

Notes:

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May 11, 2026

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 11, 2026, 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 23, 2026, and subsequent Board of Directors and Auditors meetings.

Details

【Hokuhoku Financial Group Inc. 】

1. Changes in Directors (effective June 23, 2026)

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

Miyuki Egusa (currently, General Manager of Sales Management Division of the Hokuriku Bank, Ltd.)

Mariko Bando (currently, Chancellor of the Showa Women's University)

※Ms. Bando 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.

(2) Retiring Director

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

2. Changes in Executive Officers (effective June 23, 2026)

(1) Newly Appointed Executive Officers

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

Sadakazu Maeda (currently, Executive Officer and Head of Fukui Area Business Division of the Hokuriku Bank, Ltd.)

Shigekazu Minamikawa (currently, General Manager of the Sapporo Branch of the Hokuriku Bank, Ltd.)

(2) Retiring Executive Officer

Yasukazu Tega (currently, Executive Officer of the Hokuhoku Financial Group, Inc., Executive Officer of the Hokuriku Bank, Ltd., and Executive Officer of the Hokkaido Bank, Ltd.)

【Hokuriku Bank, Ltd.】

1. Changes in Auditor (effective June 23, 2026)

(1) Candidate for Newly Appointed Auditor

Toshihiko Kitamura (currently, General Manager of Compliance Management Division and General Manager of Customer Consultation Office of the Hokuriku Bank, Ltd.)

(2) Retiring Auditor

Yasushi Numata (currently, Audit Member (Full-time) of the Hokuriku Bank, Ltd.)
Scheduled to become President and Representative Director of Hokugin Lease Co., Ltd.

2. Changes in Executive Officers (effective June 23, 2026)

(1) Newly Appointed Executive Officers

Shigekazu Minamikawa (currently, General Manager of the Sapporo Branch of the Hokuriku Bank, Ltd.)

Miyuki Egusa (currently, General Manager of Sales Management Division of the Hokuriku Bank, Ltd.)

(2) Promoted Executive Officers

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

Managing Executive Officer Masaru Sumitani (currently, Executive Officer and Head of Takaoka Area Business Division of the Hokuriku Bank, Ltd.)

Managing Executive Officer Jun Hashimoto (currently, Executive Officer, Deputy Head of Fukui Area Business Division and General Manager of Komatsu Branch of the Hokuriku Bank, Ltd.)

(3) Retiring Executive Officers

Katsuya Morita (currently, Managing Executive Officer and Head of Ishikawa Area Business Division of the Hokuriku Bank, Ltd.)
Scheduled to become President and Representative Director of Hokuhoku Tokai Tokyo Securities Co., Ltd.

Shintaro Yamaguchi (currently, Executive Officer, Executive Officer of the Hokkaido Bank, Ltd., and President and Representative Director of Hokuhoku Consulting Co., Ltd.)

Scheduled to become Director and Managing Executive Officer
of Hokuriku Computer Service Co., Ltd.

【Hokkaido Bank, Ltd】

1. Changes in Directors (effective June 23, 2026)

(1) Candidate for Newly Appointed Director

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

(2) Retiring Director

Taro Nishino (currently, Director and Managing Executive Officer of the Hokkaido Bank, Ltd.)
Scheduled to become President of Asbic Co., Ltd.

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

(3) Candidate for Newly Appointed Auditor

Shinya Ide (currently, Officer, General Manager of Human Resources Division of the Hokkaido Bank, Ltd.)

(4) Retiring Auditor

Makoto Suzuki (currently, Audit Member (Full-time) of the Hokkaido Bank, Ltd.)
Scheduled to become President of Sapporo TV Tower Co., Ltd.

2. Changes in Executive Officers (effective June 23, 2026)

(1) Newly Appointed Executive Officers

Mitsuhiro Suzuki (currently, Officer, General Manager of Corporate Planning Division of the Hokkaido Bank, Ltd. and Deputy General Manager of Corporate Planning Division of the Hokuhoku Financial Group, Inc.)

Sadakazu Maeda (currently, Executive Officer and Head of Fukui Area Business Division of the Hokuriku Bank, Ltd.)

Shigekazu Minamikawa (currently, General Manager of the Sapporo Branch of the Hokuriku Bank, Ltd.)

Miyuki Egusa (currently, General Manager of Sales Management Division of the Hokuriku Bank, Ltd.)

(2) Promoted Executive Officers

Kazuyuki Numata (currently, Executive Officer, Sales Representative of Iburi and Hidaka Region and General Manager of Tomakomai Branch of the Hokkaido Bank, Ltd.)

