

Scope of Data Collection and Method of Calculation for Environmental and Social Information

I. Accounting Period

FY2024 (April 1, 2024 to March 31, 2025)

II. Scope of Data Collection

Nomura Research Institute, Ltd. and Major Subsidiaries

Company	Location of headquarters (Domestic・Overseas)
Nomura Research Institute, Ltd.	Domestic
NRI Netcom, Ltd.	Domestic
NRI SecureTechnologies, Ltd.	Domestic
NRI Data i Tech, Ltd.	Domestic
NRI Process Innovation, Ltd.	Domestic
NRI System Techno, Ltd.	Domestic
DSB Co., Ltd.	Domestic
DSB Information System Co., Ltd.	Domestic
NRI digital, Ltd.	Domestic
Nippon Securities Technology Co., Ltd	Domestic
Other domestic subsidiaries: 10 companies	Domestic
Nomura Research Institute Holdings America, Inc.	Overseas
Convergence Technologies, Inc.	Overseas
Nomura Research Institute Asia Pacific Private Limited	Overseas
NRI Australia Holdings Pty Ltd	Overseas
NRI Australia Limited	Overseas
Australian Investment Exchange Limited	Overseas
SQA Holdco Pty Ltd	Overseas
Other overseas subsidiaries: 57 companies	Overseas

III. Method of Calculation

Environmental Mass Balance INPUT

Information to be Disclosed	Definition and Method of Calculation
Energy consumption ・ Electricity ・ Gas, Kerosene, Cooling, Steam, Heat ・ Renewable energy consumption ・ Total	Act on the Rationalizing Energy use and Shifting to Non-fossil Energy (Energy Conservation Act) ・ Electricity : Annual electricity purchased from power utilities and electricity generated by on-site/self-generation ・ Gas, Kerosene, Cooling, Steam, Heat : Annual volume purchased from each energy supplier

	<ul style="list-style-type: none"> Renewable energy consumption : Electricity volume from self-generated power (solar), green power certificates, FIT non-fossil fuel certificates, overseas energy attribute certificates, and various renewable energy electricity options (under the Act on Special Measures Concerning the Promotion of Use of Renewable Energy Electricity) Total : Conversion of each energy source to joules (conversion factors based on the Act on Promotion of Global Warming Countermeasures).
Water use <ul style="list-style-type: none"> Tap water Paper usage <ul style="list-style-type: none"> Office paper 	Reporting Scope According to the Environmental Reporting Guidelines <ul style="list-style-type: none"> Tap water : Consumption aggregated from water bills issued by the Bureau of Waterworks. Office paper : Consumption aggregated from purchase data in the procurement system.

Environmental Mass Balance OUTPUT

Information to be Disclosed	Definition and Method of Calculation
Greenhouse gas emissions <ul style="list-style-type: none"> Electricity Gas, Kerosene, Cooling, Steam, Heat Total 	Act on Promotion of Global Warming Countermeasure <ul style="list-style-type: none"> Electricity (Market based) Energy consumption (Electricity) × emission factor (market based) Electricity (Location based) Energy consumption (Electricity) × average emission factor (location based) Gas, Kerosene, Cooling, Steam, Heat Greenhouse gas emissions = consumption × emission factor per energy unit Emission factors are as follows: <Electricity> Market based : <ul style="list-style-type: none"> Japan : Emission factors from power purchase agreements or energy attribute certificates, etc. Australia : Emission factor from Department of Climate Change, Energy, the Environment and Water "Australian National Greenhouse Accounts Factors" U.S. : Emission factor from U.S. Environmental Protection Agency "GHG Emission Factors Hub" Other countries : Country-specific emission factors for CO2 Emissions from Fuel Combustion (International Energy Agency) Location based <ul style="list-style-type: none"> Japan : Country-specific emission factors under the Act on Promotion of Global Warming Countermeasures Australia : Emission factor from Department of Climate Change, Energy, the Environment and Water "Australian National Greenhouse Accounts Factors" U.S. : Emission factor from U.S. Environmental Protection Agency "GHG Emission Factors Hub" Other countries : Country-specific emission factors for CO2 Emissions from Fuel Combustion (International Energy Agency)

