

# Diversity, Equity & Inclusion (DEI)

## Diversity, Equity & Inclusion promotion policies and structure - Toward a new stage -

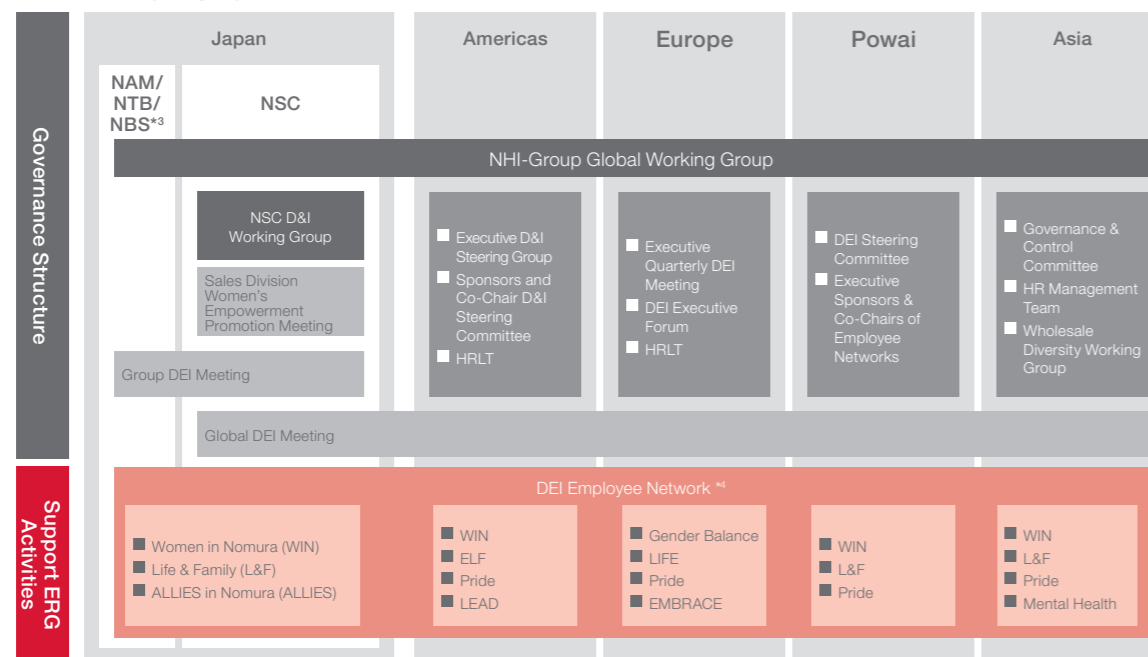
Human resources are the source of Nomura Group's sustainable growth. Individuals of more than 90 nationalities are currently employed in Nomura Group. This diverse group of people represents our greatest asset. Nomura Group provides equal opportunities, builds a healthy work environment and, under the Nomura Group Code of Conduct, forbids discrimination based on nationality, ethnic origin, gender, gender identity, gender preference, beliefs, social standing, disability or any other attribute, so that each and every employee can be active and successful in utilizing her or his capabilities and personal strengths.

The Diversity, Equity & Inclusion Working Group was established under the Sustainability

Committee\*<sup>1</sup>. This working group comprises Executive Officers and other members, and discusses Group-wide strategies to promote diversity, equity & inclusion. At each global site, we have established an organization with local senior management as members, and have assigned DEI staff to promote activities in accordance with local conditions.

In addition, voluntary employee networks are promoting to local issues such as women's careers, work-life management, multiculturalism, people with disabilities, LGBTQ +\*<sup>2</sup>, race, ethnicity, and mental health. Through both these top-down and bottom-up approaches, we provide our diversity, equity and inclusion activities.

### NHI Diversity, Equity & Inclusion Promotion Structure



\*1 Please refer to the Sustainability Promotion Structure Chart on P52  
 \*2 LGBTQ+ is an acronym for lesbian, gay, bisexual, transgender, queer or questioning, while "+\*" represents other sexual minorities.  
 \*3 Nomura Asset Management, The Nomura Trust and Banking, Nomura Business Services  
 \*4 L&F, ELF, and LIFE work on the themes of work-life management and well-being, Pride on LGBTQ+ awareness, LEAD, and EMBRACE on creating a comfortable workplace for diverse races and ethnic groups, and ALLIES on the themes of increasing allies for multi-culture, people with disabilities, and LGBTQ+.

## Promotion of women's participation and advancement

Nomura Group aims to create an environment in which women can play active roles. Nomura Securities has four principles for realizing the Action Plan for the Promotion of Women's Participation and Advancement: (1) Improve engagement of female employees; (2) Support female employees in developing their leadership skills; (3) Enhance managers' diversity management skills; and (4) Create an environment that encourages flexible ways of working. Under these principles we are taking strategic measures, including securing a human resource pool and hiring

experienced professionals, with an eye on candidates for executive and managerial positions.

In addition, we provide training for all employees on the significance of promoting the women's participation and advancement, and understanding employees with diversity. And also we provide DEI related trainings for managers to familiarize them with the company's DEI policies, to understand the significance and effects of promoting women's success, the unconscious bias and the diversity management skills.

**Figure 1 Diversity Promotion of women's participation and advancement (Training/Events)**

Position	Female employees		All employees	
	Leadership program (+Coaching)	Leadership training	Sustainability training Introductory training for mid-career hires	Training for new branch managers/ department heads Training for mentors Training for new managers Manager training
Senior managerial positions				
Managerial positions				
General employees	Mentoring External training	Leadership training External networks Trainee system		Introductory training for new graduates

**Figure 2 Diversity Nomura Securities' ratio of female Senior Managing Directors and managers**

Position	2016	2022	Aim
Directors* <sup>5</sup>	9%	25%	—
Senior Managing Directors (SMDs)	1	5	—
Equivalent to general manager		5.9%	10% (by 2025)
Managers	8%	13.9%	20% (by 2025)

\*5 Data from Nomura Holdings, Inc.

## Balancing childcare, family care and work

Nomura Securities strives to enhance flexible working styles and systems for childbirth, childcare and family care so that employees can continue working with peace of mind over the long term. Maternity leave, childcare leave, Special Leave during and after Spouses' or Partners' Childbirth, childcare time, child Sickness leave, subsidies for daycare expenses, etc., paid leave taken on a halfday or hourly basis, family care paid leave, family care leave (unpaid) and other options are all at levels

exceeding those stipulated by law, and we have also introduced fertility treatment leave. In addition, in order to encourage men to take childcare leave and to prevent people from leaving their jobs due to life events, we have made efforts to enhance and promote the use of various systems, such as a system to change the working location of area-limited general staff and a system to allow employees to take leave when their spouse is transferred overseas.

## LGBTQ+

In 2019, the company became the first Japanese financial and securities company to officially sign the United Nations Global Code of Conduct to Eliminate Discrimination Against LGBTI\*<sup>2</sup> People. Nomura Holdings America also earned full marks on the Human Rights Campaign's LGBTQ + Corporate Equality Index for the third consecutive year. In Japan, we have received the Gold Award in the PRIDE Index that evaluates

LGBTQ + initiatives in the workplace for six consecutive years since 2016. In 2021, we also received the Rainbow Award, which recognizes companies that implement collaborative initiatives across sectors (collective impact). In addition, Nomura changed the logo on its official SNS account to rainbow during the Pride month in June in order to express support as an ally company.



## Nomura's Progress and Roadmap

