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

(Securities Code: 8343)
June 5, 2024
(The measures for electronic provision started on May 31, 2024)

To Shareholders:

Akihiro Araya
President, Director
THE AKITA BANK, LTD.
2-1, Sanno 3 Chome, Akita-shi

NOTICE OF CONVOCATION OF THE 121st ANNUAL GENERAL MEETING OF SHAREHOLDERS

You are hereby informed that the 121st Annual General Meeting of Shareholders of THE AKITA BANK, LTD. (the "Bank") will be held for the purposes as described below.

In convening this General Meeting of Shareholders, the Bank has taken the measures for electronic provision of the information contained in the Reference Documents for the General Meeting of Shareholders, etc. (the matters to be provided electronically). The matters to be provided electronically are posted on the website presented below. Please access the website of the Bank presented below to review the information.

[Website of the Bank]
https://www.akita-bank.co.jp/aboutus/investor/kabusiki/soukai/ (in Japanese)

The matters to be provided electronically are also posted on the website of the Tokyo Stock Exchange (TSE) in addition to the website of the Bank. Please access the TSE website presented below, enter "The Akita Bank" for "Issue name (company name)" or "8343" for "Code," press "Search," select "Basic information," and then select "Documents for public inspection/PR information" to review the information.

[Website of the Tokyo Stock Exchange (Listed Company Search)]
https://www2.jpx.co.jp/tseHpFront/JJK010010Action.do?Show=Show (in Japanese)

In lieu of attending the meeting, you can exercise your voting rights in advance via electromagnetic means (the Internet, etc.) or in writing by submitting the Voting Rights Exercise Form (by mail). Please review the Reference Documents for the General Meeting of Shareholders (described below) and exercise your voting rights by no later than 5:00 p.m. on Monday, June 24, 2024, Japan time.

1. Date and Time: Tuesday, June 25, 2024 at 10:00 a.m. Japan time

2. Place: Conference room, 10F Head Office of the Bank, 2-1, Sanno 3-Chome, Akita-shi

3. Meeting Agenda:

Matters to be reported:

(1) The Business Report and Non-consolidated Financial Statements for the Bank's 121st Fiscal Year (from April 1, 2023 to March 31, 2024)

(2) Consolidated Financial Statements for the Bank's 121st Fiscal Year (from April 1, 2023 to March 31, 2024) and results of audits of the Consolidated Financial Statements by the Accounting Auditor and the Audit and Supervisory Committee

Proposals to be resolved:

Proposal No. 1:	Appropriation of Surplus
Proposal No. 2:	Election of Ten (10) Directors (excluding Directors Serving as Audit and Supervisory Committee Members)
Proposal No. 3:	Election of Three (3) Directors Serving as Audit and Supervisory Committee Members
Proposal No. 4:	Election of One (1) Substitute Director Serving as Audit and Supervisory Committee Member

4. Exercise of Voting Rights:

(1) Exercise of Voting Rights via the Internet, etc.
Please access the voting website specified by the Bank (https://evote.tr.mufg.jp/) (in Japanese) using the "Login ID" and "Temporary Password" printed on the enclosed Voting Rights Exercise Form, and indicate your vote for or against the proposals by the aforementioned deadline. For detail, please refer to the "Procedures for Exercise of Voting Rights via the Internet, etc." which is described below (in Japanese).

(2) Exercise of Voting Rights in Writing (by Mail)
Please indicate your vote for or against the proposals on the enclosed Voting Rights Exercise Form and return it so that it is received by the aforementioned deadline.
If there is no indication of your vote for or against the proposals, we will deem it as your vote for the proposals.

(3) Handling of Duplicate Voting
If you exercise your voting rights both via the Internet etc. and by mailing the Voting Rights Exercise Form, only the vote placed via the Internet, will be deemed valid. If you exercise your voting rights more than once via the Internet, etc., only the last vote will be deemed valid.

End

Regulations on electronic provision of materials for a General Meeting of Shareholders

- Of the matters to be provided electronically, the matters below are, in accordance with laws and regulations and the Articles of Incorporation of the Bank, not included in the documents provided to shareholders who have requested to receive a paper copy. The Audit and Supervisory Committee and the Accounting Auditor have audited the documents subject to audit, including the matters below.

  (1) "System for Ensuring the Appropriateness of Operations" in the Business Report

  (2) "Non-Consolidated Statements of Changes in Equity" and "Notes to Non-Consolidated Financial Statements" of the non-consolidated financial statements

  (3) "Consolidated Statements of Changes in Equity" and "Notes to Consolidated Financial Statements" of the consolidated financial statements

- When there are any revisions to the matters to be provided electronically, the fact that there have been revisions and the matters before and after the revisions will be posted on the websites they are on.

- As for the Notice of Convocation of this General Meeting of Shareholders, regardless of whether or not you have requested the delivery of a paper copy, you will all receive a paper copy that includes the matters to be provided electronically.

Timeline for the Annual General Meeting of Shareholders of The Akita Bank, Ltd.

1. From the time of Convocation Notice arrival until Monday, June 24, 2024

Review of relevant documents by shareholders

- General Meeting of Shareholders page on the Bank's website

https://www.akita-bank.co.jp/aboutus/investor/kabusiki/soukai/ (in Japanese)

- Website of the Tokyo Stock Exchange (Listed Company Search)

https://www2.jpx.co.jp/tseHpFront/JJK010010Action.do?Show=Show (in Japanese)

Access the main content of the Convocation Notice using your smartphone:
https://p.sokai.jp/8343/ (in Japanese)

Exercise your voting rights in advance

To exercise your voting rights in advance, you may use one of the following methods.

Exercise of Voting Rights via the Internet, etc.

Deadline for exercise: 5:00 p.m. Monday, June 24, 2024

▶ For more details, see page 5

Exercise of Voting Rights in Writing (by Mail)

Deadline for exercise: To arrive by 5:00 p.m. Monday, June 24, 2024
Please indicate your vote for or against the proposals on the enclosed Voting Rights Exercise Form and return it so that it is received by the deadline.

Handling of Exercised Voting Rights

- If you exercise your voting rights more than once via the Internet, etc., only the last vote will be deemed valid.
- If you exercise your voting rights in writing (by mail) and there is no indication of your vote for or against the proposals, we will deem it as your vote for the proposals.
- If you exercise your voting rights both via the Internet, etc. and in writing (by mail), only the vote placed via the Internet, etc. will be deemed valid.

2. Scheduled date of the General Meeting of Shareholders

Attending the meeting in person

Place:
Conference room on the 10th floor of the Bank's Head Office
2-1, Sanno 3 Chome, Akita-shi
*Please refer to the venue map provided at the end of this Notice.

Date and Time:
10:00 a.m. Tuesday, June 25, 2024

Please submit the enclosed Voting Rights Exercise Form at the reception desk.

Request for shareholders attending the Annual General Meeting of Shareholders

- When attending the meeting, please submit the enclosed Voting Rights Exercise Form at the reception desk on the day of the meeting. If attending the meeting by proxy, please submit a document authorizing the proxy at the reception desk together with the Voting Rights Exercise Form. (The proxy must be another shareholder of the Bank having voting rights.)
- Please bring this Notice of Convocation with you.

3. After the General Meeting of Shareholders

See the voting results

Watch a video of the General Meeting of Shareholders online
*To be made available in mid-July 2024 (planned)

Use the link below for access
https://www.akita-bank.co.jp/
aboutus/investor/kabusiki/soukai/ (in Japanese)

Procedures for Exercise of Voting Rights via the Internet, etc.

Using a computer or smartphone, please access the voting website (https://evote.tr.mufg.jp/) (in Japanese) and enter the "Login ID" and "Temporary Password" printed on the enclosed Voting Rights Exercise Form. Then follow the on-screen instructions to vote for or against the proposals.

