

Nomura Updates Group Diversity, Equity and Inclusion Statement

Tokyo, October 5, 2022—Nomura Holdings, Inc. today announced that it has published its updated Nomura Group Diversity, Equity and Inclusion (DEI) Statement.

Nomura published its Diversity and Inclusion Statement in 2019. The updated DEI statement expresses Nomura's commitment to creating a diverse and inclusive workplace that offers fair and equitable opportunities to all employees.

Diversity, equity and inclusion are critical to Nomura's mission to help resolve social issues and achieve sustainable growth. Nomura continues to build on its longstanding values by respecting diversity and promoting collaboration across divisions and regions.

Nomura Group Diversity, Equity and Inclusion (DEI) Statement

Nomura Group positions "Diversity, Equity and Inclusion" as one of the fundamental factors in promoting sustainable growth through addressing today's societal issues.

The Nomura Group's greatest asset, the diversity of its people, is a source of competitive advantage and innovation.

We aim to create a diverse and inclusive workplace that provides fair and equitable opportunities in all areas, not just training, assignment, evaluation and treatment. In doing so, we seek to empower all employees to realize the full potential of their individuality and talents.

Diversity is a fact. It is important to speak up and act based on our diverse ideas and experiences¹.

Equity recognizes that each individual has different needs and circumstances. By allocating the exact same resources and opportunities to everyone, we may create unequal outcomes. Hence, equity is giving our employees what they need to be successful by allocating resources proportionately based on need, and by creating an equitable space where everyone can meet their objectives.

Inclusion is creating a space for recognizing, valuing, and fully leveraging different perspectives and backgrounds to create a sense of belonging and to help employees reach their full potential.

¹ We define diversity as diverse ideas and experiences including but not limited to nationality, race, sex, gender identity, sexual orientation, age, religion, creed, social status, disability, values, etc.

Nomura is committed to building a culture that encourages employees to be themselves, and to helping 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 and regions. 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.