



May 9, 2025

Company name:	The Nanto Bank, Ltd.
Name of representative:	Satoshi Ishida, President (Securities code: 8367; TSE Prime Market)
Inquiries:	Masanori Oyanagi, Executive Officer, General Manager, Corporate Planning Division (Telephone: +81-742-27-1552)

Notice Concerning Expansion of Eligibility for the Performance-linked Stock Remuneration Plan and  
Additional Acquisition of Shares by BIP Trust

The Nanto Bank, Ltd. (the “Bank”) has introduced a performance-linked stock remuneration plan (hereinafter the “Plan”) utilizing a Board Incentive Plan (BIP) Trust (hereinafter the “Trust”) for its directors (excluding directors who are Audit and Supervisory Committee members and Outside Directors; hereinafter “Directors”).

The Bank has decided to expand eligibility for the Plan to also include executive officers. In conjunction with the expansion of the Plan’s eligibility, the Bank resolved, at a meeting of the Board of Directors held today, to dispose of treasury stock as stock remuneration and to acquire additional shares of the Bank by the Trust, as described below.

For an overview of the Plan, please refer to the “Notice Concerning the Discontinuation of the Plan Using Stock Options as Stock-Based Compensation and Introduction of Performance-Linked Stock Remuneration Plan” dated May 14, 2021, and the “Notice Concerning Revision of Remuneration System for Board Members” dated May 10, 2024, and for an overview of the disposition of treasury stock as stock remuneration, please refer to the “Notice Concerning Disposition of Treasury Stock as Stock Remuneration” released today.

1. Expansion of eligibility for the performance-linked stock remuneration plan

The Bank has introduced the Plan to clarify the linkage between Directors’ remuneration and the Bank’s performance and share value, with the aim of enhancing directors’ motivation to contribute to medium- to long-term improvements in the Bank’s business performance and corporate value.

The Nanto Bank Group has launched its three-year medium-term management plan, “Creating Regional Vitality Through the Power of Human Assets,” in April 2025. To promote the achievement of goals under this medium-term management plan, executive officers will now be included among the eligible persons for the Plan.

2. Details of Additional Acquisition of Share

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|------------------------------------|---|
| (1) Trust period                   | From August 2, 2021 to August 31, 2027                    |
| (2) Total value of shares acquired | 44,040,000 yen  |
| (3) Type of shares acquired        | The Bank’s common stock                                   |
| (4) Method used to acquire shares  | Acquired through disposition of the Bank’s treasury stock |