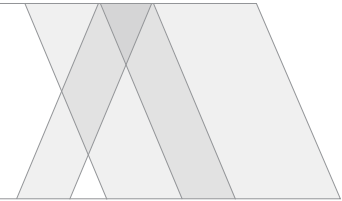



NOMURA

Gender Pay Gap Report

2023

Nomura recognises the value of a diverse and inclusive workforce



At Nomura, we're committed to building an environment where everyone – no matter their background – can thrive. Not only does fostering a truly inclusive workplace help us to attract, retain and grow talent, but it also plays a crucial part in enhancing our competitive strength as a business.

Today we publish our gender pay gap data for 2022- 2023 and are pleased to report some positive progress. Our average or mean hourly gender pay gap decreased by 1.4% to 39.5%.

We are encouraged with our progress, but we know we need to do more to achieve our diversity, equity and inclusion goals. In 2023 we introduced direct measures to improve gender balance and reduce inequity across our UK business and have given senior management individual accountability for achieving these targets.

Our goals include:

To increase our overall female representation to 33% by March 2026. So far we have increased from 29% to 31%

At a leadership level, we achieved our goal of increasing senior (ED/MD) female representation from 15% to 17%. We have now set a target of 30% for the representation of women at the EMEA Management Committee-2 level by 2026. Our starting point is 22%

For our early careers, including graduate hires, maintaining our 50:50 ratio for hiring

Initiatives:

Completed our Gender Sprint activity to identify and run a series of new activities to have a positive impact on Gender representation in region and to drive global activity in our new Global Diversity Working Group

Launched our Global Diversity Working Group to develop and implement recommendations to support underrepresented groups and improve gender balance at all levels globally across our businesses

Launching our Managing Directors Women's Advisory Group to support and advise our EMEA Executive team

Improved our secondary care giver leave to 16 weeks from 2 weeks to support gender balance

Expansion of approach to social mobility with our partnership with Progress Together and our charitable partnership with Support for Educational Sponsors London (SEO London), who focus on gender, race/ethnicity and socio-economic diversity across a range of industries.

Diversity, Equity and Inclusion objectives and gender diversity targets for senior representation for all senior management as part of their balances scorecards

Doubling the number of places in the Vice President mentoring programme through our partnership with Moving Ahead / 30% Club

'Market mapping' open senior roles to ensure our female talent pool is fully reflected in candidate lists.

Engaging specialist search firms to source female candidates to include on shortlists

Continued investment in our parental transitions support and coaching, including mandatory training for line managers

Continuous focus on ensuring we have equal pay across the bank

It's also worth noting that we have an independent remuneration committee chaired by a senior female Non-Executive Director. These kinds of governance structures are important as they are often a trigger for concrete action.

An essential aspect of fostering a diverse and inclusive organisation is gaining deeper insights into the diverse backgrounds and identities of our colleagues in order to understand our people better.

At Nomura, we are dedicated to investing in capturing and analysing this data, enhancing our ability to offer the necessary support and structure for to ensure our people thrive. Our data set has increased from 45% to 58% since our last report.

While change requires time, the senior management and I, in collaboration with our stakeholders, will persist in integrating inclusion into our culture. We know this path will enhance gender diversity and representation throughout our organisation.

Jonathan Lewis
Head of EMEA, NEHS CEO & Group CTO

What is the gender pay gap and what is equal pay?

It is important to understand the difference between the gender pay gap and equal pay as they are very different concepts.

Equal pay is about ensuring men and women are paid the same for work of equal value. The equal pay principle, set out in the Equality Act 2010, says that men and women performing equal work must receive equal pay, unless there is a material reason that justifies a difference.

The **gender pay gap** is a measure of the difference between the average earnings of men and the average earnings of women across an organisation, as a percentage proportion of the average male earnings.

Our gender pay gap data

Our workforce



Pay and bonus gap

Our hourly gender pay gap is:

26.8% on a median hourly basis on a mean hourly basis 39.5%

The figures show our overall median and mean gender pay gap based on hourly rates of pay as at April, 2023.

Our median and mean bonus gap is:

42.9% median mean 60.8%

The figures show the median and mean difference between bonuses paid to men and women in the 12 months to 5 April, 2023.

The proportion of men and women receiving a bonus:

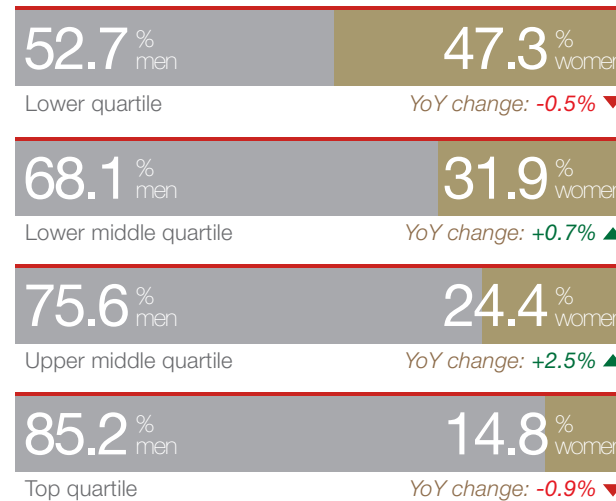
96.9% men women 96.5%

Equal pay: Samir and Sarah are both Vice Presidents in the same team doing similar work. Avon overhears Aaron commenting on his year end compensation and learns that he is paid more than she is. This goes against the principles under the Equality Act 2010 as individuals/groups of workers performing the same or comparable work.

