Sebayashi

(iii) List of Directors and Officers after Changes

Directors (Excluding those who are Audit and Supervisory Committee Members)

(Title)	(Name)	(Duties and Responsibilities)
Representative Director and Chairman	Yukinori Ito	
Representative Director, President and Executive Officer	Takehiro Suzuki	
Representative Director and Managing Executive Officer	Makoto Hayakawa	Duties of Internal Audit Department
Director and Managing Executive Officer	Hiroaki Yoshikawa	Duties of Operations Administration Department
Director and Managing Executive Officer	Keiichi Ishikawa	Duties of Human Resources Department and General Affairs Department
Director and Executive Officer	Tetsuji Kawabata	Duties of Compliance Management Department and Risk Management Department
Director and Executive Officer	Atsuta Miyoshi	Duties of Finance Support Department
Director and Executive Officer	Taro Kataoka	Duties of Market & International Business Department
Director and Executive Officer	Manabu Ozeki	General Manager of Business Administration Department, Duties of Business Strategy Department, Finance Sales Department, Business Solution Department and Digital Business Department
Director and Executive Officer	Toshiyuki Kitagawa	Duties of General Planning Department and Treasury & Securities Department

Executive Officers (Excluding those who are Directors)

(Title)	(Name)	
Managing Executive Officer	Toru Suzuki	
Senior Executive Officer	Hisanori Gomi	General Manager of Finance Support Department
Senior Executive Officer	Tatsuhiro Morita	General Manager of Internal Audit Department
Senior Executive Officer	Koji Ito	Representative Director and President of Sakaemachi Research & Consulting Co., Ltd.
Senior Executive Officer	Takashi Okaniwa	
Executive Officer	Atsushi Komori	General Manager of the Head Office and the Nagoya Office
Executive Officer	Hiroyuki Yanagi	General Manager of General Planning Department
Executive Officer	Katsumasa Isobe	General Manager of Business Strategy Department
Executive Officer	Tsuyoshi Terao	General Manager of Compliance Management Department
Executive Officer	Motoki Akao	General Manager of General Affairs Department
Executive Officer	Kiyoto Nakashima	General Manager of Operations Administration Department (Systems)
Executive Officer	Tatsuya Onoda	General Manager of Operations Administration Department (Operations)
Executive Officer	Takayuki Hasegawa	General Manager of Digital Business Department
Executive Officer	Koji Ogawa	General Manager of Finance Sales Department

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Aichi Financial Group, Inc.
(Brief Personal History of New Director Candidate)

Keiichi Ishikawa

Date of Birth: January 29, 1966

Brief Personal History

April 1988	Joined Chuo Sogo Bank, Ltd. (Current Aichi Bank)
October 2007	Manager of Payroll and Welfare Group, Corporate Management Department of The Aichi Bank, Ltd.
June 2011	General Manager of Kasadera Branch, same
June 2012	Manager of Corporate Management Department, same
June 2013	General Manager of Kurokawa Branch, same
June 2015	Deputy General Manager of General Planning Department, same
June 2018	General Manager of Retail Department, same
October 2018	General Manager of Retail Sales Department, same
June 2019	Executive Officer and General Manager of Securities & Foreign Business Department, same
June 2021	Executive Officer and General Manager in Charge of General Planning Department, same
June 2022	Senior Executive Officer and General Manager of General Planning Department, same
October 2022	General Manager of Merger Integration Department of Aichi Financial Group, Inc.
June 2023	General Manager of Internal Audit Department, same
June 2023	Senior Executive Officer and General Manager of Internal Audit Department of The Aichi Bank, Ltd.
June 2024	Director and General Manager of Internal Audit Department, same
January 2025	Director and General Manager of Internal Audit Department, Aichi Bank, Ltd.
April 2025	Managing Executive Officer of Aichi Financial Group, Inc. (Current)
April 2025	Director and Managing Executive Officer of Aichi Bank, Ltd. (Current)

Toshiyuki Kitagawa

Date of Birth: March 19, 1968

Brief Personal History

April 1991	Joined The Aichi Bank, Ltd. (Current Aichi Bank)
April 2017	Assistant Manager of General Planning Department, same
June 2018	Manager of Management Planning Group, General Planning Department, same
June 2022	Deputy General Manager of General Planning Department, same
June 2023	General Manager in Charge of General Planning Department, same
April 2024	General Manager of Corporate Planning Department, Aichi Financial Group, Inc.
April 2024	General Manager of General Planning Department, The Aichi Bank, Ltd.
January 2025	General Manager of General Planning Department, Aichi Bank, Ltd.
April 2025	General Manager of Group Corporate Planning Department, Aichi Financial Group, Inc. (Current)
April 2025	Executive Officer and General Manager of General Planning Department, Aichi Bank, Ltd. (Current)

