

Environment

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

Enhancement of Environmental Management

Category	Item	Unit	FY2017	FY2018	FY2019	FY2020
Environmental Management System	Acquisition rate of ISO 14001 (coverage ratio against gross floor area)	%	15.1	16.1	16.8	18.6
Green Building Environmental Certification	Acquisition rate of the Green Environmental Certification by new business property for sales (including pending applications)	%	100	100	100	100
	Number of acquisition of the Green Environmental Certification by new business property for sales (including pending applications)	Properties	12	20	14	15
Environmental Certification on Energy Performance	Number of properties for which the Commercial Real Estate Business Unit acquired BELS (Building-Housing Energy-efficiency Labeling System)	Properties	—	9	14	17 (3)* ¹
Green Certification	Green certification (three stars or more) * ²	%	—	—	—	56.3
Environmental compliance	Violations of environmental laws and regulations	Incidents	—	0	0	0

*1 Number in parentheses represents pending applications for which certification will be issued in fiscal 2021.

*2 Note: Green certification (with three stars or more or equivalent to) refers to DBJ Green Building Certification (three stars or more) or BELS Certification (three stars or more), or CASBEE for Real Estate (B+ or higher). The figure is calculated based on the floor area of NMF's properties, excluding land. The acquisition status (all figures) is as of August 31, 2021.

Responding to Climate Change

Category	Item	Unit	FY2017	FY2018	FY2019	FY2020
Greenhouse gas emissions	Scope1	t-CO ₂	18,000	24,018	23,627	20,119
	Scope2		122,000	136,569	126,960	112,087
	Scope3		—	—	3,367,714	1,456,063
	1. Products and services purchased		—	—	969,704	453,707
	2. Capital goods		—	—	71,164	97,862
	3. Fuel- and energy-related activities that are not included in Scope 1 and 2		—	—	27,473	24,854
	4. Transportation and delivery (upstream)		—	—	4,081	3,164
	5. Waste generated by businesses		—	—	6,858	5,317
	6. Business trips		—	—	1,421	936
	7. Employers' commuting		—	—	2,395	2,409
	8. Lease assets (upstream)		—	—	—	—
	9. Transportation and delivery (downstream)		—	—	—	—
	10. Processing of products sold		—	—	—	—
	11. Use of products sold		—	—	2,203,005	834,184
	12. Disposal of products sold		—	—	62,603	19,605
13. Lease assets (downstream)	—	—	19,011	14,025		
14. Franchise	—	—	—	—		
15. Investments	—	—	—	—		
Energy use	Energy use	MWh per year	—	445,772	422,490	381,817
	Energy consumption intensity	MWh/m ² per year	—	0.224	0.208	0.184
Renewable energy use	Solar power generating facility installation rate at Landport logistics facilities (%)	%	92.3	92.9	94.7	90.0
	Electric power generated at Landport logistics facilities (million kWh/year)	1,000 kWh	11,550	12,081	15,194	21,926

Scope of data reported (GHG emissions for Scopes 1 and 2; and energy use)

Category	部門	Unit	FY2017	FY2018	FY2019	FY2020
Number of facilities subject to reporting	All	Buildings	184	190	183	191
	Office buildings		—	—	104	110
	Fitness facilities		—	—	45	48
	Commercial facilities		—	—	15	13
	Hotels		—	—	12	13
	Logistics facilities		—	—	1	1
	Parking lots		—	—	4	4
	Training centers		—	—	1	1
	Heating and cooling center		—	—	1	1
Gross floor area	All	m ²	1,592,806	1,989,974	2,033,422	2,079,952
	Office buildings		—	—	1,423,113	1,447,598
	Fitness facilities		—	—	127,295	130,130
	Commercial facilities		—	—	347,445	362,504
	Hotels		—	—	64,469	68,620
	Logistics facilities		—	—	49,547	49,547
	Parking lots		—	—	17,141	17,141
	Training centers		—	—	654	654
	Heating and cooling center		—	—	3,758	3,758