Yasunori Sato (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

Yukiya Onishi (currently, Managing Executive Officer, Sales Representative for the Dohoku Area, and General Manager of Asahikawa Branch.
Scheduled to become President of HDC Co., Ltd.

Taro Nishino (currently, Director and Managing Executive Officer of the Hokkaido Bank, Ltd.)
Scheduled to become President of Asbic Co., Ltd.

Masayuki Hirakawa (currently, Managing Executive Officer and Head of Corporate Sales Division at the Head Office of the Hokkaido Bank, Ltd.

Shintaro Yamaguchi (currently, Executive Officer, Executive Officer of the Hokkaido Bank, Ltd. and President and Representative Director of Hokuhoku Consulting Co., Ltd.)
Scheduled to become Director and Managing Executive Officer of Hokuriku Computer Service Co., Ltd.

Yasukazu Tega (currently, Executive Officer of the Hokuhoku Financial Group, Inc., Executive Officer of the Hokuriku Bank, Ltd. and Executive Officer of the Hokkaido Bank, Ltd.)

【Career Profiles】

1 . Hokuhoku Financial Group Inc.

【Biography of Newly Appointed Director Candidates】

Miyuki Egusa

Date of Birth	January 21, 1968
Place of Birth	Nara Prefecture
April 1990	Joined the Sumitomo Corporation.
January 2004	Team Leader of Brand Team, Brand Division, Lifestyle Retail Business Headquarters of the Sumitomo Corporation.
February 2016	Team Leader of Production Team, Public Relations Division and Deputy General Manager of the Sumitomo Corporation.
April 2020	Deputy General Manager of Sustainability Promotion Division and Team Leader of CSR Management Team of the Sumitomo Corporation.
April 2024	Left the Sumitomo Corporation.
May 2024	Joined the Hokuriku Bank, Ltd. General Manager of Corporate Planning Division.
October 2025	General Manager of Sales Management Division (present position).

Mariko Bando

Date of Birth	August 17, 1946
Place of Birth	Toyama Prefecture
July 1969	Joined the Prime Minister's Office.
October 1985	Councillor, Cabinet Secretariat to the Prime Minister and Cabinet Counselor
July 1989	Director, Consumer Statistics Division, Statistics Bureau, Management and Coordination Agency.
July 1994	Director, Gender Equality Office, Cabinet Secretariat to the Prime Minister.
April 1995	Vice Governor of Saitama Prefecture.
June 1998	Consul-General of Japan in Brisbane, Commonwealth of Australia.
January 2001	Director-General, Gender Equality Bureau, Cabinet Office.
October 2003	Director of the Showa Women's University.
April 2007	President of the Showa Women's University.
April 2014	Chairman of the Showa Women's University.
July 2016	Chancellor of the Showa Women's University (present position).
June 2017	Director (External) of MS&AD Insurance Group Holdings. Management Committee Member, The Norinchukin Bank.
December 2019	Director (External) of Mitsubishi Research Institute, Inc.(present position).
March 2023	Director (External) of ITOKI Co., Ltd (present position).

2. Hokuriku Bank, Ltd.

【Biography of Newly Appointed Auditor Candidate】

Toshihiko Kitamura

Date of Birth	December 24, 1966
Place of Birth	Ishikawa Prefecture
April 1989	Joined the Hokuriku Bank, Ltd.
April 2010	General Manager of Osawano Branch.
January 2012	Deputy General Manager of Komatsu Branch.
June 2012	General Manager of Takayama Branch.
January 2014	General Manager of Direct Channel Office, Sales Promotion Division and General Manager of Hokugin Direct Branch.
January 2015	General Manager of Public Relations and CSR Office, Corporate Planning Division.
April 2017	General Manager of Toyama Minami-Chuo Branch, Toyama Ichiba Sub-Branch and Toyama City Hospital Sub-Branch.
June 2019	General Manager of Yokohama Branch.
June 2021	General Manager of Compliance Management Division and General Manager of Customer Consultation Office (present position).

