

ESG Data

2025

Nomura Holdings, Inc.

Entities covered

Nomura Holdings, Inc. and its major subsidiaries

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

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

Reporting period

FY2024/25 (April 1, 2024 - March 31, 2025)

*Some content may be outside this time frame.

Independent assurance

Data for FY2024/25 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**
- **Composition of employees**
- **Number of new hires**
- **Composition of managers**
- **Absentee rate**
- **GHG emissions**
 - Total Scope 1 Direct emissions
 - Total Scope 2 Indirect emissions (location-based)
 - 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**
 - Direct energy consumption (Natural gas) (Other fuels)
 - Indirect energy consumption (Purchased cooling and heating)
 - Indirect energy consumption (Purchased electricity)
 - Renewable electricity purchased, Percentage of renewable electricity
- **Environmental resource efficiency**
 - Water consumption
 - Copy paper consumption
 - Amount of waste generated
- **GHG emissions per region**
 - Scope 1 Direct emissions
 - Scope 2 Indirect emissions (location-based)
 - Scope 2 Indirect emissions (market-based)
 - 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 \(July 7, 2025\)](#)

Corporate Governance

Members of the Board

| | | June 30, 2020 | June 30, 2021 | June 30, 2022 | June 30, 2023 | June 30, 2024 | June 30, 2025 |
|------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Board of Directors* | No. of people | 10 | 12 | 12 | 13 | 12 | 12 |
| Outside Directors | No. of people | 6 | 8 | 8 | 9 | 8 | 8 |
| | % | 60 | 67 | 67 | 69 | 67 | 67 |
| Non-Japanese Directors | No. of people | 2 | 4 | 4 | 4 | 4 | 4 |
| | % | 20 | 33 | 33 | 31 | 33 | 33 |
| Female Directors | No. of people | 2 | 3 | 3 | 3 | 3 | 3 |
| | % | 20 | 25 | 25 | 23 | 25 | 25 |

*As of the end of June 2025, average tenure of board members is 3.7 years.

Board of Directors meetings

| | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24 | FY2024/25 |
|-----------------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| No. of meetings held | 11 | 11 | 12 | 11 | 11 | 11 |
| Average attendance rate (%) | 100 | 99 | 100 | 98 | 100 | 100 |

Officers (Executive Officers and Senior Managing Directors)

| | | April 1, 2020 | April 1, 2021 | April 1, 2022 | April 1, 2023 | April 1, 2024 | April 1, 2025 |
|-----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Male | No. of people | 38 | 30 | 32 | 34 | 35 | 38 |
| Female | No. of people | 3 | 5 | 5 | 5 | 4 | 4 |
| Ratio of female | % | 8 | 14 | 14 | 13 | 10 | 10 |

Social

Caseload at Customer Help Desk Department (Nomura Securities)

| | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24 | FY2024/25 |
|-----------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Total (No. of cases) | 6,961 | 5,951 | 6,244 | 6,891 | 9,040 | 9,138 |
| Complaints | 2,315 | 1,006 | 809 | 795 | 1,015 | 939** |
| Opinions and requests | 323 | 363 | 378 | 404 | 912 | 433 |
| Inquiries | 4,180 | 4,463 | 4,967 | 5,567 | 6,966 | 7,565 |
| Other | 143 | 119 | 90 | 125 | 147 | 201 |

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

* Of this total, 10 complaints were related to personal information

Barrier-free branches (Nomura Securities)

| | | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24 | FY2024/25 |
|---|-----------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Certified universally accessible | No. of branches | 31 | 31 | 31 | 30 | 28 | 26 |
| Wheelchair-accessible toilets | No. of branches | 74 | 74 | 74 | 69 | 66 | 65 |
| Wheelchair-accessible elevators | No. of branches | 63 | 64 | 64 | 62 | 60 | 61 |
| With steps removed from entrances and exits (with ramps, elevators, or no steps) | No. of branches | 108 | 98 | 98 | 92 | 88 | 86 |
| With installations to mitigate entrance and exit steps (railings or reduced step heights) | No. of branches | 10 | 8 | 8 | 8 | 6 | 5 |
| 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.

| | | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24 | FY2024/25 |
|---|------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Heartful Partner, a specialist team for elderly clients | No. of employees | 171 | 168 | 229 | 249 | 289 | 273 |

Results of customer satisfaction surveys (Nomura Securities)

| | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 |
|--|-----------|-----------|-----------|-----------|
| Average satisfaction rating of surveys at branches | 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 | FY2024/25 |
|-----------|-----------|-----------|
| NCX index | 3.24 | 3.28 |

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

| | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24 | FY2024/25 |
|--------------|-----------|-----------|-----------|-----------|-----------|-----------|
| No. of calls | 126 | 81 | 101 | 97 | 123 | 122 |

Community contribution expenditures

| | | FY2022/23 | FY2023/24 | FY2024/25 |
|--------------------------------|-----------------|-----------|-----------|-----------|
| Total | Millions of yen | 2,353 | 1,857 | 2,015 |
| Building a better society | Millions of yen | 672 | 777 | 577 |
| Solving environmental issues | Millions of yen | 56 | 70 | 175 |
| Promoting cultural development | Millions of yen | 1,191 | 498 | 678 |
| Others | Millions of yen | 434 | 512 | 585 |

