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May 9, 2025

Company name: Juroku Financial Group, Inc.
Name of representative: Naoki Ikeda, President and
Representative Director
(Securities Code: 7380; TSE Prime Market,
NSE Premier Market)
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Notice Concerning Changes in Directors and Officers of the Company and Its Group Companies

Juroku Financial Group, Inc. (President and Representative Director: Naoki Ikeda, “16FG”) and its subsidiary, The Juroku Bank, Ltd. (President and CEO: Akihide Ishiguro, “16BK”), hereby announce that changes in Directors and Officers have been informally decided at their respective Board of Directors meetings held today, as per attached.

These changes are scheduled to be formally approved at the Annual General Meetings of Shareholders and subsequent Board of Directors meetings of both 16FG and 16BK, to be held on June 20, 2025.

1. Changes in Directors and Officers of Juroku Financial Group, Inc. (Effective June 20, 2025)

(1) Directors

Name	Position	Concurrent Position(s) at Group Companies
Yukio Murase	Chairperson (Representative Director) Chairperson of the Board	Chairperson (Representative Director) Chairperson of the Board of The Juroku Bank, Ltd.
Naoki Ikeda	President (Representative Director)	Director of The Juroku Bank, Ltd.
Akihide Ishiguro	Director	President and CEO (Representative Director) of The Juroku Bank, Ltd.
Yukiyasu Shiraki	Director	President and Representative Director of Juroku Lease Co., Ltd.
Tomoko Shiozaki	Director	Director and Managing Executive Officer of The Juroku Bank, Ltd.
Satoko Ito	Director (Outside)	
Yasushi Ueda	Director (Outside)	
Akito Yamashita	Director (Member of the Audit & Supervisory Committee)	
Shinji Ishihara	Director (Member of the Audit & Supervisory Committee, Outside)	
Satoe Tsuge	Director (Member of the Audit & Supervisory Committee, Outside)	

Note: Directors Ms. Satoko Ito and Mr. Yasushi Ueda and Directors who are Members of the Audit & Supervisory Committee Mr. Shinji Ishihara and Ms. Satoe Tsuge are Outside Directors as defined by Article 2, Item 15 of the Companies Act.

Directors to retire

Name	Current position	New appointment
Yoshiaki Bito	Director and Managing Executive Officer	Scheduled to be appointed as President and Representative Director of Juroku Credit Guarantee Co., Ltd.

(2) Executive Management Team

Name	Position	Concurrent Position(s) at Group Companies
Naoki Ikeda	President	Director of The Juroku Bank, Ltd.
Akihide Ishiguro	Deputy President	President and CEO (Representative Director) of The Juroku Bank, Ltd.
Yukiyasu Shiraki	Director and Senior Managing Executive Officer	President and Representative Director of Juroku Lease Co., Ltd.
Koichi Tokoro	Managing Executive Officer	Director and Senior Managing Executive Officer of The Juroku Bank, Ltd.
Tomoko Shiozaki	Director and Executive Officer	Director and Managing Executive Officer of The Juroku Bank, Ltd.
Daisuke Sawada	○ Executive Officer	President and Representative Director of Juroku Research Institute Co., Ltd. Managing Executive Officer of The Juroku Bank, Ltd.
Hiroataka Asai	Executive Officer	Managing Executive Officer of The Juroku Bank, Ltd.
Tomoatsu Kaku	Executive Officer	President and Representative Director of NOBUNAGA Succession Co., Ltd. Managing Executive Officer of The Juroku Bank, Ltd.
Toshihide Takano	○ Executive Officer	Managing Executive Officer of The Juroku Bank, Ltd.
Kyohei Tanemura	Executive Officer	Managing Executive Officer of The Juroku Bank, Ltd.
Katsutoshi Hirano	Executive Officer	Executive Officer of The Juroku Bank, Ltd.
Haruyuki Miyoshi	Executive Officer	Executive Officer of The Juroku Bank, Ltd.
Masato Kunishima	○ Executive Officer	Executive Officer of The Juroku Bank, Ltd.
Naoshi Okimoto	○ Executive Officer	Executive Officer of The Juroku Bank, Ltd.

