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November 13, 2026

To whom it may concern:

Company Name: JAPAN POST BANK Co., Ltd.
Representative: KASAMA Takayuki, President & CEO, Representative Executive Officer Member of the Board of Directors
(Securities Code: 7182, Tokyo Stock Exchange Prime Market)

# Notice Regarding the Introduction of a Stock Benefit Plan for Employees and the Disposal of Treasury Stock in Connection with the Contribution to the Trust for the Employee Stock Ownership Plan (J-ESOP)

JAPAN POST BANK Co., Ltd. (the "Bank") hereby announces that it resolved today to introduce a stock benefit plan for employees (the "Plan").

In addition, at the meeting of its Board of Directors held today, the Bank resolved to dispose of treasury stock (the "Treasury Stock Disposal") in connection with the contribution of funds to the trust for the Plan, as described below.

## 1. Objective of the Plan

As part of its efforts to promote human capital management, the Bank is introducing the Plan in order to enhance employees' motivation to contribute to improving the Bank's medium- to long-term business performance and corporate value, and to promote shared value between employees and shareholders.

Through the introduction of the Plan, the Bank aims to raise employees' awareness of the Bank's stock price and business performance and to foster a mindset of working to enhance corporate value from a medium- to long-term perspective, thereby achieving sustainable growth and the enhancement of the Bank's corporate value.

## 2. Eligible Employees for the Plan

The Plan will cover the Bank's full-time employees and other employees who meet the requirements established by the Bank.

The scope of eligible employees and other details of the Plan will be administered in accordance with the Stock Benefit Regulations to be separately established.

## 3. Overview of the Plan

The Plan uses a scheme known as a stock benefit trust (Employee Stock Ownership Plan, J-ESOP).

Under J-ESOP, a trust acquires the Bank's shares through market transactions or through the disposal of treasury stock, using funds contributed by the Bank. Each year, the Bank grants points to the employees eligible for the Plan (the "Eligible Employees") according to their job responsibilities, performance, and other criteria established by the

Bank, and the Eligible Employees receive the Bank's shares and cash equivalent to the market value of the Bank's shares (collectively, the "Bank Shares, etc.") in proportion to the number of points granted.

The Bank plans to deliver the Bank Shares, etc., to the Eligible Employees in proportion to the number of their accumulated points after the end of the final fiscal year of the Medium-term Management Plan.

<Treasury Stock Disposal>

4. Overview of the Disposal

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| (1) | Date of disposal | December 1, 2026 |
| (2) | Type and number of shares to be disposed of | 2,895,200 shares of common stock |
| (3) | Disposal price | ¥3,151 per share |
| (4) | Total amount of disposal | ¥9,122,775,200 |
| (5) | Scheduled allottee | Custody Bank of Japan, Ltd. (Trust E Account) |
| (6) | Other | With respect to the Treasury Stock Disposal, the Bank will file an Extraordinary Report under the Financial Instruments and Exchange Act. |

(Note) As announced in "Notice Regarding the Introduction of an Employee Stock Ownership Plan for Management Employees" issued on March 18, 2016, the Bank has already introduced J-ESOP, a stock benefit plan for management employees of the Bank's Investment Division (the "Plan for Investment Division Management Employees"). In introducing the Plan, the Bank will continue to operate the Plan for Investment Division Management Employees, and the trust established for the Plan for Investment Division Management Employees will also be used for the Plan.

The trust has been established under a trust agreement between the Bank and Mizuho Trust & Banking Co., Ltd., with the Bank as the entrustor and Mizuho Trust & Banking Co., Ltd. as the trustee (with Custody Bank of Japan, Ltd. as the re-trustee) (the "Trust Agreement," and the trust established under the Trust Agreement, the "Trust"). Custody Bank of Japan, Ltd. (Trust E Account) is the trust account opened by Custody Bank of Japan, Ltd. in its capacity as the re-trustee.

The Treasury Stock Disposal is being conducted to deliver benefits to the Eligible Employees under the Plan, and is substantially the same as allotting shares to the Eligible Employees as consideration for services provided to the Bank.

5. Purpose of and Reason for the Disposal

The Treasury Stock Disposal will be made to Custody Bank of Japan, Ltd. (Trust E Account), the re-trustee entrusted by the trustee of the Trust, in order to hold and dispose of the Bank's shares in operating the Plan.

The number of shares to be disposed of corresponds to the number of shares expected to be delivered to the Eligible Employees during the trust period under the Stock Benefit Regulations for the Plan (covering three fiscal years, from the fiscal year ending March 31, 2027 to the fiscal year ending March 31, 2029). This represents 0.08% of the total number of issued shares of 3,575,878,720 shares as of September 30, 2026 (0.08% of the total number of voting rights of 35,627,267 as of September 30, 2026; both figures rounded to two decimal places). In light of the purpose of the stock benefit plan, the Bank has determined that the scale of dilution is reasonable.

*Overview of the Additional Entrustment

Date of additional entrustment: December 1, 2026

Amount of additional entrustment: ¥9,122,775,200

Type of shares to be acquired: Common stock of the Bank

Number of shares to be acquired: 2,895,200 shares

Date of share acquisition: December 1, 2026

Share acquisition method: Acquisition through subscription for the Bank's treasury stock to be disposed of in the Treasury Stock Disposal

6. Basis for and Details of Calculation of the Disposal Price

The disposal price has been set at ¥3,151, the closing price of the Bank's common stock on the Tokyo Stock Exchange on the business day immediately preceding the date of the Board of Directors' resolution on the Treasury Stock Disposal.

The closing price on the business day immediately preceding the date of the Board of Directors' resolution was adopted because the Bank has determined that it is reasonable, as it represents the Bank's fair corporate value in the stock market.