

INITIATIVES TOWARDS DEVELOPING TALENT

Based on our belief that talent recruitment emphasizing a range of human qualities and the nurturing of valuable human resources is indispensable for providing value and services that suit our customers' needs, the SBI Group has embarked on a Human Capital Value Campaign.

Furnishing Open Employment Opportunities

The SBI Group's recruitment process values not only the work experience and skills as professionals, but also places great emphasis on human qualities. Qualities such as being standout personalities who also demonstrate competency in their work, are valued regardless of sex, educational background, or nationality. In the college recruitment process, we have been hiring new graduates from a diversity of backgrounds, who possess future promise, under the hiring standards introduced in FY2006. We follow the policy of providing opportunities for the best people who are hired without prejudice, whether mid-career or newly graduating.

Dealing Fairly with Aspirations

Our dealings with employees emphasize not only the result, but the process that leads to the result. Every six months, assessments are conducted in which a total grading is made according to experience, ability, and contribution to the bottom line, based on achievement of the period's objectives, in a policy we call "Rewarding success to those who make a difference and offering positions to knowledgeable people with good business sense."

Initiatives toward Development of Promising Talent

The promising talent we endeavor to develop extends beyond those who contribute to the bottom line in a given department or company, and covers employees with strong aspirations to make broad contributions to the economy and society. We have found that such individuals possess high-level business expertise, share an international perspective and are equipped with a solid moral viewpoint, as well as the ability to execute. SBI Graduate School, which is entrusted with certain in-house training primarily for new employees and offers self-motivated employees a place for training, provides an opportunity for human learning through an emphasis on moral training with a key focus on enhancing people skills, in addition to a focus on intellectual training. The educational program incorporates the latest knowledge in running a business, and provides an opportunity for jitsu-gaku, or practical study. The general intent is to foster "promising talent" through diligent studies and mutual dialog among people with diverse backgrounds and personalities, and not just to absorb knowledge.

SBI Graduate School

The SBI Graduate School focuses on businesspersons with high aspirations by placing a key focus on nurturing promising talent, and assisting them to direct their energy towards the good of the

economy and society in Japan and the world. Its objective is to produce talented individuals who are endowed with a solid knowledge base, encompassing a moral viewpoint and execution ability, who can extend their talents beyond profit contributions in any given department or company, with a sense of initiating broad contributions to the economy and society, who possess a high-level of business expertise, and have an international perspective. A wide variety of professors and lecturers are invited with the intent of developing "the human personality" through promotion of a broad-minded moral education, and cultivating a moral standpoint and human ability that a business manager or leader cannot do without, through a study of such subjects as Chinese classics as represented by the "Analects of Confucius" and "the Art of War," as well as providing a practical education related to the field of business.

One special feature of the SBI Graduate School is instruction offered through the leading e-learning system, where anyone with an Internet connection and a PC can attend a class. Since the Graduate School is certified by the Ministry of Education, Culture, Sports, Science and Technology, it grants the degree of MBA in Business Management to those who fulfill graduation requirements.

In the pursuit of enabling promising talent to positively demonstrate their abilities, the SBI Group further provides its full support to graduates with a superior record, who take the initiative to start a new business or expand a line of business.



SBI Graduate School commencement and entrance ceremonies



Training hall for implementing business plans