

MATERIALITY


Nomura Group Materiality








Achieving sustainable growth by listening to our stakeholders and helping to solve social issues

A rich natural environment and healthy social environment are the foundations of economic and business advancement as well as people's lives. Without such foundations, it is impossible to fulfill Nomura Group's social mission of helping to enrich society. We have been expanding our products and services, and globally expanding our businesses and bolstering our corporate governance based on the recognition that initiatives such as protecting the global environment and promoting the active participation of a diverse range of people are essential for advancing both economic activity and society as a whole. In May 2020, Nomura Group announced a new management vision to "Achieve sustainable growth by helping solve social issues" ahead of the year 2025, the centennial anniversary of Nomura's founding. In addition to business growth, our management vision incorporates the ESG elements of trust from society and employee satisfaction. By combining these three elements to create synergies, we will achieve sustainable growth and help solve social issues.

Material issues

Since Nomura Group first identified CSR Materiality in 2008, we have conducted regular reviews based on trends in the international community and the expectations of stakeholders. In light of the management vision announced in May 2020, we reviewed the Nomura Group Materiality and identified the 27 material issues including seven highest priority issues. We will continue to make every effort toward our targets by using metrics to monitor how we are progressing.

 Nomura Group Materiality
<https://www.nomuraholdings.com/csr/group/issues.html>

	The highest priority issues	Metrics	Targets	SDGs*
Initiatives toward sustainable growth	Provide financial services that contribute to the creation of a sustainable society	<ul style="list-style-type: none"> Value of sustainable finance we support Sustainable investment ratio 	Through our core business, create a better future by addressing stakeholders' needs and providing value added solutions	
	Pursue digitization to enhance customer service and productivity	<ul style="list-style-type: none"> Expansion of diverse digital delivery 	Continue to focus on transformation to respond to the ever-changing business environment. Enhance the quality and quantity of customer service and achieve high productivity through digitization initiatives	
	Expand and strengthen businesses from "Public" to "Private"	<ul style="list-style-type: none"> Provide customized products, services and solutions Address new investor base and needs 	Achieve medium to long-term growth through expanding our business presence in private markets by expanding out alternative products and discovering new client needs. In addition, optimize the business portfolio taking into account the profitability of each business	
	Continually review existing business portfolio based on profitability	<ul style="list-style-type: none"> Optimal allocation of resources ROE 		
Platform toward sustainable growth	Ensure all Nomura people understand and comply with the Nomura Group Code of Conduct	<ul style="list-style-type: none"> Status of instilling of the Nomura Group Code of Conduct 	To increase corporate value, strengthen and enhance the corporate governance framework as corporate governance is one of the most important issues. At the same time, build trust with society and protect and enhance corporate value with thorough compliance and by raising employee awareness of the Nomura Group Code of Conduct	
	Ensure financial soundness and transparency	<ul style="list-style-type: none"> Monitoring of financial indicators 	To improve financial soundness and corporate value, various risks must be managed appropriately. Establish a risk management framework for monitoring and reporting on a globally integrated basis	
	Enjoyable work environment for employees	<ul style="list-style-type: none"> Employee surveys 	Diverse and talented employees are our greatest asset amid the changes in the environment, such as innovation and digitalization. Make sure every employee can be active and successful in utilizing her/his capabilities and individuality, and provide high value-added service	

Selection process

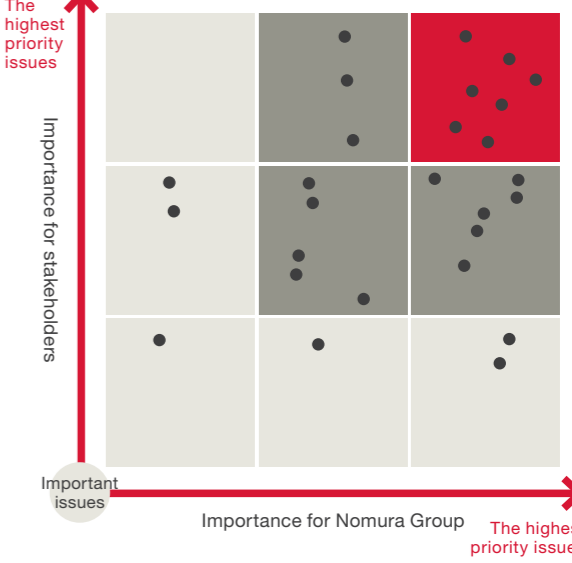
- List the issues**

We make a list of issues based on domestic and overseas non-financial information disclosure guidelines such as the GRI Guidelines and SDGs, etc.
- Evaluate importance**

We evaluate the importance to stakeholders based on the matters to be evaluated as provided by ESG research organizations* in Japan and overseas and based on opinions from external stakeholders. In addition, we evaluate the importance to Nomura, referencing our Management Vision, Corporate Philosophy and the Nomura Group Code of Conduct, as well as based on interviews of key internal departments.

* DJSI(S&P Global/SAM), Vigeo Eiris, MSCI, ISS-oekom, Sustainalytics
- Formulate draft Materiality**

Based on the evaluation of importance (see 2 above), we formulate a Nomura Group Materiality draft following verification by the Group Strategy and Executive Office and ESG Department.


- Senior management discusses and makes final decision**

The ESG Committee, chaired by the Group CEO, makes a final decision after reviewing the validity of the Nomura Group Materiality.

* The SDGs logo covers not only the highest priority issues, but also all of Nomura Group's material issues. For all the material issues, visit our website.