Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

November 24, 2026

Company name: The Chiba Kogyo Bank, Ltd.
Representative: Hitoshi Umeda
President (CEO), Representative Director
(Securities code: 8337, Tokyo Stock Exchange Prime Market)
Inquiries: Nobuhiro Nishimura
Executive Officer of Management Planning Division
Telephone: +81-43-243-2111 (main switchboard number)

Notice Concerning Partial Revision of Employee Stock Ownership Plan (J-ESOP)

The Chiba Kogyo Bank, Ltd. (hereinafter, the "Bank") hereby announces that it has decided today to revise its "Employee Stock Ownership Plan (J-ESOP)" (hereinafter, the "Current J-ESOP Plan"), an incentive plan that grants the Bank's shares to employees, to the "Employee Stock Ownership Plan (J-ESOP-RS)" (hereinafter, the "Plan"), which imposes transfer restrictions on the granted shares until retirement. The details are described below.

1. Background of the revision

The Bank introduced the Current J-ESOP Plan in 2023 with the aim of further aligning employee compensation with the Bank's stock price and business performance, sharing the resulting economic benefits with shareholders, and thereby boosting employee motivation and morale to drive improvements in both the stock price and business performance. The Bank has now decided to revise part of the Current J-ESOP Plan after reviewing various incentive plans designed to encourage its employees to take on challenges at an even higher level and to reward them for their achievements. Specifically, the Bank will change the timing of benefits from upon retirement to during employment, and will impose transfer restrictions on the granted shares until retirement.

2. Overview of the Plan

The Plan is a trust-type scheme modeled after the ESOP (Employee Stock Ownership Plan) in the United States, and provides the employees of the Bank who meet certain requirements with the Bank's shares and cash equivalent to the market value of such shares (hereinafter, the "Bank's Shares, etc.") in accordance with the stock delivery rules established by the Bank in advance.

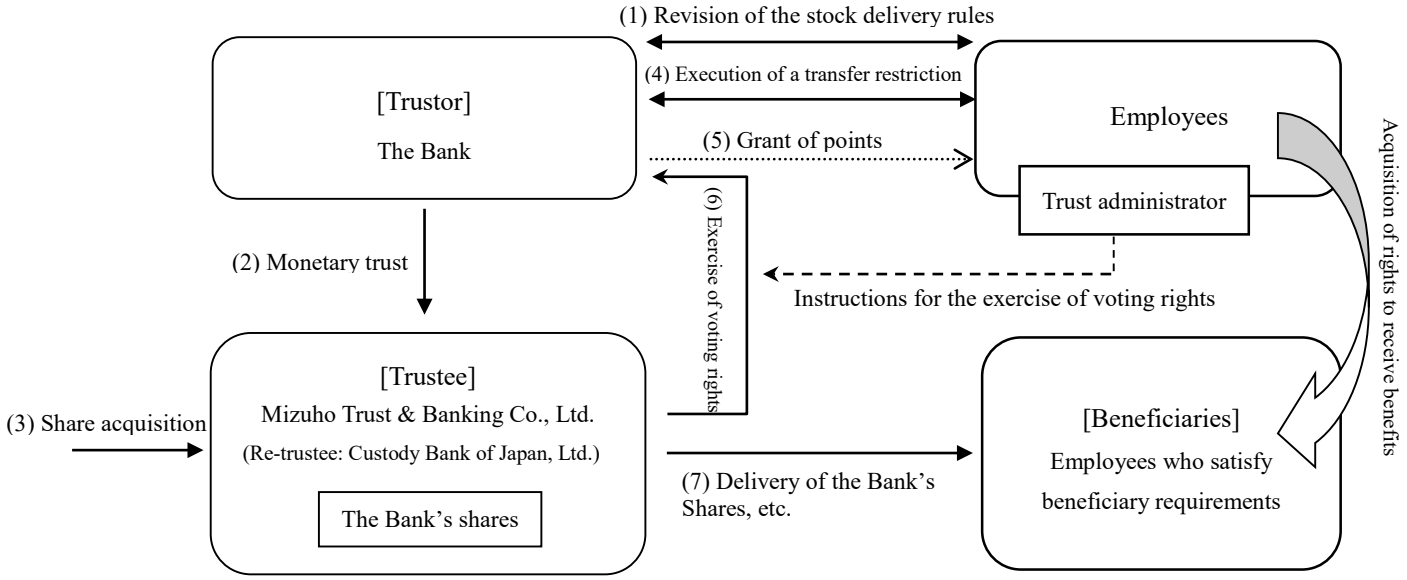
The Bank will grant points to employees based on factors such as individual contributions and, through a trust established pursuant to the trust agreement entered into with Mizuho Trust & Banking Co., Ltd. regarding the Current J-ESOP Plan (hereinafter, the "Trust"), will provide the employees with the Bank's Shares, etc. equivalent to the granted points when they acquire the right to receive benefits under certain conditions. The Bank's shares and cash (*) which were acquired by the Trust using funds contributed by the Bank under the Current J-ESOP Plan and remain within the Trust will be used for benefits under the Plan following the revision.