Access using a smartphone
(Scanning the provided QR code)
You can also log in by scanning the "Login QR Code" printed on the bottom right of the enclosed Voting Rights Exercise Form.

Please Note
(1) Any costs incurred by accessing the voting website (Internet connection fees, etc.) are the responsibility of the shareholder.
(2) You may not be able to access the voting website depending on your Internet environment, service provider, or the specifications of your device.

Access using a computer
(Entering your Login ID and Temporary Password)

Visit the voting website
(1) Click "Next Screen"
Log in
(2) Enter the "Login ID" and "Temporary Password" printed on the bottom right of your Voting Rights Exercise Form
(3) Click "Log In"
Then follow the instructions on the screen to vote for or against the proposals.

For Inquiries Concerning Systems, etc. when Exercising Voting Rights via the Internet
Mitsubishi UFJ Trust and Banking Corporation, Securities Transfer Division (Help Desk)
Toll free telephone number: 0120-173-027 (business hours: 9:00 a.m. – 9:00 p.m.)

For Institutional Investors
Institutional investors can use the "Electronic Voting System Platform" operated by ICJ, Inc. as a method of exercising voting rights.

Reference Documents for the General Meeting of Shareholders

Proposals and Reference Information

Proposal No. 1: Appropriation of Surplus

The Bank's basic policy is to keep the internal reserves sufficient for sound management and efficient funding, while maintaining stable dividend distribution. With this basic policy, the Bank aims to enhance shareholder value and improve capital efficiency. While taking into consideration business outlook and market conditions, the Bank has a target dividend payout ratio of at least 30% of net income attributable to owners of parent.

In accordance with the above policy, the Bank has given comprehensive consideration to matters including business performance and other factors for the current period, and it proposes to pay year-end dividends for the 121st fiscal year and dispose surplus of the fiscal year as follows.

1. Matters concerning year-end dividends

   (1) Type of dividend assets
   Cash

   (2) Matters concerning the allotment of dividend assets and the total amount
   ¥45.00 per common share of the Bank
   (¥10.00 increase from the year-end dividend for the previous fiscal year)
   The total amount: ¥807,678,540
   (Note) The annual dividend for this fiscal year including the interim dividend will be equivalent to ¥80.00 per share.

   (3) Effective date of distribution of surplus
   June 26, 2024

2. Matters concerning the accumulation of general reserve

   (1) Item and amount of surplus to be increased
   General reserve: ¥3,000,000,000

   (2) Item and amount of surplus to be decreased
   Retained earnings brought forward: ¥3,000,000,000

Proposal No. 2: Election of Ten (10) Directors (excluding Directors Serving as Audit and Supervisory Committee Members)

The terms of office of all of the current nine (9) Directors (excluding Directors Serving as Audit and Supervisory Committee Members) will expire at the conclusion of this Annual General Meeting of Shareholders. In that regard, the Bank proposes to elect ten (10) Directors (excluding Directors Serving as Audit and Supervisory Committee Members), increasing the number of Directors by one (1) to enhance the management system.

This Proposal was deliberated upon by the Audit and Supervisory Committee, and the Committee expressed its opinion that there were no particular matters of note as the candidates were appropriately nominated in accordance with the policy and procedure for the election of candidates for Directors set forth in the basic policy on corporate governance and each candidate is appropriate to serve as a Director of the Bank.

The candidates for Directors (excluding Directors Serving as Audit and Supervisory Committee Members) are as follows:

Candidate number	Name		Current positions at the Bank	Attendance of the Board of Directors meeting
1	Akihiro Araya	[Reappointment]	Director / President (Representative Director)	14 out of 14 (100%)
2	Kosuke Ashida	[Reappointment]	Director / Senior Managing Executive Officer	14 out of 14 (100%)
3	Tsuyoshi Minakawa	[Reappointment]	Director / Senior Managing Executive Officer	14 out of 14 (100%)
4	Chikara Miura	[Reappointment]	Director / Managing Executive Officer	13 out of 14 (92%)
5	Hiroyoshi Miura	[Reappointment]	Director / Managing Executive Officer	14 out of 14 (100%)
6	Junichi Sakaki	[Reappointment] [Outside] [Independent]	Director (Outside Director)	14 out of 14 (100%)
7	Tamaki Kakizaki	[Reappointment] [Outside] [Independent]	Director (Outside Director)	12 out of 14 (85%)
8	Yutaka Ito	[Reappointment] [Outside] [Independent]	Director (Outside Director)	11 out of 11 (100%)
9	Yoshiaki Ebata	[New appointment] [Outside] [Independent]	—	—
10	Risa Tanaka	[New appointment] [Outside] [Independent]	—	—

(Note) Mr. Yutaka Ito, a candidate for Director, attended all 11 meetings of the Board of Directors held after his appointment as Director on June 28, 2023.

<table>
<tr><th>No.</th><th>Name
(Date of Birth)</th><th colspan="2">Career summary, positions, responsibilities,
and significant concurrent positions</th><th>Number of shares of the Bank held</th></tr>
<tr><td rowspan="2">1</td><td>Akihiro Araya
(Feb. 9, 1955)

Reappointment

[Attendance of the Board of Directors meeting]
14 out of 14 meetings
(100%)</td><td>Apr. 1977
Apr. 1999
Mar. 2002
Jun. 2005

Jun. 2007

May 2010

Jun. 2011

Jun. 2013
Jun. 2016
Jun. 2017</td><td>Joined the Bank
Deputy General Manager of HR Department
General Manager of Prefectural Office Branch
Executive Officer / General Manager of Head Office Business Department
Director / Executive Officer / General Manager of Corporate Planning Department / Manager of Public Relations Office
Managing Director / General Manager of Corporate Planning Department / Manager of Public Relations Office / General Manager of Compliance Administration Department
Managing Director / General Manager of Operations Headquarters
Representative Director, Senior Managing Director
Representative Director / Deputy President
Representative Director / President (current position)</td><td rowspan="2">4,800 shares</td></tr>
<tr><td colspan="3">Reasons for nomination as a candidate for Director:
Mr. Akihiro Araya has operational experience in corporate planning, risk management, and HR, etc., and is well-versed in a wide range of banking operations from experience as a branch manager, etc. He assumed the position of President in June 2017, and created a medium to long term management vision, while formulating and leading the promotion of growth strategies based on management issues.
He has a wealth of operational experience and insights concerning overall banking management, and the Bank has judged that he can perform fair supervision on management, and has nominated him as a candidate for Director.</td></tr>
<tr><td rowspan="2">2</td><td>Kosuke Ashida
(Oct. 12, 1971)

Reappointment

[Attendance of the Board of Directors meeting]
14 out of 14 meetings
(100%)</td><td>Apr. 1994
Jun. 2014
Jun. 2016

Jun. 2017

Apr. 2019

Jun. 2019
Jun. 2020

Jun. 2021

Jun. 2022

Jun. 2023</td><td>Joined the Bank
General Manager of Noshiro-minami Branch
Deputy General Manager of Corporate Planning Department
Deputy General Manager of Corporate Planning Department / Manager of Operational Reform Office
Associate General Manager of Corporate Planning Department / Manager of Operational Reform Office
Executive Officer / General Manager of HR Department
Director / Executive Officer / General Manager of HR Department
Director / Managing Executive Officer / General Manager of Corporate Planning Department / Manager of Digital Strategy Office
Director / Managing Executive Officer / General Manager of Corporate Planning Department / Manager of Digital Strategy Office / Manager of Sustainability Promotion Office
Director / Senior Managing Executive Officer (current position)</td><td rowspan="2">1,900 shares</td></tr>
<tr><td colspan="3">Reasons for nomination as a candidate for Director:
Mr. Kosuke Ashida, based on a wealth of experience and achievements in executing operations, assumed the position of Director / Senior Managing Executive Officer in June 2023, and has been addressing management issues of the Bank and working on a medium to long term management strategy of the Bank.
He has a wealth of operational experience and insights concerning overall banking management, and the Bank has judged that he can perform fair supervision on management while leading the Group and contributing to the continuous development of the Bank, and has nominated him as a candidate for Director.</td></tr>
</table>

