

ESG Data

Social

Note: Unless otherwise indicated, the reporting scope is the Group.

Employment Data

| Category | Item | Unit | FY2019 | FY2020 | FY2021 | FY2022 |
|-------------------------------------|---|---------|--------|--------|--------|--------|
| Number of employees* ^{1,2} | Total | | 7,250 | 7,401 | 7,692 | 7,996 |
| | Male | Persons | 5,031 | 5,043 | 5,195 | 5,354 |
| | Female | | 2,219 | 2,356 | 2,497 | 2,642 |
| | Female employee ratio* ³ | % | 30.6 | 31.8 | 32.5 | 33.0 |
| | Region | | 7,250 | 7,401 | 7,692 | 7,996 |
| | Japan | Persons | — | — | 7,413 | 7,705 |
| | Asia (excluding Japan) | | — | — | 246 | 262 |
| | Europe | | — | — | 33 | 29 |
| | Permanent employees | | 6,974 | 7,175 | 7,423 | 7,670 |
| | Male | Persons | — | 4,877 | 5,023 | 5,139 |
| | Female | | — | 2,298 | 2,400 | 2,531 |
| | Permanent employee ratio | % | 96.2 | 97.0 | 96.5 | 95.9 |
| | Temporary employees* ⁴ | | 276 | 226 | 269 | 326 |
| | Male | Persons | — | 168 | 172 | 215 |
| | Female | | — | 58 | 97 | 111 |
| | Temporary employee ratio | % | 3.8 | 3.1 | 3.5 | 4.1 |
| New graduate career-track employees | New graduate employees* ¹ | | 306 | 274 | 264 | 292 |
| | Male | Persons | 169 | 159 | 159 | 177 |
| | Female | | 137 | 115 | 105 | 115 |
| | Female new graduate hires ratio* ^{3,5} | % | 44.8 | 42.0 | 39.8 | 39.4 |

*1 The number of employees is as of the end of March of each fiscal year. The number of new graduate employees is as of April 1 of each fiscal year.

*2 The number of employees includes employees transferred to companies outside the Group but excludes employees transferred to the Group.

*3 Figures include overseas subsidiaries and are as of March 31, 2023 (partial period).

*4 Temporary employees include those rehired after retirement. (Reference: 70 employees in FY2022)

*5 Figures indicate the number of employees hired during each fiscal year (employees who have joined the Company by April of the following calendar year).

Diversity and Inclusion

| Category | Item | Unit | FY2019 | FY2020 | FY2021 | FY2022 |
|--|---|---------|--------|--------|--------|--------|
| Empowering diverse human capital | Female manager and junior manager ratio* ¹ | % | 10.3 | 11.2 | 11.7 | 13.9 |
| | Number of foreign national employees* ² | Persons | 114 | 140 | 303 | 311 |
| | Rate of employment of persons with disabilities* ³ | % | 2.02 | 2.05 | 2.33 | 2.31 |
| Promoting diverse work styles | Rate of childcare leave takers* ⁴ | % | — | — | 96.2 | 64.5 |
| | Rate of childcare leave takers (Male) | % | — | — | 15.9 | 38.6 |
| | Childcare leave takers* ⁵ | Persons | 253 | 289 | 320 | 193 |
| | Male | | 10 | 28 | 35 | 71 |
| | Female | | 243 | 261 | 285 | 122 |
| | Rate of reinstatement after childcare leave* ⁵ | % | 92.1 | 96.2 | 92.9 | 98.8 |
| | Rate of reinstatement after childcare leave (Male) | | — | 100 | 100 | 100 |
| Nursing care leave takers* ⁵ | Persons | 7 | 6 | 5 | 8 | |
| Percentage of mid-career employees hired* ⁶ | Nomura Real Estate Development | % | 60.3 | 29.3 | 49.1 | 60.9 |
| | Nomura Real Estate Solutions | % | 39.9 | 21.1 | 27.5 | 28.9 |
| | Nomura Real Estate Partners | % | 22.7 | 35.6 | 38.1 | 44.4 |
| | Nomura Real Estate Life & Sports | % | 44.1 | 43.9 | 45.7 | 37.5 |
| Gender wage gap* ^{5,7} | All employees | % | — | — | — | 61.4 |
| | Full-time employees | % | — | — | — | 58.5 |
| | Part-time and fixed-term employees | % | — | — | — | 89.7 |
| Employee Engagement | Percentage of implementation of one-on-one meetings | % | — | — | 84 | 83 |

*1 Manager and junior manager ratio: Female manager and junior manager ÷ all managers and junior managers

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

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

*4 From FY2022, the method for disclosure has been changed to secure conformity with a calculation formula for information disclosure via securities reports, as stipulated under guidelines issued by the Ministry of Health, Labour and Welfare, which has made it mandatory to announce the status of childcare leaves.

