

# ESG Data

## Society

\* Unless otherwise indicated, the reporting scope is the Group.

### Employment Data\*<sup>1</sup>

| Category                                    | Item                              | Unit    | FY2018 | FY2019   | FY2020       | FY2021       |
|---|-----------------------------------|---------|--------|----------|--------------|--------------|
| Number of employees* <sup>2</sup>           | Total                             | Persons | 7,317  | 7,250    | 7,401        | 7,692        |
|   | Male                              |         | 5,066  | 5,031    | 5,043        | 5,195        |
|   | Female                            |         | 2,251  | 2,219    | 2,356        | 2,497        |
|   | Female employee ratio             |         | %      | 30.76    | 30.61        | 31.83        |
|   | Region                            | Persons | 7,317  | 7,250    | 7,401        | 7,692        |
|   | Japan                             |         | —      | —        | —            | 7,413        |
|   | Asia (excluding Japan)            |         | —      | —        | —            | 246          |
|   | Europe                            |         | —      | —        | —            | 33           |
|   | Permanent employees               | Persons | 7,061  | 6,974    | 7,175        | 7,423        |
|   | Male                              |         | —      | —        | 4,877        | 5,023        |
|   | Female                            |         | —      | —        | 2,298        | 2,400        |
|   | Permanent employee ratio          |         | %      | 96.50    | 96.19        | 96.95        |
|   | Temporary employees* <sup>3</sup> | Persons | 256    | 276      | 226          | 269          |
|   | Male                              |         | —      | —        | 168          | 172          |
| Female                                      | —                                 |         | —      | 58       | 97           |              |
| Temporary employee ratio                    | %                                 |         | 3.50   | 3.81     | 3.05         | 3.50         |
| New graduate career-track employees         | New graduate employees            | Persons | 258    | 306      | 274          | 264          |
|   | Male                              |         | 163    | 169      | 159          | 159          |
|   | Female                            |         | 95     | 137      | 115          | 105          |
|   | Female new graduate hires ratio   |         | %      | 36.82    | 44.77        | 41.97        |
| Turnover rate                               | Total* <sup>4</sup>               | %       | 3.99   | 5.13     | 4.78         | 5.81         |
|   | Male                              |         | 2.49   | 4.69     | 4.84         | 6.01         |
|   | Female                            |         | 6.57   | 5.99     | 4.79         | 5.63         |
|   | Voluntary turnover rate           |         | 3.54   | 4.43     | 3.88         | 4.45         |
| Average years of service* <sup>5</sup>      | Total                             | Years   | —      | —(12.40) | 10.42(11.88) | 10.56(11.49) |
|   | Male                              |         | —      | —(14.71) | 11.53(13.90) | 11.71(13.40) |
|   | Female                            |         | —      | —(8.42)  | 7.90(8.56)   | 8.17(8.35)   |
| Childcare leave takers                      | Total                             | Persons | 178    | 253      | 289          | 320          |
|   | Male                              |         | 6      | 10       | 28           | 35           |
|   | Female                            |         | 172    | 243      | 261          | 285          |
| Rate of acquisition of childcare leave      | Total                             | %       | —      | —        | —            | 96.23        |
|   | Male* <sup>6</sup>                |         | —      | —        | —            | 15.89        |
| Rate of reinstatement after childcare leave | Total                             | %       | 91.46  | 92.08    | 96.23        | 92.91        |
|   | Male                              |         | —      | —        | 100          | 100          |

\*<sup>1</sup> Data on the number of employees and average tenure of employees measured are as of March 31 of the years presented, while data on the number of new graduate career-track employees are as of April 1 of the years presented.

\*<sup>2</sup> The number of employees includes persons dispatched to outside the Group and excludes persons dispatched to the Group from outside.

\*<sup>3</sup> Temporary employees include rehired employees after retirement (113 in fiscal 2021).

\*<sup>4</sup> Turnover rates include the number of employees who retired at the mandatory retirement age.

\*<sup>5</sup> Data in parentheses represent values for Nomura Real Estate Development.

\*<sup>6</sup> Rate of male childcare leave takers, including those of the Group's own paternity leave programs for male employees, was 54.21%.

