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May 15, 2026

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## Notice Concerning Revision of Performance-Linked Remuneration

The Toho Bank, Ltd. (hereinafter the “Bank”) hereby announces that it has resolved, at the meeting of the Board of Directors held on May 15, 2026, to revise the criteria for the payment of performance-linked remuneration, as outlined below.

### 1. Outline of the revision of performance-linked remuneration

From the perspective of further enhancing incentives for improving business performance, the Bank will make the following changes within the maximum amount of performance-linked remuneration.

- (1) To enhance corporate value while focusing more on capital efficiency, the Bank will change the evaluation indicator for payment criteria from “consolidated profit level” to “consolidated ROE level (return on equity).”
- (2) In light of the change of the evaluation indicator and taking into account the recent earnings environment, the Bank will raise the overall profit level for payment.
- (3) In addition, the maximum number of months eligible for payment will be increased from 3.0 months to 5.0 months with the aim of further enhancing the consolidated ROE level.

	Before revision	After revision
Evaluation indicator	Consolidated profit level	<b>Consolidated ROE level (return on equity)</b>
Payment level	¥5.0 billion or more to ¥10.0 billion or more	<b>5.0% or more to 10.0% or more</b> <Reference: Consolidated profit> ¥10.3 billion or more to ¥20.7 billion or more
Maximum number of months eligible for payment	3.0 months	<b>5.0 months</b>

### 2. Effective date

The revision will take effect from the 124th fiscal year (April 1, 2026, to March 31, 2027).

[Before revision] <Table> Criteria for the payment of performance-linked remuneration

Consolidated profit level	Maximum amount of performance-linked remuneration	Number of months eligible for payment
¥10.0 billion or more	¥70 million	3.0 months
¥8.0 billion or more and less than ¥10.0 billion	¥60 million	2.5 months
¥7.0 billion or more and less than ¥8.0 billion	¥50 million	2.0 months
¥6.0 billion or more and less than ¥7.0 billion	¥40 million	1.5 months
¥5.0 billion or more and less than ¥6.0 billion	¥30 million	1.0 month
Less than ¥5.0 billion	¥0	0.0 months

[After revision] <Table> Criteria for the payment of performance-linked remuneration (Note1)

(Maximum amount: ¥70 million)

Consolidated ROE level	Number of months eligible for payment	<Reference> Consolidated profit as of March 31, 2026
10.0% or more	5.0 months	¥20.7 billion or more
9.0% or more and less than 10.0%	4.5 months	¥18.6 billion or more
8.0% or more and less than 9.0%	4.0 months	¥16.5 billion or more
7.5% or more and less than 8.0%	3.5 months	¥15.5 billion or more
7.0% or more and less than 7.5%	3.0 months	¥14.5 billion or more
6.5% or more and less than 7.0%	2.5 months	¥13.4 billion or more
6.0% or more and less than 6.5%	2.0 months	¥12.4 billion or more
5.5% or more and less than 6.0%	1.5 months	¥11.4 billion or more
5.0% or more and less than 5.5%	1.0 month	¥10.3 billion or more
Less than 5.0%	0.0 months	Less than ¥10.3 billion

(Note1) The revised payment criteria outlined above will take effect from the 124th fiscal year (April 1, 2026 to March 31, 2027).

(Payment method) Amount of performance-linked remuneration = Fixed remuneration × Number of months eligible for payment