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(Securities Code: 8343)

June 5, 2026

(The measures for electronic provision started on May 29, 2026)

**To Shareholders:**

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

## **NOTICE OF CONVOCAION OF THE 123rd ANNUAL GENERAL MEETING OF SHAREHOLDERS**

You are hereby informed that the 123rd 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 Wednesday, June 24, 2026, Japan time.

- 1. Date and Time:** Thursday, June 25, 2026 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 123rd Fiscal Year (from April 1, 2025 to March 31, 2026)
  - (2) Consolidated Financial Statements for the Bank’s 123rd Fiscal Year (from April 1, 2025 to March 31, 2026) 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 Eight (8) 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 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 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, etc., 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 Wednesday, June 24, 2026

### 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.  
Wednesday, June 24, 2026**

▶ For more details, see page 5

#### **Exercise of Voting Rights in Writing (by Mail)**

**Deadline for exercise: To arrive by 5:00 p.m.  
Wednesday, June 24, 2026**

Please indicate your vote for or against the proposals on the 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:

**Thursday, June 25, 2026**

**10:00 a.m.**

Please submit the 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 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 late July 2026 (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 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 Voting Rights Exercise Form.

\* QR Code is a registered trademark of DENSO WAVE INCORPORATED.

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)

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 increase dividends per share through profit growth.

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 123rd 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

¥100.00 per common share of the Bank

(¥40.00 increase from the year-end dividend for the previous fiscal year)

The total amount: ¥1,797,947,300

(Note) The annual dividend for this fiscal year including the interim dividend will be equivalent to ¥175.00 per share.

##### (3) Effective date of distribution of surplus

June 26, 2026

#### 2. Matters concerning the accumulation of general reserve

##### (1) Item and amount of surplus to be increased

General reserve: ¥4,000,000,000

##### (2) Item and amount of surplus to be decreased

Retained earnings brought forward: ¥4,000,000,000

**Proposal No. 2:** Election of Eight (8) 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. Accordingly, the Bank proposes to reduce the number of Directors by one (1) to improve the efficiency of the management structure, and elect eight (8) Directors (excluding Directors Serving as Audit and Supervisory Committee Members).

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	Kosuke Ashida [Reappointment]	Director / President (Representative Director)	14 out of 14 (100%)
2	Tsuyoshi Minakawa [Reappointment]	Director / Senior Managing Executive Officer	14 out of 14 (100%)
3	Chikara Miura [Reappointment]	Director / Senior Managing Executive Officer	14 out of 14 (100%)
4	Hideaki Hosaka [Reappointment]	Director / Managing Executive Officer	11 out of 11 (100%)
5	Tamaki Kakizaki [Reappointment] [Outside] [Independent]	Director (Outside Director)	13 out of 14 (92%)
6	Yutaka Ito [Reappointment] [Outside] [Independent]	Director (Outside Director)	14 out of 14 (100%)
7	Yoshiaki Ebata [Reappointment] [Outside] [Independent]	Director (Outside Director)	14 out of 14 (100%)
8	Risa Tanaka [Reappointment] [Outside] [Independent]	Director (Outside Director)	14 out of 14 (100%)

(Note) Mr. Hideaki Hosaka, a candidate for Director, attended all 11 meetings of the Board of Directors held after his appointment as Director on June 25, 2025.

