

# ESG Data

## Corporate Governance

| Members of the Board   |                 | June 30, 2019 | June 30, 2020 | June 30, 2021 | June 30, 2022 | June 30, 2023 | June 30, 2024 |
|------------------------|-----------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Board of Directors     | (No. of people) | 10            | 10            | 12            | 12            | 13            | <b>12</b>     |
| Outside Directors      | (No. of people) | 6             | 6             | 8             | 8             | 9             | <b>8</b>      |
|                        | (%)             | 60            | 60            | 67            | 67            | 69            | <b>67</b>     |
| Non-Japanese Directors | (No. of people) | 2             | 2             | 4             | 4             | 4             | <b>4</b>      |
|                        | (%)             | 20            | 20            | 33            | 33            | 31            | <b>33</b>     |
| Female Directors       | (No. of people) | 2             | 2             | 3             | 3             | 3             | <b>3</b>      |
|                        | (%)             | 20            | 20            | 25            | 25            | 23            | <b>25</b>     |

As of the end of June 2024, average tenure of board members is 3.3 years.

## Social

| Caseload at Customer Help Desk Department (Nomura Securities) |                | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24     |
|---|----------------|-----------|-----------|-----------|-----------|-----------|---------------|
| Total   | (No. of cases) | 7,843     | 6,961     | 5,951     | 6,244     | 6,891     | <b>9,040</b>  |
| Complaints  |                | 2,542     | 2,315     | 1,006     | 809       | 795       | <b>1,015*</b> |
| Opinions and requests   |                | 237       | 323       | 363       | 378       | 404       | <b>912</b>    |
| Inquiries   |                | 4,852     | 4,180     | 4,463     | 4,967     | 5,567     | <b>6,966</b>  |
| Other   |                | 212       | 143       | 119       | 90        | 125       | <b>147</b>    |

From FY2020/21, only newly reported cases are counted.  
\* Of this total, 15 complaints were related to personal information

| Results of customer satisfaction surveys at branches (Nomura Securities) |  | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24   |
|--|--|-----------|-----------|-----------|-----------|-----------|-------------|
| Average satisfaction rating of surveys at branches <sup>1</sup>          |  | 8.49      | 8.56      | 8.40      | 8.57      | 8.47      | -           |
| NCX index <sup>2</sup>   |  | -         | -         | -         | -         | -         | <b>3.24</b> |

<sup>1</sup> Survey conducted until FY2022/23. Figures represent the average score from among the overall company satisfaction ratings received via postage-paid return postcard from customers who visited our branches. A scale of 0 (worst) to 10 (best), with 11 ratings, was used.

<sup>2</sup> Conducted starting FY2023/24. Five points is the highest score possible. NCX is a customized index based on the CX Index of CXMM® of Nomura Research Institute, Ltd. CXMM® is a registered trademark of Nomura Research Institute, Ltd.

| Number of calls to compliance hotline |  | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24  |
|---------------------------------------|--|-----------|-----------|-----------|-----------|-----------|------------|
| No. of calls                          |  | 84        | 126       | 81        | 101       | 97        | <b>123</b> |

| Board of Directors meetings |  | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24  |
|-----------------------------|--|-----------|-----------|-----------|-----------|-----------|------------|
| No. of meetings held        |  | 10        | 11        | 11        | 12        | 11        | <b>11</b>  |
| Average attendance rate (%) |  | 100       | 100       | 99        | 100       | 98        | <b>100</b> |

| Officers (Executive Officers and Senior Managing Directors) |                 | May 1, 2019 | April 1, 2020 | April 1, 2021 | April 1, 2022 | April 1, 2023 | April 1, 2024 |
|---|-----------------|-------------|---------------|---------------|---------------|---------------|---------------|
| Male  | (No. of people) | 33          | 38            | 30            | 32            | 34            | <b>35</b>     |
| Female  | (No. of people) | 1           | 3             | 5             | 5             | 5             | <b>4</b>      |
| Ratio of female (%)   |                 | 3           | 8             | 14            | 14            | 13            | <b>10</b>     |

| Barrier-free branches, Heartful Partner, a specialist team for elderly clients (Nomura Securities) |                    | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24  |
|--|--------------------|-----------|-----------|-----------|-----------|-----------|------------|
| Certified universally accessible   | (No. of branches)  | 32        | 31        | 31        | 31        | 30        | <b>28</b>  |
| Wheelchair-accessible toilets  | (No. of branches)  | 82        | 74        | 74        | 74        | 69        | <b>66</b>  |
| Wheelchair-accessible elevators  | (No. of branches)  | 67        | 63        | 64        | 64        | 62        | <b>60</b>  |
| With steps removed from entrances and exit (with ramps, elevators, or no steps)                    | (No. of branches)  | 129       | 108       | 98        | 98        | 92        | <b>88</b>  |
| With installations to mitigate entrance and exit steps (railings or reduced step heights)          | (No. of branches)  | 12        | 10        | 8         | 8         | 8         | <b>6</b>   |
| Percentage of branches equipped with AEDs (Automated External Defibrillators)                      | (%)                | 100       | 100       | 100       | 100       | 100       | <b>100</b> |
| Heartful Partner, a specialist team for elderly clients  | (No. of employees) | 164       | 171       | 168       | 229       | 249       | <b>289</b> |

