

DEI&B Policy

In accordance with the Nomura Group Corporate Philosophy and Code of Conduct, Nomura Asset Management strives to enhance its corporate value over the long term by creating a healthy work environment in which all its executives and employees, regardless of nationality, race, sex, gender identity, sexual orientation, creed, social status, or disability, are able to achieve their full potential, while respecting the diversity and differing values of its executives and employees in our company.

We will promote "Diversity, Equity, Inclusion & Belonging (DEI&B)" as an important element for realizing sustainable growth through the resolution of social issues.

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Diversity is a fact. It is important to speak up and act based on our diverse ideas and experiences※.

※We define diversity as diverse ideas and experiences including but not limited to nationality, race, sex, gender identity, sexual orientation, age, religion, creed, social status, disability, values, etc.

Equity recognizes that each individual has different needs and circumstances. By allocating the exact same resources and opportunities to everyone, we may create unequal outcomes. Hence, equity is giving our employees what they need to be successful by allocating resources proportionately based on need, and by creating an equitable space where everyone can meet their objectives.

Inclusion is creating a space for recognizing, valuing, and fully leveraging different perspectives and backgrounds to create a sense of belonging and to help employees reach their full potential.

Belonging refers to the state created ahead of the promotion of diversity and inclusion where employees are respected and feel comfortable with their own and where they can put their individuality to work. Furthermore, it is necessary for management and employees to share a sense of purpose and develop a sense of unity toward sustainable enhancement of corporate value.

Belonging refers to the state created beyond the promotion of diversity and inclusion, where employees are respected and can comfortably feel that they have a place where they can put their individuality to work. Furthermore, it is necessary for management and employees to share a sense of purpose and develop a sense of unity toward sustainable enhancement of corporate value.

[Nomura Group's Diversity, Equity & Inclusion \(DEI\)](#)