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April 25, 2025

To whom it may concern

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Notice Concerning Continuation and Partial Revision of Performance-Linked Stock Compensation Plan

Our bank hereby announces that its Board of Directors resolved at a meeting held today to submit to the 122nd Ordinary General Meeting of Shareholders (hereinafter referred to as the "General Meeting of Shareholders") to be held on June 25, 2025 a proposal regarding the continuation of the Performance-Linked Stock Compensation Plan (hereinafter referred to as the "Plan"), which has been in place for Directors (Excluding Directors who are Audit and Supervisory Committee Members and Outside Directors) and Executive Officers (hereinafter referred to as the "Directors, etc.") of our bank since 2019, and a partial revision of the contents of the Plan (hereinafter referred to as "this Proposal"), as follows.

In addition, the details of the total acquisition amount of our bank shares, etc. that are expected to be delivered during the new Target Period in line with the continuation of the Plan will be announced once determined.

1 Outline of the Plan

The Plan is an incentive plan to deliver and provide our bank shares and cash equivalent to the realization of our bank shares in accordance with positions and degree of achievement of performance targets, etc. of the Directors, etc., with the aim of raising awareness of the Directors, etc. of our bank to contribute to the medium- to long-term performance and enhancement of the corporate values. The details of the Plan established in FY2019 will be maintained, except for the extension of the trust period of the Executive Compensation BIP Trust (hereinafter referred to as the "Trust") and changes in the indicators of performance achievement condition details.

The Plan was introduced for Directors (excluding Directors who are Audit and Supervisory Committee Members and Outside Directors.) in FY2019, and Managing Executive Officers were added in FY2021, and all Executive Officers were added in FY2022.

2 Continuation of the Plan

Our bank will extend the trust period of the Trust, which expires on August 31, 2025, by three years by amending the trust agreement. The subject period after the continuation of the Trust is 3 fiscal years from the fiscal year ending March 31, 2026 to the fiscal year ending March 31, 2028.

3 Partial Revision of the Plan

With the continuation of the Plan, the following points will be revised from the previous Plan, subject to the approval of this Proposal at the General Meeting of Shareholders.

In addition to the following, please refer to "Notice Concerning Abolition of Stock Compensation Type

Stock Option Plan and Introduction of Performance-Linked Stock Compensation Plan" dated May 27, 2019 for an overview of the Plan.

< Main Items of the Revision to the Plan >

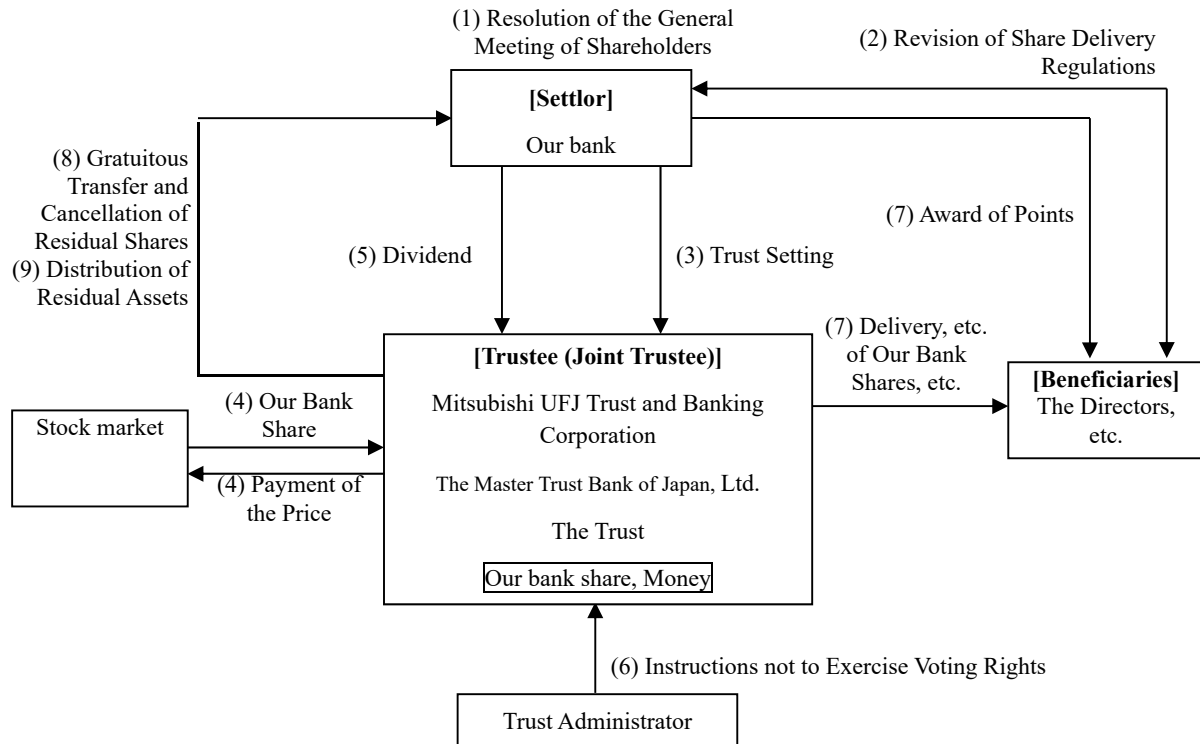
Item	Before the revision	After the revision
Details of conditions for achievement of performance	- Changes within the range of 0% to 200% depending on the degree of achievement of performance targets (profit, etc.) for each fiscal year	- Changes within the range of 0% to 200% depending on the degree of achievement of performance targets (financial indicators and non-financial indicators) ^(Note) for each fiscal year

