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.

August 5, 2026

To whom it may concern,

Company name: The Hyakujushi Bank, Ltd.
Representative: Masashi Mori, President
(Securities code: 8386, TSE Prime)
Contact: Masaru Soramoto, Executive Officer and General Manager, Corporate Planning Division
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Notice Regarding the Continuation of the Performance-Based Stock Compensation Plan

The Hyakujushi Bank, Ltd. (the "Bank") hereby announces that it has resolved, at a meeting of the Board of Directors held today, to extend the term of the "officer remuneration BIP trust", which the Bank has adopted as a performance-based stock compensation plan (hereinafter the "Plan") for the Bank's Directors (excluding Directors serving as Audit and Supervisory Committee Members, Outside Directors, and non-residents of Japan; hereinafter "the Bank's Directors"), and to make additional cash contributions to the officer remuneration BIP trust, as described below.

1. Overview and purpose of the Plan

The Plan is a highly transparent and objective officer remuneration plan designed to foster a stronger sense of contribution toward improving the Bank's medium- to long-term performance and enhancing its corporate value. It applies to the Bank's Directors, and provides for the issuance of the Bank's shares and other benefits following their retirement, based on their position and the degree to which performance targets were met in each fiscal year. Except for the extension of the trust term for the officer remuneration BIP trust adopted under the Plan, the terms of the Plan prior to the extension will remain unchanged.

2. Reason for the additional contributions

In light of the continuation of the Plan, and in order to acquire shares of the Bank that are expected to be issued during the new coverage period, the Bank will extend the term of the officer remuneration BIP trust by three years and make additional contributions to fund the acquisition of shares and other related expenses.

[Overview of the trust agreement following the extension of the trust term]

Date of the trust agreement	August 7, 2017 (scheduled to be changed in August 2026)
Trust term	August 7, 2017 to August 31, 2026 (scheduled to be extended until August 31, 2029, pursuant to an amendment to the trust agreement)
Total amount of additional contributions	160 million yen (planned)
Share acquisition period	August 13, 2026 to August 31, 2026 (scheduled)
Share acquisition method	The Bank plans to acquire shares on the stock market.

* Other than the information above, there have been no changes to the details disclosed in the "Notice Regarding the Adoption of a Performance-Based Stock Compensation Plan" released on May 12, 2017, and the "Notice Regarding the Continuation of the Performance-Based Stock Compensation Plan" dated June 15, 2020, and August 1, 2023.

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