

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 including calculation standards.(<https://www.nomuraholdings.com/sustainability/data/>)

Corporate Governance (Data covers Nomura Holdings, Inc.)

Members of the Board							
	Unit	June 30, 2018	June 30, 2019	June 30, 2020	June 30, 2021	June 30, 2022	June 30, 2023
Board of Directors	No. of people	10	10	10	12	12	13
Outside Directors	No. of people	6	6	6	8	8	9
	%	60	60	60	67	67	69
Non-Japanese Directors	No. of people	2	2	2	4	4	4
	%	20	20	20	33	33	31
Female Directors	No. of people	2	2	2	3	3	3
	%	20	20	20	25	25	23

As of the end of June 2023, average tenure of board members is 3.1 years.

Board of Directors meetings							
	Unit	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
No. of meetings held	No. of times	10	10	11	11	12	11
Average attendance rate	%	100	100	100	99	100	98

Officers (Executive Officers and Senior Managing Directors)							
	Unit	April 1, 2018	May 1, 2019	April 1, 2020	April 1, 2021	April 1, 2022	April 1, 2023
Male	No. of people	34	33	38	30	32	34
Female	No. of people	1	1	3	5	5	5
Ratio of Female	%	3	3	8	14	14	13

Social

Caseload at Customer Help Desk Department (Nomura Securities)							
	Unit	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Total (No. of cases)	No. of cases	7,054	7,843	6,961	5,951	6,244	6,891
Complaints	No. of cases	2,479	2,542	2,315	1,006	809	795
Opinions and requests	No. of cases	270	237	323	363	378	404
Inquiries	No. of cases	4,147	4,852	4,180	4,463	4,967	5,567
Other	No. of cases	158	212	143	119	90	125

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

* Of this total, 11 complaints were related to personal information

Barrier-free branches (Nomura Securities)							
	Unit	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Certified universally accessible	No. of branches	32	32	31	31	31	30
Wheelchair-accessible toilets	No. of branches	82	82	74	74	74	69
Wheelchair-accessible elevators	No. of branches	67	67	63	64	64	62
With steps removed from entrances and exits (with ramps, elevators, or no steps)	No. of branches	129	129	108	98	98	92
With installations to mitigate entrance and exit steps (railings or reduced step heights)	No. of branches	12	12	10	8	8	8
Percentage of branches equipped with AEDs (Automated External Defibrillators)	%	100	100	100	100	100	100
Heartful Partner, a specialist team for elderly clients	No. of employees	-	164	171	168	229	249

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

Results of customer satisfaction surveys at branches (Nomura Securities)

	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Average satisfaction rating	4.34	8.49	8.56	8.40	8.57	8.47

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

Number of calls to compliance hotline

	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
No. of calls	31	84	126	81	101	97

Community contribution expenditures

	Unit	FY2022/23		Unit	FY2022/23
Total	Millions of yen	2,353	Number of employees involved in volunteer programs	No. of people	7,491
Solving environmental issues	Millions of yen	56	Hours of employee volunteering in work time	No. of hours	5,617
Building a better society	Millions of yen	672	Value of in-kind contributions (Millions of yen)	Millions of yen	2
Promoting cultural development	Millions of yen	1,191	Number of partner beneficiary organizations	No. of group	306
Others	Millions of yen	434			

Subtotals may not add up to totals due to rounding.

Participants and materials in financial and economics education

	Unit	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Visiting classes ^{*1} (elementary, junior and high schools, universities, teachers) since 2008	No. of schools	442	393	287	138	282	638
	No. of participants	19,377	18,919	13,847	8,988	16,748	59,726
Financial courses for universities since 2001	No. of schools	106	102	101	69	87	89
	No. of participants	11,000	11,200	10,924	5,862	8,068	10,777
Nikkei Stock League since 2000	No. of teams	1,832	1,792	1,726	1,643	1,719	1,860
	No. of participants	7,180	7,103	6,892	6,535	7,046	7,585
Number of educational materials supplied ^{*2}	No. of schools	470	730	804	11,214	20,743	534
	No. of copies	37,163	61,581	62,698	87,338	66,125	40,298

*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

	Unit	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Total	Millions of yen	2,987	3,225	3,100	2,089	2,332	2,608
Japan	Millions of yen	2,093	2,004	2,035	1,143	1,363	1,351
Americas	Millions of yen	435	694	639	623	542	736
Europe	Millions of yen	228	280	228	177	268	250
Asia and Oceania	Millions of yen	230	247	196	146	159	271

Subtotals may not add up to totals due to rounding.