No.	Name (Date of Birth)	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Bank held
1	<p>Kosuke Ashida (Oct. 12, 1971)</p> <p><u>Reappointment</u></p> <p>[Attendance of the Board of Directors meeting] 14 out of 14 meetings (100%)</p>	<p>Apr. 1994    Joined the Bank</p> <p>Jun. 2014    General Manager of Noshiro-minami Branch</p> <p>Jun. 2016    Deputy General Manager of Corporate Planning Department</p> <p>Jun. 2017    Deputy General Manager of Corporate Planning Department / Manager of Operational Reform Office</p> <p>Apr. 2019    Associate General Manager of Corporate Planning Department / Manager of Operational Reform Office</p> <p>Jun. 2019    Executive Officer / General Manager of HR Department</p> <p>Jun. 2020    Director / Executive Officer / General Manager of HR Department</p> <p>Jun. 2021    Director / Managing Executive Officer / General Manager of Corporate Planning Department / Manager of Digital Strategy Office</p> <p>Jun. 2022    Director / Managing Executive Officer / General Manager of Corporate Planning Department / Manager of Digital Strategy Office / Manager of Sustainability Promotion Office</p> <p>Jun. 2023    Director / Senior Managing Executive Officer</p> <p>Jun. 2024    Representative Director / President (current position)</p>	2,200 shares
<p>Reasons for nomination as a candidate for Director:</p> <p>Mr. Kosuke Ashida, based on a wealth of experience and achievements in executing operations, assumed the position of Director / President in June 2024, and has been addressing management issues of the Bank and leading the promotion of a medium to long term growth strategy of the Bank.</p> <p>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.</p>			
2	<p>Tsuyoshi Minakawa (Jul. 2, 1967)</p> <p><u>Reappointment</u></p> <p>[Attendance of the Board of Directors meeting] 14 out of 14 meetings (100%)</p>	<p>Apr. 1990    Joined the Bank</p> <p>Jun. 2010    Deputy General Manager of Corporate Planning Department</p> <p>Jun. 2011    General Manager of Sapporo Branch</p> <p>Jun. 2014    General Manager of Honjo Branch</p> <p>Jun. 2017    Executive Officer / General Manager of Regional Support Department</p> <p>Jun. 2018    Executive Officer / General Manager of Regional Future Strategy Department</p> <p>Jun. 2019    Director / Executive Officer / General Manager of Corporate Planning Department / Manager of Public Relations &amp; CSR Office</p> <p>Jun. 2020    Director / Managing Executive Officer / General Manager of Corporate Planning Department / Manager of Digital Strategy Office</p> <p>Jun. 2021    Director / Managing Executive Officer</p> <p>Jun. 2023    Director / Senior Managing Executive Officer (current position)</p>	2,100 shares
<p>Reasons for nomination as a candidate for Director:</p> <p>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, sales divisions, etc. of the Bank.</p> <p>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.</p>			

No.	Name (Date of Birth)	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Bank held
3	<p>Chikara Miura (Apr. 19, 1967)</p> <p><u>Reappointment</u></p> <p>[Attendance of the Board of Directors meeting] 14 out of 14 meetings (100%)</p>	<p>Apr. 1991    Joined the Bank</p> <p>Jun. 2009    Deputy General Manager of Akita-higashi Chuo Branch</p> <p>Oct. 2010    General Manager of Secretariat Office</p> <p>Jun. 2013    Deputy General Manager of Head Office Business Department / Manager of Financing Section</p> <p>Jun. 2015    General Manager of Yuzawa Branch supervising Yuzawa Inakawa Area</p> <p>Jun. 2017    General Manager of Prefectural Office Branch</p> <p>Jun. 2019    Executive Officer / General Manager of Regional Future Strategy Department</p> <p>Jun. 2020    Director / Executive Officer / General Manager of Regional Value Co-creation Department</p> <p>Jun. 2021    Managing Executive Officer / General Manager of Regional Value Co-creation Department</p> <p>Jun. 2022    Director / Managing Executive Officer</p> <p>Apr. 2025    Director / Senior Managing Executive Officer (current position)</p>	2,700 shares
<p>Reasons for nomination as a candidate for Director:</p> <p>Mr. Chikara Miura, based on a wealth of experience and achievements in executing operations, assumed the position of Director / Senior Managing Executive Officer in April 2025, and has been contributing to the improvement of the business results of the Bank while addressing regional issues and customers' problems.</p> <p>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.</p>			
4	<p>Hideaki Hosaka (Sep. 7, 1968)</p> <p><u>Reappointment</u></p> <p>[Attendance of the Board of Directors meeting] 11 out of 11 meetings (100%)</p>	<p>Apr. 1992    Joined the Bank</p> <p>Jan. 2010    Deputy General Manager of Omagari Branch</p> <p>Mar. 2012    Deputy General Manager of Tokyo Branch</p> <p>Apr. 2015    General Manager of Takanosu Branch</p> <p>Jun. 2017    General Manager of Tsuchizaki Branch supervising Tsuchizaki Area</p> <p>Jun. 2020    Executive Officer / General Manager of Head Office Business Department supervising Head Office and Yabase Area</p> <p>Jun. 2022    Executive Officer / General Manager of Loan Supervision Department</p> <p>Jun. 2024    Managing Executive Officer / General Manager of Loan Supervision Department</p> <p>Jun. 2025    Director / Managing Executive Officer (current position)</p>	2,000 shares
<p>Reasons for nomination as a candidate for Director:</p> <p>Mr. Hideaki Hosaka, based on a wealth of experience and achievements in executing operations, assumed the position of Director / Managing Executive Officer in June 2025, and has been addressing management issues of screen division and administrative and system divisions, and strengthening risk control.</p> <p>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.</p>			

