

This is a partial translation of the original Japanese “Convocation Notice of the 23rd Ordinary General Meeting of Shareholders”, prepared for the convenience of non-resident shareholders. In case of any discrepancy between any part of this translation and the original Japanese text, the Japanese original shall prevail. The Company assumes no responsibility for this translation or for direct, indirect or any other forms of damages arising from the translation.

Securities Code: 8377

June 1, 2026

Dear Shareholders:

Hiroshi Nakazawa
President
Hokuhoku Financial Group, Inc.
1-2-26 Tsutsumicho-dori, Toyama-city, Toyama

Convocation Notice of the 23rd Ordinary General Meeting of Shareholders

This is to inform you that the 23rd Ordinary General Meeting of Shareholders of Hokuhoku Financial Group, Inc. (“the Company”) will be held as described below. In convening this General Meeting of Shareholders, the Company has taken measures to electronically provide the matters subject to the electronic provision measures, which constitute the content of the reference documents for the General Meeting of Shareholders, etc., and has posted the matters subject to the electronic provision measures on the website as Convocation Notice of the 23rd Ordinary General Meeting of Shareholders. To review the information, please access any of the following websites.

[Hokuhoku Financial Group website (“the Company’s website”)]

<https://www.hokuhoku-fg.co.jp/stocks/generalmeeting/>

[Tokyo Stock Exchange website (Listed Company Search) (“TSE website”)]

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

(Please access TSE website, and search by “Issue name” (Hokuhoku Financial Group) or “Code” (8377), select “Basic information” and then “Documents for public inspection/PR information” to review

If you are unable to attend the meeting, you may exercise your voting rights in writing or by electromagnetic method (via the Internet etc.). Please exercise voting rights after careful examination of the Reference Documents for the General Meeting of Shareholders by 5:00 p.m., on Monday, June 22, 2026.

1. Date and time: Tuesday, June 23, 2026 at 10:00 a.m.

2. Place: 6th floor Conference Room
Head office of The Hokuriku Bank, Ltd.
1-2-26 Tsutsumicho-dori, Toyama-city, Toyama

3. Agenda:

Matters to be reported:

The 23rd business year (April 1, 2025 through March 31, 2026) Business Report, the Non-Consolidated Financial Statements, the Consolidated Financial Statements, and the Audit Report on Consolidated Financial Statements by the Accounting Auditor and the Audit and Supervisory Committee.

Matters to be resolved:

- Proposal 1: Appropriation of Surplus
- Proposal 2: Reduction of Capital Reserve
- Proposal 3: Partial Amendment to the Articles of Incorporation
- Proposal 4: Election of Six (6) Directors (Excluding Directors serving as Audit and Supervisory Committee Members)
- Proposal 5: Election of Three (3) Directors serving as Audit and Supervisory Committee Members

◎For this General Meeting of Shareholders, the Company has sent all shareholders the documents providing the matters subject to the electronic provision measures, regardless of whether a request for the delivery for the documents is made or not. Among the matters subject to the electronic provision measures, the following matters are not provided in the documents delivered to shareholders under the provisions of laws and regulations and Articles of Incorporation of the Company.

In addition, the Audit and Supervisory Committee and Accounting Auditor audit on audit target documents that include the following matters.

(i) Business Report

- Matters Regarding the Current Condition of the Company (employees of the group, principal business offices of the group, and other important matters of the group)
- Matters Regarding Corporate Officers (liability limitation agreement, compensation agreement, and directors liability insurance agreement)
- Matters Regarding Company Shares
- Matters Regarding Stock Acquisition Rights, etc. of the Company
- Matters Regarding the Accounting Auditor
- Basic Policy on Persons who Control Decisions on Financial and Business Policies
- System to Ensure Appropriate conduct of Operations
- Matters regarding special wholly Owned Subsidiary
- Transactions with Parent Company, etc.
- Matters Regarding Accounting Advisors
- Other Matters

(ii) Consolidated Financial Statements

(iii) Non-consolidated Financial Statements

(iv) Audit Report

◎Should any amendments be made to the matters subject to the electronic provision measures, the Company will post the notice to that effect with matters before and after the amendment on the Company's website and TSE website.

◎If you wish to exercise your voting rights through a proxy, you must appoint only one (1) proxy from shareholders with voting rights and submit a letter of attorney attached with the Voting Rights Exercise Form to the receptionist. Please note that non-shareholders cannot attend the meeting. (Excludes accompanying persons with physically disabled shareholders.)

4. Exercise of Voting Rights

- (1) If you attend the meeting, please present the enclosed Voting Rights Exercise Form to the reception desk.
- (2) If you are unable to attend the meeting, please exercise voting rights by any of the following methods.

A. Exercise of Voting Rights in Writing

Please indicate your approval or disapproval of the proposals on the Voting Rights Exercise Form enclosed herewith, and send back to arrive by 5:00 p.m., on Monday, June 22, 2026.

B. Exercise of Voting Rights by Electromagnetic Method (via the Internet, etc.)

Exercise your voting rights by following the instructions described below. Your voting rights are to be exercised by 5:00 p.m., on Monday, June 22, 2026.

Guidance Notes on filling in the Voting Rights Exercise Form

Please indicate for or against about each proposal.

<Company Proposals>

Proposal 1, 2 and 3

When you are for the proposed proposal, mark in the “for” box, and when you are against the proposal, mark in the “against” box.

Proposals 4 and 5

When you are for all of the proposed persons in the proposal, mark in the “for” box, and when you are against all in the proposal, mark in the “against” box.

If you are against certain candidates, mark in the “for” box, and also write the candidate number for each candidate you are against inside the parentheses.

- Ⓒ No indication on the voting form of your approval or disapproval for any proposal shall be treated as an indication of approval.
- Ⓒ If you send Voting Rights Exercise Form multiple times, the last vote cast shall be treated as the valid vote.
- Ⓒ If you exercise your voting rights by electromagnetic method more than once, the last vote cast shall be the valid vote.
- Ⓒ If you exercise your voting rights both by mail (in writing) and by electromagnetic method (via the Internet), we will only accept, as effective, the exercise of your voting rights via the Internet.

