



Hachijuni Nagano Bank

NOTICE OF CONVOCATION

OF THE **143RD** ANNUAL
GENERAL MEETING OF
SHAREHOLDERS



**Date and
Time**

Friday, June 26, 2026
at 10:00 a.m., Japan time
(Reception opening time: 9:00 a.m.)



Place

Main Conference Room, 3F,
Head Office of the Bank
178-8, Okada, Nagano-city, Japan

■ Proposals to be resolved

Proposal No. 1: Appropriation of Surplus

Proposal No. 2: Partial Amendments to the
Articles of Incorporation

Proposal No. 3: Election of Two (2) Directors

Proposal No. 4: Election of Two (2) Company Auditors

If exercising voting rights in advance

■ Exercise of Voting Rights in Writing



Must arrive by 5:00 p.m.
on Thursday, June 25, 2026

■ Exercise of Voting Rights via the Internet



Must arrive by 5:00 p.m.
on Thursday, June 25, 2026

* We will not be providing any gifts for shareholders
attending the General Meeting of Shareholders.
We appreciate your understanding.

Hachijuni Nagano Bank

Securities Code: 8359



To Our Shareholders:

I would like to express my sincere gratitude to all shareholders for your continued support.

In January 2026, the Bank began operating as Hachijuni Nagano Bank. We will strive to be a corporate group where every employee takes pride in and feels a sense of responsibility as a member of a leading company that is indispensable to the local community, and continues to contribute to the development of its community.

As indicated in this Notice of Convocation, we achieved record-high profits for fiscal 2025. We are also proposing an annual dividend of 60 yen—a record high (including a 5-yen of a merger commemorative dividend)—marking our fifth consecutive year of dividend increases. This is entirely due to the support and understanding of our shareholders, for which we are deeply grateful.

We will continue to make every effort to meet the expectations of our shareholders, and we ask for your continued support.

June 2026

Masaki Matsushita, President

Purpose • Mission
Our Raison D'être and
Corporate Mission

Vision
“Medium- to Long-Term Vision”

Values
“Shared Values and Code of
Conduct” for All Employees

Management Philosophy

To contribute to regional development by committing to sound banking principles

As a leading company in the region, the Hachijuni Group addresses local challenges head-on and serves as a bridge between the local community and the world to achieve the region's sustainable growth.

Furthermore, by securing profitability underpinned by appropriate risk management, and maintaining and developing a firm financial foundation, the Group contributes to well-being and prosperity for the regional community, customers, shareholders, and employees.

Long-term Vision 2035

“Building a Prosperous Future Together with the Region”

Long-term HR Policy and Optimal Talent Profile

“Establishing Strengths” “Spirit of Initiative” “Thinking and Acting Independently”

Compliance Declaration

“Management and Operations Worthy of Trust”

“Conduct as Responsible Corporate Citizen”

Overview of FY2025 Financial Results

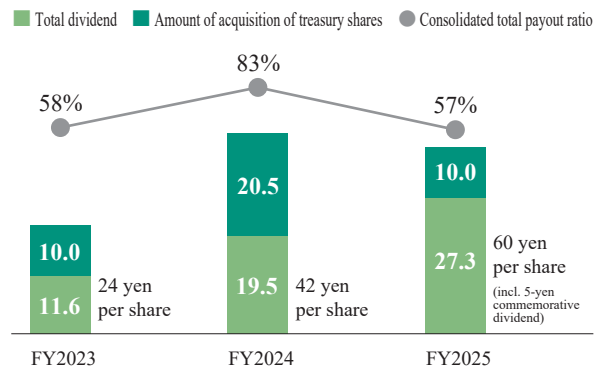
Core operating profit **54.5** billion yen
(up 7.7 billion yen year on year)

Net Income **66.5** billion yen
(up 20.5 billion yen year on year)

**(Consolidated)
Profit attributable to
owners of parent** **64.5** billion yen
(up 16.5 billion yen year on year)

Shareholder returns

(Unit: Billions of yen)



These documents are partial translations of the Japanese originals for reference purposes only.
In the event of any discrepancy between these translations and the Japanese originals, the originals shall prevail.
The Bank assumes no responsibility for the translations or for any other damages arising, directly or indirectly,
from the translations.

(Securities Code: 8359)

June 5, 2026

(Commencement date of measures for electronic provision: June 4, 2026)

To Shareholders with Voting Rights:

178-8, Okada, Nagano-city, Japan

Hachijuni Nagano Bank, Ltd.

President

Masaki Matsushita

**NOTICE OF CONVOCAION OF
THE 143RD ANNUAL GENERAL MEETING OF SHAREHOLDERS**

The 143rd Annual General Meeting of Shareholders of Hachijuni Nagano Bank, Ltd. (the “Bank”) shall be held for the purposes described below.

The Bank has taken measures for electronic provision of the Reference Documents for this General Meeting of Shareholders, etc.*, which are posted on the Internet on the following websites under the titles, “Notice of Convocation of the 143rd Annual General Meeting of Shareholders” and “Other Matters Subject to Measures for Electronic Provision”.

* Measures for electronic provision refer to the system under which, in lieu of the traditional system of sending paper-based materials, a notice stating the addresses of the websites on which materials for general meetings of shareholders are posted is sent to shareholders so that they themselves will access the websites to see those materials.

The Bank’s website: <https://bank.82group.jp/ir/kabushiki/soukai.html>



In addition to the above website, the Bank has also posted the Reference Documents for this General Meeting of Shareholders, etc. on the website of the Tokyo Stock Exchange (“TSE”). Please access the following TSE’s website (TSE Listed Company Search), enter and search for “Hachijuni Nagano Bank” under “Issue name (company name)” or enter and search for “8359” (one-byte number) under Securities “Code,” select “Basic information” and “Documents for public inspection / PR information” in that order to see the Reference Documents, etc.

TSE’s website: <https://www2.jpx.co.jp/tseHpFront/JJK020010Action.do?Show=Show>



If you will be attending the meeting, please kindly submit the enclosed Voting Form at the reception desk.

If you are unable to attend the meeting, you can exercise your voting rights via the Internet or mail. Please review the Reference Documents for the General Meeting of Shareholders below and exercise your voting rights by Thursday, June 25, 2026 at 5:00 p.m., Japan time.

1. Date and Time: Friday, June 26, 2026 at 10:00 a.m., Japan time
(Reception opening time: 9:00 a.m.)
2. Place: 178-8, Okada, Nagano-city, Japan
Main Conference Room, 3F, Head Office of the Bank
3. Meeting Agenda:
- | | |
|---|---|
| <div style="background-color: #008080; color: white; padding: 2px 5px; display: inline-block;">Matters to be reported</div> | <ul style="list-style-type: none">(1) The Business Report and Non-consolidated Financial Statements for the Bank's 143rd Fiscal Year (from April 1, 2025 to March 31, 2026)(2) Consolidated Financial Statements for the Bank's 143rd Fiscal Year (from April 1, 2025 to March 31, 2026) and results of audits of the Consolidated Financial Statements by the Independent Auditor and the Board of Company Auditors |
| <div style="background-color: #008080; color: white; padding: 2px 5px; display: inline-block;">Proposals to be resolved</div> | <p>Proposal No. 1: Appropriation of Surplus</p> <p>Proposal No. 2: Partial Amendments to the Articles of Incorporation</p> <p>Proposal No. 3: Election of Two (2) Directors</p> <p>Proposal No. 4: Election of Two (2) Company Auditors</p> |

4. Guidance for Exercise of Voting Rights

(1) Handling of multiple voting

If you vote both in writing on the Voting Form and via the Internet, only the vote via the Internet will be valid. In addition, if you submit your vote multiple times via the Internet, only the last vote will be valid.

(2) Voting by proxy

You may designate one (1) shareholder of the Bank as your proxy who possesses voting rights to attend the General Meeting of Shareholders. Please note that the proxy will be required to submit his or her own Voting Form and documentation corroborating his or her status as your proxy.

(3) If you have failed to indicate approval or disapproval of each proposal in the Voting Form, you shall be deemed to have indicated approval therein.

- In accordance with the electronic provision system for the materials of general meeting of shareholders, we will generally make the materials for the General Meeting of Shareholders available on our website. However, we are now required to send a complete set of materials in writing by mail only to the shareholders who have completed the procedures for requesting delivery of materials in writing by the deadline. For this General Meeting of Shareholders, we are mailing copies of the Reference Documents for the General Meeting of Shareholders and the part of the Business Report to all shareholders, including those who have not requested written materials, so that you may review the proposals at hand.
- Written materials sent to the shareholders requesting delivery of the materials in writing do not include the following matters in accordance with laws and regulations and Article 16 of the Articles of Incorporation of the Bank.
 - (1) “Stock Acquisition Rights,” “Basic Policies Regarding Parties Controlling the Determination of Financial and Business Policies,” “Systems for Ensuring the Appropriateness of Business Activities,” “Matters Regarding Specified Wholly-Owned Subsidiaries,” “Matters Regarding Transactions between a Stock Company and its Parent Company, etc.,” and “Others” of the Business Report
 - (2) Non-consolidated Financial Statements
 - (3) Consolidated Financial Statements
 - (4) Audit ReportThe Business Report, the Non-consolidated Financial Statements and the Consolidated Financial Statements audited by the Auditors include the above (1) to (3) in addition to the Business Report attached to the Japanese version of this Notice. The Non-consolidated Financial Statements and the Consolidated Financial Statements audited by the Independent Auditor include the above (2) and (3).
- If the need arises for the revision of any matters subject to measures for electronic provision, the revised matters will be posted on each of the designated websites of the Bank and TSE.

Guide to Exercising Voting Rights in Advance

In addition to exercising your voting rights at the General Meeting of Shareholders, you may do so using the following two methods.

Exercise of Voting Rights in Writing



Exercise
deadline

**Must arrive by 5:00 p.m.
on Thursday, June 25, 2026**

Please indicate your vote for or against the proposals on the enclosed Voting Form and return it so that it arrives by the deadline.

