

# 岡三証券グループ ESGデータ集 2026

Okasan Securities Group Co., Ltd.  
ESG Data Edition 2026

岡三証券グループの主なESGデータを掲載しています。  
ESG Data Edition presents the main ESG data for the Okasan Securities Group Co., Ltd.

算定期間：2025年度（2025年4月1日～2026年3月31日）  
（一部期間外の情報を含みます）

Calculation Period: Fiscal Year Ended March 31, 2026  
(From April 1, 2025 To March 31, 2026)  
(Includes some information outside the specified period)

集計対象：株式会社岡三証券グループならびに  
連結子会社（連結）、もしくは岡三証券株式会社（単体）

Scope of Aggregation: Okasan Securities Group Co., Ltd. and its consolidated subsidiaries (consolidated), or Okasan Securities Co., Ltd. (non-consolidated)

| 項目<br>Item                                                                               | 単位<br>Unit         | 時点<br>Time Point                             | 対象※1<br>Subject *1         | 2020年度<br>FYE2021 | 2021年度<br>FYE2022 | 2022年度<br>FYE2023 | 2023年度<br>FYE2024 | 2024年度<br>FYE2025 | 2025年度<br>FYE2026 |
|------------------------------------------------------------------------------------------|--------------------|----------------------------------------------|----------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| <b>環境 Environmental</b>                                                                  |                    |                                              |                            |                   |                   |                   |                   |                   |                   |
| <b>気候変動 Climate Action</b>                                                               |                    |                                              |                            |                   |                   |                   |                   |                   |                   |
| GHG排出量 Scope1<br>GHG Emissions: Scope 1                                                  | t-CO2              | 年度<br>FYE                                    | 連結※2<br>consolidated *2    | 855               | 993               | 984               | 689               | 759               | 791               |
| GHG排出量 Scope2<br>GHG Emissions: Scope 2                                                  | t-CO2              | 年度<br>FYE                                    | 連結※2<br>consolidated *2    | 3,016             | 2,952             | 2,827             | 2,058             | 1,912             | 1,591             |
| 電力使用量<br>Electricity consumption                                                         | MWh                | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | 6,387             | 6,369             | 6,627             | 5,646             | 5,722             | 5,367             |
| 床面積1m <sup>2</sup> 当たりの電力使用量<br>Electricity consumption per m <sup>2</sup>               | kWh/m <sup>2</sup> | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | 127.0             | 127.6             | 133.4             | 113.6             | 117.4             | 112.6             |
| <b>社会 Social</b>                                                                         |                    |                                              |                            |                   |                   |                   |                   |                   |                   |
| <b>基本情報 Basic Information</b>                                                            |                    |                                              |                            |                   |                   |                   |                   |                   |                   |
| 従業員数<br>Number of Employees                                                              | 人<br>persons       | 3月末日<br>Mar 31st,<br>Fiscal Year End         | 連結<br>consolidated         | 3,607             | 3,609             | 3,358             | 3,281             | 3,343             | 3,472             |
| 男性<br>Male                                                                               | 人<br>persons       | 3月末日<br>Mar 31st,<br>Fiscal Year End         | 連結<br>consolidated         | 2,507             | 2,496             | 2,335             | 2,267             | 2,285             | 2,378             |
| 女性<br>Female                                                                             | 人<br>persons       | 3月末日<br>Mar 31st,<br>Fiscal Year End         | 連結<br>consolidated         | 1,100             | 1,113             | 1,023             | 1,014             | 1,058             | 1,094             |
| 管理職の社員数<br>Number of Managers                                                            | 人<br>persons       | 翌年度4/1<br>Apr 1st, Next<br>Fiscal Year Start | 連結<br>consolidated         | —                 | —                 | 1,361             | 1,243             | 1,211             | 1,168             |
| 管理職の女性社員数<br>Number of Female Managers                                                   | 人<br>persons       | 翌年度4/1<br>Apr 1st, Next<br>Fiscal Year Start | 連結<br>consolidated         | —                 | —                 | 117               | 121               | 147               | 148               |
