

Daiwa Securities Group Inc.

FY2019 Management Strategy

May 21, 2019 Seiji Nakata, President and CEO Daiwa Securities Group Inc.

FY2019 Management Strategy



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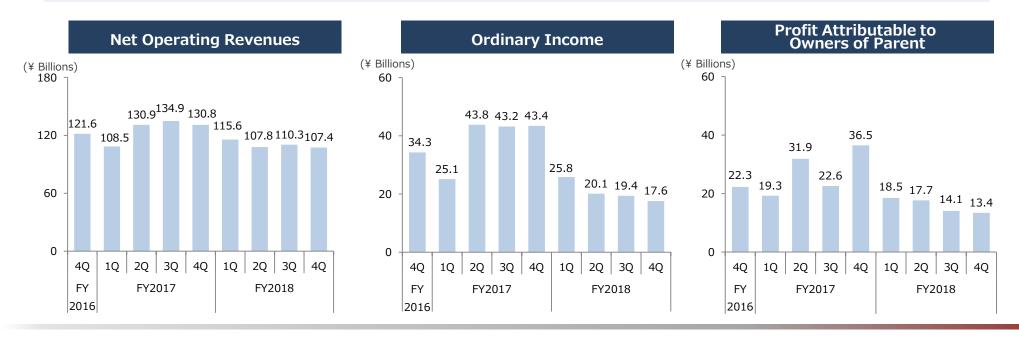
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I - Overview of Year 1 of the Medium-Term Management Plan

FY2018 Consolidated Earnings Results

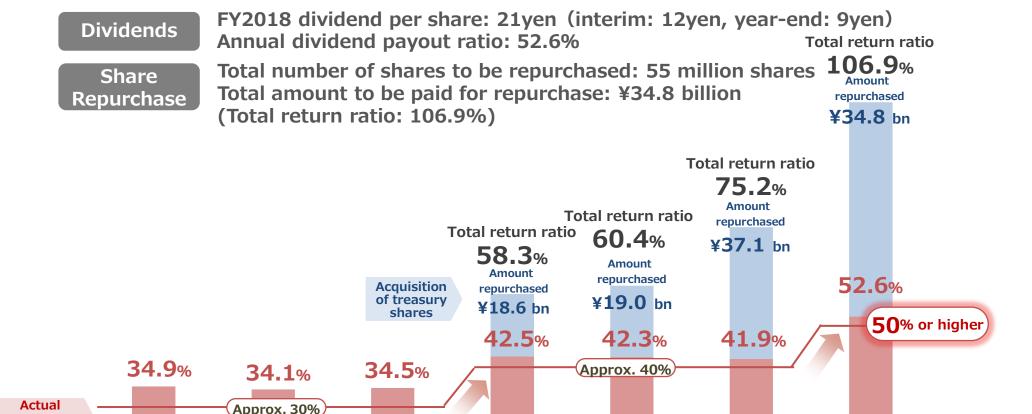


Consolidated earnings results	FY2018 1Q-4Q	% Change vs FY2017	FY2018 4Q	% Change vs 3Q/FY18
Net operating revenues	¥441.2 bn	-12.7%	¥107.4 bn	-2.5%
Ordinary income	¥83.1 bn	-46.6%	¥17.6 bn	-9.3%
Profit attributable to owners of parent	¥63.8 bn	-42.3%	¥13.4 bn	-5.0%



I - Overview of Year 1 of the Medium-Term Management Plan Shareholder Return





"Passion for the Best"2014 "Passion for the Best"2017 "Passion for the Best" 2020 (FY2012-FY2014) "FY2015-FY2017" (FY2015-FY2017) (FY2018-FY2020)

29

FY2015

12

Year-end

17

Interim

26

FY2016

13

Year-end

13

Interim

28

FY2017

15

Year-end

13

Interim

21

FY2018

9

Year-end

12

Interim

15

FY2012

12

Year-end

3

Interim

34

FY2013

17

Year-end

17

Interim

30

FY2014

16

Year-end

14

Interim

payout ratio (full year) Dividends

> per share (yen)

I - Overview of Year 1 of the Medium-Term Management Plan Progress Toward Quantitative Goals



Achieved a certain measure of success on customer oriented KPI, while progress on performance KPI has been slow.

Customer-oriented KPI (Daiwa version of NPS®)

Improvement in score



■ Steps to improve scores will be taken as needed

Customer-oriented KPI (Assets Under Custody)





Performance KPI (ROE)

10% or higher



Performance KPI (Ordinary income)

¥200 billion or more (FY2020)



Finance KPI (Consolidated total capital ratio)

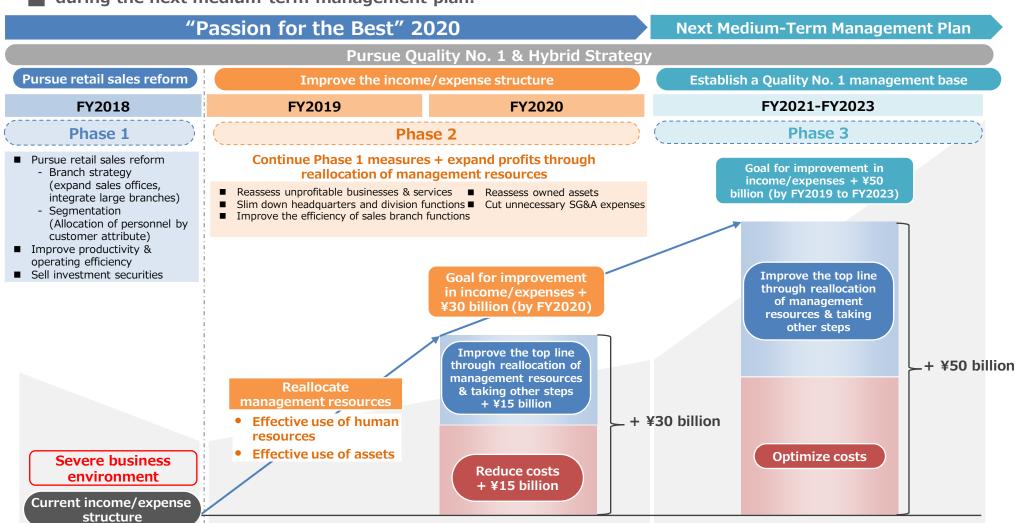
18% or higher



Road Map to Reforming Income/Expense Structure (Overall View)



Pursue a total improvement of 30 billion yen in income and expenses during current medium-term management plan (by increasing the top line and reducing costs), and strive to accumulate greater gains during the next medium-term management plan.



Reforming the Income/Expense Structure Phase 2: Reallocation of Management Resources



Reduce costs

Reduce costs by ¥15 billion, mainly by reassessing unprofitable businesses and services and reducing unnecessary SG&A expenses.

Improve top line

Increase the top line by ¥15 billion by creating a human resource pool and reallocating management resources to strategic business areas, mainly by slimming down headquarter and division functions and improving the efficiency of sales branch functions.

