



June 25, 2026

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Name of representative : Eiji Sato, President  
(Securities code: 8344;  
Prime Market,  
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## Notice Concerning Continuation of Performance-Linked Stock Compensation Plan and Additional Contribution

The Yamagata Bank, Ltd. ("the Bank") hereby announces that the continuation of the performance-linked stock compensation plan ("the Plan") for Directors (excluding Directors Serving as Audit and Supervisory Committee Members and Outside Directors) and Executive Officers (collectively, "Eligible Officers"), which has been in place since fiscal year 2016, and the additional monetary contribution to the Plan were resolved at the Board of Directors held on June 25, 2026. Details are described as below.

### 1. Overview and purpose of the Plan

The Plan is a performance-linked stock compensation plan designed to enhance the awareness of Eligible Officers toward contributing to medium- to long-term business performance improvement and corporate value enhancement. Under the Plan, the Bank's shares and/or cash equivalent to the proceeds from the disposal of such shares are delivered and paid in accordance with the achievement level of performance targets and the position held by each Eligible officers. The Plan utilizes the Board Incentive Plan (BIP) Trust for Officers ("the Trust"). Except for the extension of the trust period of the Trust as described below, there are no changes to the content of the Plan as outlined in the "Reference: Details of the Plan" section.

### 2. Reason for additional contribution to the Trust

In connection with the continuation of the Plan, the Trust will be extended for five years, and an additional contribution will be made to acquire the Bank's shares expected to be delivered during the new target period.

#### Details of trust agreement amendment and additional contribution:

| Item                     | Details                                                     |
|--------------------------|-------------------------------------------------------------|
| Trust agreement date     | August 3, 2016 (Trust amendment agreement on June 29, 2026) |
| Trust period             | From August 3, 2016 to August 31, 2031 (scheduled)          |
| Share acquisition amount | 702,000,000 yen (scheduled)                                 |
| Share acquisition period | From July 2, 2026 to August 31, 2026 (scheduled)            |
| Method of acquisition    | Market purchases on the Tokyo Stock Exchange                |

(For Reference) Details of the Plan

The main details of the Plan, which received approval from shareholders at the 212th Ordinary General Meeting of Shareholders, are as follows:

| Item                                                                                                                                              | Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
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| Eligible participants of the Plan                                                                                                                 | <ul style="list-style-type: none"><li>• Directors of the Bank (excluding Directors Serving as Audit and Supervisory Committee Members and Outside Directors)</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Covered period of the Plan                                                                                                                        | <ul style="list-style-type: none"><li>• Five fiscal years from the fiscal year ending March 31, 2017 to the fiscal year ending March 31, 2021</li><li>* In the event that the trust is continued, each subsequent five-year period shall constitute a covered period</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Details of performance achievement conditions                                                                                                     | <ul style="list-style-type: none"><li>• Variable according to the achievement level against the Bank's annual performance target values (financial indicators and non-financial indicators)</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Number of the Bank's shares, etc. to be delivered to eligible participants                                                                        | <ul style="list-style-type: none"><li>• At a certain time each year during the trust period, points shall be granted according to the achievement level of performance targets and position for the fiscal year ended March 31 of the same year</li><li>* One point equals one share of the Bank's stock, and fractions of less than one point shall be rounded down. In the event that circumstances arise during the trust period where adjustments such as stock splits or reverse stock splits are deemed fair, adjustments shall be made according to the split ratio, reverse split ratio, etc.</li><li>* After the reverse stock split effective October 1, 2017, one point equals 0.2 shares of the Bank's stock</li></ul> |
| Upper limit of trust funds to be contributed to the Trust and upper limit of annual points granted (Directors only, excluding Executive Officers) | <ul style="list-style-type: none"><li>• 250 million yen for five fiscal years</li><li>• 140,000 points per year</li><li>* After the reverse stock split effective October 1, 2017, since one point equals 0.2 shares of the Bank's stock, this corresponds to 28,000 shares per year</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Method of acquiring the Bank's shares                                                                                                             | <ul style="list-style-type: none"><li>• Market Purchases on the Tokyo Stock Exchange</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Timing of delivery, etc. of the Bank's shares, etc.                                                                                               | <ul style="list-style-type: none"><li>• Upon retirement from both the position of Director and Executive Officer</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |

End