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

April 23, 2026

Company name:	Juroku Financial Group, Inc.
Name of representative:	Naoki Ikeda, President and Representative Director (Securities Code: 7380; TSE Prime Market, NSE Premier Market)
Inquiries:	Kyohei Tanemura, Executive Officer, General Manager of Group Corporate Planning Division Telephone: +81-58-207-0016

Notice Concerning Changes in Directors and Officers of the Company and Its Group Companies

Juroku Financial Group, Inc. (President and Representative Director: Naoki Ikeda, "16FG") and its subsidiary, The Juroku Bank, Ltd. (President: Akihide Ishiguro, "16BK"), hereby announce that changes in Directors and Officers have been informally decided at their respective Board of Directors meetings held today, as per attached.

These changes are scheduled to be formally approved at the Annual General Meetings of Shareholders and subsequent Board of Directors meetings of both 16FG and 16BK, to be held on June 19, 2026.

1. Changes in Directors and Officers of Juroku Financial Group, Inc. (Effective June 19, 2026)

(1) Directors

Name		Position	Concurrent Position(s) at Group Companies
Naoki Ikeda		President (Representative Director)	Director of The Juroku Bank, Ltd.
Yukiyasu Shiraki	◎	Deputy President (Representative Director)	
Kyohei Tanemura	○	Director	President of The Juroku Bank, Ltd.
Tomoko Shiozaki		Director	Director and Senior Managing Executive Officer of The Juroku Bank, Ltd.
Naoshi Okimoto	○	Director	Executive Officer of The Juroku Bank, Ltd.
Satoko Ito		Director (Outside)	
Yasushi Ueda		Director (Outside)	
Akito Yamashita		Director (Member of the Audit & Supervisory Committee)	Audit & Supervisory Board Member of The Juroku Bank, Ltd.
Shinji Ishihara		Director (Member of the Audit & Supervisory Committee, Outside)	
Satoe Tsuge		Director (Member of the Audit & Supervisory Committee, Outside)	

◎Promoted, ○Newly appointed

Note: Directors Ms. Satoko Ito and Mr. Yasushi Ueda and Directors who are Members of the Audit & Supervisory Committee Mr. Shinji Ishihara and Ms. Satoe Tsuge are Outside Directors as defined by Article2, Item 15 of the Companies Act.

Directors to retire

Name	Current position	New appointment
Yukio Murase	Chairperson (Representative Director)	Scheduled to be appointed as Special Advisor of The Juroku Bank, Ltd.
Akihide Ishiguro	Deputy President	Scheduled to be appointed as Chairperson of The Juroku Bank, Ltd. and Chairperson of Juroku Research Institute Co., Ltd.

(2) Executive Management Team (Chief Officers)

Name		Position	Concurrent Position(s) at Group Companies
Naoki Ikeda		President, Group CEO	Director of The Juroku Bank, Ltd.
Yukiyasu Shiraki		Deputy President, Group COO, Group CSO	
Kyohei Tanemura		Director and Executive Officer, Assistant to Group CEO, Group CAO	President of The Juroku Bank, Ltd.
Tomoko Shiozaki		Director and Executive Officer, Group CRO, Group CSuO	Director and Senior Managing Executive Officer of The Juroku Bank, Ltd.
Naoshi Okimoto		Director and Executive Officer, Group CFO	Executive Officer of The Juroku Bank, Ltd.
Hirotaka Asai		Executive Officer, Group CDO	Director and Managing Executive Officer of The Juroku Bank, Ltd.
Tomoatsu Kaku		Executive Officer, Assistant to Group COO	President and Representative Director of NOBUNAGA Succession Co.,Ltd.
Toshihide Takano		Executive Officer, Deputy Group CSO	Director and Managing Executive Officer of The Juroku Bank, Ltd.
Naoki Yagami	○	Executive Officer, Deputy Group CSO	Director and Managing Executive Officer of The Juroku Bank, Ltd.
Masato Kunishima		Executive Officer, Assistant to Group COO	Managing Executive Officer of The Juroku Bank, Ltd.
Katsutoshi Hirano		Executive Officer, Deputy Group CDO	Executive Officer of The Juroku Bank, Ltd.
Haruyuki Miyoshi		Executive Officer, Group CAE	Executive Officer of The Juroku Bank, Ltd.
Naoki Hiramatsu		Executive Officer, Deputy Group CAO	Executive Officer of The Juroku Bank, Ltd.
Yukari Hayakawa	○	Executive Officer, Deputy Group CSuO	Executive Officer of The Juroku Bank, Ltd.
Kenji Kubota	○	Executive Officer, Deputy Group CDO	Executive Officer of The Juroku Bank, Ltd.

