

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, 2017	June 30, 2018	June 30, 2019	June 30, 2020	June 30, 2021	June 30, 2022
Board of Directors	No. of people	10	10	10	10	12	12
Outside Directors	No. of people	6	6	6	6	8	8
	%	60	60	60	60	67	67
Non-Japanese Directors	No. of people	1	2	2	2	4	4
	%	10	20	20	20	33	33
Female Directors	No. of people	1	2	2	2	3	3
	%	10	20	20	20	25	25

As of the end of June 2022, average tenure of board members is three years.

Officers (Executive Officers and Senior Managing Directors)	Unit	April 1, 2017	April 1, 2018	May 1, 2019	April 1, 2020	April 1, 2021	April 1, 2022
Male	No. of people	33	34	33	38	30	32
Female	No. of people	1	1	1	3	5	5
Ratio of female	%	3	3	3	8	14	14

Board of Directors meetings	Unit	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22
No. of meetings held	No. of times	11	10	10	11	11	12
Average attendance rate	%	99	100	100	100	99	100

Contributing to Sound and Sustainable Capital Markets

Caseload at Customer Help Desk Department (Nomura Securities)	Unit	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22
Total	No. of cases	6,003	7,054	7,843	6,961	5,951	6,244
Complaints	No. of cases	2,531	2,479	2,542	2,315	1,006	809*2
Inquiries	No. of cases	3,267	4,147*1	4,852	4,180	4,463	4,967
Opinions and requests	No. of cases	98	270	237	323	363	378
Other	No. of cases	107	158	212	143	119	90

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, 15 complaints were related to personal information.

Results of customer satisfaction surveys at branches (Nomura Securities)	Unit	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22
Average satisfaction rating	Point	4.29	4.34	4.49	4.56	4.40	4.57

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 FY2016/17 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	FY2020/21	FY2021/22
Apportioned	Billions of USD	23.4	21.4

* 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).

Sustainable Investment	Unit	FY2018/19	FY2019/20	FY2020/21	FY2021/22
Sustainable investment ratio	%	74	73	81	79

To determine the sustainable investment ratio, we include the following investment approaches in Nomura Asset Management as sustainable investment. This methodology is not fully compliant with regulations such as SFDR.

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	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22
Total	Millions of yen	1,704	1,224	1,717	2,053	1,307	1,908
Education	Millions of yen	451	407	410	308	256	356
Arts, culture, and sports	Millions of yen	567	157	476	932	266	337
Science and academic achievement	Millions of yen	116	109	230	241	147	156
Community contribution	Millions of yen	189	261	277	237	297	328
Welfare and health	Millions of yen	53	33	46	48	55	107
Environment	Millions of yen	71	59	69	62	51	50
Human rights and labor	Millions of yen	12	6	16	41	35	36
Disaster relief	Millions of yen	61	9	18	12	62	361
Other	Millions of yen	184	185	175	173	138	178

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

Participants and materials in financial and economics education	Unit	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22
Visiting classes*1 (elementary, junior and high schools, universities, teachers) since 2008	No. of schools	346	442	393	287	138	282
	No. of participants	15,317	19,377	18,919	13,847	8,988	16,748
Financial courses for universities since 2001	No. of schools	104	106	102	101	69	87
	No. of participants	11,200	11,000	11,200	10,924	5,862	8,068
Nikkei Stock League since 2000	No. of teams	1,618	1,832	1,792	1,726	1,643	1,719
	No. of participants	6,462	7,180	7,103	6,892	6,535	7,046
Number of educational materials supplied *2	No. of schools	434	470	730	804	11,214	20,743
	No. of copies	30,167	37,163	61,581	62,698	87,338	66,125

*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.

Human Resources Valuing Diversity

Education and training expenses	Unit	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22
Total	Millions of yen	2,767	2,987	3,225	3,100	2,089	2,332
Japan	Millions of yen	2,094	2,093	2,004	2,035	1,143	1,363
Americas	Millions of yen	299	435	694	639	623	542
Europe	Millions of yen	161	228	280	228	177	268
Asia and Oceania	Millions of yen	213	230	247	196	146	159

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

Participation in education and training	Unit	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22
Total	Aggregate no. of hours	501,377	530,869	537,323	565,949	325,735	259,921
	Aggregate no. of participants	195,819	277,824	302,460	187,639	258,694	289,467
Japan	Aggregate no. of hours	303,854	298,571	332,570	440,867	195,274	128,783
	Aggregate no. of participants	15,581	14,896	18,879	22,451	23,374	37,513
Americas	Aggregate no. of hours	15,848	23,139	15,983	9,127	18,684	16,524
	Aggregate no. of participants	19,816	38,169	35,932	17,393	34,912	34,811
Europe	Aggregate no. of hours	33,638	49,288	43,787	29,407	42,000	45,481
	Aggregate no. of participants	44,325	70,240	77,539	41,030	69,309	85,703
Asia and Oceania	Aggregate no. of hours	148,037	159,871	144,983	86,548	69,776	69,133
	Aggregate no. of participants	116,097	154,519	170,110	106,765	131,099	131,440

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.

