



LETTER OF OFFER OF EMPLOYMENT

08 - 22 - 2022

Lisa B. Albitz
2670 Redington Road,
Hellertown, PA 18055 USA.

Re: Offer of Employment at Japan Post Holdings, Co., Ltd.

Dear Lisa,

We are very pleased to invite you to join Japan Post Holdings, Co., Ltd. in the role of Vice President Operations. You were selected as the best candidate for this position (Vice President Operations). We believe that your knowledge, skills and experience would be an ideal fit for our development team. We hope you will enjoy your role and make a significant contribution to the overall success of Japan Post Holdings, Co., Ltd. Please take the time to review our offer. It includes important details about your compensation, benefits and the terms and conditions of your anticipated employment with Japan Post Holdings, Co., Ltd. Your initial assignment will be as Vice President Operations temporarily reporting to the Senior Managing Executive Officer of Japan (Hiroaki Kawamoto) until the US Chief Operating Officer is hired. You will also be a member of our Executive Team. This offer is for a full-time position with a start date of September 26, 2022.

Duties and Responsibilities.

If you decide to accept this offer of employment, your job responsibilities shall be as follows;

Evaluate the founding principles of our organization, its current state, and the market to inform our vision. Draft and ensure adherence to pertinent budgets. Hire and monitor the duties of Department Heads to ensure their alignment with our strategic plans. Host regular meetings with executive staff to discuss plans and address concerns. Assess structures and procedures and tweaking these, where necessary, to ensure that objectives are met. Mediate disputes to promote amicable and cooperative relationships among staff. Report to and meet with the Board of Directors, as needed. Represent our Company at local and international gatherings.

Compensation.

Your initial annual base salary will be \$349,449.00 for full-time employment, payable in accordance with the Company's customary payroll practice. You will be paid Bi-weekly via Direct Deposit.

Training/Hours/Time.

You will begin our 1-week training program September 19, 2022 and end September 23, 2022 and start your full-time position (Vice President Operations), September 26, 2022. We require 55 hours weekly. Time is 9:00 A.M Eastern Time -to- 5:00 P.M Eastern Time - Monday through Friday. This is not a fixed hours or fixed time. You can work outside the hours and time, as necessary to fulfil your responsibilities.

Travel/Vacation/Sick Leave/Holidays.

Our travel requirement for this position is 25% within the United States. The Company will reimburse your reasonable and necessary travel expenses under its standard travel reimbursement policy. You will accrue vacation at the rate of four (4) weeks per year, assuming full-time employment. Sick leave is 28 days. You also will be entitled to take all paid holidays under the Company's then-current schedule.



Medical, Dental and Insurance Benefits.

You will be eligible to receive the Company's standard, Gain Sharing, Spot Bonus Award, Non-cash Bonus, Sign-On Bonus, Mission Bonus, Referral Bonus, Retention Bonus, Holiday Bonus and Sales Commission.

Other Benefits.

Your annual Sign-On Bonus is \$95,366.74 and your annual Performance Bonus is \$176,975.80. Sign-on Bonus is paid after 45 days of employment. Performance Bonus is paid twice a year (June / December). Housing system - Main office and offices throughout the country. Budget Single dormitory / company ownership burden: Month \$53.00 (Water utilities cost is basically free) Fluctuation employee benefits package...the same benefits, including separation and change of control benefits currently in place for the other members of senior management and they are; Current Profit Sharing depending on the age at company entry. Ownership support (home acquisition support fee, home maintenance fee). Life support) - Marriage · childbirth · celebration + special leave · childcare leave: until the child reaches 1 year and 6 months (longest term) child-rearing short-time work: shortening the working time by 2 hours (up to 6 years the child enters the primary school possible. Employee welfare) - year \$211.98 auxiliary. Education and self-development support) - \$1,271.86 subsidy for 10 and 15 years of service.

Stock Option.

The executive management of the Company has recommended that the Board of Directors grant you a stock option to purchase 15% (371,688.25) shares of the Company's Common Stock under the terms of the Company's 2004 Stock Option Plan. The Board of Directors has approved the grant of the award with the following terms:

The exercise price for this option will be based on the closing price of the Company's stock as of the first day of your employment.

Following your formal written acceptance of the stock option award, the option will become vested according to the following schedule:

- (a) 25% of the option shares will vest on the first annual anniversary of continuous employment; and
- (b) an additional 1/48th of the option shares (2.08334% of the total option grant) will vest each succeeding monthly anniversary during the term of the option, so that the entire option is vested after four years of continuous employment. If at any time in the future your employment status changes from full-time to part-time, there will be a proportionate reduction of the option shares that have not yet vested at the time of such change in status.

Confidential Information; Employee Inventions and Confidentiality Agreement.

To enable the Company to safeguard its proprietary and confidential information, it is a condition of employment that you agree to sign the Company's standard form of "Employee Inventions and Confidentiality Agreement." A copy of this agreement will be given to you for your review upon your arrival at Japan Post Holdings, Co., Ltd. We understand that you are likely to have signed similar agreements with prior employers, and wish to impress upon you that the Company does not want to receive the confidential or proprietary information of others, and will support you in respecting your lawful obligations to prior employers.

Employment Type.

This is a long-term employment and you are hired as a full-time employee, not a contractor and your employment are not At-will employment.

Authorization to Work.

Federal government regulations require that all prospective employees present documentation of their identity and demonstrate that they are authorized to work in the United States. If you have any questions about this requirement, which applies to U.S. citizens and non-U.S. citizens alike, please e-mail or mail us.

Equipment/Office Supply/Mileage/Lodging/Meals.

As a new employee, there will be out-of-pocket expense placed on you for office supplies, but it will be reimbursed. You will also be reimbursed for the following or any out-of-pocket expense, or as current policy may dictate at the time;

1. Office Supplies/Equipment
2. Mileage on personal vehicle at \$0.53 per mile
3. Lodging shall be reimbursed at a maximum of \$292.00 per night
4. Meals, not to exceed \$71.00 per meal, per person
5. Meal reimbursement may include alcohol beverages, which shall not exceed a maximum of 2 per meal
- 6.

Complete Offer and Agreement.

This letter contains our complete understanding and agreement regarding the terms of your employment by the Company.

There are no other, different or prior agreements or understandings on this or related subjects. Changes to the terms of your employment can be made only in a writing signed by you and an authorized executive of the Company.

We are excited at the prospect of you joining the Japan Post Holdings team. We wish you a long and rewarding career with us.

Very truly yours,

Company: Japan Post Holdings, Co., Ltd.

Name: Kazamatsuri Makoto

Title: Executive Team Officer & HR Head Supervisor,

Date: August 22, 2022

Acceptance of Offer.

If you decide to accept the terms of this offer letter with us, please sign and date below.

ACCEPTANCE OF EMPLOYMENT OFFER:

I accept the offer of employment by Japan Post Holdings, Co., Ltd. on the terms described in this letter.

Signature: _____

Date: _____

My start date will be: _____

