



Nomura Holdings, Inc.



Entities covered

Nomura Holdings, Inc. and its major subsidiaries

<https://www.nomuraholdings.com/company/group/>

Numerical data are presented alongside information on the scope of companies covered.

Reporting period

FY2023/24 (April 1, 2023 - March 31, 2024)

*Some content may be outside this time frame.

Independent assurance

Data for FY2023/24 items marked with  have undergone assurance verification by a third party.

- **Number of educational materials supplied**
- **Participation in education and training**
- **Average annual hours of training per employee**
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 - Total Scope 1, 2 (location-based) emissions
 - Total Scope 2 Indirect emissions (market-based)
 - Total Scope 1, 2 (market-based) emissions
 - Scope 3 Emissions from employee travel
- **Energy consumption**
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 - Indirect energy consumption (Purchased electricity)
 - Renewable electricity purchased, Percentage of renewable electricity
- **Environmental resource efficiency**
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 - Amount of waste generated
- **GHG emissions per region**
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 - Scope 1, 2 (location-based) emissions per employee
 - Scope 1, 2 (market-based) emissions per employee
 - Scope 3 Emissions from employee travel
- **Sustainable Finance, capital raised**

Independent practitioner's assurance report (August 20, 2024)

Corporate Governance

Members of the Board

		June 30, 2019	June 30, 2020	June 30, 2021	June 30, 2022	June 30, 2023	June 30, 2024
Board of Directors	No. of people	10	10	12	12	13	12
Outside Directors	No. of people	6	6	8	8	9	8
	%	60	60	67	67	69	67
Non-Japanese Directors	No. of people	2	2	4	4	4	4
	%	20	20	33	33	31	33
Female Directors	No. of people	2	2	3	3	3	3
	%	20	20	25	25	23	25

As of the end of June 2024, average tenure of board members is 3.3 years.

Board of Directors meetings

	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23	FY2023/24
No. of meetings held	10	11	11	12	11	11
Average attendance rate (%)	100	100	99	100	98	100

Officers (Executive Officers and Senior Managing Directors)

		May 1, 2019	April 1, 2020	April 1, 2021	April 1, 2022	April 1, 2023	April 1, 2024
Male	No. of people	33	38	30	32	34	35
Female	No. of people	1	3	5	5	5	4
Ratio of female	%	3	8	14	14	13	10

Social

Caseload at Customer Help Desk Department (Nomura Securities)

	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23	FY2023/24
Total (No. of cases)	7,843	6,961	5,951	6,244	6,891	9,040
Complaints	2,542	2,315	1,006	809	795	1,015*
Opinions and requests	237	323	363	378	404	912
Inquiries	4,852	4,180	4,463	4,967	5,567	6,966
Other	212	143	119	90	125	147

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

* Of this total, 15 complaints were related to personal information

Barrier-free branches (Nomura Securities)

		FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23	FY2023/24
Certified universally accessible	No. of branches	32	31	31	31	30	28
Wheelchair-accessible toilets	No. of branches	82	74	74	74	69	66
Wheelchair-accessible elevators	No. of branches	67	63	64	64	62	60
With steps removed from entrances and exits (with ramps, elevators, or no steps)	No. of branches	129	108	98	98	92	88
With installations to mitigate entrance and exit steps (railings or reduced step heights)	No. of branches	12	10	8	8	8	6
Percentage of branches equipped with AEDs (Automated External Defibrillators) (%)		100	100	100	100	100	100

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

		FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23	FY2023/24
Heartful Partner, a specialist team for elderly clients	No. of employees	164	171	168	229	249	289

Results of customer satisfaction surveys (Nomura Securities)

	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23
Average satisfaction rating of surveys at branches	8.49	8.56	8.40	8.57	8.47

Survey conducted until FY2022/23.

Figures represent the average score from among the overall company satisfaction ratings received via postage-paid return postcard from customers who visited our branches. A scale of 0 (worst) to 10 (best), with 11 ratings, was used.