Plan for improving income and expenses in Phase 2 Increase the top line by reallocating management resources to strategic business areas Reallocate human resources **Reallocate assets** Increase the top line **Implement** Strengthen hybrid businesses Strengthen existing businesses through reallocation of measures management resources **Financial consultants** New business personnel and taking other steps aimed at Investment in strategic + ¥15 billion External partnership revenue business areas, etc. M&A personnel/IPO personne personnel expansion Wealth management personne **Reallocation of Management Resources** Cut unnecessary SG&A expenses Reassess owned assets Improve the efficiency of sales branch functions Slim down Reduce costs headquarter and + ¥15 billion division functions Reassess unprofitable businesses and services

Three-Pillars Retail Strategy

Contacts



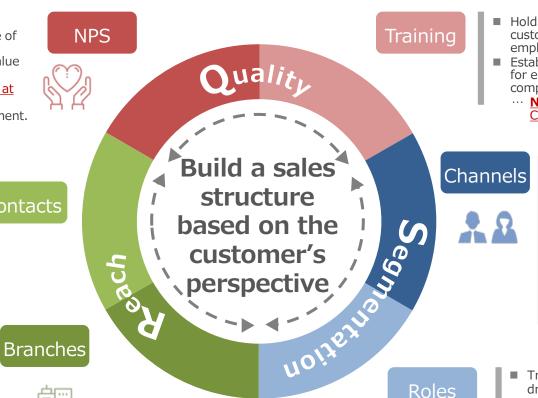
The retail business still has enormous growth potential. We aim to grow as more sustainable core business by further strengthening the customer-oriented sales system based on NPS.

- The Daiwa version of NPS ® was introduced to visualize the degree of customer satisfaction and as an indicator for sharing a sense of value internally.
 - ··· We have already introduced it at **All** branches
- We will aim for ongoing improvement.
- Established better communication rules to increase contact with customers.
- Contact customers efficiently and effectively based on transaction data analysis.
- Be thorough in area marketing, expand the number of small, low-cost sales offices, and work to expand points of contact with customers ···

No. of sales offices: 43 Total number of branches:

160 (in Japan)

* as of March 31, 2019



- Hold Ouality No. 1 Meetings to develop a customer-oriented mindset among all employees.
- Establish a new Q Road training program for employees who have been in the company for 3-5 years
 - ... **No. 1** in the industry in the number of CFP certification holders: **796** holders
 - * as of March 31, 2019

Optimize channels according to customer attributes and life stages, for elderly customers, customers in the asset-building stage, etc.

Elderly customers Anshin Planner

Asset-builders

Financial Consultants

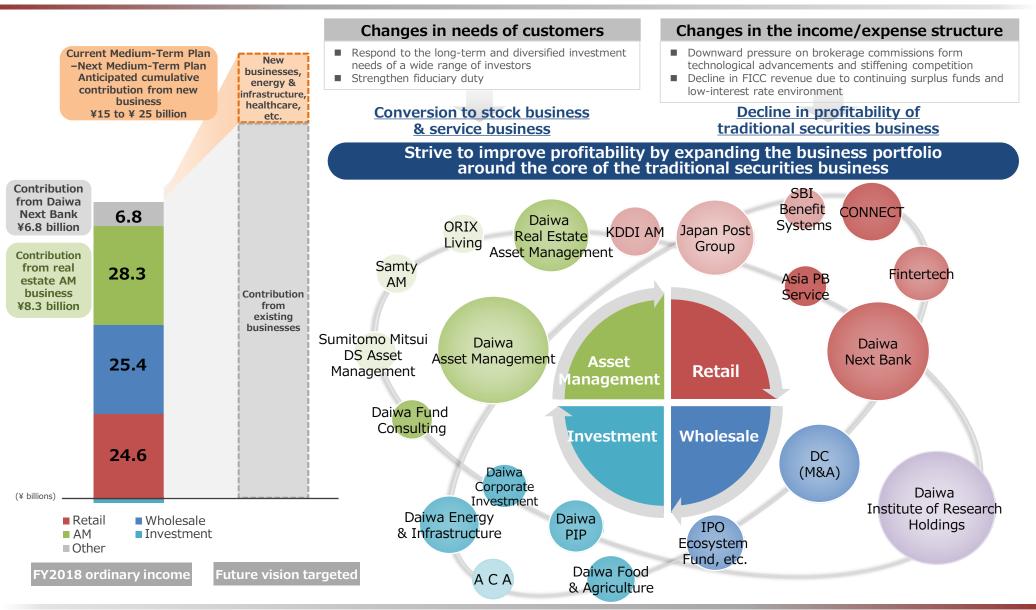
···Anshin Planner: 70 branches Financial Consultants: 72 branches

%as of April 30, 2019

Transition from a headquarterdriven sales structure to a bottomup sales structure driven by individual branches, based on customer needs.

Expand the Daiwa Ecosystem



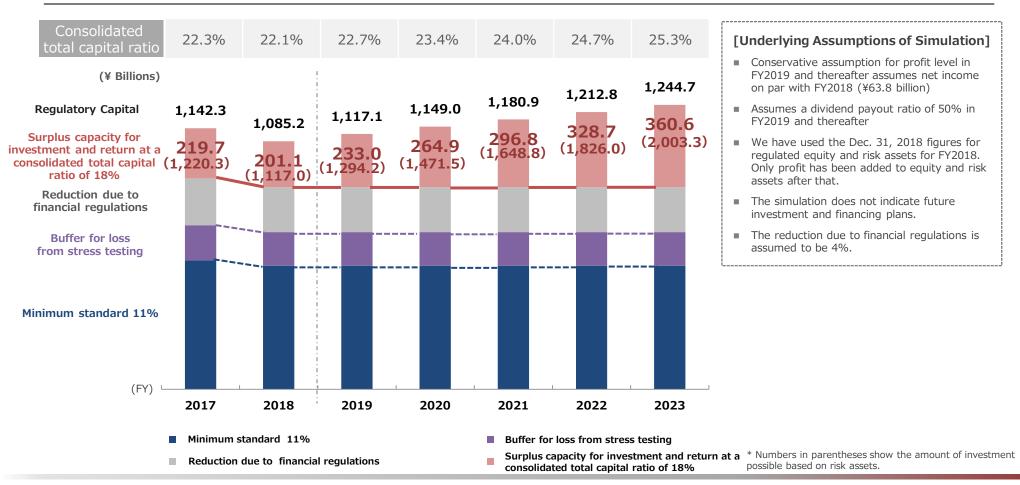


Capital Policy



The financial status of Daiwa Securities Group is very sound, even when considered under the new Basel regulatory framework. We have adequate surplus capital for shareholder returns and investment in growth.

Simulation of Surplus Capacity for Investment and Shareholder Return





Ⅲ- Progress on Division Strategy & Future Initiatives

New Collaboration in the Asset Building Area



An agreement has been reached on proceeding with consideration of collaboration with the Japan Post Group in supporting asset building of Japanese individuals.

