# 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*1 (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*2 | 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 |

*1 Visiting classes include online classes.
*2 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[*1,2]

| | Unit | FY2017/18 | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 |
|---|---|---|---|---|---|---|---|
| Total Scope 1 Direct emissions | t-CO2e | 3,092 | 2,960 | 2,814 | 2,152 | 1,924 | 2,473 |
| Natural gas | t-CO2e | 2,510 | 2,353 | 2,325 | 1,968 | 1,791 | 1,859 |
| Other fuels | t-CO2e | 582 | 607 | 488 | 185 | 133 | 614 |
| Total Scope 2 Indirect emissions (location-based) | t-CO2e | 72,226 | 66,662 | 60,507 | 48,517 | 43,582 | 59,885 |
| Purchased cooling and heating | t-CO2e | 2,915 | 2,853 | 2,575 | 3,363 | 3,387 | 3,273 |
| Purchased electricity | t-CO2e | 69,312 | 63,809 | 57,932 | 45,154 | 40,195 | 40,473 |
| Purchased electricity (data center) | t-CO2e | - | - | - | - | - | 16,139 |
| **Total Scope 1, 2 (location-based) emissions** | t-CO2e | **75,318** | **69,621** | **63,321** | **50,669** | **45,506** | **62,358** |
| Total Scope 2 Indirect emissions (market-based) | t-CO2e | - | - | - | 39,324 | 31,710 | 24,183 |
| Purchased cooling and heating | t-CO2e | - | - | - | 3,363 | 3,387 | 3,273 |
| Purchased electricity | t-CO2e | - | - | - | 35,961 | 28,323 | 18,436 |
| Purchased electricity (data center) | t-CO2e | - | - | - | - | - | 2,475 |
| **Total Scope 1, 2 (market-based[*3]) emissions** | t-CO2e | - | - | - | **41,476** | **33,634** | **26,656** |
| Scope 3 Emissions from employee travel[*4] | t-CO2e | 50,226 | 45,966 | 36,733 | 3,709 | 7,471 | 23,497 |

## Energy consumption[*1,2]

| | | Unit | FY2017/18 | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 |
|---|---|---|---|---|---|---|---|---|
| **Total energy consumption** | | MWh | **170,193** | **170,354** | **159,036** | **137,136** | **126,204** | **180,415** |
| 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[*5] | 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*[6] | Thousand $m^3$ | 355 | 344 | 331 | 238 | 244 | 251 |
| Copy paper consumption*[7] | ton | 1,002 | 1,018 | 990 | 611 | 508 | 528 |
| Amount of waste generated*[8] | 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-CO2e | 1,707 | 61 | 624 | 80 | 0 | 2,473 |
| Scope 2 Indirect emissions (location-based) | t-CO2e | 23,774 | 5,760 | 3,913 | 10,299 | 16,139 | 59,885 |
| Scope 2 Indirect emissions (market-based) | t-CO2e | 15,692 | 214 | 166 | 5,637 | 2,475 | 24,183 |
| Scope 1, 2 (location-based) emissions per employee | t-CO2e | 1.7 | 2.4 | 1.5 | 1.6 | - | 2.4 |
| Scope 1, 2 (market-based) emissions per employee | t-CO2e | 1.2 | 0.1 | 0.3 | 0.9 | - | 1.0 |
| Scope 3 Emissions from employee travel | t-CO2e | 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 Green and Social Finance Framework and Transition Finance Guidance |

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<br>(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.<br>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<br>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.<br>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.<br>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