	<p><Gas, Kerosene, Cooling, Steam, Heat></p> <ul style="list-style-type: none"> - Japan : Country-specific Emission factors under the Act on Promotion of Global Warming Countermeasures - Australia : Emission factor from Department of Climate Change, Energy, the Environment and Water "Australian National Greenhouse Accounts Factors" - U.S. : Emission factor from U.S. Environmental Protection Agency "GHG Emission Factors Hub" - Other countries : Country-specific emission factors for GHG emissions from stationary combustion (GHG Protocol)
Wastewater for business • Volume of wastewater	Reporting Scope According to the Environmental Reporting Guidelines • Volume of wastewater : Consumption aggregated from water bills issued by the Bureau of Waterworks.
Waste paper • Whole waste, Final disposal volume, Recycling rate Industrial wastes • Whole waste, Final disposal volume, Recycling rate	<ul style="list-style-type: none"> • Waste: Waste defined by the Waste Management and Public Cleansing Act (Waste Management Act) (waste generated from business establishments). • Waste paper : Only items subject to melting treatment as confidential documents are included. • Industrial wastes : Aggregation of manifest reported values as specified under the Waste Management and Public Cleansing Act • Recycling rate : $(1 - \text{Final disposal volume} \div \text{Industrial Waste Generation}) \times 100$ (Waste types on the manifest classified as waste oil, wood chips, metal scraps, waste plastics, and toner/multifunction printers for manufacturer recycling are categorized as recyclable. Waste types on the manifest classified as sludge, fluorescent lamps, and glass/ceramics (mixed) are categorized for final disposal.)

Greenhouse gas emissions

Information to be Disclosed	Definition and Method of Calculation
Scope 1 Emissions	Emissions from energy consumption (Kerosene, Diesel, Gas) Calculation is based on the GHG Protocol, the Energy Conservation Act, and the Act on Promotion of Global Warming Countermeasures.
Scope 2 Emissions	Emissions from energy consumption (Electricity, Cooling, Steam, Heat) Calculation is based on the GHG Protocol, the Energy Conservation Act, and the Act on Promotion of Global Warming Countermeasures. Regarding Electricity (Market based, Location based), it is the same as "Environmental Mass Balance (OUTPUT)".
Scope 3 Emissions	The emission calculation methods for each category are as follows The calculations are based on the "Basic Guidelines for Calculating Greenhouse Gas Emissions through the Supply Chain" (Ministry of the Environment and Ministry of Economy, Trade and Industry).

1 : Purchased goods and services	<p>(a) When emission factor data provided by business partners is available: Emission factor by business partner \times (outsourced work volume + equipment and machinery costs) *</p> <p>(b) Otherwise: Emission factor based on input-output table \times (outsourced work volume + equipment and machinery costs)</p> <p>* : The percentage of (a) accounts for 45.6% of the total procurement amount (a + b).</p>
2 : Capital goods	Buildings, machinery and equipment, fixtures and fittings, and leased assets \times emission factors based on the industrial sector classification table
3 : Fuel- and energy-related activities	Energy resource consumption (electricity, chilled water, steam, and heat) \times IDEA emission factors
6 : Business travel	<p>For NRI: Business travel expenses \times emission factor</p> <p>For major subsidiaries: number of employees at the end of the fiscal year \times emission factor for business travel</p>
7 : Employee commuting	<p>For NRI: Commuting expenses \times emission factor</p> <p>For major subsidiaries: number of employees at the end of the fiscal year \times emission factor for commuting</p>
11 : Use of sold products	Actual sales volume \times annual electricity consumption per unit \times assumed useful life \times emission factor (annual electricity consumption per unit and assumed useful life are based on the standard usage scenarios established by our company).
12 : End-of-life treatment of sold products	Actual sales volume \times disposal weight per unit \times emission factor (disposal weight per unit is based on the standard disposal scenarios established by our company).

