

Environment, social and governance (ESG) Data

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

Corporate Governance

Members of the Board	Unit	June 30, 2016	June 30, 2017	June 30, 2018	June 30, 2019	June 30, 2020	June 30, 2021
Board of Directors	No. of people	11	10	10	10	10	12
Outside Directors	No. of people	6	6	6	6	6	8
	%	55	60	60	60	60	67
Non-Japanese Directors	No. of people	3	1	2	2	2	4
	%	27	10	20	20	20	33
Female Directors	No. of people	1	1	2	2	2	3
	%	9	10	20	20	20	25

As of the end of June 2021, average tenure of board members is two years.

Officers (Executive Officers and Senior Managing Directors)	Unit	April 1, 2016	April 1, 2017	April 1, 2018	May 1, 2019	April 1, 2020	April 1, 2021
Male	No. of people	27	33	34	33	38	30
Female	No. of people	2	1	1	1	3	5
Ratio of female	%	7	3	3	3	8	14

Board of Directors meetings	Unit	FY2015/16	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21
No. of meetings held	No. of times	10	11	10	10	11	11
Average attendance rate	%	100	99	100	100	100	99

Contributing to Sound and Sustainable Capital Markets

Caseload at Customer Help Desk Department (Nomura Securities)	Unit	FY2015/16	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21
Total	No. of cases	5,767	6,003	7,054	7,843	6,961	5,951
Complaints	No. of cases	2,771	2,531	2,479	2,542	2,315	1,006*2
Inquiries	No. of cases	2,749	3,267	4,147*1	4,852	4,180	4,463
Opinions and requests	No. of cases	128	98	270	237	323	363
Other	No. of cases	119	107	158	212	143	119

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

*1 The increase in the number of inquiries in FY2017/18 was due to system changes.

*2 Of this total, 19 complaints were related to personal information.

Results of customer satisfaction surveys at branches (Nomura Securities)	Unit	FY2015/16	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21
Average satisfaction rating	Point	4.22	4.29	4.34	8.49	8.56	8.40

Figures represent the average score from among the overall company satisfaction ratings received via postage-paid return postcard from customers who visited our branches. From FY2015/16 to 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.

Sustainable Finance, capital raised*	Unit	FY2015/16	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21
Gross	Millions of yen	94,958	1,249,656	1,145,635	2,304,041	1,854,760	8,480,297
Apportioned	Millions of yen						2,476,735

* FY20/21 data aligned to UN PRB principles, showing only transaction value where Nomura had a lead role, and separately, the equivalent data after apportioning by the number of Mandated Lead Arrangers (MLAs).

Sustainable Investment	Unit	March 31, 2019	March 31, 2020	March 31, 2021
Sustainable investment ratio	%	74	73	81

* To determine the sustainable investment ratio, we include the following investment approaches in Nomura Asset Management as sustainable investment.

1. Best in Class (Investment in leading companies in each industry from an ESG perspective),

2. ESG Thematic Investment,

3. Impact Investment,

4. ESG Integration,

5. Active Share Ownership, including exercising proxy voting rights and direct engagement with portfolio companies' management.

In addition, to ensure an accurate assessment of our sustainable investment activities, we exclude investment strategies from the overall universe for which we are unable to directly undertake sustainable investment decisions.

Contributing to Sustainable Communities

Community contribution expenditures	Unit	FY2015/16	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21
Total	Millions of yen	1,325	1,704	1,224	1,717	2,053	1,307
Education	Millions of yen	562	451	407	410	308	256
Arts, culture, and sports	Millions of yen	102	567	157	476	932	266
Science and academic achievement	Millions of yen	120	116	109	230	241	147
Community contribution	Millions of yen	162	189	261	277	237	297
Welfare and health	Millions of yen	79	53	33	46	48	55
Environment	Millions of yen	29	71	59	69	62	51
Human rights and labor	Millions of yen	39	12	6	16	41	35
Disaster relief	Millions of yen	56	61	9	18	12	62
Other	Millions of yen	176	184	185	175	173	138

* Subtotals may not add up to totals due to rounding.

