

Tokyo 2020 D&I Action Statement

Tokyo, August 18, 2021—Nomura Holdings, Inc. promotes diversity and collaboration across divisions and regions to build on its longstanding values and deliver for clients globally. Diversity and inclusion is critical to Nomura's mission to help resolve social issues in order to achieve sustainable growth.

As Gold Securities Partner of the Olympic and Paralympic Games Tokyo 2020, Nomura is pleased to announce its Tokyo 2020 D&I Action Statement.

The Tokyo 2020 Games is a celebration of people from diverse backgrounds with unique talents who challenge themselves to reach their highest potential.

Nomura aims to foster a truly inclusive society where everyone can participate fully and are not discriminated against on the basis of race, color, gender, sexual orientation, gender identity, disability, religion, or social or economic status.

Nomura is committed to promoting diversity management, and organizing and supporting events on human rights and diversity.

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.

Please click the link below to view Nomura's Tokyo 2020 D&I initiatives:
<https://www.nomuraholdings.com/sustainability/employee/di.html>

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Nomura

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