No.	Name (Date of Birth)	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Bank held
5	Tamaki Kakizaki (Jan. 16, 1961)  <input type="checkbox"/> Reappointment  <input type="checkbox"/> Outside  <input type="checkbox"/> Independent  [Attendance of the Board of Directors meeting] 13 out of 14 meetings (92%)	Apr. 2009 Professor of Law School, Professional Graduate School, Toyo University Apr. 2012 Professor of Graduate School of International Social Science, Yokohama National University Apr. 2014 Professor of School of Law, Meiji University (current position) Jun. 2016 Outside Director of Eisai Co., Ltd. Jun. 2016 Outside Director of Mitsubishi Shokuhin Co., Ltd. Jun. 2017 Outside Auditor of Japan Airport Terminal Co., Ltd. Jun. 2020 Outside Director of Keikyu Corporation (current position) Jun. 2021 Director of the Bank (current position) Jun. 2022 Outside Director (Audit & Supervisory Board Member) of Japan Airport Terminal Co., Ltd. (current position)	500 shares
	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.		

No.	Name (Date of Birth)	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Bank held
6	<p>Yutaka Ito (Jun. 3, 1957)</p> <p><u>Reappointment</u></p> <p><u>Outside</u></p> <p><u>Independent</u></p> <p>[Attendance of the Board of Directors meeting] 14 out of 14 meetings (100%)</p>	<p>Apr. 1981 Apr. 2013</p> <p>Joined ALL NIPPON AIRWAYS CO., LTD. Executive Officer / General Manager of Europe Office / General Manager of London Branch of ALL NIPPON AIRWAYS CO., LTD.</p> <p>Apr. 2015</p> <p>Senior Executive Officer / General Manager of Europe Office / General Manager of London Branch of ALL NIPPON AIRWAYS CO., LTD.</p> <p>Apr. 2016</p> <p>Director / Executive Officer of ALL NIPPON AIRWAYS CO., LTD.</p> <p>Apr. 2018</p> <p>Director / Managing Executive Officer of ALL NIPPON AIRWAYS CO., LTD.</p> <p>Apr. 2019 Jun. 2019</p> <p>Senior Executive Officer of ANA HOLDINGS INC. Director / Managing Executive Officer of ANA HOLDINGS INC.</p> <p>Apr. 2020</p> <p>Representative Director / Senior Executive Vice President of ANA HOLDINGS INC.</p> <p>Apr. 2020</p> <p>Director / Senior Managing Executive Officer of ALL NIPPON AIRWAYS CO., LTD.</p> <p>Apr. 2021</p> <p>Representative Director / President of ANA Strategic Research Institute Co., Ltd.</p> <p>Apr. 2022</p> <p>Director / Chairman of ANA Strategic Research Institute Co., Ltd.</p> <p>Apr. 2023</p> <p>Executive Advisor of ANA Strategic Research Institute Co., Ltd. (current position)</p> <p>Jun. 2023</p> <p>Director of the Bank (current position)</p>	200 shares
<p>Reasons for nomination as a candidate for Outside Director and expected roles:</p> <p>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.</p> <p>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.</p>			
7	<p>Yoshiaki Ebata (Jul. 18, 1962)</p> <p><u>Reappointment</u></p> <p><u>Outside</u></p> <p><u>Independent</u></p> <p>[Attendance of the Board of Directors meeting] 14 out of 14 meetings (100%)</p>	<p>Apr. 1991 May 1995</p> <p>Joined KITANIHON COMPUTER SERVICE CO., LTD. Director of KITANIHON COMPUTER SERVICE CO., LTD.</p> <p>Jun. 1996</p> <p>Senior Managing Director of KITANIHON COMPUTER SERVICE CO., LTD.</p> <p>Aug. 2001 Dec. 2004</p> <p>Director of Akita Information Center Co., Ltd. Representative Director of KITANIHON COMPUTER SERVICE CO., LTD. (current position)</p> <p>Aug. 2007</p> <p>Representative Director of Akita Information Center Co., Ltd. (current position)</p> <p>Jun. 2009</p> <p>Director of Nichijo Akita Systems Co., Ltd. (current position)</p> <p>Jun. 2024</p> <p>Director of the Bank (current position)</p>	100 shares
<p>Reasons for nomination as a candidate for Outside Director and expected roles:</p> <p>Mr. Yoshiaki Ebata has served for many years as representative director of a leading systems development and sales company in Akita Prefecture. He assumed the position of Outside Director of the Bank in June 2024, and he 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, as well as deep insight regarding IT and digital transformation activities.</p> <p>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.</p>			

