These documents are partial translations of the Japanese originals for reference purposes only.
In the event of any discrepancy between these translated documents and the Japanese originals, the originals shall prevail. The Company assumes no responsibility for this translation or for direct, indirect or any other forms of damages arising from the translations.

(Securities code: 7337)
June 4, 2021

To Shareholders with Voting Rights:

Toshio Heya
Representative Director and President
Hirogin Holdings, Inc.
3-8, Kamiya-cho 1-chome, Nakaku,
Hiroshima-shi, Japan

NOTICE OF CONVOCATION OF THE 1ST ANNUAL SHAREHOLDERS MEETING

We would like to express our appreciation for your continued support and patronage.
You are cordially invited to attend the 1st Annual Shareholders Meeting of Hirogin Holdings, Inc. (the "Company"). The meeting will be held for the purposes as described below.
If you are unable to attend the meeting in person, you may exercise your voting rights by mail or by electromagnetic method (via the Internet). Please review the attached Reference Documents for the Shareholders Meeting and exercise your voting rights in the manner described below by 5:00 p.m. on Thursday, June 24, 2021.

1. Date and Time: Friday, June 25, 2021 at 10:00 a.m. JST
2. Place: The Large Hall, 4F, Head Office Building of Hirogin Holdings, Inc.
3-8, Kamiya-cho 1-chome, Nakaku, Hiroshima-shi, Japan
3. Meeting Agenda:

Matters to be reported: The Business Report, Consolidated Financial Statements and Financial Statements for the Company's 1st Fiscal Year (October 1, 2020 - March 31, 2021) and results of audits by the Financial Auditor and the Audit and Supervisory Committee

Proposals to be resolved:
Proposal 1: Election of Five Directors (Excluding Directors Who Are Audit and Supervisory Committee Members)
Proposal 2: Election of One Director Who Is an Audit and Supervisory Committee Member
Proposal 3: Determination of the Amount of Remuneration, etc. for Directors (Excluding Directors Who Are Audit and Supervisory Committee Members)
Proposal 4: Determination of the Amount of Remuneration, etc. for Directors Who Are Audit and Supervisory Committee Members

Reference Documents for the Shareholders Meeting

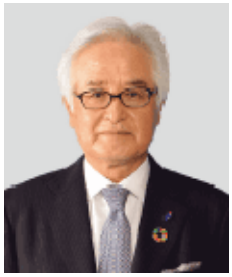
Proposal 1: Election of Five Directors (Excluding Directors Who Are Audit and Supervisory Committee Members)

The terms of office of five incumbent Directors (excluding Directors who are Audit and Supervisory Committee Members; the same applies hereinafter in this proposal) will expire at the conclusion of this meeting of shareholders meeting. Accordingly, the Company proposes the election of five Directors.

This proposal has been discussed at the Audit and Supervisory Committee. There are no matters to be noted in accordance with the provisions of the Companies Act.

The candidates are as follows:

No.	Name	Current position at the Company	Attendance at the Board of Directors meetings (FY2020)
1	Reappointment Koji Ikeda	Chairman (Representative Director)	100% (7 out of 7 meetings)
2	Reappointment Toshio Heya	President (Representative Director)	100% (7 out of 7 meetings)
3	Reappointment Akira Ogi	Director & Senior Managing Executive Officer	100% (7 out of 7 meetings)
4	Reappointment Kazuo Kiyomune	Director & Managing Executive Officer	100% (7 out of 7 meetings)
5	Reappointment Fumitsugu Kariyada	Director & Managing Executive Officer	100% (7 out of 7 meetings)