Please use the protective seal provided with the form.

Exercise of Voting Rights via the Internet



Deadline

**5:00 p.m. on Thursday,
June 25, 2026**

When exercising your voting rights via the Internet, please use the voting website indicated by the Bank below.

Voting website ► <https://evote.tr.mufg.jp/>

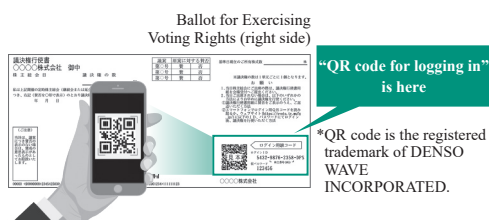
Please access the above URL from your computer or smartphone, enter the “Login ID” and “Temporary password” provided on the enclosed Voting Form, and follow the on-screen instructions to vote for or against the proposals by the deadline. (However, operations will be suspended daily from 2:30 a.m. to 4:30 a.m.)

Depending on your internet connection, subscription service, or device, you may not be able to use the online voting website. For more information, please contact the help desk listed below.

Any internet connection or data charges incurred while using the online voting website are the responsibility of the shareholder.

Exercising Voting Rights with a Smartphone

By scanning the “QR code for logging into the smartphone voting website” printed on the enclosed Voting Form, you can access the site without having to enter a “Login ID” or “Temporary password.”



**Contact for
Service-related
Inquiries**

Mitsubishi UFJ Trust and Banking Corporation’s Corporate Agency Division (Help Desk)

 **0120-173-027** (Toll-free) Hours: 9:00 a.m. to 9:00 p.m. (also open Saturdays, Sundays, and holidays)

About the Voting Platform for Institutional Investors

Nominee shareholders (including standing proxies) of trust banks and similar institutions may use the electronic voting platform operated by ICJ, Inc. if they have applied in advance to use said platform.

Reference Documents for the General Meeting of Shareholders

Proposals and References

Proposal No. 1: Appropriation of Surplus

The Bank proposes the appropriation of surplus as follows.

Year-end dividends

The Bank's basic policy is to implement the active return of profits to shareholders with a minimum dividend of 5.00 yen per share and through the acquisition of treasury stock.

Based on this policy, the Bank proposes year-end dividends of 40.00 yen per share, a merger commemorative dividend of 5.00 yen per share, in addition to an ordinary dividend of 35.00 yen per share. Combined with the interim dividend of 20.00 yen per share, total full-year dividends will be 60.00 yen per share.

1. Type of dividend property
Cash
2. Allotment of dividend property to shareholders and the total amount
40.00 yen per share of common stock, for a total of 18,180,923,920 yen
3. Effective date of distribution
June 29, 2026

Proposal No. 2: Partial Amendments to the Articles of Incorporation

1. Reason for the Amendments

With the aim of establishing a management structure capable of responding swiftly to changes in the business environment, and to enable the granting of representative rights to directors other than executive directors, the Bank proposes to amend Article 24 (Representative Director) of the Articles of Incorporation in accordance with the intent of the provisions of Articles 349 and 362 of the Companies Act.

2. Details of the Amendments

The details of the amendments are as follows.

(Underlining indicates changes.)

Current Articles of Incorporation	Proposed Amendment
Chapter 4 Directors and the Board of Directors (Executive Directors) Article 23 The Board of Directors shall select one (1) president by resolution. 2.The Board of Directors may select one (1) chairman and a small number of deputy presidents, senior managing directors and managing directors. (Representative Director) Article 24 The president shall represent the Bank. 2.By resolution of the Board of Directors, in addition to the provisions of the preceding paragraph, the Bank may select a director to represent the Bank <u>from among the executive directors</u>.	Chapter 4 Directors and the Board of Directors (Executive Directors) Article 23 (Unchanged) (Representative Director) Article 24 The president shall represent the Bank. 2. By resolution of the Board of Directors, in addition to the provisions of the preceding paragraph, the Bank may select <u>a small number of</u> directors to represent the Bank.

Proposal No. 3: Election of Two (2) Directors

At the conclusion of this General Meeting of Shareholders, the terms of office of two (2) Directors, namely, Kayo Tashita and Takayuki Kanai, will expire. Accordingly, the following two (2) candidates are proposed to be elected as Directors.

1		Takayuki Kanai	Apr. 16, 1959, (Age: 67) Male	Outside Director	To be reappointed
				Independent Director	
Attendance at Board of Directors meetings:			15 / 15 (100%)	Number of shares of the Bank held	2,657 shares

Career Summary (Positions, responsibilities at the Bank and significant concurrent positions)

Apr. 1982	Joined The Nippon Credit Bank, Ltd. (currently Aozora Bank, Ltd.)	Mar. 2017	Representative Director, President & COO, Nishimoto Co., Ltd. (resigned in March 2020)
Oct. 2008	Executive Officer, Aozora Bank, Ltd. (resigned in September 2010)	Jun. 2020	Outside Director, KAMEDA SEIKA CO., LTD. (current position)
Oct. 2010	Senior Managing Director, Joined Nishimoto Trading Co., Ltd.	Jun. 2022	Director, the Bank
Mar. 2012	President, Nishimoto Trading Co., Ltd. (resigned in January 2019)		to the present

[Reasons for selection as a candidate and expected roles]

Mr. Takayuki Kanai offers an extensive range of knowledge, having served as Executive Officer of Aozora Bank, Ltd., and as President and COO of Nishimoto Co., Ltd. He has also appropriately carried out the duties as an Outside Director, and the Bank has judged him to be a person capable of continuing to contribute to the Bank's management and thus has selected him as a candidate for Outside Director. The Bank expects that, if Mr. Kanai is elected, he will provide supervision and advice on the Bank's business execution from an expert perspective, especially in corporate management and governance. The Bank also plans to have Mr. Kanai serve as a member of the Nominating and Compensation Committee and be involved in the selection of executive candidates and decisions on executive remuneration of the Bank from an independent standpoint.

2



Ihoko Kurokawa

Dec. 15, 1959, (Age: 66) Female

Outside Director

Independent Director

To be newly appointed

Attendance at Board of Directors meetings:

—

Number of shares of the Bank held

— shares

Career Summary (Positions, responsibilities at the Bank and significant concurrent positions)

Apr. 1983	Joined Fujitsu Social Science Laboratory Ltd. (currently Fujitsu Limited) (resigned in February 1996)	Apr. 2008	Part-time lecturer, Kurashiki University of Science and the Arts (resigned in March 2011)
Sep. 1996	Managing Director, CAI Co., Ltd. (resigned in January 1998)	Apr. 2015	Councilor, Japan Society of Kansei Engineering (resigned in March 2017)
Jan. 1999	Visiting Researcher, Onso System Institute LLC (resigned in August 2003)	Nov. 2018	Director, Japan Naming Association
Aug. 2003	Representative Director, Kansei Research Inc. (current position)	Apr. 2025	Chairperson, Japan Naming Association (current position) to the present

[Reasons for selection as a candidate and expected roles]

Ms. Ihoko Kurokawa has extensive experience in the field of Human Sensory Analysis in Brain Cybernetics, which is grounded in artificial intelligence research, neuroscience, and communication science. She also possesses an extensive achievement in consulting on corporate naming and communications and has insight on facing organizational issues from various viewpoints. Based on these expertise and experience, the Bank has judged her to be capable of contributing to the Bank’s management and thus has selected her as a candidate for Outside Director. The Bank expects that, if elected, she will provide supervision and advice on the Bank’s business execution from the perspectives of HR, diversity, DX, IT, and technology in particular. The Bank also plans to have Ms. Kurokawa serve as a member of the Nominating and Compensation Committee and be involved in the selection of the executive candidates and decisions on executive remuneration of the Bank from an independent standpoint.

- (Notes)
1. Mr. Takayuki Kanai has a deposit account with the Bank and engages in ordinary transactions. Although Nishimoto Co., Ltd., the former employer of Mr. Takayuki Kanai, has ordinary transactions, including deposits and loans, with the Bank, there should be no impact on decisions by shareholders and investors as he has satisfied the requirements for Independent Directors stipulated by the Tokyo Stock Exchange and the Standards for Determining Independence prescribed by the Bank (page 13) in light of the scale of transactions to the Bank's deposits and their nature.
 2. Other than 1 above, there are no special interest relationships between the candidates for Director and the Bank.
 3. The Bank has entered into a directors and officers liability insurance contract, as outlined below, and plans to renew it on December 25, 2026. Among the candidates for Director in this proposal, Mr. Takayuki Kanai is already covered by the contract and will continue to be covered if elected. Ms. Ihoko Kurokawa will be covered by the contract if she is elected.
[Outline of directors and officers liability insurance contract]
 - (i) Actual ratio of premiums paid by the insured person
The premiums are paid by the Bank, including for riders. The insured person does not bear the actual premiums.
 - (ii) Outline of insured events
The contract, together with riders, will cover any damages, litigation costs, and other outlays that may arise due to the insured directors and officers assuming liability for the execution of their duties or receiving a claim related to the pursuit of such liability. However, there are certain exemptions, such as in case of actions taken with the knowledge that such actions are in violation of laws and regulations.
 - (iii) Measures to prevent appropriateness of directors' and officers' duties from being undermined
The insurance contract provides for exemption of liability in certain amount, below which damages are not covered.
 4. Mr. Takayuki Kanai and Ms. Ihoko Kurokawa are candidates for Outside Director. Additionally, the Bank has designated them as Independent Directors under regulations of the Tokyo Stock Exchange, and made a submission to designate them as such to the aforementioned Exchange.
 5. Mr. Takayuki Kanai has served as an Outside Director of the Bank since June 2022, and his term will have been four years as of the conclusion of this General Meeting of Shareholders.
 6. Under Article 29 of the current Articles of Incorporation, the Bank has entered into an agreement with Mr. Takayuki Kanai to limit his liability for damages to the minimum liability amount to the extent that he has acted in good faith without gross negligence during the course of his duties. (See Article 423, Paragraph 1 and Article 425, Paragraph 1 of the Companies Act.) The Bank plans to continue the said agreement when he is reappointed as an Outside Director. In addition, if Ms. Ihoko Kurokawa is elected as Outside Director, the Bank will enter into the same agreement with her.
 7. Other than those provided above, there are no items required to be disclosed concerning the proposal to elect Directors as defined under Article 74 of the Ordinance for Enforcement of the Companies Act.
 8. The ages of the candidates are as of the date of this General Meeting of Shareholders to be held.

