Framework to promote human rights awareness

- **Nomura Holdings Board of Directors**
- **Nomura Holdings Executive Management Board**
- **Nomura Group Conduct Committee**
- **Nomura Securities Board of Directors**
- **Nomura Securities Executive Management Board**
- **Conduct Committee**

### Conduct Subcommittee
Focuses on further dissemination and embedment of the Nomura Group Code of Conduct and conduct risk management. Key agenda items include efforts to prevent harassment.

### 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 provided.

### Human Rights Awareness Subcommittee
Examines and discusses matters needed to raise human rights awareness and better understand human rights issues. Initiatives including human rights awareness training are implemented based on deliberation results.

Deliberation reports and initiatives on human rights awareness in Nomura Securities are regularly shared with other companies within the Nomura Group.