No.	Name (Date of birth)	Past experience, positions and responsibilities (Significant concurrent positions)	Attendance at the Board of Directors meetings	Number of shares of the Company held
1	 Reappointment Koji Ikeda (September 3, 1953)	April 1977 Joined The Hiroshima Bank, Ltd. April 2006 Executive Officer; General Manager, Fukuyama Sales Division, The Hiroshima Bank, Ltd. April 2008 Managing Executive Officer; General Manager, Fukuyama Sales Division, The Hiroshima Bank, Ltd. April 2009 Managing Executive Officer; General Manager, Management Planning Division, The Hiroshima Bank, Ltd. June 2009 Managing Director; General Manager, Management Planning Division, The Hiroshima Bank, Ltd. April 2011 Managing Director, The Hiroshima Bank, Ltd. June 2012 President (Representative Director), The Hiroshima Bank, Ltd. June 2018 Chairman (Representative Director), The Hiroshima Bank, Ltd. (current position) October 2020 Chairman (Representative Director), the Company (current position) (Significant concurrent positions) Chairman (Representative Director), The Hiroshima Bank, Ltd. President, The Hiroshima Chamber of Commerce and Industry	100% (7 out of 7 meetings)	15,800
	[Reason for nomination as a candidate for Director] Mr. Koji Ikeda, as a member of the Group since 1977, has served mainly in Business Divisions and Planning Divisions, and has a wealth of experience as well as thorough knowledge about overall operations. He also has extensive experience in management with his service as President (Representative Director) of The Hiroshima Bank, Ltd. for six years and Chairman (Representative Director) for three years. The Company nominated him as a candidate for Director because we can expect him to strengthen the effectiveness of decision-making function and supervisory function of the Board of Directors by leveraging his experience and knowledge therein.			

<table>
<tr><th>No.</th><th>Name
(Date of birth)</th><th>Past experience, positions and responsibilities
(Significant concurrent positions)</th><th>Attendance at the Board of Directors meetings</th><th>Number of shares of the Company held</th></tr>
<tr><td rowspan="2">2</td><td>

Reappointment

Toshio Heya

(May 1, 1960)</td><td>April 1983 Joined The Hiroshima Bank, Ltd.
April 2008 General Manager, Hiroshima-Higashi Branch, The Hiroshima Bank, Ltd.
April 2011 General Manager, Management Planning Division, The Hiroshima Bank, Ltd.
April 2013 Executive Officer; General Manager, Head Office Business Department, The Hiroshima Bank, Ltd.
April 2015 Managing Executive Officer; General Manager, Head Office Business Department, The Hiroshima Bank, Ltd.
April 2016 Managing Executive Officer, The Hiroshima Bank, Ltd.
June 2016 Director & Managing Executive Officer, The Hiroshima Bank, Ltd.
June 2018 President (Representative Director), The Hiroshima Bank, Ltd. (current position)
October 2020 President (Representative Director), the Company (current position)
(Significant concurrent positions)
President (Representative Director), The Hiroshima Bank, Ltd.
(Responsibilities)
General Manager, Secretariat Department
General Manager, Digital Innovation Division</td><td>100%
(7 out of 7 meetings)</td><td>8,061</td></tr>
<tr><td colspan="4">[Reason for nomination as a candidate for Director]
Mr. Toshio Heya, as a member of the Group since 1983, has served mainly in Business Divisions and Planning Divisions, and has a wealth of experience as well as thorough knowledge about overall operations.
He also has extensive experience in management with his service as President (Representative Director) of The Hiroshima Bank, Ltd. for three years. The Company nominated him as a candidate for Director because we can expect him to strengthen the effectiveness of decision-making function and supervisory function of the Board of Directors by leveraging his experience and knowledge therein.</td></tr>
</table>

No.	Name (Date of birth)	Past experience, positions and responsibilities (Significant concurrent positions)	Attendance at the Board of Directors meetings	Number of shares of the Company held
3	 Reappointment Akira Ogi (July 3, 1963)	April 1986 Joined The Hiroshima Bank, Ltd. April 2008 General Manager, Business Planning Department of Banking Business Planning Division, The Hiroshima Bank, Ltd. April 2013 General Manager, Hiro Branch, The Hiroshima Bank, Ltd. April 2015 General Manager, Personnel & General Affairs Division, The Hiroshima Bank, Ltd. April 2016 General Manager, Management Planning Division, The Hiroshima Bank, Ltd. April 2017 Executive Officer; General Manager, Management Planning Division, The Hiroshima Bank, Ltd. October 2018 Managing Executive Officer, The Hiroshima Bank, Ltd. June 2019 Director & Managing Executive Officer, The Hiroshima Bank, Ltd. April 2020 Director & Senior Managing Executive Officer, The Hiroshima Bank, Ltd. (current position) October 2020 Director & Senior Managing Executive Officer, the Company (current position) (Significant concurrent positions) Director & Senior Managing Executive Officer, The Hiroshima Bank, Ltd. (Responsibilities) General Manager, Management Planning Division Deputy General Manager, Digital Innovation Division	100% (7 out of 7 meetings)	10,500
	[Reason for nomination as a candidate for Director] Mr. Akira Ogi, as a member of the Group since 1986, has served mainly in Planning Divisions and Business Divisions, and has a wealth of experience as well as thorough knowledge about overall operations. The Company nominated him as a candidate for Director because we can expect him to strengthen the effectiveness of decision-making function and supervisory function of the Board of Directors by leveraging his experience and knowledge therein.			

