

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

## Shinsei Bank Selected as a “Nadeshiko Brand” for Fiscal Year 2021

Tokyo (Tuesday, March 22, 2022) --- Shinsei Bank, Limited (“Shinsei Bank”) announces that it has been selected as a “Nadeshiko Brand” for the first time by Japan’s Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange, Inc. (TSE). The Nadeshiko Brand, launched in Fiscal Year 2012, is an initiative aiming to introduce certain TSE-listed enterprises that are outstanding in terms of encouraging women’s success in the workplace as attractive stocks to investors who place emphasis on improving corporate value in the medium to long-term, thereby further enhancing the interests of investors in such outstanding enterprises and accelerating efforts to encourage women’s success in the workplace.



The Shinsei Bank Group (“The Group”) has articulated in the Group Sustainability Management Policy that it regards human resources as the source of sustainable growth in the corporate value. Accordingly, to engage in human capital is our vital strategy in the sustainability management. The Group considers diversity and inclusion to be particularly important part of the initiatives and has declared to actively develop them.

In promoting women’s empowerment, the Group Women’s Activity Promotion Committee, established in February 2018, is composed mainly of the top management of business divisions and directors of Group companies. As one of the initiatives, we have established the female talents development program\*<sup>1</sup> in which supervisors and executives of direct reporting lines are responsible for development of the women through their work. We have also introduced a sponsorship system in which executives aside from the reporting line of the women are involved in support as sponsors of the women.

This year, the Group held a Shinsei Women’s Week 2022 at the same time of the International Women’s Day (March 8). During the week, it provided the Group’s employees with various programs such as a speech by Ms. Hiroko Sasaki, an outside director of Shinsei Bank, a webinar on balancing work and childcare by Mr. Tetsuya Ando, founder and representative director of Fathering Japan, with the male employees who took childcare leave, a panel discussion by female sales staff, and a webinar on promoting women’s empowerment at our overseas group companies in Vietnam and New Zealand. In addition, we held action events in which every employee could express their support for gender equality and women’s empowerment by putting on something yellow (mimosa color), changing the web screen with the symbol color and sharing their photos on the intra-company SNS.

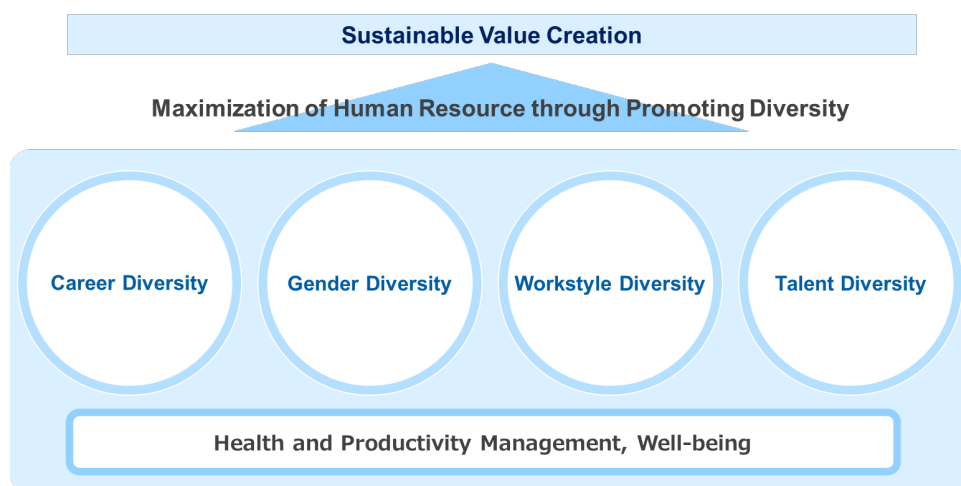
We will continue to create an environment in which people with diverse backgrounds and perspectives interact to create innovations and engage in friendly competition, which will lead to the sustainable growth of the organization. At the same time, we will contribute to the realization of a society that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

The Nadeshiko Report for Fiscal Year 2021 by METI in Japanese  
<https://www.meti.go.jp/policy/economy/jinzai/diversity/nadeshiko.html>

\*1 The female talents development 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) as well as Gender Equality Case Studies: Diversity and Inclusion – Initiatives of 24 Japanese Companies published by Global Compact Network Japan (GCNJ) which is a local network of UN Global Compact. In our Integrated Report 2021, we elaborated on the round-table discussion among the female executives (directors and audit & supervisory board members), where positive impact on management brought by an increase in the ratio of female executives was discussed.

Nippon Keizai Dantai Rengokai (Japan Business Federation)  
<https://www.keidanren.or.jp/policy/woman.html>  
Global Compact Network Japan (GCNJ)  
<https://www.ungcnj.org/activities/topics/detail.php?id=466>  
Shinsei Bank Integrated Report 2021  
<https://www.shinseibank.com/corporate/en/ir/arir/2020.html>

■ Promoting Diversity of Shinsei Bank Group



■ SHINSEI Women's Week 2022



**SHINSEI Women's Week  
2022**  
3.7 (Mon) -3.11(Fri)


Webinar


<b>3.7</b> Mon	<b>Round Table with Women Executive Officers for women within ten years of working experience</b>
<b>3.8</b> Tue	<b>Speech on International Women's Day "Diversity and Inclusion in a Transformation Age"</b> Speaker: Hiroko Sasaki, outside director, Shinsei Bank
<b>3.9</b> Wed	<b>Promotion of Women's Empowerment in the Workplace at Overseas Group Companies : M Credit and UDC</b>
<b>3.10</b> Thu	<b>Balancing Childcare and Work "Men's Childcare Leave is the Best Pin of the Bowling to Change the Society"</b> Speaker: Tetsuya Ando, founder and representative director, Fathering Japan
<b>3.11</b> Fri	<b>Networking by Female Sales Staff (Panel Discussion)</b>

Action Event


3.7(Mon)- 3.11(Fri) Anyone can participate in the event during the period

- 1 Declaration of willingness to promote the active participation of women and to support the empowerment of women**

  
 Changing the web screen

  
 Putting on mimosa color
- 2 Intra-company SNS**

Post on action events, women's empowerment, and diversity and inclusion by yourself, or with your department/team, or with anyone.





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*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>*

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