○Newly appointed

Executive Officers to retire

Name	Current position	New appointment
Tsutomu Niimi	Managing Executive Officer	Scheduled to be appointed as Adviser, Fuji Baking Group Co., Ltd.
Eiji Kodama	Managing Executive Officer	Scheduled to be appointed as Full-time Auditor, 16BK

2. Changes in Directors, Auditors and Officers of The Juroku Bank, Ltd. (Effective June 20, 2025)

(1) Directors and Auditors

Name	Position
Yukio Murase	Chairperson (Representative Director) Chairperson of the Board
Akihide Ishiguro	President and CEO (Representative Director)
Koichi Tokoro	Director
Tomoko Shiozaki	◎ Director
Naoki Ikeda	Director
Hiroshi Watanabe	Director (Outside)
Eiji Kodama	○ Full-time Auditor
Eiji Motoyama	Full-time Auditor
Naotaka Nanya	Auditor (Outside)
Kiyomi Suzuki	○ Auditor (Outside)

◎Promoted, ○Newly appointed

Directors to retire

Name	Current position	New appointment
Tsutomu Niimi	Director and Managing Executive Officer	Scheduled to be appointed as Adviser, Fuji Baking Group Co., Ltd.
Yoshiaki Bito	Director and Managing Executive Officer	Scheduled to be appointed as President and Representative Director of Juroku Credit Guarantee Co., Ltd.
Eiji Kodama	Director and Managing Executive Officer	Scheduled to be appointed as Full-time Auditor, 16BK

Auditors to retire

Name	Current position	New appointment
Takeshi Kato	Full-time Auditor	
Yukinaga Furuhashi	Auditor (Outside)	

(2) Executive Management Team

Name	Position
Akihide Ishiguro	President and CEO
Koichi Tokoro	Director and Senior Managing Executive Officer
Tomoko Shiozaki	◎ Director and Managing Executive Officer
Daisuke Sawada	Managing Executive Officer
Hiroataka Asai	Managing Executive Officer
Tomoatsu Kaku	Managing Executive Officer
Toshihide Takano	Managing Executive Officer
Naoki Yagami	◎ Managing Executive Officer
Kyohei Tanemura	◎ Managing Executive Officer
Shigeru Yamamura	Executive Officer
Katsutoshi Hirano	Executive Officer
Haruyuki Miyoshi	Executive Officer
Masato Kunishima	○ Executive Officer
Koji Furuta	○ Executive Officer
Kazutaka Tsuchiya	○ Executive Officer
Naoki Hiramatsu	○ Executive Officer
Naoshi Okimoto	○ Executive Officer

◎Promoted, ○Newly appointed

Executive Officers to retire

Name	Current position	New appointment
Hideaki Inumaru	Executive Officer and General Manager, Okazaki Branch, 16BK	Scheduled to be appointed as Auditor of Juroku Lease Co., Ltd.
Kazutoshi Mori	Executive Officer and General Manager, Nagoya ekimae Branch, 16BK	Scheduled to be appointed as Senior Managing Director of Juroku Card Co., Ltd.

3. Past Experience of Candidates for Promotion or New Appointment (Director and/or Executive Officer)

(1) Candidate for Director to be promoted

Name (Date of birth)	Tomoko Shiozaki (August 30, 1972)		
Education	Mar.	1995	Graduated from the School of Economics, Nagoya University
Past experience	Apr.	1995	Joined 16BK
	Jun.	2017	General Manager, Tarui Branch, 16BK
	Jun.	2018	General Manager, Hoshigaoka Branch, 16BK
	Apr.	2021	General Manager, SDGs Promotion Office, Local Vitalization Division, 16BK
	Oct.	2021	Manager, Group Business Planning Division, 16FG General Manager, SDGs Promotion Office, Local Vitalization Division, 16BK
	Apr.	2022	General Manager, Sustainability Planning Office, 16FG General Manager, Sustainability Promotion Division, 16BK
	Jun.	2023	Executive Officer, General Manager, Sustainability Planning Office, 16FG Executive Officer, General Manager, Sustainability Promotion Division, 16BK
	Jun.	2024	Director and Executive Officer, General Manager, Sustainability Planning Office, 16FG Executive Officer, General Manager, Sustainability Promotion Division, 16BK (current position)

(2) Candidates for Auditor to be newly appointed

Name (Date of birth)	Eiji Kodama (August 26, 1968)		
Education	Mar.	1991	Graduated from the School of Economics, Nagoya University
Past experience	Apr.	1991	Joined 16BK
	Apr.	2014	General Manager, Kusunokicho Branch, 16BK
	Apr.	2016	Manager, Compliance Division , 16BK
	Jun.	2017	Manager, Risk Management Division , 16BK
	Jun.	2018	General Manager, Retail Sales Division , 16BK
	Nov.	2019	General Manager, Risk Management Division , 16BK
	Jun.	2020	Executive Officer, General Manager, Corporate Planning Division, 16BK
	Oct.	2021	Executive Officer and General Manager, Group Corporate Planning Division, 16FG Executive Officer and General Manager, Corporate Planning Division, 16BK
	Jun.	2022	Executive Officer and General Manager, Group Management Audit Division, 16FG Executive Officer and General Manager, Operational Audit Division, 16BK
	Jun.	2023	Managing Executive Officer and General Manager, Group Administration Management Division and Group Corporate Planning Division, 16FG Director and Managing Executive Officer, 16BK (current position)