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

We have obtained a limited assurance on the key sustainability performance indicators by Ernst & Young ShinNihon LLC. Please visit Nomura Holdings' website for details including calculation standards. (<https://www.nomuraholdings.com/sustainability/data/>)

### Community contribution expenditures

|                                |                   | FY2022/23 | FY2023/24    |
|--------------------------------|-------------------|-----------|--------------|
| Total                          | (Millions of yen) | 2,353     | <b>1,857</b> |
| Building a better society      | (Millions of yen) | 672       | <b>777</b>   |
| Solving environmental issues   | (Millions of yen) | 56        | <b>498</b>   |
| Promoting cultural development | (Millions of yen) | 1,191     | <b>70</b>    |
| Others                         | (Millions of yen) | 434       | <b>512</b>   |

Subtotals may not add up to totals due to rounding.

|  |                   | FY2022/23 | FY2023/24    |
|--|-------------------|-----------|--------------|
| Number of employees involved in volunteer programs |                   | 7,491     | <b>8,839</b> |
| Hours of employee volunteering in work time        |                   | 5,617     | <b>9,637</b> |
| Value of in-kind contributions                     | (Millions of yen) | 2         | <b>1</b>     |
| Number of partner beneficiary organizations        |                   | 306       | <b>287</b>   |

### Participants and materials in financial and economics education

|   |                       | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24     |
|---|-----------------------|-----------|-----------|-----------|-----------|-----------|---------------|
| Visiting classes <sup>*1</sup> (elementary, junior and high schools, universities, teachers) since 2008 | (No. of schools)      | 393       | 287       | 138       | 282       | 638       | <b>735</b>    |
|   | (No. of participants) | 18,919    | 13,847    | 8,988     | 16,748    | 59,726    | <b>56,113</b> |
| Financial courses for universities since 2001   | (No. of schools)      | 102       | 101       | 69        | 87        | 89        | <b>88</b>     |
|   | (No. of participants) | 11,200    | 10,924    | 5,862     | 8,068     | 10,777    | <b>10,126</b> |
| Nikkei Stock League since 2000  | (No. of teams)        | 1,792     | 1,726     | 1,643     | 1,719     | 1,860     | <b>2,118</b>  |
|   | (No. of participants) | 7,103     | 6,892     | 6,535     | 7,046     | 7,585     | <b>8,445</b>  |
| Number of educational materials supplied <sup>*2</sup>  | (No. of schools)      | 730       | 804       | 11,214    | 20,743    | 534       | <b>296</b>    |
|   | (No. of copies)       | 61,581    | 62,698    | 87,338    | 66,125    | 40,298    | <b>24,475</b> |

\*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

|                  |                   | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24    |
|------------------|-------------------|-----------|-----------|-----------|-----------|-----------|--------------|
| Total            | (Millions of yen) | 3,225     | 3,100     | 2,089     | 2,332     | 2,608     | <b>2,972</b> |
| Japan            | (Millions of yen) | 2,004     | 2,035     | 1,143     | 1,363     | 1,351     | <b>1,261</b> |
| Americas         | (Millions of yen) | 694       | 639       | 623       | 542       | 736       | <b>952</b>   |
| Europe           | (Millions of yen) | 280       | 228       | 177       | 268       | 250       | <b>391</b>   |
| Asia and Oceania | (Millions of yen) | 247       | 196       | 146       | 159       | 271       | <b>368</b>   |

Subtotals may not add up to totals due to rounding.

|   |       | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24      |
|---|-------|-----------|-----------|-----------|-----------|-----------|----------------|
| Average training and development expenditure per employee | (yen) | 115,741   | 116,414   | 79,123    | 87,719    | 97,390    | <b>110,683</b> |