	Unit	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Average training and development expenditure per employee	yen	106,496	115,741	116,414	79,123	87,719	97,390

Participation in education and training

	Unit	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Total	Aggregate no. of hours	530,869	537,323	565,949	325,735	259,921	441,829
	Aggregate no. of participants	277,824	302,460	187,639	258,694	289,467	457,011
Japan	Aggregate no. of hours	298,571	332,570	440,867	195,274	128,783	308,439
	Aggregate no. of participants	14,896	18,879	22,451	23,374	37,513	199,018
Americas	Aggregate no. of hours	23,139	15,983	9,127	18,684	16,524	16,868
	Aggregate no. of participants	38,169	35,932	17,393	34,912	34,811	38,124
Europe	Aggregate no. of hours	49,288	43,787	29,407	42,000	45,481	38,508
	Aggregate no. of participants	70,240	77,539	41,030	69,309	85,703	80,259
Asia and Oceania	Aggregate no. of hours	159,871	144,983	86,548	69,776	69,133	78,014
	Aggregate no. of participants	154,519	170,110	106,765	131,099	131,440	139,610

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. From 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.

	Unit	FY2022/23
Average annual hours of training per employee	No. of hours	16.5

Composition of employees

Unit		FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Total							
No. of employees	No. of people	28,048	27,864	26,629	26,402	26,585	26,775
Male	No. of people	16,988	16,710	15,888	15,696	15,846	16,078
Female	No. of people	11,060	11,154	10,741	10,705	10,738	10,696
Ratio of male employees	%	61	60	60	59	60	60
Ratio of female employees	%	39	40	40	41	40	40
Unit		FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Japan							
No. of employees	No. of people	15,819	15,852	15,748	15,330	15,213	15,131
Male	No. of people	9,055	8,956	8,903	8,586	8,536	8,458
Female	No. of people	6,764	6,896	6,845	6,744	6,677	6,673
Ratio of male employees	%	57	56	57	56	56	56
Ratio of female employees	%	43	44	43	44	44	44
Americas							
No. of employees	No. of people	2,362	2,357	2,120	2,152	2,257	2,387
Male	No. of people	1,740	1,744	1,555	1,567	1,633	1,730
Female	No. of people	622	613	565	585	624	657
Ratio of male employees	%	74	74	73	73	72	72
Ratio of female employees	%	26	26	27	27	28	28
Unit		FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Europe							
No. of employees	No. of people	3,057	2,909	2,691	2,769	2,820	2,937
Male	No. of people	2,134	2,000	1,838	1,912	1,951	2,027
Female	No. of people	923	909	853	856	868	909
Ratio of male employees	%	70	69	68	69	69	69
Ratio of female employees	%	30	31	32	31	31	31
Unit		FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Asia and Oceania							
No. of employees	No. of people	6,810	6,746	6,070	6,151	6,295	6,320
Male	No. of people	4,059	4,010	3,592	3,631	3,726	3,863
Female	No. of people	2,751	2,736	2,478	2,520	2,569	2,457
Ratio of male employees	%	60	59	59	59	59	61
Ratio of female employees	%	40	41	41	41	41	39

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.

Unit		FY2020/21	FY2021/22	FY2022/23
Composition of employees by age groups				
Under 30 years old	No. of employees	5,535	5,282	5,321
30-50 years old	No. of employees	15,275	15,816	15,765
Over 50 years old	No. of employees	5,310	5,486	5,689

Certain subsidiaries or employees that do not compile age data were not included in the calculation.

Unit		FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Number of seniors (60 years and over) rehired	No. of people	582	666	690	715	758	764

Unit		FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Percentage of employees with disabilities	%	2.0	2.08	2.3	2.4	2.4	2.4

Data covers Nomura Securities. From FY2019/20, the data of percentage of employees with disabilities covers Nomura Group.

Unit		FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Composition by employment contract							
No. of employees	No. of people	28,048	27,864	26,629	26,402	26,585	26,775
Average No. of temporary employees	No. of people	4,671	4,492	4,313	4,224	4,339	4,420

Headcount figures have been reclassified to include certain contract employees.