| 管理職に占める女性の割合<br>Percentage of Female Managers                                            | %                  | 翌年度4/1<br>Apr 1st, Next<br>Fiscal Year Start | 連結<br>consolidated         | —                 | —                 | 8.6               | 9.7               | 12.1              | 12.7              |
| 従業員数<br>Number of Employees                                                              | 人<br>persons       | 3月末日<br>Mar 31st,<br>Fiscal Year End         | 単体<br>non-<br>consolidated | 2,421             | 2,510             | 2,458             | 2,433             | 2,522             | 2,699             |
| 男性<br>Male                                                                               | 人<br>persons       | 3月末日<br>Mar 31st,<br>Fiscal Year End         | 単体<br>non-<br>consolidated | 1,675             | 1,733             | 1,692             | 1,673             | 1,706             | 1,835             |
| 女性<br>Female                                                                             | 人<br>persons       | 3月末日<br>Mar 31st,<br>Fiscal Year End         | 単体<br>non-<br>consolidated | 746               | 777               | 766               | 760               | 816               | 864               |
| 新規採用者数<br>Number of New Employees                                                        | 人<br>persons       | 年度<br>FYE                                    | 連結<br>consolidated         | —                 | —                 | —                 | —                 | 343               | 412               |
| 新卒採用者数<br>Number of New Graduates Recruited                                              | 人<br>persons       | 年度<br>FYE                                    | 連結<br>consolidated         | —                 | —                 | —                 | —                 | 192               | 293               |
| 男性<br>Male                                                                               | 人<br>persons       | 年度<br>FYE                                    | 連結<br>consolidated         | —                 | —                 | —                 | —                 | 132               | 213               |
| 女性<br>Female                                                                             | 人<br>persons       | 年度<br>FYE                                    | 連結<br>consolidated         | —                 | —                 | —                 | —                 | 60                | 80                |
| キャリア採用者数<br>Number of Mid-Career Recruited                                               | 人<br>persons       | 年度<br>FYE                                    | 連結<br>consolidated         | —                 | —                 | —                 | —                 | 151               | 119               |
| 男性<br>Male                                                                               | 人<br>persons       | 年度<br>FYE                                    | 連結<br>consolidated         | —                 | —                 | —                 | —                 | 83                | 81                |
| 女性<br>Female                                                                             | 人<br>persons       | 年度<br>FYE                                    | 連結<br>consolidated         | —                 | —                 | —                 | —                 | 68                | 38                |
| 新規採用者数に占める女性の割合<br>Ratio of newly recruited females to the total number of new employees | %                  | 年度<br>FYE                                    | 連結<br>consolidated         | —                 | —                 | —                 | —                 | 37.3              | 28.6              |
| キャリア採用比率<br>Ratio of Mid-Career Recruited                                                | %                  | 年度<br>FYE                                    | 連結<br>consolidated         | —                 | —                 | —                 | —                 | 44.0              | 28.9              |
| 新規採用者数<br>Number of New Employees                                                        | 人<br>persons       | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | —                 | —                 | —                 | —                 | 297               | 374               |
| 新卒採用者数<br>Number of New Graduates Recruited                                              | 人<br>persons       | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | —                 | —                 | —                 | —                 | 168               | 270               |
| 男性<br>Male                                                                               | 人<br>persons       | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | —                 | —                 | —                 | —                 | 111               | 193               |
| 女性<br>Female                                                                             | 人<br>persons       | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | —                 | —                 | —                 | —                 | 57                | 77                |

