



Earth Pride

SCROLL

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.

Priority Issues (Materiality) by 2030

	Materiality	KPI
Society and employees	 Diversity & inclusion  Human rights	Percentage of women in management positions 20%
		Rate of acquisition of childcare leave by men and women 100%
		Procurement guideline survey implementation rate 80%
		Creation of a human rights due diligence system
		Percentage of participation in human rights training 100%
		Provision of products and services with inclusive design*1
		Percentage of implementation of 1-on-1 meetings 100%
Climate change and natural environment	Decarbonization  Biodiversity  Circular design	35% reduction in CO ₂ emissions (compared to fiscal 2019)
		Ensuring ZEH/ZEB oriented standards in the building energy-efficiency index in new construction
		Development of timber-based buildings
		Acquisition of biodiversity certification
		Initiatives to prolong the life of buildings
		Reduction of the volume of waste products and increase of the rate of reuse of waste products

*1 A design process that involves people with diverse backgrounds, values and challenges

For more information on the promotion of each materiality issue, please refer to the April 26 news release, Nomura Real Estate Group establishes a sustainability policy showing a vision of 2050 to achieve growth and realize a sustainable society.

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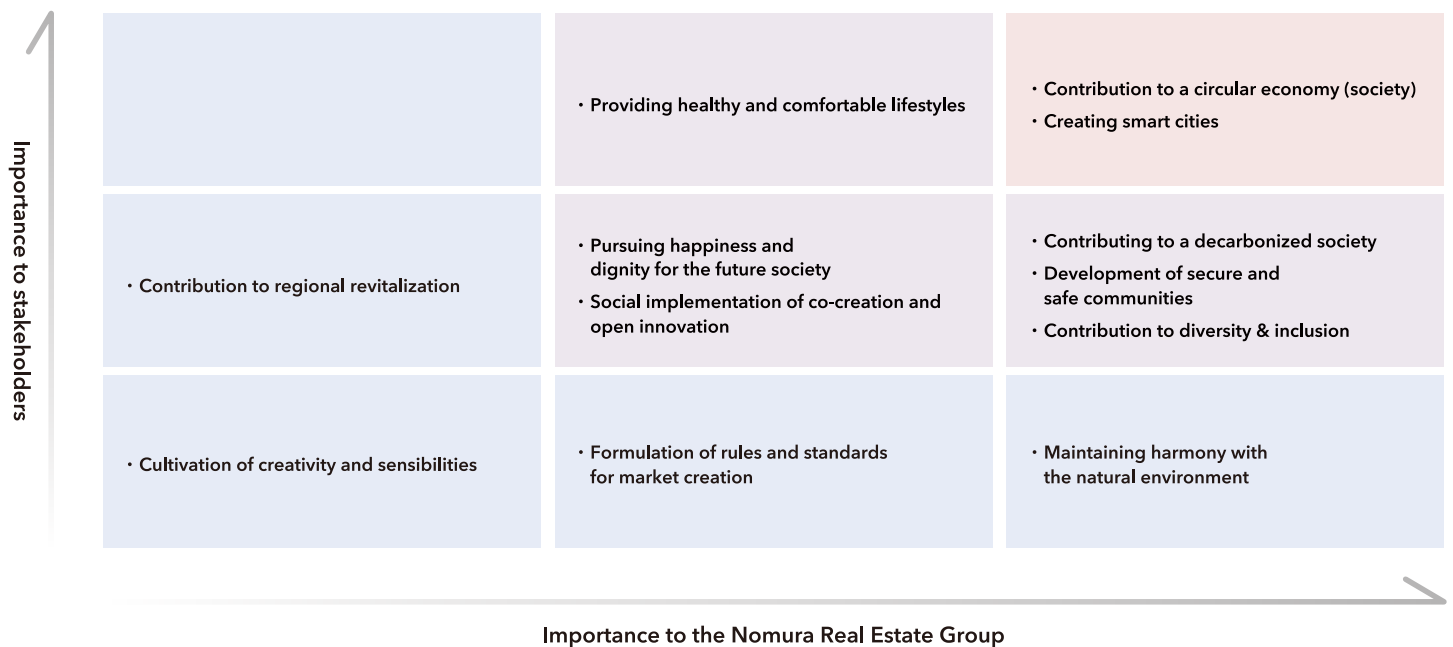
About the Sustainability Policy determination process

Since August 2020, the Group has been formulating a Sustainability Policy (for 2050) and considering what issues to prioritize (materiality) until 2030.

During the determination process, we held in-house workshops to gather opinions on such issues as "what kind of value to provide." We also collected opinions from management through a "materiality candidate questionnaire" and from various stakeholders outside the company through similar questionnaires.



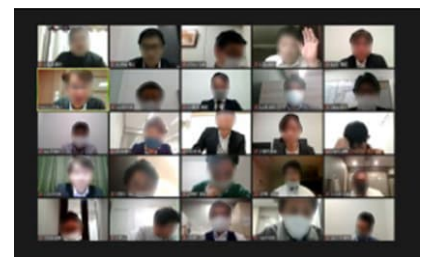
After analyzing the opinions, we synchronized and linked the results with our medium-to long-term business plan and positioned the plan as a way to realize our ideal corporate image through the business. Particularly important items were defined as priority issues (materiality).



Approximately 460 people from inside and outside the company participated in the determination process.

183 mid-level and young employees in the Group
 214 management employees
 Over 20 members of director and executive Officer(Sustainability Committee members, etc.)

About 40 people in total, including sustainability professionals, institutional investors, business partners and customers



During the development process, many people expressed ideas and opinions about creating new value in the areas of spiritual wealth, happiness, caring for people, and providing healthy and comfortable lifestyles. They shared common feelings and empathy for people.

Based on these results, we will position the materiality of "diversity & inclusion" and "human rights" related to "societies and employees" as the foundation of our Sustainability Policy. We will also promote initiatives that contribute to "decarbonization," "biodiversity," and "circular design" related to "climate change and natural environment" in our businesses.