	FY2023/24
NCX index	3.24

Conducted starting FY2023/24. Five points is the highest score possible.

NCX is a customized index based on the CX index of CXMM® of Nomura Research Institute, Ltd. CXMM® is a registered trademark of Nomura Research Institute, Ltd.

[About CXMM® / CX index](#)

Number of calls to compliance hotline

	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23	FY2023/24
No. of calls	84	126	81	101	97	123

Community contribution expenditures

		FY2022/23	FY2023/24
Total	Millions of yen	2,353	1,857
Building a better society	Millions of yen	672	777
Solving environmental issues	Millions of yen	56	498
Promoting cultural development	Millions of yen	1,191	70
Others	Millions of yen	434	512

Subtotals may not add up to totals due to rounding.

	FY2022/23	FY2023/24
Number of employees involved in volunteer programs	7,491	8,839
Hours of employee volunteering in work time	5,617	9,637
Value of in-kind contributions (Millions of yen)	2	1
Number of partner beneficiary organizations	306	287

Participants and materials in financial and economics education

		FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23	FY2023/24
Visiting classes* ¹ (elementary, junior and high schools, universities, teachers) since 2008	No. of schools	393	287	138	282	638	735
	No. of participants	18,919	13,847	8,988	16,748	59,726	56,113
Financial courses for universities since 2001	No. of schools	102	101	69	87	89	88
	No. of participants	11,200	10,924	5,862	8,068	10,777	10,126
Nikkei Stock League since 2000	No. of teams	1,792	1,726	1,643	1,719	1,860	2,118
	No. of participants	7,103	6,892	6,535	7,046	7,585	8,445
Number of educational materials supplied* ²	No. of schools	730	804	11,214	20,743	534	296
	No. of copies	61,581	62,698	87,338	66,125	40,298	24,475

*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

		FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23	FY2023/24
Total	Millions of yen	3,225	3,100	2,089	2,332	2,608	2,972
Japan	Millions of yen	2,004	2,035	1,143	1,363	1,351	1,261
Americas	Millions of yen	694	639	623	542	736	952
Europe	Millions of yen	280	228	177	268	250	391
Asia and Oceania	Millions of yen	247	196	146	159	271	368

Subtotals may not add up to totals due to rounding.

	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23	FY2023/24
Average training and development expenditure per employee (yen)	115,741	116,414	79,123	87,719	97,390	110,683

✓ Participation in education and training

		FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23	FY2023/24
Total	Aggregate no. of hours	537,323	565,949	325,735	259,921	441,829	385,142
	Aggregate no. of participants	302,460	187,639	258,694	289,467	457,011	447,675
Japan	Aggregate no. of hours	332,570	440,867	195,274	128,783	308,439	221,540
	Aggregate no. of participants	18,879	22,451	23,374	37,513	199,018	182,475
Americas	Aggregate no. of hours	15,983	9,127	18,684	16,524	16,868	25,824
	Aggregate no. of participants	35,932	17,393	34,912	34,811	38,124	44,524
Europe	Aggregate no. of hours	43,787	29,407	42,000	45,481	38,508	40,853
	Aggregate no. of participants	77,539	41,030	69,309	85,703	80,259	75,739
Asia and Oceania	Aggregate no. of hours	144,983	86,548	69,776	69,133	78,014	96,925
	Aggregate no. of participants	170,110	106,765	131,099	131,440	139,610	144,937

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.

In 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.