No.	Name (Date of Birth)	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Bank held	
8	Risa Tanaka (Nov. 14, 1966)  <u>Reappointment</u>  <u>Outside</u>  <u>Independent</u>  [Attendance of the Board of Directors meeting] 14 out of 14 meetings (100%)	Apr. 1993 Feb. 2001 Apr. 2012 Jun. 2014 Apr. 2016  Apr. 2016  Apr. 2021 Jun. 2021 Jun. 2024 Jun. 2024 Jun. 2024	Joined Sendenkaigi Co., Ltd. Director / Editor-in-Chief of Sendenkaigi Co., Ltd. Professor of the Graduate School of Project Design 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. Trustee of Mie University (current position) Outside Director of IMURAYA GROUP CO., LTD. (current position) Outside Director of SOHGO SECURITY SERVICES CO., LTD. (currently ALSOK CO.,LTD.) (current position) Outside Director of KOITO MANUFACTURING CO., LTD. (current position) Director of the Bank (current position)	100 shares
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. She assumed the position of Outside Director of the Bank in June 2024, 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.				

- (Notes) 1. There is no special interest relationship between each candidate for Director and the Bank.
2. 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 Ms. Tamaki Kakizaki, Mr. Yutaka Ito, Mr. Yoshiaki Ebata, and Ms. Risa Tanaka as Independent Directors stipulated by the Tokyo Stock Exchange. If these individuals are reappointed, they will again serve as Independent Directors.
4. Supplementary explanations on independence
- (1) 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.
- (2) 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.
- (3) 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, etc. 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.