Participants and materials in financial and economics education	Unit	FY2015/16	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21
Visiting classes (elementary, junior and high schools, universities, teachers) since 2008	No. of schools	304	346	442	393	287	138
	No. of participants	9,637	15,317	19,377	18,919	13,847	8,988
Financial courses for universities since 2001	No. of schools	106	104	106	102	101	69
	No. of participants	11,000	11,200	11,000	11,200	10,924	5,862
Financial courses for the general public since 2003	No. of courses	412	304	270	256	212	30
	No. of participants	14,958	10,926	8,105	7,421	7,100	500
Nikkei Stock League since 2000	No. of teams	1,429	1,618	1,832	1,792	1,726	1,643
	No. of members	5,587	6,462	7,180	7,103	6,892	6,535
Number of educational materials supplied *1	No. of schools	440	434	470	730	804	11,214
	No. of copies	27,305	30,167	37,163	61,581	62,698	87,338

* Visiting classes include online classes.

*1 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 materials to junior high schools nationwide. As a result, the number of schools and the number of educational materials supplied sharply increased.

Human Resources Valuing Diversity

Education and training expenses	Unit	FY2015/16	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21
Total	Millions of yen	2,880	2,767	2,987	3,225	3,100	2,089
Japan	Millions of yen	2,020	2,094	2,093	2,004	2,035	1,143
Americas	Millions of yen	426	299	435	694	639	623
Europe	Millions of yen	225	161	228	280	228	177
Asia and Oceania	Millions of yen	209	213	230	247	196	146

* Subtotals may not add up to totals due to rounding.

Participation in education and training	Unit	FY2015/16	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21
Total	Aggregate no. of hours	499,386	501,377	530,869	537,323	565,949	418,590
	Aggregate no. of participants	211,014	195,819	277,824	302,460	187,639	258,694
Japan	Aggregate no. of hours	307,295	303,854	298,571	332,570	440,867	288,129
	Aggregate no. of participants	16,294	15,581	14,896	18,879	22,451	23,374
Americas	Aggregate no. of hours	17,589	15,848	23,139	15,983	9,127	18,684
	Aggregate no. of participants	25,122	19,816	38,169	35,932	17,393	34,912
Europe	Aggregate no. of hours	47,709	33,638	49,288	43,787	29,407	42,000
	Aggregate no. of participants	62,077	44,325	70,240	77,539	41,030	69,309
Asia and Oceania	Aggregate no. of hours	126,793	148,037	159,871	144,983	86,548	69,776
	Aggregate no. of participants	107,521	116,097	154,519	170,110	106,765	131,099

* 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.

Human Resources Valuing Diversity

Composition of employees ¹		Unit	FY2015/16	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21
Total	No. of employees		28,865	28,186	28,048	27,864	26,629	26,402
	Ratio of male employees (%)		62	61	61	60	60	59
	Ratio of female employees (%)		38	39	39	40	40	41
Japan	No. of employees		16,083	16,227	15,819	15,852	15,748	15,330
	Ratio of male employees (%)		58	58	57	56	57	56
	Ratio of female employees (%)		42	42	43	44	43	44
Americas	No. of employees		2,503	2,314	2,362	2,357	2,120	2,152
	Ratio of male employees (%)		74	74	74	74	73	73
	Ratio of female employees (%)		26	26	26	26	27	27
Europe	No. of employees		3,424	3,026	3,057	2,909	2,691	2,769
	Ratio of male employees (%)		71	70	70	69	68	69
	Ratio of female employees (%)		29	30	30	31	32	31
Asia and Oceania	No. of employees		6,855	6,619	6,810	6,746	6,070	6,151
	Ratio of male employees (%)		61	59	60	59	59	59
	Ratio of female employees (%)		39	41	40	41	41	41