	FY2022/23	FY2023/24
✓ Average annual hours of training per employee	16.5	14.3



Composition of employees

		FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23	FY2023/24
Total	No. of employees	27,864	26,629	26,402	26,585	26,775	26,850
	Male	16,710	15,888	15,696	15,846	16,078	16,096
	Female	11,154	10,741	10,705	10,738	10,696	10,752
	Ratio of male employees (%)	60	60	59	60	60	60
	Ratio of female employees (%)	40	40	41	40	40	40
Japan	No. of employees	15,852	15,748	15,330	15,213	15,131	14,870
	Male	8,956	8,903	8,586	8,536	8,458	8,237
	Female	6,896	6,845	6,744	6,677	6,673	6,633
	Ratio of male employees (%)	56	57	56	56	56	55
	Ratio of female employees (%)	44	43	44	44	44	45
Americas	No. of employees	2,357	2,120	2,152	2,257	2,387	2,440
	Male	1,744	1,555	1,567	1,633	1,730	1,759
	Female	613	565	585	624	657	681
	Ratio of male employees (%)	74	73	73	72	72	72
	Ratio of female employees (%)	26	27	27	28	28	28
Europe	No. of employees	2,909	2,691	2,769	2,820	2,937	3,053
	Male	2,000	1,838	1,912	1,951	2,027	2,115
	Female	909	853	856	868	909	936
	Ratio of male employees (%)	69	68	69	69	69	69
	Ratio of female employees (%)	31	32	31	31	31	31
Asia and Oceania	No. of employees	6,746	6,070	6,151	6,295	6,320	6,487
	Male	4,010	3,592	3,631	3,726	3,863	3,985
	Female	2,736	2,478	2,520	2,569	2,457	2,502
	Ratio of male employees (%)	59	59	59	59	61	61
	Ratio of female employees (%)	41	41	41	41	39	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.

			FY2020/21	FY2021/22	FY2022/23	FY2023/24
Composition of employees by age groups	Under 30 years old	No. of employees	5,535	5,282	5,321	5,258
	30-50 years old	No. of employees	15,275	15,816	15,765	15,804
	Over 50 years old	No. of employees	5,310	5,486	5,689	5,788

Until FY2021/22, certain subsidiaries or employees that do not compile age data were not included in the calculation.

		FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23	FY2023/24
Number of seniors (60 years and over) rehired		666	690	715	758	764	800

		June, 2019	June, 2020	June, 2021	June, 2022	June, 2023	June, 2024
Percentage of employees with disabilities (%)		2.08	2.3	2.4	2.4	2.4	2.6

Data covers Nomura Securities. From June 2020, the data of percentage of employees with disabilities covers Nomura Group.

Composition by employment contract

		FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23	FY2023/24
No. of employees		27,864	26,629	26,402	26,585	26,775	26,850
Average No. of temporary employees		4,492	4,313	4,224	4,339	4,420	4,234

Headcount figures have been reclassified to include certain contract employees.

✓ Composition of managers

		FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23	FY2023/24
Total	No. of employees	9,187	8,734	9,145	9,927	10,040	10,182
	Male	7,586	7,139	7,424	7,898	8,011	8,021
	Female	1,601	1,595	1,720	2,029	2,029	2,161
	Ratio of male employees (%)	83	82	81	80	80	79
	Ratio of female employees (%)	17	18	19	20	20	21
Japan	No. of employees	4,493	4,267	4,445	4,798	4,927	4,921
	Male	4,036	3,803	3,930	4,165	4,220	4,128
	Female	457	464	515	633	707	793
	Ratio of male employees (%)	90	89	88	87	86	84
	Ratio of female employees (%)	10	11	12	13	14	16
Americas	No. of employees	1,355	1,257	1,319	1,392	1,473	1,486
	Male	1,099	1,007	1,049	1,105	1,167	1,171
	Female	256	250	270	287	306	315
	Ratio of male employees (%)	81	80	80	79	79	79
	Ratio of female employees (%)	19	20	20	21	21	21
Europe	No. of employees	1,568	1,473	1,564	1,634	1,668	1,723
	Male	1,251	1,171	1,238	1,287	1,306	1,350
	Female	317	302	325	347	362	373
	Ratio of male employees (%)	80	79	79	79	78	78
	Ratio of female employees (%)	20	21	21	21	22	22
Asia and Oceania	No. of employees	1,771	1,737	1,817	2,103	1,972	2,052
	Male	1,200	1,158	1,207	1,341	1,318	1,372
	Female	571	579	610	762	654	680
	Ratio of male employees (%)	68	67	66	64	67	67
	Ratio of female employees (%)	32	33	34	36	33	33