| 項目<br>Item                                                                                                           | 単位<br>Unit         | 時点<br>Time Point                             | 対象※1<br>Subject *1         | 2020年度<br>FYE2021 | 2021年度<br>FYE2022 | 2022年度<br>FYE2023 | 2023年度<br>FYE2024 | 2024年度<br>FYE2025 | 2025年度<br>FYE2026 |
|----------------------------------------------------------------------------------------------------------------------|--------------------|----------------------------------------------|----------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| キャリア採用者数<br>Number of Mid-Career Recruited                                                                           | 人<br>persons       | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | —                 | —                 | —                 | —                 | 129               | 104               |
| 男性<br>Male                                                                                                           | 人<br>persons       | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | —                 | —                 | —                 | —                 | 75                | 71                |
| 女性<br>Female                                                                                                         | 人<br>persons       | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | —                 | —                 | —                 | —                 | 54                | 33                |
| 平均勤続年数<br>Average years of continuous service                                                                        | 年<br>years         | 3月末日<br>Mar 31st,<br>Fiscal Year End         | 連結<br>consolidated         | —                 | —                 | —                 | —                 | 11.1              | 13.5              |
| 男性<br>Male                                                                                                           | 年<br>years         | 3月末日<br>Mar 31st,<br>Fiscal Year End         | 連結<br>consolidated         | —                 | —                 | —                 | —                 | 11.6              | 15.0              |
| 女性<br>Female                                                                                                         | 年<br>years         | 3月末日<br>Mar 31st,<br>Fiscal Year End         | 連結<br>consolidated         | —                 | —                 | —                 | —                 | 9.9               | 10.4              |
| 非正規社員の割合<br>Percentage of Non-Regular Employees*3                                                                    | %                  | 翌年度4/1<br>Apr 1st, Next<br>Fiscal Year Start | 連結<br>consolidated         | —                 | —                 | 8.8               | 9.0               | 8.1               | 6.7               |
| 非正規社員の割合<br>Percentage of Non-Regular Employees                                                                      | %                  | 翌年度4/1<br>Apr 1st, Next<br>Fiscal Year Start | 単体<br>non-<br>consolidated | —                 | —                 | 9.2               | 8.6               | 7.9               | 7.2               |
| 自発的離職率<br>Voluntary Turnover Rate                                                                                    | %                  | 年度<br>FYE                                    | 連結<br>consolidated         | —                 | —                 | 11.9              | 9.8               | 7.5               | 6.6               |
| 男女の賃金の差異（全労働者）<br>Gender Pay Gap (Total Employees)                                                                   | %                  | 年度<br>FYE                                    | 連結<br>consolidated         | —                 | —                 | —                 | —                 | 59.8              | 56.0              |
| 男女の賃金の差異（全労働者）<br>Gender Pay Gap (Total Employees)                                                                   | %                  | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | —                 | —                 | 59.6              | 59.3              | 58.2              | 64.7              |
| 男女の賃金の差異（正規雇用労働者）<br>Gender Pay Gap (Regular Employees)                                                              | %                  | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | —                 | —                 | 61.6              | 60.5              | 60.9              | 67.7              |
| 男女の賃金の差異（パート・有期労働者）<br>Gender Pay Gap (Part-time/Fixed-term)                                                         | %                  | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | —                 | —                 | 44.6              | 79.8              | 75.0              | 55.7              |
| ダイバーシティ Diversity                                                                                                    |                    |                                              |                            |                   |                   |                   |                   |                   |                   |
| 障害者雇用率 ※3<br>Percentage of Employees with disabilities*4                                                             | %                  | 年度<br>FYE                                    | 連結<br>consolidated         | —                 | —                 | 2.3               | 1.9               | 2.3               | 2.1               |
| 障害者雇用率 ※3<br>Percentage of Employees with disabilities*4                                                             | %                  | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | 2.5               | 2.2               | 2.4               | 2.1               | 2.6               | 2.4               |
| 育児休業取得率<br>Childcare Leave acquisition rate                                                                          | %                  | 年度<br>FYE                                    | 連結<br>consolidated         | —                 | —                 | 64.5              | 100.0             | 95.7              | 97.6              |
| 男性<br>Male                                                                                                           | %                  | 年度<br>FYE                                    | 連結<br>consolidated         | —                 | —                 | 48.2              | 98.2              | 98.3              | 96.7              |
| 女性<br>Female                                                                                                         | %                  | 年度<br>FYE                                    | 連結<br>consolidated         | —                 | —                 | 100.0             | 104.5             | 91.2              | 100.0             |
| 育成 Employee Development                                                                                              |                    |                                              |                            |                   |                   |                   |                   |                   |                   |
| 従業員一人当たりの<br>年間平均研修（能力開発）受講時間<br>Average yearly hours spent on employee<br>training (capacity building) per employee | 時間<br>hours        | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | —                 | —                 | 50.2              | 43.9              | 44.6              | 50.0              |
| 年間研修（能力開発）総受講時間<br>Total Yearly Hours spent on<br>employee training (capacity building)                              | 時間<br>hours        | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | —                 | —                 | 123,285           | 106,889           | 112,465           | 134,842           |
| 従業員一人当たりの<br>年間平均研修（能力開発）費用<br>Average training cost per employee                                                    | 円<br>yen           | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | —                 | —                 | 92,116            | 99,035            | 91,487            | 64,761            |
| 年間研修（能力開発）総費用<br>Total annual training cost                                                                          | 百万円<br>million yen | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | —                 | —                 | 226.4             | 241.0             | 230.7             | 174.8             |
| AFP・CFP保有者数<br>AFP/CFP Certified                                                                                     | 人<br>persons       | 年度<br>FYE                                    | 連結※2<br>consolidated *2    | 904               | 909               | 1,027             | 1,003             | 980               | 1,113             |
| 証券アナリスト保有者数<br>CMA Certified                                                                                         | 人<br>persons       | 年度<br>FYE                                    | 連結※2<br>consolidated *2    | 156               | 169               | 161               | 160               | 160               | 161               |
| PB（累計取得者数）<br>Private Banker Certified (Cumulative)                                                                  | 人<br>persons       | 年度<br>FYE                                    | 連結※2<br>consolidated *2    | 239               | 300               | 303               | 300               | 358               | 342               |
| IT/サポート保有者数<br>IT Passport Certified                                                                                 | 人<br>persons       | 年度<br>FYE                                    | 連結※2<br>consolidated *2    | 23                | 35                | 51                | 58                | 68                | 83                |