If an employee receives a grant of the Bank's shares while employed, the employee shall enter into a transfer restriction agreement with the Bank prior to receiving the grant. Consequently, the Bank's shares granted to the employee during employment shall be subject to restrictions on disposal, including transfer, until the employee's

retirement.

(*) As announced in the "Notice Concerning Introduction of Employee Stock Ownership Plan (J-ESOP) and Disposal of Treasury Shares through Third-Party Allotment" dated February 27, 2023, the Bank has established the Trust pursuant to a trust agreement entered into with Mizuho Trust & Banking Co., Ltd. on March 20, 2023, for the purpose of granting the Bank's Shares, etc. under the Current J-ESOP Plan, and the Trust has acquired the Bank's shares using funds contributed by the Bank. Since the Bank intends to utilize the Bank's shares acquired by the Trust for the delivery of the Bank's shares under the Plan, the Bank will not make any new contributions or have the Trust acquire additional shares of the Bank in connection with the partial revision of the Plan.

[Structure of the Plan]



(1) The Bank will revise the stock delivery rules upon the revision of the Plan.

(2) In order to acquire in advance the shares to be granted to employees in the future in accordance with the stock delivery rules, the Bank will place the cash to Mizuho Trust & Banking Co., Ltd. (re-trustee: Custody Bank of Japan, Ltd.) as a third-party benefit trust.

(3) The Trust will use the funds contributed in (2) to acquire the Bank's shares either through market purchase on the stock exchange or by underwriting the disposal of the Bank's own shares.

(4) Employees will enter into a transfer restriction agreement with the Bank stipulating that the Bank's shares granted to employees during their employment shall be subject to restrictions on disposal, including transfer, until their retirement, and including certain provisions regarding the Bank's right to acquire such shares without consideration.

(5) The Bank will grant points to the employees according to the stock delivery rules.

(6) The Trust will exercise voting rights based on instructions from the trust administrator.

(7) The Trust will deliver the Bank's shares to the employees who meet beneficiary requirements specified in the stock delivery rules (hereinafter, the "Beneficiaries"), based on the number of points allocated to each of the Beneficiaries. However, if the employees meet certain conditions stipulated in the stock

delivery rules, a certain percentage of these points will be converted into cash equivalent to the market value of the Bank's shares and delivered at the time of their retirement.

(*) (2) and (3) were already implemented when the Current J-ESOP Plan was introduced. Therefore, no new contributions or acquisitions of the Bank's shares will be made in connection with the partial revision of the Plan.

3. Overview of the Trust

(1) Name:	Employee Stock Ownership Plan (J-ESOP-RS)
(2) Trustor:	The Bank
(3) Trustee:	Mizuho Trust & Banking Co., Ltd. (Re-trustee: Custody Bank of Japan, Ltd.)
(4) Beneficiaries:	Employees who meet beneficiary requirements as stipulated in the stock delivery rules
(5) Trust administrator:	The Bank's employees
(6) Type of trust:	Monetary trust other than a money trust (trust for the benefit of third parties)
(7) Purpose of the trust:	To deliver the Bank's Shares, etc., as trust assets, to the Beneficiaries in accordance with the stock delivery rules
(8) Date of the trust agreement:	March 20, 2023
(9) Date of monetary trust:	March 20, 2023
(10) Term of trust:	From March 20, 2023 until termination of the Trust (The Trust does not have a fixed end date and will continue as long as the Plan remains in effect.)