November 11, 2025

Company name: North Pacific Bank, Ltd.
Representative: Hironobu Tsuyama, President
(Securities Code: 8524, Prime Market, Tokyo Stock Exchange / Sapporo Securities Exchange)
Inquiries: Takuji Nogiwa, Managing Executive Officer of Management Planning Department

Notice Concerning Changes (Expansion) in the Shareholder Benefit Program

North Pacific Bank, Ltd. (the “Bank”) hereby announces that it has decided to change (expand) its shareholder benefit program as described below.

1. Purpose of the Changes in the Shareholder Benefit Program

The Bank introduced the program to express our gratitude to shareholders for their ongoing support, to encourage them to hold the Bank’s shares over a longer period of time, and to enable them to experience the appeal of Hokkaido through its local specialty products.

Interest in building assets has grown, particularly among individual investors, following the expansion of the Nippon (Japan) Individual Savings Account (NISA: a tax exemption program for small investments) program in January 2024. In light of this, we will change (expand) the shareholder benefit program with the aim of making investing in the Bank’s shares more attractive and receiving support for the sustainable growth of the Group from as many people as possible.

2. Details of the Changes in the Shareholder Benefit Program

(Changes are underlined)

Item	Before change	After change
Number of shares held	2,500 shares or more	1,500 shares or more
Details of benefits	Local Hokkaido specialty products	1,500 shares or more but less than 2,500 shares: Local Hokkaido specialty products 2,500 shares or more: Local Hokkaido specialty products and accommodation vouchers (subsidies) for hotels, etc.
Method for determining continuous holding period as of the record date	(1) Continuous holding for one year or more is defined as being recorded continuously under the same shareholder number on the Bank’s shareholder register on March 31 and September 30 of the year prior to the record date and on the record date (March 31 of the	(1) Continuous holding for one year or more is defined as being recorded continuously five or more times under the same shareholder number on the Bank’s shareholder register as of March 31, June 30, September 30, and December 31 of the year prior to the record date and the record date (March 31 of the relevant year). (2) Continuous holding for five years or more is defined as being recorded continuously 21 or more times under the same shareholder number on the Bank’s shareholder register as of March 31, June 30, September 30, and December 31 of each year during the period

	relevant year). (2) Continuous holding for five years or more is defined as being recorded continuously under the same shareholder number on the Bank's shareholder register on March 31 and September 30 during the period from March 31 five years prior to the record date until the record date (March 31).	from March 31 five years prior to the record date until the record date (March 31 of the relevant year) (the "continuous holding determination period"). The shareholder register prior to March 31, 2025 does not contain records for June 30 and December 31. Therefore, when the continuous holding determination period includes periods prior to March 31, 2025, if a shareholder is recorded consecutively under the same shareholder number on the shareholder register as of March 31 and September 30 of a given year during such period, they will be deemed to have also been recorded consecutively under the same shareholder number on the Bank's shareholder register as of June 30 and December 31 of that same year.

* There are no changes to the holding periods (one year or more/five years or more) and the record date (March 31).

* The changes to the method for determining continuous holding period as of the record date are due to the addition of record dates for determination of shareholders associated with the introduction of quarterly dividends.

* Overseas residents are not eligible to apply.

3. Details of Benefits After the Changes (Expansion)

Number of shares held	Continuous holding period	Benefits
1,500 shares or more but less than 2,500 shares	One year or more but less than five years	Gift of local Hokkaido specialty products worth 2,000 yen
	Five years or more	Gift of local Hokkaido specialty products worth 3,000 yen
2,500 shares or more but less than 5,000 shares	One year or more but less than five years	Worth 3,000 yen Select from a catalog of local Hokkaido specialty products and accommodation vouchers (subsidies) for hotels, etc.
	Five years or more	Worth 6,000 yen Select from a catalog of local Hokkaido specialty products and accommodation vouchers (subsidies) for hotels, etc.
5,000 shares or more	One year or more but less than five years	Worth 6,000 yen Select from a catalog of local Hokkaido specialty products and accommodation vouchers (subsidies) for hotels, etc.
	Five years or more	Worth 9,000 yen Select from a catalog of local Hokkaido specialty products and accommodation vouchers (subsidies) for hotels, etc.

4. Start of Application

The record date which is the start of application will vary depending on the details of the changes. The start of application is as follows.

(1) Change in the number of shares held and the method for determining continuous holding period as of the record date

→ Starting from the program with March 31, 2026 as the record date

(2) Addition of accommodation vouchers (subsidies) for hotels, etc. to the content of benefits

→ Starting from the program with March 31, 2027 as the record date

* Under the program with March 31, 2026 as the record date, the benefits will be limited to local Hokkaido specialty products as before.