(Note) During the period of the medium-term management plan from FY2025 to FY2027, we plan to adopt ROE (consolidated) as a financial indicator and employee engagement score as a non-financial indicator.

4 Details of the Trust Agreement after the Continuation and Partial Revision of the Plan

Type of the trust	Money held in trust other than a specified separately managed money trusts (third-party benefit trust)
Purpose of the Trust	Incentives for the Directors, etc.
Settlor	Our bank
Trustee	Mitsubishi UFJ Trust and Banking Corporation (Co-Trustee: The Master Trust Bank of Japan, Ltd.)
Beneficiary	Persons who have retired from the position of the Directors, etc. and satisfy the beneficiary requirements
Trust administrator	Third parties who are professional practitioners and have no interest in our bank
Date of trust agreement	August 1, 2019
Date of the trust modification agreement	August 2025 (scheduled)
Trust period	August 1, 2019 – August 31, 2028
Total amount of share acquisition	TBD
Date of acquisition of shares	TBD
Method of acquisition of shares	Acquire from the stock market or our company (disposal of treasury stock)

(Reference: Structure of the Plan)



- (1) At the General Meeting of Shareholders, our bank will obtain a resolution to approve the partial revision of the Plan.
- (2) At a meeting of the Board of Directors, our bank will revise the Share Delivery Regulations related to the details of the Plan.
- (3) Our bank entrusts money to be the source of remuneration for the Directors, etc., and establishes the Trust with the Directors, etc. who satisfy the beneficiary requirements as beneficiaries. The amount of money to be used for the remuneration of Directors shall be within the scope approved by the resolution of the General Meeting of Shareholders in (1).
- (4) In accordance with the instructions of the trust administrator, the Trust shall acquire our bank shares from the stock market or our bank (disposition of treasury shares) using the money contributed in (3) as a resource. Among the number of shares to be acquired by the Trust, the number of our bank shares to be delivered, etc. to Directors shall be within the scope approved by the resolution of the General Meeting of Shareholders in (1).
- (5) Dividends will also be paid to our bank shares in the Trust in the same way as to other our bank shares.
- (6) No voting rights shall be exercised with respect to our bank shares in the Trust throughout the trust period.
- (7) During the trust period, certain points are granted to the Directors, etc. at a certain time each year according to their positions and the degree of achievement of performance targets (financial indicators and non-financial indicators) in each business year. Our bank Shares, etc. will be delivered, etc. to the Directors, etc. who meet certain beneficiary requirements according to the accumulated points upon their retirement.

(8) If there are residual shares at the expiration of the trust period due to non-achievement, etc. of performance targets, etc., the Trust will continue to be used as the Plan or a new stock-based compensation plan similar thereto by amending the trust agreement and implementing an additional trust, or the Trust will transfer such residual shares to our bank without consideration, and our bank will cancel them by resolution of the Board of Directors.

(9) Upon termination of the Trust, the residual assets after distribution to the beneficiaries will vest in our bank, the vested right holder, to the extent of the trust expense reserve after deducting the funds for stock acquisition from the trust money.

(Note) If there are no our bank shares in the trust due to the delivery, etc. of our bank shares, etc. to the Directors, etc. who satisfy the beneficiary requirements, the trust will be terminated before the trust period expires. Our bank may entrust additional money to the Trust to fund the acquisition of our bank shares within the scope approved by the resolution of the General Meeting of Shareholders.