

2024 ESG Data

Topics	Measured Item	Unit	Data Extraction Date	Data Subject *1	FYE20	FYE21	FYE22	FYE23	FYE24
Environmental									
Climate Action	GHG Emissions: Scope 1	t-CO2	FY	consolidated *2	—	855	993	984	689
	GHG Emissions: Scope 2	t-CO2	FY	consolidated *2	—	3,016	2,952	2,827	2,058
Social									
Basic Information	Number of Employees	persons	FYE	consolidated	3,451	3,607	3,609	3,358	3,281
	Male	persons		consolidated	2,422	2,507	2,496	2,335	2,267
	Female	persons		consolidated	1,029	1,100	1,113	1,023	1,014
	Women in Management	%	Apr 1st, 2024	consolidated	—	—	—	8.6%	9.7%
	Number of Female Managers	persons		consolidated	—	—	—	117	121
	Total Number of Managers	persons		consolidated	—	—	—	1,361	1,243
	Number of Employees	persons	FYE	non-consolidated	2,483	2,421	2,510	2,458	2,433
	Male	persons		non-consolidated	1,736	1,675	1,733	1,692	1,673
	Female	persons		non-consolidated	747	746	777	766	760
	Women in Management	%	Apr 1st, 2024	non-consolidated	5.0%	5.3%	6.1%	7.0%	7.6%
	Number of Female Managers	persons		non-consolidated	44	43	56	73	71
	Total Number of Managers	persons		non-consolidated	876	804	912	1,044	929
	Non-Regular Employment	%	Apr 1st, 2024	consolidated	—	—	—	14.4%	14.3%
	Non-Regular Employment	%	Apr 1st, 2024	non-consolidated	—	—	—	9.2%	8.6%
	Voluntary Turnover	%	FY	consolidated	—	—	—	11.9%	9.8%
	Gender Pay Gap (ALL)	%	FY	non-consolidated	—	—	—	59.6%	59.3%
	Gender Pay Gap (Regular Employees)	%	FY	non-consolidated	—	—	—	61.6%	60.5%
	Gender Pay Gap (Part-time/Fixed-term)	%	FY	non-consolidated	—	—	—	44.6%	79.8%
Diversity	Disability Employment *3	%	FY	consolidated	—	—	—	2.3%	1.9%
	Disability Employment *3	%	FY	non-consolidated	2.2%	2.5%	2.2%	2.4%	2.1%
	Childcare Leave acquisition rate	%	FY	consolidated	—	—	—	64.5%	100.0%
	Childcare Leave (Male)	%	FY	consolidated	—	—	—	48.2%	98.2%
	Childcare Leave (Female)	%	FY	consolidated	—	—	—	100.0%	104.5%
	Childcare Leave acquisition rate	%	FY	non-consolidated	30.3%	35.8%	25.3%	63.0%	109.0%
	Childcare Leave (Male)	%	FY	non-consolidated	3.6%	10.5%	8.5%	50.0%	102.0%
	Childcare Leave (Female)	%	FY	non-consolidated	105.0%	95.8%	87.5%	91.2%	129.4%
Employee Development	avg. yearly hours spent on employee training (capacity building) Per-Employee	hours	FY	non-consolidated	—	—	—	50.2	43.9
	Total Yearly Hours spent on employee training (capacity building)	hours		non-consolidated	—	—	—	123,285	106,889
	AFF/CFP Certified	persons	FY	non-consolidated	1,009	904	909	1,027	1,003
	CMA Certified	persons	FY	non-consolidated	166	156	169	161	160
	Private Banker Certified (Cumulative)	persons	FY	non-consolidated	257	239	300	303	300
	IT Passport Certified	persons	FY	non-consolidated	19	23	35	51	58
Healthcare Management	Annual Health Screening	%	Apr 1st, 2024	non-consolidated	—	99.3%	98.3%	99.2%	99.1%
	Comprehensive Medical Exam	%	Apr 1st, 2024	non-consolidated	—	99.1%	98.5%	98.9%	98.9%
	Routine Physical	%	Apr 1st, 2024	non-consolidated	—	99.6%	98.1%	99.6%	99.3%
	Employee Stress Test	%	FY	non-consolidated	95.9%	97.9%	96.5%	98.0%	97.8%
	Percentage of annual paid leave taken	%	FY	consolidated	—	—	—	51.8%	54.9%
	avg. Monthly Actual Work Hours per-regular employee	hours	FY	non-consolidated	—	—	—	—	157
	avg. Monthly Overtime Hours	hours		non-consolidated	—	—	—	—	28
	Health-related Workplace Absenteeism among regular-employees *4	persons	FY	non-consolidated	—	—	—	—	63
	Mental-Health Challenges	persons		non-consolidated	—	—	—	—	43
	Illness other than Mental-Health	persons		non-consolidated	—	—	—	—	20
Sense of Belonging	Okasan EX Score *5 (out of 10pts.)	pts.	FY	non-consolidated	—	—	—	—	6.26
Governance									
Organizational Management	Outside Directors	%	FY	consolidated	33.3%	37.5%	37.5%	50.0%	50.0%
	Number of Outside Directors	persons		consolidated	3	3	3	3	3
	Total Number of Directors	persons		consolidated	9	8	8	6	6
	Women on Boards	%	FY	consolidated	0.0%	0.0%	0.0%	16.7%	16.7%
	Number of Female Directors	persons		consolidated	0	0	0	1	1
	Total Number of Directors	persons		consolidated	9	8	8	6	6
	avg. Board Attendance	%	FY	consolidated	—	—	—	99.1%	98.4%
	avg. Nomination and Remuneration Committee Attendance	%	FY	consolidated	—	—	—	100.0%	100.0%

*1 Subjects showing as "non-consolidated" accounts for Okasan Securities Co., Ltd., the core subsidiary.

*2 The subject accounts for the Okasan Securities Group Inc. and Okasan Securities Co., Ltd.

*3 The rate is calculated by using the "designated employment rate of persons with disabilities" system, under the "Employment Promotion of Persons with Disabilities" act: persons with severe disabilities are counted as two.

Number of persons with: (severe physical/intellectual disabilities)×2 + physical disabilities (non-severe) + intellectual disabilities (non-severe) + mental disabilities

*4 Employees with over a month of consecutive leave or absence, due to injuries or illnesses are accounted for.

*5 Indicators that imply "work satisfaction and motivation" through our employee engagement survey are calculated.