

Nomura Group's CSR

Fundamental Approach

Nomura Group actively engages in initiatives to address social issues to fulfill its social responsibilities as a corporate citizen. The Group believes that promoting and managing corporate social responsibility (CSR) activities properly is an important factor to maintain and increase its corporate value. The basic policy concerning CSR is set forth in the Code of Ethics of Nomura Group and its Basic Management Policy. Moreover, Nomura Holdings Corporate Governance Guidelines formulated in November 2015 stated Nomura shall actively engage in CSR activities, including educational activities in economics and finance, in addition to contributing to expanding securities markets through daily business.

Framework for Promoting CSR Activities

The CSR Committee has been formed as the management-level decision-making entity for promoting Group-wide CSR programs. Chaired by the chairperson appointed by the Group CEO, the committee comprises seven Executive Officers, including the chairperson. The responsibilities of the committee include formulating policies for CSR initiatives as well as approving and monitoring progress of these activities. The activities of the committee are reported to the Board of Directors and the Executive Management Board accordingly. During FY2015/16, the CSR Committee held two meetings.

Code of Ethics of Nomura Group
<http://www.nomuraholdings.com/company/basic/ethics.html>



Identification of Material CSR Issues in Nomura Group

Impact on stakeholders

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| <p>Clients</p> <p>Shareholders</p> <p>Investors</p> <p>Employees</p> | <p>Communities</p> <p>Government organizations</p> <p>NGOs/NPOs</p> <p>Economic and business groups</p> | <ul style="list-style-type: none"> • Key non-financial indicators, such as GRI and SASB • Dialogue with socially responsible investment (SRI) organizations • Trends among financial institutions |
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Bases of Nomura Group

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| <p>Our Founder's Principles</p> <ul style="list-style-type: none"> » Code of Ethics » Basic management policy | <ul style="list-style-type: none"> • Contribute to economic growth and social development • Draw on the capabilities of personnel and respect for diversity • Maintain the spirit of putting the customer first, etc. |
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Identification of Material CSR Issues

In 2014, Nomura Group reassessed its material CSR issues through reflecting the opinions of third parties, hearings conducted across internal departments, and receiving confirmations on our reassessment by the CSR Committee.

In the reassessment process, we first looked at the external elements. We analyzed the GRI Guidelines (G4), the criteria for information disclosure on sustainability, such as those of the Sustainability Accounting Standard Board (SASB), and Japan's Stewardship Code. Turning to the internal elements, we analyzed elements such as the Code of Ethics of Nomura Group and our fundamental approach to

CSR. Based on these, we identified the issues for the Group. Next, we assessed the "stakeholders' materiality" of the identified issues based on the evaluations of representative SRI institutions in Japan and overseas. We then assessed and prioritized the issues as regards "the Group's materiality" based on hearings conducted across internal departments and reflecting the Group's Basic Management Policy. We formed a "materiality matrix" of the issues based on these two assessments to identify issues of high importance to both stakeholders and the Group as material CSR issues.

Material CSR Issues

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| | Corporate Governance | <ul style="list-style-type: none"> Strengthening corporate governance CSR management | <ul style="list-style-type: none"> » P.41 » P.50 |
| | Compliance | <ul style="list-style-type: none"> Legal compliance and reporting of violations Ensuring fair financial business practices Preventing bribery Preventing money laundering | <ul style="list-style-type: none"> » P.46 » P.47 » P.47 » P.47 |
| | Risk management | <ul style="list-style-type: none"> Enhancing and strengthening risk management systems Ensuring financial soundness and transparency Business resilience Social and environmental risk management | <ul style="list-style-type: none"> » P.48 » P.49 » P.49 » P.49 |
| | Contributing to sound and sustainable capital markets | <ul style="list-style-type: none"> Offering high-quality financial services Products and services responding to environmental and social issues Customer protection and information security Improving financial literacy | <ul style="list-style-type: none"> » P.46 » P.27 » P.47 » P.52 |
| | Contributing to sustainable communities | <ul style="list-style-type: none"> Global CSR initiatives Communication with stakeholders | <ul style="list-style-type: none"> » P.54 » P.54 |
| | Fostering human resources with a respect for diversity | <ul style="list-style-type: none"> Fostering human resources Diversity and inclusion Employee-friendly work environments Respecting human rights | <ul style="list-style-type: none"> » P.58 » P.58 » P.60 » P.60 |