Name (Date of birth)	Kiyomi Suzuki (June 2, 1960)	
Education	Mar. 1983	Graduated from the Faculty of Engineering, Gifu University
Past experience	Apr. 1983	Joined Nagoya Railroad Co., Ltd.
	Jun. 1999	Manager, New Airport Countermeasures Office, Nagoya Railroad Co., Ltd. (assigned to Chubu International Airport Co., Ltd.)
	Jun. 2000	Manager, Civil Engineering Division, Nagoya Railroad Co., Ltd.
	Jun. 2003	Manager, Construction Planning Office, Nagoya Railroad Co., Ltd.
	Jul. 2005	Manager, Civil Engineering Maintenance Division, Civil Engineering Maintenance Division, Nagoya Railroad Co., Ltd.
	Jul. 2008	Manager, Civil Engineering Division, Civil Engineering Division, Nagoya Railroad Co., Ltd.
	Jul. 2009	General Manager, Civil Engineering Division, Nagoya Railroad Co., Ltd.
	Jun. 2012	Director, Nagoya Railroad Co., Ltd.
	Jul. 2012	Deputy General Manager, Railway Operations Headquarters and General Manager, Engineering Division, Nagoya Railroad Co., Ltd. (Entrusted)
	Jul. 2014	Deputy General Manager, Railway Operations Headquarters, and General Manager, Planning Division, Nagoya Railroad Co., Ltd. (Entrusted)
	Jun. 2015	Managing Director, Nagoya Railroad Co., Ltd.
	Jul. 2015	Deputy General Manager, Railway Operations Headquarters and General Manager, Rolling Stock Division, Nagoya Railroad Co., Ltd. (Entrusted)
	Jul. 2016	Deputy General Manager, Railway Operations Headquarters, Nagoya Railroad Co., Ltd. (Entrusted)
	Jun. 2017	Division Director, Railway Operations Headquarters, Nagoya Railroad Co., Ltd. (Entrusted)
	Jun. 2018	Senior Managing Director, Nagoya Railroad Co., Ltd.
	Jun. 2019	Senior Managing Executive Officer, Director, Nagoya Railroad Co., Ltd.
	Jun. 2020	Executive Vice President, Representative Director, Nagoya Railroad Co., Ltd. (current position)
	Apr. 2024	Division Director, Regional Revitalization Promotion Headquarters, Nagoya Railroad Co., Ltd. (current position)

(3) Candidates for Executive Officer to be promoted

Name (Date of birth)	Naoki Yagami (December 18, 1971)		
Education	Mar.	1995	Graduated from the School of Humanities, Kwansei Gakuin University
Past experience	Apr.	1995	Joined 16BK
	Jun.	2017	Manager, Administration Management Division, 16BK
	Oct.	2020	General Manager, Bisai Branch, 16BK
	Oct.	2021	General Manager, responsible for Group Administration Management Division 16FG
	Jun.	2022	General Manager, responsible for Group Administration Management Division 16FG
	Jun.	2023	General Manager, Administration Management Division, 16BK
	Jun.	2023	Executive Officer and General Manager, Nagoya Main Office, 16BK (current position)

Name (Date of birth)	Kyohei Tanemura (March 27, 1974)		
Education	Mar.	1996	Graduated from the Faculty of Law, Keio University
Past experience	Apr.	1996	Joined 16BK
	Jun.	2017	Manager, Corporate Planning Division, 16BK
	Oct.	2021	Manager, Group Corporate Planning Division, 16FG Manager, Corporate Planning Division, 16BK
	Jun.	2022	General Manager, responsible for Group Corporate Planning Division, 16FG General Manager, Corporate Planning Division, 16BK
	Jun.	2023	Executive Officer and General Manager, responsible for Group Corporate Planning Division, 16FG
		Jun.	2023

(4) Candidate for Executive Officer to be newly appointed

Name (Date of birth)	Masato Kunishima (July 21, 1966)		
Education	Mar.	1989	Graduated from the Faculty of Business and Commerce, Keio University
Past experience	Apr.	1990	Joined 16BK
	Apr.	2011	Senior Researcher, Corporate Planning Division, 16BK
	Mar.	2013	General Manager, Higashi Inazawa Branch, 16BK
	Jun.	2014	Senior Researcher, Corporate Sales Division, 16BK
	Jan.	2015	Manager, Corporate Sales Division, 16BK
	Apr.	2018	General Manager, Public Service Sales Division, 16BK
	Apr.	2021	General Manager, Kencho Branch, 16BK
	Jan.	2023	Senior General Manager, Kencho Branch, 16BK
	Apr.	2023	Senior Researcher, Regional Revitalization Division, 16BK