## Diversity and Inclusion

| Category  | Item  | Unit      | FY2018 | FY2019 | FY2020 | FY2021 |
|---|---|-----------|--------|--------|--------|--------|
| Promotion of the empowerment of women*1               | Female employee ratio   | %         | 30.76  | 30.61  | 31.83  | 32.46  |
|   | Female manager and junior manager ratio*2                               |           | 10.05  | 10.33  | 11.19  | 11.68  |
|   | Female new graduate hires ratio*3                                       |           | 36.82  | 44.77  | 41.97  | 39.77  |
| Promotion of the empowerment of diverse human capital | Number of foreign national employees *4                                 | Persons   | 16     | 114    | 140    | 303    |
|   | Rate of employment of persons with disabilities*5                       | %         | 1.96   | 2.02   | 2.05   | 2.33   |
| Promotion of diverse work styles                      | Family care leave takers  | Persons   | 4      | 7      | 6      | 5      |
| Health support promotion                              | Development of elderly housings with support services*6                 | Housings  | 125    | 125    | 382    | 502    |
|   | Number of the CASBEE-Wellness Office Assessment Certifications acquired | Buildings | — *7   | 4      | 3      | 3      |

\*1 As of March 31 each year

\*2 Manager and junior manager ratio: Female manager and junior manager ÷ all managers and junior managers.

\*3 Number of those hired during the fiscal year and were counted as joining a Group company in April of the next fiscal year.

\*4 Number of foreign employees does not include the number of foreign technical intern trainees employed.

\*5 Rates in Group companies subject to the Employment Rate System for Persons with Disabilities as of June 1 of the following fiscal year.

\*6 Cumulative total based on opening day.

\*7 Certification started in 2019.

## Creating Pleasant Workplace Environments (Initiatives for Wellness Management)

| Category                                | Item  | Unit        | FY2018           | FY2019           | FY2020           | FY2021           |
|---|---|-------------|------------------|------------------|------------------|------------------|
| Overwork prevention                     | Average work time over statutory working hours (per person)         | Hours/month | 14.07            | 13.51            | 9.99             | 13.73            |
| Promotion of the use of paid leave      | Rate of acquisition of paid leave*1                                 | %           | 47.31<br>(54.93) | 61.19<br>(62.62) | 56.14<br>(60.58) | 62.11<br>(63.80) |
| Promotion of thorough health management | Rate of employees who underwent medical examinations and checkups*1 | %           | —                | —                | (100)            | (100)            |
| Prevention of work-related accidents    | Number of work-related injuries resulting in death of an employee   | Incidents   | 0                | 0                | 0                | 0                |
|   | Number of work-related injuries resulting in death of a contractor  |             | —                | 0                | 2                | 0                |
|   | LTIFR*1 *2  | —           | (0)              | 1.29             | 3.43             | 0.56             |
|   | LTIR*3  | —           | —                | 0.60             | 1.34             | 0.32             |
|   | Absentee rate   | %           | 0.37             | 0.29             | 0.41             | 0.45             |
| Employee Satisfaction Survey            | Employee satisfaction level (five-point scale)                      | Points      | 4.03             | 4.05             | 3.96             | 3.97             |
|   | Number of responses/numbers of eligible employees                   | Person      | 2,013 / 2,066    | 2,067 / 2,113    | 2,209 / 2,259    | 1,958 / 2,105    |
|   | Response rate   | %           | 97.4             | 97.8             | 97.8             | 93.0             |
| Stress check survey                     | Survey response rate*4  | %           | —                | 88.5             | 88.7             | 87.5             |

\*1 Figures in parentheses represent percentage of employees of Nomura Real Estate Development (excluding contractors).

\*2 (Number of occupational accidents resulting in lost days/Total work hours) × 1,000,000.

\*3 (Number of fatalities and lost work days due to injury/Total work hours) × 1,000,000 (excluding contractors).

\*4 Conducted from May to June each year.

## Human Resource Management

| Category                          | Item   | Unit            | FY2018      | FY2019      | FY2020      | FY2021      |
|-----------------------------------|--|-----------------|-------------|-------------|-------------|-------------|
| Employee training participation*1 | Training hours per employee*2                          | Hours           | 12.65       | 12.65       | 9.87        | 4.21        |
|                                   | Total training hours*2                                 |                 | 25,077      | 24,969      | 20,063      | 23,855      |
|                                   | Investment in training cost per employee               | Yen             | 79,985      | 80,393      | 70,462      | 47,936      |
|                                   | Total training expense                                 |                 | 158,530,000 | 158,690,000 | 143,180,000 | 271,555,000 |
|                                   | Return on investment in employees' skill development*3 | %               | 2.04        | 2.81        | 1.56        | 2.14        |
|                                   | Return on investment in human capital*4                | 100 million yen | —           | —           | 10.42       | 9.17        |

\*1 The figures for the years up to FY2020 are for Nomura Real Estate Development and those for FY2021 are for the Nomura Real Estate Group.

\*2 Training hours only include time spent for mandatory training and do not include open or selective training or e-learning courses.

\*3 Return on investment in employees' skill development = Turnover rate/Total training expense (100 million yen).

\*4 Return on investment in human capital = (Operating revenue - (Selling Expenses and General and Administrative Expenses - Personnel cost))/Personnel cost.