<table>
<tr><th>Indicators</th><th>Definitions and calculation methods</th></tr>
<tr><td>Greenhouse Gas (GHG) Emissions (Scope 1 and Scope 2)</td><td>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.
<table>
<tr><td>Japan</td><td>Natural gas, other fuels and cooling and heating: Emissions factors from "Implementation Ordinances for Global Warming Policies"<br><br>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<br>- Location-based: Alternative value<br>- Market-based: Adjusted emissions factors for each utility (by menu)</td></tr>
<tr><td>Americas</td><td>Natural gas and cooling and heating: Emissions factors from US EPA, "Emission Factors for Greenhouse Gas Inventories"(Last Modified: 16 March 2023)<br><br>Electricity:<br>- Location-based: Emissions factors by sub-region the US EPA’s "eGRID 2021" (created January 2023)<br>- Market-based: Emissions factors by supply menu for each utility (if not available, location-based emissions factors applied)</td></tr>
<tr><td>United Kingdom</td><td>Natural gas and other fuels: Emissions factors from "UK Government GHG Conversion Factors for Company Reporting"<br><br>Electricity:<br>- Location-based: Emissions factors from UK Government GHG Conversion Factors for Company Reporting<br>- Market-based: Emissions factors by supply menu for each utility (if not available, location-based emissions factors applied)</td></tr>
<tr><td>Europe (Excluding U.K.)</td><td>Natural gas and other fuels: Emissions factors from the Greenhouse Gas Protocol Initiative, "GHG emissions from stationary combustion Ver.4.1"<br><br>Electricity:<br>- Location-based: Emissions factors from International Energy Agency, “Emission Factors 2022” (September 2022)<br>- Market-based: Emissions factors by supply menu for each utility (if not available, location-based emissions factors apply)</td></tr>
<tr><td>Asia and Oceania</td><td>Natural gas and other fuels: Emissions factors from the Greenhouse Gas Protocol Initiative, "GHG emissions from stationary combustion Ver.4.1"<br><br>Cooling and heating: Emissions factors from US DOE, Voluntary Reporting of Greenhouse Gases, Appendix N<br><br>Electricity:<br>- Location-based: Emissions factors from International Energy Agency, “Emission Factors 2022” (September 2022)<br>- Market-based: Emissions factors by supply menu for each utility (if not available, location-based emissions factors apply)</td></tr>
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<table>
<tr><th>Indicators</th><th>Definitions and calculation methods</th></tr>
<tr><td>Greenhouse Gas (GHG) Emissions (Scope 3)</td><td>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.
<table>
<tr><td>Japan</td><td>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.<br><br>Aircraft (overseas): Emissions factors from The Greenhouse Gas Protocol Initiative, "GHG Emissions from Transport or Mobile Sources 2.6" (May 2015)<br><br>Automobiles: Calculated from emissions factors by type of vehicle provided by automobile manufacturers (grams/kilometer)</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>Railways, aircraft, and automobiles (U.K.): Emissions factors from "UK Government GHG Conversion Factors for Company Reporting"<br><br>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)</td></tr>
<tr><td>Asia and Oceania</td><td>Railways, aircraft and Taxi (India): Emissions factors from The Greenhouse Gas Protocol Initiative, "GHG Emissions from Transport or Mobile Sources 2.6" (May 2015)<br><br>Automobiles: Emissions factors from the Greenhouse Gas Protocol Initiative, "GHG emissions from stationary combustion Ver.4.1,”</td></tr>
</table></td></tr>
<tr><td>Energy consumption (Direct energy consumption)</td><td>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)</td></tr>
<tr><td>Energy consumption (Indirect energy consumption)</td><td>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)<br><br>The amount of purchased renewable electricity*1 is calculated based on the purchase of Green Power Certification*2, Non-Fossil Fuel Certificates and the electricity bill from power suppliers.<br><br>Notes:<br><br>*1 Electricity generated using natural energy, including solar power, wind power, hydropower<br>*2 The environmental value added of electricity generated from natural sources obtained under "Green Power Certification" as certified by third-party certificate issuers</td></tr>
<tr><td>Water consumption</td><td>Compiled from amount used recorded on invoices from water suppliers</td></tr>
<tr><td>Copy paper consumption</td><td>Compiled from the volume of copy paper used annually</td></tr>
<tr><td>Amount of waste generated</td><td>Compiled from amounts shown on waste management forms and/or on invoices from suppliers, based on laws related to waste disposal</td></tr>
</table>