Guidance Notes on the Exercise of Voting Rights by the Internet

1. You can access the Voting Rights Exercise Website by scanning the QR code without entering your Code and Password.

- (1) Scan the QR Code at the lower right-hand side of the Voting Rights Exercise Form.
※ 「QR Code」 is registered trade mark of DENSO WAVE INCORPORATED
- (2) Tap the “Go to Voting Rights Exercise Website” button at the top of the “Smart SR” screen. And enter for or against following the directions on the website.
- (3) You can exercise your voting rights only one time by scanning the QR Code to log in.
If you exercise your voting rights more than once, follow the instructions below to access the Voting Rights Exercise Website.

2. You can access the Voting Rights Exercise Website by entering your Code and Password

Voting Rights Exercise Website: <https://soukai.mizuho-tb.co.jp/>

- (1) Access the Voting Rights Exercise Website.
- (2) Enter the Code for the Exercise of Voting Rights described on the Voting Rights Exercise Form, and click the “next” button.
- (3) Enter the Password described on the Voting Rights Exercise Form, and register your new password.
- (4) Then, please indicate whether you are for or against each of the items following the directions on the website.

Reference: Exercise of Voting Rights via the electronic voting platform

Institutional investors may use the electronic voting platform for institutional investors operated by Investor Communications Japan, Inc.

Reference Documents

Proposal 1: Appropriation of Surplus

Our dividend policy is to ensure financial foundation and stable distribution of dividends, aiming for medium to long-term growth and improvement of corporate value of the group. We propose the year-end dividend of JPY 65.00 per common share as below, considering the business results of this fiscal year.

(1) Type of dividend property: Cash

(2) Matters concerning the allocation and total amount of dividend property :

	(Dividend per share)	(Dividend amount)
Common shares	¥65.00	¥7,829,926,325

(Notes) As we paid interim dividend of JPY 45.00 per share in December last year, the annual dividend for the current fiscal year will be JPY 110.00 per share, an increase of JPY 60.00 from the previous fiscal year. The total amount of interim dividends paid is ¥5,464,041,480.

(3) Date on which dividends from surplus shall be effective: Wednesday, June 24, 2026

(Reference) Our return policy

We are committed to returning value to shareholders by striving to expand our management base for medium- to long- term growth and making it our basic policy to provide stable dividends.

Specifically, we aim to increase the total common shares return ratio, including flexible share buybacks, to 40% by fiscal year 2027, thereby improving shareholder returns and capital efficiency.

Proposal 2: Reduction of Capital Reserve

In order to ensure agility and flexibility in future capital policies, the Company proposes to reduce the amount of its capital reserve and transfer it to other capital surplus, pursuant to the provisions of Article 448, Paragraph 1 of the Companies Act.

1. Amount of capital reserve to be reduced

Of the capital reserve of JPY 82,034,757,398, the Company will reduce JPY 64,311,007,398 and transfer the same amount to other capital surplus.

2. Effective date of the reduction of the amount of capital reserve

Friday, July 31, 2026

Proposal 3: Partial Amendment to the Articles of Incorporation

1. Reasons for proposal

In connection with the cancellation on December 30, 2025 of 42,983,000 shares of 1st series Class 5 preferred shares, the Company will reduce the total number of authorized shares, delete provisions regarding the Class 5 preferred shares, and establish supplementary provisions regarding the exclusion period for preferred dividends.

2. Details of the Amendment

The details are as shown below.

This proposal for amendments to the Articles of Incorporation shall take effect at the conclusion of this General Meeting of Shareholders.

(Underlined portions indicate changes)

Current Articles of Incorporation	Proposed Amendment
<p style="text-align: center;">Chapter 2 Shares</p> <p>(Total Number of Authorized Shares) Article 5. The total number of authorized shares of the Company shall be <u>390,000,000</u> shares. <u>The total number of authorized shares of each class shall be 280,000,000 shares for Common Shares and 110,000,000 shares for Class 5 Preferred Shares.</u></p>	<p style="text-align: center;">Chapter 2 Shares</p> <p>(Total Number of Authorized Shares) Article 5. The total number of authorized shares of the Company shall be <u>280,000,000</u> shares.</p>
<p>(Number of Shares per Unit) Article 6. The number of shares per unit of the Company shall be 100 shares for <u>Common Shares and 1,000 shares for Preferred Shares.</u></p>	<p>(Number of Shares per Unit) Article 6. The number of shares per unit of the Company shall be 100 shares.</p>
<p style="text-align: center;">Chapter 3 Preferred Shares</p> <p>(Preferred Dividends) <u>Article 10. When the Company pays dividends from surplus as set forth in Article 43, it shall pay to shareholders of Preferred Shares (hereinafter referred to as “Preferred Shareholders”) or registered pledgees of Preferred Shares (hereinafter referred to as “Registered Preferred Stock Pledgees”), in priority to shareholders of Common Shares (hereinafter referred to as “Common Shareholders”) or registered pledgees of Common Shares (hereinafter referred to as “Registered Common Stocks Pledgees”), dividends from surplus in an amount determined by a resolution of a General Meeting of Shareholders pursuant to the provisions of Article 353 of the former Commercial Code in a company that becomes a wholly-owned subsidiary, or by a resolution of the Board of Directors at the time of issuance of said Preferred Shares (hereinafter referred to as “Preferred Dividends”), up to the following amounts</u> <u>50 yen per year per share of Class 5 Preferred Shares.</u></p>	<p>(Deleted) (Deleted)</p>