Aichi Bank, Ltd.
(Brief Personal History of New Representative Director Candidate)

Makoto Hayakawa

Date of Birth: December 15, 1962

Brief Personal History

April 1985	Joined Chukyo Sogo Bank, Ltd. (Current Aichi Bank)
October 2004	Assistant Manager of General Planning Department, Manager of General Risk Management Group and Assistant Manager of Management Planning Group, The Chukyo Bank Limited (Current Aichi Bank)
May 2006	Assistant Manager of General Planning Department and Assistant Manager of Management Planning Group, same
June 2007	General Manager of General Planning Department and Assistant Manager of Management Planning Group, same
May 2008	General Manager of General Planning Department, same
June 2011	Executive Officer and General Manager of General Planning Department, same
June 2012	Executive Officer, same
May 2013	Executive Officer and General Manager of Operations Administration Department, same
May 2014	Executive Officer and General Manager of Business Management Department, same
October 2015	Executive Officer, same
March 2016	Executive Officer, General Manager of Risk Management Department and Manager of General Risk Management Group, same
April 2018	Executive Officer and General Manager of General Planning Department, same
June 2019	Managing Executive Officer and General Manager of General Planning Department, same
December 2021	Managing Executive Officer, same
October 2022	Director and Managing Executive Officer and General Manager of General Planning Department, same
October 2022	Director of Aichi Financial Group, Inc.
January 2025	Representative Director, same
January 2025	Managing Director of Aichi Bank, Ltd.
April 2025	Representative Director and Managing Executive Officer of Aichi Financial Group, Inc. (Current)

(Brief Personal History of New Director Candidate)

Hiroaki Yoshikawa

Date of Birth: October 5, 1961

Brief Personal History

April 1985	Joined Chuo Sogo Bank, Ltd. (Current Aichi Bank)
March 2004	Assistant Manager of Human Resources Department of The Aichi Bank, Ltd.
February 2006	Manager of Human Resources Group, Human Resources Department, same
February 2007	Manager of Human Resources Group, Corporate Management Department, same
January 2010	General Manager of Fujigaoka Branch, same
June 2012	General Manager of Osaka Branch, same
June 2013	Deputy General Manager of General Planning Department, same
June 2015	General Manager of Corporate Management Department, same
June 2017	Executive Officer and General Manager of General Planning Department, same
June 2019	Executive Officer and General Manager of Operations Administration Department, same
June 2020	Director, same
June 2022	Managing Director, same
October 2022	Director of Aichi Financial Group, Inc.
January 2025	Managing Director of Aichi Bank, Ltd.
April 2025	Director and Managing Executive Officer of Aichi Financial Group, Inc.
June 2025	Representative Director and Managing Executive Officer, same (Current)

