

# Environment

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

## Environmental Management

Category	Item	Unit	FY2018	FY2019	FY2020	FY2021
Environmental Management System	Acquisition rate of ISO 14001 (coverage ratio against gross floor area)	%	16.1	16.8	18.6	19.6
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	20	14	15	15 (7) <sup>*1</sup>
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	16
Green Certification	Percentage of properties owned by Nomura Real Estate Master Fund, Inc. with green certification (three stars or more or equivalent to) <sup>*2</sup>	%	—	—	56.3	56.0
Environmental compliance	Violations of environmental laws and regulations	Incidents	0	0	0	0

\*1 Number in parentheses represents pending applications for which certification will be issued in fiscal 2022

\*2 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 green certification ratio is as of August 31 of the following fiscal year.

## Decarbonization

Category	Item	Unit	FY2018	FY2019	FY2020	FY2021
Greenhouse gas emissions	Scope1	t-CO <sub>2</sub>	24,018	23,627	20,119	21,542
	Scope2		136,569	126,960	112,087	107,514
	Scope3		—	3,367,714	1,456,063	2,167,970
	1. Products and services purchased		—	969,704	453,707	702,271
	2. Capital goods		—	71,164	97,862	159,373
	3. Fuel- and energy-related activities that are not included in Scope 1 and 2		—	27,473	24,854	24,358
	4. Transportation and delivery (upstream)		—	4,081	3,164	4,465
	5. Waste generated by businesses		—	6,858	5,317	7,503
	6. Business trips		—	1,421	936	963
	7. Employers' commuting		—	2,395	2,409	1,917
	8. Lease assets (upstream)		—	—	—	—
	9. Transportation and delivery (downstream)		—	—	—	—
	10. Processing of products sold		—	—	—	—
	11. Use of products sold		—	2,203,005	834,184	1,214,723
	12. Disposal of products sold		—	62,603	19,605	38,859
13. Lease assets (downstream)	—	19,011	14,025	13,539		
14. Franchise	—	—	—	—		
15. Investments	—	—	—	—		

Category	Item	Unit	FY2018	FY2019	FY2020	FY2021
Energy consumption	Energy consumption	MWh	445,772	422,490	381,817	379,428
	Office buildings		—	—	—	189,086
	Fitness facilities		—	—	—	74,705
	Commercial facilities		—	—	—	74,607
	Hotels		—	—	—	9,904
	Logistics facilities		—	—	—	2,360
	Parking lots		—	—	—	198
	Training centers		—	—	—	52
	Heating and cooling center		—	—	—	28,516
	Energy consumption intensity		MWh/m <sup>2</sup>	0.224	0.208	0.184
Energy consumption by energy type	Purchased electricity	MWh	—	255,089	228,825	220,740
	City gas		—	116,068	108,034	116,840
	LPG		—	507	183	436
	Class A heavy oil		—	2,546	1,401	1,303
	Gasoline		—	2,156	0	0
	Light oil		—	0	0	4
	Kerosene		—	5,089	3,544	2,779
	Heat		—	—	—	—
	Steam		—	16,552	18,555	18,119
	Cold water		—	24,482	21,275	19,208
Renewable energy consumption	Renewable energy (in-house power generation)	MWh	—	1,000	1,818	7,882
	Office buildings		—	1,000	1,000	6,230
	Fitness facilities		—	—	—	—
	Commercial facilities		—	—	406	975
	Hotels		—	—	413	677
	Logistics facilities		—	—	—	—
	Parking lots		—	—	—	—
	Training centers		—	—	—	—
Heating and cooling center	—	—	—	—		
Renewable energy generated	Solar power generating facility installation rate at Landport logistics facilities	%	92.9	94.7	90.0	76.0
	Solar power generated at Landport logistics facilities	MWh	12,081	15,194	21,926	22,801

Scope of data reported (GHG emissions for Scopes 1 and 2, and energy consumption)

Category	Item	Unit	FY2018	FY2019	FY2020	FY2021
Number of facilities subject to reporting	All	Buildings	190	183	191	181
	Office buildings		—	104	110	101
	Fitness facilities		—	45	48	48
	Commercial facilities		—	15	13	16
	Hotels		—	12	13	10
	Logistics facilities		—	1	1	1
	Parking lots		—	4	4	1
	Training centers		—	1	1	1
	Heating and cooling center		—	1	1	1
Gross floor area	All	m <sup>2</sup>	1,989,974	2,033,422	2,079,952	2,058,781
	Office buildings		—	1,423,113	1,447,598	1,456,228
	Fitness facilities		—	127,295	130,130	130,130
	Commercial facilities		—	347,445	362,504	361,993
	Hotels		—	64,469	68,620	41,109
	Logistics facilities		—	49,547	49,547	49,547
	Parking lots		—	17,141	17,141	15,422
	Training centers		—	654	654	654
	Heating and cooling center		—	3,758	3,758	3,758

## Biodiversity

Category	Item	Unit	FY2018	FY2019	FY2020	FY2021
Biodiversity certifications	Number of certifications acquired for newly developed properties	Properties	2	0	2	3