Gender pay gap: As the gender pay gap looks at the broader difference, irrespective of rank or seniority, it captures any differences in pay between men and women on a much broader level. So for an organisation heavily dominated by men in senior roles and women in junior roles, there will be a wider gender pay gap.

Pay quartiles

How many men and women are in each quarter of the employer's payroll:



The figures above reflect the percentage of men and women in four quartile pay bands, by dividing our workforce into four equal parts.

These movements reflect the changes in the gender balance in the organisation.

Overall our representation of women was 29.5%

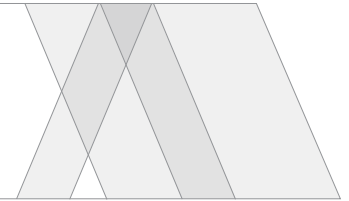
The proportion of women in the lower and lower middle quartiles is higher than in the upper middle and top quartiles. This impact on our overall gender pay gap numbers.

Our methodology

The gender pay figures shown and the associated analysis are in respect of Nomura International plc. The reportable figures have been calculated in line with the approach and methodology set out under the UK Government gender pay reporting regulations and reflect UK employees only. We have not included Nomura Asset Management or Instinet as these companies have less than 250 employees.



Our journey to closing the gap on gender diversity



Here are a number of key initiatives that we have introduced at different stages in the employee journey to increase representation of women across our businesses.

1 Attract:

We have exceeded our goal to achieve 50% female representation for our early career and graduate hires and aim to maintain this gender balance

Engaging specialist search firms to source female candidates to include on shortlists

Completion of candidate recruitment audit by agency, Resource Solutions. Key findings included review of the representation of diverse talent our homepage and throughout the application process

'Market mapping' open roles to ensure women talent pool is fully reflected in all candidate lists

Partnering with Special Educational Opportunities (SEO) to improve access to roles for candidates from lower socio-economic backgrounds

Reviewing our end to end recruitment process to introduce better diversity data and enhancing the process to improve decision making

2 Retain:

Increasing our commitment to women's development, including doubling the number of places in the Vice President mentoring programme through the 30% Club

Increasing our paid paternity leave for secondary care givers to 16 weeks from 2 weeks

Launching our Global Diversity Working Group to develop and implement recommendations to support underrepresented groups and improve gender balance at all levels

Continued investment in our Parental Transitions support and coaching including mandatory training for line managers, along with 1:1 coaching for senior women and shared parental leave.

Introduced a menopause policy; menopause training to support colleagues and educate line managers; and a menopause pathway to be able to access treatment, this includes having a GP onsite, who is a trained menopause specialist

Launched our Managing Directors Women's Advisory Group to advise our EMEA Executive team

3 Advance:

Diversity, Equity and Inclusion objectives and gender diversity targets for senior representation for all senior management as part of their balances scorecards

Continued focus on review of gender-related stats for women who are eligible for advancement at all levels to ensure fair and equitable measures are applied to promotion process

Providing all promotion committee members with unconscious bias and interrupting bias training

Recognising current promotion candidates at given opportunities and clarifying the promotion process for future candidates

Ensuring women are adequately represented on all of our advancement review committees

Hosting more career management focused events to support employees in areas such as development and advancement

Strengthening diversity, equity and inclusion

Our employee Inclusion Networks are designed to help build relationships, share ideas, contribute to career development and progression, and foster inclusion, equity and diversity from the ground up.

We also work with a number of external partners to make our workplace as diverse, inclusive and as open as possible.

Our partners include:



NOMURA

Connecting Markets East & West

Nomura International plc
1 Angel Lane
London
EC4R 3AB
+44 (0) 20 7102 2000

www.nomura.com



© Nomura International plc 2024. Nomura is the global marketing name of Nomura Holdings, Inc. (Tokyo) and its direct and indirect subsidiaries worldwide including Nomura International (Hong Kong) Limited (Hong Kong), licensed and regulated by the Hong Kong Securities and Futures Commission, Nomura Securities International, Inc (New York), a member of Securities Investor Protection Corporation and Nomura International plc (London), authorized by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority and member of the London Stock Exchange. This is not an offer, solicitation or recommendation to buy or sell securities. Clients should only contact Nomura market professionals and execute transactions through a Nomura subsidiary or affiliate in their home jurisdiction unless applicable governing law permits otherwise.