

Human Rights

Daiwa Securities Group states in its Corporate Principles that it will strive to uphold high ethical standards and contribute to the sustainable development of society. Recognizing the impact of our business activities on employees and society, we established the Group's Human Rights Policy in 2022 in accordance with the UN Guiding Principles on Business and Human Rights and the Japanese government's National Action Plan on Business and Human Rights.

As far as our human rights education and awareness system are concerned, we set up the Human Rights Awareness Promotion Committee in 1984 with the aim of promoting activities and training for raising human rights awareness, thereby encouraging better understanding and appreciation of all human rights issues. The executive officer in charge of human resources serves as the Committee Chair, and under the Committee, an organization comprising all Group managers at the head office or branch level plays a promotional role, engaging in the following human rights education and awareness activities.

Study meeting on human rights

We conduct study meetings on human rights for all Group officers and employees. After watching several videos on human rights, participants discuss how to interpret the content from the perspectives of both the company and the individual, and how to respond to any issues that may arise.

Specific content of the study meetings

- Promoting the elimination of discrimination against people with disabilities (obligation to provide reasonable accommodation)
- Examples of cross-cultural communication issues and possible solutions
- Unconscious bias and harassment
- Intellectual bullying
- Microaggressions

Human rights education

The Group conducts human rights education for new employees with the aim of fostering a multifaceted understanding of human rights.

Human rights awareness slogans

The Group held a contest to solicit human rights awareness slogans aimed at raising human rights awareness among all Group officers and employees as well as their families, and selected and honored winners for the Grand Prize and Excellence Awards.

In recent years, we have also strengthened policies and initiatives as part of efforts to promote better understanding of LGBTQ+ human rights. As a result, we received the highest Gold rating in the PRIDE Index 2025, an evaluation of workplace initiatives for LGBTQ+ and other sexual minorities organized by the work with Pride Association.

- Partnership system: Partners, who are officially recognized by each local government, are also recognized as equivalent to spouses under the Group's internal system
- Set up of internal and external consultation channels
- Participation by Group officers and employees in the Tokyo Pride parade
- Distributed Daiwa Ally charms to officers and employees who support the initiative to raise the visibility of allies (those who support the LGBTQ+ community)



Daiwa Ally charm

In addition, to strengthen our management and governance system for environmental and social risks related to financing, which includes new financing as well as the issuance of bonds and shares, we formulated the Environmental and Social Policy Framework in 2021. In light of global trends in human rights, this framework prohibits financing for projects that involve child labor, forced labor, or human trafficking. Furthermore, in the event that the financing of projects causes serious cultural, social, and economic damage to indigenous communities or involves the expropriation of land that leads to the involuntary relocation of residents, we conduct ESG due diligence and ensure that appropriate measures are in place.

Recognizing the importance of continuously monitoring human rights practices of investees and borrowers, even after financing has been executed, we revised our policies in December 2024 to initiate regular screening. Should we become aware of child labor, forced labor, or human trafficking, we will seek remediation and preventive measures through dialogue, and carefully consider whether to continue providing investment or financing.



For details on our Human Rights Policy and commitment to respecting human rights, as well as initiatives regarding investees and borrowers, please see the website below.

https://www.daiwa-grp.jp/english/sustainability/social/human_rights.html