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May 12, 2025

To Whom It May Concern

Company Name: Hokuhoku Financial Group Inc.
Representative: Representative Director, President Hiroshi Nakazawa
Head office address: 1-2-26 Tsutsumicho-dori, Toyama-city, Toyama
(Code Number: 8377, Tokyo Stock Exchange Prime Market, Sapporo Securities Exchange)
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Notice Regarding Changes in Executives of Hokuhoku Financial Group

At the respective Board of Directors meetings held on May 12, 2025, of the companies belonging to Hokuhoku Financial Group, executive changes detailed below have been tentatively approved. Directors and corporate auditors for each company will be officially decided at the Ordinary General Meeting of Shareholders scheduled for June 20, 2025, and subsequent Board of Directors and Auditors meetings.

Details

【Hokuhoku Financial Group Inc. 】

1. Changes in Directors (effective June 20, 2025)

(1) Candidate for Newly Appointed Director (Non-Audit Committee Member)

Tomoo Aida (currently, Director and Managing Executive Officer of the Hokkaido Bank, Ltd.)

(2) Retiring Directors

Yoshimasa Takada (currently, Director of the Hokuhoku Financial Group, Inc. and Representative Director and Deputy President of the Hokkaido Bank, Ltd.)

Yoshikazu Sakamoto (currently, Director of the Hokuhoku Financial Group, Inc. and Director and Managing Executive Officer of the Hokuriku Bank, Ltd.)
Scheduled to become President and Representative Director of Tsutsumi Estate Co., Ltd.

Taro Nishino (currently, Director of the Hokuhoku Financial Group, Inc., Director and Managing Executive Officer of the Hokkaido Bank, Ltd. and Executive Officer of the Hokuriku Bank, Ltd.)

(3) Candidates for Newly Appointed Directors Serving as Audit Committee Members

Yukihiro Matsuwara (currently, General Manager of Human Resources Division and Corporate Planning Division of the Hokuriku Bank, Ltd. and General Manager of Human Resources Division of the Hokkaido Bank, Ltd.)

Hiroko Okumura (currently, Audit Member (External) of the Hokuriku Bank, Ltd. and Baba & Sawada Law Office as a lawyer)

※Ms. Okumura is candidate for external director. Upon appointment, she will be notified as independent officer as defined by the Tokyo Stock Exchange and Sapporo Securities Exchange regulations.

(4) Retiring Directors Serving as Audit Committee Members

Hirokuni Kitagawa (currently, Audit Committee Member of the Hokuohoku Financial Group, Inc.)
Scheduled to become President and Representative Director of the Hokuohoku Services Co., Ltd. and the Hokuriku Hosho Services Co., Ltd.

Masaaki Manabe (currently, Audit Committee Member (External) of the Hokuohoku Financial Group, Inc. and Chairman and Representative Director of the HOKUYAKU TAKEYAMA Holdings, Inc.)

2. Changes in Executive Officers (effective June 20, 2025)

(1) Newly Appointed Executive Officers

Yasukazu Tega (currently, Executive Officer and General Manager of General Operation Division of the Hokuriku Bank, Ltd.)

Shigeo Kouno (currently, Executive Officer and General Manager of Loan Division of the Hokuriku Bank, Ltd.)

Yoshiyuki Ooumi (currently, Executive Officer of the Hokkaido Bank, Ltd.)

Kengo Mizuno (currently, General Manager of Market Finance Division of the Hokuohoku Financial Group, Inc. and General Manager of Market Operation Office of the Hokuriku Bank, Ltd.)

(2) Retiring Executive Officer

Akihiro Tamasaku (currently, Executive Officer of the Hokuohoku Financial Group, Inc., Executive Officer of the Hokuriku Bank, Ltd. and Executive Officer of the Hokkaido Bank, Ltd.)
Scheduled to become Advisor of RYOKI KOGYO Co., Ltd.

