

# Daiwa Securities Group and Sustainability



Facilitating the Flow of  
Money to Benefit Society

# Daiwa Securities Group's Management Vision

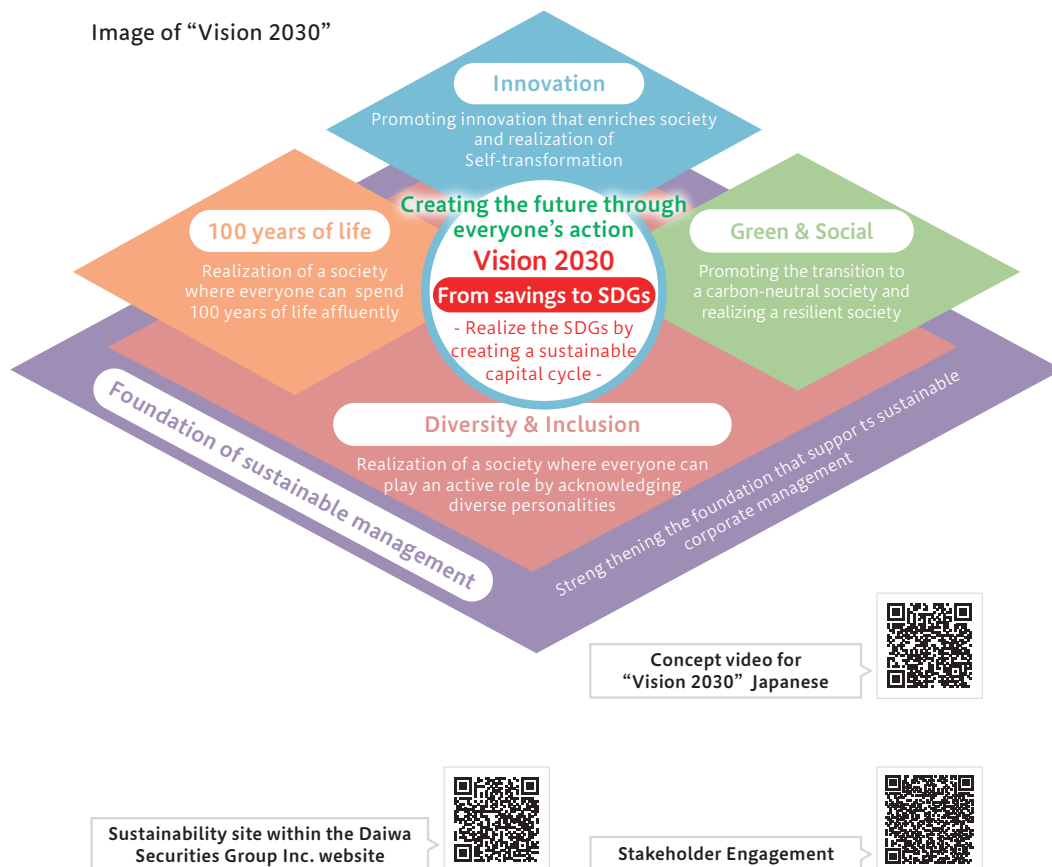
## “Vision 2030”

Together with all of our stakeholders  
Towards the realization of a sustainable society

Daiwa Securities Group has outlined its goals in “Vision 2030”, which is rooted in its Corporate Principles and the Daiwa Spirit; 2030 is also the year by which it seeks to realize the SDGs.

Vision 2030 takes as its core concept “From savings to SDGs” and, through this Vision, the Group intends to realize the SDGs by creating a sustainable capital cycle.

Image of “Vision 2030”



### “Vision 2030” and materiality

#### Priority areas



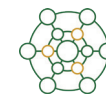
100 years of life



Innovation



Green & Social



Diversity & Inclusion



Foundation of sustainable management

#### Priority areas

1. Support for household asset formation and conservation toward the realization of a prosperous 100-year life
2. Realization of local revitalization with private funds
3. Financial support for economic growth in Asia

4. Support for accelerating corporate metabolism toward the realization of innovation that enriches society
5. Reform of business portfolio to create new added value
6. Leading social transformation as a one-of-a-kind financial platformer

7. Promotion of green finance to support the realization of a carbon-neutral society
8. Development and provision of new financial products and services that contribute to the realization of a sustainable society

9. Fostering human resources who can provide added value
10. Building an organization where everyone can play an active role by acknowledging diverse personalities

11. Strengthening a sound and highly transparent management base
12. Leading the maintenance and development of financial and capital markets
13. Creating a beautiful global environment that will lead to the next generation
14. Realization of a better future community/society



## 100 years of life

Daiwa Securities Group is a leading financial services provider; as such, it will provide solutions that cater to diversifying customer needs, with the goal of realizing a society in which everyone can live a prosperous 100 years of life.