Proposal No. 4: Election of Two (2) Company Auditors

At the conclusion of this General Meeting of Shareholders, the term of office of one (1) Company Auditor, Akihiro Kasahara, will expire, and one (1) Company Auditor, Kiyohito Yamasawa, will resign. Accordingly, two (2) candidates are proposed to be elected as Company Auditors; they are as follows. Submission of this proposal has been approved by the Board of Company Auditors.

1		Kiyomi Ito		Dec. 19, 1969 (Age: 56) Female		To be newly appointed
		Attendance at Board of Directors meetings:	—	Number of shares of the Bank held	16,526 shares	
		Attendance at Board of Company Auditors meetings:	—			

Career Summary (Positions at the Bank and significant concurrent positions)

Apr. 1992	Joined the Bank	Jun. 2023	Executive Officer and Director of
Oct. 2015	Branch Manager of Higashiwada Area, Asahi Branch, Nagano-Minami Branch and Omachi Branch and Director of Personnel Department		Internal Audit Department to the present

[Reasons for selection as a candidate and expected roles]

Ms. Kiyomi Ito possesses a wealth of operational experience from her involvement in the sales division, personnel division, and audit division and is well-versed in the Bank's operations. She also has knowledge related to finance and accounting, and the Bank has judged her to be capable of providing management supervision function and thus has selected her as a candidate for Company Auditor.

2		Mika Godo		May 7, 1967 (Age: 59) Female		To be newly appointed
		Attendance at Board of Directors meetings:	—	Number of shares of the Bank held	12,391 shares	
		Attendance at Board of Company Auditors meetings:	—			

Career Summary (Positions at the Bank and significant concurrent positions)

Apr. 1990	Joined Taisho Marine & Fire Insurance Co., Ltd. (currently Mitsui Sumitomo Insurance Company, Limited) (resigned in August 1997)	Apr. 2008	Director of the Godo Law Office (current position)
		Jun. 2011	Outside Auditor, THE NAGANO BANK, LTD. (resigned in December 2025)
Oct. 2004	Registered as an attorney at law (Nagano Bar Association)	Jun. 2023	Outside Director, Member of Audit and Supervisory Committee, Yamaura Corp.(current position)
	Joined Kubota Law Office (resigned in March 2008)	Oct. 2023	Member of Personnel Committee of Nagano Prefecture (current position) to the present

[Reasons for selection as a candidate and expected roles]

Ms. Mika Godo started a private law practice after working in corporation and possesses practical experience and specialized knowledge to have handled many cases primarily in corporate law. She has work experience as an outside auditor for Nagano Bank and as an outside director and Member of Audit and Supervisory Committee of Yamaura Corp. Although she has not been involved in corporate management, the Bank has judged her to be capable of providing management supervision function for the Bank from the independent standpoint by leveraging her keen insight and work experience, and thus has selected her as a candidate for Outside Company Auditor.

- (Notes)
1. Ms. Mika Godo has a deposit account with the Bank and engages in ordinary transactions, but there should be no impact on decisions by shareholders and investors as she has satisfied the requirements for Independent Directors stipulated by the Tokyo Stock Exchange and the Standards for Determining Independence prescribed by the Bank (page 13) in light of the scale of transactions to the Bank's deposits and their nature.
 2. Ms. Mika Godo was an Outside Company Auditor for THE NAGANO BANK, LTD. from June 2011 to December 2025.
 3. Other than 1 and 2 above, there are no special interest relationships between the candidates for Company Auditor and the Bank.
 4. The Bank has entered into a directors and officers liability insurance contract as outlined below and plans to renew it on December 25, 2026. Among the candidates for Company Auditor in this proposal, Ms. Kiyomi Ito is already covered by the contract and will continue to be covered if elected. Ms. Mika Godo will be covered by the contract if she is elected.
[Outline of directors and officers liability insurance contract]
 - (i) Actual ratio of premiums paid by the insured person
The premiums are paid by the Bank, including for riders. The insured person does not bear the actual premiums.
 - (ii) Outline of insured events
The contract, together with riders, will cover any damages, litigation costs, and other outlays that may arise due to the insured directors and officers assuming liability for the execution of their duties or receiving a claim related to the pursuit of such liability. However, there are certain exemptions, such as in case of actions taken with the knowledge that such actions are in violation of laws and regulations.
 - (iii) Measures to prevent appropriateness of directors' and officers' duties from being undermined
The insurance contract provides for exemption of liability in a certain amount, below which damages are not covered.
 5. Ms. Mika Godo is a candidate for Outside Company Auditor. Additionally, the Bank has designated her as an Independent Auditor under regulations of the Tokyo Stock Exchange, and made a submission to designate her as such to the aforementioned Exchange.
 6. Under Article 39 of the current Articles of Incorporation, the Bank plans to enter into an agreement with Ms. Mika Godo if elected to limit her liability for damages to the minimum liability amount to the extent that she has acted in good faith without gross negligence during the course of her duties. (See Article 423, Paragraph 1 and Article 425, Paragraph 1 of the Companies Act.)
 7. Other than those provided above, there are no items required to be disclosed concerning the proposal to elect Company Auditors as defined under Article 76 of the Ordinance for Enforcement of the Companies Act.
 8. The ages of the candidates of Company Auditor are as of the date of this General Meeting of Shareholders to be held.

(Reference) Standards for Selection of Outside Officers and Determining Independence

■ Standards for selection of Outside Directors and Outside Company Auditors

The candidates for the position of Outside Director or Outside Company Auditor are determined according to the following “Standards for Determining Independence of Outside Officers,” on the assumption that the standards for independence stipulated by the Tokyo Stock Exchange, Inc. are satisfied.

■ Standards for Determining Independence of Outside Officers

In principle, candidates for Outside Director and Outside Company Auditor of the Bank shall be parties to whom none of the following items currently has applied and recently apply;

- (1) A party who holds the Bank as a major transaction counterparty, or in the case where the party is a corporation, etc., a person who executes its business.
- (2) A party who is a major transaction counterparty of the Bank, or in the case where the party is a corporation, etc., a person who executes its business.
- (3) A consultant, accounting specialist, or legal specialist, etc., who receives a significant amount of cash or other assets from the Bank, aside from executive remuneration.
- (4) An employee, etc., of a consulting firm, accounting firm, or legal firm, etc., who holds the Bank as a major transaction counterparty.
- (5) A party who receives a significant amount of donations, etc., from the Bank, or in the case where the party is a corporation, etc., a person who executes its business.
- (6) A major shareholder of the Bank, or in the case where the party is a corporation, etc., a person who executes its business.
- (7) A close relative of a person listed below (excluding insignificant persons).
 - Parties who fall under (1) to (6) above.
 - A Director, Company Auditor, Executive Officer, or significant employee, etc., of the Bank or its subsidiaries.

- Definition of “recently” Refers to cases that can be substantially viewed as current, for example, includes cases that were applicable at the time that the content of the proposal for election of the Outside Director or Outside Company Auditor at the General Meeting of Shareholders was determined, etc.
- Definition of “major transaction counterparty” Evaluation shall be made based on the standard of whether such transaction is greater than 1% of consolidated sales (consolidated operating gross business profit in the Bank’s case) or not in the last fiscal year. Additionally, if the IFRS is applied to the company, the evaluation shall be based on a standard of whether such transaction is greater than 1% of revenue or not.
- Definition of “corporation, etc.” Includes organizations other than corporations.
- Definition of “significant amount” An average of over 10 million yen per year over the past three years. Provided however, it excludes cases of donations to the corporations whose business objectives are for a public welfare (limited to the corporations established under the “Act on Authorization of Public Interest Incorporated Associations and Public Interest Incorporated Foundations”).
- Definition of “close relative” Relatives within the second degree.
- Definition of “insignificant persons” Persons who are the Executive or General Manager level of companies, certified public accountants or attorneys, etc. who are affiliated with accounting firms and legal firms, etc., are deemed “significant.” Persons who are not included in the above persons are deemed “insignificant.”

(Reference) Skill Matrix of Directors and Company Auditors

In order for the Board of Directors to fulfill its roles and duties effectively, the Bank needs a certain number of internal individuals who have a thorough knowledge of the Bank's operations and its issues as members of the Board. In addition, the Bank also believes that it is important that the diversity of knowledge, experiences and skills of the Board members is maintained.

Because of such viewpoint, the Bank maintains a basic policy of appointing Directors and Company Auditors from among individuals who have diverse knowledge and backgrounds.

The skill matrix of the Directors and Company Auditors including candidates is as below.

- Notes: 1. Not all knowledge and experiences possessed by each person is described. Three areas are indicated in which each is especially expected to display his/her expertise based on his/her experience and other characteristics.
2. Position of each of the Directors and Company Auditors described in the following table shows the one which they are to assume after the conclusion of this General Meeting of Shareholders.

