

Nomura Wins Gold and Rainbow Awards in PRIDE Index 2023

Tokyo, November 7, 2023—Nomura Holdings, Inc. (Nomura) today announced that seven group companies, including Nomura, have received the highest gold award in the PRIDE Index 2023¹, an evaluation index in Japan for LGBTQ+ activities in the workplace.

Nomura has won gold for eight consecutive years since the launch of the PRIDE Index in 2016. In addition, Nomura Asset Management, Nomura Trust and Banking, Nomura Business Services, Nomura Babcock & Brown and Nomura Properties were awarded gold for the second consecutive year. Nomura Fiduciary Research & Consulting received gold for the first time this year.

Nomura also received the Rainbow award for the third year in a row. The award recognizes companies that have implemented initiatives with collective impact.

Nomura received this year's Rainbow award in recognition of a booklet the firm created on life planning and finances titled "Money and Life Plan: A Booklet for LGBTQ+ Youth," and its efforts to spread awareness of the barriers and difficulties people in the LGBTQ+ community face in society. Through the booklet, Nomura hopes that both LGBTQ+ people and allies will better understand these issues and contribute to solutions.

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.

For more information on Nomura's DEI initiatives, please refer to [this website](#).

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Nomura

Nomura is a global financial services group with an integrated network spanning approximately 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, Investment Management, and Wholesale (Global Markets and Investment 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.

¹ The PRIDE Index evaluates companies based on the following five metrics: Policy (Declaration of action), Representation (Support for LGBTQ+ community), Inspiration (Awareness-raising activities), Development (HR policies and programs), and Engagement/Empowerment (Contribution to society and external activities).