Manabu Ozeki

Date of Birth: November 12, 1968

Brief Personal History

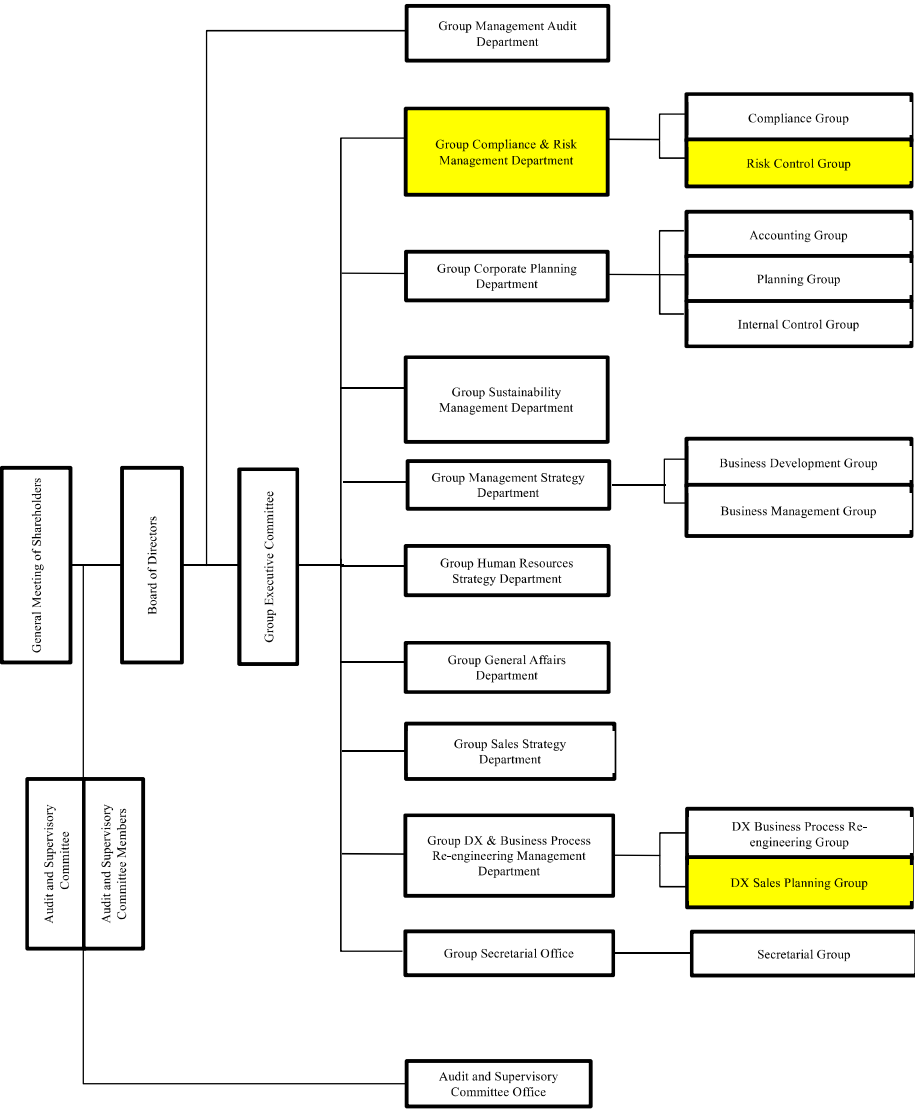
April 1991	Joined The Aichi Bank, Ltd. (Current Aichi Bank)
April 2011	General Manager of Oguchi Branch, same
June 2013	Manager of Business Strategy Team, Business Administration Department, same
June 2014	Manager of Business Planning Group, Business Management Department, same
June 2016	Deputy General Manager of Business Management Department, same
June 2017	General Manager of Sakurayama Branch, same
June 2019	General Manager of Showabashi Branch, same
April 2021	General Manager of Nagoya 8 Block and General Manager of Showabashi Branch, same
June 2021	General Manager of Retail Sales Department, same
June 2022	Executive Officer and General Manager of Retail Sales Department, same
October 2022	Executive Officer and General Manager of Sales Promotion Department, same
June 2023	General Manager in Charge of Operations Administration Department of Aichi Financial Group, Inc.
June 2023	Executive Officer and General Manager of Business Planning Department of The Aichi Bank, Ltd.
April 2024	General Manager in Charge of Sales Strategy Department of Aichi Financial Group, Inc.
June 2024	Senior Executive Officer and General Manager of Business Planning Department of The Aichi Bank, Ltd.
January 2025	Senior Executive Officer and General Manager of Business Planning Department of Aichi Bank, Ltd.
April 2025	Senior Executive Officer of Aichi Financial Group, Inc. (Current)