Name	Position	Gender	Area in which is especially expected to display his/her expertise							
			Corporate management/ organizational operation	Global	Finance/ market	Business strategy/ corporate support	Legal affairs/ risk management	DX / IT technology	Human resources/ diversity	Environment/ society
Masaki Matsushita	Chairman	Male	●			●	●			
Shohei Hidai	President	Male				●	●	●		
Makoto Nakamura	Director	Male		●	●	●				
Hitoshi Nishizawa	Director	Male	●		●			●		
Miyako Hamano	Outside Director	Female	●	●					●	
Eiji Kanzawa	Outside Director	Male	●					●		●
Takayuki Kanai	Outside Director	Male	●	●	●					
Maiko Onoda	Outside Director	Female						●	●	●
Ihoko Kurokawa	Outside Director (candidate)	Female	●					●	●	
Chishu Minemura	Fulltime Company Auditor	Male		●		●	●			
Kiyomi Ito	Fulltime Company Auditor (candidate)	Female				●	●		●	
Takayuki Tanaka	Outside Company Auditor	Male		●	●					●
Hiroshi Hori	Outside Company Auditor	Male	●		●	●				
Mika Godo	Outside Company Auditor (candidate)	Female					●		●	●

Key knowledge and experience required for each area

Corporate management/ organizational operation	• Management and organizational operation of companies • Management strategy planning from a corporate-wide and mid-/long-term perspective	Legal affairs/ risk management	• Expert knowledge of legal system and various regulations • Risk management of corporate activities in general
Global	• Management of overseas offices and business units related to international finance and trade • Strategy planning from a global perspective	DX / IT technology	• Expert knowledge of IT, digital transformation and technology • System planning, operation and management
Finance/ market	• Knowledge of financial market in general, securities operation, etc. • Trends of financial industry and financial administration	Human resources/ diversity	• Human resources affairs in general such as personnel management, human resource development, remuneration/salary and employee benefits • Promotion of diversity and inclusion
Business strategy/ corporate support	• Sales planning, marketing, new business development • Corporate screening, business matching, business revitalization support, business succession and M&A	Environment/ society	• Knowledge of history, culture, economy, etc. in local society • Initiatives for environmental issues and environmental management

(Reference) Business Base and Materiality

The Hachijuni Group's Business Base

Nagano Prefecture, where The Hachijuni Group's business is based, is located in the center of Japan and is easily accessible from major urban areas, including Tokyo and Nagoya which are less than 200 kilometers away. The prefecture's economy is based mainly around manufacturing and assembly industries, and it boasts a large variety of garden produce, agricultural crops, and diverse tourism resources that make use of its abundant natural environment and proximity to areas of large-scale consumption.



Market Potential

Lifestyle	No. 1 prefecture in Japan that people want to move to * Ranked No.1 for 20 consecutive years in "The Book of Country Living" (<i>Inaka Kurashi no Hon</i>), 2026 (published by TAKARAJIMASHA)	No. 1 (for women) and No. 1 (for men) nationally in healthy life expectancy * "2023 Average Time Living Independently by Prefecture" (All-Japan Federation of National Health Insurance Organizations)
Nature	No. 1 nationally in number of mountains belonging to the "100 Famous Japanese Mountains" list * Nagano Prefecture Mountain & Highland Tourism Division	No. 3 nationally in forest area * "2022 Forest and Planted Forest Cover Ratios by Prefecture" (Forestry Agency)
Tourism	No. 2 nationally in number of hot spring locations * 2023 Hot Spring Usage Status (Ministry of the Environment)	No. 2 nationally in the number of ski resorts * Survey by Nagano Prefecture Mountain & Highland Tourism Division
Industry	No. 1 nationally in shipment value of printing equipment * Annual Business Survey, 2024 Confirmed Statistics Table by Commodity	No. 1 nationally in shipment value of microscopes and magnifying glasses * Annual Business Survey, 2024 Confirmed Statistics Table by Commodity
Agriculture	No. 2 nationally in amount of wine grapes produced * 2022 Regional Fruit Production Trends Survey (Ministry of Agriculture, Forestry and Fisheries)	No. 1 nationally in production volume of mushrooms (<i>Eringi, Enokitake, Bunashimeji</i>) * 2024 Special Forest Products Production Statistics (Forestry Agency)

Issues Facing the Region

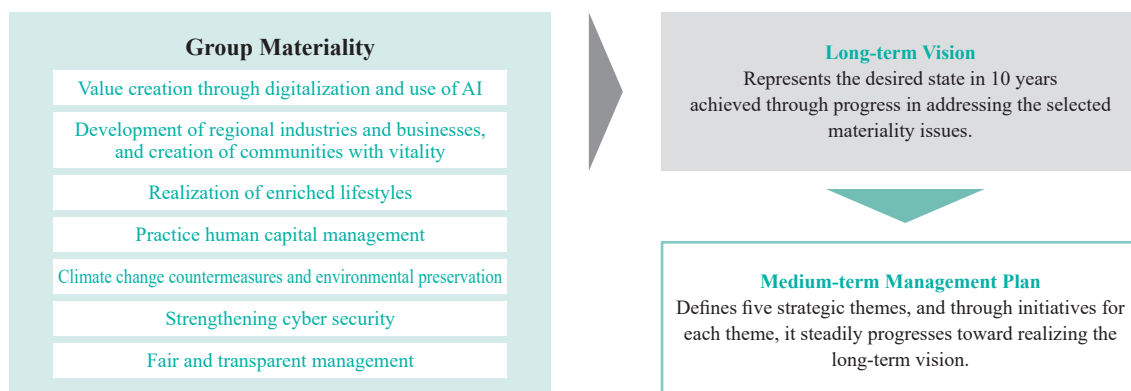
Nagano Prefecture enjoys abundant nature, clean air and clear water, as well as the convenience of its connections to high-speed transportation networks, making it an extremely favorable environment for manufacturing and assembly industries as well as agriculture.

However, there are growing concerns about issues such as a declining and aging population due to Japan's low birth rate and the movement of people to urban areas, which will have a serious impact on the communities and economy of the region in the future.

The Hachijuni Group will work to resolve the issues facing the region by strengthening its existing banking business, further expanding its business domains and the areas where it provides services, and acquiring new sources of revenue.

Materiality

Considering the risks and opportunities in response to environmental changes, we have reexamined the key issues (materiality) that the entire Hachijuni Group should address to balance social sustainability with the enhancement of corporate value.



(Reference) Long-term Vision and Medium-term Management Plan

Positioning of the Long-term Vision and Medium-term Management Plan

The 10-year period toward realizing the long-term vision was divided into three phases, with the first three years formulated as the First Medium-term Management Plan of the Hachijuni Group.

Long-term Vision 2035 Building a Prosperous Future Together with the Region.

Third Medium-term Management Plan

FY2032–FY2035

Aiming to become a group with a strong, outward-looking presence that expands business fields beyond finance and comprehensively supports local infrastructure—including the environment, industry, and daily life—while jointly creating the region's future.

Second Medium-term Management Plan

FY2029–FY2031

Expanding the Group's scope of activities further, contributing to regional economic growth by supporting corporate growth—including overseas expansion—and enhancing the lifestyles of individual customers.

First Medium-term Management Plan

FY2026–FY2028

A Leap Toward a Comprehensive Consulting Firm

Evolving into a comprehensive consulting firm and offering high-quality services to customers.

Five Strategic Themes

Building upon a solid management foundation, we will establish a comprehensive consulting support system through investments in human capital and DX, as well as expanding business areas, to address regional challenges.

Core Theme

- 1 Addressing regional challenges by enhancing and expanding profitability
 - Corporate** Supporting corporate growth and productivity improvements, enhancing tourism appeal, and generating spillover effects for the regional economy.
 - Retail** Supporting customers at every life stage for a richer quality of life.
 - Region** Contributing to the development of sustainable communities that support a high quality of life.
 - Market Operations** Generating stable revenues through market operations and actively investing in growth areas.

Transformation and Growth Themes

- 2 Developing and recruiting personnel who will drive transformation
- 3 Securing competitive advantage through investments in DX and AI.
- 4 Expanding business domains to raise corporate value

Foundational Theme

- 5 Strengthening the management foundation as the cornerstone of trust and confidence

The Vision of a Comprehensive Consulting Firm

As local challenges grow increasingly complex, the Hachijuni Group is expected to offer a range of solutions that go beyond financial boundaries.

By increasing our activities and interactions with customers further, we aim to deeply understand their aspirations and circumstances, bring together our expertise to help realize their aspirations and solve challenges, and accompany them through to completion. By steadily building upon these sincere efforts, we can meet the expectations of the community and build unwavering trust.

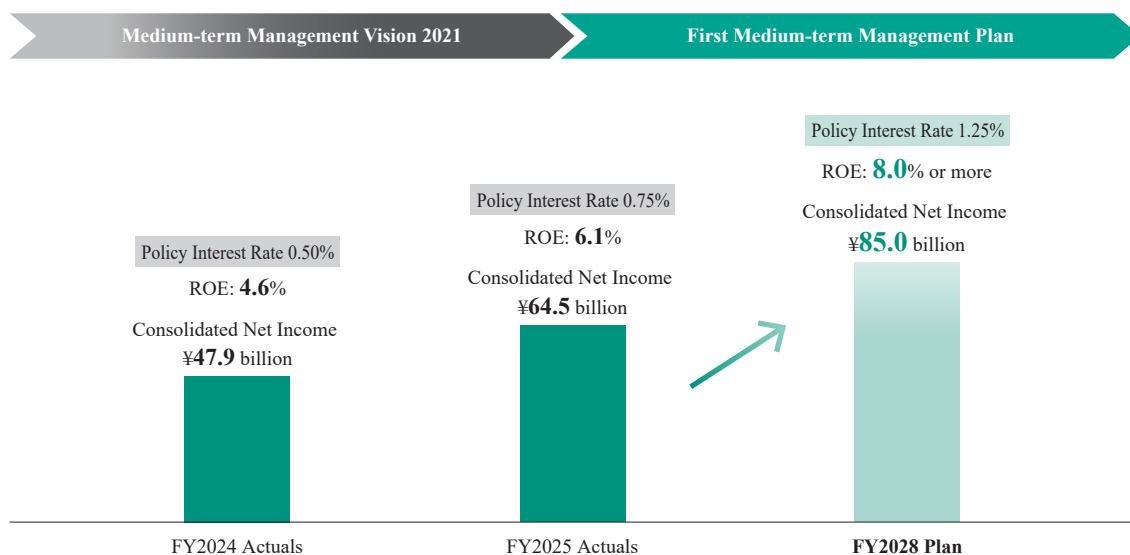
“Fully committing ourselves to serving the community head-on”—that is the vision we pursue as a comprehensive consulting group.