### Participation in education and training

|                  |                                 | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24      |
|------------------|---------------------------------|-----------|-----------|-----------|-----------|-----------|----------------|
| Total            | (Aggregate no. of hours)        | 537,323   | 565,949   | 325,735   | 259,921   | 441,829   | <b>385,142</b> |
|                  | (Aggregate no. of participants) | 302,460   | 187,639   | 258,694   | 289,467   | 457,011   | <b>447,675</b> |
| Japan            | (Aggregate no. of hours)        | 332,570   | 440,867   | 195,274   | 128,783   | 308,439   | <b>221,540</b> |
|                  | (Aggregate no. of participants) | 18,879    | 22,451    | 23,374    | 37,513    | 199,018   | <b>182,475</b> |
| Americas         | (Aggregate no. of hours)        | 15,983    | 9,127     | 18,684    | 16,524    | 16,868    | <b>25,824</b>  |
|                  | (Aggregate no. of participants) | 35,932    | 17,393    | 34,912    | 34,811    | 38,124    | <b>44,524</b>  |
| Europe           | (Aggregate no. of hours)        | 43,787    | 29,407    | 42,000    | 45,481    | 38,508    | <b>40,853</b>  |
|                  | (Aggregate no. of participants) | 77,539    | 41,030    | 69,309    | 85,703    | 80,259    | <b>75,739</b>  |
| Asia and Oceania | (Aggregate no. of hours)        | 144,983   | 86,548    | 69,776    | 69,133    | 78,014    | <b>96,925</b>  |
|                  | (Aggregate no. of participants) | 170,110   | 106,765   | 131,099   | 131,440   | 139,610   | <b>144,937</b> |

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. In 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 | FY2023/24   |
|---|-----------|-------------|
| Average annual hours of training per employee | 16.5      | <b>14.3</b> |

 We have obtained a limited assurance on the key sustainability performance indicators by Ernst & Young ShinNihon LLC. Please visit Nomura Holdings' website for details including calculation standards. (<https://www.nomuraholdings.com/sustainability/data/>)

## Composition of employees

|       |                               | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24     |
|-------|-------------------------------|-----------|-----------|-----------|-----------|-----------|---------------|
| Total | No. of employees              | 27,864    | 26,629    | 26,402    | 26,585    | 26,775    | <b>26,850</b> |
|       | Male                          | 16,710    | 15,888    | 15,696    | 15,846    | 16,078    | <b>16,096</b> |
|       | Female                        | 11,154    | 10,741    | 10,705    | 10,738    | 10,696    | <b>10,752</b> |
|       | Ratio of male employees (%)   | 60        | 60        | 59        | 60        | 60        | <b>60</b>     |
|       | Ratio of female employees (%) | 40        | 40        | 41        | 40        | 40        | <b>40</b>     |

|          |                               | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24     |                  |                               | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24    |
|----------|-------------------------------|-----------|-----------|-----------|-----------|-----------|---------------|------------------|-------------------------------|-----------|-----------|-----------|-----------|-----------|--------------|
| Japan    | No. of employees              | 15,852    | 15,748    | 15,330    | 15,213    | 15,131    | <b>14,870</b> | Europe           | No. of employees              | 2,909     | 2,691     | 2,769     | 2,820     | 2,937     | <b>3,053</b> |
|          | Male                          | 8,956     | 8,903     | 8,586     | 8,536     | 8,458     | <b>8,237</b>  |                  | Male                          | 2,000     | 1,838     | 1,912     | 1,951     | 2,027     | <b>2,115</b> |
|          | Female                        | 6,896     | 6,845     | 6,744     | 6,677     | 6,673     | <b>6,633</b>  |                  | Female                        | 909       | 853       | 856       | 868       | 909       | <b>936</b>   |
|          | Ratio of male employees (%)   | 56        | 57        | 56        | 56        | 56        | <b>55</b>     |                  | Ratio of male employees (%)   | 69        | 68        | 69        | 69        | 69        | <b>69</b>    |
|          | Ratio of female employees (%) | 44        | 43        | 44        | 44        | 44        | <b>45</b>     |                  | Ratio of female employees (%) | 31        | 32        | 31        | 31        | 31        | <b>31</b>    |
| Americas | No. of employees              | 2,357     | 2,120     | 2,152     | 2,257     | 2,387     | <b>2,440</b>  | Asia and Oceania | No. of employees              | 6,746     | 6,070     | 6,151     | 6,295     | 6,320     | <b>6,487</b> |
|          | Male                          | 1,744     | 1,555     | 1,567     | 1,633     | 1,730     | <b>1,759</b>  |                  | Male                          | 4,010     | 3,592     | 3,631     | 3,726     | 3,863     | <b>3,985</b> |
|          | Female                        | 613       | 565       | 585       | 624       | 657       | <b>681</b>    |                  | Female                        | 2,736     | 2,478     | 2,520     | 2,569     | 2,457     | <b>2,502</b> |
|          | Ratio of male employees (%)   | 74        | 73        | 73        | 72        | 72        | <b>72</b>     |                  | Ratio of male employees (%)   | 59        | 59        | 59        | 59        | 61        | <b>61</b>    |
|          | Ratio of female employees (%) | 26        | 27        | 27        | 28        | 28        | <b>28</b>     |                  | Ratio of female employees (%) | 41        | 41        | 41        | 41        | 39        | <b>39</b>    |