【Hokuriku Bank, Ltd.】

1. Changes in Directors (effective June 20, 2025)

(1) Candidates for Newly Appointed Directors

Shigeo Kouno	(currently, Executive Officer and General Manager of Loan Division of the Hokuriku Bank, Ltd.)
Tomoo Aida	(currently, Director and Managing Executive Officer of the Hokkaido Bank, Ltd.)

(2) Retiring Directors

Yoshikazu Sakamoto	(currently, Director and Managing Executive Officer of the Hokuriku Bank, Ltd. and Director of the Hokuhoku Financial Group, Inc.) Scheduled to become President and Representative Director of Tsutsumi Estate Co., Ltd
Tetsuya Yamazaki	(currently, Director and Executive Officer of the Hokuriku Bank, Ltd., Executive Officer of the Hokuhoku Financial Group, Inc. and Director and Executive Officer of the Hokkaido Bank, Ltd.)

(3) Retiring Auditor

Hiroko Okumura	(currently, Audit Member (External) of the Hokuriku Bank, Ltd. and Baba & Sawada Law Office as a lawyer)
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2. Changes in Executive Officers (effective June 20, 2025)

(1) Newly Appointed Executive Officers

Jun Hashimoto	(currently, General Manager of Komatsu Branch and Komatsu Minami Branch of the Hokuriku Bank, Ltd.)
Tomio Nakaie	(currently, General Manager of Sales Planning Division of the Hokuriku Bank, Ltd.)
Kiyokazu Morita	(currently, General Manager of Shinjuku Branch of the Hokuriku Bank, Ltd.)
Kengo Mizuno	(currently, General Manager of Market Operation Office of the Hokuriku Bank, Ltd. and General Manager of Market Finance Division of the Hokuhoku Financial Group, Inc.)
Tomoo Aida	(currently, Director and Managing Executive Officer of the Hokkaido Bank, Ltd.)
Osamu Yamamoto	(currently, Executive Officer of Hokuhoku Financial Group, Inc. and Executive Officer of the Hokkaido Bank, Ltd.)

Yoshiyuki Ooumi (currently, Executive Officer of the Hokkaido Bank, Ltd.)

(2) Promoted Executive Officers

Managing Executive Officer Shigeru Urasaki (currently, Director and Executive officer of the Hokuriku Bank, Ltd., Executive Officer of the Hokuhoku Financial Group, Inc. and Director and Executive officer of the Hokkaido Bank, Ltd.)

Managing Executive Officer Shingo Shimada (currently, Executive Officer, Deputy Head of Tokyo Regional Business Division and General Manager of Tokyo Branch of the Hokuriku Bank, Ltd.)

(3) Retiring Executive Officers

Yoshikazu Sakamoto (currently, Director and Managing Executive Officer of the Hokuriku Bank, Ltd. and Director of the Hokuhoku Financial Group, Inc.)
Scheduled to become President of Tsutsumi Estate Co., Ltd.

Takuya Hatakeyama (currently, Managing Executive Officer and Head of Hokkaido Regional Business Division of the Hokuriku Bank, Ltd.)
Scheduled to become President and Representative Director of Tsutsumi Shoji Co., Ltd.

Koji Kida (currently, Managing Executive Officer and Head of Fukui Regional Business Division and Meihan Regional Business Division of the Hokuriku Bank, Ltd.)
Scheduled to become President and Representative Director of Hokuhoku Capital Co., Ltd.

Akihiro Tamasaku (currently, Executive Officer of the Hokuriku Bank, Ltd., Executive Officer of the Hokuhoku Financial Group, Inc. and Executive Officer of Hokkaido Bank, Ltd.)
Scheduled to become Advisor of RYOKI KOGYO Co., Ltd.

Yosuke Fujioka (currently, Executive Officer and General Manager of Audit Division of the Hokuriku Bank, Ltd. and General Manager of Audit Division of the Hokuhoku Financial Group, Inc.)
Scheduled to become Advisor of TOA Pharmaceuticals Co., Ltd.