*5 Applicable only to domestic corporations. Figures as of March 31, 2023 (partial period) are shown.

*6 Percentage of full-time mid-career hires among the number of full-time employees, as stipulated under the Act for the Comprehensive Promotion of Labor Policies.

*7 Ratio of women's wages to men's wages. The Group applies an equal pay system for both men and women and treats them equally within the same rank. Personnel evaluations are also based on the same standards for both men and women, and there are no differences between men and women in the personnel system.

Human Rights

| Category | Item | Unit | FY2019 | FY2020 | FY2021 | FY2022 | |
|---|-------------------------|------------------------|---------|--------|-----------------|--------|-----|
| Human rights-related training (Group-wide) | New employees | Participation rate | % | 100 | —* ¹ | 100 | 100 |
| | | Number of participants | Persons | 248 | —* ¹ | 280 | 263 |
| | Newly promoted managers | Participation rate | % | 100 | 100 | 100 | 100 |
| | | Number of participants | Persons | 170 | 135 | 149 | 168 |
| | Mid-career hires | Participation rate | % | 100 | 100 | 100 | 100 |
| | | Number of participants | Persons | 79 | 170 | 195 | 262 |
| Human rights-related training (individual company only: Nomura Real Estate Life & Sports)* ² | Participation rate | % | 100 | 98.9 | 91.4 | 91.6 | |
| | Number of participants | Persons | — | — | 585 | 588 | |

*1 Cancelled due to the COVID-19 pandemic.

*2 The participation rate and number of participants are for full-time and part-time employees in fiscal 2019 and 2020 and for full-time employees in fiscal 2021 and 2022. Training for part-time employees is ongoing.

Promotion of Wellness Management

| Category | Item | Unit | FY2019 | FY2020 | FY2021 | FY2022 |
|---|---|-----------------|------------------|------------------|------------------|------------------|
| Overwork prevention | Average work time over statutory working hours (per person) | Hours per month | 13.51 | 9.99 | 13.73 | 11.03 |
| Promotion of the use of paid leave | Rate of acquisition of paid leave*1 | % | 61.19 (62.62) | 56.14 (60.58) | 62.11 (63.80) | 68.43 (75.61) |
| Promotion of thorough health management | Rate of employees who underwent medical examinations and checkups*1 | % | — | (100) | (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 | Incidents | 0 | 2 | 0 | 1 |
| | LTIFR*2 | — | 1.29 | 3.43 | 0.56 | 1.00 |
| | LTIR*3 | — | 0.60 | 1.34 | 0.32 | 1.00 |
| | Absentee rate | % | 0.29 | 0.41 | 0.45 | 0.40 |
| Wellness and D&I survey | Employee satisfaction level (five-point scale) *4 | Points | 4.05 | 3.96 | 3.97 | 3.87 |
| | Response rate*5 | % | 97.8 | 97.8 | 93.0 | 92.4 |
| Average tenure of employees*1 | Total | Years | — (12.40) | 10.42 (11.88) | 10.56 (11.49) | 10.87 (11.75) |
| | Male | | — (14.71) | 11.53 (13.90) | 11.71 (13.40) | 12.11 (13.81) |
| | Female | | — (8.42) | 7.90 (8.56) | 8.17 (8.35) | 8.24 (8.43) |
| Turnover rates | Total*6 | % | 5.13 | 4.78 | 5.81 | 5.60 |
| | Male | | 4.69 | 4.84 | 6.01 | 5.42 |
| | Female | | 5.99 | 4.79 | 5.63 | 5.98 |
| | Voluntary turnover rate | | 4.43 | 3.88 | 4.45 | 4.70 |
| Stress check tests | Stress check response rate*7 | % | 88.5 | 88.8*8 | 88.8*8 | 94.5 |

*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 Until fiscal 2021, the figures are for “satisfaction with the workplace” in the satisfaction survey conducted by Nomura Real Estate Development alone. The figure for fiscal 2022 is for “engagement in the workplace” in the awareness survey for the Nomura Real Estate Group as a whole.

*5 Until fiscal 2021, the response rate is for the satisfaction survey conducted by Nomura Real Estate Development alone. From fiscal 2022, the response rate is for the awareness survey for the Nomura Real Estate Group as a whole. (The number of respondents has increased from approximately 2,000 to 7,000.)

