

Nomura Signs UN Standards of Conduct for Business for Tackling Discrimination against LGBTI People

Tokyo, April 24, 2019— Nomura Holdings, Inc. today announced that it has signed the United Nations Standards of Conduct for Business for tackling discrimination against lesbian, gay, bisexual, transgender and intersex (LGBTI) people. Nomura is the first firm in the financial services industry in Japan to pledge support for the standards of conduct.

Announced in 2017, the United Nations Standards of Conduct for Business are a set of global standards established by the Office of the United Nations High Commissioner for Human Rights to support the business community's efforts to eliminate discrimination against LGBTI people.

The standards set out five ways in which companies can help put an end to discriminatory practices, including respecting the human rights of LGBTI workers, clients and stakeholders, supporting LGBTI employees at work, as well as standing up for the human rights of LGBTI people in the communities where they operate.

Nomura prides itself on having a workplace environment where people of diverse backgrounds and perspectives can work together to realize their full potential. By adopting the standards, Nomura reaffirms its commitment to promoting diversity and inclusion and ensuring that all employees are valued and treated with respect.

Commending Nomura for sending a powerful message to Japan and beyond, Mr. Fabrice Houdart, United Nations Human Rights Officer and co-author of the standards, said: "We are very happy to see Nomura, one of the first major LGBT-friendly companies in Japan, join the 245 early supporters of the UN Global LGBTI Standards for Business." He added that the private sector has a key role to play in upholding and advocating for the human rights of LGBTI people.

Nomura will continue working to build a culture that encourages employees to be themselves, and help create a society where all people can feel safe and have peace of mind.

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Nomura

Nomura is an Asia-headquartered financial services group with an integrated global network spanning over 30 countries. By connecting markets East & West, Nomura services the needs of individuals, institutions, corporates and governments through its four business divisions: Retail, Asset Management, Wholesale (Global Markets and Investment Banking), and Merchant 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