

Nomura Europe Holdings plc

Board Diversity Policy

Nomura is committed to eliminating discrimination in the workplace whether on grounds of age, disability, gender identity and gender expression, pregnancy and maternity, marriage and civil partnership, race, religion or belief, sex or sexual orientation.

The Board is committed to:

- providing equal opportunities for Board appointments and in the recruitment, training and development of Board members; and
- having Board members with a diverse range of geographical, educational and professional backgrounds, skills, knowledge, age and experience.

The NEHS Governance and Nominations Committee leads the process of identifying and nominating candidates for appointment to the Board, taking into account these commitments and considering candidates on merit against objective criteria.

The Company set a target on 19 May 2015 to appoint two female Board members by 2018. The Company exceeded this target and was pleased to appoint three female Board members by 2018.