<table>
<tr><th>No.</th><th>Name
(Date of Birth)</th><th colspan="2">Career summary, positions, responsibilities,
and significant concurrent positions</th><th>Number of shares of the Bank held</th></tr>
<tr><td rowspan="2">3</td><td>Tsuyoshi Minakawa
(Jul. 2, 1967)

Reappointment

[Attendance of the Board of Directors meeting]
14 out of 14 meetings
(100%)</td><td>Apr. 1990
Jun. 2010
Jun. 2011
Jun. 2014
Jun. 2017

Jun. 2018

Jun. 2019

Jun. 2020

Jun. 2021
Jun. 2023</td><td>Joined the Bank
Deputy General Manager of Corporate Planning Department
General Manager of Sapporo Branch
General Manager of Honjo Branch
Executive Officer / General Manager of Regional Support Department
Executive Officer / General Manager of Regional Future Strategy Department
Director / Executive Officer / General Manager of Corporate Planning Department / Manager of Public Relations & CSR Office
Director / Managing Executive Officer / General Manager of Corporate Planning Department / Manager of Digital Strategy Office
Director / Managing Executive Officer
Director / Senior Managing Executive Officer (current position)</td><td rowspan="2">1,800 shares</td></tr>
<tr><td colspan="3">Reasons for nomination as a candidate for Director:
Mr. Tsuyoshi Minakawa, based on a wealth of experience and achievements in executing operations, assumed the position of Director / Senior Managing Executive Officer in June 2023, and has been addressing management issues of the Bank and strengthening HR, general affairs, market management divisions, etc. of the Bank.
By utilizing these insights and abilities concerning management, the Bank has judged that he can execute proper operation in the areas of his responsibility, and has nominated him as a candidate for Director.</td></tr>
<tr><td rowspan="2">4</td><td>Chikara Miura
(Apr. 19, 1967)

Reappointment

[Attendance of the Board of Directors meeting]
13 out of 14 meetings
(92%)</td><td>Apr. 1991
Jun. 2009
Oct. 2010
Jun. 2013

Jun. 2015

Jun. 2017
Jun. 2019

Jun. 2020

Jun. 2021

Jun. 2022</td><td>Joined the Bank
Deputy General Manager of Akita-higashi Chuo Branch
General Manager of Secretariat Office
Deputy General Manager of Head Office Business Department / Manager of Financing Section
General Manager of Yuzawa Branch supervising Yuzawa Inakawa Area
General Manager of Prefectural Office Branch
Executive Officer / General Manager of Regional Future Strategy Department
Director / Executive Officer / General Manager of Regional Value Co-creation Department
Managing Executive Officer / General Manager of Regional Value Co-creation Department
Director / Managing Executive Officer (current position)</td><td rowspan="2">2,400 shares</td></tr>
<tr><td colspan="3">Reasons for nomination as a candidate for Director:
Mr. Chikara Miura, based on a wealth of experience and achievements in executing operations, assumed the position of Director / Managing Executive Officer in June 2022, and has been contributing to the improvement of the business results of the Bank while addressing regional issues and customers' problems.
By utilizing these insights and abilities concerning management, the Bank has judged that he can execute proper operation in the areas of his responsibility, and has nominated him as a candidate for Director.</td></tr>
</table>

<table>
<tr><th>No.</th><th>Name
(Date of Birth)</th><th colspan="2">Career summary, positions, responsibilities,
and significant concurrent positions</th><th>Number of shares of the Bank held</th></tr>
<tr><td rowspan="2">5</td><td>Hiroyoshi Miura
(Mar. 11, 1967)

Reappointment

[Attendance of the Board of Directors meeting]
14 out of 14 meetings
(100%)</td><td>Apr. 1991
Jun. 2010
Mar. 2012
Jun. 2014
Jun. 2017

Jun. 2019

Jun. 2020

Jun. 2021
Apr. 2022

Jun. 2022</td><td>Joined the Bank
Deputy General Manager of Odate Branch
General Manager of Onoba Branch
General Manager of Sapporo Branch
General Manager of Tokyo Branch / General Manager of Tokyo Representative Office
Executive Officer / General Manager of Business Planning Department
Director / Executive Officer / General Manager of Business Planning Department
Director / Managing Executive Officer
Director / Managing Executive Officer / General Manager of Operations Administration Department
Director / Managing Executive Officer (current position)</td><td>1,900 shares</td></tr>
<tr><td colspan="3">Reasons for nomination as a candidate for Director:
Mr. Hiroyoshi Miura, based on a wealth of experience and achievements in executing operations, assumed the position of Director / Managing Executive Officer in June 2021, and has been addressing management issues of screen division, administrative and system divisions, etc. and strengthening risk control.
By utilizing these insights and abilities concerning management, the Bank has judged that he can execute proper operation in the areas of his responsibility, and has nominated him as a candidate for Director.</td></tr>
<tr><td rowspan="2">6</td><td>Junichi Sakaki
(Dec. 23, 1954)

Reappointment

Outside

Independent

[Attendance of the Board of Directors meeting]
14 out of 14 meetings
(100%)</td><td>Apr. 1980

Jul. 2003

Jul. 2004

Apr. 2009

Apr. 2010

Apr. 2012

Apr. 2017

Apr. 2018
Jun. 2018
Apr. 2021</td><td>Joined Ishikawajima-Harima Heavy Industries Co., Ltd. (currently IHI Corporation)
General Manager of Engineering Dept., Civil Aero-Engine Division, Aero Engine and Space Operations of Ishikawajima-Harima Heavy Industries Co., Ltd. (currently IHI Corporation)
Deputy Division Director of Vehicular Turbocharger Div., Industrial Machinery / General Manager of Quality Management Dept. of Ishikawajima-Harima Heavy Industries Co., Ltd. (currently IHI Corporation)
Associate Director / Vice President of Vehicular Turbocharger Operations / General Manager of Strategy Planning Dept. of Ishikawajima-Harima Heavy Industries Co., Ltd. (currently IHI Corporation)
Representative Director and President of IHI Compressor and Machinery Co., Ltd.
Executive Officer / President of Rotating Machinery Operations of IHI Corporation
Managing Executive Officer / Vice President of Industrial Systems & General-Purpose Machinery Business Area / President of Vehicular Turbocharger Operations of IHI Corporation
Advisor of IHI Corporation
Director of the Bank (current position)
Director of the Joint Research Center for Electric Architecture, Akita University (current position)</td><td>1,000 shares</td></tr>
<tr><td colspan="3">Reasons for nomination as a candidate for Outside Director and expected roles:
Mr. Junichi Sakaki joined Ishikawajima-Harima Heavy Industries Co., Ltd. (currently IHI Corporation), followed by serving as President of IHI Compressor and Machinery Co., Ltd. and assumed the position of Managing Executive Officer at IHI Corporation. He currently serves as Director of the Joint Research Center for Electric Architecture, Akita University. He assumed the position of Outside Director of the Bank in June 2018, and has been providing the Board of Directors of the Bank with advice and suggestions, based on high character and a wealth of experience as a corporate manager and wide insights into various fields.
The Bank expects him to supervise management and participate in important decision-making from an objective standpoint based on these professional insights and a wealth of experience, and has nominated him as a candidate for Outside Director.</td></tr>
</table>

<table>
<tr><th>No.</th><th>Name
(Date of Birth)</th><th colspan="2">Career summary, positions, responsibilities,
and significant concurrent positions</th><th>Number of shares of the Bank held</th></tr>
<tr><td rowspan="2">7</td><td>Tamaki Kakizaki
(Jan. 16, 1961)

