Key Non-financial Data

For more detailed sustainability data, including management, social and environmental reports, and information on third-party assurance, please refer to the Sustainability Data Edition on our sustainability website. (https://www.daiwa-grp.jp/english/sustainability/data/dataedition.html)

Personnel Related

		FY2021	FY2022	FY2023	FY2024	FY2025
Consolidated number of employees*	G	14,825	14,671	14,545	14,783	14,984
Male		7,646	7,543	7,548	7,694	7,864
Female		5,220	5,174	5,102	5,210	5,363
Overseas		1,959	1,954	1,895	1,879	1,757
Number of temporary employees	G	262	241	288	324	313
Number of new graduates recruited	4	319	402	466	480	556
Male		164	232	278	277	318
Female		155	170	188	203	238
Mid-career recruits	4	62	131	131	237	173
Male		51	101	104	176	127
Female		11	30	27	61	46
Percentage of mid-career recruits		16.3	24.6	21.9	33.1	23.7
Average age	D	39.3	39.6	40.7	40.8	41.1
Male		40.5	40.7	41.8	41.8	41.9
Female		37.8	38.3	39.3	39.5	40.1
Average number of years of service	D	14.9	15.1	14.1	13.7	14.9
Male		16.3	16.4	14.9	14.3	15.5
Female		13.0	13.6	13.0	12.9	14.3
Employee turnover rate (%)	G	5.4	5.1	5.1	3.8	3.5
Voluntary employee turnover rate (%)	G	5.1	4.7	4.6	3.3	3.2
Number of employee union members	6	6,505	6,280	6,131	6,189	6,181
Ratio of employees who are employee union members (%)	6	56.0	54.8	54.2	51.6	50.2

* The number of employees stationed overseas is included in the overseas category.

Selected range of numerical data

G : Group-wide (excluding equity-method affiliates)
D : Daiwa Securities (non-consolidated)
7 : Daiwa Securities Group Inc., Daiwa Securities Co. Ltd., Daiwa Asset Management Co. Ltd., Daiwa Institute of Research Ltd., Daiwa Securities Business Center Co. Ltd., Daiwa Facilities Co., Ltd., Daiwa Corporate Investment Co., Ltd.
6 : Daiwa Securities Group Inc., Daiwa Securities Co. Ltd., Daiwa Asset Management Co. Ltd., Daiwa Institute of Research Ltd., Daiwa Securities Business Center Co. Ltd., Daiwa Corporate Investment Co., Ltd.
4 : Daiwa Securities Co. Ltd., Daiwa Asset Management Co. Ltd., Daiwa Institute of Research Ltd., Daiwa Securities Business Center Co. Ltd.
2 : Daiwa Securities Group Inc., Daiwa Securities Co. Ltd.

Education Related

		FY2021	FY2022	FY2023	FY2024	FY2025
Number of people who have completed selective management training programs	7					
Daiwa Management Academy (cumulative total)		496	520	543	567	591
Daiwa Leadership Program (cumulative total)		1,427	1,598	1,778	1,895	1,995
Number of persons earning credentials	7					
AFP		7,390	7,309	7,188	7,288	7,451
CFP		1,321	1,469	1,570	1,677	1,775
CMA		1,509	1,550	1,553	1,576	1,586
CFA		53	49	46	47	51
TOEIC (730-990)		1,768	1,802	1,820	1,819	1,795
Overseas MBA program, etc.		142	138	129	133	122
Costs for educational investment						
Cost for the Group's educational investment (billions of yen)		1.9	2.06	2.16	2.22	2.31
Costs for educational investment per employee (millions of yen)		0.15	0.16	0.17	0.18	0.18
Operating income per employee (millions of yen)		7.8	4.5	10.5	11.3	13.8

Taxes Paid by Country (FY2024)

		Japan	United States	United Kingdom	Singapore	Others	Total
Revenue	(Billions of yen)	1,060.84	562.78	43.42	11.45	48.51	1,727.01
	(%)	61.4%	32.6%	2.5%	0.7%	2.8%	100.0%
Profit (loss) before income tax	(Billions of yen)	185.69	14.63	(3.53)	3.49	3.76	204.04
	(%)	91.0%	7.2%	(1.7%)	1.7%	1.8%	100.0%
Income tax paid	(Billions of yen)	60.11	3.39	0.06	0.48	0.24	64.28
	(%)	93.5%	5.3%	0.1%	0.7%	0.4%	100.0%
Income tax accrued	(Billions of yen)	53.92	3.13	0.03	0.50	0.56	58.14
	(%)	92.7%	5.4%	0.0%	0.9%	1.0%	100.0%

Notes: 1. Data is based on the Country-by-Country Report submitted to tax authorities in each country.
2. The amount of Income Tax Paid is the taxes actually paid (on a cash basis) during FY2024.

