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Notice Concerning Disposal of Treasury Shares as Restricted Stock Remuneration

Tsukuba Bank, Ltd. (hereinafter, the “Bank”) hereby announces that, at a meeting held today, its Board of Directors resolved to dispose of treasury shares as restricted transferable stock (“Disposal of Treasury Shares”). The details are as follows.

1. Overview of Disposal

(1) Due date of payment	July 21, 2026
(2) Class and number of shares for disposal	Common stock of the Bank: 27,303 shares
(3) Disposal price	633yen per share
(4) Total disposal amount	17,282,799 yen
(5) Scheduled allottees	Six (6) Directors of the Bank: 27,303 shares *Excluding Directors serving as Audit and Supervisory Committee Members and Outside Directors.

2. Purpose and Reason for Disposal

At the Board of Directors meeting held on May 14, 2021, the Bank resolved to introduce a new restricted stock remuneration plan (the “Plan”) as a remuneration system for Directors of the Bank (excluding Directors serving as Audit and Supervisory Committee Members and Outside Directors; “Eligible Directors”), with the aim of providing incentives to the Directors of the Bank to promote medium- to long-term sustainable enhancement of corporate and shareholder value, and to further advance the sharing of value with shareholders. Furthermore, it was approved at the 97th Annual General Meeting of Shareholders of the Bank held on June 24, 2021 that, based on the Plan, monetary remuneration claims of up to 40 million yen shall be paid annually to Eligible Directors as a contribution in kind for the acquisition of restricted stock within the existing budget for monetary remuneration, and that the restriction period for the transfer of restricted stock shall be from the date

of issuance of the restricted stock until the date on which the Eligible Director ceases to hold a position as a Director of the Bank or any other position designated by the Bank's Board of Directors.

An overview of the Plan follows.

<Overview of the Plan>

Eligible Directors shall pay all monetary remuneration claims paid by the Bank under the Plan as assets contributed in kind, and will receive the issuance or disposal of the Bank's common stock.

Under the Plan, the total number of shares of the Bank's common stock for issuance or disposal to Eligible Directors shall not be in excess of 266,000 shares per year, and the amount to be paid in per share shall be determined by the Board of Directors within a range that is not particularly advantageous to the Eligible Directors receiving the allocation, based on the closing price of the Bank's common stock on the Tokyo Stock Exchange on the business day prior to the date of the resolution of the Board of Directors (or, if no transactions took place on the same day, the closing price of the immediately preceding trading day).

In addition, when the Bank issues or disposes of common stock under the Plan, it shall enter into a restricted stock allotment agreement with the Eligible Directors who are the allottees. The following provisions shall be incorporated into the agreement.

- 1) Allotted shares of common stock of the Bank shall not be transferred, pledged, or disposed of through other means for a predetermined period of time.
- 2) Should certain events occur, the Bank reserves the right to acquire the common stock without compensation.

The Bank hereby announces that, in accordance with a resolution adopted at the Board of Directors meeting held today, it has resolved to grant monetary remuneration claims (the "monetary remuneration claims") totaling 17,282,799yen to six Directors of the Bank ("allottees"), taking into consideration the purpose of the Plan, the Bank's performance, each allottee's scope of responsibilities, and other relevant circumstances. Furthermore, the Bank has resolved to grant a total of 27,303shares of the common stock (the "allotted shares") of the Bank as contributions in kind for the monetary remuneration claims (the contribution per share of the shares for subscription shall be 633yen).

<Overview of the Restricted Stock Allotment Agreement>

The Bank and the allottee will individually enter into a restricted stock allotment agreement (the "Allotment Agreement"). An overview of the agreement follows.

1) Transfer restriction period

The allottee is prohibited from transferring, creating a security interest in, or otherwise disposing of the allotted shares during the period beginning July 21, 2026 (payment due date)

through the date on which their tenure as a Director of the Bank ends.

2) Conditions for cancellation of transfer restrictions

The restriction on transfer of all allotted shares shall be lifted upon the expiration of the transfer restriction period on the condition that the allottee continues to hold the position of Director of the Bank during the period from July 2026 to the conclusion of the Annual General Meeting of Shareholders for the fiscal year ending March 31, 2027 (the “Service Period”). Should the allottee lose their position as a Director of the Bank during the Service Period, however, due to death or other reasons that the Bank’s Board of Directors deems valid, the transfer restriction shall be lifted on the number of shares allotted to the allottee upon the expiration of the transfer restriction period. This number is calculated by multiplying the number of allotted shares (if the number results in a fraction of less than one, it shall be rounded down), by the number of months from July 2026 through the month including the date upon which the allottee lost their position as Director of the Bank divided by 12 (any number greater than one shall be treated as one).

3) Acquisition by the Bank without consideration

The Bank shall justifiably acquire the allotted shares for which the restrictions on transfer have not been lifted without consideration upon the expiration of the transfer restriction period or at any other time stipulated in the Allotment Agreement.

4) Management of shares

During the transfer restriction period, the allotted shares shall be managed in a dedicated account for restricted stock opened by the allottee at Daiwa Securities Co., Ltd. to preclude the transfer, pledging, or disposal by other means of the allotted shares during this period.

5) Treatment upon organizational restructuring, etc.

If, during the transfer restriction period, a merger agreement under which the Bank is to be dissolved, a share exchange agreement under which the Bank becomes a wholly owned subsidiary, a share transfer plan, or any other matters concerning organizational restructuring, etc. are approved at the Bank’s Annual General Meeting of Shareholders (in the event approval of the Bank’s Annual General Meeting of Shareholders is not required for such organizational restructuring, etc., the Board of Directors of the Bank), by resolution of the Bank’s Board of Directors, the restrictions on transfer may be lifted for the number of allotted shares, which is calculated by multiplying the number of allotted shares (if the number results in a fraction of less than one, it shall be rounded down), by the number of months from July 2026 through the month including the date of said approval divided by 12 (any number greater than one shall be treated as one). The restriction on transfer of the allotted shares shall be cancelled as of the close of business on the business day immediately preceding the effective date of the organizational restructuring, etc.

3. Basis of Calculation and Specific Details of the Amount to be Paid In

This Disposal of Treasury Shares is to be conducted with the monetary remuneration claims paid to the allottee under the Plan as the invested assets. With the aim of eliminating arbitrariness, the subscription price is set at 633 yen, which is the closing price of the Bank's common stock on the Tokyo Stock Exchange on June 23, 2026 (the business day immediately preceding the date of the Board of Directors' resolution). This is the market share price immediately prior to the date of the Board of Directors' resolution and, in the absence of special circumstances indicating that the most recent share price is not reliable, the Bank believes this to be a reasonable price that appropriately reflects its corporate value and does not constitute a particularly favorable price for the allottees.