

< Declaration on Diversity & Inclusion >

Regardless of nationality, race, sex, gender identity, sexual orientation, creed, social status, or existence or nonexistence of disability, we appreciate and respect diversity of different values, experiences and workstyles and will commit to establish a workplace where each individual can perform at their full potential.

Group Diversity & Inclusion Committee

Committee Chair:

Tetsu Ozaki, Group COO

Committee members:

Kunio Watanabe, Head of Asset Management Division

Shoichi Nagamatsu, Chief of Staff

Takumi Kitamura, Chief Financial Officer

Eiichiro Yamaguchi, Head of Retail Division

Kentaro Okuda, Joint Head of Wholesale Division and Investment Banking Head

Yasuo Kashiwagi, Global Markets Co-Head

Hajime Ikeda, Group Corporate Communications, Corporate Citizenship and Tokyo 2020

Olympic and Paralympic

Kenji Kimura, Global Head of Human Resources

Chie Toriumi, Banking

Junko Nakagawa, Group Internal Audit

Kazuhito Yoshii, President, Nomura Business Services Co., Ltd.

Maria Bentley, Head of HR for Wholesale and EMEA

July 26, 2016