No.	Name (Date of birth)	Past experience, positions and responsibilities (Significant concurrent positions)	Attendance at the Board of Directors meetings	Number of shares of the Company held
4	 Reappointment Kazuo Kiyomune (February 8, 1963)	April 1986 Joined The Hiroshima Bank, Ltd. October 2008 General Manager, Loan Business Planning Department of Banking Business Planning Division, The Hiroshima Bank, Ltd. April 2010 General Manager, Loan Business Planning Department of Loan Business Planning Division, The Hiroshima Bank, Ltd. April 2013 General Manager, Honkawa Branch, The Hiroshima Bank, Ltd. April 2015 General Manager, Otemachi Branch, The Hiroshima Bank, Ltd. April 2018 Executive Officer; General Manager, Kure Branch and Kure City Hall Sub-branch, The Hiroshima Bank, Ltd. April 2020 Managing Executive Officer, The Hiroshima Bank, Ltd. June 2020 Director & Managing Executive Officer, The Hiroshima Bank, Ltd. (current position) October 2020 Director & Managing Executive Officer, the Company (current position) (Significant concurrent positions) Director & Managing Executive Officer, The Hiroshima Bank, Ltd. (Responsibilities) General Manager, Group Business Strategy Division	100% (7 out of 7 meetings)	6,200
	[Reason for nomination as a candidate for Director] Mr. Kazuo Kiyomune, as a member of the Group since 1986, has served mainly in Business Divisions and Planning Divisions, and has a wealth of experience as well as thorough knowledge about overall operations. The Company nominated him as a candidate for Director because we can expect him to strengthen the effectiveness of decision-making function and supervisory function of the Board of Directors by leveraging his experience and knowledge therein.			

No.	Name (Date of birth)	Past experience, positions and responsibilities (Significant concurrent positions)	Attendance at the Board of Directors meetings	Number of shares of the Company held
5	 Reappointment Fumitsugu Kariyada (March 23, 1965)	April 1987 Joined The Hiroshima Bank, Ltd. June 2007 General Manager, Planning Department of Management Planning Division, The Hiroshima Bank, Ltd. April 2012 General Manager, Furuichi Branch, The Hiroshima Bank, Ltd. April 2014 Deputy General Manager, Banking Business Planning Division, The Hiroshima Bank, Ltd. April 2015 General Manager, Banking Business Planning Division, The Hiroshima Bank, Ltd. April 2018 Executive Officer; General Manager, Tokyo Branch, The Hiroshima Bank, Ltd. April 2020 Managing Executive Officer, The Hiroshima Bank, Ltd. Advisor, Hirogin Securities Co., Ltd. June 2020 President (Representative Director), Hirogin Securities Co., Ltd. (current position) October 2020 Director & Managing Executive Officer, the Company (current position) (Significant concurrent positions) President (Representative Director), Hirogin Securities Co., Ltd.	100% (7 out of 7 meetings)	16,200
	[Reason for nomination as a candidate for Director] Mr. Fumitsugu Kariyada, as a member of the Group since 1987, has served mainly in Planning Divisions and Business Divisions, and has a wealth of experience as well as thorough knowledge about overall operations. The Company nominated him as a candidate for Director because we can expect him to strengthen the effectiveness of decision-making function and supervisory function of the Board of Directors by leveraging his experience and knowledge therein.			