Reappointment

Outside

Independent

[Attendance of the Board of Directors meeting]
12 out of 14 meetings
(85%)</td><td>Apr. 2009

Apr. 2012

Apr. 2014

Jun. 2016
Jun. 2016

Jun. 2017
Jun. 2020
Jun. 2021
Jun. 2022</td><td>Professor of Law School, Professional Graduate School, Toyo University
Professor of Graduate School of International Social Science, Yokohama National University
Professor of School of Law, Meiji University (current position)
Outside Director of Eisai Co., Ltd.
Outside Director of Mitsubishi Shokuhin Co., Ltd. (current position)
Outside Auditor of Japan Airport Terminal Co., Ltd.
Outside Director of Keikyu Corporation (current position)
Director of the Bank (current position)
Outside Director (Audit & Supervisory Board Member) of Japan Airport Terminal Co., Ltd. (current position)</td><td>200 shares</td></tr>
<tr><td colspan="3">Reasons for nomination as a candidate for Outside Director and expected roles:
Ms. Tamaki Kakizaki has considerable insights into internal control and corporate governance as a university professor specializing in research on the Commercial Code and the Financial Instruments and Exchange Act. She assumed the position of Outside Director of the Bank in June 2021, and has been providing the Board of Directors of the Bank with advice and suggestions, based on considerable insights into professional fields, etc. The Bank expects her to supervise management and participate in important decision-making from an objective standpoint based on these professional insights and a wealth of experience, and has nominated her as a candidate for Outside Director.
Although she has no experience in corporate management other than having served as Outside Director or Outside Auditor, the Bank has judged that she will properly perform her duties as Outside Director for the above reasons.</td></tr>
</table>

No.	Name (Date of Birth)	Career summary, positions, responsibilities, and significant concurrent positions		Number of shares of the Bank held
8	Yutaka Ito (Jun. 3, 1957) Reappointment Outside Independent [Attendance of the Board of Directors meeting] 11 out of 11 meetings (100%)	Apr. 1981	Joined ALL NIPPON AIRWAYS CO., LTD.	0 shares
		Apr. 2013	Executive Officer / General Manager of Europe Office / General Manager of London Branch of ALL NIPPON AIRWAYS CO., LTD.	
		Apr. 2015	Senior Executive Officer / General Manager of Europe Office / General Manager of London Branch of ALL NIPPON AIRWAYS CO., LTD.	
		Apr. 2016	Director / Executive Officer of ALL NIPPON AIRWAYS CO., LTD.	
		Apr. 2018	Director / Managing Executive Officer of ALL NIPPON AIRWAYS CO., LTD.	
		Apr. 2019	Senior Executive Officer of ANA HOLDINGS INC.	
		Jun. 2019	Director / Managing Executive Officer of ANA HOLDINGS INC.	
		Apr. 2020	Representative Director / Senior Executive Vice President of ANA HOLDINGS INC.	
		Apr. 2020	Director / Senior Managing Executive Officer of ALL NIPPON AIRWAYS CO., LTD.	
		Apr. 2021	Representative Director / President of ANA Strategic Research Institute Co., Ltd.	
		Apr. 2022	Director / Chairman of ANA Strategic Research Institute Co., Ltd.	
		Apr. 2023	Executive Advisor of ANA Strategic Research Institute Co., Ltd. (current position)	
		Jun. 2023	Director of the Bank (current position)	
	Reasons for nomination as a candidate for Outside Director and expected roles: Mr. Yutaka Ito has experience serving as a representative director at a corporate group primarily focused on the air transportation business. He assumed the position of Outside Director of the Bank in June 2023, and has been providing the Board of Directors of the Bank with advice and suggestions, based on high character and a wealth of experience as a corporate manager and wide insights into ESG management, legal affairs, etc. The Bank expects him to supervise management and participate in important decision-making from an objective standpoint based on these professional insights and a wealth of experience, and has nominated him as a candidate for Outside Director.			

<table>
<tr><th>No.</th><th>Name
(Date of Birth)</th><th colspan="2">Career summary, positions, responsibilities,
and significant concurrent positions</th><th>Number of shares of the Bank held</th></tr>
<tr><td rowspan="2">9</td><td>Yoshiaki Ebata

(Jul. 18, 1962)

New appointment

Outside

Independent

[Attendance of the Board of Directors meeting]
–</td><td>Apr. 1991
May 1995

Jun. 1996

Aug. 2001
Dec. 2004

Aug. 2007

Jun. 2009</td><td>Joined KITANIHON COMPUTER SERVICE CO., LTD.
Director of KITANIHON COMPUTER SERVICE CO., LTD.
Senior Managing Director of KITANIHON COMPUTER SERVICE CO., LTD.
Director of Akita Information Center Co., Ltd.
Representative Director of KITANIHON COMPUTER SERVICE CO., LTD. (current position)
Representative Director of Akita Information Center Co., Ltd. (current position)
Director of Nichijo Akita Systems Co., Ltd. (current position)</td><td>0 shares</td></tr>
<tr><td colspan="3">Reasons for nomination as a candidate for Outside Director and expected roles:
Mr. Yoshiaki Ebata has served for many years as representative director of a leading systems development and sales company in Akita Prefecture. He possesses high character and a wealth of experience as a corporate manager, as well as deep insight regarding IT and digital transformation activities.
The Bank expects him to supervise management and participate in important decision–making from an objective standpoint based on these professional insights and a wealth of experience, and has nominated him as a candidate for Outside Director.</td></tr>
<tr><td rowspan="2">10</td><td>Risa Tanaka

(Nov. 14, 1966)

New appointment

Outside

Independent

[Attendance of the Board of Directors meeting]
–</td><td>Apr. 1993
Feb. 2001
Aug. 2010

Apr. 2012
Apr. 2014

Jun. 2014
Apr. 2016

Apr. 2016

Apr. 2021

Jun. 2021

Jun. 2022</td><td>Joined Sendenkaigi Co., Ltd.
Director / Editor–in–Chief of Sendenkaigi Co., Ltd.
Director of the Japan Association for Rail Advertising (current position)
Professor of the Graduate School of Project Design
Director / Vice President / Editor–in–Chief of Sendenkaigi Co., Ltd.
Outside Director of JAPAN POST Co., Ltd.
President of the Graduate School of Project Design (current position)
Director in charge of Media and Information of Sendenkaigi Co., Ltd.
Executive Vice President of Mie University (current position)
Outside Director of IMURAYA GROUP CO., LTD. (current position)
Outside Audit & Supervisory Board Member of Metropolitan Expressway Company Limited (current position)</td><td>0 shares</td></tr>
<tr><td colspan="3">Reasons for nomination as a candidate for Outside Director and expected roles:
Ms. Risa Tanaka has served in important positions such as university president and has deep insight concerning marketing and communications.
The Bank expects her to supervise management and participate in important decision–making from an objective standpoint based on these professional insights and a wealth of experience, and has nominated her as a candidate for Outside Director.</td></tr>
</table>