| 項目<br>Item                                                                                                                           | 単位<br>Unit                  | 時点<br>Time Point                             | 対象※1<br>Subject *1         | 2020年度<br>FYE2021 | 2021年度<br>FYE2022 | 2022年度<br>FYE2023 | 2023年度<br>FYE2024 | 2024年度<br>FYE2025 | 2025年度<br>FYE2026 |
|--------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|----------------------------------------------|----------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| 健康経営 Healthcare Management                                                                                                           |                             |                                              |                            |                   |                   |                   |                   |                   |                   |
| 健康診断受診率<br>Percentage of employees who take health<br>checkup                                                                        | %                           | 翌年度4/1<br>Apr 1st, Next<br>Fiscal Year Start | 単体<br>non-<br>consolidated | 99.3              | 98.3              | 99.2              | 99.1              | 99.4              | 98.5              |
| 人間ドック<br>Percentage of employees who take<br>Comprehensive Medical checkup                                                           | %                           | 翌年度4/1<br>Apr 1st, Next<br>Fiscal Year Start | 単体<br>non-<br>consolidated | 99.1              | 98.5              | 98.9              | 98.9              | 99.1              | 98.0              |
| 定期健康診断<br>Percentage of employees who take<br>annual health checkup                                                                  | %                           | 翌年度4/1<br>Apr 1st, Next<br>Fiscal Year Start | 単体<br>non-<br>consolidated | 99.6              | 98.1              | 99.6              | 99.3              | 99.7              | 99.0              |
| ストレスチェック受検率<br>Percentage of employees who take<br>employee stress check                                                             | %                           | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | 97.9              | 96.5              | 98.0              | 97.8              | 98.3              | 98.1              |
| 高ストレス者率<br>Percentage of employees<br>with higher stress levels                                                                      | %                           | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | —                 | 15.1              | 15.0              | 13.4              | 11.8              | 10.4              |
| 年次有給休暇取得率<br>Percentage of annual paid leave taken                                                                                   | %                           | 年度<br>FYE                                    | 連結<br>consolidated         | —                 | —                 | 51.8              | 54.9              | 56.0              | 57.1              |
| 正社員一人当たりの平均月間総実労働時間<br>Average monthly Actual Work Hours per<br>regular-employee                                                     | 時間<br>hours                 | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | —                 | —                 | —                 | 157               | 161               | 173               |
| 平均月間所定外労働時間<br>Average monthly Overtime Hours                                                                                        | 時間<br>hours                 | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | —                 | —                 | —                 | 28                | 29                | 31                |
| 正社員の疾病による欠勤・休職者数 ※4<br>Health-related Workplace Absenteeism<br>among regular-employees *5                                            | 人<br>persons                | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | —                 | —                 | —                 | —                 | 47                | 56                |
| メンタルヘルス不調<br>Mental-Health Challenges                                                                                                | 人<br>persons                | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | —                 | —                 | —                 | —                 | 43                | 47                |
| メンタルヘルス以外の疾病<br>Illness other than Mental-Health                                                                                     | 人<br>persons                | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | —                 | —                 | —                 | —                 | 4                 | 9                 |
| 業務災害発生件数<br>Number of work-related incidents                                                                                         | 件<br>accidents              | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | —                 | —                 | —                 | —                 | 12                | 11                |
| うち休業発生件数<br>Number of incidents resulting in leave<br>from work                                                                      | 件<br>accidents              | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | —                 | —                 | —                 | —                 | 3                 | 2                 |
| 帰属意識 Sense of Belonging                                                                                                              |                             |                                              |                            |                   |                   |                   |                   |                   |                   |