(Notes)

1. There are no special interests between the candidates and the Company.
2. The Company has entered into a directors and officers liability insurance contract stipulated in Article 430-3, paragraph (1) of the Companies Act with an insurance company. The insured of this insurance agreement including the Company's Directors (excluding Directors who are Audit and Supervisory Committee Members), shall receive compensation for their liability borne from performance of their duties and for the damages including the litigation cost arising from claims in pursuit of that liability. However, the policy does include certain exemption clauses, such as for the acts in violation of laws or regulations that were carried out with full knowledge of their illegality. If this proposal is approved and passed, the candidates will be covered by the insurance agreement. In addition, The Company plans to renew the said insurance agreement with the same contents at the next renewal.

Proposal 2: Election of One Director Who Is an Audit and Supervisory Committee Member

Director who is an Audit and Supervisory Committee Member, Mr. Hitoshi Katayama will resign as of June 25, 2021. Accordingly, the Company proposes the election of one Director who is an Audit and Supervisory Committee Member.

The proposal has been approved by the Audit and Supervisory Committee.

The candidate is as follows:

No.	Name (Date of birth)	Past experience, positions and responsibilities (Significant concurrent positions)	Attendance at the Board of Directors meetings	Number of shares of the Company held
1	 Reappointment Yuji Eki (August 13, 1963)	April 1986 Joined The Hiroshima Bank, Ltd. June 2003 Associate General Manager in charge of Personnel & General Affairs Division, The Hiroshima Bank, Ltd. October 2007 General Manager, Miyauchi Branch, The Hiroshima Bank, Ltd. October 2010 General Manager, Itsukaichi-Yahata Branch, The Hiroshima Bank, Ltd. April 2013 General Manager, Secretariat Department, The Hiroshima Bank, Ltd. April 2016 General Manager, Hiroshima-Higashi Branch, The Hiroshima Bank, Ltd. April 2019 Senior General Manager, Risk Management Division, The Hiroshima Bank, Ltd. June 2019 Standing Company Auditor, The Hiroshima Bank, Ltd. October 2020 Full-time Company Auditor, The Hiroshima Bank, Ltd. (current position)	—	6,100
	[Reason for nomination as a candidate for Director who is an Audit and Supervisory Committee Member] Mr. Yuji Eki, as a member of the Group since 1986, has served mainly in Personnel Divisions and Business Divisions, and assumed office as Company Auditor of The Hiroshima Bank, Ltd. in June 2019. He has a wealth of experience as well as thorough knowledge about overall operations. The Company nominated him as a candidate for Director who is an Audit and Supervisory Committee Member because we can expect him to leverage his experience and knowledge on the establishment of a superior corporate governance structure that responds to social trust.			

(Notes)

1. There are no special interests between the candidate and the Company.
2. The Company has entered into an agreement with Directors who are Audit and Supervisory Committee Members, pursuant to Article 427, paragraph (1) of the Companies Act, to limit their liability for damages set forth in Article 423, paragraph (1) of the same act. The limit of the liability for damages for Directors who are Audit and Supervisory Committee Members under the agreement shall be the minimum liability amount provided in applicable laws and regulations. If this proposal is approved and passed, the Company intends to enter into a similar agreement with the candidate.
3. The Company has entered into a directors and officers liability insurance contract stipulated in Article 430-3, paragraph (1) of the Companies Act with an insurance company. The insured of this insurance agreement including the Company's Directors who are Audit and Supervisory Committee Members, shall receive compensation for their liability borne from performance of their duties and for the damages including the litigation cost arising from claims in pursuit of that liability. However, the policy does include certain exemption clauses, such as for the acts in violation of laws or regulations that were carried out with full knowledge of their illegality. If this proposal is approved and passed, the candidate will be covered by the insurance agreement. In addition, The Company plans to renew the said insurance agreement with the same contents at the next renewal.

4. The candidate currently serves as a full-time Company Auditor of The Hiroshima Bank, Ltd. If this proposal is approved and passed, he will resign the office of a full-time Company Auditor of The Hiroshima Bank, Ltd. on the day of the Annual Shareholders Meeting.

