

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

Shinsei Bank Selected for 2022 Bloomberg Gender-Equality Index

Tokyo (Thursday, January 27, 2022) --- Shinsei Bank, Limited (“Shinsei Bank”) announced that it has been selected for 2022 Bloomberg Gender-Equality Index (GEI) for the third consecutive year. The GEI is a gender equality index developed by Bloomberg to evaluate corporate gender equality, the efforts to improve the working environment, information disclosure, and performance. The 2022 GEI selected 418 companies globally including 12 Japanese companies as outstanding companies.



The Shinsei Bank Group has prioritized diversity as an important management objective and has been promoting diversity and inclusion. In particular, we have been focusing on initiatives to promote women’s active participation in the workplace. As one of the initiatives, we have established the female talents development program in which supervisors and executives of direct reporting lines are responsible for development of the women through their work. In addition, we have introduced a sponsorship system in which executives aside from the reporting line of the women are involved in support as sponsors of the women. In this way, we are actively working to develop women’s careers. This program has been introduced in the Best Practices for Empowering Women at Each Career Stage 2021 of the Nippon Keizai Dantai Rengokai (Japan Business Federation)*¹. In addition, we have elaborated on positive impact the program has on management due to an increase in the ratio of female executives (directors and audit & supervisory board members) in the round-table discussion among the female executives in our Integrated Report 2021 *².

Currently the Shinsei Bank Group is offering options for working styles tailored to each employee under the “Redesigning Workstyle” initiative to support both work and life, regardless of gender, while promoting free working styles that are not limited by time and place, such as expanding the telecommuting system and satellite offices for all employees, and also introducing a childcare leave support system for men.

We will continue to create an environment in which people with diverse backgrounds and perspectives interact to create innovations and engage in friendly competition, which will lead to the sustainable growth of the organization. At the same time, we will contribute to the realization of a society that is rich in diversity.

■ Promoting Diversity of Shinsei Bank Group



*1 Nippon Keizai Dantai Rengokai (Japan Business Federation) in Japanese

<https://www.keidanren.or.jp/policy/woman.html>

*2 Integrated Report 2021

<https://www.shinseibank.com/corporate/en/ir/arir/2020.html>

Reference: press release from Bloomberg

<https://www.bloomberg.com/company/press/bloomberg-2022-gei/>

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)

Shinsei_PR@shinseibank.com

金融リデザイン
Redesigning Finance