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Securities code: 8524

Date of sending by postal mail: June 3, 2025

Start date of measures for electronic provision: May 28, 2025

To our shareholders:

Hironobu Tsuyama

Director and President

North Pacific Bank, Ltd.

7, Odori Nishi 3-chome, Chuo-ku, Sapporo, Hokkaido

NOTICE OF THE 169TH ORDINARY GENERAL MEETING OF SHAREHOLDERS

We are pleased to announce the 169th Ordinary General Meeting of Shareholders of North Pacific Bank, Ltd. (the “Bank”), which will be held as described below. In convening this General Meeting of Shareholders, the Bank has taken measures to provide electronically the information contained in Reference Documents for the General Meeting of Shareholders, etc. (matters for which electronic provision measures are taken), and has posted the information on the Bank’s website, etc. Please access the websites by using the Internet address shown below to review the information.

The Bank’s website:

<https://www.hokuyobank.co.jp/ir/shareholder/meeting.html> (in Japanese)

In addition to posting matters for which electronic provision measures are taken on the website above, the Bank also posts this information on the website of Tokyo Stock Exchange, Inc. (TSE). To access this information from the latter website, access the TSE website (Listed Company Search) by using the Internet address shown below, enter “North Pacific Bank, Ltd.” in the “issue name (company name)” or “8524” in the “securities code,” and click “Search,” and then click “Basic information” and select “Documents for public inspection/PR information.” Under “Filed information available for public inspection,” click “Click here for access” under “[Notice of General Shareholders Meeting /Informational Materials for a General Shareholders Meeting].”

TSE website (Listed Company Search):

<https://www2.jpx.co.jp/tseHpFront/JJK010010Action.do?Show=Show> (in Japanese)

Website for posted informational materials for the general meeting of shareholders:

<https://smart-sr.m041.mizuho-tb.co.jp/SA/login> (in Japanese)

If you are unable to attend the meeting in person, you may exercise your voting rights via the Internet, etc., or by postal mail. Please review the Reference Documents for the General Meeting of Shareholders and exercise your voting rights by 5:00 p.m., Wednesday, June 25, 2025 (JST).

Regarding the exercise of your voting rights, please refer to “Instructions on Exercising Voting Rights” on the next page.

1. Date and Time: Thursday, June 26, 2025 at 10:00 a.m. (Japan Standard Time)

2. Venue: Banquet room “Hou-ou (鳳凰),” 2nd floor, Hotel Sapporo Garden Palace
3-1, Kita 1-jo Nishi 6-chome, Chuo-ku, Sapporo, Hokkaido, Japan

3. Purposes:

Items to be reported:

1. Business Report and Non-Consolidated Financial Statements for the 169th Term (from April 1, 2024 to March 31, 2025)
2. Consolidated Financial Statements for the 169th Term (from April 1, 2024 to March 31, 2025) and the results of audit of the Consolidated Financial Statements by the Accounting Auditor and the Audit and Supervisory Committee

Items to be resolved:

Proposal 1: Appropriation of surplus

Proposal 2: Election of six (6) Directors (excluding Directors who are Audit and Supervisory Committee Members)

Proposal 3: Election of one (1) Director who is an Audit and Supervisory Committee Member

4. Instructions on Exercising Voting Rights

- (1) If attending the meeting in person, please present your voting form at the reception desk.
- (2) If you exercise your voting rights in writing (by postal mail) and your voting form does not indicate your approval or disapproval for the proposals, you will be deemed to have indicated approval.
- (3) If you exercise your voting rights in duplicate by voting form and via the Internet, etc., the voting rights exercised via the Internet, etc., shall be deemed valid. If you exercise your voting rights multiple times via the Internet, etc., the last exercise of voting rights shall be deemed valid.
- (4) If you wish to make a diverse exercise of your voting rights, please notify the Bank in writing or by electronic means of your intention to do so and the reasons thereof at least three (3) days prior to the date of the ordinary general meeting of shareholders.
- (5) In the case of attendance by proxy, please present your voting form and a letter of proxy at the reception desk. The qualified proxy is limited to one shareholder having voting rights for this general meeting.