Number of new hires ²		Unit	FY2015/16	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21
Total	No. of employees		2,868	2,763	2,901	2,779	2,416	1,934
	Ratio of male employees (%)		65	57	61	59	60	62
	Ratio of female employees (%)		35	43	39	41	40	38
Japan	No. of employees		932	1,107	1,008	1,100	1,004	642
	Ratio of male employees (%)		58	53	54	51	59	59
	Ratio of female employees (%)		42	47	46	49	41	41
Americas	No. of employees		424	318	355	333	251	246
	Ratio of male employees (%)		74	71	74	76	71	74
	Ratio of female employees (%)		26	29	26	24	29	26
Europe	No. of employees		405	283	376	346	286	288
	Ratio of male employees (%)		71	67	69	67	65	75
	Ratio of female employees (%)		29	33	31	33	35	25
Asia and Oceania	No. of employees		1,107	1,055	1,162	1,000	875	758
	Ratio of male employees (%)		64	54	60	59	57	56
	Ratio of female employees (%)		36	46	40	41	43	44

Composition of managers ³		Unit	FY2015/16	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21
Total	No. of employees		8,535	9,110	9,174	9,187	8,734	9,145
	Ratio of male employees (%)		84	85	84	83	82	81
	Ratio of female employees (%)		16	15	16	17	18	19
Japan	No. of employees		3,615	4,672	4,493	4,493	4,267	4,445
	Ratio of male employees (%)		93	92	91	90	89	88
	Ratio of female employees (%)		7	8	9	10	11	12
Americas	No. of employees		1,399	1,279	1,366	1,355	1,257	1,319
	Ratio of male employees (%)		80	80	80	81	80	80
	Ratio of female employees (%)		20	20	20	19	20	20
Europe	No. of employees		1,838	1,559	1,624	1,568	1,473	1,564
	Ratio of male employees (%)		82	81	81	80	79	79
	Ratio of female employees (%)		18	19	19	20	21	21
Asia and Oceania	No. of employees		1,683	1,600	1,691	1,771	1,737	1,817
	Ratio of male employees (%)		71	70	70	68	67	66
	Ratio of female employees (%)		29	30	30	32	33	34

¹ Employee composition: The figures cover Nomura Group on a consolidated basis.

² New hire composition: The figures represent total Nomura Group hires on a consolidated basis. Data for FY2015/16 for Japan cover Nomura Holdings and Nomura Securities. Data for FY2015/16 for Asia and Oceania cover consolidated subsidiaries with certain exceptions, such as Capital Nomura Securities Public Company Limited and Nomura Asset Management Taiwan Ltd., which were added to the scope of consolidation in FY2014/15.

³ Management composition: The figures cover Nomura Group on a consolidated basis. In FY2015/16, some domestic subsidiaries were not included in the scope of the calculations. Refer to standards for calculation (<https://www.nomuraholdings.com/sustainability/data/>).

Our Environment

GHG emissions		Unit	FY2015/16	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21
Scope 1: Direct emissions ¹	Japan	t-CO ₂	1,986	2,005	1,968	1,901	1,895	1,406
	Americas	t-CO ₂	72	72	73	74	69	87
	Europe	t-CO ₂	752	772	784	683	675	638
	Asia and Oceania	t-CO ₂	169	173	167	201	175	21
Scope 2: Indirect emissions ¹	Japan	t-CO ₂	39,065	36,783	35,302	34,126	30,709	26,006
	Americas	t-CO ₂	6,966	6,168	5,510	5,361	4,728	4,112
	Europe	t-CO ₂	12,822	11,786	10,031	8,364	6,880	4,988
	Asia and Oceania	t-CO ₂	21,892	20,942	19,800	17,207	16,251	11,275
Scope 1, 2: Emissions per employee ¹	Japan	t-CO ₂	2.7	2.5	2.4	2.3	2.1	1.8
	Americas	t-CO ₂	2.8	2.7	2.4	2.3	2.3	2.0
	Europe	t-CO ₂	4.3	4.2	3.6	3.2	2.9	2.1
	Asia and Oceania	t-CO ₂	4.2	4.2	3.8	3.2	3.1	2.1
Scope 3: Emissions from employee travel ² (Air, rail, and automobile travel)	Japan	t-CO ₂	22,013	22,936	24,554	23,417	19,476	2,411
	Americas	t-CO ₂	4,966	4,343	5,547	5,147	4,205	389
	Europe	t-CO ₂	7,651	7,023	7,929	5,774	4,342	97
	Asia and Oceania ³	t-CO ₂	11,587	11,041	12,196	11,628	8,711	812

