

These documents are partial translations of the Japanese originals for reference purposes only.
In the event of any discrepancy between these translated documents and the Japanese originals, the originals shall prevail. The Bank assumes no responsibility for this translation or for direct, indirect or any other forms of damage arising from the translations.

(Securities Code: 8338)

June 5, 2025

(Electronic Provision Measures Commencement Date: May 28, 2025)

To Shareholders with Voting Rights:

Masahiko Ikuta
President
Tsukuba Bank, Ltd.
2-11-7 Chuo, Tsuchiura City,
Ibaraki Prefecture, Japan

**NOTICE OF CONVOCAION OF
THE 101ST ANNUAL GENERAL MEETING OF SHAREHOLDERS**

We are pleased to inform you that the 101st Annual General Meeting of Shareholders of The Tsukuba Bank, Ltd. (the “Bank”) will be held for the purposes as described below, and cordially invite you to the meeting.

In convening this General Meeting, the Bank has provided information electronically, and the matters to be provided electronically are posted on the following website.

The Bank’s website: <https://www.tsukubabank.co.jp/> (only available in Japanese)

Please access the Bank’s website mentioned above, and select “To Shareholders and Investors” and “General Meeting of Shareholders” in this order to confirm the information.

In addition to the above, the information is posted on the following website.

Tokyo Stock Exchange website: <https://www2.jpx.co.jp/tseHpFront/JJK020010Action.do?Show=Show>

Please access the above-mentioned website, enter the Bank’s name or securities code for search, and select “Basic information” and “Documents for public inspection/PR information” in this order to check the information.

If you do not attend the meeting, you can exercise your voting rights in writing by submitting the Voting Rights Exercise Form, or via the Internet, etc. Please review the Reference Documents for the General Meeting of Shareholders (included in the matters to be provided electronically) and exercise your voting rights no later than 5:00 p.m. Japan time on Monday, June 23, 2025 by following the instructions described below.

- 1. Date and Time:** Tuesday, June 24, 2025 at 10 a.m. Japan time
- 2. Place:** 10F, Main Conference Room, Headquarter Building of the Bank, 1-7 Takezono, Tsukuba City, Ibaraki Prefecture, Japan
- 3. Meeting Agenda:**
- Matters to be reported:**
1. The Business Report and Non-consolidated Financial Statements for the Bank's 101st Fiscal Year (from April 1, 2024 to March 31, 2025)
 2. Consolidated Financial Statements for the Bank's 101st Fiscal Year (from April 1, 2024 to March 31, 2025) and results of audits of the Consolidated Financial Statements by the Accounting Auditor and the Audit and Supervisory Committee
- Proposal to be resolved:**
- Proposal No. 1:** Election of Six (6) Directors (Excluding Directors Serving as Audit and Supervisory Committee Members)
- Proposal No. 2:** Election of Five (5) Directors Serving as Audit & Supervisory Committee Members

-
- ⊙ When attending the meeting, please submit the enclosed Voting Rights Exercise Form at the reception desk of the Bank's headquarter building on the day of the meeting for confirmation.
- ⊙ For this meeting, the Bank has sent uniformly the paper copy including the matters to be provided electronically to all shareholders, irrespective of whether there was a request for delivery of the paper copy, but this paper copy does not contain the following matters in accordance with laws and regulations as well as the Articles of Incorporation of the Bank. The Audit and Supervisory Committee and the Accounting Auditor have audited the documents subject to audit, including the following matters.
- 8. The Systems to Ensure the Appropriateness of Operations and Outline of the Operational Status of the Systems in the Business Report
 - Non-consolidated Statements of Changes in Equity and Notes to the Non-consolidated Financial Statements
 - Consolidated Statements of Changes in Equity and Notes to the Consolidated Financial Statements
- ⊙ Any amendments to the matters to be provided electronically will be posted on each website where these matters are posted.

Exercise of Voting Rights

Exercise of Voting Rights via the Internet

Voting Deadline: 5 p.m., Monday, June 23, 2025, Japan Time

Please access the Bank's designated voting website (<https://soukai.mizuho-tb.co.jp/>) using the "Voting Rights Exercise Code" and "Password" indicated on the Voting Rights Exercise Form, follow the instructions on the voting website, and indicate your vote for or against the proposal by the voting deadline.

Exercise of Voting Rights in Writing

Voting Deadline: 5 p.m., Monday, June 23, 2025, Japan Time

Please indicate your vote for or against the proposal on the enclosed Voting Rights Exercise Form and return it so that it is received by the voting deadline. If there is no indication of a vote for or against a specific proposal on the Voting Rights Exercise Form, it shall be deemed as an indication of approval to such proposal.

Exercise of Voting Rights by Attending the Meeting in Person

Date and Time: 10 a.m., Tuesday, June 24, 2025, Japan Time

Please bring this "Notice of Convocation" to the meeting venue and submit the enclosed "Voting Rights Exercise Form" at the reception desk.

If you wish to exercise your voting rights by proxy, the proxy shall be limited to other shareholders with voting rights of the Bank. Only one proxy may be appointed.