- Paper-based documents stating matters for which electronic provision measures are taken are sent to shareholders who have requested the delivery of paper-based documents, however those documents do not include the following matters in accordance with the provisions of laws and regulations and Article 16, paragraph 2 of the Bank's Articles of Incorporation.
 - (i) "Systems to ensure operational appropriateness" in the Business Report
 - (ii) "Non-consolidated Statement of Changes in Net Assets" and "Notes to Non-consolidated Financial Statements" in the Non-Consolidated Financial Statements
 - (iii) "Consolidated Statement of Changes in Net Assets" and "Notes to Consolidated Financial Statements" in the Consolidated Financial StatementsAccordingly, the Business Report, Non-consolidated Financial Statements and Consolidated Financial Statements included in the paper-based documents are part of the documents audited by the Accounting Auditor and the Audit and Supervisory Committee in preparing their respective Audit Reports.
- If revisions to the matters for which electronic provision measures are taken arise, a notice of the changes and the details of the matters before and after the revisions will be posted on the Bank's aforementioned website, the TSE website, and the website for posted informational materials for the general meeting of shareholders.

Reference Documents for the General Meeting of Shareholders

Proposals and References

Proposal 1: Appropriation of surplus

The Bank's basic policy is to provide a comprehensive return of profits to shareholders, taking into consideration such factors as trends in the capital adequacy ratio and performance and changes in the business environment from the perspective of ensuring sound management in view of the public nature of the banking business.

Under this policy, the Bank proposes the year-end dividend of surplus for the fiscal year ended March 31, 2025 as follows.

- (1) Type of dividend property
Cash
- (2) Allocation of dividend property and total amount thereof to shareholders
12.5 yen per common share of the Bank
Total amount of dividends: 4,721,304,388 yen
- (3) Effective date of distribution of dividends of surplus
Common share of the Bank: June 27, 2025

As a result, the annual dividend for the fiscal year ended March 31, 2025 will be 19.0 yen per common share including the interim dividend of 6.5 yen per common share, representing a 3.0 yen increase compared to the dividend forecast announced on January 30, 2025.

With respect to dividends for FY2025 (the fiscal year ending March 31, 2026) and beyond, in order to further enhance the return of profits to shareholders through dividends, the Bank will increase its dividend payout ratio as set forth below.

In addition, the Bank has introduced a quarterly dividend system in order to return earnings to shareholders at an even earlier stage. The record date for the initial quarterly dividend is scheduled for June 30, 2025.

<Changes in shareholder returns policy>

	Item	Contents
Before change	Ordinary dividend	Dividend payout ratio of 30% or higher while maintaining an annual dividend of 10 yen per share to be able to pay stable dividends.
	Repurchase of treasury shares	While considering capital adequacy ratio levels, performance forecasts, and the external environment, the total amount of annual dividends and repurchased treasury shares (*) shall target 50% of the profit attributable to shareholders of parent, and treasury shares shall be repurchased with flexibility and agility.

	Item	Contents
After change	Ordinary dividend	Dividend payout ratio of 40% or higher while maintaining an annual dividend of 10 yen per share to be able to pay stable dividends.
	Repurchase of treasury shares	While considering capital adequacy ratio levels, performance forecasts, and the external environment, the total amount of annual dividends and repurchased treasury shares (*) shall target 50% of the profit attributable to shareholders of parent, and treasury shares shall be repurchased with flexibility and agility.

* Total return ratio = (total annual dividend + total treasury shares repurchased) / profit attributable to shareholders of parent

Proposal 2: Election of six (6) Directors (excluding Directors who are Audit and Supervisory Committee Members)

The term of office for the current six (6) Directors (excluding Directors who are Audit and Supervisory Committee Members) will expire at the conclusion of the 169th Ordinary General Meeting of Shareholders. Accordingly, the Bank proposes that six (6) Directors be elected.

Regarding the candidates for Director, in order to ensure the objectivity of nominations, candidates were decided by the Board of Directors following deliberations by the Nomination and Remuneration Advisory Committee, which has Independent External Directors as its majorities.

This proposal was reviewed by the Audit and Supervisory Committee, and no particular issues requiring comment were identified.

