

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.



July 1, 2025

Company name: The Toho Bank, Ltd.  
 Name of representative: Minoru Sato, President  
 (Securities Code: 8346; Tokyo Stock Exchange Prime Market)  
 Inquiries: Midori Tsumuraya, General Manager,  
 General Planning Department  
 (Telephone: +81-24-523-3131)

## Notice Concerning the Establishment of Toho IT Human Solutions, Ltd.

The Toho Bank, Ltd. (President: Minoru Sato; hereinafter the “Bank”) hereby announces that, in line with its previous announcement, “Establishment of a Subsidiary” on May 9, 2025, it has today established Toho IT Human Solutions, Ltd. (hereinafter “TIH”) as a wholly owned subsidiary of the Bank, as outlined below.

### 1. Establishment of Toho IT Human Solutions, Ltd.

#### (1) Company overview

|                          |  |                 |  |
|--------------------------|--|-----------------|--|
| Name                     | Toho IT Human Solutions, Ltd.  |                 |  |
| Location                 | Toho Bank Business Center, 3-4, Aza Sakurada, Hirano, Iizakamachi, Fukushima City, Fukushima Prefecture, Japan |                 |  |
| Officers                 | Representative Director  | Chikai Sawada   | (Former Managing Executive Officer, the Bank)                              |
|                          | Managing Director  | Shoichi Ujiie   | (Former Managing Director, Toho Information System Co., Ltd.)              |
|                          | Director   | Kazuhide Tomita | (Former Deputy General Manager, Corporate Consulting Department, the Bank) |
|                          | Director   | Takuma Endo     | (Former Assistant Manager, Corporate Consulting Department, the Bank)      |
|                          | Director (part-time)   | Takayuki Ishii  | (Former Managing Director, the Bank)                                       |
|                          | Corporate Auditor (part-time)  | Takuo Sato      | (Current Director and Audit and Supervisory Committee Member, the Bank)    |
| Main business activities | (1) IT-related operations<br>(2) Human resources-related operations  |                 |  |
| Capital                  | 300 million yen (separate capital reserve: 300 million yen)  |                 |  |
| Shareholder              | The Bank (100% stock ownership ratio)  |                 |  |
| Date of establishment    | July 1, 2025   |                 |  |
| Business launch date     | October 1, 2025  |                 |  |

(2) Corporate Philosophy

“Secure the future of the region through IT and the power of people”



