

February 9, 2018

## GMO-PG Selected “Great Place to Work” 2018

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

Once again, GMO Payment gateway, Inc. (GMO-PG) has been selected best company to work for in the 2018 rankings for “Best Workplaces” by Great Place to Work (R) Institute Japan (hereinafter “GPTW Japan.”) GMO-PG believes that the honor for the third 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 continued efforts to provide a better welfare program 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 safe and secure services and offer peace of mind to its customers.

\* Please see the GPTW Japan website for “Best Workplaces” Japan rankings for 2018.

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



### 【Background】

“Best Workplaces” by GPTW Japan is an awareness study conducted on employees at companies entered in the ratings for a survey that has been conducted in approximately 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 three years running, GMO-PG has been selected a best company in the 2018 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. GMO-PG feels that the key to winning the award for three straight years was the continuation of these attempts raising 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 future executive development**

The company holds study sessions with managements, 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 choose where they would like to be placed after getting a taste of each division during a training period to promote the motivation. With these systems, the company has built a framework that provides employees with a better awareness of “designing one’s own career path” and develops them.

There are also opportunities for partners to take on 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. They include “an allowance to express devotion to one’s parents,” an “educational endowment assistance” allowance which offers support to employees on insurance premiums for their children’s schooling, and a “life plan allowance” that promotes its

partners to design their life plan. Needless to say, the company also offers “maternity leaves” and “childcare leaves” to support pregnancy and childcare, as well as “maternity leaves for spouses,” a “family support system (support for active efforts to bear children)” and “staggered-work hours” 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 82,349 merchants (as of September, 2017), including operators of online shops, operators who collect recurring monthly payments such as NHK, and public organizations such as National Tax Agency and Tokyo Metropolitan Government. On top of its core payment-related services, the leading company in Japan’s payment space provides value added services such as online advertising service that contributes to boost sales of merchants and a loan service which provides working capital to support merchant growth. Its transaction value has reached over 2.5 trillion yen per annum. The company is also expanding its business portfolio that includes solution business to financial institutions, overseas business based on capital alliances with overseas PSPs or payment companies, etc.

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 process in Japan. Driving innovations, GMO-PG has and will contribute to promote E-commerce and a cashless society.

### **【Related Links】**

- GMO-PG (Service) URL : <https://www.gmo-pg.com/en>
- GMO-PG (Company Profile) URL : <https://corp.gmo-pg.com/en>

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