Energy consumption

Information to be Disclosed	Definition and Method of Calculation
Energy consumption <ul style="list-style-type: none"> • Electricity • Kerosene • Diesel • Gas • Cooling, Steam, Heat • Total 	Act on Rationalizing Energy use and Shifting to Non-fossil Energy (Energy Conservation Act) <ul style="list-style-type: none"> • Electricity : Annual electricity purchased from power utilities and electricity generated by on-site/self-generation • Kerosene, Diesel, Gas, Cooling, Steam, Heat : Annual volume purchased from each energy supplier
Renewable energy generated	Total: Conversion of each energy source to thousand kWh (conversion factors based on the Act on Promotion of Global Warming Countermeasures).
Renewable energy utilization rate	Renewable energy generated : Electricity amounts from in-house generation (solar power), green power certificates, FIT non-fossil certificates, overseas

	<p>energy attribute certificates, and various renewable energy electricity menu items (based on the Act on Special Measures Concerning Procurement of Renewable Energy Electricity by Electricity Utilities).</p> <p>Renewable energy utilization rate : Renewable energy generated ÷ Electricity consumption</p>
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Data center energy consumption

Information to be Disclosed	Definition and Method of Calculation
Data center energy consumption	<p>Act on Rationalizing Energy use and Shifting to Non-fossil Energy (Energy Conservation Act)</p> <ul style="list-style-type: none"> Annual electricity purchased from each power utility and electricity generated by on-site/self-generation
Renewable energy generated	Renewable energy generated : Electricity amounts from in-house generation (solar power) and various renewable energy electricity menu items (based on the Act on Special Measures Concerning Procurement of Renewable Energy Electricity by Electricity Utilities).
Renewable energy utilization rate	<p>Renewable energy utilization rate : Renewable energy consumption in data centers ÷ Electricity consumption in data centers</p>

Resource Use, Waste

Information to be Disclosed	Definition and Method of Calculation
<p>Water resources</p> <ul style="list-style-type: none"> Tap water consumption Volume of wastewater 	<p>Reporting Scope According to the Environmental Reporting Guidelines</p> <ul style="list-style-type: none"> Tap water : Consumption aggregated from water bills issued by the Bureau of Waterworks: Volume of wastewater : Wastewater aggregated from water bills issued by the Bureau of Waterworks.
<p>Paper resources</p> <ul style="list-style-type: none"> Paper usage (Office paper) Total amount of waste paper Recycling rate 	<p>Reporting Scope According to the Environmental Reporting Guidelines</p> <ul style="list-style-type: none"> Office paper : Office paper consumption aggregated from purchase data in the procurement system. Waste paper : Only items subject to melting treatment as confidential documents are included. Recycling rate : $(1 - \text{Final Disposal Volume} \div \text{Waste Paper Generation}) \times 100$
<p>Waste Generation Amount</p> <ul style="list-style-type: none"> Total Industrial Waste Generation Amount Recycling rate 	<p>Reporting Scope According to the Environmental Reporting Guidelines</p> <ul style="list-style-type: none"> Industrial wastes : Aggregation of Manifest Reported Values as Specified under the Waste Management and Public Cleansing Act Recycling rate : $(1 - \text{Final Disposal Volume} \div \text{Industrial Waste Generation}) \times 100$ <p>(Waste types on the manifest classified as waste oil, wood chips, metal scraps, waste plastics, and toner/multifunction printers for manufacturer recycling are categorized as recycling. Waste types on the manifest classified as sludge, fluorescent lamps, and glass/ceramics (mixed) are categorized as final disposal.)</p>

NRI Green Bond Osaka Data Center II

Information to be Disclosed	Definition and Method of Calculation
INPUT Energy consumption • Renewable energy generated by solar power generation (Building 2) • Renewable energy utilization rate by solar power generation (Building 2) • Renewable energy generated by solar power generation (Administration Building) • Renewable energy utilization rate by solar power generation (Administration Building)	• Renewable energy generated by solar power generation : Electricity generated from solar power • Renewable energy utilization rate by solar power generation = Electricity generated from solar power ÷ (Electricity (Electricity purchased from power companies + Electricity generated from solar power))
OUTPUT Greenhouse gas	Act on Promotion of Global Warming Countermeasure • Greenhouse gas emissions = Energy consumption × Emission factor per unit of energy

Note: Numerical values are truncated (rounded down) below the displayed unit. However, ratios are rounded to the nearest decimal place beyond the displayed digits.