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 | FY2023/24     |
|--|---------------------------------------|-----------|-----------|-----------|---------------|
| Composition of employees by age groups | Under 30 years old (No. of employees) | 5,535     | 5,282     | 5,321     | <b>5,258</b>  |
|  | 30-50 years old (No. of employees)    | 15,275    | 15,816    | 15,765    | <b>15,804</b> |
|  | Over 50 years old (No. of employees)  | 5,310     | 5,486     | 5,689     | <b>5,788</b>  |

Until FY2021/22, certain subsidiaries or employees that do not compile age data were not included in the calculation.

|   | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24  |
|---|-----------|-----------|-----------|-----------|-----------|------------|
| Number of seniors (60 years and over) rehired | 666       | 690       | 715       | 758       | 764       | <b>800</b> |

|   |     | June, 2019 | June, 2020 | June, 2021 | June, 2022 | June, 2023 | June, 2024 |
|---|-----|------------|------------|------------|------------|------------|------------|
| Percentage of employees with disabilities | (%) | 2.08       | 2.3        | 2.4        | 2.4        | 2.4        | <b>2.6</b> |

Data covers Nomura Securities. From June 2020 the data of percentage of employees with disabilities covers Nomura Group.

|                                    |                                    | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24     |
|------------------------------------|------------------------------------|-----------|-----------|-----------|-----------|-----------|---------------|
| Composition by employment contract | No. of employees                   | 27,864    | 26,629    | 26,402    | 26,585    | 26,775    | <b>26,850</b> |
|                                    | Average No. of temporary employees | 4,492     | 4,313     | 4,224     | 4,339     | 4,420     | <b>4,234</b>  |

Headcount figures have been reclassified to include certain contract employees.

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## Composition of managers

|       |                               | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24     |
|-------|-------------------------------|-----------|-----------|-----------|-----------|-----------|---------------|
| Total | No. of employees              | 9,187     | 8,734     | 9,145     | 9,927     | 10,040    | <b>10,182</b> |
|       | Male                          | 7,586     | 7,139     | 7,424     | 7,898     | 8,011     | <b>8,021</b>  |
|       | Female                        | 1,601     | 1,595     | 1,720     | 2,029     | 2,029     | <b>2,161</b>  |
|       | Ratio of male employees (%)   | 83        | 82        | 81        | 80        | 80        | <b>79</b>     |
|       | Ratio of female employees (%) | 17        | 18        | 19        | 20        | 20        | <b>21</b>     |

|          |                               | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24    |
|----------|-------------------------------|-----------|-----------|-----------|-----------|-----------|--------------|
| Japan    | No. of employees              | 4,493     | 4,267     | 4,445     | 4,798     | 4,927     | <b>4,921</b> |
|          | Male                          | 4,036     | 3,803     | 3,930     | 4,165     | 4,220     | <b>4,128</b> |
|          | Female                        | 457       | 464       | 515       | 633       | 707       | <b>793</b>   |
|          | Ratio of male employees (%)   | 90        | 89        | 88        | 87        | 86        | <b>84</b>    |
|          | Ratio of female employees (%) | 10        | 11        | 12        | 13        | 14        | <b>16</b>    |
| Americas | No. of employees              | 1,355     | 1,257     | 1,319     | 1,392     | 1,473     | <b>1,486</b> |
|          | Male                          | 1,099     | 1,007     | 1,049     | 1,105     | 1,167     | <b>1,171</b> |
|          | Female                        | 256       | 250       | 270       | 287       | 306       | <b>315</b>   |
|          | Ratio of male employees (%)   | 81        | 80        | 80        | 79        | 79        | <b>79</b>    |
|          | Ratio of female employees (%) | 19        | 20        | 20        | 21        | 21        | <b>21</b>    |

|                  |                               | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24    |
|------------------|-------------------------------|-----------|-----------|-----------|-----------|-----------|--------------|
| Europe           | No. of employees              | 1,568     | 1,473     | 1,564     | 1,634     | 1,668     | <b>1,723</b> |
|                  | Male                          | 1,251     | 1,171     | 1,238     | 1,287     | 1,306     | <b>1,350</b> |
|                  | Female                        | 317       | 302       | 325       | 347       | 362       | <b>373</b>   |
|                  | Ratio of male employees (%)   | 80        | 79        | 79        | 79        | 78        | <b>78</b>    |
|                  | Ratio of female employees (%) | 20        | 21        | 21        | 21        | 22        | <b>22</b>    |
| Asia and Oceania | No. of employees              | 1,771     | 1,737     | 1,817     | 2,103     | 1,972     | <b>2,052</b> |
|                  | Male                          | 1,200     | 1,158     | 1,207     | 1,341     | 1,318     | <b>1,372</b> |
|                  | Female                        | 571       | 579       | 610       | 762       | 654       | <b>680</b>   |
|                  | Ratio of male employees (%)   | 68        | 67        | 66        | 64        | 67        | <b>67</b>    |
|                  | Ratio of female employees (%) | 32        | 33        | 34        | 36        | 33        | <b>33</b>    |

