

Statement by Group Diversity and Inclusion Committee

Nomura's philosophy of placing our clients at the heart of everything we do underpins all that we do as a firm. This strong commitment to our clients is embodied in our values of entrepreneurial leadership, teamwork and integrity. We must stay true to these values and work to deliver a better tomorrow for our clients as their most trusted partner. This is key to achieving sustainable growth.

Our employees, and the diverse perspectives and values they hold, are our greatest asset. Their diversity drives innovation and makes us more competitive as a firm. In order for us to contribute to the creation of an affluent society, our people must be able to perform to their full potential to maximize productivity. By taking advantage of the rich diversity that Nomura possesses, we aim to take diversity and inclusion (D&I) to the next stage.

The members of the Group Diversity and Inclusion Committee represent all divisions across the firm. The Committee is committed to promoting initiatives to further strengthen D&I at Nomura. As part of this commitment, we have adopted the following Diversity and Inclusion Statement with the aim to create a new Nomura.

Diversity and Inclusion Statement

Our people are our greatest asset. Their diverse talent drives innovation at the firm and gives us a competitive advantage. We integrate their diverse perspectives and values in management as a key component in delivering sustainable growth. By building on our diversity strategy and working to create a truly inclusive organization, we believe we can contribute to the creation of an affluent society.

Taking NOMURA to a new stage of Diversity and Inclusion

NEXT D&I

Nomura group will work to promote "***NEXT D&I***" to create a new NOMURA and take our diversity and inclusion initiatives to new heights.

Group Diversity & Inclusion Committee

Chairman	Kentaro Okuda, Deputy President, Group Co-COO	
Members	Junko Nakagawa, EMD	Tomoyuki Teraguchi, EMD, CCO
	Takumi Kitamura, EMD, CFO	Satoshi Arai, SMD
	Yutaka Nakajima, SMD	Yo Akatsuka, SMD
	Go Sugiyama, SMD	Etsuro Miwa, SMD
	Kenji Kimura, SMD	Shoji Ogawa, SMD
	Masahide Hoshino, SMD	Kazuhito Yoshii, President, Nomura Business Services Co., Ltd.