Energy consumption		Unit	FY2015/16	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21
Direct energy consumption (Natural gas, etc.)	Japan	MWh	10,573	10,654	10,402	10,054	10,008	7,646
	Americas	MWh	355	359	360	368	340	432
	Europe	MWh	4,201	4,329	4,374	3,804	3,791	3,624
	Asia and Oceania	MWh	732	743	720	862	758	84
Indirect energy consumption (Purchased electric power)	Japan	MWh	70,520	68,372	67,360	66,807	62,574	55,213
	Americas	MWh	21,882	20,236	18,883	18,345	17,273	16,243
	Europe	MWh	30,133	30,713	30,135	31,666	28,233	22,974
	Asia and Oceania	MWh	26,720	25,577	24,200	24,996	23,912	16,542
Including, renewable power ⁴		MWh	34,652	35,033	34,193	35,560	32,564	27,749
Percentage of renewable power		%	23.2	24.2	24.3	25.1	24.7	25.0
(Purchased cooling and heating power)	Japan	MWh	11,971	12,320	11,680	11,335	10,289	9,034
	Americas	MWh	140	198	254	284	202	101
	Europe	MWh	0	0	0	0	0	0
	Asia and Oceania	MWh	1,617	1,723	1,824	1,832	1,656	1,446

Environmental resource efficiency		Unit	FY2015/16	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21
Water consumption ⁵	Japan	Thousand m ³	170	168	161	161	153	106
	Americas	Thousand m ³	30	29	30	30	27	20
	Europe	Thousand m ³	115	107	111	109	103	103
	Asia and Oceania	Thousand m ³	36	35	53	45	47	9
Copy paper consumption ⁶	ton	1,083	1,018	1,002	1,018	990	611	
Amount of waste generated ⁷	ton	2,540	2,658	2,403	2,341	2,206	1,397	

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. However, data on air transportation in Scope 3 are compiled based on data from all domestic and overseas business locations.

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

Europe: Offices in London, Paris, Frankfurt, Zurich, Madrid, Milan, Luxembourg, and Cape Town

Americas: Offices in New York and Instinet offices

Asia and Oceania: Offices in Hong Kong, Singapore, India, Mainland China, Bangkok, Seoul, and Australia

¹ The Cape Town office was included in the scope for Europe from FY2017/18. The Seoul office and Australia office were included from FY2019/20, and the Shanghai office was included from FY2020/21 in the scope for Asia and Oceania.

² 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, Bangkok and Seoul offices in Asia and Oceania include emissions from automobiles used on a daily basis (The Seoul office was added to the scope of calculation from FY2019/20).

³ Assurance-verified data for Asia and Oceania totaled 783t-CO₂ in FY2020/21. (Offices in Hong Kong, Singapore, India, China, Bangkok, Seoul, and Australia.)

⁴ Data comprise Japan, as well as the London, Paris, Frankfurt, Zurich, Milan and Luxembourg offices in Europe. The Madrid office was included in the scope of calculation for Europe from FY2019/20.

⁵ The Shanghai office was included from FY2020/21 in the scope for Asia and Oceania.

⁶ Data for Japan were compiled based on paper purchased from specified suppliers by Nomura Securities (all types of copy paper). Europe data comprise paper consumed by the London office, while Asia and Oceania data comprise paper consumed by the India, Hong Kong and Bangkok offices. The Singapore office was included from FY2020/21 in the scope for Asia and Oceania.

⁷ Data comprise Tokyo (the Nihonbashi Head Office Building, Dai-ni Edobashi Building and the Urbannet Otemachi Building, and Nomura Asset Management Head Office Building), the Osaka Branch, the Nagoya Branch, the Kyoto Branch and the Okayama Branch, as well as the London, Paris, Frankfurt, Zurich, Luxembourg, Hong Kong and India offices. From FY2020/21, data for the Singapore office and Tokyo (the Toyosu Bayside Cross Tower) were added to the scope.