Current Articles of Incorporation	Proposed Amendment
<p><u>2. If the Company has paid all or part of the Preferred Interim Dividends provided for in the following Article during the relevant fiscal year, the amount of Preferred Dividends shall be the amount after deducting such paid amount.</u></p> <p><u>3. If the amount of dividends from surplus paid to Preferred Shareholders or Registered Preferred Stock pledgees in a given fiscal year does not reach the amount of Preferred Dividends, the deficiency shall not be accumulated in subsequent fiscal years.</u></p> <p><u>4. The Company shall not pay dividends from surplus to Preferred Shareholders or Registered Preferred Stock Pledgees in excess of the Preferred Dividends.</u></p>	
<p><u>(Preferred Interim Dividend)</u> <u>Article 11. When the Company pays interim dividends as set forth in Article 44, it shall pay to Preferred Shareholders or Registered Preferred Stock Pledgees, in priority to Common Shareholders or Registered Common Stock Pledgees, cash in an amount up to one-half of the Preferred Dividends per share of Preferred Shares (referred to in the Article of Incorporation as “Preferred Interim Dividends”) as determined by a resolution of a General Meeting of Shareholders pursuant to the provisions of Article 353 of former Commercial Code in a company that becomes a wholly-owned subsidiary, or by a resolution of the Board of Directors at the time of issuance of said Preferred Shares.</u></p>	(Deleted)
<p><u>(Distribution of Residual Assets)</u> <u>Article 12. When the Company distributes residual assets, it shall pay to Preferred Shareholders or Registered Preferred Stock Pledgees, in priority to Common Shareholders or Registered Common Stock Pledgees, the following amount of cash.</u> <u>500 yen per share of Class 5 Preferred Shares.</u> <u>2. No distribution of residual assets other than the above shall be made to Preferred Shareholders or Registered Preferred Stock Pledgees.</u></p>	(Deleted)

Current Articles of Incorporation	Proposed Amendment
<p><u>(Delivery of Cash in Exchange for Acquisition of Shares with Call Provisions)</u> <u>Article 13. After the issuance of Class 5 Preferred Shares and the lapse of a period determined by a resolution of the Board of Directors at the time of issuance, the Company may, on a date separately determined by the Board of Directors, acquire all or part of said Preferred Shares in exchange for the delivery of cash in an amount deemed appropriate in consideration of the market conditions and the timing determined by said resolution, within the limits set forth in Article 461 of the Companies Act. In the case of acquiring a part of said Preferred Shares, it shall be conducted by lottery or other methods deemed appropriate.</u></p>	(Deleted)
<p><u>(Voting Rights)</u> <u>Article 14. Preferred Shareholders shall not have voting rights at General Meetings of Shareholders. However, Preferred Shareholders shall have voting rights from the time of an Ordinary General Meeting of Shareholders if a proposal for the payment of the full amount of Preferred Dividends is not submitted to such meeting, or from the conclusion of an Ordinary General Meeting of Shareholders if a proposal for the payment of the full amount of Preferred Dividends is rejected at such meeting, until a resolution for the payment of the full amount of Preferred Dividends is made.</u></p>	(Deleted)
<p><u>(Consolidation or Split of Shares, Rights to Subscribe for New Shares, etc.)</u> <u>Article 15. Except as otherwise provided by laws and regulations, the Company shall not consolidate or split Preferred Shares.</u> <u>2. The Company shall not grant Preferred Shareholders any rights to receive allotment of shares for subscription, share acquisition rights for subscription, or bonds with share acquisition rights for subscription.</u></p>	(Deleted)
<p><u>(Exclusion Period for Preferred Dividends)</u> <u>Article 16. The provisions of Article 45 shall apply mutatis mutandis to the payment of Preferred Dividends and Preferred Interim Dividends.</u></p>	(Deleted)
<p>Chapter 4 General Meeting of Shareholders Articles <u>17</u> to <u>22</u>. (Omitted)</p>	Chapter 3 General Meeting of Shareholders Articles <u>10</u> to <u>15</u> . (Unchanged)
<p><u>(General Meeting of Class Shareholders)</u> <u>Article 23. The provisions of Articles 19, 20, and 22 shall apply mutatis mutandis to General Meetings of Class Shareholders.</u></p>	(Deleted)

Current Articles of Incorporation	Proposed Amendment
<p data-bbox="229 174 810 331"><u>2. The provisions of Article 18 shall apply mutatis mutandis to General Meetings of Class Shareholders held on the same day as the Ordinary General Meeting of Shareholders.</u></p> <p data-bbox="229 360 810 427">Chapter 5 Directors and Board of Directors Articles <u>24</u> to <u>35</u>. (Omitted)</p> <p data-bbox="229 456 810 557">Chapter 6 Audit and Supervisory Committee Articles <u>36</u> to <u>38</u>. (Omitted)</p> <p data-bbox="229 586 810 654">Chapter 7 Accounting Auditor Articles <u>39</u> to <u>41</u>. (Omitted)</p> <p data-bbox="229 683 810 750">Chapter 8 Accounting Articles <u>42</u> to <u>45</u>. (Omitted)</p> <p data-bbox="229 779 810 846">Supplementary Provisions Article 1. (Omitted)</p> <p data-bbox="229 875 810 898">(Addition)</p>	<p data-bbox="817 360 1390 427">Chapter 4 Directors and Board of Directors Articles <u>16</u> to <u>27</u>. (Unchanged)</p> <p data-bbox="817 456 1390 557">Chapter 5 Audit and Supervisory Committee Articles <u>28</u> to <u>30</u>. (Unchanged)</p> <p data-bbox="817 586 1390 654">Chapter 6 Accounting Auditor Articles <u>31</u> to <u>33</u>. (Unchanged)</p> <p data-bbox="817 683 1390 750">Chapter 7 Accounting Articles <u>34</u> to <u>37</u>. (Unchanged)</p> <p data-bbox="817 779 1390 846">Supplementary Provisions Article 1. (Unchanged)</p> <p data-bbox="817 875 1390 1180">(Transitional Measures Concerning the Exclusion Period for Preferred Dividends) Article 2. With respect to the exclusion period for preferred dividends and interim preferred dividends that became effective prior the 23rd Annual General Meeting of Shareholders, the provisions of Article 37 of the Articles of Incorporation as amended by the resolution of such Annual General Meeting of Shareholders shall apply mutatis mutandis.</p>

Proposal 4 Election of Six (6) Directors (Excluding Directors serving as Audit and Supervisory Committee Members)

The terms of office of all five (5) Directors (excluding Directors serving as Audit and Supervisory Committee Members; hereinafter referred to as “Director” in this proposal) will expire upon the conclusion of this Ordinary General Meeting of Shareholders. Therefore, in order to ensure greater diversity on the Board of Directors and further enhance its effectiveness, we propose the election of six (6) Directors, including one (1) outside Director.

