

# Initiatives of the Gunma Bank Group

**Gungin Consulting Co., Ltd.**

**ぐんぎんコンサルティング**



## Expanding business areas as the core of the Group's corporate non-financial business

**Nobuhito Saito**  
President

### — Please tell us about your business.

In our Consulting Business we provide consulting services with a focus on business succession, management strategy planning, organizational and personnel system construction, human resource development and training, overseas business support, etc., and have increased the number of contracted projects. In the Human Resources Solutions Business launched in April 2023, we have stepped up efforts to connect local companies seeking highly skilled human resources with human resources who want to demonstrate their abilities in local communities.

In the Regional Trading Company, Marketing and Advertising Business, we have enhanced efforts to meet demand for digital advertising and corporate and product branding, in addition to crowdfunding and the operation of e-commerce sites, with the aim of discovering new businesses and products originating from the region, as well as expanding sales channels and increasing recognition.

### — Please tell us about the significance of Gungin Consulting's efforts to expand its business domain.

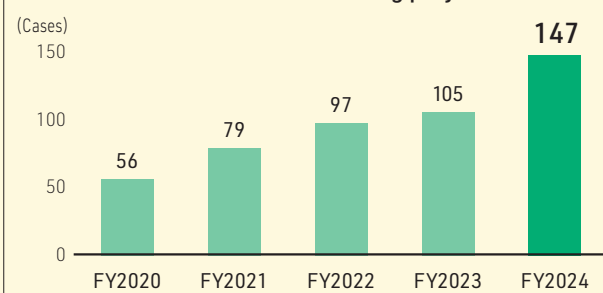
By enhancing the range of solutions that we provide on our own and expanding our business domain in collaboration with other companies, we will be able to make comprehensive solution proposals that combine solutions offered in new businesses and those offered in our existing consulting business to address local

companies' management issues that have become more diversified and more complex. As a result, we will be better able to contribute to solving our customers' management issues.

### — Please tell us about your aspirations for the future.

We are positioned at the core of the Gunma Bank Group's corporate non-financial business that is committed to a full-spec approach. We will remain committed to providing advanced solutions by making full use of our specialist human resources, expertise, and networks. By doing so, we will strive to establish local ecosystems and contribute to the growth of businesses and the development of a sustainable economy.

[Number of contracted consulting projects]

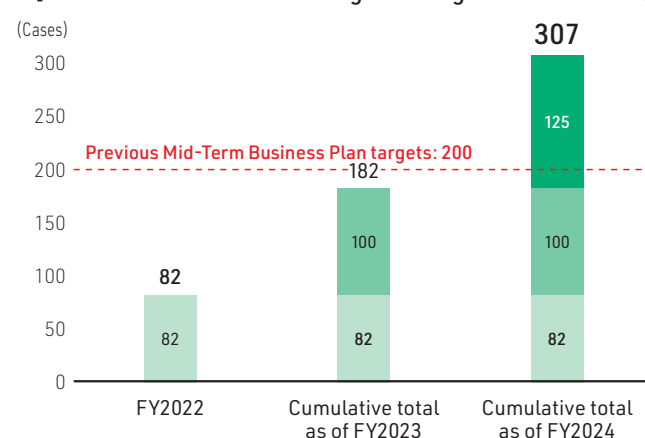


(Note) Excludes the number of staffing matching cases concluded

## Case study Enhancing the Human Resources Solutions Business

In the Human Resources Solutions Business, with the staffing business operated by the Gunma Bank transferred to Gungin Consulting in April 2023, we have been working to strengthen our capacity. By meeting needs such as staffing executives and expert talent necessary to solve management issues, we aim to help regional businesses achieve growth and increase productivity. Moreover, in this business, we provide a professional sharing service to share professional human resources, while also making proposals about the use of human resources engaged in side jobs. As for the KPIs for Connections set in the previous Mid-Term Business Plan, the three-year cumulative number of staffing matching cases we concluded was 307 against the target of 200 cases. By leveraging the Gunma Bank Group's networks, we will continue to connect regional businesses and people and contribute to the revitalization of the regional economy.

[Trend in the number of staffing matching cases concluded]



**Gunma Regional Advanced Solution Partners, Inc.**

**ぐんま地域共創パートナーズ**  
Gunma Regional Advanced Solution Partners



## Bringing together each partner's areas of strength and striving to increase the value of the whole region

**Hideo Kagamiyama**  
President

### — Please tell us about your business.

We are working to create new businesses that contribute to the revitalization of the regional economy through investment, as well as business expansion, growth, and smooth business succession to the next generation. In addition, we provide hands-on accompanying support that meets the needs of the business. We make investments in accordance with the company's stage (business expansion, succession, revitalization, etc.) and business challenges. We have also established a regional power company with the aim to develop and make renewable energy sources more widespread, and we are focusing our efforts on initiatives to solve such regional issues.

