

Nomura Wins Gold and Rainbow Awards in PRIDE Index 2024

Tokyo, November 14, 2024—Nomura Holdings, Inc. (Nomura) today announced that six group companies, including Nomura, have been recognized with the highest gold award in the PRIDE Index 2024¹. The PRIDE Index was launched in Japan in 2016 to evaluate LGBTQ+ activities in the workplace.

This year marks the ninth consecutive year that Nomura has won gold. In addition, Nomura Asset Management, Nomura Trust and Banking, Nomura Babcock & Brown and Nomura Properties were awarded gold for the third straight year, while Nomura Fiduciary Research & Consulting received the accolade for the second consecutive year.

Nomura also received the Rainbow award for the fourth year in a row, recognizing the collective impact of the firm's initiatives.

The award recognized Nomura's ongoing efforts to spread awareness through its booklet on life planning and finances titled "Money and Life Plan: A Booklet for LGBTQ+ Youth." Published in 2023, through the booklet Nomura seeks to provide various perspectives to help address the societal barriers and challenges faced by LGBTQ+ individuals, and foster a deeper understanding among LGBTQ+ individuals themselves and allies.

Nomura is expanding its awareness activities across Japan to grow the circle of LGBTQ+ allies throughout the country.

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

Nomura will continue to cultivate a workplace culture where all employees feel safe and fulfilled, and where each individual can maximize their potential. Nomura is committed to helping create a society where everyone can live with 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: 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.

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