Toshiyuki Kitagawa

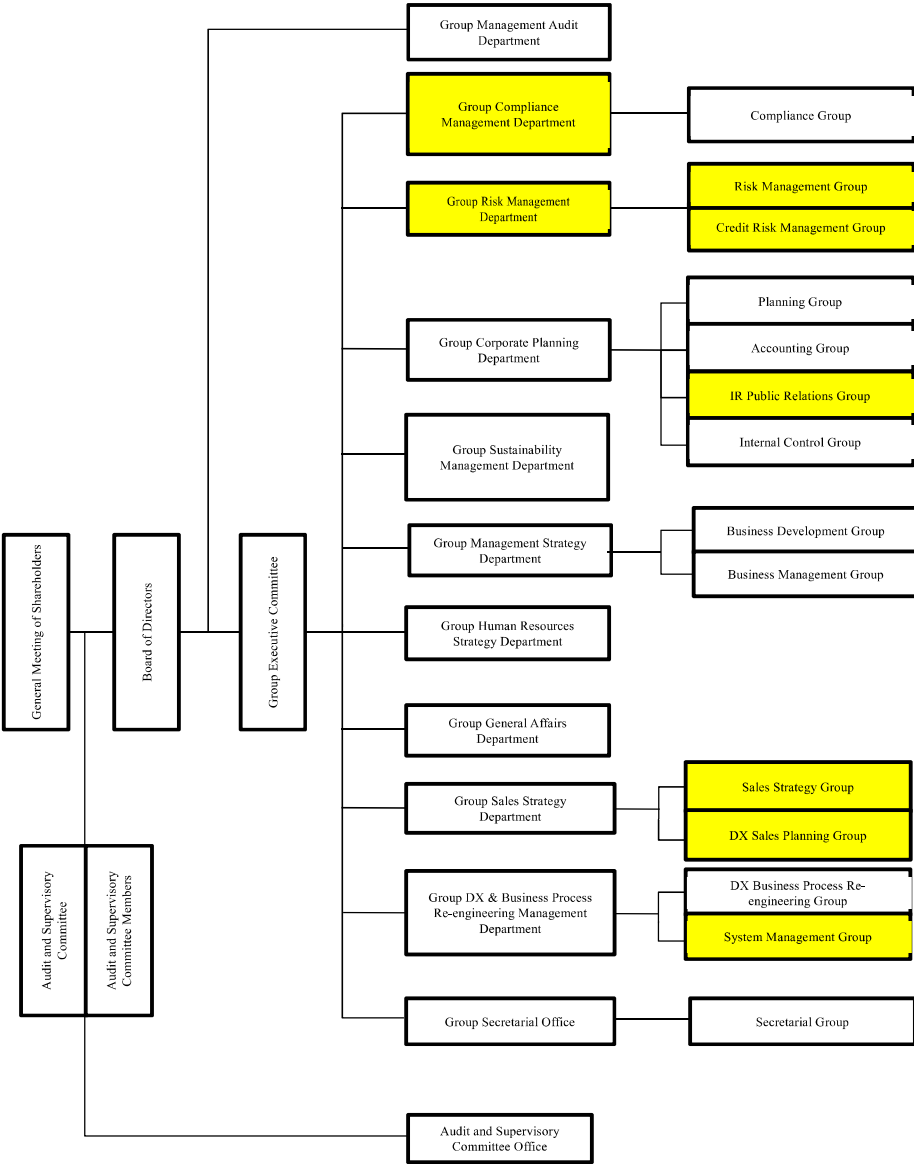
(Listed in New Director Candidate section of Aichi Financial Group, Inc.)

Former and New Organization Charts (Aichi Financial Group, Inc.)

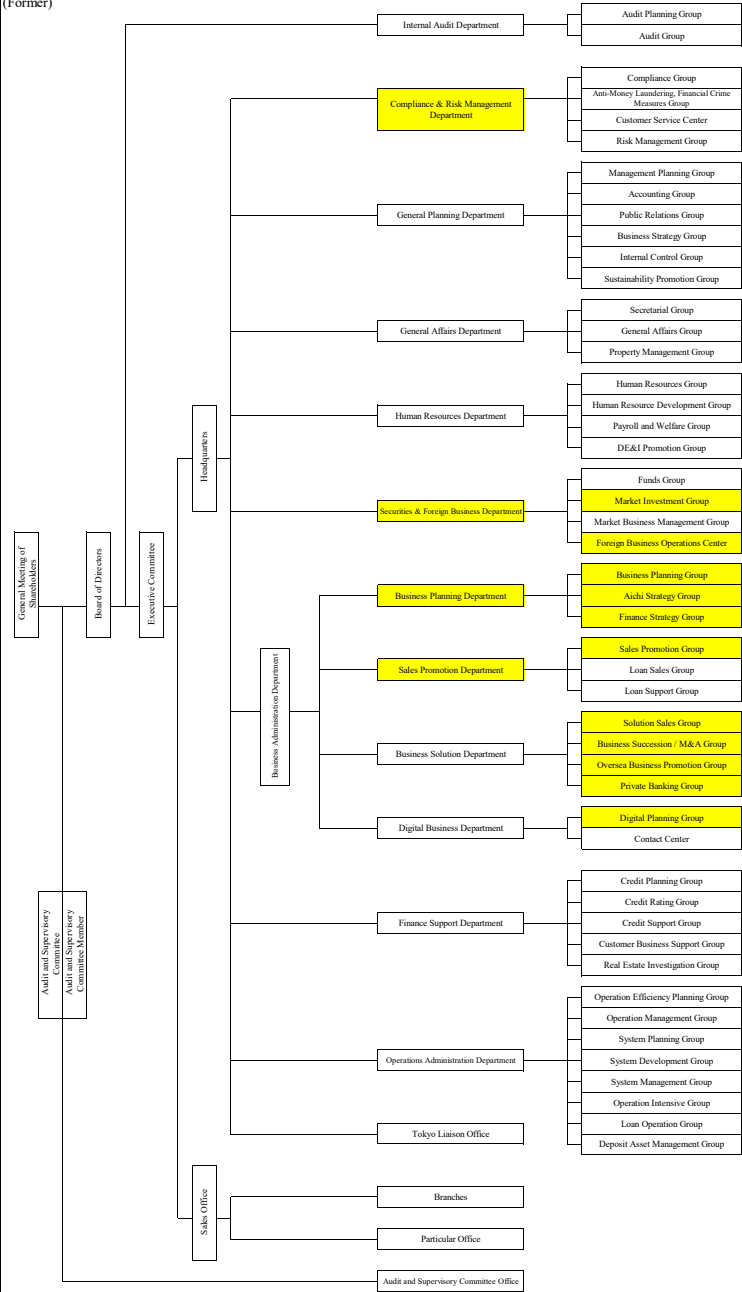
(Former)



