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May 9, 2025

Company name: Tsukuba Bank, Ltd.
Representative: Masahiko Ikuta
President
(Securities code 8338; Prime Market,
Tokyo Stock Exchange)
Contact: Nobuhiro Okano
Executive Officer, General Manager,
General Planning Division
(Telephone: +81-29-859-8111)

Notice Regarding Changes in Officers

Tsukuba Bank, Ltd. (the “Bank”) hereby announces that, at the Board of Directors meeting held today, the Bank has informally decided on changes in officers, as described below.

1. Changes in Directors (excluding Directors serving as Audit and Supervisory Committee Members)

(1) Director candidate to be newly appointed

Name	New title	Current title
Nobuhiro Okano	Director	Executive Officer

* Scheduled to be appointed at the Annual General Meeting of Shareholders, which will be held on June 24, 2025.

(2) Director scheduled to be promoted

Name	New title	Current title
Hiroshi Kohata	Executive Managing Director	Director

* Following the appointment as Director at the Annual General Meeting of Shareholders to be held on June 24, 2025, scheduled to be officially assigned at the Board of Directors meeting planned after this General Meeting.

(3) Directors scheduled to retire

Name	Current title
Tatsuro Seo	Executive Managing Director
Kenichi Kikuchi	Executive Managing Director

* Scheduled to retire at the conclusion of the Annual General Meeting of Shareholders, which will be held on June 24, 2025.

2. Structure of Officers after the General Meeting of Shareholders (planned)

(1) Directors (excluding Directors serving as Audit and Supervisory Committee Members)

Name	Positions	
Masahiko Ikuta	President (Representative Director)	Reappointed
Satoru Shinohara	Senior Executive Managing Director (Representative Director)	Reappointed
Tsuyoshi Okano	Executive Managing Director	Reappointed
Hiroshi Kohata	Executive Managing Director	Promoted
Nobuhiro Okano	Director	Newly appointed
Hitoshi Saito	Director (Outside)	Reappointed

(2) Directors serving as Audit and Supervisory Committee Members

Name	Positions	
Satoshi Ozaki	Director Audit and Supervisory Committee Member	Reappointed
Norie Yokoi	Director Audit and Supervisory Committee Member (Outside)	Reappointed
Daisuke Suzuki	Director Audit and Supervisory Committee Member (Outside)	Reappointed
Junichiro Seo	Director Audit and Supervisory Committee Member (Outside)	Reappointed
Reiko Matsuda	Director Audit and Supervisory Committee Member (Outside)	Reappointed

* Following the appointment as Directors at the Annual General Meeting of Shareholders to be held on June 24, 2025, scheduled to be officially assigned at the Board of Directors meeting planned after this General Meeting.

(Reference)

Past Experience of the Newly Appointed Officer

[Director candidate]

Name: Nobuhiro Okano
Date of birth: August 29, 1971
Address: Ibaraki Prefecture

Educational background: Mar. 1995 Graduated from Fukushima University
(Faculty of Administration and Social Sciences)

Career summary: Apr. 1995 Joined the Ibaraki Bank, Limited
Jan. 2010 General Manager, Hitachinouchiku Branch,
the Ibaraki Bank, Limited
Mar. 2010 General Manager, Hitachinouchiku Branch, the Bank
Feb. 2013 General Manager, Choshi Branch, the Bank
Sep. 2013 General Manager, Hasaki Branch, and General Manager,
Choshi Branch, the Bank
Jul. 2015 General Manager, Hasaki Branch, General Manager, Choshi
Branch, and General Manager, Asahi Branch, the Bank
Apr. 2016 General Manager, Sales Strategy Office, Sales Planning
Division, the Bank
Oct. 2019 Deputy General Manager, Sales Planning Division, and
General Manager, Sales Strategy Office, the Bank
Apr. 2020 Deputy General Manager, General Planning Division,
the Bank
Jul. 2024 Executive Officer,
General Manager, General Planning Division, and General
Manager, Future Creation Office, the Bank
Apr. 2025 Executive Officer,
General Manager, General Planning Division, the Bank
Jun. 2025 Director, the Bank [planned]

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