### System for supporting qualification acquisition

Daiwa Securities Group views financial planner (AFP and CFP®) and Certified Member Analyst of the Securities Analysts Association of Japan (CMA) qualifications as core credentials for the securities business, and encourages the acquisition of these qualifications. The number of Group employees with CFP® qualifications has exceeded 1,000—the top level in the securities industry—and we are the first company/organization to achieve this milestone.



For details, please scan here



## Innovation

Daiwa Securities Group will promote innovation that enriches society through the provision of innovative financial products and services, providing new investment opportunities for its customers.

### Daiwa Innovator Programme

We solicit business plans from within the Group for the purpose of generating new businesses and services as well as discovering and supporting talent for innovations. The employees who receive excellence awards as a result of screening will be considered for their business plans to be realized.



## Green & Social

Daiwa Securities Group will focus on providing financial products and services that contribute to the resolution of environmental and social issues, with the twin goals of promoting a shift to a carbon-neutral society and of realizing a resilient society. The Group will also proactively engage in advisory services and investments in the field of renewable energies.

### The Daiwa Securities Group Net Zero Carbon Declaration

The Group has formulated the “Daiwa Securities Group Net Zero Carbon Declaration for the early achievement of a carbon neutral society.”

#### The Daiwa Securities Group Net Zero Carbon Declaration

- (1) Achieve net zero greenhouse gas emissions within our own operations\* by 2030 (Scope 1 and Scope 2)
- (2) Achieve net zero greenhouse gas emissions within our investment and loan portfolios, etc. by 2050 (Scope 3)
- (3) Support the smooth transition to a carbon-neutral society through our business activities

For details, please scan here



\* The company's emissions will be calculated on a consolidated basis.





## Diversity & Inclusion

Daiwa Securities Group will contribute to the delivery of societies which acknowledge diverse forms of individuality, and in which everyone can flourish. In addition, the Group will continue to focus on molding an organization in which each of its employees can be their true selves and experience work satisfaction.

### Diversity and Inclusion Promotion Committee

The Diversity and Inclusion Promotion Committee, which is chaired by the President and CEO, meets every quarter. Under the strong leadership, employees working in various positions and departments, from executives and departmental managers to young employees, participate in a wide range of discussions on various measures such as diversity & inclusion, and promotion of women's advancement.

For details, please scan here



“Transforming  
diversity into  
power”

**Diversity** Employees with diverse backgrounds and values

**Inclusion** Acknowledge and inspire each other

Realize the sustainable growth of the entire organization



## Foundation of sustainable management

To realize its priority areas—“100 years of life,” “Innovation,” “Green & Social,” and “Diversity & Inclusion,” Daiwa Securities Group strengthens the foundation that supports sustainable corporate management, and works on the enhancement of corporate value over the medium to long term.

### Environmental and Social Policy Framework

Daiwa Securities Group has formulated the “Environmental and Social Policy Framework” to strengthen its management and governance infrastructure for environmental and social risks.

For details, please scan here



## Initiatives to improve financial literacy

Capitalizing on financial and economic knowledge and expertise accumulated through its securities business, Daiwa Securities Group provides education programs for various generations to help people develop the capability to build their own lives and obtain asset management skills. We also actively engage in support activities, such as holding on-site classes and seminars, for schools in our communities, the general public, and businesses.



### Daiwa Securities Group official channel (YouTube)

In addition to introducing Daiwa Securities Group, analysts at Daiwa Securities and Daiwa Institute of Research, explain daily market trends and seasonal issues in an easy-to-understand manner!



Japanese



For Daiwa Securities Group's initiatives for financial and economic education, please scan here Japanese



## “For Your Dreams—Daiwa Securities Group Children's Smile Project”

Daiwa Securities Group recognizes that poverty and wealth inequality is one of the key social issues to be addressed. The program has been implemented to improve the environment for children living in difficult situations and prevent the chains of poverty.



For details, please scan here



**Daiwa Securities Group**