Proposal 3: Determination of the Amount of Remuneration, etc. for Directors (Excluding Directors Who Are Audit and Supervisory Committee Members)

Article 2, Paragraph 1 of the Supplementary Provisions of the Articles of Incorporation of the Company stipulates that the total amount of the remuneration, etc. that is provided in money to Directors (excluding Directors who are Audit and Supervisory Committee Members) for the period from the date of incorporation of the Company to the closing of the first annual shareholders meeting shall be two hundred million (200,000,000) yen or less per year (not including the portion of employee's salary payable to Directors who concurrently serve as employees).

Accordingly, the Company once again requests approval for the amount of remuneration, etc. for Directors (excluding Directors who are Audit and Supervisory Committee Members) following the conclusion of this Annual Shareholders Meeting.

As a result of the careful consideration of various circumstances such as the status of the Company's management system and economic conditions, this proposal requests that the amount of remuneration, etc. that is provided in money to Directors (excluding Directors who are Audit and Supervisory Committee Members) continue to be two hundred million (200,000,000) yen or less per year. The Company also requests approval for the amount of remuneration, etc. for external Directors be thirty million (30,000,000) yen or less per year, out of the above total amount payable to Directors, in preparation for future appointments. This proposal has been determined based on deliberations and findings by the Group Nomination and Compensation Advisory Committee of the Company.

The Audit and Supervisory Committee has considered this proposal and expressed its opinion that there are no particular matters that require noting.

Matters such as the specific amount and timing of payment to Directors (excluding Directors who are Audit and Supervisory Committee Members) shall be determined by resolution of the board of Directors following deliberations and findings by the Group Nomination and Compensation Advisory Committee.

The remuneration amount of Directors (excluding Directors who are Audit and Supervisory Committee Members) shall not include the portion of employee's salary payable to Directors who concurrently serve as employees.

At the board of Directors meeting held on March 25, 2021, the Company established a policy regarding decisions on the details of individual remuneration, etc. for Directors, an outline of which is described on page 29 to page 31 of the Business Report. Remuneration, etc. based on this proposal is in accordance with said policy and there are no plans to change said policy even if this proposal is approved. In addition, based on said policy, this proposal is sufficient to cover remuneration, etc. of Directors (excluding Directors who are Audit and Supervisory Committee Members), and is deemed to be appropriate since it is suitable in view of the remuneration limits resolved at shareholder meetings of other companies with the same business scale and business description as the Company.

The current number of Directors (excluding Directors who are Audit and Supervisory Committee Members) is five (including zero external Directors). If Proposal 1: Election of Five Directors (Excluding Directors Who Are Audit and Supervisory Committee Members) is approved as originally proposed, the number of Directors (excluding Directors who are Audit and Supervisory Committee Members) will be five (including zero external Directors).

Proposal 4: Determination of the Amount of Remuneration, etc. for Directors Who Are Audit and Supervisory Committee Members

Article 2, Paragraph 2 of the Supplementary Provisions of the Articles of Incorporation of the Company stipulates that the total amount of the remuneration, etc. that is provided in money to Directors who are Audit and Supervisory Committee Members for the period from the date of incorporation of the Company to the closing of the first annual shareholders meeting shall be one hundred million (100,000,000) yen or less per year.

Accordingly, the Company once again requests approval for the amount of remuneration, etc. for Directors who are Audit and Supervisory Committee Members following the conclusion of this Annual Shareholders Meeting.

As a result of the careful consideration of various circumstances such as the status of the Company's management system and economic conditions, this proposal requests that the amount of remuneration, etc. that is provided in money to Directors who are Audit and Supervisory Committee Members continue to be one hundred million (100,000,000) yen or less per year. This proposal has been determined based on deliberations and findings by the Group Nomination and Compensation Advisory Committee of the Company.

Directors who are Audit and Supervisory Committee Members have unanimously expressed the opinion that there are no particular matters that require noting.

Matters such as the specific amount and timing of payment to Directors who are Audit and Supervisory Committee Members shall be determined by deliberation of Directors who are Audit and Supervisory Committee Members.

This proposal is sufficient to cover the current remuneration, etc. of Directors who are Audit and Supervisory Committee Members, and is deemed to be appropriate since it is suitable in view of the remuneration limits for Directors who are Audit and Supervisory Committee Members resolved at shareholder meetings of other companies with the same business scale and business description as the Company.

