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Notice Regarding of the Upward Revision of Financial Indicators in the 8th Medium-Term Business Plan

THE SHIGA BANK, LTD. hereby announces that it has revised the financial indicators upwards set forth in the 8th Medium-Term Business Plan (Plan Period: April 2024 - March 2029).

1. Details of the Revision

<8th Medium-Term Business Plan>

Revised Achievement Indicators		March 31,2029	
		<Before Revision>	<After Revision>
Financial Indicator	Consolidated ROE	6% or more	<u>8% or more</u>

※The consolidated ROE target of 8% or more, which had previously been positioned as long-term benchmark challenge, is hereby repositioned as a financial indicator to be achieved by the final fiscal year of the current Medium-Term Business Plan.

※There are no changes to the sustainability achievement indicators.

2. Reason for the Revision

Under the 8th Medium-Term Business Plan, various initiatives have steadily delivered tangible results, and improvements in profitability have been progressing at a pace exceeding initial expectations.

In this context, based on a review that also took changes in the external business environment into account, the Group has determined that it has entered a phase in which the level of profitability previously positioned as a long-term benchmark challenge can now be targeted for achievement within the plan period.

Based on this determination, the Company has decided to raise its financial indicator for consolidated ROE.

Achievement Indicators of the 8th Medium-Term Business Plan (After This Revision)

Achievement Indicators		Plan for March 31,2029	Results for March 31,2026	
Sustainability achievement indicators	Impact Design	Amount of investment and financing to support regional growth	Cumulative total for the period 1,200.0 billion yen	445.0 billion yen
		Number of customers' dreams and businesses supported	Cumulative total of 30,000 cases for the period	15,863 cases
		Amount of sustainable finance executed to increase the sustainability of region and society	Cumulative total of 700.0 billion yen for the period	260.4 billion yen
	Base for Growth	Balance of investment and financing through new financing methods to improve earning power	750.0 billion yen as of March 2029	503.5 billion yen
		DX initiatives to create customers' value and transform business operations of the Shiga Bank Group	Qualitative evaluation	Bank-wide implementation of AI training (doubling the utilization rate) Pilot implementation of "Shiga Prefecture Economic Analysis" Establishment of unmanned branches through industry-academia-bank collaboration
		Reduction of GHG emissions to achieve a carbon neutral society (Scope 1 and 2)	Achievement of Net Zero	*Achievement of Net Zero (GHG emissions for Scope 1 and Scope 2)
	Human First	Improvement of employee engagement to maximize human capital (Percentage of positive responses)	Sustainable improvement	Engagement survey "positive response rate" – Improved for two consecutive years (87.3%)
		Amount of investment to develop human resources who can take on the challenges for the future of the region as key players in value creation	Double compared to fiscal year 2023 (300 thousand yen per person/year)	209 thousand yen per person
		Number of people who autonomously challenged to improve their skills and develop their careers	Cumulative total for the period 2,000 persons	1,246 persons
	Financial indicator	Consolidated ROE	8% or more as of March 2029	4.46%

* "Achievement of Net Zero" indicates that carbon neutrality for Scope 1 and Scope 2 emissions has been achieved through appropriate carbon offsets.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.