## Safety Quality from Design to Management

| Category  | Item  | Unit       | FY2018  | FY2019  | FY2020  | FY2021  |
|---|---|------------|---------|---------|---------|---------|
| Compliance with internal design standards and quality manual                      | Residential Development Business Unit   | %          | 100     | 100     | 100     | 100     |
|   | Commercial Real Estate Business Unit  |            | 100     | 100     | 100     | 100     |
| Responses to safety issues  | Violation of safety-related laws/regulations or material breach of internal standards                                   | Incidents  | 0       | 0       | 0       | 0       |
| Quality improvement of property management and enhancement of after-sales service | Rate of conformance with the Building Management Quality Assessment Guidelines at properties under management*1         | %          | 86      | —*2     | 70      | 87      |
|   | Sign-up rate for NEXT PASS 10   |            | 80      | 77      | 75      | 67      |
| Improvement of customer satisfaction and comfort                                  | Livability Satisfaction Survey one year after residents take up occupancy of PROUD*3                                    | Points     | 3.9(25) | 3.8(36) | 3.8(31) | 3.8(38) |
|   | Post-contract survey on housing*3   |            | —       | 4.0(27) | 4.1(29) | 4.0(30) |
|   | Post-delivery survey on housing*3   |            | —       | 3.8(33) | 3.8(34) | 3.8(51) |
|   | Questionnaires for residents in leased condominiums (PROUD FLAT)*3  |            | —       | 4.2(41) | 4.1(58) | 4.2(39) |
|   | Questionnaires for residents in office buildings (PMO)*3  |            | 4.1(24) | 4.2(46) | 4.3(28) | 4.2(5)  |
|   | Number of Good Design Awards won  | Properties | 9       | 12      | 10      | 6       |
| Supplier Safety   | Number of companies that attended the Supplier Council Meeting on Health & Safety and the Supplier Conference on Safety | Companies  | 198     | 198     | 12*4    | 12*4    |

\*1 Conformance rate: We extracted several properties and conducted a survey on the number of conforming items in the assessment items listed in the guidelines. In fiscal 2020, we significantly increased the assessment items to improve and maintain the quality of our property management in light of amendments to relevant laws as well as heightened thresholds for conformity.

\*2 In fiscal 2019, we did not conduct a survey on the conformance rate due to the COVID-19 pandemic.

\*3 Above results are all disclosed based on a five-point scale. Figures in parentheses indicate survey response rates (%).

\*4 In fiscal 2020 and 2021, some of the conferences were either cancelled or conducted online at a significantly smaller scale due to the COVID-19 pandemic.

## Safety and Security in Disasters

| Category  | Item   | Unit       | FY2018 | FY2019 | FY2020 | FY2021 |
|---|--|------------|--------|--------|--------|--------|
| Enhancement of disaster preparedness and security countermeasures | Disaster preparedness drill implementation rates at managed properties                               | %          | 94     | 93     | 94     | 97     |
|   | Number of facilities, etc., that can take in persons who are unable to return home during a disaster | Properties | 7      | 8      | 10     | 10     |

## Care for and Revitalization of Communities

| Category  | Item  | Unit       | FY2018 | FY2019 | FY2020 | FY2021 |
|---|---|------------|--------|--------|--------|--------|
| Enhancement of design development to revitalize communities                     | Newly constructed residential properties with facilities that contribute to local communities   | Properties | 3      | 6      | 5      | 6      |
| Initiatives in operation and management for supporting community revitalization | Number of community Be ACTO opened (cumulative total)   | Properties | —      | 2      | 2      | 2      |
|   | Number of pre-occupancy housewarming events held at residential properties (events)             |            | 56     | 27     | —*     | —*     |
|   | Number of companies that participated in tenant networking events at mid-sized office brand PMO |            | 101    | 27     | —*     | —*     |

\* No events were held in fiscal 2020 or fiscal 2021 to help contain the spread of COVID-19.

## Contributions to Local Communities and Society

| Category  | Item                           | Unit       | FY2018 | FY2019 | FY2020 | FY2021 |
|---|--------------------------------|------------|--------|--------|--------|--------|
| Expenditures for contributions to local communities and society | Total amount                   | 10,000 yen | 7,949  | 7,558  | 3,158  | 30,788 |
|   | Cash donations* <sup>1</sup>   |            | 1,100  | 1,100  | 1,100  | 1,100  |
|   | Management costs* <sup>2</sup> |            | 6,849  | 6,458  | 2,058  | 29,688 |

\*<sup>1</sup> Support money paid to the Japanese Para-Sports Association (JPSA).

\*<sup>2</sup> Disclosed costs are primarily expenses for events held for local communities at Group-owned facilities.