

# ESG Data

2023

Nomura Holdings, Inc.

## Entities covered

Nomura Holdings, Inc. and its major subsidiaries

<https://www.nomuraholdings.com/company/group/>

Numerical data are presented alongside information on the scope of companies covered.

## Reporting period

FY2022/23 (April 1, 2022 - March 31, 2023)

\*Some content may be outside this time frame.

## Independent assurance

Data for FY2022/23 items marked with  have undergone assurance verification by a third party.

- ✓ **Sustainable Finance, capital raised**
- ✓ **Number of educational materials supplied**
- ✓ **Participation in education and training, Average annual hours of training per employee**
- ✓ **Composition of employees**
- ✓ **Number of new hires**
- ✓ **Composition of managers**
- ✓ **Absentee rate**
- ✓ **GHG emissions**
  - Total Scope 1 Direct emissions
  - Total Scope 2 Indirect emissions (location-based)
  - Total Scope 1, 2 (location-based) emissions
  - Total Scope 2 Indirect emissions (market-based)
  - Total Scope 1, 2 (market-based) emissions
  - Scope 3 Emissions from employee travel
- ✓ **Energy consumption**
  - Direct energy consumption (Natural gas) (Other fuels)
  - Indirect energy consumption (Purchased cooling and heating)
  - Indirect energy consumption (Purchased electricity)
  - Renewable electricity purchased, Percentage of renewable electricity
- ✓ **Environmental resource efficiency**
  - Water consumption
  - Copy paper consumption
  - Amount of waste generated
- ✓ **GHG emissions per region**
  - Scope 1 Direct emissions
  - Scope 2 Indirect emissions (location-based)
  - Scope 2 Indirect emissions (market-based)
  - Scope 1, 2 (location-based) emissions per employee
  - Scope 1, 2 (market-based) emissions per employee
  - Scope 3 Emissions from employee travel

Independent Assurance Report (July 7, 2023)

## ESG Data

### Corporate Governance

Data covers Nomura Holdings, Inc.

#### Members of the Board

		June 30, 2018	June 30, 2019	June 30, 2020	June 30, 2021	June 30, 2022	June 30, 2023
Board of Directors	No. of people	10	10	10	12	12	13
Outside Directors	No. of people	6	6	6	8	8	9
	%	60	60	60	67	67	69
Non-Japanese Directors	No. of people	2	2	2	4	4	4
	%	20	20	20	33	33	31
Female Directors	No. of people	2	2	2	3	3	3
	%	20	20	20	25	25	23

As of the end of June 2023, average tenure of board members is 3.1 years.

#### Board of Directors meetings

	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
No. of meetings held	10	10	11	11	12	11
Average attendance rate (%)	100	100	100	99	100	98

#### Officers (Executive Officers and Senior Managing Directors)

		April 1, 2018	May 1, 2019	April 1, 2020	April 1, 2021	April 1, 2022	April 1, 2023
Male	No. of people	34	33	38	30	32	34
Female	No. of people	1	1	3	5	5	5
Ratio of female	%	3	3	8	14	14	13

## Sustainable Finance, capital raised

		FY2020/21	FY2021/22	FY2022/23
Apportioned	Billions of USD	23.4	21.4	25.2

From FY2021/22, data aligned to UN PRB principles, showing only transaction value where Nomura had a lead role. Data is apportioned by the number of Mandated Lead Arrangers (MLAs).

From FY2022/23, the Sustainable Finance amount is calculated based on the newly established Green and Social Finance Framework and Transition Finance Guidance. For more details, please see the [links](#) in the list of Calculation Standards.

## ESG assets under management

		FY2022/23
ESG assets under management	Billions of yen	1,312

This is the total AUM of Nomura Asset Management's investment strategies that are considered ESG strategies based on factors such as the relevant country/region's ESG regulations and/or customer guidelines. This number includes the AUM of Japanese investment trusts, UCITS and other overseas investment funds, and domestic and overseas segregated accounts. For Japanese investment trusts, Nomura Asset Management defines "ESG funds" as those that actively utilize ESG integration, engagement/proxy voting, and that actively utilize other sustainable strategies as defined by GSIA.

## Social

### Caseload at Customer Help Desk Department (Nomura Securities)

	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Total (No. of cases)	7,054	7,843	6,961	5,951	6,244	6,891
Complaints	2,479	2,542	2,315	1,006	809	795*
Opinions and requests	270	237	323	363	378	404
Inquiries	4,147	4,852	4,180	4,463	4,967	5,567
Other	158	212	143	119	90	125

From FY2020/21, only newly reported cases are counted.