Name (Date of birth)	Koji Furuta (December 10, 1970)		
Education	Mar.	1993	Graduated from the Faculty of Economics, Shiga University
Past experience	Apr.	1993	Joined 16BK
	Apr.	2014	General Manager, Owariasahi Branch, 16BK
	Apr.	2015	Senior Researcher, Aichi Business Strategy Division, 16BK
	Jun.	2015	General Manager, Okazakihane Branch, 16BK
	Jun.	2017	General Manager, Sohara Branch, 16BK
	Apr.	2019	Deputy General Manager, Head Office Sales Division, 16BK
	Apr.	2021	General Manager, Imaike Branch and Ikeshita Branch, 16BK
	Jul.	2022	General Manager, responsible for Group Sales Management Division, 16FG General Manager, Business Support Division and Aichi Business Division, 16BK
	Apr.	2023	General Manager, responsible for Group Sales Management Division, 16FG General Manager, Business Support Division, 16BK
	Jul.	2023	General Manager, responsible for Group Sales Management Division, 16FG General Manager, Aichi Business Division, 16BK
Oct.	2023	General Manager, Kakamigahara Branch, 16BK	
			(current position)

Name (Date of birth)	Kazutaka Tsuchiya (October 6, 1973)		
Education	Mar.	1996	Graduated from the College of Economics, Ritsumeikan University
Past experience	Apr.	1996	Joined 16BK
	Jun.	2017	Manager, Retail Sales Division , 16BK
	Jan.	2019	Manager, Business Reform Division, 16BK
	Apr.	2021	Manager, Digital Reform Division , 16BK
	Oct.	2021	General Manager, Ginan Branch, 16BK
	Apr.	2023	General Manager, responsible for Group Sales Management Division, 16FG General Manager, Aichi Business Division, 16BK
	Jul.	2023	General Manager, Imaike Branch and Ikeshita Branch, 16BK (current position)

Name (Date of birth)	Naoki Hiramatsu (September 26, 1974)		
Education	Mar.	1997	Graduated from the School of Education, Nagoya University
Past experience	Apr.	1997	Joined 16BK
	Jan.	2019	General Manager, Imazawacho Branch, 16BK
	Jan.	2020	Manager, Administration Management Division, 16BK
	Oct.	2021	Secretary, Group Administration Management Division , 16FG Secretary, Office of the President, 16BK
	Jun.	2023	General Manager, responsible for Group Administration Management Division 16FG General Manager, Administration Management Division, 16BK (current position)

Name (Date of birth)	Naoshi Okimoto (August 8, 1975)		
Education	Mar.	1998	Graduated from the Faculty of Economics, The University of Tokyo
Past experience	Apr.	1998	Joined 16BK
	Apr.	2019	Manager of the Tokyo Office, Secretariat Office, 16BK
	Apr.	2020	Manager of the Tokyo Office, Secretariat Office, and Deputy General Manager, Tokyo Branch, 16BK
	Oct.	2021	Manager, Group Administration Management Division , 16FG Manager of the Tokyo Office, Secretariat Office, and Deputy General Manager, Tokyo Branch, 16BK
	Jul.	2023	General Manager, Takayama Branch and Takayama ekimae Branch, 16BK
	Oct.	2024	General Manager, responsible for Group Risk Management Division, 16FG General Manager, Risk Management Division, 16BK (current position)

4. Changes in Directors and Auditors of Group Companies (Excluding The Juroku Bank, Ltd.)
(Effective June 20, 2025)

(1) Juroku Research Institute Co., Ltd.

a. Candidate for new Director

Name	New position	Current position
Daisuke Sawada	President and Representative Director	Managing Executive Officer, 16BK

Note: Mr. Daisuke Sawada is concurrently serves as Executive Officer, of 16FG and Managing Executive Officer, of 16BK

b. Director to retire

Name	Current position	New appointment
Tatsuhiko Satake	President and Representative Director	Scheduled to continue as President and Representative Director of Juroku Business Service Co., Ltd.

(2) Juroku Card Co., Ltd.

a. Candidate for new Director

Name	New position	Current position
Kazutoshi Mori	Senior Managing Director	Executive Officer and General Manager, Nagoya ekimae Branch, 16BK

(3) Juroku Credit Guarantee Co., Ltd.

a. Candidate for new Director

Name	New position	Current position
Yoshiaki Bito	President and Representative Director	Director and Managing Executive Officer, 16FG Director and Managing Executive Officer, 16BK

b. Director to retire

Name	Current position	New appointment
Yukiyasu Shiraki	President and Representative Director	Scheduled to continue as Director and Senior Managing Executive Officer, 16FG, President and Representative Director of Juroku Lease Co., Ltd.

<Contact for inquiries concerning this announcement>
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