Subtotals may not add up to totals due to rounding.

| | FY2022/23 | FY2023/24 | FY2024/25 |
|--|-----------|-----------|-----------|
| Number of employees involved in volunteer programs | 7,491 | 8,839 | 9,350 |
| Hours of employee volunteering in work time | 5,617 | 9,637 | 11,398 |
| Value of in-kind contributions (Millions of yen) | 2 | 1 | 2 |
| Number of partner beneficiary organizations | 306 | 287 | 388 |

Participants and materials in financial and economics education

| | | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24 | FY2024/25 |
|--|---------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Visiting classes* ¹ (elementary, junior and high schools, universities, teachers) since 2008 | No. of schools | 287 | 138 | 282 | 638 | 735 | 724 |
| | No. of participants | 13,847 | 8,988 | 16,748 | 59,726 | 56,113 | 53,345 |
| Financial courses for universities since 2001 | No. of schools | 101 | 69 | 87 | 89 | 88 | 85 |
| | No. of participants | 10,924 | 5,862 | 8,068 | 10,777 | 10,126 | 10,510 |
| Nikkei Stock League since 2000 | No. of teams | 1,726 | 1,643 | 1,719 | 1,860 | 2,118 | 2,023 |
| | No. of participants | 6,892 | 6,535 | 7,046 | 7,585 | 8,445 | 8,059 |
| Number of educational materials supplied* ² | No. of schools | 804 | 11,214 | 20,743 | 534 | 296 | 257 |
| | No. of copies | 62,698 | 87,338 | 66,125 | 40,298 | 24,475 | 18,256 |

*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

| | | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24 | FY2024/25 |
|------------------|-----------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Total | Millions of yen | 3,100 | 2,089 | 2,332 | 2,608 | 2,972 | 3,632 |
| Japan | Millions of yen | 2,035 | 1,143 | 1,363 | 1,351 | 1,261 | 1,555 |
| Americas | Millions of yen | 639 | 623 | 542 | 736 | 952 | 1,257 |
| Europe | Millions of yen | 228 | 177 | 268 | 250 | 391 | 362 |
| Asia and Oceania | Millions of yen | 196 | 146 | 159 | 271 | 368 | 458 |

Subtotals may not add up to totals due to rounding.

| | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24 | FY2024/25 |
|---|-----------|-----------|-----------|-----------|-----------|-----------|
| Average training and development expenditure per employee (yen) | 116,414 | 79,123 | 87,719 | 97,390 | 110,683 | 133,333 |

Participation in education and training

| | | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24 | FY2024/25 |
|------------------|-------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Total | Aggregate no. of hours | 565,949 | 325,735 | 259,921 | 441,829 | 385,142 | 422,373 |
| | Aggregate no. of participants | 187,639 | 258,694 | 289,467 | 457,011 | 447,675 | 352,503 |
| Japan | Aggregate no. of hours | 440,867 | 195,274 | 128,783 | 308,439 | 221,540 | 218,339 |
| | Aggregate no. of participants | 22,451 | 23,374 | 37,513 | 199,018 | 182,475 | 115,642 |
| Americas | Aggregate no. of hours | 9,127 | 18,684 | 16,524 | 16,868 | 25,824 | 39,625 |
| | Aggregate no. of participants | 17,393 | 34,912 | 34,811 | 38,124 | 44,524 | 38,355 |
| Europe | Aggregate no. of hours | 29,407 | 42,000 | 45,481 | 38,508 | 40,853 | 47,609 |
| | Aggregate no. of participants | 41,030 | 69,309 | 85,703 | 80,259 | 75,739 | 65,953 |
| Asia and Oceania | Aggregate no. of hours | 86,548 | 69,776 | 69,133 | 78,014 | 96,925 | 116,800 |
| | Aggregate no. of participants | 106,765 | 131,099 | 131,440 | 139,610 | 144,937 | 132,553 |

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 | FY2024/25 |
|---|-----------|-----------|-----------|
| Average annual hours of training per employee | 16.5 | 14.3 | 15.5 |