- (4) Ms. Risa Tanaka serves as Director of Advanced Academic Agency. The Bank participates in the human resource development program provided by the Agency. However, the transaction amount is less than 1% of the total annual business revenue for the most recent fiscal year of the agency. Ms. Risa Tanaka thus fulfills the Bank's Independence Standards for Outside Director, and her independence is sufficiently ensured. Furthermore, she serves as Outside Director of ALSOK CO., LTD. The Bank is engaged in regular banking transactions with the corporation and also has ordinary transactions involving the security and transportation operations of the Bank. However, as she is not an executive person of the corporation, it does not affect the judgment of her independence by the Bank.
5. The number of years since each candidate was first appointed as an Outside Director
- (1) Ms. Tamaki Kakizaki is an incumbent Outside Director and will have served as Outside Director for five years at the conclusion of this Annual General Meeting of Shareholders.
  - (2) Mr. Yutaka Ito 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. Yoshiaki Ebata is an incumbent Outside Director and will have served as Outside Director for two years at the conclusion of this Annual General Meeting of Shareholders.
  - (4) Ms. Risa Tanaka is an incumbent Outside Director and will have served as Outside Director for two years at the conclusion of this Annual General Meeting of Shareholders.
6. Liability limitation agreements with Outside Directors  
Ms. Tamaki Kakizaki, Mr. Yutaka Ito, Mr. Yoshiaki Ebata, and Ms. Risa Tanaka 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.
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.
8. Fact of unfair business execution during the term of office when a candidate for Outside Director served as a director, executive officer or auditor of another company for a period of the past five years  
Ms. Tamaki Kakizaki served as Outside Auditor of Japan Airport Terminal from June 2017 and after that, she has been serving as Outside Director (Audit & Supervisory Board Member) at the said company from June 2022. The said company announced in May 2025 that inappropriate conduct had been taking place for purposes of the personal gain of a specific individual in relation to the business operations of a subsidiary of the said company over a long period of time that included her time in office at the said company, and the said company received a severe administrative warning amounting to an administrative guidance from the Ministry of Land, Infrastructure, Transport and Tourism in relation to the said conduct.  
Ms. Tamaki Kakizaki did not recognize such act in advance, but after such fact came to light, in the process of conducting the investigation and clarifying the details from an independent standpoint as a member of the Audit & Supervisory Committee, she strove to strengthen an internal control system to prevent the recurrence of such misconduct and thoroughly enhance compliance.

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

The terms of office of all of the three (3) Directors Serving as Audit and Supervisory Committee Members will expire at the conclusion of this Annual General Meeting of Shareholders. Accordingly, the Bank proposes to elect three (3) Directors Serving as Audit and Supervisory Committee Members.

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	Tomoyuki Osawa [New appointment]	Administrative Officer	–	–
2	Kyoko Omoteyama [Reappointment] [Outside] [Independent]	Director / Audit and Supervisory Committee Member (Outside Director)	14 out of 14 (100%)	18 out of 18 (100%)
3	Yoshiharu Ota [New appointment] [Outside] [Independent]	–	–	–

No.	Name (Date of Birth)	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Bank held
1	<p>Tomoyuki Osawa (May 15, 1965)</p> <p><u>New appointment</u></p> <p>[Attendance of the Board of Directors meeting] –</p> <p>[Attendance of the Audit and Supervisory Committee meeting] –</p>	<p>Apr. 1988    Joined the Bank</p> <p>Jun. 2009    Deputy General Manager of Securities &amp; International Department</p> <p>Jun. 2010    Deputy General Manager of Corporate Planning Department</p> <p>Apr. 2013    Deputy General Manager of Corporate Planning Department</p> <p>Jun. 2015    Associate General Manager of Corporate Planning Department</p> <p>Apr. 2025    Administrative Officer / Group Leader of Management Accounting Group, Corporate Planning Department</p> <p>Nov. 2025    Administrative Officer / Manager of Audit and Supervisory Committee Office (current position)</p>	1,800 shares
<p>Reasons for nomination as a candidate for Director Serving as Audit and Supervisory Committee Member:</p> <p>Mr. Tomoyuki Osawa has served in positions such as Associate General Manager of the Corporate Planning Department, Group Leader of the Management Accounting Group and Manager of Audit and Supervisory Committee Office, and has a wealth of operational experience in and knowledge on the Group's financial accounting and internal controls.</p> <p>By utilizing such 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.</p>			
2	<p>Kyoko Omoteyama (Jan. 28, 1962)</p> <p><u>Reappointment</u></p> <p><u>Outside</u></p> <p><u>Independent</u></p> <p>[Attendance of the Board of Directors meeting] 14 out of 14 meetings (100%)</p> <p>[Attendance of the Audit and Supervisory Committee meeting] 18 out of 18 meetings (100%)</p>	<p>Apr. 1986    Registered as an attorney</p> <p>May 1988    Representative of Kyoko Omoteyama Law Office (current position)</p> <p>Apr. 2005    President of Akita Bar Association</p> <p>Jul. 2017    Chairperson of Condemnation Committee of Akita Prefecture</p> <p>Jun. 2020    Director / Audit and Supervisory Committee Member of the Bank (current position)</p>	700 shares
<p>Reasons for nomination as a candidate for Outside Director Serving as Audit and Supervisory Committee Member and expected roles:</p> <p>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.</p> <p>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.</p>			