The candidates for Directors are as follows:

No.	Name	Position in the Bank	Attribute	Responsibility
1	Mitsuharu Yasuda	Director and Chairman	Male [Reelection]	Responsible for Group
2	Hironobu Tsuyama	Director and President (Representative Director)	Male [Reelection]	Chief Executive Officer (CEO) and Chief Human Resources Officer (CHRO) (General Secretariat, Personnel Department)
3	Hitoshi Masuda	Director and Deputy President (Representative Director)	Male [Reelection]	Chief Business Promotion Officer (CBPO) (Business Strategy Department, Retail Business Division, Corporate Business Headquarters)
4	Akira Yamada	Managing Director	Male [Reelection]	Chief Risk Officer (CRO) (Risk Management Department, Legal and Compliance Department, Loan Administration Department)
5	Kazushi Yoneta	Managing Director	Male [Reelection]	Chief Strategy Officer (CSO), Chief Financial Officer (CFO), and Chief Information Officer (CIO) (Management Planning Department, Operations Planning Department, System Department, and Treasury & Markets Department)
6	Toshiaki Kobe	External Director (Chairperson of the Board of Directors)	Male [Reelection] [External] [Independent]	—

Note: CEO: Chief Executive Officer
CBPO: Chief Business Promotion Officer
CFO: Chief Financial Officer
CSO: Chief Strategy Officer
CHRO: Chief Human Resources Officer
CRO: Chief Risk Officer
CIO: Chief Information Officer

No.	Name Date of birth	[Career summary and position]		Number of the Bank's shares owned	
1	Mitsuharu Yasuda (date of birth: October 5, 1959) [Reelection] Attendance at meetings of the Board of Directors 13/13 (100%) Number of years in office as a Director 11 years Male	Apr. 1983	Joined Hokuyo Sogo Bank, Ltd. (currently the Bank)	130,600	
		June 2013	Executive Officer and General Manager, Loan Administration Department I, the Bank		
		June 2014	Director and General Manager, Management Planning Department, the Bank		
		June 2016	Managing Director, the Bank		
		Apr. 2018	Director and President, the Bank		
		June 2021	Audit & Supervisory Board Member (External), Hokkaido Railway Company (present position)		
		Apr. 2024	Director and Chairman, the Bank (present position)		
		[Significant concurrent positions outside the Bank] Audit & Supervisory Board Member (External), Hokkaido Railway Company			
		[Reason for selection as Director nominee] Mitsuharu Yasuda has successively held positions such as General Manager of the Loan Administration Department I and General Manager of the Management Planning Department. He has broad knowledge and experience regarding the banking operations. He served as President from April 2018 to March 2024 and has worked as Chairman since April 2024. He has been appropriately fulfilling those duties and responsibilities so the Bank concluded that he can continue to contribute to the Bank's continued growth and increase in medium- to long-term corporate value as well as to make contribution to local economy and so made him a candidate for Director.			
		2	Hironobu Tsuyama (date of birth: February 17, 1968) [Reelection] Attendance at meetings of the Board of Directors 13/13 (100%) Number of years in office as a Director 2 years Male		Apr. 1991
Nov. 1998	Joined the Bank				
Apr. 2019	Executive Officer and General Manager, Management Planning Department, the Bank				
Apr. 2020	Executive Officer and Deputy Head Office Manager, the Bank				
June 2021	Managing Executive Officer and Branch Manager, Obihiro-Chuo Branch, Branch Manager, Obihiro-Nishi Branch, and Branch Manager, Obihiro-Minami Branch, the Bank				
June 2023	Managing Director, the Bank				
Apr. 2024	Director and President, the Bank (present position)				
[Reason for selection as Director nominee] Hironobu Tsuyama has successively held positions such as General Manager of the Management Planning Department and Branch Manager of the Obihiro-Chuo Branch. He has broad knowledge and experience regarding the banking operations. He assumed the position of President in April 2024 and has been appropriately fulfilling his roles as a Director of the Bank, including making decisions on important management matters and supervising the execution of business. Therefore, the Bank concluded based on the new perception for the future of the Bank that he can continue to contribute to the Bank's continued growth and increase in medium- to long-term corporate value as well as to make a contribution to the local economy and so made him a candidate for Director.					