Composition of employees

| | | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24 | FY2024/25 |
|------------------|-------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Total | No. of employees | 26,629 | 26,402 | 26,585 | 26,775 | 26,850 | 27,242 |
| | Male | 15,888 | 15,696 | 15,846 | 16,078 | 16,096 | 16,296 |
| | Female | 10,741 | 10,705 | 10,738 | 10,696 | 10,752 | 10,945 |
| | Ratio of male employees (%) | 60 | 59 | 60 | 60 | 60 | 60 |
| | Ratio of female employees (%) | 40 | 41 | 40 | 40 | 40 | 40 |
| Japan | No. of employees | 15,748 | 15,330 | 15,213 | 15,131 | 14,870 | 14,877 |
| | Male | 8,903 | 8,586 | 8,536 | 8,458 | 8,237 | 8,265 |
| | Female | 6,845 | 6,744 | 6,677 | 6,673 | 6,633 | 6,612 |
| | Ratio of male employees (%) | 57 | 56 | 56 | 56 | 55 | 56 |
| | Ratio of female employees (%) | 43 | 44 | 44 | 44 | 45 | 44 |
| Americas | No. of employees | 2,120 | 2,152 | 2,257 | 2,387 | 2,440 | 2,417 |
| | Male | 1,555 | 1,567 | 1,633 | 1,730 | 1,759 | 1,728 |
| | Female | 565 | 585 | 624 | 657 | 681 | 688 |
| | Ratio of male employees (%) | 73 | 73 | 72 | 72 | 72 | 71 |
| | Ratio of female employees (%) | 27 | 27 | 28 | 28 | 28 | 28 |
| Europe | No. of employees | 2,691 | 2,769 | 2,820 | 2,937 | 3,053 | 3,133 |
| | Male | 1,838 | 1,912 | 1,951 | 2,027 | 2,115 | 2,157 |
| | Female | 853 | 856 | 868 | 909 | 936 | 976 |
| | Ratio of male employees (%) | 68 | 69 | 69 | 69 | 69 | 69 |
| | Ratio of female employees (%) | 32 | 31 | 31 | 31 | 31 | 31 |
| Asia and Oceania | No. of employees | 6,070 | 6,151 | 6,295 | 6,320 | 6,487 | 6,815 |
| | Male | 3,592 | 3,631 | 3,726 | 3,863 | 3,985 | 4,146 |
| | Female | 2,478 | 2,520 | 2,569 | 2,457 | 2,502 | 2,669 |
| | Ratio of male employees (%) | 59 | 59 | 59 | 61 | 61 | 61 |
| | Ratio of female employees (%) | 41 | 41 | 41 | 39 | 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 | FY2024/25 | |
|--|--------------------|------------------|-----------|-----------|-----------|-----------|--------|
| Composition of employees by age groups | Under 30 years old | No. of employees | 5,535 | 5,282 | 5,321 | 5,258 | 5,318 |
| | 30-50 years old | No. of employees | 15,275 | 15,816 | 15,765 | 15,804 | 16,084 |
| | Over 50 years old | No. of employees | 5,310 | 5,486 | 5,689 | 5,788 | 5,840 |

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

| | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24 | FY2024/25 |
|---|-----------|-----------|-----------|-----------|-----------|-----------|
| Number of seniors (60 years and over) rehired | 690 | 715 | 758 | 764 | 800 | 969 |

| | June, 2020 | June, 2021 | June, 2022 | June, 2023 | June, 2024 | June, 2025 |
|---|------------|------------|------------|------------|------------|------------|
| Percentage of employees with disabilities (%) | 2.3 | 2.4 | 2.4 | 2.4 | 2.6 | 2.5 |

Composition by employment contract

| | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24 | FY2024/25 |
|------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| No. of employees | 26,629 | 26,402 | 26,585 | 26,775 | 26,850 | 27,242 |
| Average No. of temporary employees | 4,313 | 4,224 | 4,339 | 4,420 | 4,234 | 4,268 |

Headcount figures have been reclassified to include certain contract employees.

Composition of managers

| | | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24 | FY2024/25 |
|------------------|-------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Total | No. of employees | 8,734 | 9,145 | 9,927 | 10,040 | 10,182 | 10,661 |
| | Male | 7,139 | 7,424 | 7,898 | 8,011 | 8,021 | 8,271 |
| | Female | 1,595 | 1,720 | 2,029 | 2,029 | 2,161 | 2,390 |
| | Ratio of male employees (%) | 82 | 81 | 80 | 80 | 79 | 78 |
| | Ratio of female employees (%) | 18 | 19 | 20 | 20 | 21 | 22 |
| Japan | No. of employees | 4,267 | 4,445 | 4,798 | 4,927 | 4,921 | 5,303 |
| | Male | 3,803 | 3,930 | 4,165 | 4,220 | 4,128 | 4,338 |
| | Female | 464 | 515 | 633 | 707 | 793 | 965 |
| | Ratio of male employees (%) | 89 | 88 | 87 | 86 | 84 | 82 |
| | Ratio of female employees (%) | 11 | 12 | 13 | 14 | 16 | 18 |
| Americas | No. of employees | 1,257 | 1,319 | 1,392 | 1,473 | 1,486 | 1,448 |
| | Male | 1,007 | 1,049 | 1,105 | 1,167 | 1,171 | 1,133 |
| | Female | 250 | 270 | 287 | 306 | 315 | 315 |
| | Ratio of male employees (%) | 80 | 80 | 79 | 79 | 79 | 78 |
| | Ratio of female employees (%) | 20 | 20 | 21 | 21 | 21 | 22 |
| Europe | No. of employees | 1,473 | 1,564 | 1,634 | 1,668 | 1,723 | 1,760 |
| | Male | 1,171 | 1,238 | 1,287 | 1,306 | 1,350 | 1,355 |
| | Female | 302 | 325 | 347 | 362 | 373 | 405 |
| | Ratio of male employees (%) | 79 | 79 | 79 | 78 | 78 | 77 |
| | Ratio of female employees (%) | 21 | 21 | 21 | 22 | 22 | 23 |
| Asia and Oceania | No. of employees | 1,737 | 1,817 | 2,103 | 1,972 | 2,052 | 2,150 |
| | Male | 1,158 | 1,207 | 1,341 | 1,318 | 1,372 | 1,445 |
| | Female | 579 | 610 | 762 | 654 | 680 | 705 |
| | Ratio of male employees (%) | 67 | 66 | 64 | 67 | 67 | 67 |
| | Ratio of female employees (%) | 33 | 34 | 36 | 33 | 33 | 33 |