\* Of this total, 11 complaints were related to personal information

### Barrier-free branches (Nomura Securities)

		FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Certified universally accessible	No. of branches	32	32	31	31	31	30
Wheelchair-accessible toilets	No. of branches	82	82	74	74	74	69
Wheelchair-accessible elevators	No. of branches	67	67	63	64	64	62
With steps removed from entrances and exits (with ramps, elevators, or no steps)	No. of branches	129	129	108	98	98	92
With installations to mitigate entrance and exit steps (railings or reduced step heights)	No. of branches	12	12	10	8	8	8
Percentage of branches equipped with AEDs (Automated External Defibrillators) (%)		100	100	100	100	100	100

The declines since FY2019/20 are due to branch consolidations.

		FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Heartful Partner, a specialist team for elderly clients	No. of employees	164	171	168	229	249

### Results of customer satisfaction surveys at branches (Nomura Securities)

	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Average satisfaction rating	4.34	8.49	8.56	8.40	8.57	8.47

Figures represent the average score from among the overall company satisfaction ratings received via postage-paid return postcard from customers who visited our branches. Until FY2017/18, a scale of 0 (worst) to 5 (best) with six ratings was used, while from FY2018/19 a scale of 0 (worst) to 10 (best) with 11 ratings has been used.

### Number of calls to compliance hotline

	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
No. of calls	31	84	126	81	101	97

## Community contribution expenditures

		FY2022/23
Total	Millions of yen	2,353
Solving environmental issues	Millions of yen	56
Building a better society	Millions of yen	672
Promoting cultural development	Millions of yen	1,191
Others	Millions of yen	434

Subtotals may not add up to totals due to rounding.

	FY2022/23
Number of employees involved in volunteer programs	7,491
Hours of employee volunteering in work time	5,617
Value of in-kind contributions (Millions of yen)	2
Number of partner beneficiary organizations	306

## Participants and materials in financial and economics education

		FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Visiting classes* <sup>1</sup> (elementary, junior and high schools, universities, teachers) since 2008	No. of schools	442	393	287	138	282	638
	No. of participants	19,377	18,919	13,847	8,988	16,748	59,726
Financial courses for universities since 2001	No. of schools	106	102	101	69	87	89
	No. of participants	11,000	11,200	10,924	5,862	8,068	10,777
Nikkei Stock League since 2000	No. of teams	1,832	1,792	1,726	1,643	1,719	1,860
	No. of participants	7,180	7,103	6,892	6,535	7,046	7,585
☑ Number of educational materials supplied* <sup>2</sup>	No. of schools	470	730	804	11,214	20,743	534
	No. of copies	37,163	61,581	62,698	87,338	66,125	40,298

\*<sup>1</sup> Visiting classes include online classes.

\*<sup>2</sup> The total volume of learning materials donated to elementary and junior high schools by Nomura Holdings. In FY2020/21, along with updating learning materials, we donated learning materials to junior high schools nationwide. As a result, the number of schools and the number of educational materials supplied sharply increased. In FY2021/22, along with updating learning materials, we donated one or two learning materials to elementary schools nationwide. As a result, the number of schools significantly increased.

## Education and training expenses

		FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Total	Millions of yen	2,987	3,225	3,100	2,089	2,332	2,608
Japan	Millions of yen	2,093	2,004	2,035	1,143	1,363	1,351
Americas	Millions of yen	435	694	639	623	542	736
Europe	Millions of yen	228	280	228	177	268	250
Asia and Oceania	Millions of yen	230	247	196	146	159	271

Subtotals may not add up to totals due to rounding.

	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Average training and development expenditure per employee (yen)	106,496	115,741	116,414	79,123	87,719	97,390

## ✓ Participation in education and training

		FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Total	Aggregate no. of hours	530,869	537,323	565,949	325,735	259,921	441,829
	Aggregate no. of participants	277,824	302,460	187,639	258,694	289,467	457,011
Japan	Aggregate no. of hours	298,571	332,570	440,867	195,274	128,783	308,439
	Aggregate no. of participants	14,896	18,879	22,451	23,374	37,513	199,018
Americas	Aggregate no. of hours	23,139	15,983	9,127	18,684	16,524	16,868
	Aggregate no. of participants	38,169	35,932	17,393	34,912	34,811	38,124
Europe	Aggregate no. of hours	49,288	43,787	29,407	42,000	45,481	38,508
	Aggregate no. of participants	70,240	77,539	41,030	69,309	85,703	80,259
Asia and Oceania	Aggregate no. of hours	159,871	144,983	86,548	69,776	69,133	78,014
	Aggregate no. of participants	154,519	170,110	106,765	131,099	131,440	139,610

Certain subsidiaries and affiliates were not included in the number of participants in internal education and training in the Americas, Europe and Asia and Oceania as the data was compiled based on persons registered through the Wholesale Division's internal training system. From FY2022/23, we expanded the scope of training programs for Japan. As a result, the aggregate number of hours and aggregate number of participants sharply increased.