The figures cover Nomura Group on a consolidated basis

|  |                               | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24    |
|--|-------------------------------|-----------|-----------|-----------|--------------|
| Composition of employees by management level | No. of employees              | 1,134     | 1,192     | 1,203     | <b>1,272</b> |
|  | Ratio of male employees (%)   | 91.4      | 90.4      | 90.4      | <b>89.5</b>  |
|  | Ratio of female employees (%) | 8.6       | 9.6       | 9.6       | <b>10.5</b>  |
|  | No. of employees              | 8,011     | 8,735     | 8,837     | <b>8,910</b> |
| Executive Directors and Vice Presidents      | Ratio of male employees (%)   | 79.7      | 78.1      | 78.4      | <b>77.3</b>  |
|  | Ratio of female employees (%) | 20.3      | 21.9      | 21.6      | <b>22.7</b>  |

|   |                      | FY2022/23 | FY2023/24 |
|---|----------------------|-----------|-----------|
| Ratio of locally-hired managers in overseas offices | Americas (%)         | 95        | <b>96</b> |
|   | Europe (%)           | 91        | <b>92</b> |
|   | Asia and Oceania (%) | 90        | <b>90</b> |

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### Number of new hires

|       |                               | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24    |
|-------|-------------------------------|-----------|-----------|-----------|-----------|-----------|--------------|
| Total | No. of employees              | 2,779     | 2,416     | 1,934     | 2,920     | 3,418     | <b>2,531</b> |
|       | Male                          | 1,639     | 1,450     | 1,203     | 1,903     | 2,233     | <b>1,589</b> |
|       | Female                        | 1,140     | 966       | 730       | 1,016     | 1,184     | <b>942</b>   |
|       | Ratio of male employees (%)   | 59        | 60        | 62        | 65        | 65        | <b>63</b>    |
|       | Ratio of female employees (%) | 41        | 40        | 38        | 35        | 35        | <b>37</b>    |

|          |                               | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24  |                  |                               | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24    |
|----------|-------------------------------|-----------|-----------|-----------|-----------|-----------|------------|------------------|-------------------------------|-----------|-----------|-----------|-----------|-----------|--------------|
| Japan    | No. of employees              | 1,100     | 1,004     | 642       | 752       | 883       | <b>690</b> | Europe           | No. of employees              | 346       | 286       | 288       | 400       | 506       | <b>429</b>   |
|          | Male                          | 563       | 589       | 379       | 502       | 554       | <b>411</b> |                  | Male                          | 232       | 187       | 215       | 286       | 341       | <b>293</b>   |
|          | Female                        | 537       | 415       | 263       | 250       | 329       | <b>279</b> |                  | Female                        | 114       | 99        | 72        | 113       | 164       | <b>136</b>   |
|          | Ratio of male employees (%)   | 51        | 59        | 59        | 67        | 63        | <b>60</b>  |                  | Ratio of male employees (%)   | 67        | 65        | 75        | 72        | 67        | <b>68</b>    |
|          | Ratio of female employees (%) | 49        | 41        | 41        | 33        | 37        | <b>40</b>  |                  | Ratio of female employees (%) | 33        | 35        | 25        | 28        | 32        | <b>32</b>    |
| Americas | No. of employees              | 333       | 251       | 246       | 470       | 478       | <b>347</b> | Asia and Oceania | No. of employees              | 1,000     | 875       | 758       | 1,298     | 1,551     | <b>1,065</b> |
|          | Male                          | 254       | 179       | 183       | 332       | 354       | <b>230</b> |                  | Male                          | 590       | 495       | 426       | 783       | 984       | <b>655</b>   |
|          | Female                        | 79        | 72        | 63        | 138       | 124       | <b>117</b> |                  | Female                        | 410       | 380       | 332       | 515       | 567       | <b>410</b>   |
|          | Ratio of male employees (%)   | 76        | 71        | 74        | 71        | 74        | <b>66</b>  |                  | Ratio of male employees (%)   | 59        | 57        | 56        | 60        | 63        | <b>62</b>    |
|          | Ratio of female employees (%) | 24        | 29        | 26        | 29        | 26        | <b>34</b>  |                  | Ratio of female employees (%) | 41        | 43        | 44        | 40        | 37        | <b>38</b>    |

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 | FY2023/24 |                              |                                  | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23   | FY2023/24   |
|--|------------------------|--|-----------|-----------|-----------|-----------|------------------------------|----------------------------------|-----------|-----------|-----------|-----------|-------------|-------------|
| Composition of new hires by age groups | Under 30 years old (%) |  | 57        | 50        | 51        | <b>51</b> | Mid-career hiring ratio      | Nomura Securities (%)            | 32.5      | 26.8      | 38.3      | 52.7      | 54.5        | <b>48.0</b> |
|  | 30-50 years old (%)    |  | 38        | 45        | 43        | <b>43</b> |                              | Nomura Asset Management (%)      | 54.3      | 30.2      | 29.0      | 77.2      | 71.4        | <b>41.2</b> |
|  | Over 50 years old (%)  |  | 5         | 6         | 5         | <b>6</b>  |                              | The Nomura Trust and Banking (%) | 66.7      | 42.3      | 38.1      | 45.5      | 62.5        | <b>79.2</b> |
|  |                        |  |           |           |           |           | Nomura Business Services (%) | -                                | -         | -         | 42.9      | 61.9      | <b>73.3</b> |             |

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.