Following a review of previous years' data, the figures in FY2020/21 have been revised. We revised Aggregate No. of Hours for Japan (288,129 → 195,274) and Total Aggregate No. of Hours (418,590 → 325,735).

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Human Resources Valuing Diversity

Composition of employees ^{*1}	Unit	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22
Total	No. of employees	28,186	28,048	27,864	26,629	26,402	26,585
	Ratio of male employees (%)	61	61	60	60	59	60
	Ratio of female employees (%)	39	39	40	40	41	40
Japan	No. of employees	16,227	15,819	15,852	15,748	15,330	15,213
	Ratio of male employees (%)	58	57	56	57	56	56
	Ratio of female employees (%)	42	43	44	43	44	44
Americas	No. of employees	2,314	2,362	2,357	2,120	2,152	2,257
	Ratio of male employees (%)	74	74	74	73	73	72
	Ratio of female employees (%)	26	26	26	27	27	28
Europe	No. of employees	3,026	3,057	2,909	2,691	2,769	2,820
	Ratio of male employees (%)	70	70	69	68	69	69
	Ratio of female employees (%)	30	30	31	32	31	31
Asia and Oceania	No. of employees	6,619	6,810	6,746	6,070	6,151	6,295
	Ratio of male employees (%)	59	60	59	59	59	59
	Ratio of female employees (%)	41	40	41	41	41	41

Number of new hires ^{*2}	Unit	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22
Total	No. of employees	2,763	2,901	2,779	2,416	1,934	2,920
	Ratio of male employees (%)	57	61	59	60	62	65
	Ratio of female employees (%)	43	39	41	40	38	35
Japan	No. of employees	1,107	1,008	1,100	1,004	642	752
	Ratio of male employees (%)	53	54	51	59	59	67
	Ratio of female employees (%)	47	46	49	41	41	33
Americas	No. of employees	318	355	333	251	246	470
	Ratio of male employees (%)	71	74	76	71	74	71
	Ratio of female employees (%)	29	26	24	29	26	29
Europe	No. of employees	283	376	346	286	288	400
	Ratio of male employees (%)	67	69	67	65	75	72
	Ratio of female employees (%)	33	31	33	35	25	28
Asia and Oceania	No. of employees	1,055	1,162	1,000	875	758	1,298
	Ratio of male employees (%)	54	60	59	57	56	60
	Ratio of female employees (%)	46	40	41	43	44	40

Composition of managers ^{*3}	Unit	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22
Total	No. of employees	9,110	9,174	9,187	8,734	9,145	10,095
	Ratio of male employees (%)	85	84	83	82	81	78
	Ratio of female employees (%)	15	16	17	18	19	22
Japan	No. of employees	4,672	4,493	4,493	4,267	4,445	4,966
	Ratio of male employees (%)	92	91	90	89	88	84
	Ratio of female employees (%)	8	9	10	11	12	16
Americas	No. of employees	1,279	1,366	1,355	1,257	1,319	1,392
	Ratio of male employees (%)	80	80	81	80	80	79
	Ratio of female employees (%)	20	20	19	20	20	21
Europe	No. of employees	1,559	1,624	1,568	1,473	1,564	1,634
	Ratio of male employees (%)	81	81	80	79	79	79
	Ratio of female employees (%)	19	19	20	21	21	21
Asia and Oceania	No. of employees	1,600	1,691	1,771	1,737	1,817	2,103
	Ratio of male employees (%)	70	70	68	67	66	64
	Ratio of female employees (%)	30	30	32	33	34	36

*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.

*3 Management composition: The figures cover Nomura Group on a consolidated basis. Please refer to standards for calculation (<https://www.nomuraholdings.com/sustainability/data/>).

