

September 9, 2024

## Enhancing Digital Talent Development on a Global Scale

Nomura Holdings will launch a global Digital Talent Certification System in September 2024 as part of its digital talent development program, Digital IQ University<sup>1</sup>.

By strengthening digital talent development, Nomura aims to improve employees' expertise and drive higher productivity to enhance the competitiveness of the Group.

Digital IQ University is curated around 12 Nomura specific digital personas based on the digital skills required by people across different businesses and functions. The program comprises approximately 30 to 60 hours of e-learning for each learning path.

Each digital persona is categorized into Intermediate, Advanced and Expert, and employees are able to progress through the training gradually. Certification requirements vary for each level, with Intermediate requiring e-learning completion, Advanced requiring e-learning completion and participation in workshops, and Expert requiring approval from supervisors or other relevant stakeholders. This approach allows for personalized learning based on each individual's skills and level.

As of September 2024, there is a total of 387 certified digital talent.

Given the increasing use of generative AI, there is a growing need for digital transformation (DX). To promote digital transformation that leads to enhanced corporate value, Nomura is committed to raising employee awareness towards digital learning and promoting ongoing and consistent learning.

Nomura's Group Purpose is "We aspire to create a better world by harnessing the power of financial markets". We will continue to transform our business by leveraging our unique digital talent development framework aligned with the financial business.

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<sup>1</sup> See news release titled "[Nomura Launches Global Digital Skill Development Program](#)" issued on October 19, 2023