(Notes) 1. There is no special interest relationship between each candidate for Director and the Bank.
2. Mr. Junichi Sakaki, Ms. Tamaki Kakizaki, Mr. Yutaka Ito, Mr. Yoshiaki Ebata, and Ms. Risa Tanaka are candidates for Outside Directors.
3. Registration of Independent Directors
The Bank has designated and registered Mr. Junichi Sakaki, Ms. Tamaki Kakizaki, and Mr. Yutaka Ito as Independent Directors stipulated by the Tokyo Stock Exchange. If these individuals are reappointed, they will again serve as Independent Directors. In addition, if Mr. Yoshiaki Ebata and Ms. Risa Tanaka are appointed as Outside Directors, they will serve as Independent Directors stipulated by the Tokyo Stock Exchange.
4. Supplementary explanations on independence
(1) Mr. Junichi Sakaki serves as Director of the Joint Research Center for Electric Architecture, Akita University. The Bank is engaged in regular banking transactions with the university. However, the transaction amount is less than 1% of the annual business revenue for the most recent fiscal year of the university and the total consolidated gross profit for the most recent fiscal year of the Bank. Mr. Junichi Sakaki thus fulfills the Bank's Independence Standards for Outside Director, and his independence is sufficiently ensured.
(2) Ms. Tamaki Kakizaki serves as Outside Director of Keikyu Corporation and Outside Director (Audit & Supervisory Board Member) of Japan Airport Terminal Co., Ltd. The Bank is engaged in regular banking transactions with the corporations. However, as she is not an executive person of either corporation, it does not affect the judgment of her independence by the Bank.
(3) Mr. Yutaka Ito serves as Executive Advisor of ANA Strategic Research Institute Co., Ltd. The Bank is engaged in regular banking transactions with the corporation's holding company ANA HOLDINGS INC. However, the transaction amount is less than 1% of the total consolidated net sales for the most recent fiscal year of the corporate group to which ANA HOLDINGS INC. belongs to and the total consolidated gross profit for the most recent fiscal year of the Bank. Mr. Yutaka Ito thus fulfills the Bank's Independence Standards for Outside Director, and his independence is sufficiently ensured.
(4) Mr. Yoshiaki Ebata serves as Representative Director of KITANIHON COMPUTER SERVICE CO., LTD. The Bank is engaged in regular banking transactions with the corporation and also has ordinary transactions involving system maintenance for the Bank. However, the transaction amounts are less than 1% of the total consolidated net sales for the most recent fiscal year of the corporation and the total consolidated gross profit for the most recent fiscal year of the Bank. Mr. Yoshiaki Ebata thus fulfills the Bank's Independence Standards for Outside Director, and his independence is sufficiently ensured. In addition, Mr. Yoshiaki Ebata also serves as Representative Director of Akita Information Center Co., Ltd. The Bank is engaged in regular banking transactions with the corporation. However, the transaction amount is less than 1% of the total consolidated net sales for the most recent fiscal year of the corporation and the total consolidated gross profit for the most recent fiscal year of the Bank. Mr. Yoshiaki Ebata thus fulfills the Bank's Independence Standards for Outside Director, and his independence is sufficiently ensured.
5. The number of years since each candidate was first appointed as an Outside Director
(1) Mr. Junichi Sakaki is an incumbent Outside Director and will have served as Outside Director for six years at the conclusion of this Annual General Meeting of Shareholders.
(2) Ms. Tamaki Kakizaki is an incumbent Outside Director and will have served as Outside Director for three years at the conclusion of this Annual General Meeting of Shareholders.
(3) Mr. Yutaka Ito is an incumbent Outside Director and will have served as Outside Director for one year at the conclusion of this Annual General Meeting of Shareholders.
6. Liability limitation agreements with Outside Directors
Mr. Junichi Sakaki, Ms. Tamaki Kakizaki, and Mr. Yutaka Ito have entered into the liability limitation agreements based on Article 427, Paragraph 1 of the Companies Act with the Bank. If they are reelected, the Bank intends to continue the liability limitation agreements with them. In addition, if Mr. Yoshiaki Ebata and Ms. Risa Tanaka are appointed as Outside Directors, the Bank intends to enter into the same liability limitation agreement with them.
The outline of the liability limitation agreements is as follows:
・ In the event that Directors are liable to the Bank due to negligence of their duties, their liability shall be limited to the sum of the amount stipulated in each item of Article 425, Paragraph 1 of the Companies Act.

- The aforementioned liability limitation shall be applied only in cases where such Directors performed their duties giving rise to such liabilities in good faith and without gross negligence.

7. Outline of a directors and officers liability insurance contract
   The Bank has entered into a directors and officers liability insurance contract with an insurance company stipulated in Article 430–3, Paragraph 1 of the Companies Act, to cover damages and expenses incurred by the insured due to claims for damages arising from acts committed by the insured as part of their duties. Directors are insured under the insurance contract, and if the candidates for this proposal are elected as Directors, they will be included as the insured under the said insurance contract. The contract will be renewed with the same terms and conditions at the next renewal, and the Bank will bear the entire insurance premium.

Proposal No. 3: Election of Three (3) Directors Serving as Audit and Supervisory Committee Members

The terms of office of all of the five (5) Directors Serving as Audit and Supervisory Committee Members will expire at the conclusion of this Annual General Meeting of Shareholders. Accordingly, the Company proposes to elect three (3) Directors Serving as Audit and Supervisory Committee Members, reducing the number of Directors by two (2) as a result of reviewing the management structure. If this proposal is approved, the number of Directors Serving as Audit and Supervisory Committee Members will be reduced by two (2) to three (3). Nevertheless, the Bank believes that audit effectiveness can be maintained through cooperation with the internal audit department, etc.

The Bank has obtained a consent of the Audit and Supervisory Committee for the submission of this proposal.

The candidates for Directors Serving as Audit and Supervisory Committee Members are as follows:

Candidate number	Name		Current positions at the Bank	Attendance of the Board of Directors meeting	Attendance of the Audit and Supervisory Committee meeting
1	Jushin Kudo	Reappointment	Director / Audit and Supervisory Committee Member	14 out of 14 (100%)	16 out of 16 (100%)
2	Kyoko Omoteyama	Reappointment Outside [Independent]	Director / Audit and Supervisory Committee Member (Outside Director)	14 out of 14 (100%)	16 out of 16 (100%)
3	Mitsuya Hasebe	Reappointment Outside [Independent]	Director / Audit and Supervisory Committee Member (Outside Director)	14 out of 14 (100%)	16 out of 16 (100%)

<table>
<tr><th>No.</th><th>Name
(Date of Birth)</th><th colspan="2">Career summary, positions, responsibilities,
and significant concurrent positions</th><th>Number of shares of the Bank held</th></tr>
<tr><td rowspan="2">1</td><td>Jushin Kudo
(Dec. 20, 1962)

Reappointment

[Attendance of the Board of Directors meeting]
14 out of 14 meetings
(100%)

[Attendance of the Audit and Supervisory Committee meeting]
16 out of 16 meetings
(100%)</td><td>Apr. 1985
Oct. 2005
Apr. 2009
Jun. 2010
Jun. 2012
Jun. 2016
Mar. 2018

Mar. 2019

Jun. 2019

Jun. 2022</td><td>Joined the Bank
Deputy General Manager of Corporate Planning Department
Deputy General Manager of Corporate Planning Department
General Manager of Noshiro–ekimae Branch
General Manager of System Department
General Manager of Operations Administration Department
Executive Officer / General Manager of Operations Administration Department
Executive Officer / General Manager of Operations Administration Department / General Manager of System Department
Executive Officer / General Manager of Tokyo Branch / General Manager of Tokyo Representative Office
Director / Audit and Supervisory Committee Member (current position)</td><td rowspan="2">2,405 shares</td></tr>
<tr><td colspan="3">Reasons for nomination as a candidate for Director:
Mr. Jushin Kudo, based on a wealth of experience and achievements in executing operations, assumed the position of Audit and Supervisory Committee Member in June 2022, and has been utilizing his operational experience and professional knowledge in the audit of business execution by Directors of the Bank.
By utilizing these experience and insights, the Bank has judged that he can contribute to the enhancement of audit systems of the Bank and performance of appropriate and fair supervision on management, and has nominated him as a candidate for Director Serving as Audit and Supervisory Committee Member.</td></tr>
<tr><td rowspan="2">2</td><td>Kyoko Omoteyama
(Jan. 28, 1962)

Reappointment

Outside

Independent

[Attendance of the Board of Directors meeting]
14 out of 14 meetings
(100%)

