

For Immediate Release

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

Shinsei Bank's Participation in the Male Leaders Coalition for Empowerment of Women

Tokyo (Thursday, April 28, 2022) --- Katsuya Kawashima, President and CEO of Shinsei Bank, Limited, has joined the Male Leaders Coalition for Empowerment of Women, a coalition formed and supported by the Cabinet Office of Japan. We will endeavor to broaden and deepen our network with male leaders from various industries across the country to accelerate our efforts in the areas of gender equality and women's empowerment.



The Shinsei Bank Group ("The Group") has articulated in the Group Sustainability Management Policy that regards human resources as the source of sustainable growth in corporate value. Accordingly, engagement on human capital management* is our vital strategy in order to achieve sustainability management. The Group considers diversity and inclusion as a notably important initiative and has declared for proactive development.

In promoting women's empowerment, in February 2018, the Group established the Diversity Promotion Department and the Committee on Promoting the Role of Group Women in the Workplace, composed mainly of the senior management of business divisions and executives of Group companies, to proceed with the initiatives.

* Initiatives for Employees of the Group:

<https://www.shinseibank.com/corporate/en/policy/esg/employee.html>

* Sustainability website of the Group: <https://note-sustainability.shinseibank.com/>

[Examples of recent initiatives, awards and accreditation]

- In March 2022, the Group held a five-day Shinsei Women's Week 2022 in time with the International Women's Day. During the week, it provided the Group's employees with opportunities, through webinars and activities, to learn and comprehend gender equality, women's empowerment, diversity and inclusion.
- In March 2022, Shinsei Bank was newly selected as one of the "Nadeshiko Brands" – TSE-listed enterprises that stand out in terms of encouraging women's advancement in the workplace.
- In April 2022, Shinsei Bank received the "Eruboshi" (three stars) certification as a company with excellent implementation status of efforts related to women's participation and advancement under the Act on Promotion of Women's Participation and Advancement in the Workplace.

The Group continues 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.

■ Male Leaders Coalition for Empowerment of Women

The Male Leaders Coalition for Empowerment of Women is a collective of corporate executives promoting initiatives in line with the Declaration of Action to promote gender equality and the advancement of women,

and to accelerate the initiatives of companies by building networks among participants to share initiatives, issues and challenges. The coalition also contributes to building social momentum for gender equality and women's activities through opportunities for participants to proactively communicate their thoughts and initiatives to the public.

At present, around 270 people, including business executives, governors and mayors, are members of the coalition. For more information, please refer to the following URL or QR code.

https://www.gender.go.jp/english_contents/mge/declaration/index.html



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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>

For further information, please contact:

Group Investor Relations & Corporate Communications Division

Shinsei Bank, Limited (www.shinseibank.com)

Shinsei_PR@shinseibank.com (Inquiries for the media)

Shinsei_IR@shinseibank.com (Inquiries for investor and shareholder relations)