First Medium-term Management Plan: Management Targets

	Item	FY2028	FY2025 Actuals
Financial Targets	Consolidated ROE	At least 8.0%	6.1%
Environmental Targets	Greenhouse gases (CO ₂) emissions (Scope 1 and 2)	80% reduction compared to FY2019 (Achieved ahead of schedule)	74.1% reduction compared to FY2019 (Preliminary figures)
	Sustainable Finance Execution (value)	Accumulated total of ¥1.5 trillion since FY2021 (of which ¥1 trillion slated for environmental activities)	¥1,275.9 billion (¥640.6 billion)
Social Targets	Social population growth in region (Nagano Prefecture)	Continued social population growth	Four-year consecutive social population growth

First Medium-term Management Plan: Fiscal Plan

We will enhance profitability by strengthening unified customer support and capturing rising interest rates, ultimately achieving an ROE that exceeds the cost of equity.



Key B/S Items

	FY2028	FY2025 Actuals
Average Deposit and NCD Balance	¥10,000.0 billion	¥9,136.3 billion
Average Loan Balance	¥7,100.0 billion	¥6,291.2 billion

Key P/L Items

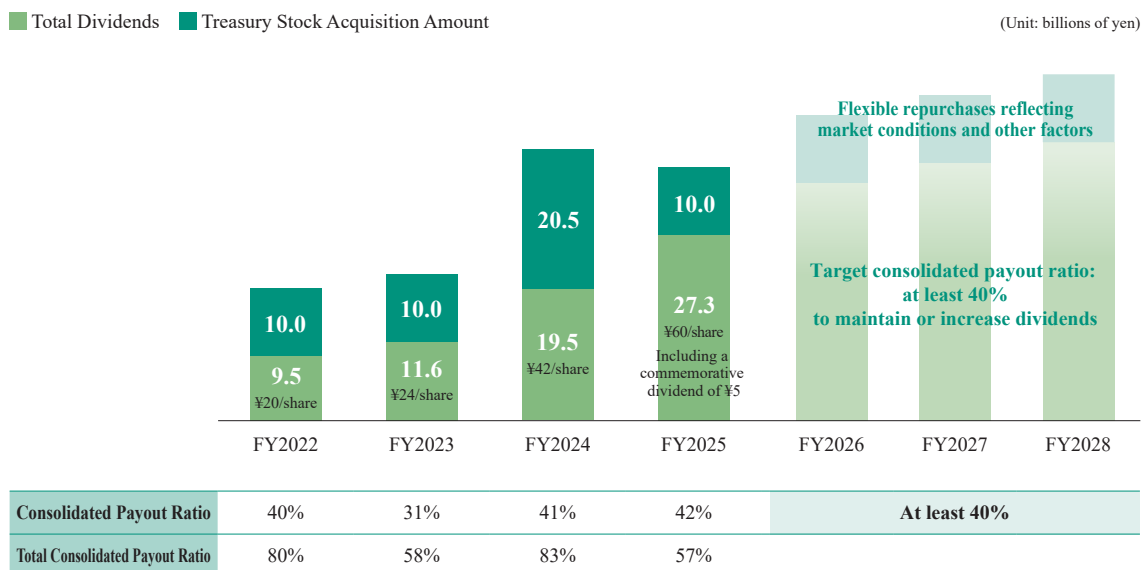
	FY2028	FY2025 Actuals
Net Interest Income	¥130.0 billion	¥111.4 billion
Services-Related Profit	¥21.0 billion	¥17.1 billion
Total Net Income of Affiliates	¥4.0 billion	¥3.0 billion
Depreciation Expense	¥6.0 billion	¥3.7 billion

(Reference) Shareholder Return and Strategic Investments

Shareholder Return Policy

We aim to maintain or increase dividends, with a target consolidated dividend payout ratio of at least 40%.

We will also acquire treasury stock in a flexible manner, taking into consideration market conditions and other factors.



Strategic Investments Aimed at Expanding Business Domains

M&A strategic investments

Investment framework **¥150.0 billion**

Purpose Broadening our consulting capabilities to enhance corporate value

A strategic investment framework aimed at complementing the Group's lacking functions and achieving growth.

We will make timely and flexible investments nationally and internationally to secure appropriate returns.

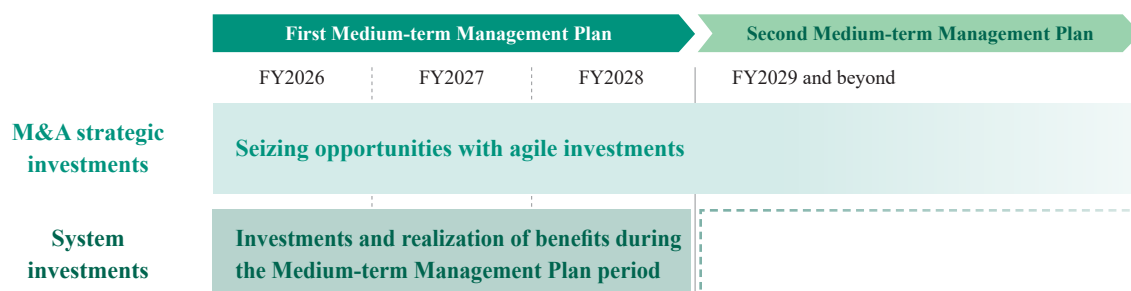
System investments

Three year cumulative total **¥20.0 billion**

Purpose Enhancing consulting quality

We will streamline business processes by investing in AI and data infrastructure, new sales support systems, and paperless in-store operations.

We build an operational framework that reinforces our consulting capabilities to achieve a competitive advantage.



(Reference) Efforts to Reduce Strategic Shareholdings

Policy on Strategic Shareholdings (Corporate Governance Code Principles 1-4)

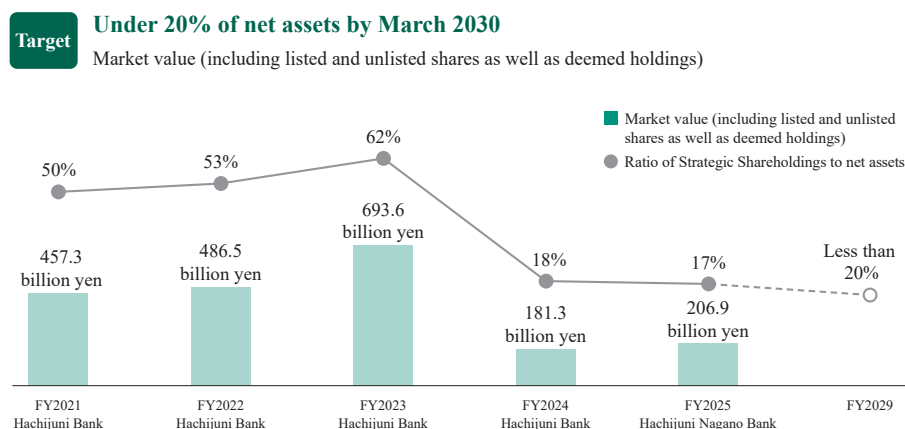
- The Bank's basic policy is to reduce Strategic Shareholdings through active dialogue with investees.
- For all issues held as of the record date (excluding unlisted shares with a book value of less than ¥10 million), the Board of Directors verifies the rationale of each holding by examining whether the benefits and risks obtained from the investees are commensurate with the indicators that take capital costs and other factors into account. In addition, we may maintain holdings on a limited basis when strengthening relationships through such Strategic Shareholdings contributes to resolving management issues and enhancing the corporate value of investees, thereby fostering regional economic growth, or if the holdings are deemed reasonable from a strategic perspective, such as business alliances.
- The Board of Directors discloses the details of its verification about the rationale of shareholding every year in an appropriate manner.

Strategic Shareholdings Reduction Targets

- Based on the Bank's Policy on Strategic Shareholdings, we have set a reduction target of "reducing Strategic Shareholdings to under 20% of net assets by March 2030," and as a result of working toward this goal, we have achieved this reduction target in FY2024. We will continue exploring possibilities for further reductions.

Approach to Reductions

- In reducing cross-held shares, we have changed the purpose of holdings from Strategic Shareholdings to pure investment for those shares where mutual agreement has been reached to entrust sales decisions entirely to each party. The responsible department has also been changed to the Financial Market Department, which serves as the Bank's pure investment arm.
- After changing the holding purpose to pure investment, we manage the portfolio in a disciplined manner according to established guidelines*, aiming to achieve returns (gain on sale and dividends) that exceed our cost of capital.



(Reference)
The total amount of shares sold, comprising strategic shareholdings and those reclassified as pure investments in FY2025:

Approximately 39.6 billion yen (market value)

(Reference: listed and unlisted shares including deemed holdings)		FY2021	FY2022	FY2023	FY2024	FY2025
Number of stocks	Hachijuni Bank	229	221	205	177	183
	Nagano Bank*	64(25)	65(26)	60(23)	54(23)	
Acquisition cost (book value)	Hachijuni Bank	951	939	886	491	43.8 billion yen
	Nagano Bank	52	53	26	19	

* Figures in parentheses represent the number of stocks that do not overlap with those of Hachijuni Bank.

