



May 12, 2025

To whom it may concern,

Company name: Kyushu Financial Group, Inc.

Representative: Yoshihisa Kasahara, President and Representative Director

Code number: 7180 TSE Prime and FSE

Contact: Yasuhiro Hamada, Senior Executive Officer,

General Manager of Corporate Planning Division

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**Notice Regarding of Notice Concerning of Introduction Share-Based Compensation Plan
for Employees (10th Anniversary Commemorative)**

Kyushu Financial Group, Inc. hereby announces that it has resolved, at a meeting of the Board of Directors held on May 12, 2025, to introduce a common stock grant scheme through a stock ownership plan for group employees to commemorate the 10th anniversary, as follows.

1. Overview

(1) Eligible recipients

Full-time employees of the Group who are members of the Kyushu Financial Group Employee Stock Ownership Association and those with similar status (hereinafter referred to as "Group Employees") are expected to participate.

(2) Number of shares granted

The shares to be granted will be treasury shares held by the Company, and the disposal price will be calculated in a manner that eliminates arbitrariness and will not be an amount that is advantageous to Group employees.

The specific details of this grant will be decided at a future Board of Directors.