Handling of Duplicate Voting

- If you vote both in writing and via the Internet, only your vote placed via the Internet will be valid.
- If you submit your vote multiple times via the Internet, only the last vote will be valid.
- Platform for Electronic Exercise of Voting Rights
If nominee shareholders such as trust and custody services banks, etc. (including standing proxies) make prior application to use "Electronic Voting Platform" operated by ICJ, Inc., such shareholders may use the said platform.

Reference Documents for the General Meeting of Shareholders

Proposals and References

Proposal No. 1: Election of Six (6) Directors (Excluding Directors Serving as Audit and Supervisory Committee Members)

As the terms of office of all seven (7) current Directors (excluding Directors serving as Audit and Supervisory Committee Members; the same applies hereinafter in this Proposal) will expire at the conclusion of this Annual General Meeting of Shareholders, the election of six (6) Directors is proposed.

The selection of the candidates has been determined by the Board of Directors upon hearing the opinions of the Nomination Advisory Committee, which is composed of Outside Officers.

The Audit and Supervisory Committee considered this proposal, but there were no special matters to be stated in accordance with the Companies Act.

The candidates are as follows.

No.	Name		Sex	Current positions at the Bank	Attendance at the Board of Directors meetings
1	Reappointment	Masahiko Ikuta	Male	President	16/16 (100%)
2	Reappointment	Satoru Shinohara	Male	Senior Executive Managing Director	16/16 (100%)
3	Reappointment	Tsuyoshi Okano	Male	Executive Managing Director	16/16 (100%)
4	Reappointment	Hiroshi Kohata	Male	Director	12/12 (100%)
5	New candidate	Nobuhiro Okano	Male	Executive Officer, General Manager, General Planning Division	-/- (-%)
6	Reappointment	Hitoshi Saito	Male	<div>Candidate for Outside Director</div> <div>Independent Director</div> Outside Director	12/12 (100%)

Note: The attendance at the Board of Directors meetings for Mr. Hiroshi Kohata and Mr. Hitoshi Saito is for the meetings held after their assumption of office as Director.

No.	Name (Date of birth)	Past experience, positions, responsibilities, and significant concurrent positions	Number of common shares of the Bank held
1	Masahiko Ikuta (Oct. 12, 1960) Reappointment	<p>Apr. 1984 Joined the Kanto Bank, Limited</p> <p>Apr. 2006 General Manager, Ishioka Branch, the Kanto Tsukuba Bank, Limited</p> <p>Jul. 2007 Deputy General Manager, General Planning Division, the Kanto Tsukuba Bank, Limited</p> <p>Mar. 2010 Deputy General Manager, General Planning Division, General Manager, Computer Systems Joint Development Office, the Bank</p> <p>Aug. 2010 General Manager, Kamisu Branch, Senior Chief Assistant, Business Headquarters, the Bank</p> <p>Jul. 2012 Executive Officer, General Manager, General Planning Division, the Bank</p> <p>Apr. 2014 Senior Executive Officer, General Manager, General Planning Division, the Bank</p> <p>Apr. 2015 Senior Executive Officer, Executive General Manager, Business Headquarters, the Bank</p> <p>Jun. 2015 Director, Executive General Manager, Business Headquarters, the Bank</p> <p>Apr. 2016 Executive Managing Director, the Bank</p> <p>Jun. 2018 Vice-President, the Bank</p> <p>Jun. 2019 President, the Bank (current position)</p>	140,326 shares
	<p>[Reasons for selection as candidate for Director]</p> <p>After having supervised divisions such as the corporate planning division and sales division, Mr. Masahiko Ikuta assumed the office as Director in June 2015. Since then, he has supervised divisions such as the administrative division and audit division, possessing a wealth of experience and ample knowledge. He has served as Representative Director and Vice-President of the Bank since June 2018, appropriately fulfilling these duties and responsibilities, and was appointed the current position of President in June 2019. Since the appointment, he has continued to exercise strong leadership to move the entire Bank forward, engaging in structural reform and improvement of corporate value. By continuing to utilize these experiences and knowledge, he has been judged as a person that can be expected to strengthen effectiveness of the Board of Directors' decision-making and supervisory functions, and was thus selected as a candidate for Director.</p>		