We will proceed with building a framework for cooperation on development of discretionary investment services and other new consulting services.

JAPAN POST HOLDINGS P JAPAN POST BANK **Network** Number of post offices nationwide: Network Number of domestic branches: 160 Approx. 24,000 21 countries & regions worldwide (Japan Post Bank: 233 retail locations) Customer As of March 31, 2019 **Expertise** Number of ordinary savings accounts: base Approx. 120 million Founded 117 years ago, extensive experience, knowledge, and resources in discretionary Individual savings deposit balance: investment accumulated over 15 years Approx. ¥180 trillion As of March 31, 2019 Discretionary investment balance (¥ Billions) (Daiwa Securities) * Figures at fiscal year-end 6,000 4,000 2,000 (FY) 2012 2013 2014 2015 2016 2017 2018

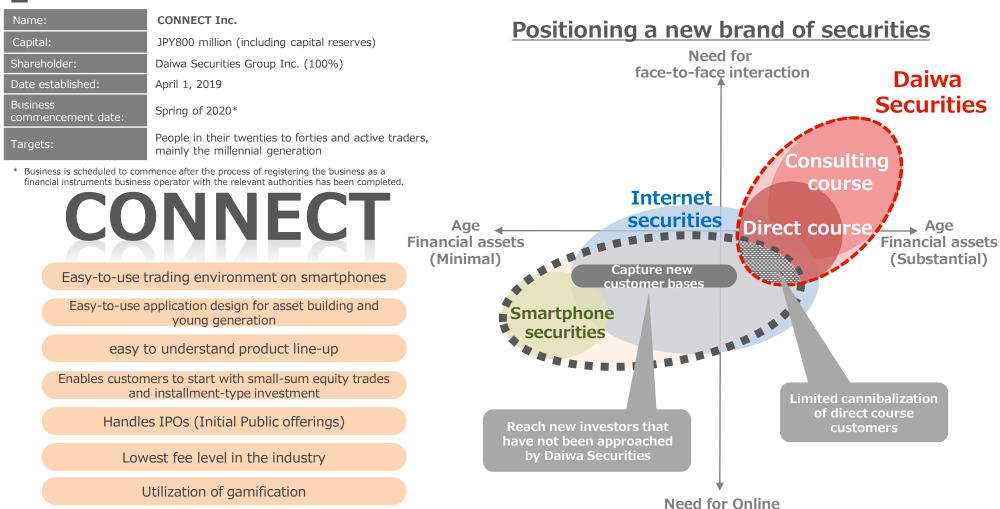
Support medium and long-term asset building according the lifestyle and needs of each individual customer

Make mutual use of management resources to accelerate the transition from savings to asset building in Japan

III- Progress on Division Strategy & Future InitiativesNew Initiatives Aimed at Capturing Asset Builders



Preparations are underway on establishing CONNECT, a new brand for providing financial services customized for smartphones. This is mainly targeted at beginning investors and asset builders.

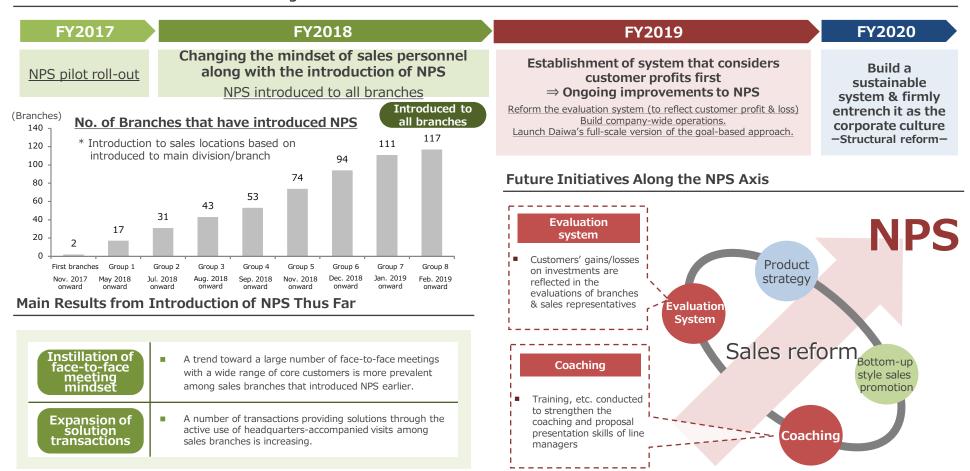


Evolution of a Sales Structure Based on the Customer's Perspective



NPS as customer satisfaction indicators have already been introduced in all branches. In the future a structure that considers customer profits first will be implemented by reforming the evaluation system for branches and sales representatives as the axis for improving NPS.

Roll-out Phase with NPS as the Driving Force

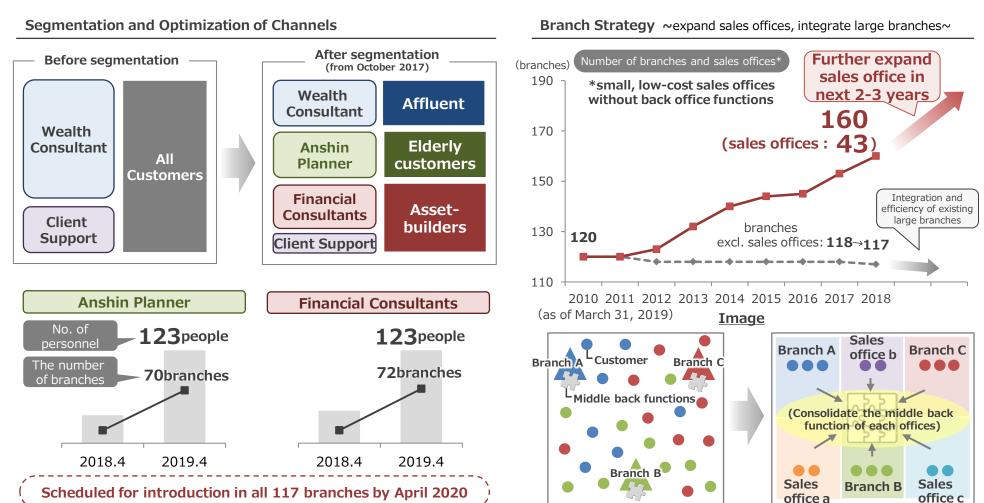




Further Expansion of Face to Face Contacts



Accurately capture diversifying customer needs by optimizing channels. Expand flexible and low-cost sales offices in the next few years, while continue to improve the efficiency of existing branches.