The Audit and Supervisory Committee has deliberated on this proposal and has notified that each candidate is qualified for the position of Director of the Company.

The candidates for Directors are as follows:

No.	Candidate’s Name		Number of Years in Office	Gender	Current Position at the Company	Number of concurrent positions at listed companies
1	Hiroshi Nakazawa	Reappointment	7	Male	President Member of the Nomination and Compensation Committee	
2	Yuji Kanema	Reappointment	9	Male	Deputy President In charge of SX Promotion Department Deputy in charge of Human Resources Strategy Department Member of the Nomination and Compensation Committee	
3	Masahiko Kobayashi	Reappointment	7	Male	Director In charge of Business Planning Department Deputy in charge of SX Promotion Department	
4	Tomoo Aida	Reappointment	1	Male	Director Deputy in charge of Corporate Planning Department Deputy in charge of SX Promotion Department	
5	Miyuki Egusa	New Appointment	-	Female	-	
6	Mariko Bando Outside Independent	New Appointment	-	Female	-	2


(Notes) No special interests exist between the candidates and the Company.


Outside


Candidate for Outside Director


Independent

Candidate for Independent Director provided for by the Tokyo Stock Exchange and the Sapporo Securities Exchange


No	Name (Date of birth)	Past experience, positions, responsibilities, and significant concurrent positions	Type and Number of Shares of the Company held
1	 <p>Hiroshi Nakazawa (March 21, 1963) Reappointment</p>	<p>April 1986 Joined the Hokuriku Bank, Ltd. April 2005 General Manager of Ninomiya Branch of the said bank June 2007 General Manager of Kotoni Branch of the said bank April 2009 General Manager of Asakusa Branch of the said bank June 2011 General Manager of Fukui Branch of the said bank June 2014 General Manager of Planning Division of the said bank June 2016 Executive Officer and General Manager of Head Office Business Division of the said bank June 2017 Director, Executive Officer and General Manager of Head Office Business Division of the said bank June 2018 Director, Managing Executive Officer and Head of Toyama Regional Business Division of the said bank June 2019 Director of the Company June 2020 Director and Managing Executive Officer of the Hokuriku Bank, Ltd. June 2021 Director, Managing Executive Officer and Head of Tokyo Regional Business Division of the said bank Director of the Company (In charge of Business Planning Department) June 2022 President and Representative Director of the Hokuriku Bank, Ltd. (present position) President of the Company (present position)</p>	<p>Common shares 19,815 shares</p>
<p>Attendance at meetings of the Board of Directors: 11/11 meetings (100%) Attendance at meetings of the Nomination and Compensation Committee: 8/8 meetings (100%)</p>			
<p>(Important concurrent position of other organization) President and Representative Director of the Hokuriku Bank, Ltd.</p>			
<p>(Reasons for election of the candidate for Director) He is well-acquainted with the general business, and has abundant business experience, having been engaged in General Manager and Head of Regional Business Division, as a member of the Group since 1986. Moreover, he has abundant management experience as the President and Representative Director of the Company and the President and Representative Director of the Hokuriku Bank, Ltd. The Company has selected him as a candidate for Director because the utilization, as a member of the Board of Directors, of his experience and expert knowledge is expected to strengthen the effectiveness of the decision-making and supervisory functions of the Board of Directors. (Especially Expected Skills) Corporate management, Regional sales/Consulting, Financial market, Global affairs, IT/DX, GX, Finance, Financial accounting</p>			

No	Name (Date of birth)	Past experience, positions, responsibilities, and significant concurrent positions	Type and Number of Shares of the Company held
2	 <p>Yuji Kanema (June 11, 1964) Reappointment</p>	<p>April 1987 Joined the Hokkaido Bank, Ltd. January 2002 General Manager of Hanakawa Branch of the said bank July 2003 Manager and head of Managerial Planning Group of the said bank October 2005 General Manager of Managerial Planning Division of the said bank July 2011 Supervisor of Toriimae area and General Manager of Toriimae Branch of the said bank April 2013 Executive Officer in charge of sales in Okhotsk Region and General Manager of Kitami Branch of the said bank June 2015 Executive Officer in charge of sales in Sapporo, Ishikari and Sorachi Region of the said bank June 2016 Director, Managing Executive Officer and Head of Planning and Management Section of the said bank June 2017 Director of the Company June 2019 Director of the Company (Deputy in charge of Planning Group and Administration Group) June 2021 Executive Officer of the Hokuriku Bank, Ltd. June 2021 President and Representative Director of the Hokkaido Bank, Ltd. (present position) Deputy President and Representative Director of the Company April 2023 Deputy President and Representative Director of the Company (In charge of SX Promotion Department) June 2025 Deputy President and Representative Director of the Company (In charge of SX Promotion Department and Deputy in charge of Human Resources Strategy Department) (present position)</p>	Common shares 11,719 shares
Attendance at meetings of the Board of Directors: 11/11 meetings (100%) Attendance at meetings of the Nomination and Compensation Committee: 8/8 meetings (100%)			
(Important concurrent position of other organization) President and Representative Director of the Hokkaido Bank, Ltd.			
(Reasons for election of the candidate for Director) He is well-acquainted with the general business, and has abundant business experience, having been engaged in General Manager of Managerial Planning Division and Executive Officer in charge of sales in several regions, as a member of the Group since 1987. Moreover, he has abundant management experience as the Deputy President and Representative Director of the Company and the President and Representative Director of the Hokkaido Bank, Ltd. The Company has selected him as a candidate for Director because the utilization, as a member of the Board of Directors, of his experience and expert knowledge is expected to strengthen the effectiveness of the decision-making and supervisory functions of the Board of Directors. (Especially Expected Skills) Corporate management, HR management, Regional sales/Consulting, Financial market, IT/DX, GX, Finance, Financial accounting			