No.	Name Date of birth	[Career summary and position]		Number of the Bank's shares owned	
3	Hitoshi Masuda (date of birth: October 30, 1964) [Reelection] Attendance at meetings of the Board of Directors 13/13 (100%) Number of years in office as a Director 4 years Male	Apr. 1987	Joined Hokuyo Sogo Bank, Ltd. (currently the Bank)	34,400	
		Apr. 2017	Executive Officer and Branch Manager, Tomakomai-Chuo Branch, the Bank		
		Apr. 2019	Managing Executive Officer and Branch Manager, Obihiro-Chuo Branch, the Bank		
		June 2021	Managing Director, the Bank		
		June 2022	Senior Managing Director, the Bank		
		June 2024	Director and Deputy President, the Bank (present position)		
		Mar. 2025	Audit & Supervisory Board Member (External), Nakamichi Leasing Co., Ltd. (present position)		
		[Significant concurrent positions outside the Bank] Audit & Supervisory Board Member (External), Nakamichi Leasing Co., Ltd.			
		[Reason for selection as Director nominee] Hitoshi Masuda has successively held positions such as Branch Manager of the Tomakomai-Chuo Branch, and Branch Manager of Obihiro-Chuo Branch. He has broad knowledge and experience regarding the banking operations. He has been appropriately fulfilling his duties and responsibilities as Deputy President since June 2024. Therefore, the Bank concluded based on the new perception for the future of the Bank that he can continue to contribute to the Bank's continued growth and increase in medium- to long-term corporate value as well as to make a contribution to the local economy and so made him a candidate for Director.			
		4	Akira Yamada (date of birth: July 2, 1966) [Reelection] Attendance at meetings of the Board of Directors 13/13 (100%) Number of years in office as a Director 3 years Male		Apr. 1990
Nov. 1998	Joined the Bank				
Apr. 2019	Executive Officer and Deputy Head Office Manager, the Bank				
Mar. 2020	Executive Officer and Deputy Head Office Manager, and General Manager, Corporate Business Department, the Bank				
Apr. 2020	Managing Executive Officer and Branch Manager, Hakodate-Chuo Branch, and Branch Manager, Suehirocho Branch, the Bank				
Apr. 2022	Managing Executive Officer and General Manager, Corporate Business Promotion Department, and General Manager, Corporate Solutions Department, the Bank				
June 2022	Director, the Bank				
June 2024	Managing Director, the Bank (present position)				
[Reason for selection as Director nominee] Akira Yamada has successively held positions such as Deputy Head Office Manager and Branch Manager of the Hakodate-Chuo Branch. He has broad knowledge and experience regarding the banking operations. He has been appropriately fulfilling his duties and responsibilities as Managing Director since June 2024. Therefore, the Bank concluded based on the new perception for the future of the Bank that he can continue to contribute to the Bank's continued growth and increase in medium- to long-term corporate value as well as to make a contribution to the local economy and so made him a candidate for Director.					

No.	Name Date of birth	[Career summary and position]		Number of the Bank’s shares owned
5	Kazushi Yoneta (date of birth: March 27, 1965) [Reelection] Attendance at meetings of the Board of Directors 13/13 (100%) Number of years in office as a Director 2 years Male	Apr. 1989	Joined The Hokkaido Takushoku Bank, Ltd.	19,200
		Nov. 1998	Joined the Bank	
		June 2020	Executive Officer and General Manager, Corporate Solutions Department, the Bank	
		June 2021	Managing Executive Officer and General Manager, Corporate Solutions Department, and General Manager, Corporate Business Promotion Department, the Bank	
		Apr. 2022	Managing Executive Officer and Branch Manager, Hakodate-Chuo Branch, and Branch Manager, Suehirocho Branch, the Bank	
		June 2023	Director, the Bank	
		June 2024	Managing Director, the Bank (present position)	
		[Reason for selection as Director nominee] Kazushi Yoneta has successively held positions such as General Manager of the Corporate Solutions Department and General Manager of the Corporate Business Promotion Department. He has broad knowledge and experience regarding the banking operations. He has been appropriately fulfilling his duties and responsibilities as Managing Director since June 2024. Therefore, the Bank concluded based on the new perception for the future of the Bank that he can contribute to the Bank’s continued growth and increase in medium- to long-term corporate value as well as to make a contribution to the local economy and so made him a candidate for Director.		
6	Toshiaki Kobe (date of birth: January 9, 1964) [Reelection] [External] [Independent] Attendance at meetings of the Board of Directors 13/13 (100%) Number of years in office as a Director 2 years Male	Apr. 1988	Joined The Hokkaido Takushoku Bank, Ltd.	—
		Dec. 1997	Retired from The Hokkaido Takushoku Bank, Ltd.	
		Oct. 2002	Registered as an attorney	
		Oct. 2006	Established Kobe Law Office	
		Jan. 2009	Established Kobe Law Office, LPC	
		Oct. 2014	Office name changed to Kobe Manji and Fukuda Law Office Representative Partner (present position)	
		June 2018	Director (External), Nippon Grande Co., Ltd. (present position)	
		June 2023	Director (External), the Bank (present position)	
		[Significant concurrent positions outside the Bank] Representative Partner, Kobe Manji and Fukuda Law Office Director (External), Nippon Grande Co., Ltd.		
		[Reason for selection as Director nominee and overview of expected roles] Toshiaki Kobe is a leading attorney, has varied experiences and specialized knowledge on legal operations, and has served as Chairperson of the Board of Directors since June 2024. The Bank places the highest priority on compliance management, and so has concluded that he can continue to contribute to active proposals to management and constructive discussions at meetings of the Board of Directors, etc., and supervision of the management through his expertise in legal risk, compliance, and corporate legal operations and so made him a candidate for External Director.		