The figures cover Nomura Group on a consolidated basis

| | | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24 | FY2024/25 | |
|--|---|-------------------------------|-----------|-----------|-----------|-----------|-------|
| Composition of employees by management level | Managing Directors | No. of employees | 1,134 | 1,192 | 1,203 | 1,272 | 1,276 |
| | | Ratio of male employees (%) | 91.4 | 90.4 | 90.4 | 89.5 | 89.2 |
| | | Ratio of female employees (%) | 8.6 | 9.6 | 9.6 | 10.5 | 10.8 |
| | Executive Directors and Vice Presidents | No. of employees | 8,011 | 8,735 | 8,837 | 8,910 | 9,384 |
| | | Ratio of male employees (%) | 79.7 | 78.1 | 78.4 | 77.3 | 76.0 |
| | | Ratio of female employees (%) | 20.3 | 21.9 | 21.6 | 22.7 | 24.0 |

| | | FY2022/23 | FY2023/24 | FY2024/25 | |
|---|------------------|-----------|-----------|-----------|----|
| Ratio of locally-hired managers in overseas offices | Americas | % | 95 | 96 | 96 |
| | Europe | % | 91 | 92 | 93 |
| | Asia and Oceania | % | 90 | 90 | 94 |

✓ **Number of new hires**

| | | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24 | FY2024/25 |
|------------------|-------------------------------|------------------|-----------|-----------|-----------|-----------|-----------|
| Total | No. of employees | 2,416 | 1,934 | 2,920 | 3,418 | 2,531 | 2,782 |
| | Male | 1,450 | 1,203 | 1,903 | 2,233 | 1,589 | 1,755 |
| | Female | 966 | 730 | 1,016 | 1,184 | 942 | 1,026 |
| | Ratio of male employees (%) | 60 | 62 | 65 | 65 | 63 | 63 |
| | Ratio of female employees (%) | 40 | 38 | 35 | 35 | 37 | 37 |
| | Japan | No. of employees | 1,004 | 642 | 752 | 883 | 690 |
| | Male | 589 | 379 | 502 | 554 | 411 | 609 |
| | Female | 415 | 263 | 250 | 329 | 279 | 352 |
| | Ratio of male employees (%) | 59 | 59 | 67 | 63 | 60 | 63 |
| | Ratio of female employees (%) | 41 | 41 | 33 | 37 | 40 | 37 |
| Americas | No. of employees | 251 | 246 | 470 | 478 | 347 | 304 |
| | Male | 179 | 183 | 332 | 354 | 230 | 202 |
| | Female | 72 | 63 | 138 | 124 | 117 | 101 |
| | Ratio of male employees (%) | 71 | 74 | 71 | 74 | 66 | 66 |
| | Ratio of female employees (%) | 29 | 26 | 29 | 26 | 34 | 33 |
| Europe | No. of employees | 286 | 288 | 400 | 506 | 429 | 401 |
| | Male | 187 | 215 | 286 | 341 | 293 | 275 |
| | Female | 99 | 72 | 113 | 164 | 136 | 126 |
| | Ratio of male employees (%) | 65 | 75 | 72 | 67 | 68 | 69 |
| | Ratio of female employees (%) | 35 | 25 | 28 | 32 | 32 | 31 |
| Asia and Oceania | No. of employees | 875 | 758 | 1,298 | 1,551 | 1,065 | 1,116 |
| | Male | 495 | 426 | 783 | 984 | 655 | 669 |
| | Female | 380 | 332 | 515 | 567 | 410 | 447 |
| | Ratio of male employees (%) | 57 | 56 | 60 | 63 | 62 | 60 |
| | Ratio of female employees (%) | 43 | 44 | 40 | 37 | 38 | 40 |

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 | FY2024/25 |
|--|--------------------|---|-----------|-----------|-----------|-----------|-----------|
| Composition of new hires by age groups | Under 30 years old | % | 57 | 50 | 51 | 51 | 56 |
| | 30-50 years old | % | 38 | 45 | 43 | 43 | 40 |
| | Over 50 years old | % | 5 | 6 | 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.

| | | | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24 | FY2024/25 |
|-------------------------|------------------------------|---|-----------|-----------|-----------|-----------|-----------|-----------|
| Mid-career hiring ratio | Nomura Securities | % | 26.8 | 38.3 | 52.7 | 54.5 | 48.0 | 61.9 |
| | Nomura Asset Management | % | 30.2 | 29.0 | 77.2 | 71.4 | 41.2 | 47.6 |
| | The Nomura Trust and Banking | % | 42.3 | 38.1 | 45.5 | 62.5 | 79.2 | 61.4 |
| | Nomura Business Services | % | - | - | 42.9 | 61.9 | 73.3 | 83.9 |