Tetsuya Yamazaki (currently, Director and Executive Officer of the Hokuriku Bank, Ltd. Executive Officer of the Hokuhoku Financial Group, Inc. and Director and Executive Officer of the Hokkaido Bank, Ltd.)

Taro Nishino (currently, Executive Officer of the Hokuriku Bank, Ltd., Director of the Hokuhoku Financial Group, Inc. and Director and Managing Executive Officer of the Hokkaido Bank, Ltd.)

【Hokkaido Bank, Ltd】

1. Changes in Directors (effective June 20, 2025)

(1) Candidate for Newly Appointed Director

Osamu Yamamoto (currently, Executive Officer of the Hokkaido Bank, Ltd. and Executive Officer of the Hokuhoku Financial Group, Inc.)

(2) Retiring Director

Akihiro Sasahara (currently, Chairman and Director of the Hokkaido Bank, Ltd.)
Scheduled to become Special Advisor.

2. Changes in Executive Officers (effective June 20, 2025)

(1) Newly Appointed Executive Officers

Shotaro Inugai (currently, General Manager of Third Corporate Sales Division)

Yasukazu Tega (currently, Executive Officer and General Manager of General Operation Division of the Hokuriku Bank, Ltd.)

Shigeo Kouno (currently, Executive Officer and General Manager of Loan Division of the Hokuriku Bank, Ltd.)

Kengo Mizuno (currently, General Manager of Market Finance Division of the Hokuhoku Financial Group, Inc. and General Manager of Market Operation Office of the Hokuriku Bank, Ltd.)

(2) Promoted Executive Officers

Tetsuya Yamazaki (currently, Director and Executive Officer of the Hokkaido Bank, Ltd., Executive Officer of the Hokuhoku Financial Group, Inc. and Director and Executive Officer of the Hokuriku Bank, Ltd.)

Masayuki Nishizawa (currently, Executive Officer, Sales Representative of Sapporo, Ishikari and Sorachi Region and Manager of Corporate Sales Division of the Hokkaido Bank, Ltd.)

(3) Retiring Executive Officers

Etsuro Yarimizu (currently, Managing Executive Officer, Sales Representative of Donan Region and General Manager of the Hakodate branch of the Hokkaido Bank, Ltd.)
Scheduled to become Senior Managing Officer and Director of the Hokkaido Real Estate Co., Ltd.

Naohiro Maeda

(currently, Managing Executive Officer of the Hokkaido Bank, Ltd.)

Scheduled to become Vice President and Representative Director of the Hokuhoku Tokai Tokyo Securities Co., Ltd.

Akihiro Tamasaku

(currently, Executive Officer of Hokkaido Bank, Ltd.,

Executive Officer of the Hokuhoku Financial Group, Inc. and Executive Officer of the Hokuriku Bank Ltd.)

Scheduled to become Advisor of RYOKI KOGYO Co., Ltd.

【Career Profiles】

1 . Hokuhoku Financial Group Inc.

【Biography of Newly Appointed Director Candidate】

Tomoo Aida

Date of Birth	January 31, 1968
Place of Birth	Hokkaido
April 1990	Joined the Hokkaido Bank, Ltd.
April 2008	General Manager of Date Branch.
July 2012	Area Manager of Hokuei Area and General Manager of Hokuei Branch.
October 2015	Area Manager of Sapporo Station North Exit Area, General Manager of Sapporo Station North Exit Branch, and General Manager of Kosei Sub-Branch of Sapporo Station North Exit Branch.
June 2018	Executive Officer, Tokachi Area Sales Manager, and General Manager of Obihiro Branch.
June 2022	Managing Executive Officer and Head of Corporate Sales Division at the Head Office.
June 2024	Director and Managing Executive Officer (present position).