- Notes:
1. There is currently no special interest between each of the candidates and the Bank.
 2. A limited liability agreement under the provision of Article 427, paragraph 1 of the Companies Act has been concluded between Toshiaki Kobe and the Bank. The Bank intends to continue this agreement with Toshiaki Kobe in the event that his reappointment is approved.

An overview of the limited liability agreements is as follows.

- In the event of damage to the Bank caused by failure to perform duties as External Directors, they will be liable to the maximum amount below so long as their duties are performed in good faith and without gross negligence.
 - The maximum amount of liability shall be whichever is the higher of 20 million yen or the amount provided for by legislation (the minimum liability provided for under Article 425, paragraph 1, of the Companies Act).
3. The Bank has entered into a directors and officers liability insurance policy as provided for in Article 430-3, paragraph 1 of the Companies Act with an insurance company. If the election of the candidates for Director is approved, they will be included as insureds in the said insurance policy.

In addition, the Bank plans to renew the said insurance policy at the time of next expiration of the policy period.

An overview of the directors and officers liability insurance policy is as follows.

- All premiums are borne by the Bank.
 - The insurance covers damages that may arise should the insured assume liability for the execution of his or her duties or be subject to a claim related to the pursuit of such liability, and is renewed annually.
 - As measures to prevent undermining the appropriateness of the insured director's execution of duties, the insurance includes certain disclaimers such as limiting the coverage and setting the indemnity limit.
4. Matters pertaining to candidates for External Directors provided for under Article 74, paragraph 4 of the Ordinance for Enforcement of the Companies Act
 - (1) Toshiaki Kobe is a candidate for External Director.
 - (2) Toshiaki Kobe has no previous experience of being involved in corporate management other than serving as External Director or External Audit & Supervisory Board Member. However, it is deemed that he is able to execute duties appropriately as described in the "Reason for selection as Director nominee and overview of expected roles."
 - (3) With reference to the specific standards for determination that the Bank has established regarding stock exchange criteria for independence ("Independence Determination Standards" as described below), Toshiaki Kobe is independent from the executive management team. Therefore, the Bank has designated him as an Independent Director stipulated under Rule 436-2 of the Securities Listing Regulations of the Tokyo Stock Exchange and Rule 5-2 of the Corporate Conduct Rules of the Sapporo Securities Exchange. In the event that his reappointment is approved, the Bank intends to continue this designation.

Although the Bank has general business transactions with Kobe Manji and Fukuda Law Office, where Toshiaki Kobe is a Representative Partner, and with Nippon Grande Co., Ltd. where Toshiaki Kobe serves as an External Director, those organizations are not applicable to the "major trading partner" defined in the Bank's Independence Determination Standards (a partner for which transactions account for 2% or more of the Bank's consolidated gross profit or the trading partner's consolidated net sales of the most recent fiscal year) and therefore will not affect his independence.

