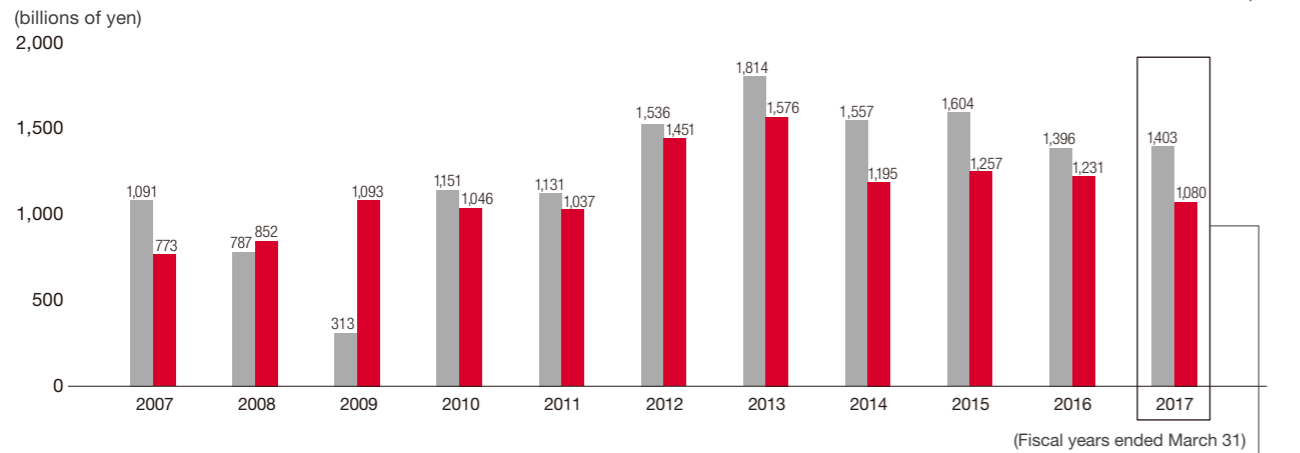


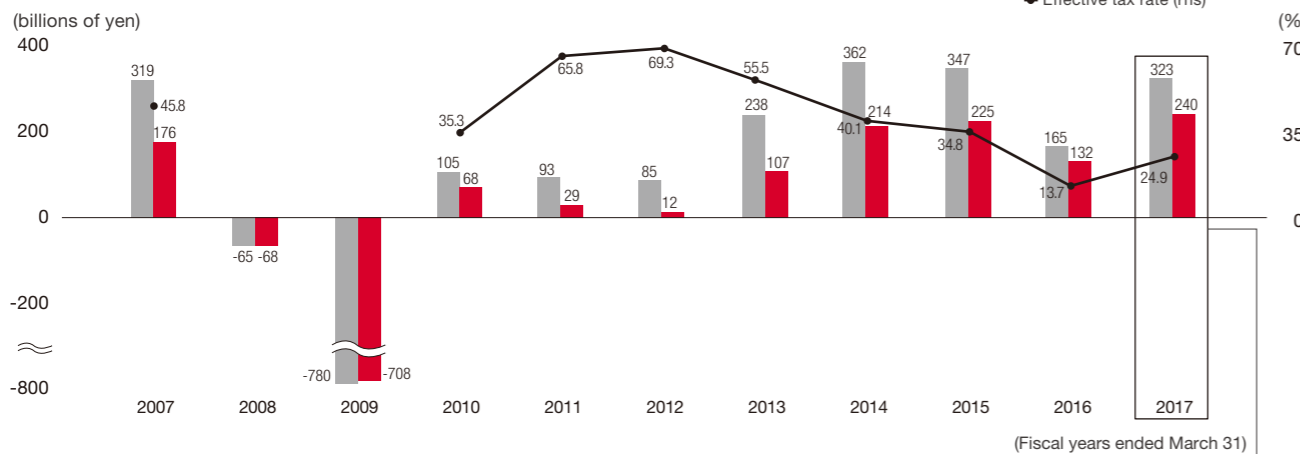
Financial and Non-Financial Highlights

Net revenue, non-interest expenses



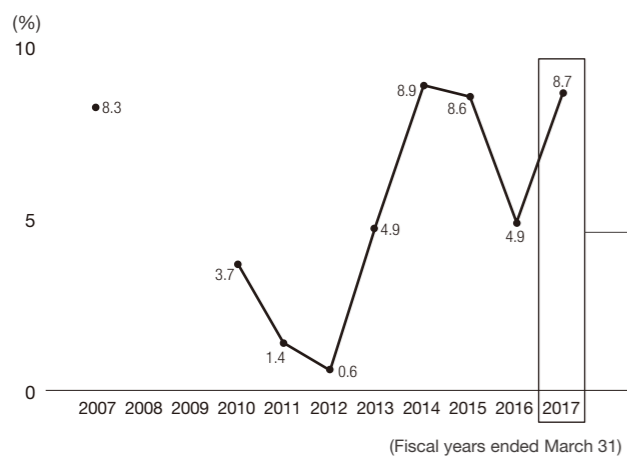
In FY2016/17, we performed a strategic review of the Wholesale business in EMEA and the Americas, and reallocated management resources to the areas where Nomura has competitive strength. The strategic review was the culmination of an ongoing, multi-year review of our costs, especially across Wholesale. And as a result, we could significantly lower our expenses, while growing revenues in FY2016/17.

Income (loss) before income taxes, net income (loss) attributable to Nomura Holdings shareholders, effective tax rate



We booked income before income taxes of ¥322.8bn in FY2016/17, of which ¥88.1bn, or close to 30%, was derived from the international businesses. Income generated overseas effectively lowered the firm-wide effective tax rate to 25% and, as a result, net income attributable to Nomura Holdings shareholders improved to ¥239.6bn, the second highest level since we started reporting under US GAAP in 2001.