The figures cover Nomura Group on a consolidated basis

			FY2020/21	FY2021/22	FY2022/23	FY2023/24
Composition of employees by management level	Managing Directors	No. of employees	1,134	1,192	1,203	1,272
		Ratio of male employees (%)	91.4	90.4	90.4	89.5
		Ratio of female employees (%)	8.6	9.6	9.6	10.5
	Executive Directors and Vice Presidents	No. of employees	8,011	8,735	8,837	8,910
		Ratio of male employees (%)	79.7	78.1	78.4	77.3
		Ratio of female employees (%)	20.3	21.9	21.6	22.7

			FY2022/23	FY2023/24
Ratio of locally-hired managers in overseas offices	Americas	%	95	96
	Europe	%	91	92
	Asia and Oceania	%	90	90

✓ **Number of new hires**

		FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23	FY2023/24
Total	No. of employees	2,779	2,416	1,934	2,920	3,418	2,531
	Male	1,639	1,450	1,203	1,903	2,233	1,589
	Female	1,140	966	730	1,016	1,184	942
	Ratio of male employees (%)	59	60	62	65	65	63
	Ratio of female employees (%)	41	40	38	35	35	37
Japan	No. of employees	1,100	1,004	642	752	883	690
	Male	563	589	379	502	554	411
	Female	537	415	263	250	329	279
	Ratio of male employees (%)	51	59	59	67	63	60
	Ratio of female employees (%)	49	41	41	33	37	40
Americas	No. of employees	333	251	246	470	478	347
	Male	254	179	183	332	354	230
	Female	79	72	63	138	124	117
	Ratio of male employees (%)	76	71	74	71	74	66
	Ratio of female employees (%)	24	29	26	29	26	34
Europe	No. of employees	346	286	288	400	506	429
	Male	232	187	215	286	341	293
	Female	114	99	72	113	164	136
	Ratio of male employees (%)	67	65	75	72	67	68
	Ratio of female employees (%)	33	35	25	28	32	32
Asia and Oceania	No. of employees	1,000	875	758	1,298	1,551	1,065
	Male	590	495	426	783	984	655
	Female	410	380	332	515	567	410
	Ratio of male employees (%)	59	57	56	60	63	62
	Ratio of female employees (%)	41	43	44	40	37	38

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.

			FY2020/21	FY2021/22	FY2022/23	FY2023/24
Composition of new hires by age groups	Under 30 years old	%	57	50	51	51
	30-50 years old	%	38	45	43	43
	Over 50 years old	%	5	6	5	6

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.

			FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23	FY2023/24
Mid-career hiring ratio	Nomura Securities	%	32.5	26.8	38.3	52.7	54.5	48.0
	Nomura Asset Management	%	54.3	30.2	29.0	77.2	71.4	41.2
	The Nomura Trust and Banking	%	66.7	42.3	38.1	45.5	62.5	79.2
	Nomura Business Services	%				42.9	61.9	73.3

The mid-career hiring ratio is based on the Act on Comprehensive Promotion of Labor Measures. (Date of announcement: August 30, 2024)

Turnover rate

		FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23	FY2023/24
Total turnover rate	%	7.2	6	7.4	10.6	11.4	9.1
Male	%	-	-	8.0	11.8	12.5	9.7
Female	%	-	-	6.4	8.7	9.8	8.3
Voluntary turnover rate	%	-	-	6.3	9.1	9.0	6.2

			FY2020/21	FY2021/22	FY2022/23	FY2023/24
Turnover rate by age groups	Under 30 years old	%	9.7	15.7	15.0	10.9
	30-50 years old	%	7.1	9.6	10.3	7.8
	Over 50 years old	%	5.7	7.8	11.3	11.2

