

## O-Bank Co., Ltd. Compensation Clawback Policy

If the managerial officer causes expected or actual losses of benefit or goodwill of the company because of violating laws/internal regulations or causing major risk management events or affecting the company's goodwill due to the person's misconduct, and the person's culpability is ascertained, O-Bank may cancel an unpaid deferred bonus or enforce the right to claim back part or all of the variable compensation paid.

The variable compensation refers to the managerial officer's various bonuses or remuneration based on performance received from the company in the year in which the behaviors or risk events listed in the preceding paragraph happen. The variable compensation includes but is not limited to performance bonuses, sales incentive, festival bonuses, employee compensation, long-term incentive bonuses, etc.

Note 1: The applicable objects of this regulation are the managerial officers of O-Bank, including the president, vice presidents and the managerial officers specified in Article 8 of the "Organizational Rules of O-Bank Co., Ltd.".

Note 2: The above content is excerpted from Article 6 of the "Regulations Governing Compensation of Managerial Officers", which was implemented after approval of the third meeting of the ninth board of directors on August 21, 2023.