

Nomura Receives Highest Three-Star “Eruboshi” Certification for Empowering Women in the Workplace

Tokyo, September 26, 2025—Nomura Securities Co., Ltd. (Nomura) has received the highest three-star “Eruboshi” certification from Japan’s Minister of Health, Labour and Welfare under the Act on Promotion of Women’s Participation and Advancement in the Workplace.

Nomura was recognized as an outstanding company for its efforts to create an environment where women can thrive and excel. The company was awarded the top three star ranking for meeting all five evaluation criteria for the Eruboshi certification: recruitment, continued employment, workstyles including working hours, ratio of women in management positions, and career development opportunities.

Nomura believes diversity makes it stronger as an organization, and remains committed to fostering an inclusive environment where all employees can be themselves, work with pride, and maximize their potential.

To learn more about Nomura’s initiatives, please visit [Nomura Holdings website](#).

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Nomura

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.