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Criteria for Election or Dismissal of Executive Officers

Article 1 (Purpose)

These criteria prescribe the criteria when electing or dismissing executive officers at meetings of the Board of Directors.

Article 2 (Criteria for election of Executive Officers)

The Board of Directors shall elect persons that satisfy the following conditions as executive officers of the Bank.

- (1) Having the knowledge, experience and sufficient social trust prescribed in Article 7-2, Paragraph 1 of the Banking Act of Japan
- (2) Having excellent leadership ability, decision-making ability, foresight and planning capability
- (3) Having character and insight that is suitable as an executive officer
- (4) Having no health impairment in executing duties as an executive officer

Article 3 (Grounds for disqualification)

The Board of Directors shall not elect persons that fall under the following conditions as executive officers.

- (1) A person who falls under the grounds for disqualification prescribed in Article 331, Paragraph 1 of the Companies Act, which apply mutatis mutandis to Article 402, Paragraph 4 of the same Act
- (2) A person who has been adjudicated as bankrupt and whose rights have not yet been restored or a person who is treated in the same manner under the laws and regulations of a foreign state

Article 4 (Criteria for Dismissal of Executive Officers)

The Board of Directors shall deliberate on the dismissal of an executive officer if any of the following conditions apply.

- (1) If the executive officer has acted in violation of laws and regulations or the Bank's Articles of Incorporation, or has acted with the possibility of doing so
- (2) If the executive officer has committed an act that causes serious damage to the Bank, either intentionally or through gross negligence
- (3) If the executive officer has committed an act of self-interest or in the interests of a third party, contrary to the officer's obligation of fidelity
- (4) If the executive officer has committed an act that severely damages the credibility of the Bank
- (5) If the executive officer ceases to satisfy the criteria prescribed in the items of Article 2
- (6) If any of the grounds for disqualification of an executive officer prescribed in the items of the preceding Article apply to the executive officer

Article 5 (Revision or abolition)

Any revision or abolition of these criteria shall be by a resolution of the Board of Directors.

Supplementary Provisions

These criteria shall be enforced from November 13, 2015.

Established on November 13, 2015

Revised on September 27, 2018