ROE

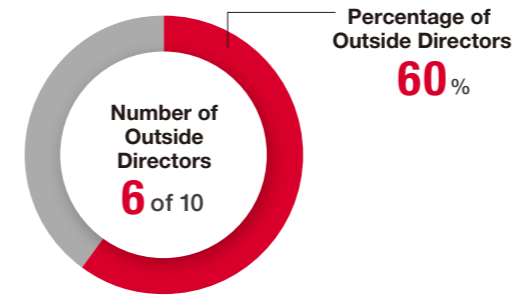


Our 2020 management vision is to create an organization capable of consistently delivering EPS of ¥100, which equates to approximately 10% of ROE. In addition to working to improve profitability, we also continued to buy back shares and, as a result, EPS improved to ¥65.65 in FY2016/17.

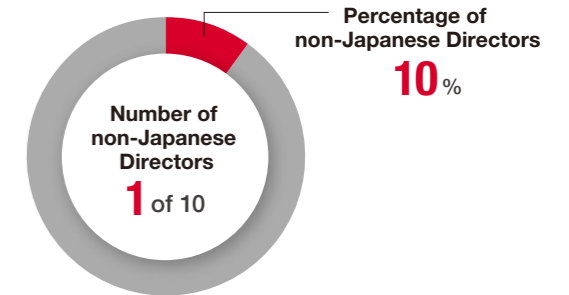
EPS (Diluted net income (loss) attributable to Nomura Holdings shareholders per share)



Members of the Board of Directors (End of June, 2017)

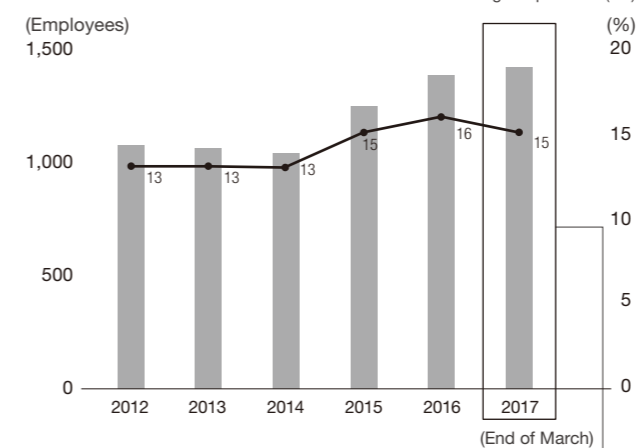


The Board of Directors comprises a majority of Outside Directors, which enables it to conduct highly transparent management while enabling oversight based on outside perspectives. The Nomination Committee has established the Independence Criteria for Outside Directors to ensure that Outside Directors are sufficiently independent from the Group.