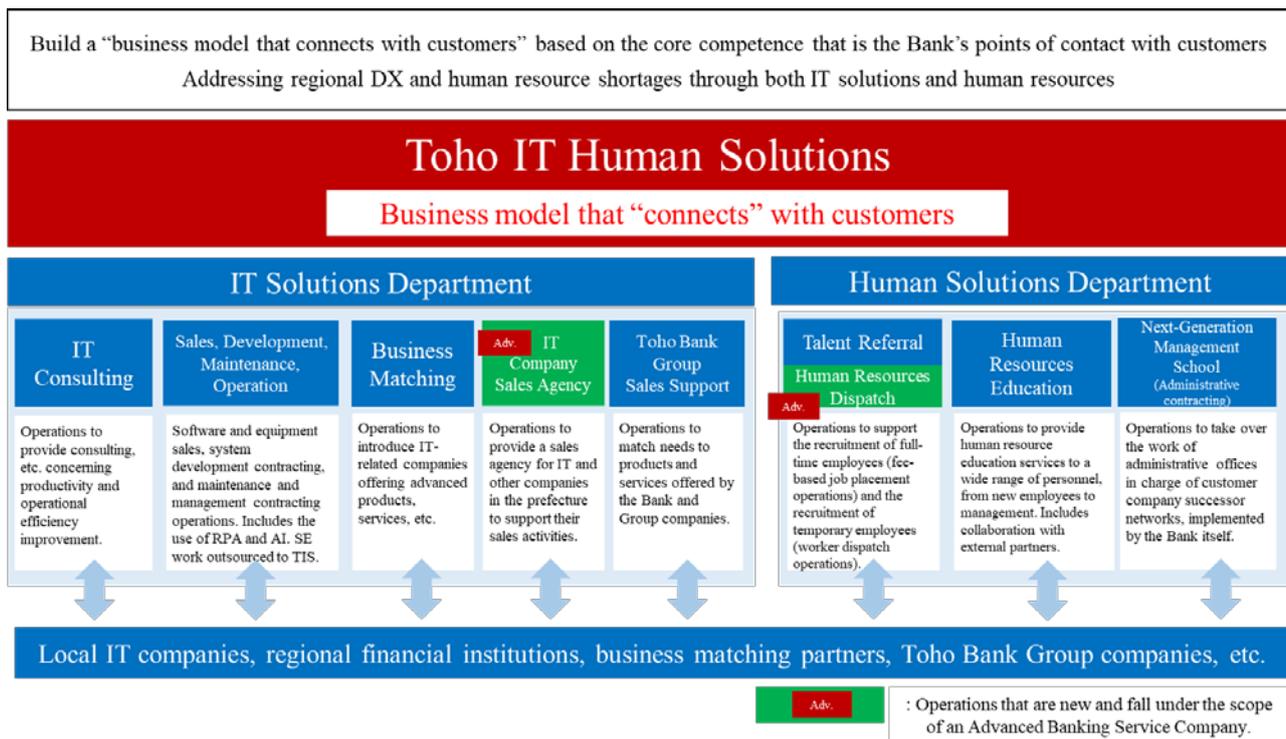
(3) Description of business

- A. In April 2024, the Bank launched its new long-term management plan “TX PLAN 2030,” which declares the goals to work toward “Improving the value of every customer’s business” and “Creating abundant lives for each individual customer.” To achieve these goals, the Bank has established the 10 Targets to enhance the sustainability of the regional community. One of these is Target (1) Addressing personnel shortages, and as an important social issue to be solved, Group companies, led by the Bank and The Toho Information System Co., Ltd. (hereinafter “TIS”), are working together and endeavoring to support the region and customers in improving productivity.
- B. In addition to concentrating the Toho Bank Group’s IT consulting operations in TIH, from April 2026, TIH will carry out the talent referral operations that are currently handled by the Bank itself. From the perspective of enhancing the sustainability of the region, having received licensing as an Other Advanced Banking Service Company (subsidiary of a bank as provided in Article 16-2, Paragraph 1, Item 15 of the Banking Act), TIH will begin operating as a company that secures the future of the region through IT and the power of people. It will achieve this through the two pillars of IT-related operations that will bring region-wide digitalization and support customers in improving productivity with the power of IT, and human resources-related operations to resolve the personnel shortages that are the greatest issue faced by the region.

[Main business activities]

|                                    |   |
|------------------------------------|---|
| IT-related operations              | A. Consulting on productivity improvement through IT utilization<br>B. Information system planning, development, operation, and maintenance<br>C. Website planning, design, creation, and maintenance<br>D. In-house-developed application sales<br>E. Packaged software and computer equipment sales<br>F. Software company and IT vendor sales agency<br>G. Business matching<br>H. Surveys and research concerning fintech, etc.<br>I. Operations incidental to the above operations |
| Human resources-related operations | A. Fee-based job placement operations (scheduled to start in April 2026 after obtaining license)<br>B. Worker dispatch operations (scheduled to start in April 2026 after obtaining license)<br>C. Human resources development operations<br>D. Operations incidental to the above operations   |

## 2. Business Concept



TIH will bring region-wide digitalization and support customers in improving productivity with the power of IT, and support human resource recruitment and development as well as improved retention and increased mobility to resolve the personnel shortages that are the greatest issue faced by the region.

Further, in addition to IT and human resource solutions, TIH will provide solutions that meet the diverse needs of customers by engaging in extensive collaboration with Toho Bank Group companies and business matching partners (building a “business model that connects with customers” based on the core competence that is the Bank’s points of contact with customers). In doing so, TIH will aim to improve the value of every customer’s business.