(New)

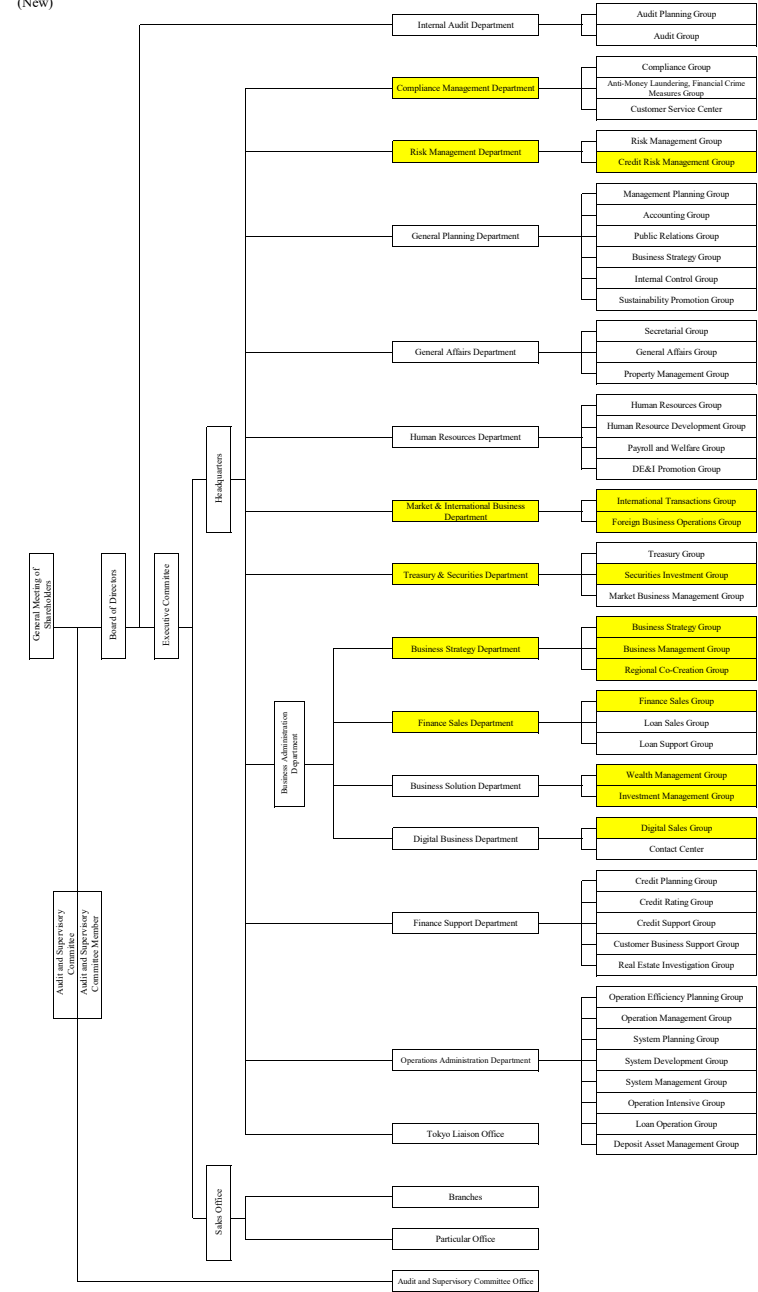


Former and New Organization Charts (Aichi Bank, Ltd.)
(Former)



(Note) The term "Particular Office" includes the Head Office and the Nagoya Office.

(New)



(Note) The term "Particular Office" includes the Head Office and the Nagoya Office.