	FY2022/23
✓ Average annual hours of training per employee	16.5

## ✓ Composition of employees

		FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Total	No. of employees	28,048	27,864	26,629	26,402	26,585	26,775
	Male	16,988	16,710	15,888	15,696	15,846	16,078
	Female	11,060	11,154	10,741	10,705	10,738	10,696
	Ratio of male employees (%)	61	60	60	59	60	60
	Ratio of female employees (%)	39	40	40	41	40	40
Japan	No. of employees	15,819	15,852	15,748	15,330	15,213	15,131
	Male	9,055	8,956	8,903	8,586	8,536	8,458
	Female	6,764	6,896	6,845	6,744	6,677	6,673
	Ratio of male employees (%)	57	56	57	56	56	56
	Ratio of female employees (%)	43	44	43	44	44	44
Americas	No. of employees	2,362	2,357	2,120	2,152	2,257	2,387
	Male	1,740	1,744	1,555	1,567	1,633	1,730
	Female	622	613	565	585	624	657
	Ratio of male employees (%)	74	74	73	73	72	72
	Ratio of female employees (%)	26	26	27	27	28	28
Europe	No. of employees	3,057	2,909	2,691	2,769	2,820	2,937
	Male	2,134	2,000	1,838	1,912	1,951	2,027
	Female	923	909	853	856	868	909
	Ratio of male employees (%)	70	69	68	69	69	69
	Ratio of female employees (%)	30	31	32	31	31	31
Asia and Oceania	No. of employees	6,810	6,746	6,070	6,151	6,295	6,320
	Male	4,059	4,010	3,592	3,631	3,726	3,863
	Female	2,751	2,736	2,478	2,520	2,569	2,457
	Ratio of male employees (%)	60	59	59	59	59	61
	Ratio of female employees (%)	40	41	41	41	41	39

The figures cover Nomura Group on a consolidated basis.

The sum of male and female may not be consistent with the total number of employees, since only employees whose gender is disclosed are included in the number of male and female employees.

			FY2020/21	FY2021/22	FY2022/23
Composition of employees by age groups	Under 30 years old	No. of employees	5,535	5,282	5,321
	30-50 years old	No. of employees	15,275	15,816	15,765
	Over 50 years old	No. of employees	5,310	5,486	5,689

Certain subsidiaries or employees that do not compile age data were not included in the calculation.

	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Number of seniors (60 years and over) rehired	582	666	690	715	758	764

	June, 2018	June, 2019	June, 2020	June, 2021	June, 2022	June, 2023
Percentage of employees with disabilities (%)	2.0	2.08	2.3	2.4	2.4	2.4

Data covers Nomura Securities. From FY2019/20, the data of percentage of employees with disabilities covers Nomura Group.

## Composition by employment contract

	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
No. of employees	28,048	27,864	26,629	26,402	26,585	26,775
Average No. of temporary employees	4,671	4,492	4,313	4,224	4,339	4,420

Headcount figures have been reclassified to include certain contract employees.



## ✓ Composition of managers

		FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Total	No. of employees	9,174	9,187	8,734	9,145	9,927	10,040
	Male	7,671	7,586	7,139	7,424	7,898	8,011
	Female	1,503	1,601	1,595	1,720	2,029	2,029
	Ratio of male employees (%)	84	83	82	81	80	80
	Ratio of female employees (%)	16	17	18	19	20	20
Japan	No. of employees	4,493	4,493	4,267	4,445	4,798	4,927
	Male	4,075	4,036	3,803	3,930	4,165	4,220
	Female	418	457	464	515	633	707
	Ratio of male employees (%)	91	90	89	88	87	86
	Ratio of female employees (%)	9	10	11	12	13	14
Americas	No. of employees	1,366	1,355	1,257	1,319	1,392	1,473
	Male	1,097	1,099	1,007	1,049	1,105	1,167
	Female	269	256	250	270	287	306
	Ratio of male employees (%)	80	81	80	80	79	79
	Ratio of female employees (%)	20	19	20	20	21	21
Europe	No. of employees	1,624	1,568	1,473	1,564	1,634	1,668
	Male	1,316	1,251	1,171	1,238	1,287	1,306
	Female	308	317	302	325	347	362
	Ratio of male employees (%)	81	80	79	79	79	78
	Ratio of female employees (%)	19	20	21	21	21	22
Asia and Oceania	No. of employees	1,691	1,771	1,737	1,817	2,103	1,972
	Male	1,183	1,200	1,158	1,207	1,341	1,318
	Female	508	571	579	610	762	654
	Ratio of male employees (%)	70	68	67	66	64	67
	Ratio of female employees (%)	30	32	33	34	36	33

The figures cover Nomura Group on a consolidated basis

The number of males and females in certain subsidiaries in FY2021/22 have been revised. We revised the total number of employees (10,095→9,927), the number and ratio of male employees (7,886→7,898 and 78→80), and number and ratio of female employees (2,209→2,029 and 22→20). For Japan, we revised the number of employees (4,966→4,798), the number and ratio of male employees (4,153→4,165 and 84→87), and the number and ratio of female employees (813→633 and 16→13).

