

## Framework to promote human rights awareness

Nomura Holdings **Conduct Subcommittee Board of Directors** Focuses on further dissemination and embedment of the Nomura Group Code of Conduct and conduct risk Nomura Holdings management. Key agenda items include efforts to prevent **Executive Management Board** harassment. **Nomura Group Conduct Committee Nomura Group Subcommittee** Focuses on compliance and conduct risk management of Nomura Group companies. Human rights issues are discussed on a group-wide basis and regular updates from the Nomura Securities Human Rights Awareness Subcommittee is Nomura Securities provided. **Board of Directors** Deliberation reports and initiatives on human rights awareness in Nomura Securities are regularly shared Nomura Securities with other companies within the Nomura Group. **Executive Management Board Human Rights Awareness Subcommittee** Examines and discusses matters needed to raise human rights **Conduct Committee** awareness and better understand human rights issues. Initiatives including human rights awareness training are

implemented based on deliberation results.