- (4) The term of office of Toshiaki Kobe as External Director shall be two (2) years at the conclusion of this General Meeting of Shareholders.

Proposal 3: Election of one (1) Director who is an Audit and Supervisory Committee Member

The Bank believes that the conduct of highly effective audits is essential in order to ensure management transparency and fulfil its social responsibilities. At the previous Ordinary General Meeting of Shareholders (the 168th, held on June 26, 2024), four (4) Directors who are Audit and Supervisory Committee Members (including three (3) External Directors) were appointed and have been contributing to the ensuring of sound management. However, in order to conduct even more effective audits, we would like to request the additional appointment of one (1) Director who is an Audit and Supervisory Committee Member.

Regarding the candidate for Director, in order to ensure the objectivity of nominations, the candidate was decided by the Board of Directors following deliberations by the Nomination and Remuneration Advisory Committee, which has Independent External Directors as its majorities. Furthermore, this proposal has received the consent of the Audit and Supervisory Committee.

The candidate for Director who is an Audit and Supervisory Committee Members is as follows:

Name	Position in the Bank	Attribute	Responsibility
Shiro Kurio	Managing Executive Officer	Male [New election]	Appointed as General Manager, Audit and Inspection Department

Name Date of birth	[Career summary and position]		Number of the Bank's shares owned
Shiro Kurio (date of birth: April 5, 1963) [New election] Attendance at meetings of the Audit and Supervisory Committee — Number of years in office as Audit and Supervisory Committee Member — Male	Apr. 1986 Apr. 2017 Apr. 2019 June 2021 Apr. 2023	Joined Hokuyo Sogo Bank, Ltd. (currently the Bank) Executive Officer and General Manager, Banking Strategy Department, the Bank Executive Officer and General Manager, Personnel Department, the Bank Managing Executive Officer and General Manager, Personnel Department, the Bank Managing Executive Officer and General Manager, Audit and Inspection Department, the Bank (present position)	16,739
<p>[Reason for selection as Director nominee]</p> <p>Shiro Kurio has served as Executive Officer since April 2017, Managing Executive Officer and General Manager of the Personnel Department since June 2021, and Managing Executive Officer and General Manager of the Audit and Inspection Department since April 2023, effectively fulfilling his duties and responsibilities. The Bank concluded that he can use his abundant knowledge of banking operations and extensive experience in internal auditing to conduct highly effective audits and supervision of management, and greatly contribute to securing the soundness of management, so made him a candidate for Director who is an Audit & Supervisory Committee Member.</p>			

- Notes:
1. There is currently no special interest between the candidate and the Bank.
 2. The Bank has entered into a directors and officers liability insurance policy as provided for in Article 430-3, paragraph 1 of the Companies Act with an insurance company. If the election of the candidate for Director is approved, he will be included as insureds in the said insurance policy.
In addition, the Bank plans to renew the said insurance policy at the time of next expiration of the policy period.
An overview of the directors and officers liability insurance policy is as follows.
 - All premiums are borne by the Bank.
 - The insurance covers damages that may arise should the insured assume liability for the execution of his or her duties or be subject to a claim related to the pursuit of such liability, and is renewed annually.
 - As measures to prevent undermining the appropriateness of the insured director's execution of duties, the insurance includes certain disclaimers such as limiting the coverage and setting the indemnity limit.

<Reference> Independence Determination Standards

At the Bank, if none of the following conditions apply to External Directors for the past one (1) year, it is decided that the concerned External Director has independence.