No.	Name (Date of birth)	Past experience, positions, responsibilities, and significant concurrent positions		Number of common shares of the Bank held	
2	Satoru Shinohara (Apr. 22, 1961) Reappointment	Apr.	1985	Joined the Kanto Bank, Limited	101,657 shares
		Apr.	2005	General Manager, Yatabe Branch, the Kanto Tsukuba Bank, Limited	
		Oct.	2007	Deputy General Manager, Corporate Division, the Kanto Tsukuba Bank, Limited	
		Mar.	2010	Deputy General Manager, Business Supervisory Division and General Manager, Asset Management Office, the Bank	
		Oct.	2010	General Manager, Chikusei Branch, the Bank	
		Jul.	2012	Executive Officer, General Manager, Chikusei Branch, General Manager, Shimodate Branch, the Bank	
		Nov.	2012	Executive Officer, Deputy Executive General Manager, Business Headquarters, the Bank	
		Apr.	2014	Senior Executive Officer, Deputy Executive General Manager, Business Headquarters, the Bank	
		Apr.	2015	Senior Executive Officer, General Manager, Marketing Promotion Division, Executive General Manager, Regional Headquarters, the Bank	
		Jul.	2015	Managing Executive Officer, General Manager, Marketing Promotion Division, Executive General Manager, Regional Headquarters, the Bank	
		Oct.	2015	Managing Executive Officer, General Manager, Marketing Promotion Division, the Bank	
		Apr.	2016	Managing Executive Officer, Executive General Manager, Business Headquarters, the Bank	
		Jun.	2016	Director, Executive General Manager, Business Headquarters, the Bank	
		Jun.	2017	Executive Managing Director, Executive General Manager, Business Headquarters, the Bank	
		Jun.	2018	Senior Executive Managing Director, Executive General Manager, Business Headquarters, the Bank	
		Apr.	2019	Senior Executive Managing Director in charge of Personnel and General Affairs Division, Administrative Supervisory Division and Centralized Operation Division, the Bank	
		Jun.	2020	Representative Director and Senior Executive Managing Director in charge of Personnel and General Affairs Division, the Bank	
		Jun.	2022	Representative Director and Senior Executive Managing Director in charge of Loan Supervision Division, the Bank	
		Apr.	2025	Representative Director and Senior Executive Managing Director, Appointed as Executive General Manager, Business Headquarters, the Bank (current position)	
[Reasons for selection as candidate for Director] After having supervised divisions such as the sales division, Mr. Satoru Shinohara assumed the office as Director in June 2016. Since then, he has supervised divisions such as the personnel and general affairs division, administrative division, and loan supervision division, possessing a wealth of experience and ample knowledge. He has served as Senior Executive Managing Director of the Bank since June 2018, and currently serves as the Representative Director and Senior Executive Managing Director since June 2020, fulfilling these duties and responsibilities. By utilizing these insights, he has been judged as a person that can contribute to the managerial perspective based on high managerial capability to improve the Board of Directors' decision-making and supervisory functions, and was thus reselected as a candidate for Director.					

No.	Name (Date of birth)	Past experience, positions, responsibilities, and significant concurrent positions			Number of common shares of the Bank held
3	Tsuyoshi Okano (Feb. 21, 1966) Reappointment	Apr.	1988	Joined the Ibaraki Mutual Bank, Limited	32,107 shares
		Mar.	2010	Assistant General Manager, Personnel Division, the Bank	
		Apr.	2011	Deputy General Manager, Personnel Division, the Bank	
		Oct.	2011	General Manager, Omika Branch, and General Manager, Omikaekimae Branch, the Bank	
		Jul.	2013	Senior Chief Assistant, General Planning Division, the Bank	
		Apr.	2014	General Manager, Public Relations Office, General Planning Division, the Bank	
		Apr.	2016	Deputy General Manager, General Planning Division, the Bank	
		Apr.	2017	General Manager, General Planning Division, the Bank	
		Jul.	2018	Executive Officer, General Manager, General Planning Division, the Bank	
		Jul.	2020	Senior Executive Officer, General Manager, General Planning Division, the Bank	
		Jun.	2022	Director, General Manager, General Planning Division, the Bank	
		Jul.	2022	Director in charge of General Planning Division, the Bank	
		Jun.	2023	Executive Managing Director in charge of General Planning Division and Personnel and General Affairs Division, the Bank	
		Jun.	2024	Executive Managing Director in charge of General Planning Division and deputy in charge of Administrative Headquarters, the Bank	
	Apr.	2025	Executive Managing Director in charge of General Planning Division and deputy in charge of Administrative Supervisory Division, the Bank (current position)		
[Reasons for selection as candidate for Director] Mr. Tsuyoshi Okano has a track record of supervising the corporate planning division before being appointed as Director in June 2022. Since then, he supervised the corporate planning division and personnel and general affairs division, and served as deputy in charge of the administrative division, from which he gained abundant business experience and broad-based capabilities. By utilizing these insights, he has been judged as a person that can contribute to the managerial perspective as a member of the Board of Directors with diverse specialty and competence for the management of the Bank, and was thus reselected as a candidate for Director.					