3. Hokkaido Bank, Ltd.

【Biography of Newly Appointed Director Candidate】

Naohisa Otsuka	
Date of Birth	February 8, 1968
Place of Birth	Toyama Prefecture
April 1990	Joined the Hokuriku Bank, Ltd.
January 2014	General Manager of Human Capital Strategy Office, Business Administration Management Division.
June 2015	Deputy General Manager of Tokyo Branch.
January 2017	General Manager of Shinjyuku Branch.
January 2019	General Manager in charge of Integrated Risk Management Division.
October 2020	General Manager of Integrated Risk Management Division.
June 2022	Executive Officer, General Manager of Integrated Risk Management Division.
	General Manager of Risk Management Division of the Hokuhoku Financial Group Inc.
January 2023	Executive Officer of the Hokuriku Bank, Ltd.
June 2023	Executive Officer of the Hokuhoku Financial Group Inc.
June 2024	Director of the Hokuhoku Financial Group Inc (present position).
	Director and Executive Officer of the Hokuriku Bank, Ltd (present position).
	Executive Officer of the Hokkaido Bank, Ltd (present position).

【Biography of Newly Appointed Auditor Candidate】

Shinya Ide	
Date of Birth	September 24, 1970
Place of Birth	Tokyo Metropolis
April 1993	Joined the Hokkaido Bank, Ltd.
April 2015	General Manager of Kitahiroshima Branch.
June 2018	General Manager of Head Office Sales Division
September 2022	Senior Research Officer, Sales Planning Division.
February 2023	Senior Research Officer, Corporate Planning Division
July 2024	General Manager of Human Resources Division.
October 2025	Officer, General Manager of Human Resources Division (present position).

【Reference: Executive Structure】

1. Hokuhoku Financial Group, Inc.

Board of Directors

Representative Director and President	Hiroshi Nakazawa
Representative Director and Vice President	Yuji Kanema
Director	Masahiko Kobayashi
Director	Tomoo Aida
Director (Newly Appointed)	Miyuki Egusa
Director (External) (Newly Appointed)	Mariko Bando
Audit Committee Member (Full-time)	Yukihiro Matsuwara
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

Executive Officers

Executive Officer	Tsuyoshi Tatsushima
Executive Officer	Shigeru Urasaki
Executive Officer	Tetsuya Yamazaki
Executive Officer	Osamu Yamamoto
Executive Officer	Shigeo Kouno
Executive Officer	Yoshiyuki Ooumi
Executive Officer	Kengo Mizuno
Executive Officer (Newly Appointed)	Naohisa Otsuka
Executive Officer (Newly Appointed)	Sadakazu Maeda
Executive Officer (Newly Appointed)	Shigekazu Minamikawa

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	Shigeo Kouno
Director	Tomoo Aida
Director (External)	Koetsu Yamazaki

Audit Committee

Audit Member (Full-time)(Newly Appointed)	Toshihiko Kitamura
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	Shigeru Urasaki
Managing Executive Officer	Nakaba Kurokawa
Managing Executive Officer	Shingo Shimada
Managing Executive Officer (Promoted)	Yasukazu Tega
Managing Executive Officer (Promoted)	Masaru Sumitani
Managing Executive Officer (Promoted)	Jun Hashimoto
Executive Officer	Naohisa Otsuka
Executive Officer	Sadakazu Maeda
Executive Officer	Shigeo Kouno
Executive Officer	Tomio Nakaie
Executive Officer	Kiyokazu Morita
Executive Officer	Kengo Mizuno
Executive Officer (Newly Appointed)	Shigekazu Minamikawa
Executive Officer (Newly Appointed)	Miyuki Egusa
Executive Officer	Tomoo Aida
Executive Officer	Osamu Yamamoto
Executive Officer	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	Osamu Yamamoto
Director (Newly Appointed)	Naohisa Otsuka

Audit Committee

Audit Member (Full-time)(Newly Appointed)	Shinya Ide
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	Tetsuya Yamazaki
Managing Executive Officer	Masayuki Nishizawa
Managing Executive Officer (Promoted)	Kazuyuki Numata
Managing Executive Officer (Promoted)	Yasunori Sato
Executive Officer	Osamu Yamamoto
Executive Officer	Takehiko Higashida
Executive Officer	Kohei Kitagawa
Executive Officer	Yoshiyuki Oumi
Executive Officer	Katsunori Hori
Executive Officer	Noriyoshi Motegi
Executive Officer	Shotaro Inugai
Executive Officer (Newly Appointed)	Mitsuhiro Suzuki
Executive Officer	Shigeru Urasaki
Executive Officer	Tsuyoshi Tatsushima
Executive Officer	Naohisa Otsuka
Executive Officer	Sigeo Kouno
Executive Officer	Kengo Mizuno
Executive Officer (Newly Appointed)	Sadakazu Maeda
Executive Officer (Newly Appointed)	Shigekazu Minamikawa
Executive Officer (Newly Appointed)	Miyuki Egusa

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