### — What are the defining features of Gunma Regional Advanced Solution Partners?

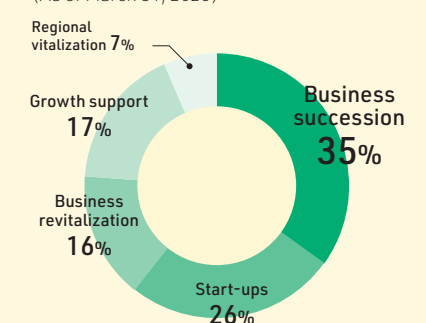
The purpose of our business is to make the region better through investment. Although we are an investment company, we do not believe that we should pursue only profit for ourselves, or in other words, purely maximize returns. We must increase business value through investment and hands-on accompanying support. It's important to know how much we can increase the value of the entire region, including the business partners and employees of the companies we invest in, as well as the local residents. I believe this is the role of our company that manages a fund rooted in the region.

### — Please tell us about your aspirations for the future.

We want to be a partner that together with companies is able to generate business and build communities. What one can do alone to revitalize regions and solve regional issues is limited. Our goal is to build a partnership in which a variety of participants work closely together to create a new ecosystem. By bringing together each partner's areas of strength and building a partnership aimed at achieving a big thing, we would like to develop ways for each region to survive and thrive. To achieve this, we plan to form funds in collaboration with other businesses and expand successful models. We would like to work with partners who have approved of our existing models and do business together on a greater scale.

[Overview by investment theme]

(As of March 31, 2025)



## Case study Collaborating with local stakeholders to revitalize the Ikaho Onsen resort

In Ikaho, through a fund managed by our company, we have established an urban development company called Sekiraku Co., Ltd. in partnership with local businesses in the Ikaho region in December 2023. We acquired a more than 100-year-old wooden building, and after anti-earthquake reinforcement work and renovation, we invited restaurants, souvenir shops featuring hands-on experience, and other tenants and opened IKAHO HOUSE 166 in December 2024. This facility, sitting halfway up the Ikaho Stone Steps, takes advantage of its location and serves as a central house where people can relax, and it is beginning to be known as a new tourism spot in Ikaho.

We will continue to work closely with regional stakeholders, including Shibukawa City and the Shibukawa Ikaho Onsen Tourism Association, using this fund as a starting point to contribute to the revitalization of the Ikaho Onsen resort.



Appearance of IKAHO HOUSE 166

## The Gungin Card Co., Ltd.

### Aiming to build a local digital ecosystem

As well as proving worthy of customers' trust by providing high-quality services in the credit card business, Gungin Card seeks to contribute to the development of society and the economy through appropriate business operations and sound growth in business performance. As society rapidly becomes more cashless, payment needs are diversifying and becoming more sophisticated. Gungin Card is working with banks to connect payments and settlements throughout the region using digital means in an effort to build a sustainable local digital ecosystem.

### Promoting cashless payments in cooperation with banks

In April 2022, we strengthened our framework by taking over the credit card member business, which was previously handled by the Bank itself, consolidating the card-related businesses within the Group into our company.

To serve corporate customers, we offer a variety of cards such as corporate credit cards and purchasing cards and make proposals and provide introduction support in

ways that help address customers' issues and needs. In April 2025, to support the efforts of the government of Chiyoda, Gunma Prefecture to streamline and digitalize their administrative operations, we issued corporate credit cards for the departments of the city government, which became the first corporate credit cards dedicated to a local government in Japan.

Meanwhile, as for the Gungin Debit Visa/JCB cards, which we have issued jointly with the Gunma Bank for individual customers, the number of card members reached 51,000 and the amount of payments using the cards exceeded 3.5 billion yen as of the end of March 2025. When the user makes a payment on the cards, funds are immediately transferred from the user's bank account for settlement, so that the user is less likely to overspend. The cards are used by a wide range of customers, from high-school students who travel abroad to senior customers who are not used to smartphones.

We will further promote cashless payments in the region and strive to contribute to streamlining customers' operations and increasing convenience for them as well as to the development of the regional economy.



株式会社 群銀カード  
Gungin Card Head Office  
(Maebashi City)



The Gungin Debit Visa/JCB cards

## Gungin Leasing Co., Ltd.

### Providing diverse added value through leasing

Gungin Leasing has five bases (Isesaki City, Ota City, Kumagaya City, Saitama City, and Utsunomiya City) in addition to its head office (Maebashi City), where it provides all sorts of added value through leasing.

The main business is leasing. Gungin Leasing handles a wide range of leased properties, from vehicles, industrial machine and machine tools to office equipment, commercial equipment, and medical equipment. We support our business partners through proposals such as reducing initial costs when introducing equipment and making effective use of funds, as well as keeping administrative labor and costs down to a minimum.

