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 and offering services with high added value

Takeo Igarashi
President

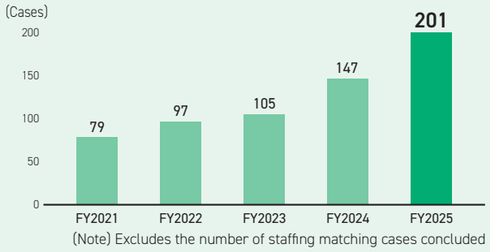
——Please tell us about your business.
In our Consulting Business, we provide services with a focus on business succession, management strategy planning, organizational and personnel system construction, human resource development and training, assistance with subsidy applications, overseas business support, etc. Our Human Resources Solutions Business introduces highly skilled talent to companies and makes proposals on recruitment of specialists and introduction of professional sharing services, etc.

In the Regional Trading Company, Marketing and Advertising Business, we have worked on 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. Moreover, we have enhanced efforts to meet demand for digital advertising, increasing corporate and product value, and corporate and product branding.

——Please tell us about the significance of Gungin Consulting's efforts to expand its business domain.
We have worked with the Gunma Bank to work on solving issues faced by companies in the region and supporting their main businesses. While management issues have become more diversified and more complex, by enhancing our own solutions and expanding our business domain in collaboration with other companies, we are now capable of making comprehensive solution proposals that combine solutions offered in new businesses and those offered in our existing consulting business. As a result, we will be better able to further 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 services with high added value by making full use of our specialist human resources, expertise, and networks. By doing so, we will 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

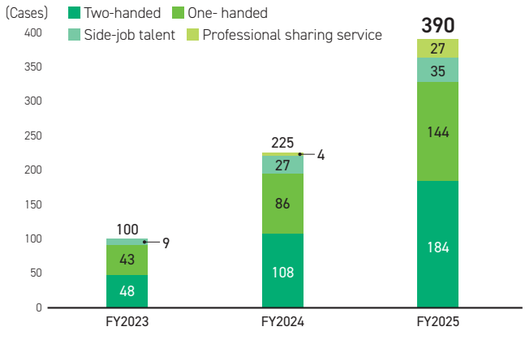
Case study Enhancing the Human Resources Solutions Business

For three years since its transfer from the Gunma Bank to Gungin Consulting, the Human Resources Solutions Business has introduced highly skilled talent including executives and expert talent necessary to solve management issues of regional businesses, while working to strengthen its capacity. The number of staff matching cases has been steadily increasing, achieving 390 cases concluded in total. In this way, we contribute to helping solve management issues faced by local businesses.

We have also expanded our scope of staffing. In April 2026, we started proposing solutions that include the introduction of cooks and chefs to restaurants, inns, hotels, wedding venues, etc.

By leveraging the Gunma Bank Group's networks, we will continue to connect regional businesses and people for growth of regional businesses and creation of new value.

Trend in the number of staffing matching cases concluded
(the number of cases the company independently receives an order)



Gunma Regional Advanced Solution Partners, Inc.

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



Creating new value through a co-creation-type investment that connects communities

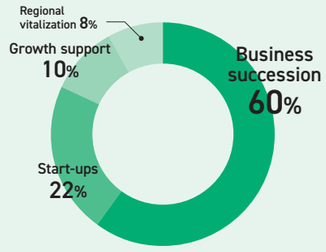
Hideo Kagamiyama
President

——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. We work alongside a company and provide support meeting its needs in accordance with its stage (business expansion, succession, revitalization, etc.) and business challenges. We also develop and manage a fund for the construction industry and a social impact investment fund focusing on tourism, in collaboration with business operators and financial institutions in the region, aiming to create a regional ecosystem.

——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. Five years have passed since the establishment of Gunma Regional Advanced Solution Partners, and our achievements include investments contributing to regional revitalization through solving issues and development of a fund jointly with other operating companies and financial institutions. I believe that we will be able to create new regional businesses by functioning as a regional hub that connects ideas and expertise people have and leveraging funds. Our goal is to build a partnership in which a variety of participants work closely together to create a new ecosystem. Together with people in the region, we aim to promote innovation and revitalization in the region on a larger scale.

Overview by investment theme
(As of March 31, 2026)



Case study Establishing an impact investment fund utilizing dormant deposits

Last year, we were selected for a dormant deposit utilization project by Japan Network for Public Interest Activities (JANPIA), a Designated Utilization Organization for dormant deposits, and in March 2026, we structured the Gunma Sustainable Tourism Fund, a social impact investment fund, in a total amount of 1.0 billion yen. In developing this fund, in addition to JANPIA, Gunma Association of Tourism, Local Products & International Exchange (GTIA), tourism companies, six financial institutions (banks and shinkin banks) within the prefecture will work together as one team. Through management of this fund, which has a theme of developing sustainable tourist destinations, we aim to showcase the region's potential and appeal to the fullest, and contribute to the sustainable development of regional communities and economy as well as environmental conservation.



The Gunma Sustainable Tourism Fund, a fund of 1.0 billion yen in total

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
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 2026, we started handling the Gungin Business Debit Card (issued jointly with the Bank) for corporations, sole proprietors, and voluntary organizations.

For our individual customers, we started handling the JCB Platinum Card in March 2026. We offer quality services with high added value by expanding our product lineup so that every customer can select a card appropriate for their lifestyle and value. Meanwhile, as for the Gungin Debit Visa/JCB cards, which we have issued jointly with the Gunma Bank, the number of card members reached 84,000 as of the end of March 2026, and the annual amount of payments using the cards for FY2025 exceeded 9.2 billion yen. When a 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 customers across generations.

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)



Gungin Business Debit Card　JCB Platinum Card

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 properties, from vehicles, industrial machine and machine tools to office equipment, commercial equipment, and medical equipment. In addition to leasing, the company strives to help solve issues of customers while understanding their needs, 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.

The company's expertise is fully utilized within the Gunma Bank Group as the company strives to promote leasing to customers referred by the 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
Gungin System Service plays a core role in implementing our digital strategies that are the foundation for "connections and weaving better futures" and in stable operation of the banking system. In supporting digitalization of the community, the company offers diversified digital solutions from developing websites to full-scale digital transformation. In the digitalization of customer contact points, in addition to the development of the Gungin App, it jointly developed with a vendor a "connecting mechanism" that ensures safe connections between smartphones and ATMs with the banking services, and supports operations 24 hours a day, 7 days a week. Furthermore, it provides support to increase operational speed and enhance operations at the Bank, by introducing a low-code tool and developing various systems.



GSS 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.	–

*Operations to be terminated around March 31, 2027.

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%

CS (Consolidated Subsidiary), ES (Equity-method Subsidiary), EA (Equity-method Affiliate)
Ratio of voting rights owned is rounded down to two decimal places.