Data for FY2019/20 and prior fiscal years cover Nomura Securities. From FY2020/21, data for Japan (Nomura Holdings and Nomura Securities), the Americas, Europe, and Asia and Oceania are included in the calculation. Certain subsidiaries that do not compile turnover rate data are not included. (Equivalent to 87% of the FTE)

Average length of employment

		FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23	FY2023/24
Male	Year	14.7	14.8	15.4	15.9	16.1	16.0
Female	Year	13.5	14.0	14.7	15.5	15.9	16.1

Data covers Nomura Securities.

Use of childcare and family nursing care support plans

(No. of employees)

	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23	FY2023/24
Pre- and post-natal leave	292	334	327	300	317	312
Childcare leave	540	548	625	607	625	708
Leave to care for sick or injured children	1,574	1,549	1,411	1,612	1,764	1,935
Childcare time	407	383	415	477	492	530
Assistance with daycare expenses	441	445	316	336	344	561
Family nursing care leave	17	18	8	7	9	19
Reduced working hours plan for family nursing care	4	7	6	5	8	8
Paid leave for family nursing care	159	154	138	144	153	196

Data covers Nomura Securities.

Post-childcare leave reinstatement rates

			FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23	FY2023/24
Reinstatement rate	Male	%	100	100	100	100	100	100
	Female	%	94	93	97	96	96	95

Data covers Nomura Securities.

Absentee rate

		FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23	FY2023/24
Absentee rate	%	0.6	0.6	0.7	0.8	1.3	1.2

Data covers Nomura Holdings and Nomura Securities.

Other labor-related indicators

	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23	FY2023/24
Lost time injury frequency rate	0.03	0	0.03	0	0.04	0.04
Monthly average overtime hours	15.5	16.3	14.5	13.2	14.6	14.6
Average number of annual paid leave days used	12.5	15.2	13.9	15.4	17.0	17.3
Rate of taking annual paid leave (%)	66.8	68.8	60.8	65.0	71.0	71.3
Percentage of employees with labor union membership (%)	60.9	59.8	61.4	58.6	60.5	60.6

Data covers Nomura Securities.

	FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23	FY2023/24
Average annual salary (thousands of yen) Nomura Securities	10,599	9,664	10,137	10,898	10,774	10,872

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

✓ Environment

✓ GHG emissions*^{1,2}

		FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23	FY2023/24
Total Scope 1 Direct emissions	t-CO ₂ e	2,960	2,814	2,152	1,924	2,473	2,423
Natural gas	t-CO ₂ e	2,353	2,325	1,968	1,791	1,859	1,759
Other fuels	t-CO ₂ e	607	488	185	133	614	664
Total Scope 2 Indirect emissions (location-based)	t-CO ₂ e	66,662	60,507	48,517	43,582	59,885	57,269
Purchased cooling and heating	t-CO ₂ e	2,853	2,575	3,363	3,387	3,273	3,115
Purchased electricity	t-CO ₂ e	63,809	57,932	45,154	40,195	40,473	38,729
Purchased electricity (data center)	t-CO ₂ e	-	-	-	-	16,139	15,425
Total Scope 1, 2 (location-based) emissions	t-CO ₂ e	69,621	63,321	50,669	45,506	62,358	59,692
Total Scope 2 Indirect emissions (market-based)	t-CO ₂ e	-	-	39,324	31,710	24,183	19,504
Purchased cooling and heating	t-CO ₂ e	-	-	3,363	3,387	3,273	3,115
Purchased electricity	t-CO ₂ e	-	-	35,961	28,323	18,436	14,932
Purchased electricity (data center)	t-CO ₂ e	-	-	-	-	2,475	1,456
Total Scope 1, 2 (market-based³) emissions	t-CO ₂ e	-	-	41,476	33,634	26,656	21,927
Scope 3 Emissions from employee travel ⁴	t-CO ₂ e	45,966	36,733	3,709	7,471	23,497	27,064

