



Fundamental approach

The Nomura Group is proactive in its activities related to environmental, social and governance (ESG), seeking to sustain its growth and address social issues, in addition to contributing to the development of securities markets through business activities that fulfill its corporate social responsibility. At the same time, Nomura Group is promoting and managing those activities throughout the Group in an appropriate manner based on its awareness that initiatives on issues related to ESG contribute to society at large, including its customers, and play an important role in maintaining and enhancing corporate value. The basic policies on ESG are set forth in Our Founder's Principles established by founder Tokushichi Nomura II, the Code of Ethics of Nomura Group and its Basic Management Policy.

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

ESG Initiatives

ESG execution process

The Nomura Group reorganized the CSR Committee chaired by an executive officer into the ESG Committee chaired by the Group CEO in FY2018/19, in an attempt to deal with issues related to ESG in ways that are more strategic than before. Nomura Group executives in charge of businesses and corporate affairs comprise the ESG Committee. The Committee is responsible for developing business policies on ESG-related risks and opportunities for the entire Nomura Group and approving and deciding on related activities. The activities of the ESG Committee are reported to the Board of Directors and the Executive

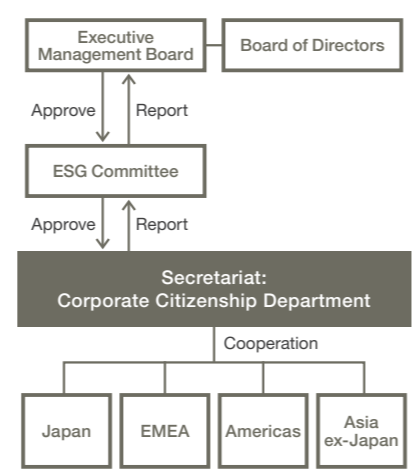
	Before reorganization	After reorganization
Chairman	Senior Managing Directors	Group CEO
Meeting frequency	Once or more	Twice or more

Management Board as the occasion demands. The Committee also examines the operations of specific businesses that contribute to sustainable development goals (SDGs) set by the United Nations. The now defunct CSR Committee held one meeting in FY2017/18, but Nomura Group requires the ESG Committee to hold two or more meetings each fiscal year in a rule it set to increase the frequency of governance.

ESG Committee members

Chairman	Koji Nagai	Representative Executive Officer, President and Group CEO
Vice Chairman	Tetsu Ozaki	Vice Chairman
	Yuji Nakata	Executive Managing Director, Head of Group Entity Structure and Co-CRO
	Satoshi Arai	Chief of Staff and Group Strategy
	Chie Toriumi	Executive Vice President, NSC, Retail Division Business Strategy and Management
	Tomoyuki Teraguchi	Head of Group Compliance
	Junko Nakagawa	Executive Vice President, NAM, Risk Management, Business & Infrastructure, Corporate Planning & Administration, Chief Risk Officer(CRO)
Members	Takumi Kitamura	Executive Managing Director, Chief Financial Officer (CFO)
	Yo Akatsuka	Global Head of Investment Banking
	Yasushi Takayama	Chief Legal Officer (CLO)
	Etsuro Miwa	Global Head of Human Resources
	Paul Spanswick	Deputy Chief of Staff, Group CAO and Operations
	Kenji Kimura	Banking
	Hajime Ikeda	Group Head of Global Corporate Communications, Corporate Citizenship and Tokyo 2020 Olympic and Paralympic
Attending Auditor	Takehisa Yanai	Audit Mission Director, NSC

Framework



Identification of Material ESG Issues
<https://www.nomuraholdings.com/csr/group/index.html>

Inclusion in ESG indices

Nomura's CSR initiatives have been widely recognized outside the Company. Nomura Holdings has been selected for inclusion in a number of SRI indexes, including the Dow Jones Sustainability Indices (DJSI World and DJSI Asia Pacific), the FTSE4Good Index, STOXX Global ESG Leaders Index RI, FTSE Blossom Japan Index (an ESG index for passive investment, adopted by the Government Pension Investment Fund [GPIF]) and MSCI Japan Empowering Women Index (WIN).

Dow Jones Sustainability Indices

MEMBER OF **Dow Jones Sustainability Indices**
 In Collaboration with RobecoSAM

Dow Jones & Company and RobecoSAM have jointly created the world's first sustainability equity indices. Nomura Holdings is included in the DJSI World as well as the DJSI Asia Pacific.

FTSE4Good Index

FTSE4Good

FTSE Russell, a subsidiary of the London Stock Exchange, has created this socially responsible investment index by selecting excellent companies from around the world.

STOXX Global ESG Leaders Index

Member 2017/2018
STOXX
 ESG LEADERS INDICES

STOXX Limited, a wholly-owned subsidiary of Deutsche Börse Group, has established this global SRI stock index, comprising companies that meet strict ESG assessment standards.

MSCI Japan Empowering Women Index (WIN)

MSCI 2017 Constituent
 MSCI Japan Empowering Women Index (WIN)

U.S.-based MSCI, Inc. has created this index by selecting companies that promote and maintain gender diversity, based on scoring using data and disclosed corporate information on female employment, disclosed according to the Act on Promotion of Women's Participation and Advancement in the Workplace.