			FY2020/21	FY2021/22	FY2022/23
Composition of employees by management level	Managing Directors	No. of employees	1,134	1,192	1,203
		Ratio of male employees (%)	91.4	90.4	90.4
		Ratio of female employees (%)	8.6	9.6	9.6
	Executive Directors and Vice Presidents	No. of employees	8,011	8,735	8,837
		Ratio of male employees (%)	79.7	78.1	78.4
		Ratio of female employees (%)	20.3	21.9	21.6

			FY2022/23
Ratio of locally-hired managers in overseas offices	Americas	%	95
	Europe	%	91
	Asia and Oceania	%	90

Figures are for managing directors working in overseas offices in the Wholesale and Investment Management divisions.

## ✓ Number of new hires

		FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Total	No. of employees	2,901	2,779	2,416	1,934	2,920	3,418
	Male	1,765	1,639	1,450	1,203	1,903	2,233
	Female	1,136	1,140	966	730	1,016	1,184
	Ratio of male employees (%)	61	59	60	62	65	65
	Ratio of female employees (%)	39	41	40	38	35	35
Japan	No. of employees	1,008	1,100	1,004	642	752	883
	Male	547	563	589	379	502	554
	Female	461	537	415	263	250	329
	Ratio of male employees (%)	54	51	59	59	67	63
	Ratio of female employees (%)	46	49	41	41	33	37
Americas	No. of employees	355	333	251	246	470	478
	Male	263	254	179	183	332	354
	Female	92	79	72	63	138	124
	Ratio of male employees (%)	74	76	71	74	71	74
	Ratio of female employees (%)	26	24	29	26	29	26
Europe	No. of employees	376	346	286	288	400	506
	Male	260	232	187	215	286	341
	Female	116	114	99	72	113	164
	Ratio of male employees (%)	69	67	65	75	72	67
	Ratio of female employees (%)	31	33	35	25	28	32
Asia and Oceania	No. of employees	1,162	1,000	875	758	1,298	1,551
	Male	695	590	495	426	783	984
	Female	467	410	380	332	515	567
	Ratio of male employees (%)	60	59	57	56	60	63
	Ratio of female employees (%)	40	41	43	44	40	37

The figures represent total Nomura Group hires on a consolidated basis.

The sum of male and female may not be consistent with the total number of employees, since only employees whose gender is disclosed are included in the number of male and female employees.

			FY2020/21	FY2021/22	FY2022/23
Composition of new hires by age groups	Under 30 years old	%	57	50	51
	30-50 years old	%	38	45	43
	Over 50 years old	%	5	6	5

Until FY2021/22, certain subsidiaries or employees that do not compile age data are not included. From FY2022/23, the figures cover Nomura Group on a consolidated basis. Subtotals may not add up to totals due to rounding.

			FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Mid-career hiring ratio	Nomura Securities	%	29.9	32.5	26.8	38.3	52.7	54.5
	Nomura Asset Management	%	40.7	54.3	30.2	29.0	77.2	71.4
	The Nomura Trust and Banking	%	10.0	66.7	42.3	38.1	45.5	62.5

The mid-career hiring ratio is based on the Act on Comprehensive Promotion of Labor Measures. (Date of announcement: July 25, 2023)

## Turnover rate

		FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Total turnover rate	%	5	7.2	6	7.4	10.6	11.4
Male	%	-	-	-	8.0	11.8	12.5
Female	%	-	-	-	6.4	8.7	9.8
Voluntary turnover rate	%	-	-	-	6.3	9.1	9.0

Data for FY2019/20 and prior fiscal years cover Nomura Securities. From FY2020/21, data for Japan (Nomura Holdings and Nomura Securities) and primarily the Wholesale Division in the Americas, Europe, and Asia and Oceania are included in the calculation. (Equivalent to 86% of the FTE)

			FY2020/21	FY2021/22	FY2022/23
Turnover rate by age groups	Under 30 years old	%	9.7	15.7	15.0
	30-50 years old	%	7.1	9.6	10.3
	Over 50 years old	%	5.7	7.8	11.3

## Average length of employment

		FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Male	Year	14.9	14.7	14.8	15.4	15.9	16.1
Female	Year	13.5	13.5	14.0	14.7	15.5	15.9

## Use of childcare and family nursing care support plans

(No. of employees)

	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Pre- and post-natal leave	304	292	334	327	300	317
Childcare leave	529	540	548	625	607	625
Leave to care for sick or injured children	1,329	1,574	1,549	1,411	1,612	1,764
Childcare time	385	407	383	415	477	492
Assistance with daycare expenses	440	441	445	316	336	344
Family nursing care leave	15	17	18	8	7	9
Reduced working hours plan for family nursing care	7	4	7	6	5	8
Paid leave for family nursing care	126	159	154	138	144	153

Data covers Nomura Securities.