✓ Energy consumption*^{1,2}

		FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23	FY2023/24
Total energy consumption	MWh	170,354	159,036	137,136	126,204	180,415	172,821
Direct energy consumption							
Natural gas	MWh	12,951	12,835	11,006	9,964	10,377	9,410
Other fuels	MWh	2,138	2,062	780	568	2,576	2,750
Indirect energy consumption							
Purchased cooling and heating	MWh	13,451	12,146	16,047	15,711	15,383	15,495
Purchased electricity	MWh	141,814	131,993	109,303	99,961	100,641	95,906
Purchased electricity (data center)	MWh	-	-	-	-	51,437	49,260
Renewable electricity purchased ⁵	MWh	35,560	32,564	27,749	33,617	103,086	107,429
Percentage of renewable electricity	%	25.1	24.7	25.4	33.6	67.8	74.0

✓ Environmental resource efficiency

		FY2018/19	FY2019/20	FY2020/21	FY2021/22	FY2022/23	FY2023/24
Water consumption ^{*6}	Thousand m ³	344	331	238	244	251	268
Copy paper consumption ^{*7}	ton	1,018	990	611	508	528	516
Amount of waste generated ^{*8}	ton	2,341	2,206	1,397	1,290	1,405	1,273

✓ GHG emissions per region (FY2023/24)

		Japan	Americas	Europe	Asia and Oceania	Data Center	Total
Scope 1 Direct emissions	t-CO2e	1,629	64	663	67	0	2,423
Scope 2 Indirect emissions (location-based)	t-CO2e	21,218	6,120	4,130	10,377	15,425	57,269
Scope 2 Indirect emissions (market-based)	t-CO2e	14,342	329	169	3,208	1,456	19,504
Scope 1, 2 (location-based) emissions per employee	t-CO2e	1.6	2.5	1.6	1.6	-	2.3
Scope 1, 2 (market-based) emissions per employee	t-CO2e	1.1	0.2	0.3	0.5	-	0.8
Scope 3 Emissions from employee travel	t-CO2e	11,308	7,000	3,072	5,683	-	27,064

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 U.S. (additional sites in New York) offices were included from FY2022/23 and the Canada office was included from FY2023/24 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 U.S., 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.

The data for the Brazil office was estimated based on the results for the same months of the previous year, as the office was closed in the middle of FY2023/24.

^{*3} 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, India, Hong Kong, South Korea, China, Malaysia, Taiwan, Singapore and Indonesia offices include emissions from automobiles used on a daily basis (The South Korea office was added to the scope of calculation from FY2019/20, China, Malaysia and Taiwan offices were included in the scope from FY2022/23 and Singapore and Indonesia offices were included in the scope from FY2023/24).

^{*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 U.S. (New York), Netherlands, Hong Kong and Taiwan offices were included in the scope of calculation from FY2022/23. The Australia, China, Malaysia and Sweden offices were included in the scope of calculation from FY2023/24.

^{*6} Data comprise Japan, as well as the U.K., U.S., 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.

The data for the Brazil office was estimated based on the results for the same months of the previous year, as the office was closed in the middle of FY2023/24.

^{*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 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, from FY2022/23 data for the Taiwan offices, and from FY2023/24 data for the Malaysia office were added to the scope.

Sustainable Finance

		FY2020/21	FY2021/22	FY2022/23	FY2023/24
Sustainable Finance, capital raised	Billions of USD	23.4	21.4	25.1	28.5

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.

Following a review of previous years' data, the figures for FY2022/23 have been revised. We revised "Sustainable Finance, capital raised" from USD25.2 billion to USD25.1 billion .

ESG assets under management

		FY2022/23	FY2023/24
ESG assets under management	Billions of yen	1,312	1,543

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.