*6 Turnover rates include the number of employees retired at the mandatory retirement age.

*7 Nomura Real Estate non-consolidated rates

*8 Data for previous years has been corrected retrospectively to improve accuracy.

Human Resource Management

| Category | Item | Unit | FY2019 | FY2020 | FY2021 | FY2022 |
|-----------------------------------|--|------------|--------|--------|--------|--------|
| Employee training participation*1 | Total training hours*2 | Hours | 24,969 | 20,063 | 23,855 | 30,334 |
| | Training hours per employee*2 | | 12.65 | 9.87 | 4.21 | 3.79 |
| | Total training expense | 10,000 yen | 15,869 | 14,318 | 27,155 | 41,269 |
| | Training expense per employee | Yen | 80,393 | 70,462 | 47,936 | 51,612 |
| | Return on investment in employees' skill development*3 | % | 2.81 | 1.56 | 2.14 | 1.36 |
| | Return on investment in human capital*4 | % | — | 10.42 | 9.17 | 9.78 |

*1 The figures for the years up to fiscal 2020 are for Nomura Real Estate Development and those for fiscal 2021 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 employee 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.

| Category | Item | Subject | Number of training hours (hours) | Number of implementing companies (companies) | Number of participants (persons) |
|--|---|--|----------------------------------|--|----------------------------------|
| Training programs | Group-wide training | New employee introductory training | 38 | 6 | 263 |
| | | New employee follow-up training | 7 | 6 | 251 |
| | | Employees in their second year | 12 | 7 | 240 |
| | | Employees in their third year | 14 | 7 | 229 |
| | | Newly promoted managers*1 | 23 | 7 | 168 |
| | | Newly promoted senior managers | 28 | 3 | 33 |
| | | Newly promoted general managers | 82 | 3 | 12 |
| | Nomura Real Estate Development's training | Employees in their fourth year | 7 | — | 49 |
| | | Employees in their fourth year (career design) | 7 | — | 49 |
| | | Employees in their fourth year holding section chief positions (career management) | 7 | — | 19 |
| | | Professional level 1 positions*2 | 12 | — | 60 |
| | | Professional level 1 positions (women's career and life) | 12 | — | 60 |
| | | Leaders*3 | 14 | — | 64 |
| | | Leaders in their second year (career design) | 12 | — | 46 |
| | | Leaders in their second year holding section chief positions (career management) | 12 | — | 21 |
| | | INSIDES training | 2 | — | 66 |
| Financial training (employees in their fourth to sixth year) | 7 | — | 107 | | |

*1 After 13 years of service (generally)

*2 After 7 years of service (generally)

*3 After 9 years of service (generally)

