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**Notice Concerning Revisions to Counting Targets in the Medium-Term Management Plan: “Creating Regional Vitality Through Human Capital”**

The Nanto Bank, Ltd. (President: Satoshi Ishida; the “Bank”) hereby announces that it has revised the counting targets for FY2027 in its Medium-Term Management Plan, “Creating Vitality Through Human Capital” (released on March 19, 2025), as follows.

1. Revisions

Counting targets	FY2027 targets	
	Initial	Revised
ROE (Consolidated)	5.5% or more	8.5% or more
Capital adequacy ratio (Consolidated)	11–12%	11–12% (no change)
Net income (Consolidated)	18.0 billion yen or more	30.0 billion yen or more
OHR (Consolidated)	Under 65%	Under 55%
Engagement score	72 points or more	75 points or more
Percentage of female managers	20% or higher	20% or higher (no change)

2. Reasons for the revisions

The revisions to the ROE target and other counting targets were made in light of several factors, such as the steady revenue from the Bank’s core business and the impact of policy interest rate hikes that were not factored into the initial plan.

# Notice Concerning Revisions to Counting Targets in the Medium-Term Management Plan

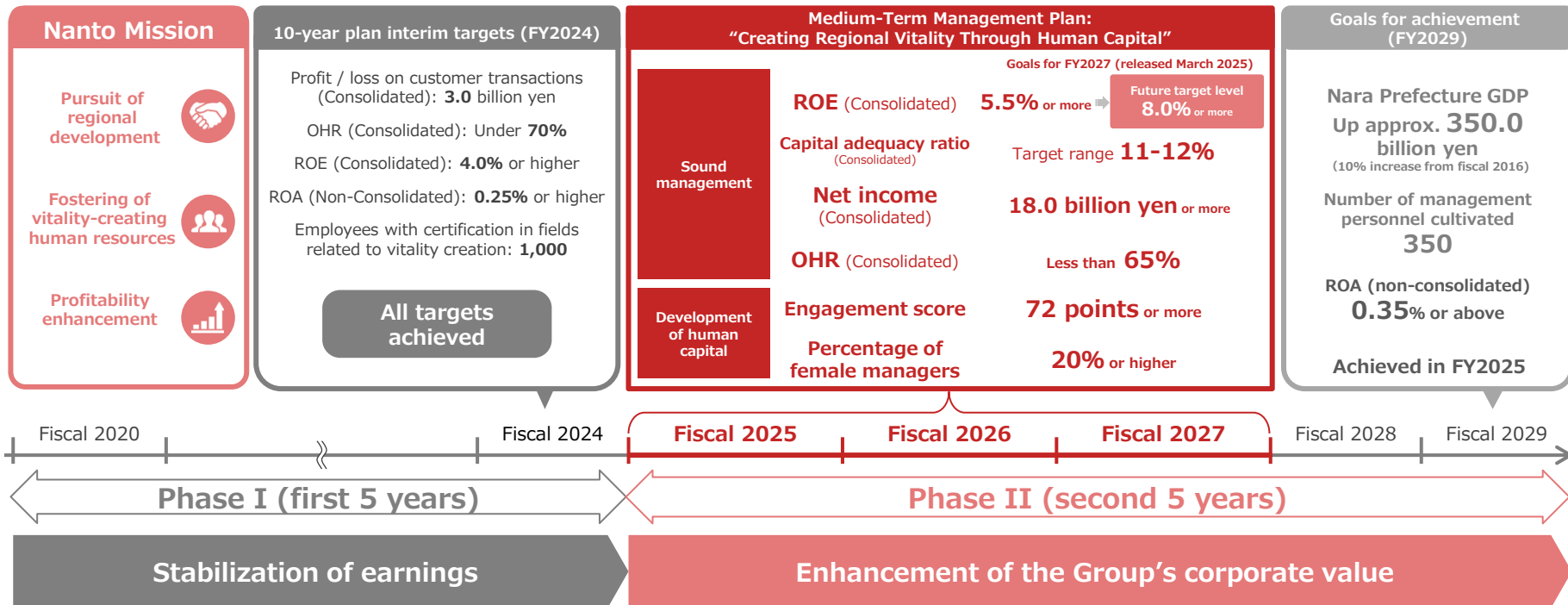
Medium-Term Management Plan “ From April 2025 through March 2028 ”  
“Creating Regional Vitality Through Human Capital”  
“Nanto Mission and Objectives for the Next 10 Years” Phase II



# Medium-Term Management Plan: Overview (Before Revisions to Counting Targets)

- ◆ Positioning fiscal 2025 to fiscal 2027 as a three-year period for enhancing corporate value on the foundation of the stable earnings achieved in Phase I, the Nanto Bank Group is now pursuing its Medium-Term Management Plan of “Creating Regional Vitality Through Human Capital.”

## Management Plan: “Nanto Mission and Objectives for the Next 10 Years”



## New Counting Targets

- ◆ We have decided to revise our counting targets in light of several factors, such as the steady revenue from our core business and the impact of policy interest rate hikes that we had not factored into our initial plan.