The current number of Directors who are Audit and Supervisory Committee Members is four (including three external Directors). If Proposal 2: Election of One Director Who Is an Audit and Supervisory Committee Member is approved as originally proposed, the number of Directors who are Audit and Supervisory Committee Members will be four (including three external Directors).

<Reference: Remuneration, etc. for Officers of the Company described on page 29 to page 31 of the Business Report >

1. Matters pertaining to the decision policy regarding details of individual remuneration, etc. of Directors
   (1) Method for deciding said policy
   The Company has established a policy regarding the determination of details for individual remuneration, etc. of Directors by resolution of the board of Directors based on the results of deliberation by the Group Nomination and Compensation Advisory Committee of the Company, which is composed of Representative Directors and independent external Directors (the majority of the Committee members are independent external Directors).
   (2) Outline of the details of said policy
   The policy regarding the determination of details of individual remuneration, etc. for Directors is as follows.
   a. Basic policy
   Remuneration, etc. of Directors (excluding Directors who are Audit and Supervisory Committee Members; hereinafter the same shall apply) of the Company shall be determined based on a remuneration system that is linked to shareholder interests so as to fully function as an incentive to work for the sustainable growth and enhancement of the corporate value of the Group, and the basic policy is to determine remuneration of individual Directors at an appropriate level from the perspectives of transparency, objectiveness and fairness.
   Specifically, remuneration, etc. of Directors excluding external Directors shall consist of fixed-amount compensation, performance-linked compensation, and stock-based compensation. For the sake of neutrality in view of responsibilities, compensation for external Directors is only composed of fixed-amount compensation.
   As a bank holding company, the Company will establish and operate a remuneration plan in an integrated manner with The Hiroshima Bank, Ltd., which is a subsidiary bank of the Company, and in the event that concurrent positions are held at the Company and the Bank, remuneration, etc. shall be prorated at a fixed rate.
   b. Policy regarding the determination of the amount of individual remuneration, etc. as fixed-amount compensation (monetary compensation) (including the policy regarding the determination of the timing, etc. of the remuneration, etc.)
   Fixed-amount compensation shall be monthly basic remuneration and shall be determined based on job titles and paid on a regular basis during the term of office after comprehensively taking into consideration factors such as the remuneration and salary levels of officers and employees of Group companies under the Company and the status of officer compensation at other companies of a similar scale.
   c. Policy regarding the determination of the amount of individual remuneration, etc. as performance-linked compensation (including the policy regarding the determination of the timing, etc. for payment of the remuneration, etc.)
   Performance-linked compensation shall be monetary remuneration (paid at a certain time each year) that reflects performance indicators and is calculated each business year according to the degree of achievement of those performance indicators, and shall be determined based on job titles with the aim of raising awareness of the contribution to improved business performance.
   Specifically, from the perspective of ensuring transparency, objectivity, and fairness and fully fulfilling accountability to shareholders and other stakeholders, the Company's "net profit attributable to owners of the parent" shall be used as a performance indicator and the performance-linked compensation, which is calculated by multiplying the job title-based standard amount established by resolution of the board of Directors by the payment ratio linked to said performance indicator, is paid after the end of each business year.
   The performance-linked payment ratio is as shown in Appendix 1.
   d. Policy regarding the determination of individual remuneration, etc. as stock-based compensation (non-monetary compensation) (including the policy regarding the determination of the timing, etc. for payment of the remuneration, etc.)

Stock-based compensation shall be calculated and paid based on an amount obtained by multiplying the fixed-amount compensation determined based on job titles by a certain percentage with the aim of clarifying the link between officer compensation and the Company's share price. The stock compensation plan is managed by the officer compensation BIP trust. During the trust period, certain points are granted, and Directors will receive the delivery of the shares in accordance with the number of points accumulated at the time Directors retire from both the Company and The Hiroshima Bank, Ltd.

However, in the event of non-conformity as stipulated separately, the Company may request the refund of the amount equivalent to the share delivery.

e. Policy regarding the determination of the ratio of monetary compensation, performance-linked compensation, and non-monetary compensation to the amount of individual remuneration, etc. of Directors

The ratios of remuneration by type for Directors shall be determined by comprehensively taking into consideration matters such as the status of officer remuneration at other companies of a similar scale from the perspective of providing an incentive to aim for the sustainable growth and enhancement of corporate value of the Group and an increase in the share price of the Company while emphasizing the stability and soundness of management as a bank holding company.

f. Matters regarding the determination of details of individual remuneration, etc. for Directors

Details of all individual remuneration, etc. for Directors shall be determined by the board of Directors based on deliberations and findings of the Group Nomination and Compensation Advisory Committee, which is composed of Representative Directors and independent external Directors (the majority of the Committee members are independent external Directors).