○Newly appointed

Executive Officers to retire

Name	Current position	New appointment
Koichi Tokoro	Managing Executive Officer	Scheduled to be appointed as President and Representative Director of Kyoei Life Partners Co., Ltd.
Daisuke Sawada	Executive Officer	Scheduled to continue as President and Representative Director of Juroku Research Institute Co., Ltd.

(Reference) Titles of Group Chief Officers

Group CEO : Chief Executive Officer
Group COO : Chief Operating Officer
Group CFO : Chief Financial Officer
Group CSO : Chief Strategy Officer
Group CDO : Chief Digital Officer
Group CSuO : Chief Sustainability Officer
Group CAO : Chief Administrative Officer
Group CRO : Chief Risk Officer
Group CAE : Chief Audit Executive

2. Changes in Directors, Auditors and Officers of The Juroku Bank, Ltd. (Effective June 19, 2026)

(1) Directors and Auditors

Name		Position
Akihide Ishiguro	◎	Chairperson
Kyohei Tanemura	○	President (Representative Director)
Tomoko Shiozaki	◎	Director (Representative Director)
Hirotaka Asai	○	Director
Toshihide Takano	○	Director
Naoki Yagami	○	Director
Naoki Ikeda		Director
Hiroshi Watanabe		Director (Outside)
Eiji Kodama		Full-time Audit & Supervisory Board Member
Akito Yamashita	○	Audit & Supervisory Board Member
Naotaka Nanya		Audit & Supervisory Board Member (Outside)
Kiyomi Suzuki		Audit & Supervisory Board Member (Outside)

◎Promoted, ○Newly appointed

Directors to retire

Name	Current position	New appointment
Yukio Murase	Chairperson (Representative Director)	Scheduled to be appointed as Special Advisor of The Juroku Bank, Ltd.
Koichi Tokoro	Director and Senior Managing Executive Officer	Scheduled to be appointed as President and Representative Director of Kyoei Life Partners Co., Ltd.

Audit & Supervisory Board Members to retire

Name	Current position	New appointment
Eiji Motoyama	Full-time Audit & Supervisory Board Member	Scheduled to be appointed as Audit & Supervisory Board Member of Juroku Business Service Co., Ltd. and Juroku Credit Guarantee Co., Ltd.

(2) Executive Management Team

Name		Position
Kyohei Tanemura	◎	President
Tomoko Shiozaki	◎	Director and Senior Managing Executive Officer
Hirotaka Asai		Director and Managing Executive Officer
Toshihide Takano		Director and Managing Executive Officer
Naoki Yagami		Director and Managing Executive Officer
Masato Kunishima	◎	Managing Executive Officer
Shigeru Yamamura		Executive Officer
Katsutoshi Hirano		Executive Officer
Haruyuki Miyoshi		Executive Officer
Kazutaka Tsuchiya		Executive Officer
Naoki Hiramatsu		Executive Officer
Naoshi Okimoto		Executive Officer
Koji Osada	○	Executive Officer
Shinji Nishiyama	○	Executive Officer
Yukari Hayakawa	○	Executive Officer
Kenji Kubota	○	Executive Officer

