

UNOFFICIAL TRANSLATION

Although the Company pays close attention to provide English translation of the information disclosed in Japanese, the Japanese original prevails over its English translation in the case of any discrepancy.



May 15, 2025

Company name: Japan Post Holdings Co., Ltd.
Representative: MASUDA Hiroya
Director and Representative Executive Officer,
President & CEO
(Code number: 6178, Prime Market of the
Tokyo Stock Exchange)
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Notice Concerning Additional Contribution to the Board Benefit Trust (BBT)

Japan Post Holdings Co., Ltd. (the “Company”) hereby announces that its Compensation Committee resolved today to contribute additional money to a trust (the “Trust”) established based on a trust agreement with Mizuho Trust & Banking Co., Ltd., the trustee, for the purchase of the Company’s shares for the stock compensation system (hereinafter the “System”) established for its Executive Officers, as well as Directors (excluding Directors who are not in charge of business execution) and Executive Officers of its subsidiary, JAPAN POST Co., Ltd., as described below.

1. Reason for the additional contribution

To continue the System, the Company has decided to contribute additional money to the Trust (the “Additional Trust”) for the Trust to acquire the shares expected to be required for delivery in the future.

2. Overview of the Additional Trust

- 1) Type of trust: Trust of money other than money trust (third-party beneficiary trust)
- 2) Entrustor: The Company
- 3) Trustee: Mizuho Trust & Banking Co., Ltd.
Mizuho Trust & Banking Co., Ltd. has entered into a comprehensive trust agreement with Custody Bank of Japan, Ltd., and Custody Bank of Japan, Ltd. shall become the re-trust trustee.
- 4) Beneficiaries: Retired Executives subject to the System who meet the beneficiary requirements set forth in the Stock Benefit Regulations.
- 5) Date of Additional Trust: May 29, 2025 (planned)

3. Details of shares of the Company to be acquired through the Additional Trust

- 1) Type of shares to be acquired: Shares of the Company's common stock
- 2) Amount of Additional Trust contributed to acquire shares: ¥1,010,000,000
- 3) Maximum number of shares to be acquired: 802,300 shares
- 4) Method of acquisition of shares: To be acquired from stock markets
- 5) Period for acquisition of shares: From May 29, 2025 to June 5, 2025 (planned)

Note: The Trust will use the amount of the Additional Trust (¥1,010,000,000) and the money in the trust property (¥187,834,000) to purchase additional shares of the Company.

(Reference: Partial amendment to the System)

Pursuant to a revision of the System in May 2024, the Company has decided to amend the maximum amount of money to be contributed to the Trust and the maximum number of points to be granted to Executives subject to the System in each three-fiscal-year period, as shown below.

- Maximum amount of money to be contributed to the Trust and maximum number of points to be granted to Executives subject to the System (over three fiscal years)

Before the amendment (When the System was introduced in April 2016)		After the amendment (Current)	
Monetary amount (Millions of yen)	Points	Monetary amount (Millions of yen)	Points
1,180	741,300	2,100	1,273,800