## Post-childcare leave reinstatement rates

			FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Reinstatement rate	Male	%	100	100	100	100	100	100
	Female	%	95	94	93	97	96	96

Data covers Nomura Securities.

## Occupational health and safety

### ☑ Absentee rate

		FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Absentee rate	%	0.6	0.6	0.6	0.7	0.8	1.3

Data covers Nomura Holdings and Nomura Securities.

For more details, please see the [links](#) in the list of Calculation Standards.

## Other labor-related indicators

	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Lost time injury frequency rate*	0.24	0.03	0	0.03	0	0.04
Monthly average overtime hours Nomura Securities	15.8	15.5	16.3	14.5	13.2	14.6
Monthly average overtime hours Nomura Asset Management	9	8.6	12.3	14.7	17	16.4
Average number of annual paid leave days used*	12.2	12.5	15.2	13.9	15.4	17.0
Rate of taking annual paid leave (%) Nomura Securities	65.6	66.8	68.8	60.8	65.0	71.0
Rate of taking annual paid leave (%) Nomura Asset Management	76.1	74.6	79	70.2	75.6	82.1
Percentage of employees with labor union membership (%)*	60.9	60.9	59.8	61.4	58.6	60.5

\*Data covers Nomura Securities.

	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Average annual salary (thousands of yen) Nomura Securities	10,490	10,599	9,664	10,137	10,898	10,774

In Nomura Securities, there is no difference for the same job type by gender or region.

## ✓ Environment

### ✓ GHG emissions\*<sup>1,2</sup>

	Unit	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Total Scope 1 Direct emissions	t-CO <sub>2</sub> e	3,092	2,960	2,814	2,152	1,924	2,473
Natural gas	t-CO <sub>2</sub> e	2,510	2,353	2,325	1,968	1,791	1,859
Other fuels	t-CO <sub>2</sub> e	582	607	488	185	133	614
Total Scope 2 Indirect emissions (location-based)	t-CO <sub>2</sub> e	72,226	66,662	60,507	48,517	43,582	59,885
Purchased cooling and heating	t-CO <sub>2</sub> e	2,915	2,853	2,575	3,363	3,387	3,273
Purchased electricity	t-CO <sub>2</sub> e	69,312	63,809	57,932	45,154	40,195	40,473
Purchased electricity (data center)	t-CO <sub>2</sub> e	-	-	-	-	-	16,139
<b>Total Scope 1, 2 (location-based) emissions</b>	t-CO <sub>2</sub> e	<b>75,318</b>	<b>69,621</b>	<b>63,321</b>	<b>50,669</b>	<b>45,506</b>	<b>62,358</b>
Total Scope 2 Indirect emissions (market-based)	t-CO <sub>2</sub> e	-	-	-	39,324	31,710	24,183
Purchased cooling and heating	t-CO <sub>2</sub> e	-	-	-	3,363	3,387	3,273
Purchased electricity	t-CO <sub>2</sub> e	-	-	-	35,961	28,323	18,436
Purchased electricity (data center)	t-CO <sub>2</sub> e	-	-	-	-	-	2,475
<b>Total Scope 1, 2 (market-based)<sup>3</sup> emissions</b>	t-CO <sub>2</sub> e	-	-	-	<b>41,476</b>	<b>33,634</b>	<b>26,656</b>
Scope 3 Emissions from employee travel <sup>4</sup>	t-CO <sub>2</sub> e	50,226	45,966	36,733	3,709	7,471	23,497

### ✓ Energy consumption\*<sup>1,2</sup>

	Unit	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
<b>Total energy consumption</b>	MWh	<b>170,193</b>	<b>170,354</b>	<b>159,036</b>	<b>137,136</b>	<b>126,204</b>	<b>180,415</b>
Direct energy consumption							
Natural gas	MWh	13,823	12,951	12,835	11,006	9,964	10,377
Other fuels	MWh	2,034	2,138	2,062	780	568	2,576
Indirect energy consumption							
Purchased cooling and heating	MWh	13,757	13,451	12,146	16,047	15,711	15,383
Purchased electricity	MWh	140,578	141,814	131,993	109,303	99,961	100,641
Purchased electricity (data center)	MWh	-	-	-	-	-	51,437
Renewable electricity purchased <sup>5</sup>	MWh	34,193	35,560	32,564	27,749	33,617	103,086
Percentage of renewable electricity	%	24.3	25.1	24.7	25.4	33.6	67.8

### ✓ Environmental resource efficiency

	Unit	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Water consumption* <sup>6</sup>	Thousand m <sup>3</sup>	355	344	331	238	244	251
Copy paper consumption* <sup>7</sup>	ton	1,002	1,018	990	611	508	528
Amount of waste generated* <sup>8</sup>	ton	2,403	2,341	2,206	1,397	1,290	1,405

