

PRESS RELEASE

To members of the press

April 26, 2022
Nomura Real Estate Holdings, Inc.

Release category Sustainability

Nomura Real Estate Group establishes a sustainability policy showing a vision of 2050 to achieve growth and realize a sustainable society

Nomura Real Estate Holdings, Inc. (Head office: Shinjuku-ku, Tokyo; President and Representative Director: Eiji Kutsukake; hereinafter, the “Company”) is pleased to announce that it established a sustainability policy that shows the Group’s vision of 2050 and specified its priority issues (Materiality) for the period leading to 2030 to further promote initiatives to realize a sustainable society as a company.



■ Sustainability Policy “Earth Pride”

The Group established its sustainability policy, “Earth Pride,” which shows the Group’s vision of 2050, seeing changes as new growth opportunities in its management and business environment such as the climate change, which is a global issue, the intensification of natural disasters and the diversification of people’s values.

Under our Group vision, “New Value, Real Value,” the Group has been promoting its business activities through the collaboration of real estate development and real estate-related services. The sustainability policy is our commitment to the earth to make it a “planet we can be proud of” to the future of 2050, where we conduct our corporate activities.

The concept of “Earth Pride” is based on the following three themes that the Group values: “Pursuing humanity,” “Maintaining harmony with nature,” and “Building the future together.”

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Earth Pride

Pursuing humanity

We strive to answer the deep questions of human existence and well-being in a world where technology is increasingly progressing and being integrated into our lives. By providing an inclusive living environment where people support and connect with each other, we contribute to the creation of a society where no one will be left behind.

Maintaining harmony with nature

Our aim is to achieve true harmony with our natural environment for our future children and healthy ecosystems by reconsidering how human economic activities should operate. While carefully conserving the Earth's finite resources, we improve the relationship between nature and humans.

Building the future together

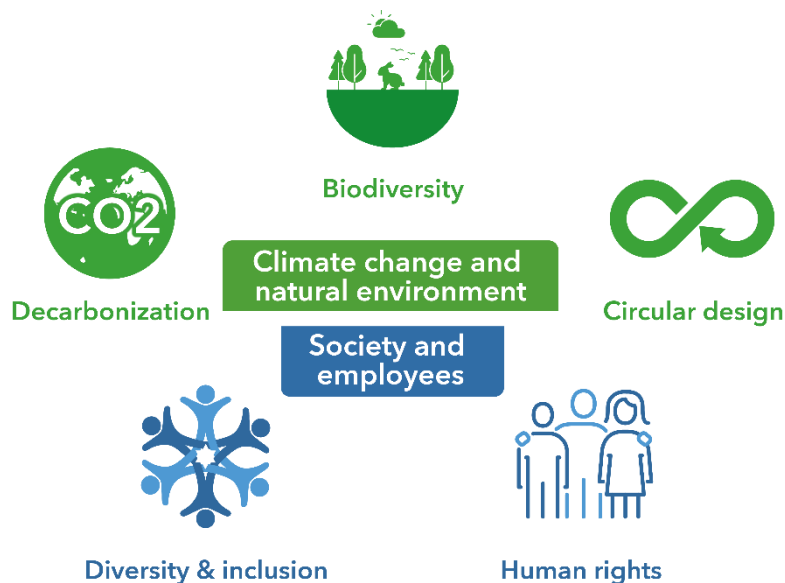
The ambition we have is to create unprecedented value from diverse organizations and people working together to overcome boundaries. We are continuously challenging ourselves with novel ideas of living, business and working styles for an innovative society where all people with various backgrounds and values can build on their strengths.

This sustainability policy verbalizes the Group's vision of 2050 as a corporate group that realizes a sustainable society and corporate growth. Numerous people, including middle-level and younger employees, those in managerial positions, and the management team of the Group, external institutional investors and financial institutions, our clients, business partners and experts, provided input in formulating this policy.


■ Priority issues for 2030 (Materiality)

The Group identified five themes, namely Diversity & inclusion, Human rights, Decarbonization, Biodiversity, and Circular design, as the priority issues it should address by 2030. ^{*1}

To measure its progress in these priority issues, the Group set Key Performance Indicators (KPIs) related to climate change, human rights, diversity, and other issues. ^{*2}



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*1 The Group follows the materiality identification process according to the GRI standard.