【Biography of Newly Appointed Director serving as Audit and Supervisory Committee Member Candidate】

Yukihiro Matuwara

Date of Birth	July 23, 1968
Place of Birth	Toyama Prefecture
April 1992	Joined the Hokuriku Bank, Ltd.
April 2012	General Manager of Mikuni Branch.
June 2014	General Manager of Goryokaku Branch.
June 2016	General Manager of Imazato Branch.
June 2018	General Manager of Business Administration Management Division.
June 2019	General Manager of Human Resources Division.
June 2020	General Manager of Shibuya Branch.
June 2022	General Manager of Shimizumachi Branch, Mukogawaramachi Branch, Takaharamachi Branch, Fujinoki Branch, Inarimachi Sub-Branch, and Central Hospital Sub-Branch.
June 2024	General Manager of Human Resources Division and General Manager of Corporate Planning Division (seconded to the Hokkaido Bank, Ltd.) (present position). General Manager of Human Resources Division at the Hokkaido Bank, Ltd. (present position).

Hiroko Okumura

Date of Birth	July 25, 1961
Place of Birth	Fukuoka Prefecture
April 1985	Joined Chase Manhattan Bank.
February 1991	Joined Swiss Union Bank.
May 1994	Joined UBS Securities Co., Ltd. Final Position: Director.
September 1998	Joined Dresdner Kleinwort Securities Co., Ltd. Final Position: Managing Director.
December 2015	Registered as a lawyer.
January 2016	Joined Baba & Sawada Law Office as a lawyer (present position).
June 2024	Auditor (External) of the Hokuriku Bank, Ltd. (present position).

2. Hokuriku Bank, Ltd.

【Biography of Newly Appointed Director Candidates】

Shigeo Kouno	
Date of Birth	November 4, 1969
Place of Birth	Fukui Prefecture
April 1992	Joined the Hokuriku Bank, Ltd.
June 2015	General Manager of Shinmei Branch.
June 2018	General Manager of Nakamura Branch.
June 2020	Deputy Head of Fukui Area Business Division, General Manager of Fukui Branch, General Manager of Fukui Station Sub-Branch, General Manager of Kida Branch and General Manager of Hanando Sub-Branch.
June 2021	General Manager of Loan Division.
June 2024	Executive Officer and General Manager of Loan Division (present position).
Tomoo Aida	As described above

3. Hokkaido Bank, Ltd.

【Biography of Newly Appointed Director Candidate】

Osamu Yamamoto	
Date of Birth	December 16, 1966
Place of Birth	Hokkaido
April 1991	Joined the Hokkaido Bank, Ltd
October 2011	General Manager of Toya Branch.
October 2013	Assistant Officer for Sales in the Dohoku Area and General Manager of Rumoi Branch.
April 2014	General Manager of Rumoi Branch.
April 2016	General Manager of Iwamizawa Branch.
June 2018	Area Manager of Minami Ichijo Area and General Manager of Minami Ichijo Branch.
May 2020	General Manager of Loan Division.
April 2021	General Manager of Loan Division and General Manager of Loan Support Office within the Loan Division.
January 2022	Officer, General Manager of Loan Division, and Manager of Loan Support Office within the Loan Division.
June 2022	Executive Officer, Sales Manager for the Doto Area, and General Manager of Kushiro Branch.
June 2024	Executive Officer (present position). Executive Officer of the Hokuhoku Financial Group, Inc (present position).

【Reference: Executive Structure】

1. Hokuoku Financial Group, Inc.

Board of Directors

Representative Director and President	Hiroshi Nakazawa
Representative Director and Vice President	Yuji Kanema
Director	Masahiko Kobayashi
Director (Newly Appointed)	Tomoo Aida
Director	Naohisa Otsuka
Audit Committee Member (Full-time)	Yukihiro Matsuwara
(Newly Appointed)	
Audit Committee Member (External)	Kaoru Funamoto
Audit Committee Member (External)	Marie Ogawa
Audit Committee Member (External)	Yutaka Yokoi
Audit Committee Member (External)	Shinya Makino
Audit Committee Member (External)	Hiroko Okumura
(Newly Appointed)	