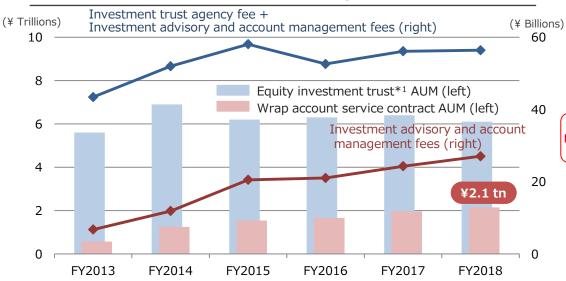




Ongoing Expansion of the Stable Revenue Base by Providing the Optimal Products and Services

Continue to expand stable revenues by strengthening the functions and lineup of products and services that are appealing to customers. Expansion of foreign currency deposit at Daiwa

Next Bank also contributes to stable revenue. AUM and Fees for Investment Trusts and Wrap Account Services (Daiwa Securities)



Evolution of Wrap Account Services that Meet Customers' Needs

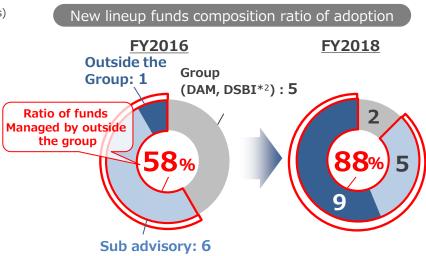
services used in new contracts of Daiwa Fund Wrap Premium (from July 2018 to March 2019) **Inheritance beneficiary** designation service 17% Annual gifting service (from July 2018)

The ratio of inheritance and gift related

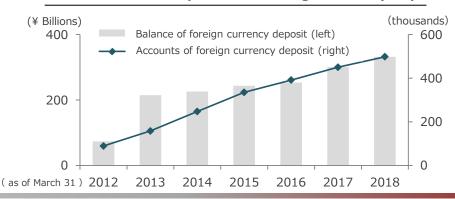
Additional services onto fund wrap premium for 100-year life

> Cashing at the time of inheritance Periodical beneficiary service

Selection of Investment Trusts by Open Architecture



Daiwa Next Bank Expansion of Foreign Currency Deposit

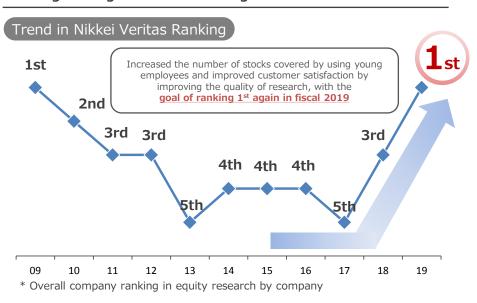


Providing Products & Services that Capture Customers' Needs



In the Nikkei Veritas Analyst Rankings, we captured 1st place for the first time in 10 years, since 2009. We work to provide diversified investment opportunities to retail customers by expanding foreign equities, foreign bonds, and forex information.

Strengthening Domestic & Foreign Research



Reasons

- Set the clear goal of ranking in the top three.
- Held high-value added events for investors by holding collaborative seminars by analysts and strategists, seminars with invited external lecturers, etc.
- Provided information based on ESG to investors and supported engagement activities.
- Hired external analysts strategically and supported the growth of young analysts.

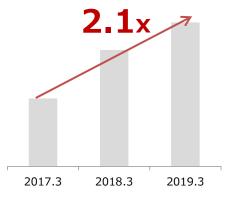
Providing Diversified Investment Opportunities

Investment needs for foreign equity

Provision of timely and clear information from overseas locations

- Medium to long term offers to spur international diversified investment
- Provision of liquidity in foreign equities, mainly U.S. equities, in Japan standard time

Foreign Equity AUC



Average performance of top 10 foreign equities in AUC

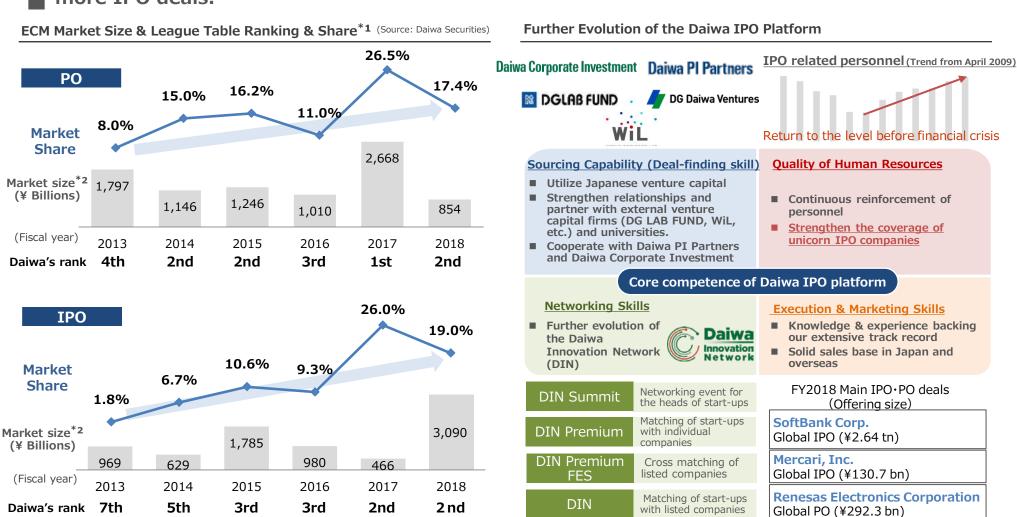


Source: Bloomberg Daiwa Securities Group Inc.

Ranking in the League Tables and Evolve the IPO Platform



Maintain a firm grip on top ranking in the PO & IPO league tables by capturing large equity finance deals. Utilize venture capital and the Daiwa Innovation Network, and work to capture more IPO deals.



^{*1} League tables show share captured in terms of value

^{*2} PO total (excluding domestic and foreign CBs and REITs)

Wholesale

GIB

PASSION BEST

Further Strengthening the Global M&A Network

Integrate DC Advisory brand name globally, and strengthen and consolidate the M&A network. Target top share in the global mid cap market in the future.

Main Initiatives (from FY2018)

■ Further deepened alliances between locations on cross-border deals

Main deals

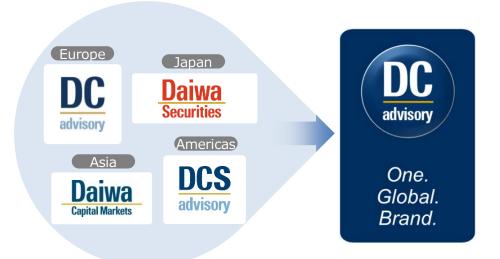
Acquisition of shares & related business assets of UPSA (France) by Taisho Pharmaceutical Co., Ltd.

