

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 13, 2022

For Immediate Release

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 Regarding Additional Contribution to Board Benefit Trust (BBT)

Japan Post Holdings Co., Ltd. (the "Company") hereby announces that the Compensation Committee of the Company resolved today, as shown below, to contribute additional money to the Stock Compensation System (hereinafter the "System") 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. (combined with Japan Post Holdings, hereinafter the "Group"), a trust established based on a trust agreement with Mizuho Trust & Banking Co., Ltd., a trustee (hereinafter the "Trust").

1. Reason for additional contribution

The Company has carried on the System, and decided to contribute additional money to the Trust (hereinafter the "Additional Trust") for the trustee to acquire shares required in the future.

2. Overview of Additional Trust

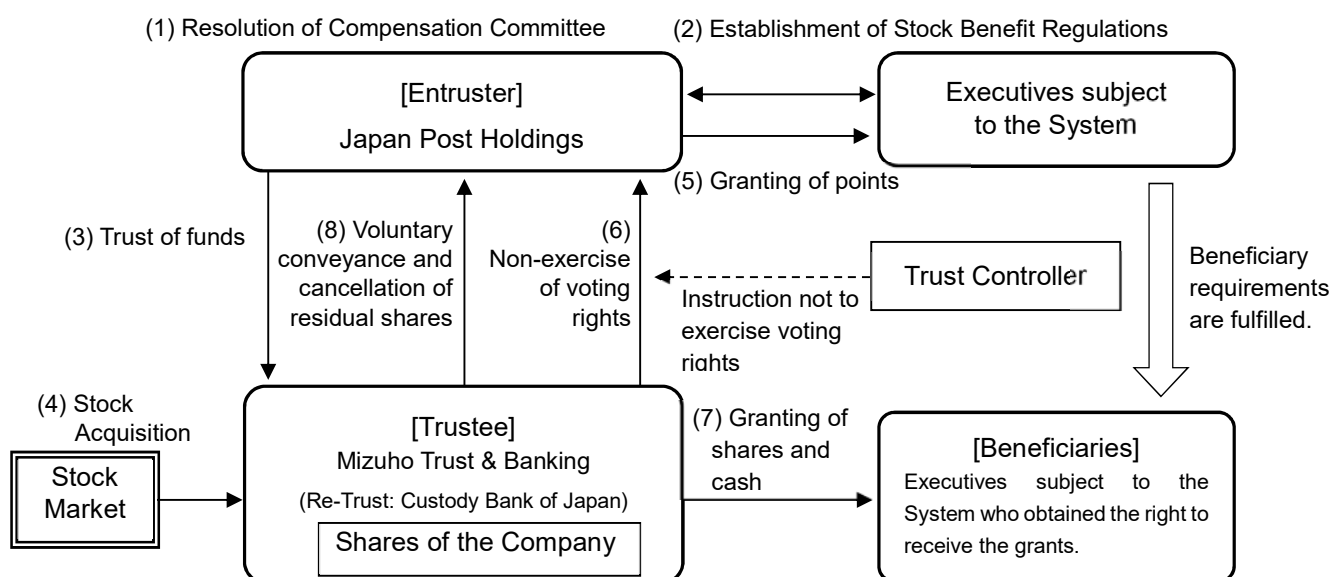
- 1) Type of trust: Trust of money other than money trust (third party beneficiary trust)
- 2) Entrustor: The Company
- 3) Trustee: Mizuho Trust & Banking Co., Ltd.
Mizuho Trust & Banking Co., Ltd. has entered into a comprehensive trust agreement with Custody Bank of Japan, Ltd., and Custody Bank of 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 27, 2022 (planned)

3. Details of shares of the Company to be acquired through 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: ¥807,000,000 (planned)

- 3) Maximum number of shares to be acquired: 897,300 shares
- 4) Method of acquisition of shares: To be acquired from stock markets
- 5) Period for acquisition of shares: From May 27, 2022 to June 3, 2022 (planned)

(Reference) Mechanism of the System



- (1) The Company will resolve the introduction of the System at the Compensation Committee. On the other hand, Japan Post Co., Ltd. will submit an agenda on compensation for executives to its general meeting of shareholders to seek approval for the introduction of the System.
- (2) To introduce the System, the Group will establish Stock Benefit Regulations related to compensation for executives and Directors in each company.
- (3) The Company will entrust monetary assets according to the resolution by the Compensation Committee in (1) (hereinafter, the trust that will be set up with entrusted monetary assets will be referred to as "the Trust").
- (4) The Trust will acquire shares of the Company from stock markets, using the monetary assets entrusted in (3) as capital.
- (5) The Group will grant points to Executives subject to the System, pursuant to the Stock Benefit Regulations.
- (6) In the Trust, the voting rights related to the shares of the Company held in the account of the Trust will not be exercised following the instruction of the trust controller, who is independent from the Company.
- (7) Under the Trust, shares of the Company depending on points granted to Executives subject to the System and cash realized from a certain percentage of shares of the Company will be granted to Executives subject to the System who fulfilled the beneficiary requirements provided in the Stock Benefit Regulations.
- (8) If residual shares remain when the Trust terminates, the Trust will transfer the said residual shares to the Company without consideration. The Company will cancel the shares.