And in order to make the most of our leasing business expertise within the Gunma Bank Group, we make proposals to our business partners in cooperation with banks, for example, by sending employees to Gunma Bank.



ぐんぎんリース 株式会社  
GUNGIN LEASING CO., LTD.  
Gungin Leasing Head Office  
(Maebashi City)

## Gungin System Service Co., Ltd.

### Supporting the digitalization of the region, our customers, and the Bank

As the Group's systems company, Gungin System Service plays an important role within our digital strategies that are the foundation for "connections and weaving better futures."

In the digitalization of the community, the company provides support in a number of ways, including actually going to customers' places of business to help set up and operate their computers and systems. In the digitalization of customer contact points, meanwhile, it works with the Gunma Bank on system development and also provides operational support. In the digitalization of internal bank operations, it provides its insights and know-how as a systems company and works with the Bank to plan and manage a number of initiatives including the promotion of paperless operations and the automation of routine operations.

In addition, employees seconded to the Gunma Bank Customer Consulting Department serve as a point of contact and help the Bank's customers to transform digitally.



ぐんぎんシステムサービス株式会社  
Gungin System Service Co., Ltd.  
Gungin System Service Head Office  
(Maebashi City)

## The Gunma Bank Group Companies

### Gunma Chuo Kogyo Co., Ltd.

CS

Established	February 24, 1971		
Location	226 Motosojamachi, Maebashi, Gunma		
Key operations	Transportation of goods, maintenance of automated teller machines (ATM), etc.		
Capital	10 million yen		
Ratio of voting rights owned by the Group	100.00%		
Gunma Bank	100.00%	Subsidiaries, etc.	—

### Gungin Consulting Co., Ltd.

CS

Established	April 18, 2018		
Location	194 Motosojamachi, Maebashi, Gunma		
Key operations	Consulting, human resources solutions, regional trading company, marketing and advertising business		
Capital	100 million yen		
Ratio of voting rights owned by the Group	100.00%		
Gunma Bank	100.00%	Subsidiaries, etc.	—

### Gungin Leasing Co., Ltd.

CS

Established	October 1, 1973		
Location	171-1 Motosojamachi, Maebashi, Gunma		
Key operations	Leasing		
Capital	180 million yen		
Ratio of voting rights owned by the Group	100.00%		
Gunma Bank	50.00%	Subsidiaries, etc.	50.00%

### The Gungin Card Co., Ltd.

ES

Established	March 12, 1982		
Location	194 Motosojamachi, Maebashi, Gunma		
Key operations	Credit cards		
Capital	30 million yen		
Ratio of voting rights owned by the Group	66.67%		
Gunma Bank	42.14%	Subsidiaries, etc.	24.53%

### Sky Ocean Asset Management Co., Ltd.

EA

Established	November 25, 2014		
Location	3-1-1 Minatomirai, Nishi-ku, Yokohama, Kanagawa		
Key operations	Asset management (investment trust)		
Capital	300 million yen		
Ratio of voting rights owned by the Group	15.00%		
Gunma Bank	15.00%	Subsidiaries, etc.	—

### Gungin Securities Co., Ltd.

CS

Established	February 12, 2016		
Location	2-2-11 Honmachi, Maebashi, Gunma		
Key operations	Securities business		
Capital	3,000 million yen		
Ratio of voting rights owned by the Group	100.00%		
Gunma Bank	100.00%	Subsidiaries, etc.	—

### Gunma Regional Advanced Solution Partners, Inc.

CS

Established	December 25, 2020		
Location	194 Motosojamachi, Maebashi, Gunma		
Key operations	Fund structuring and operation		
Capital	100 million yen		
Ratio of voting rights owned by the Group	100.00%		
Gunma Bank	100.00%	Subsidiaries, etc.	—

### Gunma Shinyo Hosyo Co., Ltd.

CS

Established	September 28, 1983		
Location	194 Motosojamachi, Maebashi, Gunma		
Key operations	Guarantee business		
Capital	30 million yen		
Ratio of voting rights owned by the Group	100.00%		
Gunma Bank	45.45%	Subsidiaries, etc.	54.54%

### Gungin System Service Co., Ltd.

ES

Established	July 26, 1986		
Location	171-1 Motosojamachi, Maebashi, Gunma		
Key operations	System development and sales		
Capital	30 million yen		
Ratio of voting rights owned by the Group	75.00%		
Gunma Bank	20.00%	Subsidiaries, etc.	55.00%

\*1 CS (Consolidated Subsidiary), ES (Equity-method Subsidiary), EA (Equity-method Affiliate)

\*2 Ratio of voting rights owned is rounded down to two decimal places.