

## Nomura Wins Rainbow and Gold Awards in PRIDE Index 2021

**Tokyo, November 11, 2021**—Nomura Holdings, Inc. today announced that it has received the highest gold award in the PRIDE Index 2021<sup>1</sup>, an evaluation index in Japan for LGBT activities in the workplace. Nomura has won gold for six consecutive years since the launch of the PRIDE Index in 2016.

Nomura also received the Rainbow award, which recognizes gold award recipient companies that have implemented collective impact initiatives.

In 2012, Nomura clearly defined its LGBT anti-discrimination policy in the Code of Ethics of Nomura Group (currently Nomura Group Code of Conduct<sup>2</sup>). In 2019, Nomura became the first firm in the financial services industry in Japan to sign the United Nations Standards of Conduct for Business for tackling discrimination against lesbian, gay, bisexual, transgender and intersex (LGBTI) people<sup>3</sup>.

Nomura raises awareness and deepens employees' understanding of LGBT through its employee-driven Diversity and Inclusion Network which was established in 2010. Nomura strives to foster an inclusive work culture where employees feel free to be themselves through key initiatives including employee training workshops, a domestic partnership benefits program available to all employees, guidelines on transgender inclusion and consultation support for employees<sup>4</sup>.

Nomura promotes diversity and collaboration across divisions and regions to build on its longstanding values and deliver as a firm. Nomura is committed to helping resolve issues affecting society and achieving sustainable growth.

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 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](http://www.nomura.com).

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<sup>1</sup> The PRIDE Index evaluates companies based on the following five metrics: Policy (Action declaration), Representation (LGBT community), Inspiration (Raising awareness), Development (HR policy and programs), and Engagement/Empowerment (Contribution to society and external activities).

<sup>2</sup> <https://www.nomuraholdings.com/company/basic/coc.pdf>

<sup>3</sup> See news release issued on April 24, 2019 titled "Nomura Signs UN Standards of Conduct for Business for Tackling Discrimination against LGBTI People":

[https://www.nomuraholdings.com/news/nr/holdings/20190424/20190424\\_a.pdf](https://www.nomuraholdings.com/news/nr/holdings/20190424/20190424_a.pdf)

<sup>4</sup> Refer to the link for more information on Nomura's diversity and inclusion initiatives:

<https://www.nomuraholdings.com/sustainability/employee/di.html>