◎Promoted, ○Newly appointed

Executive Officers to retire

Name	Current position	New appointment
Daisuke Sawada	Managing Executive Officer	Scheduled to continue as President and Representative Director of Juroku Research Institute Co., Ltd.
Tomoatsu Kaku	Managing Executive Officer	Scheduled to continue as Executive Officer of Juroku Financial Group, Inc. and President and Representative Director of NOBUNAGA Succession Co., Ltd.
Koji Furuta	Executive Officer, General Manager, Kakamigahara Branch	Scheduled to be appointed as Senior Managing Director of Juroku TT Securities Co., Ltd.

3. Past Experience of Candidates for Promotion or New Appointment (Director and/or Executive Officer)

(1) Juroku Financial Group, Inc.

Candidate for Director to be promoted

Name (Date of birth)	Yukiyasu Shiraki (January 7, 1963)		
Education	Mar.	1985	Graduated from the Faculty of Law and Economics, Aichi University
Past experience	Apr.	1985	Joined 16BK
	Mar.	2012	General Manager, Kakamigahara Branch, 16BK
	Jun.	2014	Executive Officer, General Manager, Ichinomiya Branch, 16BK
	Jun.	2016	Managing Executive Officer, General Manager, Aichi Business Division, 16BK
	Jun.	2017	Director and Managing Executive Officer, General Manager, Aichi Business Division and Deputy General Manager, Sales Management Division, 16BK
	Apr.	2019	Director and Managing Executive Officer, General Manager, Sales Management Division, 16BK
	Apr.	2021	Director and Managing Executive Officer, General Manager, Sales Support Division, 16BK
	Oct.	2021	Director and Senior Managing Executive Officer, 16FG President and Representative Director of Juroku Lease Co., Ltd. (current position)

Name (Date of birth)	Kyohei Tanemura (March 27, 1974)		
Education	Mar.	1996	Graduated from the Faculty of Law, Keio University
Past experience	Apr.	1996	Joined 16BK
	Jun.	2017	Manager, Corporate Planning Division, 16BK
	Oct.	2021	Manager, Group Corporate Planning Division, 16FG Manager, Corporate Planning Division, 16BK
	Jun.	2022	General Manager, responsible for Group Corporate Planning Division, 16FG General Manager, Corporate Planning Division, 16BK
	Jun.	2023	Executive Officer and General Manager, responsible for Group Corporate Planning Division, 16FG Executive Officer and General Manager, Corporate Planning Division, 16BK
	Jun.	2025	Executive Officer and General Manager, Group Corporate Planning Division, 16FG Managing Executive Officer, 16BK (current position)

Name (Date of birth)	Naoshi Okimoto (August 8, 1975)		
Education	Mar.	1998	Graduated from the Faculty of Economics, The University of Tokyo
Past experience	Apr.	1998	Joined 16BK
	Apr.	2019	Manager of the Tokyo Office, Secretariat Office, 16BK
	Apr.	2020	Manager of the Tokyo Office, Secretariat Office, and Deputy General Manager, Tokyo Branch, 16BK
	Oct.	2021	Manager, Group Administration Management Division , 16FG Manager of the Tokyo Office, Secretariat Office, and Deputy General Manager, Tokyo Branch, 16BK
	Jul.	2023	General Manager, Takayama Branch and Takayama ekimae Branch, 16BK
	Oct.	2024	General Manager, responsible for Group Risk Management Division, 16FG General Manager, Risk Administration Division, 16BK
	Jun.	2025	Executive Officer and General Manager, responsible for Group Corporate Planning Division and Group Risk Management Division, 16FG Executive Officer and General Manager, Corporate Planning Division and Risk Administration Division, 16BK
	Apr.	2026	Executive Officer and General Manager, responsible for Group Corporate Planning Division and Group Risk Administration Division, 16FG Executive Officer and General Manager, Corporate Planning Division and Risk Administration Division, 16BK (current position)