Deal-size ¥180 billion Participating locations in Japan, U.S., and Europe

Opened new locations

Acquisition of Montalbán Atlas Capital of Spain (December 2018)

■ Integrated global brands of M&A advisory



M&A-related Revenues



Global Mid Cap Advisory Rankings (FY2018)*

Target inclusion in top tier in the mid cap market



Ralik	Daiwa Securities Group/DC Advisory	deals
Rank	Financial & advisory	No. of

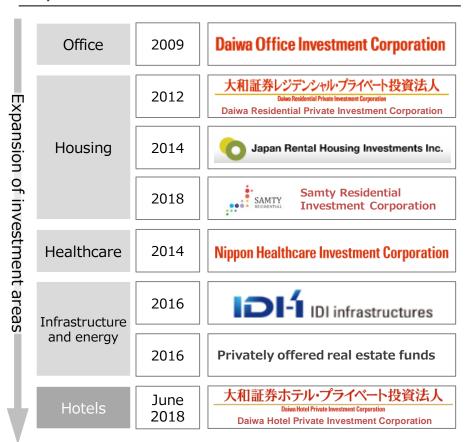
^{*} Mergermarket. M&A deals with a total transaction value of USD500 million or less in all regions. Excluding accounting firms. Disclosed deal basis.

Continue to Diversify and Expand AUM

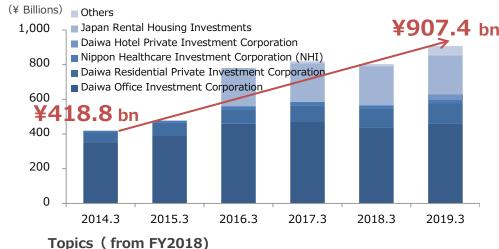


For real estate asset management, continue efforts to diversity and expand AUM to increase stable revenue and work to improve the efficiency of the business portfolio in the Asset Management Division.

Expansion of Real Estate and Infrastructure AM Assets



AUM for Daiwa Real Estate Asset Management



Expanding AUM

Integration & strengthening

Daiwa Real Estate Asset Management absorbed Mi-Casa Asset Management Inc. through a merger

Daiwa Hotel Private Investment Corporation began Expand AUM by continuous acquisition of properties

Themes of Future Initiatives

AUM expansion & diversification (consider investing in overseas assets, M&A, etc.)

Develop new financing methods (securitization schemes, crowdfunding, etc.)



Providing Solutions to Elderly Customers with the Acquisition of ORIX Living Corporation

We decided to acquire all of the issued shares of ORIX Living Corporation and make it a subsidiary. We invested in this from the perspectives of diversifying the business portfolio, synergies with existing businesses, and achieving SDGs.

Acquisition of ORIX Living



100% acquisition



Name	ORIX Living Corporation	
Business description	Operation of fee-based nursing homes and rental housing for elderly people	
Managed	 ✓ Operation of 32 facilities under the names of Good Time Living and PLATESIA (2,726 rooms) 	
facilities	√ 5 th in the number of managed rooms among residential-type fee-based nursing homes	
	✓ Pioneer in use of robots and ICT devices for elder care services	



Goal of Acquisition

Investing from the perspectives of diversifying the business portfolio, synergies with existing businesses, and achieving SDGs

Improved ability to provide retail business solutions **Greater diversification & expansion** of the business portfolio

Stronger solutions for elderly customers

Improve relationships with residents and their families. Introduce facilities to customers of Daiwa Securities.

Existing business portfolio

Contribute to "health & longevity," a priority issue for Japan.

Contributing to

achievement of SDGs

Strengthening the real estate asset management business

Further expansion of AUM

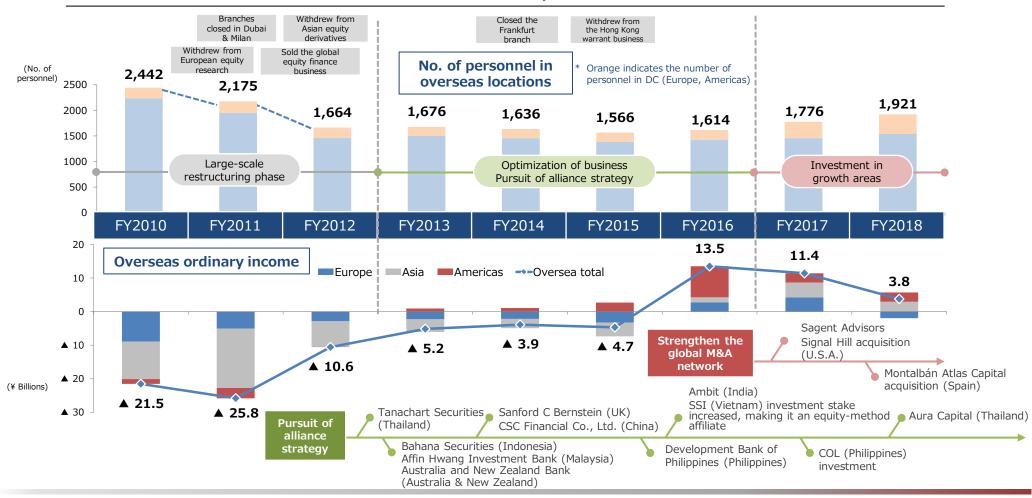
Expansion & diversification of the real estate asset management business portfolio

PASSION BEST

Overseas Business

Overseas operations have succeeded in initiatives aimed at improving business efficiency thus far, and have generated profits for 12 consecutive quarters. We will continue to strengthen the global M&A network and alliances, and will strive to provide high growth results, mainly in Asia.

Number of Personnel at Overseas Locations and Trend in Ordinary Income



IV- In Conclusion





Building a Daiwa version of an SDG value chain that will create a sustainable capital cycle

Promoting marketing of SDGs aimed at market expansion

- Strengthen promotion aimed at education and proliferation of SDGs.
- Improve financial literacy by educating people about investment via SDGs.
- Create branches and provide marketing tools that take people and the earth's environment into consideration.
- Pursue services that are easy for all customers to use.

Expanding SDG-based finance products that contribute to solving social challenges

- Expand the line-up of SDG-related products (SDG-related funds, SDG bonds, etc.).
- Expand social financing through Daiwa Next Bank deposits, crowdfunding, etc.
- Create new financial products linked to SDG marketing.
- Provide investment opportunities in unlisted companies involved in SDG-related businesses.

Daiwa's version of the SDG value chain

Strengthening engagement that accelerates the investment cycle

- Explore ways to evaluate the impact on SDGs.
- Establish an internal screening system.
- Actively communicate information on SDGs/ESG to encourage dialog.
- Provide consultation aimed at expanding disclosure of non-financial information.

Develop & support an industrial base that contributes to achievement of SDGs

- Maintain the industrial base through M&A and business succession and provide succession support.
- Develop & support start-up firms and social innovators.
- Support stimulation of local economies/support economic development in other countries.
- Use advanced technology to provide new value.
- Invest in SDG-related businesses.
- Partner with and support NPOs, etc.

Daiwa Securities Group "Make it your own" plan

Company

Employees

- Environmentally conscious initiatives
- Create a workplace that leaves no one behind
- Develop SDG-literate human resources

- Pursue reforms that improve job satisfaction.
 Communicate examples of initiatives internally & externally.
- Recognize social challenges around you.

 Take action aimed at solving problems.

