

For Immediate Release

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(Code: 8303, TSE First Section)

### Female Leader Development Program

Tokyo (Tuesday, May 28, 2013) --- Shinsei Bank, Limited (“Shinsei Bank”; “the Bank”) today announced that it will launch the “Female Leader Development Program” from the fiscal year 2013 in order to develop skills of female employees who aspire to become future managers. This is part of the human resources development measures to create an environment that enables the Bank employees to make the best use of their abilities and to facilitate management diversity under the Second Medium-Term Management Plan (MTMP) formulated in March 2013. The Program will run annually from this fiscal year.

To achieve the goals stipulated in the Second MTMP and ensure stable growth and the implementation of Management Principles, the Bank considers it imperative to diversify its human resources and to develop personnel with a broad perspective and a high degree of professionalism. For this reason, the Bank is working on improving the management capabilities with a focus on managerial staff members; actively utilizing female employees; and recruiting and nurturing non-Japanese employees through measures such as the introduction of a recruitment quota for overseas students graduating from Japanese universities. In particular, the Bank has continuously implemented supporting measures for the utilization of female employees including maternity leave. As a result, the Bank has a high ratio of female managerial staff (\*), which stood at 26% as of March 31, 2013. The Bank appointed its first female Executive Officer this April, and hopes to further facilitate the appointment of women in executive positions.

The Female Leader Development Program aims to develop skills of female employees who have career aspirations to obtain key management positions in the future. The Program is run in partnership with GLOBIS Corporation (Chiyoda-ku, Tokyo; Chairman and CEO Yoshito Hori) and the participants are selected from among applicants who are at the level of Manager and below. The Program runs for approximately six months incorporating group training within the Bank, lectures at GLOBIS Management School, and e-Learning, with the aim of providing the participants with management skills such as leadership and critical thinking as well as systematic knowledge on basic marketing and management strategies.

Going forward, the Bank plans to introduce managerial staff development programs for female managerial staff and career path sessions for transforming and supporting growth of young female employees. The Bank will endeavor to further utilize its female staff members while paying respect to their diverse career goals and implementing personnel development measures tailored to their individual development stages.

(\* ) The ratio of female employees among the personnel at the level of Manager or above.

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*Shinsei Bank is a leading diversified Japanese financial institution providing a full range of financial products and services to both institutional and individual customers. The Bank has total assets of 9.0 trillion yen (US\$96.0 billion) on a consolidated basis (as of March 2013) and a network of outlets throughout Japan. Shinsei Bank demands uncompromising levels of integrity and transparency in all its activities to earn the trust of customers, staff and shareholders. The Bank is committed to delivering long-term profit growth and increasing value for all its stakeholders. News and other information about Shinsei Bank is available at <http://www.shinseibank.com/english/index.html>*