

Nomura Selected as “Next Nadeshiko” Company for Helping Employees Balance Work and Life

Tokyo, March 21, 2024—Nomura Holdings, Inc. (Nomura) today announced that it has been named as a “Next Nadeshiko” company by the Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange (TSE), for its commitment to helping employees balance their work and family life.

The Nadeshiko Brand program was launched in 2012 by METI and the TSE to recognize listed companies with outstanding initiatives to help women thrive in the workplace, and to showcase these companies to investors who prioritize improvement of corporate value. The Next Nadeshiko initiative was created in 2023, adding to the selection criteria initiatives that support both male and female employees in balancing work and various life events.

In FY2023, Nomura Securities (NSC), the core company within Nomura Group, incorporated DEI into the performance evaluation of all employees. In addition, NSC introduced an incentive bonus for employees who take a month or more of parental leave.

From March 2024, Nomura expanded support services to help employees of Group companies in Japan and their family members, including same-sex partners, balance work and caregiving responsibilities.

Nomura remains committed to diversity, equity, and inclusion (DEI)¹ and to fostering an environment where all employees can reach their full potential.

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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 Learn more about Nomura's DEI initiatives [here](#).