The mid-career hiring ratio is based on the Act on Comprehensive Promotion of Labor Measures. (Date of announcement: August 29, 2025)

Turnover rate

| | | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24 | FY2024/25 |
|-------------------------|---|-----------|-----------|-----------|-----------|-----------|-----------|
| Total turnover rate | % | 6 | 7.4 | 10.6 | 11.4 | 9.1 | 9.9 |
| Male | % | - | 8.0 | 11.8 | 12.5 | 9.7 | 11.0 |
| Female | % | - | 6.4 | 8.7 | 9.8 | 8.3 | 8.2 |
| Voluntary turnover rate | % | - | 6.3 | 9.1 | 9.0 | 6.2 | 6.5 |

| | | | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24 | FY2024/25 |
|-----------------------------|--------------------|---|-----------|-----------|-----------|-----------|-----------|
| Turnover rate by age groups | Under 30 years old | % | 9.7 | 15.7 | 15.0 | 10.9 | 12.1 |
| | 30-50 years old | % | 7.1 | 9.6 | 10.3 | 7.8 | 6.9 |
| | Over 50 years old | % | 5.7 | 7.8 | 11.3 | 11.2 | 13.1 |

Data for FY2019/20 covers 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 86% of the FTE)

Average length of employment

| | | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24 | FY2024/25 |
|--------|------|-----------|-----------|-----------|-----------|-----------|-----------|
| Male | Year | 14.8 | 15.4 | 15.9 | 16.1 | 16.0 | 15.6 |
| Female | Year | 14.0 | 14.7 | 15.5 | 15.9 | 16.1 | 16.2 |

Data covers Nomura Securities.

Other labor-related indicators

| | | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24 | FY2024/25 |
|---|--|-----------|-----------|-----------|-----------|-----------|-----------|
| Lost time injury frequency rate | | 0 | 0.03 | 0 | 0.04 | 0.04 | 0.08 |
| Monthly average overtime hours | | 16.3 | 14.5 | 13.2 | 14.6 | 14.6 | 14.4 |
| Average number of annual paid leave days used | | 15.2 | 13.9 | 15.4 | 17.0 | 17.3 | 16.7 |
| Rate of taking annual paid leave (%) | | 68.8 | 60.8 | 65.0 | 71.0 | 71.3 | 71.6 |
| Percentage of employees with labor union membership (%) | | 59.8 | 61.4 | 58.6 | 60.5 | 60.6 | 60.1 |

Data covers Nomura Securities.

| | | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24 | FY2024/25 |
|-----------------------|------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Average annual salary | Thousands of yen | 9,664 | 10,137 | 10,898 | 10,774 | 10,872 | 12,235 |

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

Use of childcare and family nursing care support plans

| | | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24 | FY2024/25 |
|--|------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Pre- and post-natal leave | No. of employees | 334 | 327 | 300 | 317 | 312 | 276 |
| Childcare leave | No. of employees | 548 | 625 | 607 | 625 | 708 | 718 |
| Leave to care for sick or injured children | No. of employees | 1,549 | 1,411 | 1,612 | 1,764 | 1,935 | 2,013 |
| Childcare time | No. of employees | 383 | 415 | 477 | 492 | 530 | 539 |
| Assistance with daycare expenses | No. of employees | 445 | 316 | 336 | 344 | 561 | 449 |
| Family nursing care leave | No. of employees | 18 | 8 | 7 | 9 | 19 | 17 |
| Reduced working hours plan for family nursing care | No. of employees | 7 | 6 | 5 | 8 | 8 | 9 |
| Paid leave for family nursing care | No. of employees | 154 | 138 | 144 | 153 | 196 | 230 |

Data covers Nomura Securities.

Post-childcare leave reinstatement rates

| | | | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24 | FY2024/25 |
|--------------------|--------|---|-----------|-----------|-----------|-----------|-----------|-----------|
| Reinstatement rate | Male | % | 100 | 100 | 100 | 100 | 100 | 100 |
| | Female | % | 93 | 97 | 96 | 96 | 95 | 98 |

Data covers Nomura Securities.

✓ Absentee rate

| | | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24 | FY2024/25 |
|---------------|---|-----------|-----------|-----------|-----------|-----------|-----------|
| Absentee rate | % | 0.6 | 0.7 | 0.8 | 1.3 | 1.2 | 1.1 |

Data covers Nomura Holdings and Nomura Securities.

