

GMO-PG Selected “Great Place to Work” 2017

- Awarded for second consecutive year for unique human resources development, welfare and benefits -

Once again, GMO-PG has been selected best company to work for in the 2017 rankings for “Best Workplaces Japan”.

GMO-PG believes that the honor for the second consecutive year is a result of its initiatives to share its vision with all of its partners (employees), aiming for continued growth for the company and its businesses based on the concept that “a company is its people” while making efforts to create a good environment for people to work and a unique human resources training system.

GMO-PG will continue to aim to become an even more worthwhile company to work for as it strives to offer comprehensive payment services that are safe, secure, and offer peace of mind to its customers.

* Please see the “GPTW Japan” website for “Best Workplaces Japan 2017” rankings.

URL : <https://hatarakigai.info/ranking/>



【Background】

“Best Workplaces Japan” is an awareness study conducted on employees at companies entered in the ratings for a survey that has been conducted in more than 50 countries throughout the world for more than two decades. The survey defines “a great workplace” as “a company where employees trust the company, its leaders, and its managers, have pride in their work, and are able to feel a sense of solidarity with their colleagues” and positions the five elements “trust”, “respect”, “fairness”, “pride”, and “solidarity” as the components that make a company worth working for.

For two years running, GMO-PG has been selected a best company in the 2017 rankings for the category for companies with 100 to 999 employees. Based on its belief that “a company is its people”, GMO-PG has been aiming to realize its corporate objective to achieve “a continuation of its 25% growth in operating profit” and sharing its future vision for the company and its business with all of its partners for sustained growth in the

medium and long term as an organization that moves forward together, which it feels had led to the satisfaction to work among each and every one of its partners.

【About GMO-PG’ s initiatives for human resources development, benefits and welfare】

GMO-PG offers a unique human resources development program and welfare and benefits initiatives so that each and every one of its partners will be able to feel like they are “an owner” of the company, enjoy a strong sense of pride and awareness, and continue to make efforts to improve themselves as they aim to become professionals.

1. An array of human resources development programs such as training in special skills and manager development

The company holds study sessions with managers, beginning with the president, on such areas as corporate culture, business expertise, and specialized knowledge. It also conducts an array of human resources development initiatives such as training for managers, training in special skills by breakdown of job classification, and programs for the development of executives.

2. A structure that allows individuals to determine their own career path

To enable each partner to determine and develop their own career path, the company employs a “career design system” that offers partner a chance to present their desires for transfers or job rotations once a year, based on their visions for their growth and the job details and skills that they would like to acquire.

The company also offers a “Year-Round Recruitment of Potential Talent”, where new graduates can choose to join the company in October as well as the usual April period, and they may also decide where they would like to be placed, an initiative to promote the motivation. With these systems, the company has built a framework where individuals can determine their own career path and grow.

There are also opportunities for partner to make challenges even if they may still be young, a structure where individual capacities are evaluated regardless of gender or nationality, and a “360-degree appraisal system” in which subordinates evaluate their superiors, as the company makes efforts to facilitate an environment where all staff are evaluated fairly and are able to develop themselves.

3. Welfare facilities and other steps for creating an environment for people to work comfortably

As part of its welfare and benefits, GMO-PG makes efforts to create an environment where its people are able to work with high levels of motivation, for example by hosting special training abroad in the form of a convention for its excellent staff. The GMO workplace is also equipped with communication areas operated by the GMO Internet Group that is available 24 hours a day, complete with free food and drinks, as well as welfare initiatives which include an in-house nursery, massage facilities, an area for taking naps. A concierge service is also available for cleaning arrangements, bookings for restaurants and facilities for welcome and farewell events, and the proxy purchasing of gifts, enabling partners to focus on their work.

4. A unique system based on GMO-PG’s corporate culture, “a mindset of appreciation”

GMO-PG hopes that its partners will treasure the “feeling of gratitude”, a corporate culture of the company, and offers unique measures in addition to its general allowances, which include “an allowance to express devotion to one’s parents” and an allowance as “educational endowment assistance” which offers support to

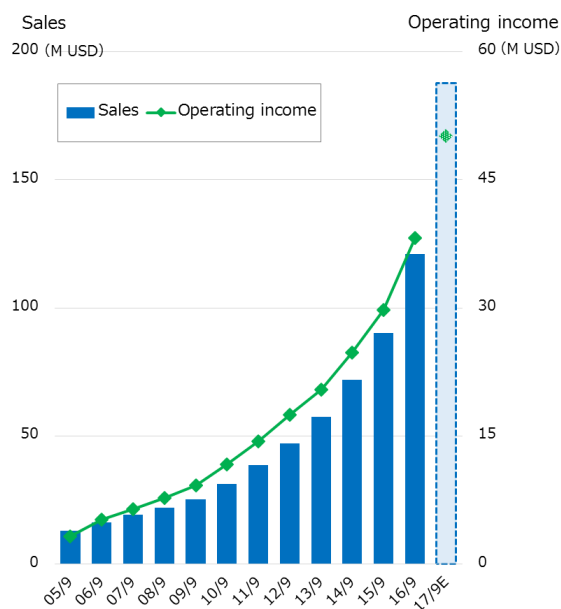
employees on insurance premiums for their children’s schooling. Needless to say, the company also offers “maternity leaves” and “childcare leaves” to support pregnancy and childcare, as well as “maternity leaves for spouses” and a “family support system (support for active efforts to bear children)” so its staff who experience childbirth and child-raising can work with peace of mind.

【GMO Payment Gateway】

GMO-PG offers comprehensive payment services and financial services to 81,990 merchants (as of December 2016, GMO-PG Group) including operators of online shops and sellers of digital content; operators who collect recurring monthly payments, such as NHK and those who offer subscription purchases; and public organizations such as Japan Pension Service and the Tokyo Metropolitan Government.

Services for added value such as online advertising services that contribute to boosted merchant sales, focused chiefly on payment services. Supplying loans and other financial services that support the growth of merchants from a funding perspective and actively engaging in overseas initiatives like overseas payment services, the yearly payment amount processed by GMO-PG about 20 billion USD.

GMO-PG aims to enable both consumers and businesses to enjoy payment methods that are convenient and equipped with high levels of security and to serve as the infrastructure for payment processes in Japan. GMO-PG will promote initiatives for new innovation such as FinTech and contribute to improving the rates of e-commerce in Japan as a leading company in the payment industry.



< Changes in Consolidated Performance >

【Related Links】

•GMO-PG URL : <http://corp.gmo-pg.com/en>

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