No.	Name (Date of Birth)	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Bank held
3	Yoshiharu Ota (Jan. 18, 1956)	Apr. 1978 Joined Tohoku Electrical Construction Co., Ltd. (currently Yurtec Corporation)	300 shares
		Jun. 2011 Executive Officer / Manager of Electrical Installation Department, Sales Headquarters of Yurtec Corporation	
	<u>New appointment</u>	Jun. 2014 Director / General Manager of Information & Communication Headquarters of Yurtec Corporation	
	<u>Outside</u>	Jun. 2015 Managing Director / Deputy General Manager of Sales Headquarters and General Manager of Information & Communication Headquarters of Yurtec Corporation	
	<u>Independent</u>	Jun. 2017 Senior Executive Managing Director / General Manager of Sales Headquarters of Yurtec Corporation	
	[Attendance of the Board of Directors meeting]	Apr. 2018 Vice President / General Manager of Sales Headquarters of Yurtec Corporation	
	–	Jun. 2021 Representative Director & President, Chief Executive Officer of Yurtec Corporation	
	[Attendance of the Audit and Supervisory Committee meeting]	Apr. 2025 Director of Yurtec Corporation	
–	Jun. 2025 Advisor of Yurtec Corporation (current position)		
<p>Reasons for nomination as a candidate for Outside Director Serving as Audit and Supervisory Committee Member and expected roles:</p> <p>Mr. Yoshiharu Ota has experience serving as Representative Director of a leading comprehensive facilities engineering company in the Tohoku region. It is expected that he can utilize his wealth of experience, achievements and extensive knowledge in corporate management in audit of the Bank. With the expectation that he will supervise management from an objective standpoint and participate in important decision-making, the Bank has nominated him as a candidate for Outside Director Serving as Audit and Supervisory Committee Member.</p>			

(Notes) 1. There is no special interest relationship between each candidate for Director and the Bank.

2. Ms. Kyoko Omoteyama and Mr. Yoshiharu Ota are candidates for Outside Directors.

3. Registration of Independent Directors

The Bank has designated and registered Ms. Kyoko Omoteyama as an Independent Director stipulated by the Tokyo Stock Exchange. If she is reappointed, she will again serve as an Independent Director. In addition, if Mr. Yoshiharu Ota is appointed as an Outside Director, he will serve as an Independent Director stipulated by the Tokyo Stock Exchange.

4. Supplementary explanations on independence

Mr. Yoshiharu Ota serves as an Advisor of Yurtec Corporation. The Bank is engaged in regular banking transactions with the corporation and also has ordinary transactions involving maintenance of the Bank's facilities and equipment, etc. 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. Yoshiharu Ota 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

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 six years at the conclusion of this Annual General Meeting of Shareholders.