NRI Green Bond Tokyo Data Center I

Information to be Disclosed	Definition and Method of Calculation
INPUT Energy consumption • Renewable energy generated by solar power generation • Renewable energy utilization rate by solar power generation	• Renewable energy generated by solar power generation : Electricity generated from solar power • Renewable energy utilization rate by solar power generation = Electricity generated from solar power ÷ (Electricity (Electricity purchased from power companies + Electricity generated from solar power))

Note: Numerical values are truncated (rounded down) below the displayed unit. However, ratios are rounded to the nearest decimal place beyond the displayed digits.

NRI Sustainability-Linked Bonds

Information to be Disclosed	Definition and Method of Calculation
NRI Group GHG emissions (Scope 1 + 2)	Emissions from energy consumption (kerosene, diesel, gas, electricity, chilled water, steam, and heat) (Calculation is based on the Energy Conservation Act, the Act on Promotion of Global Warming Countermeasures, etc.)

Renewable energy utilization rate in data centers	Renewable energy consumption in data centers ÷ Electricity consumption in data centers
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Labor Practices, Diversity Average years worked

Information to be Disclosed	Definition and Method of Calculation
Percentage of female experts	Percentage of female employees in managerial roles (Fellows, Special Specialists, Experts, Area Experts) at the start of the fiscal year
Female managers rate	Percentage of female managers (Department/Section Heads, Group Managers, and Section Managers) among all managerial positions at the start of the fiscal year
Employment continuation ratio of female / that of male	Retention rate approximately 10 years after hiring. (Number of general-track new graduate employees hired on April 1, 9 to 11 fiscal years ago, who remain employed at the beginning of the fiscal year) ÷ (Total number of such employees hired on April 1 in the same period), calculated separately by gender. The female retention rate divided by the male retention rate. Employees on leave of absence are included. Note: "9 to 11 fiscal years ago" refers to fiscal years 2013 to 2015. Note: The scope of the aggregation is NRI standalone (including employees seconded to subsidiaries).
Ratio of average service years of female / that of male	Average years worked by gender, the total length of continuous service of employees at fiscal year-end is divided by the number of employees at fiscal year-end. Then, the female average is divided by the male average to calculate the ratio. Periods of leave of absence are included in the length of service. Note: The aggregation scope covers NRI (Not consolidated), including statutory outside directors, as defined in the Securities Report.

Employment of persons with disabilities

Information to be Disclosed	Definition and Method of Calculation
Number of employees with disabilities	Act on Promotion of Employment of Persons with Disabilities Employees who have declared themselves as persons with disabilities. The total number of persons with disabilities calculated according to the method specified in the "Status Report on Employment of Persons with Disabilities" submitted to the Ministry of Health, Labor and Welfare (the total count does not consider whether the persons have severe disabilities or work reduced hours).

Rate of employees with disabilities	<p>Calculated based on the Act on the Promotion of Employment of Persons with Disabilities</p> <p>Rate of target employees with disabilities among regular employees</p>
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Note: The scope of coverage is based on NRI and its group company to which the special subsidiary system is applied