No	Name (Date of birth)	Past experience, positions, responsibilities, and significant concurrent positions	Type and Number of Shares of the Company held
3	 <p>Masahiko Kobayashi (January 4, 1964) Reappointment</p>	<p>April 1987 Joined the Hokuriku Bank, Ltd. January 2006 Deputy General Manager of Asahikawa Branch of the said bank June 2007 General Manager of Obihiro Branch of the said bank June 2010 General Manager of Kanazawa Minami Chuo Branch of the said bank June 2012 General Manager of Shinjuku Branch of the said bank June 2014 General Manager of Sapporo Branch of the said bank June 2016 General Manager of Planning Division of the said bank June 2017 Executive Officer and General Manager of Planning Division of the said bank June 2019 Director and Managing Executive Officer of the said bank Director of the Company (In charge of Planning Group and Administration Group) Executive Officer of the Hokkaido Bank, Ltd. June 2021 Director of the Company (In charge of Corporate Planning Department) June 2022 Director of the Company (In charge of Business Planning Department) June 2023 Director and Senior Managing Executive Officer of the Hokuriku Bank, Ltd. (present position) Director of the Company (In charge of Business Planning Department and Deputy in charge of SX Promotion Department) (present position)</p>	Common shares 13,700 shares
Attendance at meetings of the Board of Directors: 11/11 meetings (100%)			
(Important concurrent position of other organization) Director and Senior Managing Executive Officer of the Hokuriku Bank, Ltd.			
(Reasons for election of the candidate for Director) He is well-acquainted with the general business, and has abundant business experience, having been engaged in business promotion and corporate planning, etc., as a member of the Group since 1987. Moreover, he has abundant management experience as the Director of the Company and the Director and Senior Managing Executive Officer of the Hokuriku Bank, Ltd. The Company has selected him as a candidate for Director because the utilization, as a member of the Board of Directors, of his experience and expert knowledge is expected to strengthen the effectiveness of the decision-making and supervisory functions of the Board of Directors. (Especially Expected Skills) Corporate management, HR management, Regional sales/Consulting, IT/DX, GX, Finance, Financial accounting			

No	Name (Date of birth)	Past experience, positions, responsibilities, and significant concurrent positions	Type and Number of Shares of the Company held
4	 <p>Tomoo Aida (January 31, 1968) Reappointment</p>	<p>April 1990 Joined the Hokkaido Bank, Ltd. April 2008 General Manager of Date Branch of the said bank July 2012 Supervisor of Hokuei area and General Manager of Hokuei Branch of the said bank October 2015 Supervisor 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 of the said bank June 2018 Executive Officer in charge of sales in Tokachi area and General Manager of Obihiro Branch of the said bank June 2022 Managing Executive Officer and Head of Corporate Sales Division at the Head Office of the said bank June 2024 Director and Managing Executive Officer of the said bank (present position) June 2025 Director of the Company (Deputy in charge of Corporate Planning Department and Deputy in charge of SX Promotion Department) (present position) Director and Executive Officer of the Hokuriku Bank, Ltd. (present position)</p>	<p>Common shares 3,996 shares</p>
Attendance at meetings of the Board of Directors: 9/9 meetings (100%)			
(Important concurrent position of other organization) Director and Managing Executive Officer of the Hokkaido Bank, Ltd. Director and Executive Officer of the Hokuriku Bank, Ltd.			
(Reasons for election of the candidate for Director) He is well-acquainted with the general business, and has abundant business experience, having been engaged in General Manager and Executive Officer in charge of sales in several regions, as a member of the Group since 1990. Moreover, he has abundant management experience as the Director of the Company, the Director and Managing Executive Officer of the Hokkaido Bank, Ltd., and the Director and Executive Officer of the Hokuriku Bank, Ltd. The Company has selected him as a candidate for Director because the utilization, as a member of the Board of Directors, of his experience and expert knowledge is expected to strengthen the effectiveness of the decision-making and supervisory functions of the Board of Directors. (Especially Expected Skills) Corporate management, HR management, Regional sales/Consulting, Global affairs, IT/DX, GX, Finance, Financial accounting			

No	Name (Date of birth)	Past experience, positions, responsibilities, and significant concurrent positions	Type and Number of Shares of the Company held
5	 <p>Miyuki Egusa (January 21, 1968) New Appointment</p>	<p>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 March 2024 Left the Sumitomo Corporation May 2024 Joined the Hokuriku Bank, Ltd. General Manager of Corporate Planning Division of the said bank Senior Manager of Corporate Planning Department (Branding Strategy Office) of the Company October 2025 General Manager of Sales Management Division of the Hokuriku bank (present position) Senior Manager of Sales Strategy Department of the Company (present position) June 2026 Executive Officer of the Hokuriku Bank, Ltd. (scheduled) Executive Officer of the Hokkaido Bank, Ltd. (scheduled)</p>	Common shares -
<p>(Important concurrent position of other organization) Executive Officer of the Hokuriku Bank, Ltd.(scheduled) Executive Officer of the Hokkaido Bank, Ltd.(scheduled)</p>			
<p>(Reasons for election of the candidate for Director) Since joining our Group in 2024, she has served in key roles, including General Manager of the Corporate Planning Division and General Manager of the Sales Management Division, and has extensive experience in corporate branding, AI and digital marketing. She also possesses substantial experience and expertise gained in her previous positions. The Company has selected her as a candidate for Director because the utilization, as a member of the Board of Directors, of her experience and expert knowledge is expected to strengthen the effectiveness of the decision-making and supervisory functions of the Board of Directors. (Especially Expected Skills) Corporate management, Regional sales/Consulting, Global affairs, IT/DX, Finance</p>			