*2 Please click [here](#) for the details of the KPIs.

1. Society and Employees

As a corporate group that connects people, cities, and communities to the future, we aim to realize lifestyles that respect the backgrounds and values of diverse people. We also respect people's dignity and basic human rights and promote *co-creation* across organizations and business categories in all our business activities.

■ Diversity & inclusion

We promote diverse human resources and response to various needs.

<Main initiatives>

- ✓ We produce products and services that meet various needs of society by ensuring that our diverse human resources make utmost use of their skills and abilities.
- ✓ Particularly, we set KPIs to promote the advancement of female employees and facilitate the promotion and recruitment of female employees and the use of childcare leave by both male and female employees.
- ✓ We will establish the D&I Management Section in the Group Human Resources Development Department to further promote diversity and inclusion for our employees.

■ Human rights

We respect human rights of all our employees and all people involved in our business.

<Main initiatives>

- ✓ We work on creating structures (human rights due diligence) for our business partners to specify, prevent, and reduce human rights violations in connection with our business activities.
- ✓ We promote further dialogues with our business partners through the Nomura Real Estate Group Procurement Guidelines.
- ✓ We continue providing training on human rights to further promote employees' understanding.

2. Climate change and natural environment

We contribute to solving the global theme of climate change through urban development and the provision of products and services based on the collaboration of real estate development and real estate-related services. We also specified priority issues that could lead to the preservation of natural environment. In addition, the Group has proactively participated in



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international initiatives such as obtaining approval from SBT initiative (35% reduction from FY2020/3), supporting the TCFD, and joining RE100*³.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

TCFD

TASK FORCE ON
CLIMATE-RELATED
FINANCIAL
DISCLOSURES

RE100

CLIMATE GROUP



*3 SBT (Science Based Targets): Emissions reduction targets based on scientific evidence
TCFD: Task Force on Climate-related Financial Disclosures
RE100: An international initiative for companies to aim to supply all the electricity used in their businesses from renewable energy sources

■ Decarbonization

We reduce total CO₂ emissions in the properties developed by the Group through the promotion of “energy saving,” “low carbon,” and “renewable energy.”

<Main initiatives>

- ✓ We aim to further improve energy conservation performance ensuring the level of performance equivalent to the ZEH/ZEB oriented standards.
- ✓ We conduct research and development to promote low-carbon materials through co-creation with construction companies and building materials makers.
- ✓ We contribute to increasing power generation from expandable renewable energy sources such as the installation of solar panels on the roofs of the buildings developed by the Group (e.g., logistics facilities).
- ✓ We aim to respond to climate change through urban development. For instance, we will achieve carbon neutrality in the Shibaura 1-Chome Project (the South tower to be completed in FY2025/3 and the North tower to be completed in FY2031/3). We will also create a next-generation energy exchange facility in the project with the Research Center for Advanced Science and Technology, The University of Tokyo.

■ Biodiversity

We preserve natural environment through forest circulation activities.

<Main initiatives>

- ✓ To contribute to the biodiversity of forests in Tokyo, which is the main business area of the Group, we signed a comprehensive collaboration agreement with Okutama-machi, Tokyo, in August 2021, and work on the preservation of a rich natural environment.
- ✓ We conduct forest circulation activities and contribute to the absorption of CO₂ and

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improvement to forest functions through tree planting activities and the use of domestic timber for the properties developed by the Group (e.g., detached housings).

■ Circular design

We contribute to realizing a circular economy.

<Main initiatives>

- ✓ We contribute to realizing a circular economy by effectively using resources (e.g., sharing) and prolonging the useful life of buildings through our service businesses such as H¹T (satellite-type shared office) and Attractive 30 (that extends the cycle of large-scale repair work).
- ✓ We promote initiatives designed to reduce and reuse waste generated in the Group's business areas.

In order to achieve our sustainability policy in 2050, our Group will contribute to the realization of a sustainable society by working on the priority issues for 2030 and creating new values with a variety of internal and external organizations and people as the driving force.

*This material is an English translation of Japanese announcement made on April 26, 2022 by Nomura Real Estate Holdings, Inc.