Composition of managers

Unit		FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Total							
No. of employees	No. of people	9,174	9,187	8,734	9,145	9,927	10,040
Male	No. of people	7,671	7,586	7,139	7,424	7,898	8,011
Female	No. of people	1,503	1,601	1,595	1,720	2,029	2,029
Ratio of male employees	%	84	83	82	81	80	80
Ratio of female employees	%	16	17	18	19	20	20
Unit		FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Japan							
No. of employees	No. of people	4,493	4,493	4,267	4,445	4,798	4,927
Male	No. of people	4,075	4,036	3,803	3,930	4,165	4,220
Female	No. of people	418	457	464	515	633	707
Ratio of male employees	%	91	90	89	88	87	86
Ratio of female employees	%	9	10	11	12	13	14
Americas							
No. of employees	No. of people	1,366	1,355	1,257	1,319	1,392	1,473
Male	No. of people	1,097	1,099	1,007	1,049	1,105	1,167
Female	No. of people	269	256	250	270	287	306
Ratio of male employees	%	80	81	80	80	79	79
Ratio of female employees	%	20	19	20	20	21	21
Unit		FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Europe							
No. of employees	No. of people	1,624	1,568	1,473	1,564	1,634	1,668
Male	No. of people	1,316	1,251	1,171	1,238	1,287	1,306
Female	No. of people	308	317	302	325	347	362
Ratio of male employees	%	81	80	79	79	79	78
Ratio of female employees	%	19	20	21	21	21	22
Asia and Oceania							
No. of employees	No. of people	1,691	1,771	1,737	1,817	2,103	1,972
Male	No. of people	1,183	1,200	1,158	1,207	1,341	1,318
Female	No. of people	508	571	579	610	762	654
Ratio of male employees	%	70	68	67	66	64	67
Ratio of female employees	%	30	32	33	34	36	33

The figures cover Nomura Group on a consolidated basis

The number of males and females in certain subsidiaries in FY2021/22 have been revised. We revised the total number of employees (10,095 → 9,927), the number and ratio of male employees (7,886 → 7,898 and 78 → 80), and number and ratio of female employees (2,209 → 2,029 and 22 → 20). For Japan, we revised the number of employees (4,966 → 4,798), the number and ratio of male employees (4,153 → 4,165 and 84 → 87), and the number and ratio of female employees (813 → 633 and 16 → 13).

	Unit	FY2020/21	FY2021/22	FY2022/23
Managing Directors				
No. of employees	No. of people	1,134	1,192	1,203
Ratio of male employees	%	91.4	90.4	90.4
Ratio of female employees	%	8.6	9.6	9.6

	Unit	FY2020/21	FY2021/22	FY2022/23
Executive Directors and Vice Presidents				
No. of employees	No. of people	8,011	8,735	8,837
Ratio of male employees	%	79.7	78.1	78.4
Ratio of female employees	%	20.3	21.9	21.6

	Unit	FY2022/23
Ratio of locally-hired managers in overseas offices		
Americas	%	95
Europe	%	91
Asia and Oceania	%	90

Figures are for managing directors working in overseas offices in the Wholesale and Investment Management divisions.

Number of new hires

Unit		FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Total							
No. of employees	No. of people	2,901	2,779	2,416	1,934	2,920	3,418
Male	No. of people	1,765	1,639	1,450	1,203	1,903	2,233
Female	No. of people	1,136	1,140	966	730	1,016	1,184
Ratio of male employees	%	61	59	60	62	65	65
Ratio of female employees	%	39	41	40	38	35	35
Unit		FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Japan							
No. of employees	No. of people	1,008	1,100	1,004	642	752	883
Male	No. of people	547	563	589	379	502	554
Female	No. of people	461	537	415	263	250	329
Ratio of male employees	%	54	51	59	59	67	63
Ratio of female employees	%	46	49	41	41	33	37
Americas							
No. of employees	No. of people	355	333	251	246	470	478
Male	No. of people	263	254	179	183	332	354
Female	No. of people	92	79	72	63	138	124
Ratio of male employees	%	74	76	71	74	71	74
Ratio of female employees	%	26	24	29	26	29	26
Unit		FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Europe							
No. of employees	No. of people	376	346	286	288	400	506
Male	No. of people	260	232	187	215	286	341
Female	No. of people	116	114	99	72	113	164
Ratio of male employees	%	69	67	65	75	72	67
Ratio of female employees	%	31	33	35	25	28	32
Unit		FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Asia and Oceania							
No. of employees	No. of people	1,162	1,000	875	758	1,298	1,551
Male	No. of people	695	590	495	426	783	984
Female	No. of people	467	410	380	332	515	567
Ratio of male employees	%	60	59	57	56	60	63
Ratio of female employees	%	40	41	43	44	40	37

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.