The mid-career hiring ratio is based on the Act on Comprehensive Promotion of Labor Measures. (Date of announcement: August 30, 2024)

 We have obtained a limited assurance on the key sustainability performance indicators by Ernst & Young ShinNihon LLC. Please visit Nomura Holdings' website for details including calculation standards. (<https://www.nomuraholdings.com/sustainability/data/>)

| Turnover rate               |                    |     | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24   |
|-----------------------------|--------------------|-----|-----------|-----------|-----------|-----------|-----------|-------------|
| Total turnover rate         | (%)                |     | 7.2       | 6         | 7.4       | 10.6      | 11.4      | <b>9.1</b>  |
| Male                        | (%)                |     | -         | -         | 8.0       | 11.8      | 12.5      | <b>9.7</b>  |
| Female                      | (%)                |     | -         | -         | 6.4       | 8.7       | 9.8       | <b>8.3</b>  |
| Voluntary turnover rate     | (%)                |     | -         | -         | 6.3       | 9.1       | 9.0       | <b>6.2</b>  |
|                             |                    |     |           |           | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24   |
| Turnover rate by age groups | Under 30 years old | (%) |           |           | 9.7       | 15.7      | 15.0      | <b>10.9</b> |
|                             | 30-50 years old    | (%) |           |           | 7.1       | 9.6       | 10.3      | <b>7.8</b>  |
|                             | Over 50 years old  | (%) |           |           | 5.7       | 7.8       | 11.3      | <b>11.2</b> |

Data for FY2019/20 and prior fiscal years cover Nomura Securities. From FY2020/21, data for Japan (Nomura Holdings and Nomura Securities), the Americas, Europe, and Asia and Oceania are included in the calculation. Certain subsidiaries that do not compile turnover rate data are not included. (Equivalent to 87% of the FTE)

| Average length of employment |        |  | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24   |
|------------------------------|--------|--|-----------|-----------|-----------|-----------|-----------|-------------|
| Male                         | (Year) |  | 14.7      | 14.8      | 15.4      | 15.9      | 16.1      | <b>16.0</b> |
| Female                       | (Year) |  | 13.5      | 14.0      | 14.7      | 15.5      | 15.9      | <b>16.1</b> |

Data covers Nomura Securities.

| Use of childcare and family nursing care support plans |                    |  | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24    |
|--|--------------------|--|-----------|-----------|-----------|-----------|-----------|--------------|
| Pre- and post-natal leave                              | (No. of employees) |  | 292       | 334       | 327       | 300       | 317       | <b>312</b>   |
| Childcare leave  | (No. of employees) |  | 540       | 548       | 625       | 607       | 625       | <b>708</b>   |
| Leave to care for sick or injured children             | (No. of employees) |  | 1,574     | 1,549     | 1,411     | 1,612     | 1,764     | <b>1,935</b> |
| Childcare time   | (No. of employees) |  | 407       | 383       | 415       | 477       | 492       | <b>530</b>   |
| Assistance with daycare expenses                       | (No. of employees) |  | 441       | 445       | 316       | 336       | 344       | <b>561</b>   |
| Family nursing care leave                              | (No. of employees) |  | 17        | 18        | 8         | 7         | 9         | <b>19</b>    |
| Reduced working hours plan for family nursing care     | (No. of employees) |  | 4         | 7         | 6         | 5         | 8         | <b>8</b>     |
| Paid leave for family nursing care                     | (No. of employees) |  | 159       | 154       | 138       | 144       | 153       | <b>196</b>   |

Data covers Nomura Securities.

 We have obtained a limited assurance on the key sustainability performance indicators by Ernst & Young ShinNihon LLC. Please visit Nomura Holdings' website for details including calculation standards. (<https://www.nomuraholdings.com/sustainability/data/>)

| Post-childcare leave reinstatement rates |        |     | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24  |
|--|--------|-----|-----------|-----------|-----------|-----------|-----------|------------|
| Reinstatement rate                       | Male   | (%) | 100       | 100       | 100       | 100       | 100       | <b>100</b> |
|  | Female | (%) | 94        | 93        | 97        | 96        | 96        | <b>95</b>  |

Data covers Nomura Securities.