✓ Environment

✓ GHG emissions*1,2

| | | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24 | FY2024/25 |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Total Scope 1 Direct emissions | t-CO2e | 2,814 | 2,152 | 1,924 | 2,473 | 2,423 | 2,513 |
| Natural gas | t-CO2e | 2,325 | 1,968 | 1,791 | 1,859 | 1,759 | 1,804 |
| Other fuels | t-CO2e | 488 | 185 | 133 | 614 | 664 | 709 |
| Total Scope 2 Indirect emissions (location-based) | t-CO2e | 60,507 | 48,517 | 43,582 | 59,885 | 57,269 | 56,148 |
| Purchased cooling and heating | t-CO2e | 2,575 | 3,363 | 3,387 | 3,273 | 3,115 | 3,263 |
| Purchased electricity | t-CO2e | 57,932 | 45,154 | 40,195 | 40,473 | 38,729 | 38,859 |
| Purchased electricity (data center) | t-CO2e | - | - | - | 16,139 | 15,425 | 14,027 |
| Total Scope 1, 2 (location-based) emissions | t-CO2e | 63,321 | 50,669 | 45,506 | 62,358 | 59,692 | 58,662 |
| Total Scope 2 Indirect emissions (market-based) | t-CO2e | - | 39,324 | 31,710 | 24,183 | 19,504 | 17,488 |
| Purchased cooling and heating | t-CO2e | - | 3,363 | 3,387 | 3,273 | 3,115 | 3,262 |
| Purchased electricity | t-CO2e | - | 35,961 | 28,323 | 18,436 | 14,932 | 12,940 |
| Purchased electricity (data center) | t-CO2e | - | - | - | 2,475 | 1,456 | 1,286 |
| Total Scope 1, 2 (market-based³) emissions | t-CO2e | - | 41,476 | 33,634 | 26,656 | 21,927 | 20,001 |
| Scope 3 Emissions from employee travel ⁴ | t-CO2e | 36,733 | 3,709 | 7,471 | 23,497 | 27,064 | 28,805 |

✓ Energy consumption*1,2

| | | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24 | FY2024/25 |
|--|------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Total energy consumption | MWh | 159,036 | 137,136 | 126,204 | 180,415 | 172,821 | 173,746 |
| Direct energy consumption | MWh | 12,835 | 11,006 | 9,964 | 10,377 | 9,410 | 10,578 |
| Natural gas | MWh | 2,062 | 780 | 568 | 2,576 | 2,750 | 2,971 |
| Other fuels | MWh | 10,773 | 10,226 | 9,396 | 7,801 | 6,660 | 7,607 |
| Indirect energy consumption | MWh | 146,201 | 126,130 | 116,240 | 170,038 | 163,411 | 163,168 |
| Purchased cooling and heating | MWh | 12,146 | 16,047 | 15,711 | 15,383 | 15,495 | 19,319 |
| Purchased electricity | MWh | 131,993 | 109,303 | 99,961 | 100,641 | 95,906 | 95,112 |
| Purchased electricity (data center) | MWh | - | - | - | 51,437 | 49,260 | 45,766 |
| Renewable electricity purchased ⁵ | MWh | 32,564 | 27,749 | 33,617 | 103,086 | 107,429 | 107,332 |
| Percentage of renewable electricity | % | 24.7 | 25.4 | 33.6 | 67.8 | 74.0 | 76.2 |

✓ Environmental resource efficiency

| | | FY2019/20 | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24 | FY2024/25 |
|-----------------------------|-------------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Water consumption*6 | Thousand m ³ | 331 | 238 | 244 | 251 | 268 | 270 |
| Copy paper consumption*7 | ton | 990 | 611 | 508 | 528 | 516 | 483 |
| Amount of waste generated*8 | ton | 2,206 | 1,397 | 1,290 | 1,405 | 1,273 | 1,259 |

GHG emissions per region (FY2024/25)

| | | Japan | Americas | Europe | Asia and Oceania | Data Center | Total |
|--|--------|--------|----------|--------|------------------|-------------|--------|
| Scope 1 Direct emissions | t-CO2e | 1,597 | 57 | 747 | 112 | - | 2,513 |
| Scope 2 Indirect emissions (location-based) | t-CO2e | 20,875 | 6,697 | 4,189 | 10,360 | 14,027 | 56,148 |
| Scope 2 Indirect emissions (market-based) | t-CO2e | 13,336 | 380 | 148 | 2,338 | 1,286 | 17,488 |
| Scope 1, 2 (location-based) emissions per employee | t-CO2e | 1.5 | 2.8 | 1.6 | 1.5 | - | 2.2 |
| Scope 1, 2 (market-based) emissions per employee | t-CO2e | 1.0 | 0.2 | 0.3 | 0.4 | - | 0.7 |
| Scope 3 Emissions from employee travel | t-CO2e | 11,266 | 5,759 | 5,063 | 6,717 | - | 28,805 |

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/en/company/group.html>)

Americas: Offices in United States, Canada and Bermuda

Europe: Offices in United Kingdom, France, Germany, Switzerland, Spain, Italy, Luxembourg, Netherlands, Finland and United Arab Emirates

Asia and Oceania: Offices in Hong Kong, Singapore, India, Mainland China, South Korea, Australia, Malaysia, Indonesia, Philippines, Taiwan and Vietnam

Subtotals may not add up to totals due to rounding.

^{*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 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 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., 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 previous year's average electricity consumption per area at other sites of the same size in the same region. The data for the Indonesia and Philippines offices were estimated based on the results for the same months of the previous year, as the offices were closed in the middle of FY2024/25.

^{*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, U.S., Europe, India, Hong Kong, South Korea, China, Malaysia, Taiwan, Singapore and Indonesia offices include emissions from automobiles used on a daily basis (The China, Malaysia and Taiwan offices were included in the scope from FY2022/23, Singapore and Indonesia offices were included in the scope from FY2023/24 and U.S. office was included in the scope from FY2024/25).