[Attendance of the Audit and Supervisory Committee meeting]
16 out of 16 meetings
(100%)</td><td>Apr. 1986
May 1988

Apr. 2005
Oct. 2008

Jul. 2017

Jun. 2020

Apr. 2021</td><td>Registered as an attorney
Representative of Kyoko Omoteyama Law Office (current position)
President of Akita Bar Association
Conciliation Committee Member of Akita Family Court (current position)
Chairperson of Condemnation Committee of Akita Prefecture (current position)
Director / Audit and Supervisory Committee Member of the Bank (current position)
Conciliation Committee Member of Akita District Court (current position)</td><td rowspan="2">500 shares</td></tr>
<tr><td colspan="3">Reasons for nomination as a candidate for Outside Director and expected roles:
Ms. Kyoko Omoteyama has a wealth of experience and achievements in civil cases such as debt adjustment and bankruptcies as an attorney. She assumed the position of Audit and Supervisory Committee Member of the Bank in June 2020, and has been exercising her professional knowledge in audit of the Bank.
Although she has not been directly involved in corporate management, it is expected that she will continue to supervise management from an objective standpoint based on professional knowledge and participate in important decision–making, and therefore the Bank has nominated her as a candidate for Outside Director Serving as Audit and Supervisory Committee Member.</td></tr>
</table>

No.	Name (Date of Birth)	Career summary, positions, responsibilities, and significant concurrent positions		Number of shares of the Bank held
3	Mitsuya Hasebe (Jul. 19, 1955) Reappointment Outside Independent [Attendance of the Board of Directors meeting] 14 out of 14 meetings (100%) [Attendance of the Audit and Supervisory Committee meeting] 16 out of 16 meetings (100%)	Sep. 1978 Feb. 1985 Jun. 2001 Oct. 2006 Jul. 2013 Sep. 2015 Sep. 2015 Jun. 2022	Joined Takenori Hasebe CPTA Office Registered as a certified public tax accountant Auditor of Akita Shinkin Bank Member of Akita Prefecture Private School Council Chairman of External Evaluation Committee, Credit Guarantee Corporation of Akita Registered as a certified public accountant Representative of Mitsuya Hasebe CPA Office (current position) Director / Audit and Supervisory Committee Member of the Bank (current position)	500 shares
	Reasons for nomination as a candidate for Outside Director and expected roles: Mr. Mitsuya Hasebe has a wealth of experience and achievements in corporate accounting, taxation, etc. as a certified public accountant and certified public tax accountant. He assumed the position of Audit and Supervisory Committee Member of the Bank in June 2022, and has been exercising his professional knowledge in audit of the Bank. Although he has not been directly involved in corporate management, it is expected that he will continue to supervise management from an objective standpoint based on professional knowledge and participate in important decision–making, and therefore the Bank has nominated him as a candidate for Outside Director Serving as Audit and Supervisory Committee Member.			

(Notes) 1. There is no special interest relationship between each candidate for Director and the Bank.
2. Ms. Kyoko Omoteyama and Mr. Mitsuya Hasebe are candidates for Outside Directors.
3. Registration of Independent Directors
The Bank has designated and registered Ms. Kyoko Omoteyama and Mr. Mitsuya Hasebe as Independent Directors stipulated by the Tokyo Stock Exchange. If they are reappointed, they will again serve as Independent Directors.
4. The number of years since each candidate was first appointed as an Outside Director
(1) Ms. Kyoko Omoteyama is an incumbent Outside Director Serving as Audit and Supervisory Committee Member. Her term of office since her appointment as Outside Director Serving as Audit and Supervisory Committee Member will be four years at the conclusion of this Annual General Meeting of Shareholders.
(2) Mr. Mitsuya Hasebe is an incumbent Outside Director Serving as Audit and Supervisory Committee Member. His term of office since his appointment as Outside Director Serving as Audit and Supervisory Committee Member will be two years at the conclusion of this Annual General Meeting of Shareholders.
5. Liability limitation agreements with Outside Directors
Ms. Kyoko Omoteyama and Mr. Mitsuya Hasebe have entered into the liability limitation agreements based on Article 427, Paragraph 1 of the Companies Act with the Bank. If they are reelected, the Bank intends to continue the liability limitation agreements with them.
The outline of the liability limitation agreements is as follows:
・ In the event that Directors are liable to the Bank due to negligence of their duties, their liability shall be limited to the sum of the amount stipulated in each item of Article 425, Paragraph 1 of the Companies Act.
・ The aforementioned liability limitation shall be applied only in cases where such Directors performed their duties giving rise to such liabilities in good faith and without gross negligence.
6. Outline of a directors and officers liability insurance contract
The Bank has entered into a directors and officers liability insurance contract with an insurance company stipulated in Article 430–3, Paragraph 1 of the Companies Act, to cover damages and

expenses incurred by the insured due to claims for damages arising from acts committed by the insured as part of their duties. Directors Serving as Audit and Supervisory Committee Members are insured under the insurance contract, and if the candidates for this proposal are elected as Directors Serving as Audit and Supervisory Committee Members, they will be included as the insured under the said insurance contract. The contract will be renewed with the same terms and conditions at the next renewal, and the Bank will bear the entire insurance premium.

Proposal No. 4: Election of One (1) Substitute Director Serving as Audit and Supervisory Committee Member

For the purpose of preparing for the case in which the number of Directors Serving as Audit and Supervisory Committee Members falls below the minimum number stipulated in the laws and regulations, the Bank proposes election of one (1) Substitute Director Serving as Audit and Supervisory Committee Member.

The Board of Directors shall be able to cancel the said election based on its resolution, provided such cancellation is done prior to the assumption of office and with a consent of the Audit and Supervisory Committee.

The Bank has obtained a prior consent of the Audit and Supervisory Committee for the submission of this proposal.

The candidate for Substitute Director Serving as Audit and Supervisory Committee Member is as follows:

	Name (Date of Birth)	Career summary, positions, responsibilities, and significant concurrent positions		Number of shares of the Bank held
	Hideki Matsui (Oct. 27, 1964) Reappointment Outside Independent *Candidate who meets the Independent Director requirements stipulated by the Tokyo Stock Exchange	Apr. 1990 Apr. 1990 Jan. 1997 Apr. 2004 Aug. 2015 Dec. 2020	Registered as an attorney (Tokyo Bar Association) Joined Mori Law Office (currently Mori Hamada & Matsumoto) Partner of Mori Law Office (currently Mori Hamada & Matsumoto) (current position) Visiting Associate Professor of The University of Tokyo Graduate Schools for Law and Politics Outside Auditor of Japan Human Resources Co., Ltd. Outside Director of Japan Platform of Industrial Transformation, Inc. (current position)	0 shares
	Reasons for nomination as a candidate for Substitute Outside Director Serving as Audit and Supervisory Committee Member and expected roles: Mr. Hideki Matsui has a wealth of experience and achievements in corporate legal affairs as an attorney. It is expected that he can utilize his professional knowledge in audit of the Bank. In order to have him supervise management from an objective standpoint and participate in important decision–making, the Bank has nominated him as a candidate for Substitute Outside Director Serving as Audit and Supervisory Committee Member. Although he has no experience in corporate management other than having served as Outside Director or Outside Auditor, the Bank has judged that in the event that he assumes office of Outside Director Serving as Audit and Supervisory Committee Member of the Bank, he can appropriately fulfill his duties by utilizing his insights and experience garnered through his long career as an attorney.			

(Notes) 1. There is no special interest relationship between Mr. Hideki Matsui and the Bank.