Effective Utilization of Water Resources

Category	Item	Unit	FY2017	FY2018	FY2019	FY2020
Water intake, drainage, and use	Volume of water intake	m ³ per year	1,949,000	2,062,756	2,287,731	1,698,074
	Clean water		—	1,784,613	2,017,367	1,395,108
	Recycled water		—	101,751	103,768	161,533
	Well water		—	176,393	166,596	141,432
	Basic unit water intake	m ³ /m ² per year	—	1.03	1.01	0.71
	Volume of drainage (sewer water)	m ³ per year	—	1,938,782	2,179,558	1,398,457
	Volume of water used		—	123,974	108,173	299,617

Scope of data reported (water intake, drainage and use)

Category	Unit	FY2017	FY2018	FY2019	FY2020
Number of properties subject to reporting	Facilities	163	190	190	205
Total gross floor area	m ²	1,566,969	2,010,041	2,261,122	2,406,444

Consideration for Biodiversity

Category	Item	Unit	FY2017	FY2018	FY2019	FY2020
Biodiversity certifications	Number of certifications acquired for newly developed properties	%	4	2	0	2

Appropriate Utilization of Resources and Pollution Control

Category	Item	Unit	FY2017	FY2018	FY2019	FY2020
Waste discharge	Waste discharge	Tons per year	6,060	6,832	6,594	5112
	Discharge intensity	kg/m ² per year	4.343	4.867	5.159	3.047

Scope of data reported (waste discharge)

Category	Unit	FY2017	FY2018	FY2019	FY2020
Number of properties subject to reporting	Facilities	114	125	121	106
Total gross floor area	m ²	1,395,411	1,403,672	1,278,147	1,677,683

ESG Data

Society

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

Employment Data*¹

Category	Item	Unit	FY2017	FY2018	FY2019	FY2020
Number of employees* ²	Total	Persons	6,931	7,317	7,250	7,401
	Male		4,869	5,066	5,031	5,043
	Female		2,062	2,251	2,219	2,356
	Female employee ratio		%	29.75	30.76	30.61
	Permanent employees	Persons	6,173	7,061	6,974	7,175
	Male		—	—	—	4,877
	Female		—	—	—	2,298
	Permanent employee ratio		%	89.06	96.50	96.19
	Temporary employees* ³	Persons	758	256	276	226
	Male		—	—	—	168
	Female		—	—	—	58
	Temporary employee ratio		%	10.94	3.50	3.81
New graduate career-track employees	New graduate employees	Persons	256	258	306	274
	Male		168	163	169	159
	Female		88	95	137	115
	Female employment ratio		%	34.38	36.82	44.77
Turnover rate	Total* ⁴	%	3.85	3.99	5.13	4.78
	Male		3.57	2.49	4.69	4.84
	Female		4.46	6.57	5.99	4.79
	Voluntary turnover rate		3.4	3.54	4.43	3.88
Average tenure of employees* ⁵	Total	Years	—	—	— (12.40)	10.42 (11.88)
	Male		—	—	— (14.71)	11.53 (13.90)
	Female		—	—	— (8.42)	7.90 (8.56)
Childcare leave takers	Total	Persons	148	178	253	289
	Male		3	6	10	28
	Female		145	172	243	261
Rate of reinstatement after childcare leave	Total	%	92.59	91.46	92.08	96.23
	Male		—	—	—	100

*¹ 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.

*² The number of employees includes persons dispatched to outside the Group, and excludes persons dispatched to the Group from outside.

*³ Temporary employees include rehired employees after retirement

*⁴ Turnover rates include the number of employees who retired at mandatory retirement age.

*⁵ Data in parentheses represent values for Nomura Real Estate Development.

Safety/Security

Category	Item	Unit	FY2017	FY2018	FY2019	FY2020
Safety/security in processes from design and construction through to operation and management	Violation of safety-related laws/regulations or material breach of internal standards	Incidents	0	0	0	0
Compliance with internal design standards and quality manual	Residential Development Business Unit	%	100	100	100	100
	Commercial Real Estate Business Unit		—*1	100	100	100
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*2	%	85	86	—*3	70
	Sign-up rate for NEXT PASS 10		82	80	77	75
Products and services with longer life and increased durability	Number of completed re:Premium projects	Projects	7	5	17	9
	Number of properties for which Attractive 30 was introduced		—*4	11 (1,384 housings)	23 (3,211 housings)	23 (2,390 housings)
Enhancement of disaster preparedness and security countermeasures	Disaster preparedness drill implementation rates at managed properties	%	85	94	93	94
	Number of facilities, etc., that can take in persons who are unable to return home during a disaster	Properties	3	7	8	10