1. A person or entity to whom the Bank is a major trading partner (*1), or an Executive for such person or entity (an executive director, executive officer or any other officer or employee who executes the business of a company, etc. The same shall apply hereinafter).
 2. A major trading partner (*1) of the Bank or an Executive of such entity.
 3. Consultant, accounting specialist or legal specialist who receives large amounts (*2) of monies or other assets other than Officer Remuneration from the Bank (if the recipient of the applicable assets is a corporation or group such as an Association, refers to a person belonging to that organization).
 4. A major shareholder of the Bank (*3) or an Executive for such person or entity.
 5. An entity which receives large amounts (*2) of donations from the Bank, or an Executive for such person or entity.
 6. A closely related person (*5) of any of the following people (limited to important (*4) persons):
 - (1) A person to whom any of 1-5 above applies
 - (2) An Executive of the Bank or one of its subsidiaries
 - (3) A director who is not an Executive of the Bank or one of its subsidiaries (limited to determining the independence of External Directors who are Audit and Supervisory Committee Members)
- *1. Definition of “major trading partner” (a partner to which any of the following applies)
- a. A partner for which transactions account for 2% or more of the Bank’s consolidated gross profit or the trading partner’s consolidated net sales of the most recent fiscal year (however, excludes regional public organizations)
 - b. A partner for whom the Bank is the largest lender and it is thought that procurement from another financial institution would be difficult for the concerned partner
- *2. Definition of “large amount”
An annual amount averaging 10 million yen or more over the past three (3) years
- *3. Definition of “major shareholder”
A shareholder with voting rights of 10% or more of the Bank’s total voting rights
- *4. Examples of “important person”
- An officer or person of general manager level of a company
 - The accounting specialist and legal specialist in 3. above, are persons with the specialized qualifications of a Certified Public Accountant or Attorney at Law
- *5. Definition of “closely related person”
A spouse or relative in the second degree

<Reference>

The Skills Matrix of the Board of Directors (as scheduled after the 169th Ordinary General Meeting of Shareholders)

Name, title, and gender				Skills	Experience and expertise									
					Corporate management	Consulting	SX & GX	IT & DX	Regional development	Human capital	Financial markets	Governance	Legal & compliance	Financial accounting
Board of Directors	Mitsuharu Yasuda	Director and Chairman	Male	○	○	○		○	○		○	○	○	○
	Hironobu Tsuyama	Director and President (Representative Director)	Male	○	○	○	○	○	○	○	○	○	○	○
	Hitoshi Masuda	Director and Deputy President (Representative Director)	Male	○	○	○	○	○		○	○	○		○
	Akira Yamada	Managing Director	Male	○	○	○		○		○	○	○		○
	Kazushi Yoneta	Managing Director	Male	○	○	○	○	○		○	○	○	○	
	Toshiaki Kobe	External Director	Male								○	○		
	Hitoshi Oshino	Director Audit and Supervisory Committee Member	Male	○	○				○		○	○		○
	Shiro Kurio	Director Audit and Supervisory Committee Member	Male		○				○		○	○		○
	Naoki Nishita	External Director Audit and Supervisory Committee Member	Male					○			○	○		○
	Masako Taniguchi	External Director Audit and Supervisory Committee Member	Female						○		○	○	○	○
Sakuyo Tahara	External Director Audit and Supervisory Committee Member	Female						○		○	○			

Note: The above list does not represent all the experience and expertise possessed by each Director and Audit and Supervisory Committee Member.

<Knowledge, experience, and skills necessary to support the banking business>

Corporate management	Possesses advanced and specialized knowledge, experience, and skills in building relationships and solving issues related to corporate management and sustainability.
Human capital	Possesses specialized knowledge and practical experience in overall human resources, including human resource development, remuneration and compensation, benefits, and the promotion of diversity and inclusion.
Financial markets	Possesses specialized knowledge and practical experience in the financial environment, international operations, and market operations.
Governance	Possesses specialized knowledge and practical experience in corporate governance and internal controls.
Legal & compliance	Possesses specialized knowledge and practical experience in legal systems and various regulations.
Financial accounting	Possesses sufficient knowledge of finance and accounting, such as holding professional qualifications like Certified Public Accountant (CPA) or having practical experience in accounting and finance departments.
Risk management	Possesses specialized knowledge and practical experience in risk management and the establishment of crisis management systems for overall corporate activities.

<Knowledge, experience, and skills necessary to realize value for customers>

Consulting	Possesses knowledge, experience, and skills in providing corporate solutions, including business growth proposals, SX and DX support, and startup discovery and development.
SX & GX	Possesses knowledge, experience, and skills in new businesses, sustainable loans, and fund investments in response to changes in the business environment, including SX and GX advances.
IT & DX	Possesses knowledge, experience, and skills in product development to improve convenience and in forming alliances to enhance productivity.
Regional development	Possesses knowledge, experience, and skills to realize a sustainable society through the linking of regions and growth industries and the development of key industries such as tourism and food.