2. Mr. Hideki Matsui is a candidate for Substitute Outside Director Serving as Audit and Supervisory Committee Member.

3. Registration of Independent Directors
   The Bank has determined that Mr. Hideki Matsui meets the Independent Director requirements stipulated by the Tokyo Stock Exchange and that there is no risk of a conflict of interest with general shareholders. However, if he is appointed as an Outside Director, in keeping with the rules of Mori Hamada & Matsumoto, the law firm to which he belongs, we do not plan to file a notification of him as an Independent Director with the Tokyo Stock Exchange.

4. Supplementary explanations on independence
   Mr. Hideki Matsui is a partner at Mori Hamada & Matsumoto, which has an advisory agreement with the Bank. However, the Bank's payments of legal and other fees to the law firm have averaged less than ¥10 million annually for the three most recent fiscal years. Mr. Hideki Matsui thus fulfills the Bank's Independence Standards for Outside Director, and his independence is sufficiently ensured.

5. Liability limitation agreements with Outside Directors

In the event that Mr. Hideki Matsui assumes office of Director Serving as Audit and Supervisory Committee Member, the Bank intends to enter into a liability limitation agreement with him following his assumption of office.

The outline of the liability limitation agreements is as follows:

- In the event that Directors are liable to the Bank due to negligence of their duties, their liability shall be limited to the sum of the amount stipulated in each item of Article 425, Paragraph 1 of the Companies Act.
- The aforementioned liability limitation shall be applied only in cases where such Directors performed their duties giving rise to such liabilities in good faith and without gross negligence.

6. Outline of a directors and officers liability insurance contract

The Bank has entered into a directors and officers liability insurance contract with an insurance company stipulated in Article 430–3, Paragraph 1 of the Companies Act, to cover damages and expenses incurred by the insured due to claims for damages arising from acts committed by the insured as part of their duties. Directors Serving as Audit and Supervisory Committee Member are insured under the insurance contract, and if Mr. Hideki Matsui is elected as Director Serving as Audit and Supervisory Committee Member, he will be included as the insured under the said insurance contract. The contract will be renewed with the same terms and conditions at the next renewal, and the Bank will bear the entire insurance premium.

Reference

Independence Standards for Outside Director

The Bank has formulated the Independence Standards for Outside Director and designates Outside Director who meets the following standards as an independent Director.

An independent Director shall not fall under any of the items below currently or recently (note 1).

1. A party to whom the Bank is a major business partner (note 2), or an executive person thereof if the party is a corporation, etc.
2. A party who is a major business partner of the Bank (note 3), or an executive person thereof if the party is a corporation, etc.
3. A shareholder who holds 10% or more of the total voting rights of the Bank, or an executive person thereof if the party is a corporation, etc.
4. A consultant, accounting specialist or legal professional who has received money, etc., from the Bank for an average of more than 10 million yen annually for the last three years other than remuneration for Director (in the case where the party who receives money, etc., is an organization such as a corporation and association, a person who belongs to such organization)
5. A relative within the second degree of the following individual
   (1) An individual who falls under any of the above 1 to 4 (limited to significant person (note 4))
   (2) Director, Statutory Auditor, Executive Officer and employee of the Bank or its subsidiary

(Notes)

1. "Recently" is defined as the time when the contents of proposal(s) are finalized for submission to an annual general meeting of shareholders where Outside Director shall be elected.
2. "A party to whom the Bank is a major business partner" is defined as that transaction amount between the Bank and such party accounts for 2% or more of the total consolidated net sales for the most recent fiscal year of the said party, or that such party is dependent on the Bank for its financing to the extent that the said party has no alternative to the Bank.
3. "A major business partner of the Bank" is defined as that such party pays the Bank the amount equivalent to 2% or more of the total consolidated gross profit for the most recent fiscal year of the Bank.
4. "Significant person" is defined as a person who is, among executive persons, in the post of Director, Executive Officer, General Manager or equivalent level, or a person who, among accounting specialists and legal professionals, holds a professional license such as certified public accountant and attorney–at–law.

(Revised in April 2023)

Director Candidate Selection Process

To ensure fairness and transparency, the selection of Director candidates is decided by the Board of Directors following deliberation by the Nomination and Compensation Advisory Committee, the majority of whom are Independent Outside Directors. The Bank also established its Akita Bank Executive Successor Plan in May 2020, which sets out the desired qualifications for top management, the requirements, and evaluation criteria, etc. Based on this plan, the Nomination and Compensation Advisory Committee performs supervision and evaluation of the situation for successor candidate development annually.

Director Composition (Skill Matrix)

The Bank's skill matrix sets out the required skills based on the differing roles of Internal and Outside Directors. While Internal Directors are required to have the skills necessary for company or bank management and the execution of business strategies, Outside Directors need particular areas and knowledge suitable for overseeing management execution and providing advice on business strategies. The Bank's Board of Directors has been developed into a composition that the entire Board of Directors appropriately ensures these skills and diversity.

Six Internal Directors

Position Scheduled to Be Assumed	Name	Gender	Basic Skills Required for Corporate Management				Skills required by the characteristics of the industry			Skills required by the characteristics of the region	
			Corporate Manage–ment / Manage–ment Strategy	Risk Manage–ment	Finance / Accounting	Personnel Manage–ment	Corporate Analysis / Screening	Office Adminis–tration / IT	Market Manage–ment	Communi–ty Revitaliza–tion	Renewable Energy
Director	Akihiro Araya	Male	○	○	○	○	○	○	○	○	
Director	Kosuke Ashida	Male	○	○	○	○	○	○		○	
Director	Tsuyoshi Minakawa	Male	○	○	○	○	○	○	○	○	
Director	Chikara Miura	Male	○	○	○	○	○	○		○	○
Director	Hiroyoshi Miura	Male	○	○	○	○	○	○		○	
Director (Audit and Supervisory Committee Member)	Jushin Kudo	Male	○	○	○	○	○	○		○	

(Notes) 1. The above table does not indicate all insights and experience held by Internal Directors.
2. Description of each skill is as follows:

Corporate Management / Management Strategy	Knowledge on and experience in corporate management and an ability to formulate and execute strategies and make appropriate decisions to promote sustainable growth and improve corporate value
Risk Management	Knowledge on risks and an ability to manage them from an administrative perspective
Finance / Accounting	Knowledge on and experience in finance and accounting and an ability to appropriately manage them
Personnel Management	Knowledge on and experience in personnel affairs and an ability to manage them from an administrative perspective
Corporate Analysis / Screening	Knowledge on and experience in corporate analysis and screening and an ability to make appropriate credit decisions and support companies
Office Administration / IT	Knowledge on and experience in office administration and IT and an ability to utilize and manage them
Market Management	Knowledge on and experience in securities management and an ability to make appropriate investment decisions
Community Revitalization	Knowledge on and experience in revitalizing and solving issues of a community and an ability to formulate and execute strategies to realize a community that will continue to prosper
Renewable Energy	Knowledge on and experience in renewable energy and an ability to formulate and execute appropriate strategies

Composition of the Board of Directors

Percentage of Independent Outside Directors		Percentage of female Directors	
7 out of 13	53%	3 out of 13	23%

(Note)If Proposal No. 2 and Proposal No. 3 are approved as originally proposed

Seven Outside Directors

Position Scheduled to Be Assumed		Name	Gender	Areas Expected from Outside Directors							
				Corporate Management/ Management Strategy	Governance / Risk Management	Legal Affairs	Finance / Accounting	ESG / Sustainability	Support of Companies	DX / Technology	Community Revitalization
Director	[Independent]	Junichi Sakaki	Male	○	○					○	○
Director	[Independent]	Tamaki Kakizaki	Female		○	○		○			
Director	[Independent]	Yutaka Ito	Male	○	○	○		○			○
Director	[Independent]	Yoshiaki Ebata	Male	○	○					○	○
Director	[Independent]	Risa Tanaka	Female		○			○			○
Director (Audit and Supervisory Committee Member)	[Independent]	Kyoko Omoteyama	Female		○	○					
Director (Audit and Supervisory Committee Member)	[Independent]	Mitsuya Hasebe	Male	○	○		○		○		○

(Notes) 1. The above table does not indicate all insights and experience held by Outside Directors.
2. Description of each skill is as follows:

Corporate Management / Management Strategy	Experience and expertise in corporate management and management strategies
Governance / Risk Management	Experience and expertise in management control, risk control, etc.
Legal Affairs	Expertise in corporate legal affairs, etc.
Finance / Accounting	Expertise in finance and accounting
ESG / Sustainability	Expertise in corporate activities in non–financial domains
Support of Companies	Expertise in solving management issues, improving management, supporting revitalization, etc. of small– and medium–sized companies
DX / Technology	Expertise in digital technology, utilization of technology, etc.
Community Revitalization	Expertise in industries, economic development, tourism and exchange, education, urban development, etc.

