July 30, 2026

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

Notice Concerning Continuation of Performance-Linked Stock Compensation Plan

North Pacific Bank, Ltd. (hereinafter referred to as the "Bank") hereby announces that its Board of Directors, at a meeting held on July 30, 2026, decided to continue the performance-linked stock compensation plan (hereinafter referred to as the "Plan") introduced in fiscal 2018 for the Bank's Directors (excluding External Directors and overseas residents. The same applies below) and Executive Officers (excluding those appointed as General Manager of the Audit and Inspection Department or General Manager of the Audit and Supervisory Committee's Office, as well as overseas residents. Hereinafter, Directors and Executive Officers are collectively referred to as "Directors, etc."), as follows.

1. Outline and Purpose of the Plan

The Plan is an incentive plan for the Bank's Directors, etc. that aims to clarify the link between the remuneration of the Bank's Directors, etc. and the Bank's business performance and shareholder value, and to increase their commitment to improving the Bank's medium- to long-term business performance and increasing corporate value. The Plan provides Directors, etc. with the option to receive Bank shares and/or cash equivalent to the sale of such shares (collectively, "Bank Shares, etc.") in accordance with their position and the degree to which they have achieved performance targets. Except for extending the trust period of the Executive Compensation BIP Trust adopted in the Plan, the terms of the Plan as originally established in fiscal 2018 and as partially revised in fiscal 2025 will be maintained. For an overview of the Plan, please refer to "Notice Concerning Introduction of Performance-Linked Stock Compensation Plan" announced on May 10, 2018 and "Notice Concerning Partial Revision of Performance-Linked Stock Compensation Plan" announced on May 13, 2025.

2. Outline of the Trust Agreement After Continuation of the Plan

With the continuation of the Plan, the trust period of the Executive Compensation BIP Trust will be extended for three years. Furthermore, the Bank will not make an additional contribution of funds for the acquisition of shares. However, if there is a possibility that the number of Bank Shares within the trust will fall short during the trust period, additional acquisitions may be made appropriately in accordance with applicable laws and regulations.

Date of trust agreement	August 8, 2018 (to be rescheduled in August 2026)
Trust period	August 8, 2018 – August 31, 2026 (Expected to be extended until August 31, 2029 due to changes in the trust agreement in August 2026)

(*) Except for the above, there are no changes from the information disclosed in "Notice Concerning Introduction of Performance-Linked Stock Compensation Plan" announced on May 10, 2018 and "Notice Concerning Partial Revision of Performance-Linked Stock Compensation Plan" announced on May 13, 2025.