^{*5} Data comprise Japan, as well as the U.K., France, Germany, Switzerland, Italy, Spain and Luxembourg offices. The India office was included in the scope of calculation from FY2021/22. The U.S., Netherlands, Hong Kong and Taiwan offices were included in the scope of calculation from FY2022/23. The Australia, China and Malaysia offices were included in the scope of calculation from FY2023/24. The Finland office was included in the scope of calculation from FY2024/25.

^{*6} Data comprise Japan, as well as the U.S., U.K., France, Luxembourg, India, Singapore offices. The China (Shanghai) office was included from FY2020/21, the Hong Kong office was included from FY2021/22, the 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 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 and UAE offices, and from FY2023/24 data for the Malaysia office were added to the scope.

Scope 3 Category 15 - Financed Emissions

- For further details on Nomura Holdings' financed emissions, please refer to the [Nomura Group Sustainability Report 2025](#) (3. Address environmental issues by our own efforts>①>C. Our initiatives to reduce GHG emissions from our lending and investment portfolio -Scope 3 Emissions Category 15).
- For further details on Nomura Asset Management's financed emissions, please refer to the [Responsible Investment Report](#).

✔ Sustainable Finance

| | | FY2020/21 | FY2021/22 | FY2022/23 | FY2023/24 | FY2024/25 |
|-------------------------------------|-----------------|-----------|-----------|-----------|-----------|-----------|
| Sustainable Finance, capital raised | Billions of USD | 23.4 | 21.4 | 25.1 | 28.5 | 21.5 |

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.

From FY2024/25, the amount of financing for selected products is calculated under the revised approach.

ESG investment assets under management (Nomura Asset Management)

| | | FY2022/23 | FY2023/24 | FY2024/25 |
|--|-----------------|-----------|-----------|-----------|
| ESG investment assets under management | Billions of yen | 1,312.0 | 1,543.3 | 1,260.8 |

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 investment" 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 (FY2024/25)