6. Liability limitation agreements with Outside Directors

Ms. Kyoko Omoteyama has entered into the liability limitation agreement based on Article 427, Paragraph 1 of the Companies Act with the Bank. If she is reelected, the Bank intends to continue the liability limitation agreement with her. In addition, if Mr. Yoshiharu Ota is appointed as an Outside Director, the Bank intends to enter into the same liability limitation agreement with him. 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 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
<p>Hideki Matsui (Oct. 27, 1964)</p> <p style="text-align: center;"><span style="border: 1px solid black; padding: 2px;">Outside</span></p> <p style="text-align: center;"><span style="border: 1px solid black; padding: 2px;">Independent</span></p> <p>*Candidate who meets the Independent Director requirements stipulated by the Tokyo Stock Exchange</p>	<p>Apr. 1990 Registered as an attorney (Tokyo Bar Association)</p> <p>Apr. 1990 Joined Mori Law Office (currently Mori Hamada &amp; Matsumoto)</p> <p>Jan. 1997 Partner of Mori Law Office (currently Mori Hamada &amp; Matsumoto) (current position)</p> <p>Apr. 2004 Visiting Associate Professor of The University of Tokyo Graduate Schools for Law and Politics</p> <p>Aug. 2015 Outside Auditor of Japan Human Resources Co., Ltd.</p> <p>Dec. 2020 Outside Director of Japan Platform of Industrial Transformation, Inc. (current position)</p>	0 shares
<p>Reasons for nomination as a candidate for Substitute Outside Director Serving as Audit and Supervisory Committee Member and expected roles:</p> <p>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.</p> <p>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.</p>		

- (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 <sup>(note 1)</sup>.

1. A party to whom the Bank is a major business partner <sup>(note 2)</sup>, or an executive person thereof if the party is a corporation, etc.
2. A party who is a major business partner of the Bank <sup>(note 3)</sup>, 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 <sup>(note 4)</sup>)
  - (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.

## Composition of the Board of Directors

The Board of Directors of the Bank has determined that, it is necessary for the Board of Directors as a whole to possess the necessary knowledge, experience, capabilities, and diversity in order to ensure the effectiveness of its efforts to enhance the medium- to long-term corporate value of the Bank, and is composed to achieve an appropriate balance, including its size.

The skills matrix for the Board of Directors is as follows. Of the various skills possessed by each of the members to make up the Board of Directors if Proposal No. 2 and Proposal No. 3 are approved as proposed, this matrix shows the skills that they are particularly expected to demonstrate. (It does not represent all the insights and areas of experience that each Director possesses.)

Position Scheduled to Be Assumed	Name	Corporate Management					Region-specific		Industry-specific		
		Corporate Management / Management Strategy	Personnel Management	Risk Management	Finance / Accounting	Legal Affairs	Community Revitalization	Renewable Energy / Environment	Office Administration / IT	Corporate Analysis / Screening	Market Management
Director	Kosuke Ashida	○	○	○	○			○			○
Director	Tsuyoshi Minakawa	○	○	○	○		○	○		○	○
Director	Chikara Miura	○	○				○	○			
Director	Hideaki Hosaka		○						○	○	
Outside Director	Tamaki Kakizaki			○		○					
Outside Director (Chairperson of the Board of Directors)	Yutaka Ito	○		○			○				
Outside Director	Yoshiaki Ebata	○		○					○		
Outside Director	Risa Tanaka		○	○			○				
Director (Audit and Supervisory Committee Member)	Tomoyuki Osawa			○	○						
Outside Director (Audit and Supervisory Committee Member)	Kyoko Omoteyama			○		○					
Outside Director (Audit and Supervisory Committee Member)	Yoshiharu Ota	○		○				○			

## Composition of the Board of Directors

Percentage of Independent Outside Directors		Percentage of female Directors	
6 out of 11	54%	3 out of 11	27%