No.	Name (Date of birth)	Past experience, positions, responsibilities, and significant concurrent positions	Number of common shares of the Bank held
4	Hiroshi Kohata (Oct. 16, 1968) Reappointment	Mar. 1987 Joined the Toyo Mutual Bank, Limited	29,580 shares
		Jan. 2010 Secretary in Secretariat, the Kanto Tsukuba Bank, Limited	
		Mar. 2010 Secretary in Secretariat, the Bank	
		Oct. 2011 General Manager, Mitsukaido Branch, the Bank	
		Jul. 2014 General Manager, Shimotsuma Main Office, the Bank	
		Apr. 2017 General Manager, Chikusei Branch, the Bank	
		Apr. 2019 Executive Officer, Area Manager Tsukuba, General Manager, Tsukuba Main Office, and General Manager, Matsushiro Branch, the Bank	
		Aug. 2019 Executive Officer, Area Manager Tsukuba, General Manager, Tsukuba Main Office, General Manager, Matsushiro Branch, and General Manager, Gakuennamiki Branch, the Bank	
		Nov. 2020 Executive Officer, Area Manager Tsukuba, General Manager, Tsukuba Main Office, General Manager, Matsushiro Branch, General Manager, Gakuennamiki Branch, and General Manager, Tsukubakita Branch, the Bank	
		Jul. 2022 Executive Officer, General Manager, General Planning Division, the Bank	
Jul. 2023 Senior Executive Officer, General Manager, General Planning Division, the Bank			
Oct. 2023 Senior Executive Officer, General Manager, General Planning Division, and General Manager, Future Creation Office, the Bank			
Jun. 2024 Director in charge of Personnel and General Affairs Division and deputy in charge of Financial Markets Division, the Bank (current position)			
[Reasons for selection as candidate for Director] Mr. Hiroshi Kohata has a track record of supervising the corporate planning division before being appointed as Director in June 2024. Since then, he supervised the personnel and general affairs division, and served as deputy in charge of the financial markets division, from which he gained abundant business experience and broad-based capabilities. By utilizing these insights, he has been judged as a person that can contribute to the managerial perspective as a member of the Board of Directors with diverse specialty and competence for the management of the Bank, and was thus reselected as a candidate for Director.			

No.	Name (Date of birth)	Past experience, positions, responsibilities, and significant concurrent positions	Number of common shares of the Bank held
5	Nobuhiro Okano (Aug. 29, 1971) New candidate	<p>Apr. 1995 Joined the Ibaraki Bank, Limited</p> <p>Jan. 2010 General Manager, Hitachinouchiku Branch, the Ibaraki Bank, Limited</p> <p>Mar. 2010 General Manager, Hitachinouchiku Branch, the Bank</p> <p>Feb. 2013 General Manager, Choshi Branch, the Bank</p> <p>Sep. 2013 General Manager, Hasaki Branch, and General Manager, Choshi Branch, the Bank</p> <p>Jul. 2015 General Manager, Hasaki Branch, General Manager, Choshi Branch, and General Manager, Asahi Branch, the Bank</p> <p>Apr. 2016 General Manager, Sales Strategy Office, Sales Planning Division, the Bank</p> <p>Oct. 2019 Deputy General Manager, Sales Planning Division, and General Manager, Sales Strategy Office, the Bank</p> <p>Apr. 2020 Deputy General Manager, General Planning Division, the Bank</p> <p>Jul. 2024 Executive Officer, General Manager, General Planning Division, and General Manager, Future Creation Office, the Bank</p> <p>Apr. 2025 Executive Officer, General Manager, General Planning Division, the Bank (current position)</p>	6,400 shares
<p>[Reasons for selection as candidate for Director]</p> <p>Mr. Nobuhiro Okano has a track record in the positions including General Manager of Hitachinouchiku Branch, General Manager of Hasaki Branch, Deputy General Manager of Sales Planning Division, Executive Officer, and General Manager of General Planning Division, from which he gained abundant business experience and broad-based capabilities. He has been judged as a person that can contribute to the managerial perspective as a member of the Board of Directors by utilizing his knowledge and experience especially accumulated in the sales branch and corporate planning division, and as a necessary talent like no other for the Board of Directors, and was thus selected as a new candidate for Director.</p>			

No.	Name (Date of birth)	Past experience, positions, responsibilities, and significant concurrent positions	Number of common shares of the Bank held
6	<p>Hitoshi Saito (May 27, 1961) Reappointment</p> <p>Candidate for Outside Director</p> <p>Independent Director</p>	<p>Apr. 1985 Joined The Koa Fire & Marine Insurance Co., Ltd.</p> <p>Apr. 2009 General Manager, Hamamatsu Branch, NIPPONKOA Insurance Company, Limited</p> <p>Apr. 2012 General Manager, Ibaraki Branch, NIPPONKOA Insurance Company, Limited</p> <p>Apr. 2014 General Manager, Yokohama Bayside Branch, NIPPONKOA Insurance Company, Limited</p> <p>Sep. 2014 General Manager, Yokohama Bayside Branch, Sompo Japan Nipponkoa Insurance Inc. (currently Sompo Japan Insurance Inc.)</p> <p>Apr. 2016 Director, General Manager, Yokohama Bayside Branch, Sompo Japan Nipponkoa Insurance Inc.</p> <p>Apr. 2017 Executive Officer, General Manager, Nishi-Tokyo Branch, Sompo Japan Nipponkoa Insurance Inc.</p> <p>Mar. 2019 Vice President and Representative Director, Nagoya Hilton Co., Ltd.</p> <p>Jun. 2023 Outside Audit & Supervisory Board Member, Mysurance Co., Ltd. (current position)</p> <p>Jun. 2023 Outside Director serving as Audit and Supervisory Committee Member, the Bank</p> <p>Jun. 2023 Senior Managing Director (full-time), SOMPO WELFARE FOUNDATION (current position)</p> <p>Jun. 2024 Outside Director, the Bank (current position)</p> <p>[Reasons for selection as candidate for Outside Director and overview of roles expected to fulfill] Mr. Hitoshi Saito worked for insurance companies over many years, serving as Director and Executive Officer, as well as Vice President and Representative Director of a hotel operating company and other positions, and possesses a wealth of experience and broad insight as a corporate manager. By utilizing his experiences and knowledge, he has fulfilled these duties and responsibilities as Outside Director serving as Audit and Supervisory Committee Member since June 2023 and as Outside Director since June 2024. He has been judged as a person that can be expected to provide precise advice and checking functions, etc. on overall management of the Bank from a corporate manager's perspective, and was thus reselected as a candidate for Outside Director.</p>	7,500 shares

(Notes) 1. There is no special interest between the candidates and the Bank.