Candidates for Executive Officer to be newly appointed

Name (Date of birth)	Yukari Hayakawa (October 3, 1977)		
Education	Mar.	2000	Graduated from the Faculty of Economics, Shiga University
Past experience	Apr.	2000	Joined 16BK
	Oct.	2021	General Manager, Imazawacho Branch, 16BK
	Apr.	2023	General Manager, Ginan Branch, 16BK
	Jul.	2025	General Manager, responsible for Group Sales Management Division, 16FG General Manager, Regional Revitalization Division, 16BK
	Apr.	2026	General Manager, responsible for Group Strategy Division, 16FG General Manager, Regional Revitalization Division, 16BK (current position)

Name (Date of birth)	Kenji Kubota (Oct. 14, 1965)		
Education	Mar.	1990	Graduated from the Faculty of Engineering, Doshisha University
Past experience	Apr.	1990	Joined International Digital Communications Inc.
	Sep.	1999	Transferred to Cable & Wireless IDC Inc.
	Apr.	2005	Transferred to JAPAN TELECOM CO., LTD. (currently SoftBank Corp.)
	May	2010	General Manager, Industry SE Department I, Network Engineering Division I, Business Development Headquarters, Sales Group, JAPAN TELECOM CO., LTD.
	May	2011	General Manager, NW Services Operations Division, Business Development Headquarters, Sales Group, JAPAN TELECOM CO., LTD.
	Jan.	2016	General Manager, SE Division I, SE Headquarters, Corporate Business Group, JAPAN TELECOM CO., LTD.
	Apr.	2019	General Manager, Strategy & Expert Division, SE Headquarters, Corporate Business Group, JAPAN TELECOM CO., LTD.
	Apr.	2020	General Manager, Industry Division IV, SE Headquarters, Corporate Business Group, JAPAN TELECOM CO., LTD.
	Apr.	2021	General Manager, Business Design Division II, Solution Engineering Headquarters, Corporate Business Group, JAPAN TELECOM CO., LTD.
	May	2022	Senior Manager, Group Digital Management Office, 16FG
	Apr.	2023	General Manager, responsible for Group DX Management Division, 16FG General Manager, DX Division, 16BK
	Apr.	2026	General Manager, Group DX Division, 16FG General Manager, DX Division, 16BK (current position)

(2) The Juroku Bank, Ltd.

Candidates for Director to be promoted

Name (Date of birth)	Akihide Ishiguro (September 19, 1963)		
Education	Mar.	1987	Graduated from the Faculty of Business and Commerce, Keio University
Past experience	Apr.	1987	Joined 16BK
	Jun.	2004	General Manager, Ogaki-higashi Branch, 16BK
	Apr.	2007	Senior Researcher, Tajimi Branch, 16BK
	Jun.	2009	General Manager, Tokai Branch, 16BK
	Oct.	2011	Manager, Personnel Division, 16BK
	Apr.	2014	Deputy General Manager, Personnel Division, 16BK
	Jun.	2016	General Manager, Administration Management Division, 16BK
	Jun.	2017	Executive Officer, General Manager, Administration Management Division, 16BK
	Jun.	2018	Director and Executive Officer, General Manager, Administration Management Division, 16BK
	Jun.	2019	Director and Executive Officer, General Manager, Corporate Planning Division, 16BK
	Jun.	2020	Director and Managing Executive Officer, 16BK
	Oct.	2021	Deputy President, 16FG
			President (Representative Director), 16BK (current position)