IV- In conclusion

Provision of a Service to Assess Health Management that Will Contribute to Achievement of SDGs by Companies



We plan to provide a service to assess healthy management that will contribute to achievement of SDGs to companies from FY2020.

Social Background

Companies

Focus on employee health to respond to the decline in the productive labor population and prevent attrition of human resources.

The trends toward having fewer children and an aging society in Japan make improving health, longevity, and productivity pressing issues.

Importance of investing in people through health management

(Collaborative health
-Partnerships between companies
and health insurance associations-)

Health insurance associations

Proper regulation of healthcare costs is a pressing issue from the perspective of the financial pressure generated by rising healthcare costs

SDGs x "Health management"

Demand for appropriate assessment of healthy management that will contribute to achievement of SDG initiatives

Expansion of health investment



Improve ratings by capital markets, etc.

Develop assessment indicators tied to corporate value assessment

Initiatives aimed at achievement

Establish a research group aimed at launching the service

Research group on promoting health management

Consider aspects related to visualization of the results of health management initiatives

Consider investment in health that is optimized for each organization

[Research group overview]

Group term

May 2019 to March 31, 2020 (plan)

Main members

Naoki Kondo, Associate Professor, Graduate School of Medicine, The University of Tokyo

Nariaki Nishino, Associate Professor, Graduate School of Engineering, The University of Tokyo

Human Augmentation Research Center, National Institute of Advanced Industrial Science and Technology (AIST)

Daiwa Securities Group Inc.

Daiwa Securities Co., Ltd.

Daiwa Institute of Research Holdings Ltd.

Daiwa Institute of Research Ltd.

Daiwa Institute of Research Business Innovation Ltd.

Main Initiatives Aimed at Achieving SDGs



Daiwa Next Bank "Eraberu Yokin*1"

Daiwa Next Bank began offering the "Eraberu Yokin" in November 2017.



"Ouen Time Deposits*2" are established for each group being supported.

Daiwa Next Bank donates a certain percentage of the deposit balance to the group.

Deposit balance: Approx. ¥9.8 billion Cumulative donations: Approx. ¥5.97 million (as of April 30, 2019)

Donation ceremony (April 2018)

Mr. Kato, Executive Director, National Center for Child Health and Development (center) Mr. Uchida, House Manager, Momiji House (left) Mr. Nakamura, President, Daiwa Next Bank, Ltd. (right)

Impact investment initiatives

Daiwa Securities' share of impact investment bonds for retail investors in the Japanese market: **50%**

(Source Daiwa Securities as of March 31, 2019)

- **Water Bonds**
 - · · · Support companies solving water issues
- **Green Bonds**
 - · · · Support environment-friendly companies
- **Inclusive Business Bonds**
 - · · · Support business which improve the life of BOP*3











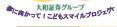


Initiatives aimed at reducing child poverty



Established "For Your Dreams - Smiles to Children Project" (Public Resource Foundation)

· · · Total estimated donations from the Daiwa Securities Group of around ¥100 million over five years.





Ms. Kishimoto, Executive Director, Public Resources Foundation (right)



Second award ceremony (January 2019)

Representatives of five groups selected as recipients of donations in the second awards

Assistance to communities through foundations

Daiwa Securities Health Foundation

- In commemoration of Daiwa Securities' 30th anniversary, the Daiwa Securities Health Foundation was established in 1972 to support medical research.
- The foundation has provided grants to outstanding research projects focusing on medicine and medical care for middle-aged and elderly people.

Donations up to FY2018 (cumulative)

Recipients: 1,256 people

Total donations: ¥1,238.60 million

Daiwa Securities Foundation

- Established in March 1994 to commemorate the 50th anniversary of the founding of Daiwa Securities. The purpose of the foundation is to return a portion of the group's profits to society.
- Every year, the foundation provides donations to organizations and groups engaged in volunteer activities of high social significance, such as activities that support elders, children, and other vulnerable populations.

Donations up to FY2018 (cumulative)

"Donations for volunteer activities"