Tax Policy
https://www.daiwa-grp.jp/english/about/governance/tax_policy.html

Key Non-financial Data

Diversity Related

		FY2021	FY2022	FY2023	FY2024	FY2025
Percentage of employees who are female	G	40.6	40.7	40.5	40.4	40.5
Percentage of managers who are female	G	15.1	16.9	18.4	20.4	22.0
	D	18.3	19.9	21.1	23.2	24.9
Number of newly appointed managers who are female	D	78	76	54	55	65
Percentage of newly appointed managers who are female	D	39.4	45.2	38.3	42.6	37.1
Number of employees re-hired	D	145	156	186	171	153
Percentage of employees who are persons with disabilities	D	2.62	2.59	2.63	2.62	2.71

Work-Life Balance Related

		FY2021	FY2022	FY2023	FY2024	FY2025
Annual regular working hours	2	1,830.0	1,788.8	1,837.5	1,830.0	1,830.0
Average monthly overtime hours*	2	21.6	22.9	23.6	22.7	23.3
Paid vacation usage rate (%)	2	70	74.8	75.4	75.2	72.8
Number of employees taking childcare leave	G					
Female		582	624	562	518	543
Male		284	262	254	273	273
Percentage of employees taking childcare leave	D					
Female		100	99.5	99.3	100.0	100.0
Male		92.2	88.7	97.5	101.0	91.5
Short working hour system usage (persons)	D	520	551	550	566	556
Daycare subsidy usage (persons)	D	844	902	820	875	791
Number of employees taking nursing care leave	G					
Female		6	11	9	12	15
Male		2	1	2	3	1

* Figures for union members at two companies.

Social Contribution Related

	FY2021	FY2022	FY2023	FY2024	FY2025
Cash contributions					
From Daiwa Securities Group* (thousands of yen)	1,914,992	664,016	596,752	650,002	620,724

* Companies covered are Daiwa Securities Group Inc., Daiwa Securities Co. Ltd., and Daiwa Next Bank, Ltd.

Environment Related

	FY2021	FY2022	FY2023	FY2024	FY2025
Domestic and overseas greenhouse gas emissions (t-CO_2)					
Scope 1*1	954	840	926	841	2,214
Scope 2 (Market-based)	18,790	16,265	8,632	1,884	1,443
Scope 2 (Location-based)	—	—	—	25,033	22,026
Scope 3	3,321	4,140	4,342	4,274	2,959
Category 6 Business travel*2	190	792	957	1,002	1,053
Category 7 Commuting*3	1,700	1,818	1,848	1,860	1,905
Category 8 Leased vehicles*1	1,432	1,530	1,537	1,411	—

Note: Greenhouse gas emissions for the Group are calculated for CO_2. Scope 2 emissions are calculated on a market and location basis from FY2024. Companies included in calculations are as follows:

Domestic: Three companies, Daiwa Securities Group Inc., Daiwa Securities Co., Ltd., and Daiwa Institute of Research Ltd. The data for Gran Tokyo North Tower, where Daiwa Securities Group is based, Daiwa Yaesu Building, Daiwa Toyocho Building, and Daiwa Ginza Building includes energy consumption data for Group companies other than those mentioned above, which they use and manage.

Overseas: Energy consumption used and managed by certain Group companies located in London, New York, Hong Kong, Taipei, Singapore, Seoul and Washington D.C. offices.

*1 Starting in fiscal year 2025, GHG emissions related to fuel for company-leased vehicles (Daiwa Securities Group, Daiwa Securities, and Daiwa Institute of Research), which were previously reported under Scope 3 Category 8, will be included in Scope 1 from FY2025.
Note that Scope 1 emissions calculated based on the previous calculation categories amount to 827t-CO_2e.

*2 Greenhouse gas emissions from overseas business travel (airplane use) by officers and employees of Daiwa Securities Group Inc., Daiwa Securities Co. Ltd., and the London and Hong Kong offices.

*3 Greenhouse gas emissions related to commuting expenses paid to officers and employees of Daiwa Securities Co. Ltd. (commensurate with in-office work rate)
For more information on the Scope 3 Category 15 investment and loan portfolio GHG emissions please refer to page 68.