*Guidelines for investment after change in holding purpose

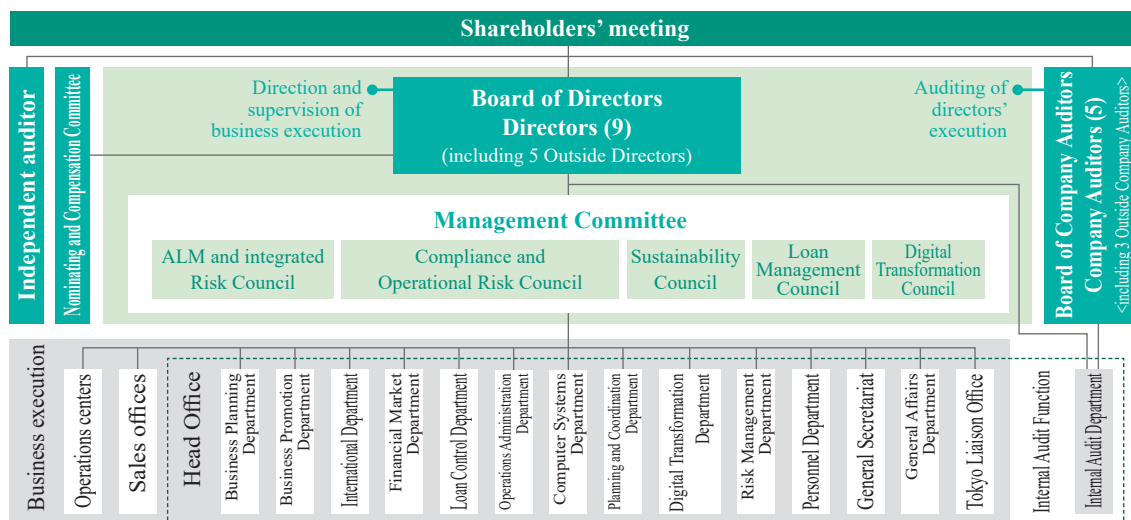
Discretion in trading	Transactions must be conducted freely, without restrictions on sales or timing imposed by the issuing company. Unless a mutual agreement has been reached with the issuing company regarding discretionary sales, the holding purpose will not be changed.
Independence of the pure investment division	Investment decisions are made on the premise that the pure investment division maintains independence. A proper organizational framework is in place to ensure sound and appropriate investment decisions.
Investment discipline and reporting to management	Plans and policies, including profit targets, are established and reported to management. Progress and performance are periodically evaluated and reported to management as well.
Appropriate exercise of voting rights	From the standpoint of pure investment, voting rights are exercised appropriately in a manner that contributes to the enhancement of investees' corporate value.

(Reference) Corporate Governance

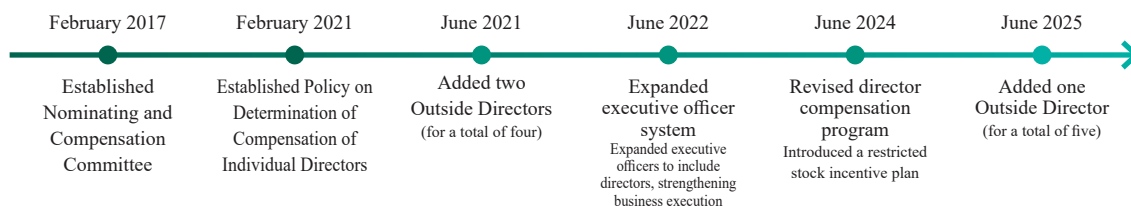
Basic Stance

Guided by our management philosophy, we have published our Corporate Governance Principles to govern our corporate affairs and maintain the Hachijuni Group as a going concern, enhance corporate value, and fulfill our societal responsibilities. Additionally, to ensure that business is properly conducted within the Group comprising the Bank and its subsidiaries and is appropriately managed, we have established a Basic Policy on the Development of Internal Control Systems (Systems to Ensure Proper Operations) to establish and appropriately operate the necessary systems.

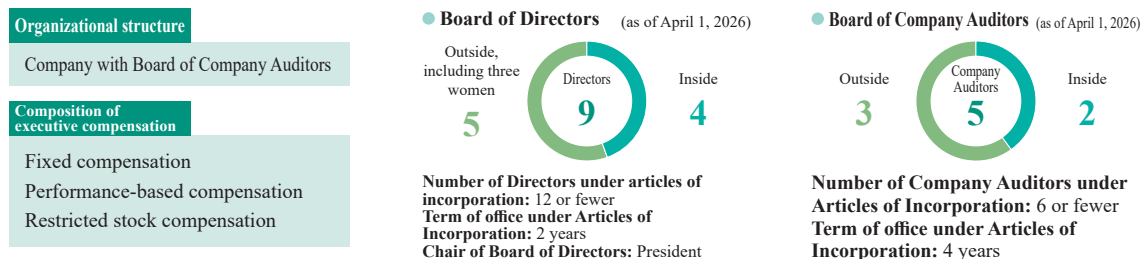
Corporate Governance Structure (as of April 1, 2026)



Key Corporate Governance Improvement Initiatives

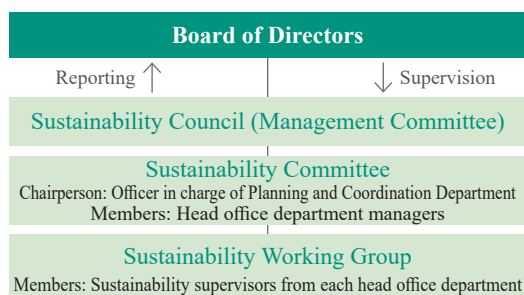


Governance Structure Overview



Reference: System to Promote Sustainability Management

To accurately capture sustainability-related risks and opportunities and integrate them into our management strategies, we have established three organizational bodies within our headquarters: the “Sustainability Council,” the “Sustainability Committee,” and the “Sustainability Working Group.” Leveraging these organizations, we promote sustainability-focused management through sufficient discussion by executive teams, along with supervision by the Board of Directors.



Attachment: **Business Report for the Bank's 143rd Fiscal Year**

(April 1, 2025 - March 31, 2026)

1 Status of the Bank

(1) Business Progress and Results

■ **Main Business of the Bank**

The Bank engages in deposit services, lending services, trading of marketable securities, securities investment services, domestic exchange services, foreign exchange services, trust services, and financial product brokerage services, among other activities, providing a wide range of financial products and services to the local community.

■ **Economic Environment**

In fiscal year 2025, while external demand was weighed down by the slowdown in overseas economies and the impact of trade policies implemented by the Trump administration in the United States, private consumption and capital investment remained resilient, supported by continued wage increases, a moderation in inflation, improved corporate earnings, and other developments. As a result, the economy as a whole maintained a moderate recovery trend driven by domestic demand.

The economy of Nagano Prefecture, which serves as the Bank's primary business base, continued to show signs of stagnation, with some areas exhibiting weakness. On the production front, while automotive parts remained steady, driven primarily by domestic demand, production machinery and electronic components and devices performed poorly due to the economic slowdown in China and weak demand in the IT sector. In terms of personal consumption, sales at large retail stores exceeded the previous year's level due to factors such as price increases, particularly for food products, but automobile sales continued to fall short of the previous year's levels due to factors such as growing caution among households amid rising prices. Residential investment remained sluggish, particularly in the owner-occupied housing sector, due to factors such as persistently high material prices and rising construction costs resulting from mandatory compliance with energy-efficiency standards. Public investment remained robust, as projects such as the renewal of aging infrastructure, disaster prevention and mitigation works, and the construction of high-standard roads continued to be commissioned.

■ **Business Progress and Results**

In this economic environment, we worked to transform our business model in response to changing customer needs and social conditions through our Medium-term Management Vision 2021: "Supporting our customers and communities through finance, nonfinance, and relationships." Even in fiscal 2025, the final year of the plan, we further promoted five themes, "Sustainability-driven management," "Deepening the Life Support Business," "Comprehensive financial services and capabilities," "Operational and organizational DX," and "Growth and motivation through personnel reform," and carried out a wide range of activities to ensure that as many people as possible can experience the benefits of our merger with Nagano Bank.

(Reference) Summary of Medium-term Management Vision 2021

Medium-term Management Vision 2021

Supporting our customers and communities through finance, nonfinance, and relationships

■ Theme (1) Sustainability-driven management

- Raise Environmental Targets Including Enhanced Regional Decarbonization Measures
- Establish Largest Regional Banking Fund for Enhanced Sustainable Finance Goals
- Selected for 'CDP A-List' in Climate Change for 3 Successive Years

■ Theme (2) Deepening the Lifestyle Support Business

- Expand Trust Services Aiding Succession and Inheritance
- Launch End-of-Life Support Services for the Elderly
- Adopt Wallet+ (asset management app)

■ Theme (3) Comprehensive financial services and capabilities

- Strengthen Consultancy in sectors such as IT and Tourism
- Enhance capabilities by establishing new group entities (investment management/advisory, investment-specialized entity, regional trading operations, and electric power business)
- Strengthen efforts for Structured Finance

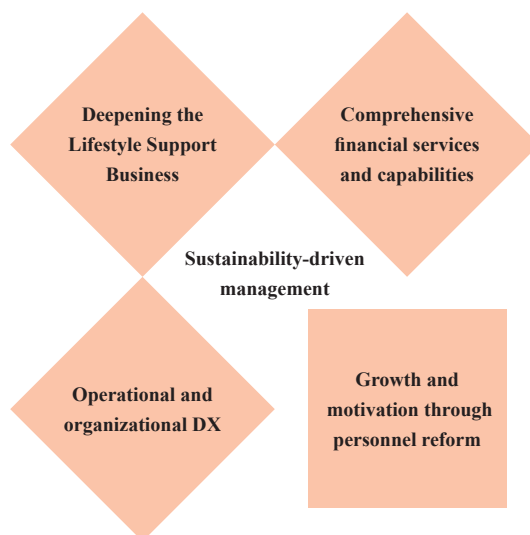
■ Theme (4) Operational and organizational DX

- Smart Device Implementation for Entire Workforce
- AI and Data Warehouse Utilization
- Awarded "FDUA Data Utilization Award 2025"

