

ESG Data

Governance

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

Corporate Governance

Category	Item	Unit	FY2020
Meetings held	Board of Directors	Sessions	15
	Audit & Supervisory Committee		14
	Nomination and Compensation Advisory Committee		11
	Management Committee		50
	Budget Committee		9
	Risk Management Committee		7
	Sustainability Committee		3
	DX Strategy Committee		13

* Scope: Nomura Real Estate Holdings

Category	Item	Unit	FY2017	FY2018	FY2019	FY2020
Meetings of the Board of Directors and the Audit & Supervisory Committee Attendance rate*1	Board of Directors*2	%	98.6	100	99.0	100
	Of which external directors		96.8	100	97.5	100
	Audit & Supervisory Committee		98.3	100	100	100
	Of which external directors who serve as Audit & Supervisory Committee members		97.2	100	100	100
Annual total compensation ratio*1	Ratio of compensation between CEO and employees	—	—	12.0:1	13.7:1	13.1:1

*1 Reporting scope: Nomura Real Estate Holdings

*2 The number of meetings held in fiscal 2017 does not include the meetings at which some board members withheld attendance based on the intent of Article 369, Paragraph 2 of the Companies Act.

Compliance

Category	Item	Unit	FY2017	FY2018	FY2019	FY2020
Compliance with Japan's Anti-Monopoly Act, the Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors (the so-called Subcontracting Act), etc.	Number of violations of the Anti-Monopoly Act and the Subcontracting Act	Incidents	—	—	—	0
	Employees who were disciplined for violating the Anti-Corruption and Anti-Bribery Policy	Persons	—	—	—	0
Compliance with the Anti-Monopoly Act, the Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors and other laws and regulations	Administrative penalties (fines or settlement payments) for violations of the Anti-Monopoly Act or the Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors	Incidents	0	0	0	0

Risk Management

Category	Item	Item	FY2017	FY2018	FY2019	FY2020
Meetings held by the Risk Management Committee and the Group Risk Liaison Committee	Number of meetings held	Meetings	12	12	12	13
Information Security	Complaints about customer privacy infringement and customer data breaches	Incidents	—	—	0	0
Provision for Lawsuits Involving Violations of Laws and Regulations, and Environmental, Social, and Governance (ESG) Issues		Yen	—	—	—	0