| Okasan EX Score ※5 (10ポイント満点)<br>Okasan EX Score (out of 10pts.)*6                                                                   | ポイント<br>points              | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | —                 | —                 | —                 | 6.26              | 6.34              | 6.65              |
| お客さま本位 Customer-Oriented Business Conduct                                                                                            |                             |                                              |                            |                   |                   |                   |                   |                   |                   |
| お客さま満足度(CX指標) ※6 (10点満点)<br>Customer Experience Indicator<br>(CX Indicator) (out of 10pts.)*7                                        | 点<br>points                 | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | 6.18              | 6.18              | 5.79              | 6.45              | 6.42              | 6.90              |
| お客さま本位の業務運営に関する研修回数<br>Number of Training Sessions Related to<br>Customer-Oriented Business Conduct                                  | 回<br>times                  | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | 71                | 63                | 58                | 63                | 65                | 66                |
| 出入り口段差解消(スロープありまたは段差なし)<br>店舗数<br>Number of branches with steps removed<br>from entrances and exits<br>(with ramps or without steps) | 店<br>No. of<br>branches     | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | —                 | —                 | —                 | —                 | 53                | 57                |
| 車いす使用者用トイレ設置店舗数<br>Number of branches equipped with<br>wheelchair-accessible toilets.                                                | 店<br>No. of<br>branches     | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | —                 | —                 | —                 | —                 | 16                | 21                |
| 車いす使用者駐車場店舗数<br>Number of branches equipped with<br>wheelchair-accessible parking spaces                                             | 店<br>No. of<br>branches     | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | —                 | —                 | —                 | —                 | 14                | 18                |
| AED設置数<br>Number of facilities equipped with<br>AEDs (Automated External Defibrillators)                                             | 台<br>No. of AEDs<br>(units) | 年度<br>FYE                                    | 単体<br>non-<br>consolidated | —                 | —                 | —                 | —                 | 73                | 75                |
| ガバナンス Governance                                                                                                                     |                             |                                              |                            |                   |                   |                   |                   |                   |                   |
| 組織構成 Organizational Management                                                                                                       |                             |                                              |                            |                   |                   |                   |                   |                   |                   |
| 取締役会構成※7<br>Composition of the Board of Directors*8                                                                                  |                             |                                              |                            |                   |                   |                   |                   |                   |                   |
| 取締役数合計<br>Total Number of Directors                                                                                                  | 人<br>persons                | 3月末日<br>Mar 31st,<br>Fiscal Year End         | 連結<br>consolidated         | 9                 | 8                 | 8                 | 6                 | 6                 | 7                 |
| 社外取締役<br>Number of Outside Directors                                                                                                 | 人<br>persons                | 3月末日<br>Mar 31st,<br>Fiscal Year End         | 連結<br>consolidated         | 3                 | 3                 | 3                 | 3                 | 3                 | 4                 |
| 社外取締役割合<br>Ratio of Outside Directors                                                                                                | %                           | 3月末日<br>Mar 31st,<br>Fiscal Year End         | 連結<br>consolidated         | 33.3              | 37.5              | 37.5              | 50.0              | 50.0              | 57.1              |
| 女性取締役<br>Number of Female Directors                                                                                                  | 人<br>persons                | 3月末日<br>Mar 31st,<br>Fiscal Year End         | 連結<br>consolidated         | 0                 | 0                 | 0                 | 1                 | 1                 | 1                 |
| 女性取締役割合<br>Ratio of Female Directors                                                                                                 | %                           | 3月末日<br>Mar 31st,<br>Fiscal Year End         | 連結<br>consolidated         | 0.0               | 0.0               | 0.0               | 16.7              | 16.7              | 14.3              |