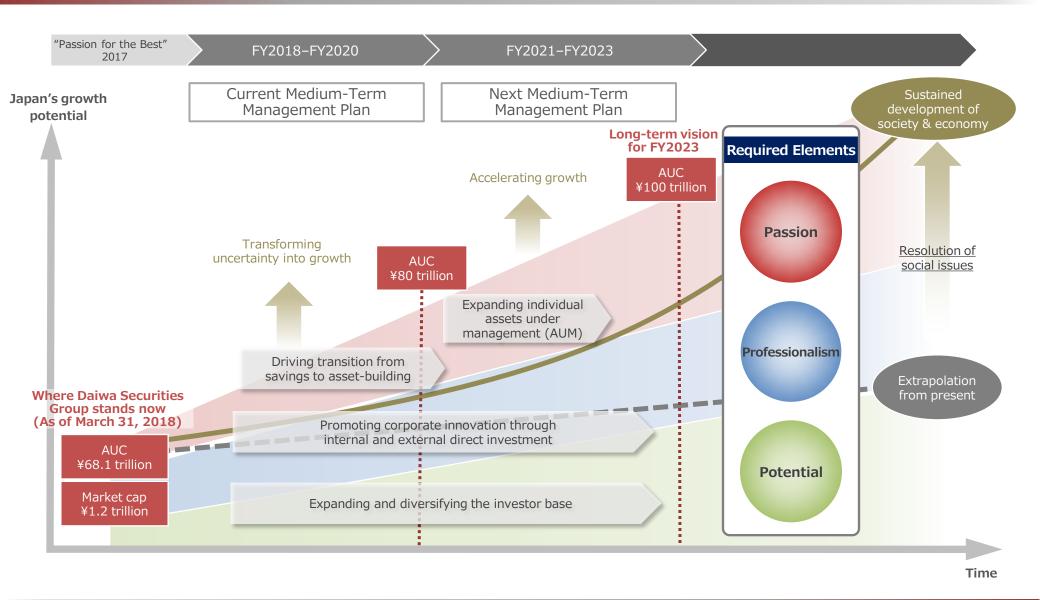
No. of donations: 3,504

Total donations: ¥813.64 million

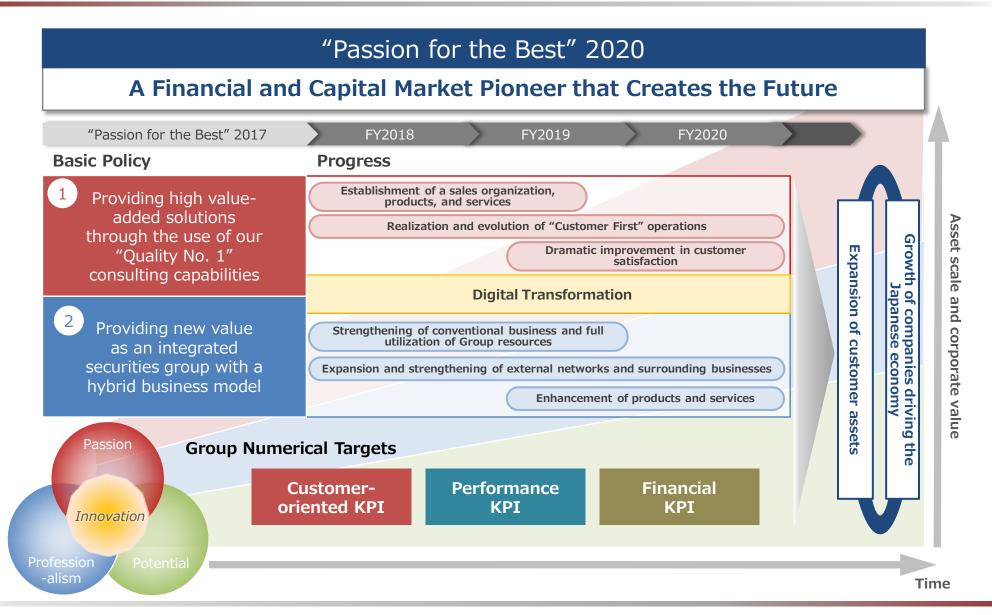
Appendix

Direction for the Future



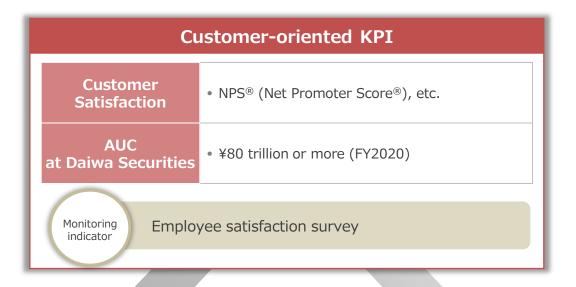


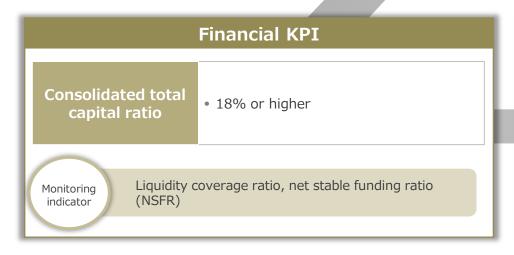


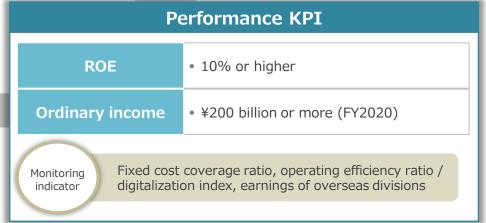


Group Numerical Targets









Views on Financial and Capital Strategies



Implement a financial strategy that takes all stakeholders into consideration by striving to balance investment in growth, improving capital efficiency, maintaining financial health, and enhancing shareholder returns to achieve sustainable growth by earning healthy profits.

Financial strategy that enables the Group to achieve its medium and long-term visions for growth

- Support investment in growth by establishing a healthy financial base that will enable the Group to respond to changes in the management environment.
 - Target capital investment and development of human resources at expanding our customer bases in the securities business.
 - Make it possible to take on challenges in areas that are compatible with and peripheral to our core businesses.

Improve Invest in capital efficiency growth **Achieve sustainable** growth by earning healthy profits **Enhance Maintain** shareholder financial health return Financial strategy that contributes to society Contribute to the sustainable development of

Financial strategy that encompasses and shareholders and other stakeholders

- Improve capital efficiency and provide returns to shareholders.
- Clearly specify management continuity.
 - Earn the trust of customers, and provide employees with peace of mind and a satisfying workplace.
- Disclose information appropriately and in a timely manner.
 - Ensure management transparency that will help to enhance corporate value.

society by paying appropriate taxes based on high ethical values.

Consolidated Total Capital Ratio



We aim to maintain sufficient capital adequacy while responding to changes in the regulatory environment and providing for future growth and investment. We also aim to improve sustainable corporate value by ensuring an appropriate level of liquidity and enhancing shareholder return.

View on Financial KPI

Consolidated total capital ratio: 22.1% (as of December 31, 2018)

Use for growth investments, shareholder returns, etc.



 Strive for an optimal balance of growth investment, improvement in capital efficiency, maintenance of financial soundness, and strengthening shareholder returns

Extent of decline due to the impact of financial regulations

■ Factors that affect risk-weighted assets (RWA)

· Fundamental review of the trading book

Review of credit risk calculations

Review of the CVA risk framework

* Finalization of the method of risk calculation and future regulatory rules remain elements of uncertainty, and the effects of such factors are subject to review in the future.

Buffer for loss from stress testing

 The buffer takes minimum regulatory requirements and comprehensive stress tests into account

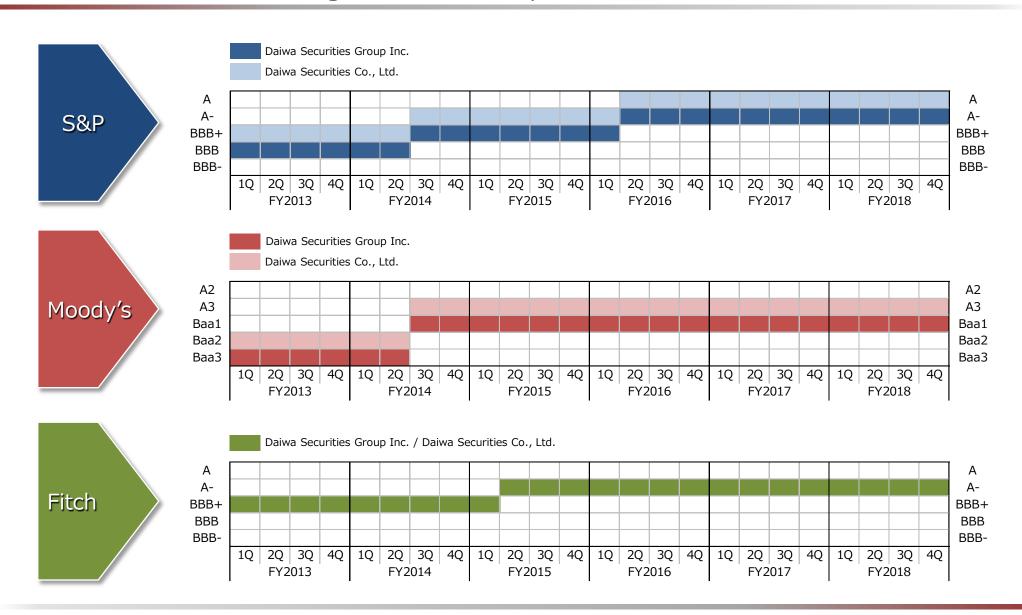
Minimum regulatory requirements (When Basel III is fully applied)
11% or more

Breakdown of minimum regulatory requirements

Minimum required level of capital	8.0%
Capital conservation buffer	2.5%
D-Sib surcharge	0.5%
Total	11.0%

Trend in Credit Ratings for Our Group





Initiatives Aimed at Digital Transformation



We continue research and development aimed at digital transformation in the Financial Innovation Committee, a platform for innovation across the Group.