List of calculation standards (FY2023/24)

Indicators	Definitions and calculation methods
Sustainable Finance	The Sustainable Finance amount aggregated, based on the Green and Social Finance Framework and Transition Finance Guidance

Social

Indicators	Definitions and calculation methods
Participants and materials in financial and economics education	Teaching material for schools: The total volume of learning materials donated to elementary and junior high schools during the reporting period
Participation in education and training	Calculated from education and training system data
Average annual hours of training per employee	Calculated from the total number of training hours provided to employees divided by the total number of employees.
Composition of employees (male/female ratio)	Number of employees: The number of employees as of the end of the reporting period was compiled from the personnel data system. Percentage (%) of males/females: Percentage of male employees and female employees as of the end of the reporting period calculated based on the number of male and female employees according to the personnel data system
Number of new hires	The number of newly employed persons during the reporting period compiled from data in the outside personnel data system and the (internal) personnel data system
Composition of managers	Number of employees: Calculated from the personnel data system as of the end of the reporting period and compiled according to the Nomura Group job definitions and the corporate titles held by personnel Percentage (%) of males/females: Calculated based on the number of male and female managers compiled above
Absentee rate	The absentee rate during the reporting period was compiled from the work attendance management system. It is calculated from the total number of absentee days lost out of total days scheduled to be worked by workers for the same period. Absentee days are based on the days that workers absent due to incapacity of any kind, not just as the result of work-related injury or disease. It does not include scheduled or permitted absenteeism such as holidays, study, maternity or paternity leave and compassionate leave.