Name (Date of birth)	Tomoko Shiozaki (August 30, 1972)		
Education	Mar.	1995	Graduated from the School of Economics, Nagoya University
Past experience	Apr.	1995	Joined 16BK
	Jun.	2017	General Manager, Tarui Branch, 16BK
	Jun.	2018	General Manager, Hoshigaoka Branch, 16BK
	Apr.	2021	General Manager, SDGs Promotion Office, Local Vitalization Division, 16BK
	Oct.	2021	Manager, Group Business Planning Division, 16FG
			General Manager, SDGs Promotion Office, Local Vitalization Division, 16BK
	Apr.	2022	General Manager, Sustainability Planning Office, 16FG
			General Manager, Sustainability Promotion Division, 16BK
	Jun.	2023	Executive Officer, General Manager, Sustainability Planning Office, 16FG
			Executive Officer, General Manager, Sustainability Promotion Division, 16BK
	Jun.	2024	Director and Executive Officer, General Manager, Sustainability Planning Office, 16FG
			Executive Officer, General Manager, Sustainability Promotion Division, 16BK
	Jun.	2025	Director and Executive Officer, General Manager of Group Risk Management Division and Sustainability Planning Office, 16FG
			Director and Managing Executive Officer, General Manager of Sustainability Promotion Division, 16BK
	Apr.	2026	Director and Executive Officer, General Manager of Group Risk Administration Division and Group Sustainability Promotion Division, 16FG
			Director and Managing Executive Officer, General Manager of Sustainability Promotion Division, 16BK (current position)

Name (Date of birth)	Hirotaka Asai (December 2, 1969)		
Education	Mar.	1992	Graduated from the Faculty of Letters, Doshisha University
Past experience	Apr.	1992	Joined 16BK
	Jun.	2013	General Manager, Tenpaku Branch, 16BK
	Jun.	2016	Manager, Aichi Business Division, 16BK
	Apr.	2018	General Manager, Chusetsu Branch, 16BK
	Jun.	2019	General Manager, Business Reform Division, 16BK
	Apr.	2021	General Manager, Digital Reform Division, 16BK
	Jun.	2021	Executive Officer and General Manager, Digital Reform Division, 16BK
	Oct.	2021	Executive Officer and General Manager, Digital Reform Division and Operational Division, 16BK
	Apr.	2022	Executive Officer and General Manager, Group Digital Management Office, 16FG Executive Officer and General Manager, Digital Reform Division and Operational Division, 16BK
	Jun.	2022	Executive Officer and General Manager, Group Digital Management Office, 16FG Executive Officer and General Manager, Digital Reform Division, 16BK
	Apr.	2023	Executive Officer and General Manager, Group DX Management Division, 16FG Executive Officer and General Manager, DX Division and System Division, 16BK
	Jun.	2024	Executive Officer and General Manager, Group DX Management Division, 16FG Managing Executive Officer and General Manager, DX Division, 16BK
	Apr.	2026	Executive Officer and General Manager, Group DX Division, 16FG Managing Executive Officer and General Manager, DX Division, 16BK (current position)

Name (Date of birth)	Toshihide Takano (October 28, 1969)		
Education	Mar.	1992	Graduated from the Faculty of Economics, Senshu University
Past experience	Apr.	1992	Joined 16BK
	Jun.	2014	Manager, Aichi Business Strategy Division, 16BK
	Jun.	2016	General Manager, Seto Branch, 16BK
	Oct.	2017	Deputy General Manager, Head Office Business Division, 16BK
	Jul.	2020	General Manager, Toyota Branch, 16BK
	Oct.	2021	General Manager, responsible for Group Sales Management Division, 16FG General Manager, Sales Support Division and Aichi Business Division, 16BK
	Jun.	2022	Executive Officer and General Manager, Ogaki Branch, 16BK
	Jun.	2024	Managing Executive Officer and Deputy General Manager, Sales Support Division, 16BK
	Jun.	2025	Executive Officer, 16FG Managing Executive Officer and General Manager, Sales Support Division, 16BK (current position)