### ✓ GHG emissions per region (FY2022/23)

	Unit	Japan	Americas	Europe	Asia and Oceania	Data Center	Total
Scope 1 Direct emissions	t-CO <sub>2</sub> e	1,707	61	624	80	0	2,473
Scope 2 Indirect emissions (location-based)	t-CO <sub>2</sub> e	23,774	5,760	3,913	10,299	16,139	59,885
Scope 2 Indirect emissions (market-based)	t-CO <sub>2</sub> e	15,692	214	166	5,637	2,475	24,183
Scope 1, 2 (location-based) emissions per employee	t-CO <sub>2</sub> e	1.7	2.4	1.5	1.6	-	2.4
Scope 1, 2 (market-based) emissions per employee	t-CO <sub>2</sub> e	1.2	0.1	0.3	0.9	-	1.0
Scope 3 Emissions from employee travel	t-CO <sub>2</sub> e	8,481	6,595	3,350	5,072	-	23,497

The Scope 1, 2, and 3 classifications follow The Greenhouse Gas Protocol (GHG Protocol): <https://www.ghgprotocol.org/>  
The coverage by region is as follows.

Japan: Group companies located in Japan (<https://www.nomuraholdings.com/company/group/>)

Americas: Offices in United States, Canada, Brazil and Bermuda

Europe: Offices in United Kingdom, France, Germany, Switzerland, Spain, Italy, Luxembourg, Netherlands, Sweden, Finland, Austria, Turkey and United Arab Emirates

Asia and Oceania: Offices in Hong Kong, Singapore, India, Mainland China, South Korea, Australia, Malaysia, Indonesia, Philippines, Taiwan and Vietnam

\*1 From FY2022/2023, energy consumption and GHG emissions at all domestic and overseas data centers used by Nomura Group were added to the scope. As a result, GHG emissions (location-based) and energy consumption have increased, and these increases include the impacts of the addition of data centers.

\*2 The Brazil, Bermuda and U.S. (additional sites in New York) offices were included from FY2022/23 in the scope for Americas. The UAE office was included from FY2022/23 in the scope for Europe.

The South Korea office and Australia office were included from FY2019/20, the China (Shanghai) office was included from FY2020/21, the China (Beijing) office was included from FY2021/22 and the China (Nomura Orient International Securities), Malaysia, Indonesia, Philippines and Taiwan offices were included from FY2022/23 in the scope for Asia and Oceania.

For some small offices (located in U.S., Canada, Switzerland, Netherlands, Sweden, Finland, Austria, Turkey, Hong Kong and Vietnam), it is assumed that only electric power is purchased, and the amount of electric power purchased is estimated. The estimated consumption is calculated by multiplying the year-end area of the sites by the average electricity consumption per area at other sites of the same size in the same region.

\*3 From FY2022/2023, Scope 2 GHG emissions are disclosed after being divided into location-based emissions and market-based emissions. Scope 2 market-based emissions are disclosed from FY2020/21 data.

\*4 Data based on airline and long-distance railway travel in Japan and overseas purchased from specified travel agencies. Data for Japan, Europe, and the India, Hong Kong, South Korea and China offices include emissions from automobiles used on a daily basis (The South Korea office was added to the scope of calculation from FY2019/20 and China offices were included in the scope from FY2022/23.).

\*5 Data comprise Japan, as well as the U.K., France, Germany, Switzerland, Italy, and Luxembourg offices. The Spain office was included in the scope of calculation from FY2019/20. The India office was included in the scope of calculation from FY2021/22. The U.S. (New York), Netherlands, Hong Kong and Taiwan offices were included in the scope of calculation from FY2022/23.

\*6 Data comprise Japan, as well as the U.K., U.S., France, Luxembourg, India, Singapore offices. The China (Shanghai) office was included from FY2020/21, the Hong Kong office was included from FY2021/22, the Brazil, UAE, China (Nomura Orient International Securities), Philippines and Taiwan offices were included from FY2022/23 in the scope.

\*7 Data for Japan were compiled based on paper purchased from specified suppliers (all types of copy paper). Paper consumed by the U.K., India and Hong Kong offices are included. The Singapore office was included from FY2020/21, the China (Shanghai) office and the Australia office were included from FY2021/22, while the UAE, Malaysia and Taiwan offices were included from FY2022/23.

\*8 Data comprise Tokyo (the Urbannet Otemachi Building and the Toyosu Bayside Cross Tower), the Osaka Branch, the Nagoya Branch, the Kyoto Branch and the Okayama Branch, as well as the U.K., France, Germany, Switzerland, Luxembourg, Hong Kong and India offices. From FY2020/21, data for the Singapore office and Tokyo (the Toyosu Bayside Cross Tower), from FY2021/22 data for the Australia office, and from FY2022/23 data for the Taiwan offices were added to the scope.

