

Sustainability Report 2022



Table of Contents

| | |
|--|----------|
| Top Message (the Sustainability Committee Chairman) | 3 |
| The Nomura Real Estate Group's Stance on Sustainability | 6 |
| Sustainability Management | 8 |
| Materiality determination process | 11 |
| Dialogue with Stakeholders | 16 |
| Business and Sustainability | 19 |
| Special Features in the Past | 23 |

| | |
|---|-----------|
| Sustainability Policy (the Group's vision of 2050) | 24 |
|---|-----------|

| | |
|-------------------|---|
| Responding | TCFD |
| | Responding to the Task Force on Climate-related Financial Disclosures (TCFD) |
| | 31 |

Priority Issues (materiality)

| | |
|---|-----|
| Society and Employees | |
| Diversity and Inclusion | 50 |
| Human rights | 68 |
| Climate Change and the Natural Environment | |
| Decarbonization | 77 |
| Biodiversity | 91 |
| Circular Design | 102 |

Sustainability activities(ESG)

| | |
|---|------------|
| Environment | 111 |
| Environmental Management | 114 |
| Decarbonization | 121 |
| Biodiversity | 132 |
| Circular Design | 140 |
| Addressing Environmental Pollutants | 146 |
| Society | 148 |
| Diversity and Inclusion | 151 |
| Human Rights | 166 |
| Creation of Comfortable Workplaces | 172 |
| Human Capital Management | 184 |
| Safety Quality from Design to Management | 193 |
| Safety and Security in Disasters | 209 |
| Care for and Activation of Communities | 215 |
| Contributions to Local Communities and Society | 223 |
| Governance | 229 |
| Corporate Governance | 232 |
| Compliance | 252 |
| Risk Management | 265 |
| Supply Chain Management | 273 |
| Information for ESG Investors | 277 |
| Index for ESG Investors and Evaluation Organizations ... | 279 |
| ESG Data | 281 |
| SASB Index | 282 |
| GRI Content Index | 284 |
| Sustainable Finance | 297 |
| Independent Third-Party Assurance Report: LRAQ Independent Assurance Statement | 302 |
| External Evaluation and Initiatives | 305 |

| | |
|-------------------------------|------------|
| Editorial Policy | 314 |
|-------------------------------|------------|