| Absentee rate |     |  | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24  |
|---------------|-----|--|-----------|-----------|-----------|-----------|-----------|------------|
| Absentee rate | (%) |  | 0.6       | 0.6       | 0.7       | 0.8       | 1.3       | <b>1.2</b> |

Data covers Nomura Holdings and Nomura Securities.

| Other labor-related indicators                       |     |  | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24   |
|--|-----|--|-----------|-----------|-----------|-----------|-----------|-------------|
| Lost time injury frequency rate*                     |     |  | 0.03      | 0         | 0.03      | 0         | 0.04      | <b>0.04</b> |
| Monthly average overtime hours Nomura Securities     |     |  | 15.5      | 16.3      | 14.5      | 13.2      | 14.6      | <b>14.6</b> |
| Average number of annual paid leave days used*       | (%) |  | 12.5      | 15.2      | 13.9      | 15.4      | 17.0      | <b>17.3</b> |
| Rate of taking annual paid leave Nomura Securities   | (%) |  | 66.8      | 68.8      | 60.8      | 65.0      | 71.0      | <b>71.3</b> |
| Percentage of employees with labor union membership* | (%) |  | 60.9      | 59.8      | 61.4      | 58.6      | 60.5      | <b>60.6</b> |

\*Data covers Nomura Securities.

| Average annual salary Nomura Securities |                    |  | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24     |
|---|--------------------|--|-----------|-----------|-----------|-----------|-----------|---------------|
| Average annual salary Nomura Securities | (Thousands of yen) |  | 10,599    | 9,664     | 10,137    | 10,898    | 10,774    | <b>10,872</b> |

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

## Environment

| GHG emissions <sup>1,2</sup>                            |                       | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24     |
|---|-----------------------|-----------|-----------|-----------|-----------|-----------|---------------|
| Total Scope 1 Direct emissions                          | (t-CO <sub>2</sub> e) | 2,960     | 2,814     | 2,152     | 1,924     | 2,473     | <b>2,423</b>  |
| Natural gas   | (t-CO <sub>2</sub> e) | 2,353     | 2,325     | 1,968     | 1,791     | 1,859     | <b>1,759</b>  |
| Other fuels   | (t-CO <sub>2</sub> e) | 607       | 488       | 185       | 133       | 614       | <b>664</b>    |
| Total Scope 2 Indirect emissions (location-based)       | (t-CO <sub>2</sub> e) | 66,662    | 60,507    | 48,517    | 43,582    | 59,885    | <b>57,269</b> |
| Purchased cooling and heating                           | (t-CO <sub>2</sub> e) | 2,853     | 2,575     | 3,363     | 3,387     | 3,273     | <b>3,115</b>  |
| Purchased electricity                                   | (t-CO <sub>2</sub> e) | 63,809    | 57,932    | 45,154    | 40,195    | 40,473    | <b>38,729</b> |
| Purchased electricity (data center)                     | (t-CO <sub>2</sub> e) | -         | -         | -         | -         | 16,139    | <b>15,425</b> |
| Total Scope 1, 2 (location-based) emissions             | (t-CO <sub>2</sub> e) | 69,621    | 63,321    | 50,669    | 45,506    | 62,358    | <b>59,692</b> |
| Total Scope 2 Indirect emissions (market-based)         | (t-CO <sub>2</sub> e) | -         | -         | 39,324    | 31,710    | 24,183    | <b>19,504</b> |
| Purchased cooling and heating                           | (t-CO <sub>2</sub> e) | -         | -         | 3,363     | 3,387     | 3,273     | <b>3,115</b>  |
| Purchased electricity                                   | (t-CO <sub>2</sub> e) | -         | -         | 35,961    | 28,323    | 18,436    | <b>14,932</b> |
| Purchased electricity (data center)                     | (t-CO <sub>2</sub> e) | -         | -         | -         | -         | 2,475     | <b>1,456</b>  |
| Total Scope 1, 2 (market-based <sup>3</sup> ) emissions | (t-CO <sub>2</sub> e) | -         | -         | 41,476    | 33,634    | 26,656    | <b>21,927</b> |
| Scope 3 Emissions from employee travel <sup>4</sup>     | (t-CO <sub>2</sub> e) | 45,966    | 36,733    | 3,709     | 7,471     | 23,497    | <b>27,064</b> |

