

For Immediate Release

Company Name: Shinsei Bank, Limited
Name of Representative: Hideyuki Kudo
President and CEO
(Code: 8303, TSE First Section)

The Shinsei Bank Group Formulates “Action Plan Based on the Next-Generation Law”

Tokyo (Friday, April 30, 2021) --- Five Shinsei Bank Group Companies*¹ have formulated the “General Employers Action Plan (the ‘Action Plan’) under the Law for Measures to Support the Development of the Next Generation” for the period of two years starting from Fiscal Year 2021.

The Shinsei Bank Group has set the following group-wide goals in order to create an environment and foster an organizational culture in which all employees working in the Shinsei Bank Group can demonstrate their abilities and manage work life balance, including support for employees’ balance of work and childcare.

- Goal 1: Provide information and trainings for career development before and after childcare period as well as dissemination of human resource systems and support for information exchange between employees so that they can continue to grow and demonstrate their performance while balancing work and childcare regardless of gender.
- Goal 2: Promote correction of bias regarding a fixed gender roles as well as work first sense so that we can develop corporate culture where all employees can show their potential with a good balance of work and life.

In order to achieve the above goals, we will promote implementation of "Ikubos", which means to work energetically while respecting and understanding each and every diversified staff as well as enjoying their own lives, and trainings to promote understanding of "unconscious bias" for the purpose of accepting diversity.

The Shinsei Bank Group sees “New Normal” as opportunities for change to sustainable growth, and promotes “Redesigning Workstyle” that realizes diversified work styles for each individual employee regardless of location or time. By creating a workplace environment in which each employee can select a favourite work style and fostering a corporate culture respecting others, we will create a foundation in which all employees can fully demonstrate their diversity and autonomy. We will realize the creation of sustainable value through “Enhance / Leverage our Capabilities” as one of core strategies set in the Medium-Term Strategies.



<https://www.shinseibank.com/corporate/reworkstyle/>

(Only available in Japanese)

Please refer to this [\(Link\)](#) for “The next-generation action plan” of The Shinsei Bank Group.(Only available in Japanese)

*¹ Shinsei Bank, Limited, Showa Leasing Co.,Ltd., Shinsei Investment&Finance Limited, APLUS FINANCIAL Co., Ltd. and Shinsei Financial Co., Ltd.

END

Shinsei Bank is a leading diversified Japanese financial institution providing a various range of financial products and services to both institutional and individual customers. The Bank has a network of outlets throughout Japan and is committed in its pursuit of uncompromising levels of integrity and transparency in all of its activities in order to earn the trust of its 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

<https://www.shinseibank.com/corporate/en/index.html>

For further information, please contact:
Group Investor Relations & Corporate Communications Division
Shinsei Bank, Limited (www.shinseibank.com)
E-Mail: Shinsei_PR@shinseibank.com

金融リデザイン
Redesigning Finance