

June 23, 2026

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Notice Concerning Disposal of Treasury Shares under a Performance-Linked Stock Compensation Plan

The Company hereby announces that, at a meeting of the Board of Directors held on June 23, 2026, it resolved to dispose of treasury shares under the performance-linked stock compensation plan (the "Treasury Share Disposal"), as outlined below.

1. Overview of the Treasury Share Disposal

(1) Payment date	July 23, 2026
(2) Class and number of shares to be disposed of	Common shares of the Company: 17,945 shares
(3) Disposal price	6,814 yen per share
(4) Total disposal amount	122,277,230 yen
(5) Allottees (planned)	Directors of the Company: 5 persons (*1) 2,387 shares Directors of the Company's subsidiaries: 13 persons (*2, *3) 8,243 shares Executive officers of the Company's subsidiaries: 22 persons (*3) 7,315 shares *1 Excludes directors who are Audit and Supervisory Committee members and outside directors. *2 Excludes outside directors. *3 Although the total number of persons shown above is 40, this figure includes five individuals who concurrently serve as directors of the Company and as directors or executive officers of the Company's subsidiaries; therefore, the actual headcount is 35.

2. Purpose and Reasons for the Treasury Share Disposal

The Treasury Share Disposal is conducted to deliver the Company's common shares to the Company's directors pursuant to the Plan.

At a meeting of the Board of Directors held on May 12, 2025, the Company resolved to introduce a performance-linked stock compensation plan (the "Plan") for the Company's directors (excluding directors who are Audit and

Supervisory Committee members and outside directors; hereinafter "Eligible Directors"). The Plan aims to (i) clarify the linkage between directors' remuneration and the Company's performance and (ii) provide Eligible Directors with incentives to sustainably enhance the Company's corporate value, thereby further promoting value sharing with shareholders.

At the 22nd Annual General Meeting of Shareholders held on June 20, 2025, shareholders approved, among other matters, that the total number of the Company's common shares to be issued or disposed of to Eligible Directors under the Plan shall be up to 45,000 shares per year, and that the amount shall be up to 45 million yen per year, separately from the existing cash remuneration limit.

The Plan is a performance-linked stock compensation plan utilizing performance share units. The Board of Directors determines the base number of shares, the performance evaluation period (the "Evaluation Period"), and performance targets during the Evaluation Period, and then grants a number of the Company's common shares (the "Company Shares") calculated according to the achievement level of such targets.

The Plan imposes certain transfer restrictions on the Company Shares to be delivered; provided, however, that if, at the time of share delivery, the relevant person has already resigned or retired from the position of director of the Company or other position determined by the Board of Directors, no transfer restrictions will apply.

Performance indicators, etc. will be set by the Board of Directors after deliberation by the Nomination and Compensation Committee, a majority of whose members are outside directors, based on indicators showing profit conditions and other indicators in light of the Company's management policy.

The Company has also introduced the Plan for directors (excluding outside directors) and executive officers of its subsidiaries Hokuriku Bank, Ltd. ("Hokuriku Bank") and Hokkaido Bank, Ltd. ("Hokkaido Bank"). Eligible Directors and such directors and executive officers of these subsidiaries are collectively referred to as "Eligible Officers".

The Company applied the Plan using the period from April 1, 2025 to March 31, 2026 as the Evaluation Period (the "Evaluation Period hereof"), with the performance evaluation indicators during such period being consolidated ROE, TSR (total shareholder return), GX-related investment and financing amount, and the ratio of female managers.

Accordingly, at a meeting of the Board of Directors held today, the Company resolved that, pursuant to the Plan and in accordance with the degree of achievement of the performance targets during the Evaluation Period hereof, it will grant aggregate monetary remuneration claims of 122,277,230 yen to the Company's directors 5 persons (including retirees), directors of the Company's subsidiaries 13 persons (including retirees), and executive officers of the Company's subsidiaries 22 persons (including retirees), and dispose of 17,945 shares of the Company's common shares by having such claims contributed in kind.