Executive Officers

Executive Officer	Shigeru Urasaki
Executive Officer	Tetsuya Yamazaki
Executive Officer	Tsuyoshi Tatsushima
Executive Officer	Osamu Yamamoto
Executive Officer (Newly Appointed)	Yasukazu Tega
Executive Officer (Newly Appointed)	Shigeo Kouno
Executive Officer (Newly Appointed)	Yoshiyuki Ooumi
Executive Officer (Newly Appointed)	Kengo Mizuno

2. Hokuriku Bank, Ltd.

Board of Directors

Representative Director and Chairman	Eishin Ihori
Representative Director and President	Hiroshi Nakazawa
Director	Masahiko Kobayashi
Director	Tsuyoshi Tatsushima
Director	Shigeru Urasaki
Director	Naohisa Otsuka
Director (Newly Appointed)	Shigeo Kouno
Director (Newly Appointed)	Tomoo Aida
Director (External)	Koetsu Yamazaki

Audit Committee

Audit Member (Full-time)	Yasushi Numata
Audit Member (External)	Seiichiro Yagi
Audit Member (External)	Susumu Kyuwa

Executive Officers

Chairman Executive Officer	Eishin Ihori
President Executive Officer	Hiroshi Nakazawa
Senior Managing Executive Officer	Masahiko Kobayashi
Managing Executive Officer	Tsuyoshi Tatsushima
Managing Executive Officer	Katsuya Morita
Managing Executive Officer	Nakaba Kurokawa
Managing Executive Officer (Promoted)	Shigeru Urasaki
Managing Executive Officer (Promoted)	Shingo Shimada
Executive Officer	Naohisa Otsuka
Executive Officer	Shigeo Kouno
Executive Officer	Yasukazu Tega
Executive Officer	Masaru Sumitani
Executive Officer	Sadakazu Maeda
Executive Officer	Shintaro Yamaguchi
Executive Officer (Newly Appointed)	Jun Hashimoto
Executive Officer (Newly Appointed)	Tomio Nakaie
Executive Officer (Newly Appointed)	Kiyokazu Morita
Executive Officer (Newly Appointed)	Kengo Mizuno
Executive Officer (Newly Appointed)	Tomoo Aida
Executive Officer (Newly Appointed)	Osamu Yamamoto
Executive Officer (Newly Appointed)	Yoshiyuki Oumi

3. Hokkaido Bank, Ltd.

Board of Directors

Representative Director and President	Yuji Kanema
Representative Director and Deputy President	Yoshimasa Takada
Director	Tetsuya Yamazaki
Director	Tomoo Aida
Director	Taro Nishino
Director (Newly Appointed)	Osamu Yamamoto
Director	Shigeru Urasaki

Audit Committee

Audit Member (Full-time)	Makoto Suzuki
Audit Member (External)	Shuji Iwamura
Audit Member (External)	Satoshi Tiba
Audit Member (External)	Chikako Igarashi

Executive Officers

President Executive Officer	Yuji Kanema
Vice President Executive Officer	Yoshimasa Takada
Managing Executive Officer	Tomoo Aida
Managing Executive Officer	Yukiya Onishi
Managing Executive Officer	Taro Nishino
Managing Executive Officer	Masayuki Hirakawa
Managing Executive Officer (Promoted)	Tetsuya Yamazaki
Managing Executive Officer (Promoted)	Masayuki Nishizawa
Executive Officer	Kazuyuki Numata
Executive Officer	Osamu Yamamoto
Executive Officer	Yasunori Sato
Executive Officer	Takehiko Higashida
Executive Officer	Kohei Kitagawa
Executive Officer	Yoshiyuki Ooumi
Executive Officer	Katsunori Hori
Executive Officer	Noriyoshi Motegi
Executive Officer (Newly Appointed)	Shotaro Inugai
Executive Officer	Shigeru Urasaki
Executive Officer	Tsuyoshi Tatsushima
Executive Officer	Naohisa Otuka
Executive Officer	Shintaro Yamaguchi
Executive Officer (Newly Appointed)	Yasukazu Tega
Executive Officer (Newly Appointed)	Sigeo Kouno
Executive Officer (Newly Appointed)	Kengo Mizuno

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