### Counting targets

		FY2025 (Actual)	FY2026 (Plan)	FY2027 (Target)	(Initial target)	Future target level
Sound management	<b>ROE (Consolidated)</b>	5.9%	<b>7.0% or more</b>	<b>8.5% or more</b>	5.5% or more	<b>10% or more</b>
	<b>Capital adequacy ratio (Consolidated)</b>	12.8%	<b>11%-12%</b>	<b>11%-12%</b>	Target range 11%-12%	—
	<b>Net income (Consolidated)</b>	17.0 billion yen	<b>22.0 billion yen</b>	<b>30.0 billion yen or more</b>	18.0 billion yen or more	—
	<b>OHR (Consolidated)</b>	64.2%	<b>Under 60%</b>	<b>Under 55%</b>	<b>Under 65%</b>	—
Development of human capital	<b>Engagement score</b>	73 points	—	<b>75 points or more</b>	72 points or more	—
	<b>Percentage of female managers</b>	16.4%	—	<b>20% or higher</b>	20% or higher	—

## Achieving ROE That Exceeds the Cost of Capital

- ◆ By allocating assets strategically, we will achieve an ROE exceeding the cost of capital as quickly as possible and target a PBR of 1 or above.
- ◆ Our future target ROE level is 10%.

### Management Plan: "Nanto Mission and Objectives for the Next 10 Years"

Phase I (first 5 years)

Phase II (second 5 years)

Future target level  
**10%**

Policy interest rate: 1.00%

**ROE: 8.5%**

Net income: 30.0 billion yen

Initial target  
**8%**

**PBR around 1\***

ROE  
4.2%

4.3%

5.9%

7.0%

Initial targets

ROE: 5.5%

Net income: 18.0 billion yen

FY2023

FY2024

FY2025

FY2026

FY2027

...

\* Bank's estimated cost-of-capital range

## Shareholder Returns

- ◆ Our policy is to invest for growth while maintaining a sound financial foundation and to enhance shareholder returns with the goals of maintaining stable dividends and achieving a dividend payout ratio of 40%.

### Policy on returns

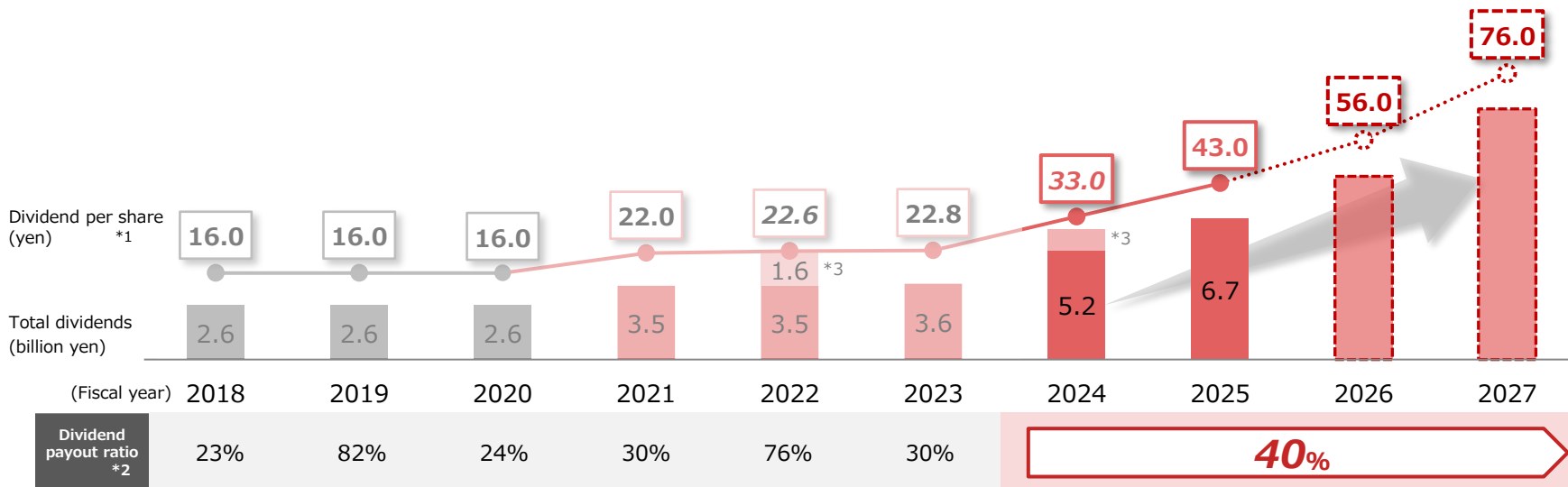
- ✓ Maintain stable dividends and aim for a dividend payout ratio of 40% of net income attributable to parent company shareholders
- ✓ Implement flexible share buybacks

Continuation of stable dividends

Stable dividends at 80 yen and a target dividend payout ratio of 30%

Stable dividends and a target dividend payout ratio of 40%

(Assuming net income of 30 billion yen)



\*1 The Bank conducted a 5-for-1 stock split (splitting each common share into 5 shares) with an effective date of April 1, 2026; values for dividend per share reflect the split

\*2 Dividend payout ratio rounded to the nearest whole number

\*3 Total value of share buybacks

This document contains statements regarding future business performance.

These statements do not constitute a guarantee of future results and involve risks and uncertainties.

Please note that actual future results may differ from the targets due to changes in the business environment and other factors.

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