## List of calculation standards (FY2022/23)

Indicators	Definitions and calculation methods
Sustainable Finance	The Sustainable Finance amount aggregated, based on the <a href="#">Green and Social Finance Framework</a> and <a href="#">Transition Finance Guidance</a>

### Social

Indicators	Definitions and calculation methods
Participants and materials in financial and economics education	Teaching material for schools: The total volume of learning materials donated to elementary and junior high schools during the reporting period
Participation in education and training	Calculated from education and training system data
Average annual hours of training per employee	Calculated from the total number of training hours provided to employees divided by the total number of employees.
Composition of employees (male/female ratio)	Number of employees: The number of employees as of the end of the reporting period was compiled from the personnel data system. Percentage (%) of males/females: Percentage of male employees and female employees as of the end of the reporting period calculated based on the number of male and female employees according to the personnel data system
Number of new hires	The number of newly employed persons during the reporting period compiled from data in the outside personnel data system and the (internal) personnel data system
Composition of managers	Number of employees: Calculated from the personnel data system as of the end of the reporting period and compiled according to the Nomura Group job definitions and the corporate titles held by personnel  Percentage (%) of males/females: Calculated based on the number of male and female managers compiled above
Absentee rate (%)	The absentee rate during the reporting period was compiled from the work attendance management system.  It is calculated from the total number of absentee days lost out of total days scheduled to be worked by workers for the same period.  Absentee days are based on the days that workers absent due to incapacity of any kind, not just as the result of work-related injury or disease. It does not include scheduled or permitted absenteeism such as holidays, study, maternity or paternity leave and compassionate leave.