| 項目<br>Item                                                                        | 単位<br>Unit           | 時点<br>Time Point                     | 対象※1<br>Subject *1 | 2020年度<br>FYE2021 | 2021年度<br>FYE2022 | 2022年度<br>FYE2023 | 2023年度<br>FYE2024 | 2024年度<br>FYE2025 | 2025年度<br>FYE2026 |
|-----------------------------------------------------------------------------------|----------------------|--------------------------------------|--------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| 指名・報酬委員会構成※8<br>Composition of the Nomination and Remuneration Committee*9        |                      |                                      |                    |                   |                   |                   |                   |                   |                   |
| 取締役総数<br>Total Number of Directors                                                | 人<br>persons         | 3月末日<br>Mar 31st,<br>Fiscal Year End | 連結<br>consolidated | 3                 | 5                 | 4                 | 4                 | 4                 | 3                 |
| 社外取締役<br>Number of Outside Directors                                              | 人<br>persons         | 3月末日<br>Mar 31st,<br>Fiscal Year End | 連結<br>consolidated | 1                 | 3                 | 3                 | 3                 | 3                 | 2                 |
| 社外取締役割合<br>Ratio of Outside Directors                                             | %                    | 3月末日<br>Mar 31st,<br>Fiscal Year End | 連結<br>consolidated | 33.3              | 60.0              | 75.0              | 75.0              | 75.0              | 66.7              |
| 監査等委員会構成<br>Composition of the Audit Committee                                    |                      |                                      |                    |                   |                   |                   |                   |                   |                   |
| 取締役総数<br>Total Number of Directors                                                | 人<br>persons         | 3月末日<br>Mar 31st,<br>Fiscal Year End | 連結<br>consolidated | 3                 | 3                 | 3                 | 4                 | 4                 | 5                 |
| 社外取締役<br>Number of Outside Directors                                              | 人<br>persons         | 3月末日<br>Mar 31st,<br>Fiscal Year End | 連結<br>consolidated | 3                 | 3                 | 3                 | 3                 | 3                 | 4                 |
| 社外取締役割合<br>Ratio of Outside Directors                                             | %                    | 3月末日<br>Mar 31st,<br>Fiscal Year End | 連結<br>consolidated | 100.0             | 100.0             | 100.0             | 75.0              | 75.0              | 80.0              |
| 活動状況 activity status                                                              |                      |                                      |                    |                   |                   |                   |                   |                   |                   |
| 取締役会活動状況<br>Activities of the Board of Directors                                  |                      |                                      |                    |                   |                   |                   |                   |                   |                   |
| 取締役会開催回数<br>Number of meetings held                                               | 回<br>times           | 年度<br>FYE                            | 連結<br>consolidated | 11                | 10                | 14                | 10                | 10                | 10                |
| 取締役会平均出席率<br>Average Board Attendance rate                                        | %                    | 年度<br>FYE                            | 連結<br>consolidated | 98.0              | 98.8              | 99.1              | 98.4              | 98.3              | 100.0             |
| 指名・報酬委員会活動状況<br>Activities of the Nomination and Remuneration Committee           |                      |                                      |                    |                   |                   |                   |                   |                   |                   |
| 指名・報酬委員会開催回数<br>Number of meetings held                                           | 回<br>times           | 年度<br>FYE                            | 連結<br>consolidated | —                 | —                 | 5                 | 5                 | 4                 | 8                 |
| 指名・報酬委員会平均出席率<br>Average Nomination and Remuneration<br>Committee Attendance Rate | %                    | 年度<br>FYE                            | 連結<br>consolidated | —                 | —                 | 100.0             | 100.0             | 100.0             | 100.0             |
| その他 Others                                                                        |                      |                                      |                    |                   |                   |                   |                   |                   |                   |
| 内部通報件数<br>Number of calls to compliance hotline                                   | 件<br>No. of<br>calls | 年度<br>FYE                            | 連結<br>consolidated | —                 | —                 | 28                | 27                | 34                | 65                |
| 政治献金<br>Political Contributions                                                   | 百万円<br>million yen   | 年度<br>FYE                            | 連結<br>consolidated | 3                 | 3                 | 3                 | 3                 | 3                 | 0                 |

