

ESG Data

Governance

* Unless otherwise indicated, the reporting scope is the Group.

Corporate Governance

Category	Item	Unit	FY2021
Meetings held	Board of Directors	Sessions	21
	Audit and Supervisory Committee		12
	Advisory Committee Relating to Nomination and Compensation		7
	Management Committee		50
	Budget Committee		11
	Risk Management Committee		7
	Sustainability Committee		5
	DX Strategy Committee		12

* The reporting scope is Nomura Real Estate Holdings.

Category	Item	Unit	FY2018	FY2019	FY2020	FY2021
Meetings of the Board of Directors and the Audit and Supervisory Committee Attendance rate* ¹	Board of Directors	%	100	99.0	100	99.6
	Of which are external directors		100	97.5	100	99.0
	Audit and Supervisory Committee		100	100	100	100
	Of which are external directors who serve as Audit and Supervisory Committee members		100	100	100	100
Annual total compensation ratio* ¹	Ratio of compensation between CEO and employees	—	12.0 : 1	13.7 : 1	13.1 : 1	16.8 : 1

*¹ The reporting scope is Nomura Real Estate Holdings.

Compliance

Category	Item	Unit	FY2018	FY2019	FY2020	FY2021
Group's points of contact (the power harassment and sexual harassment hotline and the human rights desk)	Number of consultations received by the Group's points of contact	Incidents	—	—	45	39
	Consultations on harassment		—	—	—	26
	Consultations on other issues		—	—	—	13
Compliance with the Anti-Monopoly Act, the Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors and other laws and regulations	Legal violations, fines, or penalties related to corruption or bribery including facility payments	Incidents	—	—	0	0
	Violations of the Anti-Monopoly Act or the Act against Delay in Payment of Subcontract Proceeds	Incidents	0	0	0	0
	Fines related to the Anti-Monopoly Act (including other relevant laws)	Yen	—	—	0	0
	Investigations related to the Anti-Monopoly Act (including other relevant laws)	Incidents	—	—	0	0
	Corruption cases such as graft and bribery		—	—	0	0
	Investigations related to corruption cases such as graft and bribery		—	—	0	0
Measures on non-compliance	Total number of critical concerns that were communicated to the highest governance body	Incidents	—	—	—	0
Tax payments	Total	Million Yen	—	—	—	25,563
	Japan		—	—	—	25,343
	UK		—	—	—	96
	Vietnam		—	—	—	56
	Thailand		—	—	—	3
	Ireland		—	—	—	1
	China		—	—	—	0.8
	Hong Kong		—	—	—	0.5
	Singapore		—	—	—	0.4

Risk Management

Category	Item	Unit	FY2018	FY2019	FY2020	FY2021
Meetings held by the Risk Management Committee and the Group Risk Liaison Committee	Number of meetings held	Meetings	12	12	13	13
Information security	Complaints about customer privacy infringement and customer data breaches	Incidents	—	0	0	0
Provision for lawsuits involving violations of laws and regulations, and environmental, social, and governance (ESG) issues		Yen	—	—	0	0