*1 Year design standards and quality manual were formulated

*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 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 The year of product development

Community

Category	Item	Unit	FY2017	FY2018	FY2019	FY2020
Enhancement of design development to activate communities	Newly constructed residential properties with facilities that contribute to local communities	Properties	4	3	6	5
Initiatives in operation and management for supporting community activation	Number of community ACTO opened (cumulative total)	Properties	—*1	—	2	2
	Number of pre-occupancy housewarming events held at residential properties (events)		40	56	27	—*2
	Number of companies that participated in tenant networking events at mid-sized office brand PMO		100	101	27	—*2

*1 The first "ACTO" opened in 2019.

*2 No event held due to the COVID-19 pandemic

Health and Well-being

Category	Item	Unit	FY2017	FY2018	FY2019	FY2020
Health support promotion	Development of elderly housings with support services* ¹	Housings	125	125	125	382
	Number of the CASBEE-Wellness Office Assessment Certifications acquired	Buildings	—* ²	—* ²	4	3
Comfort improvement	Livability Satisfaction Survey one year after residents take up occupancy of PROUD * ³	Points	3.9 (36)	3.9 (25)	3.8 (36)	3.8 (31)
	Post-contract survey on housing * ³		—	—	4.0 (27)	4.1 (29)
	Post-delivery survey on housing * ³		—	—	3.8 (33)	3.8 (34)
	Questionnaires for residents in leased condominiums (PROUD FLAT)* ³		—	—	4.2 (41)	4.1 (58)
	Questionnaires for residents in office buildings (PMO)* ³		—	4.1 (24)	4.2 (46)	4.3 (28)
	Questionnaires on fitness satisfaction* ³ * ⁴		—	3.4	3.4	3.4
	Number of Good Design Awards won (properties)	Properties	8	9	12	10

*1 Cumulative total based on opening day

*2 Certification started in 2019.

*3 Above results are all disclosed based on a five-point scale.

*4 As the Fitness Satisfaction Survey was not conducted using a form of customer questionnaire, a response rate is not indicated.

Human Capital

Category	Sub-category	Item	Unit	FY2017	FY2018	FY2019	FY2020
Health and Safety of Employees	Overwork prevention	Average hours worked in excess of statutory working hours (per person)*1	Hours per month	19.66	14.07 (12.1)	13.51 (10.45)	9.99 (12.06)
	Promotion of the use of paid leave	Rate of paid leave taken*1	%	(59.55)	47.31 (54.93)	61.19 (62.62)	56.14 (60.58)
	Promotion of thorough health management	Rate of employees who underwent medical examinations and checkups	%	—	—	—	100
	Prevention of work-related accidents	Number of work-related accidents resulting in death of an employee	Accidents	1	0	0	0
				—	—	0	2
		LTIFR*1*2	—	— (0)	1.29	3.43	
		LTIR*3	—	—	0.6	1.34	
	Absentee rate	%	0.38	0.37	0.29	0.41	
Stress check survey	Survey response rate*4	%	—	—	88.5	88.7	
Promotion of Diversity	Promotion of the empowerment of women*5	Female employee ratio	%	29.75	30.76	30.61	31.83
		The ratio of female manager and female candidates for managerial position*6		—	10.05	10.33	11.19
		Female manager ratio		5.45	5.58	6.14	6.78
		Ratio of female candidates for managerial position		15.08	16.07	15.87	18.27
		Ratio of new female graduates hired*7		34.38	36.82	44.77	41.97
	Promotion of diverse work styles	Rate of reinstatement after childcare leave	%	92.59	91.46	92.08	96.23
		Total number of childcare leave takers (number of men)		—	—	—	100
		Nursing care leave takers	Persons	4	4	7	6
	Promotion of the empowerment of diverse human capital	Number of foreign nationals*8	Persons	14	16	114	140
		Rate of employment of persons with disabilities*9	%	1.90	1.96	2.02	2.05
Creation of Fair and Rewarding Workplaces	Employee satisfaction survey	Employee satisfaction level (5-point scale)	Points	3.81	4.03*10	4.05	3.96
		Number of respondents / Number of employees who were survey subjects	Persons	1,930 / 2,028	2,013 / 2,066	2,067 / 2,113	2,209 / 2,259
		Response rate	%	95.1	97.4	97.8	97.8
Improvements to Human Capital	Employee training participation*11	Training hours per employee*12	Hours	12.53	12.65	12.65	9.87
		Total training hours*12		—	25,077	24,969	20,063
		Training expense per employee	Yen	59,482	79,985	80,393	70,462
		Total training expense		—	158,530,000	158,690,000	143,180,000
		Return on investment in employees' skill development*13	%	—	2.04	2.81	1.56
		Return on investment in human capital*14	100 million yen	—	—	—	10.42
Supplier Safety	—	Number of companies that attended the Supplier Council Meeting on Health & Safety and the Supplier Conference on Safety	Companies	188	198	198	12*15