No	Name (Date of birth)	Past experience, positions, responsibilities, and significant concurrent positions	Type and Number of Shares of the Company held
6	 <p>Mariko Bando (August 17, 1946) New Appointment <u>Outside Director</u> <u>Independent Director</u></p>	<p>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 of the 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 Chairperson of the Showa Women's University July 2016 Chancellor of the Showa Women's University (present position) June 2017 Outside Director of MS&AD Insurance Group Holdings Management Committee Member of the Norinchukin Bank December 2019 Outside Director of Mitsubishi Research Institute, Inc. (present position) March 2023 Outside Director of ITOKI Co., Ltd (present position)</p>	Common shares -
	<p>(Important concurrent position of other organization) Chancellor of the Showa Women's University Outside Director of Mitsubishi Research Institute, Inc. Outside Director of ITOKI Co., Ltd</p>		
	<p>(Reasons for election of the candidate for Outside Director and summary of expected roles) She has extensive experience and broad insight in the fields of finance and management through her experience in managing an educational institution as the Chairperson of the Showa Women's University as well as her experience serving as an outside officer at financial institution. She has also held a number of key positions, including Director-General of the Gender Equality Bureau, Cabinet Office, and Consul-General of Japan in Brisbane, Commonwealth of Australia, and has been involved in education at the Showa Women's University as the Chancellor, thereby bringing extensive experience and broad insight in the fields of public administration and education as well. The Company has selected her as a candidate for Outside Director because she is expected to contribute to enhancing the effectiveness of both the decision-making and supervisory functions of the Board of Directors from a perspective independent of management, by utilizing her extensive experience and broad insight. Although she has not been directly engaged in the management of a corporation other than as an outside officer during her career, the Company believes that she is well qualified to perform her duties as an Outside Director for the reasons stated above. (Independence of the candidate) She satisfies the Company's standards for determining the independence of Outside Directors. (Especially Expected Skills) Corporate management, HR management, Global affairs</p>		

(Matters to be stated regarding candidates for directors)

The company has entered into a directors and officers liability insurance policy with an insurance company naming all Directors as insured. If Mr. Nakazawa, Mr. Kanema, Mr. Kobayashi, Mr. Aida, Ms. Egusa and Ms. Bando are elected as Directors at this General Meeting of Shareholders, they will be insured under the said insurance policy. The insurance policy shall cover damages that may occur due to the insured officer, etc., assuming responsibility for the execution of his/her duties or receiving claim related to the pursuit of such responsibility. However, there are certain exemptions that are not covered, such as damages caused by his/her violation of laws and regulations. The insurance premiums are fully paid by the company, and the insured does not bear the actual cost of insurance. The insurance policy has a deductible, and any damage up to the deductible will not be covered. The company plans to renew the policy on July 2026, which is in the middle of each candidate's term of office.

(Matters to be stated regarding candidates for outside directors)

(1) Ms. Bando is candidate for Outside Director. The Company shall appoint Ms. Bando as an Independent Director provided for by the Tokyo Stock Exchange and the Sapporo Securities Exchange, subject to the approval of election at this General Meeting of Shareholders.

(2) The Company has entered into liability limitation agreements with Outside Directors to the effect that the Company ensures that Outside Directors shall assume the liability for damages with limits of minimum amount prescribed in Article 425, paragraph 1 of the Companies Act as long as acting in good faith and without gross negligence in performing their duties. If Ms. Bando is elected as Outside Director at this General Meeting of Shareholders, the Company shall sign the said agreement with her.

(Reference)

■ Independence Standards for Outside Directors of the Company

A candidate for Outside Directors shall be, in principle, a person who does not fall under or has not recently fallen under any of the following:

- (i) A person who has the Company or its subsidiary as a major business partner, or a person engaged in the execution of business of a corporation etc., which has the Company or its subsidiary as a major business partner.
- (ii) A person who is a major business partner of the Company or its subsidiary, or a person engaged in the execution of business of a corporation etc., which is a major business partner of the Company or its subsidiary.
- (iii) A consultant, an accounting expert or a legal expert etc., who receives a large amount of money or other property excluding remuneration received as Directors or Corporate Auditors from the Company or its subsidiary.
- (iv) An employee of consulting office, accounting office or law office which has the Company or its subsidiary as major business partner.
- (v) A person who receives large donation from the Company or its subsidiary or a person engaged in the execution of business of a corporation etc., which receives large donation from the Company or its subsidiary.
- (vi) A major shareholder of the Company (shareholder who possesses voting rights more than 10% of that of total shareholders), or a person engaged in the execution of business of a corporation etc., which is a major shareholder of the Company.
- (vii) A close relative of the following person (excluding non-material person)
 - A. A person who falls under any of (i) through (vi) above
 - B. A Director, a Corporate Auditor, an Executive Officer and a material employee of the Company or its subsidiary

The definition of “recently”

“Recently” denotes a time that can be deemed to be substantively the same as the present; for example, a person is not independent if that person was major business partner at the time when the proposal electing that person as an Outside Director was decided.

The definition of “major”

More than 1% of consolidated sales (consolidated gross business profits as for the Company) of the most recent business term

The definition of “corporation etc.”

Institution other than corporation is included

The definition of “large (amount of money or other property, donation)”

More than 10 million yen per year on average over the last 3 years

The definition of “close relative”

Family member within the second degree of kinship

The definition of “non-material person”

A Person who is “material” means an officer or a manager, or a certified public accountant or a lawyer in case that person belongs to an accounting office or a law office.

Proposal 5: Election of Three (3) Directors serving as Audit and Supervisory Committee Members

The terms of office of the three (3) current Directors who are serving as Audit and Supervisory Committee Members will expire upon the conclusion of this Ordinary General Meeting of Shareholders. Therefore, we propose the election of three (3) Directors serving as Members of Audit and Supervisory Committee Members.

The Audit and Supervisory Committee has approved this proposal.

The candidates for Directors serving as Members of Audit and Supervisory Committee Members are as follows:

No.	Candidate's Name		Number of Years in Office (of which, years as a member of the Audit and Supervisory Committee)	Gender	Current Position at the Company	Number of concurrent positions at listed companies
1	Marie Ogawa Outside Independent	Reappointment	4 (4)	Female	Director serving as Audit and Supervisory Committee Member Member of Nomination and Compensation Committee	0
2	Yutaka Yokoi Outside Independent	Reappointment	4 (2)	Male	Director serving as Audit and Supervisory Committee Member Member of Nomination and Compensation Committee	1
3	Shinya Makino Outside Independent	Reappointment	2 (2)	Male	Director serving as Audit and Supervisory Committee Member Member of Nomination and Compensation Committee	1

(Notes) No special interests exist between the candidates and the Company.