Financial Innovation Committee

 The Financial Innovation Committee was launched in April 2016 to build a structure for sharing information and collaborating across the Group.

Financial Innovation Committee

Retail & Wholesale

Daiwa
Securities



Think Tank & IT

Daiwa Institute of Research

Banking

Daiwa Next Bank

Main Initiatives Centered on the AI and FinTech Areas

Service optimization

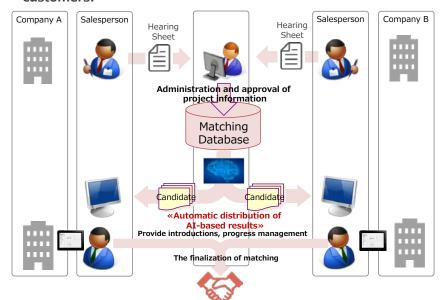
May 2017 Provided stock information using an AI-based stock pr	ice prediction model
Nov. 2017 Developed an AI-based real-time stock volume predict	ion model
Dec. 2017 Provided market information using AI technology	
Nov. 2018 Provided an AI-based business matching service	
Dec. 2018 Publication of economic indicator forecast using AT	

Improving operating efficiency and increasing productivity

Jun. 2017	Improved the efficiency of internal referencing process with chat bots
Sep. 2017	Began testing application of block chain to the securities post trade process
Oct. 2017	Explored using AI to improve operating efficiency of compliance-related operations
May 2018	Introduced an AI voice recognition function to improve the efficiency of the sales personnel data entry process
Jan. 2019	Introduced a trial of company analysis tools that used AI technology

AI-based Business Matching

 By combining natural language processing and artificial intelligence technology with data on matching needs, we develop an AI that recommends optimum business partners for customers.



Joint research with The University of Tokyo

- Research on use of algorithm trading and use of alternative data
- Research activities on a cloud-based open innovation platform
- Patent applications in process on some research results

Alliances and Investments in Asia

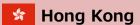




China Securities



Nov. 2014: Business alliance Dec. 2016: Investment



Value Partners



Cooperation on management & sale of investment trusts

India

Ambit Private Limited



Dec. 2016: Business alliance

Taiwan

Daiwa-Cathay Capital Markets



Oct. 2001: Joint venture established



Mirae Asset Global Investments

MIRAE ASSET

Cooperation on management & sale of investment trusts

Myanmar 🔀

Myanmar Securities Exchange Centre

(MSEC)



Feb. 2016: Securities license granted Mar. 2016: Began trading

★ Vietnam

SSI

June 2008: Capital & business alliance

Apr. 2016: Increased stake and became an equity method affiliate



Philippines

Development Bank of Philippines



COL Financial Group



Mar. 1995: JV established Nov. 2015: Business alliance Apr. 2017: Investment

Malaysia

Affin Hwang Investment Bank



Dec. 2013: Business alliance



Thailand

Thanachart Securities

Thanachart Securities

Feb. 2013: Business alliance Aura Capital Thai Co., Ltd.



Dec. 2018: Business alliance



Bahana Securities



Sep. 2013: Business alliance



Australia and New Zealand Banking Group



Feb. 2014: Business alliance

External Ratings & Certifications



Inclusion in Indices

FTSE Blossom Japan Index



FTSE Blossom Japan

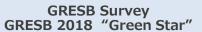
MSCI Japan Empowering Women (WIN) Select Index



2018 Constituent MSCI (MSCI日本株 女性活躍指数 (WIN)

Bloomberg Financial Services Gender Equality Index

Selected for 3 consecutive years



Obtained for 7 consecutive years (Daiwa Office Investment Corporation)

FTSE4 Good Index

Included for 13 consecutive years

U.S. Dow Jones & Company, Inc. & RobecoSAM **DJSI World / Asia Pacific**

Continually included since 1999







FTSE4Good

MEMBER OF **Dow Jones** Sustainability Indices In Collaboration with RobecoSAM @

Awards from External Organizations

Nadeshiko Brand (enterprises that encourage the success of women)

Selected for 5 consecutive years

Health & Productivity Stock/ **Outstanding Company in Health &** Productivity Management

Selected for 5 consecutive years/ Selected for 3 consecutive years

Competitive IT Strategy Company

Selected for 2 consecutive years

Kurumin Mark Certification for companies that provide childcare support

Mark for companies that promote the establishment of a workplace environment that enables employees to both work and care for elders

Employment popularity ranking



METI & Tokyo Stock Exchange Inc.





METI & Tokyo Stock Exchange Inc.



METI & Tokyo Stock Exchange Inc.



Ministry of Health, Labour & Welfare



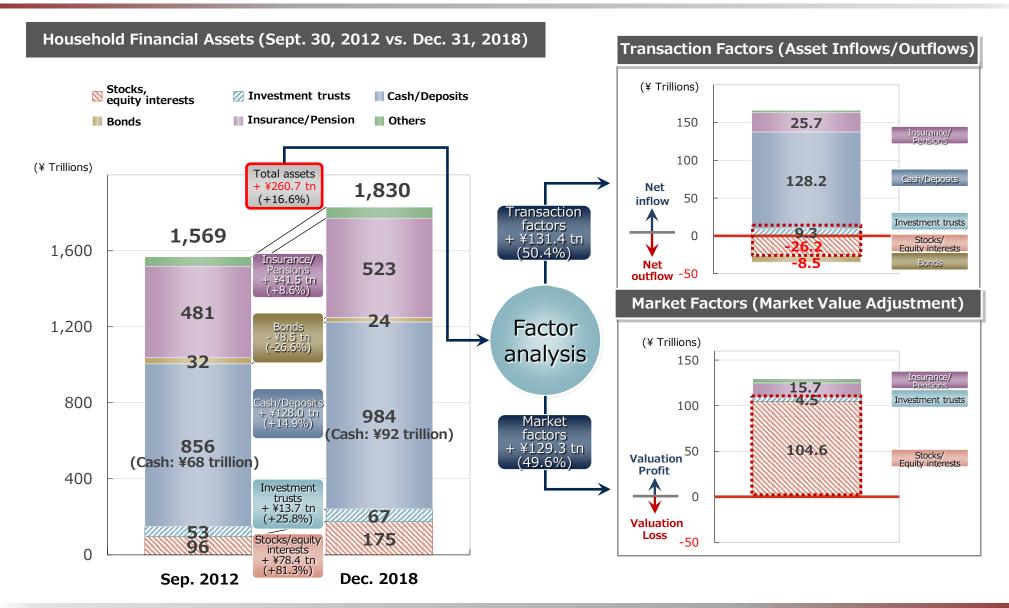
Ministry of Health, Labour & Welfare

5th Total ranking: Financial industry: 2nd

Tovo Keizai Online, 2020 Graduates (1st half period)









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