Appendix 1: Coefficient used in the calculation of performance-linked compensation

Net profit attributable to owners of the parent (yen)	Performance-linked coefficient
More than 33 billion	1.500
More than 30 billion – 33 billion or less	1.375
More than 27 billion – 30 billion or less	1.250
More than 24 billion – 27 billion or less	1.125
More than 21 billion – 24 billion or less	1.000
More than 18 billion – 21 billion or less	0.875
More than 15 billion – 18 billion or less	0.750
More than 12 billion – 15 billion or less	0.625
More than 9 billion – 12 billion or less	0.500
More than 6 billion – 9 billion or less	0.375
6 billion or less	–

2. Total amount of remuneration, etc. of Directors

Category	Number of Directors (persons)	Total remuneration, etc. (million yen)	Total amount by type of remuneration, etc. (million yen)		
			Fixed-amount	Performance-linked	Non-monetary
Directors (excluding Directors who are Audit and Supervisory Committee Members)	5	15	11	—	4
Directors who are Audit and Supervisory Committee Members	4	30	30	—	—

(Notes)

1. In addition to the above, an employee's salary of 10 million yen (comprising 7 million yen in fixed-amount compensation and 3 million yen in non-monetary compensation) is paid to Directors who concurrently serve as employees.

2. Remuneration, etc. for Directors (excluding Directors who are Audit and Supervisory Committee Members) shall consist of fixed-amount compensation and non-monetary compensation.
   a. The total amount of remuneration, etc. that is provided in money shall be 200 million yen or less per year. (Article 2, Paragraph 1 of the Supplementary Provisions of the Articles of Incorporation of the Company)
   b. Remuneration, etc. that is provided as non-monetary compensation is the provision for stock-based compensation related to the stock compensation plan, the officer compensation BIP trust (see 1.(2)d. above). The upper limit on the amount of trust money to be contributed to the trust is 900 million yen in total for the three business years, combined with the money to be contributed by The Hiroshima Bank, Ltd., and the upper limit on the number of Company shares to be delivered is 2,600,000 shares for the three fiscal years. (Article 2, Paragraph 3 of the Supplementary Provisions of the Articles of Incorporation of the Company)
3. Remuneration, etc. for Directors who are Audit and Supervisory Committee Members shall consist entirely of fixed-amount compensation, and the total amount to be provided in money shall be 100 million yen or less per year. (Article 2, Paragraph 2 of the Supplementary Provisions of the Articles of Incorporation of the Company)
4. The Articles of Incorporation of the Company were approved at the 109th Annual General Meeting of Shareholders of The Hiroshima. Bank, Ltd. held on June 25, 2020, and was enacted when the Company was established on October 1, 2020. The number of Directors (excluding Directors who are Audit and Supervisory Committee Members) was five, and the number of Directors who are Audit and Supervisory Committee Members was four (including three external Directors) when the Company was established.
5. Details of individual remuneration, etc. for Directors (excluding Directors who are Audit and Supervisory Committee Members) were determined following deliberations into such factors as the appropriateness and validity of the standard of remuneration and the ratio of remuneration by type by the Group Nomination and Compensation Advisory Committee, which was established by the board of Directors. The board of Directors has therefore also deemed them to be in line with the decision policy of the Company. However, performance-linked compensation has not been introduced since the current business year is the first year of the Company's establishment and only has half a year. With regard to the individual remuneration for the current business year, the decision on the amount of individual remuneration, etc. as fixed-amount compensation has been delegated to the two Representative Directors, Koji Ikeda (Chairman) and Toshio Heya (President), in accordance with the resolution of the board of Directors at the establishment of the Company. This was because it was deemed that the Representative Directors were suitable for assessing the departmental responsibilities of each director, while taking the overall performance of the Company into consideration.