Outside

Candidate for Outside Director

Independent

Candidate for Independent Director provided for by the Tokyo Stock Exchange and the Sapporo Securities Exchange

No	Name (Date of birth)	Past experience, positions, responsibilities, and significant concurrent positions	Type and Number of Shares of the Company held
1	 <p>Marie Ogawa (November 22, 1962) Reappointment <u>Outside Director</u> <u>Independent Director</u></p>	<p>April 1986 Joined the Bank of Japan May 2001 Assistant Director of Public Relations Department of the said bank November 2006 Director of Administration Department of the said bank August 2010 Director of Personnel and Corporate Affairs Department of the said bank April 2015 Part-time Instructor of Otsuma Women's University Junior College Division (Concurrent post) June 2017 Director of Administration Department of the Bank of Japan June 2019 Chief Representative of Toyama Office of the said bank March 2022 Resigned from the Bank of Japan April 2022 Head of Diversity Promotion Office of Corporate Headquarters of J.F. Oberlin Schools General Manager of Career Development Center of J.F. Oberlin University June 2022 Outside Director of the Company (Director serving as Member of Audit and Supervisory Committee) (present position) October 2024 General Manager of General Planning Department, and Head of Diversity Promotion Office of J.F. Oberlin Schools May 2025 Executive Director of J.F. Oberlin Schools (present position) April 2026 General Manager of General Planning Department, and General Manager of Diversity Promotion Department of J.F. Oberlin Schools (present position)</p>	Common shares 1,300 shares
<p>Attendance at meetings of the Board of Directors: 11/11 meetings (100%) Attendance at meetings of the Audit and Supervisory Committee: 11/11 meetings (100%) Attendance at meetings of the Nomination and Compensation Committee: 8/8 meetings (100%)</p>			
<p>(Important concurrent position of other organization) Executive Director, General Manager of General Planning Department and General Manager of Diversity Promotion Department of J.F. Oberlin Schools</p>			
<p>(Reasons for election of the candidate for Director and overview of expected roles) She has long served in important positions at the Bank of Japan and has extensive experience and expertise in the fields of finance and legal affairs. She is also familiar with the local economy and has extensive insight into the promotion of diversity. The Company has selected her as a candidate for Outside Director serving as a Member of the Audit and Supervisory Committee because she is expected to contribute to strengthening the audit functions of the Company and enhancing the effectiveness of both the decision- making and supervisory functions of the Board of Directors from diverse perspectives and from a position independent of management, by utilizing her extensive experience and high level of expertise. Although she has not been directly engaged in the management of a corporation other than as an outside officer during her career, the Company believes that she is well qualified to perform her duties as an Outside Director for the reasons stated above. (Independence of the candidate) She satisfies the Company's standards for determining the independence of Outside Directors. (Especially Expected Skills) HR management, Risk management/Compliance, Finance</p>			

No	Name (Date of birth)	Past experience, positions, responsibilities, and significant concurrent positions	Type and Number of Shares of the Company held
2	 <p>Yutaka Yokoi (January 10, 1955) Reappointment <u>Outside Director</u> <u>Independent Director</u></p>	<p>April 1979 Joined the Ministry of Foreign Affairs of Japan September 2006 Minister, Embassy of Japan in the United States of America July 2008 Consul-General of Japan in Shanghai August 2010 Envoy Extraordinary and Minister Plenipotentiary of Japan to the People's Republic of China September 2011 Press Secretary/Director-General for Press and Public Relations August 2013 Ambassador Extraordinary and Plenipotentiary of Japan to Turkey March 2016 Ambassador Extraordinary and Plenipotentiary of Japan to the People's Republic of China December 2020 Resigned from the Ministry of Foreign Affairs of Japan March 2021 Outside Director of the Toyo Ink SC Holdings Co., Ltd (present artience Co.,Ltd) October 2021 Deliberative Officer of Chiba Institute of Technology School corporation (present position) January 2022 Distinguished Professor of the said University (present position) March 2022 Outside Director of the artience Co.,Ltd (Director serving as Member of Audit and Supervisory Committee) (present position) June 2022 Outside Director of the Company June 2024 Outside Director of the Company (Director serving as Member of Audit and Supervisory Committee) (present position)</p>	Common shares 4,100 shares
	<p>Attendance at meetings of the Board of Directors: 11/11 meetings (100%) Attendance at meetings of the Audit and Supervisory Committee: 11/11 meetings (100%) Attendance at meetings of the Nomination and Compensation Committee: 8/8 meetings (100%)</p>		
	<p>(Important concurrent position of other organization) Outside Director of the artience Co.,Ltd (Director serving as Member of Audit and Supervisory Committee) Deliberative Officer and Distinguished Professor of Chiba Institute of Technology School Corporation</p>		
	<p>(Reasons for election of the candidate for Director and overview of expected roles) He has long served in important positions at the Ministry of Foreign Affairs of Japan and has specialized international insight fostered through his experience as a diplomat, and has extensive insight into international affairs, the economy and the business environment. The Company has selected him as a candidate for Outside Director serving as Member of Audit and Supervisory Committee because he is expected to contribute to strengthening the audit functions of the Company and enhancing the effectiveness of both the decision-making and supervisory functions of the Board of Directors from global perspectives and from a position independent of management, by utilizing his extensive experience and high level of expertise. Although he has not been directly engaged in the management of a corporation other than as an outside officer in his career, the company believes that he is well qualified to perform his duties as an outside director because of the reasons stated above. (Independence of the candidate) He satisfies the Company's standards for determining the independence of Outside Directors. (Especially Expected Skills) Risk management/Compliance, Global affairs</p>		

