

## Approach to Nurturing Human Capital

### What the SBI Group Considers to Be “Promising Individuals”

“Promising” does not refer solely to an individual’s ability to contribute to the earnings of a single division or company. The SBI Group also wants to nurture individuals, those who have a strong desire to contribute to the economy and society in many ways. Such individuals must acquire resolute ethical values, outstanding business expertise, an international perspective, and the capacity to make bold business decisions. The SBI Group strives to develop as many “promising individuals” as possible who will play important roles in leading Japan’s future.

Until recently, the SBI Group hired primarily experienced individuals. However, in FY2005, the Group started recruiting university graduates for the first time, which resulted in 226 new university graduates joining the SBI Group over the five years since FY2006. The objective is to recruit individuals with the potential to advance to senior executive positions, where they will oversee the continued growth of the SBI Group, and to increase the number of employees who will pass on the Group’s unique corporate culture to the next generation of employees.

### Efforts to Nurture Human Capital Through the SBI Graduate School

The SBI Group comprehensively supports the SBI Graduate School, which was established to engage fully in nurturing human capital.

Yoshitaka Kitao, CEO of SBI Holdings, serves as President of the school and Chairman of the Board of Regents. Courses cover a broad spectrum of subjects, including Mr. Kitao’s philosophy concerning contributions to society. A central objective of the graduate school is to nurture the development of individuals who have a thorough grounding in ethical values and scientific management theory. To accomplish this, the SBI Graduate School emphasizes both “moral education” and “practical lessons.” By nurturing management with such talents, we will not only ensure the sound development of the Japanese economy, but also contribute to the creation of professionals capable of demonstrating leadership on the world stage.

The SBI Graduate School’s goal is to assist individuals to quickly develop into leaders who can play key roles in Japan’s

future. This is why the school welcomes applications from a broad range of individuals who already have working experience. To make classes accessible to individuals with full-time jobs, the school provides Internet-based e-learning, where most classes have no restrictions in terms of time and location. Also, from December 2009, we started mobile learning courses offered on the iPod touch, iPhone and other smart mobile devices and, from April 2010, individual unit courses that allow individuals to take only necessary courses over a short period have been offered (transferrable to full-time studies). This enables us to offer business people with time restraints an environment to freely control their time and study, and helps to further increase the level of convenience for adult students. In November 2009, the SBI Graduate School held the “SBI Business Plan Contest 2009” jointly with SBI Investment Co., Ltd. to discover talents and business plans that would spur Japan’s industry, economy and society, and to provide support for commercializing those business plans.

### Major Events at the SBI Graduate School

- May 2006 : Establishment of SBI University Co., Ltd. to nurture human capital
  - Open-door seminars led by instructors who can guide students to develop their skills, for example, Kong Jian, Steve Chang (the founder of Trend Micro) and Masayasu Yasuoka
  - Preparation for the establishment of a graduate school
- Apr. 2007 : Submitted application to Ministry of Education, Culture, Sports, Science and Technology to establish a graduate school
- Dec. 2007 : Received permission to establish the SBI Graduate School
- Apr. 2008 : Began operation of the SBI Graduate School
  - A professional educational institution for the development of entrepreneurs
  - Education system utilizing e-learning based on the latest advances in technology
- Nov. 2009 : Hosted the SBI Business Plan Contest 2009
- Mar. 2010 : Held a graduation ceremony for the students of the first inaugural class
- Apr. 2010 : Started offering individual unit courses

In the Future:  
Establish alliances with business schools overseas



Image of a course transmitted on the iPhone



Degree awarding ceremony of the SBI Graduate School