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

## Details of and Reasons for Selecting Each Skill

Skill		Details and Reasons for Selection
Skills Required for Corporate Management	Corporate Management / Management Strategy	It is believed that knowledge on and experience in corporate management are required in order to formulate and execute strategies and make appropriate decisions to promote sustainable growth and improve corporate value.
	Personnel Management	It is believed that knowledge on and experience in personnel management are required in order to appropriately conduct corporate management.
	Risk Management	It is believed that knowledge on risk is required in order to appropriately conduct corporate management.
	Finance / Accounting	It is believed that knowledge on and experience in finance and accounting are required in order to appropriately manage financial and accounting information and to appropriately conduct financial reporting.
	Legal Affairs	It is believed that expertise in corporate legal affairs, etc. is required in order to appropriately manage business operations based on laws and regulations, etc.
Skills Required by the Characteristics of the Region	Community Revitalization	It is believed that knowledge on and experience in community revitalization and resolving community issues are required in order to formulate and execute strategies to realize a community that will continue to prosper.
	Renewable Energy / Environment	It is believed that knowledge on and experience in renewable energy and the environment are required in order to appropriately formulate and execute strategies utilizing abundant community resources.
Skills Required by the Characteristics of the Industry	Office Administration / IT	It is believed that knowledge on and experience in office administration and IT are required in order to appropriately implement and manage banking operations.
	Corporate Analysis / Screening	It is believed that knowledge on and experience in corporate analysis and screening are required in order to make appropriate credit decisions and support companies for the development of the Bank and the community.
	Market Management	It is believed that knowledge on and experience in securities management are required in order to make appropriate investment decisions for securing stable revenue.

Reference

### Basic Policy on Corporate Governance

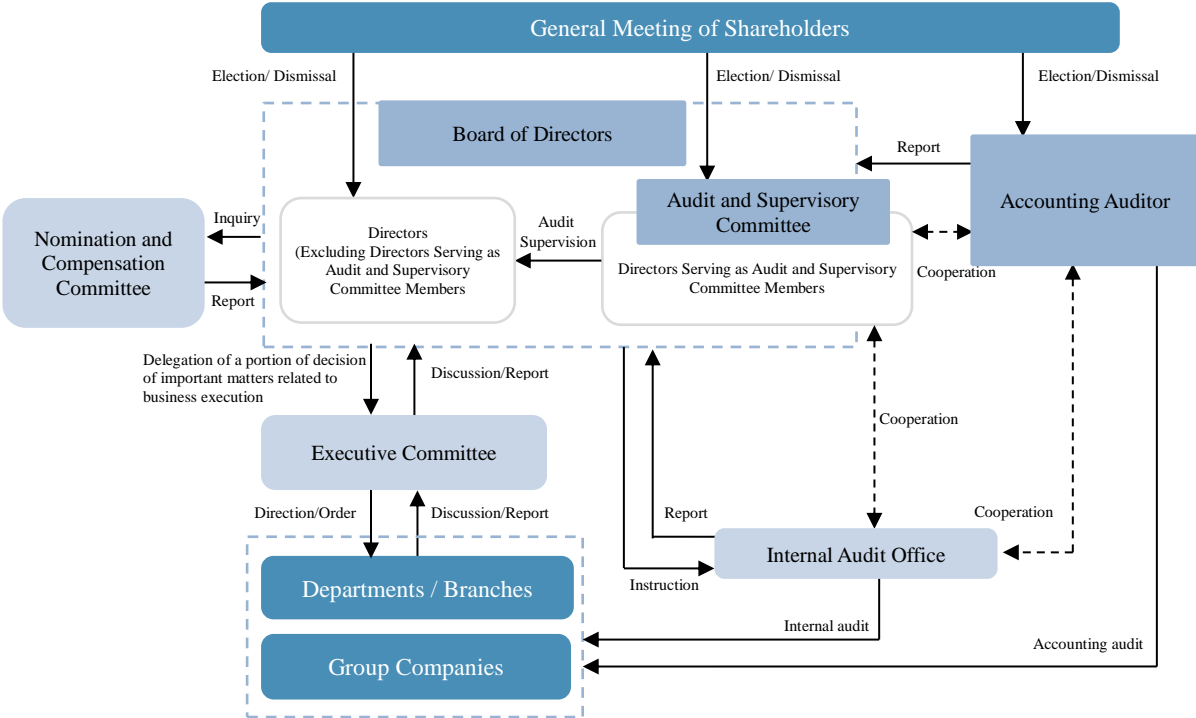
In accordance with the spirit of the TSE’s Corporate Governance Code, the Bank has established a Basic Policy on Corporate Governance. The aim is to establish the corporate governance necessary for achieving sustainable growth and improving the Bank’s corporate value over the medium and long term.

**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.



● **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)**