2. Mr. Hitoshi Saito is a candidate for Outside Director.

3. Mr. Hitoshi Saito has been registered as Independent Director with the Tokyo Stock Exchange, pursuant to the provisions stipulated by the Tokyo Stock Exchange. If he is reelected as proposed, he will continue to be registered as Independent Director.

4. Mr. Hitoshi Saito's term of office as Outside Director will be two (2) years as of the conclusion of this Annual General Meeting of Shareholders, including the term of office of one (1) year as an Outside Audit and Supervisory Committee Member.

5. About liability limitation agreements with Outside Directors

With respect to the liability provided for in Article 423, Paragraph 1 of the Companies Act, the Bank stipulates that Outside Directors shall be liable for damages caused in the course of their duties up to the minimum liability amount as stipulated by Article 425, Paragraph 1 of the Companies Act in the event that their actions are in good faith and without gross negligence.

If the election of the Outside Director is approved at this General Meeting, the Bank plans to continue such agreement with the Outside Director.

6. Directors and officers liability insurance for Directors (excluding Directors serving as Audit and Supervisory Committee Members)

The Bank has concluded a directors and officers liability insurance policy with an insurance company provided for under Article 430-3, Paragraph 1 of the Companies Act. The insurance policy shall cover legal expenses, compensation for damages, and other losses to be borne by the insureds. Candidates for Directors shall be included among the insureds under the policy. The Bank plans to renew this insurance policy under the same conditions at the time of the next renewal.

Proposal No. 2: Election of Five (5) Directors Serving as Audit & Supervisory Committee Members

As the terms of office of all five (5) current Directors serving as Audit and Supervisory Committee Members will expire at the conclusion of this Annual General Meeting of Shareholders, the election of five (5) Directors serving as Audit and Supervisory Committee Members is proposed.

The selection of the candidates has been determined by the Board of Directors upon hearing the opinions of the Nomination Advisory Committee, which is composed of Outside Officers.

The Bank has obtained approval for this proposal by the Audit and Supervisory Committee.

The candidates are as follows.

No.	Name	Sex	Current positions at the Bank	Attendance at the Board of Directors meetings	Attendance at the Audit and Supervisory Committee meetings
1	Reappointment Satoshi Ozaki	Male	Director serving as Full-time Audit and Supervisory Committee Member	16/16 (100%)	13/13 (100%)
2	Reappointment Norie Yokoi	Female	Candidate for Outside Director Independent Director	16/16 (100%)	13/13 (100%)
3	Reappointment Daisuke Suzuki	Male	Candidate for Outside Director Independent Director	15/16 (93%)	12/13 (92%)
4	Reappointment Junichiro Seo	Male	Candidate for Outside Director Independent Director	16/16 (100%)	13/13 (100%)
5	Reappointment Reiko Matsuda	Female	Candidate for Outside Director Independent Director	11/12 (91%)	10/10 (100%)

Note: The attendance at the Board of Directors meetings and Audit and Supervisory Committee meetings for Ms. Reiko Matsuda is for the meetings held after her assumption of office as Outside Director serving as Audit and Supervisory Committee Member.

No.	Name (Date of birth)	Past experience, positions, responsibilities, and significant concurrent positions	Number of common shares of the Bank held
1	Satoshi Ozaki (Mar. 24, 1962) Reappointment	<p>Apr. 1984 Joined the Kanto Bank, Limited</p> <p>Jul. 2007 Deputy General Manager, Loan Supervision Division, the Kanto Tsukuba Bank, Limited</p> <p>Mar. 2010 Deputy General Manager, Loan Supervision Division, the Bank</p> <p>Aug. 2010 General Manager, Ushiku Branch, the Bank</p> <p>Oct. 2011 General Manager, Loan Control Division, the Bank</p> <p>Jul. 2012 General Manager, Loan Business Division, the Bank</p> <p>Apr. 2013 Executive Officer, Deputy Executive General Manager, Loan Business Headquarters, the Bank</p> <p>Jul. 2013 Executive Officer, Executive General Manager, Loan Business Headquarters, the Bank</p> <p>Apr. 2014 Senior Executive Officer, Executive General Manager, Loan Business Headquarters, the Bank</p> <p>Jun. 2015 Director, Executive General Manager, Loan Business Headquarters, the Bank</p> <p>Apr. 2016 Director, the Bank</p> <p>Jun. 2017 Full-time Audit & Supervisory Board Member, the Bank</p> <p>Jun. 2021 Full-time Audit and Supervisory Committee Member, the Bank (current position)</p>	67,100 shares
	<p>[Reasons for selection as candidate for Director]</p> <p>Mr. Satoshi Ozaki has a track record of supervising the loan business division before assuming the office as Director in June 2015. He remained committed thereafter to the supervision of the loan business division, and possesses a wealth of experience and broad knowledge. He has been fulfilling his duties and responsibilities by serving as Full-time Audit & Supervisory Board Member from June 2017, and as a Director serving as Audit and Supervisory Committee Member from June 2021. By utilizing these experiences and knowledge for audit and supervision of the Bank, he has been judged as a person that can fulfill his duties appropriately, and was thus reselected as a candidate for Director serving as Audit and Supervisory Committee Member.</p>		

