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May 12, 2026

Company name: Tsukuba Bank, Ltd.
Representative: Masahiko Ikuta,
President
(Securities code 8338; Prime Market,
Tokyo Stock Exchange)
Contact: Yasuo Sato,
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
Kunihiro Mashiko	Director	Executive Officer

* Scheduled to be appointed at the Annual General Meeting of Shareholders, which will be held on June 24, 2026.

(2) Director scheduled to be promoted

Name	New title	Current title
Nobuhiro Okano	Executive Managing Director	Director

* Following the appointment as Director at the Annual General Meeting of Shareholders to be held on June 24, 2026, scheduled to be officially assigned at the Board of Directors meeting planned after this General Meeting

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	Reappointed
Nobuhiro Okano	Executive Managing Director	Promoted
Kunihiro Mashiko	Director	Newly appointed
Hitoshi Saito	Director (Outside)	Reappointed

* Following the appointment as Director at the Annual General Meeting of Shareholders to be held on June 24, 2026, scheduled to be officially assigned at the Board of Directors meeting planned after this General Meeting.

(2) Directors serving as Audit and Supervisory Committee Members

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

(Reference)

Past Experience of the Newly Appointed Officer

[Director candidate]

Name: Kunihiro Mashiko
Date of birth: June 1, 1967
Address: Ibaraki Prefecture

Educational background: Mar. 1991 Graduated from Faculty of Information, Teikyo University of Technology and Science

Career summary:

Apr. 1991	Joined the Kanto Bank, Limited
Apr. 2008	Assistant General Manager of the Business Supervisory Division, the Kanto Tsukuba Bank, Limited
Nov. 2008	General Manager, Naka Branch, the Kanto Tsukuba Bank
Nov. 2010	Senior Chief Assistant, General Planning Division, the Bank
Apr. 2011	Assistant General Manager, General Planning Division, the Bank
Apr. 2014	Deputy General Manager, General Planning Division, the Bank
Apr. 2016	General Manager, Ushiku Branch, the Bank
Jun. 2018	General Manager, Centralized Operation Division, the Bank
Apr. 2019	General Manager, Hitachi Branch, the Bank
Apr. 2020	General Manager, Marketing Promotion Division, the Bank
Jul. 2020	Executive Officer, General Manager, Marketing Promotion Division, the Bank
Apr. 2022	Executive Officer, General Manager, Retail Solutions Division, the Bank
Jul. 2022	Executive Officer, Executive General Manager, Business Headquarters and Regional Headquarters, the Bank
Apr. 2026	Executive Officer, Deputy Executive General Manager, Business Headquarters, the Bank
Jun. 2026	Director, the Bank [planned]