Environment

Indicators	Definitions and calculation methods										
Greenhouse Gas (GHG) Emissions (Scope 1 and Scope 2)	<p>Definitions and methods pertaining to Japan follow laws related to the promotion of policies to deal with global warming. Those pertaining to countries overseas follow the methods established in the GHG Protocol, etc. Amounts of energy usage are calculated using the emissions factors for each type of energy. Please refer to the following for information on the sources of emissions factors.</p> <table border="1"> <tr> <td data-bbox="488 292 622 475">Japan</td><td data-bbox="633 292 2119 475"> <p>Natural gas, other fuels and cooling and heating: Emissions factors from "Implementation Ordinances for Global Warming Policies"</p> <p>Electricity: Emissions Factors by Electricity Utilities (for calculating greenhouse gas emissions of specified emitters) - 2022 Results -Published December 22, 2023 by the Ministry of the Environment and the Ministry of Economy, Trade and Industry</p> <ul style="list-style-type: none"> - Location-based: Alternative value - Market-based: Adjusted emissions factors for each utility (by menu) </td></tr> <tr> <td data-bbox="488 483 622 667">Americas</td><td data-bbox="633 483 2119 667"> <p>Natural gas and cooling and heating: Emissions factors from US EPA, "Emission Factors for Greenhouse Gas Inventories" (Last Modified: 13 Feb.2024)</p> <p>Electricity:</p> <ul style="list-style-type: none"> - 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Indicators	Definitions and calculation methods								
Greenhouse Gas (GHG) Emissions (Scope 3)	<p>Definitions and methods pertaining to Japan follow the guidelines established by Japan's Ministry of the Environment (MOE). Those pertaining to countries overseas follow the GHG Protocol, etc. Amounts of energy usage are calculated using the emissions factors for each type of energy. Please refer to the following for information on the sources of emissions factors.</p> <table border="1"> <tr> <td>Japan</td><td> <p>Railways: Emissions factors from the emission factor database for corporate GHG emissions accounting over the supply chain</p> <p>Aircraft (Japan): Greenhouse gas emissions are calculated for activities where carbon offset is applicable according to the Guidelines Ver. 2.0 issued in April 2011 by the MOE.</p> <p>Aircraft (overseas): Emissions factors from The Greenhouse Gas Protocol Initiative, "GHG Emissions from Transport or Mobile Sources 2.6" (May 2015)</p> <p>Automobiles: Calculated from emissions factors by type of vehicle provided by automobile manufacturers (grams/kilometer)</p> </td></tr> <tr> <td>Americas</td><td> <p>Railways: Emissions factors from Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-6 (US EPA)</p> <p>Aircraft: Emissions factors from The Greenhouse Gas Protocol Initiative, "GHG Emissions from Transport or Mobile Sources 2.6" (May 2015)</p> </td></tr> <tr> <td>Europe</td><td> <p>Railways, aircraft, and automobiles (U.K.): Emissions factors from "UK Government GHG Conversion Factors for Company Reporting"</p> <p>Aircraft and automobiles (outside U.K.): Emissions factors from The Greenhouse Gas Protocol Initiative, "GHG Emissions from Transport or Mobile Sources 2.6" (May 2015)</p> </td></tr> <tr> <td>Asia and Oceania</td><td> <p>Railways, aircraft and Taxi (India): Emissions factors from The Greenhouse Gas Protocol Initiative, "GHG Emissions from Transport or Mobile Sources 2.6" (May 2015)</p> <p>Automobiles: Emissions factors from the Greenhouse Gas Protocol Initiative, "GHG emissions from stationary combustion Ver.4.1,"</p> </td></tr> </table>	Japan	<p>Railways: Emissions factors from the emission factor database for corporate GHG emissions accounting over the supply chain</p> <p>Aircraft (Japan): Greenhouse gas emissions are calculated for activities where carbon offset is applicable according to the Guidelines Ver. 2.0 issued in April 2011 by the MOE.</p> <p>Aircraft (overseas): Emissions factors from The Greenhouse Gas Protocol Initiative, "GHG Emissions from Transport or Mobile Sources 2.6" (May 2015)</p> <p>Automobiles: Calculated from emissions factors by type of vehicle provided by automobile manufacturers (grams/kilometer)</p>	Americas	<p>Railways: Emissions factors from Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-6 (US EPA)</p> <p>Aircraft: Emissions factors from The Greenhouse Gas Protocol Initiative, "GHG Emissions from Transport or Mobile Sources 2.6" (May 2015)</p>	Europe	<p>Railways, aircraft, and automobiles (U.K.): Emissions factors from "UK Government GHG Conversion Factors for Company Reporting"</p> <p>Aircraft and automobiles (outside U.K.): Emissions factors from The Greenhouse Gas Protocol Initiative, "GHG Emissions from Transport or Mobile Sources 2.6" (May 2015)</p>	Asia and Oceania	<p>Railways, aircraft and Taxi (India): Emissions factors from The Greenhouse Gas Protocol Initiative, "GHG Emissions from Transport or Mobile Sources 2.6" (May 2015)</p> <p>Automobiles: Emissions factors from the Greenhouse Gas Protocol Initiative, "GHG emissions from stationary combustion Ver.4.1,"</p>
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Energy consumption (Direct energy consumption)	Calculated in accordance with legal regulations pertaining to types of energy used (LNG, etc.) as defined in the Law Concerning the Rational Use of Energy (Japan) and the GHG Protocol (overseas)								
Energy consumption (Indirect energy consumption)	<p>Calculated in accordance with legal stipulations related to energy usage (purchased electricity and heating/cooling use) as defined in the Law Concerning the Rational Use of Energy (Japan) and the GHG Protocol (overseas)</p> <p>The amount of purchased renewable electricity^{*1} is calculated based on the purchase of Green Power Certification^{*2}, Non-Fossil Fuel Certificates and the electricity bill from power suppliers.</p> <p>Notes:</p> <p>^{*1} Electricity generated using natural energy, including solar power, wind power, hydropower</p> <p>^{*2} The environmental value added of electricity generated from natural sources obtained under "Green Power Certification" as certified by third-party certificate issuers</p>								
Water consumption	Compiled from amount used recorded on invoices from water suppliers								
Copy paper consumption	Compiled from the volume of copy paper used annually								
Amount of waste generated	Compiled from amounts shown on waste management forms and/or on invoices from suppliers, based on laws related to waste disposal								