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Nomura Wins Gold and Rainbow Awards in PRIDE Index 2025

Tokyo, November 14, 2025—Nomura Holdings, Inc. (Nomura) today announced that seven group companies, including Nomura, have been recognized with the highest gold award in the PRIDE Index 2025[1]. The PRIDE Index was launched in Japan in 2016 to evaluate LGBTQ+ activities in the workplace.

This year marks the tenth consecutive year that Nomura has won gold. In addition, Nomura Asset Management, Nomura Trust and Banking, Nomura Babcock & Brown, and Nomura Properties were awarded gold for the fourth straight year, while Nomura Fiduciary Research & Consulting received the accolade for the third consecutive year. Nomura Business Services won gold for the third time.

Nomura also received the Rainbow award for the fifth year in a row, recognizing the collective impact of the firm's initiatives.

The award recognized Nomura's ongoing work to raise awareness using its 2023 booklet on life planning and finances—Money and Life Plan: A Booklet for LGBTQ+ Youth— and its efforts to expand those activities beyond local community and organizational boundaries. By focusing on financial issues, Nomura seeks to highlight the social challenges faced by LGBTQ+ people and promote greater understanding among both LGBTQ+ individuals and allies.

Diversity, equity and inclusion (DEI) is a key management priority for Nomura aligned with its Purpose: We aspire to create a better world by harnessing the power of financial markets. The firm is committed to fostering an inclusive workplace environment where LGBTQ+ people can feel comfortable and be their authentic selves. Initiatives include mandatory Nomura Group inclusion training for all employees in Japan, support for LGBTQ+ awareness activities led by Nomura's employee-driven DEI Employee Network; a partnership benefits program available to all employees; and guidelines to support transgender employees in the workplace.

Nomura will continue to cultivate a workplace culture where employees from diverse backgrounds feel safe and fulfilled. By enabling each individual to maximize their potential, Nomura will help create a better world.

For more information on Nomura's DEI initiatives, please visit this website.

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Nomura is a financial services group with an integrated global network. By connecting markets East & West, Nomura services the needs of individuals, institutions, corporates and governments through its four business divisions: Wealth Management, Investment Management, Wholesale (Global Markets and Investment Banking), and Banking. Founded in 1925, the firm is built on a tradition of disciplined entrepreneurship, serving clients with creative solutions and considered thought leadership. For further information about Nomura, visit www.nomura.com.

[1] *The PRIDE Index evaluates companies based on five metrics: Policy (Declaration of action), Representation (Support for the LGBTQ+ community), Inspiration (Awareness-raising activities), Development (HR policies and programs), and Engagement/Empowerment (social impact and external activities).*