Unit		FY2020/21	FY2021/22	FY2022/23
Composition of new hires by age groups				
Under 30 years old	%	57	50	51
30-50 years old	%	38	45	43
Over 50 years old	%	5	6	5

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.

Unit		FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Mid-career hiring ratio							
Nomura Securities	%	29.9	32.5	26.8	38.3	52.7	54.5
Nomura Asset Management	%	40.7	54.3	30.2	29.0	77.2	71.4
The Nomura Trust and Banking	%	10.0	66.7	42.3	38.1	45.5	62.5

The mid-career hiring ratio is based on the Act on Comprehensive Promotion of Labor Measures. (Date of announcement: July 25, 2023)

Turnover rate

	Unit	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Total turnover rate	%	5	7.2	6	7.4	10.6	11.4
Male	%	-	-	-	8.0	11.8	12.5
Female	%	-	-	-	6.4	8.7	9.8
Voluntary turnover rate	%	-	-	-	6.3	9.1	9.0

Data for FY2019/20 and prior fiscal years cover Nomura Securities. From FY2020/21, data for Japan (Nomura Holdings and Nomura Securities) and primarily the Wholesale Division in the Americas, Europe, and Asia and Oceania are included in the calculation. (Equivalent to 86% of the FTE)

	Unit	FY2020/21	FY2021/22	FY2022/23
Turnover rate by age groups				
Under 30 years old	%	9.7	15.7	15.0
30-50 years old	%	7.1	9.6	10.3
Over 50 years old	%	5.7	7.8	11.3

Average length of employment

	Unit	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Male	Year	14.9	14.7	14.8	15.4	15.9	16.1
Female	Year	13.5	13.5	14.0	14.7	15.5	15.9

Use of childcare and family nursing care support plans

	Unit	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Pre- and post-natal leave	No. of people	304	292	334	327	300	317
Childcare leave	No. of people	529	540	548	625	607	625
Leave to care for sick or injured children	No. of people	1,329	1,574	1,549	1,411	1,612	1,764
Childcare time	No. of people	385	407	383	415	477	492
Assistance with daycare expenses	No. of people	440	441	445	316	336	344
Family nursing care leave	No. of people	15	17	18	8	7	9
Reduced working hours plan for family nursing care	No. of people	7	4	7	6	5	8
Paid leave for family nursing care	No. of people	126	159	154	138	144	153

Data covers Nomura Securities.

Post-childcare leave reinstatement rates

	Unit	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Reinstatement rate							
Male	%	100	100	100	100	100	100
Female	%	95	94	93	97	96	96

Data covers Nomura Securities.

Absentee rate

	Unit	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Absentee rate	%	0.6	0.6	0.6	0.7	0.8	1.3

Data covers Nomura Holdings and Nomura Securities.

Other labor-related indicators

	Unit	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Lost time injury frequency rate*	%	0.24	0.03	0	0.03	0	0.04
Monthly average overtime hours							
Nomura Securities	No. of hours	15.8	15.5	16.3	14.5	13.2	14.6
Nomura Asset Management	No. of hours	9	8.6	12.3	14.7	17	16.4
Average number of annual paid leave days used*	No. of days	12.2	12.5	15.2	13.9	15.4	17.0
Rate of taking annual paid leave							
Nomura Securities	%	65.6	66.8	68.8	60.8	65.0	71.0
Nomura Asset Management	%	76.1	74.6	79	70.2	75.6	82.1
Percentage of employees with labor union membership (%)	%	60.9	60.9	59.8	61.4	58.6	60.5

*Data covers Nomura Securities.