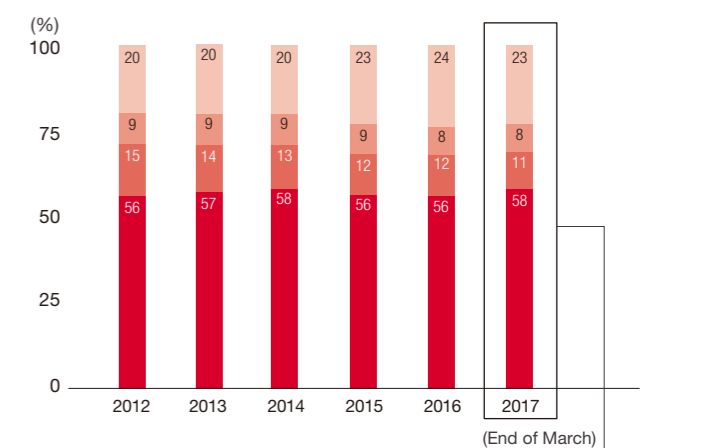
The Company places importance on the diversity of the Board of Directors in order to allow for business execution to be supervised from various perspectives and to improve effectiveness. Directors with various nationalities, genders, and backgrounds utilize their extensive experience in a broad range of fields to make decisions on important management matters, and to provide management oversight.

Women in managerial positions



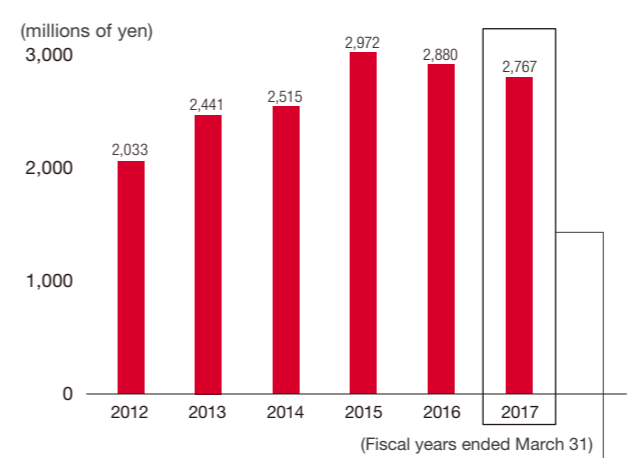
Initiatives to support women in improving their careers include training and mentoring programs for management candidates and sponsorship programs supported by senior management, along with various other measures.

Ratio of employees by region



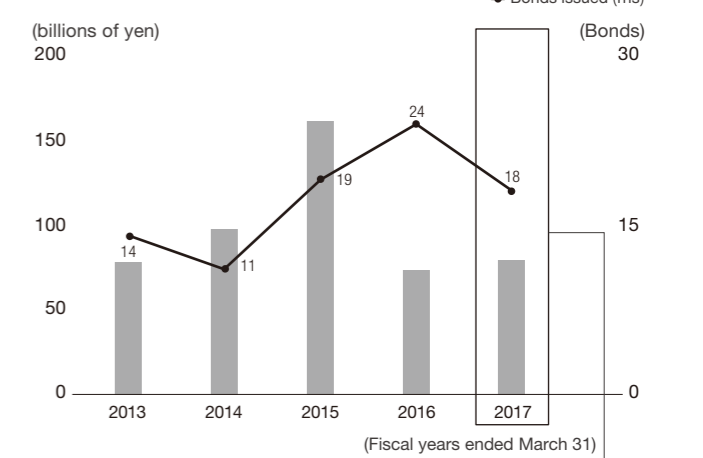
Nomura Group boasts a network consisting of business sites in more than 30 countries and regions staffed by employees of more than 70 different nationalities. These diverse human resources are our greatest asset for the ongoing creation of new value.

Education and training expenses



We are establishing and enhancing human-resource development systems to enable employees with diverse backgrounds and values to better display their talents. In addition to offering equal employment, we provide appropriate, performance-based evaluations and feedback.

Social contribution-type bonds



Nomura offers products that contribute to sustainable development of society in order to bridge the gap between investors that seek to aid society through investment and projects, and funding drives that help resolve social and environmental issues.