## Environment

Indicators	Definitions and calculation methods										
Greenhouse Gas (GHG) Emissions (Scope 1 and Scope 2)	<p>Definitions and methods pertaining to Japan follow laws related to the promotion of policies to deal with global warming. Those pertaining to countries overseas follow the methods established in the GHG Protocol, etc. Amounts of energy usage are calculated using the emissions factors for each type of energy. Please refer to the following for information on the sources of emissions factors.</p> <table border="1"> <tr> <td>Japan</td><td> <p>Natural gas, other fuels and cooling and heating: Emissions factors from "Implementation Ordinances for Global Warming Policies"</p> <p>Electricity: Emissions Factors by Electricity Utilities (for calculating greenhouse gas emissions of specified emitters) - 2021 Results -Published January 24, 2023 by the Ministry of the Environment and the Ministry of Economy, Trade and Industry</p> <ul style="list-style-type: none"> <li>- Location-based: Alternative value</li> <li>- Market-based: Adjusted emissions factors for each utility (by menu)</li> </ul> </td></tr> <tr> <td>Americas</td><td> <p>Natural gas and cooling and heating: Emissions factors from US EPA, "Emission Factors for Greenhouse Gas Inventories"(Last Modified: 16 March 2023)</p> <p>Electricity:</p> <ul style="list-style-type: none"> <li>- Location-based: Emissions factors by sub-region the US EPA's "eGRID 2021" (created January 2023)</li> <li>- Market-based: Emissions factors by supply menu for each utility (if not available, location-based emissions factors applied)</li> </ul> </td></tr> <tr> <td>United Kingdom</td><td> <p>Natural gas and other fuels: Emissions factors from "UK Government GHG Conversion Factors for Company Reporting"</p> <p>Electricity:</p> <ul style="list-style-type: none"> <li>- Location-based: Emissions factors from UK Government GHG Conversion Factors for Company Reporting</li> <li>- Market-based: Emissions factors by supply menu for each utility (if not available, location-based emissions factors applied)</li> </ul> </td></tr> <tr> <td>Europe (Excluding U.K.)</td><td> <p>Natural gas and other fuels: Emissions factors from the Greenhouse Gas Protocol Initiative, "GHG emissions from stationary combustion Ver.4.1"</p> <p>Electricity:</p> <ul style="list-style-type: none"> <li>- Location-based: Emissions factors from International Energy Agency, "Emission Factors 2022" (September 2022)</li> <li>- Market-based: Emissions factors by supply menu for each utility (if not available, location-based emissions factors apply)</li> </ul> </td></tr> <tr> <td>Asia and Oceania</td><td> <p>Natural gas and other fuels: Emissions factors from the Greenhouse Gas Protocol Initiative, "GHG emissions from stationary combustion Ver.4.1"</p> <p>Cooling and heating: Emissions factors from US DOE, Voluntary Reporting of Greenhouse Gases, Appendix N</p> <p>Electricity:</p> <ul style="list-style-type: none"> <li>- Location-based: Emissions factors from International Energy Agency, "Emission Factors 2022" (September 2022)</li> <li>- Market-based: Emissions factors by supply menu for each utility (if not available, location-based emissions factors apply)</li> </ul> </td></tr> </table>	Japan	<p>Natural gas, other fuels and cooling and heating: Emissions factors from "Implementation Ordinances for Global Warming Policies"</p> <p>Electricity: Emissions Factors by Electricity Utilities (for calculating greenhouse gas emissions of specified emitters) - 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Indicators	Definitions and calculation methods								
Greenhouse Gas (GHG) Emissions (Scope 3)	<p>Definitions and methods pertaining to Japan follow the guidelines established by Japan's Ministry of the Environment (MOE). Those pertaining to countries overseas follow the GHG Protocol, etc. Amounts of energy usage are calculated using the emissions factors for each type of energy. Please refer to the following for information on the sources of emissions factors.</p> <table border="1"> <tr> <td>Japan</td><td> <p>Railways and aircraft (Japan): Greenhouse gas emissions are calculated for activities where carbon offset is applicable according to the Guidelines Ver. 2.0 issued in April 2011 by the MOE.</p> <p>Aircraft (overseas): Emissions factors from The Greenhouse Gas Protocol Initiative, "GHG Emissions from Transport or Mobile Sources 2.6" (May 2015)</p> <p>Automobiles: Calculated from emissions factors by type of vehicle provided by automobile manufacturers (grams/kilometer)</p> </td></tr> <tr> <td>Americas</td><td>Emissions factors from The Greenhouse Gas Protocol Initiative, "GHG Emissions from Transport or Mobile Sources 2.6" (May 2015)</td></tr> <tr> <td>Europe</td><td> <p>Railways, aircraft, and automobiles (U.K.): Emissions factors from "UK Government GHG Conversion Factors for Company Reporting"</p> <p>Aircraft and automobiles (outside U.K.): Emissions factors from The Greenhouse Gas Protocol Initiative, "GHG Emissions from Transport or Mobile Sources 2.6" (May 2015)</p> </td></tr> <tr> <td>Asia and Oceania</td><td> <p>Railways, aircraft and Taxi (India): Emissions factors from The Greenhouse Gas Protocol Initiative, "GHG Emissions from Transport or Mobile Sources 2.6" (May 2015)</p> <p>Automobiles: Emissions factors from the Greenhouse Gas Protocol Initiative, "GHG emissions from stationary combustion Ver.4.1,"</p> </td></tr> </table>	Japan	<p>Railways and aircraft (Japan): Greenhouse gas emissions are calculated for activities where carbon offset is applicable according to the Guidelines Ver. 2.0 issued in April 2011 by the MOE.</p> <p>Aircraft (overseas): Emissions factors from The Greenhouse Gas Protocol Initiative, "GHG Emissions from Transport or Mobile Sources 2.6" (May 2015)</p> <p>Automobiles: Calculated from emissions factors by type of vehicle provided by automobile manufacturers (grams/kilometer)</p>	Americas	Emissions factors from The Greenhouse Gas Protocol Initiative, "GHG Emissions from Transport or Mobile Sources 2.6" (May 2015)	Europe	<p>Railways, aircraft, and automobiles (U.K.): Emissions factors from "UK Government GHG Conversion Factors for Company Reporting"</p> <p>Aircraft and automobiles (outside U.K.): Emissions factors from The Greenhouse Gas Protocol Initiative, "GHG Emissions from Transport or Mobile Sources 2.6" (May 2015)</p>	Asia and Oceania	<p>Railways, aircraft and Taxi (India): Emissions factors from The Greenhouse Gas Protocol Initiative, "GHG Emissions from Transport or Mobile Sources 2.6" (May 2015)</p> <p>Automobiles: Emissions factors from the Greenhouse Gas Protocol Initiative, "GHG emissions from stationary combustion Ver.4.1,"</p>
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Energy consumption (Direct energy consumption)	Calculated in accordance with legal regulations pertaining to types of energy used (LNG, etc.) as defined in the Law Concerning the Rational Use of Energy (Japan) and the GHG Protocol (overseas)								
Energy consumption (Indirect energy consumption)	<p>Calculated in accordance with legal stipulations related to energy usage (purchased electricity and heating/cooling use) as defined in the Law Concerning the Rational Use of Energy (Japan) and the GHG Protocol (overseas)</p> <p>The amount of purchased renewable electricity<sup>*1</sup> is calculated based on the purchase of Green Power Certification<sup>*2</sup>, Non-Fossil Fuel Certificates and the electricity bill from power suppliers.</p> <p>Notes:</p> <p><sup>*1</sup> Electricity generated using natural energy, including solar power, wind power, hydropower</p> <p><sup>*2</sup> The environmental value added of electricity generated from natural sources obtained under "Green Power Certification" as certified by third-party certificate issuers</p>								
Water consumption	Compiled from amount used recorded on invoices from water suppliers								
Copy paper consumption	Compiled from the volume of copy paper used annually								
Amount of waste generated	Compiled from amounts shown on waste management forms and/or on invoices from suppliers, based on laws related to waste disposal								