Name (Date of birth)	Naoki Yagami (December 18, 1971)		
Education	Mar.	1995	Graduated from the School of Humanities, Kwansei Gakuin University
Past experience	Apr.	1995	Joined 16BK
	Jun.	2017	Manager, Administration Management Division, 16BK
	Oct.	2020	General Manager, Bisai Branch, 16BK
	Oct.	2021	General Manager, responsible for Group Administration Management Division 16FG
	Jun.	2022	General Manager, responsible for Group Administration Management Division 16FG General Manager, Administration Management Division, 16BK
	Jun.	2023	Executive Officer and General Manager, Nagoya Main Office, 16BK
	Jun.	2025	Managing Executive Officer and General Manager, Aichi Business Division, Deputy General Manager, Sales Support Division, and General Manager, Nagoya Main Office 16BK (current position)

Candidate for Audit & Supervisory Board Member to be newly appointed

Name (Date of birth)	Akito Yamashita (August 30, 1965)		
Education	Mar.	1988	Graduated from the Faculty of Business Administration, Yokohama National University
Past experience	Apr.	1988	Joined 16BK
	Jan.	2013	Manager, Corporate Planning Division, 16BK
	Oct.	2014	Deputy General Manager, Kakamigahara Branch, 16BK
	Jun.	2016	General Manager, Kurono Branch, 16BK
	Jan.	2018	General Manager, Seki Branch, 16BK
	Apr.	2019	General Manager, Okazaki Branch, 16BK
	Jun.	2019	Executive Officer and General Manager, Okazaki Branch, 16BK
	Oct.	2020	President and Representative Director of Juroku Business Service Co., Ltd.
	Oct.	2021	Full-time Audit & Supervisory Board Member, 16BK
	Jun.	2024	Director (Member of the Audit & Supervisory Committee), 16FG (current position)

Candidate for Executive Officer to be promoted

Name (Date of birth)	Masato Kunishima (July 21, 1966)		
Education	Mar.	1989	Graduated from the Faculty of Business and Commerce, Keio University
Past experience	Apr.	1990	Joined 16BK
	Apr.	2011	Senior Researcher, Corporate Planning Division, 16BK
	Mar.	2013	General Manager, Higashi Inazawa Branch, 16BK
	Jun.	2014	Senior Researcher, Corporate Sales Division , 16BK
	Jan.	2015	Manager, Corporate Sales Division , 16BK
	Apr.	2018	General Manager, Public Service Sales Division , 16BK
	Apr.	2021	General Manager, Kencho Branch, 16BK
	Jan.	2023	Senior General Manager, Kencho Branch, 16BK
	Apr.	2023	Senior Researcher, Regional Revitalization Division, 16BK
	Jun.	2025	General Manager, responsible for Group Sales Management Division, 16FG Executive Officer and Deputy General Manager, Sales Support Division, 16BK
	Apr.	2026	General Manager, responsible for Group Strategy Division, 16FG Executive Officer and Deputy General Manager, Sales Support Division, 16BK (current position)

Candidates for Executive Officer to be newly appointed

Name (Date of birth)	Koji Osada (October 8, 1970)		
Education	Mar.	1993	Graduated from the Faculty of Law, Doshisha University
Past experience	Apr.	1993	Joined 16BK
	Jun.	2015	General Manager, Kanie Branch, 16BK
	Jun.	2017	Manager, Business Support Division, 16BK
	Oct.	2019	General Manager, Gero Branch, 16BK
	Jan.	2022	General Manager, Hashima Branch, 16BK
	Jun.	2023	General Manager, Business Support Division, 16BK
	Apr.	2026	Senior General Manager, Business Support Division, 16BK (current position)

Name (Date of birth)	Shinji Nishiyama (June 17, 1974)		
Education	Mar.	1997	Graduated from the Faculty of Economics, Shiga University
Past experience	Apr.	1997	Joined 16BK
	Oct.	2019	General Manager, Kusunokicho Branch, 16BK
	Oct.	2021	General Manager, Seto Branch, 16BK
	Jun.	2023	General Manager, Kariya Branch, 16BK
	Jun.	2025	General Manager, Okazaki Branch, 16BK (current position)

Contact for inquiries concerning this announcement
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