| Energy consumption <sup>1, 2</sup>           |       | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24      |
|--|-------|-----------|-----------|-----------|-----------|-----------|----------------|
| Total energy consumption                     | (MWh) | 170,354   | 159,036   | 137,136   | 126,204   | 180,415   | <b>172,821</b> |
| Direct energy                                |       |           |           |           |           |           |                |
| Natural gas                                  | (MWh) | 12,951    | 12,835    | 11,006    | 9,964     | 10,377    | <b>9,410</b>   |
| Other fuels                                  | (MWh) | 2,138     | 2,062     | 780       | 568       | 2,576     | <b>2,750</b>   |
| Indirect energy                              |       |           |           |           |           |           |                |
| Purchased cooling and heating                | (MWh) | 13,451    | 12,146    | 16,047    | 15,711    | 15,383    | <b>15,495</b>  |
| Purchased electricity                        | (MWh) | 141,814   | 131,993   | 109,303   | 99,961    | 100,641   | <b>95,906</b>  |
| Purchased electricity (data center)          | (MWh) | -         | -         | -         | -         | 51,437    | <b>49,260</b>  |
| Renewable electricity purchased <sup>5</sup> | (MWh) | 35,560    | 32,564    | 27,749    | 33,617    | 103,086   | <b>107,429</b> |
| Percentage of renewable electricity (%)      |       | 25.1      | 24.7      | 25.4      | 33.6      | 67.8      | <b>74.0</b>    |

| Environmental resource efficiency      |                            | FY2018/19 | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24    |
|--|----------------------------|-----------|-----------|-----------|-----------|-----------|--------------|
| Water consumption <sup>6</sup>         | (Thousand m <sup>3</sup> ) | 344       | 331       | 238       | 244       | 251       | <b>268</b>   |
| Copy paper consumption <sup>7</sup>    | (ton)                      | 1,018     | 990       | 611       | 508       | 528       | <b>516</b>   |
| Amount of waste generated <sup>8</sup> | (ton)                      | 2,341     | 2,206     | 1,397     | 1,290     | 1,405     | <b>1,273</b> |

□ We have obtained a limited assurance on the key sustainability performance indicators by Ernst & Young ShinNihon LLC. Please visit Nomura Holdings' website for details including calculation standards. (<https://www.nomuraholdings.com/sustainability/data/>)

| GHG emissions per region (FY2023/24)               |                       |        |          |        |                  |             |               |
|--|-----------------------|--------|----------|--------|------------------|-------------|---------------|
|  |                       | Japan  | Americas | Europe | Asia and Oceania | Data Center | Total         |
| Scope 1 Direct emissions                           | (t-CO <sub>2</sub> e) | 1,629  | 64       | 663    | 67               | 0           | <b>2,423</b>  |
| Scope 2 Indirect emissions (location-based)        | (t-CO <sub>2</sub> e) | 21,218 | 6,120    | 4,130  | 10,377           | 15,425      | <b>57,269</b> |
| Scope 2 Indirect emissions (market-based)          | (t-CO <sub>2</sub> e) | 14,342 | 329      | 169    | 3,208            | 1,456       | <b>19,504</b> |
| Scope 1, 2 (location-based) emissions per employee | (t-CO <sub>2</sub> e) | 1.6    | 2.5      | 1.6    | 1.6              | -           | <b>2.3</b>    |
| Scope 1, 2 (market-based) emissions per employee   | (t-CO <sub>2</sub> e) | 1.1    | 0.2      | 0.3    | 0.5              | -           | <b>0.8</b>    |
| Scope 3 Emissions from employee travel             | (t-CO <sub>2</sub> e) | 11,308 | 7,000    | 3,072  | 5,683            | -           | <b>27,064</b> |

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 and the Canada office was included from FY2023/24 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., 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. The data for the Brazil office was estimated based on the previous year's results, as the office was closed in the middle of the fiscal year ending in March 2024.

\*3 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, India, Hong Kong, South Korea, China, Malaysia, Taiwan, Singapore and Indonesia offices include emissions from automobiles used on a daily basis (The South Korea office was added to the scope of calculation from FY2019/20, China, Malaysia and Taiwan offices were included in the scope from FY2022/23 and Singapore and Indonesia offices were included in the scope from FY2023/24).

\*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. The Australia, China, Malaysia and Sweden offices were included in the scope of calculation from FY2023/24.

\*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. The data for the Brazil office was estimated based on the previous year's results, as the office was closed in the middle of the fiscal year ending in March 2024.

\*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 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, from FY2022/23 data for the Taiwan offices, and from FY2023/24 data for the Malaysia office were added to the scope.

## Sustainable Finance

|                                     |                   | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24   |
|-------------------------------------|-------------------|-----------|-----------|-----------|-------------|
| Sustainable Finance, Capital Raised | (Billions of USD) | 23.4      | 21.4      | 25.1      | <b>28.5</b> |

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.

Following a review of previous years' data, the figures in FY2022/23 have been revised. We revised Sustainable Finance, Capital Raised from 25.2 to 25.1.

## ESG Assets Under Management

|                             |                   | FY2022/23 | FY2023/24     |
|-----------------------------|-------------------|-----------|---------------|
| ESG assets under management | (Billions of yen) | 13,120    | <b>15,433</b> |

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 GSA.

 We have obtained a limited assurance on the key sustainability performance indicators by Ernst & Young ShinNihon LLC. Please visit Nomura Holdings' website for details including calculation standards. (<https://www.nomuraholdings.com/sustainability/data/>)