

## Nomura Updates DEI Statement

**Tokyo, November 1, 2024**— Nomura Holdings, Inc. today announced that it has published its revised Nomura Group Diversity, Equity, and Inclusion (DEI) Statement.

Diversity, equity and inclusion is a critical part of Nomura's management strategy. It is key to putting into action our Group Purpose announced in April 2024: "We aspire to create a better world by harnessing the power of financial markets".

### Nomura Group Diversity, Equity and Inclusion (DEI) Statement

The Nomura Group Purpose is 'We aspire to create a better world by harnessing the power of financial markets.' We consider Diversity, Equity, and Inclusion (DEI) to be an essential component of our key management strategy.

#### DEI at Nomura Group

**Diversity:** The presence of difference in which diverse talents and perspectives exist, encompassing nationality, race, age, gender, gender identity, sexual orientation, religion, beliefs, social status, disability, values, experiences, and more.

**Equity:** Creating an environment where everyone can achieve their goals by providing resources and opportunities tailored to individual circumstances and needs.

**Inclusion:** Actions that embrace diverse perspectives and ideas, foster mutual respect and maximize each individual's skills.

Each of us feels a sense of belonging at Nomura when we are valued and respected for who we are. At Nomura Group, we strive to provide a workplace where everyone can thrive as their authentic selves and achieve their full potential. We believe this will be the source of our strength in our aspiration to create a better world by harnessing the power of financial markets.

Nomura is committed to providing an environment where everyone can grow authentically and maximize their potential, 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 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: Wealth Management, 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](http://www.nomura.com).