*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

*5 As of March 31 each year

*6 (Number of female managers + number of female candidates for managerial position)/(total number of managers and total number of candidates for managerial position)

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

*8 The number of foreign employees does not include the number of foreign technical intern trainees employed.

*9 The rates of employment of persons with disabilities for fiscal 2017 and thereafter are as of June 1 of the following fiscal year. Other rates are as of April 1 of the following fiscal year. The rate covers Group companies subject to the Employment Rate System for Persons with Disabilities.

*10 Level of "satisfaction with the workplace" has been used as the reference index since fiscal 2018.

*11 Participation by employees of Nomura Real Estate Holdings and Nomura Real Estate Development

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

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

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

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

Contributions to Local Communities and Society

Category	Item	Unit	FY2017	FY2018	FY2019	FY2020
Expenditures for contributions to local communities and society	Total amount	10,000 yen	8,341	7,949	7,558	3,158
	Cash donations* ¹		1,100	1,100	1,100	1,100
	Management costs* ²		7,241	6,849	6,458	2,058

*1 Support money paid to the Japanese Para-Sports Association (JPSA).

*2 Disclosed costs are primarily expenses for events held for local communities at Group-owned facilities.

ESG Data

Governance

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

Corporate Governance

Category	Item	Unit	FY2020
Meetings held	Board of Directors	Sessions	15
	Audit & Supervisory Committee		14
	Nomination and Compensation Advisory Committee		11
	Management Committee		50
	Budget Committee		9
	Risk Management Committee		7
	Sustainability Committee		3
	DX Strategy Committee		13

* Scope: Nomura Real Estate Holdings

Category	Item	Unit	FY2017	FY2018	FY2019	FY2020
Meetings of the Board of Directors and the Audit & Supervisory Committee Attendance rate*1	Board of Directors*2	%	98.6	100	99.0	100
	Of which external directors		96.8	100	97.5	100
	Audit & Supervisory Committee		98.3	100	100	100
	Of which external directors who serve as Audit & Supervisory Committee members		97.2	100	100	100
Annual total compensation ratio*1	Ratio of compensation between CEO and employees	—	—	12.0:1	13.7:1	13.1:1

*1 Reporting scope: Nomura Real Estate Holdings

*2 The number of meetings held in fiscal 2017 does not include the meetings at which some board members withheld attendance based on the intent of Article 369, Paragraph 2 of the Companies Act.

Compliance

Category	Item	Unit	FY2017	FY2018	FY2019	FY2020
Compliance with Japan's Anti-Monopoly Act, the Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors (the so-called Subcontracting Act), etc.	Number of violations of the Anti-Monopoly Act and the Subcontracting Act	Incidents	—	—	—	0
	Employees who were disciplined for violating the Anti-Corruption and Anti-Bribery Policy	Persons	—	—	—	0
Compliance with the Anti-Monopoly Act, the Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors and other laws and regulations	Administrative penalties (fines or settlement payments) for violations of the Anti-Monopoly Act or the Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors	Incidents	0	0	0	0

Risk Management

Category	Item	Item	FY2017	FY2018	FY2019	FY2020
Meetings held by the Risk Management Committee and the Group Risk Liaison Committee	Number of meetings held	Meetings	12	12	12	13
Information Security	Complaints about customer privacy infringement and customer data breaches	Incidents	—	—	0	0
Provision for Lawsuits Involving Violations of Laws and Regulations, and Environmental, Social, and Governance (ESG) Issues		Yen	—	—	—	0