Our Environment

GHG emissions	Unit	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22		
Scope 1: Direct emissions ^{*1}	Japan	t-CO ₂	2,005	1,968	1,901	1,895	1,406	1,218	
	Americas	t-CO ₂	72	73	74	69	87	82	
	Europe	t-CO ₂	772	784	683	675	638	603	
	Asia and Oceania	t-CO ₂	173	167	201	175	21	21	
Scope 2: Indirect emissions ^{*1}	Japan	t-CO ₂	36,783	35,302	34,126	30,709	26,344	23,189	
	Americas	t-CO ₂	6,168	5,510	5,361	4,728	4,112	4,154	
	Europe	t-CO ₂	11,786	10,031	8,364	6,880	4,988	4,391	
	Asia and Oceania	t-CO ₂	20,942	19,800	17,207	16,251	11,275	10,482	
Scope 1, 2: Emissions per employee ^{*1}	Japan	t-CO ₂	2.5	2.4	2.3	2.1	1.9	1.6	
	Americas	t-CO ₂	2.7	2.4	2.3	2.3	2.0	1.9	
	Europe	t-CO ₂	4.2	3.6	3.2	2.9	2.1	1.8	
	Asia and Oceania	t-CO ₂	4.2	3.8	3.2	3.1	2.1	1.9	
Scope 3: Emissions from employee travel ^{*2} (Air, rail, and automobile travel)	Japan	t-CO ₂	22,936	24,554	23,417	19,476	2,411	3,131	
	Americas	t-CO ₂	4,343	5,547	5,147	4,205	389	2,294	
	Europe	t-CO ₂	7,023	7,929	5,774	4,342	97	896	
	Asia and Oceania	t-CO ₂	11,041	12,196	11,628	8,711	812	1,150	
Energy consumption	Direct energy consumption (Natural gas, etc.)	Japan	MWh	10,654	10,402	10,054	10,008	7,646	6,669
		Americas	MWh	359	360	368	340	432	406
		Europe	MWh	4,329	4,374	3,804	3,791	3,624	3,372
		Asia and Oceania	MWh	743	720	862	758	84	85
	Indirect energy consumption (Purchased electric power)	Japan	MWh	68,372	67,360	66,807	62,574	53,544	48,099
		Americas	MWh	20,236	18,883	18,345	17,273	16,243	14,342
		Europe	MWh	30,713	30,135	31,666	28,233	22,974	22,329
		Asia and Oceania	MWh	25,577	24,200	24,996	23,912	16,542	15,192
	Including, renewable power ^{*3}	MWh	35,033	34,193	35,560	32,564	27,749	33,617	
	Percentage of renewable power	%	24.2	24.3	25.1	24.7	25.4	33.6	
(Purchased cooling and heating power)	Japan	MWh	12,320	11,680	11,335	10,289	14,501	13,243	
	Americas	MWh	198	254	284	202	101	88	
	Europe	MWh	0	0	0	0	0	0	
	Asia and Oceania	MWh	1,723	1,824	1,832	1,656	1,446	2,380	
Environmental resource efficiency	Water consumption ^{*4}	Japan	Thousand m ³	168	161	161	153	106	89
		Americas	Thousand m ³	29	30	30	27	20	23
		Europe	Thousand m ³	107	111	109	103	103	120
		Asia and Oceania	Thousand m ³	35	53	45	47	9	11
Copy paper consumption ^{*5}	ton	1,018	1,002	1,018	990	611	508		
Amount of waste generated ^{*7}	ton	2,658	2,403	2,341	2,206	1,397	1,290		

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/>)

Americas: Offices in New York and Instinet offices

Europe: Offices in United Kingdom, France, Germany, Switzerland, Spain, Italy, and Luxembourg

Asia and Oceania: Offices in Hong Kong, Singapore, India, Mainland China, Thailand, South Korea, and Australia

*1 The South Korea office and Australia office were included from FY2019/20, the China (Shanghai) office was included from FY2020/21, and the China (Beijing) office was included from FY2021/22 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, Thailand and South Korea offices in Asia and Oceania include emissions from automobiles used on a daily basis (The South Korea office was added to the scope of calculation from FY2019/20).

*3 Data comprise Japan, as well as the U.K., France, Germany, Switzerland, Italy, and Luxembourg offices in Europe. The Spain office was included in the scope of calculation for Europe from FY2019/20. The India office was included in the scope of calculation for Asia and Oceania from FY2021/22.

*4 The China (Shanghai) office was included from FY2020/21, and the Hong Kong office was included from FY2021/22 in the scope for Asia and Oceania.

*5 Data for Japan were compiled based on paper purchased from specified suppliers (all types of copy paper). Paper consumed by the U.K., India, Hong Kong and Thailand offices are included. The Singapore office was included from FY2020/21, the China (Shanghai) office and the Australia office were included from FY2021/22 in the scope for Asia and Oceania.

*6 Data comprise Tokyo (the Urbantnet 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), and from FY2021/22 data for the Australia office, were added to the scope. The Nihonbashi Head Office Building, Dai-ri Edobashi Building and the Nomura Asset Management Head Office Building were relocated to the Toyosu Bayside Cross Tower in FY2020/21. Accordingly, include these buildings are included in the data until FY2020/21, but not from FY2021/22.

*7 Purchased Electric Power and Purchased Cooling and Heating Power for Toyosu Bayside Cross Tower in FY2020/21 have been revised. For Japan, we revised Purchased Electric Power (55,213 MWh → 53,544 MWh), Purchased Cooling and Heating Power (9,034 MWh → 14,501 MWh), Percentage of Renewable Power (25.0% → 25.4%), GHG Emissions Scope 2 (26,006 t-CO₂ → 26,343 t-CO₂), and Scope 1 and Scope 2 GHG Emissions per Employee (1.8 t-CO₂ → 1.9 t-CO₂).