No.	Name (Date of birth)	Past experience, positions, responsibilities, and significant concurrent positions	Number of common shares of the Bank held
2	Norie Yokoi (Jun. 27, 1972) Reappointment <div>Candidate for Outside Director</div> <div>Independent Director</div>	Mar. 1998 Joined Andersen Consulting	13,500 shares
		Jul. 2000 Joined TOHCS CORPORATION	
		Jul. 2003 Joined The Distribution Economics Institute of Japan	
		Apr. 2011 Full-time Instructor, Department of Distribution and Logistics Systems, Ryutsu Keizai University	
		Apr. 2014 Associate Professor, Department of Distribution and Logistics Systems, Ryutsu Keizai University	
		Jun. 2016 Outside Director, the Bank	
		Apr. 2019 Associate Professor, Nihon University College of Economics	
		Apr. 2019 Instructor (part-time), Department of Distribution and Logistics Systems, Ryutsu Keizai University	
		Jun. 2021 Outside Director serving as Audit and Supervisory Committee Member, the Bank (current position)	
		Apr. 2022 Professor, Nihon University College of Economics (current position)	
[Reasons for selection as candidate for Outside Director and overview of roles expected to fulfill] Ms. Norie Yokoi has studied the economic industry for many years through a management consultant company and an economic institute, and subsequently entered the world of university education. As a professor of private universities, she has been involved in the fostering of personnel that can contribute to the development of local and international societies and actively participated in social activities regarding the vitalization of regional economies. Since assuming the office as Outside Director in June 2016, and as Outside Director serving as Audit and Supervisory Committee Member in June 2021, she has fulfilled these duties and responsibilities by utilizing these experiences and knowledge. She has been judged as a person that can be expected to conduct precise audit and supervision of overall management of the Bank from the viewpoint of a specialist in regional reinvigoration, and was thus reselected as a candidate for Outside Director serving as Audit and Supervisory Committee Member.			

No.	Name (Date of birth)	Past experience, positions, responsibilities, and significant concurrent positions	Number of common shares of the Bank held
3	Daisuke Suzuki (May 30, 1972) Reappointment <div>Candidate for Outside Director</div> <div>Independent Director</div>	Apr. 2000 Legal apprentice of the Legal Training and Research Institute of the Supreme Court of Japan Oct. 2001 Public prosecutor Nov. 2012 Joined Minato Law Office Aug. 2017 Joined Atsumi & Sakai Law Firm Jun. 2019 Outside Audit & Supervisory Board Member, the Bank Jun. 2021 Outside Director serving as Audit and Supervisory Committee Member, the Bank (current position) Jan. 2022 Appointed to Partner, Atsumi & Sakai Law Firm (current position)	9,700 shares
	[Reasons for selection as candidate for Outside Director and overview of roles expected to fulfill] Mr. Daisuke Suzuki has served as a prosecutor and a lawyer for many years, possessing a wealth of experience and ample specialized knowledge in the field of law as a lawyer. Since assuming the office as Outside Audit & Supervisory Board Member in June 2019, and as Outside Director serving as Audit and Supervisory Committee Member in June 2021, he has fulfilled these duties and responsibilities by utilizing these experiences and knowledge. He has been judged as a person that can be expected to conduct precise audit and supervision of overall management of the Bank from an expert's viewpoint currently as a partner lawyer, and was thus reselected as a candidate for Outside Director serving as Audit and Supervisory Committee Member.		