■ Theme (5) Growth and motivation through personnel reform

- Rework Career Tracks for Flexibility
- Enhance Female Leadership Talent Development Initiatives
- Achieved Certification: "Platinum Kurumin Plus"

■ Other: Merger with Nagano Bank



Medium-term management targets

		FY2025 Actuals
Annual dividend target	Annual dividend per share of ¥20 or more for each fiscal year from 2023 through 2025	Annual dividend per share of 60 yen (incl. 5-yen commemorative dividend)
Greenhouse Gas Emissions (Scope 1 and 2)	Hachijuni Group (1) Fiscal 2025: Net Zero (2) Fiscal 2030: 80% reduction compared to fiscal 2019	(1) Hachijuni Group: Net Zero (2) 74.1% reduction compared to fiscal 2019 (preliminary figure)
Encourages borrowers to track greenhouse gas emissions (Scope 3, Category 15)	Fiscal 2025: 450 companies for which the Bank has emissions data * Calculated based on the emissions of 450 companies, equivalent to 40% of Scope 3, Category 15 (at end-March 2024)	554 companies for which the Bank has emissions data
Creation of renewable energy	Fiscal 2024 through fiscal 2030 (1) Sustainable finance for commercial renewable energy generation facilities Cumulative amount executed: ¥90.0 billion (2) ZEH-level and solar-equipped mortgages and renovation loans: 10,000 loans (cumulative)	(1) Cumulative Execution Result: 52.2 billion yen (2) Cumulative result: 3,075 transactions

○ Theme 1: Sustainability-driven management

To contribute to the sustainable development of our customers and the local community, the Bank, as a leading company in Nagano Prefecture, is working to address regional social issues through both financial and non-financial initiatives.

With regard to financial initiatives, we began handling the Hachijuni sustainability-linked loan for the future, a financial product structured in cooperation with Nagano Prefecture, and through the SDGs Support Service Manifest and Sustainability Management Support Services, we helped business operators achieve sustainability management. For individual customers, we began handling the Sustainable Housing Support Loan, which is offered at special interest rates to customers purchasing environmentally friendly homes.

As for non-financial initiatives, based on the 2050 Zero Carbon Agreement signed with Nagano Prefecture in November 2024, we held decarbonization seminars aimed at providing information on decarbonization and participated in the Suwa Area Consortium to Promote Decarbonization Projects to create regional decarbonization projects and promote regional decarbonization investment and financing. In addition, based on a cooperation agreement related to medical practice succession with the Nagano Medical Association, we held medical practice succession seminars, supporting the smooth business succession of medical practitioners in Nagano Prefecture. In addition to decarbonization, we have collaborated with local governments and businesses across a wide range of fields—including the development of a sustainable regional medical system—to work toward building a sustainable region.

As a part of the Group's efforts to reduce its greenhouse gas emissions, we launched a solar power plant exclusively for the Hachijuni Group. The plant was established and is operated by Hachijuni Link Nagano, a Group company, and ensures that the Group will have a long-term, stable supply of renewable electric power.

In recognition of these initiatives, we were selected for the A List for the third consecutive year, a first for a Japanese bank, in the 2025 Climate Change Survey administered by the international environmental non-profit CDP in the area of environmental information disclosure. In addition, we were selected for inclusion in the FTSE4Good Index Series, a global ESG index provided by FTSE Russell, and the FTSE Blossom Japan Index, an ESG index for Japanese equities adopted by GPIF.

○ Theme 2: Deepening the Lifestyle Support Business

In addition to advancing our financial services, we aim to be a bank that supports our customers throughout their lives by expanding the function of our remote transactions and enhancing our non-financial services.

With regard to advancing financial services, we established a fourth Hachijuni Insurance Plaza, which is jointly operated with an insurance agency, at Loan Plaza Minami-Matsumoto, strengthening our system by which dedicated staff propose optimal financial plans based on life events such as home acquisition and insurance reviews. In addition, we relocated and built a new Inakita Branch, opening a new concept branch equipped with a Tully's Coffee and Loan Plaza Ina. With a relaxing interior, the branch addressed a wide range of inquiries from individual customers, including on asset management, insurance, loans, and inheritance.

As for expanding the function of our remote transactions, we have added advisory features to the "Wallet+" smartphone app, including tools for creating home purchase plans and calculating estimated monthly payments, to support customers from the initial consideration stage through to the loan application process.

With regard to enhancing non-financial services, we have launched new end-of-life support services, including a Bequest Donation Support Service for clients considering charitable bequests, as well as a Paid Real Estate Acquisition Service that assists with consultations regarding real estate other than one's primary residence, such as forests and wilderness areas.

○ Theme 3: Comprehensive financial services and capabilities

We are establishing a hybrid consultation system that combines face-to-face and remote services. By strengthening our consulting capabilities and expanding the use of Group resources, we aim to become a bank that can provide one-stop solutions for a wide range of business management inquiries from our customers.

With regard to our face-to-face consultation system, in response to the implementation of additional U.S. tariffs and the announcement of reciprocal tariffs in April 2025, we have established a special consultation desk to address inquiries regarding cash flow and business management support from businesses concerned about the potential impact. Furthermore, in March 2026, we established a special consultation desk for businesses concerned about the impact of soaring crude oil prices, and we began offering the Special Loan Program for Businesses: Special Fund for Measures Against Rising Prices to enable us to provide swift and proactive support. In addition, with the aim of supporting the business revitalization of small and medium-sized enterprises facing a challenging business environment, and contributing to the preservation of jobs and the revitalization of the local economy, we established the business revitalization fund Shinshu Future Support No. 3 Fund Limited Partnership in collaboration with financial institutions and other organizations in Nagano Prefecture.

As part of a new initiative leveraging alliances, member banks of the Mt. Fuji-Alps Alliance held DX seminars for local businesses to support productivity improvements through the digital transformation of local companies and the enhancement of their DX literacy. We also held one-on-one business meetings with buyers operating outside of Nagano Prefecture—such as in Shizuoka and Yamanashi Prefectures—to help our clients expand their sales channels. In addition, we have established the Mt. Fuji-Alps Alliance Limited Liability Investment Partnership to support business succession for small and medium-sized enterprises. By supporting business succession and restructuring for locally rooted companies, we will contribute to maintaining local employment and revitalizing the local economy.

In terms of our efforts to address local challenges, we participated in the Hakuba Village Public-Private Partnership Project, the Hakuba Village Two-Region Residential Promotion Consortium, and worked to address issues such as labor shortages at local companies and the need to secure participants for traditional events.

○ Theme 4: Operational and organizational DX

The Bank is working to increase the efficiency of business operations through use of digital technologies and data, and to build new business models through the development of new services.

As part of our efforts to enhance customer convenience and improve operational efficiency, we actively promoted Net EB, Densai, which help businesses streamline their accounting processes, as well as cashless tax payments. These initiatives to promote cashless tax payments in particular were recognized with an award from the Kantoshinetsu Regional Taxation Bureau.

As for our efforts to innovate business operations through data utilization, we were recognized for our advanced initiatives—including the use of AI-powered screening to enhance customer convenience that does not require customers to submit financial statements and other documents and the establishment of a secure generative AI environment for employees—and were awarded the Data Utilization Award as an outstanding financial institution at the FDU A Awards 2025, organized by the Financial Data Utilization Association (FDUA).

Regarding new initiatives, we have signed a memorandum of understanding with The First Bank of Toyama to integrate our core systems and have begun preparations to utilize the Judankai common transaction system. Furthermore, as the first user of the integrated AI platform for financial institutions proposed by IBM Japan, Ltd., we have begun building an AI and data platform optimized for regional financial institutions using Microsoft 365. We aim to begin operations in phases starting in 2026 and will establish an AI development and operations environment that can flexibly adapt to future technological advancements and changing customer needs.

○ Theme 5: Growth and motivation through personnel reform

The Bank strives to be an organization where every employee can experience personal growth and a sense of fulfillment. We are committed to supporting employees in shaping their own careers and fostering a comfortable work environment that respects the diverse values and lifestyles of our staff.

With regard to supporting employees in developing their careers independently, we have conducted training on career management to encourage career development based on individual values even within the new organizational structure following the merger. In addition, we have introduced the Career Change System that provides part-time employees and others with opportunities to take on roles as full-time staff members. To promote career development that leverages employees' strengths and expertise, we have implemented a Multi-track Personnel System. Under this system, we have restructured the Administrative and Counter Services Track—which previously focused primarily on administrative and procedural tasks—into the Standard Track and Management Track, both of which have no restrictions on job scope. This change has established a framework that allows us to flexibly handle a wide range of duties.

As a part of efforts to foster a comfortable work environment, we have established our second satellite office in Tokyo, following the one in Matsumoto City. In addition, to support the balancing of work and childcare, we have formed a new partnership with a company-sponsored childcare facility to expand our network of affiliated childcare providers, and we held Mom and Dad Meetings where employees balancing work and childcare, along with their colleagues who support them, can share ideas and discuss their concerns. In addition, we have introduced a Restricted Stock Incentive Plan for the Group Employee Shareholding Association with the aim of enhancing employee benefits.

We are also working to improve employee engagement, which serves as the foundation for delivering new value to the local community. Based on the results of an engagement survey, we held Engagement Meetings for Individual Departments and Branches to discuss the strengths and challenges of each workplace, and conducted a survey for all employees. Furthermore, in response to changes in the business environment surrounding the Bank, shifting attitudes toward employment, and growing labor shortages, we have established a Human Resources System and Operations Reform Project Team to conduct a fundamental review of our human resources systems and operations, with the aim of strengthening our human capital management.

○ About the Merger

On December 25, 2025, the Bank obtained approval (pursuant to Article 30, Paragraph 1 of the Banking Act) for the merger with Nagano Bank, and on January 1, 2026, we launched as Hachijuni Nagano Bank, Ltd.

