

Corporate Governance

Executive Officers and Senior Managing Directors

(As of June 1, 2015)

	Group CEO	Koji Nagai	
	President and Group COO	Atsushi Yoshikawa	
<b>Retail</b>	Retail CEO	Toshio Morita	
<b>Asset Management</b>	Asset Management CEO	Kunio Watanabe	
<b>Wholesale</b>	Wholesale CEO	Tetsu Ozaki	
Global Markets	Head of Global Markets	Steven Ashley	
	Co-Head of Global Markets	Yasuo Kashiwagi	
	Head of Global Markets, EMEA	Yutaka Nakajima	
Investment Banking	Head of Investment Banking	Kentaro Okuda	
<b>Americas</b>	Regional CEO, Americas	David Findlay	
	Regional Co-CEO, Americas	Toshiya Hasegawa	
<b>EMEA</b>	Executive Chairman, EMEA	Minoru Shinohara	
	Regional CEO, EMEA	Jonathan Lewis	
<b>AEJ</b>	Regional CEO, Asia ex-Japan	Toshiyasu Iiyama	
<b>Banking</b>	Banking	Chie Toriumi	
<b>Corporate</b>	Chief of Staff	Shoichi Nagamatsu	
	Chief Financial Officer (CFO)	Shigesuke Kashiwagi	
	Deputy Chief of Staff, Head of Group Compliance	Hisato Miyashita	
	Chief Risk Officer (CRO)	Lewis O'Donald	
	Deputy CRO	Yuji Nakata	
	Group CAO (Wholesale IT, Global Operations, Facility Management)	Paul Spanswick	
	CIO	Masahide Nakamura	
	Co-CIO	Naohiro Sako	
	Chief Legal Officer (CLO)	Yasushi Takayama	
	Group Strategy & Executive Office	Yo Akatsuka	
	Group Corporate Communications	Hajime Ikeda	
	Global Head of Human Resources	Kenji Kimura	
	Chairman, AEJ and Wealth Management, Asia	Hiromasa Yamazaki	
	Asia Strategy (China)	Toshihiro Iwasaki	
	Asia Strategy (China)	Noriaki Miyano	
	<b>Internal Audit</b>	Group Internal Audit	Junko Nakagawa

Compliance

Fundamental Approach

Compliance is a top management priority for Nomura Group, and the Code of Ethics of Nomura Group represents our fundamental policy on compliance. Once each year, the management and employees of the Group pledge to abide by the rules stated in this code. Also, Nomura Securities conducts an ethics training course once a year for management and employees. This course is intended to give all employees a substantially heightened understanding of workplace ethics through the exchange of views by employees and other means. Our management and employees always set their challenges related to professional ethics and compliance as part of the issues they plan to address determined at the outset of each fiscal year. If problems are found, the assessor provides proper guidance and reflects evaluation results in their pay scale.

a Group Compliance Department that provides support. A Wholesale Compliance Head has also been designated to strengthen our internal controls in response to global business expansion.

Compliance Officers who report on compliance-related issues under the direction of the Group Compliance Head are also assigned to each Group company, including overseas offices, to develop and maintain their respective compliance structures.

Nomura Securities' Compliance Structure

In addition to Group-wide initiatives, Nomura Securities has established a Compliance Program as a detailed action plan, and put into place a compliance framework based on this program.

A Compliance Committee chaired by the President oversees Company-wide initiatives and is in charge of establishing and deliberating on important issues related to internal controls. In addition, the Company has established the post of Internal Administration Supervisor to monitor compliance issues and set up the Compliance Division.

Compliance Framework

We have appointed a Group Compliance Head to oversee compliance for the Group as a whole along with

Compliance Framework