※1 単体については、中核子会社である岡三証券㈱を対象としております。  
\*1 The non-consolidated data covers our core subsidiary, Okasan Securities Co., Ltd.

※2 ㈱岡三証券グループおよび岡三証券㈱を対象としております。  
\*2 The consolidated data covers Okasan Securities Group Co., Ltd. and Okasan Securities Co., Ltd.

※3 「障害者の雇用の促進等に関する法律」において設けられている「障害者雇用率」制度上の計算式を用いたもので、重度の障害者については2人分としてカウントしております。  
(重度身体障害者数+重度知的障害者数)×2 + 身体障害者数(重度以外) + 知的障害者数(重度以外) + 精神障害者数  
\*3 This is based on the calculation formula established under the "Act to Facilitate the Employment of Persons with Disabilities," where severely disabled individuals are counted as two persons.  
The formula is as follows: (Number of severely physically disabled individuals + Number of severely intellectually disabled individuals) × 2 + Number of physically disabled individuals (not severe) + Number of intellectually disabled individuals (not severe) + Number of individuals with mental disabilities

※4 傷病により連続で1か月以上欠勤・休職した社員をカウントしております。  
\*4 We count employees who have been absent or on leave for more than one month due to illness or injury.

※5 エンゲージメント・サーベイにおいて「当社で働き続けたいと感じる」指標を算出しております。  
\*5 In the engagement survey, we calculate the indicator for "the desire to continue working at our company."

※6 CX指標は、当社が半期ごとに実施する顧客アンケートにおける「継続意向・購入意向・推奨意向（各10点満点）」の平均値です。  
\*6 The CX indicator is the average score of "intention to continue, intention to purchase, and intention to recommend (each out of 10 points)" from customer surveys conducted biannually by our company.

※7 本データは年度末（3月末日時点）の構成員数に基づいております。  
\*7 This data is based on the number of members at the end of the fiscal year (as of March 31).

※8 指名・報酬委員会の構成人数につきましては、取締役および執行役員を委員としてカウントしております。  
\*8 Regarding the composition of the Nomination and Compensation Committee, both directors and executive officers are included in the count of committee members.