To commemorate the merger, we have launched a series of campaigns to express our gratitude to our customers. These include the ATM Fee Waiver Campaign, which waives transaction fees for withdrawals and deposits made at our ATMs on Saturdays, Sundays, and holidays through December 31, 2026, as well as the Premium Time Deposit Campaign, which offers special interest rates.

As part of our initiatives to commemorate the merger, we established the Hachijuni Mirai Foundation and donated 3.0 billion yen to the foundation. Through projects implemented by the foundation to enhance education and social welfare in Nagano Prefecture, we will support the children who will shape the future of our region and contribute to its sustainable development.

Building on the heritage and values cultivated by both banks over the years, and guided by the Hachijuni Group Management Philosophy—which articulates the mission and purpose of the Hachijuni Group with the new Hachijuni Nagano Bank at its core—we will work together as one to enhance our corporate value by providing higher-quality services.

■ Business Performance for the Fiscal Year (Overview)

○ Status of profit and loss

Ordinary income totaled 252,951 million yen, an increase of 53,638 million yen compared to the previous fiscal year, mainly due to an increase in interest on loans.

Ordinary expenses totaled 177,151 million yen, an increase of 37,772 million yen compared to the previous fiscal year, primarily due to increases in loss on sale of bonds and interest on deposits.

As a result, ordinary profit increased by 15,865 million yen year on year to 75.8 billion yen.

Net income increased by 20,547 million yen year on year to 66,537 million yen.

With regard to consolidated results, ordinary profit increased by 17,695 million yen year on year to 81,533 million yen, while profit attributable to owners of parent increased by 16,590 million yen year on year to 64,572 million yen.

○ Deposits and loans

Deposits increased by 874.6 billion yen during the fiscal year, primarily due to the merger with Nagano Bank, and the year-end balance amounted to 9,568.5 billion yen.

Loans increased by 762.5 billion yen during the fiscal year, primarily due to the merger with Nagano Bank, with the year-end balance standing at 6,788.6 billion yen. Of this, funds for SMEs increased by 314.6 billion yen during the fiscal year, and the year-end balance was 2,210.4 billion yen, while funds for individuals increased by 233.8 billion yen during the fiscal year, with the year-end balance amounting to 1,653.6 billion yen.

○ Securities

With regard to securities, we closely monitored market trends and endeavored to ensure stable returns while maintaining a flexible investment strategy. Securities increased by 161.4 billion yen during the fiscal year, primarily due to increases in equity securities, resulting in a year-end balance of 3,369.0 billion yen.

○ Other

The total capital adequacy ratio, an indicator of a bank's soundness, was 16.72% on a consolidated basis and 15.22% on a non-consolidated basis.

■ Issues to Be Addressed

In addition to rising prices for resources—including crude oil and petrochemical products—due to escalating tensions in the Middle East, import prices are surging against the backdrop of a persistently weak yen, and the impact is being felt across a wide range of sectors, from household budgets to corporate activities. Furthermore, in regional economies, population decline and the aging population are accelerating, and labor shortages are becoming increasingly apparent.

Amid growing uncertainty about the future, the Hachijuni Group is called upon to stand by local communities and customers and support sustainable growth.

At the same time, the business environment surrounding the Hachijuni Group is also undergoing a major transformation as Japan's financial markets transition to a world with interest rates. Not only is the impact of fluctuations in monetary policy and market conditions on bank management greater than ever before, but the risks facing the banking industry—such as cyber risks and climate change risks—are becoming increasingly diverse and complex, leading to a growing number of situations where traditional assumptions and response strategies no longer apply.

Based on this understanding, the Hachijuni Group has formulated its First Medium-term Management Plan, titled “A Leap Toward a Comprehensive Consulting Firm,” with fiscal 2026 as its first year, and has begun implementing initiatives aimed at fulfilling its role as a leading company in regional revitalization.

Over the three-year plan period, we will develop personnel that demonstrate specialized expertise and strategically deploy them, while also working to enhance our operations through the use of cutting-edge technologies, including artificial intelligence (AI). Through these initiatives, we will provide high-value-added services and functions that help strengthen the business foundations of local companies and contribute to the realization of secure and prosperous lifestyles. In addition, we will actively pursue the expansion of our business areas to diversify the Hachijuni Group's revenue structure. Furthermore, to ensure the continued provision of advanced consulting services, we will enhance our ability to address increasingly diverse and complex risks, while continuing to strengthen our governance framework and maintaining sound management practices grounded in credibility and trust.

We will continue to strive to enhance our corporate value by contributing to the sustainable growth of our local communities, and to meet the expectations of our shareholders. We would like to express our sincere gratitude to our shareholders for their continued support, and we sincerely ask for your continued understanding and support in the future.

(2) Status of Assets and Profit/Loss

(Millions of yen)

	FY2022	FY2023	FY2024	FY2025
Deposits	8,186,401	8,467,695	8,693,886	9,568,580
Time deposits	2,375,016	2,359,638	2,385,087	2,812,282
Other	5,811,384	6,108,057	6,308,798	6,756,298
Loans	6,156,100	6,203,423	6,026,084	6,788,673
To Consumers	1,355,060	1,387,137	1,419,831	1,653,676
To SMEs	1,817,165	1,795,653	1,895,759	2,210,447
Other	2,983,874	3,020,633	2,710,493	2,924,549
Trading account assets (Trading assets)	18,773	45,596	38,602	56,281
Trading account liabilities (Trading liabilities)	6,672	5,873	6,945	9,523
Securities	2,685,558	3,345,955	3,207,667	3,369,091
Government bonds	546,702	531,088	679,250	809,219
Local government bonds	341,933	380,588	330,912	268,635
Other	1,796,922	2,434,277	2,197,504	2,291,236
Total assets	12,887,406	13,711,395	12,532,911	13,432,753
Domestic exchange transaction volume	53,660,119	54,253,505	58,504,483	61,937,389
Foreign exchange transaction volume	Millions of dollars 22,958	Millions of dollars 21,811	Millions of dollars 23,503	Millions of dollars 19,439
Ordinary profit	30,249	36,249	59,934	75,800
Net income	21,574	27,174	45,989	66,537
Basic earnings per share	Yen 44.60	Yen 55.97	Yen 97.01	Yen 145.46
Trust assets	1,091	1,457	1,748	1,851
Trust fees	10	12	11	8

Notes:

1. Amounts are rounded down to the nearest unit.
2. Loans to consumers and loans to SMEs include overdrafts and exclude overseas branch loans and loans from the special international financial transactions account.
3. Basic earnings per share is calculated by dividing net income by the average number of shares outstanding (the number net of treasury stock) during the term.

<Reference> Trends in Consolidated Results

(Millions of yen)

	FY2022	FY2023	FY2024	FY2025
Ordinary revenues	198,009	212,201	254,193	305,443
Ordinary profit	34,893	35,217	63,838	81,533
Profit attributable to owners of parent	24,135	37,071	47,982	64,572
Net assets	915,953	1,118,275	967,658	1,156,165
Total assets	12,963,799	14,827,752	13,515,316	13,554,489

Note: Amounts are rounded down to the nearest unit.

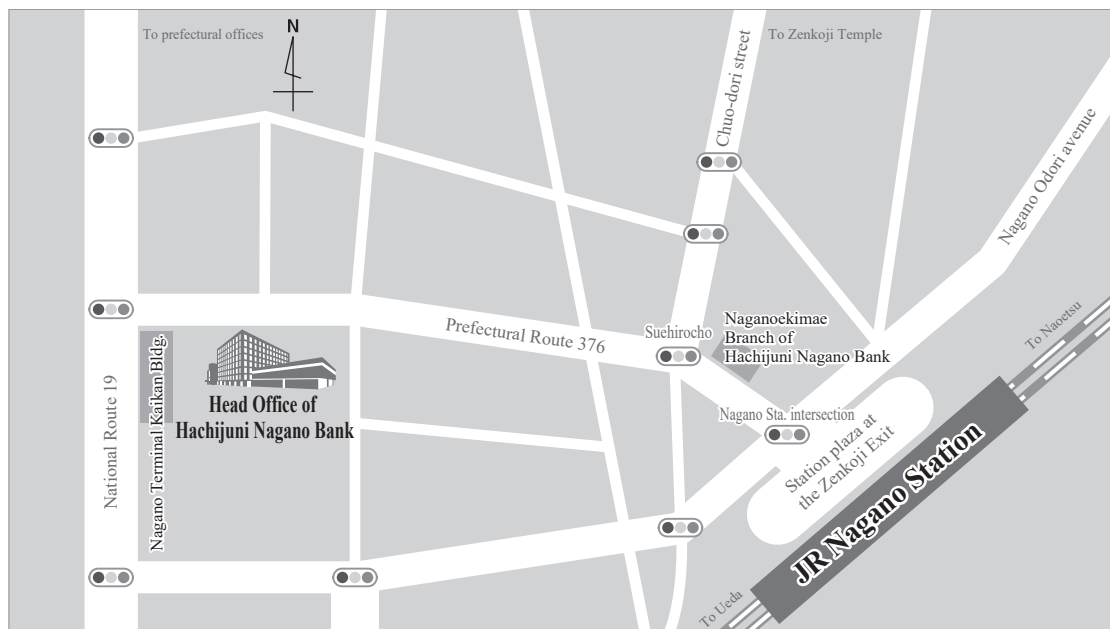
**Access Map to
the Venue for
the General Meeting
of Shareholders**

Date and Time

Friday, June 26, 2026 at 10:00 a.m., Japan time
(Reception opening time: 9:00 a.m.)

Place

Main Conference Room, 3F, Head Office of the Bank
178-8, Okada, Nagano-city, Japan
☎ +81-26-227-1182 (Main phone Number)



Access

10-minute walk JR Nagano Station Zenkoji Entrance

* We will not be providing any gifts for shareholders attending the General Meeting of Shareholders. We appreciate your understanding.



Hachijuni Nagano Bank