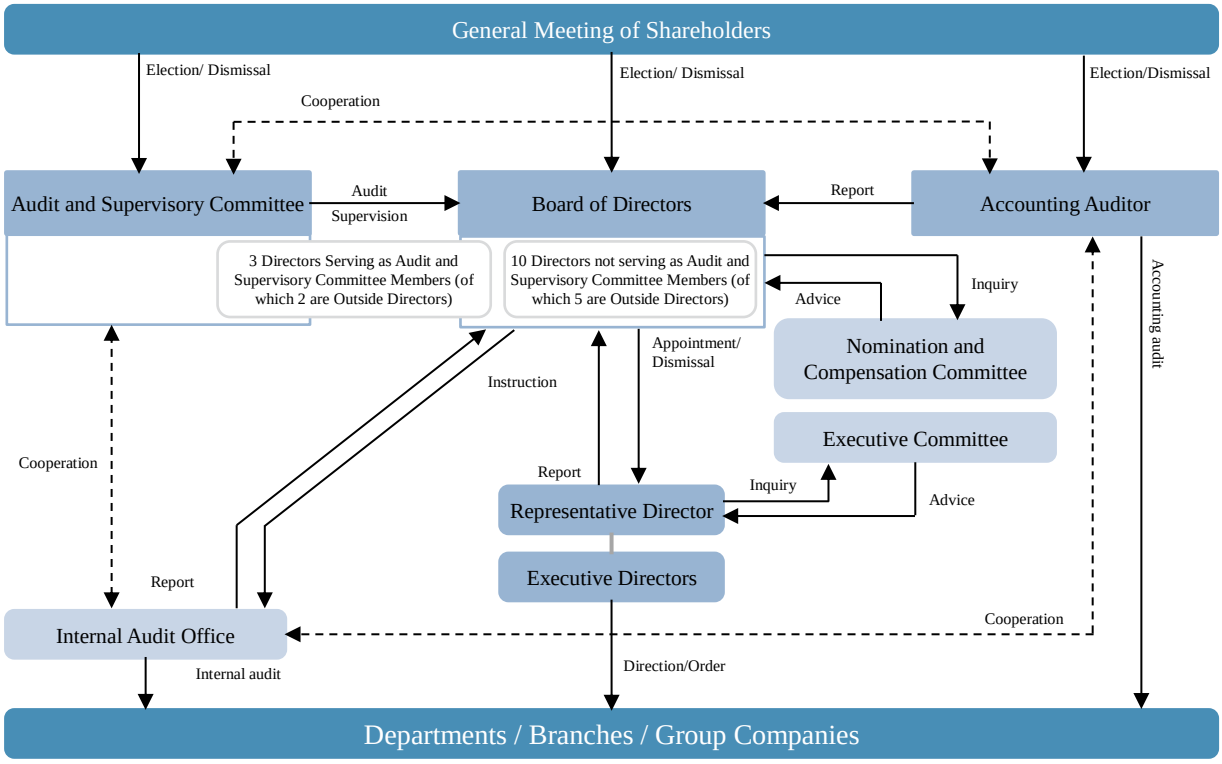
Basic Policy on Corporate Governance

In accordance with the spirit of the TSE's Corporate Governance Code, the Bank has established a Basic Policy on Corporate Governance. The aim is to establish the corporate governance necessary for achieving sustainable growth and improving the Bank's corporate value over the medium and long term.

Please visit the Bank's website to read the Basic Policy on Corporate Governance.
https://www.akita–bank.co.jp/aboutus/investor/governance/pdf/guideline.pdf (in Japanese)

- **Corporate Governance System**

  To further enhance corporate governance, the Bank transitioned to a company with an audit and supervisory committee based on a resolution passed at the 115th Annual General Meeting of Shareholders in June 2018. The Bank has established a voluntary Nomination and Compensation Advisory Committee, which serves as an advisory body to the Board of Directors and functions as both a nomination committee and a remuneration committee.



(Note) If Proposal No. 2 and Proposal No. 3 are approved as originally proposed

- **Board of Directors**

  The Board of Directors holds regular monthly meetings and extraordinary meetings as necessary to decide on matters such as the creation and approval of management strategies, the development of governance and internal control systems, important matters related to business execution, and the appointment and remuneration of officers. It also oversees execution of the Bank's business by receiving regular reports on relevant progress and operations.

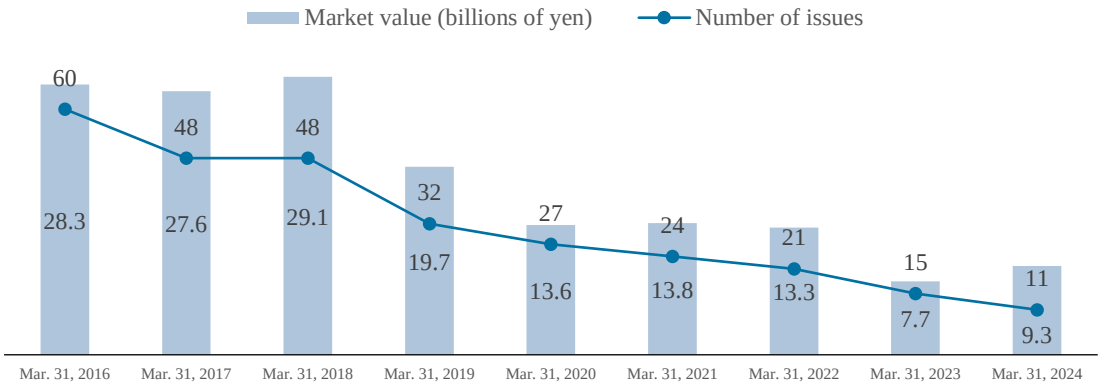
- **Audit and Supervisory Committee**

  Consisting of an Outside Director majority, the Audit and Supervisory Committee closely monitors the execution of duties by the Bank's Directors and verifies the legality and appropriateness of their actions. The Standing Audit and Supervisory Committee Members attend meetings of the Bank's Managing Directors' Meeting and other key meetings, inspect significant approval documents, monitor and verify the status of the internal control system, and conduct audits by investigating the operations and financial status of each department and branch. They then report the audit results to the Audit and Supervisory Committee, thereby ensuring the effectiveness of audits by the committee.

- **Nomination and Compensation Advisory Committee**

  Consisting of an Independent Outside Director majority, the Nomination and Compensation Advisory Committee submits recommendations to the Board of Directors based on a range of activities. These include evaluating the President and Executive Officers with titles, and selecting Director and Executive Officer candidates. The committee also deliberates on the appropriateness of the executive remuneration system and decision–making process, as well as remuneration amounts for each position, etc.

Reduction of cross–shareholdings

The Bank's basic policy is to reduce cross–shareholdings with the aim of improving capital efficiency. This does not include cases where cross–shareholding is deemed necessary for improving the Bank's corporate value over the medium to long term, or for helping to develop the local economy.

Recent status of cross–shareholdings (listed shares)