Work-life balance

Information to be Disclosed	Definition and Method of Calculation
Number of employees acquiring Pre- and post-childbirth leave	<p>Labor Standards Act</p> <p>Aggregation of employees who started taking statutory maternity leave during the period from April 1, 2024, to March 31, 2025.</p>
<p>Number of employees acquiring childcare leave</p> <ul style="list-style-type: none"> - male (including partner childbirth leave) - male (childcare leave) - female (childcare leave) 	<p>Act on <u>Childcare Leave/Caregiver Leave</u></p> <p>Partner Childbirth Leave (NRI's unique childcare leave)</p> <p>The aggregation includes employees who started taking childcare leave or similar leave during the period from April 1, 2024, to March 31, 2025.</p> <p>-The 「Number of employees acquiring childcare leave」 is the total of 「male (including partner childbirth leave)」 and 「female (childcare leave)」.</p> <p>- 「male (childcare leave)」 refers to male employees who took childcare leave.</p> <p>- 「female (childcare leave)」 refers to female employees who took childcare leave.</p> <p>※If childcare leave is taken in two or more separate periods, or both childcare leave and the childcare purpose leave system are taken, but these leaves are taken for the same child, the employee is counted only once. Furthermore, when childcare leave or similar leave is taken across multiple fiscal years in separate periods, only the first instance of taking such leave is counted for aggregation purposes.</p>
<p>Childcare leave acquiring rate</p> <ul style="list-style-type: none"> - male (including partner childbirth leave) - male (childcare leave) - female (childcare leave) 	<p>Act on <u>Childcare Leave/Caregiver Leave</u></p> <p>Partner Childbirth Leave (NRI's unique childcare leave)</p> <p>The rate of employees who started taking childcare leave or similar leave during the period from April 1, 2024, to March 31, 2025.</p> <p>Each ratio is calculated by:</p> <ul style="list-style-type: none"> - Number of males (including partner childbirth leave) ÷ Number of male employees who had a child during the fiscal year - Number of males (childcare leave) ÷ Number of male employees who had a child during the fiscal year - Number of females (childcare leave) ÷ Number of female employees who had a child during the fiscal year

Note: The aggregation scope covers NRI (Not consolidated), including employees seconded to subsidiaries and others.

Remuneration

Information to be Disclosed	Definition and Method of Calculation
Base Salary and Total Salary per Employee by Gender (Female: Male)	<p>Only employees designated as managerial or general positions according to the company's internal regulations are included.</p> <p>For the fiscal year 2024, the total amounts of base salary (monthly salary) and total remuneration (including bonuses) are calculated separately by gender. Then, the average amount for males is divided by the average amount for females. The resulting value is rounded to two decimal places (rounded at the third decimal place) and presented accordingly.</p> <p>※Only employees who have received monthly salaries and bonuses for all 12 months of the fiscal year are included in the calculation.</p>
Gender Pay Gap	<p>Act on Promotion of Women's Participation and Advancement in the Workplace</p> <p>The gender wage gap is calculated as the ratio of the average annual salary of female employees to that of male employees, multiplied by 100, expressed as a percentage. This calculation is performed separately for regular employees, non-regular employees, and all employees. Percentages are rounded to one decimal place (rounded at the second decimal place).</p> <p>※Only employees who have received monthly salaries and bonuses for all 12 months of the fiscal year are included in the calculation.</p>

Note: The aggregation scope covers NRI (Not consolidated) only.

Occupational health and safety

Information to be Disclosed	Definition and Method of Calculation
Absentee Rate	<p>The ratio of absent days to the total scheduled working days during the period from April 1, 2024 to March 31, 2025.</p> <p>Absences due to company-approved leaves such as childcare leave, nursing care leave, and paid vacations are excluded from the absentee days.</p>

Note: The aggregation scope covers NRI (Not consolidated) and three domestic group companies.

Inputs for corporate citizenship activities

Information to be Disclosed	Definition and Method of Calculation
Cash contribution	<p>Aggregation of designated donations under the Corporation Tax Act; donations to national and local governments, specified public interest promotion corporations, specified public interest trusts, certified NPO corporations, etc.; and expenditures related to environmental load value*.</p> <p>*Green Power Certificates are eligible</p>
Provision of human resources to management school	<p>Aggregation of personnel expenses related to employees seconded to Nomura Management School, a public interest incorporated foundation, for the portion</p>

	borne by NRI (calculated as NRI's standard unit cost × secondment period × burden ratio).
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Note: The aggregation scope covers NRI (Not consolidated) only.

End of report