The number of shares to be disposed of through the Treasury Share Disposal represents 0.01% of the total number of issued shares (as of March 31, 2026), and the resulting dilution is minimal; the Company considers this reasonable in light of the objectives of the Plan.

<Overview of Transfer Restrictions on the Allocated Shares>

In connection with the Treasury Share Disposal, the shares to be allocated to each Eligible Officer (excluding retirees) (the "Allocated Shares") will be subject to transfer restrictions including the following:

(1) Transfer restriction period

Eligible Officers shall not transfer, create a pledge over, or otherwise dispose of the Allocated Shares during the period from July 23, 2026 (the payment date) until the date on which they resign from all of the positions specified below (the "Transfer Restriction Period").

- (i) Company Shares delivered as remuneration by the Company: Director or executive officer of the Company
- (ii) Company Shares delivered as remuneration by Hokuriku Bank: Director or executive officer of Hokuriku Bank

(iii) Company Shares delivered as remuneration by Hokkaido Bank: Director or executive officer of Hokkaido Bank

(2) Conditions for lifting the transfer restrictions

Upon the expiration of the Transfer Restriction Period, the transfer restrictions will be lifted for all of the Allocated Shares.

(3) Acquisition by the Company without compensation

The Company shall automatically acquire, without compensation, any Allocated Shares for which transfer restrictions have not been lifted at the time the Transfer Restriction Period expires, effective immediately after such time.

(4) Management of shares

To prevent any transfer, creation of a pledge, or other disposition during the Transfer Restriction Period, the Allocated Shares will be managed during such period in a dedicated restricted share account opened by the Eligible Officers at Daiwa Securities Co. Ltd.

(5) Treatment in organizational restructuring, etc.

If, during the Transfer Restriction Period, matters related to an organizational restructuring, etc. (including a merger agreement under which the Company becomes the absorbed company, a share exchange agreement or share transfer plan under which the Company becomes a wholly-owned subsidiary, or other similar matters) are approved at a general meeting of shareholders of the Company (or, if shareholder approval is not required, at a meeting of the Board of Directors of the Company), then, by a resolution of the Board of Directors, the transfer restrictions relating to all Allocated Shares held at that time will be lifted as of immediately before the close of business on the business day preceding the effective date of such organizational restructuring, etc.

3. Basis for Calculation of the Payment Amount and Specific Details

The Treasury Share Disposal will be conducted by treating the monetary remuneration claims granted to the planned allottees under the Plan as contributed assets. In order to set the payment amount at a value excluding arbitrariness, the payment amount is set at 6,814 yen, being the closing price of the Company's common shares on the Tokyo Stock Exchange on June 22, 2026 (the business day immediately preceding the date of the Board of Directors' resolution regarding the share delivery).

This price represents a deviation rate of 5.29% from the simple average of closing prices for the one-month period from May 25, 2026 to June 22, 2026 (6,471.8 yen, rounded to the nearest 0.1 yen; the same rounding applies below), a deviation rate of 8.42% from the simple average of closing prices for the three-month period from March 23, 2026 to June 22, 2026 (6,284.8 yen), and a deviation rate of 15.04% from the simple average of closing prices for the six-month period from December 23, 2025 to June 22, 2026 (5,923.1yen) (each deviation rate rounded to the nearest two decimal place; the same rounding applies below).

The above disposal price is the market price immediately preceding the Board of Directors' resolution for the share delivery. In the absence of special circumstances indicating that reliance on recent share prices is not appropriate, the Company believes that such price is reasonable as it properly reflects the Company's corporate value and does not constitute a price that is particularly favorable to Eligible Officers.

4. Matters Concerning Procedures under the Code of Corporate Conduct

Because (i) the dilution ratio is less than 25% and (ii) the Treasury Share Disposal does not involve a change in controlling shareholder, the Company is not required to obtain an opinion from an independent third party or undertake procedures to confirm shareholders' intent as stipulated in Rule 432 of the Tokyo Stock Exchange Listing Regulations.

Note:

This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

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