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Modern Slavery Act Statement

NOMURA EUROPE HOLDINGS PLC
NOMURA INTERNATIONAL PLC
NOMURA BANK INTERNATIONAL PLC

17 SEPTEMBER 2026

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INTRODUCTION

This statement applies to Nomura Europe Holdings plc, and its subsidiaries Nomura International plc and Nomura Bank International plc (together, "**Nomura**").

At Nomura, we believe we have a responsibility to ensure that our business is conducted in an ethical way and we actively address social issues.

As part of this process, we have in place a Modern Slavery and Human Trafficking Policy (the "**MSA Policy**"), which seeks to identify and manage slavery and human trafficking risk in our business and supply chains in accordance with the principles and goals promoted by the Modern Slavery Act 2015 and related guidance.

In addition to the MSA Policy, we have in place Nomura's Corporate Social Responsibility commitments, a Code of Conduct and a Speaking Up Policy, which consider our social and human rights responsibilities.

This statement is published in line with the United Kingdom's Modern Slavery Act 2015 and is made in respect of the financial year ending 31 March 2026. The information in this statement has been gathered through consultation with our procurement, compliance, human resources, and legal teams. References to "we", "us" or "our" are to Nomura.

ORGANISATION'S STRUCTURE

Nomura is a banking and financial services business, providing investment, financing and related services to corporate and government customers on a global basis. Nomura Holdings, Inc. is the ultimate parent company of Nomura and has its head office in Tokyo, Japan.

SUPPLY CHAIN AND SUPPLIER DUE DILIGENCE

Nomura's supply chains are relatively simple and the nature of goods and services provides limited opportunity for modern slavery and/or human trafficking practices. Our supply chain primarily consists of professional services providers, cloud technology suppliers, and facilities management companies, predominantly located in developed markets with established regulatory frameworks with focus on IT services and infrastructure providers and on-site facilities management, particularly where these services involve use of subcontractors.

Nomura includes additional enquiries in its procurement processes for goods, services and locations that are assessed as having a high risk of modern slavery and/or human trafficking. Also, we include a clause relating to modern slavery and human trafficking in our agreements with third parties for the supply of goods and services except where such third parties have been assessed to have equivalent controls in place and have issued a public statement to this effect.

In addition, as part of our initiative to identify and manage slavery and human trafficking risk:

- we are continuing to build and improve our systems to better (i) identify, assess and monitor potential higher risk areas in our supply chains; (ii) mitigate the risk of slavery and human trafficking occurring in our supply chains through enhanced contract term controls; (iii) train relevant employees as to these risks and the need to manage them; and (iv) protect whistle blowers;
- we build relationships with reputable suppliers and ensure that expectations of business behaviour are both clear and consistent; and

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- (i) we expect our direct suppliers to have suitable anti-slavery and human trafficking policies and processes; and (ii) we will communicate our expectation that those suppliers must prohibit modern slavery and human trafficking in their supply chains and that they should work with their suppliers at each stage in their supply chains to manage slavery and human trafficking risk.

POLICIES

Nomura has in place a number of policies that support our commitment to operating in an ethical manner:

- our MSA Policy outlines our key objectives in this area, including the steps taken in relation to our supplier diligence practices. Nomura's company directors have overall responsibility for this policy.
- our Code of Conduct (the "**Code**") outlines our commitment to uphold he highest ethical standards. This Code applies to all directors, officers and employees and underpins other internal rules and regulations, including this statement.
- our Supplier Code of Conduct sets out our expectations for suppliers regarding ethical business practices including, amongst other, respect of Human Rights as outlined at https://www.nomuraholdings.com/en/company/supplier/code/main/0/teaserItems1/00/linkList/0/link/code.pdf
- our Speaking Up Policy outlines the method Nomura employees can take to escalate concerns in the event any other employee working at or on behalf of Nomura is not in line with Nomura's Code and/or standards.
- our Anti-Bribery and Corruption Policy outlines our commitment to compliance with applicable laws and sets out linked Anti-Bribery and Corruption activities.

IMPLEMENTATION

Nomura's company directors shall have overall responsibility for the MSA Policy and this statement. Nomura's senior management ("**Nomura UK Management**") shall be responsible for implementing our MSA Policy and the objectives considered in this statement.

Nomura's Human Resources Department will monitor progress of our efforts and issues (should they arise) in this area and report back to Nomura UK Management directly.

Our MSA statement is available on the Modern Slavery Registry, www.tiscreport.org and the Government Modern Slavery Registry.

EFFECTIVENESS

We continue to monitor our performance against the following in order to gauge how effective we are in dealing with the risk of slavery and human trafficking in our business or supply chains:

- monitored training on modern slavery (see below);
- implementation of the MSA Policy;
- maintaining a system for supply chain identification, including adding slavery and human trafficking enquiries and controls to our procurement policies;
- continuing to ensure that we pay employees above minimum wage/living wage plus benefits;
- asking specific questions on modern slavery as part of our procurement processes; and

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- including a clause relating to modern slavery in our agreements with third parties for the supply of goods and services.

TRAINING

Nomura continues to deliver targeted training to employees in Procurement, Human Resources, Compliance and Legal, focusing on the importance of implementing and enforcing effective systems to mitigate the risk of slavery and human trafficking taking place within our business or supply chains. Periodic training is provided to employees with information on anti-slavery and human trafficking legislation, mitigation measures, incident reporting and further details on this MSA statement.

MONITORING AND REPORTING

If issues are identified in relation to modern slavery and/or human trafficking, these must be reported in accordance with Nomura's Speaking Up Policy.

More general issues in relation to the running of Nomura's MSA Policy will be reported back to the Human Resources Department and / or the Corporate Legal Department.

APPROVALS

This statement was approved on 17 September 2026 by the Board of Directors of Nomura Europe Holdings plc, Nomura International plc and Nomura Bank International plc.

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Shogo Ohira
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Name: SHOGO OHIRA

Director of Nomura Europe Holdings plc

Date: 22 September 2026

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Name: SHOGO OHIRA

Director of Nomura International plc

Date: 22 September 2026

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Name: SHOGO OHIRA

Director of Nomura Bank International plc

Date: 22 September 2026

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the financial year ending 31 March 2026.