No.	Name (Date of birth)	Past experience, positions, responsibilities, and significant concurrent positions	Number of common shares of the Bank held
4	Junichiro Seo (Dec. 27, 1948)	Apr. 1973 Joined the Bank of Japan May 1995 General Manager, Aomori Branch, the Bank of Japan Oct. 1998 General Manager, Fukuoka Branch, the Bank of Japan May 2004 Part-time Auditor, Sanwado Co., Ltd. (currently DCM SANWA CO., LTD.)	5,700 shares
	Reappointment	Apr. 2005 Vice Chairman CEO, CRD Association Jun. 2009 Standing Audit & Supervisory Board Member, the Chiba Bank, Ltd.	
	Candidate for Outside Director	Apr. 2014 Director and President, J Mortgage Bank Co., Ltd. (currently Kashiwabara Assist Co., Ltd.)	
	Independent Director	Jun. 2017 President and Representative Director, ThinkDyneCo., Ltd. (currently Kashiwabara Hands Co., Ltd.)	
	Oct. 2019 Chairman of the Board, Kashiwabara Hands Co., Ltd.		
	Jun. 2021 Outside Director serving as Audit and Supervisory Committee Member, the Bank (current position)		
	[Reasons for selection as candidate for Outside Director and overview of roles expected to fulfill] Mr. Junichiro Seo has a wealth of experience and possesses proper knowledge in finance and accounting he gained through his service at the Bank of Japan over a number of years. He also served as Standing Audit & Supervisory Board Member of a financial institution and President & Representative Director of a consulting firm, and possesses a wealth of experience and broad insight as a corporate manager. By utilizing these experiences and knowledge, he has fulfilled duties and responsibilities as Outside Director serving as Audit and Supervisory Committee Member since June 2021. He has been judged as a person that can be expected to conduct precise audit and supervision on regional economic trends and overall management of the Bank, and was thus reselected as a candidate for Outside Director serving as Audit and Supervisory Committee Member.		

No.	Name (Date of birth)	Past experience, positions, responsibilities, and significant concurrent positions	Number of common shares of the Bank held
5.	<p>Reiko Matsuda (Feb. 19, 1961)</p> <p>Reappointment</p> <p>Candidate for Outside Director</p> <p>Independent Director</p>	<p>Oct. 1986 Joined Minato Audit Corporation (currently Ernst & Young ShinNihon LLC)</p> <p>Mar. 1990 Registered as a certified public accountant</p> <p>Jun. 2003 Joined KPMG AZSA & Co. (currently KPMG AZSA LLC)</p> <p>Jan. 2005 Joined ShinNihon Co. (currently Ernst & Young ShinNihon LLC)</p> <p>Jun. 2006 Employee (Partner), ShinNihon Co. (currently Ernst & Young ShinNihon LLC)</p> <p>Jul. 2019 Appointed to Chief Reviewer, Quality Control Committee, Self-Regulation Headquarters, The Japanese Institute of Certified Public Accountants</p> <p>Jul. 2022 Appointed to Technical Director, Self-Regulation Headquarters, The Japanese Institute of Certified Public Accountants</p> <p>Jun. 2024 Outside Audit & Supervisory Board Member, Sumitomo Riko Company Limited (current position)</p> <p>Jun. 2024 Outside Director serving as Audit & Supervisory Committee Member, the Bank (current position)</p> <p>[Reasons for selection as candidate for Outside Director Serving as Audit & Supervisory Committee Member and overview of roles expected to fulfill] Ms. Reiko Matsuda worked as a certified public accountant for major auditing firms and The Japanese Institute of Certified Public Accountants over many years, and took on important responsibilities as a partner at the audit firm. She also served as Chief Reviewer of Quality Control Committee at The Japanese Institute of Certified Public Accountants. She possesses a wealth of experience and deep insight in a wide range of fields as a financial accounting expert. By utilizing her experiences and knowledge, she has fulfilled her duties and responsibilities as Outside Director serving as Audit and Supervisory Committee Member since June 2024. She has been judged as a person that can be expected to conduct precise audit and supervision of overall management from the viewpoint of an expert in finance and accounting, and was thus reselected as a candidate for Outside Director serving as Audit and Supervisory Committee Member.</p>	900 shares

(Notes) 1. There is no special interest between the candidates and the Bank.

2. Ms. Yokoi Norie, Mr. Daisuke Suzuki, Mr. Junichiro Seo and Ms. Reiko Matsuda are candidates for Outside Directors serving as Audit and Supervisory Committee Members.

3. Ms. Yokoi Norie, Mr. Daisuke Suzuki, Mr. Junichiro Seo and Ms. Reiko Matsuda have been registered as Independent Directors with the Tokyo Stock Exchange, pursuant to the provisions stipulated by the Tokyo Stock Exchange. If their reelection is approved as proposed, they will continue to be registered as Independent Directors.

4. Ms. Norie Yokoi's term of office as Outside Director will be nine (9) years as of the conclusion of this Annual General Meeting of Shareholders, including the term of office of four (4) years as an Outside Audit and Supervisory Committee Member. Mr. Daisuke Suzuki, Mr. Junichiro Seo and Ms. Reiko Matsuda are currently Outside Audit and Supervisory Committee Members, and the term of office as Outside Audit and Supervisory Committee Member will be four (4) years for Mr. Daisuke Suzuki and Mr. Junichiro Seo, and one (1) year for Ms. Reiko Matsuda, as of the conclusion of this Annual General Meeting of Shareholders.

5. About liability limitation agreements with Outside Directors

With respect to the liability provided for in Article 423, Paragraph 1 of the Companies Act, the Bank stipulates that Outside Directors shall be liable for damages caused in the course of their duties up to the minimum liability amount as stipulated by Article 425, Paragraph 1 of the Companies Act in the event that their actions are in good faith and without gross negligence.

If the election of Ms. Yokoi Norie, Mr. Daisuke Suzuki, Mr. Junichiro Seo and Ms. Reiko Matsuda is approved at this General Meeting, the Bank plans to continue such agreements with them.

