

## **NRI Designated as an FY 2016 “Nadeshiko Brand” as a Listed Company Actively Promoting Women’s Workforce Engagement**

**TOKYO – March 24, 2017** – Nomura Research Institute (NRI), a leading provider of consulting services and system solutions, today announced it was named a “Nadeshiko Brand” company for the fiscal year 2016 as a listed company that actively promotes women’s engagement in the workforce.

The “Nadeshiko Brand” is a concept that was first implemented in fiscal year 2012 by the Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange, as a way to introduce listed companies that excel at promoting women’s workforce engagement as attractive stocks to investors who place great importance on the mid-to-long-term improvement of corporate value. The concept promotes related efforts by investors and companies.

Companies that strive to achieve a female-friendly work environment and otherwise actively utilize female talent are introduced through the program by industry, and those that receive the designation are considered “companies with potential for growth” on the grounds that they have “management skills for utilizing diverse talent” and “adaptability with respect to changes in the environment”.

NRI actively promotes increased engagement by its female employees through various measures implemented with employee input, principally via the “NRI Women’s Network”, a project commenced in 2008 under the direct control of the company president with the aim of fostering a beneficial corporate culture. NRI was designated a “Nadeshiko Brand” upon being positively evaluated for its management policies and goals toward achieving female workforce engagement, career support measures for employees, and financial indicators. Further, NRI was also selected as a “Noteworthy Company” in the fiscal 2016 “Nadeshiko Brand” report for efforts related to its childcare support initiative.

In NRI’s long-term management vision, Vision 2022<sup>\*1</sup>, we list “Partnership and coalition with diverse talent” as one of the five pillars of our growth strategy, and consider that pillar to be the foundation of that strategy overall. We will continue to promote diversity management with a focus on encouraging greater workforce participation by women in order to achieve our Vision 2022.



\*1 Vision 2022:

A vision until the end of fiscal 2022 for realizing NRI's corporate philosophy of "Dream up the Future". For related information, please click the following link.

<https://www.nri.com/jp/company/vision.html>

Related links

Ministry of Economy, Trade and Industry website:

<http://www.meti.go.jp/policy/economy/jinzai/diversity/nadeshiko.html>

NRI's diversity management initiatives:

<http://www.nri.com/jp/csr/certificate/>

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About NRI

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Nomura Research Institute, Ltd. ("NRI", TYO: 4307) is a leading global provider of system solutions and consulting services, including management consulting, system integration, and IT management and solutions for financial, manufacturing and service industries. Clients partner with NRI to expand businesses, design corporate structures and create new business strategies. NRI Group has approximately 10,000 employees in 37 offices globally and reports annual sales 421.4 billion yen. For more information, visit <https://www.nri.com/global/>