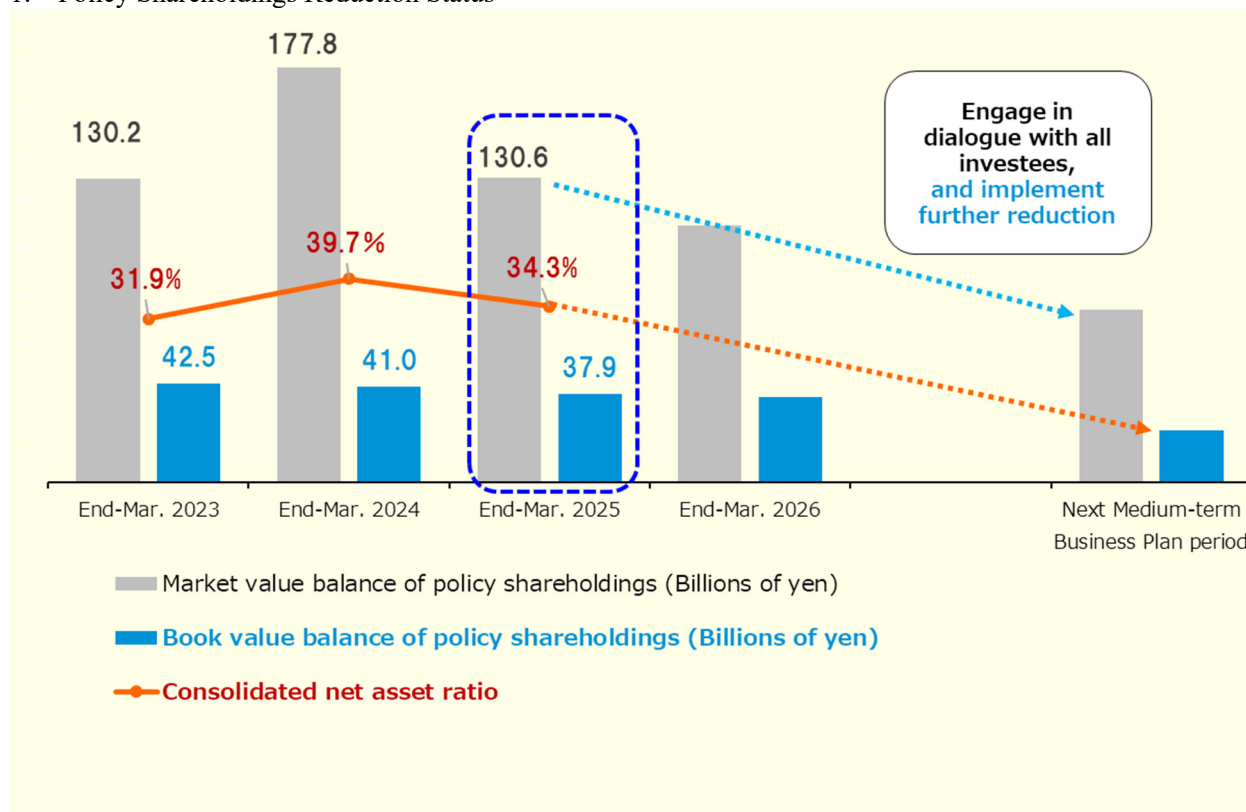
<Reference>

About the Policy on the Reduction of Policy Shareholdings

From the perspective of promoting the reduction of policy shareholdings, in November 2023, the Bank announced the target to reduce the book value of policy shareholdings by 5.0 billion yen from the figure in March 31, 2023 by March 31, 2026.

As of March 31, 2025, the Bank has reduced its policy shareholdings by 4.6 billion yen in book value compared to the figure as of March 31, 2023, and expects to achieve the target in early fiscal year 2026.

1. Policy Shareholdings Reduction Status



2. Future Reduction Policy

- The Bank has focused up until now on reducing holdings of stocks issued by companies headquartered outside Hokkaido, but moving forward, we will engage in dialogue with all issuers, including those headquartered within Hokkaido, and consider plans for further reduction.
- For stocks for which consent to sell has been obtained, the Bank will reclassify them as pure investment shares as appropriate, and will proceed with their sale.
- The proceeds from such sales will be allocated to growth investments and shareholder returns, etc., in order to contribute to the improvement of ROE and PBR.