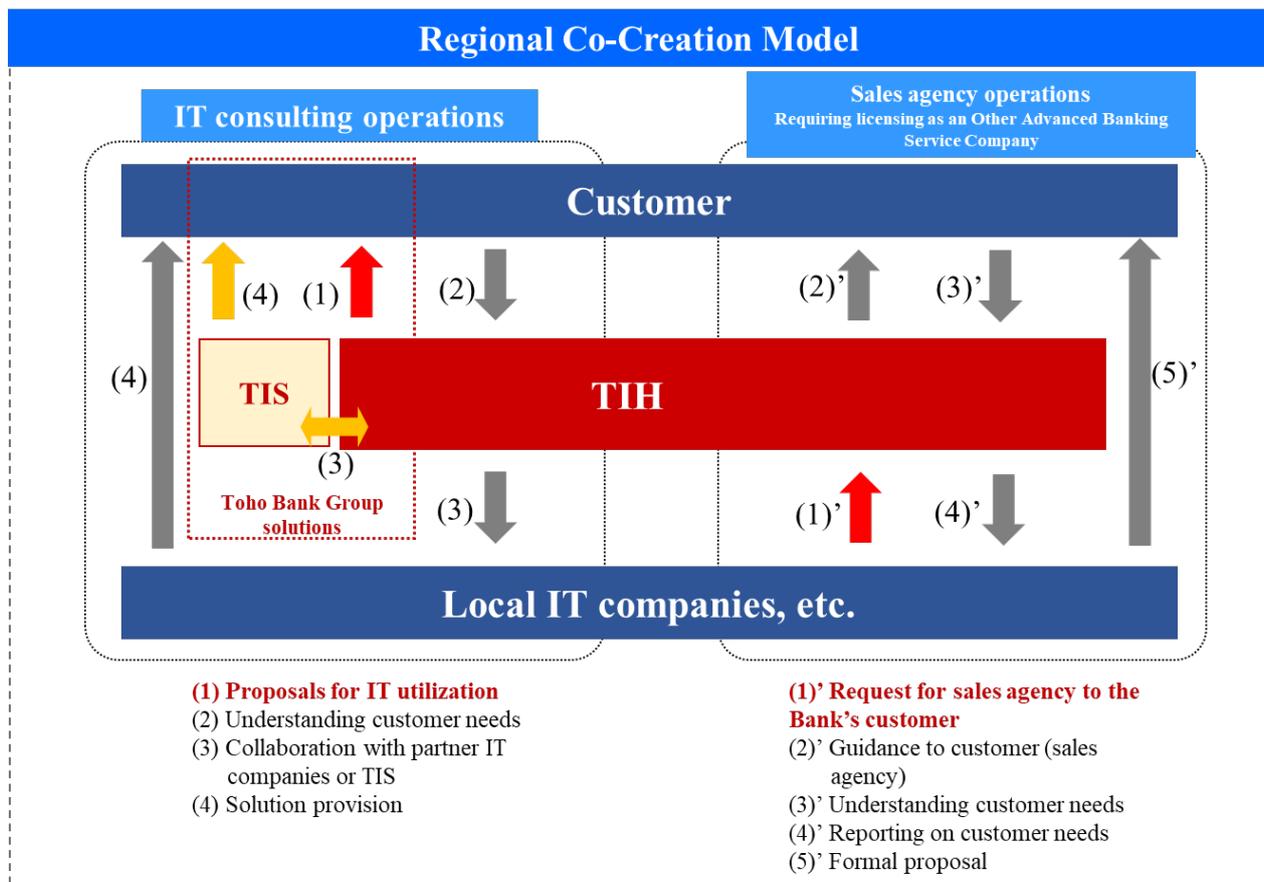
## 3. Business Details

### (1) IT-related operations

In addition to consulting regarding IT utilization and implementation, TIH will also engage in system development contracting as well as hardware and software sales. Further, by launching a new sales agency business (requiring licensing as an Other Advanced Banking Service Company), TIH will also focus on the issue of the shortage of sales personnel at local IT vendors and promote region-wide digital transformation (DX) by building a “regional co-creation model for IT-related businesses” through its sales agency operations. Specifically, in addition to improving convenience for local residents by digitalizing local government services, TIH will work to support local governments and small and medium enterprises to improve their operational efficiency and productivity.

Note that customers currently transacting with TIS may see their transactions succeeded by TIH. Customers will be contacted on an individual basis.

[ Regional Co-Creation Model For IT-Related Operations ]



(2) Human resources-related operations

Under its human resources-related operations, TIH will engage in human resources development and talent referral operations. Specifically, TIH will work to support the recruitment of full-time employees through its fee-based job placement operations (talent referral operations) and support the recruitment of temporary employees through its worker dispatch operations (indefinite and fixed-term). TIH will also collaborate with staffing agencies in and out of the prefecture to support companies in the prefecture in solving management issues related to human resources recruitment.

In addition, based on the fact that increased business productivity due to region-wide DX promotion and IT utilization has the potential to increase employment mobility, TIH will also address increasing the mobility of human resources in the region by matching the right people with the right jobs.

Along with this, given that about 30% to 40% of the approximately 800 businesses that close or dissolve annually in Fukushima Prefecture do so while still being profitable, TIH will work together with the Bank's subsidiary Toho Consulting Partners Co., Ltd. to provide outplacement support from the perspective of maintaining local employment. Through such means as this, the Toho Bank Group will work as a united force to maintain and create employment in the region.

Note that it is planned for TIH to receive licensing for fee-based job placement operations based on the Employment Security Act, and for worker dispatch operations based on the Act on Ensuring the Proper Operation of Worker Dispatching Services and Protecting Dispatched Workers, and to begin engaging in these operations by April 2026.

#### 4. Future Schedule

The Bank will proceed with the establishment of the new company's systems in preparation to launch the business on Wednesday, October 1, 2025.

|  |                 |
|--|-----------------|
| (1) DAY 1—Establishment of TIH                       | July 1, 2025    |
| (2) DAY 2—Business launch                            | October 1, 2025 |
| (3) DAY 3—Launch of talent referral operations, etc. | April 1, 2026   |

#### [Business Plan]

| DAY 1   | DAY 2   | DAY 3  |
|---|---|--|
| <b>Establishment of TIH</b><br>(July 1, 2025)   | <b>IT Solutions Department</b><br>(Start of operations in October 2025)   | <b>Human Solutions Department</b><br>(Start of operations in April 2026)   |
| <ul style="list-style-type: none"> <li>■ Start of business preparation</li> <li>■ Applications to relevant authorities</li> </ul> | <ul style="list-style-type: none"> <li>■ IT consulting operations</li> <li>■ IT products sales, etc. operations</li> <li>■ IT company sales agency</li> <li>■ Human resources development operations</li> </ul> | <ul style="list-style-type: none"> <li>■ Fee-based job placement operations</li> <li>■ Worker dispatch operations</li> </ul> |

#### 5. Impact on the Bank's Financial Results

The impact of this matter on the Bank's consolidated and non-consolidated financial results is expected to be minimal and will have no material effect.

For inquiries regarding this matter, please contact the following:  
  
 Nagayama/Katayose, Planning Section, General Planning Department  
 Tel: +81-24-523-3133