	Unit	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Average annual salary Nomura Securities	thousands of yen	10,490	10,599	9,664	10,137	10,898	10,774

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

Environment

GHG emissions ^{*1,2}							
	Unit	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Total Scope 1 Direct emissions	t-CO ₂ e	3,092	2,960	2,814	2,152	1,924	2,473
Natural gas	t-CO ₂ e	2,510	2,353	2,325	1,968	1,791	1,859
Other fuels	t-CO ₂ e	582	607	488	185	133	614
Total Scope 2 Indirect emissions (location-based)	t-CO ₂ e	72,226	66,662	60,507	48,517	43,582	59,885
Purchased cooling and heating	t-CO ₂ e	2,915	2,853	2,575	3,363	3,387	3,273
Purchased electricity	t-CO ₂ e	69,312	63,809	57,932	45,154	40,195	40,473
Purchased electricity (data center)	t-CO ₂ e	-	-	-	-	-	16,139
Total Scope 1, 2 (location-based) emissions	t-CO ₂ e	75,318	69,621	63,321	50,669	45,506	62,358
Total Scope 2 Indirect emissions (market-based)	t-CO ₂ e	-	-	-	39,324	31,710	24,183
Purchased cooling and heating	t-CO ₂ e	-	-	-	3,363	3,387	3,273
Purchased electricity	t-CO ₂ e	-	-	-	35,961	28,323	18,436
Purchased electricity (data center)	t-CO ₂ e	-	-	-	-	-	2,475
Total Scope 1, 2 (market-based ^{*3}) emissions	t-CO ₂ e	-	-	-	41,476	33,634	26,656
Scope 3 Emissions from employee travel ^{*4}	t-CO ₂ e	50,226	45,966	36,733	3,709	7,471	23,497

Energy consumption ^{*1,2}							
	Unit	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Total energy consumption	MWh	170,193	170,354	159,036	137,136	126,204	180,415
Direct energy consumption							
Natural gas	MWh	13,823	12,951	12,835	11,006	9,964	10,377
Other fuels	MWh	2,034	2,138	2,062	780	568	2,576
Indirect energy consumption							
Purchased cooling and heating	MWh	13,757	13,451	12,146	16,047	15,711	15,383
Purchased electricity	MWh	140,578	141,814	131,993	109,303	99,961	100,641
Purchased electricity (data center)	MWh	-	-	-	-	-	51,437
Renewable electricity purchased ^{*5}	MWh	34,193	35,560	32,564	27,749	33,617	103,086
Percentage of renewable electricity	%	24.3	25.1	24.7	25.4	33.6	67.8

Environmental resource efficiency							
	Unit	FY2017/18	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Water consumption ^{*6}	Thousand m ³	355	344	331	238	244	251
Copy paper consumption ^{*7}	ton	1,002	1,018	990	611	508	528
Amount of waste generated ^{*8}	ton	2,403	2,341	2,206	1,397	1,290	1,405

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

Sustainable Finance, capital raised

	Unit	FY2020/21	FY2021/22	FY2022/23
Apportioned	Billions of USD	23.4	21.4	25.2

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.

ESG assets under management

	Unit	FY2022/23
ESG assets under management	Billions of yen	1,312

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 GSIA.

GHG emissions per region (FY2022/23)							
	Unit	Japan	Americas	Europe	Asia and Oceania	Data Center	Total
Scope 1 Direct emissions	t-CO ₂ e	1,707	61	624	80	0	2,473
Scope 2 Indirect emissions (location-based)	t-CO ₂ e	23,774	5,760	3,913	10,299	16,139	59,885
Scope 2 Indirect emissions (market-based)	t-CO ₂ e	15,692	214	166	5,637	2,475	24,183
Scope 1, 2 (location-based) emissions per employee	t-CO ₂ e	1.7	2.4	1.5	1.6	-	2.4
Scope 1, 2 (market-based) emissions per employee	t-CO ₂ e	1.2	0.1	0.3	0.9	-	1.0
Scope 3 Emissions from employee travel	t-CO ₂ e	8,481	6,595	3,350	5,072	-	23,497

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 US (additional sites in New York) offices were included from FY2022/23 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 US, Canada, 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.

*3 From FY2022/2023, 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, and the India, Hong Kong, South Korea and China offices include emissions from automobiles used on a daily basis (The South Korea office was added to the scope of calculation from FY2019/20 and China offices were included in the scope from FY2022/23).

*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 US (New York), Netherlands, Hong Kong and Taiwan offices were included in the scope of calculation from FY2022/23.

*6 Data comprise Japan, as well as the U.K., US, 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.

*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 UAE, 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, and from FY2022/23 data for the Taiwan offices were added to the scope.