No	Name (Date of birth)	Past experience, positions, responsibilities, and significant concurrent positions	Type and Number of Shares of the Company held
3	 <p>Shinya Makino (March 19, 1961) Reappointment Outside Director Independent Director</p>	<p>April 1983 Joined Yasuda Mutual Life Insurance Company January 2004 The said company renamed Meiji Yasuda Life Insurance Company December 2005 General Manager of Toyama Branch of the said company April 2009 General Manager of Sales personnel Department of the said company April 2012 General Manager of Product Development Department of the said company July 2013 Executive Officer and General Manager of Product Development Department of the said company April 2015 Managing Executive Officer of the said company April 2017 Senior Managing Executive Officer of the said company April 2020 Deputy President and Executive Officer of the said company July 2020 Director, Deputy President and Executive Officer of the said company July 2021 Director, Deputy President and Representative Executive Officer of the said company April 2024 Director of the said company June 2024 Outside Director of the Company (Director serving as Member of Audit and Supervisory Committee) (present position) June 2024 Outside Auditor of TOPY Industries, Ltd. (present position) July 2024 Chairman and Representative Director of Meiji Yasuda General Insurance Co., Ltd. (present position)</p>	Common shares 300 shares
<p>Attendance at meetings of the Board of Directors: 11/11 meetings (100%) Attendance at meetings of the Audit and Supervisory Committee: 11/11 meetings (100%) Attendance at meetings of the Nomination and Compensation Committee: 8/8 meetings (100%)</p>			
<p>(Important concurrent position of other organization) Chairman and Representative Director of Meiji Yasuda General Insurance Co., Ltd. Outside Auditor of TOPY Industries, Ltd.</p>			
<p>(Reasons for election of the candidate for Director and overview of expected roles) Having been engaged in management of Meiji Yasuda Life Insurance Company as Director, Deputy President and Representative Executive Officer, he has abundant management experience and broad insight as a top executive. The company has selected him as a candidate for Outside Director serving as Member of Audit and Supervisory Committee because he is expected to contribute to strengthening the audit functions of the Company and enhancing the effectiveness of both the decision-making and supervisory functions of the Board of Directors from a perspective independent from that of the management, by utilizing his extensive experience as an expert in financial institution management. (Independence of the candidate) He satisfies the Company's standards for determining the independence of Outside Directors. Although there is an executive insurance transaction between the Company and Meiji Yasuda Life Insurance Company, where he served as a Director until July 2024, as the amount involved is less than 1% of the consolidated net sales of that company and less than 1% of the consolidated gross operating profit of the Company, we have determined that this does not affect his independence. (Especially Expected Skills) Corporate management, HR management, IT/DX, Finance, Financial accounting</p>			

(Matters to be stated regarding candidates for directors)

The company has entered into a directors and officers liability insurance policy with an insurance company naming all Directors as insured. If Ms. Ogawa, Mr. Yokoi and Mr. Makino are selected as Director at this General Meeting of Shareholders, they will be insured under the said insurance policy. The insurance policy shall cover damages that may occur due to the insured officer, etc., assuming responsibility for the execution of his/her duties or receiving claim related to the pursuit of such responsibility. However, there are certain exemptions that are not covered, such as damages caused by his/her violation of laws and regulations. The insurance premiums are fully paid by the company, and the insured does not bear the actual cost of insurance. The insurance policy has a deductible, and any damage up to the deductible will not be covered. The company plans to renew the policy on July, 2026, which is in the middle of candidate's term of office.

(Matters to be stated regarding candidates for outside directors)

- (1) Ms. Ogawa, Mr. Yokoi and Mr. Makino are candidates for Outside Directors. Ms. Ogawa, Mr. Yokoi and Mr. Makino are currently registered as Independent Directors of the rules prescribed by Tokyo Stock Exchange and Sapporo Securities Exchange. If re-elected, the Company shall continue to appoint them as Independent Directors.
- (2) The terms of office of Ms. Ogawa and Mr. Yokoi as Outside Directors of the Company (Directors serving as Audit and Supervisory Committee Members) will be 4 years as of the conclusion of this General Meeting of Shareholders. The term of office of Mr. Makino as Outside Director of the Company (Director serving as Audit and Supervisory Committee Member) will be 2 years as of the conclusion of this General Meeting of Shareholders.
- (3) The term of office of Mr. Ogawa as an Outside Director serving as a member of the Company's Audit and Supervisory Committee will be 4 years as of the conclusion of this General Meeting of Shareholders, and the terms of office of Mr. Yokoi and Mr. Makino as Outside Directors serving as members of the Company's Audit and Supervisory Committee will be 2 years as of the conclusion of this General Meeting of Shareholders.
- (4) The Company has entered into liability limitation agreements with Ms. Ogawa, Mr. Yokoi and Mr. Makino to the effect that the Company ensures that Outside Directors shall assume the liability for damages with limits of minimum amount prescribed in Article 425, paragraph 1 of the Companies Act as long as acting in good faith and without gross negligence in performing their duties. If Ms. Ogawa, Mr. Yokoi and Mr. Makino are re-elected as Outside Directors at this General Meeting of Shareholders, the Company shall sign the said agreements with them.

■ Main experience/ expertise of directors, expected roles

(The structure of the Board of Directors after approval of this proposal and the skills of each Director are as follows. Position after the conclusion of this General Meeting of Shareholders is shown in the table below.)

Name				Skills that our Board of Directors should have (Knowledge / Experience / Ability)										
				Corporate management	HR management	Regional sales/ Consulting	Risk management/ Compliance	Financial market	Global affairs	IT/DX	GX	Finance	Financial accounting	
Directors who are not Audit and Supervisory Committee Members	Hiroshi Nakazawa	63 years old	Male	●		●		●	●	●	●	●	●	●
	Yuji Kanema	62 years old	Male	●	●	●		●		●	●	●	●	●
	Masahiko Kobayashi	62 years old	Male	●	●	●				●	●	●	●	●
	Tomoo Aida	58 years old	Male	●	●	●				●	●	●	●	●
	Miyuki Egusa	58 years old	Female	●		●				●	●		●	
	Mariko Bando	79 years old	Female Outside	●	●					●				
Directors who are Audit and Supervisory Committee Members	Yukihiro Matsuwara	57 years old	Male		●	●							●	●
	Kaoru Funamoto	71 years old	Male Outside	●			●						●	
	Marie Ogawa	63 years old	Female Outside		●		●						●	
	Yutaka Yokoi	71 years old	Male Outside				●		●					
	Shinya Makino	65 years old	Male Outside	●	●					●			●	●
	Hiroko Okumura	64 years old	Female Outside				●	●	●				●	

※Age of each directors is as of the conclusion of this Ordinary General Meeting of Shareholders.