Safety Quality from Design to Management

| Category | Item | Unit | FY2019 | FY2020 | FY2021 | FY2022 | |
|---|---|---------------------------------|------------------|------------------|------------------|------------------------|----------|
| Compliance with internal design standards and quality manual | Residential Development Business Unit* ¹ | % | 100 | 100 | 100 | 100 | |
| | Commercial Real Estate Business Unit* ¹ | | 100 | 100 | 100 | 100 | |
| Compliance with Building Management Quality Assessment Guidelines | Rate of conformance with the Building Management Quality Assessment Guidelines at properties under management* ² | % | — * ³ | 70 | 87 | 67 | |
| Various internal surveys* ⁴ | Livability Satisfaction Survey one year after residents take up occupancy of PROUD | Average score (out of 5 points) | Points (%) | 3.8 (36) | 3.8 (31) | 3.8 (38) | 4.0 (38) |
| | Post-contract survey on housing | | | 4.0 (27) | 4.1 (29) | 4.0 (30) | 4.2 (28) |
| | Post-delivery survey on housing | | | 3.8 (33) | 3.8 (34) | 3.8 (34)* ⁵ | 3.9 (32) |
| | Periodic after-sales services survey | | | — | — | 3.8 (51) | 3.8 (50) |
| | Interior fair survey | | | — | — | 3.6 (44) | 3.6 (41) |
| | Furniture fair survey | | | — | — | 3.5 (32) | 3.5 (34) |
| | Questionnaires for residents in leased condominiums (PROUD FLAT) | | | 4.2 (41) | 4.1 (58) | 4.2 (39) | 4.0 (37) |
| | Questionnaires for residents in office buildings (PMO) | | | 4.2 (46) | 4.3 (28) | 4.2 (5) | 4.3 (46) |
| External evaluation | Nikkei Condominium Brand Questionnaires* ⁶ | Rank | 1 | 1 | 1 | 1 | |
| | ORICON Customer Satisfaction Survey on new condominiums Tokyo metropolitan area after-sales follow-up | | 1 | 1 | 1 | 1 | |
| | SumaiSurn: Management Company Satisfaction Survey Ranking | | 1 | 1 | 1 | 1 | |
| | ORICON Customer Satisfaction Survey on real estate brokerage (Sale: detached housing) | | 1 | 1 | 2 | 2 | |
| Measures toward Good Design Award | Number of Good Design Awards won | — | 12 | 10 | 6 | 6 | |
| Promoting health support services | Developments of health promoting senior rental housing for extending healthy lifespans* ⁷ | Units | 125 | 382 | 502 | 647 | |
| | Number of CASBEE Wellness Office Assessment Certifications acquired | — | 4 | 3 | 3 | 6 | |
| Supplier Council Meetings on Health & Safety held | Number of companies attending Supplier Council Meetings on Health & Safety and Supplier Conference on Safety | Companies | 198 | 12* ⁸ | 12* ⁸ | 159 | |
| Violations by suppliers | Number of significant incidents of violations of laws and regulations with regard to ensuring supplier safety | — | — | — | 0 | 0 | |
| Safety quality violations | Number of violations of relevant safety laws and regulations and serious violations of the company's standards | — | — | — | 0 | 0 | |
| Initiatives for ethical advertising practices | Number of violations that resulted in action orders and dispositions related to advertising labeling, premiums, and unfair competition prevention* ⁹ | — | — | — | — | 0 | |

*1 Specific products include condominiums, detached housing, rental housing, office buildings, retail facilities, logistics facilities, and hotels.

*2 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.

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

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

*5 Data for previous years has been corrected retrospectively to improve accuracy.

*6 Indicates a first-place ranking given for most of the 10 question items in the questionnaire.

*7 Cumulative total based on the opening day

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

*9 Figures represent the number of violations for the condominium business, Nomura Real Estate Development's business in the Commercial Real Estate Business Unit, and the Property Brokerage & CRE Business Unit.

Safety and Security in Disasters

| Category | Item | Unit | FY2019 | FY2020 | FY2021 | FY2022 |
|---|--|------|--------|--------|--------|--------|
| Disaster prevention support at managed properties | Disaster preparedness drill implementation rates at managed properties (buildings) | % | 93 | 94 | 97 | 99 |
| | Number of facilities, etc., that can take in persons who are unable to return home during a disaster | — | 8 | 10 | 10 | 9 |

Care for and Revitalization of Communities

| Category | Item | Unit | FY2019 | FY2020 | FY2021 | FY2022 |
|---|---|------|--------|--------|--------|--------|
| Enhancement of design development to revitalize communities | Newly constructed residential properties with facilities that contribute to local communities | — | 6 | 5 | 6 | 4 |
| Initiatives in operation and management for supporting community revitalization | Number of community Be ACTO opened (cumulative total) | — | 2 | 2 | 2 | 3 |
| | Number of Be ACTO members | — | — | — | — | 1,306 |
| | Number of elementary school programs organized | — | — | — | — | 10 |
| | Number of pre-occupancy housewarming events held at residential properties (events) | — | 27 | —*1 | —*1 | 11 |
| | Number of companies that participated in tenant networking events at mid-sized office brand PMO | — | 27 | —*1 | —*1 | —*1 |

*1 No events were held in fiscal 2020, 2021 or 2022 to help contain the spread of COVID-19.

Contributions to Local Communities and Society

| Category | Item | Unit | FY2019 | FY2020 | FY2021 | FY2022 |
|---|--------------------|------------|--------|--------|--------|--------|
| Expenditures for contributions to local communities and society | Total amount | | 7,558 | 3,158 | 30,788 | 30,395 |
| | Cash donations*1 | 10,000 yen | 1,100 | 1,100 | 1,100 | 1,200 |
| | Management costs*2 | | 6,458 | 2,058 | 29,688 | 29,195 |

*1 Support money paid to the Japanese Para-Sports Association (JPSA). Starting in fiscal 2022, the figures represent the total sponsorship fee for the said association and the amount donated to the Keidanren Biodiversity Fund.

*2 The total amount of expenses for various events that contribute to the local community held at our main Group-owned facilities, and travel expenses and coaching fees for supporting the management of para-athletes