## Circular Design

Category	Item	Unit	FY2018	FY2019	FY2020	FY2021
Waste discharge	Waste discharge	t	6,832	6,594	5,112	7,213
	Waste discharge intensity	kg/m <sup>2</sup>	4.867	5.159	3.047	3.504

Scope of data reported (waste discharge)

Category	Unit	FY2018	FY2019	FY2020	FY2021
Number of properties subject to reporting	Facilities	125	121	106	91
Total gross floor area	m <sup>2</sup>	1,403,672	1,278,147	1,677,683	2,077,219

Category	Item	Unit	FY2018	FY2019	FY2020	FY2021
Water intake, drainage, and use	Volume of water intake	m <sup>3</sup>	2,062,756	2,287,731	1,698,073	1,920,973
	Clean water		1,784,612	2,017,367	1,395,108	1,555,279
	Recycled water		101,750	103,768	161,533	202,625
	Well water		176,393	166,596	141,432	163,069
	Basic unit water intake	m <sup>3</sup> /m <sup>2</sup>	1.03	1.12	0.81	0.93
	Volume of drainage (sewer water)	m <sup>3</sup>	1,938,782	2,179,558	1,398,456	1,600,913
	Volume of water used		123,974	108,173	299,617	320,060

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

Category	Unit	FY2018	FY2019	FY2020	FY2021
Number of properties subject to reporting	Facilities	190	190	205	181
Total gross floor area	m <sup>2</sup>	2,010,041	2,261,122	2,406,444	2,058,781

Category	Item	Unit	FY2018	FY2019	FY2020	FY2021
Products and services with longer life and increased durability	Number of completed re:Premium projects	Projects	5	17	9	13
	Number of properties for which Attractive 30 was introduced		11 (1,384 housings)	23 (3,211 housings)	23 (2,390 housings)	28 (2,936 housings)

# 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 (54.93)	61.19 (62.62)	56.14 (60.58)	62.11 (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.



## ESG Data

# Governance

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

## Corporate Governance

Category	Item	Unit	FY2021
Meetings held	Board of Directors	Sessions	21
	Audit and Supervisory Committee		12
	Advisory Committee Relating to Nomination and Compensation		7
	Management Committee		50
	Budget Committee		11
	Risk Management Committee		7
	Sustainability Committee		5
	DX Strategy Committee		12

\* The reporting scope is Nomura Real Estate Holdings.

Category	Item	Unit	FY2018	FY2019	FY2020	FY2021
Meetings of the Board of Directors and the Audit and Supervisory Committee Attendance rate* <sup>1</sup>	Board of Directors	%	100	99.0	100	99.6
	Of which are external directors		100	97.5	100	99.0
	Audit and Supervisory Committee		100	100	100	100
	Of which are external directors who serve as Audit and Supervisory Committee members		100	100	100	100
Annual total compensation ratio* <sup>1</sup>	Ratio of compensation between CEO and employees	—	12.0 : 1	13.7 : 1	13.1 : 1	16.8 : 1

\*<sup>1</sup> The reporting scope is Nomura Real Estate Holdings.

## Compliance

Category	Item	Unit	FY2018	FY2019	FY2020	FY2021
Group's points of contact (the power harassment and sexual harassment hotline and the human rights desk)	Number of consultations received by the Group's points of contact	Incidents	—	—	45	39
	Consultations on harassment		—	—	—	26
	Consultations on other issues		—	—	—	13
Compliance with the Anti-Monopoly Act, the Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors and other laws and regulations	Legal violations, fines, or penalties related to corruption or bribery including facility payments	Incidents	—	—	0	0
	Violations of the Anti-Monopoly Act or the Act against Delay in Payment of Subcontract Proceeds	Incidents	0	0	0	0
	Fines related to the Anti-Monopoly Act (including other relevant laws)	Yen	—	—	0	0
	Investigations related to the Anti-Monopoly Act (including other relevant laws)	Incidents	—	—	0	0
	Corruption cases such as graft and bribery		—	—	0	0
	Investigations related to corruption cases such as graft and bribery		—	—	0	0
Measures on non-compliance	Total number of critical concerns that were communicated to the highest governance body	Incidents	—	—	—	0
Tax payments	Total	Million Yen	—	—	—	25,563
	Japan		—	—	—	25,343
	UK		—	—	—	96
	Vietnam		—	—	—	56
	Thailand		—	—	—	3
	Ireland		—	—	—	1
	China		—	—	—	0.8
	Hong Kong		—	—	—	0.5
	Singapore		—	—	—	0.4

## Risk Management

Category	Item	Unit	FY2018	FY2019	FY2020	FY2021
Meetings held by the Risk Management Committee and the Group Risk Liaison Committee	Number of meetings held	Meetings	12	12	13	13
Information security	Complaints about customer privacy infringement and customer data breaches	Incidents	—	0	0	0
Provision for lawsuits involving violations of laws and regulations, and environmental, social, and governance (ESG) issues		Yen	—	—	0	0