Nomura Group Materiality

		Material issues	Examples of Major Initiatives	Metrics	Targets	SDGs
Initiatives toward sustainable growth	Capital markets	Provide financial services that contribute to solve social issues	ESG related initiatives Signatory to UN Principle for Responsible Banking (PRB), UN Principle for Responsible Investment (PRI) Established Wholesale Division ESG sectoral appetite statement Developing ESG investment products and analysis of investee companies utilizing carbon pricing Established Nomura Greentech Established ESG team in the Equity Research department Initiateves to expand services from a client perspective Developing a new client base through collaboration with business partners Initiatives for asset formation and asset life extension in view of the declining birthrate and aging population (financial gerontology research, development of sales partners for elderly clients)	□ Value of sustainable finance we support □ Sustainable investment ratio	Nomura Group's corporate philosophy is to contribute to the creation of a truly affluent society through financial and capital markets. We will contribute to the sound development of capital markets by providing high-value-added solutions and promoting the provision of risk capital and helping resolve social issues through our core business	1 Procure 8 Control Control 11 Manual Procure 13 Control 13 Control 14 Control 15 Control 16 Control 17 Control 18 Co
		Support the circulation of risk capital	□ Provide liquidity by connecting both investors and companies □ Support the circulation of risk money while ensuring soundness			
	Business transformation	Expand and strengthen businesses from "Public" to "Private"	□ Established Investment Management Division □ Provide alternatives □ Response to diverse needs of new investor base and existing clients □ Provide private deliverly tailored to needs and circumstances of clients through bespoke digital solutions □ Introduce a fee structure from the clients' perspective and utilize the CIO model	☐ Retail client assets ☐ Alternative investments	We establish a system to provide optimal solutions that meet the diversified needs of our clients. To adapt to the ever-changing business environment, we strive to continuously mention with the continuous business transformation	
		Continual review of existing business portfolio	□ Continual review of business platform □ Optimal allocation of resources and cost control with an ROE target (8~10% for FY 2024/25)	□ ROE □ State of cost rationalization		8 and makes Executives 9 activities and activities 20 activities and activities 30 activities and activities 40 activitie
		Digital transformation	■ Expand diverse digital delivery and contents ■ Pursue added value in a new era through investing in and recruitment of human resources to harness the power of digital ■ Diversify approaches to clients by using e-mail and online conferencing systems in addition to face-to-face meetings ■ Create value chains by providing market infrastructure using blockchain technology	□ Customer satisfaction level		
		Expand and utilize contents	□ Support customer decision-making through research and quantitative analysis of financial markets and individual stocks □ Established the Content company to consolidate the research functions of the Group □ Provide research related to foreign stocks to individual customers through alliances			

The SDGs logo is displayed only for the highest priority issues.

The highest priority issues

Material Issues

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Platform toward business sustainability	Governance	Customer protection	□ Ensure information security □ Protect customer's assets and information properly	Customer satisfaction level Number of complaints	In order to achieve our management vision of "Achieving sustainable growth by helping resolve social issues," we work to thoroughly protect clients, enhance corporate governance, promote the adoption of a code of conduct, and thoroughly comply with laws and regulations. By promoting and establishing a culture that pursues appropriate business conducts, we build trust with society and lead to the protection and improvement of corporate value	10 separation of the separatio
		Permeation of the Code of Conduct	Develop and promote "conduct programs" as a system to promote appropriate actions Provide trainings for employees regularly Continuous communication from management	☐ Status of compliance with Code of Conduct (Employee survey)		
		Enhance corporate governance	□ As a company with Three Board Committees, strengthened the supervisory function by separating management oversight from business execution □ Reflect qualitative factors such as compliance in executive compensation □ Promote diversity of the Board of Directors □ Evaluate the effectiveness of the Board of Directors by a third-party organization □ Board of Directors discuss medium- to long-term maximization of corporate value	□ Diversity of the Board of Directors		
		Comply with laws and regulations	■ Established compliance hotline and promote its dissemination and use ■ Established policies related to Anti-Money Laundering and Combating the Financing of Terrorism and build the management framework ■ Eliminate transactions with anti-social forces ■ Thorough disseminate and adhere strictly to guidelines for providing gifts and entertainment	□ Compliance training □ Number of calls to compliance hotline		
	Resilience	Enhance risk management	□ Enhance global risk management system □ Comprehensive review of risk management framework □ Instill risk culture		To improve financial soundness and corporate value, various risks must be managed appropriately. We aim for highly resilient corporate management throuth establishment of a risk management framework which monitors and reports on globally integrated basis	13 STATE THE MALE ACTUAL THE MALE ACTU
		Ensure financial soundness and respond to regulatory requirements ensure financial soundness	□ Monitor and disclose financial indicators	CET1 ratio External TLAC Ratio Liquidity coverage ratio		10 MOMENTO TO MOM
		Cyber security	□ Strengthen and maintain IT security systems and environments □ Establish global business continuity management			
	Environment/Society	Efforts to address climate change	□ Support for TCFD and information disclosure based on TCFD recommendations □ Introduce processes to identify ESG risks including climate change risks, and review mitigation measures □ Environmental management to reduce environmental impact	□ Value of sustainable finance we support □ Sustainable investment ratio □ CO₂ emissions	We provide optimal solutions that utilize the various functions of the Group to meet the challenges faced by clients and other stakeholders. We also contribute to resolving social and environmental issues through continuous cooperation with stakeholders. The preservation of a sustainable global environment is the foundation of our company's sustainable growth as well as its economy and society.	12 mental meaning to the control of
		Contribute to communities	□ Community affairs initiatives in each region	□ Community contribution expenditures		
		Improve financial literacy	Provide financial and economic education	☐ Financial and economic education activities		
		Emphasize dialogue with stakeholders	☐ Interviews with customers, investors, employees, and shareholders on social issues and needs	☐ Dialogue with stakeholders		
		Respect human rights	 □ Continual effort to avoid negative impact on human rights in business activities, services or business relationships □ Nomura Group Code of Conduct stipulates respect for diversity and human rights, no discrimination, and equal opportunity* 			
	Human resources, Diversity & inclusion	Improve employee engagement	□ Promote Health Management, Appointment of Chief Health Officer □ Promote diversity and inclusion □ Proactive communication between management and employees to promote the implementation of strategies □ Develop systems that enables diverse working styles	□ Employee survey □ Response rate to health examination □ Female managers ratio □ Use of childcare and family nursing care support plans	In order for us to achieve sustainable and discontinuous growth, diverse human resources and the environment in which they can play an active role are indispensable. We make sure every employee can be active and successful in utilizing her/his capabilities and strengths, and provide high value-added service	5 mean successions of the succession of the succ
		Talent management	■ Expand training opportunities by building an online training platform and developing human resources using digital IQ ■ Provide trainings to support women's careers ■ Provide young employees with hands-on training and opportunities to study overseas	□ Education/training expenses		
		Promote and recruite diverse human resources	■ Recruit a wide range of human resources capable of responding to the diversifying financial business based on a policy of hiring people regardless of nationality, race, gender or other characteristics ■ Emphasize employment and development of local human resources in regions	■ Ratio of career employment to total new employees		