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(Securities code: 8370; Tokyo Stock Exchange
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Announcement Regarding the Consideration of Introducing a Restricted Stock Incentive Plan for Employee Shareholding Association

The Kiyo Bank, Ltd. ("the Bank") announces that it is considering introducing a restricted stock incentive plan (hereinafter "the plan") for employees of the Bank and its subsidiaries, as follows. The plan is a project to commemorate the 130th anniversary of its founding on May 2nd this year.

The plan is being considered to commemorate the 130th anniversary of its founding, express its gratitude to employees, foster a sense of participation in management among employees, deepen value sharing with shareholders, expand human capital investment within its group, and enhance long-term corporate value.

Additionally, it aims to assist in the wealth formation of employees.

At present, the Bank is considering granting shares under the plan through the disposal of treasury shares, but the details are still being designed. The Bank will inform you again once the specifics have been decided.