| 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" data-bbox="481 292 2123 963"> <tbody> <tr> <td data-bbox="481 292 616 432">Japan</td> <td data-bbox="622 292 2123 432"> <ul style="list-style-type: none"> • Natural gas, other fuels and cooling and heating: Emissions factors from "Implementation Ordinances for Global Warming Policies" • Electricity: Emissions Factors by Electricity Utilities (for calculating greenhouse gas emissions of specified emitters) – 2023 Results -Published March 18, 2025 by the Ministry of the Environment and the Ministry of Economy, Trade and Industry <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="481 437 616 577">Americas</td> <td data-bbox="622 437 2123 577"> <ul style="list-style-type: none"> • Natural gas and cooling and heating: Emissions factors from US EPA, "Emission Factors for Greenhouse Gas Inventories" (Last Modified: 15 Jan 2025) • Other fuels: Emissions factors from the Greenhouse Gas Protocol Initiative, "GHG emissions from stationary combustion" • Electricity: <ul style="list-style-type: none"> - Location-based: Emissions factors by sub-region the US EPA's "eGRID 2023" (created Jan 2025) - Market-based: Emissions factors by supply menu for each utility (if not available, residual mix emissions factor applied) </td> </tr> <tr> <td data-bbox="481 582 616 707">United Kingdom</td> <td data-bbox="622 582 2123 707"> <ul style="list-style-type: none"> • Natural gas and other fuels: Emissions factors from "UK Government GHG Conversion Factors for Company Reporting" • Electricity: <ul style="list-style-type: none"> - Location-based: Emissions factors from UK Government GHG Conversion Factors for Company Reporting - Market-based: Emissions factors by supply menu for each utility (if not available, residual mix emissions factor applied) </td> </tr> <tr> <td data-bbox="481 711 616 820">Europe (Excluding U.K.)</td> <td data-bbox="622 711 2123 820"> <ul style="list-style-type: none"> • Natural gas and other fuels: Emissions factors from the Greenhouse Gas Protocol Initiative, "GHG emissions from stationary combustion" • Electricity <ul style="list-style-type: none"> - Location-based: Emissions factors from International Energy Agency, "Emission Factors 2024" (Sep 2024) - Market-based: Emissions factors by supply menu for each utility (if not available, residual mix emissions factor apply) </td> </tr> <tr> <td data-bbox="481 825 616 963">Asia and Oceania</td> <td data-bbox="622 825 2123 963"> <ul style="list-style-type: none"> • Natural gas and other fuels: Emissions factors from the Greenhouse Gas Protocol Initiative, "GHG emissions from stationary combustion" • Cooling and heating: Emissions factors from US EPA, "Emission Factors for Greenhouse Gas Inventories" (Last Modified: 15 Jan 2025) • Electricity: <ul style="list-style-type: none"> - Location-based: Emissions factors from International Energy Agency, "Emission Factors 2024" (Sep 2024) - Market-based: Emissions factors by supply menu for each utility (if not available, location-based emissions factors apply) </td> </tr> </tbody> </table> | Japan | <ul style="list-style-type: none"> • Natural gas, other fuels and cooling and heating: Emissions factors from "Implementation Ordinances for Global Warming Policies" • Electricity: Emissions Factors by Electricity Utilities (for calculating greenhouse gas emissions of specified emitters) – 2023 Results -Published March 18, 2025 by the Ministry of the Environment and the Ministry of Economy, Trade and Industry <ul style="list-style-type: none"> - 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Market-based: Emissions factors by supply menu for each utility (if not available, residual mix emissions factor applied) | Europe (Excluding U.K.) | <ul style="list-style-type: none"> • Natural gas and other fuels: Emissions factors from the Greenhouse Gas Protocol Initiative, "GHG emissions from stationary combustion" • Electricity <ul style="list-style-type: none"> - Location-based: Emissions factors from International Energy Agency, "Emission Factors 2024" (Sep 2024) - Market-based: Emissions factors by supply menu for each utility (if not available, residual mix emissions factor apply) | Asia and Oceania | <ul style="list-style-type: none"> • Natural gas and other fuels: Emissions factors from the Greenhouse Gas Protocol Initiative, "GHG emissions from stationary combustion" • Cooling and heating: Emissions factors from US EPA, "Emission Factors for Greenhouse Gas Inventories" (Last Modified: 15 Jan 2025) • Electricity: <ul style="list-style-type: none"> - Location-based: Emissions factors from International Energy Agency, "Emission Factors 2024" (Sep 2024) - 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| Europe (Excluding U.K.) | <ul style="list-style-type: none"> • Natural gas and other fuels: Emissions factors from the Greenhouse Gas Protocol Initiative, "GHG emissions from stationary combustion" • Electricity <ul style="list-style-type: none"> - Location-based: Emissions factors from International Energy Agency, "Emission Factors 2024" (Sep 2024) - Market-based: Emissions factors by supply menu for each utility (if not available, residual mix emissions factor apply) | | | | | | | | | | |
| Asia and Oceania | <ul style="list-style-type: none"> • Natural gas and other fuels: Emissions factors from the Greenhouse Gas Protocol Initiative, "GHG emissions from stationary combustion" • Cooling and heating: Emissions factors from US EPA, "Emission Factors for Greenhouse Gas Inventories" (Last Modified: 15 Jan 2025) • Electricity: <ul style="list-style-type: none"> - Location-based: Emissions factors from International Energy Agency, "Emission Factors 2024" (Sep 2024) - Market-based: Emissions factors by supply menu for each utility (if not available, location-based emissions factors apply) | | | | | | | | | | |
| 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" data-bbox="481 1125 2123 1445"> <tbody> <tr> <td data-bbox="481 1125 616 1233">Japan</td> <td data-bbox="622 1125 2123 1233"> Railways: Emissions factors from the emission factor database for corporate GHG emissions accounting over the supply chain Aircraft: Emissions factors from The Greenhouse Gas Protocol Initiative, "GHG Emissions from Transport or Mobile Sources" Automobiles: Calculated from emissions factors by type of vehicle provided by automobile manufacturers (grams/kilometer) </td> </tr> <tr> <td data-bbox="481 1238 616 1281">Americas</td> <td data-bbox="622 1238 2123 1281">Railways, aircraft, and automobiles: Emissions factors from The Greenhouse Gas Protocol Initiative, "GHG Emissions from Transport or Mobile Sources"</td> </tr> <tr> <td data-bbox="481 1286 616 1378">Europe</td> <td data-bbox="622 1286 2123 1378"> Railways, aircraft and automobiles (outside U.K.): Emissions factors from The Greenhouse Gas Protocol Initiative, "GHG Emissions from Transport or Mobile Sources " Automobiles (U.K.): Emissions factors from "UK Government GHG Conversion Factors for Company Reporting" </td> </tr> <tr> <td data-bbox="481 1383 616 1445">Asia and Oceania</td> <td data-bbox="622 1383 2123 1445"> Railways, aircraft and Taxi (India): Emissions factors from The Greenhouse Gas Protocol Initiative, "GHG Emissions from Transport or Mobile Sources" Automobiles: Emissions factors from the Greenhouse Gas Protocol Initiative, "GHG emissions from stationary combustion" </td> </tr> </tbody> </table> | Japan | Railways: Emissions factors from the emission factor database for corporate GHG emissions accounting over the supply chain Aircraft: Emissions factors from The Greenhouse Gas Protocol Initiative, "GHG Emissions from Transport or Mobile Sources" Automobiles: Calculated from emissions factors by type of vehicle provided by automobile manufacturers (grams/kilometer) | Americas | Railways, aircraft, and automobiles: Emissions factors from The Greenhouse Gas Protocol Initiative, "GHG Emissions from Transport or Mobile Sources" | Europe | Railways, aircraft and automobiles (outside U.K.): Emissions factors from The Greenhouse Gas Protocol Initiative, "GHG Emissions from Transport or Mobile Sources " Automobiles (U.K.): Emissions factors from "UK Government GHG Conversion Factors for Company Reporting" | Asia and Oceania | Railways, aircraft and Taxi (India): Emissions factors from The Greenhouse Gas Protocol Initiative, "GHG Emissions from Transport or Mobile Sources" Automobiles: Emissions factors from the Greenhouse Gas Protocol Initiative, "GHG emissions from stationary combustion" | | |
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| Indicators | Definitions and calculation methods |
|---|---|
| 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 |