6. Directors and officers liability insurance for Directors serving as Audit and Supervisory Committee Members

The Bank has concluded a directors and officers liability insurance policy with an insurance company provided for under Article 430-3, Paragraph 1 of the Companies Act. The insurance policy shall cover legal expenses, compensation for damages, and other losses to be borne by the insureds. Candidates for Directors shall be included among the insureds under the policy. The Bank plans to renew this insurance policy under the same conditions at the time of the next renewal.

<Reference>

Standards for Independence of Independent Officers

In principle, the Bank judges the Outside Officers to be independent if they do not correspond to any of the following conditions.

1. Executive Directors, Executive Officers, General Managers of branches or other employees (all employees) of the Bank, its subsidiary companies, or affiliated companies, or those who corresponded thereto during the past ten (10) years.
2. Counterparties to major transactions (note 1) with the Bank or their executives if such counterparties are corporations, etc., or those who corresponded thereto during the past five (5) years.
3. The Bank's major business partners (note 1) or their executives if such business partners are corporations, etc., or those who corresponded thereto during the past five (5) years.
4. The Bank's current or recent (note 2) major shareholders (note 3) or their executives if such shareholders are corporations, etc.
5. Consultants, accounting professionals, legal professionals or the like, who received from the Bank or its subsidiary or affiliated companies revenues totaling 10 million yen or more per year on average in monetary or other assets during the past three (3) years, other than officer remuneration from the Bank, or those who are expected to receive such revenue in the future.
6. Current or recent (note 2) Partners or employees engaged in the Bank's audits at the Bank's Accounting Auditor.
7. Executives of organizations that receive or expect to receive in the future donations exceeding a certain amount (note 4) from the Bank.
8. Close relatives (note 6) of the following persons (excluding unimportant persons (note 5)).
 - Persons corresponding to (2) to (7) above.
 - Executive Directors, Executive Officers, General Managers of branches or other employees (all employees) of the Bank, its subsidiaries or affiliated companies, or persons who corresponded thereto during the past five (5) years.

(Note 1) Definition of "counterparties to major transactions":

A counterparty to a transaction that represents 1% or more of annual consolidated gross sales (annual consolidated gross profit in the case of the Bank) in each of the three (3) business years including the most recent business year.

(Note 2) Definition of "recent":

Judged on the basis of within one (1) year prior to appointment.

(Note 3) Definition of "major shareholders":

Shareholders who hold shares in the Bank that represent 10% or more of the total voting rights.

(Note 4) Definition of "donations exceeding a certain amount":

Donations that exceed the larger of either 10 million yen on average over the past three (3) years, or 2% of the organization's total earnings or ordinary profit.

(Note 5) Definition of "unimportant persons":

Company officers, employees holding a department manager or higher position, certified public accountants or attorneys working at accounting firms or law offices, etc. are defined as "important persons," while all other persons are defined as "unimportant persons."

(Note 6) Definition of "close relatives":

Relatives within two degrees of kinship.

The Board of Directors of the Bank believes that it is necessary to secure persons, as members of the Board of Directors, who are well versed in the Bank's operations and issues, as well as highly knowledgeable and experienced in their respective fields of expertise in order to effectively fulfill the roles and responsibilities of the Board of Directors of the Bank and to ensure effective supervision of business execution.

The Board of Directors also believes that it is important to ensure the diversity of knowledge, experience, and competence of the members comprising the Board of Directors in order to implement the Corporate Philosophy and realize the Medium-term Management Plan.

The areas in which Inside Directors (including the candidates) have specialties and experience, as well as the areas in which Outside Directors (including the candidates) are particularly expected to have specialties and experience, are as follows:

[Skill Matrix of Directors]

	Name	Gender (Sex)	Areas in which Inside Directors have specialties and experience								Areas in which Outside Directors are particularly expected to have specialties and experience			
			Management strategies	Risk management	Market operation	Personnel management	Sales/ Core business support	Corporate review	Sustainability	IT/ Digital	Corporate management	Financing	Legal affairs/ Risk management	Finance/ Accounting
Directors who are not Audit and Supervisory Committee Members	Masahiko Ikuta	Male	●	●			●		●	●				
	Satoru Shinohara	Male				●	●	●	●	●				
	Tsuyoshi Okano	Male	●			●			●	●				
	Hiroshi Kohata	Male	●		●	●			●					
	Nobuhiro Okano	Male	●						●					
	Hitoshi Saito	Outside Male									●	●		
Directors serving as Audit and Supervisory Committee Members	Satoshi Ozaki	Male		●	●			●	●					
	Norie Yokoi	Outside Female										●		●
	Daisuke Suzuki	Outside Male										●	●	●
	Junichiro Seo	Outside Male									●	●	●	●
	Reiko Matsuda	Outside Female									●		●	●

*The skill matrix does not represent all the knowledge and experience possessed by each individual.

- For Inside Directors, areas are selected in which they can particularly demonstrate specialties based on their experience, etc.

- For Outside Directors, areas are selected in which they are particularly expected to demonstrate specialties based on their qualifications and their experience, knowledge, and competence at other companies.

End