

Nomura Announces New Administrative Service for Employee Shareholding Associations

Tokyo, August 17, 2020—Nomura Securities Co., Ltd., a wholly owned subsidiary of Nomura Holdings, Inc., today announced that it has launched a Restricted Stock Incentive Plan (RS Incentive Plan) administrative service for Employee Shareholding Associations (ESA).

Introduced in 2016 when the Japanese tax law was amended, restricted stock remuneration plans allow companies to grant common shares with a transfer restriction period (RS) directly to directors and employees.

Over the past four years, many companies in Japan have introduced RS remuneration plans as an incentive for directors and officers. With an increasing number of companies also offering RS as an incentive for non-executive employees to enhance their corporate value, approximately 870 or 20 percent of listed companies currently offer RS.

The RS Incentive Plan will give employees that have been using ESA to build their assets the opportunity to acquire RS offered by their company.

Through this new incentive plan, clients will be able to support their employees' asset building needs through offering RS, as well as allowing a broad range of employees to further share in the company's value as a shareholder. By offering the service, Nomura Group aims to help clients raise their corporate value.

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Nomura is a global financial services group with an integrated network spanning over 30 countries. By connecting markets East & West, Nomura services the needs of individuals, institutions, corporates and governments through its four business divisions: Retail, Asset Management, Wholesale (Global Markets and Investment Banking), and Merchant 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.